

John Muir Charter Schools
117 New Mohawk Rd. Ste. F
Nevada City, CA 95959
Phone: 530.272.4008
Fax: 530.272.4009
Web: www.johnmuircs.com

John Muir Charter Schools Meeting of the Board of Directors

Wednesday, August 10, 2022

9:00 a.m.

John Muir Charter Schools Office

117 New Mohawk Rd. Suite F

Nevada City, CA 95959

Zoom Meeting:

<https://us02web.zoom.us/j/89576272383>

Dial by your location

+1 669 900 9128

Audio of this meeting will be recorded

AGENDA

ANNOUNCEMENT No. 1: This meeting is being held pursuant to the procedures established in Assembly Bill 361 amending elements of the Brown Act effective October 1, 2021. All Board members may attend the meeting by teleconference. This meeting will be a virtual meeting only. The public may observe and address the meeting via Zoom.

ANNOUNCEMENT No. 2: The public will have access to the John Muir Charter Schools Governing Board meeting through Zoom Teleconferencing. If you are joining the meeting via Zoom and wish to make a comment on an item, press the “raise a hand” button. If you are joining the meeting by phone, press *9 to indicate a desire to make a comment. A moderator will call you by the last three digits of your phone number when it is your turn to speak. Speakers will be limited to 3 minutes.

ANNOUNCEMENT No. 3: Should this Board meeting encounter any security breach or inappropriate issues, the meeting will be ended immediately and rescheduled as soon as practical.

1. Meeting Call to Order

2. Introductions

- 3. Oral Communications/Public Comments:** Recognition of individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation.

4. Additions to the Agenda

5. Adoption of the Agenda

6. Closed Session

- A. Personnel Matters - Public Employee Performance Evaluation: Chief Executive Officer (Gov. Code §54957)
- B. Report from Closed Session

7. Informational/Action Items

- A. Approval of the Minutes of the Regular Board Meeting Wednesday, July 13, 2022 (Attachment 1, Page 5)
- B. Approval of Vendor Payments 6/26/22 - 7/25/22 (Attachment 2, Page 11)
- C. Approval of New and Termed Employees 7/1/22 - 7/29/22 (Attachment 3, Page 19)
- D. Shall the John Muir Charter Schools governing board approve re-authorizing remote teleconference meetings for the period of August 11, 2022 through September 14, 2022 because the Board determines at this time the meeting will be held during a proclaimed State of Emergency, and State or Local Officials have imposed or recommended measures to promote social distancing?
- E. Approval of the JMCS 2022-2023 45-Day Budget Revision (Attachment 4, Page 21)
- F. Approval of revised 2022-2023 JMCS Salary Schedule (Attachment 5, Page 23)
- G. Initial Reading of the JMCS A-G Implementation Grant Expenditure Plan (Attachment 6, Page 27)
- H. Approval of Declaration of Need for Qualified Educators (Attachment 7, Page 35)

8. Discussion Items

- A. Online Instruction and Student Engagement Specific Training Programs
- B. JMCS Foundation Report (Gil Botello)
- C. CEO's Report

9. Miscellaneous Information Items

- A. Correspondence

B. Schedule of Future Board Meetings

- i. Wednesday, September 14, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- ii. Wednesday, October 12, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- iii. Wednesday, November 09, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.

Board Attendance at Upcoming Meetings:

	09/14/2022	10/12/2022	11/09/2022
Stanton Miller	Yes or No	Yes or No	Yes or No
Michael Corbett	Yes or No	Yes or No	Yes or No
Sallie Wilson	Yes or No	Yes or No	Yes or No
Len Eckhardt	Yes or No	Yes or No	Yes or No
Gil Botello	Yes or No	Yes or No	Yes or No

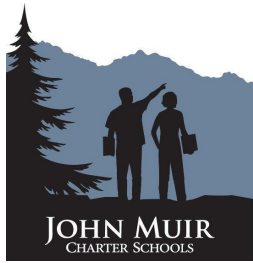
10. Request for Agenda Items

11. Adjournment

This agenda was posted at least 24 hours in advance of the meeting at:

- John Muir Charter Schools Office, 117 New Mohawk Rd. Suite F, Nevada City, Ca 95959
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John Muir Charter Schools Meeting of the Board of Directors

Wednesday, July 13, 2022

9:00 a.m.

John Muir Charter Schools Office

117 New Mohawk Rd. Suite F

Nevada City, CA 95959

Minutes

1. Meeting Call to Order

Stan Miller called the meeting to order at 9:03 a.m.

2. Introductions

JMCS Board Members in attendance: Stan Miller, Gil Botello, Len Eckhardt, and Michel Corbett.
JMCS Staff Members in attendance: CEO RJ Guess, COO Dawn McConnell, Community Resource Coordinator Aaron Scholl, Fiscal Analyst Rachael Navarrete, Administrative Coordinator Luz Delgado, Outreach and Marketing Coordinator Stephanie Hodnet.

- 3. Oral Communications/Public Comments:** Recognition individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation.

4. Additions to the Agenda

None.

5. Adoption of the Agenda

On a motion made by Gil Botello and seconded by Michael Corbett, the Agenda was adopted on a 4-0-1 vote.

(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

6. Informational/Action Items

- A. Approval of the Minutes of the Regular Board Meeting Wednesday, June 8, 2022
(Attachment 1, Page 5)

On a motion made by Len Eckhardt and seconded by Michael Corbett, the Minutes of the Regular Board Meeting Wednesday, June 8, 2022, were adopted on a 4-0-1 vote.
(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

B. Approval of Vendor Payments 5/26/22 - 6/30/22 (Attachment 2, Page 13)

Gil Botello asked about the purchase of tables for OCYC for \$2,200. RJ Guess explained that enrollment went up at the OCYC site, new tables were necessary to accommodate new students.

On a motion made by Gil Botello and seconded by Michael Corbett, the Vendor Payments 5/26/22 - 6/30/22 were adopted on a 4-0-1 vote.
(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

C. Approval of New and Termed Employees 5/1/22 - 6/30/22 (Attachment 3, Page 19)

On a motion made by Gil Botello and seconded by Michael Corbett, the New and Termed Employees 5/1/22 - 6/30/22 were adopted on a 4-0-1 vote.
(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

(Ayes: Miller, Wilson, Corbett, Eckhardt, Botello. Noes: None. Absent: None.)

D. Vote for Virtual or In-Person 8/10/2022 Board Meeting

Gil Botello recommended a virtual August board meeting at 9:00 a.m. The rest of the attending board members agreed.

On a motion made by Gil Botello and seconded by Michael Corbett, the Vote for Virtual 8/10/2022 Board Meeting was adopted on a 4-0-1 vote.
(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

E. Approval of Revised 2022-2023 John Muir Charter Schools Operating Calendars- Inclusion of Juneteenth Federal Holiday (Attachment 4, Page 21)

RJ Guess explained that with the addition of Juneteenth the trimester operating calendar will be adding a paid holiday. It will not affect the number of instructional days.

On a motion made by Gil Botello and seconded by Michael Corbett, the Revised 2022-2023 John Muir Charter Schools Operating Calendars- Inclusion of Juneteenth Federal Holiday were adopted on a 4-0-1 vote.
(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

F. 2022-2023 Salary Schedule COLA or staff 1-Step Increase (Attachment 5, Page 25)

RJ Guess explained that a full hold harmless for the 2022-2023 school year was not granted. However, there will still be a budget surplus at the end of the year. With inflation at 9.1%, RJ would like to increase staff salaries to keep up with inflation. He is suggesting giving a one-step increase of 5% to all staff. Doing this would maintain our entry-level step base. It will protect the ability to bring on staff at the current rate. Going into the school year, if 5% were to be added, there would not be

deficit spending and we will still be in a budget surplus. RJ would like to do what we can to support JMCS staff with inflation.

On a motion made by Gil Botello and seconded by Len Eckhardt, the 2022-2023 Salary Schedule COLA or staff 1-Step Increase was adopted on a 4-0-1 vote.

(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

(9:32 am Zoom meeting link change)

G. 2022-2023 Education Protection Account

- i. Approval of Resolution 22-04: EPA Account Expenditures for the Fiscal Year 2022-2023 (Roll Call Vote) (Attachment 6, Page 27)

Rachael Navarrete explained the EPA is a voter-approved funding source to provide additional funds for education. Every year we are required to adopt the resolution. Typically teacher salaries derive from these funds. A roll call vote is required for approval.

Roll Call Vote -

Miller - Aye, Corbett - Aye, Eckhardt - Aye, Botello - Aye. Absent - Wilson

7. Closed Session:

- A. Personnel Matters - Public Employee Performance Evaluation: Chief Executive Officer (Gov. Code §54957)

Stan Miller moved to a closed session at 9:43 a.m. and reconvened to an open session at 9:58 a.m.

B. Report from Closed Session

Stan Miller announced that RJ Guess's evaluation has been accepted and he will be receiving a 1-step salary increase.

On a motion made by Gil Botello and seconded by Len Eckhardt, the Public Employee Performance Evaluation: Chief Executive Officer was approved on a 4-0-1 vote.

