



## Blue Ridge Academy

955 Stanislaus Street, Maricopa, CA 93252  
Ph (661) 525-1178 | Fax (661) 465-4544

**Regular Scheduled Board Meeting**  
**March 14, 2023 – 6:00 pm**  
**625 West Covina Blvd.**  
**San Dimas, CA 91773**

*Teleconference Available to the Public*  
<https://zoom.us/j/8698887379>  
*Call-In Information: 669-900-6833*  
*Meeting ID: 869 888 7379*

### AGENDA

1. Call to Order
2. Approval of the Agenda
3. Public Comments
4. Discussion and Potential Action on the Next Regular Scheduled Board Meeting
5. Consent Agenda – Items for Consideration
  - a) 2-21-23 Board Minutes
  - b) Invoices over \$100,000
  - c) Procurify Renewal Contact
6. Discussion and Potential Action on the Testing Participation Update
7. Discussion and Potential Action on the Second Interim Report
8. Discussion and Potential Action on the Auditor Selection
9. Closed Session – Conference with Labor Negotiators: Unrepresented Employee, Part-Time Home School Teachers - Section 54957.8
10. Discussion and Potential Action on the Compensation Policy
11. Board of Directors' Requests
12. Adjournment



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All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below will enact all items. There will be no separate discussion of these items prior to the time the Board of Education votes on the motion unless members of the Board, staff or public request specific items to be removed from the Consent Agenda for separate consideration for action.

Public comment rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate with the administrative team your desire to address the board or simply communicate orally your desire to address the board when the board asks for public comments. Speakers may be called in the order that requests are received. We ask that comments are limited to 2 minutes each, with no more than 15 minutes per single topic so that as many people as possible may be heard. If a member of the public utilizes a translator to address the board, those individuals are allotted 4 minutes each. If the board utilizes simultaneous translation equipment in a manner that allows the board to hear the translated public testimony simultaneously, those individuals are allotted 2 minutes each. Members of the public may also email their comments to the Board at [Board@theblueridgeacademy.com](mailto:Board@theblueridgeacademy.com) no later than 1 business day before a Board meeting. Emailed comments will be read during the public comments portion of the meeting after the spoken comments, as time allows. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to school staff or calendar the issue for future discussion.

Note: Blue Ridge Academy Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Governing Board Office at 657-600-0976 at least 48 hours before the scheduled board meeting so that we may make every reasonable effort to accommodate you. (Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132)).

# 2022 – 2023 Board Meeting Calendar

## July

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## August

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## September

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## October

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## November

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

## December

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## January 2023

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## February

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

## March

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## April

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## May

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## June

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



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**Regular Scheduled Board Meeting**  
**February 21, 2023 – 6:00 pm**  
**625 West Covina Blvd., San Dimas, CA 91773**  
**Through Teleconference**

**Attendance: Jessie Maron, Jennifer Marron, Arlene Nelson, May Hampton, Nicole Zolfo**

**Absent: None**

**Also Present: Samantha Haynes, Dr. Loretta Burns, James Surmeain,**

### **1. Call to Order**

Jessie Maron called the meeting to order at 6:07 pm.

### **2. Approval of the Agenda**

The Board motioned to approve the Agenda.

Motion: Jessie Maron

Second: Arlene Nelson

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Absent*

*May Hampton: Aye*

*Jennifer Marron: Aye*

### **3. Public Comments**

-Jennifer Clingsmith addressed the board about the part time teacher pay and the lack of increase

-Mandy Belkin addressed the board about the part time teacher pay and the lack of increase

-Lisa Asai addressed the to speak about her appreciation for the part time teachers

**Board member Nicole Zolfo joined the meeting at 6:15 pm.**

### **4. Executive Director's Report**

The Board received a report from the Executive Director. No action was taken.



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### 5. Discussion and Potential Action on the Next Regular Scheduled Board Meeting

The Board motioned to approve the Next Regular Scheduled Board Meeting on April 18, 2023.

Motion: Arlene Nelson

Second: May Hampton

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

### 6. Consent Agenda – Items for Consideration

**a) 1-24-23 Board Minutes**

**b) Invoices over \$100,000**

**c) 2023-2024 Comprehensive School Safety Plan**

The Board motioned to approve the Consent Agenda – Items for Consideration.

Motion: Arlene Nelson

Second: Nicole Zolfo

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

### 7. Discussion and Potential Action on the January Financials

The Board motioned to approve the January Financials.

Motion: Arlene Nelson

Second: Jennifer Marron

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*



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### 8. Discussion and Potential Action on the Second Interims

The Board motioned to table the Second Interims and maintain the March 14<sup>th</sup> Board meeting.

Motion: Jessie Maron

Second: Arlene Nelson

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

### 9. Discussion and Potential Action on the 2023-2024 Planning Amounts

The Board motioned to approve the 2023-2024 Planning Amounts.

Motion: Arlene Nelson

Second: May Hampton

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Abstained*

### 10. Discussion and Potential Action on the 2023-2024 Staff Contract Template

The Board motioned to approve the 2023-2024 Staff Contract Template.

Motion: Nicole Zolfo

Second: May Hampton

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Abstain*

### 11. Discussion and Potential Action on the 2023-2024 Compensation Policy

The Board motioned to table the 2023-2024 Compensation Policy.

Motion: Jessie Maron

Second: Arlene Nelson

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Abstain*



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### **12. Discussion and Potential Action on the 2023-2024 Employee Handbook**

The Board motioned to approve the 2023-2024 Employee Handbook.

Motion: Arlene Nelson

Second: May Hampton

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Abstain*

### **13. Discussion and Potential Action on the 2023-2024 Parent Student Handbook**

The Board motioned to approve the 2023-2024 Parent Student Handbook.

Motion: Jessie Maron

Second: Arlene Nelson

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

### **14. Discussion and Potential Action on the 23-24 Administrative Staffing Needs**

The Board motioned to approve the 23-24 Administrative Staffing Needs.

Motion: May Hampton

Second: Jessie Maron

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Abstain*

### **15. Discussion and Potential Action on the 21-22 Audit Report**

The Board motioned to approve the 21-22 Audit Report.

Motion: Jessie Maron

Second: Jennifer Maron

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*



## 16. Board of Directors' Requests

- Arlene requests to reinstate the March 14th meeting

The Board motioned to reinstate the March 14th meeting.

Motion: Jessie Maron

Second: Jennifer Maron

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

- Arlene requests a position control audit of the PT teacher position to be discussed in closed session at the March 14<sup>th</sup> meeting.
- Jennifer would like to hear about testing participation numbers, update on effects of not meeting participation numbers, etc.

## 17. Adjournment

The Board motioned to adjourn the meeting at 8:18 pm.

Motion: Jessie Maron

Second: Nicole Zolfo

*Jessie Maron: Aye*

*Arlene Nelson: Aye*

*Nicole Zolfo: Aye*

*May Hampton: Aye*

*Jennifer Marron: Aye*

Prepared by:  
Amanda Panting

Noted by:

Board Secretary

BLUE RIDGE ACADEMY  
 TYLER MYERS  
 625 W. COVINA BLVD  
 SAN DIMAS CA 91773

Summary

Account Number: W00712861000  
 Invoice Number: 230440058234

Bill Date:	02/13/23
Billing Period:	03/01/23-03/31/23
Due Date:	03/01/23
Previous Amount Due:	\$ 231,573.33
Payments - thank you:	-231,573.33
Balance:	0.00
Current Charges:	232,034.15
Retroactive Adjustments:	-683.11
Net Credits/Debits	0.00
<b>Total Amount Due:</b>	<b>\$ 231,351.04</b>

**This is not a bill or a request for payment.**  
**Your bill will be sent via US mail, please refer to that document for all charges and information regarding making payments.**

Product Summary

Contract Type	Subscriber Count	Current Charges	Adjustments	Total
<b>Access+ HMO (R) Per Admit 20-500- Blue Shield of California</b>				
Subscriber	6	5,379.66	0.00	\$5,379.66
Subscriber & Spouse	0	0.00	0.00	\$0.00
Subscriber & Dependent(s)	0	0.00	0.00	\$0.00
Family	2	5,200.32	0.00	\$5,200.32
<b>Total</b>		<b>\$10,579.98</b>	<b>\$0.00</b>	<b>\$10,579.98</b>
<b>Access+ HMO (R) SaveNet Per Admit 20-500- Blue Shield of California</b>				
Subscriber	18	11,612.87	-683.11	\$10,929.76
Subscriber & Spouse	7	10,997.56	0.00	\$10,997.56
Subscriber & Dependent(s)	12	13,935.48	0.00	\$13,935.48
Family	24	47,542.80	0.00	\$47,542.80
<b>Total</b>		<b>\$84,088.71</b>	<b>\$-683.11</b>	<b>\$83,405.60</b>
<b>Blue Ridge Academy Custom PPO Combined Deductible 35-500 80/60- Blue Shield of California</b>				
Subscriber	12	10,559.40	0.00	\$10,559.40
Subscriber & Spouse	3	6,071.64	0.00	\$6,071.64
Subscriber & Dependent(s)	14	20,942.74	0.00	\$20,942.74
Family	23	58,692.55	0.00	\$58,692.55
<b>Total</b>		<b>\$96,266.33</b>	<b>\$0.00</b>	<b>\$96,266.33</b>
<b>Full PPO Savings Embedded Deductible 2800- Blue Shield of California</b>				
Subscriber	12	7,608.12	0.00	\$7,608.12
Subscriber & Spouse	0	0.00	0.00	\$0.00
Subscriber & Dependent(s)	7	7,591.29	0.00	\$7,591.29
Family	14	25,899.72	0.00	\$25,899.72
<b>Total</b>		<b>\$41,099.13</b>	<b>\$0.00</b>	<b>\$41,099.13</b>
<b>Total</b>		<b>\$232,034.15</b>	<b>\$-683.11</b>	<b>\$231,351.04</b>

Blue Shield of California  
Installation & Billing  
P.O. Box 629014  
El Dorado Hills CA 95762-9014

Account Number: W00712861000  
Invoice Number: 230440058234

**This is not a bill or a request for payment.  
Your bill will be sent via US mail, please refer to that document for all charges and information regarding making payments.**

Miscellaneous Credits and Debits

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None Applied

Blue Shield will charge a \$25 fee for all returned checks.

BLUE SHIELD OF CALIFORNIA  
P.O. BOX 749415  
LOS ANGELES CA 90074-9415

Total Due - please pay this amount  
Due Date

\$	231,351.04
	03/01/23



P.O. Box 629028  
 EL Dorado Hills, CA 95762-9028

BLUE RIDGE ACADEMY  
 Customer ID: 6537559739  
 Statement ID: 653755918244  
 April 2023

RETURN SERVICE ONLY - DO NOT MAIL PAYMENTS TO THE ABOVE ADDRESS

BLUE RIDGE ACADEMY  
 Nikki Kohlenbeder  
 955 STANISLAUS ST  
 MARICOPA, CA 93252-9779

Any activity processed after 03/01/2023 will appear on your next bill.

**Summary of Amount Due**

Previous Balance	\$-10,605.98
Payments	\$-142,666.29
<b>Balance</b>	<b>\$-153,272.27</b>
Current Activity	\$147,103.81
Retro & Other Activity	\$6,878.16
<b>Total Current Charges</b>	<b>\$153,981.97</b>

**Total Amount Due** **\$709.70**

(Includes past due and current charges)

**Due Before** **04/01/2023**

**Pay This Amount**

You are not signed up for autopay. Please go to [account.kp.org](http://account.kp.org) to make a one-time payment or schedule monthly payments directly from your bank account.

Accounts included in this bill					
Purchaser ID	Region	Billing Unit ID	Billing Unit Name	Total Active Member Count	Total Charges
234945	SCR	0000	BLUE RIDGE ACADEMY HMO	360	\$153,427.28
234945	SCR	7000	BLUE RIDGE ACADEMY COBRA	1	\$554.69

Any activity processed after 03/01/2023 will appear on your next bill.

**Payment Summary for Customer ID 6537559739**

Purchaser ID	Date posted	Payment type	Reference number	Payment amount	Billing Unit ID applied	Coverage month	Amount applied
234945	01/23/2023	LOCK/reversed	0000025797	\$142,333.48	0000	01/23/2023	\$142,333.48
234945	01/23/2023	LOCK	0000025797	\$142,333.48	0000	03/01/2023	\$-141,778.79
234945	02/21/2023	LOCK	0000026278	\$142,666.29	0000	02/21/2023	\$-142,666.29
234945	12/06/2022	LOCK/reversed	0000025138	\$153,272.27	0000	01/03/2023	\$6,667.68
234945	12/06/2022	LOCK	0000025138	\$153,272.27	0000	03/01/2023	\$-6,667.68
234945	01/23/2023	LOCK	0000025797	\$142,333.48	7000	03/01/2023	\$-554.69
<b>Total amount paid</b>							<b>\$-142,666.29</b>

It can take up to 10 days to process your payments. If you don't see a payment you've already made, you'll see it on a future bill.



Any activity processed after 03/01/2023 will appear on your next bill.

**You have a few simple and easy ways to pay your bill**

**Pay online**

Go to [account.kp.org](https://account.kp.org) to make a one-time payment or schedule monthly payments directly from your bank account.

**Pay by automated clearing house (ACH)**

Go to [account.kp.org](https://account.kp.org) to learn more about making convenient bank-to-bank payments.

**Pay by mail**

Use the form below to pay by check in the envelope provided. Checks that lack funds or can't be cashed aren't considered payment and will result in a nonsufficient funds fee.

