California Online Public Schools

California Online Public Schools

California Online Public Schools (CalOPS) Board Meeting

Published on April 10, 2026 at 6:48 AM PDT
Amended on April 10, 2026 at 11:38 AM PDT

Date and Time

Tuesday April 14, 2026 at 4:00 PM PDT

Location

CalOPS NorCal: 580 N. Wilma Avenue, Suite G, Ripon, CA 95366
CalOPS SoCal: 33272 Valle Road, San Juan Capistrano, CA 92675
1201 Cara Road, Dinuba, CA 93618
32946 Calle San Marcos, San Juan Capistrano, 92675
3753 W. Norberry Street, Lancaster, CA 93536
9423 Reseda Blvd. Apt #230, Northridge, CA 91324
4108 W Avenue J6, Lancaster, CA 93536
3950 Crondall Dr, Sacramento, CA 95864

Join Zoom Meeting
https://californiaops-org.zoom.us/j/92843576813
Meeting ID: 928 4357 6813
Dial In: +1 (669) 900-9128 ext. 928-4357-6813# US

This meeting is open to members of the public. For information about meetings or for members of the public who require special accommodations to attend, please visit our website at www.californiaops.org/governance or contact the school offices: Dana Hohn (NorCal) or Eva McGahey (SoCal) at (800) 906-5166 at least 24 hours

prior to the meeting. The board packet can be made available for public review by contacting the school offices prior to the Board meeting in compliance with California open meeting law.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**4:00 PM**
A.	Roll Call		Dan Hertzler	
B.	Call the Meeting to Order		Adam Pulsipher	
C.	Approval of Agenda	Vote	Adam Pulsipher	

II. Public Comment

The Board welcomes participation by the members of the public telephonically. To address an item on the agenda, before the scheduled start of the meeting, an individual must write their name and a short description of the agenda item on which they wish to comment on the card provided and submit this to the Chair, along with any materials they want to have distributed to Board. Individuals who wish to address the Board telephonically must contact the School Leader by phone or by email at least twenty four (24) hours before the scheduled start of the Board meeting. If the individual wants to provide any written materials to the Board, these should be emailed to the School Leader at least twenty-four (24) hours before the scheduled start of the meeting.

The total time for any individual to present, either in person or via telephone, on an item on the agenda shall not exceed three (3) minutes, or six (6) minutes if the individual requesting to comment is a non English speaker and requires a translator, unless the Board grants additional time. However, in compliance with Board policy and the Brown Act, the Board is not permitted to discuss or take action on non-agenda items.

Individuals desiring to make a formal presentation to the Board on an item not on the agenda but desiring it be placed on the agenda must provide notice and written submissions detailing the subject of the presentation to the School Leader at least fourteen (14) days prior to the meeting. Any such presentations shall not exceed fifteen (15) minutes in duration, unless otherwise permitted by the Chair.

To view the Board Open Meeting Policy, visit the CalOPS Governance Page at https://californiaops.org/governance/

III. Public Hearing

		Purpose	Presenter	Time
A.	2025-2026 Curriculum (attached)	Discuss	Leslie Dombek	

IV. Oral Reports

A.	Superintendent's Report	FYI	Richard Savage and Richie Romero	

1. 2026-26 Application and ITR Updates
2. General School Updates
3. SPuDs Retreat Updates
4. Sponsoring District(s) Update

B.	Principals' Report (attached)	FYI		

1. High School - Matt Brockway
2. Middle School - Heather Tamayo
3. Elementary School - Marcus White

C.	Student Representative Updates	FYI	Avery Bailey	
D.	CalOPS Financial Services Updates	FYI	LaChelle Carter	

1. CalOPS Consolidated Financial Presentation (attached)

E.	Policy, Compliance, and Legislative Updates	FYI	Dan Hertzler	

V. Consent Items

A.	Approval of Minutes from the March 10, 2026 CalOPS Board Meeting (attached)	Vote		
B.	Approval of Staffing Report (attached)	Vote	Zana Kidd	
C.	Approval of Interim Stipends (attached)	Vote	Zana Kidd	
D.	Approval of Check Register (attached)	Vote	LaChelle Carter	
E.	Approval of Credit Card Statements (attached)	Vote	LaChelle Carter	
F.	Ratification of Special Education Service Contracts (attached)	Vote	LaChelle Carter	

		Purpose	Presenter	Time
G.	Approval of Expenditures over $20k (attached)	Vote	LaChelle Carter	
H.	Approval of 2026-27 CalOPS Employee Handbook (attached)	Vote	Zana Kidd	
I.	Approval of 2026-27 CalOPS Employment Agreement (attached)	Vote	Zana Kidd	

VI. Action Items

A.	Approval of ELT Tech Refresh (attached)	Vote	Dan Hertzler	
B.	Approval of Student Technology and Hardware Purchase (attached)	Vote	Dan Hertzler	
C.	Board Decision to Rescind CalOPS Board (Member) Stipend Policy (attached)	Vote	Dan Hertzler	
D.	Approval of Renaissance Marriott Contract for BTS Overflow 2026 (attached)	Vote	Richard Savage	
E.	Approval of Instructional Materials Board Resolution (attached)	Vote	Leslie Dombek	
F.	Approval of 2025 Empower Match (attached)	Vote	Zana Kidd	
G.	Approval of PPS Credentialing for Academic Advisors (attached)	Vote	Ryan Dreifus and Leslie Dombek	
H.	Approval of Temporary Assignment and Stipend Policy (attached)	Vote	Zana Kidd	
I.	Approval of 2026 Employee Benefits Renewal (attached)	Vote	Zana Kidd	

VII. Closed Session

A.	CLOSED SESSION - Brown Act; California Gov't Code §54956.9	Discuss		

1. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
    1. Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: One case
2. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

		Purpose	Presenter	Time

1. Title: Co-Superintendent Finance, Educational and Student Services

3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION
    1. Title: Co-Superintendent Operations, Human Resources, and Business Services

B.	Closed Session Report Out	FYI	Adam Pulsipher	

VIII. Closing Items

A.	Future Business	Discuss	Adam Pulsipher	
B.	Adjourn Meeting	Vote	Adam Pulsipher	

Adjournment and Confirmation of the Next Meeting - May 12, 2026 at 4 pm PT

Coversheet

2025-2026 Curriculum (attached)

Section: III. Public Hearing
Item: A. 2025-2026 Curriculum (attached)
Purpose: Discuss
Submitted by:
Related Material: 250610 Approved 25-26 CalOPS Curriculum (2).pdf

Approved by CalOPS Board of Directors June 10, 2025

California Online Public Schools Curriculum and Instructional Materials for Board Approval – 2025–2026 School Year

The following curriculum and instructional materials are being presented for Board consent for the 2025–2026 school year at California Online Public Schools. These selections ensure rigorous, standards-aligned instruction across all grade bands and subject areas. Each item listed is grouped by grade band, subject area, and vendor, with similar titles consolidated where appropriate.

Consent of this document also grants approval for necessary adjustments that may arise due to unforeseen curricular challenges during the 2025–2026 school year. This includes but is not limited to curriculum substitutions, vendor changes, or course modifications that support continued alignment with academic standards and student needs.

Elementary Curriculum

- - Art K–5 (Visual and Performing Arts) – Vendor: Accelerate
- - Gifted and Talented Language Arts 2–5 (Language Arts) – Vendor: Accelerate
- - Gifted & Talented Literature Study 2–5 (Language Arts) – Vendor: Junior Great Books
- - Language Arts Basic 1–3 (Language Arts) – Vendor: Teach Town
- - Language Arts K-5 (Language Arts) – Vendor: Accelerate
- - Language Arts TK (Language Arts) – Vendor: Flexpoint
- - Gifted and Talented Math 2–5 (Mathematics) – Vendor: Singapore Math
- - Math TK–5 (Mathematics) – Vendor: Singapore Math
- - Math Basic 1–3 (Mathematics) – Vendor: Teach Town
- - Gifted and Talented Science 2–5 (Science) – Vendor: Accelerate
- - Science Basic 1–3 (Science) – Vendor: Teach Town
- - Science K-5 (Science) – Vendor: Accelerate
- - Science TK (Science) – Vendor: Flexpoint
- - Gifted and Talented Social Studies 1–5 (Social Studies) – Vendor: Accelerate
- - Social Studies Basic 1–3 (Social Studies) – Vendor: Teach Town
- - Social Studies TK-5 (Social Studies) – Vendor: Accelerate
- - Social Studies TK (Social Studies) – Vendor: Flexpoint
- - Physical Education 1–5 (Physical Education) – Vendor: Accelerate

Middle School Curriculum

- - Algebra 1–2 (Mathematics) – Vendor: APEX
- - Geometry 6–7 (Mathematics) – Vendor: Edmentum
- - Math Level 1–3 (Mathematics) – Vendor: Teach Town
- - Art 6–7 (Visual and Performing Arts) – Vendor: Flexpoint
- - Art 8 (Visual and Performing Arts) – Vendor: Accelerate
- - Health 6–8 (Electives) – Vendor: McGraw Hill
- - Human Sexuality 7 (Electives) – Vendor: Goodheart-Wilcox
- - Gifted and Talented Language Arts 6–8 (Language Arts) – Vendor: Flexpoint

Approved by CalOPS Board of Directors June 10, 2025

- - Language Arts Level 1–3 (Language Arts) – Vendor: Teach Town
- - Language Arts 6-8 (Language Arts) – Vendor: Flexpoint
- - Literature Study 6–8 (Language Arts) – Vendor: Junior Great Books
- - Gifted and Talented Science 6–8 (Science) – Vendor: Flexpoint
- - Science Level 1–3 (Science) – Vendor: Teach Town
- - Science 6-8 (Science) – Vendor: Flexpoint
- - Social Studies 6–8 (Social Studies) – Vendor: Flexpoint
- - Social Studies Level 1–3 (Social Studies) – Vendor: Teach Town
- - Social Studies 6-8 (Social Studies) – Vendor: Flexpoint
- - Spanish I A, Spanish I B (Foreign Languages) – Vendor: Flexpoint

High School Curriculum

- - Algebra 1-2 (Mathematics) – Vendor: APEX
- - Algebra 1-2 (Mathematics- PS) – Vendor: SchoolsPLP
- - AP Calculus AB, AP Calculus BC, AP Precalculus, AP Statistics, Consumer Math A, Precalculus A, (Mathematics) – Vendor: Flexpoint
- - Geometry 1–2 (Mathematics) – Vendor: Apex
- - Math Basic 1–3 (Mathematics) – Vendor: Teach Town
- - AP Psychology A, American Government, Economics, Honors American Government, Honors Economics, Honors United States History, Honors World History, United States History A, World History, (Social Studies) – Vendor: Accelerate
- - American Government, Art History, Economics, United States History, World Geography, World History, (Social Studies- PS) – Vendor: SchoolsPLP
- - AP Art History, AP Government and Politics United States, AP Human Geography, AP Macroeconomics, AP Microeconomics, AP United States History, (Social Studies) – Vendor: Flexpoint
- - Art History and Appreciation, Personal Finance, Psychology A, Sociology (Social Studies) – Vendor: Edmentum
- - Social Studies Basic 1–3 (Social Studies) – Vendor: Teach Town
- - American Sign Language 1–4 (Foreign Languages) – Vendor: Flexpoint
- - AP Biology, AP Chemistry A, AP Chemistry B, Anatomy and Physiology, Biology, Chemistry, Earth Science, Earth and Space Science, Honors Biology, Honors Chemistry, Honors Earth and Space Science, Honors Physics, Marine Science, Paleontology, Physical Science, Physics, Renewable Energy (Science) – Vendor: Accelerate
- - AP Environmental Science, Agriscience Foundations, Astronomy, Environmental Science (Science) – Vendor: Flexpoint
- - Biology, Earth Science, Physical Science (Science- PS) – Vendor: SchoolsPLP
- - Science Basic 1–3 (Science) – Vendor: Teach Town
- - AP Computer Science, Criminal Justice Operations, Introduction to Hospitality and Tourism, Theatre, Cinema & Film Production, (Electives) – Vendor: Flexpoint
- - Career Preparation, Early Childhood Education, High School Career Discovery, Learning in a Digital World, Nutrition and Wellness, Social Media, Workplace and Internship Readiness (Electives - PS) – Vendor: SchoolsPLP

Approved by CalOPS Board of Directors June 10, 2025

- - Applied Medical Terminology, College and Career Preparation, Computer Applications, Computing for College and Careers, Exercise Science, First Aid & Safety, Health & Personal Wellness, Introduction to Fashion Design, Introduction to Social Media, Marketing, Advertising, and Sales, Nutrition, Personal Training Concepts, Principles of Law, Public Safety, Corrections, and Security, Relationships and Emotions (Electives) – Vendor: Edmentum
- - Creative Writing, Early Childhood Education, Journalism, Media and Communication, Speech, Study Skills and Strategies, Study Skills and Strategies (Electives) – Vendor: Accelerate
- - HS Sexual Education and HIV Prevention (Electives) – Vendor: Goodheart-Wilcox
- - Ethnic Studies (Electives) – Vendor: APEX
- - AP Computer Science Principles (Electives) – Vendor: Code HS
- - AP English Language and Composition, AP English Literature and Composition, (Language Arts) – Vendor: Edmentum
- - English 9–12 (Language Arts) – Vendor: Accelerate
- - English 9–12 (Language Arts - PS) – Vendor: SchoolsPLP
- - Language Arts Basic 1–3 (Language Arts) – Vendor: Teach Town
- - Careers in Criminal Justice, Life Skills (Marketing, Sales, and Service Industry - PS) – Vendor: SchoolsPLP
- - Culinary Arts 1(Marketing, Sales, and Service Industry) – Vendor: Edmentum
- - Digital Media Fundamentals 1 (Visual and Performing Arts - PS) – Vendor: SchoolsPLP
- - Digital Photography, Graphic Design and Illustration, Introduction to Visual Arts, Music Appreciation, (Visual and Performing Arts) – Vendor: Edmentum
- - Drawing A (Visual and Performing Arts) – Vendor: Accelerate
- - Game Design In Unity, Introduction to Computer Science in JavaScript, Python Programming, Web Design, (Visual and Performing Arts) – Vendor: CodeHS
- - Health, Physical Education & Fitness, Physical Education & Nutrition, Physical Education & Physical Activities, Physical Education & Wellness (Physical Education) – Vendor: SchoolsPLP
- - Physical Education 1–2 (Physical Education) – Vendor: Edmentum
- - Life Management Skills (Marketing, Sales, and Service Industry, Electives) – Vendor: Edmentum
- - Spanish 1-4, AP Spanish Language and Culture (Foreign Language) – Vendor: Flexpoint

Coversheet

Principals' Report (attached)

Section: IV. Oral Reports
Item: B. Principals' Report (attached)
Purpose: FYI
Submitted by:
Related Material: CalOPS Principals' Report 04.14.26.pdf

California Online Public Schools

CalOPS Principals' Report

April 2025-26

Site Reports

Matthew Brockway, High School Principal

Site Administrator for Northern Region - Monterey Bay, North Bay, and Northern California

March has come and gone like a blur. I, along with many staff, were able to join our PFT testing sites. It was a blast getting to see families, and students trying their best. Seeing students take pride in their accomplishments, large or small, was great. There were multiple high school aged students that took pictures of their results, because they were impressed at how well they did. We are gearing up for state testing, mid-semester conferences, and the final quarter of the year.

Heather Tamayo, Middle School Principal

Site Administrator for Southern Region - Southern California

Greetings. With Spring Break now concluded, we turn our attention to the CAASPP administration as part of our state testing efforts. Our staff initiated the testing season in March with the administration of the Physical Fitness Test (PFT).

Through the thoughtful guidance of their homeroom teachers, students have been well prepared for both the structure and expectations of state assessments. Throughout the school year, students have engaged in three administrations of the Interim Assessment Blocks (IABs), which have provided valuable practice and familiarity with the testing format.

We believe these targeted, shorter assessments have helped build student confidence and readiness for the CAASPP.

Marcus White, Elementary Principal

Site Administrator for Central Region - Central Valley and Central Coast

Greetings From Elementary,

We are back from Spring Break. Students and teachers had a great time unplugging and recharging. April is an important month for us as we prepare for our upcoming CAASPP state testing. Teachers are working

hard to ensure our students are confident and equipped for the testing. Finally, PFT was a huge success. It was fun to get out and meet our students and families.

Enrollment Update

Month for Report: March

	Elementary School	Middle School	High School	Total
Enrolled	2544	2210	4303	9057
26-27 ITR Verified	465	328	770	1563
26-27 New Student Verified	184	95	173	452
26-27 ITR Pipeline	41	24	117	182
26-27 New Student Pipeline	133	89	224	446
Updated: April 6, 2026				

Marketing Update

- On-going; weekly after hours online information sessions for prospective families

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Engagement Activities

Recent Engagement Activities

Northern Region - *Monterey Bay, North Bay and NorCal*

- *More to come!*

Central Region - *Central Valley and Central Coast*

- *More to come!*

Southern Region - *SoCal*

- **CalOPS Cares Volunteer Event**
  Feeding America Riverside/San Bernardino (FARSB) - Thursday, March 5, 2026
  Along with other volunteers, our CalOPS Cares team sorted 2,390 lbs of food which will be distributed to community partners to distribute to those in need in the Inland Empire. Food had been donated by CVS, Sam's Club and other large retailers. The team inspected donations for food expiration dates and ensured packaging was intact.Effort took place at the organization's warehouse in Riverside. This event was open to a very small group of families with students age 12 and higher. FARSB distributes over 3.1 million pounds of food per month and partners with nearly 250 local nonprofit organizations.
  Attendees: Eight attendees

- **"Guided Tour: A Closer Look" at the Getty Center**- Tuesday, March 31, 2026
  Whether it was viewing the beautiful grounds, enhancing our understanding of art, enjoying spectacular views or enjoying lunch together, the day provided a memorable time filled with inspiration and camaraderie. CalOPS families and staff were treated to a one hour guided tour and saw various works of art: Elementary students were introduced to art from the Middle-Ages, glass from the 15th through 18th centuries as well as European terra cotta sculptures from the 18th century. Middle and high school students viewed Medieval painting/ Northern Renaissance and Baroque art and learned about a portrait of King Louis XIV. Middle School Art Teacher, Mr. Kinnaman, shared families additional insights about how styles changed from the Renaissance through to Impressionism.
  Attendees: 35 people attended

Upcoming Engagement Activities

Northern Region - *Monterey Bay, North Bay and NorCal*

- **McHenry Mansion Field Trip - Friday, April 17, 2026**
  This Modesto-based field trip is available for up to 50 students and their families for all grade levels. There will be a tour of the mansion and a tour of the on-site museum.

Central Region - *Central Valley and Central Coast*

- **Fresno College Tour - Friday, April 17, 2026**
  This Fresno College Tour will be targeting 6th to 8th grade students with high school students welcome to join.

Southern Region - *SoCal*

- **"Beyond Feathers" field trip - Tuesday, April 14, 2026**
  Hosted by the San Diego River Foundation, this field trip provides students of all grade levels with

an immersive experience in bird identification, adaptations, habitats, and their vital roles in the ecosystem. During the program, students will take a guided bird walk through the San Diego River estuary, which is recognized as a prime habitat and migration stopover for various aquatic bird species.

Virtual Community Building- *All Six School Locations*

- **RISE Launch Drop-In Sessions for Current Caretakers**
  - Monday, April 13 4:30 PM
  - Wednesday, April 15 Noon
  - Friday, April 17 4:30 PM

- **Chat with a Principal-Wednesday**, April 15, 2026 at 11:30 AM
  Due to the well received session in first semester, we will host another session designed for parents to feel welcome to interact with principals in a casual group setting

- **Onboarding Webinars for 2026/2027 for Newly Enrolled Families**
  - How Does Our School Work? April 23, 2026 11:00 AM and 5:00 PM
  - The Parent/Caretaker Role May 4, 2026 5:00 PM
  - The Parent/Caretaker Role May 7, 2026 9:30 AM
  - Socialization May 20, 2026 11:00 AM and 4:00 PM
  - Special Populations Support June 4, 2026 10:00 am and 5:00 PM
  - Social/Emotional Health June 10, 2026 8:00 AM and 3:00 PM

Coversheet

CalOPS Financial Services Updates

Section: IV. Oral Reports
Item: D. CalOPS Financial Services Updates
Purpose: FYI
Submitted by:
Related Material: CalOps_FY26_02_Monthly Financial Update.pdf

CHARTER IMPACT

California Online Public Schools

February Financial Update – FY25/26

Summary

		TOTAL		
	Enrollment	**7,968**	**7,968**	**0**
	ADA	**8,282**	**8,007**	**275**
		Feb Forecast	**2nd Interim**	**$ Variance**
Revenue	State Aid-Rev Limit	$ 112,675,447	$ 108,796,132	$3,879,315
	Federal Revenue	2,930,485	2,924,784	$5,701
	Other State Revenue	14,662,023	14,564,163	$97,860
	Other Local Revenue	167,918	160,054	$7,864
	Total Revenue	**$ 130,435,873**	**$ 126,445,133**	**$3,990,740**
Expenses	Certificated Salaries	$ 51,953,384	$ 50,726,867	$1,226,517
	Classified Salaries	2,732,731	2,768,215	($35,484)
	Benefits	20,677,909	20,604,672	$73,238
	Books and Supplies	10,120,445	13,167,602	($3,047,157)
	Subagreement Services	13,574,210	11,293,472	$2,280,737
	Operations	2,140,805	2,231,665	($90,860)
	Facilities	1,623,132	1,610,493	$12,639
	Professional Services	11,795,575	11,698,524	$97,051
	Depreciation	55,103	59,772	($4,669)
	Interest	0	0	$0
	Total Expenses	**$ 114,673,293**	**$ 114,161,281**	**$512,012**
Full Year	**Total Surplus(Deficit)**	**$ 15,762,580**	**$ 12,283,852**	**$3,478,728**
	As a % of Annual Expenses	13.7%	10.8%	
	Beginning Fund Balance (as of 7/1)	$ 27,648,218	27,648,218	$0
	Ending Fund Balance (as of 6/30)	**$ 43,410,798**	**$ 39,932,070**	**$3,478,728**
	As a % of Annual Expenses	38%	35%	
	YE Cash	**$ 38,814,404**	**$ 39,143,746**	**($329,341)**

Highlights

- **Attendance: +275** to 2nd Interim, driven by LP6-LP7 actuals
- **Revenue: +$4M (+3.2%)**, driven by added ADA
- **Expenses: +$510K** (**+0.4%**), driven by stipends
- **Surplus: $3.5M** (**14%** of expenses)
- **Ending Fund balance: $43M**
- **Cash: $29.1M** (as of 2/28)

Attendance Data and Metrics

- Count-Day Enrollment: **7,979**
- Projected P2 ADA: **8,282**, **+275** to 2nd Interim

TOTAL

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	7,968	8,500
ADA	8,282	8,330
Attendance Rate	103.9%	98.0%
Unduplicated %	58.3%	56.4%
Revenue per ADA	$15,749	$15,422
Expenses per ADA	$13,846	$14,185

SoCal

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	4,391	4,841
ADA	4,519	4,744
Attendance Rate	102.9%	98.0%
Unduplicated %	57.7%	56.2%
Revenue per ADA	$15,592	$15,412
Expenses per ADA	$14,094	$14,150

Central Valley

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	964	932
ADA	1,050	913
Attendance Rate	108.9%	98.0%
Unduplicated %	71.4%	69.7%
Revenue per ADA	$17,171	$16,614
Expenses per ADA	$12,949	$14,280

NorCal

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	1,702	1,865
ADA	1,773	1,828
Attendance Rate	104.2%	98.0%
Unduplicated %	56.1%	54.4%
Revenue per ADA	$15,522	$15,089
Expenses per ADA	$13,939	$14,171

North Bay

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	200	177
ADA	200	173
Attendance Rate	100.2%	98.0%
Unduplicated %	60.7%	57.9%
Revenue per ADA	$16,799	$15,787
Expenses per ADA	$13,567	$14,299

Monterey Bay

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	535	549
ADA	555	538
Attendance Rate	103.8%	98.0%
Unduplicated %	45.6%	44.0%
Revenue per ADA	$14,827	$14,565
Expenses per ADA	$13,783	$14,303

Central Coast

Enrollment & Per Pupil Data	Forecast	Budget
Average Enrollment	176	136
ADA	184	134
Attendance Rate	104.6%	98.0%
Unduplicated %	57.1%	50.5%
Revenue per ADA	$15,313	$15,150
Expenses per ADA	$12,452	$14,369

Revenue

- FY26 revenue forecasted at **$130M**; **+$4.0M** to 2nd Interim, due to 275 added ADA

TOTAL

	Year-to-Date			*Annual/Full Year*		
	Actual	**Budget**	**Fav/(Unf)**	**Forecast**	**Budget**	**Fav/(Unf)**
Revenue						
State Aid-Rev Limit	$ 47,772,778	$ 51,558,667	$ (3,785,889)	$ 112,675,447	$ 110,516,870	$ 2,158,577
Federal Revenue	1,560,095	1,827,294	(267,199)	2,930,485	2,921,310	9,175
Other State Revenue	6,530,401	7,303,435	(773,034)	14,662,023	14,859,089	(197,066)
Other Local Revenue	105,554	123,336	(17,782)	167,918	172,394	(4,475)
Total Revenue	**$ 55,968,829**	**$ 60,812,733**	**$ (4,843,904)**	**$ 130,435,873**	**$ 128,469,662**	**$ 1,966,211**

Revenue

SoCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Revenue						
State Aid-Rev Limit	$ 27,676,377	$ 29,526,902	$ (1,850,525)	$ 60,873,809	$ 62,495,897	$ (1,622,088)
Federal Revenue	976,860	1,137,044	(160,184)	1,707,882	1,769,934	(62,053)
Other State Revenue	3,813,324	4,324,431	(511,107)	7,806,561	8,769,472	(962,911)
Other Local Revenue	55,045	59,494	(4,449)	79,830	81,790	(1,960)
Total Revenue	**$32,521,606**	**$35,047,871**	**$(2,526,265)**	**$ 70,468,082**	**$ 73,117,094**	**$ (2,649,012)**

Central Valley

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Revenue						
State Aid-Rev Limit	$ 6,050,314	$ 6,018,786	$ 31,528	$ 15,560,227	$ 13,225,464	$ 2,334,763
Federal Revenue	230,966	264,511	(33,545)	376,860	385,977	(9,117)
Other State Revenue	672,690	760,285	(87,595)	2,069,697	1,558,426	511,271
Other Local Revenue	11,628	4,240	7,388	15,339	5,135	10,204
Total Revenue	**$ 6,965,598**	**$ 7,047,823**	**$ (82,225)**	**$ 18,022,123**	**$ 15,175,002**	**$ 2,847,121**

NorCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Revenue						
State Aid-Rev Limit	$ 9,291,979	$ 10,870,362	$ (1,578,383)	$ 23,740,012	$ 23,771,805	$ (31,793)
Federal Revenue	313,464	382,890	(69,426)	582,096	613,654	(31,558)
Other State Revenue	1,359,574	1,536,151	(176,577)	3,168,817	3,141,013	27,804
Other Local Revenue	12,079	36,369	(24,290)	32,740	51,919	(19,179)
Total Revenue	**$10,977,096**	**$12,825,772**	**$(1,848,676)**	**$ 27,523,665**	**$ 27,578,390**	**$ (54,725)**

Revenue

North Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Revenue						
State Aid-Rev Limit	$ 1,114,158	$ 1,060,946	$ 53,212	$ 2,808,154	$ 2,295,817	$ 512,337
Federal Revenue	38,805	42,849	(4,044)	75,247	74,796	451
Other State Revenue	137,636	179,643	(42,006)	480,714	366,023	114,691
Other Local Revenue	2,637	1,320	1,317	3,622	1,732	1,889
Total Revenue	**$ 1,293,237**	**$ 1,284,757**	**$ 8,479**	**$ 3,367,737**	**$ 2,738,368**	**$ 629,369**

Monterey Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
State Aid-Rev Limit	$ 2,814,514	$ 3,261,926	$ (447,412)	$ 7,244,462	$ 6,973,382	$ 271,080
Federal Revenue	-	-	-	148,022	61,653	86,369
Other State Revenue	432,489	385,643	46,846	827,890	785,569	42,321
Other Local Revenue	8,013	10,973	(2,960)	14,400	15,614	(1,214)
Total Revenue	**$ 3,255,016**	**$ 3,658,542**	**$ (403,526)**	**$ 8,234,774**	**$ 7,836,218**	**$ 398,557**

Central Coast

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
State Aid-Rev Limit	$ 825,436	$ 819,746	$ 5,690	$ 2,448,783	$ 1,754,505	$ 694,278
Federal Revenue	-	-	-	40,378	15,296	25,082
Other State Revenue	114,688	117,282	(2,594)	308,343	238,586	69,757
Other Local Revenue	16,152	10,940	5,212	21,987	16,203	5,784
Total Revenue	**$ 956,276**	**$ 947,968**	**$ 8,308**	**$ 2,819,490**	**$ 2,024,590**	**$ 794,901**

Expenses

- FY26 expenses projected at **$115M**; **+$510K** to 2nd Interim:
  - Stipends: +**$1.5M**
  - Books and Supplies: **-$3.0M**, based on trend
  - SPED Services: **+$2.3M**, based on trend

TOTAL

	Year-to-Date			*Annual/Full Year*		
	Actual	**Budget**	**Fav/(Unf)**	**Forecast**	**Budget**	**Fav/(Unf)**
Expenses						
Certificated Salaries	$ 33,656,571	$ 33,988,977	$ 332,407	$ 51,953,384	$ 50,983,466	$ (969,918)
Classified Salaries	1,742,939	1,979,585	236,646	2,732,731	2,969,377	236,646
Benefits	12,896,160	12,482,572	(413,588)	20,677,909	18,664,971	(2,012,938)
Books and Supplies	9,481,813	8,877,983	(603,831)	10,120,445	15,263,394	5,142,949
Subagreement Services	4,648,381	8,017,269	3,368,888	13,574,210	12,071,316	(1,502,894)
Operations	1,244,886	2,433,013	1,188,128	2,140,805	3,649,520	1,508,715
Facilities	1,218,239	1,213,126	(5,113)	1,623,132	1,819,689	196,557
Professional Services	5,203,216	8,011,780	2,808,564	11,795,575	12,701,382	905,806
Depreciation	34,139	29,711	(4,428)	55,103	44,566	(10,536)
Total Expenses	**$ 70,126,343**	**$ 77,034,015**	**$ 6,907,672**	**$ 114,673,293**	**$ 118,167,680**	**$ 3,494,387**

Expenses

SoCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 19,076,519	$ 19,356,020	$ 279,501	$ 29,168,340	$ 29,034,030	$ (134,310)
Classified Salaries	987,530	1,127,333	139,803	1,533,462	1,690,999	157,537
Benefits	7,146,842	6,986,581	(160,261)	11,751,497	10,466,667	(1,284,829)
Books and Supplies	5,435,891	5,074,664	(361,227)	5,331,179	8,692,187	3,361,008
Subagreement Services	2,634,230	4,642,043	2,007,813	7,234,041	6,874,365	(359,677)
Operations	714,431	1,385,551	671,120	1,208,586	2,078,326	869,741
Facilities	701,866	690,850	(11,016)	920,171	1,036,275	116,104
Professional Services	2,969,884	4,501,387	1,531,503	6,537,601	7,229,684	692,083
Depreciation	1,445	16,920	15,475	12,460	25,380	12,919
Total Expenses	**$ 39,668,638**	**$ 43,781,348**	**$ 4,112,710**	**$ 63,697,337**	**$ 67,127,913**	**$ 3,430,576**

Central Valley

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 3,749,891	$ 3,727,746	$ (22,145)	$ 5,954,925	$ 5,591,618	$ (363,306)
Classified Salaries	194,258	217,111	22,853	313,542	325,667	12,124
Benefits	1,480,039	1,409,392	(70,647)	2,348,947	2,100,902	(248,045)
Books and Supplies	1,033,262	966,625	(66,637)	1,439,245	1,674,015	234,769
Subagreement Services	464,005	859,839	395,834	1,701,448	1,323,923	(377,525)
Operations	133,453	266,841	133,388	241,424	400,262	158,837
Facilities	127,308	133,050	5,742	179,117	199,575	20,458
Professional Services	499,380	884,638	385,258	1,410,578	1,422,334	11,756
Total Expenses	**$ 7,681,596**	**$ 8,468,499**	**$ 786,903**	**$ 13,591,633**	**$ 13,043,182**	**$ (548,450)**

Expenses

NorCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 7,349,431	$ 7,455,491	$ 106,060	$ 11,284,289	$ 11,183,237	$ (101,052)
Classified Salaries	380,839	434,222	53,383	593,701	651,334	57,633
Benefits	2,896,137	2,739,718	(156,419)	4,367,709	4,096,383	(271,326)
Books and Supplies	2,057,290	1,938,665	(118,625)	1,995,458	3,348,029	1,352,571
Subagreement Services	989,842	1,719,677	729,835	3,072,660	2,647,846	(424,814)
Operations	278,207	533,682	255,475	470,881	800,523	329,642
Facilities	271,996	266,100	(5,896)	357,950	399,149	41,199
Professional Services	1,201,972	1,831,270	629,298	2,537,034	2,764,427	227,393
Depreciation	32,694	6,517	(26,177)	36,989	9,776	(27,213)
Total Expenses	**$ 15,458,408**	**$ 16,925,343**	**$ 1,466,935**	**$ 24,716,671**	**$ 25,900,704**	**$ 1,184,033**

North Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 723,055	$ 706,523	$ (16,532)	$ 1,177,711	$ 1,059,784	$ (117,927)
Classified Salaries	37,450	41,149	3,700	62,045	61,724	(321)
Benefits	286,083	276,897	(9,186)	474,603	411,217	(63,385)
Books and Supplies	196,877	184,062	(12,815)	281,721	317,277	35,556
Subagreement Services	120,026	162,966	42,940	356,299	250,924	(105,375)
Operations	26,354	50,575	24,221	48,616	75,862	27,246
Facilities	24,127	25,217	1,090	35,290	37,826	2,536
Professional Services	91,538	163,590	72,052	281,931	264,719	(17,212)
Total Expenses	**$ 1,505,509**	**$ 1,611,596**	**$ 106,087**	**$ 2,719,704**	**$ 2,480,260**	**$ (239,445)**

Expenses

Monterey Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 2,194,625	$ 2,197,917	$ 3,292	$ 3,413,560	$ 3,296,876	$ (116,684)
Classified Salaries	113,711	128,011	14,300	179,651	192,017	12,366
Benefits	864,703	856,209	(8,494)	1,343,960	1,272,336	(71,624)
Books and Supplies	606,846	572,286	(34,560)	846,904	987,016	140,113
Subagreement Services	361,134	506,970	145,836	877,299	780,599	(96,700)
Operations	71,695	157,332	85,637	131,381	235,998	104,617
Facilities	73,874	78,448	4,574	101,322	117,671	16,349
Professional Services	335,423	500,594	165,171	759,713	810,008	50,296
Total Expenses	**$ 4,622,011**	**$ 4,999,688**	**$ 377,677**	**$ 7,655,121**	**$ 7,695,404**	**$ 40,283**

Central Coast

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 563,050	$ 545,280	$ (17,770)	$ 954,559	$ 817,921	$ (136,639)
Classified Salaries	29,151	31,758	2,607	50,330	47,637	(2,693)
Benefits	222,356	213,775	(8,581)	391,194	317,465	(73,729)
Books and Supplies	151,647	141,681	(9,966)	225,937	244,868	18,932
Subagreement Services	79,144	125,774	46,630	332,461	193,658	(138,803)
Operations	20,746	39,032	18,286	39,917	58,549	18,632
Facilities	19,068	19,462	394	29,281	29,193	(88)
Professional Services	105,019	130,301	25,282	268,720	210,211	(58,509)
Total Expenses	**$ 1,190,181**	**$ 1,247,541**	**$ 57,360**	**$ 2,292,827**	**$ 1,920,217**	**$ (372,610)**

Fund Balance

TOTAL

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (14,157,515)**	**$ (16,221,282)**	**$ 2,063,768**	**$ 15,762,579**	**$ 10,301,982**	**$ 5,460,597**
Beginning Fund Balance	27,648,218	27,648,218		27,648,218	27,648,218	
Ending Fund Balance	**$ 13,490,700**	**$ 11,426,936**		**$ 43,410,798**	**$ 37,950,200**	
	11.8%	*9.7%*		*37.9%*	*32.1%*	

SoCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (7,147,032)**	**$ (8,733,477)**	**$ 1,586,445**	**$ 6,770,745**	**$ 5,989,181**	**$ 781,564**
Beginning Fund Balance	17,124,931	17,124,931		17,124,931	17,124,931	
Ending Fund Balance	**$ 9,977,897**	**$ 8,391,454**		**$ 23,895,676**	**$ 23,114,112**	
As a % of Annual Expenses	*15.7%*	*12.5%*		*37.5%*	*34.4%*	

Central Valley

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (715,998)**	**$ (1,420,676)**	**$ 704,678**	**$ 4,430,490**	**$ 2,131,820**	**$ 2,298,670**
Beginning Fund Balance	4,926,758	4,926,758		4,926,758	4,926,758	
Ending Fund Balance	**$ 4,210,760**	**$ 3,506,082**		**$ 9,357,248**	**$ 7,058,578**	
As a % of Annual Expenses	*31.0%*	*26.9%*		*68.8%*	*54.1%*	

NorCal

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (4,481,312)**	**$ (4,099,571)**	**$ (381,741)**	**$ 2,806,994**	**$ 1,677,686**	**$ 1,129,308**
Beginning Fund Balance	3,902,302	3,902,302		3,902,302	3,902,302	
Ending Fund Balance	**$ (579,009)**	**$ (197,269)**		**$ 6,709,296**	**$ 5,579,988**	
As a % of Annual Expenses	*-2.3%*	*-0.8%*		*27.1%*	*21.5%*	

Fund Balance

North Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (212,273)**	**$ (326,839)**	**$ 114,566**	**$ 648,033**	**$ 258,109**	**$ 389,924**
Beginning Fund Balance	1,069,528	1,069,528		1,069,528	1,069,528	
Ending Fund Balance	**$ 857,254**	**$ 742,689**		**$ 1,717,561**	**$ 1,327,636**	
As a % of Annual Expenses	*31.5%*	*29.9%*		*63.2%*	*53.5%*	

Monterey Bay

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (1,366,995)**	**$ (1,341,146)**	**$ (25,849)**	**$ 579,654**	**$ 140,814**	**$ 438,840**
Beginning Fund Balance	357,992	357,992		357,992	357,992	
Ending Fund Balance	**$ (1,009,004)**	**$ (983,154)**		**$ 937,645**	**$ 498,806**	
As a % of Annual Expenses	*-13.2%*	*-12.8%*		*12.2%*	*6.5%*	

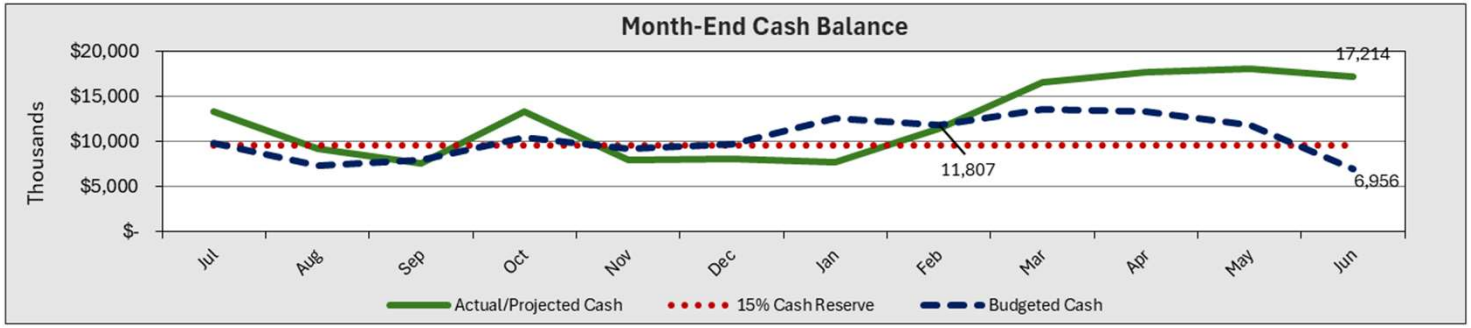
Central Coast

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	**$ (233,905)**	**$ (299,573)**	**$ 65,668**	**$ 526,664**	**$ 104,373**	**$ 422,291**
Beginning Fund Balance	266,707	266,707		266,707	266,707	
Ending Fund Balance	**$ 32,802**	**$ (32,866)**		**$ 793,370**	**$ 371,080**	
As a % of Annual Expenses	*1.4%*	*-1.7%*		*34.6%*	*19.3%*	

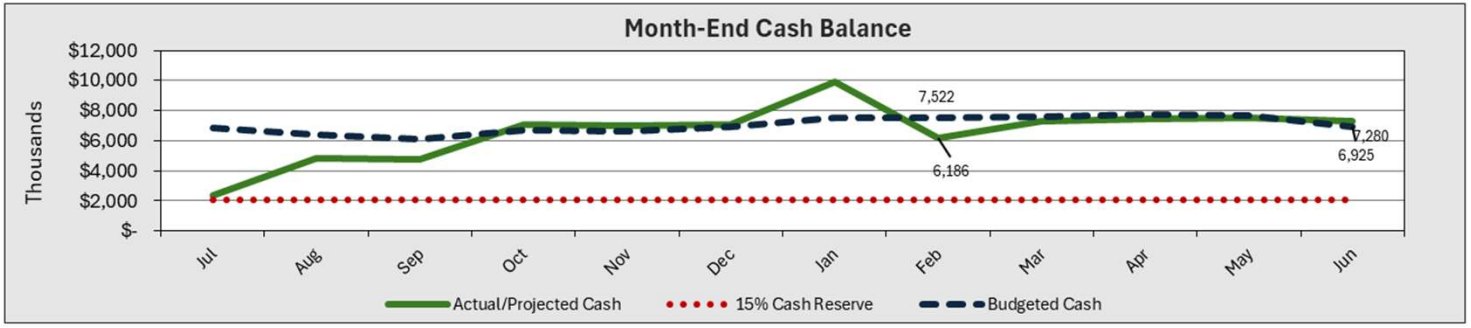
Cash Balance

- Cash as of 2/28 totaled **$29.1M**; **$38.8M** currently projected for year-end

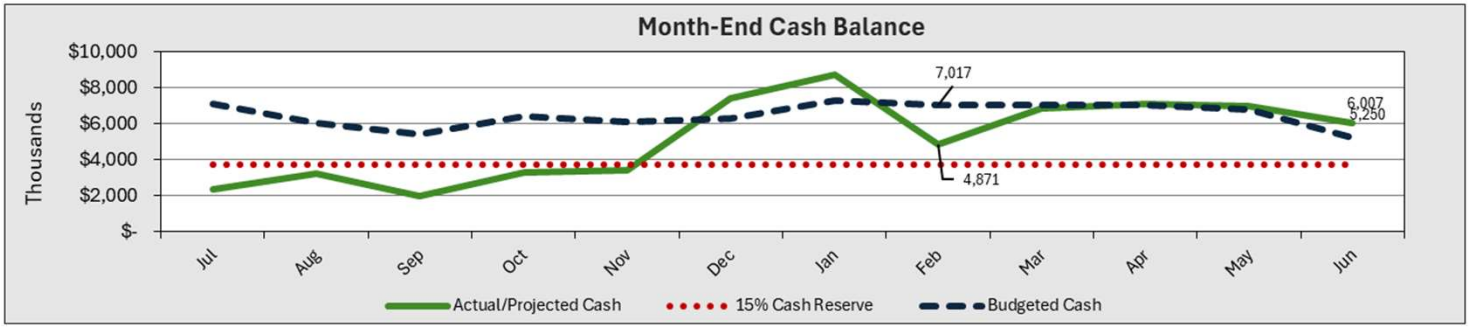
SoCal



Central Valley



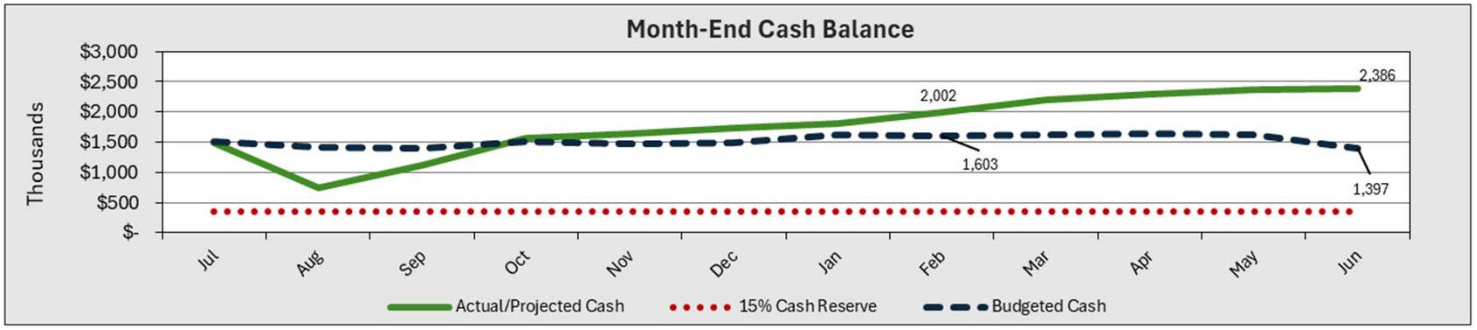
NorCal



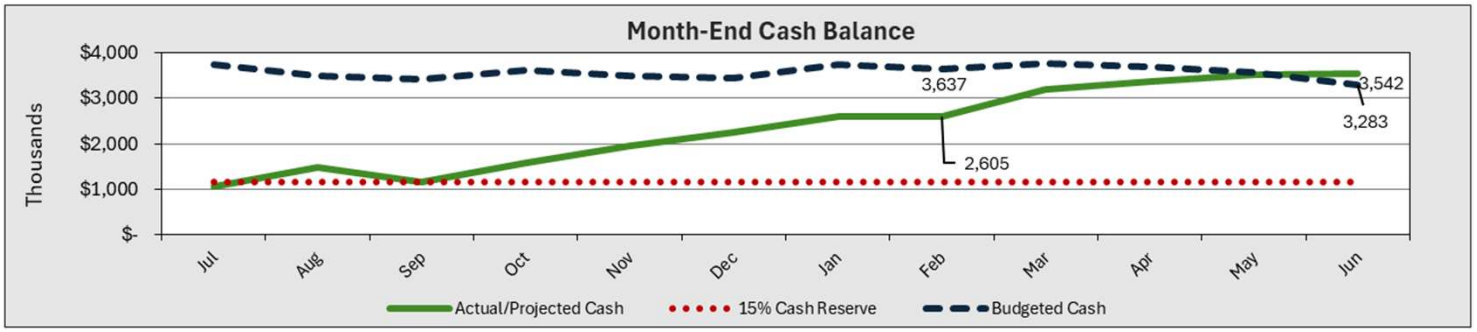
Cash Balance

- Cash as of 2/28 totaled **$29.1M**; **$38.8M** currently projected for year-end

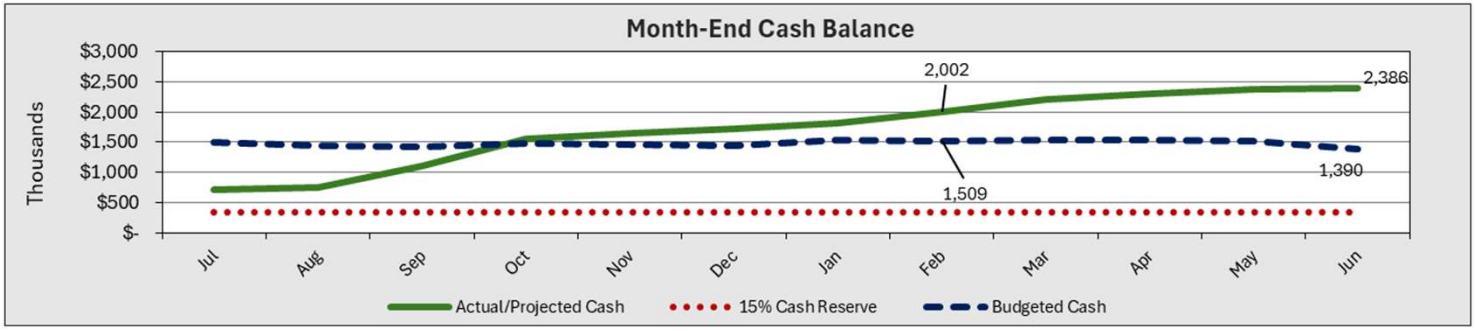
North Bay



Monterey Bay



Central Coast



Appendix

- Monthly Cash Flow / Forecast 25/26
- Budget vs. Actual
- Statement of Financial Position
- Statement of Cash Flows
- AP Aging
- Monthly Check Register

FY25-26 CalOps Southern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 4519.47

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues																ADA = 4744.18	
State Aid - Revenue Limit																	
8011	LCFF State Aid	597,651	597,651	1,075,772	1,075,772	1,075,772	1,075,772	1,075,772	549,636	618,427	618,427	618,427	618,427	1,114,834	**10,712,342**	13,995,575	(3,283,233)
8012	Education Protection Account	-	-	200,917	-	-	200,917	-	-	200,917	-	-	-	301,143	**903,894**	948,836	(44,942)
8019	State Aid - Prior Year	-	-	-	-	-	-	-	130,301	-	-	-	-	-	**130,301**	-	130,301
8096	In Lieu of Property Taxes	-	2,402,453	-	8,008,178	-	6,406,542	3,203,271	-	8,943,431	4,471,716	4,471,716	4,471,716	6,748,250	**49,127,272**	47,551,486	1,575,786
		597,651	3,000,104	1,276,689	9,083,950	1,075,772	7,683,231	4,279,043	679,937	9,762,776	5,090,143	5,090,143	5,090,143	8,164,227	**60,873,809**	**62,495,897**	**(1,622,088)**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	562,342	**562,342**	562,342	-
8290	Title I, Part A - Basic Low Income	-	-	234,040	-	-	724,917	-	-	-	-	-	-	271	**959,228**	980,382	(21,154)
8291	Title II, Part A - Teacher Quality	-	-	-	29,793	(29,793)	-	-	-	-	-	-	-	119,105	**119,105**	156,662	(37,557)
8294	Title IV	-	-	-	-	17,903	-	-	-	-	-	-	-	49,304	**67,207**	70,549	(3,342)
		-	-	234,040	29,793	(11,890)	724,917	-	-	-	-	-	-	731,022	**1,707,882**	**1,769,934**	**(62,053)**
Other State Revenue																	
8311	State Special Education	216,936	224,527	404,148	404,148	404,148	-	808,296	404,149	322,923	322,923	322,923	322,923	322,923	**4,480,968**	4,480,968	-
8550	Mandated Cost	-	-	-	-	157,772	-	-	-	-	-	-	-	-	**157,772**	152,422	5,350
8560	State Lottery	-	-	-	-	-	341,977	-	-	-	267,417	-	-	624,421	**1,233,815**	1,295,161	(61,346)
8598	Prior Year Revenue	-	4,722	192,237	-	12,160	(136,249)	(54,821)	-	-	-	-	-	-	**18,049**	-	18,049
8599	Other State Revenue	17,052	17,052	30,693	125,064	56,914	56,909	57,472	68,018	33,607	414,980	33,607	33,607	970,980	**1,915,956**	2,840,920	(924,964)
		233,988	246,301	627,078	529,212	630,994	262,637	810,947	472,167	356,531	1,005,320	356,531	356,531	1,918,325	**7,806,561**	**8,769,472**	**(962,911)**
Other Local Revenue																	
8660	Interest Revenue	-	3,846	4,838	4,282	8,175	8,721	6,878	6,599	5,574	5,574	5,574	5,574	-	**65,636**	66,890	(1,254)
8690	Other Local Revenue	-	-	-	-	-	11,706	-	-	-	-	-	-	2,488	**14,194**	14,900	(706)
		-	3,846	4,838	4,282	8,175	20,427	6,878	6,599	5,574	5,574	5,574	5,574	2,488	**79,830**	**81,790**	**(1,960)**
Total Revenue		**831,639**	**3,250,251**	**2,142,645**	**9,647,237**	**1,703,051**	**8,691,212**	**5,096,868**	**1,158,703**	**10,124,880**	**6,101,037**	**5,452,248**	**5,452,248**	**10,816,062**	**70,468,082**	**73,117,094**	**(2,649,012)**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	1,949,648	1,967,661	1,909,041	1,881,238	1,898,257	1,913,413	1,854,979	1,797,994	1,833,802	1,833,802	1,833,802	1,833,802	-	**22,507,440**	22,720,487	213,047
1175	Teachers' Extra Duty/Stipends	30,085	30,548	30,871	32,172	64,855	72,478	75,888	79,951	85,486	85,486	85,486	85,486	718,312	**1,477,103**	1,059,151	(417,951)
1200	Pupil Support Salaries	248,122	239,456	242,064	241,061	224,839	241,046	233,564	215,454	240,025	240,025	240,025	240,025	-	**2,845,708**	2,973,873	128,165
1300	Administrators' Salaries	206,654	206,655	206,588	196,289	192,179	195,206	200,638	197,625	184,064	184,064	184,064	184,064	-	**2,338,089**	2,280,518	(57,571)
		2,434,509	2,444,320	2,388,564	2,350,760	2,380,130	2,422,143	2,365,069	2,291,024	2,343,377	2,343,377	2,343,377	2,343,377	718,312	**29,168,340**	**29,034,030**	**(134,310)**
Classified Salaries																	
2200	Support Salaries	6,987	6,987	6,987	6,987	6,988	6,987	6,988	6,741	10,285	10,285	10,285	10,285	-	**96,791**	127,427	30,636
2300	Classified Administrators' Salaries	41,923	48,366	48,366	48,366	48,365	51,211	48,365	46,666	74,567	74,567	74,567	74,567	-	**679,896**	923,871	243,976
2400	Clerical and Office Staff Salaries	72,254	73,150	72,897	71,396	61,986	70,015	65,591	62,961	51,631	51,631	51,631	51,631	-	**756,775**	639,701	(117,074)
		121,164	128,503	128,250	126,749	117,339	128,213	120,944	116,368	136,483	136,483	136,483	136,483	-	**1,533,462**	**1,690,999**	**157,537**
Benefits																	
3101	STRS	423,659	425,326	413,743	407,499	327,229	259,673	411,167	399,976	442,529	442,529	442,529	442,529	968,389	**5,806,777**	5,545,500	(261,277)
3301	OASDI	17,249	16,756	16,976	17,015	15,147	17,232	16,902	16,057	9,038	9,038	9,038	9,038	-	**169,485**	104,842	(64,643)
3311	Medicare	35,680	35,892	35,041	34,507	34,595	35,656	34,374	33,562	35,694	35,694	35,694	35,694	-	**422,084**	445,513	23,429
3401	Health and Welfare	265,676	271,982	402,998	319,051	285,320	376,868	408,600	317,101	303,389	303,389	303,389	303,389	-	**3,861,152**	3,758,937	(102,215)
3501	State Unemployment	502	1,975	209	(3,165)	141	28,778	17,601	3,119	10,584	5,292	5,292	5,292	-	**75,620**	105,630	30,010
3601	Workers' Compensation	128,428	(33,703)	-	-	-	126,957	-	78,382	34,463	34,463	34,463	34,463	-	**437,918**	430,150	(7,767)
3901	Other Benefits	84,543	83,439	82,608	81,553	87,505	84,323	84,105	81,033	77,338	77,338	77,338	77,338	-	**978,461**	76,095	(902,366)
		955,737	801,667	951,575	856,460	749,937	929,487	972,749	929,230	913,035	907,743	907,743	907,743	968,389	**11,751,497**	**10,466,667**	**(1,284,829)**
Books and Supplies																	
4100	Textbooks and Core Curricula	1,843,715	183,104	76,007	25,513	11,229	7,790	113,402	20,315	28,989	28,989	28,989	28,989	-	**2,397,032**	3,481,924	1,084,892
4200	Books and Other Materials	-	-	-	-	-	-	-	-	1,110	1,110	1,110	1,110	-	**4,439**	14,192	9,753
4302	School Supplies	6,468	-	14,856	2,252	6,093	6,346	13,155	4,158	175	4,680	36,199	25,299	-	**119,682**	774,158	654,476
4305	Software	1,150,958	83,543	102,588	176,677	(21,380)	1,032,657	90,375	31,131	144,297	144,297	144,297	144,297	(653,457)	**2,570,280**	2,926,771	356,492
4310	Office Expense	-	3,031	7,087	5,261	1,046	1,486	3,647	9,401	15,077	15,077	15,077	15,077	-	**91,265**	192,814	101,549
4311	Business Meals	1,351	633	6,584	1,554	781	19	65	2,456	3,839	3,839	3,839	3,839	-	**28,800**	49,100	20,300
4400	Noncapitalized Equipment	375,172	-	27,354	626	-	7,385	-	-	-	-	-	(290,855)	-	**119,682**	1,253,227	1,133,546
		3,377,664	270,311	234,476	211,883	(2,231)	1,055,683	220,644	67,461	193,487	197,991	229,511	(72,244)	(653,457)	**5,331,179**	**8,692,187**	**3,361,008**

FY25-26 CalOps Southern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 4519.47

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Subagreement Services																	
5102	Special Education	-	96,683	58,136	42,293	246,326	858,197	487,463	842,780	700,140	700,140	700,140	700,140	1,633,084	**7,065,522**	6,687,377	(378,146)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	7,281	7,281
5105	Security	-	266	203	245	102	270	255	-	180	180	180	180	-	**2,063**	2,307	245
5106	Other Educational Consultants	-	-	341	-	341	-	-	329	-	-	-	-	165,445	**166,456**	177,400	10,944
		-	96,949	58,680	42,538	246,769	858,467	487,718	843,109	700,321	700,321	700,321	700,321	1,798,529	**7,234,041**	**6,874,365**	**(359,677)**
Operations and Housekeeping																	
5201	Auto and Travel	26,178	32,292	23,051	16,404	16,712	(1,039)	4,590	12,641	47,249	47,249	47,249	47,249	-	**319,824**	604,261	284,438
5300	Dues & Memberships	163,424	(30,034)	4,403	2,232	195	-	-	357	12,033	12,033	12,033	12,033	-	**188,711**	554,783	366,073
5400	Insurance	14,315	2,459	13,272	40,690	21,126	31,020	11,096	10,706	14,370	14,370	14,370	14,370	-	**202,166**	183,276	(18,890)
5501	Utilities	-	230	(809)	230	230	225	230	230	584	584	584	584	-	**2,903**	5,908	3,006
5502	Janitorial Services	1,357	1,357	1,357	1,357	1,357	1,357	1,357	1,357	1,411	1,411	1,411	1,411	-	**16,499**	19,148	2,649
5516	Miscellaneous Expense	(1,300)	-	1,300	-	-	(1,424)	-	-	131	131	131	131	-	**(898)**	1,681	2,579
5900	Communications	95,540	2,973	10,864	31,373	37,521	37,056	25,921	39,497	45,206	45,206	45,206	45,206	-	**461,569**	677,356	215,787
5901	Postage and Shipping	841	1,045	122	1,491	18	1,080	95	2,906	2,554	2,554	2,554	2,554	-	**17,814**	31,913	14,099
		300,355	10,322	53,560	93,777	77,159	68,275	43,289	67,694	123,539	123,539	123,539	123,539	-	**1,208,586**	**2,078,326**	**869,741**
Facilities, Repairs and Other Leases																	
5601	Rent	20,690	20,681	21,242	21,243	21,242	21,243	21,242	21,078	23,800	23,800	23,800	23,800	21,737	**285,597**	304,374	18,777
5602	Additional Rent	1,672	2,043	2,077	2,015	2,184	96,904	9,008	2,080	9,351	9,351	9,351	9,351	-	**155,386**	244,757	89,372
5603	Equipment Leases	985	-	1,069	2,366	-	2,192	751	3,963	1,239	1,239	1,239	1,239	-	**16,281**	15,843	(439)
5604	Other Leases	142,500	-	-	140,726	300	55,390	36,420	26,252	13,735	13,735	13,735	13,735	-	**456,528**	162,794	(293,734)
5610	Repairs and Maintenance	-	-	1,154	-	-	-	1,154	-	1,018	1,018	1,018	1,018	-	**6,379**	308,507	302,128
		165,847	22,724	25,542	166,350	23,726	175,729	68,575	53,373	49,142	49,142	49,142	49,142	21,737	**920,171**	**1,036,275**	**116,104**
Professional/Consulting Services																	
5801	IT	3,080	3,080	3,080	3,080	3,080	133,782	135,188	3,501	129,534	129,534	129,534	129,534	1,401,857	**2,207,863**	2,632,981	425,117
5802	Audit & Taxes	-	2,629	-	-	-	15,822	16,569	2,767	-	-	-	-	18,380	**56,167**	38,174	(17,993)
5803	Legal	-	8,383	14,248	24,697	31,689	39,190	2,304	56,632	45,570	45,570	45,570	45,570	-	**359,422**	569,030	209,608
5804	Professional Development	18,759	16,834	34,628	4,947	11,813	8,404	26,878	7,068	23,379	23,379	23,379	23,379	-	**222,847**	164,359	(58,488)
5805	General Consulting	6,810	10,115	138,309	12,367	18,962	12,782	3,791	39,424	15,398	15,398	15,398	15,398	-	**304,153**	169,883	(134,270)
5806	Special Activities/Field Trips	11,836	199	28,505	4,518	289	10,835	589	5,014	626	16,705	129,229	104,378	-	**312,723**	333,284	20,560
5807	Bank Charges	345	1,248	287	70	81	1,258	19,168	100	154	154	154	154	-	**23,174**	1,972	(21,202)
5808	Printing	-	-	-	-	-	-	-	-	34	34	34	34	-	**136**	436	300
5809	Other taxes and fees	66	349	3,527	209	71	346	109	21,913	2,535	2,535	2,535	2,535	-	**36,730**	64,841	28,111
5810	Payroll Service Fee	-	-	142	142	-	-	-	-	743	743	743	743	-	**3,256**	9,503	6,247
5811	Management Fee	121,910	121,910	121,910	121,910	121,909	121,910	121,910	121,910	117,447	117,447	117,447	117,447	(35,705)	**1,409,362**	1,462,342	52,980
5812	District Oversight Fee	-	41,187	105,909	-	47,071	-	94,142	94,142	97,628	50,901	50,901	50,901	(24,045)	**608,738**	624,959	16,221
5814	SPED Encroachment	1,607	9,198	15,472	15,472	15,472	-	30,944	15,524	9,688	9,688	9,688	9,688	8,860	**151,299**	151,299	-
5815	Public Relations/Recruitment	12,781	130,517	59,621	90,396	68,412	66,373	47,677	46,780	79,793	79,793	79,793	79,793	-	**841,730**	1,006,622	164,892
		177,194	345,649	525,638	277,808	318,849	410,702	499,269	414,775	522,529	491,882	604,405	579,554	1,369,347	**6,537,601**	**7,229,684**	**692,083**
Depreciation																	
6900	Depreciation Expense	181	180	181	181	181	181	180	180	2,754	2,754	2,754	2,754	-	**12,460**	25,380	12,919
		181	180	181	181	181	181	180	180	2,754	2,754	2,754	2,754	-	**12,460**	**25,380**	**12,919**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**7,532,651**	**4,120,625**	**4,366,466**	**4,126,506**	**3,911,859**	**6,048,880**	**4,778,437**	**4,783,214**	**4,984,666**	**4,953,232**	**5,097,275**	**4,770,668**	**4,222,858**	**63,697,337**	**67,127,913**	**3,430,576**
Monthly Surplus (Deficit)		**(6,701,012)**	**(870,374)**	**(2,223,821)**	**5,520,731**	**(2,208,808)**	**2,642,332**	**318,431**	**(3,624,511)**	**5,140,214**	**1,147,806**	**354,973**	**681,579**	**6,593,204**	**6,770,745**	**5,989,181**	**781,564**
															9.6%		

FY25-26 CalOps Southern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 4519.47

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(6,701,012)	(870,374)	(2,223,821)	5,520,731	(2,208,808)	2,642,332	318,431	(3,624,511)	5,140,214	1,147,806	354,973	681,579	6,593,204	**6,770,745**
Cash flows from operating activities														
Depreciation/Amortization	181	180	181	181	181	181	180	180	2,754	2,754	2,754	2,754	-	**12,460**
Public Funding Receivables	2,953,850	944,148	471,915	641,560	(356,336)	465,830	-	(404,149)	-	-	-	-	(10,816,062)	**(6,099,244)**
Grants and Contributions Rec.	342	-	(108)	108	-	(203)	-	304	-	-	-	-	-	**443**
Due To/From Related Parties	7,395,048	(3,113,937)	3,941	(1,717,549)	(1,552,135)	(4,698,768)	(1,038,710)	7,435,240	-	-	-	-	-	**2,713,130**
Prepaid Expenses	427,026	(16,920)	(112,772)	-	(31,734)	(155,776)	(18,487)	(35,524)	-	-	-	-	-	**55,813**
Other Assets	-	-	-	-	-	1,000	-	-	-	-	-	-	-	**1,000**
Accounts Payable	(768,247)	(1,363)	(1,039)	-	(13)		12	-	-	-	-	-	4,222,858	**3,452,208**
Accrued Expenses	(2,218,950)	(1,103,228)	177,664	283,613	(1,482,390)	1,785,251	276,935	45,575	-	-	-	-	-	**(2,235,530)**
Other Liabilities									-	-	-	-	-	**-**
Deferred Revenue	102,500	33,375	60,075	1,029,030	309,534	33,859	50,074	342,208	-	-	-	(1,525,490)	-	**435,165**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	1,190,738	(4,128,119)	(1,623,964)	5,757,674	(5,321,701)	73,706	(411,565)	3,759,323	5,142,968	1,150,560	357,727	(841,157)		
Cash, Beginning of Month	12,107,768	13,298,505	9,170,386	7,546,422	13,304,096	7,982,395	8,056,101	7,644,536	11,403,859	16,546,827	17,697,387	18,055,113		
Cash, End of Month	**13,298,505**	**9,170,386**	**7,546,422**	**13,304,096**	**7,982,395**	**8,056,101**	**7,644,536**	**11,403,859**	**16,546,827**	**17,697,387**	**18,055,113**	**17,213,957**		

Original Budget Total	Favorable / (Unfav.)
Cert.	Instr.
67.4%	75.9%
19,338,392	(2,922,949)

Pupil:Teacher Ratio
20.23

FY25-26 CalOps Central Valley

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1049.59

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues																ADA = 913.36	
State Aid - Revenue Limit																	
8011	LCFF State Aid	-	422,914	422,914	761,245	761,245	761,245	761,245	761,245	1,063,200	1,063,200	1,063,200	1,063,200	2,012,932	**10,917,786**	10,557,583	360,203
8012	Education Protection Account	-	-	-	532,929	-	-	532,930	-	969,741	-	-	-	1,843,365	**3,878,965**	2,003,513	1,875,452
8019	State Aid - Prior Year	-	-	-	1	-	-	-	-	-	-	-	-	-	**1**	-	1
8096	In Lieu of Property Taxes	-	-	-	172,849	-	53,184	53,184	53,184	121,553	60,777	60,777	60,777	127,192	**763,475**	664,368	99,107
		-	422,914	422,914	1,467,024	761,245	814,429	1,347,359	814,429	2,154,494	1,123,977	1,123,977	1,123,977	3,983,488	**15,560,227**	**13,225,464**	**2,334,763**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	108,301	**108,301**	108,301	-
8290	Title I, Part A - Basic Low Income	-	-	-	55,312	-	-	171,390	-	-	-	-	-	-	**226,702**	233,573	(6,871)
8291	Title II, Part A - Teacher Quality	-	-	-	-	-	-	-	-	-	-	-	-	26,728	**26,728**	30,938	(4,210)
8294	Title IV	-	-	-	-	4,264	-	-	-	-	-	-	-	10,865	**15,129**	13,165	1,964
		-	-	-	55,312	4,264	-	171,390	-	-	-	-	-	145,894	**376,860**	**385,977**	**(9,117)**
Other State Revenue																	
8311	State Special Education	35,303	36,558	65,804	65,804	65,804	-	131,608	95,424	75,238	75,238	75,238	75,238	75,238	**872,494**	736,832	135,662
8550	Mandated Cost	-	-	-	-	-	-	28,929	-	-	-	-	-	-	**28,929**	27,259	1,670
8560	State Lottery	-	-	-	-	-	-	67,553	-	-	51,501	-	-	167,485	**286,539**	249,347	37,192
8598	Prior Year Revenue	-	-	-	(6,045)	-	271	8,093	-	-	-	-	-	-	**2,319**	-	2,319
8599	Other State Revenue	-	3,328	3,328	24,253	11,070	11,055	11,171	13,379	7,805	205,979	7,805	7,805	572,439	**879,416**	544,988	334,428
		35,303	39,886	69,132	84,012	76,874	11,326	247,354	108,803	83,043	332,718	83,043	83,043	815,161	**2,069,697**	**1,558,426**	**511,271**
Other Local Revenue																	
8660	Interest Revenue	81	19	28	33	4,502	51	54	6,860	224	224	224	224	-	**12,523**	2,684	9,839
8690	Other Local Revenue	-	-	-	-	-	-	-	-	-	-	-	-	2,817	**2,817**	2,451	366
		81	19	28	33	4,502	51	54	6,860	224	224	224	224	2,817	**15,339**	**5,135**	**10,204**
Total Revenue		**35,384**	**462,819**	**492,074**	**1,606,381**	**846,885**	**825,806**	**1,766,157**	**930,092**	**2,237,761**	**1,456,918**	**1,207,243**	**1,207,243**	**4,947,360**	**18,022,123**	**15,175,002**	**2,847,121**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	376,905	380,390	369,050	363,701	366,933	368,371	358,607	399,553	400,680	400,680	400,680	400,680	-	**4,586,232**	4,375,703	(210,529)
1175	Teachers' Extra Duty/Stipends	5,817	5,907	5,968	6,220	10,034	14,013	14,672	17,767	18,678	18,678	18,678	18,678	156,949	**312,061**	203,980	(108,080)
1200	Pupil Support Salaries	47,967	46,292	46,747	46,602	43,466	46,567	45,153	47,808	52,445	52,445	52,445	52,445	-	**580,381**	572,734	(7,648)
1300	Administrators' Salaries	39,951	39,951	39,938	37,947	37,153	37,737	38,788	43,916	40,217	40,217	40,217	40,217	-	**476,251**	439,201	(37,049)
		470,640	472,540	461,703	454,470	457,586	466,688	457,220	509,044	512,021	512,021	512,021	512,021	156,949	**5,954,925**	**5,591,618**	**(363,306)**
Classified Salaries																	
2200	Support Salaries	1,351	1,351	1,350	1,351	1,351	1,351	1,351	1,499	2,247	2,247	2,247	2,247	-	**19,944**	24,541	4,597
2300	Classified Administrators' Salaries	8,104	9,350	9,351	9,350	9,350	9,900	9,350	10,370	16,293	16,293	16,293	16,293	-	**140,296**	177,927	37,631
2400	Clerical and Office Staff Salaries	13,969	14,141	14,092	13,786	11,983	13,536	12,680	13,991	11,281	11,281	11,281	11,281	-	**153,303**	123,199	(30,104)
		23,424	24,842	24,793	24,487	22,684	24,787	23,381	25,860	29,821	29,821	29,821	29,821	-	**313,542**	**325,667**	**12,124**
Benefits																	
3101	STRS	81,901	82,225	79,985	78,778	63,260	80,926	79,487	88,883	103,483	103,483	103,483	103,483	16,998	**1,066,374**	1,067,999	1,625
3301	OASDI	3,335	3,239	3,282	3,289	2,928	3,331	3,268	3,568	2,110	2,110	2,110	2,110	-	**34,681**	20,191	(14,489)
3311	Medicare	6,897	6,939	6,774	6,670	6,688	6,894	6,645	7,458	8,346	8,346	8,346	8,346	-	**88,350**	85,801	(2,549)
3401	Health and Welfare	52,549	55,257	79,016	62,776	56,273	98,946	84,507	71,864	66,290	66,290	66,290	66,290	-	**826,347**	723,928	(102,419)
3501	State Unemployment	99	383	41	53	28	5,564	3,404	694	10,570	5,285	5,285	5,285	-	**36,692**	105,486	68,794
3601	Workers' Compensation	24,827	(6,514)	-	-	-	24,543	-	17,418	8,058	8,058	8,058	8,058	-	**92,508**	82,842	(9,666)
3901	Other Benefits	16,344	16,130	15,970	15,765	16,917	16,302	16,226	18,007	18,084	18,084	18,084	18,084	-	**203,996**	14,655	(189,341)
		185,952	157,659	185,068	167,331	146,094	236,506	193,537	207,892	216,941	211,656	211,656	211,656	16,998	**2,348,947**	**2,100,902**	**(248,045)**
Books and Supplies																	
4100	Textbooks and Core Curricula	356,430	35,398	14,694	4,932	2,171	1,506	21,925	4,516	6,334	6,334	6,334	6,334	-	**466,908**	670,578	203,670
4200	Books and Other Materials	-	-	-	-	-	-	-	-	242	242	242	242	-	**970**	2,733	1,763
4302	School Supplies	18,424	-	-	107	2,533	199	2,346	2,692	123	3,158	7,211	7,211	-	**44,003**	149,094	105,090
4305	Software	196,585	8,895	19,830	34,155	(4,593)	199,634	17,470	6,917	31,528	31,528	31,528	31,528	(126,327)	**478,679**	563,662	84,983
4310	Office Expense	-	575	1,338	865	166	14	185	1,891	3,294	3,294	3,294	3,294	-	**18,211**	37,134	18,923
4311	Business Meals	226	161	1,000	135	91	-	133	447	839	839	839	839	-	**5,548**	9,456	3,908
4400	Noncapitalized Equipment	72,529	-	5,288	25	-	1,427	-	-	-	-	-	345,656	-	**424,925**	241,357	(183,568)
		644,194	45,029	42,150	40,219	368	202,780	42,059	16,463	42,361	45,397	49,449	395,105	(126,327)	**1,439,245**	**1,674,015**	**234,769**

FY25-26 CalOps Central Valley

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1049.59

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Subagreement Services																	
5102	Special Education	-	3,981	14,123	4,584	44,651	144,861	87,564	163,799	152,979	152,979	152,979	152,979	589,206	**1,664,683**	1,287,911	(376,772)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	1,402	1,402
5105	Security	-	51	40	-	67	52	27	-	39	39	39	39	-	**395**	444	50
5106	Other Educational Consultants	-	-	66	-	66	-	-	73	-	-	-	-	36,165	**36,370**	34,165	(2,205)
		-	4,032	14,229	4,584	44,784	144,913	87,591	163,872	153,018	153,018	153,018	153,018	625,371	**1,701,448**	**1,323,923**	**(377,525)**
Operations and Housekeeping																	
5201	Auto and Travel	4,781	7,571	5,942	2,071	1,812	(203)	436	3,755	10,324	10,324	10,324	10,324	-	**67,460**	116,374	48,914
5300	Dues & Memberships	31,093	(7,121)	775	1,456	-	-	-	45	2,629	2,629	2,629	2,629	-	**36,765**	106,845	70,080
5400	Insurance	2,767	1,937	1,105	7,867	4,084	5,997	2,145	2,379	3,140	3,140	3,140	3,140	-	**40,841**	35,297	(5,544)
5501	Utilities	-	-	-	-	-	-	-	-	128	128	128	128	-	**511**	1,138	627
5502	Janitorial Services	-	-	-	-	-	-	-	-	308	308	308	308	-	**1,233**	3,688	2,455
5516	Miscellaneous Expense	-	-	-	-	-	-	-	-	29	29	29	29	-	**115**	324	209
5900	Communications	18,219	219	1,745	5,710	6,890	6,841	4,645	8,367	9,877	9,877	9,877	9,877	-	**92,145**	130,451	38,306
5901	Postage and Shipping	-	7	19	25	-	69	3	-	558	558	558	558	-	**2,355**	6,146	3,791
		56,860	2,613	9,586	17,129	12,786	12,704	7,229	14,546	26,993	26,993	26,993	26,993	-	**241,424**	**400,262**	**158,837**
Facilities, Repairs and Other Leases																	
5601	Rent	4,007	3,998	4,107	4,106	4,106	4,106	4,107	4,205	5,200	5,200	5,200	5,200	8,859	**62,402**	58,619	(3,783)
5602	Additional Rent	323	336	336	440	233	18,677	879	439	2,043	2,043	2,043	2,043	-	**29,835**	47,137	17,302
5603	Equipment Leases	-	-	-	-	-	-	-	-	271	271	271	271	-	**1,083**	3,051	1,968
5604	Other Leases	27,595	-	-	27,367	280	10,641	7,020	-	3,001	3,001	3,001	3,001	-	**84,907**	31,352	(53,555)
5610	Repairs and Maintenance	-	-	-	-	-	-	-	-	222	222	222	222	-	**889**	59,415	58,525
		31,925	4,334	4,443	31,913	4,619	33,424	12,006	4,644	10,737	10,737	10,737	10,737	8,859	**179,117**	**199,575**	**20,458**
Professional/Consulting Services																	
5801	IT	-	-	-	-	-	25,268	25,540	94	28,303	28,303	28,303	28,303	301,848	**465,961**	507,082	41,121
5802	Audit & Taxes	-	509	-	-	-	3,059	3,203	615	-	-	-	-	4,821	**12,207**	7,352	(4,855)
5803	Legal	-	1,335	2,703	5,051	6,435	7,725	239	10,434	9,957	9,957	9,957	9,957	-	**73,749**	109,589	35,839
5804	Professional Development	3,630	3,254	6,919	289	1,434	1,625	3,145	695	5,108	5,108	5,108	5,108	-	**41,424**	31,654	(9,770)
5805	General Consulting	1,317	1,956	26,738	2,391	3,503	2,634	733	8,760	3,364	3,364	3,364	3,364	-	**61,490**	32,718	(28,772)
5806	Special Activities/Field Trips	4,965	38	3,999	599	4,201	192	157	174	404	10,390	23,720	23,720	-	**72,559**	64,187	(8,373)
5807	Bank Charges	58	51	-	-	-	-	-	-	34	34	34	34	-	**244**	380	136
5808	Printing	-	-	-	-	-	-	-	-	7	7	7	7	-	**30**	84	54
5809	Other taxes and fees	-	34	647	8	-	5	5	1,324	554	554	554	554	-	**4,239**	12,488	8,249
5810	Payroll Service Fee	-	-	27	27	-	-	-	-	162	162	162	162	-	**703**	1,830	1,127
5811	Management Fee	25,291	25,291	25,291	25,291	25,292	25,291	25,291	25,291	30,037	30,037	30,037	30,037	-	**322,476**	303,500	(18,976)
5812	District Oversight Fee	-	-	-	-	-	-	-	-	21,545	11,240	11,240	11,240	100,338	**155,602**	132,255	(23,348)
5814	SPED Encroachment	314	1,569	2,613	2,613	2,613	-	5,226	3,628	2,257	2,257	2,257	2,257	1,819	**29,424**	25,354	(4,070)
5815	Public Relations/Recruitment	2,471	22,912	12,252	17,476	13,225	12,832	9,168	10,395	17,435	17,435	17,435	17,435	-	**170,469**	193,864	23,394
		38,046	56,949	81,189	53,745	56,703	78,631	72,707	61,410	119,167	118,848	132,178	132,178	408,826	**1,410,578**	**1,422,334**	**11,756**
Depreciation																	
6900	Depreciation Expense	-	-	-	-	-	-	-	-	602	602	602	602	-	**2,407**	4,888	2,481
		-	-	-	-	-	-	-	-	602	602	602	602	-	**2,407**	**4,888**	**2,481**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**1,451,041**	**767,998**	**823,161**	**793,878**	**745,624**	**1,200,433**	**895,730**	**1,003,731**	**1,111,661**	**1,109,093**	**1,126,475**	**1,472,131**	**1,090,676**	**13,591,633**	**13,043,182**	**(548,450)**
Monthly Surplus (Deficit)		**(1,415,657)**	**(305,179)**	**(331,087)**	**812,503**	**101,261**	**(374,627)**	**870,427**	**(73,639)**	**1,126,099**	**347,825**	**80,768**	**(264,888)**	**3,856,684**	**4,430,490**	**2,131,820**	**2,298,671**
															24.6%		

FY25-26 CalOps Central Valley

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1049.59

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(1,415,657)	(305,179)	(331,087)	812,503	101,261	(374,627)	870,427	(73,639)	1,126,099	347,825	80,768	(264,888)	3,856,684	**4,430,490**
Cash flows from operating activities														
Depreciation/Amortization	-	-	-	-	-	-	-	-	602	602	602	602	-	**2,407**
Public Funding Receivables	712,585	2,113,123	(432,874)	673,918	(884,037)	(897,779)	1,911,925	(869,469)	-	-	-	-	(4,947,360)	**(2,619,968)**
Grants and Contributions Rec.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Due To/From Related Parties	(3,643,302)	786,000	828,633	788,159	748,605	1,168,996	(36,879)	(2,742,832)	-	-	-	-	-	**(2,102,620)**
Prepaid Expenses	73,576	-	(21,802)	-	(6,135)	(30,115)	(3,574)	(7,945)	-	-	-	-	-	**4,005**
Other Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Accounts Payable	(136,561)	(266)	-	-	(2)	-	2	-	-	-	-	-	1,090,676	**953,849**
Accrued Expenses	(200,160)	(163,726)	(109,775)	-	(3,114)	(2,613)	-	3,628	-	-	-	-	-	**(475,760)**
Other Liabilities									-	-	-	-	-	**-**
Deferred Revenue	-	18,869	6,631	(6,326)	37,196	191,012	50,654	(7,388)	-	(198,174)	-	-	(396,347)	**(303,873)**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	(4,609,519)	2,448,821	(60,274)	2,268,254	(6,226)	54,874	2,792,555	(3,697,645)	1,126,701	150,253	81,370	(264,286)		
Cash, Beginning of Month	6,995,218	2,385,699	4,834,520	4,774,246	7,042,500	7,036,274	7,091,148	9,883,703	6,186,058	7,312,759	7,463,012	7,544,382		
Cash, End of Month	**2,385,699**	**4,834,520**	**4,774,246**	**7,042,500**	**7,036,274**	**7,091,148**	**9,883,703**	**6,186,058**	**7,312,759**	**7,463,012**	**7,544,382**	**7,280,095**		

Original Budget Total	Favorable / (Unfav.)

Cert.	Instr.
54.0%	62.8%
2,530,807	(3,105,843)

Pupil:Teacher Ratio
21.50

FY25-26 CalOps Northern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1773.24

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues																**ADA = 1827.70**	
State Aid - Revenue Limit																	
8011	LCFF State Aid	-	656,274	656,274	1,181,293	1,181,293	1,181,294	1,181,294	1,181,293	1,144,470	1,144,470	1,144,470	1,144,470	2,176,469	**13,973,362**	19,829,109	(5,855,747)
8012	Education Protection Account	-	-	-	1,036,482	-	-	1,036,482	-	1,588,663	-	-	-	2,693,026	**6,354,653**	365,540	5,989,113
8096	In Lieu of Property Taxes	-	-	-	-	-	-	-	-	1,078,697	539,349	539,349	539,349	715,255	**3,411,997**	3,577,156	(165,159)
		-	656,274	656,274	2,217,775	1,181,293	1,181,294	2,217,776	1,181,293	3,811,830	1,683,818	1,683,818	1,683,818	5,584,749	**23,740,012**	**23,771,805**	**(31,793)**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	216,601	**216,601**	209,132	7,469
8290	Title I, Part A - Basic Low Income	-	-	-	73,498	-	-	227,748	-	-	-	-	-	12	**301,258**	329,178	(27,920)
8291	Title II, Part A - Teacher Quality	-	-	-	10,795	(10,795)	-	-	-	-	-	-	-	43,154	**43,154**	53,712	(10,558)
8294	Title IV	-	-	-	-	6,011	-	6,111	-	-	-	-	-	8,865	**20,987**	21,632	(645)
8299	Prior Year Federal Revenue	-	-	-	-	-	-	96	-	-	-	-	-	-	**96**	-	96
		-	-	-	84,293	(4,784)	-	233,955	-	-	-	-	-	268,632	**582,096**	**613,654**	**(31,558)**
Other State Revenue																	
8311	State Special Education	76,479	79,182	142,528	142,528	142,528	-	285,056	142,528	114,401	114,401	114,401	114,401	114,401	**1,582,832**	1,547,228	35,604
8550	Mandated Cost	-	-	-	-	-	61,052	-	-	-	-	-	-	-	**61,052**	54,423	6,629
8560	State Lottery	-	-	-	-	-	-	130,814	-	-	103,003	-	-	250,278	**484,095**	498,962	(14,868)
8598	Prior Year Revenue	-	-	-	34,496	4,464	-	(34,022)	-	-	-	-	-	-	**4,938**	-	4,938
8599	Other State Revenue	-	6,514	6,514	48,085	21,840	21,809	22,041	25,138	13,186	235,533	13,186	13,186	608,868	**1,035,900**	1,040,400	(4,500)
		76,479	85,696	149,042	225,109	168,832	82,861	403,889	167,666	127,587	452,937	127,587	127,587	973,546	**3,168,817**	**3,141,013**	**27,804**
Other Local Revenue																	
8660	Interest Revenue	-	-	-	-	12,079	-	-	-	3,888	3,888	3,888	3,888	-	**27,629**	46,651	(19,022)
8690	Other Local Revenue	-	-	-	-	-	-	-	-	-	-	-	-	5,111	**5,111**	5,268	(157)
		-	-	-	-	12,079	-	-	-	3,888	3,888	3,888	3,888	5,111	**32,740**	**51,919**	**(19,179)**
Total Revenue		**76,479**	**741,970**	**805,316**	**2,527,177**	**1,357,420**	**1,264,155**	**2,855,620**	**1,348,959**	**3,943,304**	**2,140,642**	**1,815,292**	**1,815,292**	**6,832,038**	**27,523,665**	**27,578,390**	**(54,725)**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	750,438	757,327	734,749	724,041	730,638	733,398	713,958	704,134	715,010	715,010	715,010	715,010	-	**8,708,722**	8,751,406	42,683
1175	Teachers' Extra Duty/Stipends	11,579	11,756	11,880	12,382	19,974	27,895	29,207	31,313	33,331	33,331	33,331	33,331	280,074	**569,385**	407,961	(161,425)
1200	Pupil Support Salaries	95,498	92,164	93,068	92,781	86,537	92,711	89,896	84,252	93,587	93,587	93,587	93,587	-	**1,101,256**	1,145,467	44,211
1300	Administrators' Salaries	79,539	79,538	79,512	75,549	73,968	75,132	77,223	77,394	71,768	71,768	71,768	71,768	-	**904,925**	878,403	(26,522)
		937,054	940,785	919,209	904,753	911,117	929,136	910,284	897,093	913,696	913,696	913,696	913,696	280,074	**11,284,289**	**11,183,237**	**(101,052)**
Classified Salaries																	
2200	Support Salaries	2,689	2,690	2,690	2,689	2,689	2,689	2,690	2,640	4,010	4,010	4,010	4,010	-	**37,506**	49,082	11,576
2300	Classified Administrators' Salaries	16,136	18,615	18,615	18,615	18,615	19,711	18,615	18,275	29,074	29,074	29,074	29,074	-	**263,493**	355,854	92,361
2400	Clerical and Office Staff Salaries	27,809	28,155	28,057	27,447	23,857	26,948	25,245	24,658	20,131	20,131	20,131	20,131	-	**292,701**	246,398	(46,303)
		46,634	49,460	49,362	48,751	45,161	49,348	46,550	45,573	53,215	53,215	53,215	53,215	-	**593,701**	**651,334**	**57,633**
Benefits																	
3101	STRS	163,062	163,702	159,245	156,841	125,947	161,119	158,253	156,638	173,899	173,899	173,899	173,899	30,332	**1,970,737**	2,135,998	165,261
3301	OASDI	6,639	6,449	6,533	6,547	5,830	6,632	6,505	6,288	3,549	3,549	3,549	3,549	-	**65,618**	40,383	(25,235)
3311	Medicare	13,733	13,814	13,487	13,281	13,315	13,723	13,230	13,144	14,026	14,026	14,026	14,026	-	**163,832**	171,601	7,770
3401	Health and Welfare	104,116	107,419	157,317	124,985	112,037	196,996	168,247	126,754	118,293	118,293	118,293	118,293	-	**1,571,043**	1,447,856	(123,188)
3501	State Unemployment	195	763	82	104	57	11,078	6,777	1,223	10,576	5,288	5,288	5,288	-	**46,719**	105,552	58,833
3601	Workers' Compensation	49,430	(12,969)	-	-	-	48,864	-	30,696	13,542	13,542	13,542	13,542	-	**170,191**	165,684	(4,507)
3901	Other Benefits	32,540	32,114	31,795	31,387	33,679	32,455	32,305	31,734	30,390	30,390	30,390	30,390	-	**379,570**	29,310	(350,260)
		369,715	311,292	368,459	333,145	290,865	470,867	385,317	366,477	364,276	358,988	358,988	358,988	30,332	**4,367,709**	**4,096,383**	**(271,326)**
Books and Supplies																	
4100	Textbooks and Core Curricula	709,619	70,475	29,254	9,820	4,322	2,999	43,647	7,956	11,303	11,303	11,303	11,303	-	**923,304**	1,341,157	417,852
4200	Books and Other Materials	-	-	-	-	-	-	-	-	433	433	433	433	-	**1,731**	5,466	3,736
4302	School Supplies	36,813	-	992	78	4,283	372	4,721	70	8,230	7,695	7,695	(24,286)	-	**46,665**	298,188	251,523
4305	Software	392,939	17,708	39,484	68,000	(9,145)	397,454	34,784	12,191	56,262	56,262	56,262	56,262	(251,506)	**926,958**	1,127,325	200,367
4310	Office Expense	-	1,546	3,190	2,320	475	156	442	3,582	5,878	5,878	5,878	5,878	-	**35,225**	74,267	39,043
4311	Business Meals	477	916	2,090	1,046	3,685	22	24	664	1,497	1,497	1,497	1,497	-	**14,912**	18,912	4,000
4400	Noncapitalized Equipment	144,398	-	10,528	50	-	2,843	-	-	-	-	-	(111,154)	-	**46,665**	482,714	436,050
		1,284,246	90,645	85,538	81,314	3,620	403,846	83,618	24,463	83,604	83,069	83,069	(60,067)	(251,506)	**1,995,458**	**3,348,029**	**1,352,571**

FY25-26 CalOps Northern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1773.24

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Subagreement Services																	
5102	Special Education	-	20,089	22,152	12,853	91,071	305,773	183,350	353,689	272,989	272,989	272,989	272,989	926,072	**3,007,004**	2,575,823	(431,181)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	2,804	2,804
5105	Security	-	103	78	-	133	104	55	-	70	70	70	70	-	**754**	889	134
5106	Other Educational Consultants	-	-	131	-	132	-	-	129	-	-	-	-	64,510	**64,902**	68,330	3,428
		-	20,192	22,361	12,853	91,336	305,877	183,405	353,818	273,059	273,059	273,059	273,059	990,582	**3,072,660**	**2,647,846**	**(424,814)**
Operations and Housekeeping																	
5201	Auto and Travel	9,077	10,700	8,291	8,194	5,434	82	868	5,794	18,423	18,423	18,423	18,423	-	**122,130**	232,747	110,617
5300	Dues & Memberships	62,792	(14,176)	1,542	1,640	-	-	-	80	4,692	4,692	4,692	4,692	-	**70,646**	213,690	143,044
5400	Insurance	5,509	3,855	2,200	15,661	8,131	11,939	4,271	4,193	5,603	5,603	5,603	5,603	-	**78,171**	70,594	(7,578)
5501	Utilities	459	500	447	336	233	279	663	871	228	228	228	228	-	**4,699**	2,276	(2,423)
5502	Janitorial Services	-	2,265	533	533	533	533	533	533	550	550	550	550	-	**7,663**	7,375	(288)
5516	Miscellaneous Expense	-	-	-	-	-	-	-	-	51	51	51	51	-	**205**	647	442
5900	Communications	36,272	1,521	4,978	13,082	14,802	14,894	10,631	16,043	17,626	17,626	17,626	17,626	-	**182,727**	260,902	78,175
5901	Postage and Shipping	1,097	14	(979)	69	145	290	20	-	996	996	996	996	-	**4,639**	12,292	7,653
		115,206	4,679	17,012	39,515	29,278	28,017	16,986	27,514	48,168	48,168	48,168	48,168	-	**470,881**	**800,523**	**329,642**
Facilities, Repairs and Other Leases																	
5601	Rent	7,944	7,960	8,176	8,176	8,176	8,175	8,176	8,143	9,280	9,280	9,280	9,280	9,311	**111,356**	117,238	5,882
5602	Additional Rent	644	670	669	644	695	37,185	1,751	644	3,646	3,646	3,646	3,646	-	**57,486**	94,275	36,789
5603	Equipment Leases	-	-	-	-	-	-	-	-	483	483	483	483	-	**1,932**	6,102	4,170
5604	Other Leases	54,715	-	-	55,674	122	21,184	19,404	12,993	5,355	5,355	5,355	5,355	-	**185,513**	62,705	(122,809)
5610	Repairs and Maintenance	1,250	(1,250)	-	-	-	76	-	-	397	397	397	397	-	**1,663**	118,830	117,166
		64,553	7,380	8,845	64,494	8,993	66,620	29,331	21,780	19,161	19,161	19,161	19,161	9,311	**357,950**	**399,149**	**41,199**
Professional/Consulting Services																	
5801	IT	-	-	-	-	-	50,305	50,847	165	50,506	50,506	50,506	50,506	554,237	**857,578**	1,014,163	156,585
5802	Audit & Taxes	-	1,012	-	-	-	6,090	6,377	1,083	-	-	-	-	7,325	**21,887**	14,704	(7,183)
5803	Legal	-	2,946	6,640	9,663	12,181	14,673	1,345	18,664	17,768	17,768	17,768	17,768	-	**137,184**	219,177	81,994
5804	Professional Development	7,208	6,479	13,328	575	2,855	3,235	6,262	1,224	9,116	9,116	9,116	9,116	-	**77,629**	63,307	(14,321)
5805	General Consulting	2,621	3,893	53,233	4,760	6,974	5,243	1,459	15,439	6,004	6,004	6,004	6,004	-	**117,638**	65,435	(52,202)
5806	Special Activities/Field Trips	4,507	77	25,520	1,193	(551)	11,843	16	6	-	-	-	79,322	-	**121,933**	128,373	6,441
5807	Bank Charges	124	4	-	-	-	86	95	110	60	60	60	60	-	**659**	759	100
5808	Printing	-	-	-	-	-	-	-	-	13	13	13	13	-	**53**	168	115
5809	Other taxes and fees	-	68	1,288	15	-	10	11	2,333	988	988	988	988	-	**7,679**	24,975	17,297
5810	Payroll Service Fee	-	-	55	55	-	-	-	-	290	290	290	290	-	**1,269**	3,660	2,391
5811	Management Fee	46,060	46,060	46,060	46,060	46,060	46,060	46,060	46,060	45,873	45,873	45,873	45,873	-	**551,971**	551,568	(403)
5812	District Oversight Fee	-	-	-	-	-	206,796	-	-	38,118	16,838	16,838	16,838	(58,029)	**237,400**	237,718	318
5814	SPED Encroachment	614	3,317	5,557	5,557	5,557	-	11,114	5,611	3,432	3,432	3,432	3,432	2,928	**53,983**	52,691	(1,292)
5815	Public Relations/Recruitment	4,919	56,406	41,052	34,792	26,330	25,547	18,359	18,320	31,112	31,112	31,112	31,112	-	**350,172**	387,728	37,555
		66,053	120,262	192,733	102,670	99,406	369,888	141,945	109,015	203,280	182,000	182,000	261,321	506,461	**2,537,034**	**2,764,427**	**227,393**
Depreciation																	
6900	Depreciation Expense	4,670	4,670	4,671	4,670	4,671	4,671	4,671	-	1,074	1,074	1,074	1,074	-	**36,989**	9,776	(27,213)
		4,670	4,670	4,671	4,670	4,671	4,671	4,671	-	1,074	1,074	1,074	1,074	-	**36,989**	**9,776**	**(27,213)**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**2,888,131**	**1,549,365**	**1,668,190**	**1,592,165**	**1,484,447**	**2,628,270**	**1,802,107**	**1,845,733**	**1,959,533**	**1,932,430**	**1,932,430**	**1,868,616**	**1,565,255**	**24,716,671**	**25,900,704**	**1,184,033**
Monthly Surplus (Deficit)		**(2,811,652)**	**(807,395)**	**(862,874)**	**935,012**	**(127,027)**	**(1,364,115)**	**1,053,513**	**(496,774)**	**1,983,771**	**208,213**	**(117,138)**	**(53,324)**	**5,266,783**	**2,806,994**	**1,677,686**	**1,129,308**
															10.2%		

FY25-26 CalOps Northern California

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 1773.24

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(2,811,652)	(807,395)	(862,874)	935,012	(127,027)	(1,364,115)	1,053,513	(496,774)	1,983,771	208,213	(117,138)	(53,324)	5,266,783	**2,806,994**
Cash flows from operating activities														
Depreciation/Amortization	4,670	4,670	4,671	4,670	4,671	4,671	4,671	-	1,074	1,074	1,074	1,074	-	**36,989**
Public Funding Receivables	3,700,321	339,409	-	179,761	(127,871)	3,027,730	21,249	(142,528)	-	-	-	-	(6,832,038)	**166,033**
Grants and Contributions Rec.	2,626	-	-	-	-	-	-	-	-	-	-	-	-	**2,626**
Due To/From Related Parties	(4,791,592)	1,583,093	(318,742)	203,624	116,370	2,357,256	289,363	(3,157,132)	-	-	-	-	-	**(3,717,760)**
Prepaid Expenses	147,477	-	(43,405)	-	(12,214)	(59,956)	(7,116)	(13,906)	-	-	-	-	-	**10,880**
Other Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Accounts Payable	(233,083)	(518)	(1,734)	533	179	-	5	-	-	-	-	-	1,565,255	**1,330,637**
Accrued Expenses	(9,756)	(283,883)	(40,364)	(72,655)	(82,259)	(78,212)	(57,712)	(67,044)	-	-	-	-	-	**(691,885)**
Other Liabilities									-	-	-	-	-	**-**
Deferred Revenue	-	36,749	12,588	27,365	383,817	91,155	12,344	15,639	-	-	-	(889,389)	-	**(309,732)**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	(3,990,989)	872,125	(1,249,860)	1,278,310	155,666	3,978,529	1,316,317	(3,861,745)	1,984,845	209,286	(116,064)	(941,639)		
Cash, Beginning of Month	6,372,509	2,381,519	3,253,645	2,003,785	3,282,095	3,437,761	7,416,290	8,732,607	4,870,862	6,855,707	7,064,993	6,948,929		
Cash, End of Month	**2,381,519**	**3,253,645**	**2,003,785**	**3,282,095**	**3,437,761**	**7,416,290**	**8,732,607**	**4,870,862**	**6,855,707**	**7,064,993**	**6,948,929**	**6,007,291**		

Original Budget Total	Favorable / (Unfav.)
Cert.	Instr.
66.2%	74.3%
7,218,333	(1,563,765)

Pupil:Teacher Ratio
20.36

FY25-26 CalOps North Bay

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 200.47

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues																**ADA =**	**173.46**
State Aid - Revenue Limit																	
8011	LCFF State Aid	-	62,275	62,275	112,095	112,095	112,095	112,095	112,095	199,303	199,303	199,303	199,303	255,215	**1,737,453**	1,400,052	337,401
8012	Education Protection Account	-	-	-	7,662	-	-	7,662	-	9,701	-	-	-	15,069	**40,094**	34,692	5,402
8019	State Aid - Prior Year	-	-	(4,730)	-	-	-	42,282	-	-	-	-	-	-	**37,552**	-	37,552
8096	In Lieu of Property Taxes	-	-	45,151	90,302	60,201	60,201	60,201	60,201	194,947	97,473	97,473	97,473	129,431	**993,055**	861,073	131,982
		-	62,275	102,696	210,059	172,296	172,296	222,240	172,296	403,951	296,777	296,777	296,777	399,716	**2,808,154**	**2,295,817**	**512,337**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	20,526	**20,526**	19,818	708
8290	Title I, Part A - Basic Low Income	-	-	-	8,858	-	-	27,447	-	-	-	-	-	-	**36,305**	37,552	(1,247)
8291	Title II, Part A - Teacher Quality	-	-	-	1,101	(1,101)	-	-	-	-	-	-	-	4,399	**4,399**	5,297	(898)
8294	Title IV	-	-	-	-	2,500	-	-	-	-	-	-	-	11,517	**14,017**	12,128	1,889
		-	-	-	9,959	1,399	-	27,447	-	-	-	-	-	36,442	**75,247**	**74,796**	**451**
Other State Revenue																	
8311	State Special Education	7,241	7,498	13,496	13,496	13,496	-	26,992	19,109	15,064	15,064	15,064	15,064	15,064	**176,649**	140,554	36,095
8550	Mandated Cost	-	-	-	-	-	6,132	-	-	-	-	-	-	-	**6,132**	5,607	525
8560	State Lottery	-	-	-	-	-	-	13,431	-	-	9,761	-	-	31,536	**54,729**	47,355	7,374
8598	Prior Year Revenue	-	-	-	-	1,405	335	(49)	-	-	-	-	-	-	**1,691**	-	1,691
8599	Other State Revenue	-	651	651	4,657	2,140	2,137	2,159	2,660	1,491	57,728	1,491	1,491	164,259	**241,514**	172,507	69,006
		7,241	8,149	14,147	18,153	17,041	8,604	42,533	21,769	16,555	82,554	16,555	16,555	210,859	**480,714**	**366,023**	**114,691**
Other Local Revenue																	
8660	Interest Revenue	10	4	1,477	4	6	8	1,120	7	103	103	103	103	-	**3,050**	1,238	1,812
8690	Other Local Revenue	-	-	-	-	-	-	-	-	-	-	-	-	572	**572**	495	77
		10	4	1,477	4	6	8	1,120	7	103	103	103	103	572	**3,622**	**1,732**	**1,889**
Total Revenue		**7,251**	**70,428**	**118,320**	**238,175**	**190,741**	**180,908**	**293,340**	**194,072**	**420,609**	**379,433**	**313,435**	**313,435**	**647,589**	**3,367,737**	**2,738,368**	**629,369**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	71,955	72,624	70,459	69,432	70,055	70,329	68,465	81,880	82,616	82,616	82,616	82,616	-	**905,665**	829,331	(76,334)
1175	Teachers' Extra Duty/Stipends	1,112	1,129	1,141	1,189	1,917	2,677	2,802	3,639	3,851	3,851	3,851	3,851	32,361	**63,371**	38,661	(24,710)
1200	Pupil Support Salaries	9,158	8,838	8,925	8,897	8,299	8,891	8,621	9,797	10,814	10,814	10,814	10,814	-	**114,680**	108,551	(6,129)
1300	Administrators' Salaries	7,627	7,627	7,625	7,245	7,093	7,205	7,405	8,999	8,292	8,292	8,292	8,292	-	**93,996**	83,242	(10,754)
		89,852	90,218	88,149	86,763	87,363	89,101	87,293	104,315	105,574	105,574	105,574	105,574	32,361	**1,177,711**	**1,059,784**	**(117,927)**
Classified Salaries																	
2200	Support Salaries	258	258	258	258	258	258	258	307	463	463	463	463	-	**3,966**	4,651	686
2300	Classified Administrators' Salaries	1,547	1,785	1,785	1,785	1,785	1,890	1,785	2,125	3,359	3,359	3,359	3,359	-	**27,926**	33,723	5,797
2400	Clerical and Office Staff Salaries	2,667	2,700	2,691	2,632	2,288	2,584	2,421	2,867	2,326	2,326	2,326	2,326	-	**30,154**	23,350	(6,804)
		4,472	4,743	4,734	4,675	4,331	4,732	4,464	5,299	6,149	6,149	6,149	6,149	-	**62,045**	**61,724**	**(321)**
Benefits																	
3101	STRS	15,636	15,699	15,271	15,041	12,078	15,451	15,175	18,214	22,246	22,246	22,246	22,246	3,505	**215,052**	202,419	(12,633)
3301	OASDI	637	618	627	628	559	636	624	731	453	453	453	453	-	**6,873**	3,827	(3,046)
3311	Medicare	1,317	1,325	1,293	1,274	1,277	1,316	1,268	1,529	1,794	1,794	1,794	1,794	-	**17,774**	16,262	(1,512)
3401	Health and Welfare	10,133	11,073	15,082	11,982	10,740	18,887	16,130	14,724	13,668	13,668	13,668	13,668	-	**163,422**	137,207	(26,216)
3501	State Unemployment	19	73	8	10	5	1,062	650	142	3,956	1,978	1,978	1,978	-	**11,861**	33,024	21,163
3601	Workers' Compensation	4,740	(1,244)	-	-	-	4,686	-	3,569	1,732	1,732	1,732	1,732	-	**18,680**	15,701	(2,979)
3901	Other Benefits	3,121	3,080	3,049	3,010	3,230	3,112	3,098	3,690	3,887	3,887	3,887	3,887	-	**40,940**	2,778	(38,162)
		35,602	30,624	35,330	31,944	27,890	45,150	36,946	42,599	47,737	45,759	45,759	45,759	3,505	**474,603**	**411,217**	**(63,385)**
Books and Supplies																	
4100	Textbooks and Core Curricula	68,046	6,757	2,804	942	414	287	4,183	923	1,306	1,306	1,306	1,306	-	**89,580**	127,095	37,515
4200	Books and Other Materials	-	-	-	-	-	-	-	-	50	50	50	50	-	**200**	518	318
4302	School Supplies	3,366	-	-	4	18	31	427	1	7	12	12	12	3,507	**7,398**	28,258	20,860
4305	Software	38,059	1,698	3,785	6,520	(877)	38,112	3,337	1,420	6,501	6,501	6,501	6,501	(24,117)	**93,940**	106,831	12,891
4310	Office Expense	-	112	257	162	32	3	35	388	679	679	679	679	-	**3,705**	7,038	3,333
4311	Business Meals	45	63	180	166	17	-	2	24	173	173	173	173	-	**1,189**	1,792	603
4400	Noncapitalized Equipment	13,846	-	1,010	5	-	273	-	-	-	-	-	70,575	-	**85,708**	45,745	(39,964)
		123,362	8,630	8,036	7,798	(396)	38,705	7,986	2,756	8,716	8,721	8,721	79,296	(20,610)	**281,721**	**317,277**	**35,556**

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Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 200.47

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Subagreement Services																	
5102	Special Education	-	1,267	1,424	545	7,230	34,937	28,550	45,987	31,543	31,543	31,543	31,543	102,611	**348,722**	244,099	(104,623)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	266	266
5105	Security	-	10	7	-	13	10	5	-	8	8	8	8	-	**78**	84	6
5106	Other Educational Consultants	-	-	13	-	13	-	-	15	-	-	-	-	7,459	**7,499**	6,475	(1,024)
		-	1,277	1,445	545	7,255	34,947	28,555	46,002	31,551	31,551	31,551	31,551	110,070	**356,299**	**250,924**	**(105,375)**
Operations and Housekeeping																	
5201	Auto and Travel	854	754	798	816	329	(52)	83	945	2,129	2,129	2,129	2,129	-	**13,042**	22,056	9,014
5300	Dues & Memberships	6,136	(1,359)	148	1,306	-	-	-	9	542	542	542	542	-	**8,408**	20,250	11,842
5400	Insurance	528	370	211	1,502	780	1,145	410	488	647	647	647	647	-	**8,022**	6,690	(1,332)
5501	Utilities	-	-	-	-	-	-	-	-	26	26	26	26	-	**105**	216	110
5502	Janitorial Services	-	-	-	-	-	-	-	-	64	64	64	64	-	**254**	699	445
5516	Miscellaneous Expense	-	-	-	-	-	-	-	-	6	6	6	6	-	**24**	61	38
5900	Communications	3,478	42	333	1,090	1,315	1,303	868	1,714	2,037	2,037	2,037	2,037	-	**18,290**	24,724	6,434
5901	Postage and Shipping	-	1	4	5	-	-	1	-	115	115	115	115	-	**471**	1,165	694
		10,997	(192)	1,494	4,718	2,424	2,395	1,361	3,156	5,566	5,566	5,566	5,566	-	**48,616**	**75,862**	**27,246**
Facilities, Repairs and Other Leases																	
5601	Rent	771	763	784	784	784	784	784	817	1,072	1,072	1,072	1,072	2,307	**12,867**	11,110	(1,757)
5602	Additional Rent	62	64	64	62	67	3,566	168	62	421	421	421	421	-	**5,799**	8,934	3,135
5603	Equipment Leases	-	-	-	-	-	-	-	-	56	56	56	56	-	**223**	578	355
5604	Other Leases	5,190	-	-	5,181	-	2,031	1,340	-	619	619	619	619	-	**16,217**	5,942	(10,275)
5610	Repairs and Maintenance	-	-	-	-	-	-	-	-	46	46	46	46	-	**183**	11,261	11,078
		6,023	827	848	6,027	851	6,381	2,292	878	2,214	2,214	2,214	2,214	2,307	**35,290**	**37,826**	**2,536**
Professional/Consulting Services																	
5801	IT	-	-	-	-	-	4,824	4,876	19	5,836	5,836	5,836	5,836	61,085	**94,146**	96,108	1,961
5802	Audit & Taxes	-	97	-	-	-	584	612	126	-	-	-	-	1,091	**2,509**	1,393	(1,116)
5803	Legal	-	255	516	911	1,168	1,407	46	2,138	2,053	2,053	2,053	2,053	-	**14,654**	20,770	6,117
5804	Professional Development	697	621	1,278	55	274	310	600	142	1,053	1,053	1,053	1,053	-	**8,191**	5,999	(2,192)
5805	General Consulting	251	373	5,105	456	669	503	140	1,795	694	694	694	694	-	**12,067**	6,201	(5,866)
5806	Special Activities/Field Trips	457	7	129	114	(53)	37	2	1	28	46	46	46	13,529	**14,388**	12,165	(2,223)
5807	Bank Charges	-	-	-	-	-	-	-	-	7	7	7	7	-	**28**	72	44
5808	Printing	-	-	-	-	-	-	-	-	2	2	2	2	-	**6**	16	10
5809	Other taxes and fees	-	6	124	1	-	1	1	271	114	114	114	114	-	**862**	2,367	1,505
5810	Payroll Service Fee	-	-	5	5	-	-	-	-	33	33	33	33	-	**144**	347	202
5811	Management Fee	4,577	4,577	4,577	4,577	4,577	4,577	4,577	4,577	5,613	5,613	5,613	5,613	8,287	**67,355**	54,767	(12,587)
5812	District Oversight Fee	-	-	-	-	-	-	-	-	4,040	2,968	2,968	2,968	15,139	**28,082**	22,958	(5,123)
5814	SPED Encroachment	61	317	530	530	530	-	1,060	731	452	452	452	452	349	**5,915**	4,811	(1,104)
5815	Public Relations/Recruitment	472	4,374	2,167	3,336	2,525	2,450	1,750	2,130	3,595	3,595	3,595	3,595	-	**33,584**	36,743	3,159
		6,515	10,628	14,431	9,987	9,690	14,692	13,663	11,931	23,519	22,465	22,465	22,465	99,478	**281,931**	**264,719**	**(17,212)**
Depreciation																	
6900	Depreciation Expense	-	-	-	-	-	-	-	-	124	124	124	124	993	**1,489**	926	(562)
		-	-	-	-	-	-	-	-	124	124	124	124	993	**1,489**	**926**	**(562)**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**276,823**	**146,756**	**154,466**	**152,457**	**139,407**	**236,104**	**182,560**	**216,936**	**231,150**	**228,122**	**228,122**	**298,697**	**228,103**	**2,719,704**	**2,480,260**	**(239,445)**
Monthly Surplus (Deficit)		**(269,571)**	**(76,328)**	**(36,146)**	**85,718**	**51,334**	**(55,196)**	**110,780**	**(22,864)**	**189,459**	**151,311**	**85,313**	**14,738**	**419,486**	**648,033**	**258,109**	**389,924**
															19.2%		

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Monthly Cash Flow/Forecast FY25-26

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	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(269,571)	(76,328)	(36,146)	85,718	51,334	(55,196)	110,780	(22,864)	189,459	151,311	85,313	14,738	419,486	**648,033**
Cash flows from operating activities														
Depreciation/Amortization	-	-	-	-	-	-	-	-	124	124	124	124	993	**1,489**
Public Funding Receivables	64,672	353,133	-	15,621	2,116	(177,738)	179,569	(192,575)	-	-	-	-	(647,589)	**(402,791)**
Grants and Contributions Rec.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Due To/From Related Parties	(22,305)	149,025	(469,238)	150,238	142,472	234,371	162,248	(566,079)	-	-	-	-	-	**(219,268)**
Prepaid Expenses	13,923	-	(4,162)	-	(1,171)	(5,749)	(683)	(1,634)	-	-	-	-	-	**524**
Other Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Accounts Payable	(31,282)	(53)	-	-	(1)	-	1	-	-	-	-	-	228,103	**196,768**
Accrued Expenses	(209)	(18,193)	(19,816)	-	(2,169)	(530)	86	731	-	-	-	-	-	**(40,100)**
Other Liabilities									-	-	-	-	-	**-**
Deferred Revenue	-	3,517	1,230	12,778	38,329	10,334	1,226	(1,490)	-	(56,238)	-	-	(112,475)	**(102,789)**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	(244,772)	411,101	(528,132)	264,355	230,910	5,492	453,227	(783,911)	189,583	95,198	85,437	14,862		
Cash, Beginning of Month	1,732,942	1,488,170	1,899,271	1,371,139	1,635,494	1,866,404	1,871,896	2,325,123	1,541,212	1,730,795	1,825,993	1,911,429		
Cash, End of Month	**1,488,170**	**1,899,271**	**1,371,139**	**1,635,494**	**1,866,404**	**1,871,896**	**2,325,123**	**1,541,212**	**1,730,795**	**1,825,993**	**1,911,429**	**1,926,291**		

Original Budget Total	Favorable / (Unfav.)
Cert.	Instr.
58.6%	67.8%
627,868	(410,823)

Pupil:Teacher Ratio
19.92

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Revenues																**ADA =**	**538.02**
State Aid - Revenue Limit																	
8011	LCFF State Aid	-	130,325	130,325	234,586	234,586	234,586	234,586	234,586	296,958	296,958	296,958	296,958	465,467	**3,086,879**	3,050,425	36,454
8012	Education Protection Account	-	-	-	22,717	-	-	22,716	-	26,255	-	-	-	39,395	**111,082**	107,604	3,478
8096	In Lieu of Property Taxes	-	-	-	-	-	-	-	1,335,501	830,037	415,018	415,018	415,018	635,908	**4,046,501**	3,815,353	231,148
		-	130,325	130,325	257,303	234,586	234,586	257,302	1,570,087	1,153,249	711,976	711,976	711,976	1,140,770	**7,244,462**	**6,973,382**	**271,080**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	63,855	**63,855**	61,653	2,202
8290	Title I, Part A - Basic Low Income	-	-	-	-	-	-	-	-	-	-	-	-	73,652	**73,652**	-	73,652
8291	Title II, Part A - Teacher Quality	-	-	-	-	-	-	-	-	-	-	-	-	10,515	**10,515**	-	10,515
		-	-	-	-	-	-	-	-	-	-	-	-	148,022	**148,022**	**61,653**	**86,369**
Other State Revenue																	
8311	State Special Education	24,803	25,669	46,205	46,205	46,205	-	92,410	46,204	36,435	36,435	36,435	36,435	36,435	**509,876**	498,407	11,469
8550	Mandated Cost	-	-	-	-	-	18,686	-	-	-	-	-	-	-	**18,686**	17,579	1,107
8560	State Lottery	-	-	-	-	-	-	38,863	-	-	30,366	-	-	82,398	**151,627**	146,879	4,747
8598	Prior Year Revenue	-	-	-	20,388	2,876	1,546	(22,753)	-	-	-	-	-	-	**2,057**	-	2,057
8599	Other State Revenue	-	1,928	1,928	14,261	6,472	6,463	6,531	7,599	4,130	29,069	4,130	4,130	59,004	**145,645**	122,704	22,941
		24,803	27,597	48,133	80,854	55,553	26,695	115,051	53,803	40,565	95,870	40,565	40,565	177,837	**827,890**	**785,569**	**42,321**
Other Local Revenue																	
8660	Interest Revenue	-	643	867	408	677	793	482	4,143	1,160	1,160	1,160	1,160	-	**12,654**	13,922	(1,268)
8690	Other Local Revenue	-	-	-	-	-	-	-	-	-	-	-	-	1,746	**1,746**	1,692	55
		-	643	867	408	677	793	482	4,143	1,160	1,160	1,160	1,160	1,746	**14,400**	**15,614**	**(1,214)**
Total Revenue		**24,803**	**158,565**	**179,325**	**338,565**	**290,816**	**262,074**	**372,835**	**1,628,033**	**1,194,974**	**809,006**	**753,701**	**753,701**	**1,468,375**	**8,234,774**	**7,836,218**	**398,557**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	222,727	224,781	218,079	214,901	216,828	217,679	211,908	219,431	221,495	221,495	221,495	221,495	-	**2,632,313**	2,579,960	(52,353)
1175	Teachers' Extra Duty/Stipends	3,437	3,489	3,526	3,675	5,929	8,279	8,669	9,757	10,325	10,325	10,325	10,325	86,761	**174,823**	120,269	(54,554)
1200	Pupil Support Salaries	28,344	27,355	27,623	27,538	25,685	27,518	26,682	26,256	28,991	28,991	28,991	28,991	-	**332,966**	337,690	4,723
1300	Administrators' Salaries	23,608	23,607	23,600	22,423	21,954	22,299	22,920	24,118	22,232	22,232	22,232	22,232	-	**273,457**	258,958	(14,499)
		278,116	279,232	272,828	268,537	270,396	275,775	270,179	279,562	283,043	283,043	283,043	283,043	86,761	**3,413,560**	**3,296,876**	**(116,684)**
Classified Salaries																	
2200	Support Salaries	798	798	799	799	798	798	798	823	1,242	1,242	1,242	1,242	-	**11,380**	14,470	3,090
2300	Classified Administrators' Salaries	4,789	5,526	5,525	5,525	5,525	5,850	5,525	5,695	9,007	9,007	9,007	9,007	-	**79,986**	104,908	24,921
2400	Clerical and Office Staff Salaries	8,254	8,356	8,327	8,146	7,081	7,999	7,493	7,684	6,236	6,236	6,236	6,236	-	**88,285**	72,639	(15,646)
		13,841	14,680	14,651	14,470	13,404	14,647	13,816	14,202	16,485	16,485	16,485	16,485	-	**179,651**	**192,017**	**12,366**
Benefits																	
3101	STRS	48,398	48,588	47,265	46,552	37,382	47,821	46,970	48,814	55,166	55,166	55,166	55,166	9,396	**601,848**	629,703	27,855
3301	OASDI	1,971	1,914	1,939	1,943	1,731	1,969	1,931	1,959	1,125	1,125	1,125	1,125	-	**19,859**	11,905	(7,954)
3311	Medicare	4,076	4,100	4,004	3,942	3,952	4,073	3,927	4,096	4,449	4,449	4,449	4,449	-	**49,968**	50,589	621
3401	Health and Welfare	30,851	31,620	46,693	37,097	33,254	58,471	49,937	39,486	36,645	36,645	36,645	36,645	-	**473,988**	426,835	(47,152)
3501	State Unemployment	58	226	24	31	17	3,288	2,012	381	9,830	4,915	4,915	4,915	-	**30,612**	95,818	65,206
3601	Workers' Compensation	14,671	(3,849)	-	-	-	14,503	-	9,566	4,296	4,296	4,296	4,296	-	**52,075**	48,844	(3,230)
3901	Other Benefits	9,658	9,531	9,437	9,316	9,996	9,633	9,588	9,890	9,640	9,640	9,640	9,640	-	**115,611**	8,641	(106,970)
		109,683	92,130	109,362	98,881	86,332	139,758	114,365	114,192	121,152	116,236	116,236	116,236	9,396	**1,343,960**	**1,272,336**	**(71,624)**
Books and Supplies																	
4100	Textbooks and Core Curricula	210,618	20,918	8,683	2,914	1,283	890	12,954	2,479	3,501	3,501	3,501	3,501	-	**274,745**	395,380	120,635
4200	Books and Other Materials	-	-	-	-	-	-	-	-	134	134	134	134	-	**536**	1,612	1,075
4302	School Supplies	10,097	-	-	32	55	97	1,322	4	49	71	71	71	9,677	**21,547**	87,907	66,360
4305	Software	117,355	5,255	11,718	20,183	(2,714)	117,965	10,323	3,799	17,429	17,429	17,429	17,429	(74,648)	**278,951**	332,341	53,390
4310	Office Expense	-	340	791	501	98	9	110	1,039	1,821	1,821	1,821	1,821	-	**10,172**	21,894	11,722
4311	Business Meals	130	59	555	79	54	-	7	3	464	464	464	464	-	**2,742**	5,575	2,834
4400	Noncapitalized Equipment	42,858	-	3,125	15	-	843	-	-	-	-	-	129,574	81,796	**258,211**	142,307	(115,904)
		381,058	26,572	24,872	23,724	(1,224)	119,804	24,716	7,324	23,398	23,420	23,420	152,994	16,825	**846,904**	**987,016**	**140,113**