(Ayes: Miller, Corbett, Eckhardt, Botello. Noes: None. Absent: Wilson. None.)

8. Discussion Items

A. 2022-2023 Budget Update

RJ Guess announced that in August there will be a full 45-day budget revision. There was not a full hold harmless in 2021-2022, and that further details about the 2021-2022 have not been released yet; the revenues and reserves projected in the June adopted budget should still hold. This was based on the 19-20 ADA rate. Rachael Navarrete has not been able to close out for the 4th interim because of the delays in updates. Until there is a final amount of funding, we cannot budget what to spend on direct student services for 2022-2023, and these numbers should be available in time for the 2022-2023 45-day budget update.

B. JMCS Foundation Report (Gil Botello)

Gil Botello announces there is no report this month. Gil will bring a report to the August meeting.

C. Board Meeting Attendance (Attachment 7, Page 31)

Gil Botello recommends doing a 3-month schedule as opposed to the full year. Luz Delgado will be adding this to the bottom of the agenda for all future meetings.

D. Community Schools Implementation Grant Presentation (Aaron Scholl) (Attachment 8, Page 33)

Aaron Scholl announced to the board that he is interviewing and hiring Community School Coordinators in the northern region southern regions. The Community School Coordinators will work directly with Aaron and support regional directors coordinating outside resources to JMCS sites and planning site-based and school-wide professional development workshops. Their goals are to develop a shared vision, reduce attrition rates, and expand and enrich the curriculum. The grant can also pay for summer school sessions for the next 4-5 years. Gil Botello asked how the success of the program will be measured and the level of involvement Aaron will have. Aaron responded that the Department of Education has set rubrics that have not been released yet. The rubrics will guide the measurement of success. Aaron will also be measuring success by analyzing attrition rate data.

E. Learning Communities for Student Success (LCSSP) (Aaron Scholl) (Attachment 9, Page 35)

Aaron Scholl explained that this is another grant JMCS will receive \$50 per enrolled student for 3 years. This will add up to \$25,000 per year; this funding will be used to support the Community Schools Initiative. This grant will be targeting students who are at risk of dropping out, chronically absent, or victims of crime; students will be supported by a multi-tier system of support. There will be training for JMCS staff on identifying and how to support students, the training will also be in line with the Community Schools Grant Training.

F. College Readiness Workshops Presentation (Aaron Scholl) (Attachment 10, Page 37)

Aaron Scholl reminded the board that this discussion began at the June meeting. Aaron informed the board that 1 in 5 students pursued college or trade schools after leaving JMCS, but only 3% of students are completing their programs. There are very few students who earn any degree, certification, or technical degree after leaving JMCS. Since JMCS has no college guidance counselor, we partner with Education is Forever, a non-profit who works with schools like JMCS to encourage and support post-secondary education. Education is Forever received a grant to pilot a college readiness programs and will be working with JMCS students who want to pursue college and even help them throughout the first year of college. JMCS teachers encourage students to attend college readiness workshops, and upon graduation they are eligible to apply for a \$1000 scholarship and a summer bridge program. Workshop attendance ranges from 0-35 students. All workshops were recorded and access to view them can be requested by the students.

G. CEO's Report

RJ Guess announced ELO funds might be approved and a classroom-based mask mandate may come back due to the new Covid variant. RJ will report more on these matters in the August meeting when more information is available.

H. COO's Report (Dawn McConnell)

Dawn McConnell presented a PowerPoint with JMCS graduation highlights. There were a total of 211 graduates at JMCS this school year. Dawn attend various graduation ceremonies and received positive feedback from teachers, parents, and students. She is proud of the accomplishments made by every student.

9. Miscellaneous Information Items

A. Correspondence

B. Schedule of Future Board Meetings

- i. Wednesday, August 10, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- ii. Wednesday, September 14, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.

Board Attendance at Upcoming Meetings:

Wednesday, August 10, 2022, 9 a.m. (pending approval)

- | | | |
|----|------------------|-----|
| A. | Stan Miller: | Yes |
| B. | Michael Corbett: | Yes |
| C. | Len Eckhardt: | Yes |
| D. | Sallie Wilson: | Yes |
| E. | Gil Botello: | No |

Wednesday, September 14, 2022, 9 a.m. (pending approval)

- | | | |
|----|------------------|-----------|
| A. | Stan Miller: | Yes or No |
| B. | Michael Corbett: | Yes or No |
| C. | Len Eckhardt: | Yes or No |
| D. | Sallie Wilson: | Yes or No |
| E. | Gil Botello: | Yes or No |

10. Request for Agenda Items

11. Adjournment

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John Muir Charter Schools
Vendor Activity
From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Abila	ABIL000	7/7/2022	12960	July 2022 Financial Software Program Subscription	0000	5800	002	1,436.25
Abila	ABIL000	7/14/2022	12988	Aug 2022 Financial Software Program Subscription	0000	5800	002	1,436.25
Airespring	AIRE000	7/7/2022	12961	Internet Service for Headquarters	0000	5940	001	654.41
Amazon Capital Services	AMAZ001	7/7/2022	12963	Cap & Gowns for Admin Inventory	0000	4300	001	506.20
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for CCC Graduation	0000	4300	001	590.79
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for Headquarters	0000	4300	001	182.46
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for R. Navarrete	0000	4300	002	361.70
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for R. Sturgis	0000	4300	003	138.49
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for IT	0000	4300	004	88.02
Amazon Capital Services	AMAZ001	7/7/2022	12963	Graduation Supplies for SLO	0000	4300	110	279.62
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for CCNB	0000	4300	202	227.94
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for YC Santa Rosa	0000	4300	202	187.73
Amazon Capital Services	AMAZ001	7/7/2022	12963	Graduation Supplies for SRCC	0000	4300	204	38.91
Amazon Capital Services	AMAZ001	7/7/2022	12963	Acct#A1GJATGXQUAYOW/Return of Supplies for GEM Academy	0000	4300	402	(32.78)
Amazon Capital Services	AMAZ001	7/7/2022	12963	Supplies for GEM Academy	0000	4300	402	32.78
Amazon Capital Services	AMAZ001	7/7/2022	12963	Graduation Supplies for OCYC	0000	4300	408	106.45
Amazon Capital Services	AMAZ001	7/7/2022	12963	Metal Shelves for Headquarters	0000	4400	001	575.04
Amazon Capital Services	AMAZ001	7/7/2022	12963	Portable Chromebook Charging Cart for CCNB	0000	4400	202	1,416.99
Amazon Capital Services	AMAZ001	7/7/2022	12963	Keyboard and Mouse for Rancho Cielo/G. Vincent	0000	4400	322	45.34
Amazon Capital Services	AMAZ001	7/7/2022	12963	Chairs for OCYC	0000	4400	408	541.22
Amazon Capital Services	AMAZ001	7/7/2022	12963	Acct#A1GJATGXQUAYOW/Return of Supplies for Curriculum	0023	4300	001	(97.38)
AT&T	ATT0001	7/7/2022	12964	Ban#9391028085/Phn for Headquarters	0000	5930	001	83.56
AT&T	ATT0001	7/7/2022	12964	Ban#9391028102/Phn for SLO	0000	5930	110	15.96
AT&T	ATT0001	7/7/2022	12964	Ban#9391028068/Internet for Delta	0000	5940	101	209.43
AT&T	ATT0001	7/14/2022	12989	Ban#9391028095/Phn for Chico	0000	5930	102	87.85
AT&T	ATT0001	7/14/2022	12989	Ban#9391028095/Internet for Chico	0000	5940	102	145.33
AT&T	ATT0001	7/21/2022	13006	Ban#9391028099/Phn for Fresno	0000	5930	103	113.28
AT&T	ATT0001	7/21/2022	13006	Ban#9391028102/Phn for SLO	0000	5930	110	22.43
AT&T	ATT0001	7/21/2022	13006	Ban#9391057487/Phn for Tahoe	0000	5930	115	26.48
AT&T	ATT0001	7/21/2022	13006	Ban#9391028071/Phn for LA	0000	5930	119	25.04
AT&T	ATT0001	7/21/2022	13006	Ban#9391028099/Internet for Fresno	0000	5940	103	144.15
AT&T	ATT0002	7/14/2022	12990	Acct#150773226/Internet for Redding	0000	5940	111	42.80
AT&T	ATT0002	7/21/2022	13007	Acct#151953127/Internet for Tahoe	0000	5940	115	53.50
AT&T	ATT0003	7/21/2022	13008	Acct#08802453037260/Internet for Ukiah	0000	5940	116	181.90