**We appreciate your business.**

Provide billing account number(s) on check and make it payable to: KAISER FOUNDATION HEALTH PLAN

**(RETURN THIS PORTION WITH YOUR PAYMENT)**

BLUE RIDGE ACADEMY  
Nikki Kohlenbeder  
955 STANISLAUS ST  
MARICOPA, CA 93252-9779

BUIK 038562804 Customer ID 6537559739

REMITTANCE ADVICE FOR April 2023

**Please pay this Amount:** **\$709.70**  
AMOUNT PAID: \$ \_\_\_\_\_  
Due Date: **04/01/2023**

Kaiser Foundation Health Plan Inc  
P.O. Box 741562  
Los Angeles, CA 90074-1562

## ORDER FORM | Renewal

Prepared Date: 2023.03.07

(yyyy-mm-dd)

Customer:

<b>Name:</b>	Blue Ridge Academy
<b>Contact:</b>	SamanthaHayes
<b>Phone:</b>	(714) 926-2507
<b>Email:</b>	samantha.haynes@theblueridgeacademy.com

Bill To:

<b>Name:</b>	Blue Ridge Academy
<b>Address:</b>	955 Stanislaus St Maricopa, CA 93252 United States
<b>Contact:</b>	
<b>Email:</b>	samantha.haynes@theblueridgeacademy.com

Order Information:

<b>Contract Term (months):</b>	38
<b>Service Start Date: (yyyy-mm-dd)</b>	2023-05-15
<b>Billing Date (yyyy-mm-dd):</b>	2023-05-15
<b>Currency:</b>	USD
<b>Billing Frequency:</b>	Annual
<b>Payment Method:</b>	Invoice
<b>Payment Terms:</b>	Net 30

Product	Quantity	Price	Discount (% converted to \$)	Total Price
Enterprise Advanced User	300	\$457.96	\$0.00	\$137,388.00
Unlimited Requester Users	8000	\$0.00	\$0.00	\$0.00

Product	Quantity	Price	Discount (% converted to \$)	Total Price
Enterprise Advanced User	18	\$400.00	-\$7,200.00	\$0.00
			<b>Grand Total</b>	<b>\$137,388.00</b>

## Terms & Conditions

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<b>Subscription Services Agreement:</b>	<a href="https://www.procurify.com/terms">https://www.procurify.com/terms</a>  No terms, provisions, or conditions of any purchase order will have any effect on the obligations of the Parties under or otherwise modify this Agreement.
<b>Special Terms:</b>	This Agreement constitutes the entire agreement between the Parties and replaces and supersedes all existing agreements as of the Service Start Date listed on this Order Form.  For clarity, \$435,062.00 represents 38 months.  Invoice Summary: 2023/05/15 - 2023/07/14 - Invoice #1: <b>\$22,898.00</b> 2023/07/15 - 2024/07/14 - Invoice #2: <b>\$137,388.00</b> 2024/07/15 - 2025/07/14 - Invoice #3: <b>\$137,388.00</b> 2025/07/15 - 2026/07/14 - Invoice #3: <b>\$137,388.00</b>  Upon renewal on <b>2026-07-15</b> the recurring annual fee will be <b>\$137,388.00</b> subject to permitted fee increase.

Signatures

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IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed by their authorized representatives:

**Blue Ridge Academy**

**Procurify Technologies Inc.**

By:

By:

Name:

Name:

Title:

Title:

Date:  
(yyyy-mm-dd)

Date:  
(yyyy-mm-dd)



# BR Testing Data

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2021-22



# SBAC Participation Percentage

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- 88% of our students participated in the SBAC/CAASPP ELA and Math assessments for the 2021-22 school year.
- Number of opt-outs for ELA: 439 students
- Number of opt-outs for Math: 435 students
- Goal this year: Cannot exceed 191 opt-outs

# SBAC Results

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Due to the aftermath of the pandemic and significant learning loss across the state of California, SBAC results indicate low performance across.

Blue Ridge Academy ranked in the low performing region with 25.8 points below standard in ELA and 69.4 points below standard in Math.



# 2021-22 SBAC Performance Results

LEARN MORE

## English Language Arts

All Students State

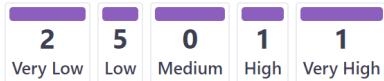


Low

25.8 points below standard

### EQUITY REPORT

Number of Student Groups in Each Level



[View More Details →](#)

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## Mathematics

All Students State

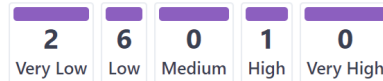


Low

69.4 points below standard

### EQUITY REPORT

Number of Student Groups in Each Level



[View More Details →](#)

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## English Language Arts

All Students State

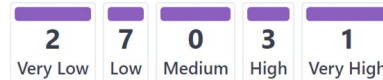


Low

12.2 points below standard

### EQUITY REPORT

Number of Student Groups in Each Level



[View More Details →](#)

LEARN MORE

## Mathematics

All Students State

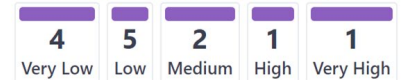


Low

51.7 points below standard

### EQUITY REPORT

Number of Student Groups in Each Level

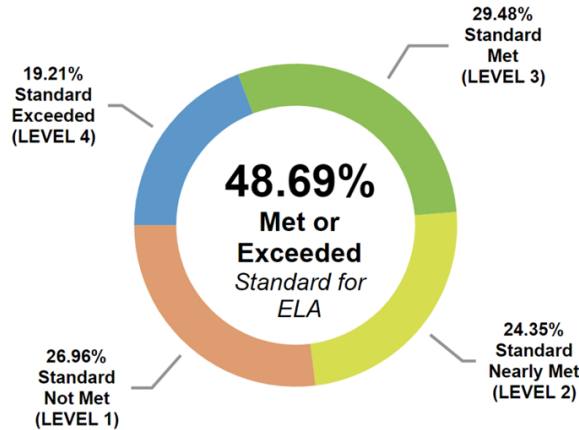


[View More Details →](#)

# 2021-22 SBAC Performance Results

## ELA

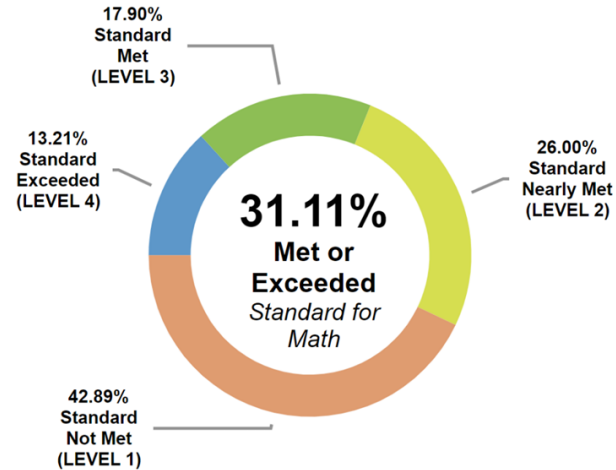
Percent of students within each achievement level



[VIEW ELA DETAILED TEST RESULTS](#)

## Mathematics

Percent of students within each achievement level



[VIEW MATH DETAILED TEST RESULTS](#)

# 2021-22 Physical Fitness Test (PFT) Participation Results

	Total Eligible	Aerobic Capacity	Aerobic Capacity %	Abdominal Strength and Endurance	Abdominal Strength and Endurance %	Trunk Extensor Strength and Flexibility	Trunk Extensor Strength and Flexibility %	Upper Body Strength and Endurance	Upper Body Strength and Endurance %	Flexibility	Flexibility %
<b>Grade 5</b>	600	551	92%	552	92%	561	94%	541	90%	567	95%
<b>Grade 7</b>	540	501	93%	513	95%	512	95%	493	91%	509	94%
<b>Grade 9</b>	331	306	92%	306	92%	308	93%	297	90%	306	92%

We are required to meet 100% participation. There are no opt-outs for the PFT.

# Implications of Not Testing

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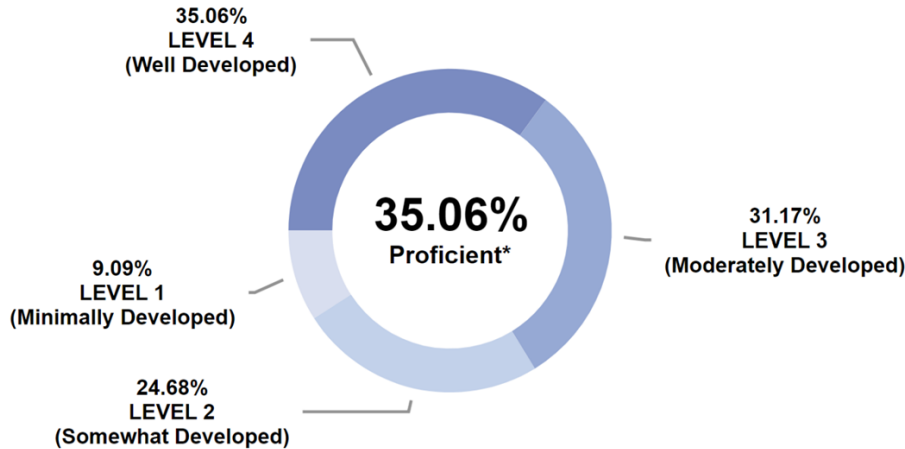
**Assembly Bill (AB) 1505** - Verified Data must be provided during Charter Renewal process. To be eligible for inclusion as verified data, a data source must include the results of at least 95% of eligible students.

**The Lowest Obtainable Scaled Score (LOSS) Penalty** looks at the number of students needed to bring the participation rate of the LEA to meet 95%. The LOSS penalty is applied to these students which will bring down our school's overall performance.

# 2021-22 ELPAC Performance Results

## English Language Proficiency for Summative ELPAC

Percent of students within each performance level



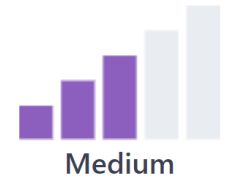
\*The State Board of Education approved the use of the ELPAC Overall Performance Level 4 as one of the proficiency criteria for reclassification.

[VIEW DETAILED TEST RESULTS](#)

[LEARN MORE](#)

## English Learner Progress

All Students State



**54.1% making progress towards English language proficiency**

# Star 360 Benchmark Performance Results

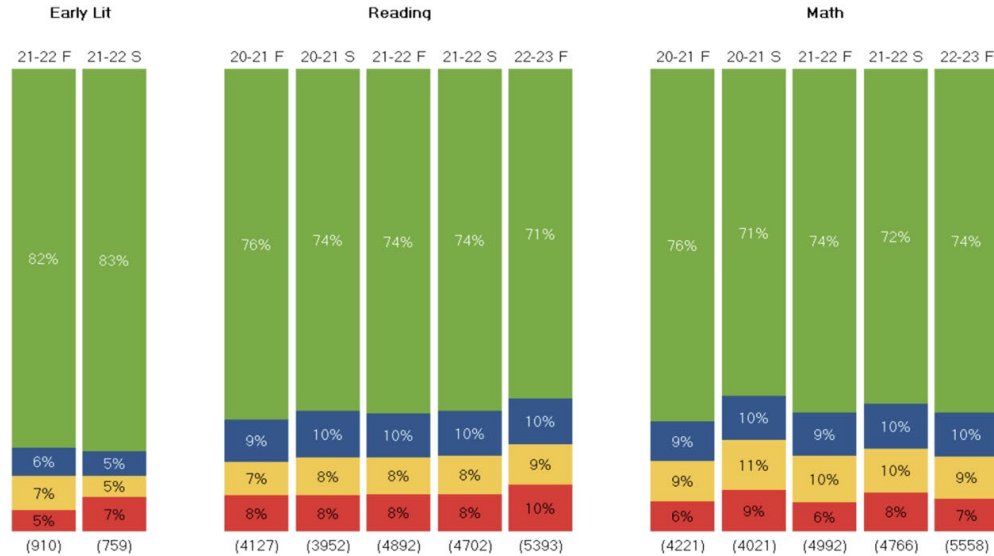
## RENAISSANCE

Accelerating Learning For All

### STAR Achievement

#### District Benchmark

Blue Ridge Academy  
All Tchrs  
All Grades



■ At/Above Benchmark  
 ■ On Watch  
 ■ Intervention  
 ■ Urgent Intervention

# Star 360 Benchmark Participation Results

**RENAISSANCE**

Accelerating Learning For All

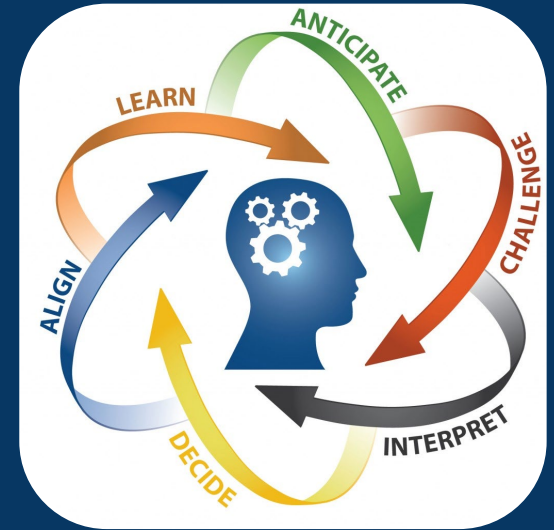
Fall 2021 Early Literacy	Fall 2021 Reading	Fall 2021 Math
93.1%	90.2%	91.4%

Spring 2022 Early Literacy	Spring 2022 Reading	Spring 2022 Math
90%	81.3%	82.4%

Fall 2022 Early Literacy	Fall 2022 Reading	Fall 2022 Math
91.5%	89.3%	92.2%

# How Testing is Beneficial to Students

1. Develop lifelong learning experiences
  - a. Gain problem-solving and decoding skills
  - b. Increase focus on time-based tasks
2. Learn and practice test-taking skills
  - a. Develop future assessing
  - b. Promote growth and development
3. Deliver ongoing progress monitoring
  - a. Inform learning styles
  - b. Elevate self-evaluation
  - c. Identify strengths and areas for opportunities



# Resources

BR Test Prep Parent Information Session - [Recording](#) & [Slides](#)

[California Dashboard](#) - BR school details

[Educational Testing Service](#) - BR SBAC results

[CAASPP Practice Test](#) - Free practice tests

[Conquer the CAASPP](#) - Mr. D Math Test Prep

[E3 Parent Summit](#) - Top 3 Testing Benefits



**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report - Detail**

Charter School Name: Blue Ridge Academy  
(continued)  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

This charter school uses the following basis of accounting:

