

ALTUS SCHOOLS SAN DIEGO

DBA – ALTUS SCHOOLS AUDEO · ALTUS SCHOOLS CHARTER SCHOOL OF SAN DIEGO

(A California Non-Profit Public Benefit Corporation)

*Tim Morton – Chairman, Len Hering RADM, USN (ret) – Vice Chair and Member,
Scott Barton – Member, Chris Megison – Member, Eric Schweinfurter - Member*

REGULAR BOARD OF DIRECTORS MEETING

Thursday, September 4, 2025, 4:30 p.m.

Via Teleconference at

1063 Cactus Cut Rd, Middleburg, FL, 32068, 722 W California Avenue, Vista, CA 92083,
25104 Creek Hollow Drive, Ramona, CA 92065, 5183 Mercury Pt, San Diego, CA 92111

and at

*Clairemont RC 4340 Genesee Avenue, Suite 109, SD 92117, College Avenue RC 4585 College Drive, Suite C, SD, 92115,
Downtown RC 1095 K Street Suite A, SD 92101, Euclid RC 220 Euclid Avenue, Suite 80, SD 92114, Lake Murray RC 8776 Lake
Murray Blvd., SD, 92119, Mira Mesa RC 8290 B, Mira Mesa Blvd., SD 92126, North Park RC 2940 North Park Way, SD 92104,
Northgate RC 4125 Alpha Street, Suite C, SD, 92113, Old Town RC , 2245 San Diego Avenue, Suite 115, SD 92110, Petco RC 1091
K Street, Suite A101, SD 92101, Point Loma RC 3145 Rosecrans Street, Suite D, SD 92110, Scripps Ranch RC 9910 Mira Mesa
Blvd, Suite A2, SD 92131, Sorrento Mesa RC 10170 Huennekens Street, SD, 92121, Tierrasanta RC 10425 Tierrasanta Blvd, Suite
101, SD 92124, Woodman RC 2939 Alta View Drive, Suite B/C, SD 92139, and Kearny Mesa RC 7520 Mesa College Drive, SD
92111, La Jolla RC 7458 Girard Avenue, SD 92037, Pacific Beach RC 959 Hornblend Street, SD 92109,
Tierrasanta K5 Home School RC 10725 Tierrasanta Boulevard, CA 92124*

Access to the live video conference will be accessible prior to the start of the meeting at

Audeo: <https://www.altusaudeo.com/about/board-of-directors>

CSSD: <https://www.altuscssd.com/about/board-of-directors>

This agenda contains a brief, general description of each item to be considered.

Except as otherwise provided by law, no action shall be taken on any item not appearing in the following agenda.

1.0 OPEN SESSION

- 1.1 Call to Order
- 1.2 Roll Call
- 1.3 Establishment of Quorum
- 1.4 Pledge of Allegiance
- 1.5 Approval of Agenda [P.1-3](#)

2.0 PUBLIC COMMENT

Public comment for items of interest to the public and within the scope of Altus Schools San Diego Board (non-agenda) shall be no longer than two (2) minutes. Public comment for agenda items shall be no longer than three (3) minutes. Speakers may not yield their time. In meetings held over Zoom, any person who wishes to make a comment on either non-agenda or agenda items shall use the “Raise Hand” feature of Zoom to notify the Board. In accordance with the Brown Act, no discussion or action may occur at this time, but it is the Board’s prerogative to respond or give directions to staff. All public comments will be heard at this point in the agenda as ordered below. Each agenda item being commented on will have a maximum of 20 minutes allotted and each non-agenda item will have a maximum of 10 minutes allotted. If necessary, the Board Chair may equivalently decrease the time for each speaker in order to stay within the allotted maximum.

- 2.1 Non-Agenda Public Comment
- 2.2 Agenda Public Comment

3.0 CLOSED SESSION

- 3.1 Board Chairman Announcement Regarding Closed Session Items
- 3.2 Public Comment on Closed Session Items

MOVE TO CLOSED SESSION

- 3.2.1 Conference with Legal Counsel--Anticipated Litigation Significant Exposure to Litigation Pursuant to Paragraph (2) Or (3) Of Subdivision (d) Of Section 54956.9: (one case)

4.0 RETURN TO OPEN SESSION

- 4.1 Report out of Action taken in closed session, if any.

5.0 ADMINISTRATIVE ITEMS

- 5.1 Consideration and Approval of Additional Regular Board Meeting on Thursday, May 21, 2025, 8:30 am
- 5.2 Consideration and Approval of Resolution No: 2025090401 Approving an Across-the-Board General Salary Increase [P.4-5](#)
- 5.3 Consideration and Approval of Salary Schedules Effective July 1, 2025
- 5.3.1 Teacher, Counselor, Nurse; and Psychologist 228 Contract Base Days [P. 6-13](#)
 - 5.3.2 Teacher, Counselor, Nurse; and Psychologist 208 Contract Base Days [P. 14-21](#)
 - 5.3.3 Classified Instructional, Office, and Business Support Services [P. 22-26](#)
 - 5.3.4 Certificated and Classified Administrator [P. 27](#)
 - 5.3.5 Certificated Healthy Youth School Therapist [P. 28](#)
 - 5.3.6 Administrative Support to Superintendent Services, Board of Directors and Facilities [P. 29](#)
 - 5.3.7 Data Support Analyst [P. 30](#)
 - 5.3.8 Resource Center Associate [P.31](#)
 - 5.3.9 Certificated Teacher Resource [P. 32](#)
 - 5.3.10 Learning Associate [P. 33](#)
 - 5.3.11 Substitute Teacher [P. 34](#)
- 5.4 Consideration and Approval of Artificial Intelligence (AI) Policy 1985 [P. 35-38](#)
- 5.5 Superintendent School Services and Founder's Report
- 5.5.1 Strategic Initiatives
 - 5.5.2 Positive Academic Improvement
 - 5.5.3 Partners and Resources Presentation by Tim Tuter [P. 39-47](#)
- 5.6 Strategic Plan Update
- 5.6.1 School Productivity Indicators
 - 5.6.1.1 Altus Schools Audeo [P.48-49](#)
 - 5.6.1.1.1 School Participation Report for the Period of 2024-2025
Months 12-13: 05/05/2025 – 6/27/2025
 - 5.6.1.2 Altus Schools Charter School of San Diego [P.50-55](#)
 - 5.6.1.2.1 School Participation Report for the Period of 2024-2025
Months 12-13: 05/05/2025 – 6/27/2025

6.0 CONSENT AGENDA

All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The Superintendent School Services and Founder recommends approval of all consent agenda items.

6.1 Consent Action Items for Altus Schools Audeo and Altus Schools Charter School of San Diego for Each School

- 6.1.1 Consideration and Approval of Board Meeting Minutes for July 29, 2025 and June 26, 2025 [P.56-64](#)
- 6.1.2 Consideration and Approval of Student Suspension and Expulsion Policy 3300 and Procedures Amendments [P.65-85](#)

7.0 ACTION ITEMS

7.1 Action Items for Altus Schools Audeo

- 7.1.1 Consideration and Approval of FY 2024-2025 Unaudited Actuals [P.86-90](#)
- 7.1.2 Review FY 2025-2026 Revised Preliminary Operational Budget Assumptions and Consideration and Approval of FY 2025-2026 Revised Preliminary Operational Budget [P.91-101](#)

7.2 Action Items for Altus Schools Charter School of San Diego

- 7.2.1 Consideration and Approval of FY 2024-2025 Unaudited Actuals [P.102-106](#)
- 7.2.2 Review FY 2025-2026 Revised Preliminary Operational Budget Assumptions and Consideration and Approval of FY 2025-2026 Revised Preliminary Operational Budget [P.107-118](#)

8.0 BOARD ANNOUNCEMENTS AND COMMENTS

From time to time, the Board has topics of interest that they would like to share with the community. These are informational in nature and do not require action.