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

Date: 7/28/22 01:08:15 PM

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John Muir Charter Schools

Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Atrium Court, LLC	ATRO00	7/21/2022	13005	August 2022 Rent for YC Santa Rosa	0000	5600	202	3,040.20
Atrium Court, LLC	ATRO00	7/21/2022	13005	August 2022 Rent for YC Santa Rosa	0000	5600	402	0.00
Bank Of America	BOADELG	7/7/2022	12966	2022 Tassels	0000	4300	001	516.35
Bank Of America	BOADELG	7/7/2022	12966	Supplies for CCC Graduation	0000	4300	001	127.46
Bank Of America	BOADELG	7/7/2022	12966	Supplies for Headquarters	0000	4300	001	17.14
Bank Of America	BOADELG	7/7/2022	12966	Parking @ CCC Graduation for Delgado, Luz	0000	5200	001	30.00
Bank Of America	BOADELG	7/7/2022	12966	Travel to CCC Graduation for Botello, Gil	0000	5200	001	581.97
Bank Of America	BOADELG	7/7/2022	12966	Travel to Admin Retreat for Sturgis, Remy	0000	5200	003	222.96
Bank Of America	BOADELG	7/7/2022	12966	Travel to CCC Graduation for Martin, Ameer	0000	5200	120	197.95
Bank Of America	BOADELG	7/7/2022	12966	Awards for CCC Graduation	0000	5800	001	343.87
Bank Of America	BOADELG	7/7/2022	12966	Lodging for Graduates attending CCC Graduation	0000	5800	001	6,311.50
Bank Of America	BOADELG	7/7/2022	12966	Photo Both @ CCC Graduation	0000	5800	001	245.00
Bank Of America	BOADELG	7/7/2022	12966	Shipping/Postage for Admin	0000	5920	001	608.60
Bank of America	BOAGUES	7/7/2022	12967	Corpsmember Graduation Dinner 6/13/2022	0000	4300	001	495.52
Bank of America	BOAGUES	7/7/2022	12967	06/01-06/30/2022 Travel for Guess, Richard	0000	5200	001	2,216.14
Bank of America	BOAHODN	7/7/2022	12968	Online Student Recruitment	0029	5800	000	374.18
Bank of America	BOALEEO	7/7/2022	12969	Postage for Admin	0000	5920	001	9.45
Bank of America	BOAMCCO	7/7/2022	12970	Keys for SFCC	0000	4300	206	30.54
Bank of America	BOAMCCO	7/7/2022	12970	06/01-06/30/2022 Travel for McConnell, Dawn	0000	5200	001	707.11
Bank of America	BOAMCCO	7/7/2022	12970	Admin Retreat Hotel for Pizelo, Anna	0000	5200	001	348.58
Bank of America	BOAMCCO	7/7/2022	12970	CCC Graduation Hotel for Pizelo, Anna	0000	5200	001	110.39
Bank of America	BOAMCCO	7/7/2022	12970	Admin Retreat Hotel for Sturgis, Remy	0000	5200	003	348.58
Bank of America	BOAMCCO	7/7/2022	12970	Admin Retreat Hotel for Reed, Tom	0000	5200	006	193.10
Bank of America	BOAMCCO	7/7/2022	12970	CCC Graduation Hotel for Souza, Lynn	0000	5200	110	207.64
Bank of America	BOAMCCO	7/7/2022	12970	CCC Graduation Hotel for Loetterle, Pete	0000	5200	112	348.03
Bank of America	BOAMCCO	7/7/2022	12970	CCC Graduation Hotel for Johnson, Rich	0000	5200	119	110.39
Bank of America	BOAMCCO	7/7/2022	12970	CCC Graduation Hotel for Martin, Ameer	0000	5200	120	110.39
Bank of America	BOAMCCO	7/7/2022	12970	Admin Retreat Hotel for Scholl, Aaron	3182	5200	001	193.10
Bank of America	BOAMONN	7/7/2022	12971	Food for Admin Retreat	0000	4300	001	698.47
Bank of America	BOAMONN	7/7/2022	12971	Supplies for UCCIE	0000	4300	209	446.96
Bank of America	BOAMONN	7/7/2022	12971	Alen Air Purifier for YC Santa Rosa	0000	4400	202	818.26
Bank of America	BOAMONN	7/7/2022	12971	Laptop for SRCC	0000	4400	204	455.44
Bank of America	BOAMONN	7/7/2022	12971	Laptop for Rancho Cielo/G. Vincent	0000	4400	322	878.99
Bank of America	BOAMONN	7/7/2022	12971	Advertisement for Employee Recruitment	0000	5800	001	1,674.04
Bank of America	BOAMONN	7/7/2022	12971	Dump/Trash fees of Storage Room Stuff	0000	5800	001	357.70
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Delgado, Luz	0000	5800	001	16.99

Date: 7/28/22 01:08:15 PM

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

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Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Lee, Lita	0000	5800	001	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/McConnell, Dawn	0000	5800	001	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Texting App for Stdts	0000	5800	001	49.00
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Lawson, E	0000	5800	002	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Wood, T	0000	5800	002	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Sturgis	0000	5800	003	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Moneypenny	0000	5800	004	16.99
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/YC Santa Rosa	0000	5800	202	16.99
Bank of America	BOAMONN	7/7/2022	12971	Shipping/Postage of Inventory	0000	5920	004	134.25
Bank of America	BOAMONN	7/7/2022	12971	Internet for Monterey	0000	5940	114	96.30
Bank of America	BOAMONN	7/7/2022	12971	Internet Services for UCCIE	0000	5940	209	893.17
Bank of America	BOAMONN	7/7/2022	12971	Mo Subscription for Adobe Acrobat/Wegner, R	0023	5800	001	16.99
Bank of America	BOAMONN	7/7/2022	12971	Squarespace Yearly fee for JMCS Foundation	0808	8699	001	312.00
Bank of America	BOANAVA	7/7/2022	12972	Adobe Acrobat Mo Subscription for Navarrete, Rachael	0000	5800	002	14.99
Bank of America	BOANAVA	7/7/2022	12972	Mo Financial Software Hosting Fee	0000	5800	002	462.00
Bank of America	BOANAVA	7/7/2022	12972	Yearly Subscription for Online Submission of Tax Forms	0000	5800	002	729.00
Bank of America	BOANAVA	7/7/2022	12972	Employee Transportation Services/Payroll Deductions	0000	9529	000	264.00
Bank of America	BOAREED	7/7/2022	12973	Food for Admin Retreat	0000	4300	001	154.96
Bank of America	BOAREED	7/7/2022	12973	06/01-06/30/2022 Travel for Reed, Thomas	0000	5200	006	224.89
Bank Of America	BOASCHO	7/7/2022	12974	Travel to Admin Retreat for Scholl, Aaron	3182	5200	001	393.84
Bank of America	BOAWEGR	7/7/2022	12975	Travel for Admin Retreat/Wegner, Rachel	0023	5200	001	167.96
Berkshire Hathaway Homestate Companies	BERK000	7/7/2022	12965	Policy#JOWC218736/Aug 2021 Workers Comp	0000	9516	000	4,515.95
Bolita Lee	LEEB000	7/14/2022	12994	02/17-06/28/2022 Mileage Reimbursement	0000	5200	001	1,445.53
Brookcrest by Culligan Water	BROO000	7/7/2022	12976	Water Service for Headquarters	0000	4300	001	9.00
California Charter Schools Association	CACH000	7/21/2022	13009	CCSA Membership through 6/30/2023	0000	5800	001	5,400.00
Central City Neighborhood Partners	CENT001	7/21/2022	13010	August 2022 Rent for GEM Academy	0000	5600	402	3,373.00
City of Riverside	CITYR00	7/21/2022	13011	August 2022 Rent for RVS	0000	5600	211	1,286.52
Comcast	COMC000	7/7/2022	12977	Acct#8155300342550860/Internet for YC Santa Rosa	0000	5940	202	83.65

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Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