- Accrual Basis** (Applicable Capital Assets / Interest on Long-Term Debt / Long-Term Liabilities objects are 6900, 7438, 9400-9499, and 9660-9669)  
 **Modified Accrual Basis** (Applicable Capital Outlay / Debt Service objects are 6100-6170, 6200-6500, 7438, and 7439)

Description	Object Code	1st Interim Budget			Actuals thru 1/31			2nd Interim Budget		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
<b>A. REVENUES</b>										
1. LCFF Revenue Sources										
State Aid - Current Year	8011	69,982,272.76	-	69,982,272.76	31,294,392.00	-	31,294,392.00	69,786,454.58	-	69,786,454.58
Education Protection Account State Aid - Current Year	8012	1,322,020.00	-	1,322,020.00	647,716.00	-	647,716.00	1,317,904.00	-	1,317,904.00
State Aid - Prior Years	8019	1.00	-	1.00	1.00	-	1.00	1.00	-	1.00
Transfer to Charter Schools In Lieu of Property Taxes	8096	922,950.95	-	922,950.95	453,563.00	-	453,563.00	920,077.42	-	920,077.42
Other LCFF Transfers	8091, 8097	-	-	-	-	-	-	-	-	-
Total, LCFF Sources		72,227,244.71	-	72,227,244.71	32,395,672.00	-	32,395,672.00	72,024,437.00	-	72,024,437.00
2. Federal Revenues										
Every Student Succeeds Act (Title I-V)	8290	-	-	-	-	-	-	-	-	-
Special Education - Federal	8181, 8182	-	826,262.50	826,262.50	-	49,274.00	49,274.00	-	872,964.00	872,964.00
Child Nutrition - Federal	8220	-	-	-	-	-	-	-	-	-
Donated Food Commodities	8221	-	-	-	-	-	-	-	-	-
Other Federal Revenues	8110, 8260-8299	-	206,625.05	206,625.05	-	189,654.30	189,654.30	-	189,654.30	189,654.30
Total, Federal Revenues		-	1,032,887.55	1,032,887.55	-	238,928.30	238,928.30	-	1,062,618.30	1,062,618.30
3. Other State Revenues										
Special Education - State	StateRevSE	-	4,759,272.00	4,759,272.00	-	2,463,255.06	2,463,255.06	-	5,403,406.40	5,403,406.40
All Other State Revenues	StateRevAO	805,102.89	1,171,474.86	1,976,577.75	798,169.76	573,493.16	1,371,662.92	1,024,900.72	892,307.92	1,917,208.64
Total, Other State Revenues		805,102.89	5,930,746.86	6,735,849.75	798,169.76	3,036,748.22	3,834,917.98	1,024,900.72	6,295,714.32	7,320,615.04
4. Other Local Revenues										
All Other Local Revenues	LocalRevAO	139.68	-	139.68	139.68	-	139.68	139.68	-	139.68
Total, Local Revenues		139.68	-	139.68	139.68	-	139.68	139.68	-	139.68
<b>5. TOTAL REVENUES</b>		<b>73,032,487.28</b>	<b>6,963,634.41</b>	<b>79,996,121.69</b>	<b>33,193,981.44</b>	<b>3,275,676.52</b>	<b>36,469,657.96</b>	<b>73,049,477.40</b>	<b>7,358,332.62</b>	<b>80,407,810.02</b>
<b>B. EXPENDITURES</b>										
1. Certificated Salaries										
Certificated Teachers' Salaries	1100	18,619,862.02	5,366,838.42	23,986,700.44	11,320,010.58	2,662,333.25	13,982,343.83	19,776,544.91	4,267,932.10	24,044,477.01
Certificated Pupil Support Salaries	1200	606,811.64	1,335,661.04	1,942,472.68	485,902.07	662,945.99	1,148,848.06	1,500,865.08	454,052.33	1,954,917.41
Certificated Supervisors' and Administrators' Salaries	1300	1,267,710.81	419,552.00	1,687,262.81	772,673.45	197,540.13	970,213.58	1,295,235.25	338,272.80	1,633,508.05
Other Certificated Salaries	1900	694,955.68	144,154.31	839,109.99	259,030.33	243,955.79	502,986.12	751,960.18	89,670.24	841,630.42
Total, Certificated Salaries		21,189,340.15	7,266,205.77	28,455,545.92	12,837,616.43	3,766,775.16	16,604,391.59	23,324,605.42	5,149,927.47	28,474,532.89
2. Non-certificated Salaries										
Non-certificated Instructional Aides' Salaries	2100	-	63,606.70	63,606.70	-	37,065.12	37,065.12	63,606.72	-	63,606.72
Non-certificated Support Salaries	2200	2,780,630.73	32,361.95	2,812,992.68	1,611,508.67	57,106.24	1,668,614.91	2,806,416.79	-	2,806,416.79
Non-certificated Supervisors' and Administrators' Sal.	2300	-	-	-	-	-	-	-	-	-
Clerical and Office Salaries	2400	929,918.01	47,329.92	977,247.93	505,770.35	50,743.83	556,514.18	898,719.09	48,276.52	946,995.61
Other Non-certificated Salaries	2900	938,436.45	-	938,436.45	534,842.98	-	534,842.98	934,959.18	-	934,959.18
Total, Non-certificated Salaries		4,648,985.20	143,298.57	4,792,283.77	2,652,122.00	144,915.19	2,797,037.19	4,703,701.78	48,276.52	4,751,978.30
3. Employee Benefits										
STRS	3101-3102	4,121,060.94	1,287,469.09	5,408,530.02	2,367,299.01	706,022.25	3,073,321.26	4,468,068.33	873,549.19	5,341,617.52
PERS	3201-3202	-	-	-	-	-	-	-	-	-
OASDI / Medicare / Alternative	3301-3302	664,609.49	108,274.68	772,884.17	377,042.76	63,299.52	440,342.28	690,446.95	69,752.51	760,199.46
Health and Welfare Benefits	3401-3402	3,074,953.82	807,774.05	3,882,727.87	2,202,023.70	-	2,202,023.70	3,270,235.16	539,455.21	3,809,690.37
Unemployment Insurance	3501-3502	140,164.21	36,820.40	176,984.61	67,624.17	18,586.39	86,210.56	153,634.63	25,343.43	178,978.06
Workers' Compensation Insurance	3601-3602	188,546.51	49,530.17	238,076.68	143,502.01	-	143,502.01	210,582.37	34,737.50	245,319.87
OPEB, Allocated	3701-3702	-	-	-	-	-	-	-	-	-
OPEB, Active Employees	3751-3752	-	-	-	-	-	-	-	-	-
Other Employee Benefits	3901-3902	714,365.42	187,660.00	902,025.43	431,138.50	98,850.49	529,988.99	774,916.38	127,829.54	902,745.92
Total, Employee Benefits		8,903,700.40	2,477,528.38	11,381,228.77	5,588,630.15	886,758.65	6,475,388.80	9,567,883.82	1,670,667.38	11,238,551.20
4. Books and Supplies										
Approved Textbooks and Core Curricula Materials	4100	-	-	-	-	-	-	-	-	-
Books and Other Reference Materials	4200	-	-	-	-	-	-	-	-	-
Materials and Supplies	4300	8,387,595.77	169,141.03	8,556,736.80	4,190,615.89	116,909.52	4,307,525.41	8,031,047.42	274,472.28	8,305,519.70
Noncapitalized Equipment	4400	1,008,916.71	10,414.83	1,019,331.54	285,650.35	34,833.52	320,483.87	606,886.51	34,833.52	641,720.03
Food	4700	-	-	-	-	-	-	-	-	-
Total, Books and Supplies		9,396,512.48	179,555.86	9,576,068.34	4,476,266.24	151,743.04	4,628,009.28	8,637,933.93	309,305.80	8,947,239.73
5. Services and Other Operating Expenditures										
Subagreements for Services	5100	10,291,303.29	4,815,600.00	15,106,903.29	5,756,176.05	2,474,558.87	8,230,734.92	10,871,438.23	5,373,239.82	16,244,678.05
Travel and Conferences	5200	6,405.59	1,241.20	7,646.79	9,079.74	15,897.17	24,976.91	9,079.74	15,897.17	24,976.91
Dues and Memberships	5300	42,639.00	-	42,639.00	23,915.00	-	23,915.00	23,915.00	-	23,915.00
Insurance	5400	673,199.14	-	673,199.14	368,787.65	-	368,787.65	646,647.65	-	646,647.65
Operations and Housekeeping Services	5500	24,321.91	-	24,321.91	14,539.06	-	14,539.06	24,889.06	-	24,889.06
Rentals, Leases, Repairs, and Noncap. Improvements	5600	138,041.96	-	138,041.96	78,844.54	-	78,844.54	134,929.54	-	134,929.54
Transfers of Direct Costs	5700-5799	7,948,871.72	(7,948,871.72)	-	4,216,574.29	(4,216,574.29)	-	5,421,836.27	(5,421,836.27)	-
Professional/Consulting Services and Operating Expend.	5800	4,483,929.80	29,076.35	4,513,006.15	2,336,495.31	51,602.73	2,388,098.04	4,067,306.26	212,854.73	4,280,160.99
Communications	5900	134,775.17	-	134,775.17	213,899.12	-	213,899.12	250,482.45	-	250,482.45
Total, Services and Other Operating Expenditures		23,743,487.58	(3,102,954.17)	20,640,533.41	13,018,310.76	(1,674,515.52)	11,343,795.24	21,450,524.20	180,155.45	21,630,679.65

**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report - Detail**

Charter School Name: Blue Ridge Academy  
(continued)  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

This charter school uses the following basis of accounting:

- Accrual Basis** (Applicable Capital Assets / Interest on Long-Term Debt / Long-Term Liabilities objects are 6900, 7438, 9400-9499, and 9660-9669)  
 **Modified Accrual Basis** (Applicable Capital Outlay / Debt Service objects are 6100-6170, 6200-6500, 7438, and 7439)

Description	Object Code	1st Interim Budget			Actuals thru 1/31			2nd Interim Budget		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
<b>6. Capital Outlay</b> (Objects 6100-6170, 6200-6500 for modified accrual basis only)										
Land and Land Improvements	6100-6170	-	-	-	-	-	-	-	-	-
Buildings and Improvements of Buildings	6200	-	-	-	-	-	-	-	-	-
Books and Media for New School Libraries or Major Expansion of School Libraries	6300	-	-	-	-	-	-	-	-	-
Equipment	6400	-	-	-	-	-	-	-	-	-
Equipment Replacement	6500	-	-	-	-	-	-	-	-	-
Depreciation Expense (for accrual basis only)	6900	10,978.00	-	10,978.00	6,401.50	-	6,401.50	10,976.50	-	10,976.50
Total, Capital Outlay		10,978.00	-	10,978.00	6,401.50	-	6,401.50	10,976.50	-	10,976.50
<b>7. Other Outgo</b>										
Tuition to Other Schools	7110-7143	-	-	-	-	-	-	-	-	-
Transfers of Pass-through Revenues to Other LEAs	7211-7213	-	-	-	-	-	-	-	-	-
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE	-	-	-	-	-	-	-	-	-
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	-	-	-	-	-	-	-	-	-
All Other Transfers	7281-7299	-	-	-	-	-	-	-	-	-
Transfers of Indirect Costs	7300-7399	-	-	-	-	-	-	-	-	-
Debt Service:										
Interest	7438	85,140.00	-	85,140.00	85,140.00	-	85,140.00	85,140.00	-	85,140.00
Principal (for modified accrual basis only)	7439	-	-	-	-	-	-	-	-	-
Total, Other Outgo		85,140.00	-	85,140.00	85,140.00	-	85,140.00	85,140.00	-	85,140.00
<b>8. TOTAL EXPENDITURES</b>		<b>67,978,143.80</b>	<b>6,963,634.41</b>	<b>74,941,778.21</b>	<b>38,664,487.08</b>	<b>3,275,676.52</b>	<b>41,940,163.60</b>	<b>67,780,765.65</b>	<b>7,358,332.62</b>	<b>75,139,098.27</b>
<b>C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)</b>										
		5,054,343.48	0.00	5,054,343.48	(5,470,505.64)	-	(5,470,505.64)	5,268,711.75	-	5,268,711.75
<b>D. OTHER FINANCING SOURCES / USES</b>										
1. Other Sources	8930-8979	-	-	-	-	-	-	-	-	-
2. Less: Other Uses	7630-7699	-	-	-	-	-	-	-	-	-
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	-	-	-	-	-	-	-	-	-
4. TOTAL OTHER FINANCING SOURCES / USES		-	-	-	-	-	-	-	-	-
<b>E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)</b>		<b>5,054,343.48</b>	<b>0.00</b>	<b>5,054,343.48</b>	<b>(5,470,505.64)</b>	<b>-</b>	<b>(5,470,505.64)</b>	<b>5,268,711.75</b>	<b>-</b>	<b>5,268,711.75</b>
<b>F. FUND BALANCE, RESERVES</b>										
1. Beginning Fund Balance										
a. As of July 1	9791	6,800,598.94	-	6,800,598.94	6,800,598.94	-	6,800,598.94	6,800,598.94	-	6,800,598.94
b. Adjustments to Beginning Balance	9793, 9795	-	-	-	-	-	-	-	-	-
c. Adjusted Beginning Balance		6,800,598.94	-	6,800,598.94	6,800,598.94	-	6,800,598.94	6,800,598.94	-	6,800,598.94
2. Ending Fund Balance, June 30 (E + F. 1.c.)		11,854,942.42	0.00	11,854,942.42	1,330,093.30	-	1,330,093.30	12,069,310.69	-	12,069,310.69
Components of Ending Fund Balance :										
a. Nonspendable										
Revolving Cash (equals object 9130)	9711	-	-	-	-	-	-	-	-	-
Stores (equals object 9320)	9712	-	-	-	-	-	-	-	-	-
Prepaid Expenditures (equals object 9330)	9713	-	-	-	-	-	-	-	-	-
All Others	9719	-	-	-	-	-	-	-	-	-
b. Restricted	9740	-	-	-	-	-	-	-	-	-
c. Committed										
Stabilization Arrangements	9750	-	-	-	-	-	-	-	-	-
Other Commitments	9760	-	-	-	-	-	-	-	-	-
d. Assigned										
Other Assignments	9780	-	-	-	-	-	-	-	-	-
e. Unassigned/Unappropriated										
Reserve for Economic Uncertainties	9789	2,248,253.35	-	2,248,253.35	1,330,093.30	-	1,330,093.30	2,254,172.95	-	2,254,172.95
Unassigned/Unappropriated Amount	9790	9,606,689.08	0.00	9,606,689.08	0.00	-	0.00	9,815,137.74	-	9,815,137.74