9.0 ADJOURNMENT

Next Board Meeting: December 4, 2025, 8:30 a.m.

Meeting Agenda available at:

www.altusaudeo.com, www.altuscscsd.com

Accommodation – Altus Schools San Diego (School's), does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Angela Neri, has been designated to receive requests for disability-related modifications or accommodation in order to enable individuals with disabilities to participate in School's open and public meetings. Please notify Angela Neri at (858) 678-2020 twenty-four (24) hours or more prior to disability accommodations being needed in order to participate in the meeting. Translation services are available by notifying Angela Neri at (858) 678-2045 twenty-four (24) hours or more prior to the board meeting. In compliance with Government Code Section 54957.5, non-exempt writings that are distributed to a majority or all of the board in advance of a meeting may be viewed at 10170 Huennekens Street, San Diego, CA 92121, or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact Angela Neri (858) 678 -2020.

Certification of Posting

I, Angela Neri, hereby certify that this agenda is posted at the Altus Schools Resource Centers noted on this agenda and has been posted on the Altus Schools Audeo and Altus Schools Charter School of San Diego respective webpages on August 28, 2025.

ALTUS SCHOOLS SAN DIEGO

Resolution No. 2025090401

RESOLUTION APPROVING AN ACROSS-THE-BOARD GENERAL SALARY INCREASE

WHEREAS, the Board of Directors of Altus Schools San Diego, dba Altus Schools Audeo (“Audeo”) and Altus Schools Charter School of San Diego (“CSSD”) recognizes that its employees are critical to the success of its educational programs and to fulfilling the mission of providing high-quality, personalized education to students; and

WHEREAS, high-caliber teachers and staff are the cornerstone of educational excellence, directly impacting student achievement, academic growth, and long-term educational outcomes through their expertise, dedication, and instructional practices; and

WHEREAS, teacher retention is essential to maintaining educational continuity and maximizing student learning, as research demonstrates that students achieve higher academic gains when taught by experienced teachers who remain in their positions for multiple years; and

WHEREAS, competitive and equitable compensation serves as the primary mechanism for both attracting exceptional teaching talent, passionate staff and preventing the loss of proven high-performing educators; and

WHEREAS, the administration recommends maintaining total compensation that is competitive with the total compensation of the San Diego Unified School District; and

WHEREAS, the administration has conducted a comprehensive analysis of current compensation levels and determined that strategic salary increases are necessary to retain our most effective educators and prevent teacher turnover that would negatively impact student academic progress; and

WHEREAS, the Board recognizes that investing in teacher and staff compensation creates a dual benefit: enhanced financial security and professional recognition for educators while directly translating to sustained academic excellence and improved educational outcomes for all students served by Audeo and CSSD; and

WHEREAS, the Board has determined that these actions are in the best interest of Altus Schools San Diego and its students;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of Altus Schools San Diego hereby takes the following action:

1. All employees of Audeo and CSSD who are actively employed when the Board adopts this board resolution shall receive a general salary increase of eighteen (18) percent retroactive to July 1, 2025;
2. This general salary increase shall not apply to the Superintendent School Services and Founder, Deputy Superintendent School Services and Founding Director, and Chief Business Officer and Founding Director;
3. This general salary increase shall be effective **July 1, 2025**; and
4. Employees must be presently employed by Altus Schools San Diego in order to be eligible for the general salary increase. Former employees who have separated prior to adoption of this Resolution shall not be eligible for any salary increase or retroactive pay.

BE IT FURTHER RESOLVED, that the Superintendent School Services and Founding Director and Chief Business Officer and Founding Director are hereby authorized and directed to implement these salary adjustments, update all applicable salary schedules, ensure compliance with all applicable laws and regulations, and take any and all necessary actions to carry out the intent of this resolution; and

BE IT FINALLY RESOLVED, that this resolution shall take effect immediately upon its adoption.

Adopted this 4th day of September 2025, by the Board of Directors of Altus Schools San Diego.

CERTIFICATION

I, the undersigned, certify that the foregoing Resolution was duly adopted by the Board of Directors of Altus Schools San Diego at a meeting held on September 4, 2025, and that the same has not been rescinded or amended and remains in full force and effect.

Tom Morton, Chairman of the Board
Altus Schools San Diego

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

ANNUAL SALARY RATES**228-DAY CONTRACT YEAR**

STEP	EMER		COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	STEP
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP
01	76,880.88	76,880.88	77,904.84	82,658.28	87,414.72	92,168.40	96,924.72	01
02		78,930.24	80,830.92	85,587.24	90,337.92	95,094.60	99,847.92	02
03			83,874.48	88,628.16	93,381.84	98,135.16	102,891.84	03
04			87,041.76	91,798.20	96,548.88	101,305.20	106,058.88	04
05			90,332.16	95,085.72	99,842.16	104,595.84	109,352.16	05
06			93,754.80	98,511.36	103,264.80	108,021.36	112,774.80	06
07			97,318.56	102,074.88	106,825.56	111,582.12	116,335.68	07
08			101,020.32	105,776.76	110,527.44	115,283.76	120,037.44	08
09			104,865.96	109,622.52	114,378.96	119,132.52	123,886.08	09
10			108,870.24	113,623.92	118,377.60	123,130.92	127,887.60	10
11			113,030.52	117,783.96	122,540.64	127,296.96	132,050.64	11
12			113,030.52	122,114.40	126,871.08	131,624.52	136,381.08	12
13			113,030.52	122,114.40	131,374.80	136,131.24	140,884.92	13
14			113,030.52	122,114.40	131,374.80	140,811.48	145,567.92	14
15			113,030.52	122,114.40	131,374.80	140,811.48	150,439.08	15
16			117,011.28	126,095.40	135,355.68	144,792.36	154,416.96	16
17			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	17
18			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	18
19			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	19
20			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	20
21			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	21
22			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	22
23			126,919.16	136,094.48	145,448.72	154,979.36	164,700.92	23
24			126,919.16	136,094.48	145,448.72	154,979.36	164,700.92	24
25			132,019.16	141,194.48	150,548.72	160,079.36	169,800.92	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service.
Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