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John Muir Charter Schools

Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Comcast	COMC000	7/21/2022	13012	Acct#964805790/Internet for YC Santa Rosa	0000	5940	202	290.78
Comcast	COMC000	7/21/2022	13013	Acct#963147273/Internet for Chico	0000	5940	102	89.74
Conservation Corp Long Beach	CONS000	7/21/2022	13015	August 2022 Rent for RJ Guess	0000	5600	001	237.80
Conservation Corps North Bay	CON000	7/21/2022	13014	June 2022 Fac Exp/Copier Rent for CCNB	0000	5600	202	216.43
Conservation Corps North Bay	CON000	7/21/2022	13014	June 2022 Fac Exp/Rent for CCNB	0000	5600	202	4,294.13
Conservation Corps North Bay	CON000	7/21/2022	13014	June 2022 Fac Exp/Career Pathways Services for YC Santa Rosa	0000	5800	202	1,363.64
Conservation Corps North Bay	CON000	7/21/2022	13014	June 2022 Fac Exp/Phn for CCNB	0000	5930	202	598.57
Cristina A Dickason	DICK000	7/14/2022	12991	06-02-06/22/2022 Mileage Reimbursement/UCCIE	0000	5200	209	394.29
Dawn J Mcconnell	MCCO000	7/17/2022	12981	05/24-06/28/2022 Mileage Reimbursement	0000	5200	001	1,112.09
DNA - Diverse Network Assoc	DNAD000	7/17/2022	12978	July 2022 Website & Video Hosting	0000	5800	004	148.95
DNA - Diverse Network Assoc	DNAD000	7/17/2022	12978	July 2022 Website Hosting	0000	5800	004	800.00
Document Tracking Service, LLC	DOC000	7/21/2022	13016	2022 Spanish School Accountability Report Card	0000	5800	001	150.00
Document Tracking Service, LLC	DOC000	7/21/2022	13016	Document Tracking Services for 7/1/2022-7/1/2023	0000	5800	001	395.00
Document Tracking Service, LLC	DOC000	7/21/2022	13016	Document Translation Services for John Muir Charter	0000	5800	001	1,968.03
Envoy Plan Services, Inc	ENVO001	6/30/2022	12953	EE Envoy Contributions for 06/30/2022 Payroll Period	0000	9523	000	700.00
Envoy Plan Services, Inc	ENVO002	7/21/2022	13017	June 2022 403(b) Acct Monthly Maintenance Fee	0000	5800	001	50.00
Eo Reveles	REVE000	6/30/2022	12958	06/15/2022 Graduation Travel Reimbursement/Camarillo	0000	5200	105	157.96
Frontier Communications	FRON000	7/14/2022	12993	Acct#56286801910227145/Phn for Norwalk	0000	5930	120	176.40
Frontier Communications	FRON000	7/14/2022	12993	Acct#56286801910227145/Internet for Norwalk	0000	5940	120	91.80
Frontier Communications	FRON000	7/21/2022	13018	Acct#76077591291112155/Phn for UCCIE	0000	5930	209	347.30
Frontier Communications	FRON000	7/21/2022	13018	Acct#56269425651026125/Phn for OCYC	0000	5930	408	88.20
Frontier Communications	FRON000	7/21/2022	13018	Acct#76077591291112155/Internet for UCCIE	0000	5940	209	208.25
Frontier Communications	FRON000	7/21/2022	13018	Acct#56269425651026125/Internet for OCYC	0000	5940	408	100.04
Gary Vincent	VINC000	7/14/2022	13003	06/26-06/30/2022 PowerSchool University Travel Reimb.	0000	5200	001	1,544.75
Imagine Learning LLC	IMAG000	7/21/2022	13019	OW Student Licenses for 22/23/John Muir Charter Schools	0023	5800	001	50,000.00
Intermedia.net Inc	INTE001	7/7/2022	12980	Phn Services for Headquarters	0000	5930	001	97.05
John Muir Charter Schools Foundation	JMCSF000	6/30/2022	12955	June 2022 Donation/EE Payroll Deductions	0000	9528	000	60.00

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John Muir Charter Schools

Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Medical Billing Technologies, Inc	MEDI000	7/14/2022	12995	LEA Billing Services for 22/23 School Year/JMCS	0000	5800	001	1,000.00
Nevada County Sheriff	NCSH000	6/30/2022	12956	Case #MVC1913925 EE Garnishment	0000	9520	000	44.70
Nevada County Superintendent of Schools	NCSOS00	6/30/2022	12957	EE/ER STRS Contributions for 06/01-06/30/2022 Reporting Per	0000	9511	000	78,879.20
One Ring Networks	ONER000	7/7/2022	12982	Internet for Camarillo	0000	5940	105	299.00
Optum Financial, Inc.	OPTU000	7/21/2022	13020	June 2022 HSA Monthly Service Fee	0000	5800	001	21.25
Paradise Drinking Water	PARA000	7/21/2022	13021	Acct#020860/Water Service for OCYC	0000	4300	408	22.90
PG&E	PGE0000	7/7/2022	12983	Acct#0715818221-7/Utilities for Headquarters	0000	5500	001	364.26
Philadelphia Insurance Co.	PHIL000	7/21/2022	13022	Acct#78807985/Aug 2022 Liability Insurance	0000	5400	001	4,400.00
Principal Life Insurance Company	PRIN000	7/21/2022	13023	Aug 2022 Life Insurance	0000	9514	000	368.23
Rachel Wegner	WEGN000	7/14/2022	13004	06/25-06/29/2022 Mileage Reimbursement for Admin Retreat	0023	5200	001	585.00
Rancho Cielo Inc	RANC000	7/14/2022	12996	June 2022 Reimb for Student Lunches @ Rancho Cielo	0000	4300	322	1,715.88
Rancho Cielo Inc	RANC000	7/14/2022	12996	May 2022 Reimb for Student Lunches @ Rancho Cielo	0000	4300	322	2,697.06
Rancho Cielo Inc	RANC000	7/14/2022	12996	July 2022 Rent for Rancho Cielo	0000	5600	322	9,375.00
Rancho Cielo Inc	RANC000	7/14/2022	12996	June 2022 Internet for Rancho Cielo	0000	5940	322	200.00
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for LA	0000	4300	119	133.00
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for Norwalk	0000	4300	120	525.00
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for CCNB	0000	4300	202	311.50
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for CSET	0000	4300	207	241.50
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for Venice	0000	4300	302	98.00
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for VOALA	0000	4300	319	105.00
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for Richmond YB	0000	4300	321	52.50
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for GEMA	0000	4300	402	227.50
Revolution Foods	REVO000	7/14/2022	12997	June 2022 Food Delivery Service for OCYC	0000	4300	408	52.50
Samantha Green	GREE003	7/7/2022	12979	06/26-06/30/2022 PowerSchool University Hotel Stay/Green.S	0000	5800	001	1,224.79
San Francisco Conserv Corps	SANF000	7/14/2022	12998	July 2022 Rent for SFCC	0000	5600	206	964.17
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	June 2022 Fac Exp/Utilities for UCCIE both sites	0000	5500	209	3,000.00
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	May 2022 Fac Exp/Utilities for UCCIE both sites	0000	5500	209	3,000.00
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	June 2022 Fac Exp/Rent for UCCIE Indio	0000	5600	209	3,811.20
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	June 2022 Fac Exp/Rent for UCCIE San Bernardino	0000	5600	209	4,128.80

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John Muir Charter Schools

Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	May 2022 Fac Exp/Rent for UCCIE Indio	0000	5600	209	3,811.20
So Calif Mountains Foundation	SOCA000	7/14/2022	12999	May 2022 Fac Exp/Rent for UCCIE San Bernardino	0000	5600	209	4,128.80
State of California Department of Justice	DOJ000	7/14/2022	12992	June 2022 Fingerprinting For John Muir	0000	5800	001	81.00
Suddenlink	SUDD000	7/14/2022	13000	Acct#07715-125282-01-0/Internet for Fortuna	0000	5940	112	149.47
Swing Education, Inc.	SWIN000	7/7/2022	12984	06/25-06/30/2022 Sub Services for Delta	0000	5800	101	682.50
Swing Education, Inc.	SWIN000	7/14/2022	13001	07/02-07/08/2022 Sub Services for Delta	0000	5800	101	440.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots IT Inventory	0000	5940	004	330.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for Delta	0000	5940	101	180.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for Tahoe	0000	5940	115	40.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for CCNB	0000	5940	202	240.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for Cset	0000	5940	207	20.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for UCCIE	0000	5940	209	40.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for VOALA	0000	5940	319	20.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for OCYC	0000	5940	408	40.00
T-Mobile	TMOB000	7/7/2022	12985	Internet & HotSpots for Wegner	0023	5940	001	20.00
Telcom Data LLC	TELC000	7/21/2022	13024	Two Year Sonic Wall Firewall & Router Security Software	0000	5800	004	1,775.00
The Cleaning Solution	CLEA001	6/30/2022	12952	June 2022 Cleaning Service for HQ	0000	5800	001	300.00
Thomsen Properties LLC	THOM002	7/21/2022	13025	August 2022 Rent for Headquarters	0000	5600	001	4,670.27
TIAA, FSB	TIAA000	7/21/2022	13026	Crt#42002310/Copier Rent for Rancho Cielo	0000	5600	322	175.88
Time Warner Cable	TIME000	7/14/2022	13002	Acct#128514001/Phn for Riverside	0000	5930	211	39.99
Time Warner Cable	TIME000	7/14/2022	13002	Acct#110629101/Internet for LA	0000	5940	119	59.99
Time Warner Cable	TIME000	7/14/2022	13002	Acct#110629101/Internet for Riverside	0000	5940	211	99.98
Toshiba Financial Services	TOSH000	7/7/2022	12986	Crt#450-0053811-000/Copier for Headquarters	0000	5600	001	831.11
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for IT	0000	5940	004	45.79
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for Pomona	0000	5940	107	91.58
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for Norwalk	0000	5940	120	91.58
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for YC Santa Rosa	0000	5940	202	45.79
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for VOALA	0000	5940	319	45.79
Verizon Wireless	VERI000	7/7/2022	12987	Internet & Hot Spots for OCYC	0000	5940	408	91.59
Transaction Total								<u>255,523.51</u>

John Muir Charter Schools

Vendor Activity

From 6/26/2022 Through 7/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chec... Num...	Transaction Description	Res... Code	Obje... Code	Site Code	Expenses
Report Opening/Current Balance								
Report Transaction Totals								255,523.51
Report Current Balances								

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John Muir Charter Schools
Report of New Employees
7/1/22 - 7/31/22

<u>Employee Name</u>	<u>Site</u>	<u>Position</u>	<u>FTE</u>	<u>Start Date</u>	<u>EE replaced (term date)</u>
Bardaro, Gao Ly	VOALA Anaheim	Teacher	0.50	7/25/2022	James Patterson - transferred to Visalia
Infanto, William	SLO CCC	Teacher	0.50	7/25/2022	Lynn Souza-Gustafson - 6/30/22
McKenzie, James	CCNB - SR	Instructor	0.50	7/8/2022	n/a
Proshan, Ren	Rancho Cielo	Teacher	1.00	7/27/2022	Lizbeth Lopez/Kirsten Boyer - 6/30/22

