

# Classical Academy High School

## Board of Directors Meeting



**Tuesday, March 29, 2016  
6:30 p.m.**

**Classical Academy Online  
390 West Valley Parkway  
Escondido, California 92025**



# THE CLASSICAL ACADEMIES

- ESCONDIDO | VISTA | OCEANSIDE | ONLINE -

## Board of Directors Meeting

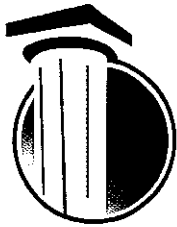
Tuesday, March 29, 2016 at 6:30 pm  
Online Café 390 West Valley Parkway, Escondido, CA 92025

### AGENDA

1. Executive Session (Closed Meeting) **5:30 pm**
  - o No items scheduled
2. Report from Executive Session
3. Open Public Meeting with Pledge of Allegiance **6:30 pm**
4. Review and Approval of Past Minutes
  - o Meeting of January 19, 2016
5. Correspondence
  - o Written
  - o Oral – 2 minute maximum per speaker
6. Treasurer's Report
  - o February 2016 Financial Statement
  - o Budget Development 2016/2017
7. New Business
  - o Certificated Teacher Salary Scale
  - o Organizational Scorecard
8. Old Business
  - o Enrollment
9. Adjournment - Next meeting Tuesday, May 24, 2016

***"Partnering With Parents For Quality Education"***

A California Public Charter School Serving North County San Diego Since 1999  
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# CLASSICAL ACADEMY

-HIGH SCHOOL-

BOARD OF DIRECTORS	
Date	January 19, 2016
Call to Order; Pledge of Allegiance	6:30 PM
Board Members Present:	Mark Reardon, Frances Overstreet, Paul Donovan, Patricia Huerta and Cameron Curry
Board Members Absent:	
Staff Members Present:	Cameron Curry, Sandra Reeve, Sonia Ryan, Dr. Nancy Beeman and Lesley Clifton
Note taker:	Karen Namy

## Agenda: January 19, 2016

**Report on Executive Session**

Closed Meeting: Discussed facility update on current leases, ending dates, and future plans for the finance office, online sites in Escondido and Oceanside, Vista learning center, and houses on Pennsylvania avenue. The Board also reviewed the financial data for the organization and made a decision in regards to bonuses for employees.

## Review and Approval of Past Minutes for December 1, 2015

Discussed typo on page 4, and removing "Good Good" from meeting notes.

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve past meeting minutes as presented with corrections noted.	Cameron Curry	Patricia Huerta	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Correspondence

Written: None Presented  
 Oral: None

## Treasurer's Report

### Treasurer's Report: Sandra Reeve, Director of Finance

Sandra Reeve, Director of Finance, provided financial update including review of the November 30, 2015 Balance Sheet and Statement of Income. Sandra also presented the need to add/delete signatures for banking purposes, requesting the following be approved by the Board.

**Goal is that each school stand alone fiscally and eliminate the borrowing back and forth between the schools.**

### Approval of the 2nd Interim Reports as of 1/31/16

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve the Financial Report as presented.	Cameron Curry	Paul Donovan	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>



# CLASSICAL ACADEMY

-HIGH SCHOOL-

**Banking: Sandra Reeve**

There is a need to remove and add signatures for banking, which requires Board approval.

Pacific Western Banking: Remove Chris Duncan and add Tanis Edwards

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve changes for banking signatures as presented.	Frances Overstreet	Patricia Huerta	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

County Treasurer, Wire Transfers: Remove Chris Duncan and Melissa Morey and add Tanis Edwards and Sherri Lewis.

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve signatures for banking as presented.	Patricia Huerta	Paul Donovan	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**New Business**

**Online Learning Presentation, Lesley Clifton**

**iNACOL Conference**

Lesley provided a letter of appreciation dated November 30, 2015 thanking the board for providing funds to allow the Online staff to attend the iNACOL Symposium in Orlando, FL. This was a great conference and powerful learning opportunity for the staff, which will be passed along to parents. Lesley also provided a report as to what was learned, listing keynote speakers, breakout sessions, and preconference sessions that were attended along with the major topics of discussions sparked by attending the conference. Spark Sessions were also shared with Mr. Curry, providing snap shots of what was learned.

**CAO High School & Oceanside Cyber Café & Middle School Update**

Lesley presented her report for the above mentioned schools, which included the background as to how this has evolved, highlights in regards to staffing, students, facilities, courses and PD. A chart compared numbers from 2013-14 and 2015-16 which indicated the growth they are experiencing in each area. She reported on the increase in the number of tutors with varying backgrounds and the plan to have these tutors go through curriculum program whereupon completion, they will receive a certificate.