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Subagreement Services																	
5102	Special Education	-	10,288	10,364	927	24,677	116,851	63,230	134,538	84,566	84,566	84,566	84,566	157,827	**856,966**	759,366	(97,600)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	827	827
5105	Security	-	31	23	-	39	31	17	-	22	22	22	22	-	**228**	262	34
5106	Other Educational Consultants	-	-	39	-	39	-	-	40	-	-	-	-	19,987	**20,105**	20,144	39
		-	10,319	10,426	927	24,755	116,882	63,247	134,578	84,588	84,588	84,588	84,588	177,814	**877,299**	**780,599**	**(96,700)**
Operations and Housekeeping																	
5201	Auto and Travel	2,485	1,185	2,018	133	1,193	(161)	258	550	5,707	5,707	5,707	5,707	-	**30,489**	68,615	38,127
5300	Dues & Memberships	18,956	(4,207)	458	1,380	-	-	-	25	1,453	1,453	1,453	1,453	-	**22,426**	62,997	40,571
5400	Insurance	1,635	1,144	653	4,648	2,414	3,543	1,267	1,306	1,736	1,736	1,736	1,736	-	**23,553**	20,811	(2,741)
5501	Utilities	-	-	-	-	-	-	-	-	71	71	71	71	-	**282**	671	389
5502	Janitorial Services	-	-	-	-	-	-	-	-	170	170	170	170	-	**682**	2,174	1,493
5516	Miscellaneous Expense	-	-	-	-	-	-	-	-	16	16	16	16	-	**64**	191	127
5900	Communications	10,766	130	1,031	3,374	4,071	4,031	2,780	4,596	5,460	5,460	5,460	5,460	-	**52,620**	76,915	24,296
5901	Postage and Shipping	-	4	12	15	-	-	2	-	308	308	308	308	-	**1,267**	3,624	2,357
		33,842	(1,744)	4,172	9,550	7,678	7,413	4,307	6,477	14,922	14,922	14,922	14,922	-	**131,381**	**235,998**	**104,617**
Facilities, Repairs and Other Leases																	
5601	Rent	2,354	2,363	2,426	2,426	2,426	2,426	2,427	2,443	2,875	2,875	2,875	2,875	3,706	**34,496**	34,562	67
5602	Additional Rent	191	198	199	191	206	11,037	520	191	1,129	1,129	1,129	1,129	-	**17,251**	27,793	10,542
5603	Equipment Leases	-	-	-	-	-	-	-	-	150	150	150	150	-	**598**	1,799	1,200
5604	Other Leases	15,380	-	-	16,036	-	6,287	4,147	-	1,659	1,659	1,659	1,659	-	**48,486**	18,486	(30,000)
5610	Repairs and Maintenance	-	-	-	-	-	-	-	-	123	123	123	123	-	**492**	35,032	34,540
		17,925	2,561	2,625	18,653	2,632	19,750	7,094	2,634	5,936	5,936	5,936	5,936	3,706	**101,322**	**117,671**	**16,349**
Professional/Consulting Services																	
5801	IT	-	-	-	-	-	14,931	15,091	51	15,646	15,646	15,646	15,646	169,740	**262,396**	298,981	36,585
5802	Audit & Taxes	-	300	-	-	-	1,807	1,893	338	-	-	-	-	-	**4,338**	4,335	(3)
5803	Legal	-	789	1,598	2,821	3,616	4,355	141	5,730	5,504	5,504	5,504	5,504	-	**41,066**	64,615	23,548
5804	Professional Development	2,138	1,923	3,956	171	847	960	1,859	382	2,824	2,824	2,824	2,824	-	**23,531**	18,663	(4,868)
5805	General Consulting	777	1,155	15,799	1,412	2,070	1,556	433	4,811	1,860	1,860	1,860	1,860	-	**35,453**	19,291	(16,162)
5806	Special Activities/Field Trips	1,329	23	401	355	(163)	114	5	2	182	262	262	262	35,586	**38,619**	37,845	(774)
5807	Bank Charges	-	-	-	-	-	-	-	-	19	19	19	19	-	**74**	224	149
5808	Printing	-	-	-	-	-	-	-	-	4	4	4	4	-	**16**	49	33
5809	Other taxes and fees	-	20	383	4	-	3	3	727	306	306	306	306	-	**2,365**	7,363	4,998
5810	Payroll Service Fee	-	-	16	16	-	-	-	-	90	90	90	90	-	**391**	1,079	688
5811	Management Fee	13,089	13,089	13,089	13,089	13,089	13,089	13,089	13,089	13,725	13,725	13,725	13,725	5,085	**164,695**	156,724	(7,971)
5812	District Oversight Fee	-	-	-	-	-	-	-	63,357	11,532	7,120	7,120	7,120	(23,804)	**72,445**	69,734	(2,711)
5814	SPED Encroachment	182	1,048	1,762	1,762	1,762	-	3,524	1,807	1,093	1,093	1,093	1,093	993	**17,212**	16,802	(410)
5815	Public Relations/Recruitment	1,461	13,539	6,708	10,327	7,815	7,583	5,417	5,709	9,638	9,638	9,638	9,638	-	**97,110**	114,304	17,194
		18,976	31,886	43,712	29,957	29,036	44,398	41,455	96,003	62,422	58,089	58,089	58,089	187,600	**759,713**	**810,008**	**50,296**
Depreciation																	
6900	Depreciation Expense	-	-	-	-	-	-	-	-	333	333	333	333	-	**1,330**	2,882	1,551
		-	-	-	-	-	-	-	-	333	333	333	333	-	**1,330**	**2,882**	**1,551**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**853,441**	**455,636**	**482,648**	**464,699**	**433,009**	**738,427**	**539,179**	**654,972**	**612,278**	**603,052**	**603,052**	**732,626**	**482,102**	**7,655,121**	**7,695,404**	**40,283**
Monthly Surplus (Deficit)		**(828,638)**	**(297,071)**	**(303,323)**	**(126,134)**	**(142,193)**	**(476,353)**	**(166,344)**	**973,061**	**582,696**	**205,954**	**150,650**	**21,076**	**986,273**	**579,654**	**140,814**	**438,840**
															7.0%		

FY25-26 CalOps Monterey Bay

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 555.41

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(828,638)	(297,071)	(303,323)	(126,134)	(142,193)	(476,353)	(166,344)	973,061	582,696	205,954	150,650	21,076	986,273	**579,654**
Cash flows from operating activities														
Depreciation/Amortization	-	-	-	-	-	-	-	-	333	333	333	333	-	**1,330**
Public Funding Receivables	115,268	357,945	-	93,352	(46,026)	46,205	5,852	214,280	-	-	-	-	(1,468,375)	**(681,499)**
Grants and Contributions Rec.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Due To/From Related Parties	853,658	483,855	(13,852)	461,127	440,834	728,516	501,833	(1,166,875)	-	-	-	-	-	**2,289,096**
Prepaid Expenses	42,817	-	(12,882)	-	(3,625)	(17,795)	(2,112)	(4,345)	-	-	-	-	-	**2,058**
Other Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Accounts Payable	(163,282)	(152)	-	-	(1)	-	1	-	-	-	-	-	482,102	**318,668**
Accrued Expenses	(1,277)	(112,638)	-	-	(10,607)	(1,762)	6,547	1,807	-	-	-	-	-	**(117,930)**
Other Liabilities									-	-	-	-	-	**-**
Deferred Revenue	-	10,772	3,497	(4,498)	123,117	18,847	3,232	(4,130)	-	(24,939)	-	-	(49,878)	**76,020**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	18,546	442,711	(326,560)	423,847	361,499	297,658	349,009	13,798	583,029	181,348	150,982	21,408		
Cash, Beginning of Month	1,024,778	1,043,324	1,486,035	1,159,475	1,583,322	1,944,821	2,242,479	2,591,488	2,605,286	3,188,315	3,369,663	3,520,645		
Cash, End of Month	**1,043,324**	**1,486,035**	**1,159,475**	**1,583,322**	**1,944,821**	**2,242,479**	**2,591,488**	**2,605,286**	**3,188,315**	**3,369,663**	**3,520,645**	**3,542,054**		

Original Budget Total	Favorable / (Unfav.)
Cert.	Instr.
67.3%	78.4%
2,245,658	(128,893)

Pupil:Teacher Ratio
20.59

FY25-26 CalOps Central Coast

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 184.13

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues																**ADA =**	**133.64**
State Aid - Revenue Limit																	
8011	LCFF State Aid	33,836	33,836	60,905	60,905	60,905	60,905	60,905	165,429	132,344	132,344	132,344	132,344	231,635	**1,298,637**	703,539	595,098
8012	Education Protection Account	-	-	5,801	-	-	5,801	-	-	8,503	-	-	-	16,721	**36,825**	26,727	10,098
8019	State Aid - Prior Year	-	-	-	-	-	-	-	(3,145)	-	-	-	-	-	**(3,145)**	-	(3,145)
8096	In Lieu of Property Taxes	-	-	-	270,582	8,771	-	-	-	250,585	125,293	125,293	125,293	210,651	**1,116,466**	1,024,239	92,227
		33,836	33,836	66,706	331,487	69,676	66,706	60,905	162,284	391,432	257,637	257,637	257,637	459,006	**2,448,783**	**1,754,505**	**694,278**
Federal Revenue																	
8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	-	15,842	**15,842**	15,296	546
8290	Title I, Part A - Basic Low Income	-	-	-	-	-	-	-	-	-	-	-	-	21,733	**21,733**	-	21,733
8291	Title II, Part A - Teacher Quality	-	-	701	-	(701)	-	-	-	-	-	-	-	2,803	**2,803**	-	2,803
		-	-	701	-	(701)	-	-	-	-	-	-	-	40,378	**40,378**	**15,296**	**25,082**
Other State Revenue																	
8311	State Special Education	5,981	6,190	11,141	11,141	11,141	-	22,282	17,588	13,872	13,872	13,872	13,872	13,872	**154,825**	120,077	34,748
8550	Mandated Cost	-	-	-	-	4,636	-	-	-	-	-	-	-	-	**4,636**	4,281	355
8560	State Lottery	-	-	-	-	-	10,093	-	-	-	7,533	-	-	32,640	**50,267**	36,483	13,784
8598	Prior Year Revenue	-	-	3,200	-	348	(1,752)	(673)	-	-	-	-	-	-	**1,123**	-	1,123
8599	Other State Revenue	492	492	886	3,542	1,625	1,623	1,639	3,073	1,369	21,816	1,369	1,369	58,196	**97,492**	77,745	19,747
		6,473	6,682	15,227	14,683	17,750	9,964	23,248	20,661	15,241	43,222	15,241	15,241	104,709	**308,343**	**238,586**	**69,757**
Other Local Revenue																	
8660	Interest Revenue	-	927	-	3,863	-	-	11,362	-	1,316	1,316	1,316	1,316	-	**21,415**	15,788	5,627
8690	Other Local Revenue	-	-	-	-	-	-	-	-	-	-	-	-	572	**572**	415	157
		-	927	-	3,863	-	-	11,362	-	1,316	1,316	1,316	1,316	572	**21,987**	**16,203**	**5,784**
Total Revenue		**40,309**	**41,445**	**82,634**	**350,033**	**86,725**	**76,670**	**95,515**	**182,945**	**407,989**	**302,174**	**274,194**	**274,194**	**604,665**	**2,819,490**	**2,024,590**	**794,901**
Expenses																	
Certificated Salaries																	
1100	Teachers' Salaries	54,807	55,313	53,663	52,881	53,355	53,564	52,153	72,037	71,142	71,142	71,142	71,142	-	**732,340**	640,061	(92,279)
1175	Teachers' Extra Duty/Stipends	847	860	870	907	1,460	2,038	2,136	3,201	3,316	3,316	3,316	3,316	27,867	**53,451**	29,837	(23,614)
1200	Pupil Support Salaries	6,975	6,732	6,797	6,776	6,320	6,772	6,567	8,619	9,312	9,312	9,312	9,312	-	**92,805**	83,777	(9,028)
1300	Administrators' Salaries	5,811	5,810	5,809	5,519	5,403	5,488	5,641	7,919	7,141	7,141	7,141	7,141	-	**75,963**	64,245	(11,718)
		68,440	68,715	67,139	66,083	66,538	67,862	66,497	91,776	90,911	90,911	90,911	90,911	27,867	**954,559**	**817,921**	**(136,639)**
Classified Salaries																	
2200	Support Salaries	196	196	196	196	197	197	197	270	399	399	399	399	-	**3,241**	3,590	349
2300	Classified Administrators' Salaries	1,179	1,360	1,360	1,360	1,360	1,439	1,360	1,870	2,893	2,893	2,893	2,893	-	**22,859**	26,026	3,167
2400	Clerical and Office Staff Salaries	2,031	2,056	2,049	2,005	1,742	1,969	1,844	2,522	2,003	2,003	2,003	2,003	-	**24,230**	18,021	(6,209)
		3,406	3,612	3,605	3,561	3,299	3,605	3,401	4,662	5,295	5,295	5,295	5,295	-	**50,330**	**47,637**	**(2,693)**
Benefits																	
3101	STRS	11,910	11,957	11,631	11,455	9,198	11,767	11,560	16,025	20,351	20,351	20,351	20,351	3,018	**179,927**	156,223	(23,704)
3301	OASDI	485	471	478	479	426	485	476	643	414	414	414	414	-	**5,601**	2,954	(2,647)
3311	Medicare	1,003	1,009	985	969	972	1,002	966	1,345	1,641	1,641	1,641	1,641	-	**14,816**	12,551	(2,266)
3401	Health and Welfare	7,623	7,941	11,491	9,129	8,183	14,390	12,291	12,944	11,770	11,770	11,770	11,770	-	**131,072**	105,893	(25,178)
3501	State Unemployment	15	56	6	8	5	809	495	125	3,419	1,710	1,710	1,710	-	**10,067**	25,583	15,516
3601	Workers' Compensation	3,611	(948)	-	-	-	3,570	-	3,141	1,585	1,585	1,585	1,585	-	**15,713**	12,118	(3,595)
3901	Other Benefits	2,377	2,346	2,322	2,293	2,459	2,371	2,360	3,246	3,556	3,556	3,556	3,556	-	**33,999**	2,144	(31,855)
		27,024	22,832	26,913	24,333	21,243	34,394	28,148	37,469	42,737	41,028	41,028	41,028	3,018	**391,194**	**317,465**	**(73,729)**
Books and Supplies																	
4100	Textbooks and Core Curricula	51,844	5,148	2,136	717	317	219	3,189	814	1,125	1,125	1,125	1,125	-	**68,883**	98,090	29,207
4200	Books and Other Materials	-	-	-	-	-	-	-	-	43	43	43	43	-	**172**	400	228
4302	School Supplies	3,303	-	-	4	14	24	675	1	14	27	27	27	3,166	**7,281**	21,809	14,528
4305	Software	29,334	1,294	2,886	4,968	(668)	29,037	2,542	1,249	5,598	5,598	5,598	5,598	(18,375)	**74,659**	82,450	7,791
4310	Office Expense	-	83	195	123	24	2	26	341	585	585	585	585	-	**3,134**	5,432	2,298
4311	Business Meals	32	29	136	38	13	-	2	24	149	149	149	149	-	**870**	1,383	513
4400	Noncapitalized Equipment	10,550	-	770	4	-	208	-	-	-	-	-	59,407	-	**70,939**	35,305	(35,634)
		95,063	6,554	6,123	5,854	(300)	29,490	6,434	2,429	7,513	7,526	7,526	66,933	(15,208)	**225,937**	**244,868**	**18,932**

FY25-26 CalOps Central Coast

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 184.13

		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Subagreement Services																	
5102	Special Education	-	932	130	95	5,182	21,534	17,955	33,248	27,162	27,162	27,162	27,162	138,218	**325,941**	188,391	(137,550)
5103	Substitute Teacher	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	205	205
5105	Security	-	7	6	-	10	8	4	-	7	7	7	7	-	**63**	65	2
5106	Other Educational Consultants	-	-	10	-	10	-	-	13	-	-	-	-	6,425	**6,458**	4,998	(1,460)
		-	939	146	95	5,202	21,542	17,959	33,261	27,169	27,169	27,169	27,169	144,642	**332,461**	**193,658**	**(138,803)**
Operations and Housekeeping																	
5201	Auto and Travel	621	1,138	497	777	251	(40)	64	393	1,833	1,833	1,833	1,833	-	**11,033**	17,023	5,990
5300	Dues & Memberships	4,506	(1,036)	112	1,297	-	-	-	8	467	467	467	467	-	**6,754**	15,629	8,875
5400	Insurance	403	282	161	1,144	594	873	312	429	557	557	557	557	-	**6,428**	5,163	(1,265)
5501	Utilities	-	-	-	-	-	-	-	-	23	23	23	23	-	**91**	166	76
5502	Janitorial Services	-	-	-	-	-	-	-	-	55	55	55	55	-	**219**	539	321
5516	Miscellaneous Expense	-	-	-	-	-	-	-	-	5	5	5	5	-	**20**	47	27
5900	Communications	2,650	32	254	831	1,002	994	680	1,508	1,754	1,754	1,754	1,754	-	**14,966**	19,082	4,116
5901	Postage and Shipping	-	1	3	4	-	-	1	-	99	99	99	99	-	**405**	899	494
		8,180	417	1,027	4,053	1,847	1,827	1,057	2,338	4,793	4,793	4,793	4,793	-	**39,917**	**58,549**	**18,632**
Facilities, Repairs and Other Leases																	
5601	Rent	582	582	597	598	598	598	597	647	923	923	923	923	2,587	**11,080**	8,575	(2,505)
5602	Additional Rent	47	49	49	47	50	2,716	128	47	363	363	363	363	-	**4,584**	6,895	2,311
5603	Equipment Leases	-	-	-	-	-	-	-	-	48	48	48	48	-	**192**	446	254
5604	Other Leases	4,620	-	-	3,947	-	1,548	1,021	-	533	533	533	533	-	**13,267**	4,586	(8,681)
5610	Repairs and Maintenance	-	-	-	-	-	-	-	-	39	39	39	39	-	**158**	8,691	8,533
		5,249	631	646	4,592	648	4,862	1,746	694	1,906	1,906	1,906	1,906	2,587	**29,281**	**29,193**	**(88)**
Professional/Consulting Services																	
5801	IT	-	-	-	-	-	3,675	3,715	17	5,025	5,025	5,025	5,025	51,170	**78,678**	74,174	(4,504)
5802	Audit & Taxes	-	74	-	-	-	445	466	111	-	-	-	-	-	**1,096**	1,075	(21)
5803	Legal	-	194	393	694	889	1,072	35	1,882	1,768	1,768	1,768	1,768	-	**12,230**	16,030	3,800
5804	Professional Development	527	474	973	42	209	34,177	457	125	907	907	907	907	-	**40,612**	4,630	(35,982)
5805	General Consulting	192	284	3,890	348	510	383	107	1,579	597	597	597	597	-	**9,682**	4,786	(4,897)
5806	Special Activities/Field Trips	332	6	98	87	(41)	28	1	1	50	96	96	96	11,424	**12,274**	9,389	(2,885)
5807	Bank Charges	-	-	-	-	-	-	-	-	6	6	6	6	-	**24**	56	32
5808	Printing	-	-	-	-	-	-	-	-	1	1	1	1	-	**5**	12	7
5809	Other taxes and fees	-	5	94	1	-	1	1	239	98	98	98	98	-	**734**	1,827	1,092
5810	Payroll Service Fee	-	-	4	4	-	-	-	-	29	29	29	29	-	**123**	268	144
5811	Management Fee	3,383	3,383	3,383	3,383	4,552	3,383	3,383	3,383	4,699	4,699	4,699	4,699	9,360	**56,390**	48,000	(8,390)
5812	District Oversight Fee	-	-	-	-	-	-	-	-	3,914	2,576	2,576	2,576	12,844	**24,488**	17,545	(6,943)
5814	SPED Encroachment	46	255	427	427	427	-	854	669	416	416	416	416	350	**5,120**	4,061	(1,059)
5815	Public Relations/Recruitment	359	3,332	1,652	2,542	1,923	1,866	1,333	1,874	3,096	3,096	3,096	3,096	-	**27,263**	28,358	1,094
		4,839	8,007	10,914	7,528	8,469	45,030	10,352	9,880	20,607	19,315	19,315	19,315	85,149	**268,720**	**210,211**	**(58,509)**
Depreciation																	
6900	Depreciation Expense	-	-	-	-	-	-	-	-	107	107	107	107	-	**427**	715	288
		-	-	-	-	-	-	-	-	107	107	107	107	-	**427**	**715**	**288**
Interest																	
		-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	-	-
Total Expenses		**212,201**	**111,707**	**116,513**	**116,099**	**106,946**	**208,612**	**135,594**	**182,509**	**201,038**	**198,049**	**198,049**	**257,456**	**248,055**	**2,292,827**	**1,920,217**	**(372,610)**
Monthly Surplus (Deficit)		**(171,892)**	**(70,262)**	**(33,879)**	**233,934**	**(20,221)**	**(131,942)**	**(40,079)**	**436**	**206,951**	**104,125**	**76,145**	**16,738**	**356,610**	**526,664**	**104,373**	**422,291**
															18.7%		

FY25-26 CalOps Central Coast

Monthly Cash Flow/Forecast FY25-26

Revised 03/20/26

ADA = 184.13

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Year-End Accruals	Annual Forecast
Cash Flow Adjustments														
Monthly Surplus (Deficit)	(171,892)	(70,262)	(33,879)	233,934	(20,221)	(131,942)	(40,079)	436	206,951	104,125	76,145	16,738	356,610	**526,664**
Cash flows from operating activities														
Depreciation/Amortization	-	-	-	-	-	-	-	-	107	107	107	107	-	**427**
Public Funding Receivables	142,317	38,127	423,325	74,264	(11,141)	12,546	-	(17,588)	-	-	-	-	(604,665)	**57,185**
Grants and Contributions Rec.	-	250	-	-	3,559	-	-	-	-	-	-	-	-	**3,809**
Due To/From Related Parties	208,493	111,963	(30,743)	114,402	103,852	209,627	122,145	197,677	-	-	-	-	-	**1,037,416**
Prepaid Expenses	12,089	-	(3,171)	-	(892)	(4,380)	(520)	(1,447)	-	-	-	-	-	**1,679**
Other Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Accounts Payable	(15,523)	(38)	-	-	-	-	-	-	-	-	-	-	248,055	**232,494**
Accrued Expenses	(18,233)	(35,965)	-	-	427	(427)	1	669	-	-	-	-	-	**(53,528)**
Other Liabilities							673		-	-	-	-	-	**673**
Deferred Revenue	2,722	866	4,585	26,146	5,757	822	1,153	9,370	-	(20,447)	-	-	(40,893)	**(9,919)**
Cash flows from investing activities														
Purchases of Prop. And Equip.	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Cash flows from financing activities														
Proceeds from Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Payments on Factoring	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Proceeds(Payments) on Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**
Total Change in Cash	159,973	44,941	360,117	448,746	81,341	86,246	83,373	189,117	207,058	83,785	76,252	16,845		
Cash, Beginning of Month	547,711	707,685	752,625	1,112,742	1,561,488	1,642,829	1,729,075	1,812,448	2,001,565	2,208,623	2,292,408	2,368,659		
Cash, End of Month	**707,685**	**752,625**	**1,112,742**	**1,561,488**	**1,642,829**	**1,729,075**	**1,812,448**	**2,001,565**	**2,208,623**	**2,292,408**	**2,368,659**	**2,385,504**		

Original Budget Total	Favorable / (Unfav.)
Cert.	Instr.
58.0%	66.8%
506,753	(372,452)

Pupil:Teacher Ratio
11.84

Southern California

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 549,636	$ 1,040,233	$ (490,597)	$ 7,123,798	$ 6,356,981	$ 766,817	$ 13,995,575
Economic Protection Account Funding	0	0	0	401,834	391,820	10,014	948,836
State Aid - Prior Year	130,301	0	130,301	130,301	0	130,301	0
In Lieu of Property Taxes	0	3,141,807	(3,141,807)	20,020,444	22,778,101	(2,757,657)	47,551,486
Total State Aid - Revenue Limit	679,937	4,182,040	(3,502,103)	27,676,377	29,526,902	(1,850,525)	62,495,897
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	562,342
Title I, Part A - Basic Low Income	0	0	0	958,957	980,382	(21,425)	980,382
Title II, Part A - Teacher Quality	0	0	0	0	156,662	(156,662)	156,662
Title V, Part B - Charter School Grants	0	0	0	17,903	0	17,903	70,548
Total Federal Revenue	0	0	0	976,860	1,137,044	(160,184)	1,769,934
Other State Revenue							
State Special Education - AB602	404,149	403,288	861	2,866,352	2,464,533	401,819	4,480,969
State - Mandated Cost Reimbursement	0	0	0	157,772	152,422	5,350	152,422
State - State Lottery	0	0	0	341,977	267,417	74,560	1,295,161
Prior Year Revenues	0	0	0	18,048	0	18,048	0
State - Other State Revenue	68,018	35,278	32,740	429,175	1,440,059	(1,010,884)	2,840,920
Total Other State Revenue	472,167	438,566	33,601	3,813,324	4,324,431	(511,107)	8,769,472
Other Local Revenue							
Interest Revenue	6,599	5,574	1,025	43,340	44,594	(1,254)	66,890
Other Local Revenue	0	0	0	11,706	0	11,706	0
ASB Fundraising	0	0	0	0	14,900	(14,900)	14,901
Total Other Local Revenue	6,599	5,574	1,025	55,046	59,494	(4,448)	81,791
Total Revenue	**1,158,703**	**4,626,180**	**(3,467,477)**	**32,521,607**	**35,047,871**	**(2,526,264)**	**73,117,094**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	1,797,994	1,893,374	(95,380)	15,172,231	15,146,991	25,240	22,720,487
Certificated Teachers' Extra Duties/Stipends	79,951	88,263	(8,311)	416,849	706,101	(289,252)	1,059,151
Certificated Pupil Support Salaries	215,454	247,822	(32,369)	1,885,604	1,982,582	(96,978)	2,973,873
Certificated Supervisors' and Administrators' Salaries	197,625	190,043	7,581	1,601,834	1,520,346	81,488	2,280,519
Total Certificated Salaries	2,291,024	2,419,502	(128,479)	19,076,518	19,356,020	(279,502)	29,034,030
Classified Salaries							
Classified Support Salaries	6,741	10,619	(3,877)	55,653	84,951	(29,298)	127,427
Classified Supervisors' and Administrators' Salaries	46,666	76,990	(30,324)	381,629	615,914	(234,286)	923,871
Clerical, Technical, and Office Staff Salaries	62,961	53,308	9,653	550,248	426,467	123,782	639,701
Total Classified Salaries	116,368	140,917	(24,548)	987,530	1,127,332	(139,802)	1,690,999
Benefits							
State Teachers' Retirement System, certificated positions	399,976	462,125	(62,149)	3,068,274	3,697,000	(628,726)	5,545,499
OASDI/Medicare/Alternative, certificated positions	16,057	8,737	7,320	133,334	69,895	63,439	104,842
Medicare certificated positions	33,562	37,126	(3,564)	279,306	297,008	(17,702)	445,513
Health and Welfare Benefits, certificated positions	317,101	313,245	3,856	2,647,597	2,505,959	141,639	3,758,938
State Unemployment Insurance, certificated positions	3,119	21,126	(18,006)	49,161	79,222	(30,062)	105,630
Workers' Compensation Insurance, certificated positions	78,382	35,846	42,536	300,064	286,767	13,297	430,150
Other Benefits, certificated positions	81,033	6,341	74,691	669,107	50,730	618,377	76,095
Total Benefits	929,230	884,546	44,684	7,146,843	6,986,581	160,262	10,466,667
Books & Supplies							
Textbooks and Core Curricula Materials	20,315	290,160	(269,845)	2,281,077	2,321,283	(40,206)	3,481,924
Books and Other Reference Materials	0	1,183	(1,183)	0	9,461	(9,462)	14,192
School Supplies	4,158	8,362	(4,205)	53,329	274,445	(221,115)	774,158
Software	31,131	243,898	(212,766)	2,646,547	1,951,181	695,367	2,926,771
Office Expense	9,401	16,068	(6,666)	30,961	128,542	(97,582)	192,814
Business Meals	2,456	4,091	(1,637)	13,442	32,734	(19,292)	49,101
Noncapitalized Equipment	0	0	0	410,538	357,018	53,519	1,253,227
Total Books & Supplies	67,461	563,762	(496,302)	5,435,894	5,074,664	361,229	8,692,187

Southern California

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Subagreement Services							
Special Education	842,780	557,282	285,499	2,631,877	4,458,251	(1,826,374)	6,687,377
Substitute Teacher	0	606	(607)	0	4,854	(4,853)	7,280
Security	0	193	(192)	1,341	1,538	(197)	2,308
Other Educational Consultants	329	0	329	1,012	177,400	(176,388)	177,400
Total Subagreement Services	843,109	558,081	285,029	2,634,230	4,642,043	(2,007,812)	6,874,365
Professional/Consulting Services							
IT	3,501	219,415	(215,914)	287,870	1,755,321	(1,467,450)	2,632,980
Audit and Tax	2,767	0	2,767	37,787	38,174	(388)	38,175
Legal	56,632	47,419	9,214	177,143	379,353	(202,211)	569,030
Professional Development	7,068	13,696	(6,629)	129,331	109,573	19,759	164,359
General Consulting	39,424	14,157	25,267	242,561	113,256	129,305	169,883
Special Activities	5,014	4,919	95	61,784	39,362	22,423	333,283
Bank Charges	100	164	(64)	22,557	1,314	21,242	1,972
Printing	0	37	(36)	0	291	(290)	436
Other Taxes and Fees	21,913	5,403	16,509	26,590	43,227	(16,638)	64,841
Payroll Service Fee	0	792	(792)	284	6,335	(6,051)	9,502
Management Fee	121,910	121,862	48	975,280	974,895	385	1,462,342
District Oversight Fee	94,142	41,820	52,322	382,451	295,269	87,182	624,959
SELPA Fees	15,524	12,099	3,425	103,689	73,936	29,753	151,300
Public Relations	46,780	83,885	(37,105)	522,556	671,081	(148,525)	1,006,622
Total Professional/Consulting Services	414,775	565,668	(150,893)	2,969,883	4,501,387	(1,531,504)	7,229,684
Facilities, Repairs & Other Leases							
Rent	21,078	25,364	(4,286)	168,660	202,916	(34,256)	304,374
Additional Rent	2,080	20,397	(18,317)	117,984	163,172	(45,188)	244,757
Equipment Leases	3,963	1,320	2,643	11,325	10,561	764	15,843
Other Leases	26,252	13,566	12,686	401,589	108,530	293,059	162,794
Repairs and Maintenance	0	25,709	(25,709)	2,308	205,671	(203,363)	308,507
Total Facilities, Repairs & Other Leases	53,373	86,356	(32,983)	701,866	690,850	11,016	1,036,275
Operations & Housekeeping							
Auto and Travel Expense	12,641	50,355	(37,715)	130,829	402,841	(272,012)	604,261
Dues & Memberships	357	46,232	(45,875)	140,578	369,855	(229,277)	554,783
Insurance	10,706	15,273	(4,566)	144,684	122,184	22,499	183,276
Utilities	230	493	(263)	566	3,939	(3,372)	5,909
Janitorial/Trash Removal	1,357	1,595	(238)	10,856	12,766	(1,910)	19,148
Miscellaneous Expense	0	140	(140)	(1,424)	1,120	(2,545)	1,680
Communications	39,497	56,447	(16,950)	280,745	451,571	(170,825)	677,357
Postage and Shipping	2,906	2,659	247	7,597	21,275	(13,678)	31,912
Total Operations & Housekeeping	67,694	173,194	(105,500)	714,431	1,385,551	(671,120)	2,078,326
Depreciation							
Depreciation Expense	180	2,115	(1,935)	1,446	16,920	(15,474)	25,380
Total Depreciation	180	2,115	(1,935)	1,446	16,920	(15,474)	25,380
Total Expenses	**4,783,214**	**5,394,141**	**(610,927)**	**39,668,641**	**43,781,348**	**(4,112,707)**	**67,127,913**
Change in Net Assets	**(3,624,511)**	**(767,961)**	**(2,856,550)**	**(7,147,034)**	**(8,733,477)**	**1,586,443**	**5,989,181**
Net Assets, Beginning of Period	**13,602,408**			**17,124,931**			
Net Assets, End of Period	**$ 9,977,897**			**$ 9,977,897**			

Central Valley

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 761,245	$ 920,450	$ (159,204)	$ 4,652,055	$ 5,624,971	$ (972,916)	$ 10,557,583
Economic Protection Account Funding	0	0	0	1,065,859	75,460	990,399	2,003,513
State Aid - Prior Year	0	0	0	1	0	1	0
In Lieu of Property Taxes	53,184	43,911	9,273	332,401	318,355	14,046	664,368
Total State Aid - Revenue Limit	814,429	964,361	(149,931)	6,050,316	6,018,786	31,530	13,225,464
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	108,301
Title I, Part A - Basic Low Income	0	0	0	226,702	233,573	(6,871)	233,573
Title II, Part A - Teacher Quality	0	0	0	0	30,938	(30,938)	30,938
Title V, Part B - Charter School Grants	0	0	0	4,264	0	4,264	13,165
Total Federal Revenue	0	0	0	230,966	264,511	(33,545)	385,977
Other State Revenue							
State Special Education - AB602	95,424	66,315	29,109	496,305	405,258	91,047	736,832
State - Mandated Cost Reimbursement	0	0	0	28,929	27,259	1,670	27,259
State - State Lottery	0	0	0	67,553	51,501	16,052	249,347
Prior Year Revenues	0	0	0	2,319	0	2,319	0
State - Other State Revenue	13,379	6,792	6,586	77,581	276,267	(198,687)	544,988
Total Other State Revenue	108,803	73,107	35,695	672,687	760,285	(87,599)	1,558,426
Other Local Revenue							
Interest Revenue	6,860	223	6,637	11,630	1,790	9,841	2,684
ASB Fundraising	0	0	0	0	2,451	(2,451)	2,451
Total Other Local Revenue	6,860	223	6,637	11,630	4,241	7,390	5,135
Total Revenue	**930,092**	**1,037,691**	**(107,599)**	**6,965,599**	**7,047,823**	**(82,224)**	**15,175,002**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	399,553	364,642	34,911	2,983,510	2,917,135	66,375	4,375,703
Certificated Teachers' Extra Duties/Stipends	17,767	16,998	769	80,398	135,987	(55,589)	203,980
Certificated Pupil Support Salaries	47,808	47,728	80	370,602	381,823	(11,221)	572,734
Certificated Supervisors' and Administrators' Salaries	43,916	36,600	7,316	315,381	292,801	22,580	439,201
Total Certificated Salaries	509,044	465,968	43,076	3,749,891	3,727,746	22,145	5,591,618
Classified Salaries							
Classified Support Salaries	1,499	2,045	(547)	10,954	16,360	(5,407)	24,541
Classified Supervisors' and Administrators' Salaries	10,370	14,828	(4,457)	75,126	118,618	(43,492)	177,927
Clerical, Technical, and Office Staff Salaries	13,991	10,266	3,725	108,178	82,133	26,046	123,199
Total Classified Salaries	25,860	27,139	(1,279)	194,258	217,111	(22,853)	325,667
Benefits							
State Teachers' Retirement System, certificated positions	88,883	89,000	(117)	635,445	711,999	(76,554)	1,067,999
OASDI/Medicare/Alternative, certificated positions	3,568	1,683	1,885	26,239	13,461	12,778	20,192
Medicare certificated positions	7,458	7,150	308	54,966	57,200	(2,234)	85,800
Health and Welfare Benefits, certificated positions	71,864	60,327	11,537	561,188	482,619	78,569	723,928
State Unemployment Insurance, certificated positions	694	21,097	(20,403)	10,265	79,114	(68,850)	105,486
Workers' Compensation Insurance, certificated positions	17,418	6,904	10,514	60,275	55,228	5,048	82,842
Other Benefits, certificated positions	18,007	1,221	16,787	131,661	9,770	121,891	14,655
Total Benefits	207,892	187,382	20,511	1,480,039	1,409,391	70,648	2,100,902
Books & Supplies							
Textbooks and Core Curricula Materials	4,515	55,881	(51,368)	441,568	447,053	(5,484)	670,578
Books and Other Reference Materials	0	228	(227)	0	1,822	(1,822)	2,733
School Supplies	2,692	803	1,889	26,302	48,164	(21,863)	149,094
Software	6,918	46,971	(40,054)	478,898	375,775	103,123	563,663
Office Expense	1,891	3,095	(1,202)	5,035	24,756	(19,721)	37,133
Business Meals	447	788	(342)	2,191	6,304	(4,113)	9,456
Noncapitalized Equipment	0	0	0	79,270	62,751	16,519	241,358
Total Books & Supplies	16,463	107,766	(91,304)	1,033,264	966,625	66,639	1,674,015
Subagreement Services							
Special Education	163,799	107,326	56,473	463,563	858,608	(395,044)	1,287,911
Substitute Teacher	0	117	(116)	0	935	(935)	1,402
Security	0	37	(37)	238	296	(59)	445
Other Educational Consultants	73	0	73	205	0	206	34,165
Total Subagreement Services	163,872	107,480	56,393	464,006	859,839	(395,832)	1,323,923

Central Valley

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Professional/Consulting Services							
IT	94	42,257	(42,164)	50,901	338,054	(287,155)	507,081
Audit and Tax	615	0	615	7,385	7,352	33	7,352
Legal	10,434	9,132	1,302	33,923	73,059	(39,135)	109,589
Professional Development	695	2,638	(1,943)	20,991	21,103	(112)	31,653
General Consulting	8,760	2,726	6,034	48,031	21,811	26,220	32,718
Special Activities	174	435	(261)	14,325	9,483	4,842	64,187
Bank Charges	0	32	(31)	110	253	(143)	379
Printing	0	7	(7)	0	56	(56)	84
Other Taxes and Fees	1,324	1,040	283	2,023	8,325	(6,303)	12,488
Payroll Service Fee	0	153	(153)	55	1,221	(1,165)	1,830
Management Fee	25,291	25,292	(1)	202,328	202,333	(5)	303,500
District Oversight Fee	0	9,643	(9,643)	0	60,188	(60,188)	132,255
SELPA Fees	3,628	1,990	1,638	18,576	12,158	6,419	25,354
Public Relations	10,395	16,155	(5,759)	100,731	129,242	(28,512)	193,863
Total Professional/Consulting Services	61,410	111,500	(50,090)	499,379	884,638	(385,260)	1,422,333
Facilities, Repairs & Other Leases							
Rent	4,205	4,885	(681)	32,742	39,079	(6,337)	58,619
Additional Rent	439	3,928	(3,488)	21,664	31,425	(9,761)	47,138
Equipment Leases	0	254	(255)	0	2,034	(2,034)	3,051
Other Leases	0	2,613	(2,612)	72,902	20,902	52,000	31,352
Repairs and Maintenance	0	4,951	(4,952)	0	39,610	(39,610)	59,415
Total Facilities, Repairs & Other Leases	4,644	16,631	(11,988)	127,308	133,050	(5,742)	199,575
Operations & Housekeeping							
Auto and Travel Expense	3,755	9,698	(5,943)	26,165	77,582	(51,418)	116,374
Dues & Memberships	45	8,904	(8,858)	26,248	71,230	(44,981)	106,845
Insurance	2,379	2,941	(563)	28,280	23,531	4,748	35,297
Utilities	0	95	(94)	0	759	(758)	1,137
Janitorial/Trash Removal	0	307	(308)	0	2,458	(2,459)	3,688
Miscellaneous Expense	0	27	(27)	0	216	(215)	324
Communications	8,367	10,871	(2,504)	52,637	86,968	(34,330)	130,451
Postage and Shipping	0	512	(512)	122	4,097	(3,975)	6,146
Total Operations & Housekeeping	14,546	33,355	(18,809)	133,452	266,841	(133,388)	400,262
Depreciation							
Depreciation Expense	0	408	(407)	0	3,258	(3,259)	4,887
Total Depreciation	0	408	(407)	0	3,258	(3,259)	4,887
Total Expenses	**1,003,731**	**1,057,629**	**(53,897)**	**7,681,597**	**8,468,499**	**(786,902)**	**13,043,182**
Change in Net Assets	**(73,639)**	**(19,937)**	**(53,702)**	**(715,999)**	**(1,420,677)**	**704,678**	**2,131,820**
Net Assets, Beginning of Period	**4,284,399**			**4,926,758**			
Net Assets, End of Period	**$ 4,210,760**			**$ 4,210,760**			

Northern California

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 1,181,293	$ 1,473,749	$ (292,456)	$ 7,219,015	$ 9,006,243	$ (1,787,228)	$ 19,829,109
Economic Protection Account Funding	0	0	0	2,072,964	150,920	1,922,044	365,540
In Lieu of Property Taxes	0	236,303	(236,303)	0	1,713,199	(1,713,199)	3,577,156
Total State Aid - Revenue Limit	1,181,293	1,710,052	(528,759)	9,291,979	10,870,362	(1,578,383)	23,771,805
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	209,132
Title I, Part A - Basic Low Income	0	0	0	301,246	329,178	(27,932)	329,178
Title II, Part A - Teacher Quality	0	0	0	0	53,712	(53,712)	53,712
Title V, Part B - Charter School Grants	0	0	0	12,122	0	12,122	21,632
Federal - Prior Year Adjustments	0	0	0	96	0	96	0
Total Federal Revenue	0	0	0	313,464	382,890	(69,426)	613,654
Other State Revenue							
State Special Education - AB602	142,528	139,251	3,277	1,010,829	850,975	159,854	1,547,228
State - Mandated Cost Reimbursement	0	0	0	61,052	54,423	6,629	54,422
State - State Lottery	0	0	0	130,814	103,003	27,812	498,962
Prior Year Revenues	0	0	0	4,938	0	4,938	0
State - Other State Revenue	25,138	13,591	11,548	151,941	527,750	(375,810)	1,040,400
Total Other State Revenue	167,666	152,842	14,825	1,359,574	1,536,151	(176,577)	3,141,012
Other Local Revenue							
Interest Revenue	0	3,887	(3,888)	12,079	31,101	(19,021)	46,651
ASB Fundraising	0	0	0	0	5,268	(5,268)	5,268
Total Other Local Revenue	0	3,887	(3,888)	12,079	36,369	(24,289)	51,919
Total Revenue	**1,348,959**	**1,866,781**	**(517,822)**	**10,977,096**	**12,825,772**	**(1,848,675)**	**27,578,390**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	704,134	729,284	(25,149)	5,848,684	5,834,271	14,413	8,751,406
Certificated Teachers' Extra Duties/Stipends	31,313	33,997	(2,685)	155,985	271,973	(115,988)	407,960
Certificated Pupil Support Salaries	84,252	95,455	(11,203)	726,908	763,645	(36,738)	1,145,468
Certificated Supervisors' and Administrators' Salaries	77,394	73,200	4,193	617,854	585,602	32,253	878,403
Total Certificated Salaries	897,093	931,936	(34,844)	7,349,431	7,455,491	(106,060)	11,183,237
Classified Salaries							
Classified Support Salaries	2,640	4,091	(1,450)	21,465	32,721	(11,256)	49,081
Classified Supervisors' and Administrators' Salaries	18,275	29,654	(11,379)	147,198	237,236	(90,038)	355,854
Clerical, Technical, and Office Staff Salaries	24,658	20,533	4,124	212,176	164,266	47,910	246,398
Total Classified Salaries	45,573	54,278	(8,705)	380,839	434,223	(53,384)	651,333
Benefits							
State Teachers' Retirement System, certificated positions	156,638	178,000	(21,361)	1,244,806	1,423,998	(179,192)	2,135,998
OASDI/Medicare/Alternative, certificated positions	6,288	3,365	2,923	51,425	26,922	24,503	40,383
Medicare certificated positions	13,144	14,300	(1,156)	107,727	114,401	(6,674)	171,601
Health and Welfare Benefits, certificated positions	126,754	120,655	6,099	1,097,871	965,237	132,634	1,447,856
State Unemployment Insurance, certificated positions	1,223	21,110	(19,887)	20,278	79,164	(58,886)	105,552
Workers' Compensation Insurance, certificated positions	30,696	13,807	16,889	116,021	110,456	5,565	165,684
Other Benefits, certificated positions	31,734	2,443	29,292	258,009	19,540	238,469	29,310
Total Benefits	366,477	353,680	12,799	2,896,137	2,739,718	156,419	4,096,384
Books & Supplies							
Textbooks and Core Curricula Materials	7,956	111,763	(103,808)	878,090	894,104	(16,014)	1,341,156
Books and Other Reference Materials	0	455	(455)	0	3,645	(3,644)	5,467
School Supplies	70	0	70	47,330	98,073	(50,744)	298,188
Software	12,192	93,944	(81,752)	953,417	751,550	201,867	1,127,324
Office Expense	3,582	6,189	(2,607)	11,710	49,512	(37,802)	74,268
Business Meals	664	1,576	(912)	8,924	12,608	(3,684)	18,912
Noncapitalized Equipment	0	0	0	157,820	129,173	28,647	482,714
Total Books & Supplies	24,464	213,927	(189,464)	2,057,291	1,938,665	118,626	3,348,029
Subagreement Services							
Special Education	353,689	214,652	139,037	988,976	1,717,215	(728,239)	2,575,823
Substitute Teacher	0	234	(234)	0	1,869	(1,869)	2,804
Security	0	74	(74)	474	593	(119)	889
Other Educational Consultants	129	0	129	391	0	391	68,330
Total Subagreement Services	353,818	214,960	138,858	989,841	1,719,677	(729,836)	2,647,846

Northern California

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Professional/Consulting Services							
IT	165	84,513	(84,349)	101,317	676,109	(574,792)	1,014,164
Audit and Tax	1,083	0	1,084	14,562	14,704	(142)	14,704
Legal	18,664	18,265	399	66,113	146,118	(80,004)	219,177
Professional Development	1,224	5,276	(4,052)	41,165	42,205	(1,040)	63,307
General Consulting	15,439	5,453	9,987	93,624	43,623	50,000	65,435
Special Activities	6	31,104	(31,100)	42,609	128,373	(85,764)	128,373
Bank Charges	110	63	48	421	506	(86)	760
Printing	0	14	(14)	0	112	(111)	167
Other Taxes and Fees	2,333	2,082	251	3,724	16,650	(12,926)	24,976
Payroll Service Fee	0	305	(305)	110	2,441	(2,331)	3,660
Management Fee	46,060	45,964	96	368,480	367,711	768	551,568
District Oversight Fee	0	17,100	(17,101)	206,796	108,704	98,093	237,718
SELPA Fees	5,611	4,178	1,434	37,327	25,529	11,797	52,691
Public Relations	18,320	32,310	(13,991)	225,726	258,485	(32,759)	387,727
Total Professional/Consulting Services	109,015	246,627	(137,613)	1,201,974	1,831,270	(629,297)	2,764,427
Facilities, Repairs & Other Leases							
Rent	8,143	9,770	(1,626)	64,925	78,159	(13,233)	117,238
Additional Rent	644	7,856	(7,213)	42,900	62,850	(19,949)	94,275
Equipment Leases	0	509	(508)	0	4,068	(4,069)	6,102
Other Leases	12,993	5,225	7,767	164,092	41,803	122,289	62,705
Repairs and Maintenance	0	9,903	(9,902)	76	79,220	(79,144)	118,829
Total Facilities, Repairs & Other Leases	21,780	33,263	(11,482)	271,993	266,100	5,894	399,149
Operations & Housekeeping							
Auto and Travel Expense	5,794	19,395	(13,601)	48,442	155,165	(106,723)	232,748
Dues & Memberships	80	17,808	(17,727)	51,879	142,460	(90,581)	213,689
Insurance	4,193	5,883	(1,690)	55,759	47,062	8,697	70,594
Utilities	871	189	681	3,786	1,517	2,269	2,276
Janitorial/Trash Removal	533	615	(82)	5,463	4,917	546	7,375
Miscellaneous Expense	0	54	(54)	0	432	(432)	648
Communications	16,043	21,742	(5,699)	112,225	173,934	(61,710)	260,902
Postage and Shipping	0	1,024	(1,025)	654	8,195	(7,540)	12,292
Total Operations & Housekeeping	27,514	66,710	(39,197)	278,208	533,682	(255,474)	800,524
Depreciation							
Depreciation Expense	0	815	(814)	32,693	6,517	26,176	9,775
Total Depreciation	0	815	(814)	32,693	6,517	26,176	9,775
Total Expenses	**1,845,734**	**2,116,196**	**(270,462)**	**15,458,407**	**16,925,343**	**(1,466,936)**	**25,900,704**
Change in Net Assets	**(496,774)**	**(249,414)**	**(247,360)**	**(4,481,311)**	**(4,099,572)**	**(381,740)**	**1,677,686**
Net Assets, Beginning of Period	**(82,235)**			**3,902,302**			
Net Assets, End of Period	**$ (579,009)**			**$ (579,009)**			

North Bay

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 112,095	$ 103,887	$ 8,208	$ 685,025	$ 634,863	$ 50,162	$ 1,400,052
Economic Protection Account Funding	0	0	0	15,324	14,302	1,022	34,692
State Aid - Prior Year	0	0	0	37,552	0	37,552	0
In Lieu of Property Taxes	60,201	56,797	3,404	376,257	411,781	(35,524)	861,073
Total State Aid - Revenue Limit	172,296	160,684	11,612	1,114,158	1,060,946	53,212	2,295,817
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	19,818
Title I, Part A - Basic Low Income	0	0	0	36,305	37,552	(1,247)	37,552
Title II, Part A - Teacher Quality	0	0	0	0	5,297	(5,297)	5,297
Title V, Part B - Charter School Grants	0	0	0	2,500	0	2,500	12,129
Total Federal Revenue	0	0	0	38,805	42,849	(4,044)	74,796
Other State Revenue							
State Special Education - AB602	19,109	12,650	6,459	101,328	77,304	24,024	140,554
State - Mandated Cost Reimbursement	0	0	0	6,132	5,607	525	5,607
State - State Lottery	0	0	0	13,431	9,761	3,670	47,354
Prior Year Revenues	0	0	0	1,691	0	1,691	0
State - Other State Revenue	2,660	1,290	1,370	15,054	86,970	(71,916)	172,508
Total Other State Revenue	21,769	13,940	7,829	137,636	179,642	(42,006)	366,023
Other Local Revenue							
Interest Revenue	7	103	(95)	2,638	826	1,812	1,237
ASB Fundraising	0	0	0	0	494	(495)	495
Total Other Local Revenue	7	103	(95)	2,638	1,320	1,317	1,732
Total Revenue	**194,072**	**174,727**	**19,346**	**1,293,237**	**1,284,757**	**8,479**	**2,738,368**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	81,880	69,111	12,769	575,199	552,887	22,312	829,331
Certificated Teachers' Extra Duties/Stipends	3,639	3,222	417	15,604	25,774	(10,170)	38,660
Certificated Pupil Support Salaries	9,797	9,046	751	71,425	72,367	(942)	108,551
Certificated Supervisors' and Administrators' Salaries	8,999	6,936	2,063	60,827	55,495	5,332	83,242
Total Certificated Salaries	104,315	88,315	16,000	723,055	706,523	16,532	1,059,784
Classified Salaries							
Classified Support Salaries	307	388	(81)	2,112	3,101	(989)	4,652
Classified Supervisors' and Administrators' Salaries	2,125	2,810	(685)	14,488	22,481	(7,994)	33,722
Clerical, Technical, and Office Staff Salaries	2,868	1,946	922	20,849	15,567	5,283	23,350
Total Classified Salaries	5,300	5,144	156	37,449	41,149	(3,700)	61,724
Benefits							
State Teachers' Retirement System, certificated positions	18,214	16,868	1,345	122,566	134,946	(12,380)	202,419
OASDI/Medicare/Alternative, certificated positions	731	319	413	5,059	2,551	2,508	3,827
Medicare certificated positions	1,528	1,355	173	10,598	10,841	(244)	16,262
Health and Welfare Benefits, certificated positions	14,724	11,434	3,290	108,749	91,472	17,278	137,206
State Unemployment Insurance, certificated positions	142	6,605	(6,463)	1,970	24,768	(22,798)	33,025
Workers' Compensation Insurance, certificated positions	3,570	1,308	2,261	11,751	10,467	1,284	15,701
Other Benefits, certificated positions	3,689	232	3,459	25,390	1,852	23,538	2,777
Total Benefits	42,598	38,121	4,478	286,083	276,897	9,186	411,217
Books & Supplies							
Textbooks and Core Curricula Materials	926	10,591	(9,667)	84,363	84,730	(367)	127,096
Books and Other Reference Materials	0	43	(43)	0	346	(345)	518
School Supplies	1	40	(38)	3,849	9,654	(5,807)	28,258
Software	1,418	8,902	(7,485)	92,052	71,221	20,831	106,831
Office Expense	387	587	(199)	984	4,692	(3,707)	7,038
Business Meals	24	149	(125)	497	1,195	(698)	1,792
Noncapitalized Equipment	0	0	0	15,134	12,224	2,910	45,745
Total Books & Supplies	2,756	20,312	(17,557)	196,879	184,062	12,817	317,278
Subagreement Services							
Special Education	45,987	20,342	25,645	119,940	162,733	(42,793)	244,099
Substitute Teacher	0	22	(22)	0	177	(177)	266
Security	0	7	(7)	45	56	(11)	84
Other Educational Consultants	15	0	15	40	0	40	6,475
Total Subagreement Services	46,002	20,371	25,631	120,025	162,966	(42,941)	250,924

North Bay

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Professional/Consulting Services							
IT	19	8,009	(7,990)	9,719	64,072	(54,353)	96,108
Audit and Tax	126	0	126	1,419	1,393	25	1,393
Legal	2,139	1,731	408	6,441	13,847	(7,405)	20,771
Professional Development	142	500	(358)	3,978	4,000	(22)	5,999
General Consulting	1,795	517	1,278	9,293	4,134	5,159	6,201
Special Activities	1	25	(24)	694	341	353	12,166
Bank Charges	0	6	(6)	0	48	(48)	72
Printing	0	1	(1)	0	10	(11)	16
Other Taxes and Fees	271	197	74	404	1,578	(1,173)	2,366
Payroll Service Fee	0	29	(29)	11	231	(220)	347
Management Fee	4,577	4,564	13	36,616	36,512	104	54,768
District Oversight Fee	0	1,607	(1,607)	0	10,609	(10,609)	22,958
SELPA Fees	731	379	352	3,759	2,320	1,440	4,811
Public Relations	2,130	3,062	(932)	19,205	24,495	(5,292)	36,743
Total Professional/Consulting Services	11,931	20,627	(8,696)	91,539	163,590	(72,052)	264,719
Facilities, Repairs & Other Leases							
Rent	817	926	(109)	6,271	7,407	(1,135)	11,110
Additional Rent	62	745	(683)	4,114	5,956	(1,842)	8,934
Equipment Leases	0	48	(48)	0	385	(386)	579
Other Leases	0	495	(495)	13,742	3,962	9,781	5,942
Repairs and Maintenance	0	938	(939)	0	7,507	(7,507)	11,261
Total Facilities, Repairs & Other Leases	879	3,152	(2,274)	24,127	25,217	(1,089)	37,826
Operations & Housekeeping							
Auto and Travel Expense	944	1,838	(893)	4,527	14,704	(10,177)	22,056
Dues & Memberships	9	1,688	(1,678)	6,240	13,501	(7,261)	20,250
Insurance	488	557	(70)	5,432	4,460	973	6,690
Utilities	0	18	(18)	0	143	(144)	216
Janitorial/Trash Removal	0	59	(59)	0	466	(466)	699
Miscellaneous Expense	0	5	(5)	0	41	(41)	61
Communications	1,714	2,060	(346)	10,144	16,483	(6,339)	24,725
Postage and Shipping	0	97	(97)	10	777	(766)	1,164
Total Operations & Housekeeping	3,155	6,322	(3,166)	26,353	50,575	(24,221)	75,861
Depreciation							
Depreciation Expense	0	77	(77)	0	617	(618)	927
Total Depreciation	0	77	(77)	0	617	(618)	927
Total Expenses	**216,936**	**202,441**	**14,495**	**1,505,510**	**1,611,596**	**(106,086)**	**2,480,260**
Change in Net Assets	**(22,864)**	**(27,714)**	**4,851**	**(212,274)**	**(326,839)**	**114,565**	**258,108**
Net Assets, Beginning of Period	**880,118**			**1,069,528**			
Net Assets, End of Period	**$ 857,254**			**$ 857,254**			

Monterey Bay

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 234,586	$ 227,038	$ 7,548	$ 1,433,580	$ 1,387,455	$ 46,125	$ 3,050,425
Economic Protection Account Funding	0	0	0	45,433	44,492	941	107,604
In Lieu of Property Taxes	1,335,501	252,411	1,083,090	1,335,501	1,829,979	(494,478)	3,815,353
Total State Aid - Revenue Limit	1,570,087	479,449	1,090,638	2,814,514	3,261,926	(447,412)	6,973,382
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	61,653
Total Federal Revenue	0	0	0	0	0	0	61,653
Other State Revenue							
State Special Education - AB602	46,204	44,857	1,347	327,701	274,124	53,577	498,407
State - Mandated Cost Reimbursement	0	0	0	18,686	17,579	1,107	17,579
State - State Lottery	0	0	0	38,863	30,365	8,497	146,879
Prior Year Revenues	0	0	0	2,056	0	2,057	0
State - Other State Revenue	7,599	4,000	3,599	45,183	63,575	(18,392)	122,704
Total Other State Revenue	53,803	48,857	4,946	432,489	385,643	46,846	785,569
Other Local Revenue							
Interest Revenue	4,143	1,161	2,982	8,013	9,281	(1,268)	13,922
ASB Fundraising	0	0	0	0	1,692	(1,692)	1,692
Total Other Local Revenue	4,143	1,161	2,982	8,013	10,973	(2,960)	15,614
Total Revenue	**1,628,033**	**529,467**	**1,098,566**	**3,255,016**	**3,658,542**	**(403,526)**	**7,836,218**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	219,431	214,997	4,434	1,746,333	1,719,973	26,360	2,579,960
Certificated Teachers' Extra Duties/Stipends	9,757	10,022	(265)	46,762	80,179	(33,417)	120,269
Certificated Pupil Support Salaries	26,256	28,141	(1,885)	217,001	225,127	(8,126)	337,689
Certificated Supervisors' and Administrators' Salaries	24,118	21,580	2,538	184,530	172,638	11,891	258,958
Total Certificated Salaries	279,562	274,740	4,822	2,194,626	2,197,917	(3,292)	3,296,876
Classified Salaries							
Classified Support Salaries	823	1,205	(383)	6,410	9,647	(3,236)	14,470
Classified Supervisors' and Administrators' Salaries	5,695	8,743	(3,047)	43,960	69,938	(25,978)	104,907
Clerical, Technical, and Office Staff Salaries	7,684	6,053	1,631	63,341	48,426	14,914	72,640
Total Classified Salaries	14,202	16,001	(1,799)	113,711	128,011	(14,300)	192,017
Benefits							
State Teachers' Retirement System, certificated positions	48,814	52,475	(3,662)	371,790	419,803	(48,012)	629,703
OASDI/Medicare/Alternative, certificated positions	1,959	992	968	15,357	7,936	7,420	11,905
Medicare certificated positions	4,096	4,216	(120)	32,169	33,726	(1,556)	50,589
Health and Welfare Benefits, certificated positions	39,486	35,570	3,916	327,410	284,557	42,853	426,835
State Unemployment Insurance, certificated positions	381	19,163	(18,782)	6,037	71,864	(65,827)	95,818
Workers' Compensation Insurance, certificated positions	9,566	4,071	5,495	34,891	32,563	2,328	48,845
Other Benefits, certificated positions	9,890	720	9,170	77,047	5,760	71,287	8,641
Total Benefits	114,192	117,207	(3,015)	864,701	856,209	8,493	1,272,336
Books & Supplies							
Textbooks and Core Curricula Materials	2,479	32,948	(30,469)	260,739	263,587	(2,848)	395,379
Books and Other Reference Materials	0	134	(135)	0	1,074	(1,074)	1,612
School Supplies	4	310	(305)	11,608	27,461	(15,853)	87,907
Software	3,799	27,695	(23,896)	283,887	221,560	62,327	332,341
Office Expense	1,039	1,824	(785)	2,887	14,597	(11,710)	21,895
Business Meals	3	465	(462)	888	3,717	(2,829)	5,575
Noncapitalized Equipment	0	0	0	46,841	40,290	6,552	142,307
Total Books & Supplies	7,324	63,376	(56,052)	606,850	572,286	34,565	987,016
Subagreement Services							
Special Education	134,538	63,280	71,257	360,875	506,244	(145,369)	759,366
Substitute Teacher	0	69	(68)	0	551	(551)	826
Security	0	22	(22)	141	174	(34)	262
Other Educational Consultants	40	0	40	118	0	118	20,145
Total Subagreement Services	134,578	63,371	71,207	361,134	506,969	(145,836)	780,599

Monterey Bay

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Professional/Consulting Services							
IT	51	24,915	(24,864)	30,074	199,321	(169,247)	298,982
Audit and Tax	338	0	338	4,338	4,334	3	4,335
Legal	5,730	5,385	346	19,050	43,077	(24,026)	64,614
Professional Development	382	1,555	(1,174)	12,234	12,442	(208)	18,664
General Consulting	4,811	1,607	3,204	28,017	12,860	15,156	19,290
Special Activities	2	188	(186)	2,063	1,221	842	37,845
Bank Charges	0	18	(19)	0	150	(149)	224
Printing	0	5	(4)	0	33	(33)	49
Other Taxes and Fees	727	613	114	1,140	4,908	(3,768)	7,363
Payroll Service Fee	0	90	(90)	32	719	(687)	1,079
Management Fee	13,089	13,060	28	104,712	104,483	229	156,725
District Oversight Fee	63,357	4,795	58,563	63,357	32,620	30,738	69,733
SELPA Fees	1,807	1,346	461	11,847	8,223	3,623	16,802
Public Relations	5,709	9,525	(3,816)	58,557	76,203	(17,646)	114,304
Total Professional/Consulting Services	96,003	63,102	32,901	335,421	500,594	(165,173)	810,009
Facilities, Repairs & Other Leases							
Rent	2,443	2,880	(437)	19,293	23,041	(3,748)	34,562
Additional Rent	191	2,316	(2,125)	12,733	18,529	(5,796)	27,793
Equipment Leases	0	150	(150)	0	1,199	(1,199)	1,799
Other Leases	0	1,541	(1,541)	41,851	12,324	29,527	18,486
Repairs and Maintenance	0	2,919	(2,919)	0	23,354	(23,354)	35,031
Total Facilities, Repairs & Other Leases	2,634	9,806	(7,172)	73,877	78,447	(4,570)	117,671
Operations & Housekeeping							
Auto and Travel Expense	550	5,718	(5,168)	7,661	45,744	(38,083)	68,615
Dues & Memberships	25	5,250	(5,225)	16,611	41,998	(25,387)	62,997
Insurance	1,306	1,734	(427)	16,611	13,874	2,737	20,811
Utilities	0	56	(56)	0	447	(447)	671
Janitorial/Trash Removal	0	181	(182)	0	1,449	(1,449)	2,174
Miscellaneous Expense	0	16	(15)	0	128	(127)	191
Communications	4,596	6,409	(1,815)	30,778	51,276	(20,499)	76,915
Postage and Shipping	0	302	(302)	32	2,416	(2,384)	3,624
Total Operations & Housekeeping	6,477	19,666	(13,190)	71,693	157,332	(85,639)	235,998
Depreciation							
Depreciation Expense	0	241	(240)	0	1,921	(1,921)	2,882
Total Depreciation	0	241	(240)	0	1,921	(1,921)	2,882
Total Expenses	**654,972**	**627,510**	**27,462**	**4,622,013**	**4,999,686**	**(377,673)**	**7,695,404**
Change in Net Assets	**973,061**	**(98,043)**	**1,071,104**	**(1,366,997)**	**(1,341,144)**	**(25,853)**	**140,814**
Net Assets, Beginning of Period	**(1,982,066)**			**357,992**			
Net Assets, End of Period	**$ (1,009,004)**			**$ (1,009,004)**			

Central Coast

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenue							
State Aid - Revenue Limit							
LCFF Revenue	$ 165,429	$ 52,042	$ 113,387	$ 537,626	$ 318,034	$ 219,592	$ 703,539
Economic Protection Account Funding	0	0	0	11,602	11,038	564	26,727
State Aid - Prior Year	(3,145)	0	(3,145)	(3,145)	0	(3,145)	0
In Lieu of Property Taxes	0	67,679	(67,679)	279,353	490,674	(211,321)	1,024,239
Total State Aid - Revenue Limit	162,284	119,721	42,563	825,436	819,746	5,690	1,754,505
Federal Revenue							
Federal Special Education - IDEA	0	0	0	0	0	0	15,296
Total Federal Revenue	0	0	0	0	0	0	15,296
Other State Revenue							
State Special Education - AB602	17,588	10,807	6,781	85,464	66,042	19,422	120,077
State - Mandated Cost Reimbursement	0	0	0	4,636	4,282	354	4,281
State - State Lottery	0	0	0	10,093	7,533	2,560	36,483
Prior Year Revenues	0	0	0	1,123	0	1,123	0
State - Other State Revenue	3,073	994	2,079	13,371	39,424	(26,054)	77,745
Total Other State Revenue	20,661	11,801	8,860	114,687	117,281	(2,595)	238,586
Other Local Revenue							
Interest Revenue	0	1,315	(1,316)	16,151	10,525	5,627	15,787
ASB Fundraising	0	0	0	0	416	(415)	416
Total Other Local Revenue	0	1,315	(1,316)	16,151	10,941	5,212	16,203
Total Revenue	**182,945**	**132,837**	**50,107**	**956,274**	**947,968**	**8,307**	**2,024,590**
Expenses							
Certificated Salaries							
Certificated Teachers' Salaries	72,037	53,338	18,698	447,774	426,707	21,067	640,061
Certificated Teachers' Extra Duties/Stipends	3,201	2,487	715	12,319	19,892	(7,573)	29,837
Certificated Pupil Support Salaries	8,619	6,981	1,638	55,558	55,851	(294)	83,778
Certificated Supervisors' and Administrators' Salaries	7,919	5,354	2,565	47,399	42,830	4,570	64,244
Total Certificated Salaries	91,776	68,160	23,616	563,050	545,280	17,770	817,920
Classified Salaries							
Classified Support Salaries	270	299	(29)	1,645	2,393	(748)	3,590
Classified Supervisors' and Administrators' Salaries	1,870	2,169	(299)	11,288	17,351	(6,064)	26,027
Clerical, Technical, and Office Staff Salaries	2,522	1,502	1,020	16,218	12,014	4,204	18,021
Total Classified Salaries	4,662	3,970	692	29,151	31,758	(2,608)	47,638
Benefits							
State Teachers' Retirement System, certificated positions	16,025	13,018	3,007	95,505	104,149	(8,643)	156,223
OASDI/Medicare/Alternative, certificated positions	643	247	397	3,940	1,969	1,971	2,953
Medicare certificated positions	1,345	1,045	298	8,253	8,367	(114)	12,551
Health and Welfare Benefits, certificated positions	12,944	8,825	4,120	83,992	70,596	13,396	105,893
State Unemployment Insurance, certificated positions	125	5,117	(4,992)	1,517	19,187	(17,671)	25,583
Workers' Compensation Insurance, certificated positions	3,141	1,009	2,131	9,374	8,079	1,297	12,118
Other Benefits, certificated positions	3,246	179	3,068	19,775	1,429	18,345	2,144
Total Benefits	37,469	29,440	8,029	222,356	213,776	8,581	317,465
Books & Supplies							
Textbooks and Core Curricula Materials	814	8,174	(7,360)	64,385	65,393	(1,007)	98,090
Books and Other Reference Materials	0	33	(33)	0	266	(267)	400
School Supplies	1	67	(66)	4,021	6,496	(2,475)	21,809
Software	1,248	6,871	(5,623)	70,639	54,967	15,672	82,450
Office Expense	341	453	(112)	795	3,621	(2,826)	5,432
Business Meals	24	115	(91)	275	922	(647)	1,383
Noncapitalized Equipment	0	0	0	11,530	10,016	1,515	35,304
Total Books & Supplies	2,428	15,713	(13,285)	151,645	141,681	9,965	244,868
Subagreement Services							
Special Education	33,248	15,699	17,549	79,078	125,593	(46,517)	188,391
Substitute Teacher	0	17	(17)	0	137	(137)	205
Security	0	6	(6)	34	43	(8)	65
Other Educational Consultants	13	0	14	33	0	32	4,998
Total Subagreement Services	33,261	15,722	17,540	79,145	125,773	(46,630)	193,659

Central Coast

Budget vs Actual

For the period ended February 28, 2026

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Professional/Consulting Services							
IT	17	6,181	(6,165)	7,406	49,450	(42,042)	74,174
Audit and Tax	111	0	111	1,096	1,075	20	1,075
Legal	1,882	1,336	546	5,160	10,687	(5,527)	16,030
Professional Development	125	386	(261)	36,985	3,087	33,898	4,630
General Consulting	1,579	398	1,181	7,292	3,190	4,102	4,786
Special Activities	1	40	(39)	513	287	226	9,389
Bank Charges	0	5	(5)	0	37	(37)	56
Printing	0	1	(1)	0	8	(8)	12
Other Taxes and Fees	239	152	87	340	1,218	(877)	1,827
Payroll Service Fee	0	22	(22)	8	178	(171)	268
Management Fee	3,383	4,000	(617)	28,233	32,000	(3,767)	48,000
District Oversight Fee	0	1,197	(1,198)	0	8,197	(8,198)	17,545
SELPA Fees	669	325	345	3,105	1,982	1,124	4,061
Public Relations	1,874	2,363	(488)	14,883	18,905	(4,022)	28,358
Total Professional/Consulting Services	9,880	16,406	(6,526)	105,021	130,301	(25,279)	210,211
Facilities, Repairs & Other Leases							
Rent	647	714	(69)	4,796	5,716	(920)	8,574
Additional Rent	47	575	(527)	3,134	4,597	(1,462)	6,895
Equipment Leases	0	37	(37)	0	297	(298)	446
Other Leases	0	382	(383)	11,136	3,058	8,079	4,586
Repairs and Maintenance	0	724	(724)	0	5,793	(5,794)	8,691
Total Facilities, Repairs & Other Leases	694	2,432	(1,740)	19,066	19,461	(395)	29,192
Operations & Housekeeping							
Auto and Travel Expense	393	1,419	(1,025)	3,701	11,349	(7,648)	17,023
Dues & Memberships	8	1,302	(1,294)	4,888	10,419	(5,531)	15,629
Insurance	429	431	(2)	4,197	3,442	755	5,163
Utilities	0	14	(14)	0	111	(111)	166
Janitorial/Trash Removal	0	44	(45)	0	360	(360)	540
Miscellaneous Expense	0	4	(3)	0	31	(32)	47
Communications	1,508	1,591	(82)	7,951	12,721	(4,769)	19,082
Postage and Shipping	0	74	(75)	8	600	(591)	899
Total Operations & Housekeeping	2,338	4,879	(2,540)	20,745	39,033	(18,287)	58,549
Depreciation							
Depreciation Expense	0	60	(60)	0	476	(477)	715
Total Depreciation	0	60	(60)	0	476	(477)	715
Total Expenses	**182,508**	**156,782**	**25,726**	**1,190,179**	**1,247,539**	**(57,360)**	**1,920,217**
Change in Net Assets	**436**	**(23,945)**	**24,381**	**(233,905)**	**(299,572)**	**65,667**	**104,373**
Net Assets, Beginning of Period	**32,366**			**266,707**			
Net Assets, End of Period	**$ 32,802**			**$ 32,802**			

California Online Public Schools

Statement of Financial Position

February 28, 2026

	Southern California	Central Valley	Northern California	North Bay	Monterey Bay	Central Coast	Total
Assets							
Current Assets							
Cash & Cash Equivalents	$ 11,403,859	$ 6,186,058	$ 4,870,862	$ 1,541,212	$ 2,605,286	$ 2,001,565	$ 28,608,843
Accounts Receivable	73,121	0	0	0	0	0	73,120
Public Funding Receivables	785,417	879,601	248,033	208,111	291,346	63,234	2,475,742
Due To/From Related Parties	8,557,807	(889,568)	(1,968,966)	(358,363)	(3,504,444)	(1,836,466)	0
Prepaid Expenses	493,241	82,035	162,835	15,791	49,072	12,408	815,382
Total Current Assets	21,313,445	6,258,126	3,312,764	1,406,751	(558,740)	240,741	31,973,087
Long-term Assets							
Property & Equipment, Net	16,260	0	0	0	0	0	16,260
Right-of-Use Asset, Net	939,950	121,283	318,371	30,320	90,963	15,161	1,516,048
Deposits	20,287	100	0	0	0	0	20,388
Total Long-term Assets	976,497	121,383	318,371	30,320	90,963	15,161	1,552,696
Total Assets	**$ 22,289,942**	**$ 6,379,509**	**$ 3,631,135**	**$ 1,437,071**	**$ (467,777)**	**$ 255,902**	**$ 33,525,783**
Liabilities							
Current Liabilities							
Accounts Payable	$ (2,943)	$ 0	$ (1,017)	$ 0	$ 0	$ 0	$ (3,960)
Accrued Liabilities	2,195,112	43,201	699,015	82,737	65,711	1,342	3,087,118
Deferred Revenue	9,153,735	2,000,885	3,184,904	465,914	382,019	206,174	15,393,631
Operating Lease Liability, Current Portion	229,547	29,620	77,751	7,406	22,216	3,703	370,242
Total Current Liabilities	11,575,451	2,073,706	3,960,653	556,057	469,946	211,219	18,847,031
Long-term Liabilities							
Operating Lease Liability, Net of Current Portio	736,594	95,044	249,491	23,761	71,282	11,880	1,188,053
Total Long-term Liabilities	736,594	95,044	249,491	23,761	71,282	11,880	1,188,053
Total Liabilities	**12,312,045**	**2,168,750**	**4,210,144**	**579,818**	**541,228**	**223,099**	**20,035,084**
Net Assets, End of Period	**9,977,897**	**4,210,760**	**(579,009)**	**857,254**	**(1,009,004)**	**32,802**	**13,490,699**
Liabilities & Net Assets	**$ 22,289,942**	**$ 6,379,509**	**$ 3,631,135**	**$ 1,437,071**	**$ (467,777)**	**$ 255,902**	**$ 33,525,783**

California Online Public Schools

Statement of Cash Flows

For the period ended February 28, 2026

	Southern California	Central Valley	Northern California	North Bay	Monterey Bay	Central Coast	Total
Cash Flows from Operating Activites							
Change in Net Assets	$ (3,624,511)	$ (73,639)	$ (496,774)	$ (22,864)	$ 973,061	$ 436	$ (3,244,291)
Adjustments							
Depreciation	180	0	0	0	0	0	181
(Increase) Decrease in Operating Assets							
Public Funding Receivables	(404,149)	(869,469)	(142,528)	(192,575)	214,280	(17,588)	(1,412,029)
Grants, Contributions & Pledges Receivable	304	0	0	0	0	0	303
Due from Related Parties	7,435,240	(2,742,832)	(3,157,132)	(566,079)	(1,166,875)	197,677	0
Prepaid Expenses	(35,524)	(7,945)	(13,906)	(1,634)	(4,345)	(1,447)	(64,802)
Increase (Decrease) in Operating Liabilities							
Accrued Expenses	45,575	3,628	(67,044)	731	1,807	669	(14,633)
Deferred Revenue	342,208	(7,388)	15,639	(1,490)	(4,130)	9,370	354,209
Total Cash Flows from Operating Activites	**3,759,323**	**(3,697,645)**	**(3,861,745)**	**(783,911)**	**13,798**	**189,117**	**(4,381,062)**
Change in Cash and Cash Equivalents	**3,759,323**	**(3,697,645)**	**(3,861,745)**	**(783,911)**	**13,798**	**189,117**	**(4,381,062)**
Cash & Cash Equivalents, Beginning of Period	**7,644,536**	**9,883,703**	**8,732,607**	**2,325,123**	**2,591,488**	**1,812,448**	**32,989,905**
Cash & Cash Equivalents, End of Period	**$ 11,403,859**	**$ 6,186,058**	**$ 4,870,862**	**$ 1,541,212**	**$ 2,605,286**	**$ 2,001,565**	**$ 28,608,843**

Southern California

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
San Diego Gas & Electric	SAND060525-7432-01	06/25/2025	$ (1,228)	$ -	$ -	$ -	$ -	$ (1,228)
San Diego Gas & Electric	SAND080525-7432	08/20/2025	56	-	-	-	-	56
San Diego Gas & Electric-1889	SAND080525-1889	09/04/2025	(1,095)	-	-	-	-	(1,095)
San Diego Gas & Electric-1889	SAND030625-1889	03/26/2025	(676)	-	-	-	-	(676)
			-	-	-	-	-	
Total Outstanding Invoices			**$ (2,943)**	**$ -**	**$ -**	**$ -**	**$ -**	**$ (2,943)**

Central Valley

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Total Outstanding Invoices			$ -	$ -	$ -	$ -	$ -	$ -

Northern California

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Purchase Power-6016	PITN081725-6016	09/14/2025	$ (1,017)	$ -	$ -	$ -	$ -	$ (1,017)
Total Outstanding Invoices			**$ (1,017)**	**$ -**	**$ -**	**$ -**	**$ -**	**$ (1,017)**

North Bay

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Total Outstanding Invoices			$ -	$ -	$ -	$ -	$ -	$ -

Monterey Bay

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Total Outstanding Invoices			$ -	$ -	$ -	$ -	$ -	$ -

Central Coast

Accounts Payable Aging

For the period ended February 28, 2026

Vendor Name	Invoice/Credit Number	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Total Outstanding Invoices			$ -	$ -	$ -	$ -	$ -	$ -

Southern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
018534	Katrina Moore	ISP Reimbursement - 3/1 - 5/31	02/27/2026	$ 50.85
018719	Leenos Issa	ISP Reimbursement - 3/1 - 5/31	02/27/2026	50.85
019592	David Carus	ISP Reimbursement - 3/1 - 5/31	02/27/2026	50.85
20812	Adapted Childs Play LLC	SpEd Svcs - 12/25	02/05/2026	720.00
20813	Charter Impact, LLC	Business Mgmt Svcs - 02/26	02/05/2026	214,310.00
20814	FeldCare Connects	SpEd Svcs - 12/25	02/05/2026	151.00
20815	GHA Technologies Inc	JAMF Licenses	02/05/2026	129.60
20816	Partners in Special Education	SpEd Svcs - 11/25	02/05/2026	405.00
20817	Pitney Bowes Inc	Postage Meter Lease - 02/20/26 - 05/19/26	02/05/2026	841.28
20818	T-Mobile	Communication Svcs	02/05/2026	67,807.77
20819	T-Mobile - 0979	Communication Svcs	02/05/2026	242.10
20820	US Bank Equipment Finance	Equipment Lease - Tax & Fees 01/08/26 - 02/08/26	02/05/2026	3,151.59
20821	Capistrano Unified School District	District Oversight Fee - 01/26	02/09/2026	47,071.00
20822	Crown Facility Solutions Inc	Janitorial Svcs - 02/26	02/09/2026	1,356.91
20823	Every Special Child LLC	SpEd Svcs - 01/26	02/09/2026	5,217.00
20824	Newfront	Consulting Svcs - 02/26	02/09/2026	1,805.20
20825	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	127,271.99
20826	UMass Global	Enrichment Svcs	02/09/2026	600.00
20827	AT&T	Communication Svcs - 01/07/26 - 02/06/26	02/19/2026	537.21
20828	CA Charter Schools Conference Registration	CCSA Registration	02/19/2026	1,300.00
20829	CliftonLarsonAllen LLP	Audit Svcs	02/19/2026	5,040.00
20830	Concur Technologies Inc	Travel and Expense with TripLink - 02/26	02/19/2026	9,494.12
20831	Corodata Records Management Inc.	Storage Rental - 01/26	02/19/2026	302.52
20832	Cox Business	Communication Svcs - 02/26	02/19/2026	1,298.95
20833	CSC	Consulting Svcs	02/19/2026	159.00
20834	Docufree Corporation	Document Storage Svcs - 01/26	02/19/2026	835.00
20835	Everway LLC	Unique Learning System - 01/30/26 - 07/31/26	02/19/2026	833.26
20836	Hampton Inn Irvine Spectrum Lake Forest	Facilities Rental - 05/26	02/19/2026	10,918.56
20837	Law Offices of Young, Minney & Corr LLP	Legal Svcs	02/19/2026	92,476.50
20838	Milestones Therapy Group, A Prof. SLP Corporation	SpEd Svcs - 11/25	02/19/2026	113,221.12
20839	N-Effect Productions	SoCal Prom 2nd Payment	02/19/2026	5,000.00
20840	Orange County Dept of Education	Oversight Fees - STRS Reporting	02/19/2026	10,600.14
20841	Philadelphia Insurance Companies	Insurance Premium - 10/01/25-26	02/19/2026	19,501.46
20842	Purchase Power	Postage Meter Refill - 01/26 - 02/26	02/19/2026	2,024.75
20843	SMWD	Utility Svcs - 01/06/26 - 02/03/26	02/19/2026	229.99
20844	Springhill Suites Los Angeles Downey	Facilities Rental - 05/26	02/19/2026	15,233.53
20845	The Hartford	Workers Compensation - 07/01/25 - 07/01/26	02/19/2026	142,772.24
20846	Trello	Trello Enterprise - 12/16/25 - 12/16/26	02/19/2026	61,500.00
20847	Zoom Communications Inc	Communication Svcs - 01/26	02/19/2026	391.04
20848	Amergis Healthcare Staffing Inc	SpEd Svcs - 01/26	02/25/2026	14,868.00
20849	Bromberg & Associates, LLC	SpEd Svcs	02/25/2026	13,460.00
20850	Capistrano Unified School District	District Oversight Fee - 02/26	02/25/2026	47,071.00
20851	Center for Accessible Technology	SpEd Svcs - 01/26	02/25/2026	360.00
20852	City of Mission Viejo	Facilities Rental - 03/24/25	02/25/2026	100.00
20853	Corodata Shredding Inc.	Shredding Svcs - 01/26	02/25/2026	53.61
20854	Department of Justice	Fingerprinting Svcs - 01/26	02/25/2026	224.00
20855	EBSCO Information Services	Software - 03/01/26 - 06/30/26	02/25/2026	16,801.00
20856	Every Special Child LLC	SpEd Svcs - 01/26	02/25/2026	5,499.00
20857	LS&S	SpEd Equipment	02/25/2026	3,201.95
20858	Partners in Special Education	SpEd Svcs - 12/25	02/25/2026	978.75
20859	US Bank Equipment Finance	Equipment Lease - 02/08/26 - 03/08/26	02/25/2026	1,013.23
20860	W.W. Norton & Company Inc	N A Poetry 6E (5)	02/25/2026	446.94
ACH	Modern Health	Health Ins. - 11/01/25 - 06/30/26	02/02/2026	931.20
ACH	SOFTMSP LLC	IT SpEd Svcs	02/05/2026	766.24
ACH	Brandastic, Inc.	SoCal EOY Festival Video Shoot	02/05/2026	3,250.00
ACH	School Services of California Inc.	Consulting Svcs - 12/25	02/05/2026	1,340.00
ACH	Instructure, Inc.	ScribOrder - 12/25	02/05/2026	1.88
ACH	James Stockdale	Board member Cellphone Stipend -	02/05/2026	40.00
ACH	Spark Hire Inc	Recruit Growth - 02/02/26-02/02/27	02/05/2026	3,600.00
ACH	Sonova USA Inc.	SpEd Svcs Equipment	02/05/2026	1,821.21
ACH	School Specialty LLC	School Supplies	02/05/2026	8,156.25
ACH	Gympass US LLC	Gym Subscription Benefit - 01/28/26 - 02/27/26	02/05/2026	6,202.65
ACH	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	35,247.06
ACH	Documo Inc.	Office Supplies	02/09/2026	53.64
ACH	Law Offices of Michelle Won, PC	Legal Svcs - 01/26	02/09/2026	2,730.00
ACH	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	4,554.79
ACH	Brandastic, Inc.	Marketing Svcs	02/09/2026	21,000.00
ACH	Netrix LLC	IT Svcs - 02/26	02/09/2026	3,080.00
ACH	Branche Jones	Consulting Svcs - 01/26	02/09/2026	4,000.00

Southern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
ACH	Carrot Fertility Inc	Employee Benefit - 03/26	02/09/2026	3,790.80
ACH	Carrot Fertility Inc	Reimb. - Approved Reimbursement - 01/26	02/12/2026	2,850.00
ACH	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	71,867.50
ACH	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	203,448.21
ACH	School Pathways LLC	Clever Export Bridge - 02/01/26 - 10/01/26	02/19/2026	1,898.11
ACH	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	139,366.32
ACH	Language Line Services, Inc.	Interpretation Svcs - 12/25	02/19/2026	23,641.34
ACH	TTC4SUCCESS	SpEd Svcs - 12/25	02/19/2026	208,500.95
ACH	NJA Therapy Services, Inc.	SpEd Svcs - 01/26	02/19/2026	7,030.00
ACH	School Specialty LLC	Curriculum	02/19/2026	27,187.51
ACH	Total Transportation Logistics Inc	Office Supplies	02/19/2026	11,824.31
ACH	OverDrive Inc	Curriculum	02/25/2026	379.23
ACH	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/25/2026	20,787.26
ACH	Sonova USA Inc.	SpEd Svcs Equipment	02/25/2026	1,821.21
ACH	InterPres Corporation	Cam - 03/26	02/25/2026	32,256.92
ACH	MetLife	MetLife Benefits - 02/26	02/25/2026	87,808.07
ACH	Juntos Con Speech Therapy	SpEd Svcs - 12/25 - 01/26	02/25/2026	225.00
ACH	Language Line Services, Inc.	Interpretation Svcs	02/25/2026	10,823.57
ACH	TTC4SUCCESS	SpEd Svcs - 01/26	02/25/2026	270,532.32
ACH	TeleSesh	SpEd Svcs - 01/26	02/25/2026	2,614.33
ACH	School Pathways LLC	Amira Export Bridge Subscription - 02/01/26 - 01/31/27	02/25/2026	1,000.00
ACH	Brandastic, Inc.	Marketing Svcs	02/25/2026	2,590.00
ACH	Total Transportation Logistics Inc	Office Supplies	02/25/2026	2,640.00
ACH	PHMG	Marketing Svcs - 02/15/26 - 03/14/26	02/25/2026	1,462.70
ACH	Konnect	BYO: Compensation Support	02/26/2026	30,000.00
ACH	Procurify Technologies Inc	Purchasing Platform Renewal - 02/12/26 - 02/11/28	02/26/2026	27,030.72
ACH	California Department of Tax and Fee Administration	Environmental Fee 2025	02/27/2026	15,674.00
VOID	Modern Health	Health Ins. - 11/01/25 - 06/30/26	02/02/2026	VOID
			Total Disbursements	**2,374,805.16**

Central Valley

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
40168	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	$ 4,671.38
40169	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	932.92
40170	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	247.50
40171	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	16,103.25
40172	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	54,580.97
40173	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	1,919.74
40174	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/25/2026	2,605.88
40175	Speak! Speech & Language Therapy, Inc.	SpEd Svcs - 01/26	02/25/2026	540.00
			Total Disbursements	**$ 81,601.64**

Northern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
60534	Access Language	SpEd Svcs - 12/25	02/05/2026	$ 4,860.00
60535	GreenWorks Commerical Janitorial Services	Janitorial Svcs - 02/26	02/05/2026	533.00
60536	Effectual Educational Consulting Services	SpEd Svcs - 11/25	02/09/2026	9,179.94
60537	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	4,971.25
60538	PG&E	Utility Svcs - 12/27/25 - 01/27/26	02/09/2026	643.39
60539	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	1,012.75
60540	AT&T - 6652	Communication Svcs - 01/07/26 - 02/06/26	02/19/2026	1,084.28
60541	Community Therapy Services	SpEd Svcs - 10/25	02/19/2026	17,186.00
60542	Corodata Shredding Inc	Shredding Svcs - 01/26	02/19/2026	53.61
60543	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	94,649.63
60544	Law Offices of Young, Minney & Corr LLP	Legal Svcs	02/19/2026	275.00
60545	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	5,746.55
60546	Charter Communications	Communication Svcs - 02/26	02/25/2026	209.98
60547	Effectual Educational Consulting Services	SpEd Svcs - 11/25 - 12/25	02/25/2026	11,936.00
60548	Manteca Recreation and Community Services Department	PFT Site - 03/24/26	02/25/2026	125.00
60549	Partners in Special Education	SpEd Svcs - 12/25	02/25/2026	492.00
60550	Primo Brands / Blue Triton Brands Inc.	Office Supplies	02/25/2026	88.93
60551	Residence Inn by Marriot	AP Testing Site - 05/26	02/25/2026	12,500.00
60552	Robert Livermore Rec Center	Facilities Rental - 03/24/26	02/25/2026	368.00
ACH	Chase Bank - 7975	Bank Fee	02/17/2026	110.46
			Total Disbursements	**$ 166,025.77**

North Bay

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
30117	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	$ 1,800.00
30118	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	110.50
30119	Community Therapy Services	SpEd Svcs - 12/25	02/19/2026	4,285.50
30120	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	15,361.79
30121	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	165.75
			Total Disbursements	**$ 21,723.54**

Monterey Bay

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
20138	Effectual Educational Consulting Services	SpEd Svcs - 11/25	02/09/2026	$ 3,592.00
20139	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	1,605.25
20140	Scotts Valley Unified School District	Oversite Fees - 24/25	02/09/2026	63,357.03
20141	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	211.50
20142	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	13,206.50
20143	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	27,708.54
20144	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	1,712.76
20145	Effectual Educational Consulting Services	SpEd Svcs - 11/25 - 12/25	02/25/2026	3,624.00
20146	Seven Bridges Speech Pathology Inc	SpEd Svcs - 01/26	02/25/2026	630.00
			Total Disbursements	**$ 115,647.58**

Central Coast

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
70088	Community Therapy Services	SpEd Svcs - 10/25	02/19/2026	$ 1,415.50
70089	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	13,640.56
70090	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	165.75
			Total Disbursements	**$ 15,221.81**

Coversheet

Approval of Minutes from the March 10, 2026 CalOPS Board Meeting (attached)

Section:	V. Consent Items
Item:	A. Approval of Minutes from the March 10, 2026 CalOPS Board Meeting (attached)
Purpose:	Vote
Submitted by:	
Related Material:	260310 CalOPS Board Minutes - DRAFT.pdf

DRAFT

California Online Public Schools

California Online Public Schools

Minutes

California Online Public Schools (CalOPS) Board Meeting

Date and Time
Tuesday March 10, 2026 at 4:00 PM

Location
CalOPS NorCal: 580 N. Wilma Avenue, Suite G, Ripon, CA 95366
CalOPS SoCal: 33272 Valle Road, San Juan Capistrano, CA 92675
1201 Cara Road, Dinuba, CA 93618
32946 Calle San Marcos, San Juan Capistrano, 92675
3753 W. Norberry Street, Lancaster, CA 93536
9423 Reseda Blvd. Apt #230, Northridge, CA 91324
4108 W Avenue J6, Lancaster, CA 93536
3950 Crondall Dr, Sacramento, CA 95864

Join Zoom Meeting
https://californiaops-org.zoom.us/j/92843576813
Meeting ID: 928 4357 6813
Dial In: +1 (669) 900-9128 ext. 928-4357-6813# US

This meeting is open to members of the public. For information about meetings or for members of the public who require special accommodations to attend, please visit our website at www.californiaops.org/governance or contact the school offices: Dana Hohn (NorCal) or Eva McGahey (SoCal) at (800) 906-5166 at least 24 hours prior to the meeting. The board packet can be made available for public review by contacting the school offices prior to the Board meeting in compliance with California open meeting law.

Directors Present
A. Pulsipher (remote), D. Rivas (remote), E. Wickliffe (remote), J. Stockdale (remote), M. Henjum (remote), P. Pulsipher (remote), Z. Robeson (remote)

Directors Absent
None

Directors who arrived after the meeting opened
A. Pulsipher

Guests Present
A. Bailey (remote), A. Larsen (remote), A. Philips, Aiko Akers (remote), Ayele Dodoo (remote), B. Daseler (remote), Brendon Harrington (remote), Courtney Chambers (remote), D. Hertzler (remote), Doreen Stringer (remote), E. McGahey (remote), H. Tamayo (remote), J. Colombero, J. Sitomer (remote), Jenny Woo (remote), K. Eng (remote), L. Carter (remote), L. Dombek (remote), M. Brockway (remote), M. Duran (remote), M. Rushing (remote), M. White (remote), R. Romero (remote), R. Savage (remote), Victoria Acton (remote), Z. Kidd (remote)

I. Opening Items

A. Roll Call

CalOPS Staff
Aiko Akers - High School Teacher
Amy Phillips - High School Assistant Principal - NorCal Office
Ashley Larsen - Administrative Assistant
Avery Bailey - Student Board Member
Bryan Daseler - Interim High School Assistant Principal
Courtney Chambers - High School Teacher
Dan Hertzler - Director of Operations
Doreen Stringer - High School Teacher
Eva McGahey - Operations Coordinator
Heather Tamayo - Middle School Principal
Jenny Woo - High School Teacher
Julie Colombero - Assistant Director of Operations, Family Relations - SoCal Office
LaChelle Carter - Director of Finance
Leslie Dombek - Director of Educational Services
Mackenzie Duran - Director of Student Services
Marcus White - Elementary School Principal
Matt Brockway - High School Principal
Michele Rushing - High School Assistant Principal
Richard Savage - Co-Superintendent
Richie Romero - Co-Superintendent

Victoria Acton - High School Teacher
Zana Kidd - Director of Human Resources

Contracted Staff
Jason Sitomer - Charter Impact Managing Director
Kate Eng - Charter Impact Director of Client Finance
Brendon Harrington - SoftMSP
Ayele Dodoo - WestEd

B. Call the Meeting to Order

J. Stockdale called a meeting of the board of directors of California Online Public Schools to order on Tuesday Mar 10, 2026 at 4:09 PM.

C. Approval of Agenda

J. Stockdale requested to push Action Item B to after Closed Session.

Preferential Vote:
A. Bailey - Aye
Z. Robeson made a motion to approve the CalOPS Board Meeting Agenda with the previously mentioned adjustments.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Henjum	Aye
A. Pulsipher	Absent
D. Rivas	Aye
J. Stockdale	Aye
P. Pulsipher	Aye
E. Wickliffe	Aye
Z. Robeson	Aye

II. Public Comment

A. Public Comment

The Board welcomes participation by the members of the public telephonically. To address an item on the agenda, before the scheduled start of the meeting, an individual must write their name and a short description of the agenda item on which they wish to comment on the card provided and submit this to the Chair, along with any materials they want to have distributed to the Board. Individuals who wish to address the Board telephonically must contact the School Leader by phone or by email at least twenty four (24) hours before the scheduled start of the Board meeting. If the individual wants to provide any written materials to the Board, these should be emailed to the School Leader at least twenty-four (24) hours before the scheduled start of the meeting.

The total time for any individual to present, either in person or via telephone, on an item on the agenda shall not exceed three (3) minutes, or six (6) minutes if the individual requesting to comment is a non English speaker and requires a translator, unless the Board grants additional time. However, in compliance with Board policy and the Brown Act, the Board is not permitted to discuss or take action on non-agenda items. Individuals desiring to make a formal presentation to the Board on an item not on the agenda but desiring it be placed on the agenda must provide notice and written submissions detailing the subject of the presentation to the School Leader at least fourteen (14) days prior to the meeting. Any such presentations shall not exceed fifteen (15) minutes in duration, unless otherwise permitted by the Chair.

To view the Board Open Meeting Policy, visit the CalOPS Governance Page at californiaops.org/governance.

No requests for public comment were submitted in advance. No member of the public was present in person.

III. Oral Reports

A. Superintendent's Report

R. Savage offered updates on enrollment, which sat around 9274. He noted that enrollment had closed and moving forward, there will be very rare exceptions for special circumstances. He mentioned that the Intent to Return (ITR) process had begun and currently enrolled families would be submitting their ITR for the upcoming school year. For general school updates, he mentioned the upcoming Spring Break and Testing. The whole school staff "Brown Bag" meeting would be occurring the next day.

R. Romero informed the board that February was a busy one for the team, with several conferences occurring. He noted that Dan, Leslie, Than, Ryan, Ayesha, Matt, and he were all given the opportunity to speak at DLAC. Leadership was also able to attend CCSA. He announced that budget development for the upcoming school year had begun, and the SPuDs leadership retreat was soon to come.

B. Principals' Report (attached)

M. Brockway offered updates at the high school level. He mentioned the busy conference season and noted some of the collaborative efforts that occurred between Student Services and High School at CCSA. He noted a successful Mid-Year festival season, and noted third interim testing was beginning. PFT was upcoming in the next few weeks. He welcomed 2 new staff to the HS team, and Student Board Member, A. Bailey.

H. Tamayo offered updates at the middle school level. She noted PFT testing was upcoming and would be in person to collaborate with the team in preparation. She

mentioned hundreds of families were onboarded for second semester and the recent completion of interim assessments. Third interims were upcoming for students.

M. White offered updates at the elementary school level. He noted that the elementary team onboarded over 300 new students and families for second semester. He highlighted Read Across America celebrations in the previous week, and mentioned upcoming CAASPP interim activity.

D. Rivas offered thanks for teachers and staff onboarding new students and families mid year.

C. Student Representative Updates

A. Bailey offered updates for the student population. She noted the career fair which occurred the previous week and how useful it was for students to interact with professionals and ask questions about their fields. She also noted the social meet ups mixer which allowed students to discuss various clubs they may have interest in joining(Psychology, K-Pop, DND, Creative Writing, etc.). She also mentioned a large turn out at the Mid-Year Festivals and positive feedback on Read Across America. She noted upcoming CAASPP and AP testing.

D. CalOPS Financial Services Update

L. Carter went over the Second Interim presentation and informed the board that the information in those slides was what would be included in the final Second Interim documentation for submission.
Summary:

- **Attendance**: P2 projection +303 to prior month, based on trend
  Revenue: +$6.2M (+5.2%), driven by added ADA
- **Expenses**:-$450K (-0.4%), driven by reduced STRS audit adjustment (-$120K) and hot spots (-$200K)
- **Surplus**: $12.3M (10.8% of expenses)
- **Ending Fund balance**: $40M (35% of expenses)
- **Cash**: $32.5M (as of 1/31)

E. Policy, Compliance, and Legislative Updates

D. Hertzler offered updates on the recent conference season. He noted positive sessions and engagement at the CCSA conference.

He noted that there is not much legislation in the works that would impact Charter Schools at this time. He addressed some outstanding things occurring with STRS, pertaining to the GreenDot case with CALSTRS. He noted that settlement was on the horizon, and Charter School employees would remain STRS eligible.

He thanked board members that had submitted their Form 700s, and reminded anyone who had not completed theirs to ensure completion by April 1.
A. Pulsipher arrived at 4:39 PM.

F. Educational Services Updates

L. Dombek presented the School Enhancement Target (SET) Report slides.

1. Grad Rate - Every 10 weeks, 68% of 12th grade students in their 4th year of high school will be on track for graduation.
    1. Grad rate goals met for the 2025 school year at most schools
2. Academic - Every 10 weeks, 50% of PLC SMART goals (math and schoolwide) will be met.
    1. Academic goals met
3. Engagement - Every 10 weeks, 90% of students will receive 5 successful contacts.
    1. At 89.2% schoolwide for Q2 and 98.7% schoolwide for Q1

P. Pulsipher asked about the engagement data not meeting the goal. L. Dombek said that the team was looking into whether it was a systems error not reporting all the engagements for recording. Regardless, the team was looking into ways to increase this figure.

IV. Consent Items

A. Approval of Minutes from the February 10, 2026 CalOPS Board Meeting (attached)

B. Approval of Staffing Report (attached)

C. Approval of Check Register (attached)

D. Ratification of Special Education Service Contracts (attached)

E. Approval of Expenditures over $20k (attached)

Preferential Vote:
A. Bailey - Aye
M. Henjum made a motion to approve the consent agenda, Items A-E.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Pulsipher	Aye
Z. Robeson	Aye
M. Henjum	Aye
E. Wickliffe	Aye
D. Rivas	Abstain
J. Stockdale	Aye

Roll Call

P. Pulsipher Aye

V. Action Items

A. Approval of CCSA Membership Agreement (2 Year Term) (attached)

D. Hertzler presented the CCSA membership agreement for a 2 term renewal. He gave background on the benefits of this agreement and the relationship in previous years.

Preferential Vote:
A. Bailey - Aye
Z. Robeson made a motion to approve a 2 year agreement with CCSA and payments for the duration of the agreement term.
M. Henjum seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Pulsipher Aye
M. Henjum Aye
Z. Robeson Aye
P. Pulsipher Aye
J. Stockdale Aye
E. Wickliffe Aye
D. Rivas Abstain

B. Approval of Board Compensation (attached) - pulled from agenda

C. Approval of SoftMSP Payment Schedule (attached)

L. Carter presented the SoftMSP payment schedule and invoices waiting on payment. She explained that when the contract with SoftMSP was adjusted at the November board meeting, that these payments also required approval and so are being brought for consideration.

Preferential Vote:
A. Bailey - Aye
M. Henjum made a motion to approve the SoftMSP payment schedule.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Pulsipher Aye
D. Rivas Abstain
J. Stockdale Aye
Z. Robeson Aye
A. Pulsipher Aye

Roll Call

M. Henjum Aye
E. Wickliffe Aye

D. Approval of Second Interims (attached)

L. Carter informed the board that the attached documents are the official documents for submission and they align with the information offered in her Second Interim Presentation.

Preferential Vote:
A. Bailey - Aye
M. Henjum made a motion to approve the Second Interims.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Z. Robeson Aye
J. Stockdale Aye
A. Pulsipher Aye
M. Henjum Aye
D. Rivas Abstain
P. Pulsipher Aye
E. Wickliffe Aye

E. Approval of Audit Firm Selection (attached)

L. Carter presented the audit firm selected for 2025 and noted that this is an annual task for board approval.

Preferential Vote:
A. Bailey - Aye
Z. Robeson made a motion to approve the Audit Firm Selection and payments over 20k for the duration of the agreement term.
A. Pulsipher seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Pulsipher Aye
Z. Robeson Aye
D. Rivas Abstain
A. Pulsipher Aye
E. Wickliffe Aye
M. Henjum Aye
J. Stockdale Aye

F. Approval of 2027 BTS Venue Contract (attached)

R. Savage presented the board with the newly selected venue for the 2027 BTS event. He noted the differences from the previous venue and the ability to grow into this venue.

Preferential Vote:
A. Bailey - Aye
M. Henjum made a motion to approve the 2027 BTS Venue Contract and payments over 20k for the agreement term.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

E. Wickliffe	Aye
D. Rivas	Abstain
M. Henjum	Aye
Z. Robeson	Aye
A. Pulsipher	Aye
P. Pulsipher	Aye
J. Stockdale	Aye

G. Approval of WestEd Contract (attached)

R. Romero presented the WestEd contract for board approval. He noted that this is a vendor for the current school year PD and gave insight on the program thus far.

Z. Robeson commented that PD is so important and well worth the cost. A. Dodoo noted the PD for the current school year was going well and looked forward to a continued PD experience.

Preferential Vote:
A. Bailey - Aye
Z. Robeson made a motion to approve the WestEd Contract and payments over 20k for the duration of the agreement term.
E. Wickliffe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Pulsipher	Aye
J. Stockdale	Aye
D. Rivas	Aye
M. Henjum	Aye
E. Wickliffe	Aye
A. Pulsipher	Aye
Z. Robeson	Aye

H. Approval of Transition Stipend (attached)

R. Romero presented the transition stipend for board approval. He explained this is possible due to high ADA rates, matching the rates that occurred in 2021-22 during the pandemic. A portion of this increased revenue would allow for a one time stipend to all staff.
M. Henjum made a motion to approve the transition stipend, which includes a $7,929.18 stipend to the Co-Superintendent of Operations, Human Resources and Business Services and a stipend of $7,458.31 to the Co-Superintendent of Finance, Educational Services, and Student Services.
Z. Robeson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Pulsipher	Aye
D. Rivas	Aye
M. Henjum	Aye
A. Pulsipher	Aye
J. Stockdale	Aye
Z. Robeson	Aye
E. Wickliffe	Aye

VI. Closed Session

A. CLOSED SESSION - Brown Act; California Gov't Code §54956.9

M. Henjum made a motion to move to closed session.
E. Wickliffe seconded the motion.
The CalOPS Board moved into a breakout room for conference with legal counsel regarding one case of anticipated litigation and one case of existing litigation, discussion regarding 2 public employee performance evaluations, and 3 confidential student enrollment/expulsion matters.
The board **VOTED** to approve the motion.

Roll Call

E. Wickliffe	Aye
J. Stockdale	Aye
A. Pulsipher	Aye
D. Rivas	Aye
Z. Robeson	Aye
P. Pulsipher	Aye
M. Henjum	Aye

B. Closed Session Report Out

J. Stockdale reported that regarding the 3 cases of confidential student enrollment/expulsion matters, all students were approved for enrollment.

He reported that the Board voted [unanimously or indicate roll call vote] to approve/ratify a Settlement Agreement in *Mannix v California Online Public Schools* whereby plaintiff shall receive $625,000 in exchange for a full settlement and release of all claims.

He noted that Action Item B, Approval of Board Compensation, would be pulled from the agenda and would not be voted on this meeting.

VII. Closing Items

A. Future Business

No board members requested any topics be agendized for future discussion.

B. Adjourn Meeting

Z. Robeson made a motion to adjourn the CalOPS Board Meeting.
M. Henjum seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Henjum	Aye
Z. Robeson	Aye
J. Stockdale	Aye
P. Pulsipher	Aye
A. Pulsipher	Aye
D. Rivas	Aye
E. Wickliffe	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:49 PM.

Respectfully Submitted,
J. Stockdale

Coversheet

Approval of Staffing Report (attached)

Section: V. Consent Items
Item: B. Approval of Staffing Report (attached)
Purpose: Vote
Submitted by:
Related Material: 260414 CalOPS Staffing Report (1).pdf

California Online Public Schools

CalOPS Staffing Report

April 2026

New Hires

Employee ID	Title	Start Date
N/A		

Position Change

Employee ID	Title	Start Date
N/A		

Resignations

Employee ID	Title	Last Day of Work
30388	Assistant Director of Student Services	3/26/2026

Leave of Absence

Employee ID	Title	Start Date	Expected End Date
30130	High School ELA Teacher	2/10/2025	4/16/2026
30051	High School Special Education Teacher	8/12/2025	4/13/2026
30676	High School Science Teacher	8/28/2025	6/18/2026
30632	Elementary School Teacher	8/12/2025	6/18/2026
30456	School Assessment Coordinator	10/9/2025	4/16/2026
30850	High School Special Education Teacher	10/9/2025	4/17/2026
30351	High School Assistant Principal	10/27/2026	4/29/2026



California Online Public Schools

30453	Middle School Math Teacher	12/1/2025	5/27/2026
30094	Elementary Teacher	12/11/2025	8/12/2026
30366	High School Math Teacher	1/5/2026	6/17/2026
30619	Elementary Special Education Teacher	1/5/2026	6/17/2026
30636	Elementary Teacher	1/5/2026	8/25/2026
30321	High School Electives Teacher	1/5/2026	4/10/2026
30080	School Counselor	1/12/2026	5/4/2026
30282	High School ELA Teacher	2/9/2026	5/11/2026
30171	High School Science Teacher	2/12/2026	4/9/2026
30109	Middle School Social Studies Teacher	3/10/2026	6/17/2026
30056	School Counselor	3/6/2026	10/19/2026
30172	High School Science Teacher	2/2/2026	4/13/2026
30282	High School ELA Teacher	2/9/2026	5/11/2026
30751	High School Electives Teacher	3/17/2026	6/17/2026
30711	High School Science Teacher	3/11/2026	4/13/2026
30720	High School ELA Teacher	3/25/2026	6/1/2026
30426	Assistant Director of HR	3/30/2026	4/13/2026
30281	High School Electives Teacher	4/2/2026	5/18/2026
30086	High School Math Teacher	4/4/2026	5/4/2026
30441	Records Specialist	4/6/2026	9/10/2026

Coversheet

Approval of Interim Stipends (attached)

Section:	V. Consent Items
Item:	C. Approval of Interim Stipends (attached)
Purpose:	Vote
Submitted by:	
Related Material:	Temporary Stipends BIM - CalOPS.pdf Temporary Stipend Assistant Director of Student Services - CalOPS.pdf

California Online Public Schools

Board Information Memo

SUBJECT: Temporary Stipends for Directors Assuming Assistant Superintendent Responsibilities

Category (Contract Approval, Policy, Personnel, General Approval. etc.): Personnel
Date: April 14,2026
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal
Decision Type (Action Item, Information Only, etc.): Consent Item

Background (Brief Summary of Background Information):

Following the administrative leave and subsequent termination of the Assistant Superintendent, the District experienced a gap in executive-level leadership. To ensure continuity of operations and maintain essential district functions, responsibilities previously assigned to the Assistant Superintendent were redistributed to the Director of Operations and the Director of Human Resources. These duties have been assumed in addition to their existing roles since December.

Rationale (Why is this important and why is this coming to the Board):

The temporary stipends recognize the significant increase in workload, responsibility, and accountability assumed by both directors during this period. Each director performed duties aligned with executive-level expectations, including districtwide oversight, decision-making support, and cross-departmental leadership.

Providing stipends ensures equitable compensation for work performed outside of their regular job descriptions and aligns with prior District practice for temporary executive-level coverage.

Evidence of Due Diligence:
Stipend amounts were calculated using a consistent methodology aligned with prior interim executive compensation practices. The calculation reflects a prorated share of the salary difference between each director and the Assistant Superintendent, divided to account for shared responsibilities and adjusted for the three-month duration of service (December through February).

Fiscal Impact:

Stipends were calculated based on the difference between each director's annual salary and the Assistant Superintendent's annual salary, divided equally to reflect shared responsibilities, and prorated for the three-month period (December through February).

- Director of Operations:
  ($284,295.16 − $187,728.93) ÷ 2 × 3/12 = **$12,070.78**

- Director of Human Resources:
  ($284,295.16 − $192,422.15) ÷ 2 × 3/12 = **$11,484.13**

Total Fiscal Impact: $23,554.91

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable):
Approval of interim stipends, included in the consent agenda.

Prepared/Recommended/Approved By:
Zana Kidd, Recommended by Richard Savage and Richie Romero

California Online Public Schools

Board Information Memo

SUBJECT: Temporary Stipend for Assistant Director of Student Services – Expanded Duties

Category (Contract Approval, Policy, Personnel, General Approval. etc.): Personnel
Date: April 14, 2026
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal
Decision Type (Action Item, Information Only, etc.): Consent

Background (Brief Summary of Background Information):
Due to the resignation of an Assistant Director of Student Services, the District experienced a reduction in leadership capacity within the department. To maintain continuity of services and ensure compliance with student support programs, the remaining Assistant Director of Student Services assumed additional responsibilities previously managed by the vacant position.

Rationale (Why is this important and why is this coming to the Board):
The additional duties represent a significant increase in workload and responsibility, including expanded oversight of student services programs, compliance requirements, and operational coordination. These responsibilities extend beyond the scope of the Assistant Director's regular assignment.

Providing a temporary stipend ensures equitable compensation for the increased workload and supports continuity of critical student services during this transitional period.

Evidence of Due Diligence:
The stipend is based on established District practices for temporary reassignment of duties and expanded workload. Consideration was given to the scope of additional responsibilities, duration of coverage, and internal equity.

Fiscal Impact:
A flat monthly stipend has been established to compensate for the temporary increase in workload within the same classification.

- $500 per month × 3 months (April–June) = **$1,500**

This amount is aligned with District stipend practices and is intentionally set below the established rate for higher-level assignments to ensure consistency and internal equity.