MONTHLY RATES**228-DAY CONTRACT YEAR**

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
EMER								
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP
01	6,406.74	6,406.74	6,492.07	6,888.19	7,284.56	7,680.70	8,077.06	01
02		6,577.52	6,735.91	7,132.27	7,528.16	7,924.55	8,320.66	02
03			6,989.54	7,385.68	7,781.82	8,177.93	8,574.32	03
04			7,253.48	7,649.85	8,045.74	8,442.10	8,838.24	04
05			7,527.68	7,923.81	8,320.18	8,716.32	9,112.68	05
06			7,812.90	8,209.28	8,605.40	9,001.78	9,397.90	06
07			8,109.88	8,506.24	8,902.13	9,298.51	9,694.64	07
08			8,418.36	8,814.73	9,210.62	9,606.98	10,003.12	08
09			8,738.83	9,135.21	9,531.58	9,927.71	10,323.84	09
10			9,072.52	9,468.66	9,864.80	10,260.91	10,657.30	10
11			9,419.21	9,815.33	10,211.72	10,608.08	11,004.22	11
12			9,419.21	10,176.20	10,572.59	10,968.71	11,365.09	12
13			9,419.21	10,176.20	10,947.90	11,344.27	11,740.41	13
14			9,419.21	10,176.20	10,947.90	11,734.29	12,130.66	14
15			9,419.21	10,176.20	10,947.90	11,734.29	12,536.59	15
16			9,750.94	10,507.95	11,279.64	12,066.03	12,868.08	16
17			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	17
18			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	18
19			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	19
20			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	20
21			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	21
22			10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	22
23			10,576.60	11,341.21	12,120.73	12,914.95	13,725.08	23
24			10,576.60	11,341.21	12,120.73	12,914.95	13,725.08	24
25			11,001.60	11,766.21	12,545.73	13,339.95	14,150.08	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service. Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

DAILY RATES

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E		
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA		
EMER									
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP	
01	337.20	337.20	341.69	362.54	383.40	404.25	425.11	01	
02		346.19	354.52	375.38	396.22	417.08	437.93	02	
03			367.87	388.72	409.57	430.42	451.28	03	
04			381.76	402.62	423.46	444.32	465.17	04	
05			396.19	417.04	437.90	458.75	479.61	05	
06			411.21	432.07	452.92	473.78	494.63	06	
07			426.84	447.70	468.53	489.40	510.24	07	
08			443.07	463.93	484.77	505.63	526.48	08	
09			459.94	480.80	501.66	522.51	543.36	09	
10			477.50	498.35	519.20	540.05	560.91	10	
11			495.75	516.60	537.46	558.32	579.17	11	
12			495.75	535.59	556.45	577.30	598.16	12	
13			495.75	535.59	576.21	597.07	617.92	13	
14			495.75	535.59	576.21	617.59	638.46	14	
15			495.75	535.59	576.21	617.59	659.82	15	
16			513.21	553.05	593.67	635.05	677.27	16	
17			540.00	580.24	621.27	663.07	705.71	17	
18			540.00	580.24	621.27	663.07	705.71	18	
19			540.00	580.24	621.27	663.07	705.71	19	
20			540.00	580.24	621.27	663.07	705.71	20	
21			540.00	580.24	621.27	663.07	705.71	21	
22			540.00	580.24	621.27	663.07	705.71	22	
23			556.66	596.91	637.93	679.73	722.37	23	
24			556.66	596.91	637.93	679.73	722.37	24	
25			579.03	619.27	660.30	702.10	744.74	25	

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ALTUS SCHOOLS SAN DIEGO

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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

HOURLY RATES

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
EMER								
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP
01	42.15	42.15	42.71	45.31	47.93	50.53	53.14	01
02		43.27	44.32	46.92	49.53	52.14	54.74	02
03			45.98	48.59	51.20	53.80	56.41	03
04			47.72	50.33	52.93	55.54	58.15	04
05			49.52	52.13	54.74	57.34	59.95	05
06			51.40	54.01	56.62	59.22	61.83	06
07			53.36	55.96	58.57	61.18	63.78	07
08			55.38	57.99	60.60	63.20	65.81	08
09			57.49	60.10	62.71	65.31	67.92	09
10			59.69	62.29	64.90	67.51	70.11	10
11			61.97	64.58	67.18	69.79	72.40	11
12			61.97	66.95	69.56	72.16	74.77	12
13			61.97	66.95	72.03	74.63	77.24	13
14			61.97	66.95	72.03	77.20	79.81	14
15			61.97	66.95	72.03	77.20	82.48	15
16			64.15	69.13	74.21	79.38	84.66	16
17			67.50	72.53	77.66	82.88	88.21	17
18			67.50	72.53	77.66	82.88	88.21	18
19			67.50	72.53	77.66	82.88	88.21	19
20			67.50	72.53	77.66	82.88	88.21	20
21			67.50	72.53	77.66	82.88	88.21	21
22			67.50	72.53	77.66	82.88	88.21	22
23			69.58	74.61	79.74	84.97	90.30	23
24			69.58	74.61	79.74	84.97	90.30	24
25			72.38	77.41	82.54	87.76	93.09	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service.
Protected leave are factored in the calculation.

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

ANNUAL**228-DAY CONTRACT YEAR**

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	128,942.28	134,339.16	139,733.16	145,130.04	01
02	133,663.44	139,060.44	144,460.32	149,851.44	02
03	138,578.52	143,975.64	149,369.64	154,769.52	03
04	138,578.52	149,087.52	154,484.52	159,878.40	04
05	138,578.52	149,087.52	159,799.20	165,196.08	05
06	138,578.52	149,087.52	159,799.20	170,722.44	06
07	138,578.52	149,087.52	159,799.20	170,722.44	07
08	138,578.52	149,087.52	159,799.20	170,722.44	08
09	138,578.52	149,087.52	159,799.20	170,722.44	09
10	143,094.36	153,603.12	164,311.80	175,234.92	10
11	143,094.36	153,603.12	164,311.80	175,234.92	11
12	143,094.36	153,603.12	164,311.80	175,234.92	12
13	143,094.36	153,603.12	164,311.80	175,234.92	13
14	149,971.80	160,586.52	171,401.04	182,435.88	14
15	149,971.80	160,586.52	171,401.04	182,435.88	15
16	149,971.80	160,586.52	171,401.04	182,435.88	16
17	149,971.80	160,586.52	171,401.04	182,435.88	17
18	149,971.80	160,586.52	171,401.04	182,435.88	18
19	149,971.80	160,586.52	171,401.04	182,435.88	19
20	149,971.80	160,586.52	171,401.04	182,435.88	20
21	149,971.80	160,586.52	171,401.04	182,435.88	21
22	149,971.80	160,586.52	171,401.04	182,435.88	22
23	153,771.80	164,386.52	175,201.04	186,235.88	23
24	153,771.80	164,386.52	175,201.04	186,235.88	24
25	158,871.80	169,486.52	180,301.04	191,335.88	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

Psychologist has additional annual stipend of \$200.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary PPS Credential in School Psychology
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

MONTHLY**228-DAY CONTRACT YEAR**

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	10,745.19	11,194.93	11,644.43	12,094.17	01
02	11,138.62	11,588.37	12,038.36	12,487.62	02
03	11,548.21	11,997.97	12,447.47	12,897.46	03
04	11,548.21	12,423.96	12,873.71	13,323.20	04
05	11,548.21	12,423.96	13,316.60	13,766.34	05
06	11,548.21	12,423.96	13,316.60	14,226.87	06
07	11,548.21	12,423.96	13,316.60	14,226.87	07
08	11,548.21	12,423.96	13,316.60	14,226.87	08
09	11,548.21	12,423.96	13,316.60	14,226.87	09
10	11,924.53	12,800.26	13,692.65	14,602.91	10
11	11,924.53	12,800.26	13,692.65	14,602.91	11
12	11,924.53	12,800.26	13,692.65	14,602.91	12
13	11,924.53	12,800.26	13,692.65	14,602.91	13
14	12,497.65	13,382.21	14,283.42	15,202.99	14
15	12,497.65	13,382.21	14,283.42	15,202.99	15
16	12,497.65	13,382.21	14,283.42	15,202.99	16
17	12,497.65	13,382.21	14,283.42	15,202.99	17
18	12,497.65	13,382.21	14,283.42	15,202.99	18
19	12,497.65	13,382.21	14,283.42	15,202.99	19
20	12,497.65	13,382.21	14,283.42	15,202.99	20
21	12,497.65	13,382.21	14,283.42	15,202.99	21
22	12,497.65	13,382.21	14,283.42	15,202.99	22
23	12,814.32	13,698.88	14,600.09	15,519.66	23
24	12,814.32	13,698.88	14,600.09	15,519.66	24
25	13,239.32	14,123.88	15,025.09	15,944.66	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