**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report - Summary**

Charter School Name: Blue Ridge Academy  
(continued)  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

Description	Object Code	1st Interim Budget (X)	Actuals thru 1/31 (Y)	2nd Interim Budget (Z)	2nd Interim vs. 1st Interim Increase, (Decrease)	
					\$ Difference (Z) vs. (X)	% Change (Z) vs. (X)
<b>A. REVENUES</b>						
<b>1. LCFF Revenue Sources</b>						
State Aid - Current Year	8011	69,982,272.76	31,294,392.00	69,786,454.58	(195,818.18)	-0.28%
Education Protection Account State Aid - Current Year	8012	1,322,020.00	647,716.00	1,317,904.00	(4,116.00)	-0.31%
State Aid - Prior Years	8019	1.00	1.00	1.00	-	0.00%
Transfer of Charter Schools In Lieu of Property Taxes	8096	922,950.95	453,563.00	920,077.42	(2,873.53)	-0.31%
Other LCFF Transfers	8091, 8097	-	-	-	-	-
Total, LCFF Sources		72,227,244.71	32,395,672.00	72,024,437.00	(202,807.71)	-0.28%
<b>2. Federal Revenues</b>						
Every Student Succeeds Act (Title I - V)	8290	-	-	-	-	-
Special Education - Federal	8181, 8182	826,262.50	49,274.00	872,964.00	46,701.50	5.65%
Child Nutrition - Federal	8220	-	-	-	-	-
Donated Food Commodities	8221	-	-	-	-	-
Other Federal Revenues	8110, 8260-8299	206,625.05	189,654.30	189,654.30	(16,970.75)	-8.21%
Total, Federal Revenues		1,032,887.55	238,928.30	1,062,618.30	29,730.75	2.88%
<b>3. Other State Revenues</b>						
Special Education - State	StateRevSE	4,759,272.00	2,463,255.06	5,403,406.40	644,134.40	13.53%
All Other State Revenues	StateRevAO	1,976,577.75	1,371,662.92	1,917,208.64	(59,369.11)	-3.00%
Total, Other State Revenues		6,735,849.75	3,834,917.98	7,320,615.04	584,765.29	8.68%
<b>4. Other Local Revenues</b>						
All Other Local Revenues	LocalRevAO	139.68	139.68	139.68	-	0.00%
Total, Local Revenues		139.68	139.68	139.68	-	0.00%
<b>5. TOTAL REVENUES</b>						
		79,996,121.69	36,469,657.96	80,407,810.02	411,688.33	0.51%
<b>B. EXPENDITURES</b>						
<b>1. Certificated Salaries</b>						
Certificated Teachers' Salaries	1100	23,986,700.44	13,982,343.83	24,044,477.01	57,776.57	0.24%
Certificated Pupil Support Salaries	1200	1,942,472.68	1,148,848.06	1,954,917.41	12,444.73	0.64%
Certificated Supervisors' and Administrators' Salaries	1300	1,687,262.81	970,213.58	1,633,508.05	(53,754.76)	-3.19%
Other Certificated Salaries	1900	839,109.99	502,986.12	841,630.42	2,520.43	0.30%
Total, Certificated Salaries		28,455,545.92	16,604,391.59	28,474,532.89	18,986.97	0.07%
<b>2. Non-certificated Salaries</b>						
Non-certificated Instructional Aides' Salaries	2100	63,606.70	37,065.12	63,606.72	0.02	0.00%
Non-certificated Support Salaries	2200	2,812,992.68	1,668,614.91	2,806,416.79	(6,575.89)	-0.23%
Non-certificated Supervisors' and Administrators' Sal.	2300	-	-	-	-	-
Clerical and Office Salaries	2400	977,247.93	556,514.18	946,995.61	(30,252.32)	-3.10%
Other Non-certificated Salaries	2900	938,436.45	534,842.98	934,959.18	(3,477.27)	-0.37%
Total, Non-certificated Salaries		4,792,283.77	2,797,037.19	4,751,978.30	(40,305.47)	-0.84%
<b>3. Employee Benefits</b>						
STRS	3101-3102	5,408,530.02	3,073,321.26	5,341,617.52	(66,912.50)	-1.24%
PERS	3201-3202	-	-	-	-	-
OASDI / Medicare / Alternative	3301-3302	772,884.17	440,342.28	760,199.46	(12,684.71)	-1.64%
Health and Welfare Benefits	3401-3402	3,882,727.87	2,202,023.70	3,809,690.37	(73,037.50)	-1.88%
Unemployment Insurance	3501-3502	176,984.61	86,210.56	178,978.06	1,993.45	1.13%
Workers' Compensation Insurance	3601-3602	238,076.68	143,502.01	245,319.87	7,243.19	3.04%
OPEB, Allocated	3701-3702	-	-	-	-	-
OPEB, Active Employees	3751-3752	-	-	-	-	-
Other Employee Benefits	3901-3902	902,025.43	529,988.99	902,745.92	720.49	0.08%
Total, Employee Benefits		11,381,228.77	6,475,388.80	11,238,551.20	(142,677.57)	-1.25%

**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report - Summary**

Charter School Name: Blue Ridge Academy  
(continued)  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

Description	Object Code	1st Interim Budget (X)	Actuals thru 1/31 (Y)	2nd Interim Budget (Z)	2nd Interim vs. 1st Interim Increase, (Decrease)	
					\$ Difference (Z) vs. (X)	% Change (Z) vs. (X)
<b>4. Books and Supplies</b>						
Approved Textbooks and Core Curricula Materials	4100	-	-	-	-	
Books and Other Reference Materials	4200	-	-	-	-	
Materials and Supplies	4300	8,556,736.80	4,307,525.41	8,305,519.70	(251,217.10)	-2.94%
Noncapitalized Equipment	4400	1,019,331.54	320,483.87	641,720.03	(377,611.51)	-37.05%
Food	4700	-	-	-	-	
Total, Books and Supplies		9,576,068.34	4,628,009.28	8,947,239.73	(628,828.61)	-6.57%
<b>5. Services and Other Operating Expenditures</b>						
Subagreements for Services	5100	15,106,903.29	8,230,734.92	16,244,678.05	1,137,774.76	7.53%
Travel and Conferences	5200	7,646.79	24,976.91	24,976.91	17,330.12	226.63%
Dues and Memberships	5300	42,639.00	23,915.00	23,915.00	(18,724.00)	-43.91%
Insurance	5400	673,199.14	368,787.65	646,647.65	(26,551.49)	-3.94%
Operations and Housekeeping Services	5500	24,321.91	14,539.06	24,889.06	567.15	2.33%
Rentals, Leases, Repairs, and Noncap. Improvements	5600	138,041.96	78,844.54	134,929.54	(3,112.42)	-2.25%
Transfers of Direct Costs	5700-5799	-	-	-	-	
Professional/Consulting Services and Operating Expend.	5800	4,513,006.15	2,388,098.04	4,280,160.99	(232,845.16)	-5.16%
Communications	5900	134,775.17	213,899.12	250,482.45	115,707.28	85.85%
Total, Services and Other Operating Expenditures		20,640,533.41	11,343,795.24	21,630,679.65	990,146.24	4.80%
<b>6. Capital Outlay (Objects 6100-6170, 6200-6500 modified accrual basis only)</b>						
Land and Land Improvements	6100-6170	-	-	-	-	
Buildings and Improvements of Buildings	6200	-	-	-	-	
Books and Media for New School Libraries or Major Expansion of School Libraries	6300	-	-	-	-	
Equipment	6400	-	-	-	-	
Equipment Replacement	6500	-	-	-	-	
<i>Depreciation Expense (for accrual basis only)</i>	6900	10,978.00	6,401.50	10,976.50	(1.50)	-0.01%
Total, Capital Outlay		10,978.00	6,401.50	10,976.50	(1.50)	-0.01%
<b>7. Other Outgo</b>						
Tuition to Other Schools	7110-7143	-	-	-	-	
Transfers of Pass-through Revenues to Other LEAs	7211-7213	-	-	-	-	
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE	-	-	-	-	
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	-	-	-	-	
All Other Transfers	7281-7299	-	-	-	-	
Transfers of Indirect Costs	7300-7399	-	-	-	-	
Debt Service:						
Interest	7438	85,140.00	85,140.00	85,140.00	-	0.00%
Principal (for modified accrual basis only)	7439	-	-	-	-	
Total, Other Outgo		85,140.00	85,140.00	85,140.00	-	0.00%
<b>8. TOTAL EXPENDITURES</b>		74,941,778.21	41,940,163.60	75,139,098.27	197,320.06	0.26%
<b>C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)</b>		5,054,343.48	(5,470,505.64)	5,268,711.75	214,368.27	4.24%

**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report - Summary**

Charter School Name: Blue Ridge Academy  
 (continued) \_\_\_\_\_  
 CDS #: 15 63628 0134312  
 Charter Approving Entity: Maricopa Unified  
 County: Kern  
 Charter #: 1816  
 Fiscal Year: 2022/23

Description	Object Code	1st Interim Budget (X)	Actuals thru 1/31 (Y)	2nd Interim Budget (Z)	2nd Interim vs. 1st Interim Increase, (Decrease)	
					\$ Difference (Z) vs. (X)	% Change (Z) vs. (X)
<b>D. OTHER FINANCING SOURCES / USES</b>						
1. Other Sources	8930-8979	-	-	-	-	
2. Less: Other Uses	7630-7699	-	-	-	-	
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	-	-	-	-	
4. TOTAL OTHER FINANCING SOURCES / USES		-	-	-	-	
<b>E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)</b>						
		5,054,343.48	(5,470,505.64)	5,268,711.75	214,368.27	4.24%
<b>F. FUND BALANCE, RESERVES</b>						
1. Beginning Fund Balance						
a. As of July 1	9791	6,800,598.94	6,800,598.94	6,800,598.94	-	0.00%
b. Adjustments to Beginning Balance	9793, 9795	-	-	-	-	
c. Adjusted Beginning Balance		6,800,598.94	6,800,598.94	6,800,598.94		
2. Ending Fund Balance, June 30 (E + F.1.c.)		11,854,942.42	1,330,093.30	12,069,310.69		
Components of Ending Fund Balance :						
a. Nonspendable						
Revolving Cash (equals object 9130)	9711	-	-	-	-	
Stores (equals object 9320)	9712	-	-	-	-	
Prepaid Expenditures (equals object 9330)	9713	-	-	-	-	
All Others	9719	-	-	-	-	
b. Restricted	9740	-	-	-	-	
c. Committed						
Stabilization Arrangements	9750	-	-	-	-	
Other Commitments	9760	-	-	-	-	
d. Assigned						
Other Assignments	9780	-	-	-	-	
e. Unassigned/Unappropriated						
Reserve for Economic Uncertainties	9789	2,248,253.35	1,330,093.30	2,254,172.95	5,919.60	0.26%
Unassigned/Unappropriated Amount	9790	9,606,689.08	0.00	9,815,137.74	208,448.67	2.17%

**CHARTER SCHOOL  
MULTI-YEAR PROJECTION - ALTERNATIVE FORM  
Second Interim Report - MYP**

Charter School Name: Blue Ridge Academy  
(continued) \_\_\_\_\_  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

This charter school uses the following basis of accounting:

- Accrual Basis** (Applicable Capital Assets / Interest on Long-Term Debt / Long-Term Liabilities objects are 6900, 7438, 9400-9499, and 9660-9669)  
 **Modified Accrual Basis** (Applicable Capital Outlay / Debt Service objects are 6100-6170, 6200-6500, 7438, and 7439)

Description	Object Code	FY 2022/23			Totals for 2023/24	Totals for 2024/25
		Unrestricted	Restricted	Total		
<b>A. REVENUES</b>						
1. LCFF Revenue Sources						
State Aid - Current Year	8011	69,786,454.58	0.00	69,786,454.58	75,612,316.02	78,519,159.89
Education Protection Account State Aid - Current Year	8012	1,317,904.00	0.00	1,317,904.00	1,317,904.00	1,317,904.00
State Aid - Prior Years	8019	1.00	0.00	1.00	0.00	0.00
Transfers of Charter Schools In Lieu of Property Taxes	8096	920,077.42	0.00	920,077.42	920,077.42	920,077.42
Other LCFF Transfers	8091, 8097	0.00	0.00	0.00	0.00	0.00
Total, LCFF Sources		72,024,437.00	0.00	72,024,437.00	77,850,297.44	80,757,141.31
2. Federal Revenues						
Every Student Succeeds Act (Title I - V)	8290	0.00	0.00	0.00	0.00	0.00
Special Education - Federal	8181, 8182	0.00	872,964.00	872,964.00	872,964.00	872,964.00
Child Nutrition - Federal	8220	0.00	0.00	0.00	0.00	0.00
Donated Food Commodities	8221	0.00	0.00	0.00	0.00	0.00
Other Federal Revenues	8110, 8260-8299	0.00	189,654.30	189,654.30	1,167,846.00	0.00
Total, Federal Revenues		0.00	1,062,618.30	1,062,618.30	2,040,810.00	872,964.00
3. Other State Revenues						
Special Education - State	StateRevSE	0.00	5,403,406.40	5,403,406.40	5,403,406.40	5,403,406.40
All Other State Revenues	StateRevAO	1,024,900.72	892,307.92	1,917,208.64	4,339,920.57	2,197,671.57
Total, Other State Revenues		1,024,900.72	6,295,714.32	7,320,615.04	9,743,326.97	7,601,077.97
4. Other Local Revenues						
All Other Local Revenues	LocalRevAO	139.68	0.00	139.68	139.68	139.68
Total, Local Revenues		139.68	0.00	139.68	139.68	139.68
5. TOTAL REVENUES						
		73,049,477.40	7,358,332.62	80,407,810.02	89,634,574.09	89,231,322.96
<b>B. EXPENDITURES</b>						
1. Certificated Salaries						
Certificated Teachers' Salaries	1100	19,776,544.91	4,267,932.10	24,044,477.01	24,632,102.01	25,124,744.05
Certificated Pupil Support Salaries	1200	1,500,865.08	454,052.33	1,954,917.41	1,973,257.77	2,012,722.92
Certificated Supervisors' and Administrators' Salaries	1300	1,295,235.25	338,272.80	1,633,508.05	1,623,744.85	1,656,219.75
Other Certificated Salaries	1900	751,960.18	89,670.24	841,630.42	829,001.25	845,581.27
Total, Certificated Salaries		23,324,605.42	5,149,927.47	28,474,532.89	29,058,105.88	29,639,267.99
2. Non-certificated Salaries						
Non-certificated Instructional Aides' Salaries	2100	63,606.72	0.00	63,606.72	64,973.84	66,273.31
Non-certificated Support Salaries	2200	2,806,416.79	0.00	2,806,416.79	2,785,339.01	2,841,045.79
Non-certificated Supervisors' and Administrators' Sal.	2300	0.00	0.00	0.00	0.00	0.00
Clerical and Office Salaries	2400	898,719.09	48,276.52	946,995.61	955,898.55	975,016.52
Other Non-certificated Salaries	2900	934,959.18	0.00	934,959.18	979,484.46	999,074.15
Total, Non-certificated Salaries		4,703,701.78	48,276.52	4,751,978.30	4,785,695.86	4,881,409.77