John Muir Charter Schools
Employee Status Changes
7/1/22 - 7/31/22

<u>Employee Name</u>	<u>Prev Site</u>	<u>New Site</u>	<u>Prev Position</u>	<u>New Position</u>	<u>Start Date</u>	<u>Notes</u>
Johnson, Lea	Delta CCC	same	Sub Teacher	Teacher - .75 FTE	8/1/2022	Position change
Kizner, Michelle	Sac CCC	same	Teacher	.25 IS Teacher	7/1/2022	.50 fte to Sac CCC & .25 to IS Teacher
Patterson, James	VOALA Anaheim	Visalia	Teacher	same	7/1/2022	Site change

John Muir Charter Schools
Report of Termed Employees
7/1/22 - 7/31/22

<u>Employee Name</u>	<u>Site</u>	<u>Position</u>	<u>FTE</u>	<u>Term Date</u>
Green, Samantha	Rancho Cielo	Coordinator	1.00	07/29/22

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**John Muir Charter Schools
45 DAY REVISE BUDGET
2022-2023**

	Muir Admin	Site Salaries	CCC Programs	LCC Programs	Youthbuild Programs	WIOA Programs	Total
ADA			97	136	145	33	411
RESOURCES							
Beg Balance	5,018,826			-			5,018,826
Total Beginning Balance	5,018,826	-	-	-	-	-	5,018,826
LCFF	2,021,922	4,100,999	99,973	140,210	149,896	34,091	6,547,092
Federal ESSA CSI Funds	207,483		-	-	-	-	207,483
Lottery Unrestricted	-		16,500	23,142	24,740	5,627	70,009
Lottery Restricted	-		6,580	9,228	9,866	2,244	27,918
Mandate Block Grant	17,070		-	-	-	-	17,070
Other State Revenues	1,533,496						1,533,496
Charter Facility Funding	42,032		-	140,580	87,908	40,790	311,310
Local (interest)	60,337		-	-	-	-	60,337
							-
Total Revenue	3,882,341	4,100,999	123,053	313,161	272,410	82,751	8,774,714
Subsidy	-			-		-	-
Total Beg Balance & Revenue	8,901,167	4,100,999	123,053	313,161	272,410	82,751	13,793,540
EXPENDITURES							
FTE Certificated	10.00	36.25	-	-	-	-	46.25
FTE Classified	7.00	6.63	-	-	-	-	13.63
Certificated	1,138,877	2,626,715	-	-	-	-	3,765,592
Classified	559,458	365,243	-	-	-	-	924,701
Benefits	413,031	696,498	-	-	-	-	1,109,530
Health Benefits	181,250	412,543	-	-	-	-	593,792
NEVCO Oversight 1%	65,471	-	-	-	-	-	65,471
Subtotal Fixed Expenses	2,358,086	4,100,999	-	-	-	-	6,459,086
Material/Supplies	49,930	-	9,692	13,593	14,532	3,305	91,052
Food	-	-	3,833	9,878	24,054	4,289	42,054
Equipment	8,830	-	9,692	13,593	14,532	3,305	49,952
Travel/Conferences	48,767	-	3,500	2,500	-	-	54,767
Insurance	37,545	-	-	-	-	-	37,545
Utilities	8,500	-	-	666	-	-	9,166
Rents/Leases/Repairs	73,576	-	-	187,441	117,210	54,386	432,613
Consultant/Svcs/Oper. Exp	603,284	-	1,000	10,624	4,604	-	619,512
Postage	5,240	-	1,000	47	22	81	6,390
Telephone	2,883	-	4,400	14,169	-	676	22,128
Internet	11,836	-	8,378	10,669	2,641	3,000	36,524
Subtotal Discretionary Expenses	850,391	-	41,495	263,180	177,595	69,042	1,401,703
Total Expenditures	3,208,477	4,100,999	41,495	263,180	177,595	69,042	7,860,788
Ending Fund Balance	5,692,690	-	81,558	49,981	94,815	13,709	5,932,752
Components of Ending Balance							
10% Reserve	786,079						786,079
Admin Reserve	1,124,403						1,124,403
State Grant Reserve	993,189						993,189
Unappropriated Balance	2,789,019	-	81,558	49,981	94,815	13,709	3,029,081

John Muir Charter Schools
2022-2023 Budget
45-Day Revise

Description	Adopted 2022-23	45-Day Revise 2022-23	Difference Inc/(Dec)
ADA	411.22	411.22	0.00
REVENUES			
LCFF	6,422,903	6,547,092	124,189
Federal ESSA CSI	201,719	207,483	5,764
Lottery Unrestricted	70,009	70,009	0
Lottery Restricted	27,918	27,918	0
Mandate Block Grant	17,070	17,070	0
State Funds	0	1,533,496	1,533,496
Charter Facility Funds	300,060	311,310	11,250
Local	60,337	60,337	0
Total Revenue	7,100,016	8,774,715	1,674,699
EXPENDITURES			
FTE Certificated	42.50	46.25	3.75
FTE Classified	12.63	13.63	1.00
Certificated	3,329,935	3,765,592	435,657
Classified	836,879	924,701	87,822
Benefits	990,972	1,109,530	118,558
Health Benefits	539,386	593,792	54,406
Materials/Supplies	91,052	91,052	0
Food	42,054	42,054	0
Equipment	49,952	49,952	0
Travel/Conference	54,767	54,767	0
Insurance	37,545	37,545	0
Utilities	9,166	9,166	0
Rents/Leases	417,613	432,613	15,000
Consultants/Service	346,217	619,512	273,295
Postage	6,390	6,390	0
Telephone	22,128	22,128	0
Internet	36,524	36,524	0
Oversight 1%	64,229	65,471	1,242
Total Expenditures	6,874,809	7,860,789	985,980
Net Increase/(Decrease)	225,207	913,926	688,719
Beg Fund Balance	5,018,826	5,018,826	0
End Fund Balance	5,244,033	5,932,752	688,719

John Muir Charter Schools DRAFT 2022-20223 At-Will Salary Schedules

Classified Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
Chief Financial Officer																		
1	Hourly FT@40hrs	\$46.05	\$48.35	\$50.77	\$53.31	\$55.97	\$58.77	\$61.71	\$64.80	\$68.04	\$71.44	\$75.01	\$78.76	\$82.70	\$86.83	\$91.18	\$95.73	
2	Hourly	\$90.994.80	\$95.544.54	\$100.321.77	\$105.332.86	\$110.604.75	\$116.134.99	\$121.941.73	\$128.038.82	\$134.440.76	\$141.161.80	\$148.203.99	\$155.631.99	\$163.413.59	\$171.584.27	\$180.163.48	\$189.171.65	\$199.49
3	Hourly	\$46.01	\$48.21	\$50.52	\$52.95	\$55.49	\$58.17	\$60.98	\$63.93	\$67.02	\$70.27	\$73.69	\$77.27	\$80.94	\$84.79	\$88.81	\$92.99	
4	Hourly	\$86.963.76	\$91.311.95	\$95.877.55	\$100.671.42	\$105.704.99	\$110.990.24	\$116.539.76	\$122.366.74	\$128.485.08	\$134.908.33	\$141.654.80	\$148.737.94	\$156.174.42	\$163.983.14	\$172.182.30	\$180.791.41	\$190.52
5	Hourly	\$32.48	\$34.10	\$35.81	\$37.60	\$39.48	\$41.45	\$43.53	\$45.70	\$47.99	\$50.39	\$52.91	\$55.55	\$58.33	\$61.25	\$64.31	\$67.52	
6	Hourly	\$64.180.48	\$67.389.50	\$70.758.98	\$74.296.93	\$78.011.77	\$81.912.34	\$86.007.98	\$90.308.38	\$94.823.80	\$99.564.99	\$104.543.24	\$109.770.40	\$115.258.92	\$121.021.87	\$127.072.96	\$133.426.61	\$140.09
7	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
8	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
9	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
10	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
11	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
12	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
13	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
14	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
15	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
16	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
17	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
18	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
19	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
20	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
21	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
22	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
23	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
24	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
25	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
26	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
27	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
28	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
29	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
30	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
31	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
32	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
33	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
34	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
35	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
36	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
37	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
38	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
39	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
40	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
41	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
42	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
43	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
44	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
45	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
46	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
47	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
48	Hourly	\$29.916.64	\$31.412.47	\$32.983.10	\$34.632.25	\$36.363.86	\$38.182.06	\$40.091.16	\$42.095.72	\$44.200.50	\$46.410.53	\$48.731.05	\$51.167.61	\$53.725.99	\$56.412.29	\$59.232.90	\$62.194.55	\$65.29
49	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94	
50	Hourly	\$53.174.16	\$55.832.87	\$58.624.51	\$61.555.74	\$64.633.52	\$67.865.20	\$71.258.46	\$74.821.38	\$78.562.45	\$82.490.57	\$86.615.10	\$90.945.86	\$95.493.15	\$100.267.81	\$105.281.20	\$110.945.26	\$117.36
51	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76	
52	Hourly	\$42.543.28	\$44.670.44	\$46.903.97	\$49.249.16	\$51.711.62	\$54.297.20	\$57.012.06	\$59.862.67	\$62.855.80	\$65.998.59	\$69.298.52	\$72.763.45	\$76.401.62	\$80.221.70	\$84.232.78	\$88.444.42	\$92.86
53	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55	
54	Hourly	\$31.892.64	\$33.487.27	\$35.161.64	\$36.919.72	\$38.765.20	\$40.703.99	\$42.739.19	\$44.876.15	\$47.119.95	\$49.475.95	\$51.949.75	\$54.547.24	\$57.274.60	\$60.138.33	\$63.145.25	\$66.302.51	\$69.61
55	Hourly	\$29.916																