Psychologist has additional annual stipend of \$200.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary PPS Credential
in School Psychology
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

DAILY

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	565.54	589.21	612.86	636.54	01
02	586.24	609.91	633.60	657.24	02
03	607.80	631.47	655.13	678.81	03
04	607.80	653.89	677.56	701.22	04
05	607.80	653.89	700.87	724.54	05
06	607.80	653.89	700.87	748.78	06
07	607.80	653.89	700.87	748.78	07
08	607.80	653.89	700.87	748.78	08
09	607.80	653.89	700.87	748.78	09
10	627.61	673.70	720.67	768.57	10
11	627.61	673.70	720.67	768.57	11
12	627.61	673.70	720.67	768.57	12
13	627.61	673.70	720.67	768.57	13
14	657.77	704.33	751.76	800.16	14
15	657.77	704.33	751.76	800.16	15
16	657.77	704.33	751.76	800.16	16
17	657.77	704.33	751.76	800.16	17
18	657.77	704.33	751.76	800.16	18
19	657.77	704.33	751.76	800.16	19
20	657.77	704.33	751.76	800.16	20
21	657.77	704.33	751.76	800.16	21
22	657.77	704.33	751.76	800.16	22
23	674.44	720.99	768.43	816.82	23
24	674.44	720.99	768.43	816.82	24
25	696.81	743.36	790.79	839.19	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

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TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
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- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

HOURLY

	COLUMN A	COLUMN B	COLUMN C	COLUMN D	
	BA + 36	BA + 60	BA + 72	BA + 90	
	or MA	or BA + 54	With	With	
		With MA	MA	MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	70.69	73.65	76.61	79.57	01
02	73.28	76.24	79.20	82.16	02
03	75.98	78.93	81.89	84.85	03
04	75.98	81.74	84.70	87.65	04
05	75.98	81.74	87.61	90.57	05
06	75.98	81.74	87.61	93.60	06
07	75.98	81.74	87.61	93.60	07
08	75.98	81.74	87.61	93.60	08
09	75.98	81.74	87.61	93.60	09
10	78.45	84.21	90.08	96.07	10
11	78.45	84.21	90.08	96.07	11
12	78.45	84.21	90.08	96.07	12
13	78.45	84.21	90.08	96.07	13
14	82.22	88.04	93.97	100.02	14
15	82.22	88.04	93.97	100.02	15
16	82.22	88.04	93.97	100.02	16
17	82.22	88.04	93.97	100.02	17
18	82.22	88.04	93.97	100.02	18
19	82.22	88.04	93.97	100.02	19
20	82.22	88.04	93.97	100.02	20
21	82.22	88.04	93.97	100.02	21
22	82.22	88.04	93.97	100.02	22
23	84.31	90.12	96.05	102.10	23
24	84.31	90.12	96.05	102.10	24
25	87.10	92.92	98.85	104.90	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

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TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary PPS Credential in School Psychology
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

ANNUAL SALARY RATES**208-DAY CONTRACT YEAR**

			COLUMN A BA	COLUMN B BA + 36 or MA	COLUMN C BA + 60 or BA + 54 With MA	COLUMN D BA + 72 With MA	COLUMN E BA + 90 With MA		
EMER									
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP	
01	70,137.60	70,137.60	71,071.52	75,408.32	79,747.20	84,084.00	88,422.88	01	
02		72,007.52	73,740.16	78,079.04	82,413.76	86,752.64	91,089.44	02	
03			76,516.96	80,853.76	85,190.56	89,527.36	93,866.24	03	
04			79,406.08	83,744.96	88,079.68	92,418.56	96,755.36	04	
05			82,407.52	86,744.32	91,083.20	95,420.00	99,758.88	05	
06			85,531.68	89,870.56	94,207.36	98,546.24	102,883.04	06	
07			88,782.72	93,121.60	97,454.24	101,795.20	106,129.92	07	
08			92,158.56	96,497.44	100,832.16	105,171.04	109,507.84	08	
09			95,667.52	100,006.40	104,345.28	108,682.08	113,018.88	09	
10			99,320.00	103,656.80	107,993.60	112,330.40	116,669.28	10	
11			103,116.00	107,452.80	111,791.68	116,130.56	120,467.36	11	
12			103,116.00	111,402.72	115,741.60	120,078.40	124,417.28	12	
13			103,116.00	111,402.72	119,851.68	124,190.56	128,527.36	13	
14			103,116.00	111,402.72	119,851.68	128,458.72	132,799.68	14	
15			103,116.00	111,402.72	119,851.68	128,458.72	137,242.56	15	
16			106,747.68	115,034.40	123,483.36	132,090.40	140,872.16	16	
17			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	17	
18			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	18	
19			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	19	
20			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	20	
21			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	21	
22			112,320.00	120,689.92	129,224.16	137,918.56	146,787.68	22	
23			116,120.00	124,489.92	133,024.16	141,718.56	150,587.68	23	
24			116,120.00	124,489.92	133,024.16	141,718.56	150,587.68	24	
25			121,220.00	129,589.92	138,124.16	146,818.56	155,687.68	25	

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 208 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service. Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

MONTHLY RATES**208-DAY CONTRACT YEAR**

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	STEP
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
STEP	EMER	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	
01	5,844.80	5,844.80	5,922.63	6,284.03	6,645.60	7,007.00	7,368.57	01
02		6,000.63	6,145.01	6,506.59	6,867.81	7,229.39	7,590.79	02
03			6,376.41	6,737.81	7,099.21	7,460.61	7,822.19	03
04			6,617.17	6,978.75	7,339.97	7,701.55	8,062.95	04
05			6,867.29	7,228.69	7,590.27	7,951.67	8,313.24	05
06			7,127.64	7,489.21	7,850.61	8,212.19	8,573.59	06
07			7,398.56	7,760.13	8,121.19	8,482.93	8,844.16	07
08			7,679.88	8,041.45	8,402.68	8,764.25	9,125.65	08
09			7,972.29	8,333.87	8,695.44	9,056.84	9,418.24	09
10			8,276.67	8,638.07	8,999.47	9,360.87	9,722.44	10
11			8,593.00	8,954.40	9,315.97	9,677.55	10,038.95	11
12			8,593.00	9,283.56	9,645.13	10,006.53	10,368.11	12
13			8,593.00	9,283.56	9,987.64	10,349.21	10,710.61	13
14			8,593.00	9,283.56	9,987.64	10,704.89	11,066.64	14
15			8,593.00	9,283.56	9,987.64	10,704.89	11,436.88	15
16			8,895.64	9,586.20	10,290.28	11,007.53	11,739.35	16
17			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	17
18			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	18
19			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	19
20			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	20
21			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	21
22			9,360.00	10,057.49	10,768.68	11,493.21	12,232.31	22
23			9,676.67	10,374.16	11,085.35	11,809.88	12,548.97	23
24			9,676.67	10,374.16	11,085.35	11,809.88	12,548.97	24
25			10,101.67	10,799.16	11,510.35	12,234.88	12,973.97	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

