

Coastal Academy

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
Accredited by the Schools Commission of the Western Association of Schools and Colleges WASC***



COASTAL ACADEMY

-A CLASSICAL ACADEMY SCHOOL-

BOARD OF DIRECTORS	
Date	January 19, 2016
Call to Order	7:35 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 for 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

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve past meeting minutes as presented without typos.	Cameron Curry	Paul Donovan	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Correspondence

Written: None
 Oral: None

Treasurer's Report

Treasurer's Report: Sandra Reeve, Director of Finance

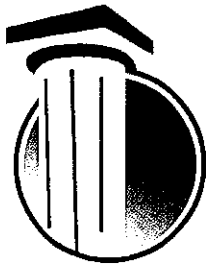
Sandra Reeve, Director of Finance, provided financial update including review of the November 30, 2015 Balance Sheet and Statement of Income.

Sandra also presented the need to add/delete signatures for banking purposes, requesting the following be approved by the Board. **Approval of the 2nd Interim Reports as of 1/31/16**

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

SB740 – Cameron Curry

One of the charters is required to go through this process. Funding was going to be cut as we weren't meeting the requirements in regards to instructional. Cameron addressed the issue of not being able to include facilities as part of the instructional calculations for funding purposes.



COASTAL ACADEMY

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Current requirement does not allow facilities to be included in calculation, which makes it hard to meet requirements. Discussed why this was not allowed and how Cameron is working to make changes. There is currently a draft regulation before the State Board that would allow use of facility costs in the calculation, and this would all change if the State Board would pass this requirement. The deadline for application is February 1. Cameron will be going to Sacramento for a meeting with the State Board, once the meeting is scheduled.

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
 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 changes for banking signatures as presented.	Frances Overstreet	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.

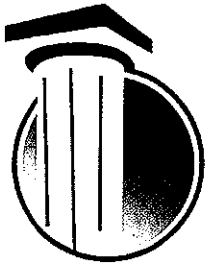
CAO High School & Oceanside Cyber Café & Middle School Update

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.



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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 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.	Patricia Huerta	Paul Donovan	4-0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Old Business

Enrollment - Cameron Curry

Currently 38 students over budget; Vista is 74 students over budget.

Site Visit - Cameron Curry

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

7:47 PM Meeting Adjourned

Next meeting is scheduled for Tuesday March 29, 2016

Coastal Academy Charter School, Inc.
Financial Statements
February 29, 2016

Coastal Academy Charter School, Inc.**Balance Sheet**

as of February 29, 2016

		<u>Feb 2016</u>
ASSETS		
Current Assets		
Checking/Savings		
Cash in County Treasury	9110	2,045,990.09
PWB-Pacific Western Bank	9121	637,327.69
Petty Cash	9131	2,000.00
WF Bond Payments Reserve	9135-06	937,003.37
WF Revenue Bond Funds	9135-09	258,862.85
WF Capital Maintenance Fund	9135-10	<u>60,000.23</u>
Total Checking/Savings		3,941,184.23
Accounts Reelvable		
Accounts Receivable	9201	1,164.13
Accrued Receivables	9202	(34,084.25)
Due From TCA	9311	24,901.01
Due From CAHS	9312	<u>1,200,253.48</u>
Total Accounts Reelvable		1,192,234.37
Other Current Assets		
Prepaid Expenditures	9330	<u>27,130.75</u>
Total Other Current Assets		<u>27,130.75</u>
Total Current Assets		5,160,549.35
Fixed Assets		
Land - New Facilities	9410	1,953,666.00
Building Improvements-Coastal	9434	265,181.42
Accum Deprec-Coastal	9435	(547,835.00)
Building Improvements-LC	9437	76,583.14
Equipment-Coastal	9440	260,787.91
Furniture and Fixtures-Coastal	9441	51,617.43
Textbooks	9443	106,601.79
Vehicle	9444	3,623.92
Accum Deprec-Equip-Coastal	9445	(306,101.00)
Accum Deprec-F&F-Coastal	9446	(50,101.00)
Accum Deprec-LC	9449	(18,881.00)
Furniture and Fixtures-LC	9452	22,186.73
Accum Deprec-F&F-LC	9453	(18,180.00)
Building-New Facilities	9457	<u>10,185,464.88</u>
Total Fixed Assets		11,984,615.22
Other Assets		
Security Deposit (Rent)	9332	30,536.00
Bonds Issuance Costs	9345	435,005.83
Loan Costs	9346	<u>14,697.57</u>
Total Other Assets		<u>480,239.40</u>
Total ASSETS		<u><u>17,625,403.97</u></u>
LIABILITIES		
Current Liabilites		
Accounts Payable		
Accounts Payables	9500	33,935.96
Sales Use/Tax	9503	(13.78)