Total Fiscal Impact: $1,500

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable):
Approval

Prepared/Recommended/Approved By:
Zana Kidd, Director of Human Resources

Coversheet

Approval of Check Register (attached)

Section: V. Consent Items
Item: D. Approval of Check Register (attached)
Purpose: Vote
Submitted by:
Related Material: COPS_FY26_02_Check Register.pdf

Southern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
018534	Katrina Moore	ISP Reimbursement - 3/1 - 5/31	02/27/2026	$ 50.85
018719	Leenos Issa	ISP Reimbursement - 3/1 - 5/31	02/27/2026	50.85
019592	David Carus	ISP Reimbursement - 3/1 - 5/31	02/27/2026	50.85
20812	Adapted Childs Play LLC	SpEd Svcs - 12/25	02/05/2026	720.00
20813	Charter Impact, LLC	Business Mgmt Svcs - 02/26	02/05/2026	214,310.00
20814	FeldCare Connects	SpEd Svcs - 12/25	02/05/2026	151.00
20815	GHA Technologies Inc	JAMF Licenses	02/05/2026	129.60
20816	Partners in Special Education	SpEd Svcs - 11/25	02/05/2026	405.00
20817	Pitney Bowes Inc	Postage Meter Lease - 02/20/26 - 05/19/26	02/05/2026	841.28
20818	T-Mobile	Communication Svcs	02/05/2026	67,807.77
20819	T-Mobile - 0979	Communication Svcs	02/05/2026	242.10
20820	US Bank Equipment Finance	Equipment Lease - Tax & Fees 01/08/26 - 02/08/26	02/05/2026	3,151.59
20821	Capistrano Unified School District	District Oversight Fee - 01/26	02/09/2026	47,071.00
20822	Crown Facility Solutions Inc	Janitorial Svcs - 02/26	02/09/2026	1,356.91
20823	Every Special Child LLC	SpEd Svcs - 01/26	02/09/2026	5,217.00
20824	Newfront	Consulting Svcs - 02/26	02/09/2026	1,805.20
20825	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	127,271.99
20826	UMass Global	Enrichment Svcs	02/09/2026	600.00
20827	AT&T	Communication Svcs - 01/07/26 - 02/06/26	02/19/2026	537.21
20828	CA Charter Schools Conference Registration	CCSA Registration	02/19/2026	1,300.00
20829	CliftonLarsonAllen LLP	Audit Svcs	02/19/2026	5,040.00
20830	Concur Technologies Inc	Travel and Expense with TripLink - 02/26	02/19/2026	9,494.12
20831	Corodata Records Management Inc.	Storage Rental - 01/26	02/19/2026	302.52
20832	Cox Business	Communication Svcs - 02/26	02/19/2026	1,298.95
20833	CSC	Consulting Svcs	02/19/2026	159.00
20834	Docufree Corporation	Document Storage Svcs - 01/26	02/19/2026	835.00
20835	Everway LLC	Unique Learning System - 01/30/26 - 07/31/26	02/19/2026	833.26
20836	Hampton Inn Irvine Spectrum Lake Forest	Facilities Rental - 05/26	02/19/2026	10,918.56
20837	Law Offices of Young, Minney & Corr LLP	Legal Svcs	02/19/2026	92,476.50
20838	Milestones Therapy Group, A Prof. SLP Corporation	SpEd Svcs - 11/25	02/19/2026	113,221.12
20839	N-Effect Productions	SoCal Prom 2nd Payment	02/19/2026	5,000.00
20840	Orange County Dept of Education	Oversight Fees - STRS Reporting	02/19/2026	10,600.14
20841	Philadelphia Insurance Companies	Insurance Premium - 10/01/25-26	02/19/2026	19,501.46
20842	Purchase Power	Postage Meter Refill - 01/26 - 02/26	02/19/2026	2,024.75
20843	SMWD	Utility Svcs - 01/06/26 - 02/03/26	02/19/2026	229.99
20844	Springhill Suites Los Angeles Downey	Facilities Rental - 05/26	02/19/2026	15,233.53
20845	The Hartford	Workers Compensation - 07/01/25 - 07/01/26	02/19/2026	142,772.24
20846	Trello	Trello Enterprise - 12/16/25 - 12/16/26	02/19/2026	61,500.00
20847	Zoom Communications Inc	Communication Svcs - 01/26	02/19/2026	391.04
20848	Amergis Healthcare Staffing Inc	SpEd Svcs - 01/26	02/25/2026	14,868.00
20849	Bromberg & Associates, LLC	SpEd Svcs	02/25/2026	13,460.00
20850	Capistrano Unified School District	District Oversight Fee - 02/26	02/25/2026	47,071.00
20851	Center for Accessible Technology	SpEd Svcs - 01/26	02/25/2026	360.00
20852	City of Mission Viejo	Facilities Rental - 03/24/25	02/25/2026	100.00
20853	Corodata Shredding Inc.	Shredding Svcs - 01/26	02/25/2026	53.61
20854	Department of Justice	Fingerprinting Svcs - 01/26	02/25/2026	224.00
20855	EBSCO Information Services	Software - 03/01/26 - 06/30/26	02/25/2026	16,801.00
20856	Every Special Child LLC	SpEd Svcs - 01/26	02/25/2026	5,499.00
20857	LS&S	SpEd Equipment	02/25/2026	3,201.95
20858	Partners in Special Education	SpEd Svcs - 12/25	02/25/2026	978.75
20859	US Bank Equipment Finance	Equipment Lease - 02/08/26 - 03/08/26	02/25/2026	1,013.23
20860	W.W. Norton & Company Inc	N A Poetry 6E (5)	02/25/2026	446.94
ACH	Modern Health	Health Ins. - 11/01/25 - 06/30/26	02/02/2026	931.20
ACH	SOFTMSP LLC	IT SpEd Svcs	02/05/2026	766.24
ACH	Brandastic, Inc.	SoCal EOY Festival Video Shoot	02/05/2026	3,250.00
ACH	School Services of California Inc.	Consulting Svcs - 12/25	02/05/2026	1,340.00
ACH	Instructure, Inc.	ScribOrder - 12/25	02/05/2026	1.88
ACH	James Stockdale	Board member Cellphone Stipend -	02/05/2026	40.00
ACH	Spark Hire Inc	Recruit Growth - 02/02/26-02/02/27	02/05/2026	3,600.00
ACH	Sonova USA Inc.	SpEd Svcs Equipment	02/05/2026	1,821.21
ACH	School Specialty LLC	School Supplies	02/05/2026	8,156.25
ACH	Gympass US LLC	Gym Subscription Benefit - 01/28/26 - 02/27/26	02/05/2026	6,202.65
ACH	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	35,247.06
ACH	Documo Inc.	Office Supplies	02/09/2026	53.64
ACH	Law Offices of Michelle Won, PC	Legal Svcs - 01/26	02/09/2026	2,730.00
ACH	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	4,554.79
ACH	Brandastic, Inc.	Marketing Svcs	02/09/2026	21,000.00
ACH	Netrix LLC	IT Svcs - 02/26	02/09/2026	3,080.00
ACH	Branche Jones	Consulting Svcs - 01/26	02/09/2026	4,000.00

Southern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
ACH	Carrot Fertility Inc	Employee Benefit - 03/26	02/09/2026	3,790.80
ACH	Carrot Fertility Inc	Reimb. - Approved Reimbursement - 01/26	02/12/2026	2,850.00
ACH	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	71,867.50
ACH	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	203,448.21
ACH	School Pathways LLC	Clever Export Bridge - 02/01/26 - 10/01/26	02/19/2026	1,898.11
ACH	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	139,366.32
ACH	Language Line Services, Inc.	Interpretation Svcs - 12/25	02/19/2026	23,641.34
ACH	TTC4SUCCESS	SpEd Svcs - 12/25	02/19/2026	208,500.95
ACH	NJA Therapy Services, Inc.	SpEd Svcs - 01/26	02/19/2026	7,030.00
ACH	School Specialty LLC	Curriculum	02/19/2026	27,187.51
ACH	Total Transportation Logistics Inc	Office Supplies	02/19/2026	11,824.31
ACH	OverDrive Inc	Curriculum	02/25/2026	379.23
ACH	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/25/2026	20,787.26
ACH	Sonova USA Inc.	SpEd Svcs Equipment	02/25/2026	1,821.21
ACH	InterPres Corporation	Cam - 03/26	02/25/2026	32,256.92
ACH	MetLife	MetLife Benefits - 02/26	02/25/2026	87,808.07
ACH	Juntos Con Speech Therapy	SpEd Svcs - 12/25 - 01/26	02/25/2026	225.00
ACH	Language Line Services, Inc.	Interpretation Svcs	02/25/2026	10,823.57
ACH	TTC4SUCCESS	SpEd Svcs - 01/26	02/25/2026	270,532.32
ACH	TeleSesh	SpEd Svcs - 01/26	02/25/2026	2,614.33
ACH	School Pathways LLC	Amira Export Bridge Subscription - 02/01/26 - 01/31/27	02/25/2026	1,000.00
ACH	Brandastic, Inc.	Marketing Svcs	02/25/2026	2,590.00
ACH	Total Transportation Logistics Inc	Office Supplies	02/25/2026	2,640.00
ACH	PHMG	Marketing Svcs - 02/15/26 - 03/14/26	02/25/2026	1,462.70
ACH	Konnect	BYO: Compensation Support	02/26/2026	30,000.00
ACH	Procurify Technologies Inc	Purchasing Platform Renewal - 02/12/26 - 02/11/28	02/26/2026	27,030.72
ACH	California Department of Tax and Fee Administration	Environmental Fee 2025	02/27/2026	15,674.00
VOID	Modern Health	Health Ins. - 11/01/25 - 06/30/26	02/02/2026	VOID
			Total Disbursements	**2,374,805.16**

Central Valley

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
40168	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	$ 4,671.38
40169	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	932.92
40170	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	247.50
40171	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	16,103.25
40172	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	54,580.97
40173	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	1,919.74
40174	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/25/2026	2,605.88
40175	Speak! Speech & Language Therapy, Inc.	SpEd Svcs - 01/26	02/25/2026	540.00
			Total Disbursements	**$ 81,601.64**

Northern California

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
60534	Access Language	SpEd Svcs - 12/25	02/05/2026	$ 4,860.00
60535	GreenWorks Commerical Janitorial Services	Janitorial Svcs - 02/26	02/05/2026	533.00
60536	Effectual Educational Consulting Services	SpEd Svcs - 11/25	02/09/2026	9,179.94
60537	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	4,971.25
60538	PG&E	Utility Svcs - 12/27/25 - 01/27/26	02/09/2026	643.39
60539	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	1,012.75
60540	AT&T - 6652	Communication Svcs - 01/07/26 - 02/06/26	02/19/2026	1,084.28
60541	Community Therapy Services	SpEd Svcs - 10/25	02/19/2026	17,186.00
60542	Corodata Shredding Inc	Shredding Svcs - 01/26	02/19/2026	53.61
60543	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	94,649.63
60544	Law Offices of Young, Minney & Corr LLP	Legal Svcs	02/19/2026	275.00
60545	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	5,746.55
60546	Charter Communications	Communication Svcs - 02/26	02/25/2026	209.98
60547	Effectual Educational Consulting Services	SpEd Svcs - 11/25 - 12/25	02/25/2026	11,936.00
60548	Manteca Recreation and Community Services Department	PFT Site - 03/24/26	02/25/2026	125.00
60549	Partners in Special Education	SpEd Svcs - 12/25	02/25/2026	492.00
60550	Primo Brands / Blue Triton Brands Inc.	Office Supplies	02/25/2026	88.93
60551	Residence Inn by Marriot	AP Testing Site - 05/26	02/25/2026	12,500.00
60552	Robert Livermore Rec Center	Facilities Rental - 03/24/26	02/25/2026	368.00
ACH	Chase Bank - 7975	Bank Fee	02/17/2026	110.46
			Total Disbursements	**$ 166,025.77**

North Bay

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
30117	Effectual Educational Consulting Services	SpEd Svcs - 12/25	02/09/2026	$ 1,800.00
30118	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	110.50
30119	Community Therapy Services	SpEd Svcs - 12/25	02/19/2026	4,285.50
30120	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	15,361.79
30121	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	165.75
			Total Disbursements	**$ 21,723.54**

Monterey Bay

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
20138	Effectual Educational Consulting Services	SpEd Svcs - 11/25	02/09/2026	$ 3,592.00
20139	Oxford Consulting Services Inc.	SpEd Svcs - 11/25	02/09/2026	1,605.25
20140	Scotts Valley Unified School District	Oversite Fees - 24/25	02/09/2026	63,357.03
20141	Specialized Therapy Services Inc	SpEd Svcs - 12/25	02/09/2026	211.50
20142	Community Therapy Services	SpEd Svcs - 09/25	02/19/2026	13,206.50
20143	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	27,708.54
20144	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	1,712.76
20145	Effectual Educational Consulting Services	SpEd Svcs - 11/25 - 12/25	02/25/2026	3,624.00
20146	Seven Bridges Speech Pathology Inc	SpEd Svcs - 01/26	02/25/2026	630.00
			Total Disbursements	**$ 115,647.58**

Central Coast

Check Register

For the period ended February 28, 2026

Check Number	Vendor Name	Transaction Description	Check Date	Check Amount
70088	Community Therapy Services	SpEd Svcs - 10/25	02/19/2026	$ 1,415.50
70089	El Paseo Childrens Center Inc.	SpEd Svcs - 11/25	02/19/2026	13,640.56
70090	Oxford Consulting Services Inc.	SpEd Svcs - 12/25	02/19/2026	165.75
			Total Disbursements	**$ 15,221.81**

Coversheet

Approval of Credit Card Statements (attached)

Section: V. Consent Items
Item: E. Approval of Credit Card Statements (attached)
Purpose: Vote
Submitted by:
Related Material: January 2026 Chase Statement.pdf
February 2026 Chase Statement.pdf
March 2026 Chase Statement.pdf

J.P.Morgan

JPMORGAN CHASE BANK NA
P.O. BOX 15918
MAIL SUITE DE1-1404
WILMINGTON DE 19850

ACCOUNT NUMBER	4485 9279 0004 8836
PAYMENT DUE DATE	02/24/2026
AMOUNT DUE	$79,160.12
CURRENT BALANCE	$79,160.12

Remit To: JPMORGAN CHASE BANK NA
P.O. BOX 4475
CAROL STREAM, IL 60197-4475

AMOUNT ENCLOSED $

CALOPS
DEBORAH LARSON
33272 VALLE RD
SAN JUAN CAPISTRANO CA 92675-4842

** 0000000

4485927900048836079160120791601 27

PLEASE TEAR PAYMENT COUPON AT PERFORATION

STATEMENT MESSAGES

COMMERCIAL ACCOUNT SUMMARY

ORGANIZATION NAME: CALOPS

ACCOUNT NUMBER: 4485927900048836

CLOSING DATE	01-30-26
CREDIT LIMIT	1,000,000
AVAILABLE CREDIT	920,840

FOR CUSTOMER SERVICE CALL:
1-800-316-6056

FOR TTY/TDD SERVICE CALL:
1-800-955-8060

SEND BILLING INQUIRIES TO:

JPMORGAN CHASE BANK NA
COMMERCIAL CARD SOLUTIONS
P.O. BOX 2015
MAIL SUITE IL1-6225
ELGIN, IL 60121

PREVIOUS BALANCE	90,868.32
PURCHASES AND OTHER CHARGES	79,320.26
CASH ADVANCES	.00
CREDITS	160.14
PAYMENTS	90,868.32-
LATE PAYMENT CHARGES	.00
CASH ADVANCE FEE	.00
FINANCE CHARGES	.00
NEW BALANCE	**79,160.12**
TOTAL PAYMENT DUE	79,160.12
DISPUTED AMOUNT	.00

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

COMMERCIAL ACCOUNT ACTIVITY

CALOPS
4485-9279-0004-8836

TOTAL COMMERCIAL ACTIVITY
$90,868.32CR

ACCOUNTING CODE:

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-26		AUTO PAYMENT DEDUCTION	90,868.32CR

INDIVIDUAL CARDHOLDER ACTIVITY

TRACY PINCKNEY
4485-9200-2045-3051

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$329.80	$0.00	$329.80

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-29	01-27	24692166028105476118036	SOUTHWES 5262125686226 800-435-9792 TX PINCKNEY/TRACY DEPART: 02-23-26 P.O.S.: SALES TAX: $0.00 SMF WN M LGB WN D SMF	329.80
			Total Travel Activity	$329.80

JERRI KELM
4485-9200-5377-5768

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$160.14	$813.64	$0.00	$653.50

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-12	01-11	24116416011744984116383	RESERVATION * HOTELS 8888618331 CA 6ENB95GZ8888618331 ARRIVAL: 01-10-26	177.93
01-20	01-19	24055236020620841029544	PRICELN*SOUTHWEST AIRL PRICELINE.COM CT P.O.S.: 5768 SALES TAX: 1.70	28.46
01-20	01-19	74116416019712396420856	RESERVATION * HOTELS 8888618331 CA	160.14CR
01-21	01-19	24692166020108657680590	UNITED 0162366159341 800-864-8331 TX KELM/JERRI DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SNA UA W SFO UA W FAT	249.29
01-21	01-19	24692166020108658390595	UNITED 0164363360478 UNITED.COM TX KELM /PREFERRED DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	22.56
01-21	01-19	24692166020108658390603	UNITED 0164363360479 UNITED.COM TX KELM /PREFERRED DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	16.11
01-21	01-19	24692166020108797618203	SOUTHWES 5267361939393 SOUTHWEST.COM TX KELM/JERRI DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 FAT WN P LAS WN P SNA	319.29
			Total Travel Activity	$653.50

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

RICARDO ROMERO 4485-9200-9654-8339	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,185.63	$0.00	$1,185.63

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-23	01-22	24137466022100266241133	TST* MEMPHIS RESTAURANT COSTA MESA CA P.O.S.: YN3wGktX0CHPmzMhn SALES TAX: 1.55	25.49
01-26	01-22	24692166023101413859829	FAIRFIELD INN AND SUIT LOS ALAMITOS CA K9 938 ARRIVAL: 01-21-26	258.59
01-26	01-23	24692166024102268973862	UNITED 0162367740256 UNITED.COM TX ROMERO/RICARDO DEPART: 02-08-26 P.O.S.: SALES TAX: $0.00 BUR UA V DEN UA V IDA UA L DEN UA L BUR	643.56
01-26	01-23	24692166024102269567986	UNITED 0164364523834 UNITED.COM TX ROMERO /BUNDLE EC DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	130.07
01-26	01-23	24692166024102269567994	UNITED 0164364523835 UNITED.COM TX ROMERO /BUNDLE EC DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	127.92
			Total Travel Activity	$1,185.63

MARCUS WHITE 4485-9201-0693-8900	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$690.35	$0.00	$690.35

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-29	01-29	24036296029716796441582	GUESTRS*FAIRFIELDI 800-468-3578 CT P.O.S.: 8900 SALES TAX: 39.84	690.35
			Total Travel Activity	$690.35

MACKENZIE DURAN 4485-9201-0993-6299	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$704.38	$0.00	$704.38

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-06	01-05	24116416005716155566768	HOTELBOOKING*SERVFEE 8007279059 UT 01KE7G0SZ6M0XVM8007279059 ARRIVAL: 01-05-26	17.99
01-07	01-05	24692166006106265703257	SOUTHWES 5262118041149 800-435-9792 TX DURAN/MACKENZIE DEPART: 02-04-26 P.O.S.: SALES TAX: $0.00 ONT WN A SMF WN F ONT	447.96
01-08	01-06	24692166007107084514833	COURTYARD BY MARRIOTT MODESTO CA WW JE ARRIVAL: 01-06-26	238.43
			Total Travel Activity	$704.38

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

LESLIE DOMBEK 4485-9201-4073-4588	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$893.58	$0.00	$893.58

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-22	01-20	24431066021364961103699	ALASKA AIR 0272130428309 SEATTLE WA DOMBEK/LESLIE DEPART: 02-10-26 P.O.S.: SALES TAX: $0.00 STS AS N SNA AS K STS	496.79
01-30	01-28	24431066029369372044186	ALASKA AIR 0272131462337 SEATTLE WA DOMBEK/LESLIE DEPART: 03-30-26 P.O.S.: SALES TAX: $0.00 STS AS N SNA AS V STS	396.79
			Total Travel Activity	$893.58

DANIEL HERTZLER 4485-9201-5003-7583	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$304.04	$0.00	$304.04

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-07	01-05	24692166006106265703398	SOUTHWES 5262118163574 800-435-9792 TX HERTZLER/DANIEL DEPART: 02-17-26 P.O.S.: SALES TAX: $0.00 LGB WN A SMF WN U LGB	304.04
			Total Travel Activity	$304.04

AYESHA VISHNANI 4485-9201-6120-2069	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$525.82	$0.00	$525.82

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-23	24692166024102413331537	SOUTHWES 5262124541232 800-435-9792 TX VISHNANI/AYESHA DEPART: 02-17-26 P.O.S.: SALES TAX: $0.00 HOU WN I SMF WN T HOU	525.82
			Total Travel Activity	$525.82

HUMAN RESOURCES DEPT 4485-9201-8412-3847	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$25.00	$0.00	$25.00

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-21	01-21	24493986021186302017229	CO SECRETARY STATE FEE 303-860-6962 CO P.O.S.: 46628116 SALES TAX: 0.00	25.00
			Total Purchasing Activity	$25.00

BRETT ADAM 4485-9201-8902-0733	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$786.44	$0.00	$786.44

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-12	01-09	24692166010109932311755	SOUTHWES 5262119932880 800-435-9792 TX ADAM/BRETT DEPART: 02-26-26 P.O.S.: SALES TAX: $0.00 LGB WN A SMF	208.48
01-12	01-09	24692166010109932311763	SOUTHWES 5262119921336 800-435-9792 TX ADAM/BRETT DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SMF WN U SNA WN U SMF	516.96
01-21	01-19	24692166020108798849963	SOUTHWES 5262122971074 800-435-9792 TX ADAM/BRETT DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SMF WN T SNA WN U SMF	61.00
			Total Travel Activity	$786.44

LACHELLE CARTER 4485-9280-5491-3049	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$614.73	$0.00	$614.73

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-22	24692166023101445025928	RAISING CANES 0625 GARDEN GROVE CA P.O.S.: 40037 SALES TAX: 1.67	20.76
01-26	01-22	24692166023101505878810	SOUTHWES 5262123976262 800-435-9792 TX CARTER/LACHILLE N DEPART: 02-04-26 P.O.S.: SALES TAX: $0.00 LGB WN N SMF WN C LGB	593.97
			Total Travel Activity	$614.73

FINANCE DEPARTMENT 4485-9280-8687-8368	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$72,446.85	$0.00	$72,446.85

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-02	12-31	24036295365718382095768	FACEBK *7GBXF85562 650-543-4800 CA P.O.S.: 25319644831053265 SALES TAX: 0.00	900.00
01-02	01-01	24036296001742474922968	TIKTOK ADS TIKTOK.COM CA P.O.S.: 90360348239381249 SALES TAX: 0.00	746.06
01-02	01-01	24204296001001738630065	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3DFF7C2AE SALES TAX: 0.00	503.08
01-02	01-02	24204296002000400984098	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2006889033686458368 SALES TAX: 0.00	235.31
01-02	01-01	24692166001101844991791	LINKEDIN *736213056 LNKD.IN/BILL CA P.O.S.: P736213056 SALES TAX: 0.00	88.96
01-02	01-01	24803946002920005710298	GOOGLE*ADS9121351564 CC GOOGLE.COM CA P.O.S.: V3232423173742061 SALES TAX: 0.00	4,461.40
01-05	01-05	24036296005742074365994	FACEBK *J6QBA9V462 650-543-4800 CA P.O.S.: 25411875471830165 SALES TAX: 0.00	900.00
01-05	01-02	24204296002001650956224	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E08A40C2 SALES TAX: 0.00	73.50

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-05	01-02	2444500600220020283659 3	4TE*SONITROL OF ORANGE CO 949-297-4357 CA P.O.S.: 343CBBFC0B3 SALES TAX: 0.00	252.86
01-05	01-02	2475542600217002555942 1	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	40.85
01-06	01-06	2420429600600010072709 0	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2008339883298521088 SALES TAX: 0.00	244.71
01-06	01-05	2480197600660604322058 1	DISABILITY MANAGEMENT EM 800-789-3632 CA P.O.S.: 202672189634 SALES TAX: 26.61	370.00
01-07	01-06	7448132600610018705011 1	ONTHEGOSYSTEMS WANCHAI (FOREIGN CURRENCY) $1.00 EUR 01/07 (RATE) 0.8547	1.17
01-07	01-06	7448132600610018705011 1	INTERNATIONAL TRANSACTION FEE	0.02
01-08	01-07	2403629600771447885555 5	FACEBK *9HFQY85562 650-543-4800 CA P.O.S.: 25378313311853065 SALES TAX: 0.00	899.18
01-08	01-07	2469216600710735664709 7	IN *MOD-DOC INC. 801-5738018 UT P.O.S.: 1283 SALES TAX: 0.00	65.00
01-09	01-07	2401339600800147541304 0	CITY OF PALMDALE PALMDALE CA P.O.S.: 1 SALES TAX: 0.00	152.81
01-09	01-08	2406466600910000227737 4	WWW* TESTMOZ.COM APTIBYTE.COM WA P.O.S.: ch2nr7jtpt1o24c6 SALES TAX: 0.00	25.00
01-09	01-09	2420429600900117718906 2	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E3AF3576 SALES TAX: 0.00	500.36
01-12	01-10	2400077601110001389710 3	USERWAY.ORG USERWAY.ORG DE P.O.S.: in1SoALvH78UnTfjnxgxCvZI SALES TAX: 0.00	490.00
01-12	01-09	2403629600974279880749 1	TIKTOK ADS TIKTOK.COM CA P.O.S.: 93476857023054608 SALES TAX: 0.00	990.00
01-12	01-10	2403629601071294727475 9	FACEBK *2XV2895562 650-543-4800 CA P.O.S.: 25403921605958865 SALES TAX: 0.00	900.00
01-12	01-10	2420429601000020087409 3	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2009789489018474496 SALES TAX: 0.00	233.24
01-12	01-09	2479338600900010786408 9	FACEBK *4X83C9D462 650-5434800 DE P.O.S.: 479338004894461 SALES TAX: 0.00	231.42
01-13	01-13	2403629601374233694990 8	FACEBK *4JTHUA9562 650-543-4800 CA P.O.S.: 25587304954287265 SALES TAX: 0.00	900.00
01-13	01-12	2480394601392000848329 6	GOOGLE*ADS9121351564 SUPPORT.GOOGL CA P.O.S.: V9005043852221925 SALES TAX: 0.00	12,000.00
01-13	01-12	2490641601224794008414 4	PY *INSECT IQ PEST CONTRO 209-5833288 CA P.O.S.: 69651b1214ac40dc4 SALES TAX: 0.00	94.72
01-13	01-13	7448132601310002859028 4	ONTHEGOSYSTEMS WANCHAI (FOREIGN CURRENCY) $99.00 EUR 01/13 (RATE) 0.8548	115.82
01-13	01-13	7448132601310002859028 4	INTERNATIONAL TRANSACTION FEE	1.74
01-14	01-14	2420429601400050082909 0	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2011240300441415680 SALES TAX: 0.00	248.19
01-16	01-15	2403629601571872797693 0	FACEBK *4TTJBAD562 650-543-4800 CA P.O.S.: 25527995840218165 SALES TAX: 0.00	900.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-19	01-18	24036296018742158167980	FACEBK *UMU2AB9562 650-543-4800 CA P.O.S.: 25634603909557365 SALES TAX: 0.00	900.00
01-19	01-16	24204296016001101755211	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E702A746 SALES TAX: 0.00	505.47
01-19	01-18	24204296018000300740097	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2012687988949168128 SALES TAX: 0.00	234.11
01-19	01-16	24497786016900019234696	LS&S LLC. 716-3483500 NY P.O.S.: 3146158 SALES TAX: 0.00	3,292.14
01-21	01-21	24036296021744576523369	FACEBK *R4X9RBZ462 650-543-4800 CA P.O.S.: 25687805707570465 SALES TAX: 0.00	900.00
01-22	01-21	24064666022100004375344	CITY OF CLEARLAKE, CA CLEARLAKE.CA. CA P.O.S.: ch3s94bctkkj608wb SALES TAX: 0.00	170.92
01-22	01-22	24204296022000200744094	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2014138040305487872 SALES TAX: 0.00	241.49
01-22	01-21	24803946022920003210883	GOOGLE*ADS9121351564 SUPPORT.GOOGL CA P.O.S.: V6934635714063359 SALES TAX: 0.00	12,000.00
01-26	01-23	24011346024100067813539	EVERGREENEDGROUP EVERGREENEDGR CO P.O.S.: ch3st8durwy11sgn SALES TAX: 0.00	649.00
01-26	01-23	24036296023714991272759	FACEBK *VFT9EBM462 650-543-4800 CA P.O.S.: 25649345458083165 SALES TAX: 0.00	900.00
01-26	01-26	24036296026742384806567	FACEBK *B7QB8CZ462 650-543-4800 CA P.O.S.: 25740429335641465 SALES TAX: 0.00	900.00
01-26	01-24	24204296024001035479094	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3EAD8E1D7 SALES TAX: 0.00	500.50
01-26	01-26	24204296026000100909090	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2015589004333965312 SALES TAX: 0.00	243.29
01-26	01-25	24692166025103278527267	HP *INSTANT INK 855-785-2777 CA P.O.S.: 4019479667094336 SALES TAX: 2.39	25.18
01-26	01-23	24755426023290230041133	RIFTON EQUIPMENT 800-5718198 NY P.O.S.: G1P93 SALES TAX: 0.00	2,654.03
01-28	01-27	24943006027878380922224	LRP PUBLICATIONS 561-622-6520 FL P.O.S.: BM0O5F11476E SALES TAX: 0.00	1,795.00
01-29	01-28	24036296028742749563505	FACEBK *V4JG9BV462 650-543-4800 CA P.O.S.: 25632601886424165 SALES TAX: 0.00	900.00
01-29	01-28	24116416028716748591219	CALIFORNIA CHARTER SCHOOL 213-244-1446 CA P.O.S.: 74859121 SALES TAX: 0.00	1,950.00
01-30	01-29	24204296029001768765094	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A27435830324239136 SALES TAX: 0.00	12,000.00
01-30	01-30	24204296030000200659094	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2017036567939514368 SALES TAX: 0.00	236.28
01-30	01-29	24755426029270290544451	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	57.75
			Total Purchasing Activity	$68,620.56

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-05	01-03	24692166003103780051240	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 2.85	39.63
01-05	01-03	24906416003247203196818	PY *STOR IT CLOVIS 559-32 559-3249675 CA P.O.S.: 69582cf23346ade17 SALES TAX: 9.28	116.00
01-15	01-14	24692166014103542042823	HOTELCOM73349334177043 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	414.32
01-19	01-16	24692166017106198490599	SOUTHWES 5262122087476 800-435-9792 TX HARRIS/CHANEL CATHLI DEPART: 04-26-26 P.O.S.: SALES TAX: $0.00 BDL WN C BWI WN C MSY WN A MDW WN A BDL	701.58
01-21	01-20	24692166020108887801289	HOTELCOM73353803686093 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	584.16
01-22	01-20	24692166021109680052319	SOUTHWES 5262123170141 800-435-9792 TX HEATHER VIZZINI/HEAT DEPART: 02-10-26 P.O.S.: SALES TAX: $0.00 SNA WN U SMF WN U SNA	516.96
01-30	01-29	24692166029106285863753	HOTELCOM73360545427206 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	876.60
01-30	01-29	24692166029106285909754	HOTELCOM73360567040045 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	577.04
			Total Travel Activity	$3,826.29

J.P.Morgan

JPMORGAN CHASE BANK NA
P.O. BOX 15918
MAIL SUITE DE1-1404
WILMINGTON DE 19850

ACCOUNT NUMBER	4485 9279 0004 8836
PAYMENT DUE DATE	02/24/2026
AMOUNT DUE	$79,160.12
CURRENT BALANCE	$79,160.12

Remit To: JPMORGAN CHASE BANK NA
P.O. BOX 4475
CAROL STREAM, IL 60197-4475

AMOUNT ENCLOSED $

CALOPS
DEBORAH LARSON
33272 VALLE RD
SAN JUAN CAPISTRANO CA 92675-4842

** 0000000

44859279000488360791601207916012 7

PLEASE TEAR PAYMENT COUPON AT PERFORATION

STATEMENT MESSAGES

COMMERCIAL ACCOUNT SUMMARY

ORGANIZATION NAME: CALOPS

ACCOUNT NUMBER: 4485927900048836

CLOSING DATE	01-30-26
CREDIT LIMIT	1,000,000
AVAILABLE CREDIT	920,840

FOR CUSTOMER SERVICE CALL:
1-800-316-6056

FOR TTY/TDD SERVICE CALL:
1-800-955-8060

SEND BILLING INQUIRIES TO:

JPMORGAN CHASE BANK NA
COMMERCIAL CARD SOLUTIONS
P.O. BOX 2015
MAIL SUITE IL1-6225
ELGIN, IL 60121

PREVIOUS BALANCE	90,868.32
PURCHASES AND OTHER CHARGES	79,320.26
CASH ADVANCES	.00
CREDITS	160.14
PAYMENTS	90,868.32-
LATE PAYMENT CHARGES	.00
CASH ADVANCE FEE	.00
FINANCE CHARGES	.00
NEW BALANCE	**79,160.12**
TOTAL PAYMENT DUE	79,160.12
DISPUTED AMOUNT	.00

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

COMMERCIAL ACCOUNT ACTIVITY

CALOPS
4485-9279-0004-8836

TOTAL COMMERCIAL ACTIVITY
$90,868.32CR

ACCOUNTING CODE:

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-26		AUTO PAYMENT DEDUCTION	90,868.32CR

INDIVIDUAL CARDHOLDER ACTIVITY

TRACY PINCKNEY
4485-9200-2045-3051

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$329.80	$0.00	$329.80

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-29	01-27	24692166028105476118036	SOUTHWES 5262125686226 800-435-9792 TX PINCKNEY/TRACY DEPART: 02-23-26 P.O.S.: SALES TAX: $0.00 SMF WN M LGB WN D SMF	329.80
			Total Travel Activity	$329.80

JERRI KELM
4485-9200-5377-5768

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$160.14	$813.64	$0.00	$653.50

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-12	01-11	24116416011744984116383	RESERVATION * HOTELS 8888618331 CA 6ENB95GZ8888618331 ARRIVAL: 01-10-26	177.93
01-20	01-19	24055236020620841029544	PRICELN*SOUTHWEST AIRL PRICELINE.COM CT P.O.S.: 5768 SALES TAX: 1.70	28.46
01-20	01-19	74116416019712396420856	RESERVATION * HOTELS 8888618331 CA	160.14CR
01-21	01-19	24692166020108657680590	UNITED 0162366159341 800-864-8331 TX KELM/JERRI DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SNA UA W SFO UA W FAT	249.29
01-21	01-19	24692166020108658390595	UNITED 0164363360478 UNITED.COM TX KELM /PREFERRED DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	22.56
01-21	01-19	24692166020108658390603	UNITED 0164363360479 UNITED.COM TX KELM /PREFERRED DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	16.11
01-21	01-19	24692166020108797618203	SOUTHWES 5267361939393 SOUTHWEST.COM TX KELM/JERRI DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 FAT WN P LAS WN P SNA	319.29
			Total Travel Activity	$653.50

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

RICARDO ROMERO 4485-9200-9654-8339	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,185.63	$0.00	$1,185.63

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-23	01-22	24137466022100266241133	TST* MEMPHIS RESTAURANT COSTA MESA CA P.O.S.: YN3wGktX0CHPmzMhn SALES TAX: 1.55	25.49
01-26	01-22	24692166023101413859829	FAIRFIELD INN AND SUIT LOS ALAMITOS CA K9 938 ARRIVAL: 01-21-26	258.59
01-26	01-23	24692166024102268973862	UNITED 0162367740256 UNITED.COM TX ROMERO/RICARDO DEPART: 02-08-26 P.O.S.: SALES TAX: $0.00 BUR UA V DEN UA V IDA UA L DEN UA L BUR	643.56
01-26	01-23	24692166024102269567986	UNITED 0164364523834 UNITED.COM TX ROMERO /BUNDLE EC DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	130.07
01-26	01-23	24692166024102269567994	UNITED 0164364523835 UNITED.COM TX ROMERO /BUNDLE EC DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	127.92
			Total Travel Activity	$1,185.63

MARCUS WHITE 4485-9201-0693-8900	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$690.35	$0.00	$690.35

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-29	01-29	24036296029716796441582	GUESTRS*FAIRFIELDI 800-468-3578 CT P.O.S.: 8900 SALES TAX: 39.84	690.35
			Total Travel Activity	$690.35

MACKENZIE DURAN 4485-9201-0993-6299	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$704.38	$0.00	$704.38

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-06	01-05	24116416005716155566768	HOTELBOOKING*SERVFEE 8007279059 UT 01KE7G0SZ6M0XVM8007279059 ARRIVAL: 01-05-26	17.99
01-07	01-05	24692166006106265703257	SOUTHWES 5262118041149 800-435-9792 TX DURAN/MACKENZIE DEPART: 02-04-26 P.O.S.: SALES TAX: $0.00 ONT WN A SMF WN F ONT	447.96
01-08	01-06	24692166007107084514833	COURTYARD BY MARRIOTT MODESTO CA WW JE ARRIVAL: 01-06-26	238.43
			Total Travel Activity	$704.38

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

LESLIE DOMBEK 4485-9201-4073-4588

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$893.58	$0.00	$893.58

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-22	01-20	24431066021364961103699	ALASKA AIR 0272130428309 SEATTLE WA DOMBEK/LESLIE DEPART: 02-10-26 P.O.S.: SALES TAX: $0.00 STS AS N SNA AS K STS	496.79
01-30	01-28	24431066029369372044186	ALASKA AIR 0272131462337 SEATTLE WA DOMBEK/LESLIE DEPART: 03-30-26 P.O.S.: SALES TAX: $0.00 STS AS N SNA AS V STS	396.79
			Total Travel Activity	$893.58

DANIEL HERTZLER 4485-9201-5003-7583

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$304.04	$0.00	$304.04

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-07	01-05	24692166006106265703398	SOUTHWES 5262118163574 800-435-9792 TX HERTZLER/DANIEL DEPART: 02-17-26 P.O.S.: SALES TAX: $0.00 LGB WN A SMF WN U LGB	304.04
			Total Travel Activity	$304.04

AYESHA VISHNANI 4485-9201-6120-2069

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$525.82	$0.00	$525.82

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-23	24692166024102413331537	SOUTHWES 5262124541232 800-435-9792 TX VISHNANI/AYESHA DEPART: 02-17-26 P.O.S.: SALES TAX: $0.00 HOU WN I SMF WN T HOU	525.82
			Total Travel Activity	$525.82

HUMAN RESOURCES DEPT 4485-9201-8412-3847

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$25.00	$0.00	$25.00

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-21	01-21	24493986021186302017229	CO SECRETARY STATE FEE 303-860-6962 CO P.O.S.: 46628116 SALES TAX: 0.00	25.00
			Total Purchasing Activity	$25.00

BRETT ADAM 4485-9201-8902-0733

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$786.44	$0.00	$786.44

ACCOUNTING CODE:

Continued on next page
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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-12	01-09	24692166010109932311755	SOUTHWES 5262119932880 800-435-9792 TX ADAM/BRETT DEPART: 02-26-26 P.O.S.: SALES TAX: $0.00 LGB WN A SMF	208.48
01-12	01-09	24692166010109932311763	SOUTHWES 5262119921336 800-435-9792 TX ADAM/BRETT DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SMF WN U SNA WN U SMF	516.96
01-21	01-19	24692166020108798849963	SOUTHWES 5262122971074 800-435-9792 TX ADAM/BRETT DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 SMF WN T SNA WN U SMF	61.00
			Total Travel Activity	$786.44

LACHELLE CARTER 4485-9280-5491-3049	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$614.73	$0.00	$614.73

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-26	01-22	24692166023101445025928	RAISING CANES 0625 GARDEN GROVE CA P.O.S.: 40037 SALES TAX: 1.67	20.76
01-26	01-22	24692166023101505878810	SOUTHWES 5262123976262 800-435-9792 TX CARTER/LACHILLE N DEPART: 02-04-26 P.O.S.: SALES TAX: $0.00 LGB WN N SMF WN C LGB	593.97
			Total Travel Activity	$614.73

FINANCE DEPARTMENT 4485-9280-8687-8368	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$72,446.85	$0.00	$72,446.85

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-02	12-31	24036295365718382095768	FACEBK *7GBXF85562 650-543-4800 CA P.O.S.: 25319644831053265 SALES TAX: 0.00	900.00
01-02	01-01	24036296001742474922968	TIKTOK ADS TIKTOK.COM CA P.O.S.: 90360348239381249 SALES TAX: 0.00	746.06
01-02	01-01	24204296001001738630065	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3DFF7C2AE SALES TAX: 0.00	503.08
01-02	01-02	24204296002000400984098	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2006889033686458368 SALES TAX: 0.00	235.31
01-02	01-01	24692166001101844991791	LINKEDIN *736213056 LNKD.IN/BILL CA P.O.S.: P736213056 SALES TAX: 0.00	88.96
01-02	01-01	24803946002920005710298	GOOGLE*ADS9121351564 CC GOOGLE.COM CA P.O.S.: V3232423173742061 SALES TAX: 0.00	4,461.40
01-05	01-05	24036296005742074365994	FACEBK *J6QBA9V462 650-543-4800 CA P.O.S.: 25411875471830165 SALES TAX: 0.00	900.00
01-05	01-02	24204296002001650956224	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E08A40C2 SALES TAX: 0.00	73.50

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-05	01-02	2444500600220020283659 3	4TE*SONITROL OF ORANGE CO 949-297-4357 CA P.O.S.: 343CBBFC0B3 SALES TAX: 0.00	252.86
01-05	01-02	2475542600217002555942 1	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	40.85
01-06	01-06	2420429600600010072709 0	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2008339883298521088 SALES TAX: 0.00	244.71
01-06	01-05	2480197600660604322058 1	DISABILITY MANAGEMENT EM 800-789-3632 CA P.O.S.: 202672189634 SALES TAX: 26.61	370.00
01-07	01-06	7448132600610018705011 1	ONTHEGOSYSTEMS WANCHAI (FOREIGN CURRENCY) $1.00 EUR 01/07 (RATE) 0.8547	1.17
01-07	01-06	7448132600610018705011 1	INTERNATIONAL TRANSACTION FEE	0.02
01-08	01-07	2403629600771447885555 5	FACEBK *9HFQY85562 650-543-4800 CA P.O.S.: 25378313311853065 SALES TAX: 0.00	899.18
01-08	01-07	2469216600710735664709 7	IN *MOD-DOC INC. 801-5738018 UT P.O.S.: 1283 SALES TAX: 0.00	65.00
01-09	01-07	2401339600800147541304 0	CITY OF PALMDALE PALMDALE CA P.O.S.: 1 SALES TAX: 0.00	152.81
01-09	01-08	2406466600910000227737 4	WWW* TESTMOZ.COM APTIBYTE.COM WA P.O.S.: ch2nr7jtpt1o24c6 SALES TAX: 0.00	25.00
01-09	01-09	2420429600900117718906 2	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E3AF3576 SALES TAX: 0.00	500.36
01-12	01-10	2400077601110001389710 3	USERWAY.ORG USERWAY.ORG DE P.O.S.: in1SoALvH78UnTfjnxgxCvZI SALES TAX: 0.00	490.00
01-12	01-09	2403629600974279880749 1	TIKTOK ADS TIKTOK.COM CA P.O.S.: 93476857023054608 SALES TAX: 0.00	990.00
01-12	01-10	2403629601071294727475 9	FACEBK *2XV2895562 650-543-4800 CA P.O.S.: 25403921605958865 SALES TAX: 0.00	900.00
01-12	01-10	2420429601000020087409 3	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2009789489018474496 SALES TAX: 0.00	233.24
01-12	01-09	2479338600900010786408 9	FACEBK *4X83C9D462 650-5434800 DE P.O.S.: 479338004894461 SALES TAX: 0.00	231.42
01-13	01-13	2403629601374233694990 8	FACEBK *4JTHUA9562 650-543-4800 CA P.O.S.: 25587304954287265 SALES TAX: 0.00	900.00
01-13	01-12	2480394601392000848329 6	GOOGLE*ADS9121351564 SUPPORT.GOOGL CA P.O.S.: V9005043852221925 SALES TAX: 0.00	12,000.00
01-13	01-12	2490641601224794008414 4	PY *INSECT IQ PEST CONTRO 209-5833288 CA P.O.S.: 69651b1214ac40dc4 SALES TAX: 0.00	94.72
01-13	01-13	7448132601310002859028 4	ONTHEGOSYSTEMS WANCHAI (FOREIGN CURRENCY) $99.00 EUR 01/13 (RATE) 0.8548	115.82
01-13	01-13	7448132601310002859028 4	INTERNATIONAL TRANSACTION FEE	1.74
01-14	01-14	2420429601400050082909 0	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2011240300441415680 SALES TAX: 0.00	248.19
01-16	01-15	2403629601571872797693 0	FACEBK *4TTJBAD562 650-543-4800 CA P.O.S.: 25527995840218165 SALES TAX: 0.00	900.00

Continued on next page
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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-19	01-18	24036296018742158167980	FACEBK *UMU2AB9562 650-543-4800 CA P.O.S.: 25634603909557365 SALES TAX: 0.00	900.00
01-19	01-16	24204296016001101755211	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3E702A746 SALES TAX: 0.00	505.47
01-19	01-18	24204296018000300740097	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2012687988949168128 SALES TAX: 0.00	234.11
01-19	01-16	24497786016900019234696	LS&S LLC. 716-3483500 NY P.O.S.: 3146158 SALES TAX: 0.00	3,292.14
01-21	01-21	24036296021744576523369	FACEBK *R4X9RBZ462 650-543-4800 CA P.O.S.: 25687805707570465 SALES TAX: 0.00	900.00
01-22	01-21	24064666022100004375344	CITY OF CLEARLAKE, CA CLEARLAKE.CA. CA P.O.S.: ch3s94bctkkj608wb SALES TAX: 0.00	170.92
01-22	01-22	24204296022000200744094	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2014138040305487872 SALES TAX: 0.00	241.49
01-22	01-21	24803946022920003210883	GOOGLE*ADS9121351564 SUPPORT.GOOGL CA P.O.S.: V6934635714063359 SALES TAX: 0.00	12,000.00
01-26	01-23	24011346024100067813539	EVERGREENEDGROUP EVERGREENEDGR CO P.O.S.: ch3st8durwy11sgn SALES TAX: 0.00	649.00
01-26	01-23	24036296023714991272759	FACEBK *VFT9EBM462 650-543-4800 CA P.O.S.: 25649345458083165 SALES TAX: 0.00	900.00
01-26	01-26	24036296026742384806567	FACEBK *B7QB8CZ462 650-543-4800 CA P.O.S.: 25740429335641465 SALES TAX: 0.00	900.00
01-26	01-24	24204296024001035479094	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3EAD8E1D7 SALES TAX: 0.00	500.50
01-26	01-26	24204296026000100909090	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2015589004333965312 SALES TAX: 0.00	243.29
01-26	01-25	24692166025103278527267	HP *INSTANT INK 855-785-2777 CA P.O.S.: 4019479667094336 SALES TAX: 2.39	25.18
01-26	01-23	24755426023290230041133	RIFTON EQUIPMENT 800-5718198 NY P.O.S.: G1P93 SALES TAX: 0.00	2,654.03
01-28	01-27	24943006027878380922224	LRP PUBLICATIONS 561-622-6520 FL P.O.S.: BM0O5F11476E SALES TAX: 0.00	1,795.00
01-29	01-28	24036296028742749563505	FACEBK *V4JG9BV462 650-543-4800 CA P.O.S.: 25632601886424165 SALES TAX: 0.00	900.00
01-29	01-28	24116416028716748591219	CALIFORNIA CHARTER SCHOOL 213-244-1446 CA P.O.S.: 74859121 SALES TAX: 0.00	1,950.00
01-30	01-29	24204296029001768765094	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A27435830324239136 SALES TAX: 0.00	12,000.00
01-30	01-30	24204296030000200659094	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2017036567939514368 SALES TAX: 0.00	236.28
01-30	01-29	24755426029270290544451	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	57.75
			Total Purchasing Activity	$68,620.56

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
01-05	01-03	24692166003103780051240	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 2.85	39.63
01-05	01-03	24906416003247203196818	PY *STOR IT CLOVIS 559-32 559-3249675 CA P.O.S.: 69582cf23346ade17 SALES TAX: 9.28	116.00
01-15	01-14	24692166014103542042823	HOTELCOM73349334177043 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	414.32
01-19	01-16	24692166017106198490599	SOUTHWES 5262122087476 800-435-9792 TX HARRIS/CHANEL CATHLI DEPART: 04-26-26 P.O.S.: SALES TAX: $0.00 BDL WN C BWI WN C MSY WN A MDW WN A BDL	701.58
01-21	01-20	24692166020108887801289	HOTELCOM73353803686093 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	584.16
01-22	01-20	24692166021109680052319	SOUTHWES 5262123170141 800-435-9792 TX HEATHER VIZZINI/HEAT DEPART: 02-10-26 P.O.S.: SALES TAX: $0.00 SNA WN U SMF WN U SNA	516.96
01-30	01-29	24692166029106285863753	HOTELCOM73360545427206 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	876.60
01-30	01-29	24692166029106285909754	HOTELCOM73360567040045 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	577.04
			Total Travel Activity	$3,826.29

J.P.Morgan

JPMORGAN CHASE BANK NA
P.O. BOX 15918
MAIL SUITE DE1-1404
WILMINGTON DE 19850

ACCOUNT NUMBER	4485 9279 0004 8836
PAYMENT DUE DATE	04/25/2026
AMOUNT DUE	$175,567.18
CURRENT BALANCE	$175,567.18

Remit To: JPMORGAN CHASE BANK NA
P.O. BOX 4475
CAROL STREAM, IL 60197-4475

AMOUNT ENCLOSED $

CALOPS
DEBORAH LARSON
33272 VALLE RD
SAN JUAN CAPISTRANO CA 92675-4842

** 0000000

44859279000488361755671817556718 9

PLEASE TEAR PAYMENT COUPON AT PERFORATION

STATEMENT MESSAGES

COMMERCIAL ACCOUNT SUMMARY

ORGANIZATION NAME: CALOPS

ACCOUNT NUMBER: 4485927900048836

CLOSING DATE	03-31-26
CREDIT LIMIT	1,000,000
AVAILABLE CREDIT	824,433

FOR CUSTOMER SERVICE CALL:
1-800-316-6056

FOR TTY/TDD SERVICE CALL:
1-800-955-8060

SEND BILLING INQUIRIES TO:

JPMORGAN CHASE BANK NA
COMMERCIAL CARD SOLUTIONS
P.O. BOX 2015
MAIL SUITE IL1-6225
ELGIN, IL 60121

PREVIOUS BALANCE	101,572.72
PURCHASES AND OTHER CHARGES	177,631.41
CASH ADVANCES	.00
CREDITS	2,064.23
PAYMENTS	101,572.72-
LATE PAYMENT CHARGES	.00
CASH ADVANCE FEE	.00
FINANCE CHARGES	.00
NEW BALANCE	**175,567.18**
TOTAL PAYMENT DUE	175,567.18
DISPUTED AMOUNT	.00

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

COMMERCIAL ACCOUNT ACTIVITY

CALOPS
4485-9279-0004-8836

TOTAL COMMERCIAL ACTIVITY
$101,572.72CR

ACCOUNTING CODE:

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-24	03-24		AUTO PAYMENT DEDUCTION	101,572.72CR

INDIVIDUAL CARDHOLDER ACTIVITY

BERNADETTE JAMERO
4485-9200-0441-9334

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$902.99	$0.00	$902.99

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2469216605810293406 1125	SWA*EXCS BAG5264314238600 800-435-9792 TX QUINTIA JAMERO/BERNA DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
03-02	02-26	2475542605826058610 0005	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667633 ARRIVAL: 02-23-26	867.99
			Total Travel Activity	$902.99

TRACY PINCKNEY
4485-9200-2045-3051

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$937.26	$0.00	$937.26

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2444500605830067 1265549	PMT*SAC CO AIRPORT PARKNG SACRAMENTO CA	50.00
03-02	02-26	2475542605826058609 9777	WESTIN (WESTIN HOTELS) LONG BEACH CA 2669192 ARRIVAL: 02-23-26	867.99
03-02	02-26	2479338605800346 1263096	LGB MARCHE LONG BEACH CA P.O.S.: 0962-09621-10085-26572778 SALES TAX: 0.00	19.27
			Total Travel Activity	$937.26

LEEANN HERNANDEZ
4485-9200-2310-5013

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$867.99	$0.00	$867.99

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2475542605826058609 587	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667631 ARRIVAL: 02-23-26	867.99
			Total Travel Activity	$867.99

Continued on next page

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

RYAN DREIFUS 4485-9200-2671-8184	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$900.15	$0.00	$900.15

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24755426058260588687017	LONG BEACH HILTON 562-9833400 CA 1583776 ARRIVAL: 02-23-26	900.15
			Total Travel Activity	$900.15

RICHARD SAVAGE 4485-9200-2831-6078	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$2,000.00	$0.00	$2,000.00

ACCOUNTING CODE:

Miscellaneous Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-12	03-11	24011346070100135629332	PREMIUM BUSINESS BASIC ABOUT.X.COM TX P.O.S.: in1T9rqAA3KZ32dPo1jHV3PIF SALES TAX: 0.00	2,000.00
			Total Miscellaneous Activity	$2,000.00

THANETTE SHORT 4485-9200-4711-7077	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,297.32	$0.00	$1,297.32

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24445006058300671279334	PMT*SAC CO AIRPORT PARKNG SACRAMENTO CA	105.00
03-02	02-26	24692166058102934059806	SWA*EXCS BAG5264314238596 800-435-9792 TX SHORT/THANETTE DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
03-02	02-26	24755426058260586099066	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667643 ARRIVAL: 02-22-26	1,157.32
			Total Travel Activity	$1,297.32

JERRI KELM 4485-9200-5377-5768	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$706.36	$1,038.34	$0.00	$331.98

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24445006058500616464723	STARBUCKS 02923 BAKERSFIELD CA P.O.S.: 694607 SALES TAX: 0.00	23.35
03-02	02-26	24755426058260586099553	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667626 ARRIVAL: 02-23-26	1,014.99
03-30	03-27	74692166087100490996338	SOUTHWES 5262132788691 800-435-9792 TX KELM/JERRI JEAN DEPART: 03-27-26 P.O.S.: SALES TAX: $0.00 DAL WN Y DAL	706.36CR
			Total Travel Activity	$331.98

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

HILARY BESSETTE 4485-9200-8762-2960	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$45.68	$0.00	$45.68

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2403454605900582157753 4	99009 - BUFFALO AIRPORT BUFFALO NY	45.68
			Total Travel Activity	$45.68

RICARDO ROMERO 4485-9200-9654-8339	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$446.80	$0.00	$446.80

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-24	03-22	2469216608210573061434 4	SOUTHWES 5262143825967 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 05-27-26 P.O.S.: SALES TAX: $0.00 BUR WN A OAK WN A BUR	446.80
			Total Travel Activity	$446.80

MARISSA CARTER 4485-9200-9937-2745	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$972.78	$0.00	$972.78

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2471705605818058220757 4	AIRPORT PARKING BOISE ID	84.00
03-02	02-26	2475542605826058609975 1	WESTIN (WESTIN HOTELS) LONG BEACH CA 2669507 ARRIVAL: 02-23-26	888.78
			Total Travel Activity	$972.78

MARCUS WHITE 4485-9201-0693-8900	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$2,056.29	$0.00	$2,056.29

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2494300605838573733320 6	HYATT REGENCY LONG BEACH LONG BEACH CA 44899093 ARRIVAL: 02-23-26	1,177.89
03-09	03-06	2405345606538999018132 2	AMERICAN AIR0012322843669 FORT WORTH TX WHITE/MARCUS DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 SBP AA H PHX AA H SLC AA S PHX	843.40
03-09	03-06	2405345606538999018133 0	AMERICAN AIR0014488624490 FORT WORTH TX MARCUS WHITE DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 SBP AA H PHX AA H SLC AA S PHX	35.00
			Total Travel Activity	$2,056.29

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

MACKENZIE DURAN 4485-9201-0993-6299	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,606.44	$0.00	$1,606.44

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-25	03-24	24717056083280836534697	SCHOOL SERVICES OF CALIFO 916-4467517 CA P.O.S.: JL2136W3OTOAWJGR SALES TAX: 0.00	290.00
03-25	03-24	24717056083280836534705	SCHOOL SERVICES OF CALIFO 916-4467517 CA P.O.S.: JSMIRJMCNT87KEGC SALES TAX: 0.00	290.00
			Total Purchasing Activity	$580.00

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24692166058102850056513	STARBUCKS STORE 58218 MURRIETA CA P.O.S.: 6348846EC3E4678870 SALES TAX: 0.00	11.45
03-02	02-26	24755426058260586099454	WESTIN (WESTIN HOTELS) LONG BEACH CA 2643964 ARRIVAL: 02-23-26	1,014.99
			Total Travel Activity	$1,026.44

JULIE COLOMBERO 4485-9201-2888-3134	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$5.60	$5.60	$0.00	$0.00

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-28	24692166060105283632640	SOUTHWES 5262135905917 800-435-9792 TX COLOMBERO/JULIE BETH DEPART: 04-04-26 P.O.S.: SALES TAX: $0.00 OAK WN A LAX	5.60
03-09	03-05	74692166065109929465902	SOUTHWES 5262135905917 800-435-9792 TX COLOMBERO/JULIE BETH DEPART: 03-05-26 P.O.S.: SALES TAX: $0.00 DAL WN Y DAL	5.60 CR
			Total Travel Activity	$0.00

AMY PHILLIPS 4485-9201-3459-5177	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,445.02	$0.00	$1,445.02

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-27	24431066059386251472075	KP NCAL 0209085 MOD MODESTO CA P.O.S.: 79105233 SALES TAX: 0.00	15.00
			Total Purchasing Activity	$15.00

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24445006058300671325525	PMT*SAC CO AIRPORT PARKNG SACRAMENTO CA	126.00
03-02	02-26	24755426058260586099314	WESTIN (WESTIN HOTELS) 562-4363000 CA 2667628 ARRIVAL: 02-23-26	867.99

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	2479338605800261734009 7	LGB BOATHOUSE LONG BEACH CA P.O.S.: 0967-09674-40070-26574865 SALES TAX: 0.00	109.23
03-30	03-26	24692166086109471760106	SWA*PREMSEAT5264320142100 800-435-9792 TX PHILLIPS/AMY CATHERI DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	50.00
03-30	03-26	24692166086109471760114	SOUTHWES 5262145142711 800-435-9792 TX PHILLIPS/AMY CATHERI DEPART: 06-16-26 P.O.S.: SALES TAX: $0.00 OAK WN Z SNA WN Z OAK	276.80
			Total Travel Activity	$1,430.02

LESLIE DOMBEK 4485-9201-4073-4588	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$451.54	$0.00	$451.54

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-11	03-09	24692166069103589097742	UNITED 0162382637189 UNITED.COM TX DOMBEK/LESLIE DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 SFO UA S SLC UA L SFO	389.45
03-31	03-29	24431066089404045922885	ALASKA AIR SEATTLE WA XXXXXXXXXXXXXXXXXXXX DEPART: 00-00-00 P.O.S.: SALES TAX: $0.00	35.00
03-31	03-30	24431066090404364313739	CHIPOTLE 1511 SEAL BEACH CA P.O.S.: 0184895623756983 SALES TAX: 0.00	27.09
			Total Travel Activity	$451.54

DANIEL HERTZLER 4485-9201-5003-7583	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$788.94	$0.00	$788.94

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-19	03-17	24164076077105441777932	STAPLES 00103853 SAN JUAN CAPI CA P.O.S.: 000108887 SALES TAX: 19.80	275.30
			Total Purchasing Activity	$275.30

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-11	03-09	24692166069103712103086	SOUTHWES 5262139147420 800-435-9792 TX HERTZLER/DANIEL DEPART: 05-18-26 P.O.S.: SALES TAX: $0.00 LGB WN A SLC WN J LGB	444.80
03-19	03-17	24692166077100712771136	THE STAND SAN JUAN C SAN JUAN CAPI CA P.O.S.: 010639 SALES TAX: 0.00	68.84
			Total Travel Activity	$513.64

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

MICHELE RUSHING 4485-9201-6255-0029	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$414.64	$0.00	$414.64

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-16	03-13	2469216607310745492452O	SOUTHWES 5262140635816 800-435-9792 TX RUSHING/MICHELE DEPART: 06-15-26 P.O.S.: SALES TAX: $0.00 SNA WN C OAK WN Z SNA	118.85
03-16	03-13	24692166073107454924538	SWA*PREMSEAT5264317545711 800-435-9792 TX RUSHING/MICHELE DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	24.00
03-16	03-14	2494300607439510214537 4	HYATT HOUSE EMERYVILLE 5106015880 CA 1683168835106015880 ARRIVAL: 06-15-26	271.79
			Total Travel Activity	$414.64

TIFFANY CARRASCO 4485-9201-6588-5331	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$939.66	$0.00	$939.66

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24755426058260586099769	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667634 ARRIVAL: 02-23-26	939.66
			Total Travel Activity	$939.66

JENNIFER BRUNNER 4485-9201-7126-5320	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,724.08	$0.00	$1,724.08

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24755426058260586099389	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667636 ARRIVAL: 02-23-26	1,014.99
03-02	02-26	24755426058260586101615	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	7.18
03-16	03-13	24692166073107454924579	SOUTHWES 5262140626857 800-435-9792 TX BRUNNER/JENNIFER L DEPART: 06-15-26 P.O.S.: SALES TAX: $0.00 SNA WN C OAK WN Z SNA	392.81
03-16	03-14	24943006074395102145366	HYATT HOUSE EMERYVILLE 5106015880 CA 1683168795106015880 ARRIVAL: 06-15-26	309.10
			Total Travel Activity	$1,724.08

RACHEL GRIMES 4485-9201-8346-4481	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$930.67	$0.00	$930.67

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24692166058102934058402	SWA¹EXCS BAG5264313700925 800-435-9792 TX GRIMES/RACHEL GRAY DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
03-02	02-26	24755426058260586099959	WESTIN (WESTIN HOTELS) LONG BEACH CA 2669208 ARRIVAL: 02-23-26	867.99
03-02	02-26	24793386058003464091098	LGB MARCHE LONG BEACH CA P.O.S.: 0962-09622-20134-26572788 SALES TAX: 0.00	27.68
			Total Travel Activity	$930.67

HUMAN RESOURCES DEPT 4485-9201-8412-3847	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$115.00	$0.00	$115.00

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-09	03-06	24717056066150668483993	WI DFI WS2 CFI CC EPAY 608-2617222 WI P.O.S.: WS2CFI013280812 SALES TAX: 0.00	65.00
03-26	03-25	24137556084630199473083	CT SECRETARY OF STATE 860-5096151 CT P.O.S.: 0 SALES TAX: 0.00	50.00
			Total Purchasing Activity	$115.00

BRETT ADAM 4485-9201-8902-0733	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$962.68	$0.00	$962.68

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24755426058260586099983	WESTIN (WESTIN HOTELS) LONG BEACH CA 2667653 ARRIVAL: 02-23-26	962.68
			Total Travel Activity	$962.68

MATTHEW BROCKWAY 4485-9201-9166-4221	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,014.99	$0.00	$1,014.99

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-26	24755426058260586099462	WESTIN (WESTIN HOTELS) LONG BEACH CA 2692992 ARRIVAL: 02-23-26	1,014.99
			Total Travel Activity	$1,014.99

ASHLEY LARSEN 4485-9201-9282-6654	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$363.00	$0.00	$363.00

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-11	03-10	24466286069675195558720	BREEZE AIRWAI3715F COTTONWOOD HE UT LARSEN ASHLEY DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 SNA MX H PVU MX C SNA	308.00
03-31	03-30	24466286089698015162743	BREEZE AIRWAI3715F COTTONWOOD HE UT LARSEN ASHLEY DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 SNA MX H PVU MX H SNA	55.00
			Total Travel Activity	$363.00

LACHELLE CARTER 4485-9280-5491-3049	CREDITS $0.00	PURCHASES $444.80	CASH ADV $0.00	TOTAL ACTIVITY $444.80

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-13	03-11	24692166071105547296064	SOUTHWES 5262139771569 800-435-9792 TX CARTER/LACHILLE N DEPART: 05-18-26 P.O.S.: SALES TAX: $0.00 LGB WN A SLC WN J LGB	444.80
			Total Travel Activity	$444.80

FINANCE DEPARTMENT 4485-9280-8687-8368	CREDITS $1,352.27	PURCHASES $152,792.35	CASH ADV $0.00	TOTAL ACTIVITY $151,440.08

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-27	24036296058716778395370	FACEBK *7NUC4FZ462 650-543-4800 CA P.O.S.: 26062117076805965 SALES TAX: 0.00	900.00
03-02	03-01	24036296060718042909065	FACEBK *BM2CGD5562 650-543-4800 CA P.O.S.: 25880275081656865 SALES TAX: 0.00	900.00
03-02	03-01	24036296060744128933092	TIKTOK ADS TIKTOK.COM CA P.O.S.: 12253650483675922 SALES TAX: 0.00	254.22
03-02	03-02	24036296061742281944426	FACEBK *PPKJHEH462 650-543-4800 CA P.O.S.: 25996332070051165 SALES TAX: 0.00	900.00
03-02	02-28	24204296059000603351097	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A37419343765515782 SALES TAX: 0.00	12,000.00
03-02	02-28	24204296059000901554095	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2027546752164450304 SALES TAX: 0.00	244.81
03-02	03-01	24204296060001828712094	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3FE378B2A SALES TAX: 0.00	283.55
03-02	02-27	24497786058900013131418	INDEPENDENT LIVING AIDS 800-5372118 NY P.O.S.: 8678698 SALES TAX: 0.00	51.35
03-02	03-01	24692166060105132613874	GOOGLE *ADS9121351564 CC@GOOGLE.COM CA P.O.S.: P1j7my1h SALES TAX: 0.00	561.51
03-03	03-02	24445006061200200972737	4TE*SONITROL OF ORANGE CO 949-297-4357 CA P.O.S.: BEB6C9600E2 SALES TAX: 0.00	252.86

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-04	03-03	24036296062744514364637	FACEBK *TPQN7F9562 650-543-4800 CA P.O.S.: 26073681622316165 SALES TAX: 0.00	900.00
03-04	03-04	24204296063000301025096	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 202899066715787264 SALES TAX: 0.00	240.46
03-05	03-04	24036296063744705948007	FACEBK *GY53REH462 650-543-4800 CA P.O.S.: 26022608844090165 SALES TAX: 0.00	900.00
03-05	03-04	24497786063900014331838	INDEPENDENT LIVING AIDS 800-5372118 NY P.O.S.: 1456769 SALES TAX: 0.00	3,095.00
03-06	03-05	24027626064067327435098	PAYPAL *CALIFORNIAA 402-935-7733 CA P.O.S.: 32743509 SALES TAX: 0.72	10.00
03-06	03-05	24036296064714914303178	FACEBK *ABN9WD5562 650-543-4800 CA P.O.S.: 25928948140122865 SALES TAX: 0.00	900.00
03-09	03-07	24036296066714159687556	FACEBK *LWE86FM462 650-543-4800 CA P.O.S.: 26068623786155365 SALES TAX: 0.00	900.00
03-09	03-08	24036296067712351587508	FACEBK *6E57NEV462 650-543-4800 CA P.O.S.: 26012558038428565 SALES TAX: 0.00	900.00
03-09	03-08	24204296067000001034097	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2030447510019002368 SALES TAX: 0.00	235.65
03-10	03-09	24036296068714561466779	FACEBK *UKSAGED462 650-543-4800 CA P.O.S.: 25991986487152365 SALES TAX: 0.00	900.00
03-10	03-09	24204296068001449329080	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P402E507C1 SALES TAX: 0.00	502.42
03-10	03-09	24692166068102710375358	GOOGLE *ADS9121351564 CC@GOOGLE.COM CA P.O.S.: P1jmr8eQ SALES TAX: 0.00	12,000.00
03-10	03-09	24692166068102947254467	SQ *WASIO FACES GOSQ.COM CA P.O.S.: 00023058430238929 SALES TAX: 1,096.45	12,950.00
03-10	03-09	24793386068000409952226	FACEBK *B6W6REV462 650-5434800 DE P.O.S.: 479338004894461 SALES TAX: 0.00	49.67
03-11	03-10	24036296069716740426359	FACEBK *2PCGBE5562 650-543-4800 CA P.O.S.: 25975118135505865 SALES TAX: 0.00	900.00
03-11	03-10	24692166069103870739242	IN *EVERJADE ENTERPRISES 833-5233633 NV P.O.S.: 398 SALES TAX: 0.00	300.00
03-12	03-11	24036296070712932616649	FACEBK *B7V96GZ462 650-543-4800 CA P.O.S.: 26180629824954765 SALES TAX: 0.00	900.00
03-12	03-12	24204296071000106383096	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2031983509958164480 SALES TAX: 0.00	256.36
03-12	03-11	74692166070104768421473	IN *EVERJADE ENTERPRISES 833-5233633 NV P.O.S.: 1AKKLY9F54EL SALES TAX: 0.00	270.00CR
03-13	03-12	24000776072100004813719	SOCAL BALLOONS SOCALBALLOONS CA P.O.S.: ch3qo7p751n52r SALES TAX: 0.00	800.00
03-13	03-12	24011346072100007204675	PHOTOBOOTH-OC.COM PHOTOBOOTH-OC CA P.O.S.: ch3sap5pc1al0ul SALES TAX: 0.00	1,550.00
03-13	03-13	24036296072712189307890	FACEBK *X7GZ3FV462 650-543-4800 CA P.O.S.: 26060873103597065 SALES TAX: 0.00	900.00
03-13	03-12	24497786071900016413287	INDEPENDENT LIVING AIDS 800-5372118 NY P.O.S.: 8750131 SALES TAX: 0.00	25.30

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-16	03-13	24013396072002752129763	ACT*SAN BDNO PARK/REC 909-3845233 CA P.O.S.: yWMjNr0g76291742 SALES TAX: 0.00	113.50
03-16	03-14	24036296073716456564959	FACEBK *9EF3TFM462 650-543-4800 CA P.O.S.: 26141479635536365 SALES TAX: 0.00	900.00
03-16	03-15	24036296074714675614043	FACEBK *E5KFWFM462 650-543-4800 CA P.O.S.: 26153288824355465 SALES TAX: 0.00	900.00
03-16	03-16	24204296074001983126084	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P406A4668C SALES TAX: 0.00	500.12
03-16	03-16	24204296075000705909099	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2033434458522279936 SALES TAX: 0.00	227.83
03-16	03-13	24692166072106659711980	4IMPRINT, INC 4IMPRINT.COM WI P.O.S.: 31011334 SALES TAX: 34.10	400.53
03-16	03-13	24906416072252742332557	CALLAWAY OGIO 800-2282767 CA P.O.S.: 10637800 SALES TAX: 387.50	5,837.50
03-17	03-16	24036296075744876891214	FACEBK *2AG6MGZ462 650-543-4800 CA P.O.S.: 26232686856415665 SALES TAX: 0.00	900.00
03-18	03-18	24036296077744079922350	FACEBK *R8DAHG9562 650-543-4800 CA P.O.S.: 26219132374437765 SALES TAX: 0.00	900.00
03-19	03-18	24036296077716203653135	SDGE COMMERCIAL PAYMENTS 800-411-7343 CA P.O.S.: 200515313520 SALES TAX: 0.00	726.74
03-19	03-19	24036296078712262288367	FACEBK *D6CB4F5562 650-543-4800 CA P.O.S.: 26061951550155865 SALES TAX: 0.00	900.00
03-20	03-19	24803946079920007370065	GOOGLE*ADS9121351564 SUPPORT.GOOGL CA P.O.S.: V3416445684805420 SALES TAX: 0.00	25,000.00
03-23	03-22	24011346081100031318391	BITLY.COM BITLY.COM NY P.O.S.: in1TDZc3Lq5p68uFZiXKOWfJ1 SALES TAX: 0.00	348.00
03-23	03-20	24036296079714531972978	FACEBK *L8Q2AGH462 650-543-4800 CA P.O.S.: 26193829320301465 SALES TAX: 0.00	900.00
03-23	03-21	24036296080714752295403	FACEBK *B9CHVG9562 650-543-4800 CA P.O.S.: 26261836643500665 SALES TAX: 0.00	900.00
03-23	03-21	24036296080718607859370	TIKTOK ADS TIKTOK.COM CA P.O.S.: 19495648215352080 SALES TAX: 0.00	2,292.00
03-23	03-23	24036296082716946644618	FACEBK *9VMNHGH462 650-543-4800 CA P.O.S.: 26220472587637065 SALES TAX: 0.00	900.00
03-23	03-22	24204296081001140606227	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P40A2AF435 SALES TAX: 0.00	500.87
03-23	03-22	24692166081105025071904	HP *INSTANT INK 855-785-2777 CA P.O.S.: 4068407764387751 SALES TAX: 3.18	33.47
03-24	03-24	24036296083744169109159	FACEBK *WZU9CGD562 650-543-4800 CA P.O.S.: 26201600766190965 SALES TAX: 0.00	900.00
03-24	03-23	24204296082000507177094	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2036021558778138624 SALES TAX: 0.00	344.68
03-24	03-23	74013396082004957063204	CITY OF ANTIOCH ANTIOCH CA	500.00CR
03-25	03-24	24013396083005186039554	ACT*SANJOSEPARKSANDREC 408-5353570 CA P.O.S.: yX3pvOfR50715082 SALES TAX: 0.00	970.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-25	03-24	2490641608325359708297 1	PY *INSECT IQ PEST CONTRO 209-5833288 CA P.O.S.: 69c28df6471fe4309 SALES TAX: 0.00	94.72
03-26	03-25	2401339608400541605744 1	ACT*CITY OF DOWNEY 562-9047238 CA P.O.S.: yYDAIJLZ85122386 SALES TAX: 0.00	100.00
03-26	03-25	2403629608474236055182 2	FACEBK *J2BYXFR462 650-543-4800 CA P.O.S.: 26158613317156365 SALES TAX: 0.00	900.00
03-26	03-25	2406466608410005217824 9	ALVAREZRENTALS ALVAREZRENTAL CA P.O.S.: 231214110 SALES TAX: 0.00	163.89
03-26	03-25	2406466608410005227886 6	ALVAREZRENTALS ALVAREZRENTAL CA P.O.S.: 231214110 SALES TAX: 0.00	491.04
03-26	03-25	2490641608425366820007 1	COLLEGEBOARD*PRODUCTS 212-7138165 NY P.O.S.: 162869328 SALES TAX: 0.00	400.00
03-27	03-26	2401134608610001123123 9	FAGEN FRIEDMAN & FULFR WWW.F3LAW.COM CA P.O.S.: ch3279up9no0x6lqsl SALES TAX: 0.00	1,450.00
03-27	03-26	2401134608610001160592 9	BRAINPOP.COM BRAINPOP.COM NY P.O.S.: in1TFGcXA4QuqyXtj3KXNuP4M SALES TAX: 0.00	350.00
03-27	03-26	2403629608571257956054 1	FACEBK *W6QUVGH462 650-543-4800 CA P.O.S.: 26263078840043165 SALES TAX: 0.00	900.00
03-27	03-26	2469216608510863685043 1	IN *EVERJADE ENTERPRISES 833-5233633 NV P.O.S.: 473 SALES TAX: 0.00	300.00
03-30	03-27	2403629608671679231425 4	FACEBK *GKT55HM462 650-543-4800 CA P.O.S.: 26288540230830365 SALES TAX: 0.00	899.84
03-30	03-29	2403629608871402722411 5	FACEBK *7W9TUHZ462 650-543-4800 CA P.O.S.: 26371273739223665 SALES TAX: 0.00	900.00
03-30	03-27	2475542608715087140115 7	SCHOOL HEALTH CORPORATION 866-3236465 IL P.O.S.: 12345 SALES TAX: 18.77	286.86
03-30	03-28	7432303608729063400691 2	CITY OF ONTARIO-REC CT ONTARIO CA P.O.S.: 1543496262 SALES TAX: 0.00	275.00CR
03-31	03-30	2403629608971225175501 9	FACEBK *KUGJRH9562 650-543-4800 CA P.O.S.: 26359828660368165 SALES TAX: 0.00	900.00
03-31	03-30	2475542608917089499507 4	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	57.75
03-31	03-30	7401339608900650006268 5	SAN BERNARDINO PARKS AND SAN BERNARDIN CA	75.00CR
			Total Purchasing Activity	$108,932.50

Telecommunication Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-28	2469216605910437680363 3	ADT SECURITY*404964992 WWW.ADT.COM FL P.O.S.: 00000000000000000 SALES TAX: 9.17	111.18
03-31	03-30	2469216608910251349230 6	ADT SECURITY*404964992 WWW.ADT.COM FL P.O.S.: 00000000000000000 SALES TAX: 9.17	111.18
			Total Activity	$222.36

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-02	02-28	24692166059104382584797	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 2.71	37.74
03-04	03-03	24692166062107485818546	HOTELCOM73387526402849 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	228.06
03-04	03-03	24692166062107485836068	HOTELCOM73387533189200 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	277.71
03-04	03-03	24692166062107485844062	HOTELCOM73387536175028 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	175.67
03-04	03-03	24692166062107485856512	HOTELCOM73387541092477 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	230.39
03-04	03-03	24692166062107485864623	HOTELCOM73387544318657 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	200.11
03-04	03-03	24906416062251895100938	PY *STOR IT CLOVIS 559-32 559-3249675 CA P.O.S.: 69a5fcf4436867f15 SALES TAX: 9.28	116.00
03-04	03-04	74692166063107536862059	HOTELCOM73387541092477 HOTELS.COM WA P.O.S.: V51OUTHTJ SALES TAX: 0.00	32.16CR
03-05	03-04	74692166063108165023492	HOTELCOM73387544318657 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	200.11CR
03-09	03-06	24692166065100120574498	HOTELCOM73389937122454 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	186.48
03-09	03-06	24692166065100153175221	HOTELCOM73389960709234 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	142.92
03-09	03-05	24692166065109928660458	SOUTHWES 5262137764994 800-435-9792 TX STURTEVANT/JONATHAN DEPART: 03-17-26 P.O.S.: SALES TAX: $0.00 RNO WN G LAS WN G ONT	188.20
03-09	03-05	24692166065109928660466	SOUTHWES 5262137771890 800-435-9792 TX STURTEVANT/JONATHAN DEPART: 03-22-26 P.O.S.: SALES TAX: $0.00 BUR WN C RNO	189.40
03-09	03-06	24692166065109945185554	MARRIOTT SANTA CLARA 895-980-4000 CA M06612 ARRIVAL: 03-06-26	5,899.32
03-09	03-07	24692166066101199836403	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 1.84	25.71
03-12	03-11	24692166070104586480706	MARRIOTT DT CITY CREEK 801-531-0800 UT M07176 ARRIVAL: 03-11-26	200.00
03-12	03-11	24692166070104698012777	HOTELCOM73393949075013 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	149.58
03-12	03-11	24692166070104736087435	HOTELCOM73393973829212 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	1,170.20
03-13	03-12	24692166071105669111471	HOTELCOM73394851018649 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	225.18
03-13	03-12	24692166071105722255661	HOTELCOM73394855015804 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	220.40
03-13	03-12	24692166071105722269944	HOTELCOM73394859585249 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	926.00

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INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-13	03-13	246921660721058355889 73	HOTELCOM73394915368035 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	746.08
03-13	03-13	24692166072105835607625	HOTELCOM73394921222425 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	225.18
03-16	03-14	24692166073107645732154	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 3.45	48.01
03-18	03-17	24692166076100230284175	HOTELCOM73398619299870 HOTELS.COM WA P.O.S.: HK5NZ8FCQ SALES TAX: 0.00	33.95
03-19	03-18	24692166077101165624483	HOTELCOM73399390327002 HOTELS.COM WA P.O.S.: EGKRP3L1J SALES TAX: 0.00	298.07
03-19	03-18	24692166077101185789050	HOTELCOM73399406055657 HOTELS.COM WA P.O.S.: ZNODFLEQX SALES TAX: 0.00	151.07
03-19	03-18	24692166077101291614127	HOTELCOM73399462242261 HOTELS.COM WA P.O.S.: W18FPGXM4 SALES TAX: 0.00	151.07
03-19	03-19	24692166078101342702631	HOTELCOM73399476534046 HOTELS.COM WA P.O.S.: HOOI4I5RY SALES TAX: 0.00	151.07
03-19	03-17	2494300607739691963 2783	DISNEYLAND TICKETS 714-781-4669 CA P.O.S.: 07701296 SALES TAX: 0.00	24,388.00
03-23	03-20	24692166079102976140246	HOTELCOM73400887961898 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	173.48
03-23	03-20	24692166079103043665975	HOTELCOM73400962461058 HOTELS.COM WA P.O.S.: 5TSR0OT4K SALES TAX: 0.00	374.07
03-24	03-24	24692166083106022583154	HOTELCOM73403333581494 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	540.36
03-24	03-24	24692166083106070979239	HOTELCOM73403342444815 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	270.53
03-27	03-26	24717056086870861940566	DELTA AIR 0062417941089 800-2211212 CA RONEY/COURTNEY DEPART: 04-15-26 P.O.S.: SALES TAX: $0.00 CVG DL E SLC DL E SNA DL E SLC DL E CVG	578.41
03-30	03-28	24692166087100702853868	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 1.74	24.33
			Total Travel Activity	$38,710.48

Miscellaneous Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-12	03-11	24430996070676583316121	APPLE.COM/BILL 800-275-2273 CA P.O.S.: 76010243 SALES TAX: 0.00	149.99
03-13	03-13	24692166072105868151491	APPLE.COM/BILL 866-712-7753 CA P.O.S.: MTZ4GG85VSa0 SALES TAX: 0.00	249.99
03-23	03-21	24692166080103238748849	APPLE.COM/BILL 866-712-7753 CA P.O.S.: MTZ4H52Q5La0 SALES TAX: 0.00	299.99
03-27	03-27	24692166086108832663561	APPLE.COM/BILL 866-712-7753 CA P.O.S.: MTZ4HQFTB8a0 SALES TAX: 0.00	2,874.77
			Total Miscellaneous Activity	$3,574.74

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

ACADEMIC DECATHLON 4485-9281-7543-0709	CREDITS $0.00	PURCHASES $2,166.40	CASH ADV $0.00	TOTAL ACTIVITY $2,166.40

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-20	03-19	24036296078714396618956	EZCATER*IKES LOVE SAN 800-488-1803 MA P.O.S.: UWM2F2 SALES TAX: 17.72	206.72
03-20	03-20	24036296079744439218646	EZCATER*TERIYAKI MADNE 800-488-1803 MA P.O.S.: F06UZ5 SALES TAX: 25.09	300.09
03-23	03-20	24036296079742575648998	EZCATER*DAVES HOT CHIC 800-488-1803 MA P.O.S.: T90YX0 SALES TAX: 22.81	272.81
03-23	03-21	24036296080714620596891	EZCATER*UNA MAS MEXICA 800-488-1803 MA P.O.S.: G1GWF8 SALES TAX: 20.33	237.20
03-23	03-21	24036296080718768990006	EZCATER*IKES LOVE SAN 800-488-1803 MA P.O.S.: E85MP8 SALES TAX: 17.72	206.72
03-23	03-22	24036296081716805729196	EZCATER*TOMATINA 800-488-1803 MA P.O.S.: 2R9QZT SALES TAX: 16.87	201.72
03-23	03-22	24036296081718802899667	EZCATER*COLD STONE CRE 800-488-1803 MA P.O.S.: E2JZR3 SALES TAX: 3.65	3.65
			Total Purchasing Activity	$1,428.91

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-19	03-18	24164076077060216290811	NATIONAL CAR RENTAL ONTARIO CA 867457339	185.57
03-20	03-18	24055236078685277425129	HABIT TEJON RANCH #166 ARVIN CA P.O.S.: 703559498518881 SALES TAX: 0.00	81.58
03-24	03-23	24013396082004879135531	BURBANK AIRPORT FOOD & BE BURBANK CA	39.79
03-24	03-23	24164076082060216225190	ENTERPRISE RENT-A-CAR SAN JOSE CA 964571284	205.10
03-24	03-22	24692166082105668314685	IN-N-OUT SANTA CLARA SANTA CLARA CA P.O.S.: 046371 SALES TAX: 0.00	51.67
			Total Travel Activity	$563.71

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-19	03-18	24034546077003803302177	76 - SNG 107 107 FIREBAUGH CA P.O.S.: P59012 SALES TAX: 0.00	69.25
03-20	03-18	24427336078710001782519	ROTTEN ROBBIE #33 SANTA CLARA CA P.O.S.: 02010640033VPRY7040178868 SALES TAX: 2.28	27.29
03-24	03-22	24231686082690157904547	ARCO 905147 PASADENA CA P.O.S.: 00029041 SALES TAX: 0.00	77.24
			Total Fleet Activity	$173.78

Coversheet

Ratification of Special Education Service Contracts (attached)

Section: V. Consent Items
Item: F. Ratification of Special Education Service Contracts (attached)
Purpose: Vote
Submitted by:
Related Material:
260414 SPED Contracts.pdf
SHARE 2025-26 Service Agreement CalOPS - FULLY EXECUTED 2026-03-03.pdf
TES 2025-26 Master Contract CalOPS - FULLY EXECUTED 2026-03-04.pdf
Kadiant 2025-26 Master Contract CalOPS - FULLY EXECUTED 2026-03-24.pdf
Autism Behavior 2025-26 Service Agreement CalOPS - FULLY EXECUTED 2026-03-20.pdf

California Online Public Schools

SPED Contracts

April CalOPS Board Meeting

NEW CONTRACTS	
2025-26 SERVICE PROVIDERS/CONTRACTS	**Contract Status**
SHARE Speech and Language Co., Inc.	FULLY EXECUTED 3/3/2026
Total Education Solutions-San Diego	FULLY EXECUTED 3/4/2026
Autism Behavior Services, Inc.	FULLY EXECUTED 3/20/2026
Kadiant, LLC	FULLY EXECUTED 3/24/2026

California Online Public Schools

Independent Contractor Agreement/Service Agreement

This Agreement ("Agreement") is entered into as of the 24th of February, 2026 by and **SHARE Speech and Language Co., Inc.**, hereinafter referred to as "the VENDOR" and **California Online Public Schools** hereinafter referred to as "the BOARD".

The Board and the Vendor agree to the terms and conditions set forth below and in accompanying Exhibits, attached incorporated herein.

The Vendor and the Board Agree:

1. Scope of Services:
   a. The Vendor will provide the Board with **Speech and Language IEE** services rendered by qualified, **SLP**.
   b. The Vendor will provide services as described as direct or indirect therapy services as indicated on each student's Individual Education Program (IEP) that shall include, but is not limited to: planning, therapy, assessments, report and IEP writing, participation in IEP reviews and parent conferences, related travel, consultations with classroom teachers and other staff members, management of required documentation and attendance.

2. Term and Termination:
   a. The term of this Agreement shall commence on **2/24/26**, unless terminated earlier in accordance with the terms and conditions set-forth.
   b. Termination without Cause: Either party has the right to terminate the Agreement without cause by giving 30 days written notice.
   c. Termination with Cause: Either party reserves the right to terminate this Agreement immediately if the other party fails to comply with any terms or conditions of this Agreement and such failure continues for 15 days following receipt of written notice.

3. Compensation:
   a. To provide **Speech and Language IEE** services to Board until 16th day of June, 2026 excluding those days as determined by the district as holidays or closings.
   b. The rate established by mutual agreement, shall be per fully qualified, and Certified **SLP** at a rate of $3,000.00/flat rate.
   c. The Board will provide payment to the Vendor within 30 business days of receipt of a submitted invoice. The invoice will contain description, location, time and date of services.
   d. The 30-to-45-day period refers to business days, not calendar days. Please account for all holidays and breaks during fall, winter, spring, and summer, as these may extend the review time for invoices scheduled within the 30-to-45-day window. Any invoices submitted after work hours or during holidays and breaks will be considered received on the next business day.

f. To avoid delays, invoices should be submitted within 30 days following the end of the previous attendance month. If there are any errors, the review process will be paused until a corrected invoice is received, and processing will be based on the date of the revised submission. Late submissions or invoice errors will result in a longer payment timeline.

g. If students in the Vendor's caseload are approved to receive Extended School Year (ESY) services based on their IEPs, the current school year rates will apply. The Board will not pay for non-ESY services and services that fall outside of the contracted school year (i.e. after June 30th and before the 1st day of school of the following school year), unless it has been pre-approved by the Board's Director of Student Services.

h. VENDOR shall utilize the approved electronic IEP system of the LEA for all IEP planning and progress reporting at the LEA's discretion. Progress Reports are to be completed in special education data system twice annually near the end of each semester by the due dates determined and communicated by LEA. It is understood that planning and preparation for an IEP meeting is not considered a billable, "Progress Report". Preparation for an IEP meeting is part of VENDOR's professional responsibility and is not a billable service under this agreement. Planning and preparation for IEP meetings should be done upon request and/or pursuant to LEA policy and procedures. Preparation for IEP meetings should, at a minimum, include updating IEP goals and students' present levels of performance, and reviewing current services to ensure appropriateness.

i. VENDOR shall provide to LEA assessments and written assessment reports by service providers upon request and/or pursuant to LEA policy and procedures. It is understood that the The LEA or SELPA may provide training for any VENDOR to ensure access to the approved system. The VENDOR shall maintain confidentiality of all IEP data on the approved system and shall protect the password requirements of the system.

California Online Public Schools

4. Independent Contractor:

a. Both parties agree that the terms of the Agreement do not constitute a formation of a partnership, joint venue, employer-employee, or other relationship and no form of agency exists between the parties.
b. Board agrees to submit W-9 form with Vendor submitting a completed W-9 form and Request for Taxpayer Identification Number and Certification with social security number/ federal identification number.
c. The Vendor shall provide California Online Public Schools with a copy of the provider's license/credential, as applicable, along with the verified dates of California DOJ and FBI background checks, fingerprint clearance, and Tuberculosis Test clearance for all employees, approved subcontractors, and/or volunteers prior to such individuals starting to work with any student.

Initial

d. The Vendor is responsible for monitoring and ensuring the continued validity of all submitted documents. Renewed or updated documentation should be submitted promptly, either before or at the time of e piration.

Initial

5. Insurance/License:

a. The Vendor agrees to maintain professional liability and malpractice insurance with the following minimum limits of liability: $1,000,000. Per occurrence and $5,000,000 in the aggregate and provide the Board with proof of insurance upon request.
b. The Vendor is certified by the State of California in the performances of the Services provided herein and agrees to provide proof upon request.

6. Direct Hire-Non-Solicitation:

a. Board agrees to notify Vendor in writing of its intent to hire, enter into an arrangement to hire, or contract for services with any personnel who worked for Vendor in scheduled assignment in a facility during the preceding six (6) month period. In the event the Board does hire such personnel, the Board agrees to pay Vendor a one time hire "Fee" of $2,000.

7. General:

a. This agreement shall be governed by the State of California, and governing regulatory rules, all which are incorporated herein.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed, and do each represent that their respective signatory, whose signature appears below, is fully authorized to execute this Agreement.

By: California Online Public Schools
Name: Mackenzie Duran
Title: Director of Student Services
Date: 02/26/2026

Signature Signed by: Mackenzie Duran 5CF7080748C6400...

VENDOR
By: SHARE Speech & Language Co., Inc.
Name: Sharon Oh
Title: CEO
Date: 03/03/2026

Signature Signed by: 2F39D07321C2472...



2026 IEE Rate Sheet

Service	Cost
Full Evaluation (Speech/Language) including school observation, formal report, attendance at one IEP meeting	$3000
Additional IEP meeting attendance	$300/per meeting

NONPUBLIC, NONSECTARIAN SCHOOL/AGENCY SERVICES

MASTER CONTRACT

2025-2026

Master Contract

GENERAL AGREEMENT FOR NONSECTARIAN, NONPUBLIC SCHOOL AND AGENCY SERVICES

CALIFORNIA ONLINE PUBLIC SCHOOLS:
California Online Public Schools Central Coast,
California Online Public Schools Central Valley,
California Online Public Schools Monterey Bay,
California Online Public Schools North Bay,
California Online Public Schools Northern California,
LEA California Online Public Schools Southern California

Contract Year **2025-2026**

_____ Nonpublic School

X Nonpublic Agency

Type of Contract:

X Master Contract for fiscal year with Individual Service Agreements (ISA) to be approved throughout the term of this contract.

_____ Individual Master Contract for a specific student incorporating the Individual Service Agreement (ISA) into the terms of this Individual Master Contract specific to a single student.

_____ Interim Contract: an extension of the previous fiscal years approved contracts and rates. The sole purpose of this Interim Contract is to provide for ongoing funding at the prior year's rates for 90 days at the sole discretion of the LEA. Expiration Date:_____

When this section is included as part of any Master Contract, the changes specified above shall amend Section 4 – Term of Master Contract.

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2025-2026 **CONTRACT NUMBER:**

LOCAL EDUCATION AGENCY: California Online Public Schools

NONPUBLIC SCHOOL/AGENCY/RELATED SERVICES PROVIDER:

Total Education Solutions - San Diego

NONPUBLIC, NONSECTARIAN SCHOOL/AGENCY SERVICES MASTER CONTRACT

GENERAL PROVISIONS

1. MASTER CONTRACT

This Master Contract (or "Contract") is entered into on **February 27, 2026** , between **California Online Public Schools which includes California Online Public Schools Central Coast, California Online Public Schools Central Valley, California Online Public Schools Monterey Bay, California Online Public Schools North Bay, California Online Public Schools Northern California, and California Online Public Schools Southern California**, hereinafter referred to as the local educational agency ("LEA"), a member of the **El Dorado** SELPA and

Total Education Solutions-San Diego

(nonpublic, nonsectarian school or agency), hereinafter referred to as NPS/A or "CONTRACTOR" for the purpose of providing special education and/or related services to students with exceptional needs under the authorization of California Education Code sections 56157, 56361 and 56365 *et seq*. and Title 5 of the California Code of Regulations section 3000 *et seq*., AB 490 (Chapter 862, Statutes of 2003) and AB 1858 (Chapter 914, Statutes of 2004). It is understood that this agreement does not commit the LEA to pay for special education and/or related services provided to any student, or CONTRACTOR to provide such special education and/or related services, unless and until an authorized LEA representative approves the provision of special education and/or related services by CONTRACTOR.

Upon acceptance of a student, LEA shall submit to CONTRACTOR an Individual Service Agreement (hereinafter referred to as "ISA"). Unless otherwise agreed in writing, these forms shall acknowledge CONTRACTOR's obligation to provide all relevant services specified in the student's Individualized Education Program (hereinafter referred to as "IEP"). The ISA shall be executed within ninety (90) days of a student's enrollment. LEA and CONTRACTOR shall enter into an ISA for each student served by CONTRACTOR. As available and appropriate, the LEA shall make available access to any electronic IEP system and/or electronic database for the development of the ISA and invoices.

Unless placement and/or services is made pursuant to an Office of Administrative Hearings (hereinafter referred to as "OAH") order, a lawfully executed settlement agreement between LEA and parent or authorized by LEA for a transfer student pursuant to California Education Code section 56325, LEA is not responsible for the costs associated with NPS placement or NPS/A services until the date on which an IEP team meeting is convened, the IEP team determines that a NPS placement is appropriate, and the IEP is signed by the student's parent.

2. CERTIFICATION AND LICENSES

CONTRACTOR shall be certified by the California Department of Education (hereinafter referred to as "CDE") as a NPS/A. All NPS/A services shall be provided consistent with the area of certification and licensure specified by CDE Certification and as defined in California Education Code, section 56366 et seq

and within the professional scope of practice of each provider's license, certification, and/or credential. A current copy of CONTRACTOR's NPS/A certification or a waiver of such certification issued by the CDE pursuant to Education Code section 56366.2 must be provided to LEA on or before the date this Agreement is executed by CONTRACTOR. This Master Contract shall be null and void if such certification or waiver is expired, revoked, rescinded, or otherwise nullified during the effective period of this Master Contract.

Total student enrollment shall be limited to capacity as stated on CDE certification and in Section 24 of the Master Contract.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this State shall be certified and all staff persons providing services to pupils shall be certified and/or licensed by that state to provide, respectively, special education and related services and designated instruction and related services to pupils under the federal Individuals with Disabilities Education Act (20 U.S.C. Sec. 1400 et seq.).

If CONTRACTOR is a licensed children's institution (hereinafter referred to as "LCI"), CONTRACTOR shall be licensed by the state, or other public agency having delegated authority by contract with the state to license, to provide nonmedical care room and board to children, including, but not limited to, individuals with exceptional needs. The LCI must also comply with all licensing requirements relevant to the protection of the child, and have a special permit, if necessary, to meet the needs of each child so placed. If the CONTRACTOR operates a program outside of this State, CONTRACTOR must obtain all required licenses from the appropriate licensing agency in both California and in the state where the LCI is located.

With respect to CONTRACTOR's certification, failure to notify the LEA and CDE in writing of any changes in: (1) credentialed/licensed staff; (2) ownership; (3) management and/or control of the agency; (4) major modification or relocation of facilities; or (5) significant modification of the program may result in the suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

3. COMPLIANCE WITH LAWS, STATUTES, REGULATIONS

During the term of this Master Contract, unless otherwise agreed, CONTRACTOR shall comply with all applicable federal, state, and local statutes, laws, ordinances, rules, policies and regulations. CONTRACTOR shall also comply with all applicable LEA policies and procedures unless, taking into consideration all of the surrounding facts and circumstances, a policy or policies or a portion of a policy does not reasonably apply to CONTRACTOR. CONTRACTOR hereby acknowledges and agrees that it accepts all risks and responsibilities for its failure to comply with LEA policies and shall indemnify LEA under the provisions of Section 16 of this Agreement for all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of CONTRACTOR's failure to comply with applicable LEA policies (e.g., those policies relating to; the provision of special education and/or related services, facilities for individuals with exceptional needs, student enrollment and transfer, student inactive status, corporal punishment, student discipline, and positive behavior interventions).

CONTRACTOR acknowledges and understands that LEA may report to the CDE any violations of the provisions of this Master Contract; and that this may result in the suspension and/or revocation of CDE nonpublic school/agency certification pursuant to California Education Code section 56366.4(a).

4. TERM OF MASTER CONTRACT

The term of this Master Contract shall be from July 1, 2025 to June 30, 2026 (Title 5 California Code of Regulations section 3062(a)) unless otherwise stated. Neither the CONTRACTOR nor the LEA is required to renew this Master Contract in subsequent contract years. The parties acknowledge that any subsequent Master Contract is to be re-negotiated prior to June 30, 2025 (Title 5 California Code of Regulations section 3062(d)). In the event the contract negotiations are not agreed to by June 30th, the most recently executed

Master Contract will remain in effect for 90 days (Education Code 56366(c)(1)). If, after 60 days the master contract or individual services agreement has not been finalized, as prescribed in paragraph (1) of subdivision (a), either party may appeal to the county superintendent of schools, if the county superintendent of schools is not participating in the local plan involved in the nonpublic, nonsectarian school or agency contract; or the Superintendent, if the county superintendent of schools is participating in the local plan involved in the contract, to negotiate the contract. Within 30 days of receipt of this appeal, the county superintendent of schools or the Superintendent, or the individual designee, shall mediate the formulation of a contract, which shall be binding upon both parties (Education Code 56366 (c) (2)). No Master Contract will be offered unless and until all of the contracting requirements have been satisfied. The offer of a Master Contract to a CONTRACTOR is at the sole discretion of the LEA.

The provisions of this Master Contract apply to CONTRACTOR and any of its employees or independent contractors. Notice of any change in CONTRACTOR's ownership or authorized representative shall be provided in writing to LEA within thirty (30) calendar days of change of ownership or change of authorized representative.

5. INTEGRATION/CONTINUANCE OF CONTRACT FOLLOWING EXPIRATION OR TERMINATION

This Master Contract includes each ISA and they are incorporated herein by this reference. This Master Contract supersedes any prior or contemporaneous written or oral understanding or agreement. This Master Contract may be amended only by written amendment executed by both parties.

CONTRACTOR shall provide the LEA with information as requested in writing to secure a Master Contract or a renewal.

At a minimum, such information shall include copies of current teacher credentials and clearance, insurance documentation and CDE certification. The LEA may require additional information as applicable. If the application packet is not completed and returned to District, no Master Contract will be issued. If CONTRACTOR does not return the Master Contract to LEA duly signed by an authorized representative within ninety (90) calendar days of issuance by LEA, the new contract rates will not take effect until the newly executed Master Contract is received by LEA and will not be retroactive to the first day of the new Master Contract's effective date. If CONTRACTOR fails to execute the new Master Contract within such ninety-day period, all payments shall cease until such time as the new Master Contract for the current school year is signed and returned to LEA by CONTRACTOR. (California Education Code section 56366(c)(1) and (2)). In the event that this Master Contract expires or terminates, CONTRACTOR shall continue to be bound to all of the terms and conditions of the most recent executed Master Contract between CONTRACTOR and LEA for so long as CONTRACTOR is servicing authorized students at the discretion of the LEA

6. INDIVIDUAL SERVICE AGREEMENT ("ISA")

This Agreement shall include an ISA developed for each student to whom CONTRACTOR is to provide special education and/or related services. An ISA shall only be issued for students enrolled with the approval of the LEA pursuant to Education Code section 56366 (a)(2)(A). An ISA may be effective for more than one contract year provided that there is a concurrent Master Contract in effect. In the event that this Master Contract expires or terminates, CONTRACTOR, shall continue to be bound to all of the terms and conditions of the most recent executed ISAs between CONTRACTOR and LEA for so long as CONTRACTOR is servicing authorized students.

Any and all changes to a student's educational placement/program provided under this Master Contract and/or an ISA shall be made solely on the basis of a revision to the student's IEP or by written agreement between the parent and LEA. At any time during the term of this Master Contract, a student's parent, CONTRACTOR, or LEA may request a review of a student's IEP subject to all procedural safeguards required by law.

Unless otherwise provided in this Master Contract, the CONTRACTOR shall provide all services specified in the IEP unless the CONTRACTOR and the LEA agree otherwise in the ISA. (California Education Code sections 56366(a) (5) and 3062(e)). In the event the CONTRACTOR is unable to provide a specific service at any time during the life of the ISA, the CONTRACTOR shall notify the LEA in writing within five (5) business days of the last date a service was provided. CONTRACTOR shall provide any and all subsequent compensatory service hours awarded to student as a result of lack of provision of services while student was served by the NPS/A.

If a parent or LEA contests the termination of an ISA by initiating a due process proceeding with the OAH, CONTRACTOR shall abide by the "stay-put" requirement of state and federal law unless the parent agrees otherwise or an Interim Alternative Educational Setting is deemed lawful and appropriate by LEA or OAH consistent with Section 1415 (k)(1)(7) of Title 20 of the United States Code. CONTRACTOR shall adhere to all LEA requirements concerning changes in placement.

Disagreements between LEA and CONTRACTOR concerning the formulation of an ISA or the Master Contract may be appealed to the County Superintendent of Schools of the County where the LEA is located, or the State Superintendent of Public Instruction pursuant to the provisions of California Education Code section 56366(c) (2).

7. DEFINITIONS

The following definitions shall apply for purposes of this contract:

a. The term "CONTRACTOR" means a nonpublic, nonsectarian school/agency certified by the California Department of Education and its officers, agents, and employees.

b. The term "authorized LEA representative" means a LEA administrator designated to be responsible for NPS/A. It is understood, a representative of the Special Education Local Plan Area (SELPA) of which the LEA is a member is an authorized LEA representative in collaboration with the LEA. The LEA maintains sole responsibility for this Contract, unless otherwise specified in this Contract.

c. The term "credential" means a valid credential, life diploma, permit, or document in special education or pupil personnel services issued by, or under the jurisdiction of, the State Board of Education if issued prior to 1970 or the California Commission on Teacher Credentialing, which entitles the holder thereof to perform services for which certification qualifications are required as defined in Title 5 of the California Code of Regulations section 3001(g).

d. The term "qualified" means that a person holds a certificate, permit or other document equivalent to that which staff in a public school are required to hold to provide special education and related services and has met federal and state certification, licensing, registration, or other comparable requirements which apply to the area in which the individual is providing special education or related services, including those requirements set forth in Title 34 of the Code of Federal Regulations sections 200.56 and 200.58, and those requirements set forth in Title 5 of the California Code of Regulations Sections 3064 and 3065, and adheres to the standards of professional practice established in federal and state law or regulation, including the standards contained in the California Business and Professions Code.

Nothing in this definition shall be construed as restricting the activities in services of a graduate needing direct hours leading to licensure, or of a student teacher or intern leading to a graduate degree at an accredited or approved college or university, as authorized by state laws or regulations. (Title 5 of the California Code of Regulations Section 3001 (r)).

e The term "license" means a valid non-expired document issued by a licensing agency within the Department of Consumer Affairs or other state licensing office authorized to grant licenses and authorizing the bearer of the document to provide certain professional services or refer to themselves using a specified professional title including but not limited to mental health and board and care services at a residential placement. If a license is not available through an appropriate state licensing agency, a certificate of registration with the appropriate professional organization at the national or state level which has standards established for the certificate that are equivalent to a license shall be deemed to be a license as defined in Title 5 of the California Code of Regulations section 3001(l).

f. "Parent" means:

i. a biological or adoptive parent; unless the biological or adoptive parent does not have legal authority to make educational decisions for the child,

ii. a guardian generally authorized to act as the child's parent or authorized to make educational decisions for the child,

iii. an individual acting in the place of a biological or adoptive parent, including a grandparent, stepparent, or other relative with whom the child lives, or an individual who is legally responsible for the child's welfare,

iv. a surrogate parent,

v. a foster parent if the authority of the biological or adoptive parent to make educational decisions on the child's behalf has been specifically limited by court order in accordance with Code of Federal Regulations 300.30(b)(1) or (2).

vi. Parent does not include the state or any political subdivision of government or the NPS/A under contract with the LEA for the provision of special education or designated instruction and services for a child. (California Education Code section 56028).

g. The term "days" means calendar days unless otherwise specified.

h. The phrase "billable day" means a school day in which instructional minutes meet or exceed those in comparable LEA programs.

i. The phrase "billable day of attendance" means a school day as defined in California Education Code Section 46307, in which a student is in attendance and in which instructional minutes meet or exceed those in comparable LEA programs unless otherwise stipulated in an IEP or ISA.

j. It is understood that the term "Master Contract" also means "Contract" and is referred to as such in this document.

ADMINISTRATION OF CONTRACT

8. NOTICES

All notices provided for by this Contract shall be in writing. Notices shall be mailed, emailed, or delivered by hand and shall be effective as of the date of receipt by addressee.

All notices mailed or emailed to LEA shall be addressed to the person and address as indicated on the signature page of this Master Contract. Notices to CONTRACTOR shall be addressed as indicated on signature page of this Master Contract.

9. MAINTENANCE OF RECORDS

All records shall be maintained by CONTRACTOR as required by state and federal laws and regulations. Notwithstanding the foregoing sentence, CONTRACTOR shall maintain all records for at least five (5) years after the termination of this Master Contract. For purposes of this Master Contract, "records" shall include, but not be limited to student records as defined by California Education Code section 49061(b) including electronically stored information; registers and roll books of teachers and/or daily service providers; daily service logs and notes and other documents used to record the provision of related services including supervision; daily service logs and notes used to record the provision of services provided through additional instructional assistants, NPA behavior intervention aides, and bus aides; behavior emergency reports (BER); incident reports; notification of injuries; absence verification records (parent/doctor notes, telephone logs, and related documents) if the CONTRACTOR is funded for excused absences, however, such records are not required if positive attendance is required; bus rosters; staff lists specifying credentials held and documents evidencing other staff qualifications, social security numbers, dates of hire, and dates of termination; records of employee training and certification, , including verification of behavior training consistent with 56366.1; staff time sheets; non-paid staff and volunteer sign-in sheets; transportation and other related services subcontracts; school calendars; bell/class schedules when applicable; liability and worker's compensation insurance policies; state NPS/A certifications; by-laws, if applicable; lists of current board of directors/trustees, if incorporated; statement of income and expenses; general journals; cash receipts and disbursement books; general ledgers and supporting documents; documents evidencing financial expenditures; federal/state payroll quarterly reports; evidence of electronic payments; and bank statements and canceled checks or facsimile thereof.

CONTRACTOR shall maintain student records in a secure location to ensure confidentiality and prevent unauthorized access. CONTRACTOR shall maintain a current list of the names and positions of CONTRACTOR's employees who have access to confidential records. CONTRACTOR shall maintain an access log for each student's record which lists all persons, agencies, or organizations requesting or receiving information from the record. Such log shall be maintained as required by California Education Code section 49064 and include the name, title, agency/organization affiliation, date/time of access for each individual requesting or receiving information from the student's record, and a description of the record(s) provided. Such log needs to record access to the student's records by: (a) the student's parent; (b) an individual to whom written consent has been executed by the student's parent; or (c) employees of LEA or CONTRACTOR having a legitimate educational interest in requesting or receiving information from the record. CONTRACTOR/LEA shall maintain copies of any written parental concerns granting access to student records. For purposes of this paragraph, "employees of LEA or CONTRACTOR" do not include subcontractors.

CONTRACTOR shall grant the following access to student records, (a) the student's parent; (b) employees of LEA or CONTRACTOR having a legitimate educational interest in requesting or receiving information from the record, and comply with parents' requests for copies of student records, as required by state and federal laws and regulations. CONTRACTOR agrees, in the event of school or agency closure, to forward student records within ten (10) business days to LEA. These shall include, but not limited to, current transcripts, IEP/IFSPs, BER's, incident reports, notification of injuries and all other relevant reports. LEA and/or SELPA shall have access to and receive copies of any and all records upon request within five (5) business days.

10. SEVERABILITY CLAUSE

If any provision of this agreement is held, in whole or in part, to be unenforceable for any reason, the remainder of that provision and of the entire agreement shall be severable and remain in effect.

11. SUCCESSORS IN INTEREST

This contract binds CONTRACTOR's successors and assignees. CONTRACTOR shall notify the LEA of any change of ownership or corporate control.

12. VENUE AND GOVERNING LAW

The laws of the State of California shall govern the terms and conditions of this contract with venue in the County where the LEA is located.

13. MODIFICATIONS AND AMENDMENTS REQUIRED TO CONFORM TO LEGAL AND ADMINISTRATIVE GUIDELINES

This Master Contract may be modified or amended by the LEA to conform to administrative and statutory guidelines issued by any state, federal or local governmental agency. The party seeking such modification shall provide the LEA and/or CONTRACTOR thirty (30) days' notice of any such changes or modifications made to conform to administrative or statutory guidelines and a copy of the statute or regulation upon which the modification or changes are based.

14. TERMINATION

This Master Contract or ISA may be terminated for cause. The cause shall not be the availability of a public class initiated during the period of the contract unless the parent agrees to the transfer of the student to the public school program at an IEP team meeting.

To terminate the contract either party shall give no less than twenty (20) days prior written notice (California Education Code section 56366(a)(4)). At the time of termination, CONTRACTOR shall provide to LEA any and all documents CONTRACTOR is required to maintain under this Master Contract. ISAs are void upon termination of this Master Contract, as provided in Section 5 or 6. CONTRACTOR or LEA may terminate an ISA for cause. To terminate the ISA, either party shall give twenty (20) days prior written notice.

15. INSURANCE

CONTRACTOR shall, at CONTRACTOR'S sole cost and expense, maintain in full force and effect, during the term of this Contract, the following insurance coverage from a California licensed and/or admitted insurer with an A minus (A-), VII, or better rating from A.M. Best, sufficient to cover any claims, damages, liabilities, costs and expenses (including counsel fees) arising out of or in connection with CONTRACTOR's fulfillment of any of its obligations under this Agreement or either party's use of the work or any component or part thereof:

PART I - INSURANCE REQUIREMENTS FOR NONPUBLIC SCHOOLS AND AGENCIES

A. **Commercial General Liability Insurance**, including both bodily injury and property damage, with limits as follows:

$2,000,000 per occurrence
$ 500,000 fire damage
$ 5,000 medical expenses
$1,000,000 personal & adv. injury
$3,000,000 general aggregate
$2,000,000 products/completed operations aggregate

The policy may not contain an exclusion for coverage of claims arising from claims for sexual molestation or abuse. In the event that CONTRACTOR's policy should have an exclusion for

sexual molestation or abuse claims, then CONTRACTOR shall be required to procure a supplemental policy providing such coverage.

B. **Workers' Compensation Insurance** in accordance with provisions of the California Labor Code adequate to protect the CONTRACTOR from claims that may arise from its operations pursuant to the Workers' Compensation Act (Statutory Coverage). The Workers' Compensation Insurance coverage must also include Employers Liability coverage with limits of $1,000,000/$1,000,000/$1,000,000.

C. **Commercial Auto Liability Insurance** for all owned, non-owned or hired automobiles with a $1 million combined single limit.

If no owned automobiles, then only hired and non-owned is required.

If CONTRACTOR uses a vehicle to travel to/from school sites, between schools and/or to/from students' homes or other locations as approved service locations by the LEA, CONTRACTOR must comply with State of California auto insurance requirements.

D. **Errors & Omissions (E & O)/Malpractice (Professional Liability) coverage**, including Sexual Molestation and Abuse coverage, unless that coverage is afforded elsewhere in the Commercial General Liability policy by endorsement or separate policy**,** with the following limits:

$1,000,000 per occurrence
$2,000,000 general aggregate

E. CONTRACTOR, upon execution of this Contract and periodically thereafter upon request, shall furnish the LEA with certificates of insurance evidencing such coverage. The certificate of insurance shall include a ten (10) day non-renewal notice provision. The Commercial General Liability and Automobile Liability policy shall name the LEA and the Board of Education additional insured's premiums on all insurance policies and shall be paid by CONTRACTOR and shall be deemed included in CONTRACTOR's obligations under this contract at no additional charge.

F. Any deductibles or self-insured retentions above $100,000 must be declared to and approved by the LEA. At its option, LEA may require the CONTRACTOR, at the CONTRACTOR's sole cost, to: (a) cause its insurer to reduce to levels specified by the LEA or eliminate such deductibles or self-insured retentions with respect to the LEA, its officials and employees, or (b) procure a bond guaranteeing payment of losses and related investigation.

G. For any claims related to the services performed in connection with this Master Contract, the CONTRACTOR's insurance coverage shall be the primary insurance with respect to the LEA, its subsidiaries, officials and employees. Any insurance or self-insurance maintained by the LEA, its subsidiaries, officials and employees shall be excess of the CONTRACTOR's insurance and shall not contribute with it.

H. All Certificates of Insurance must reference the contract number, name of the school or agency submitting the certificate, and the location of the school or agency submitting the certificate on the certificate.

PART II - INSURANCE REQUIREMENTS FOR NONPUBLIC SCHOOLS AFFILIATED WITH A RESIDENTIAL TREATMENT FACILITY ("RTC")

When CONTRACTOR is an NPS affiliated with a **residential treatment center (NPS/RTC**), the following insurance policies are required:

A. **Commercial General Liability** including both bodily injury and property damage, with limits as follows:

$3,000,000 per occurrence
$6,000,000 in General Aggregate**.**

The policy shall be endorsed to name the LEA and the Board of Education as *named* additional insured and shall provide specifically that any insurance carried by the LEA which may be applicable to any claims or loss shall be deemed excess and the RTC's insurance primary despite any conflicting provisions in the RTC's policy. Coverage shall be maintained with no Self-Insured Retention above $100,000 without the prior written approval of the LEA.

B. **Workers' Compensation Insurance** in accordance with provisions of the California Labor Code adequate to protect the RTC from claims that may arise from its operations pursuant to the Workers' Compensation Act (Statutory Coverage). The Workers' Compensation Insurance coverage must also include Employers Liability coverage with limits of $1,000,000/$1,000,000/$1,000,000.

C. **Commercial Auto Liability** coverage with limits of $1,000,000 Combined Single Limit per Occurrence if the RTC does not operate a student bus service. If the RTC provides student bus services, the required coverage limit is $5,000,000 Combined Single Limit per Occurrence.

D. **Fidelity Bond** or **Crime Coverage** shall be maintained by the RTC to cover all employees who process or otherwise have responsibility for RTC funds, supplies, equipment or other assets. Minimum amount of coverage shall be $250,000 per occurrence, with no self-insured retention.

E. **Professional Liability/Errors & Omissions/Malpractice** coverage with minimum limits of $3,000,000 per occurrence and $6,000,000 general aggregate.

F. **Sexual Molestation and Abuse Coverage**, unless that coverage is afforded elsewhere in the Commercial General Liability or Professional liability policy by endorsement, with minimum limits of $3,000,000 per occurrence and $6,000,000 general aggregate.

If LEA or CONTRACTOR determines that a change in insurance coverage obligations under this section is necessary, either party may reopen negotiations to modify the insurance obligations.

16. INDEMNIFICATION AND HOLD HARMLESS

To the fullest extent allowed by law, CONTRACTOR shall indemnify and hold LEA and its Board Members, administrators, employees, agents, attorneys, volunteers, and subcontractors ("LEA Indemnities") harmless against all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of this Master Contract or its performance, to the extent that such loss, expense, damage or liability was proximately caused by negligence, intentional act, or willful act or omission of CONTRACTOR, including, without limitation, its agents, employees, subcontractors or anyone employed directly or indirectly by it (excluding LEA and LEA Indemnities). The duty and obligation to defend shall arise immediately upon tender of a claim or lawsuit to the CONTRACTOR. The LEA and the Member District(s) shall have the right in their sole discretion to select counsel of its choice to provide the defense at the sole cost of the CONTRACTOR or the applicable insurance carrier.

To the fullest extent allowed by law, LEA shall indemnify and hold CONTRACTOR and its Board Members, administrators, employees, agents, attorneys, and subcontractors ("CONTRACTOR Indemnities") harmless against all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of this Master Contract or its performance thereof, to the extent that such loss, expense, damage or liability was proximately caused by the negligent, intentional act or willful act or

omission of LEA, including, without limitation, its agents, employees, subcontractors or anyone employed directly or indirectly by it (excluding CONTRACTOR and/or any CONTRACTOR Indemnities).

LEA represents that it is self-insured in compliance with the laws of the State of California, that the self-insurance covers LEA employees acting within the course and scope of their respective duties and that its self-insurance covers the LEA's indemnification obligations under this Master Contract.

17. INDEPENDENT CONTRACTOR

Nothing herein contained will be construed to imply a joint venture, partnership or principal-agent relationship between the LEA and CONTRACTOR. CONTRACTOR shall provide all services under this Contract as an independent contractor, and neither party shall have the authority to bind or make any commitment on behalf of the other. Nothing contained in this Contract shall be deemed to create any association, partnership, joint venture or relationship of principal and agent, master and servant, or employer and employee between the parties or any affiliates of the parties, or between the LEA and any individual assigned by CONTRACTOR to perform any services for the LEA.

If the LEA is determined to be a partner, joint venture, co-principal, employer or co-employer of CONTRACTOR, CONTRACTOR shall indemnify and hold harmless the LEA from and against any and all claims for loss, liability, or damages arising from that determination, as well as any expenses, costs, taxes, penalties and interest charges incurred by the LEA as a result of that holding.

18. SUBCONTRACTING

CONTRACTOR shall provide written notification to LEA before subcontracting for special education and/or related services pursuant to this Master Contract. In the event LEA determines that it can provide the subcontracted service(s) at a lower rate, LEA may elect to provide such service(s). If LEA elects to provide such service(s), LEA shall provide written notification to CONTRACTOR within five (5) days of receipt of CONTRACTOR's original notice and CONTRACTOR shall not subcontract for said service(s).

CONTRACTOR shall incorporate all of the provisions of this Master Contract in all subcontracts, to the fullest extent reasonably possible. Furthermore, when CONTRACTOR enters into subcontracts for the provision of special education and/or related services (including, but not limited to, transportation) for any student, CONTRACTOR shall cause each subcontractor to procure and maintain insurance during the term of each subcontract. Such subcontractor's insurance shall comply with the provisions of Section 15. Each subcontractor shall furnish the LEA with original endorsements and certificates of insurance effecting coverage required by Section 15. The endorsements are to be signed by a person authorized by that insurer to bind coverage on its behalf. The endorsements are to be on forms as required by the LEA. All endorsements are to be received and approved by the LEA before the subcontractor's work commences. The Commercial General Liability and Automobile Liability policies shall name the LEA/SELPA and the LEA Board of Education as additional insured.

As an alternative to the LEA's forms, a subcontractor's insurer may provide complete, certified copies of all required insurance policies, including endorsements affecting the coverage required by this Master Contract. All Certificates of Insurance must reference the LEA contract number, name of the school or agency submitting the certificate, indication if NPS or NPA, and the location of the school or agency submitting the certificate. In addition, all subcontractors must meet the requirements as contained in Section 44 Clearance Requirements and Section 45 Staff Qualifications of this Master Contract.

19. CONFLICTS OF INTEREST

CONTRACTOR shall provide to LEA upon request a copy of its current bylaws and a current list of its Board of Directors (or Trustees), if it is incorporated. CONTRACTOR and any member of its Board of Directors (or Trustees) shall disclose any relationship with LEA that constitutes or may constitute a conflict of interest pursuant to California Education Code section 56042 and Government Code Section 1090 including, but not limited to, employment with LEA, provision of private party assessments and/or reports,

and attendance at IEP team meetings acting as a student's advocate. Pursuant to California Education code section 56042, an attorney or advocate for a parent of an individual with exceptional needs shall not recommend placement at CONTRACTOR's facility if the attorney or advocate is employed or contracted by the CONTRACTOR, or will receive a benefit from the CONTRACTOR, or otherwise has a conflict of interest.

The LEA shall neither execute an ISA with CONTRACTOR nor amend an existing ISA for a student when a recommendation for special education and/or related services is based in whole or in part on assessment(s) or reports provided by CONTRACTOR to the student without prior written authorization by LEA. This paragraph shall apply to CONTRACTOR regardless of when an assessment is performed or a report is prepared (i.e., before or after the student is enrolled in CONTRACTOR's school/agency) or whether an assessment of the student is performed or a report is prepared in the normal course of the services provided to the student by CONTRACTOR. To avoid conflict of interest, and in order to ensure the appropriateness of an Independent Educational Evaluation (hereinafter referred to as "IEE") and its recommendations, the LEA may not fund an IEE by an evaluator who provides ongoing service(s) or is sought to provide service(s) to the student for whom the IEE is requested. Likewise, the LEA may not fund services through the evaluator whose IEE the LEA agrees to fund. When no other appropriate assessor is available, LEA may request and if CONTRACTOR agrees, the CONTRACTOR may provide an IEE.

CONTRACTOR shall not admit a student living within the jurisdictional boundaries of the LEA on a private pay or tuition free "scholarship" basis and concurrently or subsequently advise/request parent(s) to pursue funding for the admitted school year from the LEA through due process proceedings.

20. NON-DISCRIMINATION

CONTRACTOR shall not, in employment or operation of its programs, unlawfully discriminate on the basis of gender, nationality, national origin, ancestry, race, color, ethnicity, ethnic group affiliation, religion, age, marital status, pregnancy or parental status, sex, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information or any other classification protected by federal or state law or the perception of one or more of such characteristics or association with a person or group with one or more of these actual or perceived characteristics.

EDUCATIONAL PROGRAM

21. FREE AND APPROPRIATE PUBLIC EDUCATION (FAPE)

The LEA shall provide CONTRACTOR with a copy of the IEP including the Individualized Transition Plan (hereinafter referred to as "ITP") of each student served by CONTRACTOR. CONTRACTOR shall provide special education and/or related services (including transition services) to each student within the NPS/A consistent with the student's IEP and as specified in the ISA. If CONTRACTOR is a NPS, CONTRACTOR shall not accept a student if it cannot provide or ensure the provision of the services outlined in the student's IEP. If student services are provided by a third party (i.e. Related Services Provider), CONTRACTOR shall notify LEA if provision of services cease.

Unless otherwise agreed to between CONTRACTOR and LEA, CONTRACTOR shall be responsible for the provision of all appropriate supplies, equipment, and/or facilities, as specified in the student's IEP and ISA. CONTRACTOR shall make no charge of any kind to parents for special education and/or related services as specified in the student's IEP and ISA (including, but not limited to, screenings, assessments, or interviews that occur prior to or as a condition of the student's enrollment under the terms of this Master Contract). LEA shall provide low incidence equipment for eligible students with low incidence disabilities when specified in the student's IEP and ISA. Such equipment remains the property of the SELPA/LEA and shall be returned to the SELPA/LEA when the IEP team determines the equipment is no longer needed or when the student is no longer enrolled in the NPS. CONTRACTOR shall ensure that facilities are adequate to provide LEA students with an environment which meets all pertinent health and safety regulations. CONTRACTOR shall adhere to all LEA requirements concerning parent acknowledgment of financial responsibility.

Voluntary services and/or activities not necessary for the student to receive a free appropriate public education shall not interfere with the student's receipt of special education and/or related services as specified in the student's IEP and ISA unless the LEA, CONTRACTOR, and PARENT agree otherwise in writing.

22. GENERAL PROGRAM OF INSTRUCTION

All NPS/A services shall be provided consistent with the area of certification specified by CDE Certification and as defined in California Education Code section 56366 et seq...

When CONTRACTOR is a NPS, CONTRACTOR's general program of instruction shall: (a) utilize evidence-based practices and be consistent with LEA's standards regarding the particular course of study and curriculum; (b) include curriculum that addresses mathematics, literacy and the use of educational, assistive technology and transition services; (c) be consistent with CDE's standards regarding the particular course of study and curriculum; (d) provide the services as specified in the student's IEP and ISA. Students shall have access to: (a) State Board of Education (SBE) - adopted Common Core State Standards ("CCSS") for curriculum and the same instructional materials for kindergarten and grades 1 to 8, inclusive; and provide standards – aligned core curriculum and instructional materials for grades 9 to 12, inclusive, used by an LEA, that contracts with the NPS: (b) college preparation courses; (c) extracurricular activities, such as art, sports, music and academic clubs; (d) career preparation and vocational training, consistent with transition plans pursuant to state and federal law and; (e) supplemental assistance, including individual academic tutoring, psychological counseling, and career and college counseling.

When CONTRACTOR serves students in grades 9 through 12 inclusive, LEA shall provide to CONTRACTOR a specific list of the course requirements to be satisfied by the CONTRACTOR leading toward graduation or completion of LEA's diploma requirements. CONTRACTOR shall not award a high school diploma to students who have not successfully completed all of the LEA's graduation requirements.

When CONTRACTOR is a NPA and/or related services provider, CONTRACTOR's general program of instruction and/or services shall utilize evidence-based practices and be consistent with LEA and CDE guidelines and certification, and provided as specified in the student's IEP and ISA. The NPA providing Behavior Intervention services shall develop a written plan that specifies the nature of their NPA service for each student within thirty (30) days of enrollment and shall be provided in writing to the LEA. School-based services may not be unilaterally converted by CONTRACTOR to a substitute program or provided at a location not specifically authorized by the IEP team. Except for services provided by a CONTRACTOR that is a Licensed Children's Institution (LCI), all services not provided in the school setting require the presence of a parent, guardian or adult caregiver during the delivery of services, provided such guardian or caregiver have a signed authorization by the parent or legal guardian to authorize emergency services as requested. LCI CONTRACTORS shall ensure that appropriate and qualified residential or clinical staff is present during the provision of services under this Master Contract. CONTRACTOR shall immediately notify LEA in writing if no parent, guardian or adult caregiver is present. CONTRACTOR shall provide to LEA a written description of the services and location provided prior to the effective date of this Master Contract. CONTRACTORS providing Behavior Intervention services must have a trained behaviorist or trained equivalent on staff. It is understood that Behavior Intervention services are limited per CDE Certification and do not constitute as an instructional program.

When CONTRACTOR is a NPA, CONTRACTOR shall not provide transportation nor subcontract for transportation services for students unless the LEA and CONTRACTOR agree otherwise in writing.

23. INSTRUCTIONAL MINUTES

When CONTRACTOR is a NPS, the total number of instructional minutes per school day provided by CONTRACTOR shall be at least equivalent to the number of instructional minutes per school day provided to students at like grade level attending LEA schools and shall be specified in the student's ISA developed in accordance with the student's IEP.

For students in grades kindergarten through 12 inclusive, unless otherwise specified in the student's IEP and ISA, the number of instructional minutes, excluding breakfast, recess, lunch and passing time shall be at the same level that Ed. Code prescribes for the LEA.

The total number of annual instructional minutes shall be at least equivalent to the total number of annual instructional minutes provided to students attending LEA schools in like grade level unless otherwise specified in the student's IEP.

When CONTRACTOR is a NPA and/or related services provider, the total number of minutes per school day provided by CONTRACTOR shall be specified in the student's ISA developed in accordance with the student's IEP.

24. CLASS SIZE

When CONTRACTOR is a NPS, CONTRACTOR shall ensure that class size shall not exceed a ratio of one teacher per twelve (12) students, unless CONTRACTOR and LEA agree otherwise in writing. Upon prior written approval by an authorized LEA representative, class size may be temporarily increased by a ratio of 1 teacher to fourteen (14) students when necessary, during the regular or extended school year to provide services to students with disabilities.

In the event a NPS is unable to fill a vacant teaching position responsible for direct instruction to students, and the vacancy has direct impact on the CDE Certification of that school, the NPS shall develop a plan to ensure appropriate coverage of students by first utilizing existing certificated staff. The NPS and the LEA may agree to one 30 school day period per contract year where class size may be increased to ensure coverage by an appropriately credentialed teacher. Such an agreement shall be in writing and signed by both parties. This provision does not apply to a NPA.

CONTRACTOR providing special education instruction for individuals with exceptional needs between the ages of three and five years, inclusive, shall also comply with the appropriate instructional adult to child ratios pursuant to California Education Code sections 56440 et seq.

25. CALENDARS

When CONTRACTOR is an NPS, CONTRACTOR shall submit to the LEA/SELPA a school calendar with the total number of billable days not to exceed 180 days, plus extended school year billable days equivalent to the number of days determined by the LEA's extended school year calendar. Billable days shall include only those days that are included on the submitted and approved school calendar, and/or required by the IEP (developed by the LEA) for each student. CONTRACTOR shall not be allowed to change its school calendar and/or amend the number of billable days without the prior written approval of the LEA. Nothing in this Master Contract shall be interpreted to require the LEA to accept any requests for calendar changes.

Unless otherwise specified by the student's IEP, educational services shall occur at the school site. A student shall only be eligible for extended school year services as determined by the IEP team and the provision of such is specifically included in the ISA. Extended school year shall consist of twenty (20) instructional days, unless otherwise agreed upon by the IEP team convened by the LEA. Any days of extended school year in excess of twenty (20) billable days must be mutually agreed to, in writing, prior to the start of the extended school year.

Student must have actually been in attendance during the regular school year and/or during extended school year and received services on a billable day of attendance in order for CONTRACTOR to be eligible for payment. It is specifically understood that services may not be provided on weekends/holidays and other times when school is not in session, unless agreed to by the LEA, in writing, in advance of the delivery of any NPS service. Any instructional days provided without this written agreement shall be at the sole financial responsibility of the CONTRACTOR.

CONTRACTOR shall observe the same legal holidays as LEA. Those holidays are Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, and Independence Day. With the approval of LEA, CONTRACTOR may revise the date upon which CONTRACTOR closes in observance of any of the holidays observed by the LEA.

When CONTRACTOR is a NPA, CONTRACTOR shall be provided with a LEA-developed/approved calendar prior to the initiation of services. CONTRACTOR herein agrees to observe holidays as specified in the LEA-developed/approved calendar. CONTRACTOR shall provide services pursuant to the LEA-developed/approved calendar; or as specified in the LEA student's IEP and ISA. Unless otherwise specified in the LEA student's ISA, CONTRACTOR shall provide related services to LEA students on only those days that the LEA student's school of attendance is in session and the LEA student attends school. CONTRACTOR shall bill only for services provided on billable days of attendance as indicated on the LEA calendar unless CONTRACTOR and the LEA agree otherwise, in writing. Student must have actually been in attendance and/or received services on a billable day of attendance in order for CONTRACTOR to be eligible for payment. It is specifically understood that services may not be provided on weekends/holidays and other times when school is not in session, unless agreed to by the LEA, in writing, in advance of the delivery of any NPA service provided by CONTRACTOR. Any instructional days provided without this written agreement shall be at the sole financial responsibility of the CONTRACTOR.

26. DATA REPORTING

CONTRACTOR shall agree to provide to the LEA all data related to student information and billing information with LEA. CONTRACTOR shall agree to provide data related to all sections of this contract, including student discipline as noted below, and requested by and in the format required by the LEA. It is understood that all NPS/A shall utilize the LEA approved electronic IEP system for all IEP development, service tracking documentation, and progress reporting, unless otherwise agreed to by the LEA. Additional

progress reporting may be required by the LEA. The LEA shall provide the CONTRACTOR with appropriate software, user training and proper internet permissions to allow adequate access.

Using forms developed by the CDE or as otherwise mutually agreed upon by CONTRACTOR and LEA, CONTRACTOR shall provide LEA, on a monthly basis, a written report of all incidents in which a statutory offense is committed by any LEA student, regardless if it results in a disciplinary action of suspension or expulsion. This includes all statutory offenses as described in Education Code sections 48900 and 48915. CONTRACTOR shall also include incidents resulting in the use of a behavioral restraint and/or seclusion even if they were not a result of a violation of Education Code sections 48900 and 48915.

The LEA shall provide the CONTRACTOR with approved forms and/or format for such data including, but not limited to, invoicing, attendance reports and progress reports. The LEA may approve use of CONTRACTOR'S provided forms at their discretion.

27. LEAST RESTRICTIVE ENVIRONMENT/DUAL ENROLLMENT

CONTRACTOR and LEA shall follow all LEA policies and procedures that support Least Restrictive Environment ("LRE") options and/or dual enrollment options if available and appropriate, for students to have access to the general curriculum and to be educated with their nondisabled peers to the maximum extent appropriate.

CONTRACTOR and LEA shall ensure that LRE placement options are addressed at all IEP team meetings regarding students for whom ISAs have been or may be executed. This shall include IEP team consideration of supplementary aids and services, goals and objectives necessary for placement in the LRE and necessary to enable students to transition to less restrictive settings.

When an IEP team has determined that a student should be transitioned into the public school setting, CONTRACTOR shall assist the LEA in implementing the IEP team's recommended activities to support the transition.

28. STATEWIDE ACHIEVEMENT TESTING

When CONTRACTOR is a NPS, per implementation of Senate Bill 484, CONTRACTOR shall administer all statewide assessments within the California Assessment of Student Performance and Progress ("CAASPP"), Desired Results Developmental Profile ("DRDP"), California Alternative Assessment ("CAA"), achievement and abilities tests (using LEA-authorized assessment instruments), the Fitness Gram, , the English Language Proficiency Assessments for California ("ELPAC"), the Alternative English Language Proficiency Assessments for California ("Alternative ELPAC"), and as appropriate to the student, and mandated by LEA pursuant to LEA and state and federal guidelines.