Classified Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
Chief Financial Officer	1	Hourly FT@40hrs	\$46.05 \$90,994.80	\$48.36 \$95,559.36	\$50.77 \$100,321.52	\$53.31 \$105,340.56	\$55.98 \$110,616.48	\$58.78 \$116,149.28	\$61.72 \$121,958.72	\$64.80 \$128,044.80	\$68.04 \$134,407.04	\$71.44 \$141,165.44	\$75.02 \$148,239.52	\$78.77 \$155,649.52	\$82.70 \$163,415.20	\$86.84 \$171,585.96	\$91.18 \$180,165.26	\$95.74 \$189,732.52
Director	2	Hourly	\$44.01	\$46.21	\$48.52	\$50.94	\$53.49	\$56.17	\$58.97	\$61.92	\$65.02	\$68.27	\$71.68	\$75.27	\$79.03	\$82.98	\$87.13	
Deputy Director	3	Hourly	\$86,963.76	\$91,311.95	\$95,877.55	\$100,657.44	\$110,991.92	\$116,524.72	\$122,350.96	\$128,479.52	\$134,903.50	\$141,648.67	\$148,731.10	\$156,167.66	\$163,976.04	\$172,174.84	\$180,783.59	
Coordinator/Specialist	4	Hourly	\$32.48	\$34.11	\$35.81	\$37.60	\$39.48	\$41.46	\$43.53	\$45.70	\$47.99	\$50.39	\$52.91	\$55.55	\$58.33	\$61.25	\$64.31	
		FT@40hrs	\$64,180.48	\$67,401.36	\$70,760.56	\$74,298.59	\$78,013.32	\$81,924.96	\$86,021.21	\$90,303.20	\$94,878.24	\$99,669.65	\$104,548.33	\$109,775.54	\$115,264.32	\$121,027.53	\$127,078.91	
Counselor	5	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	
Instructor	6	Hourly	\$21.53	\$22.60	\$23.73	\$24.92	\$26.16	\$27.47	\$28.85	\$30.29	\$31.80	\$33.39	\$35.06	\$36.82	\$38.66	\$40.59	\$42.62	
		FT@40hrs	\$42,543.28	\$44,657.60	\$46,890.48	\$49,235.00	\$51,696.75	\$54,281.59	\$57,007.60	\$59,857.88	\$62,836.60	\$65,978.64	\$69,277.57	\$72,756.32	\$76,394.14	\$80,211.84	\$84,224.53	
Instructional Assistant	7	Hourly	\$16.14	\$16.95	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96	
		FT@40hrs	\$31,892.64	\$33,487.27	\$35,172.80	\$36,931.44	\$38,778.01	\$40,705.60	\$42,740.88	\$44,894.72	\$47,127.60	\$49,483.98	\$51,968.80	\$54,577.36	\$57,285.23	\$60,149.49	\$63,156.96	
Tutor/Coach	8	Hourly	\$15.14	\$15.90	\$16.14	\$16.95	\$17.14	\$18.00	\$18.14	\$19.05	\$19.10	\$20.14	\$21.15	\$21.14	\$22.20	\$22.14	\$23.25	
		FT@40hrs	\$29,916.64	\$31,412.47	\$32,892.64	\$33,487.27	\$35,562.07	\$35,846.06	\$37,636.87	\$39,636.87	\$39,711.67	\$39,796.64	\$41,786.47	\$41,775.64	\$43,861.27	\$43,748.64	\$45,936.07	
Admin. Coordinator	9	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	
Admin. Assistant	10	Hourly	\$21.53	\$22.60	\$23.73	\$24.92	\$26.16	\$27.47	\$28.85	\$30.29	\$31.80	\$33.39	\$35.06	\$36.82	\$38.66	\$40.59	\$42.62	
		FT@40hrs	\$42,543.28	\$44,657.60	\$46,890.48	\$49,235.00	\$51,696.75	\$54,281.59	\$57,007.60	\$59,857.88	\$62,836.60	\$65,978.64	\$69,277.57	\$72,756.32	\$76,394.14	\$80,211.84	\$84,224.53	
Head Registrar	11	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	
Registrar	12	Hourly	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.07	\$23.18	\$24.34	\$25.55	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61	\$34.24	
		FT@40hrs	\$34,184.80	\$35,884.16	\$37,678.37	\$39,562.29	\$41,540.40	\$43,617.42	\$45,798.29	\$48,088.21	\$50,492.62	\$53,017.25	\$55,668.11	\$58,451.52	\$61,374.09	\$64,442.80	\$67,664.94	
Assistant Registrar	13	Hourly	\$16.95	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56	
		FT@40hrs	\$33,493.20	\$35,167.86	\$36,926.25	\$38,772.57	\$40,711.19	\$42,746.75	\$44,894.72	\$47,127.60	\$49,483.98	\$51,968.80	\$54,577.36	\$57,285.23	\$60,149.49	\$63,156.96	\$66,314.81	
Analyst	14	Hourly	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$41.05	\$43.10	\$45.26	\$47.52	
		FT@40hrs	\$47,424.00	\$49,795.20	\$52,284.96	\$54,899.21	\$57,644.17	\$60,526.38	\$63,552.70	\$66,730.33	\$70,066.85	\$73,570.19	\$77,248.70	\$81,111.13	\$85,166.69	\$89,425.02	\$93,896.28	
Community Resource Coordinator	15	Hourly	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.66	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$30.37	\$31.89	\$33.49	\$35.16	
		FT@40hrs	\$35,093.76	\$36,848.45	\$38,690.87	\$40,625.41	\$42,656.68	\$44,776.16	\$47,028.80	\$49,380.24	\$51,849.25	\$54,441.71	\$57,163.80	\$60,011.12	\$63,011.68	\$66,176.24	\$69,485.05	

Full Time Salaried Employee: 40 hours per week.
Part Time Salaried Employee: 20-39 hours per week.
Hourly Employee: 1-19 hours per week.

Classified salary schedule is based on 247 days including paid holidays.

Employees do not move through salary steps based on time in service. Salary increases are granted through supervisor recommendation or employee application.

Health, Dental, Vision Benefits		
Muir has a "menu plan" for medical dental and vision insurance		
% FTE	Description	Annual Cap
Less than 50%	No Benefits	N/A
50%	50% Benefits	\$4,670 - life insurance
51%-74%	Prorated Benefits	Prorated
100% 40 hrs	100% Benefits	\$9,240 - life insurance
100% 40 hrs	100% Benefits	\$9,240 - life insurance

JMCS does not provide cash-in-lieu for benefits.

Cell Phone Stipends	
CEO, CFO, COO	\$1,800
Director/Dep Director	\$1,400
Coordinator	\$1,200

JMCS Board Approved: April 13, 2022

CERTIFICATED ADMIN STAFF

Certificated Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Chief Executive Officer	1	\$104,178	\$109,386	\$114,856	\$120,599	\$126,628	\$132,960	\$139,608	\$146,588	\$153,918	\$161,614	\$169,694	\$178,179	\$187,088	\$196,442	\$206,264	\$216,578
Chief Operating Officer	2	\$92,532	\$97,159	\$102,017	\$107,117	\$112,473	\$118,162	\$124,070	\$130,274	\$136,787	\$143,627	\$150,808	\$158,348	\$166,266	\$174,579	\$183,308	\$192,473
Director	3	\$77,110	\$80,966	\$85,014	\$89,265	\$93,728	\$98,414	\$103,335	\$108,502	\$113,927	\$119,623	\$125,604	\$131,884	\$138,479	\$145,403	\$152,673	\$160,306
Deputy Director	4	\$72,066	\$75,669	\$79,452	\$83,425	\$87,596	\$91,976	\$96,575	\$101,404	\$106,474	\$111,798	\$117,387	\$123,257	\$129,420	\$135,891	\$142,686	\$150,735
Coordinator/Specialist	5	\$67,713	\$71,099	\$74,654	\$78,387	\$82,306	\$86,421	\$90,742	\$95,279	\$100,043	\$105,046	\$110,298	\$115,813	\$121,603	\$127,684	\$134,068	\$140,771
Community Resource Director	6	\$52,209	\$54,819	\$57,560	\$60,438	\$63,460	\$66,633	\$69,965	\$73,463	\$77,136	\$80,993	\$85,043	\$89,295	\$93,760	\$98,448	\$103,370	\$108,539

Certificated admin salary schedule is based on 247 days including paid holidays.