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.**Balance Sheet**

as of February 29, 2016

		<u>Feb 2016</u>
Accounts Payable Suspense	9504	(1.00)
A/P Accruals	9505	1,614.60
Accrued Payroll	9561	0.03
Accrued STRS	9562	76,383.91
Accrued PERS	9563	20,820.18
Accrued P/R Fed-State Taxes	9564	(442.80)
Accrued H&W Med Benefits	9565	116.54
Accrued FICA/Medicare	9568	(16.58)
Accrued W/C	9570	8,887.27
Accrued American Fidelity	9572	11.45
Accrued-Medical	9580-01	(124,174.42)
Accrued-Dental/Vision Elite	9580-02	(8,362.23)
Accrued-Dental/Vision Saver	9580-03	(2,881.07)
Accrued-Chiro Insurance	9580-04	(558.49)
Accrued-Life Insurance	9580-05	(5,043.30)
Accrued-Aflac	9581-01	169.60
Accrued-Flex Amer Fidelity	9581-02	1,399.17
Accrued-Amer Fidelity	9581-03	253.42
Accrued-Pre-Paid Legal	9581-04	69.80
Accrued-Unum Voluntary	9581-05	(645.38)
Accrued-SDCOE/FBC	9581-06	6,483.00
Deferred Rent	9585	29,761.00
Sales Use/Tax	9599	450.03
Total Accounts Payable		<u>38,216.91</u>
Other Current Liabilities		
Due To CAHS	9612	0.11
Total Other Current Liabilities		<u>0.11</u>
Total Current Liabilities		<u>38,217.02</u>
Long Term Liabilities		
Bonds Payable	9661	13,705,000.00
Bond Payable Premium	9662	78,550.97
Total Long Term Liabilities		<u>13,783,550.97</u>
Total LIABILITIES		<u>13,821,767.99</u>
EQUITY		
Beginning Net Assets		
Desig. Economic Uncertainties	9770	305,917.00
CA Energy Reserves	9783	48,670.50
Special Education Reserves	9797	66,819.67
Facilities Reserves	9799	2,821,758.08
Total Beginning Net Assets		<u>3,243,165.25</u>
Net Income		<u>560,470.73</u>
Total EQUITY		<u>3,803,635.98</u>
LIABILITIES & EQUITY		<u>17,625,403.97</u>

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.