CONTRACTOR is subject to the alternative accountability system developed pursuant to Education Code section 52052, in the same manner as public schools. Each LEA student placed with CONTRACTOR by the LEA shall be tested by qualified staff of CONTRACTOR in accordance with that accountability program. LEA shall provide test administration training to CONTRACTOR'S qualified staff. CONTRACTOR shall attend LEA test training and comply with completion of all coding requirements as required by LEA.

29. MANDATED ATTENDANCE AT LEA MEETINGS

CONTRACTOR shall attend District mandated meetings when legal mandates, and/or LEA policy and procedures are reviewed, including but not limited to the areas of: curriculum, high school graduation, standards-based instruction, behavior intervention, cultural and linguistic needs of students with disabilities, dual enrollment responsibilities, LRE responsibilities, transition services, data collection, and standardized testing and IEPs. LEA shall provide CONTRACTOR with reasonable notice of mandated meetings. Attendance at such meetings does not constitute a billable service hour(s).

30. POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORTS

CONTRACTOR shall comply with the requirements of Education Code section 49005, et seq., 56521.1 and 56521.2. LEA students who exhibit behaviors that interfere with their learning or the learning of others must receive timely and appropriate assessments and positive supports and interventions in accordance with the federal law and it's implementing regulations. If the IEP team determines that a student's behavior impedes the individual learning or the learning of others, the IEP team is required to consider the use of positive behavioral interventions and supports, and other strategies, to address that behavior, consistent with Section 1414(d)(3)(B)(i) and (d)(4) of Title 20 of the United States Code and associated federal regulations. This could mean that instead of developing a Behavior Intervention Plan ("BIP"), the IEP team may conclude it is sufficient to address the student's behavioral problems through the development of behavioral goals and behavioral interventions to support those goals.

CONTRACTOR shall maintain a written policy pursuant to California Education Code section 56521.1 regarding emergency interventions and behavioral emergency reports. CONTRACTOR shall ensure that all of its staff members are trained in crisis intervention, emergency procedures, and evidenced-based practices and interventions specific to the unique behavioral needs of the CONTRACTOR's pupil population. The training shall be provided within 30 days of employment to new staff who have any contact or interaction with pupils during the school day, and annually to all staff who have any contact or interaction with pupils during the school day. The CONTRACTOR shall select and conduct the training in accordance with California Education Code section 56366.1. CONTRACTOR shall maintain written records of the training and provide written verification of the training annually and upon request.

Pursuant to Education Code section 56521.1, emergency interventions shall not be used as a substitute for a BIP, and shall not be employed longer than necessary to contain the behavior. Emergency interventions may only be used to control unpredictable, spontaneous behavior that poses clear and present danger of serious physical harm to the individual with exceptional needs, or others, and that cannot be immediately prevented by a response less restrictive than the temporary application of a technique used to contain the behavior. If a situation requires prolonged use of emergency intervention, staff must seek assistance from the school site administrator or a law enforcement agency.

CONTRACTOR shall complete a behavior emergency report when an emergency occurs that is defined as a serious, dangerous behavior that staff has determined to present a clear and present danger to others. It requires a non-violent physical intervention to protect the safety of student, self, or others and a physical intervention has been used; or a physical intervention has not been used, but an injury or serious property damage has occurred. Personal Safety Techniques may or may not have been used. Emergencies require a behavior emergency report form be completed and submitted to the LEA within twenty-four (24) hours for administrative action. CONTRACTOR shall notify Parent within twenty-four (24) hours via telephone. If the student's IEP does not contain a BIP, an IEP team shall schedule a meeting to review the behavior emergency report, determine if there is a necessity for a functional behavioral assessment, and to determine an interim plan. If the student already has a BIP, the IEP team shall review and modify the BIP if a new serious behavior has been exhibited or existing behavioral interventions have proven to be ineffective. CONTRACTOR shall schedule with LEA an IEP meeting within two (2) days.

Pursuant to Education Code section 56521.2, CONTRACTOR shall not authorize, order, consent to, or pay for the following interventions, or any other interventions similar to or like the following:

1. any intervention that is designed to, or likely to, cause physical pain, including, but not limited to, electric-shock;
2. an intervention that involves the release of noxious, toxic, or otherwise unpleasant sprays, mists, or substances in proximity to the face of the individual;
3. an intervention that denies adequate sleep, food, water, shelter, bedding, physical comfort, or access to bathroom facilities;
4. an intervention that is designed to subject, used to subject, or likely to subject, the individual to verbal abuse, ridicule, or humiliation, or that can be expected to cause excessive emotional trauma;

restrictive interventions that employ a device, material, or objects that simultaneously immobilize all four extremities,
5. Prone restraint;
6. locked seclusion, unless it is in a facility otherwise licensed or permitted by state law to use a locked room;
7. an intervention that precludes adequate supervision of the individual;
8. an intervention that deprives the individual of one or more of the individual's senses.

CONTRACTOR shall comply with Education Code sections 49005.8, 56521.1 and 56521.2. Specifically, Contractor shall not do any of the following:

1. Use seclusion or a behavioral restraint for the purpose of coercion, discipline, convenience, or retaliation.
2. Use locked seclusion, unless it is in a facility otherwise licensed or permitted by state law to use a locked room.
3. Use a physical restraint technique that obstructs a pupil's respiratory airway or impairs the pupil's breathing or respiratory capacity, including techniques in which a staff member places pressure on a pupil's back or places the individual's body weight against the pupil's torso or back.
4. Use a behavioral restraint technique that restricts breathing, including, but not limited to, using a pillow, blanket, carpet, mat, or other item to cover a pupil's face.
5. Place a pupil in a facedown position with the pupil's hands held or restrained behind the pupil's back
6. Use prone containment.
7. Use a behavioral restraint for longer than is necessary to contain the behavior that poses a clear and present danger of serious physical harm to the pupil or others.

CONTRACTOR shall keep constant, direct observation of a pupil who is in seclusion, which may be through observation of the pupil through a window, or another barrier, through which the educational provider is able to make direct eye contact with the pupil. This observation shall not be through indirect means, including through a security camera or a closed-circuit television.

CONTRACTOR shall afford pupils who are restrained the least restrictive alternative and the maximum freedom of movement, and shall use the least number of restraint points, while ensuring the physical safety of the pupil and others.

In the case of a child whose behavior impedes the child's learning or that of others, the IEP team shall consider the use of positive behavioral interventions and supports, and other strategies, to address that behavior, consistent with Section 1414(d)(3)(B)(i) and (d)(4) of Title 20 of the United States Code and associated federal regulations.

All restraint practices must be reviewed and revised when they have an adverse effect on a student and are used repeatedly for an individual child, either on multiple occasions within the same classroom or multiple uses by the same individual. CONTRACTOR shall notify the student's parent/guardian when any type of physical or mechanical restraint or seclusion has been used. Upon the use of any type of physical or mechanical restraint or seclusions of an LEA student, CONTRACTOR shall complete a BER per the reporting and notification requirements listed above.

31. STUDENT DISCIPLINE

CONTRACTOR shall maintain and abide by a written policy for student discipline that is consistent with state and federal law and regulations. Using forms developed by the California Department of Education or as otherwise mutually agreed upon by CONTRACTOR and LEA, CONTRACTOR shall provide LEA, on a monthly basis, a written report of all incidents in which a statutory offense is committed by any LEA student, regardless if it results in a disciplinary action of suspension or expulsion. This includes all statutory offenses as described in Education Codes 48900 and 48915.CONTRACTOR shall also include incidents resulting in the use of a behavioral restraint and/or seclusion even if they were not a result of a violation of Education Code Sections 48900 and 48915.

When CONTRACTOR seeks to remove a student from his/her current educational placement for disciplinary reasons, CONTRACTOR shall immediately submit a written discipline report to the LEA. Written discipline reports shall include, but not be limited to: the student's name; the time, date, and description of the misconduct; the disciplinary action taken by CONTRACTOR; and the rationale for such disciplinary action. A copy of the student's behavior plan, if any, shall be submitted with the written discipline report. CONTRACTOR and LEA agree to participate in a manifestation determination at an IEP meeting no later than the tenth (10th) day of suspension

32. IEP TEAM MEETINGS

An IEP team meeting shall be convened at least annually to evaluate: (1) the educational progress of each student placed with CONTRACTOR, including all state assessment results pursuant to the requirements of Education Code section 52052; (2) whether or not the needs of the student continue to be best met at the NPS; and (3) whether changes to the student's IEP are necessary, including whether the student may be transitioned to a public school setting. (California Education Code sections 56366 (a) (2) (B) (i) and (ii)) and pursuant to California Education Code section 56345 (b) (4).)

If the LEA student is to be transferred from a NPS setting into a regular class setting in a public school for any part of the school day, the IEP team shall document a description of activities provided to integrate the student into the regular education program, including the nature of each activity as well as the time spent on the activity each day or week and a description of the activities provided to support the transition of the student from the special education program into the regular education program. Each student shall be allowed to provide confidential input to any representative of the individual IEP team. Except as otherwise provided in the Master Contract, CONTRACTOR and LEA shall participate in all IEP team meetings regarding students for whom ISAs have been or may be executed. At any time during the term of this Master Contract, the parent, the CONTRACTOR or the LEA may request a review of the student's IEP, subject to all procedural safeguards required by law, including reasonable notice given to, and participation of, the CONTRACTOR in the meeting. Every effort shall be made to schedule IEP team meetings at a time and place that is mutually convenient to parent, CONTRACTOR and LEA. CONTRACTOR shall provide to LEA assessments and written assessment reports by service providers upon request and/or pursuant to LEA policy and procedures. It is understood that attendance at an IEP meeting is part of CONTRACTOR'S professional responsibility.

It is understood that the CONTRACTOR shall utilize the approved electronic IEP system of the LEA for all IEP planning and progress reporting at the LEA's discretion. The LEA or SELPA may provide training for any CONTRACTOR to ensure access to the approved system. The CONTRACTOR shall maintain confidentiality of all IEP data on the approved system and shall protect the password requirements of the system. When a student dis-enrolls from the NPS/NPA, the NPS/NPA and LEA shall discontinue use of the approved system for that student.

Changes in any student's educational program, including instruction, services, or instructional setting provided under this Master Contract, may only be made on the basis of revisions to the student's IEP. In the event that the CONTRACTOR believes the student requires a change of placement, the CONTRACTOR may request a review of the student's IEP for the purposes of consideration of a change in the student's placement. Student is entitled to remain in the last agreed upon and implemented placement unless parent agrees otherwise or an Interim Alternative Educational Setting is deemed lawful and appropriate by LEA or OAH consistent with Section 1415 (k)(1)(7) of Title 20 of the United States Code.

33. SURROGATE PARENTS AND FOSTER YOUTH

CONTRACTOR shall recognize an LEA appointed surrogate parent assignments for students without parental representation, including unaccompanied homeless youths, in special education procedures pursuant to California Government Code Section 7579.5. Surrogate parents shall serve as the child's parent and have all the rights relative to the student's education that a parent has under the Individuals with Disabilities Education Act pursuant to *20 USC 1414-1482 and 34 CFR 300.1*

300.756. A pupil in foster care shall be defined pursuant to California Education Code section 42238.01(b). The LEA shall annually notify the CONTRACTOR who the LEA has designated as the educational liaison for foster children. When a pupil in foster care is enrolled in a NPS by the LEA any time after the completion of the pupil's second year of high school, the CONTRACTOR shall schedule the pupil in courses leading towards graduation based on the diploma requirements of the LEA unless provided notice otherwise in writing pursuant to Section 51225.1.

34. DUE PROCESS PROCEEDINGS

CONTRACTOR shall fully participate in special education due process proceedings including mediations and hearings, as requested by LEA. Participation further includes the willingness to make CONTRACTOR's staff available for witness preparation and testimony as is necessary to facilitate a due process hearing. CONTRACTOR shall also fully participate in the investigation and provision of documentation related to any complaint filed with the State of California, the Office of Civil Rights, or any other state and/or federal governmental body or agency. Full participation shall include, but in no way be limited to, cooperating with LEA representatives to provide complete answers raised by any investigator and/or the immediate provision of any and all documentation that pertains to the operation of CONTRACTOR's program and/or the implementation of a particular student's IEP/Individual and Family Service Plan ("IFSP").

35. COMPLAINT PROCEDURES

CONTRACTOR shall maintain and adhere to its own written procedures for responding to parent complaints. These procedures shall include annually notifying and providing parents of students with appropriate information (including complaint forms) for the following: (1) Uniform Complaint Procedures pursuant to Title 5 of the California Code of Regulations section 4600 *et seq*.; (2) Nondiscrimination policy pursuant to Title 5 of the California Code of Regulations section 4960 (a); (3) Sexual Harassment Policy, California Education Code 231.5 (a) (b) (c); (4) Title IX Student Grievance Procedure, Title IX 106.8 (a) (d) and 106.9 (a); and (5) Notice of Privacy Practices in compliance with Health Insurance Portability and Accountability Act ("HIPAA"). CONTRACTOR shall include verification of these procedures to the LEA. CONTRACTOR shall immediately notify LEA of any complaints filed against it related to LEA students and provide LEA with all documentation related to the complaints and/or its investigation of complaints, including any and all reports generated as a result of an investigation.

36. STUDENT PROGRESS REPORTS/REPORT CARDS AND ASSESSMENTS

Unless LEA requests in writing that progress reports be provided on a monthly basis, CONTRACTOR shall provide to parents at least two (2) written progress reports/report cards. At a minimum, progress reports shall include progress over time towards IEP goals and objectives. A copy of the progress reports/report cards shall be maintained at the CONTRACTOR's place of business and shall be submitted to the LEA and LEA student's parent(s) quarterly.

The CONTRACTOR shall also provide an LEA representative access to supporting documentation used to determine progress on any goal or objective, including but not limited to log sheets, observation notes, data sheets, pre/post tests, rubrics and other similar data collection used to determine progress or lack of progress on approved goals, objectives, transition plans or behavior intervention plans. The LEA may request such data at any time within five (5) years of the date of service. The CONTRACTOR shall provide this data supporting progress within five (5) business days of request. Additional time may be granted as needed by the LEA.

CONTRACTOR shall complete academic or other evaluations of the student ten (10) days prior to the student's annual or triennial review IEP team meeting for the purpose of reporting the student's present levels of performance at the IEP team meeting as required by state and federal laws and regulations and pursuant to LEA policies, procedures, and/or practices. CONTRACTOR shall provide sufficient copies of its reports, documents, and projected goals to share with members of the IEP team five (5) business days

prior to the IEP meeting. CONTRACTOR shall maintain supporting documentation such as test protocols and data collection, which shall be made available to LEA within five (5) business days of request.

The CONTRACTOR is responsible for all evaluation costs regarding the updating of goals and objectives, progress reporting and development of present levels of performance. All assessments resulting from an assessment plan shall be provided by the LEA unless the LEA specifies in writing a request that CONTRACTOR perform such additional assessment. Any assessment and/or evaluation costs may be added to the ISA and/or approved separately by the LEA at the LEA's sole discretion.

It is understood that all billable hours must be in direct services to pupils as specified in the ISA. For NPA services, supervision provided by a qualified individual as specified in Title 5 Regulation, subsection 3065, shall be determined as appropriate and included in the ISA. Supervision means the direct observation of services, data review, case conferencing and program design consistent with professional standards for each professional's license, certification, or credential.

CONTRACTOR shall not charge the student's parent(s) or LEA for the provision of progress reports, report cards, evaluations conducted in order to obtain present levels of performance, interviews, and/or meetings. It is understood that all billable hours have limits to those specified on the ISA consistent with the IEP. It is understood that copies of data collection notes, forms, charts and other such data are part of the pupil's record and shall be made available to the LEA upon written request.

37. GRADES, HIGH SCHOOL COURSE CREDITS, & TRANSCRIPTS

When CONTRACTOR is a NPS, CONTRACTOR is responsible for assigning grades for any course of instruction taught at the NPS. The grades determined by the pupil's teacher, in the absence of clerical or mechanical mistake, fraud, bad faith, or incompetency, shall be final and consistent with the provisions specified in EC Section 49066. The grades each pupil receives in all courses of instruction taught by the NPS shall be reported to the parents and the LEA on a quarterly basis. Consistent with the LEA, should it become evident to the NPS the pupil is in danger of failing a course, the CONTRACTOR must initiate a parent conference, and the LEA representative must be in attendance.

When CONTRACTOR serves students in grades nine (9) through twelve (12) inclusive, LEA shall provide to CONTRACTOR a specific list of the course requirements to be satisfied by the CONTRACTOR leading toward graduation or completion of LEA's diploma requirements. CONTRACTOR shall not recommend awarding a high school diploma to students who have not successfully completed all of the LEA's graduation requirements.

Pupils enrolled in high school during the 2020-2021 academic year may request a Pass or No Pass grade as permitted in EC Section 49066.5, which may be reflected on the student's transcript and shall not negatively affect the pupil's grade point average.

CONTRACTOR shall prepare transcripts at the close of each semester, or upon student transfer, for students in grades nine (9) through twelve (12) inclusive, and submit them on LEA approved forms to the student's school of residence for evaluation of progress toward completion of diploma requirements as specified in LEA Procedures. CONTRACTOR shall submit to the LEA names of students and their schools of residence for whom transcripts have been submitted as specified by the LEA.

INDIVIDUAL TRANSITION PLANNING – AB 438, Approved on September 28, 2024

Effective July 1, 2025, if determined appropriate by the pupil's IEP team, beginning when the pupil starts their high school experience and not later than when the pupil is 16 years of age or younger, as appropriate, and annually thereafter, a statement of needed transition services shall be included in the pupil's individualized education program. If the individualized education program team determines that the pupil would benefit from the postponement of the inclusion of appropriate measurable postsecondary goals and transition services until 16 years of age, rather than when the pupil begins their high school experience, the individualized education program team shall appropriately justify the basis for that postponement. (EC

section 56043(h).)

38. STUDENT CHANGE OF RESIDENCE

Within five (5) school days from the date CONTRACTOR becomes aware of a student's change of residence, CONTRACTOR shall notify LEA, in writing, of the student's change of residence. Upon enrollment, CONTRACTOR shall notify parents in writing of their obligation to notify CONTRACTOR of the student's change of residence. CONTRACTOR shall maintain, and provide upon request by LEA, documentation of such notice to parents.

If CONTRACTOR had knowledge or should reasonably have had knowledge of the student's change of residence boundaries and CONTRACTOR fails to follow the procedures specified in this provision, LEA shall not be responsible for the costs of services delivered following the student's change of residence.

39. WITHDRAWAL OF STUDENT FROM PROGRAM

CONTRACTOR shall immediately report electronically and in writing to the LEA within five (5) business days when an LEA student is withdrawn without prior notice from school and/or services, including student's change of residence to a residence outside of LEA service boundaries, and parent/guardian withdrawal of student against professional advice from a NPS/RTC.

40. PARENT ACCESS

CONTRACTOR shall provide for reasonable parental access to students and all facilities including, but not limited to, the instructional setting, recreational activity areas, meeting rooms and student living quarters, when applicable. CONTRACTOR shall comply with any known court orders regarding parental visits and access to LEA students.

CONTRACTOR operating programs associated with a NPS/RTC shall cooperate with a parent's reasonable request for LEA student therapeutic visits in their home or at the NPS/RTC. CONTRACTOR shall require that parents obtain prior written authorization for therapeutic visits from the CONTRACTOR and the LEA at least thirty (30) days in advance. When requested, CONTRACTOR shall facilitate all parent travel and accommodations and for providing travel information to the parent as appropriate. Payment by LEA for approved travel-related expenses shall be made directly through the LEA consistent with LEA Procedures.

CONTRACTOR providing services in the student's home as specified in the IEP shall ensure that at least one parent of the child, or an adult caregiver with written and signed authorization to make decisions in an emergency, is present. The names of any adult caregiver other than the parent shall be provided to the LEA prior to the start of any home based services, including written and signed authorization in emergency situations. The parent shall inform the LEA of any changes of caregivers and provide written authorization for emergencies. The adult caregiver cannot also be an employee or volunteer associated with the NPS/NPA service provider.

All problems and/or concerns, both verbal and written, reported to pupil's parents shall also be provided, in writing, to the LEA.

41. LICENSED CHILDREN'S INSTITUTION ("LCI") CONTRACTORS AND RESIDENTIAL TREATMENT CENTER ("RTC") CONTRACTORS

If CONTRACTOR is a LCI, CONTRACTOR shall adhere to all legal requirements regarding educational placements for LCI students as stated in Education Code 56366 (a) (2) (C), 56366.9 (c) (1), Health and Safety Code section 1501.1and any other applicable laws and/or regulations, including LEA guidelines or procedures. An LCI shall not require that a pupil be placed in its NPS as a condition of being placed in its residential facility.

If CONTRACTOR is a NPS/RTC, CONTRACTOR shall adhere to all legal requirements under the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. section 1400 et seq. including the federal regulations 34 C.F.R section 300 et seq. and Education Code section 56000 et seq. including Title 5 of the California Code of Regulations section 3000 et seq.. CONTRACTOR shall comply with all monitoring requirements set forth in Section 43 below.

If CONTRACTOR is a NPS that is owned, operated by, or associated with a LCI, CONTRACTOR shall provide to LEA, on a quarterly basis, a list of all students, including those identified as eligible for special education. For those identified as special education students, the list shall include: 1) special education eligibility at the time of enrollment and; 2) the educational placement and services specified in each student's IEP at the time of enrollment. A copy of the current IEP shall be provided to the LEA.

Unless placement is made pursuant to an Office of Administrative Hearings order or a lawfully executed agreement between LEA and parent, LEA is not responsible for the costs associated with NPS placement until the date on which an IEP team meeting is convened, the IEP team determines that a NPS placement is appropriate, and the IEP is signed by the student's parent or another adult with educational decision- making rights.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this State shall be certified or licensed by that state to provide, respectively, special education and related services and designated instruction and related services to pupils under the federal IDEA (20 U.S.C. Sec. 1400 et seq.) and shall be certified or licensed by the state to provide nonmedical care, clinical services, or short-term residential therapeutic programs, as applicable to the facility type.

42. STATE MEAL MANDATE

When CONTRACTOR is a NPS, CONTRACTOR and LEA shall satisfy the State Meal Mandate under California Education Code sections 49005 et seq.; ; 49501.5, the universal meal mandate enacted by AB 130 (2021-2022); 49530 et seq; and 49550 et seq.

LEA, at its sole discretion, may elect to directly provide meals to CONTRACTOR for distribution to LEA students at the nonpublic school on its own or by another local school district.

CONTRACTOR acknowledges that the LEA does not receive any state or federal reimbursement for any meals CONTRACTOR provides to LEA students and that CONTRACTOR is only eligible to receive direct reimbursement if it is an approved site under the National School Lunch Program.

In the event the LEA requests CONTRACTOR to provide meals to LEA students, CONTRACTOR will provide breakfast and lunch to LEA students in compliance with the meal pattern requirements under the School Breakfast Program and National School Lunch Program nutritional standards. LEA shall reimburse CONTRACTOR for each meal made available at a mutually agreed upon rate. In the event CONTRACTOR is unable to provide meals, the LEA and CONTRACTOR will work collaboratively to find a solution. In the event CDE determines that meals do not need to be provided, this paragraph shall not apply.

CONTRACTOR shall maintain all documentation of meals provided to LEA students. CONTRACTOR shall comply with record keeping requirements under the School Breakfast Program and National School Lunch Program or LEA template. Upon request, CONTRACTOR shall provide copies of any such records to LEA. CONTRACTOR shall also allow LEA to conduct site monitoring visits as deemed necessary by the LEA.

If CONTRACTOR uses a third-party vendor to provide meals, CONTRACTOR will assure that the third-party vendor agrees to comply with all meal pattern requirements of the School Breakfast Program and National School Lunch Program nutritional standards. Upon request, CONTRACTOR

shall provide LEA with any contracts it has with third-party vendors providing meals for students.

43. MONITORING

The State Superintendent of Public Instruction ("Superintendent"), through the delegated monitoring activities to the California Department of Education (CDE), shall monitor CONTRACTOR'S facilities, the educational environment, and the quality of the educational program, including the teaching staff, the credentials authorizing service, the standards-based core curriculum being employed, and the standard focused instructional materials used on a three-year cycle, as follows: (1) CONTRACTOR shall complete a self-review in year one; (2) the Superintendent shall conduct an onsite review in year two; and (3) the Superintendent shall conduct a follow-up visit in year three.

CONTRACTOR shall participate in any LEA or CDE compliance review, if applicable, to be conducted as aligned with the CDE Onsite Review and monitoring cycle in accordance with California Education Code section 56366.1(j). This review will address programmatic aspects of the NPS, compliance with relevant state and federal regulations, and Master Contract compliance. CONTRACTOR shall conduct any follow-up or corrective action procedures related to review findings.

If CONTRACTOR is also an LCI and/or NPS/RTC, the CDE shall annually evaluate whether CONTRACTOR is in compliance with Education Code section 56366.9 and Health and Safety Code section 1501.1(b).

The LEA or SELPA shall conduct an onsite visit to the NPS before placement of a pupil if the LEA does not have any pupils enrolled at the school at the time of placement.

The LEA or SELPA shall conduct at least one onsite monitoring visit during each school year to the CONTRACTOR site certified as an NPS where the LEA has placed a pupil and entered into a master contract. The monitoring visit shall include, but is not limited to, a review of services specified on the ISA and provided to the pupil, a review of progress the pupil is making toward the goals set forth in the pupil's IEP, a review of progress the pupil is making toward the goals set forth in the pupil's behavioral intervention plan, if applicable, an observation of the pupil during instruction, and a walkthrough of the facility. The LEA or SELPA shall report the findings resulting from the monitoring visit to the CDE within 60 calendar days of the onsite visit.

CONTRACTOR shall allow LEA representatives access to its facilities for additional periodic monitoring of each student's instructional program. LEA shall have access to observe each student at work, observe the instructional setting, interview CONTRACTOR employees, and review each student's records and progress. Such access shall include unannounced monitoring visits. When making site visits, LEA shall initially report to CONTRACTOR's site administrative office. CONTRACTOR shall be invited to participate in the review of each student's progress.

CONTRACTOR understands that LEA reserves the right to institute a program audit with or without cause. The program audit may include, but is not limited to, a review of core compliance areas of health and safety; curriculum/instruction; related services; and contractual, legal, and procedural compliance.

When CONTRACTOR is a NPS, CONTRACTOR shall collect all applicable data and prepare the applicable portion of a School Accountability Report Card as appropriate in accordance with California Education Code Section 33126.

PERSONNEL

44. CLEARANCE REQUIREMENTS

CONTRACTOR shall comply with the requirements of California Education Code sections 44237, 35021.1, 35021.2, and 56366.1 including, but not limited to: obtaining clearance from both the California Department of Justice (hereinafter referred to as "CDOJ") and clearance from the Federal Bureau of

Investigation (hereinafter referred to as "FBI") for CONTRACTOR's employees and volunteers who will have or likely may have any direct contact with LEA students. CONTRACTOR hereby agrees that CONTRACTOR's employees and volunteers shall not come in contact with students, in-person or virtually, until CDOJ and FBI clearance are ascertained. CONTRACTOR shall certify in writing to LEA that none of its employees, and volunteers, unless CONTRACTOR determines that the volunteers will have no direct contact with students, or subcontractors who may come into contact with students have been convicted of a violent or serious felony as those terms are defined in California Education Code section 44237(h), unless despite the employee's conviction of a violent or serious felony, he or she has met the criteria to be eligible for employment pursuant to California Education Code section 44237 (i) or (j). Upon request, clearance certification shall be submitted to the LEA. In addition, CONTRACTOR shall make a request for subsequent arrest service from CDOJ as required by California Penal Code section 11105.2. Contractor shall certify to LEA that they have successful background checks and enrolled in subsequent arrest notification service for all employees who may come into contact with students.

Notwithstanding the restrictions on sharing and destroying criminal background check information, CONTRACTOR, upon demand, shall make available to the LEA evidence of a successful criminal background check clearance and enrollment in subsequent arrest notification service, as provided, for each owner, operator, and employee of the NPS/A. CONTRACTOR is required to retain the evidence on-site, as specified, for all staff, including those licensed or credentialed by another state agency. Background clearances and proof of subsequent arrest notification service, as required by California Penal Code section 11105.2, for all staff shall be provided to the LEA upon request.

45. STAFF QUALIFICATIONS

CONTRACTOR shall ensure that all individuals employed, contracted, and/or otherwise hired by CONTRACTOR to provide classroom and/or individualized instruction or related services hold a license, certificate, permit, or other document equivalent to that which staff in a public school are required to hold in the service rendered consistent with Education Code section 56366.1(n)(1) and are qualified pursuant to Title 34 of the Code of Federal Regulations sections 200.56 and 200.58, and Title 5 of the California Code of Regulations sections 3001(r), 3064 and 3065. Such qualified staff may only provide related services within the scope of their professional license, certification or credential and ethical standards set by each profession, and not assume responsibility or authority for another related services provider or special education teacher's scope of practice.

CONTRACTOR shall ensure that all staff are appropriately credentialed to provide instruction and services to students with the disabling conditions placed in their program/school through documentation provided to the CDE (5 CCR 3064 (a)).
In accordance with California Education Code section 56366.1(a)(5), when CONTRACTOR is a NPS, an appropriately qualified person shall serve as curricular and instructional leader, and be able to provide leadership, oversight and professional development. The administrator of the NPS holds or is in the process of obtaining one of the following: (A) An administrative credential granted by an accredited postsecondary educational institution and two years of experience with pupils with disabilities. (B) A pupil personnel services credential that authorizes school counseling or psychology. (C) A license as a clinical social worker issued by the Board of Behavioral Sciences. (D) A license in psychology regulated by the Board of Psychology. (E) A master's degree issued by an accredited postsecondary institution in education, special education, psychology, counseling, behavioral analysis, social work, behavioral science, or rehabilitation.
(F) A credential authorizing special education instruction and at least two years of experience teaching in special education before becoming an administrator. (G) A license as a marriage and family therapist certified by the Board of Behavioral Sciences. (H) A license as an educational psychologist issued by the Board of Behavioral Sciences. (I) A license as a professional clinical counselor issued by the Board of Behavioral Sciences. (California Education Code Section 56366.1 (a)(5)). CONTRACTOR shall maintain, and provide to the LEA upon request, documentation of its administrator's qualifications in accordance with the above.

CONTRACTOR shall comply with personnel standards and qualifications regarding instructional aides and teacher assistants respectively pursuant to federal requirements and California Education Code sections

45340 *et seq.* and 45350 *et seq.* Specifically, all paraprofessionals, including but not limited to, instructional aides and teacher assistants, employed, contracted, and/or otherwise hired or subcontracted by CONTRACTOR to provide classroom and/or individualized instruction or related services, shall possess a high school diploma (or its recognized equivalent) and at least one of the following qualifications: (a) completed at least two (2) years of study at an institution of higher education; or (b) obtained an associate's (or higher) degree; or (c) met a rigorous standard of quality and can demonstrate, through a formal state or local assessment (i) knowledge of, and the ability to assist in instructing, reading, writing, and mathematics; or (ii) knowledge of, and the ability to assist in instructing, reading readiness, writing readiness, and mathematics readiness, as appropriate. CONTRACTOR shall comply with all laws and regulations governing the licensed professions, including but not limited to, the provisions with respect to supervision.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this state and serving a student by this LEA shall be certified or licensed by that state to provide special education and related services to pupils under the federal Individuals with Disabilities Education Act (20 U.S.C. Sec. 1400 et seq.).

46. VERIFICATION OF LICENSES, CREDENTIALS AND OTHER DOCUMENTS

CONTRACTOR shall submit to LEA a staff list, and copies of all current licenses, credentials, certifications, permits and/or other documents which entitle the holder to provide special education and/or related services by individuals employed, contracted, and/or otherwise hired or sub-contracted by CONTRACTOR. CONTRACTOR shall ensure that all licenses, credentials, permits or other documents are on file at the office of the County Superintendent of Schools. CONTRACTOR shall provide the LEA with the verified dates of fingerprint clearance, Department of Justice clearance and Tuberculosis Test clearance for all employees, approved subcontractors and/or volunteers prior to such individuals starting to work with any student.

CONTRACTOR shall monitor the status of licenses, credentials, certifications, permits and/or other documents for all individuals employed, contracted, and/or otherwise hired by CONTRACTOR. CONTRACTOR shall notify LEA and CDE in writing within forty-five (45) days when personnel changes occur which may affect the provision of special education and/or related services to LEA students. CONTRACTOR shall notify LEA within forty-five (45) days if any such licenses, certifications or waivers are expired, suspended, revoked, rescinded, challenged pursuant to an administrative or legal complaint or lawsuit, or otherwise nullified during the effective period of this Master Contract. The LEA shall not be obligated to pay for any services provided by a person whose such licenses, certifications or waivers are expired, suspended, revoked, rescinded, or otherwise nullified during the period which such person is providing services under this Master Contract. Failure to notify the LEA and CDE of any changes in credentialing/licensed staff may result in suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

47. STAFF ABSENCE

When CONTRACTOR is a nonpublic school and CONTRACTOR's classroom teacher is absent, CONTRACTOR shall provide an appropriately credentialed substitute teacher in the absent teacher's classroom in accordance with California Education Code section 56061. CONTRACTOR shall provide to the LEA documentation of substitute coverage. Substitute teachers shall remain with their assigned class during all instructional time.

The LEA shall not be responsible for any payment for instruction and/or services when an appropriately credentialed substitute teacher is not provided in accordance with California Education Code section 56061.

When CONTRACTOR is a NPA and/or related services provider, and CONTRACTOR's service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute, unless LEA provides appropriate coverage in lieu of CONTRACTOR's service providers. It is understood that the parent of a student shall not be deemed to be a qualified substitute for their student. LEA will not pay for services unless a qualified substitute is provided and/or

CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided. CONTRACTOR shall not "bank" or "carry over" make up service hours under any circumstances, unless otherwise agreed to in writing by CONTRACTOR and authorized LEA representative.

48. STAFF PROFESSIONAL BEHAVIOR WHEN PROVIDING SERVICES AT SCHOOL OR SCHOOL RELATED EVENTS OR AT SCHOOL FACILITY AND/OR IN THE HOME

It is understood that all employees, subcontractors, and volunteers of any certified NPS/A shall adhere to the customary professional and ethical standards when providing services. All practices shall only be within the scope of professional responsibility as defined in the professional code of conduct for each profession as well as any LEA professional standards as specified in Board policies and/or regulations when made available to the CONTRACTOR.

For services provided on a public-school campus, sign in/out procedures shall be followed by NPS/A providers working in a public-school classroom along with all other procedures for being on campus consistent with school and district policy. Such policies and procedures shall be made available to the CONTRACTOR upon request. It is understood that the public-school credentialed classroom teacher is responsible for the instructional program.

CONTRACTOR providing services outside of the student's school as specified in the IEP shall ensure that at least one parent of the child or an adult caregiver with written and signed authority to make decisions in an emergency is present during provision of services. The names of any adult caregiver other than the parent shall be provided to the LEA prior to the start of any home-based services, including written and signed authorization in emergency situations. The adult caregiver cannot also be an employee or volunteer associated with the NPS/NPA service provider. All problems and/or concerns reported by CONTRACTOR to parents or guardians, in either verbal or written form, shall be reported to the LEA.

HEALTH AND SAFETY MANDATES

49. HEALTH AND SAFETY

CONTRACTOR shall comply with all applicable federal, state, local, and LEA laws, regulations, ordinances, policies, and procedures regarding student and employee health and safety. CONTRACTOR shall comply with the requirements of California Education Code sections 35021 *et. seq*. and 49406, regarding the examination of CONTRACTOR's employees and volunteers for tuberculosis. CONTRACTOR shall provide to LEA documentation for each individual volunteering, employed, contracted, and/or otherwise hired by CONTRACTOR of such compliance before an individual comes in contact with a student.

CONTRACTOR shall comply with OSHA Blood-Borne Pathogens Standards, 29 Code of Federal Regulations (CFR) section 1910.1030, when providing medical treatment or assistance to a student. CONTRACTOR further agrees to provide annual training regarding universal health care precautions and to post required notices in areas designated in the California Health and Safety Code.

50. FACILITIES AND FACILITIES MODIFICATIONS

CONTRACTOR shall provide special education and/or related services to students in facilities that comply with all applicable federal, state, and local laws, regulations, and ordinances related, but not limited to: disability access; fire, health, sanitation, and building standards and safety; fire warning systems; zoning permits; and occupancy capacity. When CONTRACTOR is a NPS, CONTRACTOR shall conduct fire drills as required by Title 5 California Code of Regulations section 550. CONTRACTOR shall be responsible for any structural changes and/or modifications to CONTRACTOR's facilities as required complying with applicable federal, state, and local laws, regulations, and ordinances. Failure to notify the

LEA and CDE of any changes in, major modification or relocation of facilities may result in the suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

51. ADMINISTRATION OF MEDICATION

CONTRACTOR shall comply with the requirements of California Education Code section 49422 et seq. when CONTRACTOR serves a student that is required to take prescription and/or over-the-counter medication during the school day. CONTRACTOR may designate personnel to assist the student with the administration of such medication after the student's parent(s) provide to CONTRACTOR: (a) a written statement from a physician detailing the type, administration method, amount, and time schedules by which such medication shall be taken; and (b) a written statement from the student's parent(s) granting CONTRACTOR permission to administer medication(s) as specified in the physician's statement. CONTRACTOR shall maintain, and provide to LEA upon request, copies of such written statements. CONTRACTOR shall maintain a written log for each student to whom medication is administered. Such written log shall specify the student's name; the type of medication; the date, time, and amount of each administration; and the name of CONTRACTOR's employee who administered the medication. CONTRACTOR maintains full responsibility for storing medications in a secure location and ensuring appropriate staff training in the administration of such medication consistent with physician's written orders. Any change in medication type, administration method, amount or schedule must be authorized by both a licensed physician and parent.

52. INCIDENT/ACCIDENT REPORTING

CONTRACTOR shall submit within 24 hours, electronically, any accident or incident report to the LEA. CONTRACTOR shall properly submit required accident or incident reports pursuant to the procedures specified in LEA Procedures.

53. CHILD ABUSE REPORTING

CONTRACTOR hereby agrees to annually train all staff members, including volunteers, so that they are familiar with and agree to adhere to its own child and dependent adult abuse reporting obligations and procedures as specified in California Penal Code section 11164 et seq. and Education Code 44691. To protect the privacy rights of all parties involved (i.e., reporter, child and alleged abuser), reports will remain confidential as required by law and professional ethical mandates. A written statement acknowledging the legal requirements of such reporting and verification of staff adherence to such reporting shall be submitted to the LEA.

54. SEXUAL HARASSMENT

CONTRACTOR shall have a Sexual and Gender Identity harassment policy that clearly describes the kinds of conduct that constitutes sexual harassment and that is prohibited by the CONTRACTOR's policy, as well as federal and state law. The policy should include procedures to make complaints without fear of retaliation, and for prompt and objective investigations of all sexual harassment complaints. CONTRACTOR further agrees to provide annual training to all employees regarding the laws concerning sexual harassment and related procedures pursuant to Government Code 12950.1.

55. REPORTING OF MISSING CHILDREN

CONTRACTOR assures LEA that all staff members, including volunteers, are familiar with and agree to adhere to requirements for reporting missing children as specified in California Education Code section 49370. A written statement acknowledging the legal requirements of such reporting and verification of staff adherence to such reporting shall be properly submitted to the LEA. The written statement shall be submitted as specified by the LEA.

FINANCIAL

56. ENROLLMENT, CONTRACTING, SERVICE TRACKING, ATTENDANCE REPORTING, AND BILLING PROCEDURES

CONTRACTOR shall assure that the nonpublic school or nonpublic agency has the necessary financial resources to provide an appropriate education for the students enrolled and will distribute those resources in such a manner to implement the IEP and ISA for each and every student.

CONTRACTOR shall comply with all LEA procedures concerning enrollment, contracting, attendance reporting, service tracking and billing including requirements of electronic billing as specified by the LEA Procedures, as well as provide all such records requested by LEA concerning the same. CONTRACTOR shall be paid for the provision of special education and/or related services specified in the student's IEP and ISA. All payments by LEA shall be made in accordance with the terms and conditions of this Master Contract and governed by all applicable federal and state laws.

CONTRACTOR shall maintain separate registers for the basic education program, each related service, and services provided by instructional assistants, behavior intervention aides and bus aides. Original attendance forms (i.e., roll books for the basic education program, service tracking documents and notes for instructional assistants, behavioral intervention aides, bus aides, and each related service) shall be completed by the actual service provider whose signature shall appear on such forms and shall be available for review, inspection, or audit by LEA during the effective period of this contract and for a period of five (5) years thereafter. CONTRACTOR shall verify the accuracy of minutes of reported attendance that is the basis of services being billed for payment.

CONTRACTOR shall submit invoices and related documents to LEA for payment, for each calendar month when education or related services were provided. Invoices and related documents shall be properly submitted electronically and in addition, on an LEA form with signatures in the manner prescribed by LEA. At a minimum, each invoice must contain the following information: month of service; specific days and times of services coordinated by the LEA approved calendar unless otherwise specified in the IEP or agreed to by the LEA; name of staff who provided the service; approved cost of each invoice; total for each service and total for the monthly invoice; date invoice was mailed; signature of NPS/NPA administrator authorizing that the information is accurate and consistent with the ISA, CDE certificates and staff notification; verification that attendance report is attached as appropriate; indication of any made-up session consistent with this contract; verification that progress reports have been provided consistent with the ISA (monthly or quarterly unless specified otherwise on the ISA); and name or initials of each student for when the service was provided.

In the event services were not provided, rationale for why the services were not provided shall be included.

Such an invoice is subject to all conditions of this contract. At the discretion of the LEA, an electronic invoice may be required provided such notice has been made in writing and training provided to the CONTRACTOR at no additional charge for such training.

Invoices shall be submitted no later than thirty (30) days after the end of the attendance accounting period in which the services were rendered. LEA shall make payment to CONTRACTOR based on the number of billable days of attendance and hours of service at rates specified in this contract within forty-five (45) days of LEA's receipt of properly submitted hard copy of invoices prepared and submitted as specified in California Education Code Section 56366.5 and the LEA. CONTRACTOR shall correct deficiencies and submit rebilling invoices no later than thirty (30) calendar days after the invoice is returned by LEA. LEA shall pay properly submitted re-billing invoices no later than forty-five (45) days after the date a completely corrected re-billing invoice is received by LEA.

In no case shall initial payment claim submission for any Master Contract fiscal year (July through June) extend beyond December 31st after the close of the fiscal year. In no case shall any rebilling for the

Master Contract fiscal year (July through June) extend beyond six (6) months after the close of the fiscal year unless approved by the LEA to resolve billing issues including re-billing issues directly related to a delay in obtaining information from the Commission on Teacher Credentialing regarding teacher qualification, but no later than twelve (12) months from the close of the fiscal year. If the billing or re-billing error is the responsibility of the LEA, then no limit is set provided that the LEA and CONTRACTOR have communicated such concerns in writing during the 12-month period following the close of the fiscal year.

57. RIGHT TO WITHHOLD PAYMENT

LEA may withhold payment to CONTRACTOR when: (a) CONTRACTOR has failed to perform, in whole or in part, under the terms of this contract; (b) CONTRACTOR has billed for services rendered on days other than billable days of attendance or for days when student was not in attendance and/or did not receive services; (c) CONTRACTOR was overpaid by LEA as determined by inspection, review, and/or audit of its program, work, and/or records; (d) CONTRACTOR has failed to provide supporting documentation with an invoice, as required by EC 56366(c)(2); (e) education and/or related services are provided to students by personnel who are not appropriately credentialed, licensed, or otherwise qualified; (f) LEA has not received prior to school closure or contract termination, all documents concerning one or more students enrolled in CONTRACTOR's educational program; (g) CONTRACTOR fails to confirm a student's change of residence to another district or confirms the change of residence to another district, but fails to notify LEA within five (5) days of such confirmation; or (h) CONTRACTOR receives payment from Medi-Cal or from any other agency or funding source for a service provided to a student. It is understood that no payments shall be made for any invoices that are not received by six (6) months following the close of the prior fiscal year, for services provided in that year.

Final payment to CONTRACTOR in connection with the cessation of operations and/or termination of a Master Contract will be subject to the same documentation standards described for all payment claims for regular ongoing operations. In addition, final payment may be withheld by the LEA until completion of a review or audit, if deemed necessary by the LEA. Such review or audit will be completed within ninety (90) days. The final payment may be adjusted to offset any previous payments to the CONTRACTOR determined to have been paid in error or in anticipation of correction of documentation deficiencies by the CONTRACTOR that remain uncorrected.

The amount which may be withheld by LEA with respect to each of the subparagraphs of the preceding paragraph are as follows: (a) the value of the service CONTRACTOR failed to perform; (b) the amount of overpayment; (c) the portion of the invoice for which satisfactory documentation has not been provided by CONTRACTOR; (d) the amount invoiced for services provided by the individual not appropriately credentialed, licensed, or otherwise qualified; (e) the proportionate amount of the invoice related to the applicable pupil for the time period from the date the violation occurred and until the violation is cured; or (f) the amount paid to CONTRACTOR by Medi-Cal or another agency or funding source for the service provided to the student.

If LEA determines that cause exists to withhold payment to CONTRACTOR, LEA shall, within ten (10) business days of this determination, provide to CONTRACTOR written notice that LEA is withholding payment. Such notice shall specify the basis or bases for LEA's withholding payment and the amount to be withheld. Within thirty (30) days from the date of receipt of such notice, CONTRACTOR shall take all necessary and appropriate action to correct the deficiencies that form the basis for LEA's withholding payment or submit a written request for extension of time to correct the deficiencies or submit to LEA written documentation demonstrating that the basis or bases cited by the LEA for withholding payment is unfounded. Upon receipt of CONTRACTOR's written request showing good cause, LEA shall extend CONTRACTOR's time to correct deficiencies (usually an additional thirty (30) days), otherwise payment will be denied.

If after subsequent request for payment has been denied and CONTRACTOR believes that payment should not be withheld, CONTRACTOR shall send written notice to LEA specifying the reason it believes payment should not be withheld. LEA shall respond to CONTRACTOR's notice within thirty (30) business

days by indicating that a warrant for the amount of payment will be made or stating the reason LEA believes payment should not be made. If LEA fails to respond within thirty (30) business days or a dispute regarding the withholding of payment continues after the LEA's response to CONTRACTOR's notice, CONTRACTOR may invoke the following escalation policy.

After forty-five (45) business days: The CONTRACTOR may notify the Authorized LEA's Representative of the dispute in writing. The LEA Authorized Representative shall respond to the CONTRACTOR in writing within fifteen (15) business days.

After sixty (60) business days: The LEA or CONTRACTOR may appeal to the County Superintendent of Schools so long as the County Superintendent of Schools is not participating in the Local Plan involved in the NPS/A contract, or a mutually agreed upon mediator. Both parties agree to pay for their own costs and expenses arising out of such mediation. Each party agrees to act in good faith in participating in any mediation process agreed to by the parties.

58. PAYMENT FROM OUTSIDE AGENCIES

CONTRACTOR shall notify LEA when Medi-Cal or any other agency is billed for the costs associated with the provision of special education and/or related services to students. Upon request, CONTRACTOR shall provide to LEA any and all documentation regarding reports, billing, and/or payment by Medi-Cal or any other agency for the costs associated with the provision of special education and/or related services to students. CONTRACTOR shall provide prior written notice of the rights and protections required by Title 34 of the Code of Federal Regulations section 300.154(d) whenever it seeks to use the LEA students' public benefits to pay for special education and related services. Such notice shall be provided before seeking payment from Medi-Cal for the first time and annually.

59. PAYMENT FOR ABSENCES

NONPUBLIC SCHOOL STAFF ABSENCE

Whenever a classroom teacher employed by CONTRACTOR is absent, CONTRACTOR shall provide an appropriately credentialed substitute teacher in the absent teacher's classroom in accordance with California Education Code section 56061. CONTRACTOR shall provide to LEA documentation of substitute coverage pursuant to the LEA Procedures. Substitute teachers shall remain with their assigned class during all instructional time. LEA will not pay for instruction and/or services unless said instruction or service is provided by an appropriately credentialed substitute teacher.

Whenever a related service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute. LEA will not pay for services unless a qualified substitute is provided and/or CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided unless otherwise agreed in student's IEP.

NONPUBLIC SCHOOL STUDENT ABSENCE

If CONTRACTOR is a nonpublic school, no later than the tenth (10th) cumulative day of a student's unexcused absence, CONTRACTOR shall notify the LEA of such absence.

Criteria for a billable day for payment purposes is one (1) day of attendance as defined in California Education Code, sections 46010, 46010.3 and 46307. LEA shall not pay for services provided on days that a student's attendance does not qualify for Average Daily Attendance (ADA) reimbursement under state law. *Per Diem* rates for students whose IEPs authorize less than a full instructional day may be adjusted on a pro rata basis in accordance with the actual proportion of the school day the student was served. LEA shall not be responsible for payment of related services for days on which a student's attendance does not qualify for Average Daily Attendance ("ADA") reimbursement under state law, nor shall student be eligible for make-up services.

NONPUBLIC AGENCY STAFF ABSENCE

When CONTRACTOR is a nonpublic agency and CONTRACTOR's service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute, unless LEA provides appropriate coverage in lieu of CONTRACTOR's service providers. LEA shall not pay for services unless a qualified substitute is provided and/or CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided. CONTRACTOR shall not "bank" or "carry over" make up service hours under any circumstances, unless otherwise agreed to in writing by CONTRACTOR and LEA. In the event services were not provided, reasons for why the services were not provided shall be included.

NONPUBLIC AGENCY STUDENT ABSENCE

If CONTRACTOR is a nonpublic agency, it shall notify LEA of the absence of a student no later than the fifth (5th) consecutive service day of the student's absence. LEA shall not be responsible for the payment of services when a student is absent.

60. LEA and/or NONPUBLIC SCHOOL CLOSURE DUE TO EMERGENCY

The following shall apply in the event of a LEA or NPS school closure due to an emergency consistent with guidelines followed by LEAs in accordance with Education Code sections 41422 and 46392:

a. If CONTRACTOR remains open, if allowed, during an emergency and serves students appropriately as delineated in the ISA, CONTRACTOR shall receive payment, regardless of whether a sending LEA is open or closed.

b. NPS School Closure- In the event of a NPS School Closure for the reasons set forth in Education Code section 41422, if the LEA is able to obtain alternative placement for the student, CONTRACTOR shall not receive payment for days the student is not in attendance due to CONTRACTOR'S school closure. If the LEA is unable to obtain an alternative placement, CONTRACTOR shall receive payment consistent with the student's approved ISA, as though the student were continuing his/her regular attendance, until an alternative placement can be found and implement LEA student IEP in accordance with Education Code section 56345(a)(9) pertaining to emergency conditions.

c. LEA and NPS School Closure- In the event of the LEA and NPS School Closures, on days the LEA is funded, CONTRACTOR shall receive payment consistent with the student's approved ISA, until an alternative placement can be found and implement LEA student IEP in accordance with Education Code section 56345(a)(9) pertaining to emergency conditions. If the LEA is able to obtain alternative placement for the student, CONTRACTOR shall not receive payment for days the student is not in attendance with CONTRACTOR due to CONTRACTOR'S school closure.

When the emergency school closure is lifted, CONTRACTOR shall notify the LEAs it serves of any lost instructional minutes. CONTRACTOR and LEAs shall work collaboratively to determine the need for make-up days or service changes, and shall work together to amend IEP and ISA paperwork as appropriate.

61. INSPECTION AND AUDIT

The CONTRACTOR shall maintain and the LEA shall have the right to examine and audit all of the books, records, documents, accounting procedures and practices and other evidence that reflect all costs claimed to have been incurred or fees claimed to have been earned under this Agreement.

CONTRACTOR shall provide access to LEA to all records including, but not limited to: student pupils as defined by California Education Code section 49061(b); registers and roll books of teachers; daily service logs and notes or other documents used to record the provision of related services; Medi-Cal/daily service logs and notes used to record provision of services provided by instructional assistants, behavior

intervention aides, bus aides, and supervisors; absence verification records (parent/doctor notes, telephone logs, and related documents); bus rosters; staff lists specifying credentials held, business licenses held, documents evidencing other qualifications, , dates of hire, and dates of termination; staff time sheets; non-paid staff and volunteer sign-in sheets; transportation and other related service subcontracts; school calendars; bell/class schedules when applicable; liability and worker's compensation insurance policies; state NPS/A certifications; by-laws; lists of current board of directors/trustees, if incorporated; other documents evidencing financial expenditures; federal/state payroll quarterly reports Form 941/DE3DP; and bank statements and canceled checks or facsimile thereof. Such access shall include unannounced inspections by LEA. CONTRACTOR shall make available to LEA all budgetary information including operating budgets submitted by CONTRACTOR to LEA for the relevant contract period being audited.

CONTRACTOR shall make all records available at the office of LEA or CONTRACTOR's offices (to be specified by LEA) at all reasonable times and without charge. All records shall be provided to LEA within five (5) working days of a written request from LEA. CONTRACTOR shall, at no cost to LEA, provide assistance for such examination or audit. LEA's rights under this section shall also include access to CONTRACTOR's offices for purposes of interviewing CONTRACTOR's employees. If any document or evidence is stored in an electronic form, a hard copy shall be made available to the LEA, unless the LEA agrees to the use of the electronic format.

CONTRACTOR shall obtain from its subcontractors and suppliers written agreements to the requirements of this section and shall provide a copy of such agreements to LEA upon request by LEA.

If an inspection, review, or audit by LEA, a state agency, a federal agency, and/or an independent agency/firm determines that CONTRACTOR owes LEA monies as a result of CONTRACTOR's over billing or failure to perform, in whole or in part, any of its obligations under this Master Contract, LEA shall provide to CONTRACTOR written notice demanding payment from CONTRACTOR and specifying the basis or bases for such demand. Unless CONTRACTOR and LEA otherwise agree in writing, CONTRACTOR shall pay to LEA the full amount owed as a result of CONTRACTOR's over billing and/or failure to perform, in whole or in part, any of its obligations under this Master Contract, as determined by an inspection, review, or audit by LEA, a state agency, a federal agency, and/or an independent agency/firm. CONTRACTOR shall make such payment to LEA within thirty (30) days of receipt of LEA's written notice demanding payment.

62. RATE SCHEDULE

The attached rate schedule (Exhibit A) limits the number of students that may be enrolled and maximum dollar amount of the contract. It may also limit the maximum number of students that can be provided specific services. Per Diem rates for students whose IEPs authorize less than a full instructional day may be adjusted proportionally. In such cases only, the adjustments in basic education rate shall be based on the required minimum number of minutes per grade level as set forth in paragraph 23, above, and in California Education Code Section 46200-46208.

Special education and/or related services offered by CONTRACTOR shall be provided by qualified personnel as per State and Federal law, and the codes and charges for such educational and/or related services during the term of this contract, shall be as stated in Exhibit A.

63. DEBARMENT CERTIFICATION

By signing this agreement, the CONTRACTOR certifies that:

(a) The CONTRACTOR and any of its shareholders, partners, or executive officers are <u>not</u> presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency, and

(b) Have not, within a three-year period preceding this contract, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or

subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

The parties hereto have executed this Contract by and through their duly authorized agents or representatives. This contract is effective on **February 27, 2026** and terminates at 5:00 P.M. on June 30, 2026, unless sooner terminated as provided herein.

CONTRACTOR	**LEA**
Total Education Solutions	California Online Public Schools
Nonpublic School/Agency	**LEA Name**
By: Dana Rivera 03/04/2026	**By:** Signed by: Mackenzie Duran 03/02/2026 5CF7080748C6400...
Signature **Date**	**Signature** **Date**
Dana Rivera, Contracts Admin	Mackenzie Duran, Director of Student Services
Name and Title of Authorized Representative	**Name and Title of Authorized Representative**

Notices to CONTRACTOR shall be addressed to:	**Notices to LEA shall be addressed to:**
Dana Rivera, Contracts Admin	Mackenzie Duran, Director of Student Services
Name and Title Total Education Solutions	**Name and Title** California Online Public Schools
Nonpublic School/Agency/Related Service Provider	**LEA**
99 Pasadena Ave., Suite 10C	33272 Valle Road
Address South Pasadena CA 92646	**Address** San Juan Capistrano CA 92675
City 323-240-3437 **State** n/a **Zip**	**City** (949) 873-4312 **State** (949) 240-7895 **Zip**
Phone drivera@tesidea.com **Fax**	**Phone** mduran@californiaops.org **Fax**
Email	**Email**

Additional LEA Notification
(Required if completed)

Name and Title

Address

City **State** **Zip**

Phone **Fax**

Email

EXHIBIT A: 2025-2026 RATES

4.1 RATE SCHEDULE FOR CONTRACT YEAR

The CONTRACTOR: Total Education Solutions-San Diego
The CONTRACTOR CDS NUMBER: _____

PER ED CODE 56366 – TEACHER-TO-PUPIL RATIO: _____

Maximum Contract Amount:

Education service(s) offered by the CONTRACTOR and the charges for such service(s) during the term of this contract shall be as follows:

1) Daily Basic Education Rate:

2) Inclusive Education Program
(Includes Educational Counseling (not ed related mental health) services, Speech & Language services, Behavior Intervention Planning, and Occupational Therapy as specified on the student's IEP.) DAILY RATE:

3) Related Services

SERVICE	RATE	PERIOD
Intensive Individual Services (340)		
Language and Speech (415)	$192.00	Hourly
Adapted Physical Education (425)	$168.00	Hourly
Health and Nursing: Specialized Physical Health Care (435)		
Health and Nursing: Other Services (436)	$192.00	Hourly
Assistive Technology Services (445)	$192.00	Hourly
Occupational Therapy (450)	$192.00	Hourly
Physical Therapy (460)	$192.00	Hourly
Individual Counseling (510)	$175.00	Hourly
Counseling and Guidance (515)	$175.00	Hourly
Parent Counseling (520)		
Social Work Services (525)		
Psychological Services (530)		
Behavior Intervention Services (535)	$168.00 (BCBA) $126.00 (BID) $87.00 (BII)	Hourly
Specialized Services for Low Incidence Disabilities (610)		
Specialized Deaf and Hard of Hearing (710)		

Interpreter Services (715)		
Audiological Services (720)		
Specialized Vision Services (725)		
Orientation and Mobility (730)		
Specialized Orthopedic Services (740)		
Reader Services (745)		
Transcription Services (755)		
Recreation Services, Including Therapeutic (760)		
College Awareness (820)		
Work Experience Education (850)		
Job Coaching (855)		
Mentoring (860)		
Travel Training (870)		
Other Transition Services (890)		
Other (900) **IEP Meeting Attendance**		Providers Hourly Rate
Other (900)		

No Show/Late Cancellation Policy: Cancellations with less than 24 hours' notice will be billed as follows: virtual services at the full hourly rate, and in-person services at 50% of the hourly rate.

Additional Terms Regarding Extended School Year (ESY)

If students in the CONTRACTOR'S caseload are approved to receive Extended School Year (ESY) services based on their IEPs, the current school year rates will apply. LEA will not pay for non-ESY services and services that fall outside of the contracted school year (i.e. after June 30th and before the 1st day of school of the following school year), unless it has been pre-approved by LEA's Director of Student Services.

DS
Initial DR

Additional Terms Regarding Invoices and Payment

The 30-to-45-day period refers to business days, not calendar days. Please account for all holidays and breaks during fall, winter, spring, and summer, as these may extend the review time for invoices scheduled within the 30-to-45-day window. Any invoices submitted after work hours or during holidays and breaks will be considered received on the next business day.

DS
Initial DR

To avoid delays, invoices should be submitted within 30 days following the end of the previous attendance month. If there are any errors, the review process will be paused until a corrected invoice is received, and processing will be based on the date of the revised submission. Late submissions or invoice errors will result in a longer payment timeline.

DS
Initial DR

EXHIBIT B: 2025-2026 ISA

INDIVIDUAL SERVICES AGREEMENT (ISA) FOR NONPUBLIC, NONSECTARIAN SCHOOL SERVICES

(Education Code Sections 56365 et seq.)

This agreement is effective on September 2, 2025 or the date student begins attending a nonpublic school or receiving services from a nonpublic agency, if after the date identified, and terminates at 5:00 P.M. on June 30, 2026, unless sooner terminated as provided in the Master Contract and by applicable law.

Local Education Agency _____ Nonpublic School _____

LEA Case Manager: Name _____ Phone Number _____

Pupil Name _____ Sex: ☐ M ☐ F Grade:_____
(Last) (First) (M.I.)

Address _____ City _____ State/Zip _____

DOB _____ Residential Setting: ☐ Home ☐ Foster ☐ LCI # _____ ☐ OTHER _____

Parent/Guardian _____ Phone ( ) _____ (_____
(Residence) (Business)

Address _____ City _____ State/Zip _____
(If different from student)

AGREEMENT TERMS:

1. *Nonpublic School*: The average number of minutes in the instructional day will be: _____ during the regular school year _____ during the extended school year

2. *Nonpublic School*: The number of school days in the calendar of the school year are: _____ during the regular school year _____ during the extended school year

3. *Educational services as specified in the IEP shall be provided by the CONTRACTOR and paid at the rates specified below.*

   A. *INCLUSIVE AND/OR BASIC EDUCATION PROGRAM RATE: (Applies to nonpublic schools only):* Daily Rate:_____

   Estimated Number of Days _____ x Daily Rate _____ = PROJECTED BASIC EDUCATION COSTS _____

   B. RELATED SERVICES:

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Intensive Individual Services (340)							
Language/Speech Therapy (415) a. Individual b. Group							
Adapted Physical Ed. (425)							
Health and Nursing: Specialized Physical Health Care (435)							
Health and Nursing Services: Other (436)							
Assistive Technology Services (445)							
Occupational Therapy (450)							
Physical Therapy (460)							

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Individual Counseling (510)							
Counseling and guidance (515).							
Parent Counseling (520)							
Social Work Services (525)							
Psychological Services (530)							
Behavior Intervention Services (535)							
Specialized Services for Low Incidence Disabilities (610)							
Specialized Deaf and Hard of Hearing Services (710)							
Interpreter Services (715)							
Audiological Services (720)							
Specialized Vision Services (725)							
Orientation and Mobility (730)							
Braille Transcription (735)							
Specialized Orthopedic Service (740)							
Reader Services (745)							
Note Taking Services (750)							
Transcription Services (755)							
Recreation Services (760)							
College Awareness Preparation (820)							
Vocational Assessment, Counseling, Guidance and Career Assessment (830)							
Career Awareness (840)							
Work Experience Education (850)							
Mentoring (860)							
Agency Linkages (865)							
Travel Training (870)							
Other Transition Services (890)							
Other (900)J							
Other (900)							
Transportation-Emergency b. Transportation-Parent							

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Bus Passes							
Other							

ESTIMATED MAXIMUM RELATED SERVICES COST$ _____

TOTAL ESTIMATED MAXIMUM BASIC EDUCATION AND RELATED SERVICES COSTS $_____

4. Other Provisions/Attachments:

_____

_____

5. MASTER CONTRACT APPROVED BY THE GOVERNING BOARD ON _____

6.Progress Reporting Requirements: ___ Quarterly _ Monthly _ Other (Specify) _____

The parties hereto have executed this Individual Services Agreement by and through their duly authorized agents or representatives as set forth below.

-CONTRACTOR-

_____
(Name of Nonpublic School/Agency)

_____
(Signature) (Date)

_____
(Name and Title)

-LEA/SELPA-

_____
(Name of LEA/SELPA)

_____
(Signature) (Date)

_____
(Name of Superintendent or Authorized Designee)

NONPUBLIC, NONSECTARIAN SCHOOL/AGENCY SERVICES

MASTER CONTRACT

2025-2026

Master Contract

GENERAL AGREEMENT FOR NONSECTARIAN, NONPUBLIC SCHOOL AND AGENCY SERVICES

CALIFORNIA ONLINE PUBLIC SCHOOLS:
California Online Public Schools Central Coast,
California Online Public Schools Central Valley,
California Online Public Schools Monterey Bay,
California Online Public Schools North Bay,
California Online Public Schools Northern California,
LEA California Online Public Schools Southern California

Contract Year **2025-2026**

_____ Nonpublic School

X Nonpublic Agency

Type of Contract:

X Master Contract for fiscal year with Individual Service Agreements (ISA) to be approved throughout the term of this contract.

_____ Individual Master Contract for a specific student incorporating the Individual Service Agreement (ISA) into the terms of this Individual Master Contract specific to a single student.

_____ Interim Contract: an extension of the previous fiscal years approved contracts and rates. The sole purpose of this Interim Contract is to provide for ongoing funding at the prior year's rates for 90 days at the sole discretion of the LEA. Expiration Date:_____

When this section is included as part of any Master Contract, the changes specified above shall amend Section 4 – Term of Master Contract.

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2025-2026 **CONTRACT NUMBER:**

LOCAL EDUCATION AGENCY: California Online Public Schools

NONPUBLIC SCHOOL/AGENCY/RELATED SERVICES PROVIDER:
Kadiant, LLC

NONPUBLIC, NONSECTARIAN SCHOOL/AGENCY SERVICES MASTER CONTRACT

GENERAL PROVISIONS

1. MASTER CONTRACT

This Master Contract (or "Contract") is entered into on **March 12, 2026** , between **California Online Public Schools which includes California Online Public Schools Central Coast, California Online Public Schools Central Valley, California Online Public Schools Monterey Bay, California Online Public Schools North Bay, California Online Public Schools Northern California, and California Online Public Schools Southern California**, hereinafter referred to as the local educational agency ("LEA"), a member of the **El Dorado** SELPA and

Kadiant, LLC

(nonpublic, nonsectarian school or agency), hereinafter referred to as NPS/A or "CONTRACTOR" for the purpose of providing special education and/or related services to students with exceptional needs under the authorization of California Education Code sections 56157, 56361 and 56365 *et seq*. and Title 5 of the California Code of Regulations section 3000 *et seq*., AB 490 (Chapter 862, Statutes of 2003) and AB 1858 (Chapter 914, Statutes of 2004). It is understood that this agreement does not commit the LEA to pay for special education and/or related services provided to any student, or CONTRACTOR to provide such special education and/or related services, unless and until an authorized LEA representative approves the provision of special education and/or related services by CONTRACTOR.

Upon acceptance of a student, LEA shall submit to CONTRACTOR an Individual Service Agreement (hereinafter referred to as "ISA"). Unless otherwise agreed in writing, these forms shall acknowledge CONTRACTOR's obligation to provide all relevant services specified in the student's Individualized Education Program (hereinafter referred to as "IEP"). The ISA shall be executed within ninety (90) days of a student's enrollment. LEA and CONTRACTOR shall enter into an ISA for each student served by CONTRACTOR. As available and appropriate, the LEA shall make available access to any electronic IEP system and/or electronic database for the development of the ISA and invoices.

Unless placement and/or services is made pursuant to an Office of Administrative Hearings (hereinafter referred to as "OAH") order, a lawfully executed settlement agreement between LEA and parent or authorized by LEA for a transfer student pursuant to California Education Code section 56325, LEA is not responsible for the costs associated with NPS placement or NPS/A services until the date on which an IEP team meeting is convened, the IEP team determines that a NPS placement is appropriate, and the IEP is signed by the student's parent.

2. CERTIFICATION AND LICENSES

CONTRACTOR shall be certified by the California Department of Education (hereinafter referred to as "CDE") as a NPS/A. All NPS/A services shall be provided consistent with the area of certification and licensure specified by CDE Certification and as defined in California Education Code, section 56366 et seq

and within the professional scope of practice of each provider's license, certification, and/or credential. A current copy of CONTRACTOR's NPS/A certification or a waiver of such certification issued by the CDE pursuant to Education Code section 56366.2 must be provided to LEA on or before the date this Agreement is executed by CONTRACTOR. This Master Contract shall be null and void if such certification or waiver is expired, revoked, rescinded, or otherwise nullified during the effective period of this Master Contract.

Total student enrollment shall be limited to capacity as stated on CDE certification and in Section 24 of the Master Contract.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this State shall be certified and all staff persons providing services to pupils shall be certified and/or licensed by that state to provide, respectively, special education and related services and designated instruction and related services to pupils under the federal Individuals with Disabilities Education Act (20 U.S.C. Sec. 1400 et seq.).

If CONTRACTOR is a licensed children's institution (hereinafter referred to as "LCI"), CONTRACTOR shall be licensed by the state, or other public agency having delegated authority by contract with the state to license, to provide nonmedical care room and board to children, including, but not limited to, individuals with exceptional needs. The LCI must also comply with all licensing requirements relevant to the protection of the child, and have a special permit, if necessary, to meet the needs of each child so placed. If the CONTRACTOR operates a program outside of this State, CONTRACTOR must obtain all required licenses from the appropriate licensing agency in both California and in the state where the LCI is located.

With respect to CONTRACTOR's certification, failure to notify the LEA and CDE in writing of any changes in: (1) credentialed/licensed staff; (2) ownership; (3) management and/or control of the agency; (4) major modification or relocation of facilities; or (5) significant modification of the program may result in the suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

3. COMPLIANCE WITH LAWS, STATUTES, REGULATIONS

During the term of this Master Contract, unless otherwise agreed, CONTRACTOR shall comply with all applicable federal, state, and local statutes, laws, ordinances, rules, policies and regulations. CONTRACTOR shall also comply with all applicable LEA policies and procedures unless, taking into consideration all of the surrounding facts and circumstances, a policy or policies or a portion of a policy does not reasonably apply to CONTRACTOR. CONTRACTOR hereby acknowledges and agrees that it accepts all risks and responsibilities for its failure to comply with LEA policies and shall indemnify LEA under the provisions of Section 16 of this Agreement for all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of CONTRACTOR's failure to comply with applicable LEA policies (e.g., those policies relating to; the provision of special education and/or related services, facilities for individuals with exceptional needs, student enrollment and transfer, student inactive status, corporal punishment, student discipline, and positive behavior interventions).

CONTRACTOR acknowledges and understands that LEA may report to the CDE any violations of the provisions of this Master Contract; and that this may result in the suspension and/or revocation of CDE nonpublic school/agency certification pursuant to California Education Code section 56366.4(a).

4. TERM OF MASTER CONTRACT

The term of this Master Contract shall be from July 1, 2025 to June 30, 2026 (Title 5 California Code of Regulations section 3062(a)) unless otherwise stated. Neither the CONTRACTOR nor the LEA is required to renew this Master Contract in subsequent contract years. The parties acknowledge that any subsequent Master Contract is to be re-negotiated prior to June 30, 2025 (Title 5 California Code of Regulations section 3062(d)). In the event the contract negotiations are not agreed to by June 30th, the most recently executed

Master Contract will remain in effect for 90 days (Education Code 56366(c)(1)). If, after 60 days the master contract or individual services agreement has not been finalized, as prescribed in paragraph (1) of subdivision (a), either party may appeal to the county superintendent of schools, if the county superintendent of schools is not participating in the local plan involved in the nonpublic, nonsectarian school or agency contract; or the Superintendent, if the county superintendent of schools is participating in the local plan involved in the contract, to negotiate the contract. Within 30 days of receipt of this appeal, the county superintendent of schools or the Superintendent, or the individual designee, shall mediate the formulation of a contract, which shall be binding upon both parties (Education Code 56366 (c) (2)). No Master Contract will be offered unless and until all of the contracting requirements have been satisfied. The offer of a Master Contract to a CONTRACTOR is at the sole discretion of the LEA.

The provisions of this Master Contract apply to CONTRACTOR and any of its employees or independent contractors. Notice of any change in CONTRACTOR's ownership or authorized representative shall be provided in writing to LEA within thirty (30) calendar days of change of ownership or change of authorized representative.

5. INTEGRATION/CONTINUANCE OF CONTRACT FOLLOWING EXPIRATION OR TERMINATION

This Master Contract includes each ISA and they are incorporated herein by this reference. This Master Contract supersedes any prior or contemporaneous written or oral understanding or agreement. This Master Contract may be amended only by written amendment executed by both parties.

CONTRACTOR shall provide the LEA with information as requested in writing to secure a Master Contract or a renewal.

At a minimum, such information shall include copies of current teacher credentials and clearance, insurance documentation and CDE certification. The LEA may require additional information as applicable. If the application packet is not completed and returned to District, no Master Contract will be issued. If CONTRACTOR does not return the Master Contract to LEA duly signed by an authorized representative within ninety (90) calendar days of issuance by LEA, the new contract rates will not take effect until the newly executed Master Contract is received by LEA and will not be retroactive to the first day of the new Master Contract's effective date. If CONTRACTOR fails to execute the new Master Contract within such ninety-day period, all payments shall cease until such time as the new Master Contract for the current school year is signed and returned to LEA by CONTRACTOR. (California Education Code section 56366(c)(1) and (2)). In the event that this Master Contract expires or terminates, CONTRACTOR shall continue to be bound to all of the terms and conditions of the most recent executed Master Contract between CONTRACTOR and LEA for so long as CONTRACTOR is servicing authorized students at the discretion of the LEA

6. INDIVIDUAL SERVICE AGREEMENT ("ISA")

This Agreement shall include an ISA developed for each student to whom CONTRACTOR is to provide special education and/or related services. An ISA shall only be issued for students enrolled with the approval of the LEA pursuant to Education Code section 56366 (a)(2)(A). An ISA may be effective for more than one contract year provided that there is a concurrent Master Contract in effect. In the event that this Master Contract expires or terminates, CONTRACTOR, shall continue to be bound to all of the terms and conditions of the most recent executed ISAs between CONTRACTOR and LEA for so long as CONTRACTOR is servicing authorized students.

Any and all changes to a student's educational placement/program provided under this Master Contract and/or an ISA shall be made solely on the basis of a revision to the student's IEP or by written agreement between the parent and LEA. At any time during the term of this Master Contract, a student's parent, CONTRACTOR, or LEA may request a review of a student's IEP subject to all procedural safeguards required by law.

Unless otherwise provided in this Master Contract, the CONTRACTOR shall provide all services specified in the IEP unless the CONTRACTOR and the LEA agree otherwise in the ISA. (California Education Code sections 56366(a) (5) and 3062(e)). In the event the CONTRACTOR is unable to provide a specific service at any time during the life of the ISA, the CONTRACTOR shall notify the LEA in writing within five (5) business days of the last date a service was provided. CONTRACTOR shall provide any and all subsequent compensatory service hours awarded to student as a result of lack of provision of services while student was served by the NPS/A.

If a parent or LEA contests the termination of an ISA by initiating a due process proceeding with the OAH, CONTRACTOR shall abide by the "stay-put" requirement of state and federal law unless the parent agrees otherwise or an Interim Alternative Educational Setting is deemed lawful and appropriate by LEA or OAH consistent with Section 1415 (k)(1)(7) of Title 20 of the United States Code. CONTRACTOR shall adhere to all LEA requirements concerning changes in placement.

Disagreements between LEA and CONTRACTOR concerning the formulation of an ISA or the Master Contract may be appealed to the County Superintendent of Schools of the County where the LEA is located, or the State Superintendent of Public Instruction pursuant to the provisions of California Education Code section 56366(c) (2).

7. DEFINITIONS

The following definitions shall apply for purposes of this contract:

a. The term "CONTRACTOR" means a nonpublic, nonsectarian school/agency certified by the California Department of Education and its officers, agents, and employees.

b. The term "authorized LEA representative" means a LEA administrator designated to be responsible for NPS/A. It is understood, a representative of the Special Education Local Plan Area (SELPA) of which the LEA is a member is an authorized LEA representative in collaboration with the LEA. The LEA maintains sole responsibility for this Contract, unless otherwise specified in this Contract.

c. The term "credential" means a valid credential, life diploma, permit, or document in special education or pupil personnel services issued by, or under the jurisdiction of, the State Board of Education if issued prior to 1970 or the California Commission on Teacher Credentialing, which entitles the holder thereof to perform services for which certification qualifications are required as defined in Title 5 of the California Code of Regulations section 3001(g).

d. The term "qualified" means that a person holds a certificate, permit or other document equivalent to that which staff in a public school are required to hold to provide special education and related services and has met federal and state certification, licensing, registration, or other comparable requirements which apply to the area in which the individual is providing special education or related services, including those requirements set forth in Title 34 of the Code of Federal Regulations sections 200.56 and 200.58, and those requirements set forth in Title 5 of the California Code of Regulations Sections 3064 and 3065, and adheres to the standards of professional practice established in federal and state law or regulation, including the standards contained in the California Business and Professions Code.

Nothing in this definition shall be construed as restricting the activities in services of a graduate needing direct hours leading to licensure, or of a student teacher or intern leading to a graduate degree at an accredited or approved college or university, as authorized by state laws or regulations. (Title 5 of the California Code of Regulations Section 3001 (r)).

e The term "license" means a valid non-expired document issued by a licensing agency within the Department of Consumer Affairs or other state licensing office authorized to grant licenses and authorizing the bearer of the document to provide certain professional services or refer to themselves using a specified professional title including but not limited to mental health and board and care services at a residential placement. If a license is not available through an appropriate state licensing agency, a certificate of registration with the appropriate professional organization at the national or state level which has standards established for the certificate that are equivalent to a license shall be deemed to be a license as defined in Title 5 of the California Code of Regulations section 3001(l).

f. "Parent" means:

i. a biological or adoptive parent; unless the biological or adoptive parent does not have legal authority to make educational decisions for the child,

ii. a guardian generally authorized to act as the child's parent or authorized to make educational decisions for the child,

iii. an individual acting in the place of a biological or adoptive parent, including a grandparent, stepparent, or other relative with whom the child lives, or an individual who is legally responsible for the child's welfare,

iv. a surrogate parent,

v. a foster parent if the authority of the biological or adoptive parent to make educational decisions on the child's behalf has been specifically limited by court order in accordance with Code of Federal Regulations 300.30(b)(1) or (2).

vi. Parent does not include the state or any political subdivision of government or the NPS/A under contract with the LEA for the provision of special education or designated instruction and services for a child. (California Education Code section 56028).

g. The term "days" means calendar days unless otherwise specified.

h. The phrase "billable day" means a school day in which instructional minutes meet or exceed those in comparable LEA programs.

i. The phrase "billable day of attendance" means a school day as defined in California Education Code Section 46307, in which a student is in attendance and in which instructional minutes meet or exceed those in comparable LEA programs unless otherwise stipulated in an IEP or ISA.

j. It is understood that the term "Master Contract" also means "Contract" and is referred to as such in this document.

ADMINISTRATION OF CONTRACT

8. NOTICES

All notices provided for by this Contract shall be in writing. Notices shall be mailed, emailed, or delivered by hand and shall be effective as of the date of receipt by addressee.

All notices mailed or emailed to LEA shall be addressed to the person and address as indicated on the signature page of this Master Contract. Notices to CONTRACTOR shall be addressed as indicated on signature page of this Master Contract.

9. MAINTENANCE OF RECORDS

All records shall be maintained by CONTRACTOR as required by state and federal laws and regulations. Notwithstanding the foregoing sentence, CONTRACTOR shall maintain all records for at least five (5) years after the termination of this Master Contract. For purposes of this Master Contract, "records" shall include, but not be limited to student records as defined by California Education Code section 49061(b) including electronically stored information; registers and roll books of teachers and/or daily service providers; daily service logs and notes and other documents used to record the provision of related services including supervision; daily service logs and notes used to record the provision of services provided through additional instructional assistants, NPA behavior intervention aides, and bus aides; behavior emergency reports (BER); incident reports; notification of injuries; absence verification records (parent/doctor notes, telephone logs, and related documents) if the CONTRACTOR is funded for excused absences, however, such records are not required if positive attendance is required; bus rosters; staff lists specifying credentials held and documents evidencing other staff qualifications, social security numbers, dates of hire, and dates of termination; records of employee training and certification, , including verification of behavior training consistent with 56366.1; staff time sheets; non-paid staff and volunteer sign-in sheets; transportation and other related services subcontracts; school calendars; bell/class schedules when applicable; liability and worker's compensation insurance policies; state NPS/A certifications; by-laws, if applicable; lists of current board of directors/trustees, if incorporated; statement of income and expenses; general journals; cash receipts and disbursement books; general ledgers and supporting documents; documents evidencing financial expenditures; federal/state payroll quarterly reports; evidence of electronic payments; and bank statements and canceled checks or facsimile thereof.

CONTRACTOR shall maintain student records in a secure location to ensure confidentiality and prevent unauthorized access. CONTRACTOR shall maintain a current list of the names and positions of CONTRACTOR's employees who have access to confidential records. CONTRACTOR shall maintain an access log for each student's record which lists all persons, agencies, or organizations requesting or receiving information from the record. Such log shall be maintained as required by California Education Code section 49064 and include the name, title, agency/organization affiliation, date/time of access for each individual requesting or receiving information from the student's record, and a description of the record(s) provided. Such log needs to record access to the student's records by: (a) the student's parent; (b) an individual to whom written consent has been executed by the student's parent; or (c) employees of LEA or CONTRACTOR having a legitimate educational interest in requesting or receiving information from the record. CONTRACTOR/LEA shall maintain copies of any written parental concerns granting access to student records. For purposes of this paragraph, "employees of LEA or CONTRACTOR" do not include subcontractors.

CONTRACTOR shall grant the following access to student records, (a) the student's parent; (b) employees of LEA or CONTRACTOR having a legitimate educational interest in requesting or receiving information from the record, and comply with parents' requests for copies of student records, as required by state and federal laws and regulations. CONTRACTOR agrees, in the event of school or agency closure, to forward student records within ten (10) business days to LEA. These shall include, but not limited to, current transcripts, IEP/IFSPs, BER's, incident reports, notification of injuries and all other relevant reports. LEA and/or SELPA shall have access to and receive copies of any and all records upon request within five (5) business days.

10. SEVERABILITY CLAUSE

If any provision of this agreement is held, in whole or in part, to be unenforceable for any reason, the remainder of that provision and of the entire agreement shall be severable and remain in effect.

11. SUCCESSORS IN INTEREST

This contract binds CONTRACTOR's successors and assignees. CONTRACTOR shall notify the LEA of any change of ownership or corporate control.

12. VENUE AND GOVERNING LAW

The laws of the State of California shall govern the terms and conditions of this contract with venue in the County where the LEA is located.

13. MODIFICATIONS AND AMENDMENTS REQUIRED TO CONFORM TO LEGAL AND ADMINISTRATIVE GUIDELINES

This Master Contract may be modified or amended by the LEA to conform to administrative and statutory guidelines issued by any state, federal or local governmental agency. The party seeking such modification shall provide the LEA and/or CONTRACTOR thirty (30) days' notice of any such changes or modifications made to conform to administrative or statutory guidelines and a copy of the statute or regulation upon which the modification or changes are based.

14. TERMINATION

This Master Contract or ISA may be terminated for cause. The cause shall not be the availability of a public class initiated during the period of the contract unless the parent agrees to the transfer of the student to the public school program at an IEP team meeting.

To terminate the contract either party shall give no less than twenty (20) days prior written notice (California Education Code section 56366(a)(4)). At the time of termination, CONTRACTOR shall provide to LEA any and all documents CONTRACTOR is required to maintain under this Master Contract. ISAs are void upon termination of this Master Contract, as provided in Section 5 or 6. CONTRACTOR or LEA may terminate an ISA for cause. To terminate the ISA, either party shall give twenty (20) days prior written notice.

15. INSURANCE

CONTRACTOR shall, at CONTRACTOR'S sole cost and expense, maintain in full force and effect, during the term of this Contract, the following insurance coverage from a California licensed and/or admitted insurer with an A minus (A-), VII, or better rating from A.M. Best, sufficient to cover any claims, damages, liabilities, costs and expenses (including counsel fees) arising out of or in connection with CONTRACTOR's fulfillment of any of its obligations under this Agreement or either party's use of the work or any component or part thereof:

PART I - INSURANCE REQUIREMENTS FOR NONPUBLIC SCHOOLS AND AGENCIES

A. **Commercial General Liability Insurance**, including both bodily injury and property damage, with limits as follows:

$2,000,000 per occurrence
$ 500,000 fire damage
$ 5,000 medical expenses
$1,000,000 personal & adv. injury
$3,000,000 general aggregate
$2,000,000 products/completed operations aggregate

The policy may not contain an exclusion for coverage of claims arising from claims for sexual molestation or abuse. In the event that CONTRACTOR's policy should have an exclusion for

sexual molestation or abuse claims, then CONTRACTOR shall be required to procure a supplemental policy providing such coverage.

B. **Workers' Compensation Insurance** in accordance with provisions of the California Labor Code adequate to protect the CONTRACTOR from claims that may arise from its operations pursuant to the Workers' Compensation Act (Statutory Coverage). The Workers' Compensation Insurance coverage must also include Employers Liability coverage with limits of $1,000,000/$1,000,000/$1,000,000.

C. **Commercial Auto Liability Insurance** for all owned, non-owned or hired automobiles with a $1 million combined single limit.

If no owned automobiles, then only hired and non-owned is required.

If CONTRACTOR uses a vehicle to travel to/from school sites, between schools and/or to/from students' homes or other locations as approved service locations by the LEA, CONTRACTOR must comply with State of California auto insurance requirements.

D. **Errors & Omissions (E & O)/Malpractice (Professional Liability) coverage**, including Sexual Molestation and Abuse coverage, unless that coverage is afforded elsewhere in the Commercial General Liability policy by endorsement or separate policy**,** with the following limits:

$1,000,000 per occurrence
$2,000,000 general aggregate

E. CONTRACTOR, upon execution of this Contract and periodically thereafter upon request, shall furnish the LEA with certificates of insurance evidencing such coverage. The certificate of insurance shall include a ten (10) day non-renewal notice provision. The Commercial General Liability and Automobile Liability policy shall name the LEA and the Board of Education additional insured's premiums on all insurance policies and shall be paid by CONTRACTOR and shall be deemed included in CONTRACTOR's obligations under this contract at no additional charge.

F. Any deductibles or self-insured retentions above $100,000 must be declared to and approved by the LEA. At its option, LEA may require the CONTRACTOR, at the CONTRACTOR's sole cost, to: (a) cause its insurer to reduce to levels specified by the LEA or eliminate such deductibles or self-insured retentions with respect to the LEA, its officials and employees, or (b) procure a bond guaranteeing payment of losses and related investigation.

G. For any claims related to the services performed in connection with this Master Contract, the CONTRACTOR's insurance coverage shall be the primary insurance with respect to the LEA, its subsidiaries, officials and employees. Any insurance or self-insurance maintained by the LEA, its subsidiaries, officials and employees shall be excess of the CONTRACTOR's insurance and shall not contribute with it.

H. All Certificates of Insurance must reference the contract number, name of the school or agency submitting the certificate, and the location of the school or agency submitting the certificate on the certificate.

PART II - INSURANCE REQUIREMENTS FOR NONPUBLIC SCHOOLS AFFILIATED WITH A RESIDENTIAL TREATMENT FACILITY ("RTC")

When CONTRACTOR is an NPS affiliated with a **residential treatment center (NPS/RTC**), the following insurance policies are required:

A. **Commercial General Liability** including both bodily injury and property damage, with limits as follows:

$3,000,000 per occurrence
$6,000,000 in General Aggregate**.**

The policy shall be endorsed to name the LEA and the Board of Education as *named* additional insured and shall provide specifically that any insurance carried by the LEA which may be applicable to any claims or loss shall be deemed excess and the RTC's insurance primary despite any conflicting provisions in the RTC's policy. Coverage shall be maintained with no Self-Insured Retention above $100,000 without the prior written approval of the LEA.

B. **Workers' Compensation Insurance** in accordance with provisions of the California Labor Code adequate to protect the RTC from claims that may arise from its operations pursuant to the Workers' Compensation Act (Statutory Coverage). The Workers' Compensation Insurance coverage must also include Employers Liability coverage with limits of $1,000,000/$1,000,000/$1,000,000.

C. **Commercial Auto Liability** coverage with limits of $1,000,000 Combined Single Limit per Occurrence if the RTC does not operate a student bus service. If the RTC provides student bus services, the required coverage limit is $5,000,000 Combined Single Limit per Occurrence.

D. **Fidelity Bond** or **Crime Coverage** shall be maintained by the RTC to cover all employees who process or otherwise have responsibility for RTC funds, supplies, equipment or other assets. Minimum amount of coverage shall be $250,000 per occurrence, with no self-insured retention.

E. **Professional Liability/Errors & Omissions/Malpractice** coverage with minimum limits of $3,000,000 per occurrence and $6,000,000 general aggregate.

F. **Sexual Molestation and Abuse Coverage**, unless that coverage is afforded elsewhere in the Commercial General Liability or Professional liability policy by endorsement, with minimum limits of $3,000,000 per occurrence and $6,000,000 general aggregate.

If LEA or CONTRACTOR determines that a change in insurance coverage obligations under this section is necessary, either party may reopen negotiations to modify the insurance obligations.

16. INDEMNIFICATION AND HOLD HARMLESS

To the fullest extent allowed by law, CONTRACTOR shall indemnify and hold LEA and its Board Members, administrators, employees, agents, attorneys, volunteers, and subcontractors ("LEA Indemnities") harmless against all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of this Master Contract or its performance, to the extent that such loss, expense, damage or liability was proximately caused by negligence, intentional act, or willful act or omission of CONTRACTOR, including, without limitation, its agents, employees, subcontractors or anyone employed directly or indirectly by it (excluding LEA and LEA Indemnities). The duty and obligation to defend shall arise immediately upon tender of a claim or lawsuit to the CONTRACTOR. The LEA and the Member District(s) shall have the right in their sole discretion to select counsel of its choice to provide the defense at the sole cost of the CONTRACTOR or the applicable insurance carrier.

To the fullest extent allowed by law, LEA shall indemnify and hold CONTRACTOR and its Board Members, administrators, employees, agents, attorneys, and subcontractors ("CONTRACTOR Indemnities") harmless against all liability, loss, damage and expense (including reasonable attorneys' fees) resulting from or arising out of this Master Contract or its performance thereof, to the extent that such loss, expense, damage or liability was proximately caused by the negligent, intentional act or willful act or

omission of LEA, including, without limitation, its agents, employees, subcontractors or anyone employed directly or indirectly by it (excluding CONTRACTOR and/or any CONTRACTOR Indemnities).

LEA represents that it is self-insured in compliance with the laws of the State of California, that the self-insurance covers LEA employees acting within the course and scope of their respective duties and that its self-insurance covers the LEA's indemnification obligations under this Master Contract.

17. INDEPENDENT CONTRACTOR

Nothing herein contained will be construed to imply a joint venture, partnership or principal-agent relationship between the LEA and CONTRACTOR. CONTRACTOR shall provide all services under this Contract as an independent contractor, and neither party shall have the authority to bind or make any commitment on behalf of the other. Nothing contained in this Contract shall be deemed to create any association, partnership, joint venture or relationship of principal and agent, master and servant, or employer and employee between the parties or any affiliates of the parties, or between the LEA and any individual assigned by CONTRACTOR to perform any services for the LEA.

If the LEA is determined to be a partner, joint venture, co-principal, employer or co-employer of CONTRACTOR, CONTRACTOR shall indemnify and hold harmless the LEA from and against any and all claims for loss, liability, or damages arising from that determination, as well as any expenses, costs, taxes, penalties and interest charges incurred by the LEA as a result of that holding.

18. SUBCONTRACTING

CONTRACTOR shall provide written notification to LEA before subcontracting for special education and/or related services pursuant to this Master Contract. In the event LEA determines that it can provide the subcontracted service(s) at a lower rate, LEA may elect to provide such service(s). If LEA elects to provide such service(s), LEA shall provide written notification to CONTRACTOR within five (5) days of receipt of CONTRACTOR's original notice and CONTRACTOR shall not subcontract for said service(s).

CONTRACTOR shall incorporate all of the provisions of this Master Contract in all subcontracts, to the fullest extent reasonably possible. Furthermore, when CONTRACTOR enters into subcontracts for the provision of special education and/or related services (including, but not limited to, transportation) for any student, CONTRACTOR shall cause each subcontractor to procure and maintain insurance during the term of each subcontract. Such subcontractor's insurance shall comply with the provisions of Section 15. Each subcontractor shall furnish the LEA with original endorsements and certificates of insurance effecting coverage required by Section 15. The endorsements are to be signed by a person authorized by that insurer to bind coverage on its behalf. The endorsements are to be on forms as required by the LEA. All endorsements are to be received and approved by the LEA before the subcontractor's work commences. The Commercial General Liability and Automobile Liability policies shall name the LEA/SELPA and the LEA Board of Education as additional insured.

As an alternative to the LEA's forms, a subcontractor's insurer may provide complete, certified copies of all required insurance policies, including endorsements affecting the coverage required by this Master Contract. All Certificates of Insurance must reference the LEA contract number, name of the school or agency submitting the certificate, indication if NPS or NPA, and the location of the school or agency submitting the certificate. In addition, all subcontractors must meet the requirements as contained in Section 44 Clearance Requirements and Section 45 Staff Qualifications of this Master Contract.

19. CONFLICTS OF INTEREST

CONTRACTOR shall provide to LEA upon request a copy of its current bylaws and a current list of its Board of Directors (or Trustees), if it is incorporated. CONTRACTOR and any member of its Board of Directors (or Trustees) shall disclose any relationship with LEA that constitutes or may constitute a conflict of interest pursuant to California Education Code section 56042 and Government Code Section 1090 including, but not limited to, employment with LEA, provision of private party assessments and/or reports,

and attendance at IEP team meetings acting as a student's advocate. Pursuant to California Education code section 56042, an attorney or advocate for a parent of an individual with exceptional needs shall not recommend placement at CONTRACTOR's facility if the attorney or advocate is employed or contracted by the CONTRACTOR, or will receive a benefit from the CONTRACTOR, or otherwise has a conflict of interest.

The LEA shall neither execute an ISA with CONTRACTOR nor amend an existing ISA for a student when a recommendation for special education and/or related services is based in whole or in part on assessment(s) or reports provided by CONTRACTOR to the student without prior written authorization by LEA. This paragraph shall apply to CONTRACTOR regardless of when an assessment is performed or a report is prepared (i.e., before or after the student is enrolled in CONTRACTOR's school/agency) or whether an assessment of the student is performed or a report is prepared in the normal course of the services provided to the student by CONTRACTOR. To avoid conflict of interest, and in order to ensure the appropriateness of an Independent Educational Evaluation (hereinafter referred to as "IEE") and its recommendations, the LEA may not fund an IEE by an evaluator who provides ongoing service(s) or is sought to provide service(s) to the student for whom the IEE is requested. Likewise, the LEA may not fund services through the evaluator whose IEE the LEA agrees to fund. When no other appropriate assessor is available, LEA may request and if CONTRACTOR agrees, the CONTRACTOR may provide an IEE.

CONTRACTOR shall not admit a student living within the jurisdictional boundaries of the LEA on a private pay or tuition free "scholarship" basis and concurrently or subsequently advise/request parent(s) to pursue funding for the admitted school year from the LEA through due process proceedings.

20. NON-DISCRIMINATION

CONTRACTOR shall not, in employment or operation of its programs, unlawfully discriminate on the basis of gender, nationality, national origin, ancestry, race, color, ethnicity, ethnic group affiliation, religion, age, marital status, pregnancy or parental status, sex, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information or any other classification protected by federal or state law or the perception of one or more of such characteristics or association with a person or group with one or more of these actual or perceived characteristics.

EDUCATIONAL PROGRAM

21. FREE AND APPROPRIATE PUBLIC EDUCATION (FAPE)

The LEA shall provide CONTRACTOR with a copy of the IEP including the Individualized Transition Plan (hereinafter referred to as "ITP") of each student served by CONTRACTOR. CONTRACTOR shall provide special education and/or related services (including transition services) to each student within the NPS/A consistent with the student's IEP and as specified in the ISA. If CONTRACTOR is a NPS, CONTRACTOR shall not accept a student if it cannot provide or ensure the provision of the services outlined in the student's IEP. If student services are provided by a third party (i.e. Related Services Provider), CONTRACTOR shall notify LEA if provision of services cease.

Unless otherwise agreed to between CONTRACTOR and LEA, CONTRACTOR shall be responsible for the provision of all appropriate supplies, equipment, and/or facilities, as specified in the student's IEP and ISA. CONTRACTOR shall make no charge of any kind to parents for special education and/or related services as specified in the student's IEP and ISA (including, but not limited to, screenings, assessments, or interviews that occur prior to or as a condition of the student's enrollment under the terms of this Master Contract). LEA shall provide low incidence equipment for eligible students with low incidence disabilities when specified in the student's IEP and ISA. Such equipment remains the property of the SELPA/LEA and shall be returned to the SELPA/LEA when the IEP team determines the equipment is no longer needed or when the student is no longer enrolled in the NPS. CONTRACTOR shall ensure that facilities are adequate to provide LEA students with an environment which meets all pertinent health and safety regulations. CONTRACTOR shall adhere to all LEA requirements concerning parent acknowledgment of financial responsibility.

Voluntary services and/or activities not necessary for the student to receive a free appropriate public education shall not interfere with the student's receipt of special education and/or related services as specified in the student's IEP and ISA unless the LEA, CONTRACTOR, and PARENT agree otherwise in writing.

22. GENERAL PROGRAM OF INSTRUCTION

All NPS/A services shall be provided consistent with the area of certification specified by CDE Certification and as defined in California Education Code section 56366 et seq...

When CONTRACTOR is a NPS, CONTRACTOR's general program of instruction shall: (a) utilize evidence-based practices and be consistent with LEA's standards regarding the particular course of study and curriculum; (b) include curriculum that addresses mathematics, literacy and the use of educational, assistive technology and transition services; (c) be consistent with CDE's standards regarding the particular course of study and curriculum; (d) provide the services as specified in the student's IEP and ISA. Students shall have access to: (a) State Board of Education (SBE) - adopted Common Core State Standards ("CCSS") for curriculum and the same instructional materials for kindergarten and grades 1 to 8, inclusive; and provide standards – aligned core curriculum and instructional materials for grades 9 to 12, inclusive, used by an LEA, that contracts with the NPS: (b) college preparation courses; (c) extracurricular activities, such as art, sports, music and academic clubs; (d) career preparation and vocational training, consistent with transition plans pursuant to state and federal law and; (e) supplemental assistance, including individual academic tutoring, psychological counseling, and career and college counseling.

When CONTRACTOR serves students in grades 9 through 12 inclusive, LEA shall provide to CONTRACTOR a specific list of the course requirements to be satisfied by the CONTRACTOR leading toward graduation or completion of LEA's diploma requirements. CONTRACTOR shall not award a high school diploma to students who have not successfully completed all of the LEA's graduation requirements.

When CONTRACTOR is a NPA and/or related services provider, CONTRACTOR's general program of instruction and/or services shall utilize evidence-based practices and be consistent with LEA and CDE guidelines and certification, and provided as specified in the student's IEP and ISA. The NPA providing Behavior Intervention services shall develop a written plan that specifies the nature of their NPA service for each student within thirty (30) days of enrollment and shall be provided in writing to the LEA. School-based services may not be unilaterally converted by CONTRACTOR to a substitute program or provided at a location not specifically authorized by the IEP team. Except for services provided by a CONTRACTOR that is a Licensed Children's Institution (LCI), all services not provided in the school setting require the presence of a parent, guardian or adult caregiver during the delivery of services, provided such guardian or caregiver have a signed authorization by the parent or legal guardian to authorize emergency services as requested. LCI CONTRACTORS shall ensure that appropriate and qualified residential or clinical staff is present during the provision of services under this Master Contract. CONTRACTOR shall immediately notify LEA in writing if no parent, guardian or adult caregiver is present. CONTRACTOR shall provide to LEA a written description of the services and location provided prior to the effective date of this Master Contract. CONTRACTORS providing Behavior Intervention services must have a trained behaviorist or trained equivalent on staff. It is understood that Behavior Intervention services are limited per CDE Certification and do not constitute as an instructional program.

When CONTRACTOR is a NPA, CONTRACTOR shall not provide transportation nor subcontract for transportation services for students unless the LEA and CONTRACTOR agree otherwise in writing.

23. INSTRUCTIONAL MINUTES

When CONTRACTOR is a NPS, the total number of instructional minutes per school day provided by CONTRACTOR shall be at least equivalent to the number of instructional minutes per school day provided to students at like grade level attending LEA schools and shall be specified in the student's ISA developed in accordance with the student's IEP.

For students in grades kindergarten through 12 inclusive, unless otherwise specified in the student's IEP and ISA, the number of instructional minutes, excluding breakfast, recess, lunch and passing time shall be at the same level that Ed. Code prescribes for the LEA.

The total number of annual instructional minutes shall be at least equivalent to the total number of annual instructional minutes provided to students attending LEA schools in like grade level unless otherwise specified in the student's IEP.

When CONTRACTOR is a NPA and/or related services provider, the total number of minutes per school day provided by CONTRACTOR shall be specified in the student's ISA developed in accordance with the student's IEP.

24. CLASS SIZE

When CONTRACTOR is a NPS, CONTRACTOR shall ensure that class size shall not exceed a ratio of one teacher per twelve (12) students, unless CONTRACTOR and LEA agree otherwise in writing. Upon prior written approval by an authorized LEA representative, class size may be temporarily increased by a ratio of 1 teacher to fourteen (14) students when necessary, during the regular or extended school year to provide services to students with disabilities.

In the event a NPS is unable to fill a vacant teaching position responsible for direct instruction to students, and the vacancy has direct impact on the CDE Certification of that school, the NPS shall develop a plan to ensure appropriate coverage of students by first utilizing existing certificated staff. The NPS and the LEA may agree to one 30 school day period per contract year where class size may be increased to ensure coverage by an appropriately credentialed teacher. Such an agreement shall be in writing and signed by both parties. This provision does not apply to a NPA.

CONTRACTOR providing special education instruction for individuals with exceptional needs between the ages of three and five years, inclusive, shall also comply with the appropriate instructional adult to child ratios pursuant to California Education Code sections 56440 et seq.

25. CALENDARS

When CONTRACTOR is an NPS, CONTRACTOR shall submit to the LEA/SELPA a school calendar with the total number of billable days not to exceed 180 days, plus extended school year billable days equivalent to the number of days determined by the LEA's extended school year calendar. Billable days shall include only those days that are included on the submitted and approved school calendar, and/or required by the IEP (developed by the LEA) for each student. CONTRACTOR shall not be allowed to change its school calendar and/or amend the number of billable days without the prior written approval of the LEA. Nothing in this Master Contract shall be interpreted to require the LEA to accept any requests for calendar changes.

Unless otherwise specified by the student's IEP, educational services shall occur at the school site. A student shall only be eligible for extended school year services as determined by the IEP team and the provision of such is specifically included in the ISA. Extended school year shall consist of twenty (20) instructional days, unless otherwise agreed upon by the IEP team convened by the LEA. Any days of extended school year in excess of twenty (20) billable days must be mutually agreed to, in writing, prior to the start of the extended school year.

Student must have actually been in attendance during the regular school year and/or during extended school year and received services on a billable day of attendance in order for CONTRACTOR to be eligible for payment. It is specifically understood that services may not be provided on weekends/holidays and other times when school is not in session, unless agreed to by the LEA, in writing, in advance of the delivery of any NPS service. Any instructional days provided without this written agreement shall be at the sole financial responsibility of the CONTRACTOR.

CONTRACTOR shall observe the same legal holidays as LEA. Those holidays are Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, and Independence Day. With the approval of LEA, CONTRACTOR may revise the date upon which CONTRACTOR closes in observance of any of the holidays observed by the LEA.

When CONTRACTOR is a NPA, CONTRACTOR shall be provided with a LEA-developed/approved calendar prior to the initiation of services. CONTRACTOR herein agrees to observe holidays as specified in the LEA-developed/approved calendar. CONTRACTOR shall provide services pursuant to the LEA-developed/approved calendar; or as specified in the LEA student's IEP and ISA. Unless otherwise specified in the LEA student's ISA, CONTRACTOR shall provide related services to LEA students on only those days that the LEA student's school of attendance is in session and the LEA student attends school. CONTRACTOR shall bill only for services provided on billable days of attendance as indicated on the LEA calendar unless CONTRACTOR and the LEA agree otherwise, in writing. Student must have actually been in attendance and/or received services on a billable day of attendance in order for CONTRACTOR to be eligible for payment. It is specifically understood that services may not be provided on weekends/holidays and other times when school is not in session, unless agreed to by the LEA, in writing, in advance of the delivery of any NPA service provided by CONTRACTOR. Any instructional days provided without this written agreement shall be at the sole financial responsibility of the CONTRACTOR.

26. DATA REPORTING

CONTRACTOR shall agree to provide to the LEA all data related to student information and billing information with LEA. CONTRACTOR shall agree to provide data related to all sections of this contract, including student discipline as noted below, and requested by and in the format required by the LEA. It is understood that all NPS/A shall utilize the LEA approved electronic IEP system for all IEP development, service tracking documentation, and progress reporting, unless otherwise agreed to by the LEA. Additional

progress reporting may be required by the LEA. The LEA shall provide the CONTRACTOR with appropriate software, user training and proper internet permissions to allow adequate access.

Using forms developed by the CDE or as otherwise mutually agreed upon by CONTRACTOR and LEA, CONTRACTOR shall provide LEA, on a monthly basis, a written report of all incidents in which a statutory offense is committed by any LEA student, regardless if it results in a disciplinary action of suspension or expulsion. This includes all statutory offenses as described in Education Code sections 48900 and 48915. CONTRACTOR shall also include incidents resulting in the use of a behavioral restraint and/or seclusion even if they were not a result of a violation of Education Code sections 48900 and 48915.

The LEA shall provide the CONTRACTOR with approved forms and/or format for such data including, but not limited to, invoicing, attendance reports and progress reports. The LEA may approve use of CONTRACTOR'S provided forms at their discretion.

27. LEAST RESTRICTIVE ENVIRONMENT/DUAL ENROLLMENT

CONTRACTOR and LEA shall follow all LEA policies and procedures that support Least Restrictive Environment ("LRE") options and/or dual enrollment options if available and appropriate, for students to have access to the general curriculum and to be educated with their nondisabled peers to the maximum extent appropriate.

CONTRACTOR and LEA shall ensure that LRE placement options are addressed at all IEP team meetings regarding students for whom ISAs have been or may be executed. This shall include IEP team consideration of supplementary aids and services, goals and objectives necessary for placement in the LRE and necessary to enable students to transition to less restrictive settings.

When an IEP team has determined that a student should be transitioned into the public school setting, CONTRACTOR shall assist the LEA in implementing the IEP team's recommended activities to support the transition.

28. STATEWIDE ACHIEVEMENT TESTING

When CONTRACTOR is a NPS, per implementation of Senate Bill 484, CONTRACTOR shall administer all statewide assessments within the California Assessment of Student Performance and Progress ("CAASPP"), Desired Results Developmental Profile ("DRDP"), California Alternative Assessment ("CAA"), achievement and abilities tests (using LEA-authorized assessment instruments), the Fitness Gram, , the English Language Proficiency Assessments for California ("ELPAC"), the Alternative English Language Proficiency Assessments for California ("Alternative ELPAC"), and as appropriate to the student, and mandated by LEA pursuant to LEA and state and federal guidelines.

CONTRACTOR is subject to the alternative accountability system developed pursuant to Education Code section 52052, in the same manner as public schools. Each LEA student placed with CONTRACTOR by the LEA shall be tested by qualified staff of CONTRACTOR in accordance with that accountability program. LEA shall provide test administration training to CONTRACTOR'S qualified staff. CONTRACTOR shall attend LEA test training and comply with completion of all coding requirements as required by LEA.

29. MANDATED ATTENDANCE AT LEA MEETINGS

CONTRACTOR shall attend District mandated meetings when legal mandates, and/or LEA policy and procedures are reviewed, including but not limited to the areas of: curriculum, high school graduation, standards-based instruction, behavior intervention, cultural and linguistic needs of students with disabilities, dual enrollment responsibilities, LRE responsibilities, transition services, data collection, and standardized testing and IEPs. LEA shall provide CONTRACTOR with reasonable notice of mandated meetings. Attendance at such meetings does not constitute a billable service hour(s).

30. POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORTS

CONTRACTOR shall comply with the requirements of Education Code section 49005, et seq., 56521.1 and 56521.2. LEA students who exhibit behaviors that interfere with their learning or the learning of others must receive timely and appropriate assessments and positive supports and interventions in accordance with the federal law and it's implementing regulations. If the IEP team determines that a student's behavior impedes the individual learning or the learning of others, the IEP team is required to consider the use of positive behavioral interventions and supports, and other strategies, to address that behavior, consistent with Section 1414(d)(3)(B)(i) and (d)(4) of Title 20 of the United States Code and associated federal regulations. This could mean that instead of developing a Behavior Intervention Plan ("BIP"), the IEP team may conclude it is sufficient to address the student's behavioral problems through the development of behavioral goals and behavioral interventions to support those goals.

CONTRACTOR shall maintain a written policy pursuant to California Education Code section 56521.1 regarding emergency interventions and behavioral emergency reports. CONTRACTOR shall ensure that all of its staff members are trained in crisis intervention, emergency procedures, and evidenced-based practices and interventions specific to the unique behavioral needs of the CONTRACTOR's pupil population. The training shall be provided within 30 days of employment to new staff who have any contact or interaction with pupils during the school day, and annually to all staff who have any contact or interaction with pupils during the school day. The CONTRACTOR shall select and conduct the training in accordance with California Education Code section 56366.1. CONTRACTOR shall maintain written records of the training and provide written verification of the training annually and upon request.

Pursuant to Education Code section 56521.1, emergency interventions shall not be used as a substitute for a BIP, and shall not be employed longer than necessary to contain the behavior. Emergency interventions may only be used to control unpredictable, spontaneous behavior that poses clear and present danger of serious physical harm to the individual with exceptional needs, or others, and that cannot be immediately prevented by a response less restrictive than the temporary application of a technique used to contain the behavior. If a situation requires prolonged use of emergency intervention, staff must seek assistance from the school site administrator or a law enforcement agency.

CONTRACTOR shall complete a behavior emergency report when an emergency occurs that is defined as a serious, dangerous behavior that staff has determined to present a clear and present danger to others. It requires a non-violent physical intervention to protect the safety of student, self, or others and a physical intervention has been used; or a physical intervention has not been used, but an injury or serious property damage has occurred. Personal Safety Techniques may or may not have been used. Emergencies require a behavior emergency report form be completed and submitted to the LEA within twenty-four (24) hours for administrative action. CONTRACTOR shall notify Parent within twenty-four (24) hours via telephone. If the student's IEP does not contain a BIP, an IEP team shall schedule a meeting to review the behavior emergency report, determine if there is a necessity for a functional behavioral assessment, and to determine an interim plan. If the student already has a BIP, the IEP team shall review and modify the BIP if a new serious behavior has been exhibited or existing behavioral interventions have proven to be ineffective. CONTRACTOR shall schedule with LEA an IEP meeting within two (2) days.

Pursuant to Education Code section 56521.2, CONTRACTOR shall not authorize, order, consent to, or pay for the following interventions, or any other interventions similar to or like the following:

1. any intervention that is designed to, or likely to, cause physical pain, including, but not limited to, electric-shock;
2. an intervention that involves the release of noxious, toxic, or otherwise unpleasant sprays, mists, or substances in proximity to the face of the individual;
3. an intervention that denies adequate sleep, food, water, shelter, bedding, physical comfort, or access to bathroom facilities;
4. an intervention that is designed to subject, used to subject, or likely to subject, the individual to verbal abuse, ridicule, or humiliation, or that can be expected to cause excessive emotional trauma;

restrictive interventions that employ a device, material, or objects that simultaneously immobilize all four extremities,
5. Prone restraint;
6. locked seclusion, unless it is in a facility otherwise licensed or permitted by state law to use a locked room;
7. an intervention that precludes adequate supervision of the individual;
8. an intervention that deprives the individual of one or more of the individual's senses.

CONTRACTOR shall comply with Education Code sections 49005.8, 56521.1 and 56521.2. Specifically, Contractor shall not do any of the following:

1. Use seclusion or a behavioral restraint for the purpose of coercion, discipline, convenience, or retaliation.
2. Use locked seclusion, unless it is in a facility otherwise licensed or permitted by state law to use a locked room.
3. Use a physical restraint technique that obstructs a pupil's respiratory airway or impairs the pupil's breathing or respiratory capacity, including techniques in which a staff member places pressure on a pupil's back or places the individual's body weight against the pupil's torso or back.
4. Use a behavioral restraint technique that restricts breathing, including, but not limited to, using a pillow, blanket, carpet, mat, or other item to cover a pupil's face.
5. Place a pupil in a facedown position with the pupil's hands held or restrained behind the pupil's back
6. Use prone containment.
7. Use a behavioral restraint for longer than is necessary to contain the behavior that poses a clear and present danger of serious physical harm to the pupil or others.

CONTRACTOR shall keep constant, direct observation of a pupil who is in seclusion, which may be through observation of the pupil through a window, or another barrier, through which the educational provider is able to make direct eye contact with the pupil. This observation shall not be through indirect means, including through a security camera or a closed-circuit television.

CONTRACTOR shall afford pupils who are restrained the least restrictive alternative and the maximum freedom of movement, and shall use the least number of restraint points, while ensuring the physical safety of the pupil and others.

In the case of a child whose behavior impedes the child's learning or that of others, the IEP team shall consider the use of positive behavioral interventions and supports, and other strategies, to address that behavior, consistent with Section 1414(d)(3)(B)(i) and (d)(4) of Title 20 of the United States Code and associated federal regulations.

All restraint practices must be reviewed and revised when they have an adverse effect on a student and are used repeatedly for an individual child, either on multiple occasions within the same classroom or multiple uses by the same individual. CONTRACTOR shall notify the student's parent/guardian when any type of physical or mechanical restraint or seclusion has been used. Upon the use of any type of physical or mechanical restraint or seclusions of an LEA student, CONTRACTOR shall complete a BER per the reporting and notification requirements listed above.

31. STUDENT DISCIPLINE

CONTRACTOR shall maintain and abide by a written policy for student discipline that is consistent with state and federal law and regulations. Using forms developed by the California Department of Education or as otherwise mutually agreed upon by CONTRACTOR and LEA, CONTRACTOR shall provide LEA, on a monthly basis, a written report of all incidents in which a statutory offense is committed by any LEA student, regardless if it results in a disciplinary action of suspension or expulsion. This includes all statutory offenses as described in Education Codes 48900 and 48915.CONTRACTOR shall also include incidents resulting in the use of a behavioral restraint and/or seclusion even if they were not a result of a violation of Education Code Sections 48900 and 48915.

When CONTRACTOR seeks to remove a student from his/her current educational placement for disciplinary reasons, CONTRACTOR shall immediately submit a written discipline report to the LEA. Written discipline reports shall include, but not be limited to: the student's name; the time, date, and description of the misconduct; the disciplinary action taken by CONTRACTOR; and the rationale for such disciplinary action. A copy of the student's behavior plan, if any, shall be submitted with the written discipline report. CONTRACTOR and LEA agree to participate in a manifestation determination at an IEP meeting no later than the tenth (10th) day of suspension

32. IEP TEAM MEETINGS

An IEP team meeting shall be convened at least annually to evaluate: (1) the educational progress of each student placed with CONTRACTOR, including all state assessment results pursuant to the requirements of Education Code section 52052; (2) whether or not the needs of the student continue to be best met at the NPS; and (3) whether changes to the student's IEP are necessary, including whether the student may be transitioned to a public school setting. (California Education Code sections 56366 (a) (2) (B) (i) and (ii)) and pursuant to California Education Code section 56345 (b) (4).)

If the LEA student is to be transferred from a NPS setting into a regular class setting in a public school for any part of the school day, the IEP team shall document a description of activities provided to integrate the student into the regular education program, including the nature of each activity as well as the time spent on the activity each day or week and a description of the activities provided to support the transition of the student from the special education program into the regular education program. Each student shall be allowed to provide confidential input to any representative of the individual IEP team. Except as otherwise provided in the Master Contract, CONTRACTOR and LEA shall participate in all IEP team meetings regarding students for whom ISAs have been or may be executed. At any time during the term of this Master Contract, the parent, the CONTRACTOR or the LEA may request a review of the student's IEP, subject to all procedural safeguards required by law, including reasonable notice given to, and participation of, the CONTRACTOR in the meeting. Every effort shall be made to schedule IEP team meetings at a time and place that is mutually convenient to parent, CONTRACTOR and LEA. CONTRACTOR shall provide to LEA assessments and written assessment reports by service providers upon request and/or pursuant to LEA policy and procedures. It is understood that attendance at an IEP meeting is part of CONTRACTOR'S professional responsibility.

It is understood that the CONTRACTOR shall utilize the approved electronic IEP system of the LEA for all IEP planning and progress reporting at the LEA's discretion. The LEA or SELPA may provide training for any CONTRACTOR to ensure access to the approved system. The CONTRACTOR shall maintain confidentiality of all IEP data on the approved system and shall protect the password requirements of the system. When a student dis-enrolls from the NPS/NPA, the NPS/NPA and LEA shall discontinue use of the approved system for that student.

Changes in any student's educational program, including instruction, services, or instructional setting provided under this Master Contract, may only be made on the basis of revisions to the student's IEP. In the event that the CONTRACTOR believes the student requires a change of placement, the CONTRACTOR may request a review of the student's IEP for the purposes of consideration of a change in the student's placement. Student is entitled to remain in the last agreed upon and implemented placement unless parent agrees otherwise or an Interim Alternative Educational Setting is deemed lawful and appropriate by LEA or OAH consistent with Section 1415 (k)(1)(7) of Title 20 of the United States Code.

33. SURROGATE PARENTS AND FOSTER YOUTH

CONTRACTOR shall recognize an LEA appointed surrogate parent assignments for students without parental representation, including unaccompanied homeless youths, in special education procedures pursuant to California Government Code Section 7579.5. Surrogate parents shall serve as the child's parent and have all the rights relative to the student's education that a parent has under the Individuals with Disabilities Education Act pursuant to *20 USC 1414-1482 and 34 CFR 300.1*

300.756. A pupil in foster care shall be defined pursuant to California Education Code section 42238.01(b). The LEA shall annually notify the CONTRACTOR who the LEA has designated as the educational liaison for foster children. When a pupil in foster care is enrolled in a NPS by the LEA any time after the completion of the pupil's second year of high school, the CONTRACTOR shall schedule the pupil in courses leading towards graduation based on the diploma requirements of the LEA unless provided notice otherwise in writing pursuant to Section 51225.1.

34. DUE PROCESS PROCEEDINGS

CONTRACTOR shall fully participate in special education due process proceedings including mediations and hearings, as requested by LEA. Participation further includes the willingness to make CONTRACTOR's staff available for witness preparation and testimony as is necessary to facilitate a due process hearing. CONTRACTOR shall also fully participate in the investigation and provision of documentation related to any complaint filed with the State of California, the Office of Civil Rights, or any other state and/or federal governmental body or agency. Full participation shall include, but in no way be limited to, cooperating with LEA representatives to provide complete answers raised by any investigator and/or the immediate provision of any and all documentation that pertains to the operation of CONTRACTOR's program and/or the implementation of a particular student's IEP/Individual and Family Service Plan ("IFSP").

35. COMPLAINT PROCEDURES

CONTRACTOR shall maintain and adhere to its own written procedures for responding to parent complaints. These procedures shall include annually notifying and providing parents of students with appropriate information (including complaint forms) for the following: (1) Uniform Complaint Procedures pursuant to Title 5 of the California Code of Regulations section 4600 *et seq*.; (2) Nondiscrimination policy pursuant to Title 5 of the California Code of Regulations section 4960 (a); (3) Sexual Harassment Policy, California Education Code 231.5 (a) (b) (c); (4) Title IX Student Grievance Procedure, Title IX 106.8 (a) (d) and 106.9 (a); and (5) Notice of Privacy Practices in compliance with Health Insurance Portability and Accountability Act ("HIPAA"). CONTRACTOR shall include verification of these procedures to the LEA. CONTRACTOR shall immediately notify LEA of any complaints filed against it related to LEA students and provide LEA with all documentation related to the complaints and/or its investigation of complaints, including any and all reports generated as a result of an investigation.

36. STUDENT PROGRESS REPORTS/REPORT CARDS AND ASSESSMENTS

Unless LEA requests in writing that progress reports be provided on a monthly basis, CONTRACTOR shall provide to parents at least two (2) written progress reports/report cards. At a minimum, progress reports shall include progress over time towards IEP goals and objectives. A copy of the progress reports/report cards shall be maintained at the CONTRACTOR's place of business and shall be submitted to the LEA and LEA student's parent(s) quarterly.

The CONTRACTOR shall also provide an LEA representative access to supporting documentation used to determine progress on any goal or objective, including but not limited to log sheets, observation notes, data sheets, pre/post tests, rubrics and other similar data collection used to determine progress or lack of progress on approved goals, objectives, transition plans or behavior intervention plans. The LEA may request such data at any time within five (5) years of the date of service. The CONTRACTOR shall provide this data supporting progress within five (5) business days of request. Additional time may be granted as needed by the LEA.

CONTRACTOR shall complete academic or other evaluations of the student ten (10) days prior to the student's annual or triennial review IEP team meeting for the purpose of reporting the student's present levels of performance at the IEP team meeting as required by state and federal laws and regulations and pursuant to LEA policies, procedures, and/or practices. CONTRACTOR shall provide sufficient copies of its reports, documents, and projected goals to share with members of the IEP team five (5) business days

prior to the IEP meeting. CONTRACTOR shall maintain supporting documentation such as test protocols and data collection, which shall be made available to LEA within five (5) business days of request.

The CONTRACTOR is responsible for all evaluation costs regarding the updating of goals and objectives, progress reporting and development of present levels of performance. All assessments resulting from an assessment plan shall be provided by the LEA unless the LEA specifies in writing a request that CONTRACTOR perform such additional assessment. Any assessment and/or evaluation costs may be added to the ISA and/or approved separately by the LEA at the LEA's sole discretion.

It is understood that all billable hours must be in direct services to pupils as specified in the ISA. For NPA services, supervision provided by a qualified individual as specified in Title 5 Regulation, subsection 3065, shall be determined as appropriate and included in the ISA. Supervision means the direct observation of services, data review, case conferencing and program design consistent with professional standards for each professional's license, certification, or credential.

CONTRACTOR shall not charge the student's parent(s) or LEA for the provision of progress reports, report cards, evaluations conducted in order to obtain present levels of performance, interviews, and/or meetings. It is understood that all billable hours have limits to those specified on the ISA consistent with the IEP. It is understood that copies of data collection notes, forms, charts and other such data are part of the pupil's record and shall be made available to the LEA upon written request.

37. GRADES, HIGH SCHOOL COURSE CREDITS, & TRANSCRIPTS

When CONTRACTOR is a NPS, CONTRACTOR is responsible for assigning grades for any course of instruction taught at the NPS. The grades determined by the pupil's teacher, in the absence of clerical or mechanical mistake, fraud, bad faith, or incompetency, shall be final and consistent with the provisions specified in EC Section 49066. The grades each pupil receives in all courses of instruction taught by the NPS shall be reported to the parents and the LEA on a quarterly basis. Consistent with the LEA, should it become evident to the NPS the pupil is in danger of failing a course, the CONTRACTOR must initiate a parent conference, and the LEA representative must be in attendance.