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Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 208 Contract Base Days
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- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service.
Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

DAILY RATES

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E		
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA		
EMER									
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP	
01	337.20	337.20	341.69	362.54	383.40	404.25	425.11	01	
02		346.19	354.52	375.38	396.22	417.08	437.93	02	
03			367.87	388.72	409.57	430.42	451.28	03	
04			381.76	402.62	423.46	444.32	465.17	04	
05			396.19	417.04	437.90	458.75	479.61	05	
06			411.21	432.07	452.92	473.78	494.63	06	
07			426.84	447.70	468.53	489.40	510.24	07	
08			443.07	463.93	484.77	505.63	526.48	08	
09			459.94	480.80	501.66	522.51	543.36	09	
10			477.50	498.35	519.20	540.05	560.91	10	
11			495.75	516.60	537.46	558.32	579.17	11	
12			495.75	535.59	556.45	577.30	598.16	12	
13			495.75	535.59	576.21	597.07	617.92	13	
14			495.75	535.59	576.21	617.59	638.46	14	
15			495.75	535.59	576.21	617.59	659.82	15	
16			513.21	553.05	593.67	635.05	677.27	16	
17			540.00	580.24	621.27	663.07	705.71	17	
18			540.00	580.24	621.27	663.07	705.71	18	
19			540.00	580.24	621.27	663.07	705.71	19	
20			540.00	580.24	621.27	663.07	705.71	20	
21			540.00	580.24	621.27	663.07	705.71	21	
22			540.00	580.24	621.27	663.07	705.71	22	
23			556.66	596.91	637.93	679.73	722.37	23	
24			556.66	596.91	637.93	679.73	722.37	24	
25			579.03	619.27	660.30	702.10	744.74	25	

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

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- 1) Full-time position, not to exceed 40 hours per week.
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- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
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- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
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- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
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ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

HOURLY RATES

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
EMER								
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP
01	42.15	42.15	42.71	45.31	47.93	50.53	53.14	01
02		43.27	44.32	46.92	49.53	52.14	54.74	02
03			45.98	48.59	51.20	53.80	56.41	03
04			47.72	50.33	52.93	55.54	58.15	04
05			49.52	52.13	54.74	57.34	59.95	05
06			51.40	54.01	56.62	59.22	61.83	06
07			53.36	55.96	58.57	61.18	63.78	07
08			55.38	57.99	60.60	63.20	65.81	08
09			57.49	60.10	62.71	65.31	67.92	09
10			59.69	62.29	64.90	67.51	70.11	10
11			61.97	64.58	67.18	69.79	72.40	11
12			61.97	66.95	69.56	72.16	74.77	12
13			61.97	66.95	72.03	74.63	77.24	13
14			61.97	66.95	72.03	77.20	79.81	14
15			61.97	66.95	72.03	77.20	82.48	15
16			64.15	69.13	74.21	79.38	84.66	16
17			67.50	72.53	77.66	82.88	88.21	17
18			67.50	72.53	77.66	82.88	88.21	18
19			67.50	72.53	77.66	82.88	88.21	19
20			67.50	72.53	77.66	82.88	88.21	20
21			67.50	72.53	77.66	82.88	88.21	21
22			67.50	72.53	77.66	82.88	88.21	22
23			69.58	74.61	79.74	84.97	90.30	23
24			69.58	74.61	79.74	84.97	90.30	24
25			72.38	77.41	82.54	87.76	93.09	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service.
Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

**ANNUAL
208-DAY CONTRACT YEAR**

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	117,631.56	122,555.04	127,476.00	132,399.36	01
02	121,938.60	126,862.08	131,788.44	136,706.64	02
03	126,422.64	131,346.12	136,266.96	141,193.20	03
04	126,422.64	136,009.68	140,933.16	145,854.12	04
05	126,422.64	136,009.68	145,781.76	150,705.36	05
06	126,422.64	136,009.68	145,781.76	155,746.68	06
07	126,422.64	136,009.68	145,781.76	155,746.68	07
08	126,422.64	136,009.68	145,781.76	155,746.68	08
09	126,422.64	136,009.68	145,781.76	155,746.68	09
10	130,542.00	140,129.16	149,898.48	159,863.40	10
11	130,542.00	140,129.16	149,898.48	159,863.40	11
12	130,542.00	140,129.16	149,898.48	159,863.40	12
13	130,542.00	140,129.16	149,898.48	159,863.40	13
14	136,816.44	146,500.08	156,365.76	166,432.68	14
15	136,816.44	146,500.08	156,365.76	166,432.68	15
16	136,816.44	146,500.08	156,365.76	166,432.68	16
17	136,816.44	146,500.08	156,365.76	166,432.68	17
18	136,816.44	146,500.08	156,365.76	166,432.68	18
19	136,816.44	146,500.08	156,365.76	166,432.68	19
20	136,816.44	146,500.08	156,365.76	166,432.68	20
21	136,816.44	146,500.08	156,365.76	166,432.68	21
22	136,816.44	146,500.08	156,365.76	166,432.68	22
23	140,616.44	150,300.08	160,165.76	170,232.68	23
24	140,616.44	150,300.08	160,165.76	170,232.68	24
25	145,716.44	155,400.08	165,265.76	175,332.68	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

Psychologist has additional annual stipend of \$200.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 208 Contract Base Days
- 3) Must possess a current California Clear or Preliminary PPS Credential in School Psychology
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

**MONTHLY
208-DAY CONTRACT YEAR**

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	9,802.63	10,212.92	10,623.00	11,033.28	01
02	10,161.55	10,571.84	10,982.37	11,392.22	02
03	10,535.22	10,945.51	11,355.58	11,766.10	03
04	10,535.22	11,334.14	11,744.43	12,154.51	04
05	10,535.22	11,334.14	12,148.48	12,558.78	05
06	10,535.22	11,334.14	12,148.48	12,978.89	06
07	10,535.22	11,334.14	12,148.48	12,978.89	07
08	10,535.22	11,334.14	12,148.48	12,978.89	08
09	10,535.22	11,334.14	12,148.48	12,978.89	09
10	10,878.50	11,677.43	12,491.54	13,321.95	10
11	10,878.50	11,677.43	12,491.54	13,321.95	11
12	10,878.50	11,677.43	12,491.54	13,321.95	12
13	10,878.50	11,677.43	12,491.54	13,321.95	13
14	11,401.37	12,208.34	13,030.48	13,869.39	14
15	11,401.37	12,208.34	13,030.48	13,869.39	15
16	11,401.37	12,208.34	13,030.48	13,869.39	16
17	11,401.37	12,208.34	13,030.48	13,869.39	17
18	11,401.37	12,208.34	13,030.48	13,869.39	18
19	11,401.37	12,208.34	13,030.48	13,869.39	19
20	11,401.37	12,208.34	13,030.48	13,869.39	20
21	11,401.37	12,208.34	13,030.48	13,869.39	21
22	11,401.37	12,208.34	13,030.48	13,869.39	22
23	11,718.04	12,525.01	13,347.15	14,186.06	23
24	11,718.04	12,525.01	13,347.15	14,186.06	24
25	12,143.04	12,950.01	13,772.15	14,611.06	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity of \$5100 at step 25 (25 years of service) effective 7.1.2025

Psychologist has additional annual stipend of \$200.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 208 Contract Base Days
- 3) Must possess a current California Clear or Preliminary PPS Credential in School Psychology
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