**CHARTER SCHOOL  
MULTI-YEAR PROJECTION - ALTERNATIVE FORM  
Second Interim Report - MYP**

Charter School Name: Blue Ridge Academy  
(continued) \_\_\_\_\_  
CDS #: 15 63628 0134312 \_\_\_\_\_  
Charter Approving Entity: Maricopa Unified \_\_\_\_\_  
County: Kern \_\_\_\_\_  
Charter #: 1816 \_\_\_\_\_  
Fiscal Year: 2022/23 \_\_\_\_\_

Description	Object Code	FY 2022/23			Totals for 2023/24	Totals for 2024/25
		Unrestricted	Restricted	Total		
<b>3. Employee Benefits</b>						
STRS	3101-3102	4,468,068.33	873,549.19	5,341,617.52	5,550,098.23	5,661,100.19
PERS	3201-3202	0.00	0.00	0.00	-	0.00
OASDI / Medicare / Alternative	3301-3302	690,446.95	69,752.51	760,199.46	787,448.27	803,197.23
Health and Welfare Benefits	3401-3402	3,270,235.16	539,455.21	3,809,690.37	3,935,568.00	4,014,279.36
Unemployment Insurance	3501-3502	153,634.63	25,343.43	178,978.06	206,150.00	206,150.00
Workers' Compensation Insurance	3601-3602	210,582.37	34,737.50	245,319.87	249,598.04	254,590.00
OPEB, Allocated	3701-3702	0.00	0.00	0.00	0.00	0.00
OPEB, Active Employees	3751-3752	0.00	0.00	0.00	0.00	0.00
Other Employee Benefits	3901-3902	774,916.38	127,829.54	902,745.92	913,782.65	932,058.30
Total, Employee Benefits		9,567,883.82	1,670,667.38	11,238,551.20	11,642,645.19	11,871,375.08
<b>4. Books and Supplies</b>						
Approved Textbooks and Core Curricula Materials	4100	0.00	0.00	0.00	0.00	0.00
Books and Other Reference Materials	4200	0.00	0.00	0.00	0.00	0.00
Materials and Supplies	4300	8,031,047.42	274,472.28	8,305,519.70	8,471,630.10	8,641,062.70
Noncapitalized Equipment	4400	606,886.51	34,833.52	641,720.03	654,554.43	667,645.52
Food	4700	0.00	0.00	0.00	0.00	0.00
Total, Books and Supplies		8,637,933.93	309,305.80	8,947,239.73	9,126,184.53	9,308,708.22
<b>5. Services and Other Operating Expenditures</b>						
Subagreements for Services	5100	10,871,438.23	5,373,239.82	16,244,678.05	16,569,571.62	16,900,963.05
Travel and Conferences	5200	9,079.74	15,897.17	24,976.91	25,476.45	25,985.98
Dues and Memberships	5300	23,915.00	0.00	23,915.00	24,393.30	24,881.17
Insurance	5400	646,647.65	0.00	646,647.65	659,580.60	672,772.22
Operations and Housekeeping Services	5500	24,889.06	0.00	24,889.06	25,386.84	25,894.58
Rentals, Leases, Repairs, and Noncap. Improvements	5600	134,929.54	0.00	134,929.54	137,628.13	140,380.69
Transfers of Direct Costs	5700-5799	5,421,836.27	(5,421,836.27)	0.00	0.00	0.00
Professional/Consulting Services and Operating Expend.	5800	4,067,306.26	212,854.73	4,280,160.99	4,453,471.64	4,569,537.84
Communications	5900	250,482.45	0.00	250,482.45	255,492.10	260,601.94
Total, Services and Other Operating Expenditures		21,450,524.20	180,155.45	21,630,679.65	22,151,000.68	22,621,017.47
<b>6. Capital Outlay (Obj. 6100-6170, 6200-6500 for mod. accr. basis only)</b>						
Land and Land Improvements	6100-6170	0.00	0.00	0.00	0.00	0.00
Buildings and Improvements of Buildings	6200	0.00	0.00	0.00	0.00	0.00
Books and Media for New School Libraries or Major Expansion of School Libraries	6300	0.00	0.00	0.00	0.00	0.00
Equipment	6400	0.00	0.00	0.00	0.00	0.00
Equipment Replacement	6500	0.00	0.00	0.00	0.00	0.00
Depreciation Expense (for accrual basis only)	6900	10,976.50	0.00	10,976.50	11,196.03	11,419.95
Total, Capital Outlay		10,976.50	0.00	10,976.50	11,196.03	11,419.95
<b>7. Other Outgo</b>						
Tuition to Other Schools	7110-7143	0.00	0.00	0.00	0.00	0.00
Transfers of Pass-through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE	0.00	0.00	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00	0.00	0.00
All Other Transfers	7280-7299	0.00	0.00	0.00	0.00	0.00
Transfers of Indirect Costs	7300-7399	0.00	0.00	0.00	0.00	0.00
Debt Service:						
Interest	7438	85,140.00	0.00	85,140.00	136,102.17	0.00
Principal (for modified accrual basis only)	7439	0.00	0.00	0.00	0.00	0.00
Total, Other Outgo		85,140.00	0.00	85,140.00	136,102.17	0.00
<b>8. TOTAL EXPENDITURES</b>		67,780,765.65	7,358,332.62	75,139,098.27	76,910,930.34	78,333,198.48
<b>C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)</b>		5,268,711.75	0.00	5,268,711.75	12,723,643.75	10,898,124.48

**CHARTER SCHOOL  
MULTI-YEAR PROJECTION - ALTERNATIVE FORM  
Second Interim Report - MYP**

Charter School Name: Blue Ridge Academy  
 (continued) \_\_\_\_\_  
 CDS #: 15 63628 0134312  
 Charter Approving Entity: Maricopa Unified  
 County: Kern  
 Charter #: 1816  
 Fiscal Year: 2022/23

Description	Object Code	FY 2022/23			Totals for 2023/24	Totals for 2024/25
		Unrestricted	Restricted	Total		
<b>D. OTHER FINANCING SOURCES / USES</b>						
1. Other Sources	8930-8979	0.00	0.00	0.00	0.00	0.00
2. Less: Other Uses	7630-7699	0.00	0.00	0.00	0.00	0.00
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	0.00	0.00	0.00	0.00	0.00
4. TOTAL OTHER FINANCING SOURCES / USES		0.00	0.00	0.00	0.00	0.00
<b>E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)</b>		5,268,711.75	0.00	5,268,711.75	12,723,643.75	10,898,124.48
<b>F. FUND BALANCE, RESERVES</b>						
1. Beginning Fund Balance						
a. As of July 1	9791	6,800,598.94	0.00	6,800,598.94	12,069,310.69	24,792,954.44
b. Adjustments to Beginning Balance	9793, 9795	0.00	0.00	0.00	0.00	0.00
c. Adjusted Beginning Balance		6,800,598.94	0.00	6,800,598.94	12,069,310.69	24,792,954.44
2. Ending Fund Balance, June 30 (E + F.1.c.)		12,069,310.69	0.00	12,069,310.69	24,792,954.44	35,691,078.92
Components of Ending Fund Balance:						
a. Nonspendable						
Revolving Cash (equals object 9130)	9711	0.00	0.00	0.00	0.00	0.00
Stores (equals object 9320)	9712	0.00	0.00	0.00	0.00	0.00
Prepaid Expenditures (equals object 9330)	9713	0.00	0.00	0.00	0.00	0.00
All Others	9719	0.00	0.00	0.00	0.00	0.00
b. Restricted	9740	0.00	0.00	0.00	0.00	0.00
c. Committed						
Stabilization Arrangements	9750	0.00	0.00	0.00	0.00	0.00
Other Commitments	9760	0.00	0.00	0.00	0.00	0.00
d. Assigned						
Other Assignments	9780	0.00	0.00	0.00	0.00	0.00
e. Unassigned/Unappropriated						
Reserve for Economic Uncertainties	9789	2,254,172.95	0.00	2,254,172.95	2,307,327.91	2,349,995.95
Unassigned/Unappropriated Amount	9790	9,815,137.74	0.00	9,815,137.74	22,485,626.53	33,341,082.97

**CHARTER SCHOOL  
INTERIM FINANCIAL REPORT - ALTERNATIVE FORM  
Second Interim Report Certification**

Charter School Name: Blue Ridge Academy  
(continued) \_\_\_\_\_  
CDS #: 15 63628 0134312  
Charter Approving Entity: Maricopa Unified  
County: Kern  
Charter #: 1816  
Fiscal Year: 2022/23

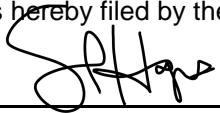
**CERTIFICATION OF FINANCIAL CONDITION**

POSITIVE CERTIFICATION  
As the Charter School Official, I certify that based upon current projections this charter will meet its financial obligations for the current fiscal year and subsequent two fiscal years.

QUALIFIED CERTIFICATION  
As the Charter School Official, I certify that based upon current projections this charter may not meet its financial obligations for the current fiscal year or two subsequent fiscal years.

NEGATIVE CERTIFICATION  
As the Charter School Official, I certify that based upon current projections this charter will be unable to meet its financial obligations for the remainder of the current fiscal year or for the subsequent fiscal year.

To the entity that approved the charter school:  
(  ) 2022/23 CHARTER SCHOOL SECOND INTERIM FINANCIAL REPORT -- ALTERNATIVE FORM: This report has been approved, and is hereby filed by the charter school pursuant to *Education Code* Section 47604.33.

Signed:  Date: 2/28/23  
Charter School Official  
(Original signature required)

Print Name: Samantha Haynes Title: Executive Director

To the County Superintendent of Schools:  
(  ) 2022/23 CHARTER SCHOOL SECOND INTERIM FINANCIAL REPORT -- ALTERNATIVE FORM: This report is hereby filed with the County Superintendent pursuant to *Education Code* Section 47604.33.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Authorized Representative of  
Charter Approving Entity  
(Original signature required)

Name: \_\_\_\_\_ Title: \_\_\_\_\_

For additional information on the Second Interim Report, please contact:

<p><u>For Approving Entity:</u></p> <p><u>Michael Coleman</u> Name</p> <p><u>Superintendent</u> Title</p> <p><u>661-769-8231 x202</u> Phone</p> <p><u><a href="mailto:mcoleman@musd.email">mcoleman@musd.email</a></u> E-mail</p>	<p><u>For Charter School:</u></p> <p><u>Spencer Styles</u> Name</p> <p><u>Charter Impact, Inc.</u> Title</p> <p><u>888-474-0322</u> Phone</p> <p><u>sstyles@charterimpact.com</u> E-mail</p>
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This report has been verified for mathematical accuracy by the County Superintendent of Schools, pursuant to *Education Code* Section 47604.33.

\_\_\_\_\_ Date \_\_\_\_\_

**CONTRACT FOR ANNUAL AUDIT  
OF K-12 CHARTER SCHOOLS  
(Three Year Contract)**

**BLUE RIDGE ACADEMY**

This contract entered into this 11th day of February, 2022, between BLUE RIDGE ACADEMY of Maricopa County, California, hereinafter called the School and Wilkinson Hadley King & Co. LLP hereinafter called the Accountant, witnesses that the parties hereto do mutually agree as follows:

Article 1. EMPLOYMENT OF ACCOUNTANT: The School, pursuant to Chapter 3 (commencing with Section 14500), Part 9, Division 1, Title 1, and Article 2 (commencing with Section 41020), Chapter 1, Part 24, Division 3, Title 2 of the Education Code of the State of California, hereby employs the Accountant to perform the necessary professional services, including but not limited to, those hereinafter set forth in connection with an audit of the books and accounts of the School.

Article 2. SCOPE OF AUDIT: The audit shall include all financial information of the School including the student body accounts, and any other funds under the control or jurisdiction of the School.

Article 3. AUDIT PERIOD: The audit shall cover the period of the 2021-22 through 2023-24 school years, to wit, the period commencing July 1, 2021, and ending June 30, 2024.

Article 4. VERIFICATION OF PRIOR YEAR'S FUNDS BALANCES: The audit shall include a verification of fund balances at the beginning of the audit period, provided there has been a responsible audit for the year prior to commencement of the audit period, from which such verification can be made; otherwise such verification may be excluded at the discretion of the School.

Article 5. AUDIT PROCEDURES: The audit shall be performed in accordance with general accounting office standards for financial and compliance audits, and shall include, to the extent applicable, the audit procedures recommended by the Education Audit Appeals Panel, as detailed in the most recent publication entitled Standards and Procedures for Audits of California Local Educational Agencies (Audit Guide). The Accountant shall provide the State Controller access to audit working papers to permit the Controller to complete a review upon request pursuant to Education Code Section 14504.