When CONTRACTOR serves students in grades nine (9) through twelve (12) inclusive, LEA shall provide to CONTRACTOR a specific list of the course requirements to be satisfied by the CONTRACTOR leading toward graduation or completion of LEA's diploma requirements. CONTRACTOR shall not recommend awarding a high school diploma to students who have not successfully completed all of the LEA's graduation requirements.

Pupils enrolled in high school during the 2020-2021 academic year may request a Pass or No Pass grade as permitted in EC Section 49066.5, which may be reflected on the student's transcript and shall not negatively affect the pupil's grade point average.

CONTRACTOR shall prepare transcripts at the close of each semester, or upon student transfer, for students in grades nine (9) through twelve (12) inclusive, and submit them on LEA approved forms to the student's school of residence for evaluation of progress toward completion of diploma requirements as specified in LEA Procedures. CONTRACTOR shall submit to the LEA names of students and their schools of residence for whom transcripts have been submitted as specified by the LEA.

INDIVIDUAL TRANSITION PLANNING – AB 438, Approved on September 28, 2024

Effective July 1, 2025, if determined appropriate by the pupil's IEP team, beginning when the pupil starts their high school experience and not later than when the pupil is 16 years of age or younger, as appropriate, and annually thereafter, a statement of needed transition services shall be included in the pupil's individualized education program. If the individualized education program team determines that the pupil would benefit from the postponement of the inclusion of appropriate measurable postsecondary goals and transition services until 16 years of age, rather than when the pupil begins their high school experience, the individualized education program team shall appropriately justify the basis for that postponement. (EC

section 56043(h).)

38. STUDENT CHANGE OF RESIDENCE

Within five (5) school days from the date CONTRACTOR becomes aware of a student's change of residence, CONTRACTOR shall notify LEA, in writing, of the student's change of residence. Upon enrollment, CONTRACTOR shall notify parents in writing of their obligation to notify CONTRACTOR of the student's change of residence. CONTRACTOR shall maintain, and provide upon request by LEA, documentation of such notice to parents.

If CONTRACTOR had knowledge or should reasonably have had knowledge of the student's change of residence boundaries and CONTRACTOR fails to follow the procedures specified in this provision, LEA shall not be responsible for the costs of services delivered following the student's change of residence.

39. WITHDRAWAL OF STUDENT FROM PROGRAM

CONTRACTOR shall immediately report electronically and in writing to the LEA within five (5) business days when an LEA student is withdrawn without prior notice from school and/or services, including student's change of residence to a residence outside of LEA service boundaries, and parent/guardian withdrawal of student against professional advice from a NPS/RTC.

40. PARENT ACCESS

CONTRACTOR shall provide for reasonable parental access to students and all facilities including, but not limited to, the instructional setting, recreational activity areas, meeting rooms and student living quarters, when applicable. CONTRACTOR shall comply with any known court orders regarding parental visits and access to LEA students.

CONTRACTOR operating programs associated with a NPS/RTC shall cooperate with a parent's reasonable request for LEA student therapeutic visits in their home or at the NPS/RTC. CONTRACTOR shall require that parents obtain prior written authorization for therapeutic visits from the CONTRACTOR and the LEA at least thirty (30) days in advance. When requested, CONTRACTOR shall facilitate all parent travel and accommodations and for providing travel information to the parent as appropriate. Payment by LEA for approved travel-related expenses shall be made directly through the LEA consistent with LEA Procedures.

CONTRACTOR providing services in the student's home as specified in the IEP shall ensure that at least one parent of the child, or an adult caregiver with written and signed authorization to make decisions in an emergency, is present. The names of any adult caregiver other than the parent shall be provided to the LEA prior to the start of any home based services, including written and signed authorization in emergency situations. The parent shall inform the LEA of any changes of caregivers and provide written authorization for emergencies. The adult caregiver cannot also be an employee or volunteer associated with the NPS/NPA service provider.

All problems and/or concerns, both verbal and written, reported to pupil's parents shall also be provided, in writing, to the LEA.

41. LICENSED CHILDREN'S INSTITUTION ("LCI") CONTRACTORS AND RESIDENTIAL TREATMENT CENTER ("RTC") CONTRACTORS

If CONTRACTOR is a LCI, CONTRACTOR shall adhere to all legal requirements regarding educational placements for LCI students as stated in Education Code 56366 (a) (2) (C), 56366.9 (c) (1), Health and Safety Code section 1501.1and any other applicable laws and/or regulations, including LEA guidelines or procedures. An LCI shall not require that a pupil be placed in its NPS as a condition of being placed in its residential facility.

If CONTRACTOR is a NPS/RTC, CONTRACTOR shall adhere to all legal requirements under the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. section 1400 et seq. including the federal regulations 34 C.F.R section 300 et seq. and Education Code section 56000 et seq. including Title 5 of the California Code of Regulations section 3000 et seq.. CONTRACTOR shall comply with all monitoring requirements set forth in Section 43 below.

If CONTRACTOR is a NPS that is owned, operated by, or associated with a LCI, CONTRACTOR shall provide to LEA, on a quarterly basis, a list of all students, including those identified as eligible for special education. For those identified as special education students, the list shall include: 1) special education eligibility at the time of enrollment and; 2) the educational placement and services specified in each student's IEP at the time of enrollment. A copy of the current IEP shall be provided to the LEA.

Unless placement is made pursuant to an Office of Administrative Hearings order or a lawfully executed agreement between LEA and parent, LEA is not responsible for the costs associated with NPS placement until the date on which an IEP team meeting is convened, the IEP team determines that a NPS placement is appropriate, and the IEP is signed by the student's parent or another adult with educational decision- making rights.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this State shall be certified or licensed by that state to provide, respectively, special education and related services and designated instruction and related services to pupils under the federal IDEA (20 U.S.C. Sec. 1400 et seq.) and shall be certified or licensed by the state to provide nonmedical care, clinical services, or short-term residential therapeutic programs, as applicable to the facility type.

42. STATE MEAL MANDATE

When CONTRACTOR is a NPS, CONTRACTOR and LEA shall satisfy the State Meal Mandate under California Education Code sections 49005 et seq.; ; 49501.5, the universal meal mandate enacted by AB 130 (2021-2022); 49530 et seq; and 49550 et seq.

LEA, at its sole discretion, may elect to directly provide meals to CONTRACTOR for distribution to LEA students at the nonpublic school on its own or by another local school district.

CONTRACTOR acknowledges that the LEA does not receive any state or federal reimbursement for any meals CONTRACTOR provides to LEA students and that CONTRACTOR is only eligible to receive direct reimbursement if it is an approved site under the National School Lunch Program.

In the event the LEA requests CONTRACTOR to provide meals to LEA students, CONTRACTOR will provide breakfast and lunch to LEA students in compliance with the meal pattern requirements under the School Breakfast Program and National School Lunch Program nutritional standards. LEA shall reimburse CONTRACTOR for each meal made available at a mutually agreed upon rate. In the event CONTRACTOR is unable to provide meals, the LEA and CONTRACTOR will work collaboratively to find a solution. In the event CDE determines that meals do not need to be provided, this paragraph shall not apply.

CONTRACTOR shall maintain all documentation of meals provided to LEA students. CONTRACTOR shall comply with record keeping requirements under the School Breakfast Program and National School Lunch Program or LEA template. Upon request, CONTRACTOR shall provide copies of any such records to LEA. CONTRACTOR shall also allow LEA to conduct site monitoring visits as deemed necessary by the LEA.

If CONTRACTOR uses a third-party vendor to provide meals, CONTRACTOR will assure that the third-party vendor agrees to comply with all meal pattern requirements of the School Breakfast Program and National School Lunch Program nutritional standards. Upon request, CONTRACTOR

shall provide LEA with any contracts it has with third-party vendors providing meals for students.

43. MONITORING

The State Superintendent of Public Instruction ("Superintendent"), through the delegated monitoring activities to the California Department of Education (CDE), shall monitor CONTRACTOR'S facilities, the educational environment, and the quality of the educational program, including the teaching staff, the credentials authorizing service, the standards-based core curriculum being employed, and the standard focused instructional materials used on a three-year cycle, as follows: (1) CONTRACTOR shall complete a self-review in year one; (2) the Superintendent shall conduct an onsite review in year two; and (3) the Superintendent shall conduct a follow-up visit in year three.

CONTRACTOR shall participate in any LEA or CDE compliance review, if applicable, to be conducted as aligned with the CDE Onsite Review and monitoring cycle in accordance with California Education Code section 56366.1(j). This review will address programmatic aspects of the NPS, compliance with relevant state and federal regulations, and Master Contract compliance. CONTRACTOR shall conduct any follow-up or corrective action procedures related to review findings.

If CONTRACTOR is also an LCI and/or NPS/RTC, the CDE shall annually evaluate whether CONTRACTOR is in compliance with Education Code section 56366.9 and Health and Safety Code section 1501.1(b).

The LEA or SELPA shall conduct an onsite visit to the NPS before placement of a pupil if the LEA does not have any pupils enrolled at the school at the time of placement.

The LEA or SELPA shall conduct at least one onsite monitoring visit during each school year to the CONTRACTOR site certified as an NPS where the LEA has placed a pupil and entered into a master contract. The monitoring visit shall include, but is not limited to, a review of services specified on the ISA and provided to the pupil, a review of progress the pupil is making toward the goals set forth in the pupil's IEP, a review of progress the pupil is making toward the goals set forth in the pupil's behavioral intervention plan, if applicable, an observation of the pupil during instruction, and a walkthrough of the facility. The LEA or SELPA shall report the findings resulting from the monitoring visit to the CDE within 60 calendar days of the onsite visit.

CONTRACTOR shall allow LEA representatives access to its facilities for additional periodic monitoring of each student's instructional program. LEA shall have access to observe each student at work, observe the instructional setting, interview CONTRACTOR employees, and review each student's records and progress. Such access shall include unannounced monitoring visits. When making site visits, LEA shall initially report to CONTRACTOR's site administrative office. CONTRACTOR shall be invited to participate in the review of each student's progress.

CONTRACTOR understands that LEA reserves the right to institute a program audit with or without cause. The program audit may include, but is not limited to, a review of core compliance areas of health and safety; curriculum/instruction; related services; and contractual, legal, and procedural compliance.

When CONTRACTOR is a NPS, CONTRACTOR shall collect all applicable data and prepare the applicable portion of a School Accountability Report Card as appropriate in accordance with California Education Code Section 33126.

PERSONNEL

44. CLEARANCE REQUIREMENTS

CONTRACTOR shall comply with the requirements of California Education Code sections 44237, 35021.1, 35021.2, and 56366.1 including, but not limited to: obtaining clearance from both the California Department of Justice (hereinafter referred to as "CDOJ") and clearance from the Federal Bureau of

Investigation (hereinafter referred to as "FBI") for CONTRACTOR's employees and volunteers who will have or likely may have any direct contact with LEA students. CONTRACTOR hereby agrees that CONTRACTOR's employees and volunteers shall not come in contact with students, in-person or virtually, until CDOJ and FBI clearance are ascertained. CONTRACTOR shall certify in writing to LEA that none of its employees, and volunteers, unless CONTRACTOR determines that the volunteers will have no direct contact with students, or subcontractors who may come into contact with students have been convicted of a violent or serious felony as those terms are defined in California Education Code section 44237(h), unless despite the employee's conviction of a violent or serious felony, he or she has met the criteria to be eligible for employment pursuant to California Education Code section 44237 (i) or (j). Upon request, clearance certification shall be submitted to the LEA. In addition, CONTRACTOR shall make a request for subsequent arrest service from CDOJ as required by California Penal Code section 11105.2. Contractor shall certify to LEA that they have successful background checks and enrolled in subsequent arrest notification service for all employees who may come into contact with students.

Notwithstanding the restrictions on sharing and destroying criminal background check information, CONTRACTOR, upon demand, shall make available to the LEA evidence of a successful criminal background check clearance and enrollment in subsequent arrest notification service, as provided, for each owner, operator, and employee of the NPS/A. CONTRACTOR is required to retain the evidence on-site, as specified, for all staff, including those licensed or credentialed by another state agency. Background clearances and proof of subsequent arrest notification service, as required by California Penal Code section 11105.2, for all staff shall be provided to the LEA upon request.

45. STAFF QUALIFICATIONS

CONTRACTOR shall ensure that all individuals employed, contracted, and/or otherwise hired by CONTRACTOR to provide classroom and/or individualized instruction or related services hold a license, certificate, permit, or other document equivalent to that which staff in a public school are required to hold in the service rendered consistent with Education Code section 56366.1(n)(1) and are qualified pursuant to Title 34 of the Code of Federal Regulations sections 200.56 and 200.58, and Title 5 of the California Code of Regulations sections 3001(r), 3064 and 3065. Such qualified staff may only provide related services within the scope of their professional license, certification or credential and ethical standards set by each profession, and not assume responsibility or authority for another related services provider or special education teacher's scope of practice.

CONTRACTOR shall ensure that all staff are appropriately credentialed to provide instruction and services to students with the disabling conditions placed in their program/school through documentation provided to the CDE (5 CCR 3064 (a)).
In accordance with California Education Code section 56366.1(a)(5), when CONTRACTOR is a NPS, an appropriately qualified person shall serve as curricular and instructional leader, and be able to provide leadership, oversight and professional development. The administrator of the NPS holds or is in the process of obtaining one of the following: (A) An administrative credential granted by an accredited postsecondary educational institution and two years of experience with pupils with disabilities. (B) A pupil personnel services credential that authorizes school counseling or psychology. (C) A license as a clinical social worker issued by the Board of Behavioral Sciences. (D) A license in psychology regulated by the Board of Psychology. (E) A master's degree issued by an accredited postsecondary institution in education, special education, psychology, counseling, behavioral analysis, social work, behavioral science, or rehabilitation. (F) A credential authorizing special education instruction and at least two years of experience teaching in special education before becoming an administrator. (G) A license as a marriage and family therapist certified by the Board of Behavioral Sciences. (H) A license as an educational psychologist issued by the Board of Behavioral Sciences. (I) A license as a professional clinical counselor issued by the Board of Behavioral Sciences. (California Education Code Section 56366.1 (a)(5)). CONTRACTOR shall maintain, and provide to the LEA upon request, documentation of its administrator's qualifications in accordance with the above.

CONTRACTOR shall comply with personnel standards and qualifications regarding instructional aides and teacher assistants respectively pursuant to federal requirements and California Education Code sections

45340 *et seq.* and 45350 *et seq.* Specifically, all paraprofessionals, including but not limited to, instructional aides and teacher assistants, employed, contracted, and/or otherwise hired or subcontracted by CONTRACTOR to provide classroom and/or individualized instruction or related services, shall possess a high school diploma (or its recognized equivalent) and at least one of the following qualifications: (a) completed at least two (2) years of study at an institution of higher education; or (b) obtained an associate's (or higher) degree; or (c) met a rigorous standard of quality and can demonstrate, through a formal state or local assessment (i) knowledge of, and the ability to assist in instructing, reading, writing, and mathematics; or (ii) knowledge of, and the ability to assist in instructing, reading readiness, writing readiness, and mathematics readiness, as appropriate. CONTRACTOR shall comply with all laws and regulations governing the licensed professions, including but not limited to, the provisions with respect to supervision.

In addition to meeting the certification requirements of the State of California, a CONTRACTOR that operates a program outside of this state and serving a student by this LEA shall be certified or licensed by that state to provide special education and related services to pupils under the federal Individuals with Disabilities Education Act (20 U.S.C. Sec. 1400 et seq.).

46. VERIFICATION OF LICENSES, CREDENTIALS AND OTHER DOCUMENTS

CONTRACTOR shall submit to LEA a staff list, and copies of all current licenses, credentials, certifications, permits and/or other documents which entitle the holder to provide special education and/or related services by individuals employed, contracted, and/or otherwise hired or sub-contracted by CONTRACTOR. CONTRACTOR shall ensure that all licenses, credentials, permits or other documents are on file at the office of the County Superintendent of Schools. CONTRACTOR shall provide the LEA with the verified dates of fingerprint clearance, Department of Justice clearance and Tuberculosis Test clearance for all employees, approved subcontractors and/or volunteers prior to such individuals starting to work with any student.

CONTRACTOR shall monitor the status of licenses, credentials, certifications, permits and/or other documents for all individuals employed, contracted, and/or otherwise hired by CONTRACTOR. CONTRACTOR shall notify LEA and CDE in writing within forty-five (45) days when personnel changes occur which may affect the provision of special education and/or related services to LEA students. CONTRACTOR shall notify LEA within forty-five (45) days if any such licenses, certifications or waivers are expired, suspended, revoked, rescinded, challenged pursuant to an administrative or legal complaint or lawsuit, or otherwise nullified during the effective period of this Master Contract. The LEA shall not be obligated to pay for any services provided by a person whose such licenses, certifications or waivers are expired, suspended, revoked, rescinded, or otherwise nullified during the period which such person is providing services under this Master Contract. Failure to notify the LEA and CDE of any changes in credentialing/licensed staff may result in suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

47. STAFF ABSENCE

When CONTRACTOR is a nonpublic school and CONTRACTOR's classroom teacher is absent, CONTRACTOR shall provide an appropriately credentialed substitute teacher in the absent teacher's classroom in accordance with California Education Code section 56061. CONTRACTOR shall provide to the LEA documentation of substitute coverage. Substitute teachers shall remain with their assigned class during all instructional time.

The LEA shall not be responsible for any payment for instruction and/or services when an appropriately credentialed substitute teacher is not provided in accordance with California Education Code section 56061.

When CONTRACTOR is a NPA and/or related services provider, and CONTRACTOR's service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute, unless LEA provides appropriate coverage in lieu of CONTRACTOR's service providers. It is understood that the parent of a student shall not be deemed to be a qualified substitute for their student. LEA will not pay for services unless a qualified substitute is provided and/or

CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided. CONTRACTOR shall not "bank" or "carry over" make up service hours under any circumstances, unless otherwise agreed to in writing by CONTRACTOR and authorized LEA representative.

48. STAFF PROFESSIONAL BEHAVIOR WHEN PROVIDING SERVICES AT SCHOOL OR SCHOOL RELATED EVENTS OR AT SCHOOL FACILITY AND/OR IN THE HOME

It is understood that all employees, subcontractors, and volunteers of any certified NPS/A shall adhere to the customary professional and ethical standards when providing services. All practices shall only be within the scope of professional responsibility as defined in the professional code of conduct for each profession as well as any LEA professional standards as specified in Board policies and/or regulations when made available to the CONTRACTOR.

For services provided on a public-school campus, sign in/out procedures shall be followed by NPS/A providers working in a public-school classroom along with all other procedures for being on campus consistent with school and district policy. Such policies and procedures shall be made available to the CONTRACTOR upon request. It is understood that the public-school credentialed classroom teacher is responsible for the instructional program.

CONTRACTOR providing services outside of the student's school as specified in the IEP shall ensure that at least one parent of the child or an adult caregiver with written and signed authority to make decisions in an emergency is present during provision of services. The names of any adult caregiver other than the parent shall be provided to the LEA prior to the start of any home-based services, including written and signed authorization in emergency situations. The adult caregiver cannot also be an employee or volunteer associated with the NPS/NPA service provider. All problems and/or concerns reported by CONTRACTOR to parents or guardians, in either verbal or written form, shall be reported to the LEA.

HEALTH AND SAFETY MANDATES

49. HEALTH AND SAFETY

CONTRACTOR shall comply with all applicable federal, state, local, and LEA laws, regulations, ordinances, policies, and procedures regarding student and employee health and safety. CONTRACTOR shall comply with the requirements of California Education Code sections 35021 *et. seq*. and 49406, regarding the examination of CONTRACTOR's employees and volunteers for tuberculosis. CONTRACTOR shall provide to LEA documentation for each individual volunteering, employed, contracted, and/or otherwise hired by CONTRACTOR of such compliance before an individual comes in contact with a student.

CONTRACTOR shall comply with OSHA Blood-Borne Pathogens Standards, 29 Code of Federal Regulations (CFR) section 1910.1030, when providing medical treatment or assistance to a student. CONTRACTOR further agrees to provide annual training regarding universal health care precautions and to post required notices in areas designated in the California Health and Safety Code.

50. FACILITIES AND FACILITIES MODIFICATIONS

CONTRACTOR shall provide special education and/or related services to students in facilities that comply with all applicable federal, state, and local laws, regulations, and ordinances related, but not limited to: disability access; fire, health, sanitation, and building standards and safety; fire warning systems; zoning permits; and occupancy capacity. When CONTRACTOR is a NPS, CONTRACTOR shall conduct fire drills as required by Title 5 California Code of Regulations section 550. CONTRACTOR shall be responsible for any structural changes and/or modifications to CONTRACTOR's facilities as required complying with applicable federal, state, and local laws, regulations, and ordinances. Failure to notify the

LEA and CDE of any changes in, major modification or relocation of facilities may result in the suspension or revocation of CDE certification and/or suspension or termination of this Master Contract by the LEA.

51. ADMINISTRATION OF MEDICATION

CONTRACTOR shall comply with the requirements of California Education Code section 49422 et seq. when CONTRACTOR serves a student that is required to take prescription and/or over-the-counter medication during the school day. CONTRACTOR may designate personnel to assist the student with the administration of such medication after the student's parent(s) provide to CONTRACTOR: (a) a written statement from a physician detailing the type, administration method, amount, and time schedules by which such medication shall be taken; and (b) a written statement from the student's parent(s) granting CONTRACTOR permission to administer medication(s) as specified in the physician's statement. CONTRACTOR shall maintain, and provide to LEA upon request, copies of such written statements. CONTRACTOR shall maintain a written log for each student to whom medication is administered. Such written log shall specify the student's name; the type of medication; the date, time, and amount of each administration; and the name of CONTRACTOR's employee who administered the medication. CONTRACTOR maintains full responsibility for storing medications in a secure location and ensuring appropriate staff training in the administration of such medication consistent with physician's written orders. Any change in medication type, administration method, amount or schedule must be authorized by both a licensed physician and parent.

52. INCIDENT/ACCIDENT REPORTING

CONTRACTOR shall submit within 24 hours, electronically, any accident or incident report to the LEA. CONTRACTOR shall properly submit required accident or incident reports pursuant to the procedures specified in LEA Procedures.

53. CHILD ABUSE REPORTING

CONTRACTOR hereby agrees to annually train all staff members, including volunteers, so that they are familiar with and agree to adhere to its own child and dependent adult abuse reporting obligations and procedures as specified in California Penal Code section 11164 et seq. and Education Code 44691. To protect the privacy rights of all parties involved (i.e., reporter, child and alleged abuser), reports will remain confidential as required by law and professional ethical mandates. A written statement acknowledging the legal requirements of such reporting and verification of staff adherence to such reporting shall be submitted to the LEA.

54. SEXUAL HARASSMENT

CONTRACTOR shall have a Sexual and Gender Identity harassment policy that clearly describes the kinds of conduct that constitutes sexual harassment and that is prohibited by the CONTRACTOR's policy, as well as federal and state law. The policy should include procedures to make complaints without fear of retaliation, and for prompt and objective investigations of all sexual harassment complaints. CONTRACTOR further agrees to provide annual training to all employees regarding the laws concerning sexual harassment and related procedures pursuant to Government Code 12950.1.

55. REPORTING OF MISSING CHILDREN

CONTRACTOR assures LEA that all staff members, including volunteers, are familiar with and agree to adhere to requirements for reporting missing children as specified in California Education Code section 49370. A written statement acknowledging the legal requirements of such reporting and verification of staff adherence to such reporting shall be properly submitted to the LEA. The written statement shall be submitted as specified by the LEA.

FINANCIAL

56. ENROLLMENT, CONTRACTING, SERVICE TRACKING, ATTENDANCE REPORTING, AND BILLING PROCEDURES

CONTRACTOR shall assure that the nonpublic school or nonpublic agency has the necessary financial resources to provide an appropriate education for the students enrolled and will distribute those resources in such a manner to implement the IEP and ISA for each and every student.

CONTRACTOR shall comply with all LEA procedures concerning enrollment, contracting, attendance reporting, service tracking and billing including requirements of electronic billing as specified by the LEA Procedures, as well as provide all such records requested by LEA concerning the same. CONTRACTOR shall be paid for the provision of special education and/or related services specified in the student's IEP and ISA. All payments by LEA shall be made in accordance with the terms and conditions of this Master Contract and governed by all applicable federal and state laws.

CONTRACTOR shall maintain separate registers for the basic education program, each related service, and services provided by instructional assistants, behavior intervention aides and bus aides. Original attendance forms (i.e., roll books for the basic education program, service tracking documents and notes for instructional assistants, behavioral intervention aides, bus aides, and each related service) shall be completed by the actual service provider whose signature shall appear on such forms and shall be available for review, inspection, or audit by LEA during the effective period of this contract and for a period of five (5) years thereafter. CONTRACTOR shall verify the accuracy of minutes of reported attendance that is the basis of services being billed for payment.

CONTRACTOR shall submit invoices and related documents to LEA for payment, for each calendar month when education or related services were provided. Invoices and related documents shall be properly submitted electronically and in addition, on an LEA form with signatures in the manner prescribed by LEA. At a minimum, each invoice must contain the following information: month of service; specific days and times of services coordinated by the LEA approved calendar unless otherwise specified in the IEP or agreed to by the LEA; name of staff who provided the service; approved cost of each invoice; total for each service and total for the monthly invoice; date invoice was mailed; signature of NPS/NPA administrator authorizing that the information is accurate and consistent with the ISA, CDE certificates and staff notification; verification that attendance report is attached as appropriate; indication of any made-up session consistent with this contract; verification that progress reports have been provided consistent with the ISA (monthly or quarterly unless specified otherwise on the ISA); and name or initials of each student for when the service was provided.

In the event services were not provided, rationale for why the services were not provided shall be included.

Such an invoice is subject to all conditions of this contract. At the discretion of the LEA, an electronic invoice may be required provided such notice has been made in writing and training provided to the CONTRACTOR at no additional charge for such training.

Invoices shall be submitted no later than thirty (30) days after the end of the attendance accounting period in which the services were rendered. LEA shall make payment to CONTRACTOR based on the number of billable days of attendance and hours of service at rates specified in this contract within forty-five (45) days of LEA's receipt of properly submitted hard copy of invoices prepared and submitted as specified in California Education Code Section 56366.5 and the LEA. CONTRACTOR shall correct deficiencies and submit rebilling invoices no later than thirty (30) calendar days after the invoice is returned by LEA. LEA shall pay properly submitted re-billing invoices no later than forty-five (45) days after the date a completely corrected re-billing invoice is received by LEA.

In no case shall initial payment claim submission for any Master Contract fiscal year (July through June) extend beyond December 31st after the close of the fiscal year. In no case shall any rebilling for the

Master Contract fiscal year (July through June) extend beyond six (6) months after the close of the fiscal year unless approved by the LEA to resolve billing issues including re-billing issues directly related to a delay in obtaining information from the Commission on Teacher Credentialing regarding teacher qualification, but no later than twelve (12) months from the close of the fiscal year. If the billing or re-billing error is the responsibility of the LEA, then no limit is set provided that the LEA and CONTRACTOR have communicated such concerns in writing during the 12-month period following the close of the fiscal year.

57. RIGHT TO WITHHOLD PAYMENT

LEA may withhold payment to CONTRACTOR when: (a) CONTRACTOR has failed to perform, in whole or in part, under the terms of this contract; (b) CONTRACTOR has billed for services rendered on days other than billable days of attendance or for days when student was not in attendance and/or did not receive services; (c) CONTRACTOR was overpaid by LEA as determined by inspection, review, and/or audit of its program, work, and/or records; (d) CONTRACTOR has failed to provide supporting documentation with an invoice, as required by EC 56366(c)(2); (e) education and/or related services are provided to students by personnel who are not appropriately credentialed, licensed, or otherwise qualified; (f) LEA has not received prior to school closure or contract termination, all documents concerning one or more students enrolled in CONTRACTOR's educational program; (g) CONTRACTOR fails to confirm a student's change of residence to another district or confirms the change of residence to another district, but fails to notify LEA within five (5) days of such confirmation; or (h) CONTRACTOR receives payment from Medi-Cal or from any other agency or funding source for a service provided to a student. It is understood that no payments shall be made for any invoices that are not received by six (6) months following the close of the prior fiscal year, for services provided in that year.

Final payment to CONTRACTOR in connection with the cessation of operations and/or termination of a Master Contract will be subject to the same documentation standards described for all payment claims for regular ongoing operations. In addition, final payment may be withheld by the LEA until completion of a review or audit, if deemed necessary by the LEA. Such review or audit will be completed within ninety (90) days. The final payment may be adjusted to offset any previous payments to the CONTRACTOR determined to have been paid in error or in anticipation of correction of documentation deficiencies by the CONTRACTOR that remain uncorrected.

The amount which may be withheld by LEA with respect to each of the subparagraphs of the preceding paragraph are as follows: (a) the value of the service CONTRACTOR failed to perform; (b) the amount of overpayment; (c) the portion of the invoice for which satisfactory documentation has not been provided by CONTRACTOR; (d) the amount invoiced for services provided by the individual not appropriately credentialed, licensed, or otherwise qualified; (e) the proportionate amount of the invoice related to the applicable pupil for the time period from the date the violation occurred and until the violation is cured; or (f) the amount paid to CONTRACTOR by Medi-Cal or another agency or funding source for the service provided to the student.

If LEA determines that cause exists to withhold payment to CONTRACTOR, LEA shall, within ten (10) business days of this determination, provide to CONTRACTOR written notice that LEA is withholding payment. Such notice shall specify the basis or bases for LEA's withholding payment and the amount to be withheld. Within thirty (30) days from the date of receipt of such notice, CONTRACTOR shall take all necessary and appropriate action to correct the deficiencies that form the basis for LEA's withholding payment or submit a written request for extension of time to correct the deficiencies or submit to LEA written documentation demonstrating that the basis or bases cited by the LEA for withholding payment is unfounded. Upon receipt of CONTRACTOR's written request showing good cause, LEA shall extend CONTRACTOR's time to correct deficiencies (usually an additional thirty (30) days), otherwise payment will be denied.

If after subsequent request for payment has been denied and CONTRACTOR believes that payment should not be withheld, CONTRACTOR shall send written notice to LEA specifying the reason it believes payment should not be withheld. LEA shall respond to CONTRACTOR's notice within thirty (30) business

days by indicating that a warrant for the amount of payment will be made or stating the reason LEA believes payment should not be made. If LEA fails to respond within thirty (30) business days or a dispute regarding the withholding of payment continues after the LEA's response to CONTRACTOR's notice, CONTRACTOR may invoke the following escalation policy.

After forty-five (45) business days: The CONTRACTOR may notify the Authorized LEA's Representative of the dispute in writing. The LEA Authorized Representative shall respond to the CONTRACTOR in writing within fifteen (15) business days.

After sixty (60) business days: The LEA or CONTRACTOR may appeal to the County Superintendent of Schools so long as the County Superintendent of Schools is not participating in the Local Plan involved in the NPS/A contract, or a mutually agreed upon mediator. Both parties agree to pay for their own costs and expenses arising out of such mediation. Each party agrees to act in good faith in participating in any mediation process agreed to by the parties.

58. PAYMENT FROM OUTSIDE AGENCIES

CONTRACTOR shall notify LEA when Medi-Cal or any other agency is billed for the costs associated with the provision of special education and/or related services to students. Upon request, CONTRACTOR shall provide to LEA any and all documentation regarding reports, billing, and/or payment by Medi-Cal or any other agency for the costs associated with the provision of special education and/or related services to students. CONTRACTOR shall provide prior written notice of the rights and protections required by Title 34 of the Code of Federal Regulations section 300.154(d) whenever it seeks to use the LEA students' public benefits to pay for special education and related services. Such notice shall be provided before seeking payment from Medi-Cal for the first time and annually.

59. PAYMENT FOR ABSENCES

NONPUBLIC SCHOOL STAFF ABSENCE

Whenever a classroom teacher employed by CONTRACTOR is absent, CONTRACTOR shall provide an appropriately credentialed substitute teacher in the absent teacher's classroom in accordance with California Education Code section 56061. CONTRACTOR shall provide to LEA documentation of substitute coverage pursuant to the LEA Procedures. Substitute teachers shall remain with their assigned class during all instructional time. LEA will not pay for instruction and/or services unless said instruction or service is provided by an appropriately credentialed substitute teacher.

Whenever a related service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute. LEA will not pay for services unless a qualified substitute is provided and/or CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided unless otherwise agreed in student's IEP.

NONPUBLIC SCHOOL STUDENT ABSENCE

If CONTRACTOR is a nonpublic school, no later than the tenth (10th) cumulative day of a student's unexcused absence, CONTRACTOR shall notify the LEA of such absence.

Criteria for a billable day for payment purposes is one (1) day of attendance as defined in California Education Code, sections 46010, 46010.3 and 46307. LEA shall not pay for services provided on days that a student's attendance does not qualify for Average Daily Attendance (ADA) reimbursement under state law. *Per Diem* rates for students whose IEPs authorize less than a full instructional day may be adjusted on a pro rata basis in accordance with the actual proportion of the school day the student was served. LEA shall not be responsible for payment of related services for days on which a student's attendance does not qualify for Average Daily Attendance ("ADA") reimbursement under state law, nor shall student be eligible for make-up services.

NONPUBLIC AGENCY STAFF ABSENCE

When CONTRACTOR is a nonpublic agency and CONTRACTOR's service provider is absent, CONTRACTOR shall provide a qualified (as defined in Section 7 of this agreement and as determined by LEA) substitute, unless LEA provides appropriate coverage in lieu of CONTRACTOR's service providers. LEA shall not pay for services unless a qualified substitute is provided and/or CONTRACTOR provides documentation evidencing the provision of "make-up" services by a qualified service provider within thirty (30) calendar days from the date on which the services should have been provided. CONTRACTOR shall not "bank" or "carry over" make up service hours under any circumstances, unless otherwise agreed to in writing by CONTRACTOR and LEA. In the event services were not provided, reasons for why the services were not provided shall be included.

NONPUBLIC AGENCY STUDENT ABSENCE

If CONTRACTOR is a nonpublic agency, it shall notify LEA of the absence of a student no later than the fifth (5th) consecutive service day of the student's absence. LEA shall not be responsible for the payment of services when a student is absent.

60. LEA and/or NONPUBLIC SCHOOL CLOSURE DUE TO EMERGENCY

The following shall apply in the event of a LEA or NPS school closure due to an emergency consistent with guidelines followed by LEAs in accordance with Education Code sections 41422 and 46392:

a. If CONTRACTOR remains open, if allowed, during an emergency and serves students appropriately as delineated in the ISA, CONTRACTOR shall receive payment, regardless of whether a sending LEA is open or closed.

b. NPS School Closure- In the event of a NPS School Closure for the reasons set forth in Education Code section 41422, if the LEA is able to obtain alternative placement for the student, CONTRACTOR shall not receive payment for days the student is not in attendance due to CONTRACTOR'S school closure. If the LEA is unable to obtain an alternative placement, CONTRACTOR shall receive payment consistent with the student's approved ISA, as though the student were continuing his/her regular attendance, until an alternative placement can be found and implement LEA student IEP in accordance with Education Code section 56345(a)(9) pertaining to emergency conditions.

c. LEA and NPS School Closure- In the event of the LEA and NPS School Closures, on days the LEA is funded, CONTRACTOR shall receive payment consistent with the student's approved ISA, until an alternative placement can be found and implement LEA student IEP in accordance with Education Code section 56345(a)(9) pertaining to emergency conditions. If the LEA is able to obtain alternative placement for the student, CONTRACTOR shall not receive payment for days the student is not in attendance with CONTRACTOR due to CONTRACTOR'S school closure.

When the emergency school closure is lifted, CONTRACTOR shall notify the LEAs it serves of any lost instructional minutes. CONTRACTOR and LEAs shall work collaboratively to determine the need for make-up days or service changes, and shall work together to amend IEP and ISA paperwork as appropriate.

61. INSPECTION AND AUDIT

The CONTRACTOR shall maintain and the LEA shall have the right to examine and audit all of the books, records, documents, accounting procedures and practices and other evidence that reflect all costs claimed to have been incurred or fees claimed to have been earned under this Agreement.

CONTRACTOR shall provide access to LEA to all records including, but not limited to: student pupils as defined by California Education Code section 49061(b); registers and roll books of teachers; daily service logs and notes or other documents used to record the provision of related services; Medi-Cal/daily service logs and notes used to record provision of services provided by instructional assistants, behavior

intervention aides, bus aides, and supervisors; absence verification records (parent/doctor notes, telephone logs, and related documents); bus rosters; staff lists specifying credentials held, business licenses held, documents evidencing other qualifications, , dates of hire, and dates of termination; staff time sheets; non-paid staff and volunteer sign-in sheets; transportation and other related service subcontracts; school calendars; bell/class schedules when applicable; liability and worker's compensation insurance policies; state NPS/A certifications; by-laws; lists of current board of directors/trustees, if incorporated; other documents evidencing financial expenditures; federal/state payroll quarterly reports Form 941/DE3DP; and bank statements and canceled checks or facsimile thereof. Such access shall include unannounced inspections by LEA. CONTRACTOR shall make available to LEA all budgetary information including operating budgets submitted by CONTRACTOR to LEA for the relevant contract period being audited.

CONTRACTOR shall make all records available at the office of LEA or CONTRACTOR's offices (to be specified by LEA) at all reasonable times and without charge. All records shall be provided to LEA within five (5) working days of a written request from LEA. CONTRACTOR shall, at no cost to LEA, provide assistance for such examination or audit. LEA's rights under this section shall also include access to CONTRACTOR's offices for purposes of interviewing CONTRACTOR's employees. If any document or evidence is stored in an electronic form, a hard copy shall be made available to the LEA, unless the LEA agrees to the use of the electronic format.

CONTRACTOR shall obtain from its subcontractors and suppliers written agreements to the requirements of this section and shall provide a copy of such agreements to LEA upon request by LEA.

If an inspection, review, or audit by LEA, a state agency, a federal agency, and/or an independent agency/firm determines that CONTRACTOR owes LEA monies as a result of CONTRACTOR's over billing or failure to perform, in whole or in part, any of its obligations under this Master Contract, LEA shall provide to CONTRACTOR written notice demanding payment from CONTRACTOR and specifying the basis or bases for such demand. Unless CONTRACTOR and LEA otherwise agree in writing, CONTRACTOR shall pay to LEA the full amount owed as a result of CONTRACTOR's over billing and/or failure to perform, in whole or in part, any of its obligations under this Master Contract, as determined by an inspection, review, or audit by LEA, a state agency, a federal agency, and/or an independent agency/firm. CONTRACTOR shall make such payment to LEA within thirty (30) days of receipt of LEA's written notice demanding payment.

62. RATE SCHEDULE

The attached rate schedule (Exhibit A) limits the number of students that may be enrolled and maximum dollar amount of the contract. It may also limit the maximum number of students that can be provided specific services. Per Diem rates for students whose IEPs authorize less than a full instructional day may be adjusted proportionally. In such cases only, the adjustments in basic education rate shall be based on the required minimum number of minutes per grade level as set forth in paragraph 23, above, and in California Education Code Section 46200-46208.

Special education and/or related services offered by CONTRACTOR shall be provided by qualified personnel as per State and Federal law, and the codes and charges for such educational and/or related services during the term of this contract, shall be as stated in Exhibit A.

63. DEBARMENT CERTIFICATION

By signing this agreement, the CONTRACTOR certifies that:

(a) The CONTRACTOR and any of its shareholders, partners, or executive officers are <u>not</u> presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency, and

(b) Have not, within a three-year period preceding this contract, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or

subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

The parties hereto have executed this Contract by and through their duly authorized agents or representatives. This contract is effective on **March 12, 2026** and terminates at 5:00 P.M. on June 30, 2026, unless sooner terminated as provided herein.

CONTRACTOR	**LEA**
Kadiant LLC **Nonpublic School/Agency**	California Online Public Schools **LEA Name**
By: Signed by: Sam Wallach 78902E12CF844D8... 03/24/2026 **Signature** **Date**	**By:** Signed by: Mackenzie Duran 5CF7080748C6400... 03/20/2026 **Signature** **Date**
Sam Wallach - President **Name and Title of Authorized Representative**	Mackenzie Duran, Director of Student Services **Name and Title of Authorized Representative**

Notices to CONTRACTOR shall be addressed to:	**Notices to LEA shall be addressed to:**
fernando@attainaba.com	Mackenzie Duran, Director of Student Services
Name and Title Fernando Vinagre - Director of compliance	**Name and Title** California Online Public Schools
Nonpublic School/Agency/Related Service Provider Kadiant LLC	**LEA** 33272 Valle Road
Address 850 Towbin Ave	**Address** San Juan Capistrano
City **State** **Zip** Lakewood N/A	**City** **State** **Zip** CA 92675
Phone **Fax** 215-602-4003	**Phone** **Fax** (949) 873-4312 (949) 240-7895
Email	**Email** mduran@californiaops.org

Additional LEA Notification
(Required if completed)

Name and Title
Address
City **State** **Zip**
Phone **Fax**
Email

EXHIBIT A: 2025-2026 RATES

4.1 RATE SCHEDULE FOR CONTRACT YEAR

The CONTRACTOR: Kadiant, LLC
The CONTRACTOR CDS NUMBER: _____

PER ED CODE 56366 – TEACHER-TO-PUPIL RATIO: _____

Maximum Contract Amount:

Education service(s) offered by the CONTRACTOR and the charges for such service(s) during the term of this contract shall be as follows:

1) Daily Basic Education Rate:

2) Inclusive Education Program
(Includes Educational Counseling (not ed related mental health) services, Speech & Language services, Behavior Intervention Planning, and Occupational Therapy as specified on the student's IEP.) DAILY RATE:

3) Related Services

SERVICE	RATE	PERIOD
Intensive Individual Services (340)		
Language and Speech (415)		
Adapted Physical Education (425)		
Health and Nursing: Specialized Physical Health Care (435)		
Health and Nursing: Other Services (436)		
Assistive Technology Services (445)		
Occupational Therapy (450)		
Physical Therapy (460)		
Individual Counseling (510)		
Counseling and Guidance (515)		
Parent Counseling (520)		
Social Work Services (525)		
Psychological Services (530)		
Behavior Intervention Services (535)	$79.88 (Virtual) $81.93 (In-person)	Hour
Specialized Services for Low Incidence Disabilities (610)		
Specialized Deaf and Hard of Hearing (710)		

Interpreter Services (715)		
Audiological Services (720)		
Specialized Vision Services (725)		
Orientation and Mobility (730)		
Specialized Orthopedic Services (740)		
Reader Services (745)		
Transcription Services (755)		
Recreation Services, Including Therapeutic (760)		
College Awareness (820)		
Work Experience Education (850)		
Job Coaching (855)		
Mentoring (860)		
Travel Training (870)		
Other Transition Services (890)		
Other (900) **FBA Evaluation**	$1,300	Flat Rate
Other (900) **BCBA Supervision**	$143.37 (virtually) $153.62 (in-person)	Hour
Consultation/Supervision (MA)	$138.26 (in-person) $129.03 (virtually)	Hour

Additional Terms Regarding Extended School Year (ESY)

If students in the CONTRACTOR'S caseload are approved to receive Extended School Year (ESY) services based on their IEPs, the current school year rates will apply. LEA will not pay for non-ESY services and services that fall outside of the contracted school year (i.e. after June 30th and before the 1st day of school of the following school year), unless it has been pre-approved by LEA's Director of Student Services.

Initial SW

Initial _____

Additional Terms Regarding Invoices and Payment

The 30-to-45-day period refers to business days, not calendar days. Please account for all holidays and breaks during fall, winter, spring, and summer, as these may extend the review time for invoices scheduled within the 30-to-45-day window. Any invoices submitted after work hours or during holidays and breaks will be considered received on the next business day.

Initial SW

Initial _____

To avoid delays, invoices should be submitted within 30 days following the end of the previous attendance month. If there are any errors, the review process will be paused until a corrected invoice is received, and processing will be based on the date of the revised submission. Late submissions or invoice errors will result in a longer payment timeline.

Initial SW

Initial _____

No Show/Late Cancellation Policy: No-shows or late cancellations of less than 12 hours will be billed at the equivalent of one (1) hour of the contracted service rate. Cancellations with more than 12 hours' notice is non-billable
IEP Meeting Attendance: Billed a the provider's hourly rate

2025-26 Kadiant NPA Rate Schedule

Assessment Services

FBA – Per Evaluation: $1,300.00
VB MAPP – Per Evaluation: $1,500.00
AFLS – Per Evaluation: $1,500.00

BCBA Consultation/Supervision

In-person Hourly Rate: $153.62
Virtual Hourly Rate: $143.37

Consultation/Supervision (MA)

In-person Hourly Rate: $138.26
Virtual Hourly Rate: $129.03

Registered Behavior Interventionist

In-person Hourly Rate: $81.93
Virtual Hourly Rate: $79.88

Late Arrival / Delayed Start: *Services are scheduled for specific dates and times and staffing is reserved accordingly. If a session is delayed or begins late due to student or District availability, the provider will wait up to fifteen (15) minutes. Services will conclude at the originally scheduled end time and the full scheduled session time may be billed.*

Cancellation Policy: *If the District cancels a scheduled service with less than twelve (12) business hours' notice prior to the scheduled start time, Provider may bill a cancellation fee equal to one (1) hour of the contracted service rate. This fee will not apply in cases of student illness, school closure, or other circumstances beyond the District's control. Provider will provide reciprocal notice whenever possible if Provider must cancel services.*

EXHIBIT B: 2025-2026 ISA

INDIVIDUAL SERVICES AGREEMENT (ISA) FOR NONPUBLIC, NONSECTARIAN SCHOOL SERVICES

(Education Code Sections 56365 et seq.)

This agreement is effective on September 2, 2025 or the date student begins attending a nonpublic school or receiving services from a nonpublic agency, if after the date identified, and terminates at 5:00 P.M. on June 30, 2026, unless sooner terminated as provided in the Master Contract and by applicable law.

Local Education Agency _____ Nonpublic School _____

LEA Case Manager: Name _____ Phone Number _____

Pupil Name _____ Sex: ☐ M ☐ F Grade:_____
(Last) (First) (M.I.)

Address _____ City _____ State/Zip _____

DOB _____ Residential Setting: ☐ Home ☐ Foster ☐ LCI # _____ ☐ OTHER _____

Parent/Guardian _____ Phone ( ) _____ ( )
(Residence) (Business)

Address _____ City _____ State/Zip _____
(If different from student)

AGREEMENT TERMS:

1. *Nonpublic School*: The average number of minutes in the instructional day will be: _____ during the regular school year _____ during the extended school year

2. *Nonpublic School*: The number of school days in the calendar of the school year are: _____ during the regular school year _____ during the extended school year

3. *Educational services as specified in the IEP shall be provided by the CONTRACTOR and paid at the rates specified below.*

   A. *INCLUSIVE AND/OR BASIC EDUCATION PROGRAM RATE: (Applies to nonpublic schools only):* Daily Rate:_____

Estimated Number of Days _____ x Daily Rate
= PROJECTED BASIC EDUCATION COSTS _____

B. RELATED SERVICES:

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Intensive Individual Services (340)							
Language/Speech Therapy (415) a. Individual b. Group							
Adapted Physical Ed. (425)							
Health and Nursing: Specialized Physical Health Care (435)							
Health and Nursing Services: Other (436)							
Assistive Technology Services (445)							
Occupational Therapy (450)							
Physical Therapy (460)							

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Individual Counseling (510)							
Counseling and guidance (515).							
Parent Counseling (520)							
Social Work Services (525)							
Psychological Services (530)							
Behavior Intervention Services (535)							
Specialized Services for Low Incidence Disabilities (610)							
Specialized Deaf and Hard of Hearing Services (710)							
Interpreter Services (715)							
Audiological Services (720)							
Specialized Vision Services (725)							
Orientation and Mobility (730)							
Braille Transcription (735)							
Specialized Orthopedic Service (740)							
Reader Services (745)							
Note Taking Services (750)							
Transcription Services (755)							
Recreation Services (760)							
College Awareness Preparation (820)							
Vocational Assessment, Counseling, Guidance and Career Assessment (830)							
Career Awareness (840)							
Work Experience Education (850)							
Mentoring (860)							
Agency Linkages (865)							
Travel Training (870)							
Other Transition Services (890)							
Other (900)J							
Other (900)							
Transportation-Emergency b. Transportation-Parent							

SERVICE	Provider			# of Times per wk/mo/yr., Duration; or per IEP; or as needed	Cost per session	Maximum Number of Sessions	Estimated Maximum Total Cost for Contracted Period
	LEA	NPS	OTHER Specify				
Bus Passes							
Other							

ESTIMATED MAXIMUM RELATED SERVICES COST$ _____

TOTAL ESTIMATED MAXIMUM BASIC EDUCATION AND RELATED SERVICES COSTS $_____

4. Other Provisions/Attachments:

_____

_____

5. MASTER CONTRACT APPROVED BY THE GOVERNING BOARD ON _____

6.Progress Reporting Requirements: ___ Quarterly _ Monthly _ Other (Specify) _____

The parties hereto have executed this Individual Services Agreement by and through their duly authorized agents or representatives as set forth below.

-CONTRACTOR-

_____
(Name of Nonpublic School/Agency)

_____
(Signature) (Date)

_____
(Name and Title)

-LEA/SELPA-

_____
(Name of LEA/SELPA)

_____
(Signature) (Date)

_____
(Name of Superintendent or Authorized Designee)

California Online Public Schools

Independent Contractor Agreement/Service Agreement

This Agreement ("Agreement") is entered into as of the 26th of February, 2026 by and Autism Behavior Services, Inc., hereinafter referred to as "the VENDOR" and **California Online Public Schools** hereinafter referred to as "the BOARD".

The Board and the Vendor agree to the terms and conditions set forth below and in accompanying Exhibits, attached incorporated herein.

The Vendor and the Board Agree:

1. Scope of Services:
   a. The Vendor will provide the Board with FBA IEE services rendered by qualified, Board Certified Behavior Analyst.
   b. The Vendor will provide behavioral assessment services, which may include observations, direct and indirect assessment (s), a written report, copies of protocols if applicable, related travel time if applicable, and one IEP team meeting, no more than 2 hours in duration.

2. Term and Termination:
   a. The term of this Agreement shall commence on 2/26/26, unless terminated earlier in accordance with the terms and conditions set-forth.
   b. Termination without Cause: Either party has the right to terminate the Agreement without cause by giving 30 days written notice.
   c. Termination with Cause: Either party reserves the right to terminate this Agreement immediately if the other party fails to comply with any terms or conditions of this Agreement and such failure continues for 15 days following receipt of written notice.

3. Compensation:
   a. To provide FBA IEE services to Board until 16th day of June, 2026 excluding those days as determined by the district as holidays or closings.
   b. The rate established by mutual agreement, shall be per fully qualified, and Certified BCBA at a flat rate of $6,687.65. Additional IEP meeting attendance will be billed at $334.38 per hour.
   c. The Board will provide payment to the Vendor within 30 business days of receipt of a submitted invoice. The invoice will contain description, location, time and date of services.
   d. The 30-to-45-day period refers to business days, not calendar days. Please account for all holidays and breaks during fall, winter, spring, and summer, as these may extend the review time for invoices scheduled within the 30-to-45-day window. Any invoices submitted after work hours or during holidays and breaks will be considered received on the next business day.

f. To avoid delays, invoices should be submitted within 30 days following the end of the previous attendance month. If there are any errors, the review process will be paused until a corrected invoice is received, and processing will be based on the date of the revised submission. Late submissions or invoice errors will result in a longer payment timeline.

g. VENDOR shall utilize the approved electronic IEP system of the LEA for all IEP planning and progress reporting at the LEA's discretion. Progress Reports are to be completed in special education data system twice annually near the end of each semester by the due dates determined and communicated by LEA. It is understood that planning and preparation for an IEP meeting is not considered a billable, "Progress Report". Preparation for an IEP meeting is part of VENDOR's professional responsibility and is not a billable service under this agreement. Planning and preparation for IEP meetings should be done upon request and/or pursuant to LEA policy and procedures. Preparation for IEP meetings should, at a minimum, include updating IEP goals and students' present levels of performance, and reviewing current services to ensure appropriateness.

h. VENDOR shall provide to LEA assessments and written assessment reports by service providers upon request and/or pursuant to LEA policy and procedures. It is understood that the The LEA or SELPA may provide training for any VENDOR to ensure access to the approved system. The VENDOR shall maintain confidentiality of all IEP data on the approved system and shall protect the password requirements of the system.

California Online Public Schools

4. Independent Contractor:
   a. Both parties agree that the terms of the Agreement do not constitute a formation of a partnership, joint venue, employer-employee, or other relationship and no form of agency exists between the parties.
   b. Board agrees to submit W-9 form with Vendor submitting a completed W-9 form and Request for Taxpayer Identification Number and Certification with social security number/ federal identification number.
   c. The Vendor shall provide California Online Public Schools with a copy of the provider's license/credential, as applicable, along with the verified dates of California DOJ and FBI background checks, fingerprint clearance, and Tuberculosis Test clearance for all employees, approved subcontractors, and/or volunteers prior to such individuals starting to work with any student.
   d. The Vendor is responsible for monitoring and ensuring the continued validity of all submitted documents. Renewed or updated documentation should be submitted promptly, either before or at the time of expiration.

Initial DRP

Initial DRP

5. Insurance/License:
   a. The Vendor agrees to maintain professional liability and malpractice insurance with the following minimum limits of liability: $1,000,000. Per occurrence and $5,000,000 in the aggregate and provide the Board with proof of insurance upon request.
   b. The Vendor is appropriately certified in the performances of the Services provided herein and agrees to provide proof upon request.

6. Direct Hire-Non-Solicitation:
   a. The school will not recruit, solicit, or hire our team members at any point and during the course of our professional engagement.

7. General:
   a. This agreement shall be governed by the State of California, and governing regulatory rules, all which are incorporated herein.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed, and do each represent that their respective signatory, whose signature appears below, is fully authorized to execute this Agreement.

By: California Online Public Schools
Name: Mackenzie Duran
Title: Director of Student Services
Date: 03/13/2026

Signature Signed by: Mackenzie Duran 5CF7080748C6400...

VENDOR
By: Autism Behabior Services, Inc.
Name: Rosa Patter
Title: Executive Director
Date: 03/20/2026

Signature Signed by: Dr. Rosa Patterson 76F5DDDE4E69429...

IEE- FBA Price Sheet
2025/2026 School Year

Our fees are as follows:

$6,687.65 for Dr. Rosa Patterson to conduct assessment

$4,353.27 for BCBA level to conduct assessment

The assessment includes observations, interviews, formal and informal testing, i.e. questionnaires, rating scales, development of goals and intervention plan, a write up of the report, and (1) IEP meeting attendance, (for a maximum of 2 hours.)

The fee includes a total of 20 hours. Anything above the 20 hours would be billed in addition to the $6,687.65/$4,353.27 rate, but we would advise you if this were necessary. The hourly rates for anything beyond 20 hours are $334.38 and $217.66 per hour respectively.

The assessment will start as soon as we have all the necessary documentation, i.e. previous reports, IEPs, contact information for school representatives, and an agreement for this particular student.

If you have any questions, please let me know.

Thank you so much,

Natalie Taguchi-Solorio
Clinical Director
(949) 350-6187

Coversheet

Approval of Expenditures over $20k (attached)

Section:	V. Consent Items
Item:	G. Approval of Expenditures over $20k (attached)
Purpose:	Vote
Submitted by:	
Related Material:	25-26 CalOPS Over 20K (POs & Invoices) - April Board Meeting.pdf Purchase Orders Over 20k April 2026 Board Meeting.pdf Invoices Over 20k 25-26 SY April 2026 Board Meeting.pdf

CalOPS PURCHASE ORDERS Over 20k

Number	Date	Requestor	Vendor	Purpose	Amount
2025-26-83	3/13/2026	Sheryl/Britnie	GHA Technologies, Inc.	Board approved- Chromebook Restock 3/2026 - 40 Chromebooks	$21,827.50

CalOPS INVOICES To Be Paid Over 20k

(Invoices will be procressed for payment once Board has approved)

Date Paid by ACH/WIRE	Uploaded to Charter Impact	Batch Date	Batch School or ACH/WIRE	Vendor	Invoice#	Date of Invoice	Amount	Description	School Allocation
	03/06/2026	03/05/2026	SoCal	Brandastic, Inc.	1297	03/01/2026	$21,000.00	Marketing	All Schools
	03/06/2026	03/05/2026	SoCal	T-Mobile	971471262	02/21/2026	$67,807.77	Facilities: High-Speed Internet	All Schools
	03/06/2026	03/05/2026	SoCal	GHA	3070689	02/13/2026	$313,078.50	Facilities: Equipment/Supplies	All Schools
	03/06/2026	03/05/2026	Socal	SoftMSP, LLC	1077	02/02/2026	$229,686.00	Professional Services: Other School Contracted Services	All Schools
	03/06/2026	03/05/2026	Socal	SoftMSP, LLC	1080	03/01/2026	$229,686.00	Professional Services: Other School Contracted Services	All Schools
3/11/2026			ACH	HSA	-	-	$22,935.93	Benefits	All Schools
3/12/2026			ACH	Empower	-	-	$215,861.09	Benefits	All Schools
	03/12/2026	03/11/2026	SoCal	Oxford Consulting Services Inc	170946	01/31/2026	$26,087.52	SPED Services	SoCal
	03/12/2026	03/11/2026	SoCal	Oxford Consulting Services Inc	170940	01/31/2026	$142,933.00	SPED Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	Charter Impact	18469	03/01/2026	$214,310.00	Professional Services: Other School Contracted Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	Young Minney & Corr LLP	20661	02/04/2026	$20,563.50	Professional Services: Legal Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	Young Minney & Corr LLP	20655	02/04/2026	$28,740.98	Professional Services: Legal Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	Edmentum	#INV32652104	01/31/2026	$21,300.00	Instructional: Other Curriculum	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	SoftMSP, LLC	1079	03/01/2026	$70,833.33	Professional Services: Other School Contracted Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	SoftMSP, LLC	1073	01/01/2026	$70,833.33	Professional Services: Other School Contracted Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	SoftMSP, LLC	1078	02/02/2026	$70,833.33	Professional Services: Other School Contracted Services	All Schools
	03/13/2026	03/12/2026	*previously approved by board but paid since last board meeting	SoftMSP, LLC	1070	12/01/2025	$70,833.33	Professional Services: Other School Contracted Services	All Schools
	3/19/2026	3/19/2026	Socal-RUSH	YMC Confidential	2025-26-144	3/19/2026	$257,729.65	Suspense Clearing Account-Confidential	All Schools
	3/19/2026	3/19/2026	Socal-RUSH	YMC Confidential	2025-26-145	3/19/2026	$367,270.35	Suspense Clearing Account-Confidential	All Schools
3/20/2026			ACH	Cigna Health	-	-	$482,050.28	Staff Medical Benefits	All Schools
	03/20/2026	03/18/2026	SoCal	Milestones Therapy Group	1349	02/06/2026	$145,645.89	SPED Services	School Allocation on Invoice
	03/20/2026	03/18/2026	SoCal	El Paseo Children's Center Inc.	3872	01/31/2026	$176,758.49	SPED Services	SoCal
	03/20/2026	03/18/2026	SoCal	El Paseo Children's Center Inc.	3872-1	01/31/2026	$23,847.50	SPED Services	SoCal
	03/20/2026	03/18/2026	SoCal	El Paseo Children's Center Inc.	3849	12/31/2025	$150,668.10	SPED Services	SoCal
	03/20/2026	03/18/2026	SoCal	El Paseo Children's Center Inc.	3849-1	12/31/2025	$20,262.50	SPED Services	SoCal
	03/20/2026	03/18/2026	SoCal	Community Therapy Services	CTS_SOUTHERN__JAN_2026	02/18/2026	$23,297.50	SPED Services	SoCal
	03/20/2026	03/18/2026	NorCal	El Paseo Children's Center Inc.	3873	01/31/2026	$77,330.00	SPED Services	NorCal
	03/20/2026	03/18/2026	NorCal	El Paseo Children's Center Inc.	3850	12/31/2026	$53,779.92	SPED Services	NorCal
	03/20/2026	03/18/2026	Central Valley	El Paseo Children's Center Inc.	3874	01/31/2026	$61,677.30	SPED Services	Central Valley
	03/20/2026	03/18/2026	Monterey Bay	El Paseo Children's Center Inc.	3877	01/31/2026	$24,470.59	SPED Services	Monterey Bay
	03/20/2026	03/18/2026	Monterey Bay	El Paseo Children's Center Inc.	3854	12/31/2025	$20,307.48	SPED Services	Monterey Bay
	03/20/2026	3/19/2026	SoCal	The Hartford	17143054	03/09/2026	$39,290.38	Governance: Insurance Expenses	All Schools
3/24/2026			ACH	InterPres Corporation	-	-	$32,256.92	SoCal Office Rent	All Schools
3/24/2026			ACH	MetLife	-	-	$88,320.85	Benefits	All Schools
3/25/2026			ACH	HSA	-	-	$23,265.10	Benefits	All Schools
3/25/2026			ACH	JP Morgan Chase Bank	-	-	$101,572.72	District Corporate Card Purchases - AutoPay	All Schools
03/26/2026			ACH	Empower	-	-	$330,220.92	Benefits	All Schools
	03/26/2026	03/25/2026	SoCal	Effectual Educational Consulting Services	13655	1/31/2026	$26,313.43	SPED Services	SoCal
	03/26/2026	03/25/2026	SoCal	Cornerstone Educational Solutions	INV-1975	03/03/2026	$25,722.02	SPED Services	SoCal
	03/26/2026	03/26/2026	SoCal	T-Mobile	971471262	03/22/2026	$67,807.77	Facilities: High-Speed Internet	All Schools
3/26/2026			ACH	Pacific Hotel Management Inc-Hyatt Regency	34918719	2/23/2026	$80,500.00	BTS 26-27 SY Initial Deposit Due 03.11.2026	All Schools
3/31/2026			ACH	Kaiser	-	-	$104,356.36	Benefits	All Schools
3/31/2026			ACH	Kaiser	-	-	$33,155.11	Benefits	All Schools
	04/02/2026	04/01/2026	SoCal	TTC4SUCCESS	336	03/04/2026	$278,174.90	SPED Services	School Allocation on Invoice
	04/02/2026	04/01/2026	Socal	WestEd	26-1572	03/26/2026	$153,125.00	Training/Professional Develop.	All Schools
	04/02/2026	04/01/2026	Socal	Young Minney & Corr LLP	21174	03/04/2026	$22,785.50	Professional Services: Legal Services	All Schools
	04/02/2026	04/01/2026	Socal	Charter Impact	18630	04/01/2026	$200,269.00	Professional Services: Other School Contracted Services	All Schools
			Pending	Pacific Hotel Management Inc-Hyatt Regency	34918720	2/24/2026	$402,500.05	BTS 26-27 SY Full amount of deposits	All Schools

California Online Public Schools

2025-2026 PURCHASE ORDER

California Online Public Schools
33272 Valle Road, San Juan Capistrano, CA 92675
(949) 461-1667 Phone (949) 240-7895 Fax

Purchase Order Number:	**2025 - 26 - 83**		
Date:	3/13/2026	**Vendor:**	GHA Technologies, Inc.
Vendor Contact Name:	Khoi Dang	**Address:**	Dept #880831
Vendor Phone Number:	480-951-6865		PO Box 29650
Vendor Fax Number:		**City:**	Phoenix
Email P.O. to vendor?	[x] Yes [ ] No	**State**	AZ
Vendor Email:	kdang@gha-associates.com	**Zip**	85038-9650

Requester:

Department:

Intent/Purpose: Order Approved in Procurify- Product type changed from PO2025-26-82 (VOIDED) Issued new PO2025-26-83 W product update/quote#.

Signature: _____ **Date:** _____

Product/Description	Sales Quote#	Item #	Cost	Qty	Total Cost
HP Fortis 14 G11 Chromebook 180-degree hinge design - Intel N-series - N100 / up to 3.4 GHz - Chrome OS - UHD Graphics - 8 GB RAM - 64 GB eMMC - 14" SVA touchscreen 1366 x 768 (HD) - Wi-Fi 6E, Bluetooth - kbd: US	3082013.00	82W6003CUS	$ 465.00	40	$ 18,600.00
CA e-Waste Fee	3082013.00	CA e-Waste Fee	$ 4.00	40	$ 160.00
Google Chrome OS Management Console License - academic	3082013.00	CROS-SW-DISEDU-NEW	$ 33.00	40	$ 1,320.00
Google ZTE - Setup for Hardware	3082013.00	GOOGLEZTEONLY	$ 3.00	40	$ 120.00
Tax (8.7500%)		-	$ 1,627.50	1	$ 1,627.50
				Order Total	$21,827.50

Signatures (or email approval):

DocuSigned by: Dennie Anderson
DocuSigned by: 94917B46142147D...
Purchaser/Requestor — Date 03/13/2026

DocuSigned by: 53E73C0EE6DA47E...
Administrator/Approval (Required) — Date 03/13/2026

DocuSigned by: Tiffany Carrasco
217450389BD1414...
Finance Approval (required) — Date 03/13/2026

[ ] via email approval (see attached)

GHA Technologies, Inc.
NEW REMITTANCE ADDRESS
Dept #880831
PO Box 29650
Phoenix, Arizona 85038-9650
United States
http://www.gha-associates.com
(P) 480-951-6865
(F) 480-951-6956

Quotation (Open)

Date
Mar 12, 2026 12:48 PM CDT

Modified Date
Mar 12, 2026 01:14 PM CDT

Quote #
3082013 - rev 1 of 1

Description
Lenovo Chromebook - 14" Touchscreen (40)

SalesRep
Dang, Khoi
(P) 214-547-8865
(F) 480-951-6956

Customer Contact

Customer
California Online Public
Schools (CO142834)
33272 Valle Rd San Juan
Capistrano, CA 92675-4842
United States

Bill To
California Online Public Schools
Accounts Payable, .
33272 Valle Rd San Juan
Capistrano, CA 92675-4842
United States

Ship To
SoftMSP c/o CalOPS
Sangar Safi, 909-645-5064
271 Ott Street Unit 19
Corona, CA 92882
United States

Customer PO:	**Terms:** Undefined	**Ship Via:** FedEx Priority Overnight
Special Instructions:		**Carrier Account #:**



#	Image	Description	Part #	Tax	Qty	Unit Price	Total
1		HP Fortis 14 G11 Chromebook 180-degree hinge design - Intel N-series - N100 / up to 3.4 GHz - Chrome OS - UHD Graphics - 8 GB RAM - 64 GB eMMC - 14" SVA touchscreen 1366 x 768 (HD) - Wi-Fi 6E, Bluetooth - kbd: US	9R3K2UT#ABA	Yes	40	$465.00	$18,600.00
2		CA e-Waste Fee	CA e-Waste Fee	No	40	$4.00	$160.00
3		Google Chrome OS Management Console License - academic	CROS-SW-DIS-EDU-NEW	No	40	$33.00	$1,320.00
4		Google ZTE - Setup for Hardware	GOOGLEZTEONLY	No	40	$3.00	$120.00

Note:
:

Per Sangar, these will have to be OVERNIGHTED. Students are without Chromebooks right now.

We have to switch to HP because Lenovo can't ship out until later next week.

Estimated Shipping is $642.26 to be covered by GHA and SoftMSP.

:

Subtotal:	**$20,200.00**
Tax (8.7500%):	$1,627.50
Shipping:	$0.00
Misc:	$0.00
Total:	**$21,827.50**

Sales tax calculation is estimated and subject to change. Terms Definition: Unless agreed upon otherwise; Net 30 terms, cash in the GHA bank 30 days from the date of shipment. Lease payment calculations are estimated and may include sales tax in the payment amount. You can obtain an accurate lease quote from our leasing company. Rates are subject to change without notice.

GHA is an authorized and leading supplier for Microsoft, HP, Apple, Dell, Lenovo, VMWare, IBM and Cisco. GHA does not source any of these products from the gray market. If you have a pending quotation from a competitor that is significantly less in price, that may be a strong indication of gray market involvement. Please immediately bring this to the attention of your sales professional who can verify with the manufacturer for your benefit and protection. Your sales representative can also talk to you about the risks associated with doing business with a gray market supplier.

-The prices quoted may change due to market conditions beyond our control.

-GHA cannot be responsible for manufacturer availability or delays.

-No verbal quotations or promises can be honored unless set forth herein.

agree to pay your GHA invoice. Signature will be required on all shipments.

-Handling Fees: Handling fees charged on shipments are in addition to the freight and insurance charges and vary.

-Returns Policy: Because GHA Represents more than 3500 manufacturers, it is the policy of GHA to pass through the return policy of the manufacturer. Return approvals are subject to the manufacturers approval. Cloud Service Provider CSP orders for Microsoft require at least 30 days of cancellation notice from Buyer. Buyer agrees to pay for any cloud subscription usage incurred. For all other CSP s, GHA will pass through and honor the cancellation policy as stated in the original contract 7, 30, 60 or 90 days of cancellation notice is required. Custom computers and technology orders are non-cancellable and non-returnable. No return will be accepted after 30 days from the invoice date. Goods accepted for credit upon return will be subject to handling/restocking charge, which shall be not less than 15% of the price of Goods. Custom-made Goods are not subject to cancellation or return under any circumstances. In no case are Goods to be returned without first obtaining Seller's written permission. Goods must be securely packed in the original packaging and delivered to Seller in an undamaged condition with Buyer being solely responsible for paying all return freight expenses and keeping the GHA invoice current within 30 days from the date of shipment regardless of the reason for a return. All returns must be accompanied by an authorized RMA number, which is valid for 15 days after date of issuance. GHA Technologies makes NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE with respect to the goods described hereon. Professional Service Organizations are separate companies from GHA. GHA is not responsible for their workmanship and there is no right to offset payment.

-International shipments/returns: Customer is responsible to pay all VAT, duties, customs charges, freight forwarding services, storage, handling, foreign exchange rates/fees, miscellaneous fees from any country, expedited or return freight expenses. Customer shall be liable; GHA is NOT responsible. GHA is not responsible for any return shipment expenses.

-Supplier represents and warrants that it is an equal-opportunity employer and does not discriminate on the basis of age, race, creed, color, religion, sex, sexual orientation, gender identity, national origin, disability, marital or veteran status, or any other basis that is prohibited by law.

-This document shall be governed by the laws of the State of Arizona.

-You may view all Terms & Conditions at: https://www.gha-associates.com/terms-and-conditions - .

-THIS QUOTE HAS BEEN PROVIDED FOR CLIENT AND GHA PURPOSES ONLY**

-CORPORATE OFFICE: (REMIT PAYMENTS TO THE DEPARTMENT NUMBER AND PO BOX LISTED ABOVE; NO PAYMENTS SHOULD BE MAILED TO THE CORPORATE OFFICE) GHA Technologies, Inc. 8998 E. Raintree Drive Scottsdale, AZ 85260

D&H Quote

D&H Distributing Co.

Quote Number:	Account Number:	Date:	Terms:	Price Type:
96084392	1404840000	03/11/2026	1/2% 15 Net 60	

Bill to Address:	Ship to Address:
A/P G H A TECHNOLOGIES 8998 E RAINTREE DR SCOTTSDALE, AZ 85260	A/P G H A TECHNOLOGIES 271 OTT STREET UNIT 19 CORONA, CA 92882

D&H Distributing is pleased to provide you with the following quote:

Ln	Qty	Ttl Avail	WHS / Sel Avail	D&H SKU	MFR SKU	Vend Name/Description/List/COO	Discount	$ Per Unit	$ Extended
1	30	0	PA 0	9R3K2UT	9R3K2UT#A BA	HP Business 14 CB Fortis14G11 N100 519.00 CN	10.98 thru 03/31/2026	490.46	14,713.80
2	10	0	IL 0	9R3K2UT	9R3K2UT#A BA	HP Business 14 CB Fortis14G11 N100 519.00 CN	10.98 thru 03/31/2026	490.46	4,904.60

HOLD - KHOI

Merchandise Total	19,618.40
Freight: nextday - FedEx Air	642.26
Tax Amount	0.00
Handling Fee	0.00
Processing Fee	0.00
Quote Total	20,260.66
Quote Created By	LBAB

***** Price, availability, and product specs are subject to change without notice at any point during or after the quotation, ordering, and fulfillment process.*** Quotes are in US Dollars. THIS PRICE LIST IS A QUOTATION ONLY AND IS NOT AN ORDER OR OFFER TO SELL OR A COMMITMENT TO SHIP PRODUCT. Quoted products are based on best information available as of the date of this quotation and are not guaranteed to meet bid specifications. These changes are typically driven by our vendor-manufacturers and are prompted by a variety of factors outside of D&Hs control. These factors may include (but are not limited to):**

- **market conditions impacting pricing at time of allocation**
- **global transportation issues affecting freight pricing and shipment/delivery dates**
- **unforeseen shortages of raw goods prompting price increases**
- **tariffs imposed by importing and exporting countries**

D&Hs shipping partners assess a charge for certain residential, rural, and other area deliveries. Such charges will be displayed as a freight fee during checkout. Orders that qualify for free freight will still be applied this surcharge.

Brandastic, Inc.
3857 Birch Street, Suite 271
Newport Beach, CA 92660 USA
9498997340
billing@brandastic.com
brandastic.com

Invoice

BRANDASTIC

BILL TO
Calif Online Public Schools 33272 Valle Road San Juan Capistrano, CA 92675

INVOICE #	DATE	TOTAL DUE	DUE DATE	TERMS	ENCLOSED
1297	03/01/2026	$21,000.00	03/31/2026	Net 30	

DATE		DESCRIPTION	QTY	RATE	AMOUNT
	Brand Care	CCAS-1 - California Online Public Schools | 2025 - 26 Marketing Contract | Recurring Monthly Billing	21,000	1.00	21,000.00

Thank you for your Business! We take ACH Payments, and Checks can be sent to 3857 Birch St #271Newport Beach, CA 92660

BALANCE DUE **$21,000.00**

Ways to pay

View and pay

Your Statement

Statement For: **California Online Public Schools**
Account Number: **971471262**
Corporate ID : **STATE OF CALIFORNIA - NASPO MA176**

Important Information

Visit my.t-mobile.com or the T-Mobile App to pay your bill online, manage your account and get product support.

California Online Public Schools
33272 Valle Road
SAN JUAN CAPISTRANO CA 92675-4842

Summary

Previous Balance	$	67,807.77
Pmt Rec'd - Thank You	$	(67,807.77)
Total Past Due ***(Due Immediately)***	$	-
Monthly Recurring Chgs	$	61,733.41
Other Charges	$	5,979.20
Taxes & Surcharges	$	95.16
Total Current Charges	**$**	**67,807.77**
Current Charges Due By		***3/22/26***
Grand Total	**$**	***67,807.77***

PLEASE DETACH THIS PORTION AND RETURN WITH YOUR PAYMENT PLEASE MAKE SURE ADDRESS SHOWS THROUGH WINDOW.

T-Mobile

Statement For: **California Online Public Schools**
Account Number: 971471262

Amount Due By 3/22/26	Amount Enclosed
$67,807.77	

T-MOBILE
PO BOX 742596
CINCINNATI OH 45274-2596

☐ If you have changed your address - check box and record new address on the reverse side.

0409714712620322260067807774926754842

Statement For: **California Online Public Schools**
Account Number: **971471262**
Corporate ID : **STATE OF CALIFORNIA - NASPO MA176**

Customer Service Number 1-800-937-8997

Feb 21, 2026

Need to know

T-Mobile ONE recurring charges include applicable **Government taxes & fees & T-Mobile fees & charges** as determined by your primary place of use.

Government taxes & fees includes sales, use, excise, public utility & E911 taxes & governmental charges & fees that we are required by law to bill & remit. These may change without notice.

T-Mobile fees and charges include: (1) Regulatory Programs & Telco Recovery Fee, collected & retained by us to help cover costs for: (a) funding & complying with government mandates, programs & obligations, like E911 or local number portability ($.50 for voice lines; $0.12 for data only lines), & (b) charges imposed on us by other carriers for delivery of calls from our customers to theirs & by 3rd parties for certain network facilities & services we buy to provide you service ($3.99 for voice lines; $1.98 for data only lines); (2) state & federal Universal Service Fund charges (recovers charges imposed on us by the government to support universal service); (3) other governmental assessments including, without limitation, gross receipt & excise taxes. These fees & charges are T-Mobile recovery charges, not governmentally imposed taxes. What is included in the fees & charges may vary by locale & rate plan & is subject to change.

LATE FEES Late Fees, which are the greater of $10 or 5% of past due balance, or a variable percentage allowed under state law, apply on applicable unpaid balances not paid by the due date on your invoice. This fee is a liquidated damage & not a penalty.
Monthly subscriptions & Device Protection renew monthly until cancelled. Cancel at anytime by contacting us.

Payment by Check. When you pay by check, you authorize us to either use information from your check to make a one-time electronic fund transfer (EFT) from your account or to process the payment as a check transaction. If we process your payment by EFT, the funds may be withdrawn the same day we receive your check, & your canceled check will not be returned. If payment is returned unpaid, you authorize us to collect additional fees as outlined in the Terms & Conditions of Service at t-mobile.com/termsconditions. Call (800) 937-8997 with any questions.
Equipment Protect by Assurant (in Puerto Rico: CAPIC) is for the equipment repair & replacement you may have selected. See Equipment Protection Term & Conditions at t-mobile.com for details.
Contact us with any questions or disputes about your service or bill. Call (800) 937-8997 or 611 from your T-Mobile device-TTY (877) 296-1018, visit t-mobile.com, or write to T-Mobile Customer Relations, P.O. Box 37380, Albuquerque, NM 87176-7380. View your bill & usage details online by logging into your account at t-mobile.com. View Terms & Conditions online at tmobile.com/terms-conditions.
CA customers, if you have a complaint you cannot resolve with us, write the California Public Utilities Commission at Consumer Affairs Branch, 505 Van Ness Ave., San Francisco, CA 94102, or at www.cpuc.ca.gov, or call 1-800-649-7570 or TDD 1-800-229-6846. **NM customers** may also contact the New Mexico Public Regulation Commission at 1-888-427-5772. **Puerto Rico customers:** For any disputes regarding your bill, you should notify us no later than 20 days from the date such bill was sent to you. We will notify you of our resolution regarding your dispute within 15 days after the date in which such notification was received, as well as the mechanism of reconsideration before T-Mobile. If you disagree with our resolution in reconsideration, you will have the right to submit a Petition for Review by the Telecommunications Regulatory Board of Puerto Rico, 500 Ave. Roberto H. Todd (Pda. 18 - Santurce) San Juan, PR 00907-3941, within 30 days of the notification of our resolution. You must send us a copy of your Petition for Review to P.O. Box 191957, SJ, PR 00919-1957 Attn: Customer Service Manager. If you have any questions, please contact our Customer Service representatives by calling toll-free at 1-800-937-8997 or 611 from your T-Mobile phone. Lifeline is a program of the Federal Universal Service Fund administered by USAC offering qualified consumers a discount on their monthly telecommunications service. In Puerto Rico, additional support is available for low income consumers from the PR Universal Service Fund, administered by the PR Telecommunications Regulatory Board. Visit http://www.t-mobilepr.com/lifeline or T-Mobile stores for more info.
Data is rounded up to the nearest KB for each use & for billing, rounded up to the nearest MB at the end of each bill cycle. If you switch data plans mid-cycle, for billing, data will be rounded up to the nearest MB at time of the change, & charges may not be displayed separately for each plan. 1024 KB = 1 MB, 1024 MB = 1 GB.

During congestion, heavy data users and customers choosing lower-prioritized plans may notice lower speeds than other customers.
Video typically streams on smartphone/tablet at DVD quality (480p), unless you add HD-capable (1080p) plan/feature.
High-speed tethering up to allotment, if any, and then max 3G speeds. See plan for details.

View your bill and call details online for free. Log into your account at www.t-mobile.com.

Change Of Address:

Effective Date___/____/___

Address
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
City
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
State |__|__|
Zip |__|__|__|__|__| - |__|__|__|__|

You may be able to save money monthly by enrolling in AutoPay. To sign up for AutoPay and/or view the AutoPay Terms and Conditions please visit: https://my.t-mobile.com/autopay

Home#( )_____

Business#( )_____

GHA Technologies, Inc.
NEW REMITTANCE ADDRESS
Dept #880831
PO Box 29650
Phoenix, Arizona 85038-9650
United States
http://www.gha-associates.com
(P) 480-951-6865
(F) 480-951-6956

Proforma Invoice

Date
Feb 13, 2026 01:04 PM CST

Modified Date
Feb 19, 2026 02:58 PM CST

Invoice #
3070689

Description
Proforma Invoice

SalesRep
Dang, Khoi
(P) 214-547-8865
(F) 480-951-6956

Customer Contact

Customer	Bill To	Ship To
California Online Public Schools (CO142834) 33272 Valle Rd San Juan Capistrano, CA 92675-4842 United States	California Online Public Schools Accounts Payable, . 33272 Valle Rd San Juan Capistrano, CA 92675-4842 United States	SoftMSP c/o CalOPS Sangar Safi, 909-645-5064 271 Ott Street Unit 19 Corona, CA 92882 United States

Customer PO:	Terms:	Ship Via:
2025 - 26 - 70	Due On Receipt	FedEx Ground
Special Instructions:		**Carrier Account #:**

#	Description	Part #	Tax	Qty	Unit Price	Total
1	Lenovo 14e Chromebook Gen 3 82W6 Intel N-series - N100 / up to 3.4 GHz - Chrome OS - UHD Graphics - 8 GB RAM - 64 GB eMMC - 14" IPS touchscreen 1920 x 1080 (Full HD) - Wi-Fi 6E - storm gray - kbd: English	82W6003CUS	Yes	600	$437.00	$262,200.00
2	E-Waste Fee Linked to Line #1			600	$4.00	$2,400.00
3	CA Covered Battery-Embedded (CBE) Waste Recycling Fee - Effective Jan 2026 (Fee is 1.5% of item price)	CBE Fee	No	600	$6.56	$3,936.00
4	Google Chrome OS Management Console License - academic	CROS-SW-DIS-EDU-NEW	No	600	$33.00	$19,800.00
5	Google ZTE - Setup for Hardware	GOOGLEZTEONLY	No	600	$3.00	$1,800.00

Subtotal:	**$287,736.00**
Tax (8.7500%):	$22,942.50
Shipping:	$0.00
Misc:	$0.00
Fees:	$2,400.00
Total:	**$313,078.50**

Sales tax calculation is estimated and subject to change. Terms Definition: Unless agreed upon otherwise; Net 30 terms, cash in the GHA bank 30 days from the date of shipment. Lease payment calculations are estimated and may include sales tax in the payment amount. You can obtain an accurate lease quote from our leasing company. Rates are subject to change without notice.

GHA is an authorized and leading supplier for Microsoft, HP, Apple, Dell, Lenovo, VMWare, IBM and Cisco. GHA does not source any of these products from the gray market. If you have a pending quotation from a competitor that is significantly less in price, that may be a strong indication of gray market involvement. Please immediately bring this to the attention of your sales professional who can verify with the manufacturer for your benefit and protection. Your sales representative can also talk to you about the risks associated with doing business with a gray market supplier.

-The prices quoted may change due to market conditions beyond our control.

-GHA cannot be responsible for manufacturer availability or delays.

-No verbal quotations or promises can be honored unless set forth herein.

-Due to many people working from home, GHA will not be responsible for the boxes if lost or stolen after the delivery has been made, and if they are lost or stolen, you still agree to pay your GHA invoice. Signature will be required on all shipments.

-Handling Fees: Handling fees charged on shipments are in addition to the freight and insurance charges and vary.

-Returns Policy: Because GHA Represents more than 3500 manufacturers, it is the policy of GHA to pass through the return policy of the manufacturer. Return approvals are subject to the manufacturers approval. Cloud Service Provider CSP orders for Microsoft require at least 30 days of cancellation notice from Buyer. Buyer agrees to pay for any cloud subscription usage incurred. For all other CSP s, GHA will pass through and honor the cancellation policy as stated in the original contract 7, 30, 60 or 90 days of cancellation notice is required. Custom computers and technology orders are non-cancellable and non-returnable. No return will be accepted after 30 days from the invoice date. Goods accepted for credit upon return will be subject to handling/restocking charge which shall be not less than 15% of the price of Goods. Custom-made Goods are

not subject to cancellation or return under any circumstances. Unless the case are Goods (Case return) Board Meeting - Agenda - Tuesday, April 14, 2026 at 4:00 PM

packed in the original packaging and delivered to Seller in an undamaged condition with Buyer being solely responsible for paying all return freight expenses and keeping the GHA invoice current within 30 days from the date of shipment regardless of the reason for a return. All returns must be accompanied by an authorized RMA number, which is valid for 15 days after date of issuance. GHA Technologies makes NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE with respect to the goods described hereon. Professional Service Organizations are separate companies from GHA. GHA is not responsible for their workmanship and there is no right to offset payment.

-International shipments/returns: Customer is responsible to pay all VAT, duties, customs charges, freight forwarding services, storage, handling, foreign exchange rates/fees, miscellaneous fees from any country, expedited or return freight expenses. Customer shall be liable; GHA is NOT responsible. GHA is not responsible for any return shipment expenses.

-Supplier represents and warrants that it is an equal-opportunity employer and does not discriminate on the basis of age, race, creed, color, religion, sex, sexual orientation, gender identity, national origin, disability, marital or veteran status, or any other basis that is prohibited by law.

-This document shall be governed by the laws of the State of Arizona.

-You may view all Terms & Conditions at: https://www.gha-associates.com/terms-and-conditions - .

-THIS QUOTE HAS BEEN PROVIDED FOR CLIENT AND GHA PURPOSES ONLY**

-CORPORATE OFFICE: (REMIT PAYMENTS TO THE DEPARTMENT NUMBER AND PO BOX LISTED ABOVE; NO PAYMENTS SHOULD BE MAILED TO THE CORPORATE OFFICE) GHA Technologies, Inc. 8998 E. Raintree Drive Scottsdale, AZ 85260

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1077
Terms: Net 30
Invoice date: 02/02/2026
Due date: 03/04/2026

P.O. No.: YR 1 - IT Support Services

#	Product or service	Description	Qty	Rate	Amount
1.	**Software**	Cybersecurity solutions	1	$10,827.00	$10,827.00
2.	**Services**	Inventory Management Services	1	$22,859.00	$22,859.00
3.	**Services**	Tier 1 Support Services - Students	1	$156,000.00	$156,000.00
4.	**Services**	IT Support Services - Staff	1	$40,000.00	$40,000.00

Total **$229,686.00**

Ways to pay

BANK

View and pay

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1080
Terms: Net 30
Invoice date: 03/01/2026
Due date: 03/31/2026

P.O. No.: YR 1 - IT Support Services

#	Product or service	Description	Qty	Rate	Amount
1.	**Software**	Cybersecurity solutions	1	$10,827.00	$10,827.00
2.	**Services**	Inventory Management Services	1	$22,859.00	$22,859.00
3.	**Services**	Tier 1 Support Services - Students	1	$156,000.00	$156,000.00
4.	**Services**	IT Support Services - Staff	1	$40,000.00	$40,000.00

Total **$229,686.00**

Ways to pay

BANK

View and pay

California Online Public Schools

Finance CalOPS <finance@californiaops.org>

Fwd: HSA Funding Activity Initiated

1 message

Tracy Le <tle@californiaops.org> Wed, Mar 11, 2026 at 7:44 AM
To: CalOPS Finance <finance@californiaops.org>
Cc: CalOPS Human Resources - Payroll <payroll@californiaops.org>

See below for HSA contribution for the 3/10 payroll.

Tracy Le
Assistant Director of Human Resources
949-529-1667
Pronouns: she/her

California Online Public Schools

Our real legacy is not what we accomplish individually but what we do for others and how we motivate them to work together for a common goal.

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally privileged.

Begin forwarded message:

From: noreply@goigoe.com
Date: March 11, 2026 at 4:24:48 AM PDT
To: tle@californiaops.org
Subject: HSA Funding Activity Initiated



HSA Payroll Funding Details of California Online Public Schools	
Account Name:	California Online Public Schools HSA Funding
Activity amount:	$22,935.93
Activity date:	03/10/2026

Your funding account will be debited for the amount listed above. This amount is reflective of deposits to your employees' HSA. You are receiving this notice as one of the following activities has taken place:

- A payroll contribution file has been imported into our system on your behalf
- Deposits have been successfully recorded using the contribution manager
- An account pending CIP has been successfully opened

For details about the specific account level activity, you can reference the HSA Payroll Reconciliation Report in the employer portal or you can go to the Contribution Manager to view your pending and successful payroll deposits. Due to timing, transaction details may not be available until tomorrow morning. In a future enhancement, account level detail will be available in a new invoicing screen to further help with record keeping and reconciliation.

If you have any questions regarding this email or its contents, please reach out to your Client Relations Executive.

Thank you for your partnership,

Igoe Administrative Services

mime-attachment
2K

California Online Public Schools 401(k) - 522213-01

Reference Number	Payroll Date	Expected Total [1]	Cash Effective Date [2]
2760736476	03/10/2026	$215,861.09	03/11/2026

[1] Expected Total is used for reconciliation purposes only. It may or may not equal the actual total for the contribution.
[2] If processed before 2 a.m. Eastern Time.

Money Source	Description	Verify Money Source	Total Amount
BTK 1	EMPLOYEE BEFORE TAX	✓	$106,125.60
LON 1	LOAN REPAYMENT	✓	$3,872.42
RTH 1	ROTH CONTRIBUTION	✓	$31,510.74
SHM 1	SAFE HARBOR MATCH	✓	$74,352.33

Expected Total:	$215,861.09
Actual Total:	$215,861.09

Total Amount to be Remitted by Employer: $215,861.09

Account nickname	Bank	Bank account number	Amount
Payroll	JPMORGAN CHASE BANK, NA	XXXXX7900	$215,861.09

Total:	$215,861.09
Remaining Balance:	$0.00

Confirmation Messages:

✓ I have read and accept all warnings and notices on this page.

Print Employee Contributions have been processed and submitted.
You may print this page as confirmation for your records.

Verification Code:

0,-54,-113,32,-101,67,113,-108,113,-126,38,5,-10,-22,-45,7,-107,-17,23,28,18,-3,-35,100,102,-25,-21,-9,54,94,-4,9,9,-16,-4,-96,-38,7,-82,-87,27,13,71,-49,73,-102,39,5,44,67,69,123,26,-28,-109,122,40,-67,-108,-84,-59,4,76,90

oxford OCS CONSULTING SERVICES, INC.
"Your Staffing Source for Educational and Therapeutic Professionals."

Corporate Headquarters
300 Corporate Center Drive
Manalapan, NJ 07726
Tel (732) 761-1955
Fax (732) 761-8404
(800) 718-8855
www.oxfordconsulting.com

Invoice

Date	Invoice #
1/31/2026	170946

Bill To
California Online Public Schools So Cal LaChelle Carter-Finance Director 33272 Valle Road San Juan Capistrano, CA 92675

Serviced	Qty	Description	Rate	Amount
		January 2026		
	20.52	450 OT services provided by Alexis Wilson	110.50	2,267.46
	3	450 OT evals provided by Alexis Wilson for [redacted]	610.00	1,830.00
	18.25	450 OT services provided by Adriana Davis	110.50	2,016.63
	0.5	450 OT services provided by Kristen Allen	110.50	55.25
	4.5	450 OT services provided by Jocelyn Del Rosario	110.50	497.25
	4.58	450 OT services provided by Eunice Pioche	110.50	506.09
	42.5	450 OT services provided by Samantha Wagensommer	110.50	4,696.25
	15.5	460 PT services provided by Michelle Perry	112.50	1,743.75
	1	460 PT Eval provided by Michelle Perry for [redacted]	610.00	610.00
	2.17	460 PT services provided by Kira Carr	112.50	244.13
			Total	

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(800) 718-8855
www.oxfordconsulting.com

Invoice

Date	Invoice #
1/31/2026	170946

Bill To
California Online Public Schools So Cal LaChelle Carter-Finance Director 33272 Valle Road San Juan Capistrano, CA 92675

Serviced	Qty	Description	Rate	Amount
	1	415 Speech eval provided by Kylie Buatsi fpr[redacted]	610.00	610.00
	6.75	415 Speech services provided by La Jannelle Smith	110.50	745.88
	59.38	415 Speech services provided by Nichole Dziama	110.50	6,561.49
	8.58	415 Speech services provided by Catherine Walker	110.50	948.09
	0.75	415 Speech services provided by Maranda Diamond	110.50	82.88
	3.5	415 Speech services providded by Maria B Jones	110.50	386.75
	2.5	Progess rpt & IEP provided by Sheri Kennedy (BCBA)	127.50	318.75
	2.42	IEP & progress rpt provided by Alyssa Loomer	112.50	272.25
	1	Progress rpt provided by Eddie Arellano	112.50	112.50
	4.73	APE services provided by Gizi Malagon	102.00	482.46
			Total	

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(800) 718-8855
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Invoice

Date	Invoice #
1/31/2026	170946

Bill To
California Online Public Schools So Cal LaChelle Carter-Finance Director 33272 Valle Road San Juan Capistrano, CA 92675

Serviced	Qty	Description	Rate	Amount
	10.33	APE services provided by Michael Saunders	102.00	1,053.66
	0.5	Health & Nursing eval provided by Marci Catellano	92.00	46.00
			Total	$26,087.52

oxford OCS CONSULTING SERVICES, INC.
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Corporate Headquarters
300 Corporate Center Drive
Manalapan, NJ 07726
Tel (732) 761-1955
Fax (732) 761-8404
(800) 718-8855
www.oxfordconsulting.com

Invoice

Date	Invoice #
1/31/2026	170940

Bill To
California Online Public Schools LaChelle Carter-Finance Director 33272 Valle Road San Juan Capistrano, CA 92675

Serviced	Qty	Description	Rate	Amount
		January 2026		
		Paraprofessional Services Grade Band Para Support		
	2,917	CalOPS Grade Band Para Support Raquel Salazar	49.00	142,933.00
		Verification forms attached		
			Total	$142,933.00

PO Box 511842
Los Angeles, CA 90051-1827
USA
8184740322
ap@charterimpact.com
www.charterimpact.com

INVOICE

BILL TO
California Online Public Schools
33272 Valle Road
San Juan Capistrano, CA
92675
United States

INVOICE # 18469
DATE 03/01/2026
DUE DATE 03/31/2026
TERMS Net 30

ACTIVITY	QTY	RATE	AMOUNT
Business Mgmt. Business Management Services - Central Coast	1	3,383.00	3,383.00
Business Mgmt. Business Management Services - Central Valley	1	25,291.00	25,291.00
Business Mgmt. Business Management Services - Monterey	1	13,089.00	13,089.00
Business Mgmt. Business Management Services - North Bay	1	4,577.00	4,577.00
Business Mgmt. Business Management Services - NorCal	1	46,060.00	46,060.00
Business Mgmt. Business Management Services - SoCal	1	121,910.00	121,910.00

BALANCE DUE **$214,310.00**

LAW OFFICES OF YOUNG, MINNEY & CORR, LLP

655 UNIVERSITY AVENUE, SUITE 150, SACRAMENTO, CA 95825
TEL 916.646.1400 ■ FAX 916.646.1300
YMCLEGAL.COM

February 04, 2026

California Online Public Schools
SENT VIA EMAIL
lcarter@californiaops.org
zkidd@californiaops.org

Invoice Number: 20655

RE: (0176.00001) All Schools - General

Confidential: Attorney-Client Privileged Document

All invoices are due and payable upon receipt. If payment is not received within thirty days of this invoice date, interest charges shall accrue.

Please make checks payable to:
Young, Minney & Corr, LLP
655 University Ave, Ste. 150
Sacramento, CA 95825

For online payment options, access to our Client Portal, or should you have any questions or concerns, please contact Jessica Alm or Mishele Richards at 916-646-1400 or via email at ymcbilling@ymclegal.com.

Fees 28,470.50
Expenses 270.48
Total for this Invoice - USD 28,740.98
Current Account Balance - USD 57,104.98
Trust Account - USD 0.00
Total Amount to Pay as of 02-04-2026 - USD 57,104.98

Outstanding Balance as of 02-04-2026

Current	30 Days	60 Days	90 Days	120 Days	180+ Days	Total
28,740.98	28,364.00	0.00	0.00	0.00	0.00	57,104.98

LAW OFFICES OF YOUNG, MINNEY & CORR, LLP

655 UNIVERSITY AVENUE, SUITE 150, SACRAMENTO, CA 95825
TEL 916.646.1400 ■ FAX 916.646.1300
YMCLEGAL.COM

Tax ID: 94-3307075

LAW OFFICES OF YOUNG, MINNEY & CORR, LLP

655 UNIVERSITY AVENUE, SUITE 150, SACRAMENTO, CA 95825
TEL 916.646.1400 ■ FAX 916.646.1300
YMCLEGAL.COM

February 04, 2026

California Online Public Schools
SENT VIA EMAIL
lcarter@californiaops.org
zkidd@californiaops.org

Invoice Number: 20661

RE: (0176.00050) [redacted] v. California Online Public Schools - Claim No. 1689755

(Philadelphia) Confidential: Attorney-Client Privileged Document

All invoices are due and payable upon receipt. If payment is not received within thirty days of this invoice date, interest charges shall accrue.

Please make checks payable to:
Young, Minney & Corr, LLP
655 University Ave, Ste. 150
Sacramento, CA 95825

For online payment options, access to our Client Portal, or should you have any questions or concerns, please contact Jessica Alm or Mishele Richards at 916-646-1400 or via email at ymcbilling@ymclegal.com.

Fees 20,188.50
Expenses 375.00
Total for this Invoice - USD 20,563.50
Previous Invoice Balance - USD 52,862.50
Current Account Balance - USD 73,426.00
Trust Account - USD 0.00
Total Amount to Pay as of 02-04-2026 - USD 73,426.00

Outstanding Balance as of 02-04-2026

Current	30 Days	60 Days	90 Days	120 Days	180+ Days	Total
20,563.50	23,691.00	29,171.50	0.00	0.00	0.00	73,426.00

LAW OFFICES OF YOUNG, MINNEY & CORR, LLP

655 UNIVERSITY AVENUE, SUITE 150, SACRAMENTO, CA 95825
TEL 916.646.1400 ■ FAX 916.646.1300
YMCLEGAL.COM

Invoice

Remit To
PO Box 776725
Chicago, IL 60677-6725
AR@Edmentum.com
Tax ID#41-1646390

#INV32652104

Date: 01/31/2026

Bill To
California Online Academy
California Online Academy
33272 Valle Road
San Juan Capistrano CA 92675
United States

Amount Due	$21,300.00

Terms	Due Date	PO #	Order #	Customer #
Net 15	02/15/2026	Q-708960	#Q-708960	737224

Description	Qty	Start Date	End Date	Amount
California Online Academy				
EdOptions Academy Enrollments > 10 Weeks: Core Courses	52	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: CTE and Elective Courses	9	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: Health and Fitness Courses	3	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: World Language Courses	2	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: Health and Fitness Courses	4	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: Core Courses	1	01/31/2026		
EdOptions Academy Enrollments > 10 Weeks: CTE and Elective Courses	1	01/31/2026		

Subtotal	$21,300.00
Tax	$0.00
Invoice Total	$21,300.00

Courseware | Apex Learning | MajorClarity | Exact Path | Study Island | EdOptions Academy | Calvert Learning

Invoice

Remit To
PO Box 776725
Chicago, IL 60677-6725
AR@Edmentum.com
Tax ID#41-1646390

#INV32652104

Date: 01/31/2026

ACH

Account Title: Edmentum Inc.
Account Number: 1069957147
ACH Domestic Routing: 043000096 (ACH Domestic)
Wire Domestic/International Routing: 043000096
SWIFT Code: PNCCUS33 (International Wires)
Bank Address: PNC Bank, 500 First Avenue, Pittsburgh, PA 15219

CHECK

All forms of check are accepted
Remit address:
Edmentum
PO Box 776725
Chicago, IL 60677-6725

Courseware | Apex Learning | MajorClarity | Exact Path | Study Island | EdOptions Academy | Calvert Learning

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1079
Terms: Net 30
Invoice date: 03/01/2026
Due date: 03/31/2026

P.O. No.: SW Development & Licensing

#	Product or service	Description	Qty	Rate	Amount
1.	**2400 Customer Prepayment**	SW Development & Licensing Agreement | Contract Period 5/1/2025 - 4/30/2027 Payment 8 of 12 (first 6/1/2025 - last 5/1/2026)	1	$70,833.33	$70,833.33

Total **$70,833.33**

Ways to pay

BANK

View and pay

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1073
Terms: Net 30
Invoice date: 01/01/2026
Due date: 01/31/2026

P.O. No.: SW Development & Licensing

#	Product or service	Description	Qty	Rate	Amount
1.	**2400 Customer Prepayment**	SW Development & Licensing Agreement | Contract Period 5/1/2025 - 4/30/2027 Payment 8 of 12 (first 6/1/2025 - last 5/1/2026)	1	$70,833.33	$70,833.33

Total **$70,833.33**

Ways to pay

BANK

View and pay

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1078
Terms: Net 30
Invoice date: 02/02/2026
Due date: 03/04/2026

P.O. No.: SW Development & Licensing

#	Product or service	Description	Qty	Rate	Amount
1.	**2400 Customer Prepayment**	SW Development & Licensing Agreement | Contract Period 5/1/2025 - 4/30/2027 Payment 8 of 12 (first 6/1/2025 - last 5/1/2026)	1	$70,833.33	$70,833.33

Total **$70,833.33**

Ways to pay

BANK

View and pay

INVOICE

SoftMSP, LLC
271 Ott St Ste 19
Corona, CA 92882-7104

bharrington@softmsp.com
(603) 937-1009
softmsp.com

SoftMSP

Bill to
California Online Public Schools

Invoice details
Invoice no.: 1070
Terms: Net 30
Invoice date: 12/01/2025
Due date: 12/31/2025

P.O. No.: SW Development & Licensing

#	Product or service	Description	Qty	Rate	Amount
1.	**2400 Customer Prepayment**	SW Development & Licensing Agreement | Contract Period 5/1/2025 - 4/30/2027 Payment 7 of 12 (first 6/1/2025 - last 5/1/2026)	1	$70,833.33	$70,833.33

Total **$70,833.33**

Ways to pay

BANK

View and pay

2025-2026 PAYMENT REQUEST

Payment Request Number: 2025- 26 - 144

CHECK NUMBER _____
(FOR OFFICE USE ONLY)

Date: 3/19/2026

Date Needed (Optional): _____

Invoice Number: 3/19/2026

Vendor/Payable To: [redacted]

Address: Young, Minney & Corr, LLP
Attn: Wendy Walker
655 University Ave., Suite 150

City: Sacramento

State: CA

Zip: 95825

California Online Public Schools

California Online Public Schools

dba California Connections Academy Southern California

33272 Valle Road, San Juan Capistrano, CA 92675

(949) 467-1667 Phone (949) 240-7895 Fax

Date Delivered or Mailed:

Method of Payment (circle one):

Credit Card **Check** **Money Order** **Cashier's Check** **ACH** **OTHER:**

Description	Item Number (when applicable)	Cost (1)	Qty (2)	Total Cost (1) x (2)
Settlement Agreement		$257,729.65	1	$ 257,729.65
				$ -
				$ -
				$ -
				$ -
				$ -
			Order Total:	$ 257,729.65

Approvals

Signed by: Bernie Jamero
6E5D3AFA47A644A...
Requestor (Signature) — *Date* 03/19/2026

Signed by: Ridie Romero
FE9DD366CFED491...
Administrator (Signature or Email Approval) — *Date* 03/19/2026

DocuSigned by:
53EF3C0EE6DA47E...
Audited By (Signature) — *Date* 03/19/2026

2025-2026 PAYMENT REQUEST

Payment Request Number: 2025- 26 - 145

CHECK NUMBER _____
(FOR OFFICE USE ONLY)

Date: 3/19/2026

Date Needed (Optional): _____

Invoice Number: 3/19/2026

Vendor/Payable To: [redacted]

Address: Young, Minney & Corr, LLP
Attn: Wendy Walker
655 University Ave., Suite 150

City: Sacramento

State: CA

Zip: 95825

California Online Public Schools

California Online Public Schools

dba California Connections Academy Southern California

33272 Valle Road, San Juan Capistrano, CA 92675

(949) 467-1667 Phone (949) 240-7895 Fax

Date Delivered or Mailed:

Method of Payment (circle one):

Credit Card **Check** **Money Order** **Cashier's Check** **ACH** **OTHER:**

Description	Item Number (when applicable)	Cost (1)	Qty (2)	Total Cost (1) x (2)
Settlement Agreement		$ 367,270.35	1	$ 367,270.35
				$ -
				$ -
				$ -
				$ -
				$ -
			Order Total:	$ 367,270.35

Approvals

Signed by: Bernie Jamero
Signed by: 8E5D5AFA47A644A...
Requestor (Signature) *Date* 03/19/2026

Signed by: Richie Romero
DocuSigned by: FF9DD366CFFD491...
Administrator (Signature or Email Approval) *Date* 03/19/2026

53EF3C0EE6DA47E...
Audited By (Signature) *Date* 03/19/2026

cigna healthcare

TRANSFER SUMMARY

Premium and Claims Funding for the Month of March 2026

Report Run Date: 03/20/2026

Group: **00653639 CALIFORNIA ONLINE PUBLIC SCHOOLS**

Claims Funding and Adjustments(1)

Claims Funding	
Current Month Claims Funding	$332,190.00
Retroactive Adjustment Claims Funding	$141.61
Total Claims Funding Amount Due	$332,331.61
Adjustments to Transfer Account	
Total Adjustments to Transfer Amount Due	$0.00
Total Claims Funding and Adjustments	**$332,331.61**

Scheduled Transfer

Total Premium Transfer Scheduled(2)	$149,719.21
Total Claims Funding and Adjustments Transfer Scheduled	$332,331.61
Total Transfer(3)	**$482,050.82**

(1) Amounts shown are based on transfers made to group level bank account.
(2) The transfer amount is based upon the Total Amount Due for each subgroup as credit balances on one subgroup are not used to offset premium due on another subgroup.
(3) Cigna will initiate a transfer from your account on March 20, 2026 or the next business day. Your contract requires that the full amount be available for transfer on the transfer date. Failure to fund your account may result in contract termination.Transfer detail information can be viewed in the Client Resources Website.If you have any questions please call 1-866-866-6622.

MILESTONES
THERAPY GROUP

INVOICE

Speech-Language Pathology Services - January 2026

Milestones Therapy Group, A Prof. SLP Corporation
1968 S. Coast Hwy., Suite 370
Laguna Beach, California 92651
United States

949-229-2021
www.milestonestherapygroup.com

BILL TO
California Online Public Schools
33272 Valle Road
San Juan Capistrano, California 92675
United States

sped-finance@californiaops.org

Invoice Number: 1349
Invoice Date: February 6, 2026
Payment Due: March 23, 2026
Amount Due (USD): **$145,645.89**

Pay Securely Online

Services	Amount
Speech-language pathology services Central Coast (01/01/2026 - 01/31/2026)	$5,321.04
Speech-language pathology services Central Valley (01/01/2026 - 01/31/2026)	$21,532.91
Speech-language pathology services Monterey Bay (01/01/2026 - 01/31/2026)	$4,783.50
Speech-language pathology services North Bay (01/01/2026 - 01/31/2026)	$1,991.37
Speech-language pathology services NorCal (01/01/2026 - 01/31/2026)	$21,925.47
Speech-language pathology services SoCal (01/01/2026 - 01/31/2026)	$90,091.60

Total: $145,645.89

Amount Due (USD): **$145,645.89**

MILESTONES
THERAPY GROUP

INVOICE

Speech-Language Pathology Services - January 2026

Milestones Therapy Group, A Prof. SLP Corporation
1968 S. Coast Hwy., Suite 370
Laguna Beach, California 92651
United States

949-229-2021
www.milestonestherapygroup.com

Pay Securely Online

link.waveapps.com/6euqp5-hf6qs9

Notes / Terms

For details of the services listed on this summary invoice, please:

Refer to the email attachment sent to sped-finance@californiaops.org

Thank you for your business!

BILLING INVOICE

Invoice Date:	1/31/2026	Bill To:	California Online Public Schools
Name:	El Paseo Children's Center Inc		Attn: LaChelle Carter
Mailing Address	74075 El Paseo Drive, Suite A2B		SPED-Finance@californiaops.org
	Palm Desert, CA 92260		
Telephone	760-342-4900		

		Invoice #
Socal	$176,758.49	3872
Socal MH	$23,847.50	3872-1
Socal Total	**$200,605.99**	
Nor Cal	$77,330.00	3873
Nor Cal MH	$6,993.00	3873-1
Nor Cal Total	**$84,323.00**	
Central Valley	$61,677.30	3874
Central Valley MH	$4,308.50	3874-1
Central Valley Total	**$65,985.80**	
Central Coast	$19,697.75	3875
Central Coast MH	$642.00	3875-1
Central Coast Total	**$20,339.75**	
North Bay	$10,251.44	3876
North Bay MH	$510.00	3876-1
North Bay Total	**$10,761.44**	
Monterey Bay	$24,470.59	3877
Monterey Bay MH	$3,345.00	3877-1
Monterey Bay Total	**$27,815.59**	
Grand Total	**$409,831.56**	

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Socal	$150,668.10	3849
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Socal Total	**$170,930.60**	
Nor Cal	$53,779.92	3850
Nor Cal MH	$5,515.00	3850-1
Nor Cal Total	**$59,294.92**	
Central Valley	$53,778.46	3851
Central Valley MH	$4,451.50	3851-1
Central Valley Total	**$58,229.96**	
Central Coast	$6,409.60	3852
Central Coast MH	$311.00	3852-1
Central Coast Total	**$6,720.60**	
North Bay	$3,661.40	3853
North Bay MH	$357.00	3853-1
North Bay Total	**$4,018.40**	
Monterey Bay	$20,307.48	3854
Monterey Bay MH	$2,255.50	3854-1
Monterey Bay Total	**$22,562.98**	
Grand Total	**$321,757.46**	

BILLING INVOICE

Invoice Date:	12/31/2025	Bill To:	California Online Public Schools
Name:	El Paseo Children's Center Inc		Attn: LaChelle Carter
Mailing Address	74075 El Paseo Drive, Suite A2B		SPED-Finance@californiaops.org
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INVOICE

BILL TO:

California Online Public Schools
Attn: La Chelle Carter
33272 Valley Rd
San Juan Capistrano, CA 92675

sped-finance@californiaops.org

INVOICE NUMBER

CTS_SOUTHERN__JAN_2026

DATE

02-18-2026

THERAPY SERVICES

Occupational therapy services provided in the virtual setting.

DATE OF SERVICE

January 1-31, 2026

COMPANY NAME:

Community Therapy Services

School Serviced	Month	Total Due
Southern	January 2026	$23,297.50

Payment to:

Community Therapy Services
3527 River Road
Toledo, OH 43614

419-509-8476

Notes

If you have any questions regarding this invoice, please contact us at mcriss@ctsvirtual.com or kpuopolo@ctsvirtual.com

THANK YOU FOR CHOOSING OUR THERAPY SERVICES!

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Grand Total	**$321,757.46**	

Insurance Bill

THE HARTFORD

Bill Date: 03/09/26

Billing Company:
Hartford Fire Insurance Company

Pay The Minimum By The Due Date

Bill Account Number	**17143054**
Due Date	**04/01/26**
Minimum Due	**$39,290.38**
Balance	**$78,503.76**

Your Upcoming Bill Installments

Due Date	Minimum Due
04/01/26	$39,290.38
05/01/26	$19,614.69
06/01/26	$19,614.69

Need Help?

Visit business.thehartford.com to pay bills, view policy documents, get certificates, and more.

Need Help? Chat online or call us at 1-866-467-8730. We're here Monday - Friday.

Named Insured: CALIFORNIA ONLINE PUBLIC SCHOOLS
Agent: NEWFRONT INSURANCE SERVICES
Agent Phone Number: 1-415-754-3635
For policy changes please contact your agent.

Important Messages:

- Please make sure to pay the minimum due by the due date on your invoice. Otherwise, you'll be charged a $35.00 late fee.

Billing Details For Your Policies

Policy Number	Policy Type	Policy Period	Policy Status	Bill Plan	Balance	Minimum Due
57WBAD4FAB	Workers Compensation	07/01/25-07/01/26	Active	12 Pay	$78,433.76	$39,220.38
	New Fees				$35.00	$35.00
	Previously Billed Fees				$35.00	$35.00
				TOTALS	$78,503.76	$39,290.38

Pay your bill online at business.thehartford.com. Make a one-time payment, or sign up for Autopay and never worry about missing a payment.

Please detach here and insert with your payment. Write the account number on the check and make payable to The Hartford.

Account Number: **17143054**

Amount Enclosed: _____

Payment Due Date	**04/01/26**
Minimum Due	**$39,290.38**
Balance	**$78,503.76**

Mail Payments To:

The Hartford
P O Box 660916
Dallas, TX 75266-0916

AB 01 002773 02389 H 13 A
CALIFORNIA ONLINE PUBLIC SCHOOLS
33272 VALLE RD
SAN JUAN CAPISTRANO, CA 92675-4842

5717143054475569360000392903800007850376810006

12916839 03/09/26 02 57 17143054 92 NU57

Transactions And Other Charges Since Your Last Bill

Transaction Date	Transaction Detail	Policy Number	Policy Type	Payments and Activity	Billing Fees
02/10/26	Policy Change	57WBAD4FAB	Workers Compensation	$326.00	
	Policy Change Premium: $319.00				
	Wc PA Employer Assmt: $7.00				
02/24/26	Late Fee				$35.00
02/26/26	Payment Received			-$142,772.24	

Payments and Activity amount may include premium and surcharges/fees. Please see the Transaction Detail column for complete breakdown.

Ways To Pay Your Bill

- **Pay online** at business.thehartford.com. Some policies may not be available in our automated system.
- **Set up AutoPay** to make automatic payments from your bank account. Never worry about missing a payment. Enroll at business.thehartford.com.
- **Pay by phone** with a one-time payment from your bank account. Call our automated system at 1-866-467-8730. Some policies may not be available in our automated system.
- **Pay by mail** with the enclosed envelope. Include only your bill stub and payment. Allow atleast 10 days for delivery. If you have other correspondence to send, do not send it with your payment. Mail it separately to: The Hartford, 301 Woods Park Drive, Clinton, NY 13323.
- **To mail Overnight/Express** payments, send payments only to: Deluxe - The Hartford Box #916, 3000 Kellway Drive Suite 120, Carrollton, TX 75006.

Payment Rules And Bill Definitions

Payment Application: We will apply payments received in the following order:

- Past due and audit premium on expired or cancelled policies
- Past due premium on active policies
- Past due fees, then
- Current account changes

Alternate payment instructions with your check will not be honored. When you provide a check as payment, you authorize us to either use the information from your check to make a one-time electronic transfer from your bank account or process your payment as a check transaction.

Installment Fee: We charge this fee with each installment, except where prohibited by law.
Late Fee: You will be charged $35.00 when the minimum amount due isn't paid by the due date.
New Fees: The total of all fees assessed on the current bill.
NSF Fee: You will be charged $30.00 if your payment fails because of insufficient funds.
Policy Change (Endorsement): A change to your policy. Depending on what changes, you may end up owing more or less for your coverage.

20004

Policy Credits: Some things, like audit results or endorsement changes, might put a credit back on your account. If your account has a balance, instead of issuing a refund, we use those credits toward your future payments. If your account has an overall credit balance, the refund will be issued to you using the same method you used to make your last payment (Electronic Funds Transfer, credit card or check).

Credit Card Surcharge: Policyholders who choose to pay their premium by credit card, where permitted, will incur a surcharge of up to 2.95% of the total payment amount. This surcharge is charged, collected, and retained by a third-party payment vendor.

State/Local Surcharges or Fees: Some states or municipalities require us to collect an extra amount on top of your premium.

002773 2/2

2025-2026 PAYMENT REQUEST

Payment Request Number: **2025- 26 - 142**

CHECK NUMBER _____
(FOR OFFICE USE ONLY)

Date: 03/18/2026

Date Needed (Optional): _____

Invoice Number: March-2026

Vendor/Payable To: Metlife

Address: Dept LA 21296

City: Pasadena

State: CA

Zip: 91185-1296

Date Delivered or Mailed:

California Online Public Schools

California Online Public Schools

dba California Connections Academy Southern California

33272 Valle Road, San Juan Capistrano, CA 92675

(949) 467-1667 Phone (949) 240-7895 Fax

Method of Payment (circle one):

Credit Card **Check** **Money Order** **Cashier's Check** **ACH** X **OTHER:**

Description	Item Number (when applicable)	Cost (1)	Qty (2)	Total Cost (1) x (2)
Benefits-MetLife 03-2026	-	88,320.85	1	$ 88,320.85
**See Invoice /Billing Summary*				$ -
				$ -
				$ -
				$ -
				$ -
				$ 88,320.85

Approvals

DocuSigned by:
Britnie Anderson
Signed by:
Signed by:42147D...

Requestor (Signature) *Date* 03/18/2026

DocuSigned by:
Richie Romero
FE9B3B0E1FE491...

Administrator (Signature or Email Approval) *Date* 03/18/2026

53EF3C0EE6DA47E...

Audited By (Signature) *Date* 03/19/2026

California Online Public Schools

Customer Number: 5388834

Coverage Month: #N/A

Bill Tab	Experience	Bill Format	Bill Name	Total
SSAP	0260657	000001	ACCIDENT	$3,567.89
SSAP	0260658	000001	HOSPITAL	$3,395.47
SSAP	0260659	000001	CRITICAL ILLNESS	$4,078.30
SSAP	0260660	000001	METLIFE LEGAL PLANS	$5,039.82
SSAP	5388834	000001	CORE	$67,622.37
IFP	0320613	000001	IFP	$4,617.00
			Grand Total:	**$88,320.85**

California Online Public Schools

Finance CalOPS <finance@californiaops.org>

Fwd: HSA Funding Activity Initiated

1 message

Tracy Le <tle@californiaops.org> Wed, Mar 25, 2026 at 9:11 AM
To: Finance CalOPS <finance@californiaops.org>
Cc: CalOPS Human Resources - Payroll <payroll@californiaops.org>

Please see HSA contribution for 3/25 payroll below.

****Please note my upcoming leave 3/30 - 4/13. Be sure to cc: calopshr@californiaops.org for all communications during this time so the team can assist as applicable.****

Tracy Le
Assistant Director of Human Resources
949-529-1667
Pronouns: she/her
California Online Public Schools

Our real legacy is not what we accomplish individually but what we do for others and how we motivate them to work together for a common goal.

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately notify the sender by reply e-mail and delete this message and its attachments, if any. E-mail is covered by the Electronic Communications Privacy Act, 18 USC SS 2510-2521 and is legally privileged.

---------- Forwarded message ---------
From: <noreply@goigoe.com>
Date: Wed, Mar 25, 2026 at 3:38 AM
Subject: HSA Funding Activity Initiated
To: <tle@californiaops.org>



HSA Payroll Funding Details of California Online Public Schools	
Account Name:	California Online Public Schools HSA Funding
Activity amount:	$23,265.10
Activity date:	03/24/2026

Your funding account will be debited for the amount listed above. This amount is reflective of deposits to your employees' HSA. You are receiving this notice as one of the following activities has taken place:

- A payroll contribution file has been imported into our system on your behalf
- Deposits have been successfully recorded using the contribution manager
- An account pending CIP has been successfully opened

For details about the specific account level activity, you can reference the HSA Payroll Reconciliation Report in the employer portal or you can go to the Contribution Manager to view your pending and successful payroll deposits. Due to timing, transaction details may not be available until tomorrow morning. In a future enhancement, account level detail will be available in a new invoicing screen to further help with record keeping and reconciliation.

If you have any questions regarding this email or its contents, please reach out to your Client Relations Executive.