Statements of Income

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

		Feb 2016	Jul - Feb 2016
Revenue			
EPA Prop 30	8012	-	890,695.00
Gen Purpose Ent - State Aid	8015	524,405.00	3,325,909.00
Gen Purpose Ent-State Aid P/Y	8016	(14,370.00)	(14,370.00)
In-Lieu Property Tax	8096	238,072.32	1,934,337.60
In-Lieu Property Tax-P/Y	8097	-	64,624.00
Mandated Cost Reimbursement	8550	-	19,493.00
Mandated Granted	8550-01	-	621,257.00
State Lottery Unrestricted Revenue	8560-03	-	62,285.32
State Lottery P/Y Unrestricted Revenue	8561-03	-	18,176.95
State Lottery P/Y Restricted Revenue	8561-06	-	2,865.85
Student ID Maintenance	8590-10	-	318.53
EEG-Educator Effectiveness Grant	8590-16	-	82,314.00
Special Ed	8590-90	83,543.00	441,942.00
SpEd MH II	8590-92	22,800.00	22,800.00
P/Y Special Ed	8591-90	-	9,783.00
A.S.B. Income	8699-01	1,360.20	8,987.99
Leadership - Student Store	8699-02	-	(10.00)
Musical Theater Income	8699-03	10.00	12,060.00
Yearbook Income	8699-04	1,226.00	3,291.00
Scrip Income	8699-05	-	414.73
Fundraising Events Income	8699-07	50.00	3,273.77
Fundraising-Lunch Program	8699-08	1,023.95	2,063.84
Lost Book Recovery Income	8699-09	29.40	660.24
Donation Income-Labs	8699-11	-	980.00
Donation Income	8699-12	925.94	2,036.31
Rebates	8699-18	-	391.30
Volunteer Hours	8699-19	150.00	1,090.00
Sports-All	8699-22	-	2,225.00
Donation -(Family Name)	8699-24	70.00	654.00
Coastal Tshirts	8699-30	34.00	2,802.00
Book Fairs	8699-31	-	2,288.45
Facility Use	8699-34	1,154.50	3,614.00
Collective Income	8699-36	170.00	2,577.07
Field Trip Income- 4th grade	8699-60	2,000.00	20,429.00
Field Trip Income- 5th grade	8699-61	1,905.00	13,860.00
Field Trip Income- 6th grade	8699-62	4,019.00	22,894.00
Field Trip Income- 7th grade	8699-63	-	12,992.50
Field Trip Income- Leadership	8699-65	-	6,548.00
Field Trip Income- Biz Town	8699-67	-	4,107.00
Field trip Income- SSS	8699-68	-	690.00
Field Trip Income- General	8699-69	240.00	35,171.00
Robotics	8699-70	-	3,501.00
Misc. Income	8699-99	-	2,549.14
Total Revenue		868,818.31	7,654,572.59

Expense

Certificated Salaries 1000

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.

Statements of Income

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

		Feb 2016	Jul - Feb 2016
Certificated Salaries - Teachers' Salaries	1100	264,747.82	1,794,464.88
Certificated Salaries - Sub-Teachers Salaries	1101	4,142.50	17,705.00
Certificated Salaries - Pupil Support	1200	17,298.32	124,020.57
Certificated Salaries - Certificated Administration	1300	17,725.65	249,785.60
Certificated Salaries - Cert Admin-Dir of Curriculum	1302	5,402.34	47,943.72
Certificated Salaries - Cert Admin- Dir Sp Ed	1303	2,431.34	4,168.01
Certificated Salaries - Other Certificated Salaries	1900	18,657.50	167,811.69
Certificated Salaries - Instr'l Sup C-Elec	1901	14,860.00	86,788.75
Total Certificated Salaries 1000		345,265.47	2,492,688.22
Classified Salaries 2000			
Classified Salaries - Instructional Aide	2100	47,508.19	315,891.13
Classified Salaries - Classified Support Salaries	2200	19,492.81	129,228.67
Classified Salaries - Classified Administration	2300	26,242.18	166,194.53
Classified Salaries - Clk, Tech, & Office Salaries	2400	59,577.01	480,857.00
Classified Salaries - Other Classified Salaries	2900	3,065.76	57,638.05
Total Classified Salaries 2000		155,885.95	1,149,809.38
Employee Benefits 3000			
STRS - Certificated	3101	36,164.39	259,299.07
PERS - Classified	3202	16,060.10	114,137.44
FICA/Medicare - Certificated	3301	6,176.99	40,194.72
FICA/Medicare - Classified	3302	11,653.55	85,395.47
H&W Benefits-Certificated	3401	30,058.90	276,234.99
H&W Benefits - Classified	3402	21,000.71	131,183.97
Unemployment Ins-Certificated	3501	-	2,141.04
Workers Comp - Certificated	3601	6,255.81	50,704.43
Workers Comp - Classified	3602	2,821.60	20,750.08
Total Employee Benefits 3000		130,192.05	980,041.21
Books & Supplies 4000			
Approved Curricula Material Textbooks 4100			
Math non-consumable	4100-30	-	176,051.04
Math consumable	4100-31	-	47,591.74
Science non-consumable	4100-32	-	5,686.58
Science consumable	4100-33	-	431.73
Social Studies non-consumable	4100-34	1,369.42	17,837.92
English/LA non-consumable	4100-36	150.93	20,130.84
English/LA consumable	4100-37	254.18	54,069.07
Approved Other Core	4100-38	252.07	835.91
Approved Electives	4100-39	126.08	126.08
Total Approved Curricula Material Textbooks 4100		2,152.68	322,760.91
Non-Approved Curricula Material 4200			
Math non-consumable	4200-30	793.27	10,188.30
Math consumable	4200-31	1,257.63	10,230.69
Science non-consumable	4200-32	282.98	1,047.02
Science consumable	4200-33	576.56	3,842.07
Social Science non-consumable	4200-34	262.09	2,758.72
Social Studies consumable	4200-35	334.83	2,741.86
English/LA non-consumable	4200-36	163.04	5,732.73
English/LA consumable	4200-37	1,407.29	7,888.09