Additionally, Lesley presented how SUCCESS is measured at CAO giving a brief description of each of the following:

Scheduling – Flexible, Understanding Growth Mindset, Creating Accountability, Competency Based, Emotional and Mental Health Support, Seeking Parent Involvement and Education, Showing our Passion-College, Career, and Citizenship. Her primary focus is meeting the student's social and emotional well being, and shared several success stories as to how that has worked.

She also shared the future plans for both Cyber Cafes, which included offering more options for scheduling students. A sample course-scheduling catalog was provided, which resulted from listening to parent's request for more flexibility.

When asked by Mark Reardon what she was proud of, Lesley replied, her staff, as they have performed above and beyond and done a phenomenal job. Mark also asked about students coming in with credit deficits and how that was being handled. Lesley responded that they always look at why there is a deficit and map out a plan that will work for the student to accomplish their goal. This is a thorough process to make sure they are fully aware of the process and plan. Additionally, there is an accountability plan with a lot of one on one support with parents and



# CLASSICAL ACADEMY

## -HIGH SCHOOL-

teachers along with parent involvement in monthly meetings. There is a baseline from the state which they develop off that policy and regulations and keep flexibility.

Lesley's presentation was information only.

### Instructional Calendar for 2016-2017 (180 School Days) – Cameron Curry

This calendar was developed by a committee of team members from various campuses and reviewed by administrative team in the spring of 2015. Calendar highlights were presented in his report which reflected start date, holiday breaks, and last day of school.

Motion	Moved	Second	Vote	Passed	Denied
Motion to accept Calendar for 2016-2017 as presented.	Frances Overstreet	Patricia Huerta	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

### Curriculum Update: Integrated Math & Elementary History text – Dr. Nancy Beeman

Dr. Beeman presented her report on the curriculum update for CAHS Mathematics and K-6 History. She gave the background regarding discussions that took place during the 2014-15 school year to align the HS Mathematics program with the state standard and college readiness expectations. She also address a concern by a community member regarding the contents of the Story of the World curriculum used in grades K-6 and the possibility to replace this.

Dr. Beeman also presented her research into the selection of an integrate math approach at the high school level, which blends all of the math skill of Algebra 1 and Geometry into a 2-year sequence. The new math courses are called Math I and Math II. Math III is equivalent to Algebra 2 and Math IV is equivalent to PreCalculus. AP Calculus or AP Statistics will follow after Math IV in the sequence. Additionally, an explanation as to why integrated math was chosen was explained in her report.

Question was posed by Frances Overstreet asking if we were writing the curriculum. No, per Dr. Beeman. The textbooks and in class instruction are similar. Math I & II are being offered in Middle School as well.

### K-6 History

Story of the World is a narrative style of World History and they will continue with this curriculum. Mark addressed the concern from outsiders and some of the objectives that had been presented. Per Dr. Beeman, the parents can skip some of the studies. Patricia expressed that we need to encourage parents to follow the curriculum presented. Dr. Beeman is hoping to encourage students and parents to confer with their ES first if a changed is wanted.

This was informational only.

### Old Business

#### Enrollment - Cameron Curry

Cameron reported they were 4 students over budget for the HS and 29 over budget for Online.

#### Site Visit - Cameron Curry

The site visit for the Classical Academy, Vista is scheduled for Tuesday, February 9<sup>th</sup> at 9:00 AM.

7:18 PM Meeting Adjourned

Next meeting is scheduled for Tuesday March 29, 2016

**Classical Academy High School, Inc.**  
Financial Statements  
February 29, 2016

# Classical Academy High School, Inc.

## Balance Sheet

as of February 29, 2016

		<u>Feb 2016</u>
<b>ASSETS</b>		
Current Assets		
Checking/Savngs		
Cash in County Treasury	9110	654,802.20
Cash CAHS-PWB-Pacific Western Bank	9121	89,977.61
Petty Cash	9131	<u>1,200.00</u>
Total Checking/Savngs		745,979.81
Accounts Receivable		
Accounts Receivable	9201	1,025.99
Accrued Receivables	9202	<u>(20,818.78)</u>
Total Accounts Receivable		(19,792.79)
Other Current Assets		
WR-Capital Maintenance Fund	9135-10	80,000.00
Security Deposit (Rent)	9332	<u>55,445.10</u>
Total Other Current Assets		<u>135,445.10</u>
Total Current Assets		861,632.12
Fixed Assets		
Building Improvements	9434	301,093.55
Accum depreciation - LH	9437	(25,845.50)
Equipment	9440	607,809.88
Furniture and Fixtures	9441	6,612.99
Textbooks	9443	5,387.23
Accum Depreciation - Equip	9445	(325,739.50)
Accumulated Depreciation - F&F	9446	<u>(5,517.00)</u>
Total Fixed Assets		563,801.65
Other Assets		
Due From Coastal	9311	0.11
Due From TCA	9312	<u>13,283.80</u>
Total Other Assets		<u>13,283.91</u>
Total ASSETS		<u><u>1,438,717.68</u></u>
<b>LIABILITIES</b>		
Current Liabilities		
Accounts Payable		
Accounts Payables	9500	40,795.11
Accrued STRS	9562	48,099.96
Accrued PERS	9563	26,934.04
Accrued P/R Fed-State Taxes	9564	3,778.99
Accrued W/C	9570	7,738.99
Accrued-Medical	9580-01	(119,429.53)
Accrued-Dental/Vision Elite	9580-02	(9,556.82)
Accrued-Dental/Vision Saver	9580-03	(1,817.97)
Accrued-Chiro Insurance	9580-04	(539.51)
Accrued-Life Insurance	9580-05	(6,215.57)
Accrued-Aflac	9581-01	114.89
Accrued-Flex Amer Fidelity	9581-02	707.50
Accrued-Pre-Pald Legal	9581-04	135.51