Article 6. FORM AND CONTENTS OF REPORT: The form and contents of the audit report shall be in conformity, to the extent practicable, with such form and content as may be prescribed by the State Controller under Section 41020 of the Education Code.

Article 7. EXTRA WORK AND SERVICES: In the event that circumstances disclosed by the audit indicate that more detailed verification is required in addition to that which would be sufficient under ordinary circumstances, the Accountant shall at once notify the School in writing of the fact, together with a written estimate of the additional work and services required and the estimated cost thereof. In the event the School authorizes and approves the performance of such extra work and services, it shall so notify the Accountant in writing. No claims of the Accountant for extra work or services shall be allowed or paid without such written consent and approval of the School first having been so obtained before such extra work and services are entered upon or undertaken.

Article 8. COMMENCEMENT OF WORK: Work by the Accountant under this contract shall commence April 20, 2021, or as soon thereafter as the School may deem practicable and feasible.

Article 9. COMPLETION AND DELIVERY OF REPORT: The audit report shall be completed and delivered to the School not later than December 15 annually. The Accountant will furnish the charter school copies of the audit in sufficient number for distribution to each member of the governing board plus 10 copies for the School's chief administrative officer and shall mail one copy to each of the following: County Superintendent of Schools, State Department of Education, State Controller's office.

Article 10. THE ACCOUNTANT FEES: The School agrees to pay and the Accountant agrees to accept for performance of all services rendered herein, exclusive of extra work and services, a fee in the sum of, not to exceed amounts notated below. It is understood and agreed that said fee is a maximum fee and is subject to corresponding reduction in the event that the actual cost of making the audit proves to be less than is now estimated at the time of entering into this contract. The cost estimates, which include a reasonable profit and constitute the basis upon which the maximum fee has been determined.

	<b>SCHOOL AUDIT</b>	<b>INFORMATION RETURNS</b>	<b>TOTAL FEES</b>
<b>2021-22</b>	\$9,500	\$1,200	\$10,700
<b>2022-23</b>	\$9,750	\$1,200	\$10,950
<b>2023-24</b>	\$10,000	\$1,200	\$11,200

Extra work and services duly ordered and approved as herein above provided and duly performed shall be computed and paid for at the rates below.

<u>Classification</u>	<u>Rate</u>
Senior Partner	\$ 175
Partner	\$ 150
Senior Manager	\$ 125
Manager	\$ 100
Senior Accountant	\$ 85
Staff Accountant	\$ 70
Clerical	\$ 45

Article 11. PAYMENT: Payment of ninety percent of the fee, including extra work and services, shall be made in progress payments as work is completed. The Accountant shall furnish the School on demand an itemized statement of the audit costs, if requested. The final ten percent of the value of work done under this contract shall be made after certification by the State Controller that the audit report conforms to the reporting provisions of the Audit Guide. Provision is hereby made to withhold fifty percent of the audit fee for any subsequent year of a multi-year contract if the prior year's audit report by the same firm or individual failed to be certified as conforming to reporting requirements of the State Controller's Audit Guide.

Article 12. TERMINATION: The School hereby reserves the right to terminate this contract at any time. In the event of such termination, the Accountant shall be paid the reasonable value of all services rendered up to the date of such termination as may be determined by the School, and the Accountant hereby expressly waives any and all claims for damages or compensation arising under this contract, except as set forth herein, in the event of such termination. Additionally, this contract shall become null and void if the audit firm or individual is declared ineligible to perform LEA audits pursuant to Education Code Section 41020.5.

Article 13. ASSOCIATES: The Accountant shall have the option, with the written consent of the School, to associate with them and at their expense accountants or other qualified persons to render services in connection with the work, and to delegate to them such duties as they may delegate without relieving themselves from administrative or other responsibility under this contract.

Article 14. SUCCESSORS AND ASSIGNS: All terms, conditions, and provisions hereof shall inure to and shall bind the parties hereto, their, and each of their respective heirs, executors, administrators, successors, and assigns.

Except as provided above, the Accountant shall not sublet, assign, or transfer their interest in this contract without the written consent of the School.

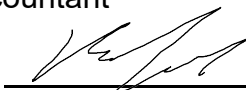
Article 15. Workers' Compensation: We are aware of the provisions of Section 3700 of the Labor Code that requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code, and we will comply with such provisions before commencing the performance of the work of the contract.

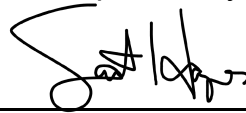
Article 15. INSTRUCTIONS TO PROCEED: The Accountant is not to proceed with performance of any services under this contract without first securing written authorization from the School to do so.

IN WITNESS WHEREOF, we have hereunto set our hands the day and year first above written.

Wilkinson Hadley King & Co. LLP    BLUE RIDGE ACADEMY  
of Maricopa County, California

Accountant

By  \_\_\_\_\_  
Kevin Sproul, Partner

By  \_\_\_\_\_  
Samantha Haynes, Executive Director

Dated: February 11, 2022

Approved by the Governing Board

On February 22, 2022



## 2023-2024 Compensation Policy

### Dedication to Non-discrimination

It is the policy of Blue Ridge Academy not to discriminate on the basis of race, religious creed (which includes religious dress and grooming practices), color, national origin (which includes, but is not limited to, national origin groups and aspects of national origin, such as height, weight, accent, or language proficiency), ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status (including state and federal active and reserve members as well as those ordered to duty or training), immigration/citizenship status or related protected activities (which includes undocumented individuals and human trafficking), protected medical leaves, domestic violence victim status, political affiliation, or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations.

### Important Information

- This summary does not alter the at-will nature of the employment relationship and nothing in this summary shall limit the School's right to terminate employment at-will or limit the School's right to transfer, demote, suspend, administer discipline, and change the terms and conditions of employment at its sole discretion. This includes, without limitation, the School's right to modify the compensation of any employee at any time, with or without notice and with or without cause.
- The School Board adopts this compensation schedule for 2023-2024 only. Pay increases are not granted automatically each year; therefore, neither past nor future compensation can be calculated, assumed, or predicted on the basis of this schedule or any information contained herein. Compensation of any employee may also be adjusted at any time based on operational needs of the School.
- The Executive Director shall recommend compensation for all School staff, consistent with the budget approved by the School Board. An employee's regular compensation is paid on a semi-monthly basis in accordance with the School's payroll practices and policies.
- The School reserves the right to change, suspend, revoke, terminate, or supersede provisions of this compensation schedule at any time. To the extent any of provisions herein differ from the terms of an employee's employment agreement, the terms of the agreement shall prevail.
- The School complies with all laws and regulations regarding fiscal oversight, including but not limited to, compensation, certification, supplemental pay, paid leave, overtime, payroll, etc.

### Salary Basis & Employer Sponsored Paid Leave

A, B, and C basis are based on the calendar days worked by the employee. **Each salary basis has an assigned number of contracted days. In any given school year, the school calendar may fluctuate. Please refer to the relevant school calendar to understand expected in-service work days.** Further details regarding Salary Basis and Employer Sponsored Leave can be found within the Board Approved Blue Ridge Employee Handbook.

- A Basis:
  - 12-month employee, 80 hours of PTO and 80 of paid sick time
  - maximum accrual of 160 hours PTO and 144 paid sick leave annually

- B Basis:
  - 10-month employee, 80 hours of paid sick time
  - maximum accrual of 144 paid sick leave annually
- C Basis:
  - 10.5-month employee, 80 hours of paid sick time
  - maximum accrual of 144 paid sick leave annually

### **Compensation Philosophy**

A compensation philosophy is a statement that defines what an organization offers and chooses to reward via its compensation system. The School's compensation philosophy places emphasis on equity, transparency, excellence, and commitment. These five key values are the foundation for all School compensation structures and practices.

We offer...

- comprehensive compensation packages for all staff, including base salary and benefits. Certain employees may be eligible for bonuses and stipends, as set forth herein
- a dynamic culture and vibrant community of colleagues united by shared dedication to students, a commitment to innovation, and a strong growth mindset
- unique career pathways, growth and development opportunities, and leadership roles that encourage staff to challenge themselves
- equitable compensation, regardless of gender, race/ethnicity, national origin, sexual orientation, age, religion, disability or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations
- a transparent and clearly communicated compensation system, so that staff understand what factors may determine individual compensation and how and when potential changes to compensation will be affected

We recognize and reward...

- exceptional performance and contributions that enable excellent student outcomes
- commitment of staff who contribute to the long-term success of our students and our organization

For teachers...

Given the role they play in providing educational services, teachers are particularly critical to the success of our mission. As such, we offer teacher compensation to attract and retain talented educators, and we specially recognize and reward:

- exceptional teacher performance that leads to growth and excellence for students
- commitment of teachers who develop deep, high-quality educational experience (within or outside of the School) and assume critical leadership responsibilities

## **TEACHER COMPENSATION**

### Teacher Definition:

For purposes of this schedule, a Teacher is defined as a person who has a valid credential or certificate that allows them to teach a specific subject matter or special education.

### Salary Placement Guidelines:

Upon hire, each employee will be placed on a step and column scale based on prior years of creditable service, degrees held or number of post-baccalaureate semester units, if applicable. During the rate-in-process for new hires, the Executive Director may approve additional units earned beyond post-baccalaureate credits equivalent to 4-semester units for each year starting with year 15. A candidate can earn a maximum of 60 credits for experience based on Executive Director approval.

### Creditable Years of Experience:

- The School has the option to grant one (1) YEAR for each one (1) year of approved creditable teaching or professional experience up to 10 (ten) years.
- One year of service is defined by the completion of 75% or more of the school year

- An additional year may be granted for teachers who have school-desired experience in what the school determines to be “hard-to-staff” positions.
- One year of creditable professional or teaching experience will be granted for full-time employment, which is employment for 100% of an institution’s normal work schedule during the school year
- A partial year of creditable professional or teaching experience can be granted for up to a year of part-time employment, which is less than 100% of an institution’s normal work schedule during the school year.
- Creditable professional or teaching experience may be earned for each year at an accredited school.
- Other relevant professional experience reasonably related to present and/or future assignments within the organization may be considered by the Executive Director or designee.

The Executive Director or his or her designee may adjust a rehired teacher’s placement on the pay scale as appropriate based on the employee’s accumulated experience following the teacher’s separation from the School, which may result in a higher or lower placement on the scale than the teacher would have otherwise been placed had the teacher been continuously employed.

Credential/Certification:

- Teachers holding a valid and active credential (i.e., preliminary, clear, lifetime) California teaching certificate at the time of hiring/rehiring will generally be compensated in accordance with the applicable teacher salary table (B Basis, C Basis or Special Education) for certificated teachers.
- The School may hire teachers with a bachelor’s degree who do not hold a clear teaching credential. Staff holding an alternative certification (intern, emergency, or preliminary credential) are rated on the same salary teacher table as certificated teachers.
- A teacher is eligible to advance to the proper Pay Scale level once they meet the requirement for that specific Pay Scale Level and Group based on their creditable years of service and post-BA units, if applicable.
- For any given school year, teachers must submit any successfully completed post-BA units no later than October 31 in order for the units to apply to the teacher’s salary in that school year. Any proof of successfully completed post-BA units submitted to the School after October 31 will not result in an adjustment to compensation until the following school year.
- Any increase in pay resulting from an advancement on the Pay Scale based on the successful completion of post-BA units will not take effect until after the School’s receipt of sufficient documentation supporting the advancement. Pay increases for post-BA units will not be paid retroactively. For illustration purposes, if a teacher is awarded a degree on January 15 and provides proof of the degree on May 1, any advancement on the Pay Scale and increase in pay will be effective beginning the next school year. The teacher will not be paid at the higher rate of compensation retroactively (i.e., for the periods between January 15 and July 1).
- If a teacher is awarded a degree on August 15 and provides proof of the degree on October 15, any advancement on the Pay Scale and increase in pay will be effective beginning the first pay period following October 15. The teacher will not be paid at the higher rate of compensation during the periods between August 15 and October 15.
- All teaching credentials must be reflected on the California Commission on Teacher Credentialing’s website.

Advanced Degree/Certificate Stipends:

- Teachers who hold a Doctoral degree or National Board Certification (NBC) are entitled to additional compensation of a \$3,000 (stipend) of their current annual salary on the Salary Table.

- The stipend is not included in your annual salary and may be processed separately from regular earnings.
- To qualify for the advanced degree or certificate stipends, employees must submit proof of attainment of the degree. Stipends will not be paid until sufficient documentation is presented and will not be paid retroactively. For illustration purposes, if a teacher is awarded a degree on January 15 and provides proof of the degree on May 1, any advancement on the Pay Scale and increase in pay will be effective beginning the first pay period following May 1. The teacher will not be paid at the higher rate of compensation retroactively (i.e., for the periods between January 15 and May 1).
- The stipends will be paid as set forth in the Stipend Chart below.