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.

Statements of Income

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

		Feb 2016	Jul - Feb 2016
Non Approved Other Core	4200-38	(10.75)	50.26
Non Approved Electives	4200-39	429.01	1,943.48
Total Non-Approved Curricula Material 4200		5,495.95	46,423.22
Instr'l Material & Supplies 4300			
Instr'l Material & Supplies	4300	-	14.10
Instr'l Mat & Supplies- General	4300-01	2,234.81	37,416.96
Electives supplies	4300-04	700.68	9,551.02
Instr'l Mat. & Supplies - Labs	4300-06	-	104.67
Office Material & Supplies	4301	1,464.78	13,459.35
Janitorial & Maint Supplies	4302	2,260.26	22,100.09
Musical Theater Mat. & Supplies	4305	143.11	229.60
A.S.B. Supplies	4306-02	-	5,088.94
Dance Troupe Jr.	4307-19	189.49	189.49
Meals	4311	1,421.96	10,576.72
Parent Volunteer Supplies	4312	-	(421.36)
Robotics	4317	314.82	2,431.56
Fuel	4320	-	58.33
Building Improvement Supplies	4325	332.43	10,412.83
Jumpstart Supplies	4360	-	259.05
Total Instr'l Material & Supplies 4300		9,062.34	111,471.35
Total Books & Supplies 4000		16,710.97	480,655.48
NonCap F&E 4400			
Equipment - Computers	4402	453.77	162,582.97
Equipment - Other (IT)	4403	1,669.68	27,228.22
F&E Tables & Chairs	4404	-	24,270.02
F&E Other	4405	97.17	7,221.58
Total NonCap F&E 4400		2,220.62	221,302.79
Services & Other Operating Exp. 5000			
Dues & Subscriptions	5300	520.46	19,037.63
Insurance	5400	-	45,069.00
Total Services & Other Operating Exp. 5000		520.46	64,106.63
Travel Expenses 5200			
Travel & Conferences	5201	1,830.06	41,052.45
Auto Allowance	5203	1,952.00	16,932.00
Mileage	5210	281.27	1,908.77
Total Travel Expenses 5200		4,063.33	59,893.22
Operations & Housekeeping 5500			
Janitorial Services	5501	11,375.38	55,933.43
Trash Disposal	5502	286.77	4,540.49
Landscaping	5503	1,592.00	18,295.00
Utilities - SDG&E	5504	5,068.68	54,376.63
Utilities - Water	5505	1,469.91	11,802.62
Pest Control	5506	607.00	1,928.00
Facilities Maint-Carpet Clean	5508	2,240.00	2,240.00
Other Maint Exp	5510	1,513.70	3,577.80
Total Operations & Housekeeping 5500		24,153.44	152,693.97
Rental, Leases & Housekeeping 5600			
Rentals	5601	1,225.47	13,462.23

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.