DAILY

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	565.54	589.21	612.87	636.54	01
02	586.24	609.91	633.60	657.24	02
03	607.80	631.47	655.13	678.81	03
04	607.80	653.89	677.56	701.22	04
05	607.80	653.89	700.87	724.55	05
06	607.80	653.89	700.87	748.78	06
07	607.80	653.89	700.87	748.78	07
08	607.80	653.89	700.87	748.78	08
09	607.80	653.89	700.87	748.78	09
10	627.61	673.70	720.67	768.57	10
11	627.61	673.70	720.67	768.57	11
12	627.61	673.70	720.67	768.57	12
13	627.61	673.70	720.67	768.57	13
14	657.77	704.33	751.76	800.16	14
15	657.77	704.33	751.76	800.16	15
16	657.77	704.33	751.76	800.16	16
17	657.77	704.33	751.76	800.16	17
18	657.77	704.33	751.76	800.16	18
19	657.77	704.33	751.76	800.16	19
20	657.77	704.33	751.76	800.16	20
21	657.77	704.33	751.76	800.16	21
22	657.77	704.33	751.76	800.16	22
23	676.04	722.60	770.03	818.43	23
24	676.04	722.60	770.03	818.43	24
25	700.56	747.12	794.55	842.95	25

Includes 18% effective 7.01.2025

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ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

PSYCHOLOGIST

Effective July 1, 2025

HOURLY

	COLUMN A BA + 36 or MA	COLUMN B BA + 60 or BA + 54 With MA	COLUMN C BA + 72 With MA	COLUMN D BA + 90 With MA	
STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	70.69	73.65	76.61	79.57	01
02	73.28	76.24	79.20	82.16	02
03	75.98	78.93	81.89	84.85	03
04	75.98	81.74	84.70	87.65	04
05	75.98	81.74	87.61	90.57	05
06	75.98	81.74	87.61	93.60	06
07	75.98	81.74	87.61	93.60	07
08	75.98	81.74	87.61	93.60	08
09	75.98	81.74	87.61	93.60	09
10	78.45	84.21	90.08	96.07	10
11	78.45	84.21	90.08	96.07	11
12	78.45	84.21	90.08	96.07	12
13	78.45	84.21	90.08	96.07	13
14	82.22	88.04	93.97	100.02	14
15	82.22	88.04	93.97	100.02	15
16	82.22	88.04	93.97	100.02	16
17	82.22	88.04	93.97	100.02	17
18	82.22	88.04	93.97	100.02	18
19	82.22	88.04	93.97	100.02	19
20	82.22	88.04	93.97	100.02	20
21	82.22	88.04	93.97	100.02	21
22	82.22	88.04	93.97	100.02	22
23	84.51	90.33	96.25	102.30	23
24	84.51	90.33	96.25	102.30	24
25	87.57	93.39	99.32	105.37	25

Includes 18% effective 7.01.2025

Includes annual Longevity of \$3800 at step 23 (23 years of service) effective 7.1.2025

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DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

**CLASSIFIED INSTRUCTIONAL, OFFICE, AND BUSINESS SUPPORT SERVICES
PLACEMENT OF POSITIONS ON SALARY GRADES (alpha)**

Salary Grade	Position	Salary Grade	Position
39	Accountant & Budget Support	39	Graphic Design & Digital Media Specialist
39	Accountant & Financial System Support	21	Health Assistant
40	Accountant & Payroll Support	38	Human Resources Analyst
37	Accountant I	21	Human Resources Clerk
33	Accountant Technician	25	Human Resources Clerk II
21	Accounting & Accounts Payable Clerk	27	Human Resources Specialist
38	Accounting & Accounts Payable Specialist	29	Human Resources Technician
37	Accounting & Facility Support	33	Human Resources Technician II
30	Accounting & Fiscal Services Technician	15	Instructional and Curriculum Support Clerk
35	Accounting Specialist	21	Instructional Clerk
29	Accounts Payable & Facility Technician	29	Instructional Services Support
25	Accounts Payable & Payroll Clerk	45	Lead Payroll Services Technician
27	Accounts Payable & Payroll Clerk II	21	Materials Resource Clerk
30	Accounts Payable & Payroll Technician	22	Materials Resource Clerk II
47	Accounts Payable Analyst	31	Materials Resource Lead
21	Accounts Payable Clerk	38	Operations Analyst
27	Accounts Payable Clerk II	21	Operations Assistant
31	Accounts Payable Specialist	32	Operations Assistant II
30	Accounts Payable Technician	15	Operations Clerk
45	Administrative Associate	39	Operations Technician
35	Assistant to the Chief of Staff	41	Operations Technician II
43	Associate Financial Accountant	30	Payroll & Accounting Technician
51	Budget & Financial Analyst	37	Payroll & Facilities Technician
37	Business & Fiscal Services Assistant	25	Payroll Clerk
38	Communication & Digital Media Specialist	47	Payroll Operations Analyst
16	Communications Assistant	51	Payroll Operations Analyst II
28	Communications Specialist	33	Payroll Technician
30	Communications Specialist & Admin Support	36	Payroll Technician Lead
32	Communications Specialist II	39	Payroll Technician Lead II
35	Communications Specialist III	27	Personnel Recruitment & Testing Specialist
21	Counseling Assistant	41	Purchasing and Warehouse Specialist
15	Customer Service Associate- Sch Clerk	39	Purchasing Specialist
21	Data & Assessment Assistant	23	Registrar
29	Data & Assessment Assistant II	15	School Clerk
15	Data Clerk	17	School Clerk I - First Impressions Clerk
21	Data Clerk II	17	School Clerk I, Enrollment Clerk
29	Data Processing Assistant	21	School Clerk II, Compliance Clerk
29	Data Services Support	27	School Clerk III, Compliance Clerk/Registrar
23	Data Technician	15	School Clerk, Customer Service Associate
39	Digital Media Specialist	15	School Instructional Assistant
33	Facilities Administrative Aide	21	School Program Assistant
38	Facilities Development Project Manager	53	Senior Financial Accountant
43	Family Advocate	30	Student Resource Center Support Specialist
26	Financial & Pupil Accounting Support	39	Student Resource Center Support Specialist II
30	Financial & Pupil Accounting Technician	43	Student Resource Center Support Specialist III
47	Financial Accountant	15	Telephone Systems Operator
43	Financial Analyst	15	Warehouse Clerk
47	Financial Systems Analyst - Accountant	17	Warehouse Clerk II
50	Financial Systems Analyst - Accountant II	16	Web Design & Social Media
15	Food & Nutrition Program Clerk		

Annual Longevity Pay

Years of Qualifying Service:	12-Month	11-Month/12 Pay
10 - 13 years	\$ 622.86	\$ 570.96
14 - 18 years	\$ 1,245.67	\$ 1,141.86
19 - 21 years	\$ 1,868.50	\$ 1,712.79
22 or more years	\$ 3,221.32	\$ 2,952.88

Longevity shall be subject to the same percentage increase(s) by which the salary schedule is increased.