See Accountant's Compilation Report

# Classical Academy High School, Inc.

## Balance Sheet

as of February 29, 2016

		<u>Feb 2016</u>
Accrued-Unum Voluntary	9581-05	301.59
Accrued-SDCOE/FBC	9581-06	8,670.00
Deferred Rent	9585	12,950.00
Sales Use/Tax	9599	0.22
Total Accounts Payable		<u>12,667.40</u>
Due to Accounts		
Due To Coastal	9611	1,200,253.48
Due To NCEF	9613	150.00
Due to ASB	9614	949.11
Security Deposits	9630	1,000.00
Total Due to Accounts		<u>1,202,352.59</u>
Total Current Liabilities		<u>1,215,019.99</u>
Total LIABILITIES		1,215,019.99
 EQUITY		
Beginning Net Assets		
Desig. Economic Uncertainties	9770	240,125.00
CA Energy Reserves	9783	75,185.77
Special Ed Reserves	9784	15,370.67
Facilities Reserves	9799	288,817.78
Total Beginning Net Assets		619,499.22
Net Income		<u>(395,801.53)</u>
Total EQUITY		<u>223,697.69</u>
LIABILITIES & EQUITY		<u>1,438,717.68</u>



**Classical Academy High School, Inc.****Statements of Income**

for one month ended February 29, 2016 and year to date

		<u>Feb 2016</u>	<u>Jul - Feb 2016</u>
Revenue			
Prop 30 EPA	8012	-	690,194.00
Gen Purpose Ent - State Aid	8015	370,693.00	2,258,226.00
Gen Purpose Ent-State Aid P/Y	8016	(11,885.00)	(11,885.00)
In-Lieu Property Tax	8096	250,538.40	2,035,624.50
In-Lieu Property Tax-P/Y	8097	-	53,744.00
Advanced Placement Test Fee	8290-03	-	1,148.00
Mandated Cost Reimbursment	8550	-	37,378.00
Mandated Grant	8550-01	-	403,047.00
State Lottery Unrestricted Revenue	8560-03	-	39,997.78
State Lottery P/Y Unrestricted Revenue	8561-03	-	8,929.64
State Lottery P/Y Restricted Revenue	8561-06	-	1,886.60
Student ID Maintenance	8590-10	-	211.73
Prop 39 Energy Clean Act	8590-15	27,804.00	27,804.00
EEG-Educator Effectiveness Grant	8590-16	-	48,830.00
Special Ed	8590-90	56,248.00	288,702.00
SpEd MH II	8590-92	16,000.00	16,000.00
Leadership Income	8699-01	-	20.00
Leadership - Student Store	8699-02	165.00	8,868.00
Yearbook Income	8699-04	-	36,619.00
Fundraising Events Income	8699-07	197.14	197.14
Lost Book Recovery Income	8699-09	191.00	509.65
Donation Income	8699-12	298.35	1,653.35
Rental Income	8699-13	2,050.00	19,500.00
Volunteer Hours	8699-20	-	75.00
Rebates	8699-22	769.49	1,381.13
CAHS-Shirts	8699-30	-	90.00
Facility Use	8699-34	12,300.00	75,200.00
Donation from NCEF	8699-45	-	(150.00)
Academic League	8699-46	182.40	432.40
Fitness & Nutrition	8699-47	-	90.00
Dance-General	8699-48	-	25.00
Music-General	8699-49	-	50.00
Music/Drama Income	8699-50	640.00	9,966.30
Choir Income	8699-51	-	6,269.00
Athletics- Dance Team	8699-53	-	6,607.05
Athletics- Football	8699-54	-	54,064.28
Athletics- Volleyball	8699-55	-	16,599.95
Athletics- Track & Field	8699-56	-	40.00
Athletics- Cross Country	8699-57	-	2,160.00
Athletics- Cheer	8699-59	-	3,718.20
Robotics	8699-60	-	60.17
Athletics- Swim	8699-61	-	627.00
Athletics- Basketball	8699-63	-	250.00
Media Income	8699-64	-	550.00
Art Income	8699-65	250.00	3,900.00
Athletics- Dance Troupe	8699-67	835.00	14,683.80
Athletics- Surf	8699-68	-	10.00