CERTIFICATED TEACHING STAFF

Certificated Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Lead Teacher	7	\$58,010	\$60,910	\$63,956	\$67,154	\$70,511	\$74,037	\$77,739	\$81,626	\$85,707	\$89,992	\$94,492	\$99,217	\$104,177	\$109,386	\$114,856	\$120,599
Teacher	8	\$52,209	\$54,819	\$57,560	\$60,438	\$63,460	\$66,633	\$69,965	\$73,463	\$77,136	\$80,993	\$85,043	\$89,295	\$93,760	\$98,448	\$103,370	\$108,539
Hourly Teacher/Substitute	9	\$21,75	\$22,84	\$23,98	\$25,18	\$26,44	\$27,76	\$29,15	\$30,61	\$32,14	\$33,74	\$35,43	\$37,20	\$39,06	\$41,01	\$43,07	\$45,22
Certificated Counselor	10	\$64,489	\$67,713	\$71,099	\$74,654	\$78,387	\$82,306	\$86,421	\$90,742	\$95,279	\$100,043	\$105,046	\$110,298	\$115,813	\$121,603	\$127,684	\$134,068

Certificated salary schedule is based on 194 work days.

Full Time Salaried Employee: 40 hours per week.
Part Time Salaried Employee: 20-39 hours per week.
Hourly Employee: 1-19 hours per week.

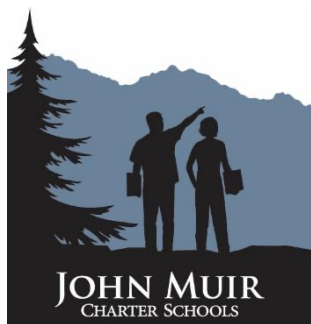
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100% 40 Hrs	100% Benefits	\$9,240 + life insurance
JMCS does not provide cash-in-lieu for benefits.		

Cell Phone Stipends	
CEO, CFO, COO:	\$1,800
Director/Dep Director	\$1,440
Coordinator	\$1,200

JMCS Board Approved: April 13, 2022

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John Muir Charter Schools A-G Completion Improvement Block Grant Expenditure Plan

Governing Board Reading 1: August 10, 2022

Governing Board Reading 2: September 14, 2022

Funds Awarded: \$240,307

- \$165,307, A-G Access Grant
- \$75,000, A-G Learning Loss Mitigation Grant

Intro:

A-G courses are a series of high school classes that students are required to successfully complete for eligible admission to the California State University and University of California systems. Historically, JMCS has not offered A-G courses; students who are interested in attending a university are encouraged to enroll and complete classes through the community college system before transferring to a 4-year university.

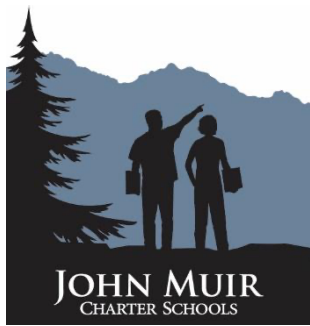
Although JMCS does not foresee a large initial enrollment in A-G courses, we do anticipate there being a small population of JMCS students who enroll in and complete these rigorous courses in anticipation of applying to and enrolling in a 4-year university.

A-G Course List

- A - HISTORY/SOCIAL SCIENCE (2 YEARS REQUIRED)
- B - ENGLISH (4 YEARS REQUIRED)
- C - MATHEMATICS (3 YEARS REQUIRED, 4 YEARS RECOMMENDED)
- D - LABORATORY SCIENCE (2 YEARS REQUIRED, 3 YEARS RECOMMENDED)
- E - FOREIGN LANGUAGE (2 YEARS REQUIRED, 3 YEARS RECOMMENDED)
- F - VISUAL & PERFORMING ARTS (1 YEAR REQUIRED)
- G - COLLEGE PREP ELECTIVE (1 YEAR REQUIRED)

A-G Access Grant

California has appropriated funds to Local Educational Agencies (LEAs) that have a 2020–2021 A-G completion rate less than 67 percent and are based on the number of 9–12 Unduplicated Pupil Count (UPC) in the LEA multiplied by \$283.06. JMCS's current A-G completion rate is 0 percent, as prior to June 30, 2022 JMCS did not have approved A-G courses. With the submittal and approval of JMCS A-G Courses during the 2021-2022 school year, JMCS will use funds appropriated under the A-G Access Grant to begin implementing A-G Courses state-wide, provide intensive individual training and professional development to teachers in delivering

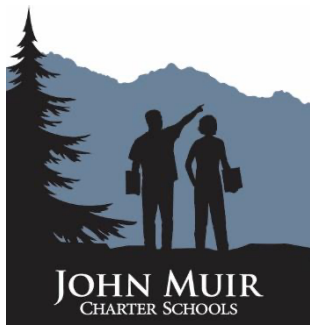


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engaging A-G course content, identify students who are interested in extending their enrollment with JMCS to complete the A-G course requirements, and coordinating training of content area department chairs to assume leadership roles in course implementation in year three of implementation of A-G coursework.

A-G Access Grant Expenditure Priorities:

- Develop and receive JMCS governing board approval for the new position of A-G Program Implementation Coordinator to guide and oversee implementation of JMCS's A-G courses and programing.
- The position of A-G Program Implementation Coordinator will be funded specifically through the A-G Access Grant; grant funding will not supplant any other funding courses for existing JMCS staff positions. The term of the position is July 1, 2022 through June 30, 2024. If all A-G Access Grant funds have not been expended by June 30, 2024, the JMCS Governing Board may take action to extend the position of A-G Program Implementation Coordinator or appropriate other unallocated JMCS revenues to extend the term of the position.
- Recruit and Hire an A-G Program Implementation Coordinator with the required curriculum, training, and program implementation experience to coordinate the following activities and duties:
 - Develop and maintain the 5-year project map for full implementation of A-G coursework beginning in the 2022-2023 school year and to be completed by June 30, 2028
 - Develop and implement individual teacher training programs centered on A-G implementation
 - Advise JMCS leadership staff in incorporating A-G implementation training into JMCS's schoolwide professional development in-services
 - Support and maintain the integration of A-G courses with the Canvas learning management system
 - Incorporate A-G Courses into JMCS Student Achievement Plans, graduation plans, and student transition plans
 - Collaborate with JMCS partner agencies to develop program extension applications and guidelines specific to students working to complete A-G course work



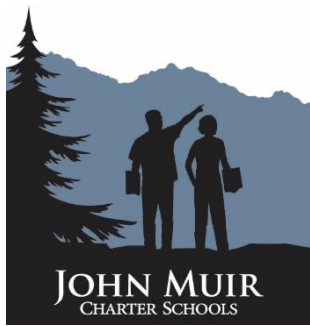
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- Provide ongoing direct student and staff advisement on completion of A-G coursework
- Train JMCS teachers and staff on A-G requirements and how to talk with students about A-G coursework options
- Train and assist teachers in instructional practices for integration of A-G Courses
- Revise current JMCS Benchmarks Course Outlines to integrate A-G course content
- Coordinate the development of a “Department Chair” model identifying highly qualified teachers to act as lead instructors for core-subject A-G course content
- Coordinate with highly-qualified teachers to provide tutoring to students in A-G courses
- Supplement expenditures for Odysseyware costs to support increased user licenses in offering A-G courses to all JMCS students
- Provide annual stipends to highly qualified JMCS teachers for providing subject-area support to students in advanced subject areas.
- Provide annual stipends to highly qualified teachers for certifying internally created courses for A-G

A–G Learning Loss Mitigation Grant Expenditure Priorities

Revenues allocated to JMCS under the A-G Learning Loss Mitigation Grant will be spent implementing the new A-G Completion Improvement Block Grant Expenditure Plan. The implementation program is new to JMCS, and revenues expended under the grant do not supplant any existing JMCS program or staffing costs.

The A–G Learning Loss Mitigation Grant shall be used to allow JMCS student who receive a grade of “D,” “F,” “Fail”, or “No Pass” in an A–G approved course in the spring semester of 2020 or the 2020–21 school year to retake those A–G courses. Per policy 5301, JMCS does not award grades below “C”, but by nature of JMCS’s dropout reengagement program, most new enrolling JMCS students will have received a D or F grade in A-G coursework at a prior school. JMCS will use A–G Learning Loss Mitigation Grant funds to not only allow students to retake A-G courses in which they previously received a D or F, but also to provide intensive training for teachers to deliver engaging instruction in A-G coursework in individual, small group, and whole class instructional settings.



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In future years, all JMCS students who do not have passing grades in A-G courses will have the opportunity to extend their course deadlines and/or retake those courses in Odysseyware while receiving supplemental direct instruction and tutoring from a JMCS teacher.

If sufficient funds are available after allowing pupils who receive a grade of “D,” “F,” or “Fail” in an A–G approved course in the spring semester of 2020 or the 2020–21 school year to retake those A–G courses, JMCS will use grant funds to offer credit recovery opportunities to all pupils.