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

CLASSIFIED INSTRUCTIONAL, OFFICE, AND BUSINESS SUPPORT SERVICES

Effective July 1, 2025

ANNUAL SALARY RATES

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Grade
1	\$ 31,191.00	\$ 32,758.20	\$ 34,413.36	\$ 36,127.92	\$ 37,931.40	1
2	31,988.88	33,585.48	35,271.12	37,015.20	38,877.24	2
3	32,758.20	34,413.36	36,127.92	37,931.40	39,823.44	3
4	33,585.48	35,271.12	37,015.20	38,877.24	40,829.28	4
5	34,413.36	36,127.92	37,931.40	39,823.44	41,834.16	5
6	35,271.12	37,015.20	38,877.24	40,829.28	42,869.88	6
7	36,127.92	37,931.40	39,823.44	41,834.16	43,933.08	7
8	37,015.20	38,877.24	40,829.28	42,869.88	45,027.00	8
9	37,931.40	39,823.44	41,834.16	43,933.08	46,121.16	9
10	38,877.24	40,829.28	42,869.88	45,027.00	47,273.76	10
11	39,823.44	41,834.16	43,933.08	46,121.16	48,427.68	11
12	40,829.28	42,869.88	45,027.00	47,273.76	49,639.20	12
13	41,834.16	43,933.08	46,121.16	48,427.68	50,851.80	13
14	42,869.88	45,027.00	47,273.76	49,639.20	52,122.00	14
15	43,933.08	46,121.16	48,427.68	50,851.80	53,393.52	15
16	45,027.00	47,273.76	49,639.20	52,122.00	54,725.28	16
17	46,121.16	48,427.68	50,851.80	53,393.52	56,054.76	17
18	47,273.76	49,639.20	52,122.00	54,725.28	57,474.60	18
19	48,427.68	50,851.80	53,393.52	56,054.76	58,863.96	19
20	49,639.20	52,122.00	54,725.28	57,474.60	60,342.12	20
21	50,851.80	53,393.52	56,054.76	58,863.96	61,819.92	21
22	52,122.00	54,725.28	57,474.60	60,342.12	63,357.36	22
23	53,393.52	56,054.76	58,863.96	61,819.92	64,894.68	23
24	54,725.28	57,474.60	60,342.12	63,357.36	66,521.28	24
25	56,054.76	58,863.96	61,819.92	64,894.68	68,147.52	25
26	57,474.60	60,342.12	63,357.36	66,521.28	69,861.36	26
27	58,863.96	61,819.92	64,894.68	68,147.52	71,547.36	27
28	60,342.12	63,357.36	66,521.28	69,861.36	73,350.84	28
29	61,819.92	64,894.68	68,147.52	71,547.36	75,153.36	29
30	63,357.36	66,521.28	69,861.36	73,350.84	77,016.24	30
31	64,894.68	68,147.52	71,547.36	75,153.36	78,908.28	31
32	66,521.28	69,861.36	73,350.84	77,016.24	80,859.96	32
33	68,147.52	71,547.36	75,153.36	78,908.28	82,840.44	33
34	69,861.36	73,350.84	77,016.24	80,859.96	84,909.96	34
35	71,547.36	75,153.36	78,908.28	82,840.44	86,979.36	35
36	73,350.84	77,016.24	80,859.96	84,909.96	89,137.92	36
37	75,153.36	78,908.28	82,840.44	86,979.36	91,325.76	37
38	77,016.24	80,859.96	84,909.96	89,137.92	93,602.64	38
39	78,908.28	82,840.44	86,979.36	91,325.76	95,878.92	39
40	80,859.96	84,909.96	89,137.92	93,602.64	98,273.52	40
41	82,840.44	86,979.36	91,325.76	95,878.92	100,668.72	41
42	84,909.96	89,137.92	93,602.64	98,273.52	103,181.64	42
43	86,979.36	91,325.76	95,878.92	100,668.72	105,694.32	43
44	89,137.92	93,602.64	98,273.52	103,181.64	108,354.72	44
45	91,325.76	95,878.92	100,668.72	105,694.32	110,986.92	45
46	93,602.64	98,273.52	103,181.64	108,354.72	113,765.28	46
47	95,878.92	100,668.72	105,694.32	110,986.92	116,544.00	47
48	98,273.52	103,181.64	108,354.72	113,765.28	119,441.88	48
49	100,668.72	105,694.32	110,986.92	116,544.00	122,339.28	49
50	103,181.64	108,354.72	113,765.28	119,441.88	125,414.16	50
51	105,694.32	110,986.92	116,544.00	122,339.28	128,459.52	51
52	108,354.72	113,765.28	119,441.88	125,414.16	131,681.76	52
53	110,986.92	116,544.00	122,339.28	128,459.52	134,904.00	53
54	113,765.28	119,441.88	125,414.16	131,681.76	138,274.80	54
55	116,544.00	122,339.28	128,459.52	134,904.00	141,645.36	55
56	119,441.88	125,414.16	131,681.76	138,274.80	145,193.16	56
57	122,339.28	128,459.52	134,904.00	141,645.36	148,740.00	57
58	125,414.16	131,681.76	138,274.80	145,193.16	152,465.64	58
59	128,459.52	134,904.00	141,645.36	148,740.00	156,161.16	59
60	131,681.76	138,274.80	145,193.16	152,465.64	160,063.32	60
61	134,904.00	141,645.36	148,740.00	156,161.16	163,965.96	61