**Classical Academy High School, Inc.**

**Statements of Income**

for one month ended February 29, 2016 and year to date

		<u>Feb 2016</u>	<u>Jul - Feb 2016</u>
Athletics- Golf	8699-69	-	60.00
Athletics- Baseball	8699-71	-	60.00
Athletics- Waterpolo	8699-72	70.00	2,552.48
Athletics- CrossFit	8699-74	-	1,600.00
Athletics- Weight Room	8699-75	500.00	500.00
FCA Fellowship of Christian Athletics	8699-90	-	250.00
Link Crew	8699-91	-	150.00
A/P Exams	8699-92	9,523.00	13,463.00
Physical Exams	8699-93	-	1,110.00
Testing Fees	8699-96	-	166.00
Misc. Income	8699-99	310.00	2,637.61
<b>Total Revenue</b>		<u>737,679.78</u>	<u>6,186,453.76</u>
<b>Expense</b>			
<b>Certificated Salaries 1000</b>			
Teachers' Salaries	1100	207,347.00	1,437,731.26
Sub-Teachers Salaries	1101	3,476.00	14,391.00
Pupil Services	1200	15,673.34	113,672.20
Certificated Administration	1300	29,463.32	260,106.56
Other Certificated Salaries	1900	10,447.42	37,976.11
<b>Total Certificated Salaries 1000</b>		<u>266,407.08</u>	<u>1,863,877.13</u>
<b>Classified Salaries 2000</b>			
Instructional Aide	2100	108,584.69	544,973.29
Classified Support Salaries	2200	26,186.38	215,528.85
Classified Administration	2300	4,166.66	4,166.66
Clk, Tech, & Office Salaries	2400	36,505.46	273,936.96
Other Classified Salaries	2900	3,195.83	24,905.58
<b>Total Classified Salaries 2000</b>		<u>178,639.02</u>	<u>1,063,511.34</u>
<b>Employee Benefits 3000</b>			
STRS - Certificated	3101	26,117.81	183,270.54
PERS - Classified	3202	17,674.76	118,403.99
FICA/Medicare - Certificated	3301	5,580.10	35,021.84
FICA/Medicare - Classified	3302	13,284.56	77,267.80
H&W Benefits-Certificated	3401	39,444.90	202,580.78
H&W Benefits - Classified	3402	19,945.04	100,239.60
Unemployment Ins-Certificated	3501	-	1,664.26
Workers Comp - Certificated	3601	4,712.56	36,801.36
Workers Comp - Classified	3602	3,091.53	17,872.65
<b>Total Employee Benefits 3000</b>		<u>129,851.26</u>	<u>773,122.82</u>
<b>Books &amp; Supplies 4000</b>			
<b>Approved Curricula Material Textbooks 4100</b>			
Math-non-consumable	4100-30	(5,901.17)	7,524.12
Science-non-consumable	4100-32	1,251.26	13,893.04
Sci consumable	4100-33	-	679.35
Social Science non-consumable	4100-34	(2,506.68)	7,211.12
English/LA non-consumable	4100-36	699.19	4,918.97
Approved Other Core	4100-38	-	7,979.24
Approved Electives	4100-39	(1,879.47)	10,825.50