Statements of Income

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

		Feb 2016	Jul - Feb 2016
Office Equipment Repairs	5602	-	79.94
Building Repairs	5603	-	3,230.19
Copier Usage	5605-01	2,303.47	15,125.62
Copier Lease	5605-02	5,317.59	31,820.60
Elevator Repairs	5605-03	-	545.00
Elevator Maintenance Agreement	5605-04	605.18	2,320.18
Building Lease	5606	-	198,745.76
Building Improvement	5607	369.00	39,179.81
Other Equipment Repair	5608	-	1,683.00
Other Maint Agreement/Repair	5609	1,290.00	6,120.00
Site Improvement Non Capital	5610	2,990.00	7,862.50
Total Rental, Leases & Housekeeping	5600	14,100.71	320,174.83
Consult. Serv. & Operation Exp	5800		
Field Trip Expense	5808		
Field Trip Expense	5808	1,196.00	1,236.00
Field Trip-4th	5808-04	6,946.52	26,948.11
Field Trip-5th	5808-05	-	3,620.87
Field Trip-6th	5808-06	598.00	19,733.47
Field Trip-7th	5808-07	-	23,008.48
Field Trip-8th/DC	5808-08	-	835.00
Field Trip-Leadership	5808-09	-	6,979.00
Field Trip- Other	5808-99	735.00	35,507.12
Total Field Trip Expense	5808	9,475.52	117,868.05
Consult. Serv. & Operation	5800		
Track C Electives	5801	4,392.30	14,585.10
A.S.B. Student Store-Other	5806-01	-	2,175.68
A.S.B. Other	5806-02	-	1,400.48
8th Grade Promotion	5807	-	545.12
Awards & Recognition	5810	113.80	6,418.38
Musical Theater Expense	5811	4,514.92	7,572.09
Scrip Expense	5812	470.50	1,779.14
Robotics	5817	-	1,450.00
Accounting Services	5825	580.00	4,970.00
Advertising/Community Marketing	5826	2,130.00	2,860.85
Audit	5827	2,500.00	8,497.00
Bank Service Fees	5828	384.70	3,029.66
Board Allowance	5832	-	1,750.00
Consultants - IT	5835	-	465.00
Consultants - Other	5837	40,846.66	119,595.69
Staff Development	5842	1,526.00	20,100.27
Contracted Services - Other	5849	2,322.54	27,188.63
LEAD-On Contract	5849-01	3,071.42	41,168.54
Contracted Services-Maintenance	5849-02	1,470.00	17,069.24
Fingerprinting/FBI-DOJ	5851	661.00	4,797.00
Late Fees & Finance Charges	5852	-	202.62
Legal Expense	5853	-	835.50
Payroll Services	5855	1,095.75	1,371.75
Printing & Reproduction	5856	473.82	9,913.21

See Accountant's Compilation Report

Coastal Academy Charter School, Inc.