Thank you for your partnership,

Igoe Administrative Services

noname
2K

J.P.Morgan

JPMORGAN CHASE BANK NA
P.O. BOX 15918
MAIL SUITE DE1-1404
WILMINGTON DE 19850

ACCOUNT NUMBER	4485 9279 0004 8836
PAYMENT DUE DATE	03/24/2026
AMOUNT DUE	$101,572.72
CURRENT BALANCE	$101,572.72

Remit To: JPMORGAN CHASE BANK NA
P.O. BOX 4475
CAROL STREAM, IL 60197-4475

AMOUNT ENCLOSED $

CALOPS
DEBORAH LARSON
33272 VALLE RD
SAN JUAN CAPISTRANO CA 92675-4842

** 0000000

4485927900048836101572721015727 21

PLEASE TEAR PAYMENT COUPON AT PERFORATION

STATEMENT MESSAGES

COMMERCIAL ACCOUNT SUMMARY

ORGANIZATION NAME: CALOPS

ACCOUNT NUMBER: 4485927900048836

CLOSING DATE	02-27-26
CREDIT LIMIT	1,000,000
AVAILABLE CREDIT	898,427

FOR CUSTOMER SERVICE CALL:
1-800-316-6056

FOR TTY/TDD SERVICE CALL:
1-800-955-8060

SEND BILLING INQUIRIES TO:

JPMORGAN CHASE BANK NA
COMMERCIAL CARD SOLUTIONS
P.O. BOX 2015
MAIL SUITE IL1-6225
ELGIN, IL 60121

PREVIOUS BALANCE	79,160.12
PURCHASES AND OTHER CHARGES	104,072.79
CASH ADVANCES	.00
CREDITS	2,500.07
PAYMENTS	79,160.12-
LATE PAYMENT CHARGES	.00
CASH ADVANCE FEE	.00
FINANCE CHARGES	.00
NEW BALANCE	**101,572.72**
TOTAL PAYMENT DUE	101,572.72
DISPUTED AMOUNT	.00

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

COMMERCIAL ACCOUNT ACTIVITY

CALOPS
4485-9279-0004-8836

TOTAL COMMERCIAL ACTIVITY
$79,160.12CR

ACCOUNTING CODE:

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-24	02-24		AUTO PAYMENT DEDUCTION	79,160.12CR

INDIVIDUAL CARDHOLDER ACTIVITY

KARLEY STILSON
4485-9200-0149-8562

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$783.81	$0.00	$783.81

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-17	02-16	24053456047379595241731	AMERICAN AIR0012317062827 FORT WORTH TX STILSON/KARLEY DEPART: 04-26-26 P.O.S.: SALES TAX: $0.00 BFL AA S DFW AA S MSY AA S DFW	783.81
			Total Travel Activity	$783.81

BERNADETTE JAMERO
4485-9200-0441-9334

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$101.25	$0.00	$101.25

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-23	02-21	24692166052107634523577	SWA*EXCS BAG5264313497118 800-435-9792 TX QUINTIA JAMERO/BERNA DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
02-26	02-24	24755426056170565806146	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	66.25
			Total Travel Activity	$101.25

AMBER CAMBRIA
4485-9200-1481-2452

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$15.00	$0.00	$15.00

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-25	02-24	24493986056196204982337	ACE PARKING 2637 LONG BEACH CA P.O.S.: 89500252 SALES TAX: 0.00	15.00
			Total Travel Activity	$15.00

TRACY PINCKNEY
4485-9200-2045-3051

CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
$0.00	$321.74	$0.00	$321.74

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-25	02-24	2405523605666000167819O	CPK OD # 141 LONG BEACH CA P.O.S.: 3103425000 SALES TAX: 0.00	15.32
02-25	02-24	24431066055384080406137	YARD HOUSE ZK 0108301 LONG BEACH CA P.O.S.: 906541016505626280455 SALES TAX: 0.00	81.46
02-26	02-24	2475542605617056580618 7	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	150.97
02-27	02-25	247554260572605718904 47	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	73.99
			Total Travel Activity	$321.74

RYAN DREIFUS 4485-9200-2671-8184	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,548.01	$0.00	$1,548.01

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-18	02-16	24692166048401650954122	SWA*EXCS BAG5264312776585 800-435-9792 TX DREIFUS/RYAN DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
02-20	02-18	2469216605040331654437 5	RESIDENCE INN DOWNTOWN SACRAMENTO CA 80 993 ARRIVAL: 02-17-26	337.03
02-23	02-19	2469216605140432264194 9	SWA*EXCS BAG5264313363162 800-435-9792 TX DREIFUS/RYAN DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
02-23	02-20	2469216605210755412564 3	SHERATON GRD SCRMNTO SACRAMENTO CA 289931 ARRIVAL: 02-17-26	942.18
02-25	02-24	2479338605500211824609 3	ISM BREWING KITCHEN 156-2436049 CA P.O.S.: SgxS1YWpg2LPFbv2ubMitffv SALES TAX: 0.00	198.80
			Total Travel Activity	$1,548.01

RICHARD SAVAGE 4485-9200-2831-6078	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$251.65	$0.00	$251.65

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-11	02-09	24692166041103922430306	RESIDENCE INN BY MARRI BOISE ID U5 717 ARRIVAL: 02-08-26	251.65
			Total Travel Activity	$251.65

THANETTE SHORT 4485-9200-4711-7077	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,165.07	$0.00	$1,165.07

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-23	02-20	2494300605238234995 7015	HYATT REGENCY SACRAMENTO 9164431234 CA 1843769164431234 ARRIVAL: 02-17-26	1,016.31
02-24	02-22	2475542605416054014 8534	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	26.31
02-26	02-25	2404547605703400010 0404	TEQUILA JACKS 562-9519596 CA P.O.S.: 20260226030236 SALES TAX: 5.50	91.71
02-27	02-26	2443106605838567027 3941	PANDA EXPRESS #1226 STOCKTON CA	17.44
02-27	02-25	2469216605710190002 8093	STARBUCKS STORE 27432 LONG BEACH CA P.O.S.: 5802EFFFF250673323 SALES TAX: 0.00	13.30
			Total Travel Activity	$1,165.07

JERRI KELM 4485-9200-5377-5768	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$807.56	$0.00	$807.56

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-05	02-04	2403454603500064538 0511	CITY OF FRESNO AIRPORT PA FRESNO CA	17.00
			Total Purchasing Activity	$17.00

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-04	02-03	2416407603406021622 7401	NATIONAL CAR RENTAL SANTA ANA CA 668476621	94.57
02-04	02-03	2480197603563716606 9922	FINNEY'S CRAFTHOUSE AND ORANGE CA P.O.S.: 8300094796307142783010 SALES TAX: 0.00	136.68
02-05	02-03	2443106603537262119 8748	HOBIE'S SAND BAR SNA SANTA ANA CA	27.14
02-05	02-03	2443106603537262132 9400	TACOS LOCOS B15 LAS LAS VEGAS NV	17.33
02-24	02-23	2443106605538383748 1781	THE PIKE PARKING STRUCTU LONG BEACH CA P.O.S.: 44200052 SALES TAX: 0.00	3.00
02-25	02-24	2413746605510024745 5224	TST* ISLANDS RESTAURANTS LONG BEACH CA	62.31
02-27	02-26	2416407605706021638 8353	NATIONAL CAR RENTAL FRESNO CA 867093499	249.63
02-27	02-25	2469216605710190002 7871	STARBUCKS STORE 27432 LONG BEACH CA P.O.S.: 26E710C265BE674921 SALES TAX: 0.00	10.20
02-27	02-26	2480197605766163513 5505	AND WAFFLES LONG BEACH LONG BEACH CA P.O.S.: 5622471173 SALES TAX: 0.00	70.34
			Total Travel Activity	$671.20

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-27	02-26	2469216605710220978 6944	EXXON ROXFORD MINI MAR SYLMAR CA P.O.S.: STAN00742201 SALES TAX: 0.00	79.00
02-27	02-26	2469216605810227500 1839	CIRCLE K # 06060 FRESNO CA P.O.S.: 426437 SALES TAX: 1.73	40.36

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
			Total Fleet Activity	$119.36

HILARY BESSETTE 4485-9200-8762-2960	CREDITS $0.00	PURCHASES $1,413.85	CASH ADV $0.00	TOTAL ACTIVITY $1,413.85

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-24	02-23	2475542605416054014776 7	WESTIN (WESTIN HOTELS) 562-4363000 CA 2667655 ARRIVAL: 02-22-26	295.31
02-26	02-24	24692166056100820664046	TST*MODICAS DELI LONG BEACH CA P.O.S.: 00037741030469792569aa SALES TAX: 0.00	118.42
02-27	02-25	24755426057260571887922	WESTIN (WESTIN HOTELS) LONG BEACH CA 2698477 ARRIVAL: 02-23-26	1,000.12
			Total Travel Activity	$1,413.85

RICARDO ROMERO 4485-9200-9654-8339	CREDITS $1,420.51	PURCHASES $5,553.13	CASH ADV $0.00	TOTAL ACTIVITY $4,132.62

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-18	02-17	24692166049401949122217	SQ *MOON CAB SACRAMENTO SACRAMENTO CA P.O.S.: 000115292151669165731 8 SALES TAX: 0.00	51.00
			Total Purchasing Activity	$51.00

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-02	01-30	74692166031108055064290	SOUTHWES 5262113620297 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 01-30-26 P.O.S.: SALES TAX: $0.00 DAL WN Y DAL	421.95 CR
02-05	02-03	24692166035101642430182	SWA*PREMSEAT5264310671508 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	147.00
02-05	02-03	24692166035101642430190	SOUTHWES 5262127886775 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 02-08-26 P.O.S.: SALES TAX: $0.00 BUR WN M LAS WN M BOI WN M OAK WN M BUR	700.41
02-05	02-03	74692166035101546172059	UNITED 0164364523834 UNITED.COM TX ROMERO /OTHER DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 ORD UA E IAH	130.07 CR
02-05	02-03	74692166035101546172067	UNITED 0164364523835 UNITED.COM TX ROMERO /OTHER DEPART: 02-03-26 P.O.S.: SALES TAX: $0.00 ORD UA E IAH	127.92 CR
02-06	02-04	74692166036102385961411	UNITED 0162367740256 UNITED.COM TX P.O.S.: 260360021108236774025 6 SALES TAX: 0.00	643.56 CR

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-10	02-09	2416407604006021624818 5	NATIONAL CAR RENTAL BOISE ID 242536474	60.42
02-10	02-08	2443106604037548553170 9	PGA GATE B LAS CNP 877-672-7467 NV P.O.S.: 8339 SALES TAX: 0.00	32.48
02-11	02-09	2469216604110392221445 2	SPRINGHILL SUITES BY M BOISE ID B3 939 ARRIVAL: 02-08-26	163.68
02-11	02-09	2494168604127146326599 7	V.S.P. PARKING BURBANK BURBANK CA P.O.S.: 71700070 SALES TAX: 7.53	79.20
02-11	02-09	7469216604110399659087 3	SOUTHWES 5264309884532 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 02-09-26 P.O.S.: SALES TAX: $0.00 DAL WN Y DAL	97.01 CR
02-16	02-12	2469216604410662851242 3	JOLLIBEE RANCHO CUCAMO CA P.O.S.: 698E4735073735FD3 SALES TAX: 2.83	39.31
02-16	02-14	2469216604540199875769 3	SOUTHWES 5262131236625 800-435-9792 TX ROMERO/RICARDO PHD DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 BUR WN T LAS WN T SLC WN F PHX WN F BUR	583.40
02-18	02-17	2405523604965255006370 0	MIKUNI JAPANESE RESTAURA SACRAMENTO CA	268.32
02-19	02-17	2405523604965262278060 4	HABIT PALMDALE #102 PALMDALE CA P.O.S.: 694439498518881 SALES TAX: 0.00	35.74
02-20	02-20	2403629605171642161635 1	UBER *TRIP HELP.UBER.COM CA P.O.S.: 147A4892702F56580 SALES TAX: 0.00	5.00
02-20	02-20	2403629605171642799356 4	UBER *TRIP HELP.UBER.COM CA P.O.S.: IRZR54YL SALES TAX: 0.00	5.00
02-20	02-19	2413746605010026347657 0	TST* TEQUILA MUSEO MAYAHU SACRAMENTO CA P.O.S.: 8dxoPOM34Xpwp9Qdm SALES TAX: 13.54	204.35
02-20	02-19	2413746605010026347665 3	TST* FIELD & FLAME SACRAMENTO CA	278.07
02-20	02-18	2494300605038116322937 0	HYATT REGENCY SCRMNTO F& SACRAMENTO CA	174.87
02-23	02-20	2403629605174256404302 1	UBER *TRIP HELP.UBER.COM CA P.O.S.: 7XGE27GJ SALES TAX: 0.00	62.78
02-23	02-19	2469216605140408324723 3	TST*CASA LOLA SACRAMENTO CA P.O.S.: 00251632030382715414aa SALES TAX: 0.00	295.23
02-23	02-20	2469216605210755413612 9	SHERATON GRD SCRMNTO SACRAMENTO CA 285492 ARRIVAL: 02-17-26	942.18
02-23	02-20	2494168605227604229318 4	V.S.P. PARKING BURBANK BURBANK CA P.O.S.: 71900020 SALES TAX: 11.29	118.80
02-23	02-19	2494300605138174868706 7	HYATT REGENCY SCRMNTO F& SACRAMENTO CA	163.13
02-23	02-20	2494300605238234506631 6	HYATT REGENCY SCRMNTO F& SACRAMENTO CA	227.72
02-26	02-25	2413746605610026754837 8	TST* THE ORDINARIE LONG BEACH CA P.O.S.: SpEPW3guS1bSV/XNX SALES TAX: 19.51	242.71
02-27	02-25	2469216605710189374432 6	MHR LNG BECH DWNTWN FD LONG BEACH CA 396800 ARRIVAL: 02-23-26	670.40
			Total Travel Activity	$4,079.69

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-10	02-09	24692166040103360063578	CHEVRON 0092348 BOISE ID P.O.S.: V000001000000 SALES TAX: 0.28	1.93
			Total Fleet Activity	$1.93

MARISSA CARTER 4485-9200-9937-2745	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$113.14	$0.00	$113.14

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-27	02-25	2475542605726057188 9829	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	113.14
			Total Travel Activity	$113.14

LAUREN WEED 4485-9201-0898-2336	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$916.08	$0.00	$916.08

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-26	02-25	24431066056384664193670	RUTH'S CHRIS 0227374 LONG BEACH CA P.O.S.: 212285629666777 SALES TAX: 0.00	184.16
02-27	02-25	2494300605738525200 0512	FAIRMONT BREAKERS LONG B LONG BEACH CA 14704887 ARRIVAL: 02-23-26	731.92
			Total Travel Activity	$916.08

MACKENZIE DURAN 4485-9201-0993-6299	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$686.39	$1,325.28	$0.00	$638.89

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-02	01-29	74692166030107154698223	SOUTHWES 5262118041149 800-435-9792 TX DURAN/MACKENZIE DEPART: 01-29-26 P.O.S.: SALES TAX: $0.00 DAL WN Y DAL	447.96CR
02-09	02-06	74692166038101367873725	COURTYARD BY MARRIOTT MODESTO CA 805490 ARRIVAL: 02-06-26	238.43CR
02-13	02-11	24692166043105665346852	STARBUCKS STORE 00636 SAN JUAN CAPI CA P.O.S.: 2C20AF571954672085 SALES TAX: 0.00	10.50
02-19	02-17	24943816049900071200789	CARLS JR 1986 SANTA ANA CA	16.37
02-20	02-18	24692166050403314460947	SHERATON GRD SCRMNTO SACRAMENTO CA M05150 ARRIVAL: 02-18-26	17.13
02-23	02-20	24431066052382342367702	BURGERS AND BREWS SMF SACRAMENTO CA	23.14
02-23	02-20	24493986052195185014593	JOHN WAYNE AIRPORT SANTA ANA CA P.O.S.: 28900619 SALES TAX: 0.00	106.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-23	02-19	24692166051404322639380	SOUTHWES 5262133030154 800-435-9792 TX DURAN/MACKENZIE DEPART: 02-20-26 P.O.S.: SALES TAX: $0.00 SMF WN Q SNA	104.91
02-23	02-19	24692166051404322639398	SWA*PREMSEAT5264313368715 800-435-9792 TX DURAN/MACKENZIE DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	23.00
02-23	02-20	24692166052107554135998	SHERATON GRD SCRMNTO SACRAMENTO CA 287152 ARRIVAL: 02-17-26	942.18
02-24	02-23	24793386054003277431212	OLO*WABA GRILL LONG BEACH CA P.O.S.: 3e30dfad-ee8c-4a8a-8601-e SALES TAX: 0.00	18.76
02-26	02-25	24137466056500976248816	TST* PARIS BAGUETTE - SOU LONG BEACH CA	44.54
02-27	02-25	24692166057101900028168	STARBUCKS STORE 27432 LONG BEACH CA P.O.S.: E482A0752453673672 SALES TAX: 0.00	18.75
			Total Travel Activity	$638.89

AMY PHILLIPS 4485-9201-3459-5177	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$129.75	$0.00	$129.75

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-24	02-23	24692166055109705764533	TST*AMMATOLI - LONG BEAC LONG BEACH CA P.O.S.: 000453490304552031 06aa SALES TAX: 0.00	50.00
02-25	02-24	24793386055002102132093	ISM BREWING KITCHEN LONG BEACH CA P.O.S.: nFD4y1AX0GExOM55VeY4nma3 SALES TAX: 0.00	43.00
02-27	02-25	24116416057661376161337	LBCC F&B LONG BEACH CA P.O.S.: CS16145624363636 SALES TAX: 0.00	21.60
02-27	02-25	24692166057101900028580	STARBUCKS STORE 27432 LONG BEACH CA P.O.S.: CFAF676F7B91671523 SALES TAX: 0.00	15.15
			Total Travel Activity	$129.75

LESLIE DOMBEK 4485-9201-4073-4588	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$3,310.98	$0.00	$3,310.98

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-03	01-30	24431066033371558911620	ALASKA AIR 0272131654355 SEATTLE WA DOMBEK/LESLIE DEPART: 03-01-26 P.O.S.: SALES TAX: $0.00 STS AS K SNA AS L STS	596.80
02-03	02-02	24692166033109786727778	MARRIOTT LAGUNA CLIFFS DANA POINT CA 199660 ARRIVAL: 03-01-26	618.79
02-09	02-05	24493986037190959056086	LAZY DOG RESTAURANT 29 NEWARK CA P.O.S.: 26020523000651092 52424 SALES TAX: 0.00	21.56
02-09	02-05	24692166037100601225417	COURTYARD BY MARRIOTT MODESTO CA WW 816 ARRIVAL: 02-04-26	281.68

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-11	02-10	24692166041104119556929	SQ *BEAR COAST COFFEE DAN DANA POINT CA P.O.S.: 000115292151666352435 5 SALES TAX: 0.00	19.68
02-12	02-11	24011346042100099917900	DD *DOORDASH CHICK-FIL DOORDASH.COM CA P.O.S.: ch2zbrw8how3wia SALES TAX: 0.00	39.37
02-13	02-12	2416407604306021635 1671	NATIONAL CAR RENTAL SANTA ANA CA 668554771	172.33
02-13	02-11	24692166043105669899575	RESIDENCE INN SAN JUAN SANJUAN CAPIS CA H6 901 ARRIVAL: 02-10-26	268.84
02-16	02-12	24431066044377765394903	STARBUCKS TERM B SNA SANTA ANA CA	16.68
02-19	02-17	24943006049380582039794	HYATT REG SACRAMENTO EMO 916-443-1234 CA P.O.S.: 4588 SALES TAX: 0.00	39.54
02-20	02-19	24707806050027018637205	TONYS DELICATESSEN SACRAMENTO CA	144.12
02-23	02-20	24943006052382349957718	HYATT REGENCY SACRAMENTO SACRAMENTO CA 45313965 ARRIVAL: 02-17-26	1,076.31
			Total Travel Activity	$3,295.70

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-13	02-12	24692166043105831332737	CHEVRON 0095418 IRVINE CA P.O.S.: V000001000000 SALES TAX: 2.19	15.28
			Total Fleet Activity	$15.28

DANIEL HERTZLER 4485-9201-5003-7583	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$1,553.65	$0.00	$1,553.65

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-06	02-05	24037246036900014720671	THE BISCUIT BASKET MODESTO CA	73.94
02-06	02-05	24164076036060216348072	NATIONAL CAR RENTAL SACRAMENTO CA 242508648	92.91
02-09	02-05	24692166037100281440518	TST*RIPON TAP HOUSE RIPON CA P.O.S.: mgYGWCv3lz1pjb6lK SALES TAX: 3.21	53.03
02-09	02-05	24692166037100601225326	COURTYARD BY MARRIOTT MODESTO CA WW 805 ARRIVAL: 02-04-26	259.50
02-18	02-17	24692166049402047877025	SQ *CITY EXPRESS SACRAMENTO CA P.O.S.: 000115292151669189113 1 SALES TAX: 0.00	47.50
02-20	02-19	24692166050403314461804	SHERATON GRD SCRMNTO SACRAMENTO CA 289688 ARRIVAL: 02-17-26	314.06
02-23	02-20	24692166052107554136442	SHERATON GRD SCRMNTO SACRAMENTO CA 289688 ARRIVAL: 02-17-26	628.12
02-25	02-23	24789306055315001310907	180 EAST OCEAN LONG BEACH CA	15.75
02-26	02-25	24493986057196497056517	ACE PARKING 2637 LONG BEACH CA P.O.S.: 89600134 SALES TAX: 0.00	15.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-26	02-24	2478930605632040047 4865	180 EAST OCEAN LONG BEACH CA	16.00
			Total Travel Activity	$1,515.81

Fleet Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-09	02-05	2412254603763974708 6269	ARCO#83059GREEN DESERT O SACRAMENTO CA P.O.S.: 00256532 SALES TAX: 0.00	37.84
			Total Fleet Activity	$37.84

ZANA KIDD 4485-9201-5911-2338	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$62.00	$0.00	$62.00

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-26	02-25	2494300605638457 5000227	HYATT REG LONG BCH PARKI LONG BEACH CA P.O.S.: 4263479304 SALES TAX: 0.00	46.00
02-27	02-25	2478930605732580 1492092	180 EAST OCEAN LONG BEACH CA	16.00
			Total Travel Activity	$62.00

AYESHA VISHNANI 4485-9201-6120-2069	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$942.18	$0.00	$942.18

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-23	02-20	2469216605210755413 6202	SHERATON GRD SCRMNTO SACRAMENTO CA 289931 ARRIVAL: 02-17-26	942.18
			Total Travel Activity	$942.18

TIFFANY CARRASCO 4485-9201-6588-5331	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$117.17	$0.00	$117.17

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-24	02-22	2469216605410936579 5117	SWA*EXCS BAG5264313867438 800-435-9792 TX CARRASCO/TIFFANY DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
02-27	02-26	2403629605774258521 6667	UBER *TRIP HELP.UBER.COM CA P.O.S.: KDBW7323 SALES TAX: 0.00	40.94
02-27	02-25	2443106605838559392 1550	P.F.CHANG'S 9944 POS LONG BEACH CA P.O.S.: 0335954808883000 SALES TAX: 0.00	41.23
			Total Travel Activity	$117.17

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

JENNIFER BRUNNER 4485-9201-7126-5320	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$133.45	$0.00	$133.45

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-25	02-24	24045476056025000163393	KALAVERAS LB INC 424-2804071 CA P.O.S.: 20260225020220 SALES TAX: 3.63	60.65
02-26	02-25	24055236057661105795335	CPK OD # 141 LONG BEACH CA P.O.S.: 3103425000 SALES TAX: 0.00	24.95
02-27	02-25	24692166057101900028416	STARBUCKS STORE 27432 LONG BEACH CA P.O.S.: 73D7A6479F16674998 SALES TAX: 0.00	22.85
02-27	02-26	24692166058102403473488	TST*AMMATOLI - LONG BEAC LONG BEACH CA P.O.S.: 00045349030494997307aa SALES TAX: 0.00	25.00
			Total Travel Activity	$133.45

HUMAN RESOURCES DEPT 4485-9201-8412-3847	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$179.06	$0.00	$179.06

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-05	02-04	24116416035637745037595	CCA E-COPR FILLING 602-542-1014 AZ P.O.S.: 90062882 SALES TAX: 0.00	10.00
02-05	02-04	24116416035637785293249	CCA CORP. DIV. TUC *SVC 407-260-3461 GA P.O.S.: 99062883 SALES TAX: 0.00	2.00
02-18	02-18	24692166049402088592921	UT BUSINESS LICENSE 801-530-4849 UT P.O.S.: W202602171455911 SALES TAX: 0.00	18.00
02-20	02-19	24137466050300755019546	TNSOS BUSINESS PMT 615-741-2286 TN P.O.S.: 3915893015 SALES TAX: 0.00	71.64
02-20	02-19	24210736051139645065045	GA CORPORATE REGISTRATIO SOS.GA.GOV GA P.O.S.: 15572115 SALES TAX: 0.00	40.00
02-24	02-23	24137466054300699243299	TNSOS BUSINESS PMT 615-741-2286 TN P.O.S.: 3916057236 SALES TAX: 0.00	20.47
02-25	02-24	24755426055170559399828	CA SECRETARY OF STATE WEB 916-6951338 CA P.O.S.: 097022412347115 SALES TAX: 0.00	5.00
02-26	02-25	24492156057226345133266	OFFICE OF THE NM SOS 505-827-4502 NM P.O.S.: DFD7754135CA40550 SALES TAX: 0.00	11.95
			Total Purchasing Activity	$179.06

BRETT ADAM 4485-9201-8902-0733	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$72.99	$0.00	$72.99

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-05	02-03	24445006035300556196692	PMT*SAC CO AIRPORT PARKNG SACRAMENTO CA	14.00

Continued on next page

ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-27	02-25	24692166057101991412065	SWA*EXCS BAG5264314443908 800-435-9792 TX ADAM/BRETT DEPART: 0- 0- 0 P.O.S.: SALES TAX: $0.00	35.00
02-27	02-26	24793386057002927859068	LGB POLLYS/SWEET JILL LONG BEACH CA P.O.S.: 0969-09692-20157-26573259 SALES TAX: 0.00	23.99
			Total Travel Activity	$72.99

MATTHEW BROCKWAY 4485-9201-9166-4221	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$3,673.44	$0.00	$3,673.44

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-05	02-03	24692166035101642429077	SOUTHWES 5262127994864 800-435-9792 TX BROCKWAY/MATTHEW DEPART: 04-26-26 P.O.S.: SALES TAX: $0.00 BUR WN I MSY WN Z DEN WN Z BUR	741.90
02-16	02-14	24692166045402093238548	MARRIOTT LAGUNA CLIFFS DANA POINT CA 203910 ARRIVAL: 03-02-26	309.40
02-16	02-14	24692166046402922561606	SOUTHWES 5262131351317 800-435-9792 TX BROCKWAY/MATTHEW DEPART: 05-17-26 P.O.S.: SALES TAX: $0.00 BUR WN T LAS WN T SLC WN F PHX WN F BUR	583.40
02-23	02-20	24692166052107554136137	SHERATON GRD SCRMNTO SACRAMENTO CA 292268 ARRIVAL: 02-17-26	1,483.89
02-25	02-23	24692166055109951892178	TST*BUEN PROVECHO LONG BEACH CA P.O.S.: 00263877030458703649aa SALES TAX: 0.00	348.08
02-26	02-24	24755426056170565805866	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	74.06
02-27	02-25	24755426057260571889795	NAVY PROOF FOOD AND SPIRI LONG BEACH CA	132.71
			Total Travel Activity	$3,673.44

ASHLEY LARSEN 4485-9201-9282-6654	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$22.00	$0.00	$22.00

ACCOUNTING CODE:

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-12	02-10	24692166042104760487365	STARBUCKS STORE 00636 SAN JUAN CAPI CA P.O.S.: 45112FE13DF1675742 SALES TAX: 0.00	22.00
			Total Travel Activity	$22.00

LACHELLE CARTER 4485-9280-5491-3049	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
	$0.00	$380.11	$0.00	$380.11

ACCOUNTING CODE:

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-06	02-05	24055226037639443229890	LAZ PARKING L47179-SKI LONG BEACH CA P.O.S.: 68300067 SALES TAX: 3.23	34.00
02-06	02-05	24793386037000194481090	LGB MARCHE LONG BEACH CA P.O.S.: 0962-09627-70311-26356514 SALES TAX: 0.00	38.44
02-09	02-05	24692166037100601225367	COURTYARD BY MARRIOTT MODESTO CA WW 813 ARRIVAL: 02-04-26	248.41
02-12	02-11	24445006043001055399106	STARBUCKS 55070 LONG BEACH CA P.O.S.: 717614 SALES TAX: 0.00	15.20
02-13	02-11	24692166043105512171677	TST*MOVITA JUICE BAR - H HUNTINGTON BE CA P.O.S.: 00207683030235678088aa SALES TAX: 0.00	20.43
02-24	02-23	24431066055383891369955	CITY OF LONG BEACH PRKNG LONG BEACH CA P.O.S.: 100003889659053 SALES TAX: 0.00	2.00
02-26	02-24	24116416056660262033882	LBCC F&B LONG BEACH CA P.O.S.: CS16145624363636 SALES TAX: 0.00	6.63
02-27	02-26	24493986058196793156465	ACE PARKING 2637 LONG BEACH CA P.O.S.: 89700066 SALES TAX: 0.00	15.00
			Total Travel Activity	$380.11

FINANCE DEPARTMENT	CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
4485-9280-8687-8368	$393.17	$79,180.44	$0.00	$78,787.27

ACCOUNTING CODE:

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-02	02-01	24011346032100082705231	TIKTOK ADS ADS.TIKTOK.CO CA P.O.S.: 7601865703892763410 SALES TAX: 0.00	1,553.14
02-02	01-31	24036296031742179119617	FACEBK *8ETXEC9562 650-543-4800 CA P.O.S.: 25763596363324765 SALES TAX: 0.00	900.00
02-02	02-01	24036296032714374638609	TIKTOK ADS TIKTOK.COM CA P.O.S.: 01865708443616007 SALES TAX: 0.00	1,007.36
02-02	02-01	24204296032001736524214	LINKEDIN P783343986 855-6535653 CA P.O.S.: 420429000203609 SALES TAX: 0.05	47.68
02-02	02-01	24204296032002147390096	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3EF1A0A56 SALES TAX: 0.00	436.15
02-02	02-01	24692166032109009409981	GOOGLE *ADS9121351564 CC@GOOGLE.COM CA P.O.S.: P1il7Fvr SALES TAX: 0.00	2,609.83
02-03	02-02	24036296033712618810801	FACEBK *VXD9VBD562 650-543-4800 CA P.O.S.: 25701728172844865 SALES TAX: 0.00	900.00
02-03	02-03	24204296034000800775098	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2018485716346105856 SALES TAX: 0.00	240.58
02-03	02-02	24445006033200180769413	4TE*SONITROL OF ORANGE CO 949-297-4357 CA P.O.S.: 4477B2BDCF5 SALES TAX: 0.00	252.86
02-04	02-03	24000776034100034192248	SVMART MADE TO ORDER SAVEMART.COM CA P.O.S.: ch3wp60ha15ck SALES TAX: 0.00	24.99
02-04	02-02	24445006034300554155717	OPC*PISMO CITY BEACH 925-855-5000 CA P.O.S.: NONE SALES TAX: 23.00	460.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-04	02-02	24445006034300554155899	OPC MSC*SERVICE FEE 024 800-487-4567 NE P.O.S.: NONE SALES TAX: 0.81	16.33
02-04	02-03	2480197603563718317 4028	DISABILITY MANAGEMENT EM 800-789-3632 CA P.O.S.: 202299442591 SALES TAX: 64.67	899.00
02-06	02-05	24036296036718051376041	FACEBK *ZS8KJCM462 650-543-4800 CA P.O.S.: 25776203165397365 SALES TAX: 0.00	900.00
02-09	02-08	24036296039712493340894	FACEBK *6UQXCDZ462 650-543-4800 CA P.O.S.: 25868445199506565 SALES TAX: 0.00	900.00
02-09	02-07	24204296038001697300061	SPOTIFY AD STUDIO 877-7781161 NY P.O.S.: P3F20F2A74 SALES TAX: 0.00	506.93
02-09	02-08	24204296039000201075093	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2020301374612463616 SALES TAX: 0.00	262.43
02-10	02-09	24036296040742703058785	FACEBK *2VP8VCM462 650-543-4800 CA P.O.S.: 25813500871667665 SALES TAX: 0.00	98.20
02-10	02-10	24036296041714852487726	FACEBK *SS87BD9562 650-543-4800 CA P.O.S.: 25862273746790365 SALES TAX: 0.00	900.00
02-10	02-09	24204296040002919733093	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A93581892054623411 SALES TAX: 0.00	12,000.00
02-12	02-11	24036296042712086093301	FACEBK *EYZRFD9562 650-543-4800 CA P.O.S.: 25878306771853665 SALES TAX: 0.00	900.00
02-12	02-12	24204296043000201079099	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2021749701614895104 SALES TAX: 0.00	264.97
02-13	02-12	24027626043067205428351	PAYPAL *PERICLESVEN 402-935-7733 CA P.O.S.: 20542835 SALES TAX: 143.85	2,000.00
02-13	02-13	24036296044716286720918	FACEBK *E7DM7DM462 650-543-4800 CA P.O.S.: 25849836908034065 SALES TAX: 0.00	900.00
02-13	02-12	24431066044377632368023	IN-N-OUT BURGERS-COOKOUT 949-509-6200 CA P.O.S.: 49300023 SALES TAX: 0.00	800.00
02-16	02-14	24036296045716506708809	FACEBK *C8H4QCV462 650-543-4800 CA P.O.S.: 25795565013461165 SALES TAX: 0.00	900.00
02-16	02-15	24036296046712691970519	FACEBK *QX9HZDZ462 650-543-4800 CA P.O.S.: 25940265518991165 SALES TAX: 0.00	900.00
02-16	02-15	24204296046000212753093	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2023108797794488320 SALES TAX: 0.00	227.85
02-17	02-16	24036296047744923990394	FACEBK *5YLAXCV462 650-543-4800 CA P.O.S.: 25820699920947765 SALES TAX: 0.00	900.00
02-17	02-16	24204296047003124497097	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A02671866659823218 SALES TAX: 0.00	12,000.00
02-18	02-18	24036296049744127262937	FACEBK *P4L39EZ462 650-543-4800 CA P.O.S.: 25966733033011065 SALES TAX: 0.00	900.00
02-18	02-17	74083426049100003127050	ORGANIMI TORONTO ON	840.00
02-19	02-18	24027626049067508064840	PAYPAL *CALIFORNIAA 855-227-7810 CA P.O.S.: 50806484 SALES TAX: 48.55	675.00
02-19	02-19	24036296050744300399106	FACEBK *MRK3JDH462 650-543-4800 CA P.O.S.: 25886341034383565 SALES TAX: 0.00	900.00

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Purchasing Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-20	02-20	2420429605100090107309 4	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2024650325092372480 SALES TAX: 0.00	229.62
02-23	02-20	2403629605174452126503 6	FACEBK *NY4FYCD462 650-543-4800 CA P.O.S.: 25824686750549065 SALES TAX: 0.00	900.00
02-23	02-21	2403629605271873494664 9	FACEBK *W8GLBE9562 650-543-4800 CA P.O.S.: 25975567188794365 SALES TAX: 0.00	900.00
02-23	02-22	2403629605371493513456 3	FACEBK *6GR8NDD562 650-543-4800 CA P.O.S.: 25900887649595565 SALES TAX: 0.00	900.00
02-23	02-22	2469216605310871605916 6	HP *INSTANT INK 855-785-2777 CA P.O.S.: 4044217389862504 SALES TAX: 3.50	36.79
02-24	02-23	2403629605471404536520 5	FACEBK *MHLY7DR462 650-543-4800 CA P.O.S.: 25851063384578065 SALES TAX: 0.00	900.00
02-24	02-23	2420429605400302696909 4	GOOGLE ADS9121351564 650-2530000 CA P.O.S.: A24579787028775144 SALES TAX: 0.00	12,000.00
02-24	02-24	2420429605500100081709 8	TWITTER ONLINE ADS 415-2229670 CA P.O.S.: 2026096193955827712 SALES TAX: 0.00	241.30
02-24	02-23	2475542605426054672697 6	RIFTON EQUIPMENT 800-5718198 NY P.O.S.: H3E98 SALES TAX: 0.00	4,854.81
02-25	02-25	2403629605671627444690 1	FACEBK *CRM39EM462 650-543-4800 CA P.O.S.: 25966738649677165 SALES TAX: 0.00	900.00
02-26	02-26	2403629605774251348643 2	FACEBK *TK3HGDD462 650-543-4800 CA P.O.S.: 25880824468268565 SALES TAX: 0.00	900.00
02-27	02-26	2401134605710014014119 7	TIKTOK ADS ADS.TIKTOK.CO CA P.O.S.: 7611265100850332417 SALES TAX: 0.00	2,920.20
02-27	02-26	2475542605727057322957 7	PARADISE DRINKING WATERS 999-9999999 CA P.O.S.: 456810 SALES TAX: 0.00	57.75
			Total Purchasing Activity	$73,763.77

Telecommunication Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-02	01-30	2469216603010735865770 7	ADT SECURITY*404964992 WWW.ADT.COM FL P.O.S.: 00000000000000000 SALES TAX: 9.17	111.18
			Total Activity	$111.18

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-02	01-31	2469216603110823866475 5	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 2.47	34.38
02-04	02-03	2490641603424961624787 6	PY *STOR IT CLOVIS 559-32 559-3249675 CA P.O.S.: 698109d14c5a3c759 SALES TAX: 9.28	116.00
02-09	02-07	2469216603810163818829 6	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 2.81	39.09
02-10	02-09	2469216604010323250354 6	HOTELCOM73369919817099 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	538.80
02-10	02-09	2469216604010323253818 7	HOTELCOM73369932290696 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	393.17

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ACCT. NUMBER: 4485 9279 0004 8836 CALOPS

INDIVIDUAL CARDHOLDER ACTIVITY

Travel Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-12	02-11	24064666043100003275870	IRVINE LANES IRVINELANES.C CA P.O.S.: ch3zeld0or SALES TAX: 0.00	2,420.00
02-12	02-12	7469216604310518 5184796	HOTELCOM73369932290696 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	393.17 CR
02-16	02-14	24692166045402192370473	UPS*BILLING CENTER 800-811-1648 GA P.O.S.: 00000000000000000 SALES TAX: 6.22	86.50
02-24	02-23	24692166054109493566539	HOTELCOM73380979373048 HOTELS.COM WA P.O.S.: 0 SALES TAX: 0.00	175.43
02-25	02-24	2475542605517055377 1311	WESTIN (WESTIN HOTELS) 562-4363000 CA 2675434 ARRIVAL: 02-23-26	867.98
02-25	02-24	2475542605517055377 1543	WESTIN (WESTIN HOTELS) 562-4363000 CA 2675439 ARRIVAL: 02-24-26	283.33
02-27	02-25	24692166057101991409459	SOUTHWES 5262134922918 800-435-9792 TX MOSSO/SHERYL DEPART: 03-30-26 P.O.S.: SALES TAX: $0.00 LAS WN D LGB WN D LAS	350.81
			Total Travel Activity	$4,912.32

California Online Public Schools 401(k) - 522213-01

Reference Number	Payroll Date	Expected Total [1]	Cash Effective Date [2]
2774009650	03/25/2026	$330,220.92	03/25/2026

[1] Expected Total is used for reconciliation purposes only. It may or may not equal the actual total for the contribution.
[2] If processed before market close 4 p.m. Eastern time except stock market holidays and early closes.

Money Source	Description	Verify Money Source	Total Amount
BTK 1	EMPLOYEE BEFORE TAX	✓	$163,154.95
LON 1	LOAN REPAYMENT	✓	$4,141.31
RTH 1	ROTH CONTRIBUTION	✓	$47,955.15
SHM 1	SAFE HARBOR MATCH	✓	$114,969.51

Expected Total:	$330,220.92
Actual Total:	$330,220.92

Total Amount to be Remitted by Employer: $330,220.92

Account nickname	Bank	Bank account number	Amount
Payroll	JPMORGAN CHASE BANK, NA	XXXXX7900	$330,220.92

Total:	$330,220.92
Remaining Balance:	$0.00

Confirmation Messages:

✓ I have read and accept all warnings and notices on this page.

Print Employee Contributions have been processed and submitted.
You may print this page as confirmation for your records.

Verification Code:

45,111,-94,-90,-8,-91,-86,82,-101,-100,22,0,42,62,-42,51,27,31,119,0,92,28,-30,116,-4,-20,-64,108,45,64,52,-67,114,110,64,91,125,-77,6,-105,59,-99,-94,-82,93,-43,-15,16,-100,113,13,93,-119,-20,69,32,-11,-64,91,-33,79,6,-88,-50

CalOPS Monthly Summary

Effectual Educational Consulting Services

January 1-31, 2026

	Date	Transaction type	Num		Amount
California Online Public Schools					
Central Coast					
	01/31/2026	Invoice	13710		2,394.00
Total for Central Coast					**$2,394.00**
Central Valley					
	01/31/2026	Invoice	13648	ERHMS	784.00
	01/31/2026	Invoice	13647		3,869.38
Total for Central Valley					**$4,653.38**
Monterey Bay					
	01/31/2026	Invoice	13649		197.50
	01/31/2026	Invoice	13650	ERHMS	1,680.00
Total for Monterey Bay					**$1,877.50**
NorCal					
	01/31/2026	Invoice	13651		6,680.86
	01/31/2026	Invoice	13652	ERHMS	1,232.00
Total for NorCal					**$7,912.86**
North Bay					
	01/31/2026	Invoice	13653		3,420.00
	01/31/2026	Invoice	13654	ERHMS	896.00
Total for North Bay					**$4,316.00**
SoCal					
	01/31/2026	Invoice	13655		26,313.43
	01/31/2026	Invoice	13656	ERHMS	8,876.00
Total for SoCal					**$35,189.43**
Total for California Online Public Schools with sub-customers					**$56,343.17**
	TOTAL				**$56,343.17**

Tuesday, March 17, 2026 09:19 PM GMTZ

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CES
CORNERSTONE
EDUCATIONAL SOLUTIONS
unlocking student success

INVOICE

So Cal - CalOPS

sped-finance@californiaops.org

Invoice Date
03 Mar 2026

Account Number

Invoice Number
INV-1975

Reference
CES 03/26 So Cal - CalOPS

Cornerstone Educational Solutions
Non-Public Agency (NPA- 9903332)
P.O. Box 1862 Upland, CA 91785
admin@cornerstoneeducationalsolutions.com

Description	Quantity	Unit Price	Amount USD
So Cal - CalOPS Evaluation 02-17-26: [redacted] - Combo- H & D + H & V CES Provider Bailey, Anna	1.00	600.00	600.00
So Cal - CalOPS Evaluation 02-23-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS: Mileage Only for Eval [redacted] Round Trip: 127.6	127.60	0.725	92.51
So Cal - CalOPS Evaluation 02-06-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS Evaluation 02-24-26: [redacted] - Combo- H & D + H & V CES Provider Bailey, Anna	1.00	600.00	600.00
So Cal - CalOPS Evaluation 03-01-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS: Mileage Only for Eval [redacted], Round trip: 158.8	158.80	0.725	115.13
So Cal - CalOPS Evaluation 02-03-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS Evaluation 02-24-26: [redacted] - Combo- H & D + H & V CES Provider Bailey, Anna	1.00	600.00	600.00
So Cal - CalOPS Evaluation 02-25-26: [redacted] - Initial Speech Evaluation (Virtual only) CES Provider Lem, Joslyn	1.00	1,700.00	1,700.00
So Cal - CalOPS: Mileage Only for Eval	74.40	0.725	53.94

Registered Office: P.O. Box 1862, Upland, CA, 91785, United States

Description	Quantity	Unit Price	Amount USD
[redacted], Round Trip: 74.4			
So Cal - CalOPS Evaluation 02-13-26: [redacted] - Combo- H & D + H & V CES Provider Bailey, Anna	1.00	600.00	600.00
So Cal - CalOPS Evaluation 02-15-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS: Mileage Only for Eval [redacted], Round Trip: 73.8	73.80	0.725	53.51
So Cal - CalOPS Evaluation 02-13-26: [redacted] - Bilingual Fee for Eval - Initial + Academics (In-Person) CES Provider Vazquez, Edna	1.00	250.00	250.00
So Cal - CalOPS Evaluation 02-13-26: [redacted] - Bilingual Fee for Initial Speech Evaluation (Virtual only) CES Provider Lem, Joslyn	1.00	250.00	250.00
So Cal - CalOPS Evaluation 02-13-26: [redacted] - Initial Speech Evaluation (Virtual only)	1.00	1,700.00	1,700.00
So Cal - CalOPS Evaluation 02-09-26: [redacted] - Initial + Academics (In-Person)	1.00	1,900.00	1,900.00
So Cal - CalOPS Mileage only for eval [redacted], Miles 18.08	18.08	0.725	13.11
So Cal - CalOPS Evaluation 03-02-26: [redacted] - Initial Speech Evaluation (Virtual only) CES Provider Lem, Joslyn	1.00	1,700.00	1,700.00
So Cal - CalOPS Evaluation 02-25-26: [redacted] - Combo- H & D + H & V CES Provider Bailey, Anna	1.00	600.00	600.00
So Cal - CalOPS: Mileage Only for Eval [redacted], Round trip: 129.4	129.40	0.725	93.82
So Cal - CalOPS Evaluation 02-10-26: [redacted] - Initial + Academics (In-Person) CES Provider Bailey, Anna	1.00	1,900.00	1,900.00
So Cal - CalOPS Evaluation 02-12-26: [redacted] - OT Evaluation (Virtual only) CES Provider Banner, Krystal	1.00	1,700.00	1,700.00
So Cal - CalOPS Evaluation 02-20-26: [redacted] - Initial Speech Evaluation (Virtual only) CES Provider Lem, Joslyn	1.00	1,700.00	1,700.00
		Subtotal	25,722.02
		Invoice Total USD	25,722.02
		Total Net Payments USD	0.00
		Amount Due USD	**25,722.02**

Due Date: 02 Apr 2026



View and pay online now

PAYMENT ADVICE

To: ATTN: Christy Bock
Cornerstone Educational Solutions
Attention: Christy Bock
P.O. Box 1862
UPLAND CA 91785
UNITED STATES

Customer	So Cal - CalOPS
Invoice Number	INV-1975
Amount Due	25,722.02
Due Date	02 Apr 2026
Amount Enclosed	

Enter the amount you are paying above

Your Statement

Statement For: **California Online Public Schools**
Account Number: **971471262**
Corporate ID : **STATE OF CALIFORNIA - NASPO MA176**

Important Information

Visit my.t-mobile.com or the T-Mobile App to pay your bill online, manage your account and get product support.

California Online Public Schools
33272 Valle Road
SAN JUAN CAPISTRANO CA 92675-4842

Summary

Previous Balance	$	67,807.77
Pmt Rec'd - Thank You	$	(67,807.77)
Total Past Due ***(Due Immediately)***	$	-
Monthly Recurring Chgs	$	61,733.41
Credits & Adjustments	$	(1,868.50)
Other Charges	$	7,847.70
Taxes & Surcharges	$	95.16
Total Current Charges	**$**	**67,807.77**
Current Charges Due By		***4/19/26***
Grand Total	**$**	***67,807.77***

PLEASE DETACH THIS PORTION AND RETURN WITH YOUR PAYMENT PLEASE MAKE SURE ADDRESS SHOWS THROUGH WINDOW.

T-Mobile

Statement For: **California Online Public Schools**
Account Number: 971471262

Amount Due By 4/19/26	Amount Enclosed
$67,807.77	

T-MOBILE
PO BOX 742596
CINCINNATI OH 45274-2596

☐ If you have changed your address - check box and record new address on the reverse side.

040971471262041926006780777892675484 2

Statement For: **California Online Public Schools**
Account Number: **971471262**
Corporate ID : **STATE OF CALIFORNIA - NASPO MA176**

Customer Service Number 1-800-937-8997

Mar 22, 2026

Need to know

T-Mobile ONE recurring charges include applicable **Government taxes & fees & T-Mobile fees & charges** as determined by your primary place of use.

Government taxes & fees includes sales, use, excise, public utility & E911 taxes & governmental charges & fees that we are required by law to bill & remit. These may change without notice.

T-Mobile fees and charges include: (1) Regulatory Programs & Telco Recovery Fee, collected & retained by us to help cover costs for: (a) funding & complying with government mandates, programs & obligations, like E911 or local number portability ($.50 for voice lines; $0.12 for data only lines), & (b) charges imposed on us by other carriers for delivery of calls from our customers to theirs & by 3rd parties for certain network facilities & services we buy to provide you service ($3.99 for voice lines; $1.98 for data only lines); (2) state & federal Universal Service Fund charges (recovers charges imposed on us by the government to support universal service); (3) other governmental assessments including, without limitation, gross receipt & excise taxes. These fees & charges are T-Mobile recovery charges, not governmentally imposed taxes. What is included in the fees & charges may vary by locale & rate plan & is subject to change.

LATE FEES Late Fees, which are the greater of $10 or 5% of past due balance, or a variable percentage allowed under state law, apply on applicable unpaid balances not paid by the due date on your invoice. This fee is a liquidated damage & not a penalty.
Monthly subscriptions & Device Protection renew monthly until cancelled. Cancel at anytime by contacting us.

Payment by Check. When you pay by check, you authorize us to either use information from your check to make a one-time electronic fund transfer (EFT) from your account or to process the payment as a check transaction. If we process your payment by EFT, the funds may be withdrawn the same day we receive your check, & your canceled check will not be returned. If payment is returned unpaid, you authorize us to collect additional fees as outlined in the Terms & Conditions of Service at t-mobile.com/termsconditions. Call (800) 937-8997 with any questions.
Equipment Protect by Assurant (in Puerto Rico: CAPIC) is for the equipment repair & replacement you may have selected. See Equipment Protection Term & Conditions at t-mobile.com for details.
Contact us with any questions or disputes about your service or bill. Call (800) 937-8997 or 611 from your T-Mobile device-TTY (877) 296-1018, visit t-mobile.com, or write to T-Mobile Customer Relations, P.O. Box 37380, Albuquerque, NM 87176-7380. View your bill & usage details online by logging into your account at t-mobile.com. View Terms & Conditions online at tmobile.com/terms-conditions.
CA customers, if you have a complaint you cannot resolve with us, write the California Public Utilities Commission at Consumer Affairs Branch, 505 Van Ness Ave., San Francisco, CA 94102, or at www.cpuc.ca.gov, or call 1-800-649-7570 or TDD 1-800-229-6846. **NM customers** may also contact the New Mexico Public Regulation Commission at 1-888-427-5772. **Puerto Rico customers:** For any disputes regarding your bill, you should notify us no later than 20 days from the date such bill was sent to you. We will notify you of our resolution regarding your dispute within 15 days after the date in which such notification was received, as well as the mechanism of reconsideration before T-Mobile. If you disagree with our resolution in reconsideration, you will have the right to submit a Petition for Review by the Telecommunications Regulatory Board of Puerto Rico, 500 Ave. Roberto H. Todd (Pda. 18 - Santurce) San Juan, PR 00907-3941, within 30 days of the notification of our resolution. You must send us a copy of your Petition for Review to P.O. Box 191957, SJ, PR 00919-1957 Attn: Customer Service Manager. If you have any questions, please contact our Customer Service representatives by calling toll-free at 1-800-937-8997 or 611 from your T-Mobile phone. Lifeline is a program of the Federal Universal Service Fund administered by USAC offering qualified consumers a discount on their monthly telecommunications service. In Puerto Rico, additional support is available for low income consumers from the PR Universal Service Fund, administered by the PR Telecommunications Regulatory Board. Visit http://www.t-mobilepr.com/lifeline or T-Mobile stores for more info.
Data is rounded up to the nearest KB for each use & for billing, rounded up to the nearest MB at the end of each bill cycle. If you switch data plans mid-cycle, for billing, data will be rounded up to the nearest MB at time of the change, & charges may not be displayed separately for each plan. 1024 KB = 1 MB, 1024 MB = 1 GB.

During congestion, heavy data users and customers choosing lower-prioritized plans may notice lower speeds than other customers.
Video typically streams on smartphone/tablet at DVD quality (480p), unless you add HD-capable (1080p) plan/feature.
High-speed tethering up to allotment, if any, and then max 3G speeds. See plan for details.

View your bill and call details online for free. Log into your account at www.t-mobile.com.

Change Of Address:

Effective Date___/____/___

Address
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
City
|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|__|
State |__|__|
Zip |__|__|__|__|__| - |__|__|__|__|

You may be able to save money monthly by enrolling in AutoPay. To sign up for AutoPay and/or view the AutoPay Terms and Conditions please visit: https://my.t-mobile.com/autopay

Home#( )_____

Business#( )_____

2025-2026 PAYMENT REQUEST

Payment Request Number: 2025- 26 - 146

CHECK NUMBER _____
(FOR OFFICE USE ONLY)

Date: 03/20/2026

Date Needed (Optional): _____

Invoice Number: #34918719

Vendor/Payable To: Pacific Hotel Management Inc
Hyatt Regency

Address: 4545 MacArthur Blvd.

City: Newport Beach

State: CA

Zip: 92660

Date Delivered or Mailed:

California Online Public Schools

California Online Public Schools

dba California Connections Academy Southern California

33272 Valle Road, San Juan Capistrano, CA 92675

(949) 467-1667 Phone (949) 240-7895 Fax

Method of Payment (circle one):

Credit Card **Check** **Money Order** **Cashier's Check** **ACH** **OTHER:**

Description	Item Number (when applicable)	Cost (1)	Qty (2)	Total Cost (1) x (2)
BTS 2026-27 SY-Initial deposits due: Wed, March 11th, 2026	-	$ 80,500.00	1	$ 80,500.00
**** See attached invoice and addendum for details*				$ -
				$ -
				$ -
				$ -
				$ -
			Order Total:	$ 80,500.00

Approvals

DocuSigned by:
Britnie Anderson
Signed by:
94917B46142147D...

Requestor (Signature) *Date* 03/20/2026

DocuSigned by:
Richie Romero
FE9DD366CFFD491...

Administrator (Signature or Email Approval) *Date* 03/20/2026

DocuSigned by:
53EF3C0EE6DA47E...

Audited By (Signature) *Date* 03/23/2026

HYATT REGENCY®
NEWPORT BEACH WEST

4545 MacArthur Blvd.
Newport Beach, CA 92660
Phone 949-975-1234
Fax 949-833-0187

INVOICE #34918719

DATE: FEBRUARY 23, 2026

	Attn: Richard Savage Superintendent T: (949) 461-1667 E: rsavage@californiaops.org 33272 Valle Road San Juan Capistrano, CA 92675	**FOR:** CALOPS BTS 2026

DESCRIPTION		Quantity	Rate	AMOUNT
Contract Guestrooms	Room Block (room nights)	858	$269	$230,802
	Tax (10.2%)			$23,541.80
	Total			**$254,343.80**
Banquets	Contract Food and Beverage Minimum	1		$110,000
	Hotel Food and Beverage Administrative Fees (25%)			$27,500
	Tax (7.75%)			$10,656.25
	Total			**$148,156.25**
	Estimate Total			**$402,500.05**
DEPOSIT	Initial deposits due: Wed, March 11th, 2026	1		$80,500
	2nd Deposit Wed, April 8th, 2026	1		$80,500
	3rd deposit Wed, May 13th, 2026	1		$80,500
	4th Deposit, Wed, June 10th, 2026	1		$80,500
	5th Deposit, Wednesday, July 8th, 2026	1		$80,500
	Total deposits			**$402,500.05**
	10 business days prior to arrival: Monday, August 3rd, 2026 (any remaining estimated balance)	**TBD**		
	THANK YOU FOR YOUR BUSINESS!			

HYATT REGENCY®
NEWPORT BEACH WEST

GROUP SALES AGREEMENT - Addendum

Wednesday, February 11, 2026

DESCRIPTION OF GROUP AND EVENT

This Addendum outlines revisions to the original Group Sales Agreement for the CALOPS 2026 Back to School Program, including changes to the program dates, guestroom block, concessions, and event schedule. The program dates are hereby amended from **August 10–14, 2026** to **August 17–21, 2026**. In addition, the guestroom room block has been modified based on the group's most recent room block needs. Updates and changes to concessions and the event schedule are also reflected herein.

All revisions outlined in this Addendum are subject to and governed by the terms and conditions of the original Group Sales Agreement. All other terms of the original Group Sales Agreement remain unchanged and in full force and effect.

COMPANY NAME: CalOPS (CA Connections Academy)
GROUP NAME: 2026 Back to School Meetings
BOOKING # **34918719**
CONTACT:

Richard Savage, Ed. D
CalOPS
33272 Valle Road
San Juan Capistrano, CA 92675
949-237-8587
rsavage@calca.connectionsacademy.org

Charmaine Nicasio
Hyatt Regency Newport Beach West
4545 MacArthur Boulevard
Newport Beach, CA 92660
Direct Line: 9496081077
Fax: 949-833-0187
charmaine.nicasio@hyatt.com

Original Program: 10 Aug 2026- 14 Aug 2026

Room Type	10 Aug 2026 Mon	11 Aug 2026 Tue	12 Aug 2026 Wed	13 Aug 2026 Thu	14 Aug 2026 Fri
Original Block	15	110	235	235	10
First Addendum	95	165	40	40	0
Total Original Block	110	275	275	275	10

New Program Dates: 17 Aug 2026-21 Aug 2026

Room Type	17 Aug 2026 Mon	18 Aug 2026 Tue	19 Aug 2026 Wed	20 Aug 2026 Thu	21 Aug 2026 Fri
New Block	33	275	275	275	0
Total	33	275	275	275	0

Total Original Contracts: 945 Room nights
New Room Block: 858 Room Nights

Group Rate: $269

CONCESSIONS:

- One Complimentary Presidential Suite
- $4,000 credit to group's master account – Visit Newport Beach
- World of Hyatt Planner Points for this program
- Reduced overnight parking at $20
- One Complimentary Room Night per 40, cumulative.
- Complimentary round-trip transportation from OC/John Wayne Airport (SNA).
- Complimentary WI-FI internet access in guest rooms.
- Complimentary in-room safe.
- Complimentary access to pool and fitness centre.

Date	Time	Event	Meeting Room	Setup	Attendance Number
17 August 2026	12:00 PM – 5:00 PM	Meetng	Crescent Bay	Crescent Rounds	**TBD**
	12:00 PM-5:00 PM	Meeting	Catalina Boardroom	Existing	**TBD**
18 Aug 2026 To 21 Aug 2026	7:00 AM – 5:00 PM	General Session	Pacific Ballroom	Theater	**450**
		Breakout Rooms	Crystal Cove Emerald Bay Newport Bay Crescent Bay Balboa Catalina Boardroom Pacific 1 & 2 Pacific 4& 5	Crescent Rounds/ Classroom	**TBD**
		Meals	Monarch Pavilion & Lido Event Lawn	Rounds	

FOOD AND BEVERAGE FINANCIAL MINIMUMS:
Planned banquet food revenue is **$110,000**. This figure shall be referred to herein as the anticipated banquet food revenue figure. This minimum does not include Hotel Food & Beverage Administrative Charge, taxes, setup fees, audiovisual or any other miscellaneous charges incurred. Should your revenues appear to be dropping below the minimum revenue listed above, we will be happy to advise you of additional alternatives in food which will bring you back up to the agreed upon food minimum revenue required. At the conclusion of your meeting, we will subtract the banquet food revenue derived from your meeting, and the amount of any permissible attrition you have taken, from the anticipated banquet and food revenue figure set forth above. Any remaining amount will be posted to your master account, plus applicable Hotel Food & Beverage Administrative Charge, and taxes.

Though it shall not alter in any way the food revenue commitment set forth herein, it is your responsibility to provide the Convention Services Manager with the total guaranteed meal covers 3 working days prior to the event.

GROUP EVENT INFORMATION
Upon acceptance of this Contract Addendum, the revised program dates, modified guestroom room block, and updated concessions and event schedule outlined herein will be considered confirmed and removed from the Hotel's inventory. The revised guestroom room block will be held for the CALOPS 2026 BTS Program effective upon the Hotel's receipt of the fully executed Addendum

ACCEPTANCE OF CONTRACT:
Should the arrangements outlined in this Contract meet with your approval, please indicate your acceptance by signing the final page and returning the signed copy to the hotel on or before **Wednesday, February 11th, 2026.** After this date, if we have not received a signed Contract, we reserve the right to release the space being held for you. This contract shall be deemed accepted only after it has been signed by a representative of the group and thereafter signed by a representative of the hotel.

Sincerely,
Charmaine Nicasio
charmaine.nicasio@hyatt.com

Charmaine Nicasio
Associate Director of Sales

For: CalOPS (California Connections Academy)
By: Richard Savage, Ed.D
Title: Superintendent

Signature: DocuSigned by: Richard Savage 3EED9B3CDCC49C... Date: 02/11/2026

NOTE: Written acceptance constitutes a binding Contract between the Hyatt Regency Newport Beach West and CalOPS A Representative authorized to commit to such arrangements on behalf of CalOPS, must therefore sign the document**.** Any changes indicated within the contract have been initialed and approved by the hotel.

Countersignature: Alexis Lee
alexis.lee2@hyatt.com Date: 02/11/2026

Alexis Lee
Director of Sales, Marketing and Events

This Contract may be executed in counterparts and delivery of an executed copy of this Contract by any party via electronic transmission will be as effective as delivery of a manually executed copy of the Contract by such party.

KAISER PERMANENTE®

P.O. Box 629028
EL Dorado Hills, CA 95762-9028

RETURN SERVICE ONLY - DO NOT MAIL PAYMENTS TO THE ABOVE ADDRESS

CALIFORNIA ONLINE PUBLIC SCHOOLS
Consolidated Billing ID: 2510099819
Statement ID. 251009956671
Invoice Date: 03/15/2026
Bill Period: April 2026

CALIFORNIA ONLINE PUBLIC SCHOOLS
LaChelle Carter
33272 VALLE RD
SAN JUAN CAPISTRANO, CA 92675-4842

Any activity processed after 03/15/2026 will appear on your next bill.

Summary of Amount Due

Previous Balance	$94,313.38
Payments	$-94,313.38
Balance	**$0.00**
Current Activity	$99,597.79
Retro Activity	$4,965.57
Total Current Charges	**$104,563.36**

Total Amount Due $104,563.36

(Includes past due and current charges)

Due Before 04/01/2026

You're signed up for autopay. Your account ending in 7900 will be charged $104,563.36, on 03/28/2026.

Accounts included in this bill

Group ID	Region	Bill Group ID	Bill Group Name	Total Active Member Count	Total Charges
236567	SCR	0000	CALIFORNIA ONLINE/HCHMO ACTIVE	113	$71,520.01
236567	SCR	0001	CALIFORNIA ONLINE/HSA ACTIVES	73	$33,043.35

KAISER PERMANENTE®

CALIFORNIA ONLINE PUBLIC SCHOOLS
Consolidated Billing ID: 2510099819
Statement ID. 251009956671
Invoice Date: 03/15/2026
Bill Period: April 2026

Any activity processed after 03/15/2026 will appear on your next bill.

Payment Summary for Consolidated Billing ID 2510099819

Group ID	Date posted	Payment type	Reference number	Payment amount	Bill Group ID applied	Amount applied
236567	02/25/2026	ACH	5891372	$94,313.38	0000	$-61,588.87
236567	02/25/2026	ACH	5891372	$94,313.38	0001	$-32,724.51
	Total amount paid					**$-94,313.38**

It can take up to 10 days to process your payments. If you don't see a payment you've already made, you'll see it on a future bill.

KAISER PERMANENTE®

P.O. Box 629028
EL Dorado Hills, CA 95762-9028

RETURN SERVICE ONLY - DO NOT MAIL PAYMENTS TO THE ABOVE ADDRESS

CALIFORNIA ONLINE PUBLIC SCHOOLS
Consolidated Billing ID: 7928198292
Statement ID. 792819867297
Invoice Date: 03/15/2026
Bill Period: April 2026

CALIFORNIA ONLINE PUBLIC SCHOOLS
LaChelle Carter
33272 VALLE RD
SAN JUAN CAPISTRANO, CA 92675-4842

Any activity processed after 03/15/2026 will appear on your next bill.

Summary of Amount Due

Previous Balance	$33,155.11
Payments	$-33,155.11
Balance	**$0.00**
Current Activity	$33,155.11
Retro Activity	$0.00
Total Current Charges	**$33,155.11**

Total Amount Due $33,155.11

(Includes past due and current charges)

Due Before **04/01/2026**

You're signed up for autopay. Your account ending in 7900 will be charged $33,155.11, on 03/28/2026.

Accounts included in this bill

Group ID	Region	Bill Group ID	Bill Group Name	Total Active Member Count	Total Charges
608019	NCR	0000	CALIFORNIA ONLINE/HCHMO ACTIVE	39	$21,161.08
608019	NCR	0001	CALIFORNIA ONLINE/HSA ACTIVES	25	$11,994.03

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KAISER PERMANENTE®

CALIFORNIA ONLINE PUBLIC SCHOOLS
Consolidated Billing ID: 7928198292
Statement ID. 792819867297
Invoice Date: 03/15/2026
Bill Period: April 2026

Any activity processed after 03/15/2026 will appear on your next bill.

Payment Summary for Consolidated Billing ID 7928198292

Group ID	Date posted	Payment type	Reference number	Payment amount	Bill Group ID applied	Amount applied
608019	02/25/2026	ACH	5879108	$33,155.11	0000	$-21,161.08
608019	02/25/2026	ACH	5879108	$33,155.11	0001	$-11,994.03
	Total amount paid					**$-33,155.11**

It can take up to 10 days to process your payments. If you don't see a payment you've already made, you'll see it on a future bill.

INVOICE

TTC4SUCCESS Accounting Office
3615 Waterside Way
Louisville, TN 37777

tasha@ttc4success.com
+1 (951) 775-4292



Bill to
California Online Public Schools
33272 Valle Road
San Juan Capistrano, CA 92675

Ship to
California Online Public Schools
33272 Valle Road
San Juan Capistrano, CA 92675

Invoice details
Invoice no.: 336
Terms: Net 30
Invoice date: 03/04/2026
Due date: 04/03/2026

#	Date	Product or service	Description	Qty	Rate	Amount
1.		**ERMHS**	Central Coast	1	$4,972.05	$4,972.05
2.		**ERMHS**	Central Valley	1	$15,294.60	$15,294.60
3.		**ERMHS**	M. Bay	1	$11,484.00	$11,484.00
4.		**ERMHS**	N. Bay	1	$6,955.65	$6,955.65
5.		**ERMHS**	NorCA	1	$36,657.45	$36,657.45
6.		**ERMHS**	SoCal	1	$87,865.65	$87,865.65
7.		**Other Services**	Central Coast	1	$78.30	$78.30
8.		**Other Services**	Central Valley	1	$5,141.70	$5,141.70
9.		**Other Services**	M. Bay	1	$24,534.00	$24,534.00
10.		**Other Services**	N. bay	1	$2,349.00	$2,349.00
11.		**Other Services**	NorCA	1	$25,605.20	$25,605.20
12.		**Other Services**	SoCal	1	$57,237.30	$57,237.30

Total **$278,174.90**

WestEd. THRIVING LEARNERS, EMPOWERED COMMUNITIES

WestEd.org | 3020 Old Ranch Parkway, Suite 220, Seal Beach, CA 90740 | 877.493.7833

Invoice Number: 26-1572 Invoice Date: 03/26/2026

Description: Payment due for installment #2 per contract agreement.

Bill To:
California Online Public Schools
Attn: Accounts Payable
33272 Valle Road
San Juan Capistrano, CA 92675

Remit To:
WestEd
Attn: WestEd Operating Account
P. O. BOX 889001
Los Angeles, CA 90088-9001

Customer Number: CALIFO045
Prime Contract Number: C-00021761
Subcontractor Number:
Customer PO Number: 2024-25-100
Project Number: 00A706.25.01.005
Project Name: California Online PS CA
Project POP: 07/01/2025 to 06/30/2026
Terms: NET 30
Due Date: 04/25/2026

Billing Period From:
To: 03/31/2026

	Current Amount
	$153,125.00
Scheduled Payment	$153,125.00
Invoice Total	$153,125.00

box SIGN Y46XV884-1RZJQQQP
Authorized Certifying Official

For ACH/EFT payments:

Bank Name: Wells Fargo
Account Name: WestEd Operating Account
Routing Number: 121000248
Account Number: 4029113164

Please send remittance advice and billing inquiries to:
billing@wested.org

California Online Public Schools

2024-2025 PURCHASE ORDER

California Online Public Schools
33272 Valle Road, San Juan Capistrano, CA 92675
(949) 461-1667 Phone (949) 240-7895 Fax

Purchase Order Number:	**2024 - 25 - 100**		
Date:	3/26/2025	**Vendor:**	WestEd
Vendor Contact Name:	Ayele Dodoo	**Address:**	730 Harrison Street
Vendor Phone Number:	877-493-7833		
Vendor Fax Number:		**City:**	San Francisco
Email P.O. to vendor?	[X] Yes [ ] No	**State**	CA
Vendor Email:	adodoo@wested.org	**Zip**	94107

Requester:

Department:

Intent/Purpose:

Signature: _____ **Date:** _____

Product/Description	Sales Quote#	Item #	Cost	Qty	Total Cost
Six (6), 2-hour virtual sessions-Up to 20 People	-	-	$ 40,000.00	1	$ 40,000.00
System leadership-Full-day, in-person retreat -Up to 15 People	-	-	$ 26,250.00	1	$ 26,250.00
Six (6), 2-hour virtual sessions-Up to 30 People	-	-	$ 60,000.00	1	$ 60,000.00
Six (6), 2-hour virtual sessions-Up to 20 People	-	-	$ 40,000.00	1	$ 40,000.00
Eight (8), 90-minute or Twelve (12), 60-minute coaching sessions, orientation + CALL Survey	-	-	$ 20,000.00	7	$ 140,000.00
* Project Timeline July 2025 - June 2026					$ -
*Payment Schedule This is a fixed-price contract. 50% shall be due on October 31, 2025 50% shall be due on June 30, 2026					$ -
***See attached SOW for details.					$ -
					$ -

Order Total $306,250.00

Signature(s) (or email approval):

DocuSigned by: Brittany Anderson
94917D46142147D...
Purchaser/Requestor — Date 03/26/2025

DocuSigned by:
53EF3C0EE6DA47E...
Administrator Approval (required) — Date 03/26/2025

Bernie Jamero
6E5D3AFA47A644A...
Finance Approval (required) — Date 03/26/2025

[ ] via email approval (see attached)

WestEd
WestEd.org

Proposal for California Online Public Schools
Solidifying Systemwide Leadership Capacity

Scope of Work:
WestEd will provide professional learning services to leaders in The California Online Public Schools. The focus of this scope is to enhance and sustain the leadership capacity of central office and K-12 leaders. Leaders will experience services that deepen leadership capacity and align leadership practices. The impact will be measured through the administration of the CALL Survey to school and district personnel as a pre, interim, and post-assessment to track progress.

Lead the Learning - Build Your Leadership Playbook:
This workshop series is designed to support leaders in assessing and growing current leadership and learning strategies through the exploration of the following topics:

- Personal Leadership and Emotional Intelligence
- Relationship Management
- Building and Sustaining Teams
- Talent Management
- Coaching
- Facilitation

Cohort 1

Session Format	Cost
Six (6) two-hour virtual sessions	$40,000/up to 20 people

Cohort 2

Session Format	Cost
Six (6) two-hour virtual sessions	$60,000/up to 30 people

Leadership Retreat:
The Leadership retreat will provide an opportunity for leaders to reflect on the first half of the school year, continue to build relationships, and determine the focus of the upcoming semester.
WestEd will:

Proposal for California Online Public Schools
Solidifying Systemwide Leadership Capacity

- Conceptualize, plan, and facilitate Leadership Retreat
- Develop meeting protocols and co-facilitate an interactive retreat
- Debrief meeting outcomes and plan next steps

Team Composition	Number of Sessions and Timeline	Cost
System Leadership	Full-day, in-person retreat	$26,250/up to 15 people

Leading from the Middle:

This workshop series provides a learning space for systems leaders to lead for equity and innovation from the middle. They will practice using tools and frameworks to understand and navigate the demands of systems-level leadership and the reality of constant change. Additionally, they will practice effective project leadership and team development strategies through exploration of the following topics:

- The Pivotal Role of Central Office Leaders
- Doing Differently with Less
- Distributing Leadership: Breaking Down Silos
- Creating and Leading Agile Teams
- Managing the Leadership Pipeline
- Leadership Transitions: Managing Organizational Knowledge

Session Format	Cost
Six (6) two-hour virtual sessions	$40,000/up to 20 people

Leadership Coaching:

WestEd will provide executive leaders with resources (i.e. current applicable research and planning support) as requested. The focus of the coaching will be based on the following:

- Self-identified needs of the leader receiving coaching
- The Comprehensive Assessment of Leadership for Learning (CALL) assessment provides feedback on the research-based leadership practices necessary to improve teaching and learning

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Proposal for California Online Public Schools
Solidifying Systemwide Leadership Capacity

Number of Sessions	Cost
Eight (8), 90-minute or Twelve (12), 60-minute coaching sessions, orientation + CALL Survey	$20,000/per leader (seven leaders leaders total)

Total Project Cost:

Playbook for Leaders Cohort 1	$40,000
Playbook for Leaders Cohort 2	$60,000
Leadership Retreat	$26,250
Leading From the Middle	$40,000
Leadership Coaching	$140,000
Total	**$306,250**

WestEd will provide all services in person and via video-conferencing, phone, and email.

Project Timeline:
July 2025 - June 2026

Payment Schedule:
This is a fixed-price contract.

- 50% shall be due on October 31, 2025
- 50% shall be due on June 30, 2026

After reviewing the proposal, if you decide the proposed scope and timeframe should be altered further, we would be happy to make modifications and provide a revised estimated fee. We appreciate the confidence you have in WestEd and look forward to working with the California Online Public Schools on this project. If you have any questions about the proposal, please contact Ayele Dodoo, Ed.D. at Adodoo@wested.org.

WestEd policies require adherence to the CDC and California Department of Public Health.

LAW OFFICES OF YOUNG, MINNEY & CORR, LLP

655 UNIVERSITY AVENUE, SUITE 150, SACRAMENTO, CA 95825
TEL 916.646.1400 ■ FAX 916.646.1300
YMCLEGAL.COM

March 04, 2026

California Online Public Schools
SENT VIA EMAIL
lcarter@californiaops.org
zkidd@californiaops.org

Invoice Number: 21174

RE: (0176.00001) All Schools - General

Confidential: Attorney-Client Privileged Document

All invoices are due and payable upon receipt. If payment is not received within thirty days of this invoice date, interest charges shall accrue.

Please make checks payable to:
Young, Minney & Corr, LLP
655 University Ave, Ste. 150
Sacramento, CA 95825

For online payment options, access to our Client Portal, or should you have any questions or concerns, please contact Jessica Alm or Mishele Richards at 916-646-1400 or via email at ymcbilling@ymclegal.com.

Fees	22,535.50
Expenses	250.00
Total for this Invoice - USD	22,785.50
Payment - 20837 on 02-23-2026	(28,364.00)
Current Account Balance - USD	51,526.48
Trust Account - USD	0.00
Total Amount to Pay as of 03-05-2026 - USD	51,526.48

Outstanding Balance as of 03-05-2026

Current	30 Days	60 Days	90 Days	120 Days	180+ Days	Total
51,526.48	0.00	0.00	0.00	0.00	0.00	51,526.48

PO Box 511842
Los Angeles, CA 90051-1827
USA
8184740322
ap@charterimpact.com
www.charterimpact.com

INVOICE

BILL TO
California Online Public Schools
33272 Valle Road
San Juan Capistrano, CA
92675
United States

INVOICE # 18630
DATE 04/01/2026
DUE DATE 05/01/2026
TERMS Net 30

ACTIVITY	QTY	RATE	AMOUNT
Business Mgmt. Business Management Services - Central Coast	1	4,350.00	4,350.00
Business Mgmt. Business Management Services - Central Valley	1	27,419.00	27,419.00
Business Mgmt. Business Management Services - Monterey	1	12,771.00	12,771.00
Business Mgmt. Business Management Services - North Bay	1	5,252.00	5,252.00
Business Mgmt. Business Management Services - NorCal	1	41,020.00	41,020.00
Business Mgmt. Business Management Services - SoCal	1	109,457.00	109,457.00

BALANCE DUE **$200,269.00**

HYATT REGENCY®
NEWPORT BEACH WEST

4545 MacArthur Blvd.
Newport Beach, CA 92660
Phone 949-975-1234
Fax 949-833-0187

INVOICE #34918719

DATE: FEBRUARY 23, 2026

	Attn: Richard Savage Superintendent T: (949) 461-1667 E: rsavage@californiaops.org 33272 Valle Road San Juan Capistrano, CA 92675	**FOR:** CALOPS BTS 2026

DESCRIPTION		**Quantity**	**Rate**	**AMOUNT**
Contract Guestrooms	Room Block (room nights)	858	$269	$230,802
	Tax (10.2%)			$23,541.80
	Total			**$254,343.80**
Banquets	Contract Food and Beverage Minimum	1		$110,000
	Hotel Food and Beverage Administrative Fees (25%)			$27,500
	Tax (7.75%)			$10,656.25
	Total			**$148,156.25**
	Estimate Total			**$402,500.05**
DEPOSIT	Initial deposits due: Wed, March 11th, 2026	1		$80,500
	2nd Deposit Wed, April 8th, 2026	1		$80,500
	3rd deposit Wed, May 13th, 2026	1		$80,500
	4th Deposit, Wed, June 10th, 2026	1		$80,500
	5th Deposit, Wednesday, July 8th, 2026	1		$80,500
	Total deposits			**$402,500.05**
	10 business days prior to arrival: Monday, August 3rd, 2026 (any remaining estimated balance)	**TBD**		
	THANK YOU FOR YOUR BUSINESS!			

Coversheet

Approval of 2026-27 CalOPS Employee Handbook (attached)

Section: V. Consent Items
Item: H. Approval of 2026-27 CalOPS Employee Handbook (attached)
Purpose: Vote
Submitted by:
Related Material:
26-27 Handbook Approval BIM - CalOPS.pdf
DRAFT - CalOPS Employee Handbook 2026-2027 (Legal reviewed) (4907-0995-2667.v2).docx.pdf

California Online Public Schools

Board Information Memo

SUBJECT: Approval of 2026–2027 Employee Handbook

Category (Contract Approval, Policy, Personnel, General Approval. etc.): Policy
Date: April 14, 2026
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Organizational policy update; legal compliance

Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information):

The 2026–2027 Employee Handbook has been developed to reflect current organizational practices, operational needs, and applicable federal and California employment law requirements. The Handbook serves as a general reference guide for employees and outlines the School's employment policies, expectations, and procedures.

Rationale (Why is this important and why is this coming to the Board):

Board approval is required as the Handbook establishes the School's official employment policies and governance framework. Approval ensures the School maintains compliant, consistent, and clearly communicated employment practices aligned with legal and operational expectations.

Evidence of Due Diligence:

Administration has worked closely with legal counsel throughout the development of the Handbook to ensure alignment with applicable laws and regulatory requirements. Legal counsel will continue to review the document and may recommend additional material revisions prior to final implementation. Any such revisions will be incorporated to ensure ongoing compliance and risk mitigation.

Fiscal Impact:
N/A
Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable): Approval

Prepared/Recommended/Approved By: Zana Kidd



California Online Public Schools

Employee Handbook 2026-2027

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INTRODUCTION TO HANDBOOK

This Handbook is designed to help employees get acquainted with California Online Public Schools (hereinafter referred to as "CalOPS" or the "School"). It explains some of our philosophies and beliefs, and describes some of our employment guidelines in general terms. Although this Handbook is not intended to be an exclusive or comprehensive policies and procedures manual, we hope that it will serve as a useful reference document for employees throughout their employment at the School. Employees should understand, however, that this Handbook is not intended to be a contract (express or implied), nor is it intended to otherwise create any legally enforceable obligations on the part of the School or its employees. In no way does the Handbook replace any official plan documents (e.g., health insurance, retirement plan, etc.) or insurance contracts, which will govern in all cases. This Handbook supersedes and replaces all previous personnel policies, practices, and guidelines.

Due to the fact that the School is a growing and changing organization, it reserves full discretion to add to, modify, or delete provisions of this Handbook, or the policies and procedures on which they may be based, at any time without advance notice. CalOPS also reserves the right to interpret any of the provisions set forth in this Handbook in any manner it deems appropriate.

No individual other than the Board of Directors has the authority to enter into any employment or other agreement that modifies School policy. Any such modification *must* be in writing.

This Handbook is the property of the School, and it is intended for personal use and reference by employees of the School. Circulation of this Handbook outside of the School requires the prior written approval of the Superintendent.

Employees must sign the acknowledgment form at the beginning of this Handbook, tear it out, and return it to Human Resources. This will provide the School with a record that each employee has received this Handbook.

CONDITIONS OF EMPLOYMENT

Equal Employment Opportunity Is Our Policy

CalOPS is an equal opportunity employer. It is the policy of the School to afford equal employment and advancement opportunity to all qualified individuals without regard to:

- Race (including traits associated with race, such as hair texture and hairstyle, including but not limited to braids, locks, and twists);
- Color;
- Gender (including gender identity, gender expression, and transgender identity, whether or not the employee is transitioning or has transitioned);
- Sex (including reproductive health decision making, pregnancy, childbirth, breastfeeding, and medical conditions related to such);
- Sex stereotype (including an assumption about a person's appearance or behavior, gender roles, gender expression, or gender identity, or about an individual's ability or inability to perform certain kinds of work based on a myth, social expectation, or generalization about the individual's sex);
- Religious creed (including religious dress and grooming practices);
- Marital/registered domestic partner status;
- Age (forty (40) and over);
- National origin or ancestry (including native language spoken and possession of a driver's license issued to persons unable to prove their presence in the U.S. is authorized by federal law);
- Physical or mental disability (including HIV and AIDS);
- Medical condition (including cancer and genetic characteristics);
- Taking of a leave of absence pursuant to the Family Medical Leave Act ("FMLA"), Pregnancy Disability Leave ("PDL") law, Americans with Disabilities Act ("ADA"), California Family Rights Act ("CFRA"), the Fair Employment and Housing Act ("FEHA"), or laws related to domestic violence, sexual assault and stalking;
- Genetic information;
- Sexual orientation;
- Military and veteran status; or
- Any other consideration made unlawful by federal, state, or local laws.

This policy protects qualified individuals based on the perception that the individual has any of these characteristics or any combination of these characteristics, or is associated with an individual who has, or is perceived to have, any of these characteristics or a combination of these characteristics.

This policy extends to all job applicants and employees and to all aspects of the employment relationship, including the hiring of new employees and the training, transfer, promotion, discipline, termination, compensation and benefits of existing employees.

CalOPS prohibits discrimination, harassment, and retaliation in all aspects of employment and school operations. This includes, but is not limited to, employment practices, instructional materials, professional development, and school-sponsored activities.

All complaints will be reviewed promptly and investigated as appropriate. When necessary, corrective action will be taken to address violations of this policy.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, the School will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact Human Resources with day-to-day personnel responsibilities and request such an accommodation. The individual with the disability should specify what accommodation he or she needs to perform the job, or if unknown, what job duties the disability impairs. CalOPS will then conduct an investigation to identify the barriers that interfere with the equal opportunity of the applicant or employee to perform the job. CalOPS will identify possible accommodations, if any, that will help eliminate the limitation. If the accommodation is reasonable and will not impose an undue hardship, the School will make the accommodation.

Employment At-Will

Except if stated expressly otherwise by employment contract, it is the policy of the School that all employees are considered "at-will" employees of the School. Accordingly, either the School or the employee can terminate this relationship at any time, for any reason, with or without cause, and with or without advance notice.

Nothing contained in this Handbook, employment applications, School memoranda or other materials provided to employees in connection with their employment shall require the School to have "cause" to terminate an employee or otherwise restrict the School's right to release an employee from their at-will employment with the School. Statements of specific grounds for termination set forth in this Handbook or elsewhere are not all-inclusive and are not intended to restrict the School's right to terminate at-will. No School representative, other than the Board of Directors or its designee, is authorized to modify this policy for any employee or to make any representations to employees or applicants concerning the terms or conditions of employment with the School that are not consistent with the School's policy regarding "at-will" employment.

This policy shall not be modified by any statements contained in this Handbook or employee applications, School memoranda, or any other materials provided to employees in connection with their employment. Further, none of those documents whether singly or combined, or any employment practices, shall create an express or implied contract of employment for a definite period, nor an express or implied contract concerning any terms or conditions of employment.

Temporary and Short-Term Employment

CalOPS may hire employees on a temporary, short-term, or limited-duration basis to meet operational, programmatic, or staffing needs. Temporary employment may include, but is not limited to, substitute roles, project-based assignments, interim positions, or roles intended to address short-term vacancies or workload demands.

Temporary employees are considered at-will employees, unless their employment agreement says otherwise, and may be separated from employment at any time, with or without cause or

advance notice, consistent with applicable law. Temporary employment does not create any expectation of continued employment, assignment renewal, or transition to a regular or permanent position.

Unless otherwise required by law or expressly provided in writing, temporary employees are not eligible for employer-sponsored benefits provided to regular full-time or part-time employees. Eligibility for legally mandated benefits, including but not limited to paid sick leave or protected leaves of absence, will be determined in accordance with applicable federal and state law and the terms of the applicable policy.

Temporary employees are subject to all applicable School policies, procedures, and expectations, including but not limited to those related to conduct, confidentiality, timekeeping, safety, and compliance, except where a policy expressly states otherwise or where limited by the temporary nature of the assignment.

The School reserves the right to modify, extend, or end temporary assignments at its discretion based on operational needs. Any changes to employment status must be approved by Human Resources.

Child Abuse and Neglect Reporting

This policy applies to all School employees, volunteers, contractors, and Governing Board ("Board") members (collectively referred to as "mandated reporters herein).[1]

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

CalOPS will provide annual training on the mandated reporting requirements, using the online training module provided by the State Department of Social Services, to individuals who are mandated reporters. Mandated reporter training will also be provided to all qualifying individuals who begin their service midyear. Independent contractors are required to complete their own training. This training will include information that failure to report an incident of known or reasonably suspected child abuse or neglect, as required by Penal Code section 11166, is a misdemeanor punishable by up to six (6) months confinement in a county jail, or by a fine of one-thousand dollars ($1,000), or by both that imprisonment and fine. Training will also be provided on the prevention of abuse, including sexual abuse and assault, of children on School grounds, by School personnel and volunteers, or in School-sponsored programs.

All individuals who are required to receive mandated reporter training must provide proof of completing the training within the first six (6) weeks of the start each school year, or within the first six (6) weeks of that individual beginning service for the School. The School will maintain documentation of all completed training.

[1] This policy does not apply to student board members under Education Code 47604.2, or otherwise.

By acknowledging receipt of this Handbook, employees acknowledge they are child care custodians and are certifying that they have knowledge of California Penal Code section 11166 and will comply with its provisions.

Criminal Background Checks

As required by law, all individuals working or volunteering at the School will be required to submit to a criminal background investigation. No condition or activity will be permitted that may compromise the School's commitment to the safety and the well-being of students taking precedence over all other considerations. Conditions that preclude working at the School include conviction of a controlled substance or sex offense, or a serious or violent felony. Similarly, convictions involving crimes of moral turpitude (e.g., fraud), child abuse or neglect, violence, or any offense which may make the employee unsuitable/undesirable to work around students may also serve as a bar to employment at the School. Additionally, should an employee be arrested for, charged with, or convicted of any offense during his/her employment with the School, the employee must immediately report as much to the Superintendent.

Tuberculosis Testing

All employees of the School must submit written proof from a health care provider of a risk assessment examination for tuberculosis (TB) within the last sixty (60) days. If TB risk factors are identified, a physician must conduct an examination to determine whether the employee is free of infectious TB. The examination for TB consists of an approved TB test, which, if positive, will be followed by an x-ray of the lungs, or in the absence of skin testing, an x-ray of the lungs. All employees will be required to undergo TB risk assessments and, if risk factors are found, the examination at least once every four (4) years. Volunteers may be required to undergo a TB examination as necessary. The TB risk assessment and, if indicated, the examination is a condition of initial employment with the School and the cost of the exam will be borne by the applicant.

Food handlers may be required to have annual TB exams. Documentation of employee and volunteer compliance with TB risk assessments and examinations will be kept on file in the office. This requirement also includes contract food handlers, substitute teachers, and student teachers serving under the supervision of an educator. Any entity providing student services to the School will be contractually required to ensure that all contract workers have had TB testing that shows them to be free of active TB prior to conducting work with School students.

Immigration Compliance

CalOPS will comply with applicable immigration law, including the Immigration Reform and Control Act of 1986 and the Immigration Act of 1990. As a condition of employment, every individual must provide satisfactory evidence of his or her identity and legal authority to work in the United States. However, CalOPS will not check the employment authorization status of current employees or applicants who were not offered positions with the School unless required to do so by law.

The School shall not discharge an employee or in any manner discriminate, retaliate, or take any

adverse action (*e.g.*, threatening to report the suspected citizenship or immigration status of an employee or a member of the employee's family) against any employee or applicant for employment because the employee or applicant exercised a right protected under applicable law. Further, the School shall not discriminate against any individual because he or she holds or presents a driver's license issued per Vehicle Code § 12801.9 to persons who have not established their federally-authorized presence in the United States. Finally, in compliance with the Immigrant Worker Protection Act, the School shall not allow a federal immigration enforcement agent to enter any nonpublic areas of the School without a judicial warrant, or voluntarily give consent to an agent to access, review or obtain employee records without a subpoena or judicial warrant. Only designated site leads or administrators may respond to immigration enforcement officials. If a search of employee records is authorized by a valid subpoena or judicial warrant, the School will give employees notice of the inspection both before and after it has occurred as required by law. Employees must also comply with the School's procedures regarding immigration enforcement on school sites, as outlined in the Immigration Enforcement Procedures section below

Professional Boundaries: Adult/Student Interaction Policy

This policy applies to all CalOPS employees, volunteers, contractors, and governing Board ("Board") members[2] (collectively referred to as "adults" herein).

CalOPS recognizes its responsibility to make and enforce all rules and regulations governing student and adult behavior to bring about the safest and most learning-conducive environment possible. This policy is available on CalOPS' website at link.

Corporal Punishment

Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of, or willfully causing the infliction of, physical pain on a student.

For purposes of this policy, corporal punishment does not include an individual's use of force that is reasonable and necessary to protect the individual, students, staff or other persons or to prevent damage to property.

For clarification purposes, the following examples are offered for direction and guidance of School employees, volunteers, contractors, and Board members:

A. Examples of permitted actions (i.e., not corporal punishment)

1. Stopping a student from fighting with another student;
2. Preventing a pupil from committing an act of vandalism;
3. Defending yourself from physical injury or assault by a student;
4. Forcing a pupil to give up a weapon or dangerous object;

[2] This policy does not apply to student board members under Education Code 47604.2, or otherwise.

5. Requiring a student on an athletic team to participate in strenuous physical training activities designed to strengthen or condition team members or improve their coordination, agility, or physical skills;
6. Engaging in group calisthenics, team drills, or other physical education or voluntary recreational activities.

B. Examples of prohibited actions (i.e.,corporal punishment)

1. Hitting, shoving, pushing, or physically restraining a student as a means of control;
2. Making unruly students do push-ups, run laps, or perform other physical acts that cause pain or discomfort as a form of punishment;
3. Paddling, swatting, slapping, grabbing, pinching, kicking, or otherwise causing physical pain.

Acceptable and Unacceptable Adult/Student Behavior

This policy is intended to guide all adults in conducting themselves in a way that reflects the high standards of behavior and professionalism required of them and to specify the boundaries between such adults and students.

Although this policy gives specific, clear direction, it is each adult's obligation to avoid situations that could prompt suspicion by parents/guardians, students, colleagues, or School leaders. One viable standard that can be quickly applied, when you are unsure if certain conduct is acceptable, is to ask yourself, "Would I be engaged in this conduct if my family or colleagues were standing next to me?"

For the purposes of this policy, the term "boundaries" is defined as acceptable professional behavior by an adult while interacting with a student, whether during school hours or outside of school hours, including through social media platforms, text messaging, and other forms of communication that do not otherwise include a student's parent/guardian. Trespassing the boundaries of a student/adult relationship is deemed an abuse of power and a betrayal of public trust.

Professional boundaries apply not only between students and staff, volunteers, and contractors, and Board members, but also among and between students, and among and between adults employed, volunteering, or under contract with the School. All members of the School community are expected to maintain professional conduct that models appropriate behavior and fosters a safe and respectful learning environment. Additionally, all facilities/areas under School control shall be effectively supervised to promote a safe environment for students and individuals performing services on behalf of the School.

Some activities may seem innocent from an adult's perspective, but can be perceived as flirtation or sexual insinuation from a student or parent point of view. The objective of the following lists of acceptable and unacceptable behaviors is not to restrain innocent, positive relationships between adults and students, but to prevent relationships that could lead to, or may be perceived as, sexual misconduct.

Adults must understand their own responsibility for ensuring that they do not cross the boundaries as written in this policy. Disagreeing with the wording or intent of the established

boundaries will be considered irrelevant for disciplinary purposes. Thus, it is crucial that all adults learn this policy thoroughly and apply the lists of acceptable and unacceptable behaviors to their daily activities. Although sincere, competent interaction with students certainly fosters learning, adult/student interactions must have boundaries surrounding potential activities, locations and intentions.

Duty to Report Suspected Misconduct

When any adult reasonably suspects or believes that another individual may have crossed the boundaries specified in this policy, he or she must immediately report the matter to a School administrator. All reports shall be as confidential as possible under the circumstances. It is the duty of the administrator to investigate and thoroughly report the situation. Adults must also report to the administration any awareness or concern of student behavior that crosses boundaries or where a student appears to be at risk for sexual abuse.

Examples of Specific Behaviors

The following examples are not an exhaustive list:

Unacceptable Adult/Student Behaviors (Violations of this Policy)

(a) Giving gifts to an individual student that are of a personal and intimate nature.
(b) Kissing of any kind.
(c) Any type of unnecessary physical contact with a student in a private situation.
(d) Intentionally being alone with a student away from the school.
(e) Making or participating in sexually inappropriate comments.
(f) Sexual jokes.
(g) Seeking emotional involvement with a student for your benefit.
(h) Listening to or telling stories that are sexually oriented.
(i) Discussing inappropriate personal troubles or intimate issues with a student.
(j) Becoming involved with a student so that a reasonable person may suspect inappropriate behavior.
(k) Communication with students via an employee's personal accounts such as email, text message, and/or social media.
(l) Engaging in any electronic, digital, or social media communication with a student that is not School-related.
(m) Any form of grooming behavior, including conduct designed to build secrecy or inappropriate trust.

Unacceptable Adult/Student Behaviors without Parent and Supervisor Permission

(These behaviors should only be exercised when adults have parent/guardian and supervisor permission.)

(a) Giving students a ride to/from school or school activities.
(b) Being alone in a room with a student at school with the door closed.
(c) Allowing students in your home.

Cautionary Adults/Student Behaviors

(These behaviors should only be exercised when a reasonable and prudent person is prevented from using a better practice or behavior. Adults must inform their supervisor of the circumstance and occurrence prior to or immediately after the occurrence)

(a) Remarks about the physical attributes or development of anyone.
(b) Excessive attention toward a particular student.
(c) Sending emails, text messages or letters to students if the content is not about school activities.

Acceptable and Recommended Adult/Student Behaviors

(a) Getting parents' written consent for any after-school activity.
(b) Obtaining formal approval to take students off school property for activities such as field trips or competitions.
(c) Emails, text, phone and instant messages to students within School provided platforms must be professional and pertain to school activities or classes. (Communication should be limited to school technology).
(d) Keeping the door open when alone with a student.
(e) Keeping reasonable space between you and your students.
(f) Stopping and correcting students if they cross your own personal boundaries.
(g) Keeping parents informed when a significant issue develops about a student.
(h) Keeping after-class discussions with a student professional and brief.
(i) Asking for advice from fellow staff or administrators if you find yourself in a difficult situation related to boundaries.
(j) Involving your supervisor if conflict arises with the student.
(k) Informing the Superintendent about situations that have the potential to become more severe.
(l) Making detailed notes about an incident that could evolve into a more serious situation later.
(m) Recognizing the responsibility to stop unacceptable behavior of students or coworkers.
(n) Asking another adult to be present if you will be alone with any student with special needs.
(o) Asking another adult to be present when you must be alone with a student after regular school hours.
(p) Giving students praise and recognition without touching them.
(q) Pats on the back, high fives and handshakes are acceptable.
(r) Keeping your professional conduct a high priority.
(s) Asking yourself if your actions are worth your job and career.
(t) Documenting any interaction with a student that may be crossing boundaries set forth in this policy, including any electronic communication.

Policy Prohibiting Unlawful Harassment, Discrimination, and Retaliation

CalOPS is committed to providing a work and educational atmosphere that is free of unlawful harassment, discrimination, and retaliation. CalOPS's policy prohibits unlawful harassment,

discrimination, and retaliation based upon: race (including traits associated with race, such as hair texture and hairstyle, including but not limited to braids, locks, and twists); color; gender (including gender identity, gender expression, and transgender identity, whether or not the employee is transitioning or has transitioned); sex (including reproductive health decision making, pregnancy, childbirth, breastfeeding, and related medical conditions); sex stereotype (including an assumption about a person's appearance or behavior, gender roles, gender expression, or gender identity, or about an individual's ability or inability to perform certain kinds of work based on a myth, social expectation, or generalization about the individual's sex); religious creed (including religious dress and grooming practices); marital/registered domestic partner status; age (forty (40) and over); national origin or ancestry (including native language spoken and possession of a driver's license issued to persons unable to prove their presence in the U.S. is authorized by federal law); physical or mental disability (including HIV and AIDS); medical condition (including cancer and genetic characteristics); taking a leave of absence authorized by law; genetic information; sexual orientation; military and veteran status; or any other consideration made unlawful by federal, state, or local laws.

This policy protects qualified individuals based on the perception that the individual has any of these characteristics or any combination of these characteristics, or is associated with an individual who has, or is perceived to have, any of these characteristics or a combination of these characteristics.

Employees, volunteers, unpaid interns, individuals in apprenticeship programs, and independent contractors shall not be harassed, or discriminated or retaliated against, based upon the characteristics noted above.

CalOPS does not condone and will not tolerate unlawful harassment, discrimination, or retaliation on the part of any employee (including supervisors and managers) or third party (including independent contractors or other persons with which the School does business). Supervisors and managers are to report any complaints of unlawful harassment to the Superintendent or Human Resources.

When CalOPS receives allegations of unlawful harassment, discrimination, or retaliation, the Board (if a complaint is about the Superintendent) Human Resources or a designee will conduct a fair, timely and thorough investigation that provides all parties an appropriate process and reaches reasonable conclusions based on the evidence collected. The investigation will be handled in as confidential a manner as possible, although complete confidentiality cannot be guaranteed. Complainants and witnesses shall not be subject to retaliation for making complaints in good faith or participating in an investigation. CalOPS is committed to remediating any instances where investigation findings demonstrate unlawful harassment, discrimination, or retaliation has occurred.

Prohibited Unlawful Harassment

The following examples are not an exhaustive list:

- Verbal conduct such as epithets, derogatory jokes or comments or slurs;
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement, or interfering with work because of sex, race or any other protected basis;
- Retaliation for reporting or threatening to report harassment; or

- Disparate treatment based on any of the protected classes above.

Prohibited Unlawful Sexual Harassment

CalOPS is committed to providing a workplace free of sexual harassment and considers such harassment to be a major offense, which may result in disciplinary action, up to, and including dismissal, of the offending employee.

Sexual harassment consists of sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature, regardless of whether or not the conduct is motivated by sexual desire, when: (1) submission to the conduct is either made explicitly or implicitly a term or condition of an individual's employment; (2) an employment decision is based upon an individual's acceptance or rejection of that conduct; and/or (3) that conduct interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

It is also unlawful to retaliate in any way against an employee who has articulated a good faith concern about sexual harassment against him or her or against another individual.

All supervisors of staff will receive two (2) hours of sexual harassment prevention training within six (6) months of hire or their assumption of a supervisory position and every year thereafter. All other employees will receive one (1) hour of sexual harassment prevention training within (6) months of hire and every year thereafter. Such training will address all legally required topics, including information about the negative effects that abusive conduct has on both the victim of the conduct and others in the workplace, as well as methods to prevent abusive conduct undertaken with malice a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct includes but is not limited to repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. Supervisors shall also be trained on how to appropriately respond when the supervisor becomes aware that an employee is the target of unlawful harassment. Other staff will receive sexual harassment prevention training as required by law.

Each employee has the responsibility to maintain a workplace free from any form of sexual harassment. Consequently, should any individual, in particular those with supervisory responsibilities, become aware of any conduct that may constitute sexual harassment or other prohibited behavior, immediate action should be taken to address such conduct. Any employee who believes they have been sexually harassed or has witnessed sexual harassment is encouraged to immediately report such harassment to the Superintendent or Human Resources. See **Appendix A** for the "Harassment/Discrimination/Retaliation Complaint Form." See **Appendix B** for the general "Internal Complaint Form."

Sexual harassment may include, but is not limited to:

- Physical assaults of a sexual nature, such as:

  - Rape, sexual battery, molestation or attempts to commit these assaults and

- Intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another's body, or poking another's body.

- Unwanted sexual advances, propositions or other sexual comments, such as:

- Sexually oriented gestures, notices, remarks, jokes, or comments about a person's sexuality or sexual experience.

- Preferential treatment or promises of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward or disparate treatment for rejecting sexual conduct.

- Subjecting or threats of subjecting an employee to unwelcome sexual attention or conduct or intentionally making performance of the employee's job more difficult because of the employee's sex.

- Sexual or discriminatory displays or publications anywhere at the workplace by employees, such as:

- Displaying pictures, cartoons, posters, calendars, graffiti, objections, promotional materials, reading materials, or other materials that are sexually suggestive, sexually demeaning or pornographic or bringing to work or possessing any such material to read, display or view at work;

- Reading publicly or otherwise publicizing in the work environment materials that are in any way sexually revealing, sexually suggestive, sexually demeaning or pornographic; and

- Displaying signs or other materials purporting to segregate an employee by sex in an area of the workplace (other than restrooms or similar rooms).

The illustrations of harassment and sexual harassment above are not to be construed as an all-inclusive list of prohibited acts under this policy. Moreover, please note that while in most situations a personal relationship is a private matter, these relationships are not appropriate in a professional setting, particularly where one of the parties has management or supervisory responsibilities. As such, consensual relationships in the workplace may violate CalOPS policy.

Title IX Notice of Nondiscrimination

CalOPS does not discriminate on the basis of sex and prohibits any acts of sex discrimination including sex-based harassment in any education program or activity that it operates, as required by California law, Title IX (20 U.S.C. § 1681 *et seq*.) and the Title IX regulations (34 C.F.R. Part 106), including in admission and employment.

Inquiries about the application of Title IX and 34 C.F.R. Part 106 may be referred to the Charter School Title IX Coordinator, the Office for Civil Rights of the U.S. Department of Education, or both.

All complaints and reports of conduct that may constitute sex discrimination including sex-based harassment should be submitted to our Title IX Coordinator, who can be reached at:

Pamela Ucan, Payroll & Benefits Administrator c/o
California Online Public Schools 33272 Valle Road
San Juan Capistrano, CA 92675 (800) 906-5166
pucan@californiaops.org

A copy of CalOPS's Title IX Policy, which includes the specific rules and procedures for reporting sex discrimination and sex-based harassment occurring within CalOPS's education program or activities and for pursuing available remedies, is available on the CalOPS website at: HERE

Whistleblower Policy

CalOPS requires its directors, officers, employees, and volunteers to observe high standards of ethics in the conduct of their duties and responsibilities within the School. As representatives of the School, such individuals must practice honesty and integrity in fulfilling all responsibilities and must comply with all applicable laws and regulations. The purpose of this policy is to create an ethical and open work environment, to ensure that the School has a governance and accountability structure that supports its mission, and to encourage and enable directors, officers, employees, and volunteers of the School to raise serious concerns about the occurrence of illegal or unethical actions within the School before turning to outside parties for resolution.

All directors, officers, employees, and volunteers of the School have a responsibility to report any action or suspected action taken within the School that is illegal, unethical or violates any adopted policy of the School, or local rule or regulation. Anyone reporting a violation must act in good faith, without malice to the School or any individual at the School and have reasonable grounds for believing that the information shared in the report indicates that a violation has occurred. A person who makes a report does not have to prove that a violation has occurred. However, any report which the reporter has made maliciously or any report which the reporter has good reason to believe is false will be viewed as a serious disciplinary offense. No one who in good faith reports a violation, or who, in good faith, cooperates in the investigation of a violation shall suffer harassment, retaliation, or adverse employment action. Further, no one who in good faith discloses, who may disclose, or who the School believes disclosed or may disclose, information regarding alleged violations to a person with authority over the employee or another employee who had responsibility for investigating, discovering or correcting the purported violation shall suffer harassment, retaliation, or adverse employment action.

Drug and Alcohol Free Workplace

CalOPS is committed to providing a drug and alcohol free workplace and to promoting safety in the workplace, employee health and well-being, stakeholder confidence and a work environment that is conducive to attaining high work standards. The use of drugs and alcohol by employees jeopardizes these goals, since it adversely affects health and safety, security, productivity, and public confidence and trust. Drug or alcohol use in the workplace or during

the performance of job duties is extremely harmful to employees and to other CalOPS stakeholders.

The bringing to the workplace, possession or use of intoxicating beverages or drugs on any School premises or during the performance of work duties is prohibited and will result in disciplinary action up to and including termination.

This policy does not prohibit an employee's use of cannabis off the job and away from the workplace.

Confidential Information

Employees are required to comply with all applicable federal and state privacy laws and regulations governing the protection of student and employee information, including but not limited to the Family Educational Rights and Privacy Act ("FERPA") and California privacy laws.

All personal information related to students and employees is confidential in nature, and may not be shared with or distributed to unauthorized parties. All records concerning special education pupils shall be kept strictly confidential and maintained in separate files.

For purposes of this policy, "personal information" includes any information that identifies or can be used to identify an individual student or employee, including but not limited to name, address, telephone number, email address, date of birth, Social Security number, student identification number, financial information, medical or health information, and any other sensitive or protected data.

Employees must take appropriate measures to safeguard confidential and personal information, whether in paper or electronic form. Failure to maintain confidentiality may result in disciplinary action, up to and including release from at-will employment.

Conflict of Interest

All employees must avoid situations involving actual or potential conflict of interest. An employee involved in any relationships or situations which may constitute a conflict of interest should immediately and fully disclose the relevant circumstances to Human Resources, Superintendent or the Board of Directors, for a determination about whether a potential or actual conflict exists. If an actual or potential conflict is determined, the School may take whatever corrective action appears appropriate according to the circumstances. Failure to disclose facts shall constitute grounds for disciplinary action.

No Smoking

It is the policy of CalOPS to prohibit smoking and vaping on all School premises and at off-campus School-sponsored events. Additionally, smoking is prohibited within 250 feet of any facility or park where a School sports event is taking place.

THE WORKPLACE

Work Schedule

Business hours are normally 8:00 a.m. – 4:00 p.m., Monday through Friday. The regular start times for full time employees are 7:00AM, 7:30AM, and 8:00AM to be determined based on a discussion with their direct supervisor. The regular workday schedule for nonexempt employees is eight (8) hours; the regular workweek schedule is forty (40) hours. Exempt employees are also generally expected to be present during business hours and to commit whatever additional time is necessary to satisfactorily complete all job requirements.

Work from Home

Communication Expectations:

Employees are required to respond to Chat messages within 20 minutes during their working hours. This response time is crucial to maintain the flow of communication and to address work-related inquiries, tasks, and collaboration efforts promptly. If a complete response cannot be provided within the 20-minute window, employees should send an acknowledgment of the message and indicate when the sender can expect a detailed response. Employees should accurately set their availability status on their Google Calendar to reflect their current working status (e.g., Available, In a Meeting, Out of Office). This helps in setting realistic expectations for response times.

Workspace Setup:

Employees are expected to establish a dedicated workspace in their home that is quiet and free from distractions. This is essential for maintaining focus, privacy, and the confidentiality of company information. The workspace should be situated in a location where background noise is minimized during work hours and where interruptions by household members, pets, or external factors are limited. The workspace should be ergonomically set up to promote good posture and reduce the risk of strain or injury. This includes a proper chair, desk, and computer setup. Employees are responsible for ensuring their workspace meets CalOPS's health and safety standards. Employees must have a reliable internet connection and the necessary technology (e.g., computer, software, phone) to perform their job functions effectively. California Online Public Schools will provide support for technology setup and troubleshooting as needed.

Employees working remotely remain subject to all applicable wage and hour laws. Non-exempt employees are required to accurately record all hours worked in accordance with School timekeeping procedures. Working “off the clock” is strictly prohibited. All overtime must be approved in advance by a supervisor. Employees are required to take all legally required meal and rest periods and must immediately report any missed, shortened, or interrupted meal or rest period to their supervisor.

CalOPS will reimburse employees for reasonable and necessary business expenses in accordance with California law. Employees are responsible for maintaining an approved work location and must notify the organization of any changes to their primary work location.

Child / Dependent Care: Employees are expected to ensure that dependent care responsibilities do not interfere with their ability to perform job duties during scheduled work hours. Work-from-home arrangements are intended to support job performance and operational needs, and employees must remain fully engaged and available during assigned working hours. Employees considering a work-at-home arrangement are encouraged to discuss expectations of telecommuting with family members prior to entering such an arrangement.

The School reserves the right to interpret, modify, or discontinue this policy at its discretion, consistent with applicable law and operational needs.

Non-compliance with the Work from Home policy may prompt a review of the employee's remote work arrangement. Repeated non-compliance may result in disciplinary action, up to and including termination of employment.

Professional Credentials

Certain positions require employees to hold and maintain a valid California credential, when required for the position, as a condition of employment.

Employees are responsible for monitoring credential expiration dates, completing renewals as required, and providing updated documentation to Human Resources. While HR may provide reminders when required by law, maintaining valid credentials remains the responsibility of the employee. If a required credential lapses or is not maintained, the employee may be removed from duties requiring the credential and may be placed on unpaid status or subject to disciplinary action, up to and including termination of employment, as permitted by law

Failure to maintain required credentials may result in disciplinary action, up to and including unpaid leave, suspension, or termination.

Employment Eligibility and Work Location

CalOPS recognizes that employing individuals residing outside the State of California creates additional legal, tax, insurance, and regulatory obligations for the School. In order to support compliance with state employment regulations and to align with the needs of our California-based students and programs, CalOPS hires employees who reside within the state of California CalOPS employees shall maintain their primary residence within the state of California unless otherwise authorized by the School. For purposes of this policy, an employee’s primary residence is the location where the employee primarily lives and performs work duties and which serves as their tax and employment reporting location.

Employees must perform their work duties from their approved California work location. Maintaining a mailing address or secondary residence in California does not satisfy this requirement if the employee is physically working from another state.

Employees must notify Human Resources in advance of any planned relocation or immediately upon any change to their primary residence. Employees may only perform work duties from

locations approved by the School to ensure compliance with payroll tax, workers' compensation, and employment law requirements.

The School reserves the right to verify employee work locations and to modify this policy as needed to comply with legal, regulatory, insurance, or operational requirements.

Military and Protected Leave Exception

CalOPS is a proud supporter of military service members and their families. The School will comply with all applicable federal and state laws, including the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Federal Emergency Management Agency ("FEMA") reserves who deploy to major disaster sites, the Family and Medical Leave Act (FMLA), and the California Family Rights Act (CFRA), as applicable.

Employees who are required to relocate due to military orders, or who need to temporarily reside outside of California to care for a covered service member or address a qualifying exigency related to military service, may be eligible for protected leave or a temporary exception to the California residency requirement.

Any such exception:

- Must be reviewed and approved by Human Resources
- Will be limited in duration and tied to the applicable protected leave or military orders
- Does not guarantee indefinite or ongoing out-of-state employment
- Must comply with all applicable payroll tax, workers' compensation, and legal requirements

Upon conclusion of the approved leave or military-related need, employees are expected to return to a California-based work location as a condition of continued employment, unless otherwise required by law

CalOPS will reinstate employees returning from military leave to their same position or one of comparable seniority status, and pay as required by law.

Temporary Work Relocation

Employees may request approval to temporarily work from another location within the United States. Requests must be submitted in writing to Human Resources at least thirty (30) days prior to the requested start date. Approved temporary work relocations do not change an employee's designated primary residence. All temporary arrangements must remain consistent with the School's residency requirements and may be limited in duration to ensure compliance with applicable tax, payroll, and employment laws.

Temporary work relocations are granted at the School's discretion and typically follow these guidelines:

- Travel lasting less than one (1) week requires supervisor approval.
- Travel lasting longer than one (1) week requires Human Resources approval.

Employees may not perform work duties while located outside of the United States. International work arrangements are not permitted.

The School reserves the right to interpret, modify, or discontinue this policy at its discretion, consistent with applicable law and operational needs.

Failure to comply with this policy or misrepresentation of work location may result in disciplinary action, up to and including termination.

Grandfathered Employees

Employees whose primary residence is located outside of California as of June 30, 2026 may continue employment from their current approved out-of-state work location. This exception is limited to the employee's current state of residence and does not permit relocation to a different state. Any change in residence or work location must be reviewed and approved in advance by Human Resources and may result in the loss of grandfathered status. Employees in grandfathered status remain subject to all other employment requirements, including compliance with applicable tax, payroll, and operational considerations.

Employees who receive approval for an out-of-state relocation prior to June 30, 2026 must complete their relocation to the approved location no later than June 30, 2027. Failure to complete the approved relocation within this timeframe may result in revocation of the approval and may impact continued employment eligibility.

Grandfathered employees are not permitted to relocate to another out-of-state location. Any employee who is residing outside of California and relocates to a different state from the one they presently reside in at the time of approval will be considered to have voluntarily resigned employment with the School, unless prior written approval is expressly granted by Human Resources.

If a grandfathered employee relocates outside of their approved work location or establishes a primary residence in a new state without prior written approval, they will no longer be eligible to continue employment with the School.

California Online Public Schools reserves the right to modify or discontinue this exception as necessary to comply with applicable law, regulatory requirements, insurance obligations, or operational needs.

Meal and Rest Periods

Nonexempt employees working at least five (5) hours are provided with a thirty (30) minute meal period, to be taken approximately in the middle of the workday but by no later than the end of the 5th hour of work. An employee may waive this meal period if the day's work will be completed in no more than six (6) hours, provided the employee and CalOPS mutually consent to the waiver in writing.

Nonexempt employees are also provided with a ten (10) minute rest period for every four (4) hours worked or major fraction thereof, which should be scheduled towards the middle of the work period as practicable. Employees are prohibited from combining meal and rest period time.

An employee's supervisor must be aware of and approve scheduled meal and rest periods. Employees must immediately inform their supervisor if they are prevented from taking their meal and/or rest periods. Employees are expected to observe assigned working hours and the time allowed for meal and rest periods.

Lactation Accommodation

CalOPS accommodates lactating employees by providing a reasonable amount of break time to any employee who desires to express breast milk for an infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Any break time provided to express breast milk that does not run concurrently with break time already provided to the nonexempt employee shall be unpaid.

CalOPS will make reasonable efforts to provide employees who need a lactation accommodation with the use of a room or other private location that is clean and located close to the employee's work area. Such a room/location shall not be a bathroom or contain toxic or hazardous materials, and shall have electricity, a surface to place a breast pump, and a place to sit. Employees shall also be given access to a sink with running water and a refrigerator. Employees with private offices will be required to use their offices to express breast milk. Employees who desire lactation accommodations should contact their supervisor to request accommodations. Lactating employees will not be required to be in-person for mandatory school-wide events, however supervisor approval is required for the excused absence.

Attendance and Tardiness

All employees, whether exempt or nonexempt, are expected to arrive at work consistently and on time. Absenteeism and tardiness negatively affects the School's ability to implement its educational program and disrupts consistency in students' learning.

If it is necessary to be absent or late, employees are expected to telephone their supervisor as soon as possible but no later than one-half (1/2) hour before the start of the workday. If an employee is absent from work longer than one (1) day, he or she is expected to keep their supervisor timely notified of their inability to report to work.

As noted in the section of this Handbook concerning prohibited conduct, excessive or unexcused absences or tardiness may result in disciplinary action up to and including release from at-will employment with the School. Absence for more than three (3) consecutive days without notifying their supervisor will be considered a voluntary resignation from employment.

Mandatory In-Person Events

CalOPS conducts a variety of in-person events throughout the school year that support instructional delivery, operational compliance, and student engagement. These events include, but are not limited to, Back-to-School, State Testing, Graduation ceremonies, and other school-wide gatherings designated as mandatory by CalOPS leadership.

Attendance Requirement

Attendance at mandatory in-person events is a condition of employment for all employees whose job duties include participation in such events. Employees are expected to attend all mandatory in-person events as assigned.

If an employee is unable to attend a mandatory in-person event for any reason, the employee is required to use a full vacation day to cover the absence. This requirement applies regardless of the anticipated or actual duration of the event or assignment.

- **Back-to-School Events:** A full vacation day (8 hours) must be used if the employee does not attend.
- **State Testing Assignments:** A full vacation day (8 hours) must be used if the employee cannot fulfill their assigned testing responsibilities.
- **Graduation Ceremonies:** Employees assigned to graduation events must attend or use a full vacation day (8 hours) if they are unable to do so.

Employees are responsible for ensuring that sufficient vacation time is available to cover such absences.

Employees With Approved Medical Accommodations

Employees who have an approved medical accommodation on file that specifically limits or prevents participation in in-person events are not required to attend those events. The exemption applies only to employees whose formal accommodation expressly restricts in-person attendance. No employee shall be required to attend an in-person event in conflict with a documented, approved medical accommodation.

Optional In-Person Events

CalOPS also hosts optional in-person activities, including Festivals and community engagement events. Attendance at these events is not required, but participation is strongly encouraged as these events support community-building and student connection. Employees who choose not to attend optional events are not required to use vacation time. Certain school events may initially be communicated as optional. However, to ensure adequate staffing, student supervision, safety, and the successful execution of school programs, CalOPS reserves the right to require employee attendance if an insufficient number of staff confirm participation. In such cases, the event will be re-designated as mandatory, and employees will be provided reasonable advance notice. Employees are expected to attend unless they have an approved leave or accommodation in place.

Non-Compliance

Failure to attend a mandatory in-person event without the use of a vacation day, or failure to comply with the requirements of this policy, may result in disciplinary action, up to and including termination, consistent with the Discipline and Termination of Employment section of this Handbook.

Timecards/Records

By law, CalOPS is obligated to keep accurate records of the time worked by nonexempt employees. Such employees shall be required to utilize the School's timecard system.

Nonexempt employees must accurately clock in and out of their shifts as this is the only way the payroll department knows how many hours each employee has worked and how much each employee is owed. The timecard indicates when the employee arrived and when the employee departed. All nonexempt employees must clock in and out for arrival and departure, along with lunch and for absences like doctor or dentist appointments. All employees are required to keep the office advised of their departures from and returns to the school premises during the workday.

Nonexempt employees are solely responsible for ensuring accurate information on their timecards and remembering to record time worked. If an employee forgets to mark their timecard or makes an error on the timecard, the employee must contact their supervisor to make the correction and such correction must be initiated by both the employee and their supervisor.

Nonexempt employees are prohibited from performing off-the-clock work, including but not limited to checking emails before/after work hours, performing work in the morning before logging in, and running School errands after logging out.

No one may record hours worked on another's timesheet. The HR Payroll team can make an adjustment on an employee's timesheet with the employee's permission in cases where the employee is unable to access their timesheet. Any employee who violates any aspect of this policy may be subject to disciplinary action, up to and including release from at-will employment with the School.

Use of Email, Voicemail and Internet Access

CalOPS will permit employees to use its email, voicemail systems and Internet access subject to the following:

1. Minimal personal use as long as it does not interfere with timely job performance and is consistent with law and appropriate protocols.

2. The email system and Internet access is not to be used in any way that may be disruptive, offensive to others, or harmful to morale. For example, sexually explicit images, ethnic slurs, racial epithets, or anything else that may be construed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, religious beliefs or political beliefs may not be displayed or transmitted.

3. Employees should not attempt to gain access to another employee's personal file or email or voicemail messages without the latter's express permission.

4. The School will not enter an employee's personal email files or voicemail unless there is a business need to do so. CalOPS retains a copy of all passwords; passwords unknown to the School may not be used. System security features, including passwords and delete functions, do not neutralize the School's ability to access any message at any time. Employees must be aware that the possibility of such access always exists.

5. Employees should not use personal devices or email accounts for School-related communications. Such communications should only take place using School-issued devices and via the employee's email account.

Personal Business

CalOPS's facilities for handling mail and telephone calls are designed to accommodate School business. Employees should have personal mail directed to their home address and limit personal telephone calls to an absolute minimum. Personal calls should only take place during break times and should not interfere with daily tasks. Do not use School material, time or equipment for personal projects.

Social Media

If an employee decides to post information on the Internet (i.e., TikTok, Facebook, Instagram, Snapchat, etc.) that discusses any aspect of his/her workplace activities, the following restrictions apply:

- School equipment, including School computers and electronics systems, may not be used for these purposes;
- Student and employee confidentiality policies must be strictly followed;
- Employees must make clear that the views expressed are their own and not those of the School;
- Employees may not use the School's logos, trademarks and/or copyrighted material and are not authorized to speak on the School's behalf;

- Employees are not authorized to publish any confidential or proprietary information maintained by the School;
- Employees are prohibited from making discriminatory, defamatory, libelous or slanderous comments when discussing the School, the employee's supervisors, co-workers and competitors;
- Employees must comply with all School policies, including, but not limited to, rules against unlawful harassment and retaliation.

The School reserves the right to take disciplinary action against any employee whose social media postings violate this or other School policies.

Personal Appearance/Standards of Dress

CalOPS employees serve as role models to the School's students. All employees should therefore maintain professional standards of dress and grooming. Just as overall attitude and instructional competency contribute to a productive learning environment, so do appropriate dress and grooming.

Employees are encouraged to wear clothing that will add dignity to the educational profession, will present an image consistent with their job responsibilities, and will not interfere with the learning process. Accordingly, all employees shall adhere to the following standards of dress:

1) Clothing and jewelry must be safe and appropriate to the educational environment. All clothing must be clean and in good repair. Slits or tears in pants or other articles of clothing are not permitted except for modest slits in dresses or skirts that are no higher than three (3) inches above the knee.

2) Slacks and shorts are to be worn on the waist with no portion of an undergarment showing. Shorts should be modest in length and should be no higher than three (3) inches above the knee.

3) Skirts and dresses should be no higher than three (3) inches above the knee.

4) All tops must be appropriate to the work environment, and should be clean, neat, and provide proper coverage.

5) Clothing or jewelry with logos that depict and/or promote gangs , drugs, alcohol, tobacco, sex, violence, illegal activities, profanity, or obscenity are not permitted.

6) Appropriate shoes must be worn at all times.

Health and Safety Policy

CalOPS is committed to providing and maintaining a healthy and safe work environment for all employees.

Employees are required to know and comply with the School's General Safety Rules and to follow safe and healthy work practices at all times. Employees are required to report

immediately to Human Resources any potential health or safety hazards, and all injuries or accidents.

In compliance with Proposition 65, the School will inform employees of any known exposure to a chemical known to cause cancer or reproductive toxicity.

Workplace Violence Prevention Policy

CalOPS is committed to maintaining a work environment that is safe, secure, and free from threats of violence. In accordance with California law, the organization maintains a Workplace Violence Prevention Plan that applies to all employees, worksites, and school-related activities.

Workplace violence includes any act or threat of physical violence, intimidation, harassment, or other disruptive behavior that occurs in the workplace or in connection with an employee's work duties. Employees are expected to promptly report any incident, concern, or threat of workplace violence to their supervisor or a designated administrator as soon as practicable.

All reports will be taken seriously and reviewed promptly. CalOPS will investigate reported incidents, maintain required records of workplace violence incidents, and take appropriate corrective action when necessary. Retaliation against any employee who reports concerns in good faith or participates in an investigation is strictly prohibited.

Employees are required to participate in workplace violence prevention training and to cooperate fully in any investigation related to workplace safety.

Security Protocols

CalOPS has developed guidelines to help maintain a secure workplace. Be aware of unknown persons loitering in parking areas, walkways, entrances and exits and service areas. Report any suspicious persons or activities to Human Resources. The employee must secure their desk or office at the end of the day. When an employee is called away from his or her work area for an extended length of time, valuable or personal articles should not be left around a work station that may be accessible. The security of facilities as well as the welfare of employees depends upon the alertness and sensitivity of every individual to potential security risks. Employees should immediately notify Operations when keys are missing or if security access codes or passes have been breached.

Occupational Safety

CalOPS is committed to the safety of its employees, vendors, contractors and the public and to providing a clear safety goal for management.

The prevention of accidents is the responsibility of every School supervisor. It is also the duty of all employees to accept and promote the established safety regulations and procedures. Every effort will be made to provide adequate safety training. If an employee is ever in doubt how to perform a job or task safely, assistance should be requested. Unsafe conditions must be reported immediately.

It is the policy of the School that accident prevention shall be considered of primary importance in all phases of operation and administration. CalOPS's management is required to provide safe and healthy working conditions for all employees and to establish and require the use of safe practices at all times.

Failure to comply with or enforce School safety and health rules, practices and procedures could result in disciplinary action, up to and including termination of employment.

Accident/Incident Reporting

It is the duty of every employee to immediately or as soon as is practical report any accident or injury occurring during work or on School premises so that arrangements can be made for medical or first aid treatment, as well as for investigation and follow-up purposes. Accident/Incident report can be found in the employee resources shared folder.

Reporting Fires and Emergencies

It is the duty of every employee to know how to report fires and other emergencies quickly and accurately. Employees should report any such emergency by calling management. In addition, all employees should know the local emergency numbers such as 911.