# Classical Academy High School, Inc.

## Statements of Income

for one month ended February 29, 2016 and year to date

	Feb 2016	Jul - Feb 2016
Total Approved Curricula Material Textbooks 4100	(8,336.87)	53,031.34
Non-Approved Curricula Material 4200		
Math-non-consumable 4200-30	135.51	4,467.20
Math-consumable 4200-31	-	746.52
Science-non-consumable 4200-32	-	171.11
Science-consumable 4200-33	-	1,245.35
Social Science-non-consumable 4200-34	-	277.21
Social Studies-consumable 4200-35	-	97.32
English/LA non-consumable 4200-36	21.95	2,247.44
English/LA consumable 4200-37	126.93	378.58
Non Approved Other Core 4200-38	-	812.44
Non Approved Electives 4200-39	107.99	2,566.59
	392.38	13,009.76
Total Non-Approved Curricula Material 4200		
Inst'l Material & Supplies 4300		
Instr'l Mat & Sup- General 4300-01	2,502.44	31,438.65
Global Art Supplies 4300-05	-	335.28
Instr'l Mat. & Supplies - Labs 4300-06	575.65	759.00
Instr'l Mat. & Supp.- Awrds/Rec 4300-07	26.21	26.21
Academic League Supplies 4300-20	-	681.83
Instr'l Supplies-Synthetic Bio 4300-21	-	541.36
Office Material & Supplies 4301	3,121.09	30,535.36
Janitorial & Maint Supplies 4302	3,956.78	44,880.84
Music Mat. & Supplies - Music/Drama Supplies 4305-01	1,344.07	5,410.04
Music Mat. & Supplies - Choir Supplies 4305-02	-	2,329.96
Leadership- Student Store 4306-01	-	100.00
Leadership - Other Supplies 4306-02	-	64.37
Leadership Lunch/Supplies 4306-04	-	145.51
Football 4307-01	-	43,387.89
Volleyball 4307-02	-	5,106.08
Track & Field 4307-03	6,017.49	6,145.14
Cross Country 4307-04	-	4,301.19
Soccer 4307-05	97.20	3,725.94
Cheer 4307-06	-	2,088.20
General Athletics 4307-07	-	3,559.17
Dance Team 4307-08	2,375.25	7,832.79
Golf 4307-09	-	237.50
Swim 4307-11	133.80	341.45
Tennis 4307-12	-	1,188.21
Basketball 4307-13	-	6,791.07
Surf 4307-14	-	127.65
Baseball 4307-15	2,111.18	3,507.00
Dance Troupe 4307-16	392.86	4,862.73
Softball 4307-17	2,160.17	2,351.48
Water Polo 4307-18	-	12,044.11
Meals 4311	775.18	8,861.24
Robotics 4317	683.38	7,683.35
Fuel 4320	330.71	2,765.08
Building Improvement Supplies 4325	-	4,666.13

See Accountant's Compilation Report

# Classical Academy High School, Inc.

## Statements of Income

for one month ended February 29, 2016 and year to date

		Feb 2016	Jul - Feb 2016
Jumpstart Supplies	4360	-	51.96
Total Inst'l Material & Supplies 4300		26,603.46	248,873.77
Total Books & Supplies 4000		18,658.97	314,914.87
NonCap F&E 4400			
NonCap F&E - Equipment - Computers	4402	1,815.09	194,905.89
NonCap F&E - Equipment - Other (IT)	4403	8,352.18	44,350.33
NonCap F&E - F&E Tables & Chairs	4404	-	30,025.39
NonCap F&E - Other	4405	1,885.70	8,318.30
Total NonCap F&E 4400		12,052.97	277,599.91
Services & Other Operating Exp 5000			
Dues & Subscriptions	5300	616.50	17,556.58
Insurance	5400	-	41,323.00
Total Services & Other Operating Exp 5000		616.50	58,879.58
Travel Expenses 5200			
Sp Ed Site Based Therapy	5100-01	70.00	175.00
Sp Ed NPS ERMHS	5100-02	1,472.10	14,426.58
Sp Ed NPS Residential	5100-03	4,035.22	57,645.22
Travel & Conferences	5201	1,684.60	45,325.07
Auto Allowance	5203	680.00	5,504.00
Mileage	5210	137.70	2,098.67
Total Travel Expenses 5200		8,079.62	125,174.54
Operations & Housekeeping 5500			
Janitorial Services	5501	8,912.00	51,039.55
Trash Disposal	5502	894.92	8,500.72
Landscaping	5503	1,800.00	18,079.00
Utilities - SDG&E	5504	8,745.49	133,645.46
Utilities - Water	5505	689.33	7,147.23
Pest Control	5506	224.00	1,421.00
Facilities Maint. - Painting	5507	-	984.23
Facilities Maint-Carpet Clean	5508	-	11,844.65
Other Maint Exp	5510	(856.93)	3,216.00
Total Operations & Housekeeping 5500		20,408.81	235,877.84
Rental, Leases & Housekeeping 5600			
Rental, Leases, & Repair	5600	-	200.30
Rentals	5601	973.77	8,581.60
Office Equipment Repairs	5602	-	178.90
Building Repairs & Maint Agrmnt	5603	6,063.76	10,161.16
Computer Repairs	5604	-	807.40
Copier-Usage	5605-01	4,675.23	26,493.95
Copier Lease	5605-02	3,832.63	37,189.03
Elevator Repairs	5605-03	1,210.36	3,136.36
Elevator Maintenance Agreement	5605-04	1,090.00	4,745.00
Building Lease	5606	48,872.89	286,668.23
Building Lease-157 Properties	5606-01	5,550.08	42,750.35
Building Lease-CAM	5606-02	-	6,795.52
Building Improvement	5607	-	108,170.61
Other Equipment Repairs	5608	856.93	1,510.69
Other Maint Repairs	5609	163.00	3,823.96