Statements of Income

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

		Feb 2016	Jul - Feb 2016
Property Tax Assessment	5857	-	4,164.92
SDCOE - Retirement Expense	5859	-	1,809.24
SDCOE - SIS Expense	5860	350.00	4,359.64
Security System/Service	5862	165.00	4,130.04
Computer Software	5863	49.99	2,311.58
NWEA Testing & License	5864-01	-	12,961.58
Licenses & Permits - Other	5864-02	440.70	(2,713.98)
Edgenuity License	5864-03	-	12,796.67
Brain Pop	5864-05	-	1,836.00
Discovery Ed	5864-06	-	7,992.65
Reading PLUS/Lexia	5864-08	-	9,296.00
Schoology	5864-09	-	6,393.33
Turn It In/I-Paradigms	5864-11	-	1,849.83
Bottled Water	5865	190.00	975.00
NP Abila Service	5873	-	5,834.21
NP Tech Service	5874	-	1,781.25
Shred-It Services	5875	145.87	1,044.01
Bond Cost	5879	3,000.00	3,000.00
Sp Ed Assessments	5887	-	4,738.55
Total Consult. Serv. & Operation 5800		70,894.97	384,301.47
Total Consult. Serv. & Operation Exp 5800		80,370.49	502,169.52
Communications 5900			
Postage & Delivery	5901	15.99	3,075.48
Telephone Expense	5902	4,425.30	31,739.55
Cell Phone Expense	5903	3,356.65	29,338.87
Internet - Web Services	5904	2,862.70	26,690.94
Total Communications 5900		10,660.64	90,844.84
Capital Outlay 6000			
Depreciation Expense	6900	29,875.00	239,000.00
Total Capital Outlay 6000		29,875.00	239,000.00
Total Expense		814,019.13	6,753,380.09
Other Local Revenue 8600			
Interest Income	8660	-	3,387.54
Total Other Local Revenue 8600		-	3,387.54
Net Ordinary Income		54,799.18	904,580.04
Other Financing Uses 7600			
Bond Interest Expense	7699-01	-	344,109.31
Total Other Financing Uses 7600		-	344,109.31
Net Income (Loss)		54,799.18	560,470.73

See Accountant's Compilation Report



THE CLASSICAL ACADEMIES

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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
TCA	2,250,860	2,450,360	199,500	2,250,860	2,553,429	302,569
Coastal	2,853,549	3,056,400	202,851	2,853,549	3,185,121	331,572
CAHS	2,427,740	2,455,340	27,600	2,427,740	2,553,780	126,040
TOTAL	7,532,149	7,962,100	429,951	7,532,149	8,292,330	760,181
Benefits			60,193			106,425
GRAND			490,144			866,606
TOTAL						

Without benefit cost of around 14%

1st column is the school name and the budget associated with the cost.

2nd column is the current cost of salaries per program.

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

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

5th column is the current cost of salaries per program.

6th column is the cost for credentialed salaries with the new proposed salary scale.

7th 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

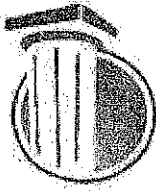
Current

Full Time Teachers Salary Schedule

Start of Service Year	Base Salary
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.

Board Approved on May 26, 2015



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

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

45 units beyond credential and/or MA

Proposal	year over year increase
49,160	
49,160	0
50,660	1,500
50,660	0
53,160	2,500
53,160	0
56,160	3,000
56,160	0
60,160	4,000
63,160	3,000
63,160	0
65,160	2,000
65,160	0
68,160	3,000
68,160	0
70,160	2,000
70,160	0
73,160	3,000
73,160	0
76,160	3,000
76,160	0
78,160	2,000
78,160	0
80,160	2,000
80,160	0
82,160	2,000
82,160	0
85,160	3,000
85,160	0
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



COASTAL ACADEMY

A Classical Academy Charter School

Enrollment – March 2016

Enrollment Period-	1-Mar			
Grades	Coastal	Coastal Online	TCA Vista	TOTAL
TK	29	0	8	37
0	116	0	38	154
1	123	0	40	163
2	127	0	43	170
3	133	0	47	180
4	126	0	58	184
5	143	0	53	196
6	142	0	47	189
7	124	36	36	196
8	123	29	35	187
9	0	0	0	0
10	0	0	0	0
11	0	0	0	0
12	0	0	0	0
Total	1,186	65	405	1,656
Adopted Budget	1,150	0	335	1,485
Variance	36	65	70	171