Emergency Contact

Employees are entitled to choose an emergency contact to be contacted by CalOPS in case of emergency. The School will notify an employee's designated emergency contact if the employee is arrested or detained at work but only if the employee has designated an emergency contact for this purpose, and only if the School has actual knowledge of the arrest.

Workplace Rights

All employees are entitled to know and exercise their workplace and constitutional rights. Labor laws, including but not limited to standards for wages, hours, and health and safety, apply to all workers in the state regardless of immigration status. See **Appendix C** for a pamphlet from the State of California Department of Industrial Relations regarding employee rights at the School.

EMPLOYEE WAGES AND HEALTH BENEFITS

Payroll Withholdings

As required by law, the School shall withhold Federal Income Tax, State Income Tax, Social Security (FICA) and State Disability Insurance from each employee's pay as follows:

1. Federal Income Tax Withholding: The amount varies with the number of exemptions the employee claims and the gross pay amount.

2. State Income Tax Withholding: The same factors which apply to federal withholdings apply to state withholdings.

3. Social Security (FICA): The Federal Insurance Contribution Act requires that a certain percentage of employee earnings be deducted and forwarded to the federal government, together with an equal amount contributed by the School.

4. State Disability Insurance (SDI): This state fund is used to provide benefits to those out of work because of illness or disability. These contributions also cover Paid Family Leave (PFL) benefits to those out of work to care for a seriously ill family member or bond with a new child. SDI and PFL benefits are managed by California Employment Development Department (EDD) and are not determined by the School.

5. CalSTRS or CalPERS Contributions: The School participates in The California State Teachers' Retirement System (CalSTRS) and the California Public Employees' Retirement System (CalPERS), which are pension programs that provide defined benefits to qualifying members in retirement. Employees will have a percentage of their pay withheld to contribute to CalSTRS or CalPERS, and the School will also make a monthly contribution on the employees' behalf.

Employees may also have deductions made to their paychecks when a wage overpayment occurs. The School will provide the employee with a written notice which describes the wage overpayment and will afford the employee an opportunity to respond before commencing any recoupment action. If the employee disputes the wage overpayment, the School shall initiate a legal action to validate the overpayment before proceeding with recoupment. The School may require the employee to reimburse an overpayment through a mutually agreeable method, including through cash repayment or a deduction of the employee's payroll check, among other options. An employee who is separated from employment before full repayment of the overpayment amount shall have any remaining amounts withheld from their final check. The School also reserves the right to exercise any and all other legal means to recover any additional amounts owed. The School shall provide employees with advance written notice of the deduction prior to the pay period when it will go into effect.

Every deduction from an employee's paycheck is explained on the check voucher. If an employee does not understand the deductions, he or she should ask Human Resources to explain them.

Employees may change the number of withholding allowances claimed for Federal Income Tax purposes at any time by filling out a new W-4 form and submitting it to Human Resources. The office maintains a supply of these forms.

All Federal, State, and Social Security taxes will be automatically deducted from paychecks. Federal Withholding Tax deduction is determined by the employee's W-4 form. The W-4 form should be completed upon hire and it is the employee's responsibility to report any changes in filing status to Human Resources and to fill out a new W-4 form.

At the end of the calendar year, a "withholding statement" (W-2) will be prepared and forwarded to each employee for use in connection with preparation of income tax returns. The W-2 shows Social Security information, taxes withheld and total wages.

Overtime Pay

Whether an employee is exempt from or subject to overtime pay will be determined on a case-by-case basis and will be indicated in the employee's job description. Generally, teachers and administrators are exempt. Nonexempt employees may be required to work beyond the regularly scheduled workday or workweek as necessary. Only actual hours worked in a given workday or workweek can apply in calculating overtime for nonexempt employees. CalOPS will attempt to distribute overtime evenly and accommodate individual schedules. All overtime work must be previously authorized by the employee's supervisor. CalOPS provides compensation for all overtime hours worked by nonexempt employees in accordance with state and federal law as follows:

For employees subject to overtime, all hours worked in excess of eight (8) hours in one workday or forty (40) hours in one workweek shall be treated as overtime. Compensation for hours in excess of forty (40) for the workweek or in excess of eight (8) and not more than twelve (12) for the workday, and for the first eight (8) hours on the seventh consecutive day in one workweek, shall be paid at a rate of one and one-half times the employee's regular rate of pay. Compensation for hours in excess of twelve (12) in one workday and an excess of eight (8) on the seventh consecutive workday of the workweek shall be paid at double the regular rate of pay.

Exempt employees may have to work hours beyond their normal schedules as work demands require. No overtime compensation will be paid to these exempt employees.

Paydays

Paydays are scheduled twice per month, on the 10th and 25th of the month, or the business day preceding the date if it lands on a weekend or holiday. If an employee observes any error in his or her check, it should be reported immediately to Human Resources.

Compensation

CalOPS complies with all applicable California laws regarding pay transparency and pay equity. The organization maintains pay scales for each position, which reflect a good faith estimate of the salary or hourly wage range reasonably expected to be offered at the time of hire.

Compensation decisions are made without regard to any protected characteristic, and the organization prohibits discrimination in pay or compensation practices. Employees who have questions regarding compensation practices may contact Human Resources.

Wage Attachments and Garnishments

Under normal circumstances, the School will not assist creditors in the collection of personal debts from its employees. However, creditors may resort to certain legal procedures such as garnishments, levies or judgments that require the School, by law, to withhold part of an employee's earnings in their favor.

Employees are strongly encouraged to avoid such wage attachments and garnishments. If the School is presented a second garnishment request concerning an employee, Human Resources will discuss the situation with the employee.

Medical Benefits

Eligibility

An employee is eligible for medical coverage if he or she is a regular employee working for the School at least thirty (30) hours per week.

Employees who go from part-time to full-time employment become eligible for full benefits on the first day of the month following the effective date of the change.

When Coverage Starts

Employee coverage will begin on the first day of employment or if hired mid-month it will start on the first day of the next month. An enrollment form must be submitted to the Human Resources team within the first 30 days of employment. This form serves as a request for coverage, and authorizes any payroll deductions necessary to pay for coverage.

COBRA Benefits

When coverage under the School's medical and/or dental plans ends, employees or their dependents can continue coverage for eighteen (18) or thirty-six (36) months, depending upon the reason benefits ended. To continue coverage, an employee must pay the full cost of coverage – the employee contribution and the School's previous contribution plus a possible administrative charge.

Medical coverage for an employee, his/her spouse, and eligible dependent children can continue for up to eighteen (18) months if coverage ends because:

- Employment ends, voluntarily or involuntarily, for any reason other than gross misconduct; or

- Hours of employment are reduced below the amount required to be considered a full-time employee or part-time, making an employee ineligible for the plan.

This eighteen (18) month period may be extended an additional eleven (11) months in cases of disability subject to certain requirements. This eighteen (18) month period may also be extended an additional eighteen (18) months if other events (such as a divorce or death) occur subject to certain requirements.

An employee's spouse and eligible dependents can continue their health coverage for up to thirty-six (36) months if coverage ends because:

- The employee dies while covered by the plan;

- The employee and his/her spouse become divorced or legally separated;

- The employee becomes eligible for Medicare coverage, but his/her spouse has not yet reached age sixty-five (65); or

- The employee's dependent child reaches an age which makes him or her ineligible for coverage under the plan.

Rights similar to those described above may apply to retirees, spouses and dependents if the employer commences a bankruptcy proceeding and those individuals lose coverage.

CalOPS will notify employees or their dependents if coverage ends due to termination or a reduction in work hours. If an employee becomes eligible for Medicare, divorced or legally separated, dies, or when a dependent child no longer meets the eligibility requirements, the employee or a family member are responsible for notifying the School within thirty (30) days of the event. CalOPS will then notify the employee or his/her dependents of the employee's rights.

Health coverage continuation must be elected within sixty (60) days after receiving notice of the end of coverage, or within sixty (60) days after the event causing the loss, whichever is later.

There are certain circumstances under which coverage will end automatically. This happens if:

- Premiums for continued coverage are not paid within thirty (30) days of the due date;

- The employee (or his/her spouse or child) become covered under another group health plan which does not contain any exclusion or limitation with respect to any pre-existing condition the employee (or the employee's spouse or child, as applicable) may have;

- CalOPS stops providing group health benefits;

- The employee (or the employee's spouse or child) become entitled to Medicare; or

- The employee has been receiving extended coverage for up to twenty-nine (29) months due to disability and there has been a final determination that the employee is no longer disabled.

PERSONNEL EVALUATION AND RECORD KEEPING

Employee Reviews and Evaluations

Each employee will receive periodic performance reviews conducted by their direct supervisor. Performance evaluations will be conducted annually. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems.

Mid-Year Evaluation

All new employees, as well as employees identified as needing additional support, will participate in a mid-year evaluation. Employees hired after September 30 will complete their first mid-year evaluation during the following school year. The mid-year evaluation is a focused review between the supervisor and employee to assess performance and progress since the employee's start date. This process provides an opportunity to address immediate concerns, recognize achievements, and establish clear expectations for the remainder of the year.

End of Year Evaluation

Each school year, all employees will take part in a self-evaluation as a part of the end of year evaluation. Employees hired after April 1st will not have an end of year evaluation. During the self-evaluation, employees should reflect on their achievements, challenges, strengths, and areas for improvement. Supervisors will assess performance, using the same rubric as the self-evaluation. A one-on-one meeting between each employee and their supervisor will be held to discuss the evaluations. This meeting is a platform for constructive feedback, recognition of achievements, and discussion of career development plans.

Constructive feedback will be provided, and any necessary adjustments to goals or responsibilities will be discussed. Development opportunities and support will be identified to ensure continued growth and success.

Employees with positive performance reviews will be considered for promotions and career advancement opportunities.

Performance evaluations may review factors such as the quality and quantity of the work performed, knowledge of the job, initiative, work attitude, and attitude toward others. The performance evaluations are intended to make employees aware of their progress, areas for improvement, and objectives or goals for future work performance. Favorable performance evaluations do not guarantee increases in salary or promotions. Salary increases and promotions are solely within the discretion of the School. After the review, an employee will be required to sign the evaluation report to acknowledge that it has been presented to them, that they have discussed it with their supervisor, and that they are aware of its contents.

Newly hired employees may have their performance goals reviewed by their supervisors within the first ninety (90) days of employment.

On a periodic basis, the supervisors will review employee job performance with an employee in order to establish goals for future performance and to discuss current performance. CalOPS's evaluation system will in no way alter the at-will employment relationship.

Personnel Files and Record Keeping Protocols

At the time of employment, a personnel file is established for each employee. It is each employee's responsibility to keep Human Resources advised of changes that should be reflected in their personnel file. Such changes include: change in address, telephone number, marital status, number of dependents and person(s) to notify in case of emergency. Prompt notification of these changes is essential and will enable the School to contact an employee should the change affect their other records.

Employees have the right to inspect documents in their personnel file, as provided by law, in the presence of a School representative, at a mutually convenient time. Employees also have the right to obtain a copy of their personnel file as provided by law. Employees may add comments to any disputed item in the file. CalOPS will restrict disclosure of personnel files to authorized individuals within the School. A request for information contained in the personnel file must be directed to Human Resources. Only Human Resources is authorized to release information about current or former employees. Disclosure of information to outside sources will be limited. However, the School will cooperate with requests from authorized law enforcement or local, state or federal agencies conducting official investigations or as otherwise legally required.

Credible complaints of substantiated investigations into or discipline for egregious misconduct will not be expunged from an employee's personnel file unless the complaint is heard by an arbitrator, administrative law judge, or the Board and the complaint is deemed to be false, not credible, unsubstantiated or a determination was made that discipline was not warranted.

CalOPS maintains personnel records in accordance with applicable law. Personnel files may include employment history, performance evaluations, disciplinary records, and documentation related to an employee's education and training.

Training records may include the name of the training, the provider, the date completed, the duration, and any certifications or competencies obtained. Employees may request access to their personnel records in accordance with established procedures.

Internal Applications

Job openings will be posted on CalOPS's careers page, and shared regularly through company-wide emails. Internal and external recruitment may occur simultaneously or separately. Job postings will include essential details such as job title, department, responsibilities, qualifications, and application deadline. As with external hiring, equal consideration for internal transfer or promotion is given to all who apply in accordance with the Equal Opportunity Policy.

To be eligible to apply for an internal position, an employee must be in good standing with the company, meeting performance expectations and having no active disciplinary actions against them. Employees should meet the minimum qualifications and requirements specified for the

position as outlined in the job posting. Employees must have approval from their supervisor and admin before being eligible to apply for internal positions unless stated otherwise. Employees interested in applying for an internal job opportunity must submit their application through the application portal and follow the specified application instructions.

Career Ladder

The purpose of Career Ladder is to provide leadership development opportunities for 10-month staff and recognition of 10-month exempt staff that assume additional tasks and responsibilities in support of the school's mission of being the best online public charter school. Career Ladder compensation is for work done in addition to a staff member's regular role.

The Career Ladder consists of two tiers, each with increasing responsibilities as well as increasing pay.

Collaborative Teacher - 8% on top of base salary

Supervising Teacher - 16% on top of base salary - can supervise up to 10 employees

Applying for Career Ladder

All 10-month staff will have the opportunity to apply to a career ladder role each school year and employees with an overall "meets or exceeds the standards" on their evaluation will be considered. Employees will have to re-apply to the Career Ladder each school year and your Career Ladder role and responsibilities will be evaluated during the performance review cycle. Career Ladder positions are not guaranteed each school year.

Every two (2) years, a Career Ladder audit will be conducted. During this audit, administrators and the Human Resources Department will collaborate to discuss allocation of Career Ladder points to ensure they are being used effectively.

HOLIDAYS, VACATION/SICK TIME OFF AND LEAVES

Holidays

CalOPS calendar reflects any and all holidays observed by the School. The following holidays are generally observed by public entities, including public schools:

- New Year's Day
- Martin Luther King Jr. Birthday
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- World Mental Health Day
- Thanksgiving
- Friday after Thanksgiving
- Day before Christmas
- Christmas Day

Other days during the school year, such as days during the School's calendared breaks, shall not be paid time for nonexempt employees in active status. Recognized religious holidays may be taken off by an employee whose religion requires observance of the particular day. Employees must request the day off in advance by written notice to their supervisor. The employee will be paid if the religious holiday is taken as an earned paid leave day (vacation day). The employee will not be paid if the religious holiday is taken as a personal leave of absence day. Employees on any leave of absence do not earn holiday pay.

Vacation Time Off

CalOPS acknowledges the value of vacation time as a well-deserved opportunity for rest and renewal, we encourage scheduling vacations with mindful consideration for 'peak traffic periods' within the school year. This ensures that both our staff can enjoy their time off to the fullest extent possible and that our operations continue to run smoothly during busy periods.

All Regular full-time employees are entitled to vacation terms based upon date of hire, length of service and status with the School.

*Vacation Schedule – **Regular Full-Time Employees (12-month)** Years of Service Maximum # Number of Vacation Hours per Year.*

In the first school year, eligible staff receive vacation according to their month of hire:

July - September 80
October - December 60

January - March	40
April - June	24

After the first school year, vacation hours are allocated as follows:
Years of Service Maximum Number of Vacation Hours per Year

Start of 2nd school year	112
Start of 3rd school year	144
Start of 7th school year	160
Start of 10th school year	184
Start of 15th school year	200
Start of 20th school year	216
Start of 25th school year	232
Start of 30th school year	248

*Vacation Schedule – **Regular Full-Time Employees (10-month)** Years of Service Maximum # Number of Vacation Hours per Year.*

In the first school year, eligible staff receive vacation according to their month of hire:

August - December	40
January - April	24
May - July	16

After the first school year, vacation hours are allocated as follows:
Years of Service Maximum Number of Vacation Hours per Year

Start of 2nd school year	48
Start of 3rd school year	64
Start of 7th school year	80
Start of 10th school year	96
Start of 15th school year	112
Start of 20th school year	128
Start of 25th school year	144
Start of 30th school year	160

Employees who are rehired into a benefit eligible position within one (1) school year of their termination date will receive service credit for purposes of vacation days accrual placement based on their original hire date.

Unused, earned vacation days will be paid out at the end of each school year; they may not be carried over from year to year. All vacation days must be requested in advance and must be approved by your supervisor. Part-time employees in eligible positions will receive a prorated allocation of vacation time equal to 50% of the above allocations. Temporary employees will not have vacation day allotments.

Vacation benefits are earned based on active service. Employees do not accrue vacation time during any unpaid leave of absence, including but not limited to personal leave or other unpaid status. Vacation accrual will resume when the employee returns to active paid status.

Sick Time Off

To help prevent loss of earnings that may be caused by accident or illness, or by other emergencies, the School offers paid sick time off to its employees. Sick hours may be taken to receive preventive care (including annual physicals or flu shots) or to diagnose, treat, or care for an existing health condition. Employees may also use sick hours to assist a family member (i.e., children, parents, spouses/domestic partners, grandparents, grandchildren, or siblings) or a designated person (i.e., a person identified by the employee at the time the employee requests sick leave) who must receive preventative care or a diagnosis, treatment, or care for an existing health condition. Employees are limited to one (1) designated person per twelve (12) month period. Employees may also take paid sick time off to receive medical care or other assistance to address qualifying acts of violence, including but not limited to domestic violence, sexual assault, or stalking, that are committed against themselves or a family member.

Paid sick leave law was amended to allow employees to use PSL for jury and witness duty absences, as well as additional crime victim absences.

Paid sick leave is available to all School employees who work at least thirty (3) days within the span of a single calendar year from the commencement of employment. All eligible employees shall be credited with forty-eight (48) hours of sick leave at the beginning of each work year. Sick hours are front loaded for all employees at the beginning of each school year.

Employees cannot use paid sick time off until the thirtieth (30th) calendar day following the employee's start date. Sick time off must be taken by eligible employees in increments of two (2) hours. Accrued sick hours do not carry over from year to year with a maximum cap of eighty (80) hours and the School does not pay employees in lieu of unused sick time off.

If an employee is absent longer than five (5) days due to illness, medical evidence of their illness and/or medical certification of their fitness to return to work satisfactory to the School may be required. The School will not tolerate abuse or misuse of the sick time off privilege. If the School suspects abuse of sick time off, the School may require a medical certification from an employee verifying the employee's absence.

Once an employee has exhausted sick hours, the employee may continue on an unpaid medical leave depending upon the facts and circumstances of the employee's basis for leave beyond accrued sick time off. Employee requests for unpaid medical leave must be approved in advance by the School.

Unpaid Leave of Absence

CalOPS recognizes that special situations may arise where an employee must leave his or her job temporarily. At its discretion, the School may grant employees leaves of absence. Any unpaid leave of absence must be approved in advance by the School. The School may require appropriate documentation supporting the need for leave and its expected duration, consistent with applicable law.

The granting of a leave of absence always presumes the employee will return to active work by a designated date or within a specific period. The School is not obligated to provide any indefinite leave and may require periodic updates regarding an employee's status and intent to return to work.

During a Family and Medical Leave Act, California Family Rights Act leave, and/or Pregnancy Disability Leave, the employee's medical and dental benefits will remain in force, provided the employee pays the appropriate premiums. Otherwise, benefits are terminated the month any other type of leave begins. If an employee fails to return from a leave and is subsequently terminated, the employee is entitled to all earned but unused vacation pay, provided that the vacation pay was earned prior to the commencement of leave. No vacation time is accrued during any type of unpaid leave of absence.

Leave as a Reasonable Accommodation

The School recognizes that a leave of absence may, in some circumstances, be requested as a reasonable accommodation for a disability or medical condition. In such cases, the School will engage in a timely, good faith interactive process to determine whether the requested leave or another accommodation is reasonable and does not impose an undue hardship. The School may require medical certification supporting the need for leave, including the expected duration and anticipated return-to-work date, and may request periodic updates.

While the School will consider extending leave, it is not obligated to provide any indefinite leave requests. The School may consider alternative accommodations, such as modified duties or schedules. Employees are expected to use leave for its intended purpose and to participate in the interactive process; failure to do so may result in denial or delay of the request, where permitted by law.

Family Care and Medical Leave

This policy explains how the School complies with the federal Family and Medical Leave Act ("FMLA") and the California Family Rights Act ("CFRA"), both of which require the School to permit each eligible employee to take up to twelve (12) workweeks (or twenty-six (26) workweeks where indicated) of FMLA/CFRA leave in any twelve (12) month period for the purposes enumerated below.

- Employee Eligibility Criteria

To be eligible for FMLA/CFRA leave, the employee must have been employed by the School for a total of at least twelve (12) months, worked at least 1,250 hours during the twelve (12) month period immediately preceding commencement of the leave, and work at a location where the School has at least fifty (50) employees within seventy-five (75) miles, (except for purposes of CFRA where the threshold is five (5) employees).

- Events That May Entitle an Employee To FMLA/CFRA Leave

The twelve (12) week (or twenty-six (26) workweeks where indicated) FMLA/CFRA allowance includes any time taken (with or without pay) for any of the following reasons:

1. To care for the employee's newborn child or a child placed with the employee for adoption or foster care. Leaves for this purpose must conclude twelve (12) months after the birth, adoption, or placement. If both parents are employed by the School, they each will be entitled to a separate twelve (12) weeks of leave for this purpose, which cannot be loaned or otherwise assigned from one employee to the other.

2. Because of the employee's own serious health condition (including a serious health condition resulting from an on-the-job illness or injury) that makes the employee unable to perform any one or more of the essential functions of his or her job (other than a disability caused by pregnancy, childbirth, or related medical conditions, which is covered by the School's separate pregnancy disability policy).

a. A "serious health condition" is an illness, injury (including, but not limited to, on-the-job injuries), impairment, or physical or mental condition of the employee or a child, parent, or spouse of the employee that involves either inpatient care or continuing treatment, including, but not limited to, treatment for substance abuse.

b. "Inpatient care" means a stay in a hospital, hospice, or residential health care facility, any subsequent treatment in connection with such inpatient care, or any period of incapacity. A person is considered an "inpatient" when a health care facility formally admits him/her to the facility with the expectation that he/she will remain at least overnight and occupy a bed, even if it later develops that such person can be discharged or transferred to another facility and does not actually remain overnight.

c. "Incapacity" means the inability to work, attend school, or perform other regular daily activities due to a serious health condition, its treatment, or the recovery that it requires.

d. "Continuing treatment" means ongoing medical treatment or supervision by a health care provider.

3. To care for a spouse, domestic partner, child, or parent with a serious health condition. A qualifying family member may also include a parent-in-law, grandparent, grandchild, sibling, or designated person for CFRA purposes. "Designated person" refers to any individual related by blood or whose association with the employee is the equivalent to a family relationship. Employees are limited to one (1) designated person per twelve (12) month period.

4. When an employee is providing care to a spouse, son, daughter, parent, or next of kin who is a covered Armed Forces service member with a serious injury or illness, the employee may take a maximum of twenty-six (26) weeks of additional FMLA leave in a single twelve (12) month period to provide said care. CFRA does not provide leave specific to caring for a service member.

5. For any "qualifying exigency" because the employee is the spouse, son, daughter, or parent of an individual on active military duty, or an individual notified of an impending call or order to active duty, in the Armed Forces. For CFRA purposes, this may also include a domestic partner.

- Amount of FMLA/CFRA Leave Which May Be Taken

1. FMLA/CFRA leave can be taken in one (1) or more periods, but may not exceed twelve (12) workweeks total for any purpose in any twelve (12) month period, as described below, for any one, or combination of the above-described situations. "Twelve workweeks" means the equivalent of twelve (12) of the employee's normally scheduled workweeks. For a full-time employee who works five (5) eight-hour days per week, "twelve workweeks" means sixty (60) working and/or paid eight (8) hour days.

2. In addition to the twelve (12) workweeks of FMLA/CFRA leave that may be taken, an employee who is the spouse, son, daughter, parent, or next of kin of a covered Armed Forces service member may also be entitled to a total of twenty-six (26) workweeks of FMLA leave during a twelve (12) month period to care for the servicemember.

3. The "twelve month period" in which twelve (12) weeks of FMLA and CFRA leave may be taken is the twelve (12) month period immediately preceding the commencement of any FMLA/CFRA leave.

4. If a holiday falls within a week taken as FMLA/CFRA leave, the week is nevertheless counted as a week of FMLA/CFRA leave. If, however, the School's business activity has temporarily ceased for some reason and employees are generally not expected to report for work for one or more weeks, such as the Winter Break, Spring Break, or Summer Vacation, the days the School's activities have ceased do not count against the employee's FMLA or CFRA leave entitlement. Similarly, if an employee uses FMLA/CFRA leave in increments of less than one (1) week, the fact that a holiday may occur within a week in which an employee partially takes leave does not count against the employee's leave entitlement unless the employee was otherwise scheduled and expected to work during the holiday.

- Pay during FMLA/CFRA Leave

1. An employee on FMLA/CFRA leave because of his/her own serious health condition must use all accrued paid sick leave at the beginning of any otherwise unpaid FMLA/CFRA leave period. If an employee is receiving a partial wage replacement benefit during the FMLA/CFRA leave, the School and the employee may agree to have School-provided paid leave, such as vacation or sick time, supplement the partial wage replacement benefit unless otherwise prohibited by law.

2. A full-time employee on FMLA/CFRA leave because of a qualifying family member's serious health condition is eligible to receive 100% of their regular earnings from CalOPS for a period of up to four (4) weeks, or twenty (20) work days. During any remaining FMLA/CFRA leave that is utilized for a qualifying family member's serious health condition, the employee may receive partial wage replacement benefits from the state and may use any or all accrued paid leave to supplement partial wage replacement benefits, unless otherwise prohibited by law. Part-time employees are not eligible for compensation through CalOPS and may utilize wage replacement benefits and accrued paid leave.

3. An employee on FMLA/CFRA leave for baby-bonding or to care for a qualifying family member with a serious health condition may use any or all accrued sick leave at the beginning of any otherwise unpaid FMLA/CFRA leave.
4. , If an employee has exhausted his/her sick leave, leave taken under FMLA/CFRA shall otherwise be unpaid leave.

5. The receipt of sick leave pay or State Disability Insurance and/or Paid Family Leave benefits will not extend the length of the FMLA or CFRA leave. Sick pay accrues during any period of unpaid FMLA or CFRA leave only until the end of the month in which unpaid leave began.

- Health Benefits

The provisions of the School's various employee benefit plans govern continuing eligibility during FMLA/CFRA leave, and these provisions may change from time to time. The health benefits of employees on FMLA/CFRA leave will be paid by the School during the leave at the same level and under the same conditions as coverage would have been provided if the employee had been continuously employed during the leave period. When a request for FMLA/CFRA leave is granted, the School will give the employee written confirmation of the arrangements made for the payment of insurance premiums during the leave period.

If an employee is required to pay premiums for any part of his/her group health coverage, the School will provide the employee with advance written notice of the terms and conditions under which premium payments must be made.

CalOPS may recover the health benefit costs paid on behalf of an employee during his/her FMLA/CFRA leave if:

1. The employee fails to return from leave after the period of leave to which the employee is entitled has expired. An employee is deemed to have "failed to return from leave" if he/she works less than thirty (30) days after returning from FMLA/CFRA leave; and

2. The employee's failure to return from leave is for a reason other than the continuation, recurrence, or onset of a serious health condition that entitles the employee to FMLA/CFRA leave, or other circumstances beyond the control of the employee.

- Seniority

An employee on FMLA/CFRA leave remains an employee and the leave will not constitute a break in service. An employee who returns from FMLA/CFRA leave will return with the same seniority he/she had when the leave commenced.

- Medical Certifications

1. An employee requesting FMLA/CFRA leave because of his/her own or a relative's serious health condition must provide medical certification from the appropriate health care provider on a form supplied by the School. Absent extenuating circumstances, failure to provide the required certification in a timely manner (within fifteen [15] days of the School's

request for certification) may result in denial of the leave request until such certification is provided.

2. The School will notify the employee in writing if the certification is incomplete or insufficient, and will advise the employee what additional information is necessary in order to make the certification complete and sufficient. The School may contact the employee's health care provider to authenticate a certification as needed.

3. If the School has reason to doubt the medical certification supporting a leave because of the employee's own serious health condition, the School may request a second opinion by a health care provider of its choice (paid for by the School). If the second opinion differs from the first one, the School will pay for a third, mutually agreeable, health care provider to provide a final and binding opinion.

4. Recertifications are required if leave is sought after expiration of the time estimated by the health care provider. Failure to submit required recertifications can result in termination of the leave.

- Procedures for Requesting and Scheduling FMLA/CFRA Leave

1. An employee should request FMLA/CFRA leave by completing a Request for Leave form and submitting it to Human Resources. An employee asking for a Request for Leave form will be given a copy of the School's then-current FMLA/CFRA leave policy.

2. Employees should provide not less than thirty (30) days' notice for foreseeable childbirth, placement, or any planned medical treatment for the employee or his/her qualifying family member. Failure to provide such notice is grounds for denial of a leave request, except if the need for FMLA/CFRA leave was an emergency or was otherwise unforeseeable.

3. Where possible, employees must make a reasonable effort to schedule foreseeable planned medical treatments so as not to unduly disrupt the School's operations.

4. If FMLA/CFRA leave is taken because of the employee's own serious health condition or the serious health condition of the employee's qualifying family member, the leave may be taken intermittently or on a reduced leave schedule when medically necessary, as determined by the health care provider of the person with the serious health condition.

5. If FMLA/CFRA leave is taken because of the birth of the employee's child or the placement of a child with the employee for adoption or foster care, the minimum duration of leave is two (2) weeks, except that the School will grant a request for FMLA/CFRA leave for this purpose of at least one day but less than two (2) weeks' duration on any two (2) occasions.

6. If an employee needs intermittent leave or leave on a reduced leave schedule that is foreseeable based on planned medical treatment for the employee or a family member, the employee may be transferred temporarily to an available alternative position for which he or she is qualified that has equivalent pay and benefits and that better accommodates recurring periods of leave than the employee's regular position.

7. The School will respond to an FMLA/CFRA leave request no later than five (5) business days of receiving the request. If an FMLA/CFRA leave request is granted, the School will notify the employee in writing that the leave will be counted against the employee's FMLA/CFRA leave entitlement. This notice will explain the employee's obligations and the consequences of failing to satisfy them.

- Return to Work

1. Upon timely return at the expiration of the FMLA/CFRA leave period, an employee is entitled to the same or a comparable position with the same or similar duties and virtually identical pay, benefits, and other terms and conditions of employment unless the same position and any comparable position(s) have ceased to exist because of legitimate business reasons unrelated to the employee's FMLA/CFRA leave.

2. When a request for FMLA/CFRA leave is granted to an employee, the School will give the employee a written guarantee of reinstatement at the termination of the leave (with the limitations explained above).

3. Before an employee will be permitted to return from FMLA/CFRA leave taken because of his/her own serious health condition, the employee must obtain a certification from his/her health care provider that he/she is able to resume work.

4. If an employee can return to work with limitations, the School will evaluate those limitations and, if possible, will accommodate the employee as required by law. If accommodation cannot be made, the employee will be medically separated from the School.

- Employment during Leave

No employee, including employees on FMLA/CFRA leave, may accept employment with any other employer without the School's written permission. An employee who accepts such employment without the School's written permission will be deemed to have resigned from employment at the School.

Pregnancy Disability Leave

This policy explains how the School complies with the California Pregnancy Disability Act, which requires the School to give each a pregnant employee an unpaid leave of absence of up to four (4) months per pregnancy, as needed, for the period(s) of time the employee is personally disabled by pregnancy, childbirth, or related medical conditions.

- Employee Eligibility Criteria

To be eligible for pregnancy disability leave, the employee must be disabled by pregnancy, childbirth, or a related medical condition and must provide appropriate medical certification concerning the disability.

- Events That May Entitle an Employee to Pregnancy Disability Leave

The four (4) month pregnancy disability leave allowance includes any time taken (with or without pay) for any of the following reasons:

1. The employee is unable to work at all or is unable to perform any one or more of the essential functions of their job without undue risk to themselves, the successful completion of their pregnancy, or to other persons because of pregnancy or childbirth, or because of any medically recognized physical or mental condition that is related to pregnancy or childbirth (including severe morning sickness); or

2. The employee needs to take time off for prenatal care.

- Duration of Pregnancy Disability Leave

Pregnancy disability leave may be taken in one or more periods, but not to exceed four months total. "Four months" means the number of days the employee would normally work within four months. For a full-time employee who works five (5) eight (8) hour days per week, four (4) months means 693 hours of leave (40 hours per week times 17 $^{1}/_{3}$ weeks).

For employees who work more or less than forty (40) hours per week, or who work on variable work schedules, the number of working days that constitutes four (4) months is calculated on a pro rata or proportional basis. For example, for an employee who works twenty (20) hours per week, "four months" means 346.5 hours of leave entitlement (20 hours per week times 17 $^{1}/_{3}$ weeks). For an employee who normally works forty-eight (48) hours per week, "four months" means 832 hours of leave entitlement (48 hours per week times 17 $^{1}/_{3}$ weeks).

At the end or depletion of an employee's pregnancy disability leave, an employee who has a physical or mental disability (which may or may not be due to pregnancy, childbirth, or related medical conditions) may be entitled to reasonable accommodation. Entitlement to additional leave must be determined on a case-by case basis, taking into account a number of considerations such as whether an extended leave is likely to be effective in allowing the employee to return to work at the end of the leave, with or without further reasonable accommodation, and whether or not additional leave would create an undue hardship for the School. The School is not required to provide an indefinite leave of absence as a reasonable accommodation.

- Pay during Pregnancy Disability Leave

1. An employee on pregnancy disability leave must use all accrued paid sick leave and may use any or all accrued vacation time at the beginning of any otherwise unpaid leave period.

2. The receipt of vacation pay, sick leave pay, or state disability insurance benefits, will not extend the length of pregnancy disability leave.

3. Vacation and sick pay accrues during any period of unpaid pregnancy disability leave only until the end of the month in which the unpaid leave began.

- Health Benefits

CalOPS shall provide continued health insurance coverage while an employee is on pregnancy disability leave consistent with applicable law. The continuation of health benefits is for a maximum of four (4) months in a twelve (12)-month period. CalOPS can recover premiums that it already paid on behalf of an employee if both of the following conditions are met:

1. The employee fails to return from leave after the designated leave period expires.

2. The employee's failure to return from leave is for a reason other than the following:

- The employee is taking leave under the California Family Rights Act.

- There is a continuation, recurrence or onset of a health condition that entitles the employee to pregnancy disability leave.

- There is a non-pregnancy related medical condition requiring further leave.

- Any other circumstance beyond the control of the employee.

- Seniority

An employee on pregnancy disability leave remains an employee of the School and a leave will not constitute a break in service. When an employee returns from pregnancy disability leave, they will return with the same seniority they had when the leave commenced.

• Medical Certifications

1. An employee requesting a pregnancy disability leave must provide medical certification from their healthcare provider on a form supplied by the School. Failure to provide the required certification in a timely manner (within fifteen (15) days of the leave request) may result in a denial of the leave request until such certification is provided.

2. Recertifications are required if leave is sought after expiration of the time estimated by the healthcare provider. Failure to submit required recertifications can result in termination of the leave.

• Requesting and Scheduling Pregnancy Disability Leave

1. An employee should request pregnancy disability leave by completing a Request for Leave form and submitting it to Human Resources. An employee asking for a Request for Leave form will be referred to the School's then current pregnancy disability leave policy.

2. Employee should provide not less than thirty (30) days' notice or as soon as is practicable, if the need for the leave is foreseeable. Failure to provide such notice is grounds for denial of the leave request, except if the need for pregnancy disability leave was an emergency and was otherwise unforeseeable.

3. Where possible, employees must make a reasonable effort to schedule foreseeable planned medical treatments so as not to unduly disrupt the School's operations.

4. Pregnancy disability leave may be taken intermittently or on a reduced leave schedule when medically advisable, as determined by the employee's healthcare provider.

5. If an employee needs intermittent leave or leave on a reduced leave schedule that is foreseeable based on planned medical treatment, the employee may be transferred temporarily to an available alternative position for which they qualify that has equivalent pay and benefits that better accommodates recurring periods of leave than the employee's regular position.

6. The School will respond to a pregnancy disability leave request within ten (10) days of receiving the request. If a pregnancy disability leave request is granted, the School will notify the employee in writing and leave will be counted against the employee's pregnancy disability leave entitlement. This notice will explain the employee's obligations and the consequences of failing to satisfy them.

- Return to Work

1. Upon timely return at the expiration of the pregnancy disability leave period, an employee is entitled to the same position unless the employee would not otherwise have been employed in the same position at the time reinstatement is requested. If the employee is not reinstated to the same position, they must be reinstated to a comparable position unless one of the following is applicable:

a. The employer would not have offered a comparable position to the employee if she would have been continuously at work during the pregnancy disability leave.

b. There is no comparable position available, to which the employee is either qualified or entitled, on the employee's scheduled date of reinstatement or within sixty (60) calendar days thereafter. The School will take reasonable steps to provide notice to the employee if and when comparable positions become available during the sixty (60) day period.

A "comparable" position is a position that involves the same or similar duties and responsibilities and is virtually identical to the employee's original position in terms of pay, benefits, and working conditions.

2. When a request for pregnancy disability leave is granted to an employee, the School will give the employee a written guarantee of reinstatement at the end of the leave (with the limitations explained above).

3. In accordance with CalOPS policy, before an employee will be permitted to return from a pregnancy disability leave of three (3) days or more, the employee must obtain a certification from their healthcare provider that they are able to resume work.

4. If the employee can return to work with limitations, the School will evaluate those limitations and, if possible, will accommodate the employee as required by law. If accommodation cannot be made, the employee will be medically separated from the School.

- Employment during Leave

No employee, including employees on pregnancy disability leave, may accept employment with any other employer without the School's written permission. An employee who accepts such employment without written permission will be deemed to have resigned from employment.

Industrial Injury Leave (Workers' Compensation)

CalOPS, in accordance with State law, provides insurance coverage for employees in case of work-related injuries. The workers' compensation benefits provided to injured employees may include:

- Medical care;

- Cash benefits, tax-free to replace lost wages; and

- Vocational rehabilitation to help qualified injured employees return to suitable employment.

To ensure employees receive any worker's compensation benefits to which they may be entitled, employees will need to:

- Immediately report any work-related injury to Human Resources;

- Seek medical treatment and follow-up care if required;

- Complete a written Employee's Claim Form (DWC Form 1) and return it to Human Resources; and

- Provide the School with a certification from a health care provider regarding the need for workers' compensation disability leave as well as the employee's eventual ability to return to work from the leave.

It is the School's policy that when there is a job-related injury, the first priority is to ensure that the injured employee receives appropriate medical attention. CalOPS, with the help of its insurance carrier, has selected medical centers to meet this need. Each medical center was selected for its ability to meet anticipated needs with high quality medical service and a location that is convenient to the School's operation.

- If an employee is injured on the job, he/she is to go or be taken to the approved medical center for treatment. If injuries are such that they require the use of emergency medical systems ("EMS") such as an ambulance, the choice by the EMS personnel for the most appropriate medical center or hospital for treatment will be recognized as an approved center.

- All accidents and injuries must be reported to Human Resources and to the individual responsible for reporting to the School's insurance carrier. Failure by an employee to report a work-related injury by the end of his/her shift could result in loss of insurance coverage for the employee. An employee may choose to be treated by his/her personal physician at his/her own expense, but he/she is still required to go to the School's approved medical center for

evaluation. All job-related injuries must be reported to the appropriate State Workers' Compensation Bureau and the insurance carrier.

- When there is a job-related injury that results in lost time, the employee must have a medical release from the School's approved medical facility before returning to work.

- Any time there is a job-related injury, the School's policy requires drug/alcohol testing along with any medical treatment provided to the employee.

Military and Military Spousal Leave of Absence

CalOPS shall grant a military leave of absence to any employee who must be absent from work due to service in the uniformed services or the Federal Emergency Management Agency ("FEMA") reserves who deploy to major disaster sites in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA"). All employees requesting military leave must provide advance written notice of the need for such leave, unless prevented from doing so by military necessity or if providing notice would be impossible or unreasonable.

If military leave is for thirty (30) or fewer days, the School shall continue the employee's health benefits. For service of more than thirty (30) days, employees shall be permitted to continue their health benefits at their option through COBRA. Employees are entitled to use accrued vacation or paid time off as wage replacement during time served, provided such vacation/paid time off accrued prior to the leave.

CalOPS will reinstate those employees returning from military leave to their same position or one of comparable seniority, status, and pay if they have a certificate of satisfactory completion of service and apply within ninety (90) days after release from active duty or within such extended period, if any, as required by law. For those employees serving in the National Guard, if he or she left a full-time position, the employee must apply for reemployment within forty (40) days of being released from active duty, and if he or she left part-time employment, the employee must apply for reemployment within five (5) days of being released from active duty.

An employee who was absent from work while fulfilling his or her covered service obligation under the USERRA or California law shall be credited, upon his or her return to the School, with the hours of service that would have been performed but for the period of absence from work due to or necessitated by USERRA-covered service. Exceptions to this policy will occur wherever necessary to comply with applicable laws.

CalOPS shall grant up to ten (10) days of unpaid leave to employees who work more than twenty (20) hours per week and who are spouses of deployed military servicemen and servicewomen. The leave may be taken when the military spouse is on leave from deployment during a time of military conflict. To be eligible for leave, an employee must provide the School with (1) notice of intention to take military spousal leave within two (2) business days of receiving official notice that the employee's military spouse will be on leave from deployment, and (2) documentation certifying that the employee's military spouse will be on leave from deployment during the time that the employee requests leave.

Bereavement Leave

All employees who have worked for the School for at least thirty (30) days shall be eligible to take up to five (5) days of bereavement leave due to the death of a covered family member (spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law). Employees are also entitled to up to two (2) days of paid bereavement leave due to the death of an extended family member (Aunt, Uncle, First Cousin, Brother-in-law, Sister-in-law, or other family member with HR approval).

Bereavement leave is fully paid for both exempt and non-exempt full-time employees. This leave must be used within three (3) months of the date of death of the covered family member. Bereavement pay will not be included when calculating overtime pay.

Employees may request to use additional leave through the Family Care Leave benefit or available accrued/unused paid leave if additional time off is needed. The School may request documentation to verify the death of the covered family member.

Reproductive Loss Leave

All employees who have worked for the School for at least thirty (30) days shall be eligible to take up to five (5) days of paid leave upon the employee experiencing a reproductive loss event. A reproductive loss event includes any failed adoption, failed surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction. Reproductive loss leave must be used within three (3) months of a reproductive loss event. Employees may take up to twenty (20) days of leave due to qualifying reproductive loss events within a twelve (12) month period. Reproductive loss leave shall be unpaid unless the employee elects to use available accrued/unused paid leave. Reproductive loss leave shall not be used in computing overtime pay.

Jury Duty or Witness Leave

For all exempt employees, the School will pay for time off if an employee is called to serve on a jury or is required to appear in court as a witness pursuant to a subpoena or other legal requirement, provided the employee continues to perform work duties as assigned outside of the time served on the jury or appearing in court. For all nonexempt employees, the School will pay for up to three (3) days if an employee is called to serve on a jury or to appear in court.

Voting Time Off

If an employee does not have sufficient time outside of working hours to vote in an official state-sanctioned election, the employee may take off enough working time to vote. Such time off shall be taken at the beginning or the end of the regular working shift, whichever allows for more free time and the time taken off shall be combined with the voting time available outside of working hours to a maximum of two (2) hours combined. Under these circumstances, an employee will be allowed a maximum of two (2) hours of time off during an election day without loss of pay. When possible, an employee requesting time off to vote shall give their supervisor at least two (2) days notice.

School Appearance and Activities Leave

As required by law, CalOPS will permit an employee who is a parent or guardian (including a stepparent, foster parent, or grandparent) of school children, from kindergarten through grade twelve (12), or a child enrolled with a licensed child care provider, up to forty (40) hours of unpaid time off per school year (up to eight (8) hours in any calendar month of the school year) to participate in activities of a child's school or child care. If more than one (1) parent or guardian is an employee of CalOPS, the employee that first provides the leave request will be given the requested time off. Where necessary, additional time off will also be permitted where the school requires the employee(s) appearance.

The employee requesting school leave must provide reasonable advance notice of the planned absence. The employee must use accrued but unused paid leave (e.g., vacation or sick leave) to be paid during the absence. Once all accrued vacation and sick leave has been exhausted, employees may take the remaining school appearance or activities leave as unpaid leave.

When requesting time off for school activities, the employee must provide verification of participation in an activity as soon as practicable. When requesting time off for a required appearance, the employee(s) must provide a copy of the notice from the child's school requesting the presence of the employee.

Bone Marrow and Organ Donor Leave

As required by law, eligible employees who require time off to donate bone marrow to another person may receive up to five (5) workdays off in a twelve (12) month period. Eligible employees who require time off to donate an organ to another person may receive up to sixty (60) workdays off in a twelve (12) month period.

To be eligible for bone marrow or organ donation leave ("Donor Leave"), the employee must have been employed by the School for at least ninety (90) days immediately preceding the Donor Leave.

An employee requesting Donor Leave must provide written verification to the School that he or she is a donor and that there is a medical necessity for the donation of the organ or bone marrow.

Up to five (5) days of leave for bone marrow donation, and up to thirty (30) days of leave for organ donation, may be paid provided the employee uses five (5) days of accrued paid leave for bone marrow donation and two (2) weeks of accrued paid leave for organ donation. If the employee has an insufficient number of paid leave days available, the leave will otherwise be paid.

Employees returning from Donor Leave will be reinstated to the position held before the leave began, or to a position with equivalent status, benefits, pay and other terms and conditions of employment. The School may refuse to reinstate an employee if the reason is unrelated to taking a Donor Leave. A Donor Leave is not permitted to be taken concurrently with an FMLA/CFRA Leave.

Victims of Abuse Leave

CalOPS provides reasonable and necessary unpaid leave and other reasonable accommodations to employees who are victims of domestic violence, sexual assault, stalking or other crimes. Such leave may be taken to attend legal proceedings or to obtain or attempt to obtain any relief necessary, including a restraining order, to ensure the employee's own health, safety or welfare, that of the employee's child or children or when a person whose immediate family member is deceased as the direct result of a crime. A crime includes a crime or public offense that would constitute a misdemeanor or felony if the crime had been committed in California by a competent adult, an act of terrorism against a resident of California (whether or not such act occurs within the state), and regardless of whether any person is arrested for, prosecuted for, or convicted of, committing the crime. Employees may also request unpaid leave for the following purposes:

- Seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- Obtain services from a domestic violence shelter, program, or rape crisis center.
- Obtain psychological counseling for the domestic violence, sexual assault, or stalking.
- Participate in safety planning, such as relocation, to protect against future domestic violence, sexual assault, or stalking.

To request leave under this policy, an employee should provide CalOPS with as much advance notice as practicable under the circumstances. If advance notice is not possible, the employee requesting leave under this policy should provide CalOPS one (1) of the following certifications upon returning back to work:

1. A police report indicating that the employee was a victim of domestic violence, sexual assault, or stalking.
2. A court order protecting the employee from the perpetrator or other evidence from the court or prosecuting attorney that the employee appeared in court.
3. Documentation from a licensed medical professional, domestic violence or sexual assault counselor, licensed health care provider, or counselor showing that the employee's absence was due to treatment for injuries or abuse from domestic violence, sexual assault, or stalking.
4. Any other form of documentation that reasonably verifies that the crime or abuse occurred, including but not limited to, a written statement signed by the employee, or an individual acting on the employee's behalf, certifying that the absence is for a purpose authorized under the law.

Employees requesting leave under this policy may choose to use accrued paid leave. In addition, CalOPS will provide reasonable accommodations to employees who are victims of domestic violence, sexual assault or stalking for the employees' safety while at work. To request an accommodation under this policy, an employee should contact Human Resources.

Returning From Leave of Absence

Employees cannot return from a medical leave of absence without first providing a sufficient doctor's return to work authorization.

When business considerations require, the job of an employee on leave may be filled by a temporary or regular replacement. An employee should give Human Resources thirty (30) days' notice before returning from leave. Whenever the School is notified of an employee's intent to return from a leave, the School will attempt to place the employee in his former position or in a comparable position with regard to salary and other terms and conditions for which the employee is qualified. However, re-employment cannot always be guaranteed. If employees need further information regarding Leaves of Absence, they should be sure to consult Human Resources.

DISCIPLINE AND TERMINATION OF EMPLOYMENT

Rules of Conduct

The following conduct is prohibited and will not be tolerated by the School. This list of prohibited conduct is illustrative only and applies to all employees of the School; other types of conduct that threaten security, personal safety, employee welfare and the School's operations also may be prohibited. Further, the specification of this list of conduct in no way alters the at-will employment relationship as to at-will employees of the School. If an employee is working under a contract with the School which grants procedural rights prior to termination, the procedural terms in the contract shall apply.

1. Insubordination - refusing to perform a task or duty assigned or act in accordance with instructions provided by an employee's manager or proper authority.
2. Unprofessional conduct.
3. Inefficiency - including deliberate restriction of output, carelessness or unnecessary wastes of time or material, neglect of job, duties or responsibilities.
4. Unauthorized soliciting, collecting of contributions, distribution of literature, written or printed matter is strictly prohibited on School property by non-employees and by employees. This rule does not cover periods of time when employees are off their jobs, such as lunch periods and break times. However, employees properly off their jobs are prohibited from such activity with other employees who are performing their work tasks.
5. Damaging, defacing, unauthorized removal, destruction or theft of another employee's property or of School property.
6. Fighting or instigating a fight on School premises.
7. Violations of the drug and alcohol policy.
8. Using or possessing real or replica firearms, weapons or explosives of any kind on School premises.
9. Gambling on School premises.
10. Tampering with or falsifying any report or record including, but not limited to, personnel, absentee, sickness or production reports or records, specifically including applications for employment and timecards.
11. Recording the clock card, when applicable, of another employee or permitting or arranging for another employee to record the clock card.
12. Use of profane, abusive or threatening language in conversations with other employees and/or intimidating or interfering with other employees.
13. Conducting personal business during business hours and/or unauthorized use of telephone lines for personal calls.
14. Excessive absenteeism or tardiness excused or unexcused.
15. Posting any notices on School premises without prior written approval of management, unless posting is on a School bulletin board designated for employee postings.
16. Immoral or indecent conduct.
17. Conviction of a criminal act.
18. Engaging in sabotage or espionage (industrial or otherwise).
19. Violations of the sexual harassment policy.
20. Failure to report a job-related accident to the employee's manager or failure to take or follow prescribed tests, procedures or treatment.
21. Sleeping during work hours.

22. Release of confidential information without authorization.
23. Any other conduct detrimental to other employees or the School's interests or its efficient operations.
24. Refusal to speak to supervisors or other employees.
25. Dishonesty.
26. Failure to possess or maintain the credential/certificate required of the position.
27. Allowing a visitor onto campus without prior authorization and without the appropriate clearances.
28. Failure to disclose a pending action against the employee's credential by the California Commission on Teacher Credentialing.
29. Failure to appropriately supervise

Off-Duty Conduct

While the School does not seek to interfere with the off-duty and personal conduct of its employees, certain types of off-duty conduct may interfere with the School's legitimate business interests. For this reason, employees are expected to conduct their personal affairs in a manner that does not adversely affect the School or its own integrity, reputation, or credibility. Illegal or immoral off-duty conduct by an employee that adversely affects the School's legitimate business interests or the employee's ability to perform his or her work will not be tolerated.

While employed by the School, employees are expected to devote their energies to their jobs with the School. For this reason, second jobs are strongly discouraged. The following types of additional employment elsewhere are strictly prohibited:

- Additional employment that conflicts with an employee's work schedule, duties, and responsibilities at our School.

- Additional employment that creates a conflict of interest or is incompatible with the employee's position with our School.

- Additional employment that impairs or has a detrimental effect on the employee's work performance with our School.

- Additional employment that requires the employee to conduct work or related activities on the School's property during the employer's working hours or using our School's facilities and/or equipment; and

- Additional employment that directly or indirectly competes with the business or the interests of our School.

Employees who wish to engage in additional employment that may create a real or apparent conflict of interest must submit a written request to the School explaining the details of the additional employment. If the additional employment is authorized, the School assumes no responsibility for it. CalOPS shall not provide workers' compensation coverage or any other benefit for injuries occurring from or arising out of additional employment. Authorization to engage in additional employment can be revoked at any time.

Termination of Employment

Should it become necessary for an employee to terminate their at-will employment with the School, employees should notify their supervisor and Human resources regarding their intention as far in advance as possible. At least two (2) weeks' notice is expected whenever possible.

When an employee terminates their at-will employment, they will be entitled to all earned but unused vacation pay. If an employee is participating in the medical and/or dental plan, they will be provided information on their rights under COBRA.

INTERNAL COMPLAINT REVIEW

The purpose of the "Internal Complaint Review Policy" is to afford all employees of the School the opportunity to seek internal resolution of their work-related concerns. All employees have free access to the Superintendent or Board of Directors to express their work-related concerns.

Specific complaints of unlawful harassment, discrimination, and retaliation are addressed under the School's "Policy Prohibiting Unlawful Harassment, Discrimination, and Retaliation."

Internal Complaints

(Complaints by Employees Against Employees)

This section of the policy is for use when a School employee raises a complaint or concern about a coworker.

If reasonably possible, internal complaints should be resolved at the lowest possible level, including attempts to discuss/resolve concerns with the immediate supervisor. However, in the event an informal resolution may not be achieved or is not appropriate, the following steps will be followed by the Superintendent or supervisor:

1. The complainant will bring the matter to the attention of Human Resources as soon as possible after attempts to resolve the complaint with the immediate supervisor have failed or if not appropriate; and

2. The complainant will reduce his or her complaint to writing, indicating all known and relevant facts. Human Resources or a designee will then investigate the facts and provide a solution or explanation;

3. If the complaint is about the Superintendent, the complainant may file his or her complaint in a signed writing to the School's Board Chair who will then confer with the Board and may conduct a fact-finding or authorize a third party investigator on behalf of the Board. The Board Chair or investigator will report his or her findings to the Board for review and action, if necessary.

This policy cannot guarantee that every problem will be resolved to the employee's satisfaction. However, the School values each employee's ability to express concerns and the need for resolution without fear of adverse consequences to employment.

Policy for Complaints Against Employees

(Complaints by Third Parties Against Employees)

This section of the policy is for use when a non-employee raises a complaint or concern about a School employee.

If complaints cannot be resolved informally, complainants may file a written complaint with the office of the Superintendent, Human Resources or Board Chair (if the complaint concerns the Superintendent) as soon as possible after the events that give rise to the complainant's concerns. The written complaint should set forth in detail the factual basis for the complaint.

In processing the complaint, Human Resources (or designee) shall abide by the following process:

1. Human Resources or designee shall use his or her best efforts to talk with the parties identified in the complaint and to ascertain the facts relating to the complaint.

2. In the event that Human Resources (or designee) finds that a complaint against an employee is valid, Human Resources (or designee) may take appropriate disciplinary action against the employee. As appropriate, Human Resources (or designee) may also simply counsel/reprimand employees as to their conduct without initiating formal disciplinary measures.

3. Human Resources (or designee) decision relating to the complaint shall be final unless it is appealed to the Board of Directors. The decision of the Board shall be final.

General Requirements

1. Confidentiality: All complainants will be notified that information obtained from the complainants and thereafter gathered will be maintained in a manner as confidential as possible, but in some circumstances absolute confidentiality cannot be assured.

2. Non-Retaliation: All complainants will be advised that they will be protected against retaliation as a result of the filing of any complaints or participation in any complaint process.

3 Resolution: The Board (if a complaint is about the Superintendent) or Human Resources or designee will investigate complaints appropriately under the circumstances and pursuant to the applicable procedures, and if necessary, take appropriate remedial measures to ensure effective resolution of any complaint.

Investigations

Employees are expected to cooperate fully and truthfully in any investigation conducted by the School, including but not limited to investigations related to misconduct, policy violations, or legal compliance. Failure to cooperate or providing false or misleading information may result in disciplinary action, up to and including termination of employment

Compliance with Legal Proceedings

Employees are required to fully cooperate with any lawful investigation, audit, or legal proceeding involving California Online Public Schools ("CalOPS"). This includes, but is not limited to, responding truthfully and promptly to subpoenas, court orders, or requests for information made by authorized legal authorities.

Employees must immediately notify the Superintendent or Human Resources upon receiving any legal notice, subpoena, or inquiry related to their employment or the School. No employee should independently provide documents, statements, or testimony on behalf of the School without prior authorization.

While compliance with lawful processes is mandatory, employees are also expected to maintain the confidentiality of student, employee, and organizational information to the fullest extent permitted by law.
CalOPS will provide guidance and legal support to employees as appropriate in such matters.

AMENDMENT TO EMPLOYEE HANDBOOK

This Employee Handbook contains the employment policies and practices of the School in effect at the time of publication.

CalOPS reserves the right to amend, delete or otherwise modify this Handbook at any time provided that such modifications are in writing and duly approved by the employer.

Any written changes to the Handbook will be distributed to all employees. No oral statements can in any way alter the provisions of this Handbook.

APPENDIX A

HARASSMENT/DISCRIMINATION/RETALIATION COMPLAINT FORM

It is the policy of the School that all of its employees be free from harassment, discrimination, and retaliation. This form is provided for you to report what you believe to be harassment, discrimination, or retaliation so that the School may investigate and take appropriate disciplinary or other action when the facts show that there has been harassment, discrimination, or retaliation.

If you are an employee of the School, you may file this form with the Human Resources or Board President.

Please review the School's policies concerning harassment, discrimination, and retaliation for a definition of such unlawful conduct and a description of the types of conduct that are considered unlawful.

CalOPS will undertake every effort to handle the investigation of your complaint in a confidential manner. In that regard, the School will disclose the contents of your complaint only to those persons having a need to know. For example, to conduct its investigation, the School will need to disclose portions of your factual allegations to potential witnesses, including anyone you have identified as having knowledge of the facts on which you are basing your complaint, as well as the alleged offender.

In signing this form below, you authorize the School to disclose to others the information you have provided herein, and information you may provide in the future. Please note that the more detailed information you provide, the more likely it is that the School will be able to address your complaint to your satisfaction.

Charges of harassment, discrimination, and retaliation are taken very seriously by the School both because of the harm caused by such unlawful conduct, and because of the potential sanctions that may be taken against the offender. It is therefore very important that you report the facts as accurately and completely as possible and that you cooperate fully with the person or persons designated to investigate your complaint.

Your Name:_____ Date: _____

Date of Alleged Incident(s): _____

Name of Person(s) you believe harassed, or discriminated or retaliated against, you or someone else: _____

_____

List any witnesses that were present: _____

_____

Where did the incident(s) occur? _____

Please describe the events or conduct that are the basis of your complaint by providing as much factual detail as possible (i.e. specific statements; what, if any, physical contact was involved; any verbal statements; what did you do to avoid the situation, etc.) (Attach additional pages, if needed):

_____

_____

_____

_____

_____

_____

_____

_____

I acknowledge that I have read and that I understand the above statements. I hereby authorize the School to disclose the information I have provided as it finds necessary in pursuing its investigation.

I hereby certify that the information I have provided in this complaint is true and correct and complete to the best of my knowledge and belief.

_____ Date: _____

Signature of Complainant

_____

Print Name

Received by:_____ Date: _____

APPENDIX B

INTERNAL COMPLAINT FORM

Your Name: _____ Date: _____

Date of Alleged Incident(s):_____

Name of Person(s) you have a complaint against: _____

_____

List any witnesses that were present: _____

_____

Where did the incident(s) occur?

_____

Please describe the events or conduct that are the basis of your complaint by providing as much factual detail as possible (i.e. specific statements; what, if any, physical contact was involved; any verbal statements; what did you do to avoid the situation, etc.) (Attach additional pages, if needed):

_____

_____

_____

_____

_____

_____

I hereby authorize the School to disclose the information I have provided as it finds necessary in pursuing its investigation. I hereby certify that the information I have provided in this complaint is true and correct and complete to the best of my knowledge and belief. I further understand providing false information in this regard could result in disciplinary action up to and including termination.

_____ Date: _____

Signature of Complainant

_____

Print Name

To be completed by School:

Received by: _____ Date: _____

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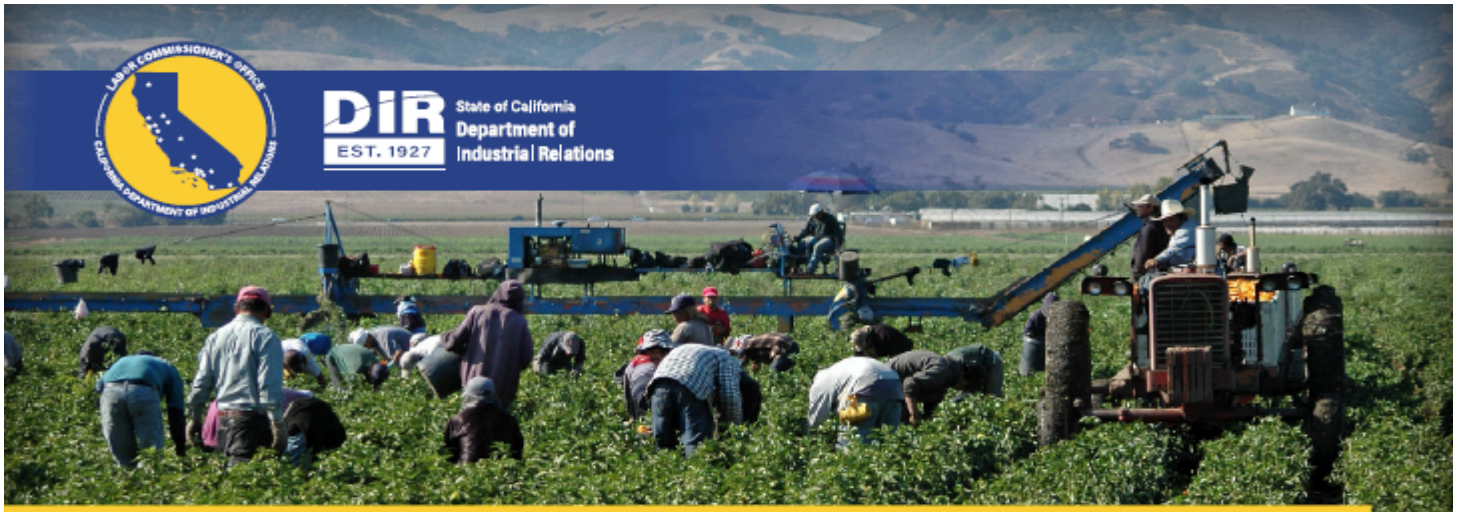
APPENDIX C

KNOW YOUR RIGHTS



California Workplace - Know Your Rights

As a worker in California, you are entitled to know and exercise your workplace and constitutional rights. Labor laws, including but not limited to standards for wages, hours, and health and safety, apply to all workers in the state *regardless of immigration status.*

It is against the law for your employer to retaliate against you for exercising your rights, including:

- Filing a complaint with the Labor Commissioner, Cal/OSHA, the Civil Rights Department, or another government agency.
- Asking about your employer's compliance with federal, state, or local law.
- Talking with others about their rights or helping them exercise their rights under federal, state, or local law.



Examples of illegal retaliation include firing you, reducing your work hours, or threatening to report you or a relative to immigration authorities because you exercised your rights.

Workplace Protections Related to Immigration Status

Your right to Notice of Immigration Inspections *(Labor Code § 90.2)*

If your employer receives notice of an upcoming immigration agency's inspection of I-9 Employment Eligibility Verification forms or other employment records, your employer must post a notice informing workers and their union representative, if applicable, within 72 hours of receiving that notice.

Your protections against unfair immigration-related practices *(Labor Code §§ 1019-1019.2)*

Under California law, it is unlawful for employers to retaliate against you or threaten immigration-related action when you exercise your rights. An employer is prohibited from taking any of the following actions because you exercised your rights:

- Refusing to accept identification documents during the I-9 process (proof of ID and federal permission to work) that appear to be genuine.
- Using E-Verify in a way not required or authorized by law.
  - For example, using E-Verify to reverify employment eligibility for an employee when not legally required to do so or screening only specific workers rather than all workers in a workplace without a legitimate basis for doing so.
- Reporting or threatening to report you or your family to immigration authorities.
- Filing or threatening to file any false report to the police or a state or federal agency.



Your right to designate an emergency contact *(Labor Code § 1555)*

Your employer **must** allow you to provide them with emergency contact information and to indicate if you want the emergency contact to be notified if you are arrested or detained at work. If you are arrested or detained at work and your employer has knowledge of it, they **must** notify your designated emergency contact if you choose that option.



Your right to organize a union or engage in protected activity in the workplace

Most employees in California have the right to organize, join, or participate in union activities. Employees also have the right to jointly act with co-workers to address work-related issues and concerns to improve working conditions or for the purpose of collective bargaining. **This means you have the right to join with coworkers to request better working conditions or raise work-related concerns, including about wages, hours, health and safety, and other terms of employment.** You also have the right to not participate in union activities or protected activities. It is illegal for your employer to:

- Interfere with or discourage your union activity or protected activities.
- Threaten you, or retaliate or discriminate against you, because of your union support or protected activities.



Your rights when interacting with law enforcement, including immigration agents, in the workplace

California workers have certain rights and protections under the U.S. Constitution, ***regardless of their immigration status***, including when law enforcement (including a federal immigration agent) approaches you. In addition, under California law, state and local law enforcement cannot assist federal agencies such as ICE with immigration enforcement in most circumstances.

Your right to be free from unreasonable searches *(U.S. Constitution, 4th Amendment)*



- If law enforcement, including immigration agents, ask if they can search you or your personal belongings, unless they have a judicial warrant specifically authorizing a search of your person or your personal belongings, you have the right to say no.
- If the officer conducts the search, even if you say no – remain calm, do not physically resist, and do not run.

Law enforcement can enter *public areas* without a warrant. Public areas may include a lobby, waiting room, public dining area, or parking lot of a workplace. In most circumstances, law enforcement needs a judicial warrant, signed by a judge, to enter *non-public areas* of your workplace without consent. Non-public areas may include a breakroom, employee restroom, workspace, or any area marked as employees only. Administrative forms, such as an I-200 or I-205, are not a judicial warrant.



In California, your employer is prohibited from providing voluntary consent to an immigration enforcement agent to enter *non-public* areas of the workplace. Without a judicial warrant, your employer must refuse entry to immigration enforcement to *non-public* areas of the workplace.

More detailed information can be found in the DOJ's and LCO's joint Immigrant Worker Protection Act FAQ (https://oag.ca.gov/system/files/media/ab450-faqs.pdf).

Your right to be free from unreasonable seizures *(U.S. Constitution, 4th Amendment)*

- You are protected against unreasonable seizures, which includes detaining or arresting you.
- Law enforcement must have a reasonable suspicion of wrongdoing before they can stop and question or search you. You can ask "Am I being detained?" or "Am I free to leave?" If the officer says that you are not being detained or you are free to leave, then you can walk away calmly.
- An arrest requires probable cause and occurs when a person is taken into custody by law enforcement officers.
- Law enforcement agents do not need a judge-signed warrant to arrest someone in public.
- You have the right to speak to a lawyer if you are arrested. You may be pressured to sign documents. You do not have to sign anything without speaking to an attorney.

Your right to remain silent *(U.S. Constitution, 5th Amendment)*



- Anything you say to law enforcement officers can be used against you in court.
- You have the right to remain silent, even if you are asked about your immigration status.
- If you wish to remain silent, clearly state so, request to speak with an attorney **and then remain silent.**
- Do not provide false information, false identification, or false documents to an officer. Providing false documents is a federal offense and may carry severe immigration consequences for noncitizens.

Your right to record interactions with law enforcement in public spaces under the 1st Amendment

The public has the right to observe and record officers and government officials carrying out their duties in public. If you choose to record, you should stand a safe distance away and do not interfere with the officer's actions. Physical obstruction or verbal escalation can put your safety at risk and may lead to criminal charges.

Access to legal representation

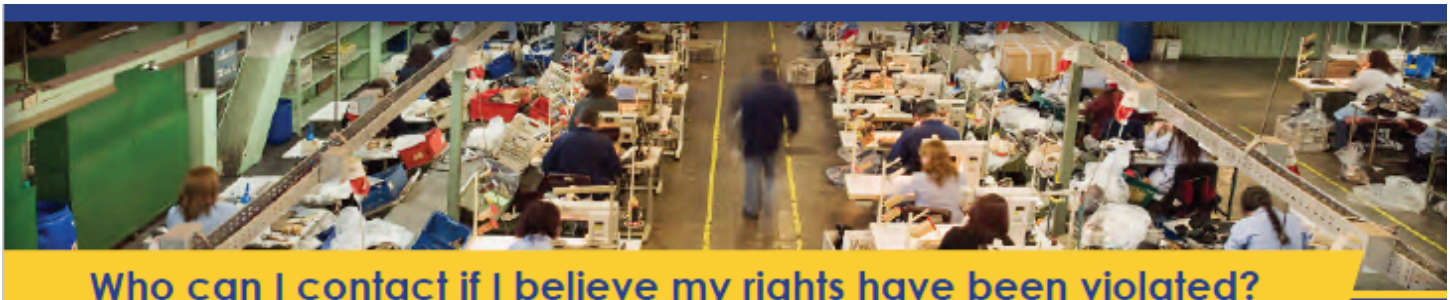
If you are arrested, you have the right to an attorney. If you cannot afford an attorney, you can get a government-appointed attorney to represent you in a criminal case.

However, if you are arrested by U.S. Immigration and Customs Enforcement (ICE) or U.S. Customs and Border Protection (CBP), which includes Border Patrol, for civil immigration violations, you have the right to consult with a lawyer, but the government is not required to provide a lawyer for you. If you are arrested by ICE or CBP, you may invoke your right to speak with an attorney before saying or signing anything. You may also ask to speak to your consulate who may provide assistance.



Workers' Compensation

You have the right to workers' compensation benefits if you are injured or become ill because of your job. The benefits provide you with medical care for your injury/illness, partially replace the wages you lose while you are recovering, and help you return to work. For additional information, visit www.dir.ca.gov/dwc/ or call 1-800-736-7401.



Who can I contact if I believe my rights have been violated?

If you believe your rights have been violated, below is a list of government agencies where you can seek assistance:

California Department of Industrial Relations (DIR):

California Labor Commissioner's Office (LCO)

Information: (833) LCO-INFO (833-526-4636)
Immigration helpline: (855) 526-7775
www.dir.ca.gov/dlse/

California Division of Occupational Safety and Health (Cal/OSHA)

(833) 579-0927
https://www.dir.ca.gov/dosh/

California Division of Workers Compensation (DWC)

(800) 736-7401
dir.ca.gov/dwc/

Other California Agencies:

California Attorney General (AG)

(800) 952-5225
www.oag.ca.gov

California Civil Rights Department (CRD)

(800) 884-1684
calcivilrights.ca.gov/

California Agricultural Employees
Agricultural Labor Relations Board (ALRB)

(800) 449-3699
www.alrb.ca.gov

California Public Sector Employees and Transportation Network Company Drivers
Public Employment Relations Board (PERB)

(916) 322-3198
perb.ca.gov

Federal Agencies:

Private Sector Employees
National Labor Relations Board (NLRB):

(844) 762-6572
www.nlrb.gov

Federal Employees
U.S. Federal Labor Relations Authority (FLRA):

(771) 444-5801
https://www.flra.gov/

Railway and Airline Employees
National Mediation Board (NMB):

(202) 692-5000
https://nmb.gov/NMB_Application/

Non-Governmental Organizations:

You may also contact a nonprofit legal or community-based organization for assistance. For a list of organizations that partner with state agencies to help workers to understand their rights, scan the QR code to the right, or visit www.dir.ca.gov/dlse/Nonprofit-Legal-and-Community-Based-Organizations-Serving-Workers.html.

PAGE 5

Coversheet

Approval of 2026-27 CalOPS Employment Agreement (attached)

Section: V. Consent Items
Item: I. Approval of 2026-27 CalOPS Employment Agreement (attached)
Purpose: Vote
Submitted by:
Related Material:
26-27 Final Draft At-Will Employment Exempt Agreement CalOPS (4900-7375-7845.v2).docx.pdf
26-27 Final At-Will Employment NonExempt Agreement CalOPS 4917-0108-2261.v2).docx.pdf

California Online Public Schools

AT-WILL EMPLOYMENT AGREEMENT
Between
CALIFORNIA ONLINE PUBLIC SCHOOLS & [INSERT EMPLOYEE NAME]

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above-named employee ("Employee") and the Governing Board ("Board") of California Online Public Schools ("CalOPS"), a California public charter management organization operating the following charter schools: approved by the Ripon Unified School District, approved by the Cuyama Joint Unified School District approved by the Alpaugh Unified School District, approved by the Scotts Valley Unified School District, approved by the Middletown Unified School District and approved by the Capistrano Unified School District. The Board desires to hire employees who will assist CalOPS in implementing its purposes, policies, and procedures, and in achieving the goals and meeting the requirements of CalOPS's charter. The parties recognize that CalOPS is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

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

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. CalOPS operates a charter school which has been established pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*., and which has been duly approved by the Districts, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, CalOPS has elected to be formed and to operate as a nonprofit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, CalOPS is considered a separate legal entity from the Districts, which granted the charter. The Districts shall not be liable for any debts and obligations of CalOPS, and the employee signing below expressly recognizes that he/she is being employed by CalOPS and not the Districts.

3. Pursuant to Education Code section 47610, CalOPS must comply with all of the provisions set forth in its operative charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. CalOPS shall be deemed the exclusive public school employer of the employees at CalOPS for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

The Employee shall work in the position of [INSERT]. The Employee will perform

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such duties as CalOPS may reasonably assign and the Employee will abide by all CalOPS policies and procedures as adopted and amended from time to time. The Employee further agrees to abide by the provisions of CalOPS's charter. A copy of the job description for the above position is attached hereto and incorporated by reference herein. These duties may be amended from time to time in the sole discretion of CalOPS.

2. **Work Schedule**

The minimum on-site, (as defined as from a district office, home office or in-person site) obligations for this position shall generally be "Monday through Friday, 7:30/8:00 a.m. to 4:00 p.m.". While the Employee shall be available on-site during this time period, the duties of this exempt position may require work on weekends, as well as before and after the regular work year or hours of the work day. Workdays on which the Employee is expected to be on-site shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached hereto and incorporated by reference herein. The Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with CalOPS.

3. **Compensation**

The annual compensation for this position shall be $[INSERT], to be paid twice monthly, subject to all regular withholdings. The Employee's compensation may be prorated depending on whether the Employee remains employed, or in active work status, for the entire year. As an exempt employee, the Employee shall not be eligible to earn overtime.

4. **Employee Benefits**

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

5. **Performance Evaluation**

The Employee shall receive periodic performance reviews conducted by his/her supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of employment with CalOPS. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate the Employee shall not prevent CalOPS from disciplining or dismissing the Employee at-will in accordance with this Agreement.



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6. **Employee Rights**

Employment rights and benefits for employment at CalOPS shall only be as specified in this Agreement, CalOPS's charter, the Charter Schools Act, and CalOPS's Employee Handbook, which CalOPS may amend and modify from time to time. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure, or any employment rights with CalOPS.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for the Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. The Employee will be required to assume the cost of all fees related to the fingerprinting process. The Employee will be required to submit evidence from a healthcare provider that the Employee was found to be free from tuberculosis risk factors, or active tuberculosis if risk factors were identified. Both clearances must be in place prior to the first day of service.

10. **Conflicts of Interest**

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

11. **Outside Professional Activities**

Upon obtaining prior written approval of the Superintendent, the Employee may undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. CalOPS shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. **Mandatory Arbitration**

Employee understands and agrees that any disputes arising during employment shall be resolved by arbitration in accordance with CalOPS's Arbitration Agreement, which is attached hereto and incorporated by reference.

C. Employment At-Will

CalOPS may terminate this Agreement and the Employee's employment at any time with or without cause, with or without advance notice, and at CalOPS's sole and unreviewable discretion. Either party may immediately terminate this Agreement and the Employee's employment upon written notice to the other party.

The Employee also may be demoted or disciplined and the terms of his/her employment may be altered at any time, with or without cause, at the discretion of CalOPS. No one other than the Board has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the terms of this Agreement, and any such agreement must be in writing and must be signed by the Board and by the affected employee and must specifically state the intention to alter this "at-will" relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

D. General Provisions

1. **Waiver of Breach**

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

2. **Assignment**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors

California Online Public Schools

and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

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

4. **Partial Invalidity**

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

E. Acceptance of Employment

By signing below, the Employee declares as follows:

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

2. All information I have provided to CalOPS related to my employment is true and accurate.

3. This is the entire agreement between CalOPS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

CalOPS Approval:

Date: _____ _____

Dr. Richard Savage, Superintendent

This Employment Agreement is subject to ratification and approval by the Governing Board of CalOPS.

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California Online Public Schools

Arbitration Agreement

This AGREEMENT ("Agreement") is made by and between CalOPS ("Employer") and _____ Employee"). The purpose of this Agreement is to establish final and binding arbitration for all disputes arising out of Employee's relationship with Employer from the inception of the employment relationship, including, but not limited to, Employee's employment or the termination of Employee's employment, to the fullest extent permitted by applicable law. Employee and Employer desire to arbitrate their disputes on the terms and conditions set forth below to gain the benefits of a speedy, impartial dispute-resolution procedure, and pursuant to the Federal Arbitration Act ("FAA"). Employee and Employer agree to the following:

1. Claims Covered by the Agreement.

1.1 Employee and Employer both agree to exclusively and finally resolve by binding arbitration **any and all claims or controversies** ("claims") that Employer may have against Employee or that Employee may have against Employer or against its past, present, or future predecessors, successors, assigns, affiliates, parent and *subsidiary* companies, joint ventures, pension or benefit plans, administrators, vendors, contractors, and their respective past, present, or future officers, directors, employees, stockholders, representatives, managers, members, partners, partnerships, agents, guests, parents, students, clients, suppliers, vendors, educational advisors, business advisors, financial advisors, attorneys, and accountants, insurers, and indemnitees (collectively, "Employer"), relating to, resulting from, or in any way arising out of this Agreement or the enforcement, interpretation or validity of this Agreement, including the determination of the scope or applicability of this Agreement, any aspect of Employee's relationship with Employer, any aspect of Employee's employment relationship with Employer (pre-hire through post-termination), and/or the termination of Employee's employment relationship with Employer, and/or any act or omission between Employee and Employer to the extent permitted by law. **This Agreement does not cover any claim, cause of action, or actions pursuant to workers' compensation laws, unemployment insurance benefits with the Employment Development Department, or any other dispute if an agreement to arbitrate such a dispute is prohibited by law.** Further, nothing in this Agreement precludes Employee from pursuing any administrative agency claims, including, but not limited to, claims with the California Civil Right Department, the Equal Employment Opportunity Commission, the Division of Labor Standards Enforcement, the Department of Labor, and/or the California Public Employment Relations Board.

1.2 The scope of this Agreement is intended to be broad and comprehensive and includes, without limitation, claims for wages or other compensation, including reimbursements, due; claims for penalties or premiums; claims for violations of the California Labor Code; claims for breach of any contract or covenant (express or implied); tort claims (including, but not limited to, those relating to performance or reputation); claims for discrimination, harassment, and/or retaliation (including, but

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not limited to, race, religious creed (which includes religious dress and grooming practices), color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status, or any other consideration made unlawful by federal, state or local laws, ordinances, or regulations); claims for violation of any leaves of absence or accommodations laws; claims for wrongful termination or whistleblowing; claims for benefits (except where an employee benefit or pension plan specifies that its claims procedure shall culminate in an arbitration procedure different from this one); claims for violation of trade secret, proprietary, or confidential information laws; claims for unfair business practices; claims for invasion of privacy; and claims for violation of any public policy, federal, state, or other governmental law, statute, regulation, or ordinance.

1.3 To the fullest extent permitted by law, Employer and Employee agree that for any claim brought on an individual basis, including under the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* ("PAGA"), any such dispute shall be resolved in arbitration on an individual basis (*i.e.*, to resolve whether Employee has personally been aggrieved or subject to any violations of law). To the extent there are any PAGA claims to be litigated in a court of competent jurisdiction, including any representative claims, the Employer and Employee agree that litigation of those claims shall be stayed pending the outcome of any individual claims in arbitration, regardless of which claims or actions were filed first. If any provision of this section is found to be unenforceable or unlawful for any reason, the unenforceable provision shall be severed from this arbitration provision and severance of the unenforceable provision shall have no impact whatsoever on the Agreement as a whole, which shall remain enforceable as to all other terms.

2. Arbitration Procedures.

2.1 Required Notice of Claims and Statute of Limitations. Employee may initiate arbitration by serving or mailing a written notice to the Executive Director of Employer at Employer's principal place of business. Employer may initiate arbitration by serving or mailing a written notice to Employee at the last address recorded in Employee's personnel file. The written notice must specify with reasonable particularity the claims asserted against the other party. Notice of any claim sought to be arbitrated must be served within the limitations period established by applicable federal or state law. After demand for arbitration has been made by serving written notice, the party demanding arbitration shall file a demand for arbitration with the Office of JAMS located within 50 miles of (i) the last address recorded in Employee's personnel file or (ii) the JAMS closest to the last Employer worksite with which Employee most regularly communicated, whichever is closer. The location of the arbitration is determined in accordance with Section 2.8. Applicable law is determined in accordance with Section 2.6.

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2.2 Selection of Arbitration and Applicable Rules. The arbitrator shall be selected within sixty (60) days of the party initiating arbitration under Section 2.1 from the panel of JAMS and the arbitration shall be conducted pursuant to JAMS policies and procedures. Except as provided herein, all rules governing the arbitration shall be the then-applicable rules set forth by JAMS. If the dispute is employment-related, the dispute shall be governed by JAMS's then-current version of the national rules for the resolution of employment disputes, with the exception that discovery and motions for summary judgment will be governed by Sections 2.3 and 2.4 of this Agreement. JAMS's then-applicable rules governing the arbitration may be obtained from JAMS's website, which currently is www.jamsadr.com.

2.3 Discovery and Motions. The parties shall be entitled to engage in all types of discovery (e.g., depositions, interrogatories, request for production of documents, etc.) regarding and relevant to the subject matter of the dispute submitted to arbitration pursuant to the Federal Rules of Civil Procedure ("FRCP"), including but not limited to, FRCP 26. A copy of the FRCP may be obtained from the website of the United States Courts, which is currently http://www.uscourts.gov/rules-policies/current-rules-practice-procedure/federal-rules-civil-procedure. The arbitrator is authorized to rule on discovery motions brought under the FRCP. All discovery must be completed no later than twenty (20) days prior to the date set for the arbitration hearing; provided, however, that no discovery may be initiated until after the dispute has been formally submitted to arbitration and an arbitrator has been mutually agreed-upon.

2.4 Dispositive Motions. Either party may file a motion for summary judgment with the arbitrator in accordance with Rule 56 of the FRCP.

2.5 Offers Of Judgment. Either party may serve an offer of judgment consistent with the FRCP.

2.6 Applicable Law and Arbitrator Authority. The arbitrator shall apply the substantive law (and the law of remedies, if applicable) of the state in which the claim arose, or federal law, or both, as applicable to the claim(s) asserted. **The arbitrator shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable.**

_____ **(Employee's Initials Acknowledging Arbitrator's Exclusive Authority)**

2.7 Arbitration Decision. The arbitrator's decision will be final and binding. The arbitrator shall issue a written arbitration decision revealing the essential findings and conclusions upon which the decision and/or award is based within thirty (30) calendar days after the hearing's completion. A party's right to appeal the decision is limited to grounds provided under applicable federal or state law.



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2.8 Place of Arbitration. The arbitration shall take place at a mutually convenient location (preference shall be provided to a JAMS office) that must be within fifty (50) miles of Employee's last known address with Employer. If the parties cannot agree upon a location, or if a JAMS office is not within fifty (50) miles of Employee's last known address with Employer, then the arbitration shall be held at the JAMS office closest to the last Employer worksite with which Employee most regularly communicated. If Employee worked remotely, then the arbitration shall be held at the JAMS office closest to Employer's worksite where Employee was "assigned," even though Employee did not physically work at the worksite.

3. Application for Emergency Injunctive and/or Other Equitable Relief. Claims by Employer or Employee for emergency injunctive and/or other equitable relief relating to unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information shall be submitted to JAMS for emergency treatment. The parties agree that the JAMS administrator may select a neutral hearing officer (subject to conflicts) to hear the emergency request only. The hearing officer should be experienced in considering requests for emergency injunctive and/or other equitable relief. The hearing officer shall conform his/her consideration and ruling with the applicable legal standards as if this matter were heard in a court of law in the applicable jurisdiction for such a dispute.

4. Severability. Should any portion of this Agreement be found unenforceable, such portion will be severed from this Agreement, and the remaining portions shall continue to be enforceable.

5. Effective Date. This Agreement is retroactively effective to the date that Employee's employment with Employer initially began. This Agreement to arbitrate shall survive the termination of Employee's employment.

6. Construction. This Agreement shall be construed and enforced pursuant to the FAA. The Arbitrator, and not any federal, state, or local court or agency, shall have the exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable. Any disputes regarding the enforceability or validity of this Agreement or any of its provisions shall be resolved as if the arbitrator or other decision-maker, if any, is acting as a federal district court judge applying the FAA and its precedent.

_____**(Employee's Initials Acknowledging the FAA)**

7. Consideration. For employees who are currently employed, Employer's offer to make Employee eligible for promotions, raises, bonuses, gifts and prizes in the future, and the promises by Employer and Employee to arbitrate differences, rather than litigate them before courts or other bodies, provide consideration for each other to enter into this Agreement. For newly hired employees, Employer and Employee agree that in addition to

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the above consideration, Employer's offer of employment (at-will or otherwise) provides adequate consideration for each other to enter into this Agreement.

8. Signatures. A facsimile, scanned, copy, digital, or photographic signature shall have the same force and effect as an original signature.

9. Representation, Fees, and Costs. Each party may be represented by an attorney or other representative selected by the party. Each party shall be responsible for its own attorneys' or representative's fees. However, if any party prevails on a statutory claim that affords the prevailing party's attorneys' fees, or if there is a written agreement providing for fees, the arbitrator may award reasonable fees to the prevailing party subject to written evidence of such fees and applicable law. Employer shall be responsible for the arbitrator's fees and costs to the extent they exceed any fee or cost that Employee would be required to bear if the action were brought in court.

10. Waiver of Jury Trial/Exclusive Remedy. EMPLOYEE AND EMPLOYER KNOWINGLY WAIVE ANY CONSTITUTIONAL RIGHT TO HAVE ANY DISPUTE BETWEEN THEM DECIDED BY A COURT OF LAW AND/OR BY A JURY IN COURT.

_____(Employee's Initials Acknowledging Waiver of Jury Trial)

11. Waiver of Representative/Class Action Proceedings. TO THE FULLEST EXTENT PERMITTED BY LAW, EMPLOYEE AND EMPLOYER KNOWINGLY AGREE TO BRING ANY CLAIMS GOVERNED BY THIS AGREEMENT IN HIS/HER/ITS INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF, CLASS MEMBER OR REPRESENTATIVE IN ANY PURPORTED CLASS OR REPRESENTATIVE ACTION. THEY FURTHER AGREE TO WAIVE ANY RIGHT TO PARTICIPATE IN ANY REPRESENTATIVE OR CLASS ACTION PROCEEDING RELATED TO ANY CLAIMS GOVERNED BY THIS AGREEMENT. EMPLOYER AND EMPLOYEE ALSO AGREE THAT THE ARBITRATOR MAY NOT CONSOLIDATE MORE THAN ONE INDIVIDUAL'S CLAIMS, AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF REPRESENTATIVE OR CLASS ACTION PROCEEDING, INCLUDING, BUT NOT LIMITED TO, ANY REPRESENTATIVE ACTION UNDER CALIFORNIA BUSINESS AND PROFESSIONS CODE SECTIONS 17200 *ET SEQ*. THIS SECTION DOES NOT APPLY TO ANY REPRESENTATIVE ACTIONS BROUGHT UNDER PAGA, AS ADDRESSED IN SECTION 1.3 ABOVE.

_____(Employee's Initials Acknowledging Waiver of Representative/Class Action)

12. Sole and Entire Agreement. This Agreement expresses the entire Agreement of the parties and shall supersede any and all other agreements, oral or written, concerning arbitration. This Agreement is not, and shall not be construed to create, any contract of employment, express or implied.

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13. Acknowledgment. Employee acknowledges that Employee has carefully read this Agreement, understands its terms, and agrees that all understandings and agreements between Employer and Employee relating to the subjects covered in the Agreement are contained in it. Employee has knowingly entered into the Agreement without reliance on any provisions or representations by Employer, other than those contained in this Agreement. Employee further acknowledges that Employee has been given the opportunity to discuss this Agreement with Employee's private legal counsel and Employee has utilized that opportunity to the extent desired.

Dated: _____ _____
Employee Signature

_____
Employee Printed Name

On behalf of CalOPS

Dated: _____ _____
Employer's Signature

_____
Employer Representative's Printed Name & Title

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California Online Public Schools

AT-WILL EMPLOYMENT AGREEMENT
Between
CALIFORNIA ONLINE PUBLIC SCHOOLS & [INSERT EMPLOYEE NAME]

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above-named employee ("Employee") and the Governing Board ("Board") of California Online Public Schools ("CalOPS"), a California public charter management organization operating the following charter schools: California Online Public Schools @ Ripon, approved by the Ripon Unified School District; California Online Public Schools Central Coast, approved by the Cuyama Joint Unified School District; California Online Public Schools Central Valley, approved by the Alpaugh Unified School District; California Online Public Schools Monterey Bay, approved by the Scotts Valley Unified School District; California Online Public Schools North Bay, approved by the Middletown Unified School District, and California Online Public Schools Southern California, approved by the Capistrano Unified School District. The Board desires to hire employees who will assist CalOPS in implementing its purposes, policies, and procedures, and in achieving the goals and meeting the requirements of CalOPS's charter. The parties recognize that CalOPS is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

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

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. CalOPS operates a charter school which has been established pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*., and which has been duly approved by the Districts, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, CalOPS has elected to be formed and to operate as a nonprofit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, CalOPS is considered a separate legal entity from the Districts, which granted the charter. The Districts shall not be liable for any debts and obligations of CalOPS, and the employee signing below expressly recognizes that he/she is being employed by CalOPS and not the Districts.

3. Pursuant to Education Code section 47610, CalOPS must comply with all of the provisions set forth in its operative charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. CalOPS shall be deemed the exclusive public school employer of the employees at CalOPS for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

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The Employee shall work in the position of [INSERT]. The Employee will perform such duties as CalOPS may reasonably assign and the Employee will abide by all CalOPS policies and procedures as adopted and amended from time to time. The Employee further agrees to abide by the provisions of CalOPS's charter. A copy of the job description for the above position is attached hereto and incorporated by reference herein. These duties may be amended from time to time in the sole discretion of CalOPS.

2. **Work Schedule**

The work schedule for this position shall be full-time consisting of Monday through Friday 7:30AM/8:00AM to 4:00PM. The Employee is prohibited from working hours in excess of this work schedule, including overtime, without the prior written consent of OCS. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached hereto and incorporated by reference herein. The Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with OCS

3. **Compensation**

The hourly pay for this position is $[_____], subject to all regular withholdings. The Employee shall be paid twice monthly. The Employee shall not be permitted to earn overtime compensation without the prior written consent of OCS.

4. **Employee Benefits**

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

5. **Performance Evaluation**

The Employee shall receive periodic performance reviews conducted by his/her supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of employment with CalOPS. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate the Employee shall not prevent CalOPS from disciplining or dismissing the Employee at-will in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at CalOPS shall only be as

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specified in this Agreement, CalOPS's charter, the Charter Schools Act, and CalOPS's Employee Handbook, which CalOPS may amend and modify from time to time. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure, or any employment rights with CalOPS.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for the Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. The Employee will be required to assume the cost of all fees related to the fingerprinting process. The Employee will be required to submit evidence from a healthcare provider that the Employee was found to be free from tuberculosis risk factors, or active tuberculosis if risk factors were identified. Both clearances must be in place prior to the first day of service.

10. **Conflicts of Interest**

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

11. **Outside Professional Activities**

Upon obtaining prior written approval of the Superintendent, the Employee may

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undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. CalOPS shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. **Mandatory Arbitration**

Employee understands and agrees that any disputes arising during employment shall be resolved by arbitration in accordance with CalOPS's Arbitration Agreement, which is attached hereto and incorporated by reference.

C. EMPLOYMENT AT-WILL

CalOPS may terminate this Agreement and the Employee's employment at any time with or without cause, with or without advance notice, and at CalOPS's sole and unreviewable discretion. Either party may immediately terminate this Agreement and the Employee's employment upon written notice to the other party.

The Employee also may be demoted or disciplined and the terms of his/her employment may be altered at any time, with or without cause, at the discretion of CalOPS. No one other than the Board has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the terms of this Agreement, and any such agreement must be in writing and must be signed by the Board and by the affected employee and must specifically state the intention to alter this "at-will" relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

D. GENERAL PROVISIONS

1. **Waiver of Breach**

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

2. **Assignment**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

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

4. **Partial Invalidity**

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

E. Acceptance of Employment

By signing below, the Employee declares as follows:

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

2. All information I have provided to CalOPS related to my employment is true and accurate.

3. This is the entire agreement between CalOPS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

CalOPS Approval:

Date: _____ _____

Zana Kidd, Director of Human Resources

This Employment Agreement is subject to ratification and approval by the Governing Board of CalOPS.

Arbitration Agreement

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This AGREEMENT ("Agreement") is made by and between CalOPS ("Employer") and _____ Employee"). The purpose of this Agreement is to establish final and binding arbitration for all disputes arising out of Employee's relationship with Employer from the inception of the employment relationship, including, but not limited to, Employee's employment or the termination of Employee's employment, to the fullest extent permitted by applicable law. Employee and Employer desire to arbitrate their disputes on the terms and conditions set forth below to gain the benefits of a speedy, impartial dispute-resolution procedure, and pursuant to the Federal Arbitration Act ("FAA"). Employee and Employer agree to the following:

1. Claims Covered by the Agreement.

1.1 Employee and Employer both agree to exclusively and finally resolve by binding arbitration **any and all claims or controversies** ("claims") that Employer may have against Employee or that Employee may have against Employer or against its past, present, or future predecessors, successors, assigns, affiliates, parent and *subsidiary* companies, joint ventures, pension or benefit plans, administrators, vendors, contractors, and their respective past, present, or future officers, directors, employees, stockholders, representatives, managers, members, partners, partnerships, agents, guests, parents, students, clients, suppliers, vendors, educational advisors, business advisors, financial advisors, attorneys, and accountants, insurers, and indemnitees (collectively, "Employer"), relating to, resulting from, or in any way arising out of this Agreement or the enforcement, interpretation or validity of this Agreement, including the determination of the scope or applicability of this Agreement, any aspect of Employee's relationship with Employer, any aspect of Employee's employment relationship with Employer (pre-hire through post-termination), and/or the termination of Employee's employment relationship with Employer, and/or any act or omission between Employee and Employer to the extent permitted by law. **This Agreement does not cover any claim, cause of action, or actions pursuant to workers' compensation laws, unemployment insurance benefits with the Employment Development Department, or any other dispute if an agreement to arbitrate such a dispute is prohibited by law.** Further, nothing in this Agreement precludes Employee from pursuing any administrative agency claims, including, but not limited to, claims with the California Civil Right Department, the Equal Employment Opportunity Commission, the Division of Labor Standards Enforcement, the Department of Labor, and/or the California Public Employment Relations Board.

1.2 The scope of this Agreement is intended to be broad and comprehensive and includes, without limitation, claims for wages or other compensation, including reimbursements, due; claims for penalties or premiums; claims for violations of the California Labor Code; claims for breach of any contract or covenant (express or implied); tort claims (including, but not limited to, those relating to performance or reputation); claims for discrimination, harassment, and/or retaliation (including, but not limited to, race, religious creed (which includes religious dress and grooming practices), color, national origin, ancestry, physical disability, mental disability,

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medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status, or any other consideration made unlawful by federal, state or local laws, ordinances, or regulations); claims for violation of any leaves of absence or accommodations laws; claims for wrongful termination or whistleblowing; claims for benefits (except where an employee benefit or pension plan specifies that its claims procedure shall culminate in an arbitration procedure different from this one); claims for violation of trade secret, proprietary, or confidential information laws; claims for unfair business practices; claims for invasion of privacy; and claims for violation of any public policy, federal, state, or other governmental law, statute, regulation, or ordinance.

1.3 To the fullest extent permitted by law, Employer and Employee agree that for any claim brought on an individual basis, including under the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* ("PAGA"), any such dispute shall be resolved in arbitration on an individual basis (*i.e.*, to resolve whether Employee has personally been aggrieved or subject to any violations of law). To the extent there are any PAGA claims to be litigated in a court of competent jurisdiction, including any representative claims, the Employer and Employee agree that litigation of those claims shall be stayed pending the outcome of any individual claims in arbitration, regardless of which claims or actions were filed first. If any provision of this section is found to be unenforceable or unlawful for any reason, the unenforceable provision shall be severed from this arbitration provision and severance of the unenforceable provision shall have no impact whatsoever on the Agreement as a whole, which shall remain enforceable as to all other terms.

2. Arbitration Procedures.

2.1 Required Notice of Claims and Statute of Limitations. Employee may initiate arbitration by serving or mailing a written notice to the Executive Director of Employer at Employer's principal place of business. Employer may initiate arbitration by serving or mailing a written notice to Employee at the last address recorded in Employee's personnel file. The written notice must specify with reasonable particularity the claims asserted against the other party. Notice of any claim sought to be arbitrated must be served within the limitations period established by applicable federal or state law. After demand for arbitration has been made by serving written notice, the party demanding arbitration shall file a demand for arbitration with the Office of JAMS located within 50 miles of (i) the last address recorded in Employee's personnel file or (ii) the JAMS closest to the last Employer worksite with which Employee most regularly communicated, whichever is closer. The location of the arbitration is determined in accordance with Section 2.8. Applicable law is determined in accordance with Section 2.6.

2.2 Selection of Arbitration and Applicable Rules. The arbitrator shall be selected within sixty (60) days of the party initiating arbitration under Section 2.1 from the panel of JAMS and the arbitration shall be conducted pursuant to JAMS policies and

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procedures. Except as provided herein, all rules governing the arbitration shall be the then-applicable rules set forth by JAMS. If the dispute is employment-related, the dispute shall be governed by JAMS's then-current version of the national rules for the resolution of employment disputes, with the exception that discovery and motions for summary judgment will be governed by Sections 2.3 and 2.4 of this Agreement. JAMS's then-applicable rules governing the arbitration may be obtained from JAMS's website, which currently is www.jamsadr.com.

2.3 Discovery and Motions. The parties shall be entitled to engage in all types of discovery (e.g., depositions, interrogatories, request for production of documents, etc.) regarding and relevant to the subject matter of the dispute submitted to arbitration pursuant to the Federal Rules of Civil Procedure ("FRCP"), including but not limited to, FRCP 26. A copy of the FRCP may be obtained from the website of the United States Courts, which is currently http://www.uscourts.gov/rules-policies/current-rules-practice-procedure/federal-rules-civil-procedure. The arbitrator is authorized to rule on discovery motions brought under the FRCP. All discovery must be completed no later than twenty (20) days prior to the date set for the arbitration hearing; provided, however, that no discovery may be initiated until after the dispute has been formally submitted to arbitration and an arbitrator has been mutually agreed-upon.

2.4 Dispositive Motions. Either party may file a motion for summary judgment with the arbitrator in accordance with Rule 56 of the FRCP.

2.5 Offers Of Judgment. Either party may serve an offer of judgment consistent with the FRCP.

2.6 Applicable Law and Arbitrator Authority. The arbitrator shall apply the substantive law (and the law of remedies, if applicable) of the state in which the claim arose, or federal law, or both, as applicable to the claim(s) asserted. **The arbitrator shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable.**

_____ **(Employee's Initials Acknowledging Arbitrator's Exclusive Authority)**

2.7 Arbitration Decision. The arbitrator's decision will be final and binding. The arbitrator shall issue a written arbitration decision revealing the essential findings and conclusions upon which the decision and/or award is based within thirty (30) calendar days after the hearing's completion. A party's right to appeal the decision is limited to grounds provided under applicable federal or state law.

2.8 Place of Arbitration. The arbitration shall take place at a mutually convenient location (preference shall be provided to a JAMS office) that must be within fifty (50) miles of Employee's last known address with Employer. If the parties cannot

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agree upon a location, or if a JAMS office is not within fifty (50) miles of Employee's last known address with Employer, then the arbitration shall be held at the JAMS office closest to the last Employer worksite with which Employee most regularly communicated. If Employee worked remotely, then the arbitration shall be held at the JAMS office closest to Employer's worksite where Employee was "assigned," even though Employee did not physically work at the worksite.

3. Application for Emergency Injunctive and/or Other Equitable Relief. Claims by Employer or Employee for emergency injunctive and/or other equitable relief relating to unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information shall be submitted to JAMS for emergency treatment. The parties agree that the JAMS administrator may select a neutral hearing officer (subject to conflicts) to hear the emergency request only. The hearing officer should be experienced in considering requests for emergency injunctive and/or other equitable relief. The hearing officer shall conform his/her consideration and ruling with the applicable legal standards as if this matter were heard in a court of law in the applicable jurisdiction for such a dispute.

4. Severability. Should any portion of this Agreement be found unenforceable, such portion will be severed from this Agreement, and the remaining portions shall continue to be enforceable.

5. Effective Date. This Agreement is retroactively effective to the date that Employee's employment with Employer initially began. This Agreement to arbitrate shall survive the termination of Employee's employment.

6. Construction. This Agreement shall be construed and enforced pursuant to the FAA. The Arbitrator, and not any federal, state, or local court or agency, shall have the exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable. Any disputes regarding the enforceability or validity of this Agreement or any of its provisions shall be resolved as if the arbitrator or other decision-maker, if any, is acting as a federal district court judge applying the FAA and its precedent.

_____**(Employee's Initials Acknowledging the FAA)**

7. Consideration. For employees who are currently employed, Employer's offer to make Employee eligible for promotions, raises, bonuses, gifts and prizes in the future, and the promises by Employer and Employee to arbitrate differences, rather than litigate them before courts or other bodies, provide consideration for each other to enter into this Agreement. For newly hired employees, Employer and Employee agree that in addition to the above consideration, Employer's offer of employment (at-will or otherwise) provides adequate consideration for each other to enter into this Agreement.

8. Signatures. A facsimile, scanned, copy, digital, or photographic signature shall have the same force and effect as an original signature.

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9. Representation, Fees, and Costs. Each party may be represented by an attorney or other representative selected by the party. Each party shall be responsible for its own attorneys' or representative's fees. However, if any party prevails on a statutory claim that affords the prevailing party's attorneys' fees, or if there is a written agreement providing for fees, the arbitrator may award reasonable fees to the prevailing party subject to written evidence of such fees and applicable law. Employer shall be responsible for the arbitrator's fees and costs to the extent they exceed any fee or cost that Employee would be required to bear if the action were brought in court.

10. **Waiver of Jury Trial/Exclusive Remedy. EMPLOYEE AND EMPLOYER KNOWINGLY WAIVE ANY CONSTITUTIONAL RIGHT TO HAVE ANY DISPUTE BETWEEN THEM DECIDED BY A COURT OF LAW AND/OR BY A JURY IN COURT.**

_____(Employee's Initials Acknowledging Waiver of Jury Trial)

11. **Waiver of Representative/Class Action Proceedings. TO THE FULLEST EXTENT PERMITTED BY LAW, EMPLOYEE AND EMPLOYER KNOWINGLY AGREE TO BRING ANY CLAIMS GOVERNED BY THIS AGREEMENT IN HIS/HER/ITS INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF, CLASS MEMBER OR REPRESENTATIVE IN ANY PURPORTED CLASS OR REPRESENTATIVE ACTION. THEY FURTHER AGREE TO WAIVE ANY RIGHT TO PARTICIPATE IN ANY REPRESENTATIVE OR CLASS ACTION PROCEEDING RELATED TO ANY CLAIMS GOVERNED BY THIS AGREEMENT. EMPLOYER AND EMPLOYEE ALSO AGREE THAT THE ARBITRATOR MAY NOT CONSOLIDATE MORE THAN ONE INDIVIDUAL'S CLAIMS, AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF REPRESENTATIVE OR CLASS ACTION PROCEEDING, INCLUDING, BUT NOT LIMITED TO, ANY REPRESENTATIVE ACTION UNDER CALIFORNIA BUSINESS AND PROFESSIONS CODE SECTIONS 17200 *ET SEQ.* THIS SECTION DOES NOT APPLY TO ANY REPRESENTATIVE ACTIONS BROUGHT UNDER PAGA, AS ADDRESSED IN SECTION 1.3 ABOVE.**

_____(Employee's Initials Acknowledging Waiver of Representative/Class Action)

12. Sole and Entire Agreement. This Agreement expresses the entire Agreement of the parties and shall supersede any and all other agreements, oral or written, concerning arbitration. This Agreement is not, and shall not be construed to create, any contract of employment, express or implied.

13. Acknowledgment. Employee acknowledges that Employee has carefully read this Agreement, understands its terms, and agrees that all understandings and agreements between Employer and Employee relating to the subjects covered in the Agreement are contained in it. Employee has knowingly entered into the Agreement without reliance on any provisions or representations by Employer, other than those contained in this

Powered by BoardOnTrack

Agreement. Employee further acknowledges that Employee has been given the opportunity to discuss this Agreement with Employee's private legal counsel and Employee has utilized that opportunity to the extent desired.

Dated: _____ _____

Employee Signature

_____

Employee Printed Name

On behalf of CalOPS

Dated: _____ _____

Employer's Signature

_____

Employer Representative's Printed Name & Title

Coversheet

Approval of ELT Tech Refresh (attached)

Section: VI. Action Items
Item: A. Approval of ELT Tech Refresh (attached)
Purpose: Vote
Submitted by:
Related Material: 260310 ELT Technology Refresh BIM - CalOPS.pdf
Zones_Quote_K3312511.pdf
Macbook Air M5.pdf
Quote 3087441 (1).pdf

California Online Public Schools

Board Information Memo

SUBJECT: ELT Tech Refresh

Category (Contract Approval, Policy, Personnel, General Approval. etc.): General Approval

Date: 4.2.26

Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal Policy

Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information):

The Extended Leadership Team (ELT) consists of Assistant Principal levels and above. There are 44 employees that fall into this category. The ELT was the first group at CalOPS to receive new technology (Laptops, monitors, and peripherals) in the transition away from Pearson. The team received their equipment in approximately June of 2023.

CalOPS's technology refresh cycle is planned for a 3 year refresh. It is industry practice that District and school administration start this refresh cycle to ensure any changes to the devices can be made prior to a larger tech refresh for the larger school population.

Rationale (Why is this important and why is this coming to the Board):

The current hardware is approaching this 3 year lifespan. This three-year tech refresh cycle allows CalOPS to maintain peak operational efficiency by ensuring our staff always has access to reliable hardware. Staff technology is the primary avenue for all work in our virtual, remote work environment. This proactive approach also allows CalOPS to more proactively forecast technology hardware costs as well.

This purchase is being brought to the Board due to the overall cost of the purchase.

Evidence of Due Diligence:

The CalOPS team sought out multiple quotes for competitively priced hardware. The attached spreadsheet shows these competitive quotes.

The leadership team discussed the needs of the CalOPS team and decided on a refresh package that includes a laptop, monitor, wireless keyboard and mouse, as well as a powered docking station that allows for connectivity of all needed peripherals.

Fiscal Impact:

With consideration to the above listed competitive bids and the previously mentioned additional provisioning costs involved with utilizing a new vendor, we are bringing the quotes from GHA Technologies and SoftMSP to the Board for approval for this ELT Tech Refresh.

Total Items being Purchased:

- 24 Dell XPS Pro 16 Plus Laptops
- 20 Apple Macbook Air Pro
- 45 Peripheral Packages
    - Thunderbolt 5 Docking Station
    - Logitech Mouse/Keyboard Combo
    - Samsung 32” Monitor

Provider: GHA			
PC, Monitor, Keyboard and Docking Station			
XPS 16 DA16260/Core Ultra, X7/32GB/512 SSD/16 inch	$ 2,415.35	24	$ 57,968.40
Thunderbolt 5 Docking Station	$ 273.00	45	$ 12,285.00
Logitech MK955 Signature Slim, Keyboard and Mouse Combo - Gra	$ 111.00	45	$ 4,995.00
Samsung S32D606UAN 32in IPS, 2560x1440 LED Monitor with Heigh	$ 345.00	45	$ 15,525.00
CA ELECTRONIC WASTE RECYCLING, FEE 15 TO 35 INCH	$ 5.00	69	$ 345.00
Tax			$ 7,977.62
Shipping			$ -
Total			$ 99,096.02
Apple MacBook Air			
CTO 15IN MBA M5 10C 10C GPU 24GB, 512GB SSD 70W SILVER NCNR	$ 1,501.36	20	$ 30,027.20
APPLECARE+ 15-INCH MACBOOK AIR, (M5)	$ 190.00	20	$ 3,800.00
CA ELECTRONIC WASTE RECYCLING, FEE 15 TO 35 INCH	$ 5.00	20	$ 100.00
Tax			$ 2,627.36
Shipping			$ -
Total			$ 36,554.56
Total (PC + MacBook Air)			**$ 135,650.58**

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable): Approval

Motion to approve the ELT Staff Technology refresh purchase from GHA Technologies as outlined.

Prepared/Recommended/Approved By:

Dan Hertzler
Director of Operations

ZONES™

03/25/2026

Bill To :
SOFTMSP
20869 PLUMMER ST. SUITE 102

CHATSWORTH, CA 91311
Phone : (916) 442-1500

Ship To:
SANGAR SAFI
SOFTWARE MSP, LLC
20869 PLUMMER ST. SUITE 102
CHATSWORTH, CA, 91311-5005, USA

Account#0071098485
Quote :K3312511
PO# :

Software prices subject to change

Hardware quotes are valid for 7 business days

Memory Prices are valid for 24 hours only, call for verification

REMIT PAYMENT TO:
ZONES LLC
PO Box 737040
DALLAS TX 75373-7040

PLEASE SEND PURCHASE ORDERS DIRECTLY TO YOUR ZONES LLC ACCOUNT MANAGER VIA FAX OR EMAIL

Ryan Mustafa
Account Executive
Phone 12532053107

Email:ryan.mustafa@zones.com

Item #	Qty.	Mfr.Name	Description	Manufacturers Part #	Unit Price	Total
A 00344271	69		CA ELECTRONIC WASTE RECYCLING FEE 15 TO 35 INCH	A 00344271	USD 5.00	USD 345.00
011689463-NEW	45	SAMSUNG ELECTRONICS AMERICA	Samsung S32D606UAN 32in IPS 2560x1440 LED Monitor with Heigh	S32D606UAN	USD 348.17	USD 15,667.65
011616248-NEW	45	LOGITECH	Logitech MK955 Signature Slim Keyboard and Mouse Combo - Gra	920-012425	USD 113.00	USD 5,085.00
302038374-NEW	45	STARTECH.COM USA LLP	Thunderbolt 5 Docking Station	215N-TB5USB4DOCK	USD 273.64	USD 12,313.80
302388603-SMSP	24	DELL RESELLER DIVISION	XPS 16 DA16260/Core Ultra X7/32GB/1TB SSD/16 inch	210-BTMH	USD 2,538.00	USD 60,912.00

ASK US ABOUT
Installation Services
On-site Technical Services and Hourly Service Rates
Remote Help Desk and Remote Network OS Support

Sub-Total:	**USD 94,323.45**
Estimated Sales Tax:	**USD 9,254.89**
Shipping:	**USD 943.47**
Grand Total:	**USD 104,521.81**

Visit us on the web:**http://www.zones.com**

Numerous Financing & Leasing Options Available

ZONES LLC
1102 15th Street S.W., Suite 102
Auburn, USA 98001
Phone: (800) 419-9663

CERTIFIED as an NMBC MINORITY BUSINESS ENTERPRISE by the NMSDC

IN THE EVENT THAT YOU HAVE AN AGREEMENT (**"AGREEMENT"**) IN PLACE WITH ZONES, LLC, THAT GOVERNS THE SALE ASSOCIATED HEREWITH, SUCH AGREEMENT SHALL GOVERN; OTHERWISE THE TERMS AND CONDITIONS OF SALE SET FORTH ON THE WEB PAGE LINKED AT WWW.ZONES.COM\TERMSOFSALE (**"TERMS AND CONDITIONS"**), SHALL GOVERN. ZONES EXPRESSLY LIMITS THE TERMS AND CONDITIONS OF THIS SALE TO SUCH AGREEMENT OR THE TERMS AND CONDITIONS, AS APPLICABLE, AND ZONES EXPRESSLY OBJECTS TO, DISCLAIMS, AND REJECTS ANY DIFFERENT OR ADDITIONAL TERMS SET.

WE APPRECIATE THIS OPPORTUNITY TO EARN YOUR BUSINESS, AND LOOK FORWARD TO SERVING YOU SOON! THANK YOU!

ZONES™

03/13/2026

Bill To :
SOFTWARE MSP, LLC
20869 PLUMMER ST. SUITE 102

CHATSWORTH, CA 91311
Phone : (916) 442-1500

Ship To:
SANGAR SAFI
SOFTWARE MSP, LLC
20869 PLUMMER ST. SUITE 102
CHATSWORTH, CA, 91311-5005, USA

Account#0071098485
Quote :K3305065
PO# :

Software prices subject to change

Hardware quotes are valid for 7 business days

Memory Prices are valid for 24 hours only, call for verification

REMIT PAYMENT TO:
ZONES LLC
PO Box 737040
DALLAS TX 75373-7040

PLEASE SEND PURCHASE ORDERS DIRECTLY TO YOUR ZONES LLC ACCOUNT MANAGER VIA FAX OR EMAIL

Ryan Mustafa
Account Executive
Phone 12532053107
Fax:(253) 205-3862
Email:ryan.mustafa@zones.com

Item #	Qty.	Mfr.Name	Description	Manufacturers Part #	Unit Price	Total
A 00344271	20		CA ELECTRONIC WASTE RECYCLING FEE 15 TO 35 INCH	A 00344271	USD 5.00	USD 100.00
302244239-NEW	20	APPLE - BTO/ APPLE INC. Acct 32260	CTO 15IN MBA M5 10C 10C GPU 24GB 512GB SSD 70W SILVER NCNR	Z1LQ000SW	USD 1,510.36	USD 30,207.20
302244140-NEW	20	APPLECARE/APPLE COMPUTER	APPLECARE+ 15-INCH MACBOOK AIR (M5)	SCW93LL/A	USD 190.52	USD 3,810.40

ASK US ABOUT
Installation Services
On-site Technical Services and Hourly Service Rates
Remote Help Desk and Remote Network OS Support

Visit us on the web:**http://www.zones.com**

Sub-Total:	**USD 34,117.60**
Estimated Sales Tax:	**USD 2,950.24**
Shipping:	**USD 51.68**
Grand Total:	**USD 37,119.52**

Numerous Financing & Leasing Options Available

ZONES LLC
1102 15th Street S.W., Suite 102
Auburn, USA 98001
Phone: (800) 419-9663

BBB Member Better Business Bureau® Serving Oregon & Western Washington

CERTIFIED as an NMBC MINORITY BUSINESS ENTERPRISE by the NMSDC

IN THE EVENT THAT YOU HAVE AN AGREEMENT (**"AGREEMENT"**) IN PLACE WITH ZONES, LLC, THAT GOVERNS THE SALE ASSOCIATED HEREWITH, SUCH AGREEMENT SHALL GOVERN; OTHERWISE THE TERMS AND CONDITIONS OF SALE SET FORTH ON THE WEB PAGE LINKED AT WWW.ZONES.COM\TERMSOFSALE **("TERMS AND CONDITIONS"**), SHALL GOVERN. ZONES EXPRESSLY LIMITS THE TERMS AND CONDITIONS OF THIS SALE TO SUCH AGREEMENT OR THE TERMS AND CONDITIONS, AS APPLICABLE, AND ZONES EXPRESSLY OBJECTS TO, DISCLAIMS, AND REJECTS ANY DIFFERENT OR ADDITIONAL TERMS SET.

WE APPRECIATE THIS OPPORTUNITY TO EARN YOUR BUSINESS, AND LOOK FORWARD TO SERVING YOU SOON! THANK YOU!

GHA Technologies, Inc.
NEW REMITTANCE ADDRESS
Dept #880831
PO Box 29650
Phoenix, Arizona 85038-9650
United States
http://www.gha-associates.com
(P) 480-951-6865
(F) 480-951-6956

Quotation (Open)

Date
Mar 25, 2026 02:31 PM CDT

Modified Date
Mar 25, 2026 03:52 PM CDT

Quote #
3087441 - rev 1 of 1

Description
Laptops

SalesRep
Dang, Khoi
(P) 214-547-8865
(F) 480-951-6956

Customer Contact

Customer
California Online Public Schools (CO142834)
33272 Valle Rd San Juan Capistrano, CA 92675-4842
United States

Bill To
California Online Public Schools
Accounts Payable, .
33272 Valle Rd San Juan Capistrano, CA 92675-4842
United States

Ship To
SoftMSP c/o CalOPS
Sangar Safi, 909-645-5064
271 Ott Street Unit 19
Corona, CA 92882
United States

Customer PO:	Terms:	Ship Via:
	Undefined	FedEx Ground
Special Instructions:		**Carrier Account #:**

#	Description	Part #	Tax	Qty	Unit Price	Total
1	Dell XPS 16 DA16260 - CTO Note: XPS 16 DA16260 Series 3 Intel(R) Core(TM) Ultra X7 Processor 358H (16 Core, 18MB Cache, up to 4.8 GHz) Windows 11 Pro, Copilot+ PC 32GB LPDDR5x Dual Channel at 9600 MT/s Graphite Backlit English Keyboard 16.0", Non-Touch, 2K, 1-120Hz, 500 nits 512 GB, M.2, PCIe NVMe, SSD Intel(R)Wi-Fi 7 BE211 2x2 + Bluetooth 6.0 Wireless Card Intel(R) Arc(TM) graphics ProSupport and Next Business Day Onsite Service Initial, 12 Month(s) :	CTO-XPS16	Yes	24	$2,415.35	$57,968.40
2	CA Recycling Fee	CA Fee	No	24	$5.00	$120.00
3	Samsung ViewFinity S6 S32D606UAN S60UD Series - LCD monitor - 32" - 2560 x 1440 QHD @ 100 Hz - IPS - 350 cd/m² - 1000:1 - HDR10 - 5 ms - HDMI, DisplayPort, USB-C - black	S32D606UAN	Yes	45	$345.00	$15,525.00
4	E-Waste Fee `Linked to Line #3`			45	$5.00	$225.00
5	Logitech Signature Slim Combo MK955 for Business Keyboard and mouse set - wireless - Bluetooth 5.1 LE	920-012427	Yes	45	$111.00	$4,995.00
6	StarTech.com Docking station - for laptop, smartphone, tablet - USB-C / USB4 / Thunderbolt 3 / Thunderbolt 4 / Thunderbolt 5 / USB-A - DP, HDMI - 1GbE, 2.5GbE - 180 Watt - TAA Compliant	215N-TB5USB4DOCK	Yes	45	$273.00	$12,285.00

Subtotal:	**$90,893.40**
Tax (8.7500%):	$7,977.62
Shipping:	$399.45
Misc:	$0.00
Fees:	$225.00
Total:	**$99,495.47**

Sales tax calculation is estimated and subject to change. Terms Definition: Unless agreed upon otherwise; Net 30 terms, cash in the GHA bank 30 days from the date of shipment. Lease payment calculations are estimated and may include sales tax in the payment amount. You can obtain an accurate lease quote from our leasing company. Rates are subject to change without notice.

GHA is an authorized and leading supplier for Microsoft, HP, Apple, Dell, Lenovo, VMWare, IBM and Cisco. GHA does not source any of these products from the gray market. If you have a pending quotation from a competitor that is significantly less in price, that may be a strong indication of gray market involvement. Please immediately bring this to the attention of your sales professional who can verify with the manufacturer for your benefit and protection. Your sales representative can also talk to you about the risks associated with doing business with a gray market supplier.

-The prices quoted may change due to market conditions beyond our control.

-GHA cannot be responsible for manufacturer availability or delays.

-No verbal quotations or promises can be honored unless set forth herein.

-Due to many people working from home, GHA will not be responsible for the boxes if lost or stolen after the delivery has been made, and if they are lost or stolen, you still agree to pay your GHA invoice. Signature will be required on all shipments.

-Handling Fees: Handling fees charged on shipments are in addition to the freight and insurance charges and vary.

-Returns Policy: Because GHA Represents more than 3500 manufacturers, it is the policy of GHA to pass through the return policy of the manufacturer. Return approvals are subject to the manufacturers approval. Cloud Service Provider CSP orders for Microsoft require at least 30 days of cancellation notice from Buyer. Buyer agrees to pay for any cloud subscription usage incurred. For all other CSP s, GHA will pass through and honor the cancellation policy as stated in the original contract 7, 30, 60 or 90 days of cancellation notice is required. Custom computers and technology orders are non-cancellable and non-returnable. No return will be accepted after 30 days from the invoice date. Goods accepted for credit upon return will be subject to handling/restocking charge, which shall be not less than 15% of the price of Goods. Custom-made Goods are not subject to cancellation or return under any circumstances. In no case are Goods to be returned without first obtaining Seller's written permission. Goods must be securely packed in the original packaging and delivered to Seller in an undamaged condition with Buyer being solely responsible for paying all return freight expenses and keeping the GHA invoice current within 30 days from the date of shipment regardless of the reason for a return. All returns must be accompanied by an authorized RMA number, which is valid for 15 days after date of issuance. GHA Technologies makes NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE with respect to the goods described hereon. Professional Service Organizations are separate companies from GHA. GHA is not responsible for their workmanship and there is no right to offset payment.

-International shipments/returns: Customer is responsible to pay all VAT, duties, customs charges, freight forwarding services, storage, handling, foreign exchange rates/fees, miscellaneous fees from any country, expedited or return freight expenses. Customer shall be liable; GHA is NOT responsible. GHA is not responsible for any return shipment expenses.

-Supplier represents and warrants that it is an equal-opportunity employer and does not discriminate on the basis of age, race, creed, color, religion, sex, sexual orientation, gender identity, national origin, disability, marital or veteran status, or any other basis that is prohibited by law.

-This document shall be governed by the laws of the State of Arizona.

-You may view all Terms & Conditions at: https://www.gha-associates.com/terms-and-conditions - .