Supplemental Duty Stipends:

- Stipends are assigned and approved by the Executive Director or his/her designee at the beginning of the school year or semester or as otherwise noted in the chart below.
- Teachers who perform the supplemental duties outlined in the table below are eligible to receive the corresponding stipends as indicated and only if assigned/awarded to the teacher by the Executive Director or his/her designee. The number of stipends awarded under each category and/or the periods of service during the school year are at the sole discretion of the Executive Director or his/her designee.
- Supplemental duty stipends are authorized for the specific year assigned and are not renewed for the future years unless specifically authorized for those years. This means additional duties such as New Teacher Trainer, etc. are assigned on a year by year basis and are not guaranteed responsibilities that carry over from year to year.
- Supplemental pay will cease when there is no need for the duty, the employee becomes ineligible or as otherwise determined in the sole discretion of the School.
- The School, in its sole discretion, may choose not to offer certain stipends
- Stipend amounts and requirements will be reviewed periodically and may be modified from time to time at the sole discretion of the School.
- Supplemental duty stipends are prorated and will be paid as set forth in the below Stipend Chart, once the Supplemental duty has started.
- Student stipends are paid per semester based on the teacher roster in the months of September and February.
- Each employee must be actively employed and in good standing to receive their eligible stipend

<b>Stipend Chart</b>				
<b>DESCRIPTION</b>	<b>AMOUNT</b>	<b>ELIGIBILITY</b>	<b>ELIGIBILITY START</b>	<b>PERIOD PAID</b>
Community Connections Specialist	\$5,000	Paid to a hired Community Coordinator who facilitates regular events for the Community Connections program.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Induction Coach Stipend	\$500/teacher/semester	Paid to credentialed teachers who work with teachers who are working toward clearing their teaching credential.	Eligibility starts at the beginning of the school year or whenever job duties begin, whichever is later.	Two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Decathlon Coordinator Stipend	\$5,000	Assigned Position: Provided to credentialed teachers who meet with students to determine if they are meeting academic decathlon course requirements	Eligibility starts at the beginning of the school year and once the coaching begins.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
NHS/NJHS Coordinator Stipend	\$ 5,000	Assigned Position: paid to a staff member who oversees the selection process, induction, ceremony, monthly meetings, etc. that is required of NHS and NJHS.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Extended School Year (ESY)	\$ 3,500	Paid to special education teachers who provide services from the end of the	Eligibility is earned after service has been completed from start date to end date.	Half paid during the each of the two pay periods of June 30th and July 15th

		academic school year to approximately July 15th		
Extra Student Stipend	\$100/month/student over required roster limit	Provided to each teacher that agrees to handle additional students over their roster limits. The set maximum for overages is based on job description. Roster overages and/or changes may be adjusted at the discretion of the Executive Director based on the needs of the school and programs.	Becomes eligible once their rosters surpass required roster limits	Paid biweekly over 10.5 months; August 16 - June. Will be prorated based on period of service during the school year.
Doctoral Degree Stipend	\$3,000	Provided to teachers who hold a doctor's degree	For those who obtain their degree before October 31 of the current school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
California Healthy Youth Act (CHYA)	\$2,500	Paid to teachers who oversee the CHYA program and teaching involved for the school.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
SPED Lead Reading Specialist	\$2,000	Paid to a special education teacher with extensive background in evidence-based research reading programs.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
SPED Lead School sychologist	\$2,000	The Lead School Psychologist supports a team of school psychologists in conducting assessments, engaging in consultation with schools and families, and providing direct services to students. They oversee the assessment team schedule, ensure the assessment team is following the Special Education director's protocols and structures, and collaborate with the Director, Program Specialists, and case managers in balancing student and organizational needs.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
SPED Lead Grade Band Education Specialist	\$2,000	Paid to a staff member that supports the Program Specialist with designee duties, document reviews and audits. They provide collaborative support to grade band peers to include implementation of teacher training and support program specialist with grade band team meeting facilitation and presentation.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees.
Medical Opt- Out Stipend	\$125 per pay period	Provided to employees who choose to opt-out of medical benefits.	Eligibility starts at the beginning of the school year.	Paid biweekly over 10.5 months; August 16 - June. Will be prorated based on period of service during the school year.
Homeless Liaison	\$1,500	Paid to a staff member that is the first point of contact for any families and/or students dealing with homelessness.	Eligibility starts at the beginning of the school year.	The two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Summer Counselor Support	<del>\$750</del> \$900	Paid to hired Counselor(s) to answer high school questions regarding transcripts, curriculum, and concurrent enrollment over <b>specified hours in</b> the month of July	Eligibility starts in July.	Paid one time in July.
SPED Counseling Support	<del>\$1,000</del> \$1,500	Paid to a staff member that is providing counselor support and completing tasks specific to SPED students and their IGP.	Eligibility starts at the beginning of the school year.	Two payments of equal installments (January/June) of the total stipend amount will only be paid to current employees
Temporary Project Stipend	\$500-\$1,500	Paid to a staff member that is providing additional support to one or more departments on a specific, temporary task during the school year. This stipend amount is determined by the project's time requirement and responsibilities.	Eligibility starts when project is assigned	Paid one time after successful project completion.



## Administrator Salary Table A-Basis – 12-month Calendar\* July 1, 2023

### PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10
<b>Executive Director</b>										
A*	\$201,400	\$201,400	\$205,428	\$205,428	\$209,537	\$209,537	\$213,728	\$213,728	\$218,002	\$218,002
B	\$205,428	\$205,428	\$209,537	\$209,537	\$213,728	\$213,728	\$218,002	\$218,002	\$222,362	\$222,362
C	\$209,537	\$209,537	\$213,728	\$213,728	\$218,002	\$218,002	\$222,362	\$222,362	\$226,808	\$226,808
<b>Vice Principal/SPED Director</b>										
D*	\$188,336	\$188,336	\$192,178	\$192,178	\$196,100	\$196,100	\$200,022	\$200,022	\$204,022	\$204,022
E	\$192,178	\$192,178	\$196,100	\$196,100	\$200,022	\$200,022	\$204,022	\$204,022	\$208,102	\$208,102
F	\$196,100	\$196,100	\$200,022	\$200,022	\$204,022	\$204,022	\$208,102	\$208,102	\$212,265	\$212,265
<b>Director</b>										
G*	\$129,850	\$129,850	\$132,500	\$132,500	\$135,150	\$135,150	\$137,800	\$137,800	\$140,450	\$140,450
H	\$132,500	\$132,500	\$135,150	\$135,150	\$137,800	\$137,800	\$140,450	\$140,450	\$143,100	\$143,100
I	\$135,150	\$135,150	\$137,800	\$137,800	\$140,450	\$140,450	\$143,100	\$143,100	\$145,750	\$145,750
<b>Assistant Director</b>										
J*	\$121,900	\$121,900	\$124,550	\$124,550	\$127,200	\$127,200	\$129,850	\$129,850	\$132,500	\$132,500
K	\$124,550	\$124,550	\$127,200	\$127,200	\$129,850	\$129,850	\$132,500	\$132,500	\$135,150	\$135,150
L	\$127,200	\$127,200	\$129,850	\$129,850	\$132,500	\$132,500	\$135,150	\$135,150	\$137,800	\$137,800

NBC or Doctorate Differential is \$3000 paid in two installments in January and June.

\*Annualized salary includes 230 work days. The 230 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

\*\*\*Board may consider past experience when determining initial placement and promotion.

Pay Scale Group Key:

A, D, G, J - Minimum requirements: Bachelor's Degree, Valid CA Teaching Credential, \*Creditable Experience (internal candidates only)

B, E, H, K - Valid CA Teaching Credential, Master's Degree (in related field) or Administrative Credential

C, F, I, L - Valid CA Teaching Credential, Master's Degree (in related field) and Administrative Credential



## Home School Teacher (HST) Salary Table B-Basis – 10-month Calendar\*\* July 1, 2023

### PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>A</b> (Minimum BA)	\$66,144	\$66,144	\$66,144	\$66,144	\$67,136	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767
<b>B</b> (+14 graduate semester units)	\$66,144	\$66,144	\$66,144	\$67,136	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920
<b>C</b> (+28 graduate semester units)	\$66,144	\$66,144	\$67,136	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089
<b>D</b> (+42 graduate semester units)	\$66,144	\$67,136	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089	\$80,276
<b>E</b> (+56 graduate semester units)	\$67,136	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089	\$80,276	\$81,480
<b>F</b> (+70 graduate semester units)	\$68,143	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089	\$80,276	\$81,480	\$82,703
<b>G</b> (+84 graduate semester units)	\$69,166	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089	\$80,276	\$81,480	\$82,703	\$83,945
<b>H</b> (+98 graduate semester units)	\$70,204	\$71,257	\$72,327	\$73,412	\$74,514	\$75,632	\$76,767	\$77,920	\$79,089	\$80,276	\$82,682	\$86,271	\$87,997	\$90,637
<b>Continued</b>	<b>15</b>	<b>20</b>	<b>25</b>	<b>30</b>										
<b>H</b> (+98 graduate semester units)	\$93,357	\$96,159	\$99,044	\$102,017										

NBC or Doctorate Differential is \$3000 paid in two installments in January and June.

\*\*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\*\*Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

\*\*\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

\*\*\*\*\*Pay scale level is based on years served in the same position at Blue Ridge Academy.



**SPED Teacher Salary Table  
B-Basis – 10 -month Calendar\*  
July 1, 2023**

**PAY SCALE LEVEL**

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>A</b> (Minimum BA)	\$67,467	\$67,467	\$67,467	\$68,816	\$70,193	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892
<b>B</b> (+14 graduate semester units)	\$67,467	\$67,467	\$68,816	\$70,193	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570
<b>C</b> (+28 graduate semester units)	\$67,467	\$68,816	\$70,193	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281
<b>D</b> (+42 graduate semester units)	\$68,816	\$70,193	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281	\$89,027
<b>E</b> (+56 graduate semester units)	\$70,193	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281	\$89,027	\$90,808
<b>F</b> (+70 graduate semester units)	\$71,598	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281	\$89,027	\$90,808	\$92,625
<b>G</b> (+84 graduate semester units)	\$73,030	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281	\$89,027	\$90,808	\$92,625	\$94,478
<b>H</b> (+98 graduate semester units)	\$74,490	\$75,981	\$77,501	\$79,052	\$80,633	\$82,246	\$83,892	\$85,570	\$87,281	\$89,027	\$90,808	\$92,625	\$94,478	\$96,340
<b>Continued</b>	<b>15</b>	<b>20</b>	<b>25</b>	<b>30</b>										
<b>H</b> (+98 graduate semester units)	\$102,208	\$105,275	\$108,434	\$111,687										

NBC or Doctorate Differential is \$3000 paid in two installments in January and June.

\*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\*Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

\*\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

\*\*\*\*Pay scale level is based on years served in the same position at Blue Ridge Academy.



**GE Instructional Coordinator Salary Table  
B-Basis – 10-month Calendar\*\*  
July 1, 2023**

**PAY SCALE LEVEL**

Pay Scale Group	1	2	3	4	5	6	7	8	9	10
<b>Tier I</b>										
A	\$86,390	\$87,980	\$89,570	\$91,160	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700
B	\$87,980	\$89,570	\$91,160	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700	\$102,290
C	\$89,570	\$91,160	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700	\$102,290	\$103,880
<b>Tier II</b>										
A	\$89,570	\$91,160	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700	\$102,290	\$103,880
B	\$91,160	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700	\$102,290	\$103,880	\$105,470
C	\$92,750	\$94,340	\$95,930	\$97,520	\$99,110	\$100,700	\$102,290	\$103,880	\$105,470	\$108,120

*NBC or Doctorate Differential is \$3000 paid in two installments in January and June.*

*\*Annualized salary includes 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.*

*\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.*

*\*\*\*Board may consider past experience when determining initial placement and promotion.*

**Pay Scale Group Key:**

*A – Minimum requirements, Bachelor's Degree and valid CA teaching Credential*

*B – Valid CA Teaching Credential, Master's Degree (in related field) or Administrative Credential*

*C – Valid CA Teaching Credential, Master's Degree (in related field) and Administrative Credential*

*Tier I: Coordinators who do not directly supervise instructional staff*

*Tier II: Coordinators who directly supervise instructional staff*



## High School Counselor Salary Table C-Basis – 10.5-month Calendar\* July 1, 2023

### PAY SCALE LEVEL

Pay Scale Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>A</b> (Minimum BA)	\$68,900	\$68,900	\$68,900	\$70,278	\$71,684	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675
<b>B</b> (+14 graduate semester units)	\$68,900	\$68,900	\$70,278	\$71,684	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389
<b>C</b> (+28 graduate semester units)	\$68,900	\$70,278	\$71,684	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136
<b>D</b> (+42 graduate semester units)	\$70,278	\$71,684	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136	\$90,919
<b>E</b> (+56 graduate semester units)	\$71,684	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136	\$90,919	\$92,738
<b>F</b> (+70 graduate semester units)	\$73,118	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136	\$90,919	\$92,738	\$94,593
<b>G</b> (+84 graduate semester units)	\$74,581	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136	\$90,919	\$92,738	\$94,593	\$96,485
<b>H</b> (+98 graduate semester units)	\$76,073	\$77,595	\$79,148	\$80,732	\$82,347	\$83,994	\$85,675	\$87,389	\$89,136	\$90,919	\$92,738	\$94,593	\$96,485	\$98,416

Continued	15	20	25	30
<b>H</b> (+98 graduate semester units)	\$100,384	\$102,393	\$104,441	\$106,530

NBC or Doctorate Differential is \$3000 paid in two installments in January and June.

\*Annualized salary includes 204 work days. The 204 work days is a minimum number of work days, and isam members may need to work additional days beyond the work calendar.

\*\*Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

\*\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

\*\*\*Pay scale level is based on years served in the same position at Blue Ridge Academy





**Certificated Support Salary Table  
C-Basis – 10.5-month Calendar\*  
July 1, 2023**

**PAY SCALE LEVEL**

Step	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
<b>School Psychologist, Program Specialist</b>								
Salary	\$89,197	\$94,548	\$100,221	\$106,235	\$112,609	\$119,365	\$126,528	\$134,120
<b>Speech and Language Pathologist</b>								
Salary	\$81,561	\$86,455	\$91,642	\$97,141	\$102,970	\$109,149	\$115,698	\$122,640
<b>Nurse</b>								
Salary	\$77,563	\$82,217	\$87,151	\$92,380	\$97,923	\$103,798	\$110,026	\$116,628
<b>Occupational Therapist</b>								
Salary	\$77,757	\$82,422	\$87,368	\$92,610	\$98,166	\$104,057	\$110,300	\$116,918
<p><i>NBC or Doctorate Differential is \$3000 paid in two installments in January and June.</i></p> <p><i>*Annualized salary includes 204 work days. The 204 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</i></p> <p><i>**Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.</i></p>								

**Additional Supplement Bonus (“Supplement”):**

The Executive Director may recommend a Supplement for teachers as set forth in this section.