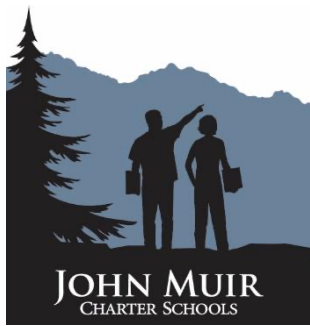
Program Compliance

JMCS will use A-G Grant funding to increase and improve services for unduplicated pupils to improve A-G eligibility. This plan and the described services supplement, and do not supplant, existing services identified in the Local Control and Accountability Plan (LCAP) and the Learning Recovery Program plan.

JMCS’ LCAP clearly outlines our schoolwide effort to increase students’ preparedness for college and continuously improve instructional programs and practices. Goal One states, “JMCS will provide engaging, high quality and culturally responsive classroom instruction and curriculum that meaningfully incorporates current technology in order to eliminate academic barriers and support students' paths to college and career readiness”. This goal is directly in line with California’s state priority areas 1, 2, 4, 7 and 8. Services funded by the A-G Completion Improvement Block Grant will allow JMCS to increase the availability of, access to, and support for advanced A-G classes for JMCS students and to enhance JMCS’s work within this schoolwide goal.

The JMCS Learning Recovery Program plan provides funding for summer school stipends and tutors for high-need students (English Language Learners and Special Education) through the Expanded Learning Opportunities (ELO) Grant. A-G Completion Improvement Block Grant funds will not supplant the ELO funding and are specific to new programs dedicated to A-G course access and implementation. A-G Completion Improvement Block Grant of funding by providing A-G course access and support to all JMCS students.

Expenditure of funds through the A-G Completion Improvement Block Grant Expenditure Plan will provide all JMCS students to access A-G courses approved by the University of California. 93% of JMCS’s students are unduplicated pupils; JMCS will build into our A-G implementation map and processes a special emphasis on identifying unduplicated students who are interested in attending a university upon graduation and supporting them with wrap-around services that help them achieve their goals.



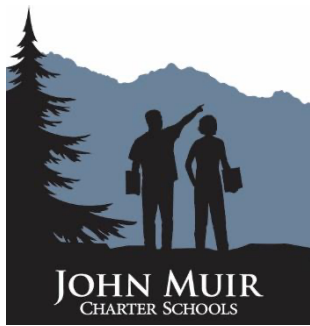
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John Muir Charter School Position Description: A-G Program Implementation Coordinator

The John Muir Charter Schools (JMCS) A-G Program Implementation Coordinator (A-G Coordinator) position is a full-time, limited term position for the term of July 1, 2022 to June 30, 2024. The A-G Coordinator reports directly to the JMCS COO and CEO, and is responsible for the planning, implementation, and oversight of JMCS's 5-year plan for full implementation of A-G courses.

Position Duties

- **Development of A-G Implementation Project Map:** Develop and maintain the 5-year project map for full implementation of A-G coursework beginning in the 2022-2023 school year and to be completed by June 30, 2028.
- **Development of Individual Staff Training Programs:** Develop and implement individual teacher training programs centered on A-G implementation. Train JMCS teachers and staff on A-G requirements and how to talk with students about A-G coursework options. Train and assist teachers in instructional practices for integration of A-G Courses.
- **Schoolwide Professional Development:** Advise JMCS leadership staff in incorporating A-G implementation training into JMCS's schoolwide professional development in-services.
- **Canvas Support and Maintenance:** Support and maintain the integration of A-G courses with the Canvas learning management system.
- **Incorporation of A-G Courses into Existing JMCS Specific Instructional Models:** Incorporate A-G Courses into JMCS Student Achievement Plans, graduation plans, and student transition plans.
- **Partner Agency Collaboration:** Collaborate with JMCS partner agencies to develop program extension applications and guidelines specific to students working to complete A-G course work.



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- **Direct Student and Staff Support:** Provide ongoing direct student and staff advice on completion of A-G coursework.
- **JMCS Benchmarks Course Outlines:** Revise current JMCS Benchmarks Course Outlines to integrate A-G course content.
- **Development of a Department Chairs Model:** Coordinate the development of a “Department Chair” model identifying highly qualified teachers to act as lead instructors for core-subject A-G course content
- **Coordination of Subject Specific Tutoring for JMCS Students:** Coordinate with highly-qualified teachers to provide tutoring to students in A-G courses.
- **Other Duties as Assigned:** The JMCS CEO or COO may assign other duties to the A-G Program Implementation Coordinator.

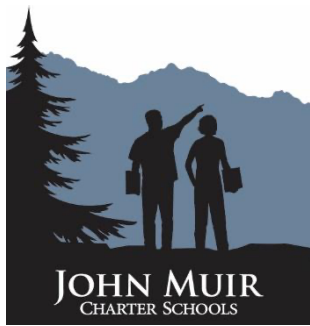
Required Experience:

- Minimum 5 Years Experience in Curriculum Design and Implementation
- Significant experience in project oversight and completion
- Experience working with dropout recovery and reengagement programs
- Significant experience data collection and analysis
- Experience in development and implementation of LCAP and WASC Accreditation Plans as related to curricular programs

Work Setting and Travel: This is a home/remote based position requiring regular travel to visit JMCS school sites, attend JMCS administrative meetings, and to attend JMCS Board Meetings.

Compensation: Staff compensation is based on experience and based on the Coordinator line of the JMCS At-Will Salary Step Schedule. Medical, Dental, Vision, and Life insurance benefits are included in staff compensation plans.

Position Term: The A-G Program Implementation Coordinator position term is July 1, 2022 through June 30, 2024. If all A-G Access Grant funds have not been expended by June 30, 2024,



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the JMCS Governing Board may take action to extend the position of A-G Program Implementation Coordinator or appropriate other unallocated JMCS revenues to extend the term of the position.

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Memorandum

TO: President Stan Miller and JMCS Board
 FROM: Dawn McConnell, COO

BOARD MEETING DATE: August 10, 2022

DATE PREPARED: August 1, 2022

AGENDA: Action Item

TITLE: Declaration of Need for Fully Qualified Educators for 2022/2023

RECOMMENDED MOTION: Approve and authorize submission of application for Declaration of Need for Fully Qualified Educators for school year 2022/2023 so that staffing is achieved with the best possible candidates.

BACKGROUND:

Each year, we try to maintain and hire highly skilled, fully qualified educators. Sometimes we are faced with vacancies or extenuating circumstances resulting in a shortage of fully qualified educators to fill these positions. For this reason, the Commission on Teacher Credentialing (CTC) requires that we as a charter school, have a Declaration of Need for Fully Qualified Educators filed each year we anticipate employing teachers who are not fully credentialed for their assignment but are eligible to obtain an authorization through an emergency type permit or waiver, allowing them to teach while completing the requirements of a fully qualified educator.

We are delighted that we have attracted and continue to retain highly qualified. We have a few certificated vacancies and depending on the qualifications of prospective candidates, an educator may need an option for an emergency permit or waiver while they complete their credential requirements. The most commonly required emergency permit is for substitute teaching and for Emergency CLAD. With this Declaration, we will be able to obtain the necessary authorization from the CTC to allow the educators to teach in these assignments.

A Declaration of Need for Fully Qualified Educators must be authorized at a public meeting by the JMCS Board in order to submit our application to the CTC. The Declaration of Need for Fully Qualified Educators represents a statement of anticipated needs for the 2022/2023 school year (including summer extended year). This Declaration shall remain in force until June 30, 2023.

IMPACT:

The Declaration will allow all positions to be staffed with the best possible educators. There is no fiscal impact.



State of California
Commission on Teacher Credentialing
Certification Division
1900 Capitol Avenue
Sacramento, CA 95811-4213

Email: credentials@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: _____

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: _____ District CDS Code: _____

Name of County: _____ County CDS Code: _____

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on ____/____/____ certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, _____.

Submitted by (Superintendent, Board Secretary, or Designee):

Name *Signature* *Title*

Fax Number *Telephone Number* *Date*

Mailing Address

E-Mail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY, CHARTER SCHOOL OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

<i>Name</i>	<i>Signature</i>	<i>Title</i>
<i>Fax Number</i>	<i>Telephone Number</i>	<i>Date</i>
<i>Mailing Address</i>		
<i>E-Mail Address</i>		

- *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit

Estimated Number Needed

CLAD/English Learner Authorization (applicant already holds teaching credential)

Bilingual Authorization (applicant already holds teaching credential)

List target language(s) for bilingual authorization:

Resource Specialist

Teacher Librarian Services

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	
Single Subject	
Special Education	
TOTAL	

AUTHORIZATION(S) FOR SINGLE SUBJECT LIMITED ASSIGNMENT PERMITS (A separate page may be used if needed)	ESTIMATED NUMBER NEEDED

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to www.cde.ca.gov for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program?	Yes	No
--	-----	----

If no, explain. _____

Does your agency participate in a Commission-approved college or university internship program?	Yes	No
---	-----	----

If yes, how many interns do you expect to have this year? _____

If yes, list each college or university with which you participate in an internship program.

If no, explain why you do not participate in an internship program.