-THIS QUOTE HAS BEEN PROVIDED FOR CLIENT AND GHA PURPOSES ONLY**

-CORPORATE OFFICE: (REMIT PAYMENTS TO THE DEPARTMENT NUMBER AND PO BOX LISTED ABOVE; NO PAYMENTS SHOULD BE MAILED TO THE CORPORATE OFFICE) GHA Technologies, Inc. 8998 E. Raintree Drive Scottsdale, AZ 85260

Coversheet

Approval of Student Technology and Hardware Purchase (attached)

Section: VI. Action Items
Item: B. Approval of Student Technology and Hardware Purchase (attached)
Purpose: Vote
Submitted by:
Related Material:
260414 Student Technology and Hardware Purchase BIM with Finance Input.pdf
Student Chromebook Quote Breakdown.pdf
Quote 3088733 -3000 CB.pdf
MFTConsulting-SoftMSP-ChromeBooks-CWA.pdf
Estimate_204_2026-04-2-3000CB.pdf
SPED Bulk iPad 2026-2027.pdf

California Online Public Schools

Board Information Memo

SUBJECT: Student Technology and Hardware Purchase

Category (Contract Approval, Policy, Personnel, General Approval. etc.): Purchase

Date: 4/2/2026

Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal Policy

Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information):

Rising technology hardware prices and overall availability are a strong concern for CalOPS for the remainder of this year and moving into the future. We need to ensure that we are ready to quickly ship as many student devices when needed to new students and students with unusable devices upon request. To date we have found ourselves out of inventory a couple of times and we continue to have a steady flow of students requesting replacements. As we move closer to our virtual testing window it is imperative that all students have working devices to ensure the best participation rates we can.

In order to ensure we have devices on hand, ready as needed, and procured at the best price we are looking to purchase 3,000 student chromebooks at this time. In addition to these student chromebooks, we will also need to purchase student iPads for students who have the need for these devices outlined in their IEPs. We are looking to purchase 250 student ipads.

Rationale (Why is this important and why is this coming to the Board):

CalOPS Fiscal Policy states, “All purchases, contracts, or check requests of Twenty Thousand ($20,000) Dollars or more require Board approval.” As outlined below and in the attached quotes, this purchase is over $20,000.

Evidence of Due Diligence:

CalOPS Staff is recommending the approval of the purchase of 3000 Student Chromebooks from technology vendor GHA Technologies Inc. for the total of $1,750,815.00 and the purchase of 250 student iPads from technology vendor SoftMSP for the total of $103,763.31. CalOPS staff requested quotes from three other vendors.

Technology vendor Mr Flores Tech Consulting quoted a total of $1,711,500.00 for 3000 Student Chromebooks. Kirpa Systems quoted a total of $1,742,250.00 for 3000 Student Chromebooks. Additional

quotes were requested for the purchase of 250 Student iPads, but Apple's prices for their products generally remain consistent across the board.

While the quotes we received were similar in price, moving to a new vendor would require the purchase and application of new asset tags for every device and a transition to a different inventory management platform, creating immediate one-time conversion costs with no added instructional benefit. These additional costs are being estimated by the CalOPS staff to be as much as $15,000.

Fiscal Impact:

Student Chromebook cost = $1,750,815.00
Student iPad cost = $103,763.31

This student technology purchase will cost $1,854,578.31 in total. We would typically consider this expense to be shared between schools based on the school's overall enrollment numbers. However, in looking at need, Chromebooks are sent to Southern California students in greater numbers than our other schools. We recommend that this purchase be expanded from California Online Public School Southern California solely as it will benefit their population most. The devices are also managed and stored within our Southern California region. This school is also our healthiest school with the strongest cashflow.

If approved, this purchase will be accounted for in the 25-26 school year budget for California Online Public School Southern California. We would use one-time funding, the Learning Recovery Emergency Block Grant designated for expenses that accelerate educational progress and aid in closing learning gaps. We have seen since the implementation of 1-1 device distribution that testing participation has increased, attendance has increased and learning gaps are decreasing.

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable):
Motion to approve the student technology purchase from GHA Technologies and SoftMSP as outlined using funding from CalOPS Southern California.

Prepared/Recommended/Approved By:
Dan Hertzler, Director of Operations
LaChelle Carter, Director of Finance

CalOPS 3000 Chromebooks

Vendor: GHA

Item	Qty	Cost	Total
Lenovo Chromebook 14M8911, MediaT ek Kompanio 540	3000	$ 499.00	$ 1,497,000.00
CA e-Waste fee for LCDs	3000	4	$ 12,000.00
Google Chrome OS Management Console License - academic	3000	33	$ 99,000.00
Google ZTE - Setup for Hardware	3000	3	$ 9,000.00
Subtotal			$ 1,617,000.00
Shipping			$ 2,600.00
Taxes			$ 131,215.00
Total			$ 1,750,815.00

Vendor: Kirpa Systems

Item	Qty	Cost	Total
Lenovo Chromebook 14M8911, MediaT ek Kompanio 540	3000	$ 539.00	$ 1,617,000.00
CA e-Waste fee for LCDs	3000	4	$ 12,000.00
Google Chrome OS Management Console License - academic	3000	33	$ 99,000.00
Google ZTE - Setup for Hardware	3000	4.75	$ 14,250.00
Subtotal			$ 1,742,250.00
Shipping			$ 2,975.00
Taxes			$ 152,446.88
Total			$ 1,897,671.88

Vendor: MFT Consulting

Item	Qty	Cost	Total
Lenovo Chromebook 14M8911, MediaT ek Kompanio 540	3000	$ 528.75	$ 1,586,250.00
CA e-Waste fee for LCDs	3000	4	$ 12,000.00
Google Chrome OS Management Console License - academic	3000	33	$ 99,000.00
Google ZTE - Setup for Hardware	3000	4.75	$ 14,250.00
Subtotal			$ 1,711,500.00
Shipping			$ 3,000.00
Taxes			$ 149,756.25
Total			$ 1,864,256.25

GHA Technologies, Inc.
NEW REMITTANCE ADDRESS
Dept #880831
PO Box 29650
Phoenix, Arizona 85038-9650
United States
http://www.gha-associates.com
(P) 480-951-6865
(F) 480-951-6956

Quotation (Open)

Date
Mar 30, 2026 07:07 AM CDT

Modified Date
Mar 30, 2026 07:18 AM CDT

Quote #
3088733 - rev 1 of 1

Description
Lenovo Chromebooks (qty 3000)

SalesRep
Dang, Khoi
(P) 214-547-8865
(F) 480-951-6956

Customer Contact

Customer
California Online Public Schools (CO142834)
33272 Valle Rd San Juan Capistrano, CA 92675-4842
United States

Bill To
California Online Public Schools
Accounts Payable, .
33272 Valle Rd San Juan Capistrano, CA 92675-4842
United States

Ship To
SoftMSP c/o CalOPS
Sangar Safi, 909-645-5064
271 Ott Street Unit 19
Corona, CA 92882
United States

Customer PO:	**Terms:** Undefined	**Ship Via:** FedEx Ground
Special Instructions:		**Carrier Account #:**

#	Description	Part #	Tax	Qty	Unit Price	Total
1	Lenovo Chromebook 14M8911, MediaTek Kompanio 540 (2.00GHz, 1MB), 14" WUXGA Touch, ChromeOS, 8.0GB, 1x64GB UFS 2.2, ARM Mali-G57 MC2 GPU, BT 5.3,Wi-Fi 6E 2x2 AX, 720P HD, 3 Cell Li-ion 50Wh, 65W, 1 Year Mail-in, Luna Grey- English (US)	83SY0008US	Yes	3000	$499.00	$1,497,000.00
2	CA e-Waste fee for LCDs	CA e-Waste fee	No	3000	$4.00	$12,000.00
3	Google Chrome OS Management Console License - academic	CROS-SW-DIS-EDU-NEW	No	3000	$33.00	$99,000.00
4	Google ZTE - Setup for Hardware	GOOGLEZTEONLY	No	3000	$3.00	$9,000.00

Subtotal:	**$1,617,000.00**
Tax (8.7500%):	$131,215.00
Shipping:	$2,600.00
Misc:	$0.00
Total:	**$1,750,815.00**

Sales tax calculation is estimated and subject to change. Terms Definition: Unless agreed upon otherwise; Net 30 terms, cash in the GHA bank 30 days from the date of shipment. Lease payment calculations are estimated and may include sales tax in the payment amount. You can obtain an accurate lease quote from our leasing company. Rates are subject to change without notice.

GHA is an authorized and leading supplier for Microsoft, HP, Apple, Dell, Lenovo, VMWare, IBM and Cisco. GHA does not source any of these products from the gray market. If you have a pending quotation from a competitor that is significantly less in price, that may be a strong indication of gray market involvement. Please immediately bring this to the attention of your sales professional who can verify with the manufacturer for your benefit and protection. Your sales representative can also talk to you about the risks associated with doing business with a gray market supplier.

-The prices quoted may change due to market conditions beyond our control.

-GHA cannot be responsible for manufacturer availability or delays.

-No verbal quotations or promises can be honored unless set forth herein.

-Due to many people working from home, GHA will not be responsible for the boxes if lost or stolen after the delivery has been made, and if they are lost or stolen, you still agree to pay your GHA invoice. Signature will be required on all shipments.

-Handling Fees: Handling fees charged on shipments are in addition to the freight and insurance charges and vary.

-Returns Policy: Because GHA Represents more than 3500 manufacturers, it is the policy of GHA to pass through the return policy of the manufacturer. Return approvals are subject to the manufacturers approval. Cloud Service Provider CSP orders for Microsoft require at least 30 days of cancellation notice from Buyer. Buyer agrees to pay for any cloud subscription usage incurred. For all other CSP s, GHA will pass through and honor the cancellation policy as stated in the original contract 7, 30, 60 or 90 days of cancellation notice is required. Custom computers and technology orders are non-cancellable and non-returnable. No return will be accepted after 30 days from the invoice date. Goods accepted for credit upon return will be subject to handling/restocking charge, which shall be not less than 15% of the price of Goods. Custom-made Goods are not subject to cancellation or return under any circumstances. In no case are Goods to be returned without first obtaining Seller's written permission. Goods must be securely packed in the original packaging and delivered to Seller in an undamaged condition with Buyer being solely responsible for paying all return freight expenses and keeping the GHA invoice current within 30 days from the date of shipment regardless of the reason for a return. All returns must be accompanied by an authorized RMA number,

which California Online Public Schools and GHA Technologies Inc. SHALL BE LIABLE FOR ANY PARTICULAR PURPOSE with respect to the goods described hereon. Professional Service Organizations are separate companies from GHA. GHA is not responsible for their workmanship and there is no right to offset payment.

-International shipments/returns: Customer is responsible to pay all VAT, duties, customs charges, freight forwarding services, storage, handling, foreign exchange rates/fees, miscellaneous fees from any country, expedited or return freight expenses. Customer shall be liable; GHA is NOT responsible. GHA is not responsible for any return shipment expenses.

-Supplier represents and warrants that it is an equal-opportunity employer and does not discriminate on the basis of age, race, creed, color, religion, sex, sexual orientation, gender identity, national origin, disability, marital or veteran status, or any other basis that is prohibited by law.

-This document shall be governed by the laws of the State of Arizona.

-You may view all Terms & Conditions at: https://www.gha-associates.com/terms-and-conditions - .

-THIS QUOTE HAS BEEN PROVIDED FOR CLIENT AND GHA PURPOSES ONLY**

-CORPORATE OFFICE: (REMIT PAYMENTS TO THE DEPARTMENT NUMBER AND PO BOX LISTED ABOVE; NO PAYMENTS SHOULD BE MAILED TO THE CORPORATE OFFICE) GHA Technologies, Inc. 8998 E. Raintree Drive Scottsdale, AZ 85260

Proposal for Services

Customer Work Authorization

MR FLORES TECH CONSULTING

8834 Topanga Cyn Blvd #29, Canoga Park Ca 91304
(661) 523-5057
cesar@mftconsulting.co

Quote: 040326-002

Estimate Date: 4/3/2026
Valid Until: 5/3/2026
Contact Name: Sangar Safi
Phone: (949) 704-2206
Email info@softmsp.com

Bill To:

SoftMSP
Attn: Sangar Safi
27051 Towne Central Drive, Suite 120
Lake Forest, CA 92610

Installation/Ship To Address:

SoftMSP
Attn: Sangar Safi
27051 Towne Central Drive, Suite 120
Lake Forest, CA 92610

DESCRIPTION OF WORK TO BE PERFORMED

Google Computer devices, management and setup.
Dispose of old Equipment

Labor Charges

0	CURRENT PROFESSIONAL SERVICE RATE:	$0.00
0	SERVICE CALL CHARGE	$0.00

LABOR SUBTOTAL **$0.00**

Materials

QTY	PARTS/EQUIPMENT/LICENSES/MATERIALS TO BE PROVIDED	Price	Total
3000	Lenovo Chromebook 14M8911, 3000 $559.00 $1,677,000.00 MediaTek Kompanio 540 (2.00GHz, 1MB), 14" WUXGA Touch, ChromeOS, 8.0GB, 1x64GB UFS 2.2, ARM Mali-G57 MC2 GPU, BT 5.3,Wi-Fi 6E 2x2 AX, 720P HD, 3 Cell Li-ion 50Wh, 65W	$528.75	$1,586,250.00
3000	CAe-Waste fee for LCDs	$4.00	$12,000.00
3000	Google Chrome OS Management Console License academic	$33.00	$99,000.00
3000	Google ZTE- Setup for Hardware	$4.75	$14,250.00

MATERIALS SUBTOTAL: **$1,711,500.00**

TOTAL PRICE: $1,711,500.00

ALL EQUIPMENT PRICES QUOTED GOOD FOR THIRTY DAYS

ESTIMATE

Kirpa Systems
20869 Plummer Street
Suite 102
Los Angeles, California 91311
United States

8188355477

BILL TO
California Online Public
SoftMSP c/o CalOPS

Estimate Number: 204
Estimate Date: March 26, 2026
Valid Until: April 25, 2026
Grand Total (USD): **$1,742,250.00**

Products	Quantity	Price	Amount
Parts Hardware - Lenovo Chromebook 14M8911, MediaTek Kompanio 540 (2.00GHz, 1MB), 14" WUXGA Touch, ChromeOS, 8.0GB, 1x64GB UFS 2.2, ARM Mali-G57 MC2 GPU, BT 5.3,Wi-Fi 6E 2x2 AX, 720P HD, 3 Cell Li-ion 50Wh, 3000 $559.00 $1,677,000.00 65W, 1 Year Mail-in, Luna Grey-English (US)	3000	$539.00	$1,617,000.00
Parts CAe-Waste fee for LCDs	3000	$4.00	$12,000.00
Parts Google Chrome OS Management Console License academic	3000	$33.00	$99,000.00
Parts Google ZTE- Setup for Hardware	3000	$4.75	$14,250.00

Grand Total (USD): **$1,742,250.00**

Estimates are valid for 15 days of quoted amounts.

Powered by wave

SoftMSP

SPED Bulk iPad 2026-2027

Quote created: April 3, 2026 Reference: 20260403-162056501

California Online Public Schools
33272 Valle Road
San Juan Capistrano, CA 92675
United States

Sheryl Mosso
smosso@californiaops.org
(949) 482-3252

Comments

Brendon Harrington - SoftMSP



Products & Services

11" Apple iPad A16 Model	250 x $349.99 +$7,656.03 CA Tax Rate
Protective iPad Case Case for 11-inch iPad A16 model	250 x $27.99 +$612.28 CA Tax Rate
California E-Waste Fee 11" Size Range	250 x $4.00

One-time subtotal	$95,495.00
Tax (8.75%)	$8,268.31
Total	$103,763.31

This quote expires on May 3, 2026

Purchase terms

Questions? Contact me



Brendon Harrington
bharrington@softmsp.com

SoftMSP
27051 Towne Center Dr Suite 120
Lake Forest, CA 92610
USA

Coversheet

Board Decision to Rescind CalOPS Board (Member) Stipend Policy (attached)

Section: VI. Action Items
Item: C. Board Decision to Rescind CalOPS Board (Member) Stipend Policy (attached)
Purpose: Vote
Submitted by:
Related Material:
OPEN SESSION Board Report re Rescission of Board Stipend Policy (4938-4531-7022.v2).docx
260210 Approved CalOPS Board Stipend Policy (1).pdf

OPEN SESSION ACTION ITEM NO:____

BOARD REPORT

TO: **Members of the Board of Directors**
California Online Public Schools

FROM: **James Stockdale, Board Chair**
California Online Public Schools

DATE: **April 14, 2026**

SUBJECT: **CalOPS Board (Member) Stipend Policy**

TOPIC:

Board Rescission of CalOPS Board (Member) Stipend Policy

BACKGROUND:

At the Board's regular meeting of February 10, 2026, the Board took action to approve a Board Stipend Policy ("Policy"). This Policy authorized the payment of compensation/stipends to Board members for attendance at Board meetings and related activities. No compensation or stipends have been paid to Board members to date.

Upon further review, the Board has determined it is not in the interest of CalOPS to maintain this Policy.

RECOMMENDATION:

Rescind "Board Stipend Policy."

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California Online Public Schools

CalOPS Board Stipend Policy

California Online Public Schools

California Online Public Schools non-profit Board of Directors operates the following charter schools to which this policy applies:
California Online Public Schools Central Coast
California Online Public Schools Central Valley
California Online Public Schools Monterey Bay
California Online Public Schools North Bay
California Online Public Schools Northern California
California Online Public Schools Southern California

Approved by CalOPS Board of Directors on February 10, 2026

The purpose of this policy is to support effective governance by enabling CalOPS to attract, retain, and fully engage qualified governing board members. Modest compensation helps ensure consistent board participation, reduces financial barriers to service, and enables board members to engage in meetings, committee work, and professional development activities that strengthen oversight, compliance and student outcomes.

Regular Meetings

Consistent participation in board meetings enables board members to maintain oversight of CalOPS' operations, guide strategic decisions, monitor performance, and support the school's mission.

A stipend of $500 per CalOPS Board Meeting will be paid to each board member who attends the meeting. The stipend is provided to compensate for time spent reviewing board meeting materials and collaborating with CalOPS staff.

If a board member does not attend the CalOPS Board Meeting, s/he is not eligible to receive the stipend.

Professional Development

Participation in governance-related professional development activities strengthens oversight, improves financial and academic decision-making, ensures compliance, and brings best practices back to the school, supporting better outcomes for CalOPS and its students.

A stipend of $500 per day shall be paid to each Board member who attends a Board approved conference, training, seminar or workshop related to governance, finance, compliance or academic oversight on behalf of CalOPS. The stipend is intended to compensate Board members for time spent participating in professional development activities and collaborating with CalOPS staff.

If a board member does not attend the conference, training, seminar or workshop, s/he is not eligible to receive the stipend.

Committee Meetings

Participation in board committee meetings allows board members to provide focused oversight and make recommendations that strengthen CalOPS' operations and mission.

A stipend of $250 per CalOPS Board Committee Meeting will be paid to each board member who attends the committee meeting. The stipend is provided to compensate for time spent reviewing board committee meeting materials and collaborating with CalOPS staff.

The board subcommittee will be required to notify the office of the Superintendent upon completion of the board committee meeting and to submit meeting notes for the stipend payment to be processed.

If a board member does not attend the CalOPS Board Committee Meeting, s/he is not eligible to receive the stipend.

Student Board Members

Financial compensation and stipends shall not be paid to student board members. Reimbursement of actual expenses (i.e. mileage, meals, and lodging), should any be incurred in the service of the Student Board Member roles and responsibilities, may be paid.

Per Article 4 Section 4.23 of the Board's bylaws, this compensation is considered just and reasonable.

Coversheet

Approval of Renaissance Marriott Contract for BTS Overflow 2026 (attached)

Section:	VI. Action Items
Item:	D. Approval of Renaissance Marriott Contract for BTS Overflow 2026 (attached)
Purpose:	Vote
Submitted by:	
Related Material:	BTS 2026 - Renaissance Overflow and Stu Svcs Meeting Room.pdf 20260319102216673.pdf

California Online Public Schools

Board Information Memo

SUBJECT: BTS 2026 - Renaissance Marriott for overflow hotel rooms and Student Services meeting room

Category (Contract Approval, Policy, Personnel, General Approval. etc.): Contract Approval
Date: 4/14/26
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal Policy
Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information): Due to the fact that the Hyatt Regency Newport Beach West only has a limited capacity of rooms, we have had to use the Renaissance Marriott to compensate. In addition, Student Services does not have a conference room to use at the Hyatt Regency Newport Beach West.

Rationale (Why is this important and why is this coming to the Board): We've outgrown the Hyatt Regency Newport Beach West and need additional rooms and meeting space. And the anticipated cost is more than $20k (approximately$45k.)

Evidence of Due Diligence: We've looked around at various sites. The Renaissance Marriott is the most convenient. We've also housed employees for overflow rooms at the past 2 BTS events.

Fiscal Impact: Approximately$45k

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable):
Motion to approve the contract with Renaissance Marriott for the 2026 CalOPS BTS event.

Prepared/Recommended/Approved By: Richard Savage, Co-Superintendent

Docusign Envelope ID: A3EC3539-E8DB-4C33-B38E-1C563E01A65A

RENAISSANCE®
NEWPORT BEACH HOTEL

GROUP SALES AGREEMENT

DESCRIPTION OF GROUP AND EVENT

The following represents an agreement between Renaissance Newport Beach Hotel, 4500 MacArthur Boulevard, Newport Beach, CA, 92660, (949) 476-2001 and California Online Public Schools.

ORGANIZATION:		California Online Public Schools
CONTACT:		
	Name:	Ashley Larsen
	Street Address:	33272 Valler Road
	City, State, Postal Code:	San Juan Capistrano, CA 92675
	Phone Number:	949-393-2000
	E-mail Address:	alarsen1@californiaops.org
NAME OF EVENT:		California Online Public School Aug2026
Quote #:		M-W4LW875
OFFICIAL PROGRAM DATES:		August 18, 2026 – August 21, 2026

Pursuant to this contract, once accepted, California Online Public Schools will hold a meeting at the Renaissance Newport Beach Hotel.

MEETING DATES AND GUEST ROOM BLOCK

Once this contract is accepted, we will remove from our inventory and consider sold to you for your use, room nights pursuant to the following arrival and departure pattern:

Date	Day	Standard Room	Total Rooms
08/18/2026	Tue	35	35
08/19/2026	Wed	35	35
08/20/2026	Thu	35	35

GUEST ROOM RATES:

Rates for your meeting are confirmed as follows:

Start Date	End Date	Room Type	Single
08/18/2026	08/21/2026	Standard Room	$265.00

Room rates quoted above are non-commissionable, net rates, subject to prevailing tax, which is currently 15.195% (including Tourism Marketing Fee)

GRATUITIES (Optional)

Service Charges in the following amounts will be posted to the Master Account:

Housekeeper	$2.00 per day
Bell Staff	$6.00 roundtrip

Group shall be solely and fully responsible for informing its attendees, prior to making reservations, of these charges and that they are separate and distinct from and in addition to the room rate and from taxes. Group shall not, in any printed materials regarding the meeting or in any other manner, combine these charges and applicable taxes thereon into any category such as taxes or room rate.

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CONCESSIONS

Hotel will provide the following concessions based on 80% rooms pick up.

- NO Resort Fee with complimentary access to onsite amenities including Bocce Ball, Tennis Courts, Basketball Court, Rooftop Pool, Onsite Restaurant and 24 Hour Fitness Center
- $2,000 Credit to master – courtesy of Visit Newport Beach sponsorship funds with 80% room block achievement

  Additional credit to master of $2,000 – courtesy of hotel sponsorship with 80% room block achievement
- Complimentary internet in guest rooms
- Self-Parking reduced to $40.00 per car per night / $45 per night for valet parking
- 20% allowable attrition
- Room rental waived with food & beverage minimum of $18,000++. If food & beverage total falls below $18,000++, the difference will be charged as room rental.
- (1) One comp per (45) forty five actualized room nights, cumulative on paid rooms
- (2) Two Suite Upgrades at group rate with 80% room block achievement
- (2) Two Complimentary VIP Amenities (Valued at $100 per amenity)
- 10% discount off AV rental (excludes labor) – Encore as exclusive AV provider
- Double Marriott BonVoy Planner Points

ROOM RESERVATION PROCEDURES

From the moment this contract is accepted, we will be holding your contracted guest room block for the use of your attendees.

ROOMING LIST

(☐ ATTENDEES ☐ STAFF ☐ VIPS – check all that apply)

In order to assign individuals to specific rooms, room reservations will be required. A rooming list is required in order to facilitate your attendees' accommodations, and it must be provided to the hotel thirty days prior to your arrival date. This list should include guest name, requested type of room, requested bed type (i.e. king, double/double, queen, twin or suites) check-in and check-out dates, and VIP status. Any requests for special room arrangements should be indicated on the rooming list. The Hotel does not confirm reservations in writing.

CUT-OFF DATE

Reservations by attendees must be received on or before, **07/28/2026.** At the Cut-Off Date, Hotel will review the reservation pick up for the Event, release the unreserved rooms for general sale, and determine whether or not it can accept reservations based on a space- and rate-available basis.

21 days prior to your arrival date, all room nights which have not been reserved as described above will be deemed to be room nights which your group will not use, and they will become subject to the attrition provisions herein. Such room nights will at that date be returned to the hotel's general inventory. Reservation requests from your attendees received less than **21** days prior to your arrival date will be accepted on a space available basis, at the higher of the contract rate or rate available at that time. Should such requests be accepted, such room nights will be credited to your block for purposes of any calculation of attrition.

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CHECK-IN / CHECK-OUT

Guest accommodations will be available at 4:00 pm on arrival day and reserved until 12:00 noon on departure day. Any attendee wishing special consideration for late checkout should inquire at the front desk on the day of departure.

GUEST ROOM CHARGES

Room & Tax, Parking to Master

It is our understanding that your guests will sign for the following to the Master Account (check all that apply):

☐ Room & Tax ☐ Self-Parking ☐ Valet Parking

In order to be able to access the ancillary services of the hotel, each guest will be required to present a valid credit card upon check-in, on which an amount of sufficient pre-authorization can be obtained to cover the anticipated use of the hotel's ancillary services. Should any guest not settle his or her account in full upon departure, the group will be responsible for those charges.

FOOD & BEVERAGE / MEETING REQUIREMENTS

The Anticipated Total Banquet Revenue **("ATBR")** is comprised of the function space room rental and the anticipated food and beverage cost. We may increase your ATBR in the event you increase (1) the number of attendees; and/or (2) the price per person of food and beverage by add or upgrading your food and/or beverage selection. For your event, we have calculated your Food and Beverage minimum to be **$18,000.00 ++ (admin fee & tax)**, and the meeting room rental is Waived. Should Minimum not be met, the difference will be applied as Room Rental.

SCHEDULE OF EVENTS:

Day	Date	Time	Function	Set up	PPL	Meeting Room
Wed	08/19/2026	7AM-6PM	Student Services Meeting	Rounds	95	Citrus Ballroom/Orchid Terrace
Thu	08/20/2026	7AM-6PM	Student Services Meeting	Rounds	95	Citrus Ballroom/Orchid Terrace
Fri	08/21/2026	7AM-1PM	Student Services Meeting	Rounds	95	Citrus Ballroom/Orchid Terrace

ADMINISTRATIVE FEE DISCLOSURE

The prices displayed for non-food and beverage purchases include certain required fees. Specifically, a 25% administrative fee is included in the price shown for [AV, room rental, cake cutting, etc.] charges. This administrative fee is retained by the Hotel for the administration of the banquet and will not be distributed as a tip, gratuity, or service charge for any employee and is not the property of the employee(s) providing service to you.

Applicable taxes are not included in the price displayed.

ROOM BLOCK AND SERVICES COMMITMENT

When you contract for a block of rooms and meeting facilities and for food and beverage services, those room nights, facilities and services are removed from our inventory and considered sold to you, and the hotel makes financial plans based upon the revenues it expects to achieve from your full performance of the contract. It is impossible for the hotel to know in advance whether or under what circumstances or at what rates it would be able to resell your contracted room nights, services or facilities if you do not use them, either as the result of a cancellation of your meeting or as the result of less than contracted room block usage or less than contracted usage of food and beverage functions ("attrition"). In most instances, when groups do not use their contracted room nights or services, the hotel is unable to resell those room nights or services and even when room nights or services are resold, they are generally not resold at the same rates, may be resold to groups which would have utilized the hotel at another time, are not resold to groups that have the same needs as the original group, etc. Even when rooms or services may be resold, it is costly to re-market the rooms and facilities, and such efforts divert the attention of our sales staff from selling the hotel's rooms and facilities at other times. While your room block has been held out of our inventory, we may have turned away more lucrative groups in order to meet our commitment to you.

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For all these reasons and others, we agree that in the event of cancellation or attrition, the following charges, which represent a reasonable effort on behalf of the hotel to establish its loss prospectively, shall be due as liquidated damages. Because the hotel reasonably expects to derive revenue from your meeting above and beyond that revenue derived from the provision of room nights and food and beverage services, and because it is difficult to estimate the actual revenue which may be derived from your meeting, the amounts due as and for liquidated damages are intended to compensate the hotel for all of its losses associated with cancellation and/or attrition.

OUTSIDE FOOD AND BEVERAGE POLICY

All food and beverages must be purchased through the Renaissance Newport Beach Hotel and consumed on the premises. Due to state health code regulations, outside food and beverages are not allowed in the banquet or meeting spaces. Our chef has crafted a diverse menu for your group and can also create customized menus to meet your specific needs. Violation of this policy is subject to additional outside catering or cleaning fees.

ANTICIPATED ROOM NIGHT AND BANQUET FOOD AND BEVERAGE REVENUE FIGURES

At this time, the hotel is holding the following for your use over the contracted dates:

Total Group Room Nights	105 Room Nights
Total Group Rooms Revenue	$27,825.00
Meeting Room Rental or Overtime	$00.00 (inclusive of 25% admin fee)
Banquet Food & Beverage Minimum	$18,000.00

A 16.5% service charge and 8.5% administrative fee will be added to the invoice for total food and beverage purchases, which is in addition to the price shown. The service charge will be provided to wait staff employees, service employees, and/or service bartenders. Only employees employed by the hotel receive the service charge. Temporary staffing agency employees working banquet functions will not receive any portion of the service charge. The administrative fee added to food and beverage purchases will be retained by the Hotel.

Applicable taxes are not included in the price displayed.

MINIMUM BANQUET FOOD AND BEVERAGE REVENUE REQUIREMENT

Group agrees to a minimum banquet food and beverage revenue of $18,000.00 exclusive of tax and service fee (the "Minimum Banquet Food and Beverage Revenue"). Should Minimum not be met, the difference will be applied as Room Rental.

ATTRITION

We agree to allow for a 20% reduction in each of the "Anticipated Room Night Revenue Figures. At the conclusion of your meeting, we will subtract the rooms revenue derived from your meeting and the amount of any permissible attrition you have taken from the Anticipated Room Night Revenue Figure set forth above. A charge in the amount of 100% percent of any remaining amount will be posted to your master account, plus applicable taxes.

At the reservations due date, as established above, we will calculate the amount of room attrition which we anticipate will be due. We will advise you of that amount shortly thereafter, and that amount will be due immediately upon receipt of our invoice. Upon receipt of your payment, that amount will be credited to your master account and will be applied to the final calculation of rooms attrition upon the conclusion of your event.

CANCELLATION

In the event of a group cancellation occurring 0 to 90 days prior to arrival, liquidated damages in the amount which is ninety percent of the "Anticipated Room Night and Banquet Food and Beverage Revenue Figures" will be due, plus applicable taxes.

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In the event of a group cancellation occurring between the time of acceptance of this contract and 91 days prior to arrival, liquidated damages in the amount which is seventy percent of the "Anticipated Room Night and Banquet Food and Beverage Revenue Figures" will be due, plus applicable taxes.

FORCE MAJEURE

No damages shall be due for a failure of performance occurring due to Acts of God, war, government regulation, disaster, or strikes, any one of which make performance impossible.

PAYMENT BY CREDIT CARD OR COMPANY CHECK

If Group wishes to pay any portion of its obligation by credit card or company check, the credit card information must be entered into our secure online website.

Prior to the execution of this agreement Group shall provide hotel with credit card authorization information. A Credit Card Information Request e-mail will be sent to the e-mail address provided by Group.

This process must also be followed if direct billing has not been approved and the Master Account charges will be paid by credit card or company check.

Group agrees that the Hotel may charge to this credit card any payment as required under this Group Sales Agreement.

Group understands that in the event the method of payment is changed after payment collection in any way, Hotel reserved the right to enforce a 10% fee.

The following items shall be charged to the Master Account: sleeping rooms, tax, service charges, banquet food and beverage charges, attrition charges, meeting space rental charges (if any), cancellation charges, and any other charges billed to the Master Account at the request of the authorized representative of the group, as designated by the group in advance of the commencement of the meeting. Moreover, all third party charges for services and/or supplies, not directly supplied by the Hotel, will be billed to the Master Account whether they have been arranged for by the Hotel or directly by the Group. A handling fee in the amount of 25% percent of all third party charges will be assessed if placed on the Master Account. Group further agrees that all charges associated with use of the grounds, function space, facilities and services of the Hotel by its vendors shall be posted to the Master Account.

All master account charges not paid within 10 days of the billing date will bear interest at the lower of the rate of 1.5% per month, compounded monthly, if permissible by law, or the highest rate permissible by law. Should the hotel, in its sole discretion, deem collection action necessary in regard to outstanding balances hereunder, all costs associated with that collection action, including attorney's fees, shall be posted to the master account.

Individual guest accounts are payable at check-out by cash or credit card.

The deposits and payments outlined in the table below are due as indicated. The deposits and payments will be applied to your master account in the form of credits.

DEPOSIT SCHEDULE		
Deposit	Due Date	Amount Due
Upon return of signed contracted to hotel	03/23/2026	$14,000.00
2nd deposit	05/18/2026	$14,000.00
3rd deposit	07/18/2026	$14,000.00
Remaining balance of estimated Master Account (5 Business Days Prior to Arrival)	08/11/2026	Full amount due

These deposits shall be due in addition to the amount of any required pre-payment for estimated rooms attrition, as noted herein. A total of 110% of the banquet event revenue is required to be fully prepaid no later than one week prior to the Event Date.

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For payment by check, please make payable to Renaissance Newport Beach Hotel, 4500 MacArthur Boulevard Newport Beach 92660, Attention: Accounting Department.

AUDIO-VISUAL EQUIPMENT

Hotel's on-site Audio-Visual Company offers state-of-the-art equipment and technical support staff for all conference needs. Appropriate charges will apply to the Encore Audio Visual Order, including an administrative fee of 25% of the total Audio Visual Group's Costs and applicable taxes will be added. Use of any outside vendor requires the approval of the Hotel's General Manager. The Hotel will charge an additional fee of **$2,500+ per** day for the technical support of any available Hotel services that the Group elects to procure from an outside vendor. Any connection to the ceiling or supporting structure of the Hotel must have approval from the Hotel prior to installation. Specific guidelines will be enforced. Additionally, Hotel maintains exclusive control over all connections to house audio, lighting, and electrical systems, and exclusive control over all signs, banners, decorations, or balloon drops suspended in the hotel. Specific guidelines are enforced. Appropriate charges will apply.

PACKAGE DELIVERY POLICY

The Renaissance Newport Beach is proud to offer a full-service package room facility for your receiving and shipping needs. **Packages for meetings and events should be delivered to the hotel no earlier than three (3) business days prior to the start date of the meetings and events.** Fees are for the receiving, securing and storage of boxes.

Please address the shipping packages as follows: Name of Group, On-Site Contact and Date of Event (Please address boxes to your event contact that will request the boxes once on site)

C/O - Renaissance Newport Beach
4500 Macarthur Boulevard
Newport Beach, CA 92660
Name of Meeting-Event/Date of Event on each box

**Box 1 of 3, Box 2 of 3, Box 3 of 3, etc., multiple boxes MUST all be numbered
**Name of EMM, Catering Manager or Event Manager must be on all boxes
**Box Handling Fees are the responsibility of the contracted group and charged to the groups master, no individual exhibitors or vendors will be charged separately by the hotel.

Inbound & Outbound Fees:

Carrier Envelope/Packs	$12.50 each
Box up to 50 pounds	$31.25 each
Box 51 pounds and over	$62.50 each
Rolling Case	$81.25 each
Crates/Pallets	$281.25 each

- *A $18.75 per box, per day storage fee will be charged for each additional day after the third day*
- *For all outgoing boxes, it is the responsibility of the client to pack, seal and adhere the shipping labels to each box*
- *Outgoing fees do not include any actual shipping costs, this is the responsibility of the client*
- *Client is responsible for contacting FedEx or UPS to arrange all package pickups after the group concludes, as these companies do not make regular pickups at the hotel, unless they are pre-arranged*
- *Rates are inclusive of service fee, applicable taxes are not included in the price displayed*

OUTSIDE CONTRACTORS

The Hotel offers all services necessary for a successful meeting. However, if Group finds it necessary to use outside services, any companies, firms, agencies, individuals and groups hired by or on behalf of Group shall be subject to the prior approval of the Hotel. Upon prior reasonable notice to the Hotel from Group, the Hotel shall cooperate with such contractors and provide them with facilities at the premises to the extent that the use and occupancy of the facilities by the contractor does not interfere with the use and enjoyment of the Hotel premises by other guests of the Hotel. Group's contracts with its contractors will all specify that the contractor and the Group will indemnify and hold the Hotel harmless from any and all damages or liabilities which may arise by such contractors or through their use.

Docusign Envelope ID: A3EC3539-E8DB-4C33-B38E-1C563E01A65A

INSURANCE AND INDEMNIFICATION

Hotel and California Public Schools each agree to carry and maintain and provide evidence of liability and other insurance in amounts sufficient to provide coverage against any claims arising from any activities arising out of or resulting from the respective obligations pursuant to this contract. Group's insurance policy shall name the Hotel as an additional insured. Damage to the Hotel premises by the Group or appointed contractors will be at the Group's responsibility. The Hotel is not responsible for any loss or damage no matter how caused, to any samples, displays, properties, or personal effects brought into the Hotel.

The Hotel reserves the right to approve all outside contractors hired for use by the Group in the Hotel. The Hotel reserves the right to charge a fee for outside services brought into the Hotel and to require the Group and/or outside contractor to provide proof of worker's compensation insurance for employees who will work on Hotel premises and proof of adequate general liability coverage for the Group and/or outside contractors' activities while on Hotel's premises.

The Hotel shall indemnify, defend and hold harmless the Group and its officers, directors, partners, agents, members and employees from and against any and all demands, claims, damages to persons or property, losses and liabilities, including reasonable attorney's fees (collectively "Claims") arising out of or caused by the Hotel's negligence in connection with the provision of services or the use of the Hotel facilities. The Hotel shall not have waived or be deemed to have waived, by reason of this paragraph, any defense which it may have with respect to such claims.

The Group shall indemnify, defend and hold harmless the Hotel and its officers, directors, partners, agents, members and employees from and against any and all demands, claims, damages to persons or property, losses and liabilities, including reasonable attorney's fees (collectively "Claims") arising out of or caused by the Group's negligence and/or its members' negligence in connection with the use of the Hotel facilities. The Group shall not have waived or be deemed to have waived, by reason of this paragraph, any defense which it may have with respect to such claims.

Moreover, the hotel and group will each indemnify and hold harmless the other from any liability arising from violations of the Americans with Disabilities Act by the indemnifying party.

HOTEL POLICIES

Utilities: All electrical services and utilities, including phone and riggings, are contracted through the Hotel's Convention Services Department. Electrical service order forms are available through the Convention Services Department and should be returned 15 days prior to the event.

Signage: All signs must be professionally printed and their placement and posting be pre-approved by the Convention Services Department. Nothing shall be posted, nailed, screwed or otherwise attached to walls, floors, or other parts of the building or furniture. Distribution of gummed stickers or labels is strictly prohibited.

AUTHORITY

The persons signing the agreement on behalf of Hotel and Group each warrant that they are authorized to make agreements and to bind their principals to this agreement.

MISCELLANEOUS PROVISIONS

This contract is made and to be performed in CA, and shall be governed by and construed in accordance with CA law. By executing this agreement, California Online Public Schools consents to the exercise of personal jurisdiction over it by the courts of the State of CA. This contract is the entire agreement between the parties, superseding all prior proposals both oral and written, negotiations, representations, commitments and other communications between the parties, and may only be supplemented or changed in writing, signed by a representative of the group and the hotel's General Manager. No representative of the Hotel has been or is authorized to make any representation which varies from the express terms of this contract, though this contract may be supplemented or amended in writing. In the event of litigation arising from or associated with this contract, the parties agree that the prevailing party therein shall recover its attorneys' fees and costs

Docusign Envelope ID: A3EC3539-E8DB-4C33-B38E-1C563E01A65A

incurred therein. Any legal action in connection with this agreement shall be brought or maintained only in the courts of the State of CA, and only in Orange County. No food and/or beverage of any kind will be permitted to be brought into the hotel by the group or any of the group's guests.

REWARDS PROGRAM - REWARDING EVENTS

Approximately (10) business days after the conclusion of the Event (provided that the Event is not cancelled and Group has otherwise complied with the material terms and conditions of this Agreement), the Hotel will either award Points to the Member(s) identified below:

Rewarding Events program does not apply to Events booked by or on behalf of any governmental entity, including any federal, state or local agency or any other governmental body, and hotels may not award Points to a government employee (or an intermediary booking on behalf of a governmental entity) in connection with the Rewarding Events program or otherwise in connection with planning, scheduling or contracting for an Event.

☐ **Award Points** to the Contact (as identified on Page 1 of this Agreement or Authorized Signer of the Agreement)

Member Name _____

Marriott Rewards Program Member Number _____

☐ **Decline to Award Points.** The Contact and the Authorized Signer of this Agreement elect not to receive (and hereby waives the right to receive) an award of Points in connection with the Event.

The number of Points to be awarded shall be determined pursuant to the Rewards Program Terms and Conditions, as in effect at the time of award. The Rewards Program Terms and Conditions are available on-line at marriottrewards.com, and may be changed at the sole discretion of the Rewards Program at any time and without notice.

The individual(s) identified above to receive Points may not be changed without such individual(s)' prior written consent. All Rewards Program Terms and Conditions apply.

ACCEPTANCE

This contract shall be deemed accepted only after it has been signed by a representative of the group and thereafter signed by a representative of the hotel by **03/18/2026**. Acceptance may be made by facsimile transmission and this contract may be executed in one or more counterparts, each of which when fill executed, shall be deemed to be an original, and all of which shall be deemed to be the same agreement.

We look forward to working with you and to hosting a memorable meeting.

SIGNATURES

Approved and authorized by

Name: Richard Savage

Title: Co-Superintendent

Signature: DocuSigned by: Richard Savage 3E5D9F2CDCCC49C...

Date: 03/16/2026

roved and authorized by Hotel:

Michael Swyney

Director of Sales and Marketing

Docusign Envelope ID: A3EC3539-E8DB-4C33-B38E-1C563E01A65A

Signature: _____

Date: _____



Coversheet

Approval of Instructional Materials Board Resolution (attached)

Section:	VI. Action Items
Item:	E. Approval of Instructional Materials Board Resolution (attached)
Purpose:	Vote
Submitted by:	
Related Material:	260414 25-26 Curriculum Board Resolution BIM.pdf 2025-26 Resolution for Instructional Materials per EC 60119.docx.pdf

California Online Public Schools

Board Information Memo

SUBJECT: 2025–26 Instructional Materials Public Hearing and Resolution of Sufficiency

Category (Contract Approval, Policy, Personnel, General Approval, etc.): General Approval
Date: 4/10/26
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): State Requirement (Education Code 60119 Compliance)
Decision Type (Action Item, Information Only, etc.): Public Hearing and Action Item

Background (Brief Summary of Background Information): s.

California Education Code (E.C.) Section 60119 requires that the governing board of a school district annually hold a public hearing to determine whether each student has sufficient access to standards-aligned textbooks and instructional materials.

Following the public hearing, the Board must adopt a Resolution of Sufficiency of Instructional Materials affirming compliance with these requirements.

CalOPS approved instructional materials for the 2025–26 school year at the June 10, 2025 Board meeting. However, a formal public hearing and corresponding Resolution of Sufficiency were not conducted or adopted at that time.

Rationale (Why is this important and why is this coming to the Board):

This item is being brought forward to ensure full compliance with Education Code requirements and to align with guidance from the Orange County Department of Education (OCDE).

While the Board has previously approved the instructional materials for the 2025–26 school year, the public hearing and formal adoption of the Resolution of Sufficiency are required components of the compliance process.

Holding the public hearing and adopting the resolution at this time ensures that CalOPS meets all statutory requirements and maintains good standing with authorizers and oversight agencies.

Evidence of Due Diligence:

- Instructional materials were reviewed and approved by the Board on June 10, 2025
- Materials are aligned to California State Standards
- OCDE reviewed compliance and identified the need for a formal public hearing and resolution
- Resolution of Sufficiency has been prepared in alignment with E.C. 60119

Fiscal Impact: None. This action affirms prior Board-approved instructional materials.

Potential Conflicts of Interest: None

Recommendation/Board Action (if applicable): Conduct the public hearing and approve the Resolution of Sufficiency of Instructional Materials for the 2025–26 school year.

Prepared/Recommended/Approved By: Leslie Dombek, Director of Educational Services

RESOLUTION OF THE _____ SCHOOL DISTRICT GOVERNING

BOARD DETERMINING STEPS TO ENSURE AVAILABILITY OF TEXTBOOKS

AND INSTRUCTIONAL MATERIALS FOR 2025-26

WHEREAS, Education Code Section 60119 establishes steps and procedures to ensure the availability of textbooks and instructional materials in order to be eligible to receive funds for that purpose, and;

WHEREAS, the procedures require that school districts take appropriate action to ensure the availability of textbooks and instructional materials on a yearly basis, and;

WHEREAS, pursuant to Education Code Sections 60119, the Board is required to hold a public hearing to encourage participation by parents, teachers, members of the community interested in the affairs of the school district, and bargaining unit leaders, and;

WHEREAS, the Board is required to provide 10 days' notice of the public hearing or hearings, and;

WHEREAS, the notice shall contain the time, place, and purpose of the hearing and be posted in three public places within the school district, and;

WHEREAS, the hearing shall be held at a time that will encourage the attendance of teachers and parents and guardians of pupils who attend the schools in the district and shall not take place during or immediately following school hours, and;

WHEREAS, the governing Board of a school district, as part of the required hearing, shall also make a written determination as to whether each pupil enrolled in a world language or health course has sufficient textbooks or instructional materials that are consistent with the content and cycles of the curriculum frameworks adopted by the state board for those subjects, and;

WHEREAS, the governing Board shall also determine the availability of laboratory science equipment as applicable to science laboratory courses offered in grades 9 to 12, inclusive, and;

WHEREAS, a public hearing was held on_____, at _____ o'clock, which is on or before the eighth week of school and;

WHEREAS, the Board is required to make a determination, through a resolution, as to whether each pupil in each school in the district has, sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Education Code Section 60605 and Education Code 33126 in each of the following subjects, as appropriate, that are consistent with the content and cycles of the curriculum framework adopted by the State Board:

(i) Mathematics,

(ii) Science,

(iii) History-social science,

(iv) English/language arts, including the English language development component of an adopted program,

(v) Visual and performing arts. (Not listed in 60605 or 33126)

NOW, THEREFORE BE IT RESOLVED, that the governing Board makes the determination that each pupil of the district, has available sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Education Code Section 60605 and Education Code Section 33126 in each subject listed above, consistent with the content and cycles of the curriculum framework adopted by the State Board and adopted by this Board in accordance with the procedures as established.

BE IT FURTHER RESOLVED, that for the 2025-26 school year, the _____ School District, has provided each pupil with sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Education Code Section 60605 and Education Code Section 33126 in each subject listed above, consistent with the content and consistent with the cycles and content of the curriculum framework adopted by the State Board for those subjects.

BE IT FURTHER RESOLVED, that for the 2025-26 school year, the School District has provided sufficient textbooks or instructional materials, or both, that are consistent with the content and cycles of the curriculum frameworks adopted by the state board, to each pupil enrolled in a world language or health course, and that sufficient laboratory science equipment applicable to science laboratory courses offered in grades 9 to 12, inclusive, is available to pupils.

AYES: Members:

NOES: Members:

ABSENT: Members:

STATE OF CALIFORNIA)

COUNTY OF ORANGE)

I hereby certify that the foregoing Resolution was duly and regularly adopted by the _____ at a regular meeting of the said board held at _____, California on the _____day of _____, 2025.

ATTEST:

_____ _____

, President , Secretary

Resolution #

Coversheet

Approval of 2025 Empower Match (attached)

Section:	VI. Action Items
Item:	F. Approval of 2025 Empower Match (attached)
Purpose:	Vote
Submitted by:	
Related Material:	Empower Match Memo - CalOPS Board Meeting (April.14.2026).pdf 401(k) employer match true-up contribution for 2025 - 20260319.pdf

California Online Public Schools

Board Information Memo

SUBJECT: Employer Match True Up for 2025 Employee 401(k) Contributions

Category (Contract Approval, Policy, Personnel, General Approval. etc.): General Approval
Date: 3/19/26
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal Policy - Expense over $20K
Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information):
Recall that the CalOPS contract with Empower to facilitate and manage our employees' 401(k) accounts was drawn up and signed in 2024, with our employees' Empower accounts accepting payroll contributions starting in July 2024. The original contract includes the Safe Harbor Match as an ANNUAL calculation. However, in practice, the Safe Harbor Match was provided as a PER PAYROLL contribution. This occurred in the plan years of 2024 and 2025.

Rationale (Why is this important and why is this coming to the Board):
The true-up amount for the 2024 plan year was $304,609.72 and was paid in October 2025. Year-end compliance tasks and testing for the 2025 plan year were completed earlier in the year and we now have the true-up amount for the 2025 plan year, which is thankfully significantly lower at **$33,975.17**

Evidence of Due Diligence: Last year, we (1) received Board approval and make the necessary contribution by the end of October 2025 to affected employees' 401(k) accounts, (2) added to the 2026 budget a similar match verification amount for the 2025 plan year, and (3) submitted an amendment to the plan documents to change the Safe Harbor Match calculation from annual to per payroll effective Jan. 1, 2026, thus eliminating further "true up" payments in the future.

Fiscal Impact: An estimated $34K will be contributed at the end of April 2026.

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable): Approval

Prepared/Recommended/Approved By: Prepared by Tracy Le, Assistant Director of Human Resources. Presented by Zana Kidd, Director of Human Resources.

Contribution - Safe Harbor Match

California Online Public Schools 401(k) - 522213-01
Plan Year: 01/01/2025 - 12/31/2025
Reference Number: 2754639821

Name	Compensation	Deferral Amount	Contribution Amount	Percentage of Deferral
ADAM, BRETT	58,430.89	3,376.08	32.44	0.96
ALOIA, RALPH	40,920.61	2,293.28	40.45	1.76
AYERS, HOLLIE	106,047.41	23,500.00	1,620.12	6.89
BARAJAS, PAUL	31,459.01	1,107.52	56.53	5.10
BATTLE, MELINDA	37,432.45	1,976.24	67.45	3.41
BERNARD-JOSEPH, SHONNA	103,320.83	517.42	129.35	25.00
BLACK, RILEY	36,735.72	1,947.36	64.18	3.30
BOWE, DANIEL	104,709.86	3,885.43	361.49	9.30
BRINLEE, KELLI	99,441.67	3,360.62	261.25	7.77
BULLINGTON, MEGHAN	115,931.07	10,894.60	69.82	0.64
CALDERON, ANGELICA	39,055.84	1,236.20	276.79	22.39
CANTEY, AMANDA	43,390.00	1,956.68	555.44	28.39
CARO, CAROL	67,732.87	5,965.45	65.25	1.09
CASTILLO, SAVANNAH	98,345.35	5,125.22	193.90	3.78
CHAVEZ, SUNNY	95,981.03	500.00	20.00	4.00
CORDERO, LEIGHANN	109,244.02	5,667.28	110.96	1.96
DE LA RIVA, ROXANA	106,354.18	5,350.35	257.68	4.82
DICKMAN, KELSEY	107,773.60	4,131.94	583.68	14.13
DOMBEK, LESLIE	225,455.27	23,500.00	1,213.67	5.16
DWIVEDI, MUKUL	103,491.71	10,312.08	16.69	0.16
ENG, HAZEL	150,962.17	1,072.14	268.02	25.00
ESPARZA, MONICA	119,479.54	602.62	150.65	25.00
FELIAS, MICHAEL	101,021.07	23,500.00	1,299.06	5.53
FONSECA, NATICIA	116,184.92	2,230.48	557.60	25.00
FORD, STEPHEN	294,445.30	23,500.00	119.61	0.51
GALINDO, VANESSA	97,804.91	3,677.34	588.08	15.99
GIBSON, JOY	38,894.42	1,587.79	186.50	11.75
GILLIARD, ALEXIS	81,989.70	5,900.06	194.17	3.29
GOMEZ, MARY	53,425.92	2,770.10	108.85	3.93
GRAVES, ELIJAH	37,455.84	1,400.98	67.36	4.81
HA, NATALIE	94,579.67	5,646.45	7.09	0.13
HALE, STEPHEN	90,944.11	3,600.00	10.09	0.28
HARDEY, REBECCA	118,185.27	23,500.00	477.41	2.03
HARPER, KELLY	102,431.30	4,943.74	300.52	6.08

Contribution - Safe Harbor Match

California Online Public Schools 401(k) - 522213-01
Plan Year: 01/01/2025 - 12/31/2025
Reference Number: 2754639821

Name	Compensation	Deferral Amount	Contribution Amount	Percentage of Deferral
HEILMANN, REANN	39,299.85	1,556.46	200.37	12.87
HERNANDEZ, LEEANN	149,404.27	9,095.00	178.67	1.96
HOPPE, NANCY	115,148.31	20,792.02	204.90	0.99
HURD, AZURE	78,135.75	4,017.68	252.66	6.29
JIMENEZ, MICHELLE	116,086.94	23,500.00	2,972.45	12.65
KABEL, MATTHEW	44,708.99	2,710.51	238.20	8.79
KIM, SON	38,987.67	2,562.69	107.02	4.18
KOLBECK, MELISSA	109,272.01	3,421.08	1,150.32	33.62
KRUPER, DIANA	54,623.38	15,487.05	134.97	0.87
LEUNG, RITA	107,799.49	23,500.00	605.68	2.58
MACKIE, LOGAN	91,886.16	5,750.00	74.44	1.29
MADISON, CANDICE	107,583.62	5,967.17	986.04	16.52
MANNING, CARRI ANNE	116,243.84	23,500.00	206.43	0.88
MATUGA, BRITTANY	98,826.20	5,478.78	112.71	2.06
MCGAHEY, GABRIELLE	57,156.88	16,296.26	53.06	0.33
MEIGS BLAKELY, CAMILLE	43,271.55	1,713.72	220.61	12.87
MENDOZA, LIZBETH	102,079.80	6,080.43	11.10	0.18
MESA, MARISSA	108,320.08	7,582.38	201.30	2.65
NOVALIS-EDWARDS, REBECCA	106,311.03	6,573.25	345.46	5.26
PASKI, DAVID	89,383.21	4,219.79	285.80	6.77
PHILBRICK, ERIKA	91,280.03	2,702.68	219.36	8.12
REMPE, SHERRI	89,767.44	5,357.35	7.15	0.13
RIETVELD, ANDREW	99,729.83	1,582.30	329.82	20.84
RUSSO, KELLY	104,434.15	1,058.20	264.56	25.00
RYERSON, JESSICA	92,590.44	481.04	120.26	25.00
SCHEUER, SHEA	13,708.49	279.40	69.85	25.00
SCHLECHT, ADAM	44,869.53	1,784.76	226.82	12.71
SCHWARTZ, CATHERINE	110,521.24	4,420.87	113.45	2.57
SEARFOSS, JULIE	7,326.07	217.28	54.32	25.00
SEARS, JENNIFER	102,710.21	1,250.00	50.00	4.00
SEGURA, MIRIAM	81,016.39	2,902.87	489.52	16.86
SEIFERT, JAMIA	85,011.29	23,500.00	635.29	2.70
SEPA, KATIE	104,437.20	3,803.79	615.66	16.19
SERRATO, VICTOR	108,828.45	1,353.27	744.30	55.00

Contribution - Safe Harbor Match

California Online Public Schools 401(k) - 522213-01
Plan Year: 01/01/2025 - 12/31/2025
Reference Number: 2754639821

Name	Compensation	Deferral Amount	Contribution Amount	Percentage of Deferral
SHAFER, LISA	110,201.50	8,850.65	216.91	2.45
SMITH, SHANNON	104,473.66	23,500.00	844.93	3.60
SOLOMON, MARISSA	111,488.63	23,500.00	412.98	1.76
STEINBERG, LAWRENCE	132,355.19	8,514.44	472.14	5.55
STORY, ANDREA	96,382.48	3,855.32	58.57	1.52
TAYLOR, ASHLEY	162,237.73	4,084.26	710.40	17.39
TEUTIMEZ, JOHN	119,495.01	2,500.00	100.00	4.00
THEODOSIS, ANTONIOS	93,162.82	5,557.88	1,675.30	30.14
VASQUEZ, AMBER	85,617.38	5,105.20	7.97	0.16
VENEGAS, ELYSE	70,624.09	4,222.90	2.08	0.05
WHITE, ANGELA	61,218.75	3,319.13	88.47	2.67
WHITMER, TAYLOR	107,075.25	23,500.00	1,181.69	5.03
WILLIAMS, CASSIE	111,791.86	6,058.27	338.05	5.58
WISEMAN, AMANDA	89,607.03	4,520.36	213.99	4.73
WITTENBERG, ERIN	92,963.30	1,788.24	223.56	12.50
WORTHINGTON, RILEY	29,495.40	1,005.83	190.98	18.99
ZAKHAR, PAMELA	141,609.79	23,500.00	4,166.00	17.73
ZIMMERMAN, KIMBERLY	77,888.16	3,186.91	256.45	8.05
TOTALS	**7,937,505.35**		**33,975.17**	

Coversheet

Approval of PPS Credentialing for Academic Advisors (attached)

Section: VI. Action Items
Item: G. Approval of PPS Credentialing for Academic Advisors (attached)
Purpose: Vote
Submitted by:
Related Material:
BIM - UMASS Global PPS-C.pdf
PPS Program Length Email.pdf
California Online Public Schools Mail - Re_ PPS Credential Candidates.pdf

California Online Public Schools

Board Information Memo

SUBJECT: PPS Credential for 3 Prospective School Counselors

Category (Contract Approval, Policy, Personnel, General Approval. etc.): General Approval
Date: April 14, 2026
Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal
Decision Type (Action Item, Information Only, etc.): Action Item

Background (Brief Summary of Background Information):

When our school shifted to a Homeroom model, the Middle School Advisory position was eliminated. Three staff members were moved from Middle School Advisory to an Academic Advisor position. They were told that in making this move, CalOPS would help them obtain a PPS credential so that they could become School Counselors. After researching many different schools, UMASS Global was the only one that made sense, because they allow the academic Advisors to complete their mandatory counseling hours at CalOPS while working for our school. The program can be completed in 1 year, 4 months.

Rationale (Why is this important and why is this coming to the Board):
These Academic Advisors are already members of the Educational Services team, and while they are able to do some of the functions of a counselor, they are limited in what they can do because they do not have the credential. This would allow them to become full fledged counselors.

Evidence of Due Diligence:
We have researched many different schooling options for this, public and private, but have run into the same issue. They do not allow the required counseling hours to be completed at CalOPS. The Professor of the School of Counseling at UMASS Global assured me that they will allow the Academic Advisors to complete their counseling hours at CalOPS. CalOPS will also be requiring the Academic Advisors to sign a Credential repayment agreement should they leave the school.

Fiscal Impact: We have a partnership with UMASS Global for 15% off of tuition. This puts the cost at $30,600 per staff member for a total of $91,800.

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable): Approval

Prepared/Recommended/Approved By: Ryan Dreifus and Leslie Dombek

Hi Ryan,

Since its 48 credits, if they go full time, it'll be 2 courses (6 credits) per session over 8 sessions, which is about 1 year and 4 months.

Warmly,
Erika

L. Erika Saito, Ph.D. (she/her/hers)
Director of Strategic Partnerships
C: (949)560-6613
lorine.saito@umassglobal.edu



California Online Public Schools

Ryan Dreifus <rdreifus@californiaops.org>

Re: PPS Credential Candidates

1 message

Kolpin, Thierry <tkolpin@umassglobal.edu> Mon, Mar 23, 2026 at 3:37 PM
To: "Saito, L. Erika" <lorine.saito@umassglobal.edu>, Ryan Dreifus <rdreifus@californiaops.org>

Hello,
This sounds like a great opportunity for the Candidates, and yes, they can complete all their hours in an online public-school format. They will still need to show that they have at least 200 hours at two different levels, elementary, middle, and/or high. But apart from that, they'll be able to acquire the other requirements within those levels. I'm happy to meet and discuss any specifics if you would like, and again thank you for making this possible.

Best Regards,
Thierry

Thierry Kolpin, Ph.D. (he/him)
Professor, School of Education, School Counseling
University of Massachusetts, Global
65 Enterprise, Suite 150 Aliso Viejo, CA 92656
tkolpin@umassglobal.edu Please click here to schedule an online or phone meeting
Office 949-585-2996 Cell/Text 909-992-8500

UMASS GLOBAL A nonprofit affiliate of the University of Massachusetts

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From: Saito, L. Erika <lorine.saito@umassglobal.edu>
Sent: Monday, March 23, 2026 11:23 AM
To: Ryan Dreifus <rdreifus@californiaops.org>; Kolpin, Thierry <tkolpin@umassglobal.edu>
Subject: Re: PPS Credential Candidates

Hi Ryan,

It is so great to hear from you and being able to meet you in person at the CCSA conference!! I am glad CA OPS is ready to move forward. Attached is our flyer for the MA Educational Counseling with PPSC Credential and CWA authorization.

It is 48 credits x $750 (tuition subject to change fall 2026) = $36,000. With our partnership, candidates would receive 15% off tuition, bringing it down to $30,600.

I am looping in Dr. Thierry Kolpin, who oversees the SOE counseling program and can provide you with the information requested. @Kolpin, Thierry, I know we discussed this some time ago. Could you please confirm and provide the statement requested for CA Online Public Schools? Thank you so much!!

Warmly,
Erika

L. Erika Saito, Ph.D. (she/her/hers)

Director of Strategic Partnerships
C: (949)560-6613
lorine.saito@umassglobal.edu
University of Massachusetts Global A private nonprofit affiliate

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From: Ryan Dreifus <rdreifus@californiaops.org>
Sent: Thursday, March 19, 2026 1:09 PM
To: Saito, L. Erika <lorine.saito@umassglobal.edu>
Subject: PPS Credential Candidates

> **Caution:** This email originated from outside of UMass Global. Use caution replying to or opening links and attachments.

Hi Erika!

It was so great seeing you at CCSA! We are finally ready to move forward with our 3 PPS Credential candidates, but next steps for us are to pitch it to our school board. I was hoping to get an updated cost of the program for each candidate that I could put into the board memorandum, as well as a statement from the Dean of the School of Counseling that these counselors would be approved to do their counseling hours at California Online Public Schools. Thank you for being so patient with this, we are looking to have them signed up for the May start date if that is an option, but the board approval won't happen until April 14th, so if they have to wait for the Fall cohort, that is fine too. Have a great day!

--

California Online Public Schools

Ryan Dreifus

Assistant Director of Human Resources

T: (657) 200-8172 rdreifus@californiaops.org

33272 Valle Road San Juan Capistrano, CA 92675

"The cave you fear to enter holds the treasure you seek."

Coversheet

Approval of Temporary Assignment and Stipend Policy (attached)

Section:	VI. Action Items
Item:	H. Approval of Temporary Assignment and Stipend Policy (attached)
Purpose:	Vote
Submitted by:	
Related Material:	260414 DRAFT Temporary Assignment and Stipend Policy.pdf

California Online Public Schools

Temporary Assignments and Stipend Policy

California Online Public Schools

California Online Public Schools non-profit Board of Directors operates the following charter schools to which this policy applies:
California Online Public Schools Central Coast
California Online Public Schools Central Valley
California Online Public Schools Monterey Bay
California Online Public Schools North Bay
California Online Public Schools Northern California
California Online Public Schools Southern California

Approved by CalOPS Board of Directors on [redacted]

Purpose

California Online Public Schools may assign an employee to temporarily perform additional or different duties due to extended leave, vacancy, or operational necessity. This policy establishes guidelines for assigning duties and providing appropriate compensation in a consistent and equitable manner.

Assignment Types

Temporary Higher-Level Assignment

An employee is temporarily assigned to perform duties of a higher classification due to a vacancy or extended absence.

- May occur for short or extended durations
- Requires Superintendent approval
- May require posting and/or interviews when applicable

Compensation:

Approved Temporary Stipend Amounts:

- Teacher to Assistant Principal (Step 26): $700/month
- Assistant Principal (Step 26) to Principal (Step 34): $1,000/month
- Assistant Director (Step 26) to Director (Step 31): $600/month
- Administrative Assistant/Executive Assistant (Steps 50–53) to Coordinator-level role (Step 23): $350/month

These amounts reflect partial assumption of higher-level responsibilities and are not intended to fully replicate the salary of the higher-level position.

For assignments not listed above, stipends may be determined using a comparable flat monthly rate or proportional methodology to ensure consistency with established practice.

Expanded Duties Assignment (Same Classification)

An employee assumes a measurable increase in workload or responsibility within their current classification due to operational needs.

- No change in title or classification
- Duties must be clearly defined and exceed normal expectations
- Responsibilities are not evenly distributed across staff

Compensation:

A temporary stipend may be provided based on the scope, duration, and concentration of additional duties. Stipends are typically established as flat monthly amounts within a defined range to ensure consistency and internal equity.

Typical stipend range: $300–$500 per month

Administrative / Support Coverage (if applicable)

For temporary increases in responsibility at support or coordination levels:
Typical stipend range: $300–$400 per month, depending on scope

Short-Term Assignment

An employee temporarily covers duties for a limited period, typically fewer than 20 working days.

- May not require formal posting or interviews
- Typically does not result in additional compensation unless deemed necessary by the Superintendent

Assignment Process

1. Department notifies Human Resources of assignment need
2. Human Resources reviews scope of duties, duration, and compensation approach
3. Superintendent approval is required
4. Posting and interviews are conducted when applicable based on assignment type
5. Employees return to their regular position and pay after assignment ends.

Stipend Principles

Temporary stipends are calculated using a standardized flat monthly rate based on approximately 20% of the salary difference between the employee's regular role and the temporary assignment role.

Approved Temporary Stipend Amounts
• Teacher to Assistant Principal (Step 26): $700/month
• Assistant Principal (Step 26) to Principal (Step 34): $1,000/month
• Assistant Director (Step 26) to Director (Step 31): $600/month
• Admin Assistant/Executive Assistant (Steps 50–53) to Coordinator-level role (Step 23): $350/month

Non-Promotion Clause

Temporary assignments, regardless of duration, do not constitute a promotion, reclassification, or change in base salary. Employees will return to their regular assignment and compensation upon completion of the temporary assignment.

Stipend Eligibility

A temporary stipend may be applied when:

- The employee is formally assigned additional duties

- The duties represent a significant and sustained increase in workload
- The assignment is expected to exceed 20 working days
- The Superintendent approves the assignment

Stipend Exclusions

Stipends are not applicable when:

- Duties are informally shared or minimally increased
- The assignment is short-term and does not materially impact workload
- Compensation is already provided through another differential

Additional Guidelines

- Minimum Duration: Assignments exceeding 20 working days may be eligible for stipends
- Proration: Stipends are prorated based on the duration of the assignment
- Consistency: Similar assignments should receive comparable stipends to maintain internal equity
- Approval: All stipends require review by Human Resources and approval by the Superintendent

Coversheet

Approval of 2026 Employee Benefits Renewal (attached)

Section: VI. Action Items
Item: I. Approval of 2026 Employee Benefits Renewal (attached)
Purpose: Vote
Submitted by:
Related Material:
Benefits Renewal BIM - CalOPS.pdf
2026_20California_20Online_20Public_20School_20Renewal_20PPT_4.10.2026.pdf.pdf

California Online Public Schools

Board Information Memo

SUBJECT: 2026 Employee Benefits Renewal – Medical, Dental, Vision, and Ancillary Plans

Category (Contract Approval, Policy, Personnel, General Approval, etc.):
General Approval

Date:
April 10, 2026

Reason for Board Consideration (Fiscal Policy, State Requirement, etc.):
Annual benefits renewal and approval of employer-sponsored insurance plans

Decision Type (Action Item, Information Only, etc.):
Action Item

Background (Brief Summary of Background Information):
The organization conducts an annual review of its employee benefits program, including medical, dental, vision, and ancillary coverages. For the 2026 plan year, current carriers include Cigna (medical), Kaiser (medical), and MetLife (dental, vision, life, and disability). The renewal process included a comprehensive market evaluation, plan comparisons, and negotiations with current and alternative carriers to assess cost, plan design, and funding options.

Rationale (Why is this important and why is this coming to the Board):
The 2026 renewal reflects a significant increase in healthcare costs, largely driven by high-cost claims and overall utilization trends. Multiple strategies were evaluated, including plan design changes, alternative carriers, and self-funded models.

Maintaining the negotiated renewal with current carriers preserves continuity of care, avoids disruption to employees, and ensures predictable plan administration during a period of cost volatility. This approach also allows the organization to stabilize costs in the short term while continuing to evaluate longer-term funding strategies, including potential transition to a self-funded model.

Evidence of Due Diligence:

- Conducted a full market review, including Cigna, Blue Shield, and self-funded (Pareto) options with recommendations with Pareto

- Evaluated multiple plan design scenarios, including cost-sharing adjustments and formulary changes
- Negotiated with current carriers to reduce initial renewal increases
- Reviewed financial impact, employee disruption, and long-term sustainability considerations
- Renegotiated broker compensation to align with market standards, improving transparency and cost efficiency
- Determined that maintaining the negotiated renewal provides the most stable and predictable short-term solution while preserving future flexibility

---

Fiscal Impact:
The negotiated renewal results in a total estimated annual cost of approximately $9,751,188, compared to the current annual cost of $7,919,798, representing a total increase of $1,831,390 (23.1%).

The initial renewal projection was approximately $10.23 million (29.2% increase); through negotiations with carriers and cost management efforts, the organization reduced the projected increase by approximately $482,068.

This increase is primarily driven by higher medical claims experience and overall healthcare cost trends. While significant, the selected approach avoids additional financial risk and employee disruption associated with alternative options.

Potential Conflicts of Interest:
N/A

Recommendation/Board Action (if applicable):
Approval of the 2026 employee benefits renewal as negotiated with current carriers.

Prepared/Recommended/Approved By: Zana Kidd Recommended by: Richard Savage

NEWFRONT

Renewal Presentation

California Online Public School



California Online Public Schools

April 2, 2026 | **Pedro Reyes**

Agenda

01
Executive Summary

02
Renewal Details

03
Marketing Results

04
Considerations & Recommendations

05
Next Steps: Decisions & Timeline

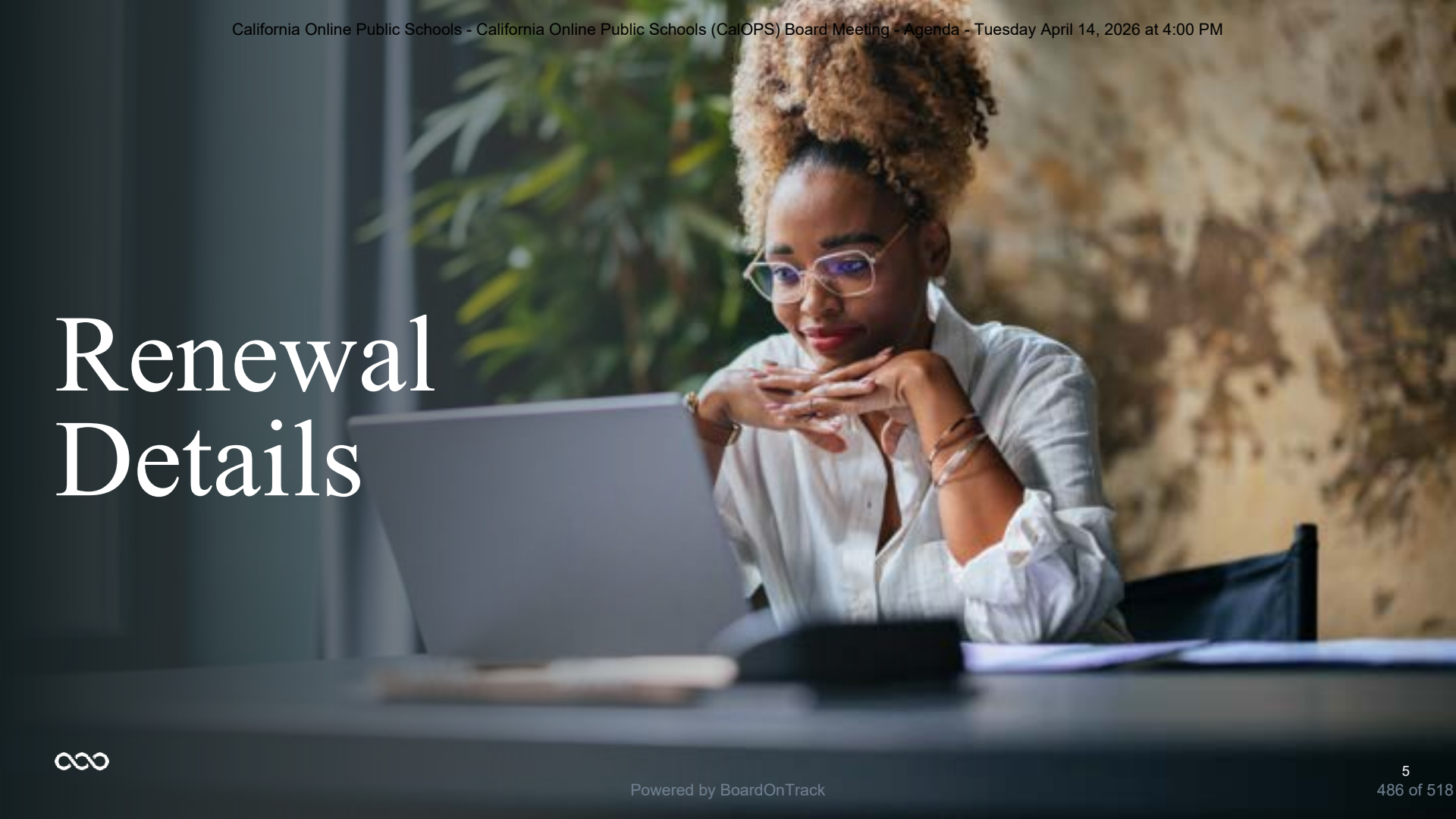
Executive Summary



EXECUTIVE SUMMARY

Plan Overview and Renewal Strategy Recap

Current Benefit Offering	Opportunities	Goals and Anticipated Challenges
• Cigna EPO/HDHP and Kaiser HMO/HDHP. • MetLife DPPO Plan (High & Low option) • MetLife Vision • Life/ADD – 2 x salary to the Max. of $500K. • STD plan for Out of State EEs • LTD for all employees • MetLife Voluntary Plans & EAP • Igoe H.S.A. / F.S.A. & L.F.S.A • Carrot Fertility • Wellhub (Fitness program) • Modern Health (Mental Wellness) • Scholarshare – 529 • ER Contributions 100% of H.S.A. Plans	• Downgrade Options with Cigna • Pareto Self Funded Option • Blue Shield Option • Carrot Fertility Plan Improvement • Change ER/EE Contributions	• Cost containment given large claims with Cigna and potential outlier status • Minimize changes to benefits and employee cost • Avoid disruption while enhancing member engagement / experience



Renewal Details

TOTAL REWARDS

Renewal *Summary*

Current

$7,919,798M

Initial Renewal
$10,233,256M

- **Medical** Cigna: **$7,823,482M / 36.9%**
- **Medical** Kaiser: **$1,695.414M / 10.4%**
- **Dental** MetLife (Low/High): **$54K / 8% & $422,691K / 8.0%**
- **Vision** MetLife: **$63,914K / 0%**
- **Ancillary** MetLife (Life/AD&D, and /LTD): **$140,875K / 0%**
- **Ancillary** MetLife (STD): **$32,860K / 31.3%**

Negotiated Renewal
$9,751,188M

Negotiated Savings

$482,068K

- **Medical** Cigna: **$7,413,309 / 29.8%**
- **Medical** Kaiser: **$1,660,581M / 8.2%**
- **Dental** MetLife (Low/High): **$52K / 1% & $395K / 1%**
- **Vision** MetLife: **$61,999K / -3.0%**
- **Ancillary** MetLife (Life/AD&D,/LTD): **$137,176K / -5.2%**
- **Ancillary** MetLife (STD): **$32,290K / 29.1%***

* STD alternative option on slide 22

Marketing Results



Renewal Summary

Cost Summary (Eff. 7/1/2026)	Current	Renewal	Negotiated Renewal	Negotiated Renewal Alternate	Downgrade	Downgrade Alternate	Pareto	Blue Shield
Medical	**Cigna**	**Cigna**	**Cigna**	**Cigna**	**Cigna**	**Cigna**	**Pareto**	**Blue Shield**
Annual Premium	$5,713,218.36	$7,823,481.72	$7,413,309.12	$7,279,867.32	$7,138,460.88	$7,009,968.84	$6,455,936.75	$7,409,148.72
$ Change From Current	-	$2,110,263.36	$1,700,090.76	$1,566,648.96	$1,425,242.52	$1,296,750.48	$742,718.39	$1,695,930.36
% Change From Current	-	36.9%	29.8%	27.4%	24.9%	22.7%	13.0%	29.7%
Medical	**Kaiser Permanente**	**Kaiser Permanente**	**Kaiser Permanente Negotiated**	**Kaiser Permanente Negotiated**	**Kaiser Permanente**	**Kaiser Permanente**	**Kaiser Permanente Negotiated**	**Kaiser Permanente Negotiated**
Annual Premium	$1,535,361.00	$1,695,413.52	$1,660,580.52	$1,660,580.52	$1,557,077.40	$1,558,125.72	$1,660,580.52	$1,660,580.52
$ Change From Current	-	$160,052.52	$125,219.52	$125,219.52	$21,716.40	$22,764.72	$125,219.52	$125,219.52
% Change From Current	-	10.4%	8.2%	8.2%	1.4%	1.5%	8.2%	8.2%
Dental	**MetLife**	**MetLife**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**
Annual Premium	$441,410.40	$476,711.64	$445,833.60	$445,833.60	$445,833.60	$445,833.60	$445,833.60	$445,833.60
$ Change From Current	-	$35,301.24	$4,423.20	$4,423.20	$4,423.20	$4,423.20	$4,423.20	$4,423.20
% Change From Current	-	8.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
Vision	**MetLife**	**MetLife**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**
Annual Premium	$63,913.68	$63,913.68	$61,998.72	$61,998.72	$61,998.72	$61,998.72	$61,998.72	$61,998.72
$ Change From Current	-	$0.00	-$1,914.96	-$1,914.96	-$1,914.96	-$1,914.96	-$1,914.96	-$1,914.96
% Change From Current	-	0.0%	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%
Basic Life-AD&D	**MetLife**	**MetLife**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**
Annual Premium	$74,044.33	$74,044.33	$72,380.42	$72,380.42	$72,380.42	$72,380.42	$72,380.42	$72,380.42
$ Change From Current	-	$0.00	-$1,663.92	-$1,663.92	-$1,663.92	-$1,663.92	-$1,663.92	-$1,663.92
% Change From Current	-	0.0%	-2.2%	-2.2%	-2.2%	-2.2%	-2.2%	-2.2%
Short Term Disability	**MetLife**	**MetLife**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**
Annual Premium	$25,019.42	$32,860.26	$32,290.02	$32,290.02	$32,290.02	$32,290.02	$32,290.02	$32,290.02
$ Change From Current	-	$7,840.84	$7,270.60	$7,270.60	$7,270.60	$7,270.60	$7,270.60	$7,270.60
% Change From Current	-	31.3%	29.1%	29.1%	29.1%	29.1%	29.1%	29.1%
Long Term Disability		**MetLife**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**	**MetLife Negotiated Renewal**
Annual Premium	$66,830.70	$66,830.70	$64,795.25	$64,795.25	$64,795.25	$64,795.25	$64,795.25	$64,795.25
$ Change From Current	-	$0.00	-$2,035.45	-$2,035.45	-$2,035.45	-$2,035.45	-$2,035.45	-$2,035.45
% Change From Current	-	0.0%	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%
Annual Premium - ALL	**$7,919,797.90**	**$10,233,255.86**	**$9,751,187.65**	**$9,617,745.85**	**$9,372,836.29**	**$9,245,392.57**	**$8,793,815.27**	**$9,747,027.25**
$ Change From Current	-	**$2,313,457.96**	**$1,831,389.75**	**$1,697,947.95**	**$1,453,038.39**	**$1,325,594.67**	**$874,017.38**	**$1,827,229.35**
% Change From Current	-	**29.2%**	**23.1%**	**21.4%**	**18.3%**	**16.7%**	**11.0%**	**23.1%**

Annual Premium - ALL			**$9,751,187.65**	**$9,617,745.85**	**$9,372,836.29**	**$9,245,392.57**	**$8,793,815.27**	**$9,747,027.25**
$ Change From Negotiated Renewal	-	-	-	**-$133,441.80**	**-$378,351.36**	**-$505,795.08**	**-$957,372.37**	**-$4,160.40**
% Change From Negotiated Renewal	-	-		**-1.4%**	**-3.9%**	**-5.2%**	**-9.8%**	**0.0%**

Kaiser Renewal & Downgrade Options

MEDICAL - Effective Date: 7/1/26	Current	Renewal Option 1	Renewal Option 2	Downgrade Option 1	Downgrade Option 2
Carrier	Kaiser Permanente	Kaiser Permanente	Kaiser Permanente	Kaiser Permanente	Kaiser Permanente
Plan Name	TRADITIONAL PLAN	HIGH COPAY HMO SCR	HIGH COPAY HMO SCR	$30/$40 OV, $500 Day - 3 (19411)	$250 Ded, $20/$30 OV (19433)
Plan Type	HMO	HMO	HMO	HMO	HMO
Funding Type	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured
Referrals Required	Yes	No	No	No	No
In Network					
Deductible Single	$0	None	None	$0	$250
Deductible Family	$0	None	None	$0	$500
OOP Max Single	$3,000	$3,000	$3,000	$3,500	$3,000
OOP Max Family	$6,000	$6,000	$6,000	$7,000	$6,000
Outpatient Surgery	$250 / procedure	$250 / procedure	$250 / procedure	$400 / procedure	10% after ded
Inpatient Facility	$500 / day, $1,500 out of pocket/admit	$500 / day, $1,500 out of pocket/admit	$500 / day, $1,500 out of pocket/admit	$500/day up to a max of $1,500/ admit	$10 after ded
Copays					
Office Copay	$20	$20	$20	$30	$20
Specialist	$40	$40	$40	$40	$30
ER	$250	$250	$250	$350	10% after ded
Urgent Care	$20	$20	$20	$30	$20
Other Services					
Diagnostic Lab / X-Ray	$10 / $10	$10 / $10	$10 / $10	$10 / $10	$15 / $15
MRI & CT Scan	$100 / procedure	$100/procedure	$100/procedure	$100/procedure	10% up to a max of $150/procedure
RX					
Rx Deductible	None	None	None	None	None
Family Rx Deductible	None	None	None	None	None
Preferred Generic Rx	$15	$15	$15	$15	$10
Preferred Brand Rx	$35	$35	$35	$35	$30
Non-Preferred Brand Rx	N/A	N/A	N/A	N/A	N/A
Preferred Specialty Rx	30% up to $250	30% up to $250	30% up to $250	30% up to $250	20% up to $250
Enrollment					
Employee Only	35	35	35	35	35
Employee Spouse	4	4	4	4	4
Employee Child(ren)	12	12	12	12	12
Family	16	16	16	16	16
Monthly Premiums					
Employee Only	$717.57	$792.86	$776.56	$765.48	$766.24
Employee Spouse	$1,657.58	$1,831.50	$1,793.85	$1,768.25	$1,770.00
Employee Child(ren)	$1,370.55	$1,514.36	$1,483.23	$1,462.06	$1,463.50
Family	$2,159.88	$2,386.50	$2,337.44	$2,304.09	$2,306.37
Monthly Premium Per Plan	**$82,749.95**	**$91,432.42**	**$89,552.80**	**$88,274.96**	**$88,362.32**
Change From Current	---	$8,682.47 (10.49%)	$6,802.85 (8.22%)	$5,525.01 (6.68%)	$5,612.37 (6.78%)
Annual Premium Per Plan	**$992,999.40**	**$1,097,189.04**	**$1,074,633.60**	**$1,059,299.52**	**$1,060,347.84**
Change From Current	---	$104,189.64 (10.49%)	$81,634.20 (8.22%)	$66,300.12 (6.68%)	$67,348.44 (6.78%)

Kaiser HDHP Renewal & Downgrade Options

[redacted]	[redacted]	[redacted]	[redacted]	Downgrade Option
Carrier	Kaiser Permanente	Kaiser Permanente	Kaiser Permanente	Kaiser Permanente
Plan Name	HSA-Qualified High Deductible Health Plan (HDHP) HMO	MS DHMO HSA SCR	MS DHMO HSA SCR	$3,400 Ded, $30/$50 OV (19735)
Plan Type	HMO / HSA	HMO / HSA	HMO / HSA	HMO / HSA
Funding Type	Fully Insured	Fully Insured	Fully Insured	Fully Insured
Referrals Required	Yes	No	No	No
In Network				
Deductible Single	$1,650 Self only enrollment, $3,300 for any one member within a Family enrollment	$1,700	$1,700	$3,400
Deductible Family	$3,300 for an entire Family	$3,400	$3,400	$6,800
OOP Max Single	$3,300	$3,400	$3,400	$5,350
OOP Max Family	$6,600	$6800	$6800	$10,700
Outpatient Surgery	20% after ded	20% after ded	20% after ded	30% after ded
Inpatient Facility	20% after ded	20% after ded	20% after ded	30% after ded
Copays				
Office Copay	20% after ded	20% after ded	20% after ded	$30 after ded
Specialist	20% after ded	20% after ded	20% after ded	$50 after ded
ER	20% after ded	20% after ded	20% after ded	30% after ded
Urgent Care	20% after ded	20% after ded	20% after ded	$30 after ded
Other Services				
Diagnostic Lab / X-Ray	20% after ded / 80% after ded	20% after ded / 80% after ded	20% after ded / 80% after ded	$10/encounter after ded / $10/encounter after ded
MRI & CT Scan	20% after ded	20% after ded	20% after ded	30% up to a max of $150/procedure after ded
RX				
Rx Deductible	None	None	None	None
Family Rx Deductible	None	None	None	None
Preferred Generic Rx	$10	$10	$10	$15
Preferred Brand Rx	$30	$30	$30	$30
Non-Preferred Brand Rx	N/A	N/A	N/A	N/A
Preferred Specialty Rx	20% up to $250	20% up to $250	20% up to $250	20% up to $250
Enrollment				
Employee Only	18	18	18	18
Employee Spouse	7	7	7	7
Employee Child(ren)	3	3	3	3
Family	15	15	15	15
Monthly Premiums				
Employee Only	$531.41	$586.15	$574.12	$487.73
Employee Spouse	$1,227.57	$1,354.01	$1,326.22	$1,126.66
Employee Child(ren)	$1,015.01	$1,119.54	$1,096.57	$931.56
Family	$1,599.56	$1,764.31	$1,728.10	$1,468.07
Monthly Premium Per Plan	**$45,196.80**	**$49,852.04**	**$48,828.91**	**$41,481.49**
Change From Current	---	$4,655.24 (10.30%)	$3,632.11 (8.04%)	-$3,715.31 (-8.22%)
Annual Premium Per Plan	**$542,361.60**	**$598,224.48**	**$585,946.92**	**$497,777.88**
Change From Current	---	$55,862.88 (10.30%)	$43,585.32 (8.04%)	-$44,583.72 (-8.22%)

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Cigna OAPIN Renewal & Blue Shield Options

MEDICAL - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal	Negotiated Renewal Alternate	Downgrade	Downgrade Alternate	Pareto	Alternate
Carrier	Cigna	Cigna	Cigna	Cigna	Cigna	Cigna	Blue Shield	Blue Shield
Plan Name	Open Access Plus In-Network	OAPIN (37887194)	OAPIN (40010481)	OAPIN (40010481)	Copy of OAPIN BBD 1_(2) (39987034)	Copy of OAPIN BBD 1_(2) (39987034)	PPO	Custom Full EPO Per Admit 40-500
Funding Type	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Fully Insured
Individual Stop Loss Limit	$100,000	$100,000	$150,000	$150,000	$150,000	$150,000	150000	-
Network	Open Access Plus In-Network - Performance	Open Access Plus In-Network - Performance	Open Access Plus In-Network - Performance	Open Access Plus In-Network - Advantage	Open Access Plus In-Network - Performance	Open Access Plus In-Network - Advantage	Blue Shield	EPO
Unused Claim Rebate	2/3	2/3	2/3	1/2	2/3	1/2	N/A	N/A
In Network								
Deductible Single	$0	$0	$0	$0	$2,000	$2,000	$0	$0
Deductible Family	$0	$0	$0	$0	$4,000	$4,000	$0	$0
OOP Max Single	$4,000	$4,000	$4,000	$4,000	$4,000	$4,000	$4,000	$4,000
OOP Max Family	$8,000	$8,000	$8,000	$8,000	$8,000	$8,000	$8,000	$8,000
Outpatient Surgery	$100 ded/admit	$100 ded/admit	$100 ded/admit	$100 ded/admit	$100/admit	$100/admit	$100 ded/admit	$100
Inpatient Facility	$500 ded/admit	$500 ded/admit	$500 ded/admit	$500 ded/admit	$500/Admit	$500/Admit	$500 ded/admit	$500/admit
Copays								
Office Copay	$40	$40	$40	$40	$40 + 100%	$40 + 100%	$40	$40
Specialist	$45	$45	$45	$45	$45 + 100%	$45 + 100%	$45	$45
ER	$250 /visit	$250 /visit	$250 /visit	$250 /visit	$250/visit	$250/visit	$250 /visit	$250 /visit
Urgent Care	$50 /visit	$50 /visit	$50 /visit	$50 /visit	$50 /visit	$50 /visit	$50 /visit	$40/visit
Other Services								
Diagnostic Lab / X-Ray	No charge / No charge	No charge / No charge	No charge / No charge	No charge / No charge	No charge / No charge	No charge / No charge	No charge / No charge	No charge / No charge
MRI & CT Scan	No charge at an outpatient facility No charge in the office	No charge at an outpatient facility No charge in the office	No charge at an outpatient facility No charge in the office	No charge at an outpatient facility No charge in the office	No charge	No charge	No charge at an outpatient facility No charge in the office	No charge
RX								
Rx Deductible	None	None	None	None	None	None	None	None
Family Rx Deductible	None	None	None	None	None	None	None	None
Preferred Generic Rx	$15	$15	$15	$15	$15	$15	$15	$15
Preferred Brand Rx	$45	$45	$45	$45	$45	$45	$45	$45
Non-Preferred Brand Rx	$75	$75	$75	$75	$75	$75	$75	$75
Preferred Specialty Rx								30% up to $250
Enrollment								
Employee Only	40	40	40	40	40	40	40	40
Employee Spouse	12	12	12	12	12	12	12	12
Employee Child(ren)	29	29	29	29	29	29	29	29
Family	50	50	50	50	50	50	50	50
Monthly Premiums								
Employee Only	$989.64	$1,310.06	$1,240.85	$1,218.51	$1,200.98	$1,179.36	$1,118.29	$1,283.41
Employee Spouse	$2,286.06	$3,026.22	$2,866.34	$2,814.75	$2,774.25	$2,724.31	$2,583.25	$2,964.66
Employee Child(ren)	$1,890.21	$2,502.20	$2,370.02	$2,327.36	$2,293.86	$2,252.57	$2,135.94	$2,451.31
Family	$2,978.81	$3,943.27	$3,734.93	$3,667.70	$3,614.94	$3,549.87	$3,366.06	$3,863.05
Monthly Premium Per Plan	**$270,774.91**	**$358,444.34**	**$339,507.16**	**$333,395.84**	**$328,599.14**	**$322,684.15**	**$305,975.65**	**$351,152.81**
Change From Current	---	**$87,669.43 (32.38%)**	**$68,732.25 (25.38%)**	**$62,620.93 (23.13%)**	**$57,824.23 (21.36%)**	**$51,909.24 (19.17%)**	**$35,200.74 (13.00%)**	**$80,377.90 (29.68%)**
Annual Premium Per Plan	**$3,249,298.92**	**$4,301,332.08**	**$4,074,085.92**	**$4,000,750.08**	**$3,943,189.68**	**$3,872,209.80**	**$3,671,707.78**	**$4,213,833.72**
Change From Current	---	**$1,052,033.16 (32.38%)**	**$824,787.00 (25.38%)**	**$751,451.16 (23.13%)**	**$693,890.76 (21.36%)**	**$622,910.88 (19.17%)**	**$422,408.86 (13.00%)**	**$964,534.80 (29.68%)**

Cigna OAP HDHP Renewal & Blue Shield Options

MEDICAL - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal	Negotiated Renewal Alternate	Downgrade	Downgrade Alternate	Pareto	Blue Shield
Carrier	Cigna	Cigna	Cigna	Cigna	Cigna	Cigna	Blue Shield	Blue Shield
Plan Name	Open Access Plus	HDHPQ OAP (37887191)	HDHPQ OAP (37887191)	HDHPQ OAP (40010483)	Copy of HDHPQ OAP BBD 1 (39987035)	Copy of HDHPQ OAP BBD 1 (39987035)	PPO	Custom Full PPO Savings Two Tier Embeded Ded 1700/3400/3400 with Value Formulary
Funding Type	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Alt Funded	Fully Insured
Individual Stop Loss Limit	$100,000	$100,000	$100,000	$150,000	$150,000	$150,000	150000	-
Network	Open Access Plus - Performance	Open Access Plus - Performance	Open Access Plus - Performance	Open Access Plus - Advantage	Open Access Plus - Performance	Open Access Plus - Advantage	Blue Shield	Full PPO
Unused Claim Rebate	2/3	2/3	2/3	1/2	2/3	1/2	N/A	N/A
In Network								
Deductible Single	$1,650	$1,700	$1,700	$1,700	$3,000	$3,000	$1,700	$1,700
Deductible Family	$3,300	$3,400	$3,400	$3,400	$6,000	$6,000	$3,400	$3,400
OOP Max Single	$3,000	$3,000	$3,000	$3,000	$4,000	$4,000	$3,000	$3,000 Individual / $3,400 Fam Ind
OOP Max Family	$6,000	$6,000	$6,000	$6,000	$8,000	$8,000	$6,000	$6,000
Outpatient Surgery	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Inpatient Facility	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Copays								
Office Copay	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Specialist	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
ER	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Urgent Care	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
Other Services								
Diagnostic Lab / X-Ray	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded	20% after ded / 20% after ded
MRI & CT Scan	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded	20% after ded
RX								
Rx Deductible	None	None	None	None	None	None	None	None
Family Rx Deductible	None	None	None	None	None	None	None	None
Preferred Generic Rx	$0	$0	$0	$0	$0	$0	$0	$15
Preferred Brand Rx	$45	$45	$45	$45	$45	$45	$45	$45
Non-Preferred Brand Rx	$75	$75	$75	$75	$75	$75	$75	$75
Preferred Specialty Rx								30% up to $250
Out of Network								
Deductible Single	$3,200	$3,200	$3,200	$3,200	$6,000	$6,000	$3,200	$3,200
Deductible Family	$6,400	$6,400	$6,400	$6,400	$12,000	$12,000	$6,400	$6,400
OOP Max Single	$6,000	$6,000	$6,000	$6,000	$8,000	$8,000	$6,000	$6,000
OOP Max Family	$12,000	$12,000	$12,000	$12,000	$16,000	$16,000	$12,000	$12,000
Outpatient Surgery	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% subject to a benefit max of $350/day after ded
Inpatient Facility	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% after ded	40% subject to a benefit max of $600/day after ded
Enrollment								
Employee Only	33	33	33	33	33	33	33	33
Employee Spouse	9	9	9	9	9	9	9	9
Employee Child(ren)	17	17	17	17	17	17	17	17
Family	53	53	53	53	53	53	53	53
Monthly Premiums								
Employee Only	$835.38	$1,194.17	$1,132.15	$1,111.77	$1,083.34	$1,063.84	$943.98	$1,083.36
Employee Spouse	$1,929.72	$2,758.52	$2,615.24	$2,568.17	$2,502.50	$2,457.46	$2,180.58	$2,502.54
Employee Child(ren)	$1,595.57	$2,280.85	$2,162.40	$2,123.48	$2,069.17	$2,031.92	$1,802.99	$2,069.20
Family	$2,514.47	$3,594.41	$3,407.73	$3,346.39	$3,260.83	$3,202.14	$2,841.35	$3,260.87
Monthly Premium Per Plan	**$205,326.62**	**$293,512.47**	**$278,268.60**	**$273,259.77**	**$266,272.60**	**$261,479.92**	**$232,019.08**	**$266,276.25**
Change From Current	---	**$88,185.85 (42.95%)**	**$72,941.98 (35.52%)**	**$67,933.15 (33.09%)**	**$60,945.98 (29.68%)**	**$56,153.30 (27.35%)**	**$26,692.46 (13.00%)**	**$60,949.63 (29.68%)**
Annual Premium Per Plan	**$2,463,919.44**	**$3,522,149.64**	**$3,339,223.20**	**$3,279,117.24**	**$3,195,271.20**	**$3,137,759.04**	**$2,784,228.97**	**$3,195,315.00**
Change From Current	---	**$1,058,230.20 (42.95%)**	**$875,303.76 (35.52%)**	**$815,197.80 (33.09%)**	**$731,351.76 (29.68%)**	**$673,839.60 (27.35%)**	**$320,309.53 (13.00%)**	**$731,395.56 (29.68%)**

Blue Shield of CA Trio HMO Option

[redacted]	Alt
Carrier	Blue Shield
Plan Name	Custom Trio HMO Per Day 20-500
Funding Type	Fully Insured
Individual Stop Loss Limit	-
Network	TRIO
Referrals Required	No
In Network	
Deductible Single	$0
Deductible Family	$0
OOP Max Single	$3,000
OOP Max Family	$6,000
Outpatient Surgery	$250
Inpatient Facility	$500/day up to 3 days/admit
Copays	
Office Copay	$20
Specialist	$20
ER	$250
Urgent Care	$20
Other Services	
Diagnostic Lab / X-Ray	$10 / $10
MRI & CT Scan	$100/test
RX	
Rx Deductible	None
Family Rx Deductible	None
Preferred Generic Rx	$15
Preferred Brand Rx	$30
Non-Preferred Brand Rx	$45
Preferred Specialty Rx	
Monthly Premiums	
Employee Only	$922.43
Employee Spouse	$2,130.81
Employee Child(ren)	$1,761.84
Family	$2,776.49

Dental & Vision Renewal



MetLife Dental Low Renewal

	Current	Renewal	Proposed Renewal
Carrier	MetLife	MetLife	MetLife
Plan Name	Dental Low	Dental Low	Dental Low
In Network			
Office Visit	$5	$5	$5
Cleaning (D1110, D1120)	$0	$0	$0
Molar Root Canal (D3330)	$210	$210	$210
Porcelain Crown with Noble Metal (D6752)	$225	$225	$225
Resin Filling (D2391)	$30	$30	$30
Complete Upper Denture (D5110)	$260	$260	$260
Complete Lower Denture (D5120)	$260	$260	$260
Implants (D6010)	$1,005	$1,005	$1,005
Ortho - Adult (D8090)	$1,695	$1,695	$1,695
Ortho - Child (D8080)	$1,695	$1,695	$1,695
Enrollment			
Employee Only	15	15	15
Employee Spouse	4	4	4
Employee Child(ren)	15	15	15
Family	22	22	22
Monthly Premiums			
Employee Only	$32.30	$34.88	$32.62
Employee Spouse	$64.41	$69.56	$65.05
Employee Child(ren)	$69.42	$74.97	$70.11
Family	$108.41	$117.08	$109.49
Monthly Premium Per Plan	**$4,168.46**	**$4,501.75**	**$4,209.93**
Change From Current	---	**$333.29 (8.00%)**	**$41.47 (.99%)**
Annual Premium Per Plan	**$50,021.52**	**$54,021.00**	**$50,519.16**
Change From Current	---	**$3,999.48 (8.00%)**	**$497.64 (.99%)**

MetLife Dental High Renewal

DENTAL - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal
Carrier	MetLife	MetLife	MetLife
Plan Name	Dental High	Dental High	Dental High
In Network			
Annual Maximum	$2,000	$2,000	$2,000
Deductible Single	$50	$50	$50
Deductible Family	$150	$150	$150
Prev / Basic / Major	100% / 90% / 60%	100% / 90% / 60%	100% / 90% / 60%
Ortho Coinsurance	50%	50%	50%
Ortho Lifetime Max	$2,000	$2,000	$2,000
Out of Network			
Deductible Single	$50	$50	$50
Deductible Family	$150	$150	$150
Prev / Basic / Major	80% / 80% / 80%	80% / 80% / 80%	80% / 80% / 80%
Enrollment			
Employee Only	101	101	101
Employee Spouse	38	38	38
Employee Child(ren)	48	48	48
Family	102	102	102
Monthly Premiums			
Employee Only	$50.56	$54.60	$51.07
Employee Spouse	$100.54	$108.58	$101.55
Employee Child(ren)	$115.71	$124.97	$116.87
Family	$177.79	$192.01	$179.57
Monthly Premium Per Plan	**$32,615.74**	**$35,224.22**	**$32,942.87**
Change From Current	**---**	**$2,608.48 (8.00%)**	**$327.13 (1.00%)**
Annual Premium Per Plan	**$391,388.88**	**$422,690.64**	**$395,314.44**
Change From Current	**---**	**$31,301.76 (8.00%)**	**$3,925.56 (1.00%)**

MetLife Vision Renewal

	Current	Renewal	Renewal
Carrier	MetLife	MetLife	MetLife
Plan Name	Vision Plan	Vision Plan	Vision Plan
In Network			
Exams Copay	$10	$10	$10
Exams Frequency	Once every 12 months	Once every 12 months	Once every 12 months
Lenses Copay	$25	$25	$25
Lenses Frequency	Once every 12 months	Once every 12 months	Once every 12 months
Frames Allowance	$130 after $25 eyewear copay	$130 after $25 eyewear copay	$130 after $25 eyewear copay
Frames Frequency	Once every 12 months	Once every 12 months	Once every 12 months
Contact Lenses Allowance	$130 allownce	$130 allownce	$130 allownce
Contact Lenses Frequency	Once every 12 months	Once every 12 months	Once every 12 months
Out of Network			
Exams Copay	up to $45	up to $45	up to $45
Lenses Copay	Up to $30	Up to $30	Up to $30
Frames Allowance	up to $70	up to $70	up to $70
Contact Lenses Allowance	up to $105	up to $105	up to $105
Enrollment			
Employee Only	120	120	120
Employee Spouse	51	51	51
Employee Child(ren)	50	50	50
Family	111	111	111
Monthly Premiums			
Employee Only	$8.27	$8.27	$8.02
Employee Spouse	$14.77	$14.77	$14.33
Employee Child(ren)	$16.62	$16.62	$16.12
Family	$24.77	$24.77	$24.03
Monthly Premium Per Plan	**$5,326.14**	**$5,326.14**	**$5,166.56**
Change From Current	---	**$0.00 (.00%)**	**-$159.58 (-3.00%)**
Annual Premium Per Plan	**$63,913.68**	**$63,913.68**	**$61,998.72**
Change From Current	---	**$0.00 (.00%)**	**-$1,914.96 (-3.00%)**



Basic Life and Vol. Life Renewal

BASIC LIFE - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal
Carrier	MetLife	MetLife	MetLife
Plan Name	Basic Life	Basic Life	Basic Life
Benefit			
Benefit Amount	An amount equal to 2 times your basic annual earnings, rounded to the next higher $1,000.	An amount equal to 2 times your basic annual earnings, rounded to the next higher $1,000.	An amount equal to 2 times your basic annual earnings, rounded to the next higher $1,000.
Maximum Benefit	$500,000	$500,000	$500,000
Benefit Reduction	Reduces by 35% at age 65, and to 50% of the original amount at age 70	Reduces by 35% at age 65, and to 50% of the original amount at age 70	Reduces by 35% at age 65, and to 50% of the original amount at age 70
Guaranteed Issue	$500,000	$500,000	$500,000
AD & D	$500,000	$500,000	$500,000
Monthly Premiums (Rates Per $1,000)			
Volume	$69,329,900.00	$69,329,900.00	$69,329,900.00
Basic Life	$0.075	$0.075	$0.073
AD & D	$0.014	$0.014	$0.014
Monthly Premium Per Plan	**$6,170.36**	**$6,170.36**	**$6,031.70**
Change From Current	---	**$0.00 (.00%)**	**-$138.66 (-2.25%)**
Annual Premium Per Plan	**$74,044.33**	**$74,044.33**	**$72,380.42**
Change From Current	---	**$0.00 (.00%)**	**-$1,663.92 (-2.25%)**

MetLife Vol. Life Renewal

7/1/2026	Current	Renewal
Carrier	MetLife	MetLife
Plan Name	Vol Life	Vol Life
Benefit		
Benefit Amount	Increments of $25,000	Increments of $25,000
Maximum Benefit	$500,000	$500,000
Accelerated Benefit	Increments of $25,000	Increments of $25,000
Employee GI	$500,000	$500,000
Spouse GI	$100,000	$100,000
Dependent GI	$10,000	$10,000
Employee AD&D	Yes (benefit amount is same as Supplemental Term Life coverage)	Yes (benefit amount is same as Supplemental Term Life coverage)
Spouse AD&D	Yes (benefit amount is same as Supplemental Term Life coverage)	Yes (benefit amount is same as Supplemental Term Life coverage)
Dependent AD&D	Yes (benefit amount is same as Supplemental Term Life coverage)	Yes (benefit amount is same as Supplemental Term Life coverage)
Monthly Premiums (Rates Per $1,000)		
Volume	$15,275,000.00	$15,275,000.00
AD & D	$0.015	$0.015
Spouse AD & D	$0.015	$0.015
	29 & Under: $0.052	29 & Under: $0.052
	30-34: $0.061	30-34: $0.061
	35-39: $0.096	35-39: $0.096
	40-44: $0.146	40-44: $0.146
	45-49: $0.223	45-49: $0.223
	50-54: $0.364	50-54: $0.364
	55-59: $0.578	55-59: $0.578
	60-64: $0.879	60-64: $0.879
	65-69: $1.483	65-69: $1.483
	70-74: $2.643	70-74: $2.643

Disability



MetLife STD Renewal

SHORT TERM DISABILITY - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal	Alternate Plan	
Carrier	MetLife	MetLife	MetLife	MetLife	MetLife
Contrib/Non-Contributory	Non-Contributory	Non-Contributory	Non-Contributory	Non-Contributory	Non-Contributory
Plan Name	STD	STD	STD	STD - Non CA EEs (30 hours)	STD - CA EEs earning more thank $65k (30 hours)
Multi-class	No	No	No	No	No
Benefit					
Benefit Percentage	66.67%	66.67%	66.67%	66.67%	10%
Max Weekly Benefit	$2,000	$2,000	$2,000	$2,000	$1,000
Max Benefit Duration	25 Weeks	25 Weeks	25 Weeks	25 Weeks	25 Weeks
Elimination Period - Accident	7 days	7 days	7 days	7 days	7 days
Elimination Period - Sickness	7 days	7 days	7 days	7 days	7 days
Definition of Disability	Disability or Disabled means that as a result of Sickness or injury you are either Totally or Partially Disabled	Disability or Disabled means that as a result of Sickness or injury you are either Totally or Partially Disabled	Disability or Disabled means that as a result of Sickness or injury you are either Totally or Partially Disabled	Disability or Disabled means that as a result of Sickness or injury you are either Totally or Partially Disabled	Disability or Disabled means that as a result of Sickness or injury you are either Totally or Partially Disabled
Earnings Definition	Base Wage	Base Wage	Base Wage	Base Wage	Base Wage
Guaranteed Issue	$2,000	$2,000	$2,000	$2,000	$,1000
Monthly Premiums					
Rates Per $10	$0.351	$0.461	$0.453	$0.569	
Covered Weekly Benefit	$59,400.33	$59,400.33	$59,400.33	$100,386.00	
Monthly Premium Per Plan	**$2,084.95**	**$2,738.36**	**$2,690.83**	**$5,711.96**	
Change From Current	---	**$653.40 (31.34%)**	**$605.88 (29.06%)**	**$2,973.61 (108.59%)**	
Annual Premium Per Plan	**$25,019.42**	**$32,860.26**	**$32,290.02**	**$68,543.56**	
Change From Current	---	**$7,840.84 (31.34%)**	**$7,270.60 (29.06%)**	**$35,683.30 (108.59%)**	

MetLife LTD Renewal

LONG TERM DISABILITY - Effective Date: 7/1/2026	Current	Renewal	Negotiated Renewal
Carrier	MetLife	MetLife	MetLife
Contrib/Non-Contributory	Non-Contributory	Non-Contributory	Non-Contributory
Plan Name	LTD	LTD	LTD
Multi-class	No	No	No
Benefit			
Benefit Percentage	66.67%	66.67%	66.67%
Max Monthly Benefit	$11,000	$11,000	$11,000
Max Benefit Duration	SS/NRA	SS/NRA	SS/NRA
Elimination Period	90 Days	90 Days	90 Days
Own Occupation Period	24 Months	24 Months	24 Months
Definition of Disability	Disability or Disabled means that as a result of Sickness or injury you are either Totally Disabled or Partially Disabled.	Disability or Disabled means that as a result of Sickness or injury you are either Totally Disabled or Partially Disabled.	Disability or Disabled means that as a result of Sickness or injury you are either Totally Disabled or Partially Disabled.
Earnings Definition	Base Wage	Base Wage	Base Wage
Pre-existing Conditions	3 months prior / 12 months insured	3 months prior / 12 months insured	3 months prior / 12 months insured
Guaranteed Issue	$11,000	$11,000	$11,000
Mental & Nervous	24 Months	24 Months	24 Months
Monthly Premiums			
Rates Per $100	$0.197	$0.197	$0.191
Covered Monthly Payroll	$2,827,017.94	$2,827,017.94	$2,827,017.94
Monthly Premium Per Plan	**$5,569.23**	**$5,569.23**	**$5,399.60**
Change From Current	---	**$0.00 (.00%)**	**-$169.62 (-3.05%)**
Annual Premium Per Plan	**$66,830.70**	**$66,830.70**	**$64,795.25**
Change From Current	---	**$0.00 (.00%)**	**-$2,035.45 (-3.05%)**

RENEWAL DETAILS

Compliance Updates

	2025	Effective 2026
HDHP Annual Minimum Deductible Limit	Individual $1,650 Family $3,300	Individual $1,700 Family $3,400
HDHP Annual Maximum Out-of-Pocket Limit	Individual $8,300 Family $16,600	Individual $8,500 Family $17,000
HSA Maximum Contribution Amount	Individual $4,300 Family $8,550 Catch-up (age 55+) $1,000	Individual $4,400 Family $8,750 Catch-up (age 55+) $1,000 *(no increase)*
Health Care & Limited Purpose FSA Contribution Amount	$3,300 per person	$3,400 per person
Health Care & Limited Purpose FSA Carryover	$660 from 2025 to 2026	$680 carried from 2026 to 2027
Transit and Parking FSA	$325 per account	$340 per account

Effective 1/1/2026, relief from the minimum deductible requirement for telehealth coverage expires. In order to maintain HSA eligibility, telehealth must be subject to the deductible.

Considerations and Recommendations



CONSIDERATIONS AND RECOMMENDATIONS

Renewal Considerations

OPTION 1

Medical
- Status Quo with Cigna OAPIN (37887194)
- Move to the Revised Cigna Plan (39985075)
- Change to Cigna Alternate Plan (39987034)

Dental
- Status Quo MetLife Low and High Plans

Vision
- Status Quo MetLife Vision 10/130/25

Life/DI
- Status Quo MetLife Basic Life/AD&D
- Status Quo MetLife STD
- Status Quo MetLife LTD

OPTION 2

Medical
- Move to Blue Shield PPO with Pareto

Dental
- Status Quo MetLife Low and High Plans

Vision
- Status Quo MetLife Vision 10/130/25

Life/DI
- Status Quo MetLife Basic Life/AD&D
- Move to MetLife STD Alternate (Non-CA & CA)
- Status Quo MetLife LTD

OPTION 3

Medical
- Move to Blue Shield Admit 40/500 Blue shield

Medical
- Add Blue shield HMO – Trio Narrow Network

Dental
- Status Quo MetLife Low and High Plans

Vision
- Status Quo MetLife Vision 10/130/25

Life/DI
- Status Quo MetLife Basic Life/AD&D
- Move to MetLife STD Alternate (Non-CA & CA)
- Status Quo MetLife LTD



Next Steps:

Decisions and Timeline

NEXT STEPS

Decision Checklist – July 1, 2026

Medical

- ☐ Status Quo Cigna Level FI Renewal
- ☐ Status Quo with Kaiser HMO

- ☐ Move to Cigna Revised Renewal (37887191)
- ☐ Move to Cigna Alternate Plan (39987035)
- ☐ Move to Blue Shield of CA w/ Pareto
- ☐ Move to Blue Shield of CA

Dental

- ☐ Status Quo Fully Insured Renewal

Vision

- ☐ Status Quo Fully Insured Renewal

Contributions:

- ☐ Maintain same % share
- ☐ Modify %

Life/AD&D

- ☐ Status Quo Basic Life / AD&D
- ☐ Status Quo Supplemental Life/AD&D
- ☐ Status Quo LTD
- ☐ Status Quo STD (OOS only)
- ☐ Change STD plan and offer for OOS and CA employees

Other Benefits

- ☐ _____

Open Enrollment Dates

- ☐ _____

NEXT STEPS

Renewal and OE timeline

Topic		Description	Tentative Dates
1	**Renewal Meeting and Decisions**	• Renewal Meeting • Cost summaries, plan options and contribution modeling • OE Timeline and communication strategy established • **Executive Review and Approval of renewal decisions** • Final rates, contributions, Domestic Partner Imputed Income and COBRA rates prepared • Support and Development of 2026 Open Enrollment Communications	• April 6th • Mid April • Mid April • **April 13th** • April 20th • Late April
2	**Communication to Vendors**	• Confirm decisions and OE timing expectations [COBRA & CalCOBRA OE timing] • Implement any changes • 2026 Carrier and Vendor Implementation Kick Offs (if applicable)	• April 14th – April 17th • Mid April • Mid April
3	**Open Enrollment Planning**	• OE Employee Communications prepared • Update Ben Admin System and Testing • OE Communications Review and Approval	• Early May • Early May • Early May
4	**Open Enrollment**	• Announcements made to employees; OE Save the Date [Confirm COBRA packets] • Online Benefits System open for changes • OE Meetings Held • Submit OE Enrollment Elections to Carrier and Vendors	• TBD • TBD • May 11th – May 22nd • June 2nd
5	**Post Open Enrollment**	• Manual process all New Hire enrollments, terms and QLE's directly with the carriers/vendors for the remainder of June • New ID Cards delivered to employees	• TBD • Mid-July
6	**Post-Renewal Follow-Up**	• EDI files to carriers resume (if applicable) • SPDs/Plan Documents reviewed and delivered • Post OE, Benefit rates audit of carrier invoices (confirm for accurate rates) • Meet for post-OE review/evaluation and planning	• July • Q3 2026 • August • Mid-Late September

Renewal and OE timeline

	1	2	3	4	5	6
Completed by	**April 6th**	**April 410th (Proposed)**	**April 13th**	**April 17th**	**April 21st**	**April 27th**
Action items	Initial Renewal Presentation - Discuss OE Best Practices, Outline Procedures and Timeline	Post Renewal Meeting Follow Up	CalOps Executive Approval	Renewal Decisions Finalized with Carriers	Provide Rates & Contributions for [Inova] update (Systems Team)	Newfront to send OE Communications DRAFT to CalOps
Owner	Newfront/CalOps	Newfront/CalOps	CalOps	Newfront	Newfront	Newfront/CalOps

Renewal and OE timeline (Cont.)

	7	8	9	10	11	12	13
Completed by	**TBD**	**Early May**	**Early May**	**Mid May**	**May 11th – May 22rd (proposed)**	**May 25th – May 29th**	**May 29th**
Action items	Provide 2026 Plan Design/Summaries for 2026 update	OE Portal Ready for Review	OE System Configured and Ready For Testing	OE Meetings/OE Communication to Employees	OE Period	Post OE Admin Period	Inova to Send New Plan Year Carrier Files
Owner	Newfront	Newfront/CalOps	Newfront/CalOps	Newfront/CalOps	CalOps	CalOps	CalOps

Thank You

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Include status quo option until others have been discussed. Follow up based on options discussed selected will be necessary.

Contributions Analysis



CONTRIBUTIONS ANALYSIS

Move to Appendix

2026 Contributions - Cost Summary

	2024	2026 - Static $	2026 - Static % *2024 Strategy*	2026 - Share increase 50%/50%	2026 - High Savings (+50% EE Contribution Inc)	2026 - Medium Savings (+25% EE Contribution Inc)	2026 - Low Savings (+10% EE Contribution Inc)
Gross Cost	$28,014,000	$31,833,000	$31,833,000	$31,833,000	$31,833,000	$31,833,000	$31,833,000
Employee Contributions	($7,997,000)	($7,997,000)	($9,058,000)	($9,907,000)	($11,888,000)	($9,835,000)	($8,743,000)
Net Cost to COMPANY	$20,017,000	$23,836,000	$22,775,000	$21,926,000	$19,945,000	$21,998,000	$23,090,000
Net $ Change to COMPANY		$3,819,000	$2,758,000	$1,909,000	($72,000)	$1,981,000	$3,073,000
Net % Change to COMPANY		19.1%	13.8%	9.5%	-0.4%	9.9%	15.4%
Savings If Recommendations on Slide 5 are Approved		($1,057,000)	($1,057,000)	($1,057,000)	($1,057,000)	($1,057,000)	($1,057,000)
Net $ Change to COMPANY (net savings from program changes)		$2,762,000	$1,701,000	$852,000	($1,129,000)	$924,000	$2,016,000
Net % Change to COMPANY		13.8%	8.5%	4.3%	-5.6%	4.6%	10.1%

CONTRIBUTIONS ANALYSIS

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Optional Slide

- Table data is from the RMW

Affordability

Safe Harbor Method **	Federal Poverty Level (FPL)	Rate of Pay - Hourly	Rate of Pay - Salaried
2026 Affordability Safe Harbor - US Mainland - Monthly	$113.20	N/A	N/A
2026 Lowest Single Contribution Cost MEC Plan - Monthly	$71.45	$71.45	$71.45
Pass / Fail	**Pass**	**N/A**	**N/A**
Affordability Result	**Affordability is expected to pass for 2026 based on FPL**		
***Estimated - 2026 Safe Harbor values not released yet*			

**Medical plan w/ lowest EE contribution must be available to ALL eligible employees to pass Affordability*

2025 Affordability S

The employer mandate affordabili
on the rate of premium growth over the rate of CPI growth for the preceding year. For 2025, the applicable percentage increases to 9.02% (up from 8.39% in 2024). Full Details Available Here: The ACA Affordability Determination in 2025

2025 Federal Poverty Line Safe Harbor: 9.02% of the Federal Poverty Line

- Prior-Year Federal Poverty Line (Contiguous 48 States): $15,060
- 2025 Monthly Employee-Share of Premium for Lowest-Cost (Minimum Value) Plan Limit: $113.20
- *Action Item: Always use this approach where the employer offers plan option at a cost that does not exceed $113.20/month*

2025 Rate of Pay Safe Harbor: 9.02% of Rate of Pay

- Hourly Employees: 9.02% of Employee's Hourly Rate of Pay x 130 Hours (regardless of actual hours of service)
- Salaried Employees: 9.02% of Employee's Monthly Salary
- *Action Item: Use this approach where the employer's cheapest (minimum value) plan option costs employees more than $109.81/month*

2025 Form W-2 Safe Harbor (Not Recommended): 9.02% of Box 1 Wages

- *Disadvantage #1:* Retrospective Determination—Form W-2 safe harbor provides no predictability because Box 1 unknown until January
- of following year (i.e., employer will not know until January 2025 whether it met the Form W-2 safe harbor for 2024)
- *Disadvantage #2:* Disregarded Compensation—Box 1 does not include many forms of compensation, including 401(k) deferrals and
- Section 125 salary reductions for health and welfare plan coverage
- *Disadvantage #3:* Fixed Premium—The employee-share of the premium must remain consistent as an amount or percentage for the full
- plan year, which means employers cannot make mid-year adjustments to address lower-than-anticipated Box 1 amounts

NEXT STEPS

Optional Slide

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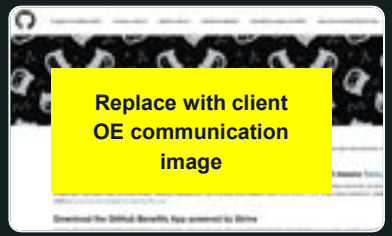
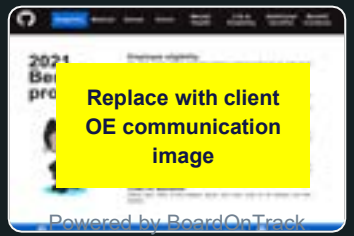
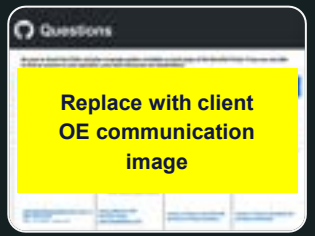
2026 Employee Communications

Open enrollment dates: proposed October 18th – November 1st

2026 COMMUNICATIONS	FIRST DRAFT DUE DATE	RELEASE DATE TO EMPLOYEES
Decision Support Tool – Alex or Picwell	Mid-Late September	Early October
Open Enrollment Page on Benefits Site	First draft to be provided by September 17th	October 11th
Open Enrollment Presentation	First draft to be provided by September 30th	October 18th
Email Campaign Email 1 – OE Save the Date Email 2 – OE has started Email 3 – Reminder to Enroll Email 4 – Last day to enroll	First draft of all emails to be provided on September 18th	Email 1 – September 27th Email 2 – October 18th Email 3 – October 25th Email 4 – November 1st
Open Enrollment Slack Post	First draft to be provided on September 30th	October 4th and/or 11th







EMPLOYEE EXPERIENCE: EDUCATION

Move to Appendix

Optional Slide if EM > $70k – *additional version is in progress to highlight how Newfront Web and Newfront Mobile can help support and educate employees for OE.*

Intuitive Employee Benefits Portal

Newfront Web seamlessly integrates data from our Navigator platform to create a customized portal that enhances employee education and operations.

- **Streamline Information:** Display up-to-date details around your full suite of offerings – including core plans, points solutions, and retirement – in one location.
- **Offer a User-Friendly Experience:** Give employees easy access to available benefits, plan comparisons, and contacts to make informed decisions.
- **Improve Timelines:** Provide People Ops more time to review plan year communications and finalize decisions to start enrollment sooner with our efficient build set up.