- An Executive Director, in his or her sole discretion, shall determine what duties shall be supplemented based upon the operational needs of the school.
- A supplement is not automatic, and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A supplement will be paid to the employee in accordance with the schedule provided by the School at the time of supplement award.
- The supplemental award shall not exceed \$35,000 or 50% of annual salary.
- All supplements listed are paid for the performance of duties beyond the regular work day and normal job responsibilities and are not approved solely on the basis of position classification or previous supplement payment. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the teachers' regular salary.
- Teacher supplements will be set forth in a Supplement Performance Order. The Supplement Performance Order Request shall be completed and signed by the teacher and the Executive Director prior to performing the supplemental duties.
- Supplements will be paid in installments or one lump sum if less than \$1,001. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.
- Additional Supplements may include things such as Winter Break Coverage, Extra Student Pay and Enrollment Milestones.
- To qualify for an extended duty supplement, the following criteria must be met as requested and assigned by the Executive Director:
  - 1. The Executive Director must first agree with the teacher on the terms
  - 2. The supplemental work must be separate from the normal job responsibilities.
  - 3. The work must be completed or in the process of being completed.

**Part-time Teachers:**

For all part-time teachers.

- Part-time/Full time Status: Compensation for part-time teachers will be \$30.00 per hour. Estimated hours for part-time teachers each week includes a maximum of 10 hours per week for approved non-instructional activities (recruiting, planning, grading, parent conferences, etc.) and one (1) additional hour per week per enrolled student. This allotted time should be sufficient to complete each part-time teacher’s duties. All time worked will be compensated at the part-time teacher’s hourly rate. Part-time teachers will work no more than up to 17 hours of work per pay period in July and for up to 8.5 hours of training and up to 8.5 hours for student support prior to the beginning of school in August.
- During the school year a part-time teacher’s weekly approved hours will correspond to the number of enrolled students.

Regularly enrolled students:

# of students enrolled	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
# of approved weekly hours	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	27	28.5	30	32

- Part-time teachers must accurately record and timely submit records of all time worked and observe all lunch and rest breaks as outlined in the School's employee handbook. Part-time employees may not work overtime (i.e., over 8 hours in a workday or 40 hours per workweek) without written authorization from their direct supervisor.
- Part-time teachers will receive the same compensation, corresponding to their number of enrolled students, during school holiday breaks.

When a case load of 20 students is reached, employees may be rated in and placed on a salary table and given health care benefits contingent upon the teacher's expected maintenance of a case load at the norm of 28 students for full-time teachers. Carrying a case load of less than 28 students over a course of three (3) consecutive months may result in a return to part time status.

## **CLASSIFIED COMPENSATION**

### **Experience and Placement**

- Each classified employee will be placed on the salary schedule based on their creditable years of experience, which will be categorized as equivalent or applicable experience.
- Equivalent experience is the directly related experience of an employee to the position held or hired. Applicable experience is the other administrative, teaching, or professional experience which is not directly related to the position held or hired.
  - Example: Office Manager experience at a private school is accepted as equivalent experience for a person in the Office Manager position, but teaching experience will be applicable experience.
  - Example: SPED instructional aide at a school district, or a company may be equivalent experience for the SPED instructional aide position, but SPED center aide will be applicable experience.
- The evaluation of prior experience and placement on the Salary Scale will be recommended by the Human Resources Department and the Executive Director or designee makes the final decision, consistent with the School's approved budget.
- The following criteria will be considered in the evaluation of prior experience:
  - The number of days worked in a year must be at least 180 days as a full-time employee
  - The percentage of days worked
  - Position held
  - Type of the organization and accreditation
- Each equivalent year of creditable experience will be equal to 1 YEAR, and each year of creditable applicable experience will be equal to a 0.5 YEAR. If the total years of experience is a fraction of a whole, it will be rounded up.
  - Example: 3.5 YEARS will be rounded to 4.0 YEARS of experience.
- Rehired employee's years of experience in the same or higher salary placements will be treated as equivalent experience.
- The starting salary of a new employee may exceed the salary of a current employee in the same position based on the creditable years of experience as defined herein.
- Creditable experience may be earned from other schools, districts or any other employer.
- The Executive Director shall recommend the creation of new positions as needed and will evaluate and recommend placement of the new positions in the appropriate role, together with any necessary budget adjustments required, to be approved by the School Board



**Classified Staff Salary Table  
A-Basis – 12-month Calendar\*  
July 1, 2023**

**PAY SCALE LEVEL**

Pay Scale Group	Rate Type	A	B	C	D	E	F	G	H	I	J	K	L
Office Tech 1	Hourly	\$16.70	\$17.02	\$17.36	\$17.71	\$18.06	\$18.42	\$18.79	\$19.18	\$19.56	\$19.95	\$20.34	\$20.75
	Annual	\$34,736	\$35,401	\$36,108	\$36,836	\$37,564	\$38,313	\$39,083	\$39,394	\$40,684	\$41,496	\$42,307	\$43,160
Office Tech 2	Hourly	\$20.26	\$20.66	\$21.07	\$21.50	\$21.93	\$22.37	\$22.81	\$23.27	\$23.73	\$24.21	\$24.70	\$25.19
	Annual	\$42,140	\$42,972	\$43,825	\$44,720	\$45,614	\$46,529	\$47,444	\$48,401	\$49,358	\$50,356	\$51,376	\$52,395
Office Tech 3	Hourly	\$21.66	\$22.09	\$22.54	\$22.98	\$23.45	\$23.91	\$24.39	\$24.88	\$25.38	\$25.89	\$26.40	\$26.93
	Annual	\$45,052	\$45,947	\$46,883	\$47,798	\$48,776	\$49,732	\$50,731	\$51,750	\$52,790	\$53,851	\$54,912	\$56,014
Office Tech 4	Hourly	\$27.02	\$27.56	\$28.10	\$28.66	\$29.23	\$29.82	\$30.42	\$31.03	\$31.65	\$32.28	\$32.91	\$33.58
	Annual	\$56,201	\$57,324	\$58,448	\$59,612	\$60,798	\$62,025	\$63,273	\$64,542	\$65,832	\$67,150	\$68,452	\$69,846
Office Tech 5	Hourly	\$36.04	\$36.76	\$37.50	\$38.26	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24	\$43.09	\$43.95	\$44.83
	Annual	\$74,963	\$76,460	\$78,000	\$79,580	\$81,161	\$82,784	\$84,448	\$86,132	\$87,859	\$89,627	\$91,416	\$93,246
Office Tech 6	Annual Salary	\$85,436	\$87,155	\$88,898	\$90,683	\$92,491	\$94,343	\$96,240	\$98,157	\$100,119	\$102,126	\$104,177	\$106,271

Department Managers may request from the Executive Director, or his/her designee, in writing that a team member is placed into a new higher cell on the salary schedule during the fiscal year (July 1 – June 30) based on:

- a. New team member exceeding job expectations and performance after a 3-month new hire period
  - b. Team member taking on new assignments, tasks, or job responsibilities
  - c. Team member becoming highly proficient in specific skills that allow him/her to train other department members
- \*Annualized salary includes 230 work days. The 250 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\*Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

### **Role/Salary Placements**

- All positions are classified according to the corresponding role and/or salary placements based on the required set of skills, education, effort, and responsibility of the job assignment as indicated in the specific job description. All positions may be reclassified as necessary by the Executive Director or designee. Some hard-to staff positions may be compensated out of the salary schedule as approved by the Executive Director.

### **Advancements on Pay Scale**

- An advancement on the Pay Scale is the placement of an employee from a position in a lower salary placement to a position in a higher salary placement and will be determined on the same basis and factors articulated herein.

### **Lateral Transfer**

- A lateral transfer is the movement of an employee from one position to another within the same salary placement. The employee may continue to progress in the same salary placement as experience in the position is accumulated. Prior experience will not be re-evaluated for purposes of placement or advancement in the new salary placement.

### **Reassignments**

- Employees approved to voluntarily transfer to a position in a lower placement on the salary scale, if applicable, will be placed in the new salary placement, and the salary will be calculated as it is in the new placement or schedule
- When an employee is reassigned for any reason to a position in a lower salary placement, the employee's salary will be lowered during the next payroll cycle, or when determined by the Executive Director to avoid disruption so long as it is not earlier than the next payroll period.

### **Rehires**

- A former employee who returns to a position similar to the role held prior to separation will be placed on the salary scale as follows:
  - The converted grade and step of individuals who separated employment will be identified for appropriate entry placement on the salary scale.
  - All applicable work experience earned outside of Blue Ridge Academy's, subsequent to separation, may be identified and used for credit as equivalent experience in accordance with the creditable years of service as described herein.

### **Experience – Nonexempt Employees**

- Each nonexempt employee will be placed on the salary schedule based on their years of relevant experience. Although non-exempt employees may be paid a monthly salary (paid on a semi-monthly basis), all non-exempt salaried employees will be paid for all hours worked and are eligible for overtime in accordance with applicable law. Employees should receive approval from their supervisor before working overtime.
- The evaluation of prior experience will be made by the Executive Director or his/her designee. The following criteria, among others, may be considered in evaluation of prior experience:
  - The number of days worked in a year must be at least 180 days as a full time employee
  - The percentage of days worked
  - Position held
  - Type of the organization and accreditation
- Experience including secretarial, clerical, teaching, professional, and substitute experience may be credited.
- Each year of experience may be 1 YEAR in the schedule.

- The starting salary of a new employee may exceed the salary of a current employee in the same position based on their years of experience.
- Experience may be earned in other districts or other companies.
- The Executive Director or his or her designee may adjust a rehired non-exempt employee's placement on the pay scale as appropriate based on the employee's accumulated relevant experience following the employee's separation from the School, which may result in a higher or lower placement on the scale than the employee would have otherwise been placed had the employee been continuously employed. Adjustments to an employee's salary may be made in any subsequent school year.

**Additional Supplement Bonus ("Supplement"):**

The Executive Director may recommend a Supplement for classified staff members as set forth in this section.

- An Executive Director, in his or her sole discretion, shall determine what duties shall be supplemented based upon the operational needs of the school.
- A supplement is not automatic, and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A supplement will be paid to the employee in accordance with the schedule provided by the School at the time of supplement award.
- The supplemental award shall not exceed \$35,000 or 50% of annual salary.
- All supplements awarded are paid for the performance of duties beyond the regular work day and normal job responsibilities and are not approved solely on the basis of position classification or previous supplement payment. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the classified staff members' regular salary.
- Classified staff member's supplements will be set forth in a Supplement Performance Order. The Supplement Performance Order Request shall be completed and signed by the classified staff member and the Executive Director prior to performing the supplemental duties.
- Supplements will be paid in installments or one lump sum if less than \$1,001. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.
- Additional Supplements may include things such as Winter Break Coverage and Enrollment Milestones.
- To qualify for an extended duty supplement, the following criteria must be met as requested and assigned by the Executive Director:
  - 1. The Executive Director must first agree with the classified staff member on the terms
  - 3. The supplemental work must be separate from the normal job responsibilities.
  - 4. The work must be completed or in the progress of being completed.

## **POLICY BRIEF AND PURPOSE**

Our payroll advance policy describes our terms for advancing pay to our employees as an emergency short-term loan.

## **SCOPE**

This policy applies to all employees, with the exception of the Executive Director and officers of Blue Ridge Academy. In addition, temporary employees with contracts that are less than one year will not be eligible for Payroll Advances.

## **POLICY ELEMENTS**

“Payroll advance” refers to employees receiving a portion of their pay before their next normal payday. This does not include any money paid to the employee for work-related expenses.

The School is not obliged to pay employees in advance and may choose to do so if employees have qualifying reasons.

## **CONDITIONS FOR REQUESTING A PAYROLL ADVANCE**

Employees can ask for a pay advance if they:

- *Have been employed with the school for three consecutive months.*
- *Have not taken any other company-sponsored loan.*
- *Do not have any current negative evaluations or disciplinary actions.*

These conditions apply to all eligible employees without discrimination against protected characteristics.

Employees should have a legitimate reason to ask for advance pay, usually an unexpected or unavoidable occurrence. Examples of such reasons, although not conclusive, are for:

- *Family or personal emergencies (e.g. being victims of a robbery or fire, having to pay funeral fees)*
- *Hospital bills not covered by medical insurance*
- *Car repairs not covered by insurance*
- *To save a family home*

Examples of non-qualifying reasons, include but are not limited to:

- Taking a planned vacation
- Entertainment expenses
- Gambling
- Fines

## **PAYROLL ADVANCE TERMS**

Subject to approval, the maximum advance pay may be up to \$5,000. If employees find themselves in need of more frequent or larger pay advances than they are allowed, they should discuss the situation with their Executive Director. The Executive Director may decide to make exceptions on a case-by-case basis.

We will deduct the amount of the advance pay from an employee’s future paychecks. This may mean:

- Depending on the amount, deducting the full amount from their next paycheck.
- Repaying the amount in small installments out of a number of future paychecks.

The repayment terms must be in writing and signed by employees and will comply with applicable laws.

We will not charge any administrative fees or interest.

If an employee resigns or is terminated before they repay their payroll advance, HR, subject to approval by the Executive Director, is responsible for reaching a new agreement with the employee. Any relevant legal requirements (whether federal, state or local) must be followed.

## **PAYROLL ADVANCE AGREEMENTS**

Employees who want to request a payroll advance should request a Payroll Advance form from HR. They must:

- Indicate their reasons for filing the form.
- State the amount of money they want to receive in advance.
- Sign to accept this policy's terms.

This procedure must be followed:

1. Employees should submit the form to their Executive Director or their Supervisor, if the Executive Director is unavailable.
2. The Executive Director should first review the form. If they approve, they must sign the form and submit it to HR.
3. HR or designee must also review the form and decide whether to grant the employee's request in consultation with the Executive Director. If they approve, HR must create an agreement form for the pay advance and repayment terms taking any applicable taxes into account. This agreement must be signed by HR or designee and the employee and include relevant dates.
4. HR must forward the signed agreement to the accounting department. The accounting department will generally give employees their advance pay through check or bank transfer within a week, if possible, after receiving the form.

If the request is denied, the Executive Director must inform the employee.

The advance must be paid back within one year of the initial payment to the employee, subject to applicable law. If there is a problem with meeting the requirement then the employee must sign an agreement that moves them toward quickly meeting that requirement.

## **NOTICE TO BOARD**

The Board must be informed by the Executive Director if an employee resigns prior to repaying their payroll advance.