See Accountant's Compilation Report

# Classical Academy High School, Inc.

## Statements of Income

for one month ended February 29, 2016 and year to date

		Feb 2016	Jul - Feb 2016
Total Rental, Leases & Housekeeping 5600		73,288.65	541,213.06
Consult. Serv. & Operation Exp 5800			
Field Trip Expense 5808			
Field Trip Expense-Other	5808-99	240.00	633.88
Total Field Trip Expense 5808		240.00	633.88
Music Programs 5811			
Music/Drama	5811-01	481.25	4,535.31
Choir	5811-02	355.00	2,251.00
Total Music Programs 5811		836.25	6,786.31
Consult. Serv. & Operation 5800			
Track C Electives	5801	88.20	297.30
Graduation Expenses	5807	520.45	817.45
Awards & Recognition	5810	363.02	6,948.59
Yearbook	5819	15.29	9,964.97
Academic League Services	5820	-	550.00
Accounting Services	5825	-	4,755.00
Advertising/Community Marketing	5826	-	730.84
Audit	5827	-	5,997.00
Bank Service Fees	5828	152.35	3,085.24
Consultants - IT	5835	-	6,700.96
Consultants - Other	5837	21,556.66	76,955.91
Staff Development	5842	295.00	17,303.68
Contracted Serv. - Sprink Sys	5847	-	661.73
Contracted Services - Other	5849	8,700.00	54,839.35
Contracted Services-Maintenance	5849-02	1,680.00	23,241.00
Fingerprinting/FBI-DOJ	5851	70.00	2,084.00
Payroll/Benefits Services	5855	1,012.55	1,350.55
Printing & Reproduction	5856	1,171.97	22,298.94
Property Tax Assessment	5857	-	38,064.57
SDCOE - Retirement Expense	5859	-	1,809.24
SDCOE - SIS Expense	5860	350.00	4,291.03
Security Systems/Services	5862	300.00	6,984.77
Computer Software	5863	-	3,791.93
Licensing & Permits - Other	5864-02	944.50	23,879.58
Edgenuity License	5864-03	-	47,296.67
Schoology	5864-09	-	6,407.34
Turn it In/i-Paradigms	5864-11	-	4,105.53
Consult. Serv. & Operation - Bottled Water	5865	170.16	1,794.34
Football	5870-01	-	26,246.37
Volleyball	5870-02	-	14,190.84
Track & Field	5870-03	1,505.00	1,505.00
Cross Country	5870-04	-	1,663.65
Soccer	5870-05	3,532.00	9,629.10
Cheer	5870-06	1,405.00	3,042.32
General Athletics	5870-07	195.00	8,694.00
Dance Team	5870-08	21.60	2,740.03
Golf	5870-09	250.00	700.00
Swim	5870-11	135.00	335.00

See Accountant's Compilation Report

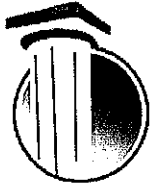
**Classical Academy High School, Inc.**

**Statements of Income**

for one month ended February 29, 2016 and year to date

		<u>Feb 2016</u>	<u>Jul - Feb 2016</u>
Tennis	5870-12	-	1,736.35
Basketball	5870-13	2,575.00	12,106.00
Surf	5870-14	-	2,265.00
Baseball	5870-15	1,000.00	5,688.00
Dance Troupe	5870-16	480.00	21,479.27
Softball	5870-17	-	425.00
Water Polo	5870-18	588.00	14,117.98
PSAT/NMSQT Testing	5872	6,763.00	6,763.00
NP Abila Service	5873	-	3,956.67
NP Tech Services	5874	-	1,875.00
Shred-It Services	5875	193.98	1,097.74
Bond Cost	5879	1,500.00	1,500.00
Facility Lease LLC	5897	-	631,172.50
Miscellaneous Expenses	5899	-	1.00
Total Consult. Serv. & Operation 5800		<u>57,533.73</u>	<u>1,149,937.33</u>
Total Consult. Serv. & Operation Exp 5800		<u>58,609.98</u>	<u>1,157,357.52</u>
Communications 5900			
Postage & Delivery	5901	301.12	3,207.49
Telephone Expense	5902	3,343.91	26,010.84
Cell Phone Expense	5903	3,150.00	22,365.45
Internet - Web Services	5904	2,222.85	34,615.52
Total Communications 5900		9,017.88	86,199.30
Capital Outlay 6000			
Depreciation Expense	6900	10,341.00	85,710.00
Total Capital Outlay 6000		<u>10,341.00</u>	<u>85,710.00</u>
Total Expense		<u>785,971.74</u>	<u>6,583,437.91</u>
Other Local Revenue 8600			
Interest Income	8660	-	1,182.62
Total Other Local Revenue 8600		<u>-</u>	<u>1,182.62</u>
Net Ordinary Income		<u>(48,291.96)</u>	<u>(395,801.53)</u>
Net Income(Loss)		<u>(48,291.96)</u>	<u>(395,801.53)</u>

See Accountant's Compilation Report



# THE CLASSICAL ACADEMIES

- ESCONDIDO | VISTA | OCEANSIDE | ONLINE -

## Board Report

### Credentialed Teacher Salary Scale

#### Background:

In 1999 The Classical Academy reviewed area salary schedules at districts and created a scale that mirrored the Escondido Union School District. We quickly saw the challenges of using a scale in that annual salary increases were not always possible with limited state funding increases with growing annual operational expenses.

In 2003 with the opening of Coastal Academy we did not use a salary scale and started every teacher at the same starting rate and have made salary increases and adjustments as revenues allowed. In 2006 with the opening of Classical Academy High School we again looked at area scales and used a scale in the hiring of credential team members.

In February of 2011 I invited 2 teachers from each program and campus to start a Compensation Committee for the organization. These individuals would review current compensation and make recommendations for change. With the organization still in the midst of the recession, the team was able to get a front row seat to the challenges and reported back to their colleagues an update that added a level of transparency for the workforce.

In April 2012 I engaged the Compensation Committee again and used their feedback in the development of the annual budget for the organization. This process again was used in April 2014 with the Compensation Committee in preparation for the annual budget. In October of 2015 I called the committee together again, knowing that we were seeing increased state revenue, and wanted to ensure that the committee was engaged in making recommendations moving forward.

#### Report:

I have included two copies of the old credentialed salary scale for your review.

1. Full Time Teachers Elementary
2. Full Time Teachers High School

The Compensation Committee met, discussed, and is making the recommendation that the organization move to an updated salary scale for the 2016/2017 school year. The updated scale is attached. As part of the process, I gave the proposal to the Director Human Resources and Director of Finance to determine where the workforce was currently on the scale and where would they fall on the new scale.

Taking into account where we are financially and what the state is suggesting as funding rates for students in the 2016/2017 school year, Sandra Reeve created the following.

1	2	3	4	5	6	7
	Current 2015/16	Current 2016/17	Diff	Current 2015/16	Proposal 2016/17	Diff
<b>TCA</b>	2,250,860	2,450,360	199,500	2,250,860	2,553,429	302,569
<b>Coastal</b>	2,853,549	3,056,400	202,851	2,853,549	3,185,121	331,572
<b>CAHS</b>	2,427,740	2,455,340	27,600	2,427,740	2,553,780	126,040
<b>TOTAL</b>	7,532,149	7,962,100	429,951	7,532,149	8,292,330	760,181
<b>Benefits</b>			60,193			106,425
<b>GRAND TOTAL</b>			490,144			866,606

Without benefit cost of around 14%

1<sup>st</sup> column is the school name and the budget associated with the cost.

2<sup>nd</sup> column is the current cost of salaries per program.

3<sup>rd</sup> column is cost associated with staying with the current salary schedule and moving people up with the 2016/2017 budget.

4<sup>th</sup> column would be the cost increase for credential salaries in the 2016/2017 budget; a \$490,144 increase on the current teacher scale.

5<sup>th</sup> column is the current cost of salaries per program.

6<sup>th</sup> column is the cost for credentialed salaries with the new proposed salary scale.

7<sup>th</sup> column is the increased difference between the old scale and the new scale.

With years of limited and not consistent increases or investment into the credentialed workforce, we have determined that moving to this scale at this time is possible and meets the priority of the Board to invest in teacher salaries. This also aligns with the strategic plan to invest more in the core of the organization and those doing the great work with students and parents.

This document only addresses teacher salaries and does not address the needs of our classified team members. I have given the task of creating a classified compensation committee to Melissa Morey, Director of Human Resources, and she is in the process of developing that committee. At a later date, to be determined, I will be bringing the Board an update on that committee's work.

#### Action Required by the Board:

Adopt the new credential salary scale that will be used in the creation of the 2016/2017 budget for the organization.

  
Cameron Curry  
Executive Director

March 23, 2016





# THE CLASSICAL ACADEMIES

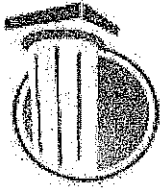
CLASSICAL ACADEMY COASTAL ACADEMY CLASSICAL ACADEMY HIGH SCHOOL

## *Current*

### **Full Time Teachers Salary Schedule**

<b>Start of Service Year</b>	<b>Base Salary</b>
1	41,600
2	41,600
3	42,600
4	42,600
5	44,600
6	44,600
7	47,600
8	47,600
9	51,600
10	53,600
11	53,600
12	55,600
13	55,600
14	57,600
15	57,600
16	59,600

- This schedule is based on the equivalent of 100% full time employment.
- Master and Doctorate Stipends are in addition to the base listed above.



# THE CLASSICAL ACADEMIES

CLASSICAL ACADEMY COASTAL ACADEMY CLASSICAL ACADEMY HIGH SCHOOL

## *Current* CAHS Studio Teacher Salary Schedule

Start of Service Year	Base Salary	Base Salary
	With Prep Period	Without Prep Period
1	41,600	49,600
2	41,600	49,600
3	42,600	50,600
4	42,600	50,600
5	44,600	52,600
6	44,600	52,600
7	47,600	55,600
8	47,600	55,600
9	51,600	59,600
10	53,600	61,600
11	53,600	61,600
12	55,600	63,600
13	55,600	63,600
14	57,600	65,600
15	57,600	65,600
16	59,600	67,600

- This schedule is based on the equivalent of 100% full time employment.
- Master and Doctorate Stipends are in addition to the base listed above.
- Information is subject to change when State funding levels drop due to economic shifts that impact all public schools in the state of California.

# Proposed

## Proposed Salary Schedules

Starting. No units beyond credential

45 units beyond credential and/or MA

Start of Service Year	Proposal	year over year increase	Proposal	year over year increase
1	43,740		49,160	
2	43,740	0	49,160	0
3	44,740	1,000	50,660	1,500
4	44,740	0	50,660	0
5	46,740	2,000	53,160	2,500
6	46,740	0	53,160	0
7	49,740	3,000	56,160	3,000
8	49,740	0	56,160	0
9	53,740	4,000	60,160	4,000
10	55,740	2,000	63,160	3,000
11	55,740	0	63,160	0
12	57,740	2,000	65,160	2,000
13	57,740	0	65,160	0
14	59,740	2,000	68,160	3,000
15	59,740	0	68,160	0
16	61,740	2,000	70,160	2,000
17	61,740	0	70,160	0
18	63,740	2,000	73,160	3,000
19	63,740	0	73,160	0
20	66,740	3,000	76,160	3,000
21	66,740	0	76,160	0
22	68,740	2,000	78,160	2,000
23	68,740	0	78,160	0
24	70,740	2,000	80,160	2,000
25	70,740	0	80,160	0
26	72,740	2,000	82,160	2,000
27	72,740	0	82,160	0
28	74,740	2,000	85,160	3,000
29	74,740	0	85,160	0
30	76,740	2,000	88,160	3,000



# THE CLASSICAL ACADEMIES

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## Board Report

### Organizational Scorecard

#### Background:

The Classical Academies leadership team has created an organizational scorecard. What's a scorecard? It is a document that contains key indicators about the organization that we track and monitor to guide and direct decision-making.

#### Report:

The scorecard for The Classical Academies includes 24 key indicators that include:

#### Student Success:

1. SBAC Testing Scores
2. SBAC Summary Snap Shot
3. MAPS Testing Results
4. Percent of Special Education Students
5. Percentage of Students on a 504 Plan
6. Number of Student Study Teams
7. CAHS Student Graduation Rate
8. CAHS Student Dropout Rate
9. 8th grade Matriculation Rate
10. Percentage of Students Meeting A-G Grad Requirements
11. Percentage of CAHS AP Pass Rate

#### Parent Partnership:

1. Parent Satisfaction
2. Volunteer Hours
3. Jumpstart Attendance

#### Financial Health:

1. Budget
2. Cash Reserves
3. Financial Audit
4. INVEST Partners
5. Foundation Revenue
6. Enrollment - All Schools

### **Organizational Culture:**

1. Employee Attrition
2. Teacher Absenteeism
3. Trust Scores
4. Employee Satisfaction

These many indicators are reviewed to ensure that The Classical Academies are thriving. These are true touch points that are tangible and give each of us a sense of the health of the organization. I was personally surprised by a few of the elements and this gave me a greater sense of pride to what is being accomplished by so many! You will notice that the far right column is color-coded.

- Yellow meaning that we are cautious and watching these areas for improvement.
- Green indicating that we are on target and meeting the benchmark established.

It is the goal of the senior leadership team to have the document as a working project on a continual basis. When indicators drop or change within a few points we will want to know why and take steps to understand and address these situations immediately. I have learned that you cannot change or improve when you don't start with a baseline. As you will see in your review, we are standing at a great place with room to improve.

### **Action Required by the Board:**

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



Cameron Curry  
Executive Director

March 23, 2016



# CLASSICAL ACADEMY HIGH SCHOOL

## Enrollment – March 2016

Enrollment Period-	1-Mar		
Grades	CAHS	CAHS Online	TOTAL
TK	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
3	0	0	0
4	0	0	0
5	0	0	0
6	0	0	0
7	0	0	0
8	0	0	0
9	222	113	335
10	202	85	287
11	186	79	265
12	179	38	217
<b>Total</b>	<b>789</b>	<b>315</b>	<b>1,104</b>
<b>Adopted Budget</b>	<b>800</b>	<b>260</b>	<b>1,060</b>
<b>Variance</b>	<b>-11</b>	<b>55</b>	<b>44</b>