Includes 18% increase effective 7.1.2025

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

CLASSIFIED INSTRUCTIONAL, OFFICE, AND BUSINESS SUPPORT SERVICES

Effective July 1, 2025

MONTHLY SALARY RATES

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Grade
1	\$ 2,599.25	\$ 2,729.85	\$ 2,867.78	\$ 3,010.66	\$ 3,160.95	1
2	2,665.74	2,798.79	2,939.26	3,084.60	3,239.77	2
3	2,729.85	2,867.78	3,010.66	3,160.95	3,318.62	3
4	2,798.79	2,939.26	3,084.60	3,239.77	3,402.44	4
5	2,867.78	3,010.66	3,160.95	3,318.62	3,486.18	5
6	2,939.26	3,084.60	3,239.77	3,402.44	3,572.49	6
7	3,010.66	3,160.95	3,318.62	3,486.18	3,661.09	7
8	3,084.60	3,239.77	3,402.44	3,572.49	3,752.25	8
9	3,160.95	3,318.62	3,486.18	3,661.09	3,843.43	9
10	3,239.77	3,402.44	3,572.49	3,752.25	3,939.48	10
11	3,318.62	3,486.18	3,661.09	3,843.43	4,035.64	11
12	3,402.44	3,572.49	3,752.25	3,939.48	4,136.60	12
13	3,486.18	3,661.09	3,843.43	4,035.64	4,237.65	13
14	3,572.49	3,752.25	3,939.48	4,136.60	4,343.50	14
15	3,661.09	3,843.43	4,035.64	4,237.65	4,449.46	15
16	3,752.25	3,939.48	4,136.60	4,343.50	4,560.44	16
17	3,843.43	4,035.64	4,237.65	4,449.46	4,671.23	17
18	3,939.48	4,136.60	4,343.50	4,560.44	4,789.55	18
19	4,035.64	4,237.65	4,449.46	4,671.23	4,905.33	19
20	4,136.60	4,343.50	4,560.44	4,789.55	5,028.51	20
21	4,237.65	4,449.46	4,671.23	4,905.33	5,151.66	21
22	4,343.50	4,560.44	4,789.55	5,028.51	5,279.78	22
23	4,449.46	4,671.23	4,905.33	5,151.66	5,407.89	23
24	4,560.44	4,789.55	5,028.51	5,279.78	5,543.44	24
25	4,671.23	4,905.33	5,151.66	5,407.89	5,678.96	25
26	4,789.55	5,028.51	5,279.78	5,543.44	5,821.78	26
27	4,905.33	5,151.66	5,407.89	5,678.96	5,962.28	27
28	5,028.51	5,279.78	5,543.44	5,821.78	6,112.57	28
29	5,151.66	5,407.89	5,678.96	5,962.28	6,262.78	29
30	5,279.78	5,543.44	5,821.78	6,112.57	6,418.02	30
31	5,407.89	5,678.96	5,962.28	6,262.78	6,575.69	31
32	5,543.44	5,821.78	6,112.57	6,418.02	6,738.33	32
33	5,678.96	5,962.28	6,262.78	6,575.69	6,903.37	33
34	5,821.78	6,112.57	6,418.02	6,738.33	7,075.83	34
35	5,962.28	6,262.78	6,575.69	6,903.37	7,248.28	35
36	6,112.57	6,418.02	6,738.33	7,075.83	7,428.16	36
37	6,262.78	6,575.69	6,903.37	7,248.28	7,610.48	37
38	6,418.02	6,738.33	7,075.83	7,428.16	7,800.22	38
39	6,575.69	6,903.37	7,248.28	7,610.48	7,989.91	39
40	6,738.33	7,075.83	7,428.16	7,800.22	8,189.46	40
41	6,903.37	7,248.28	7,610.48	7,989.91	8,389.06	41
42	7,075.83	7,428.16	7,800.22	8,189.46	8,598.47	42
43	7,248.28	7,610.48	7,989.91	8,389.06	8,807.86	43
44	7,428.16	7,800.22	8,189.46	8,598.47	9,029.56	44
45	7,610.48	7,989.91	8,389.06	8,807.86	9,248.91	45
46	7,800.22	8,189.46	8,598.47	9,029.56	9,480.44	46
47	7,989.91	8,389.06	8,807.86	9,248.91	9,712.00	47
48	8,189.46	8,598.47	9,029.56	9,480.44	9,953.49	48
49	8,389.06	8,807.86	9,248.91	9,712.00	10,194.94	49
50	8,598.47	9,029.56	9,480.44	9,953.49	10,451.18	50
51	8,807.86	9,248.91	9,712.00	10,194.94	10,704.96	51
52	9,029.56	9,480.44	9,953.49	10,451.18	10,973.48	52
53	9,248.91	9,712.00	10,194.94	10,704.96	11,242.00	53
54	9,480.44	9,953.49	10,451.18	10,973.48	11,522.90	54
55	9,712.00	10,194.94	10,704.96	11,242.00	11,803.78	55
56	9,953.49	10,451.18	10,973.48	11,522.90	12,099.43	56
57	10,194.94	10,704.96	11,242.00	11,803.78	12,395.00	57
58	10,451.18	10,973.48	11,522.90	12,099.43	12,705.47	58
59	10,704.96	11,242.00	11,803.78	12,395.00	13,013.43	59
60	10,973.48	11,522.90	12,099.43	12,705.47	13,338.61	60
61	11,242.00	11,803.78	12,395.00	13,013.43	13,663.83	61

Includes 18% increase effective 7.1.2025

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

CLASSIFIED INSTRUCTIONAL, OFFICE, AND BUSINESS SUPPORT SERVICES

Effective July 1, 2025

MONTHLY SALARY RATES 11-MONTH/12 PAY 239 DAYS

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Grade
1	\$ 2,382.65	\$ 2,502.36	\$ 2,628.80	\$ 2,759.77	\$ 2,897.54	1
2	2,443.60	2,565.56	2,694.32	2,827.55	2,969.79	2
3	2,502.36	2,628.80	2,759.77	2,897.54	3,042.07	3
4	2,565.56	2,694.32	2,827.55	2,969.79	3,118.90	4
5	2,628.80	2,759.77	2,897.54	3,042.07	3,195.67	5
6	2,694.32	2,827.55	2,969.79	3,118.90	3,274.78	6
7	2,759.77	2,897.54	3,042.07	3,195.67	3,356.00	7
8	2,827.55	2,969.79	3,118.90	3,274.78	3,439.56	8
9	2,897.54	3,042.07	3,195.67	3,356.00	3,523.14	9
10	2,969.79	3,118.90	3,274.78	3,439.56	3,611.19	10
11	3,042.07	3,195.67	3,356.00	3,523.14	3,699.34	11
12	3,118.90	3,274.78	3,439.56	3,611.19	3,791.88	12
13	3,195.67	3,356.00	3,523.14	3,699.34	3,884.51	13
14	3,274.78	3,439.56	3,611.19	3,791.88	3,981.54	14
15	3,356.00	3,523.14	3,699.34	3,884.51	4,078.67	15
16	3,439.56	3,611.19	3,791.88	3,981.54	4,180.40	16
17	3,523.14	3,699.34	3,884.51	4,078.67	4,281.96	17
18	3,611.19	3,791.88	3,981.54	4,180.40	4,390.42	18
19	3,699.34	3,884.51	4,078.67	4,281.96	4,496.55	19
20	3,791.88	3,981.54	4,180.40	4,390.42	4,609.47	20
21	3,884.51	4,078.67	4,281.96	4,496.55	4,722.36	21
22	3,981.54	4,180.40	4,390.42	4,609.47	4,839.80	22
23	4,078.67	4,281.96	4,496.55	4,722.36	4,957.23	23
24	4,180.40	4,390.42	4,609.47	4,839.80	5,081.49	24
25	4,281.96	4,496.55	4,722.36	4,957.23	5,205.71	25
26	4,390.42	4,609.47	4,839.80	5,081.49	5,336.63	26
27	4,496.55	4,722.36	4,957.23	5,205.71	5,465.42	27
28	4,609.47	4,839.80	5,081.49	5,336.63	5,603.19	28
29	4,722.36	4,957.23	5,205.71	5,465.42	5,740.88	29
30	4,839.80	5,081.49	5,336.63	5,603.19	5,883.19	30
31	4,957.23	5,205.71	5,465.42	5,740.88	6,027.72	31
32	5,081.49	5,336.63	5,603.19	5,883.19	6,176.80	32
33	5,205.71	5,465.42	5,740.88	6,027.72	6,328.09	33
34	5,336.63	5,603.19	5,883.19	6,176.80	6,486.18	34
35	5,465.42	5,740.88	6,027.72	6,328.09	6,644.26	35
36	5,603.19	5,883.19	6,176.80	6,486.18	6,809.15	36
37	5,740.88	6,027.72	6,328.09	6,644.26	6,976.27	37
38	5,883.19	6,176.80	6,486.18	6,809.15	7,150.20	38
39	6,027.72	6,328.09	6,644.26	6,976.27	7,324.08	39
40	6,176.80	6,486.18	6,809.15	7,150.20	7,507.01	40
41	6,328.09	6,644.26	6,976.27	7,324.08	7,689.97	41
42	6,486.18	6,809.15	7,150.20	7,507.01	7,881.93	42
43	6,644.26	6,976.27	7,324.08	7,689.97	8,073.87	43
44	6,809.15	7,150.20	7,507.01	7,881.93	8,277.10	44
45	6,976.27	7,324.08	7,689.97	8,073.87	8,478.17	45
46	7,150.20	7,507.01	7,881.93	8,277.10	8,690.40	46
47	7,324.08	7,689.97	8,073.87	8,478.17	8,902.67	47
48	7,507.01	7,881.93	8,277.10	8,690.40	9,124.03	48
49	7,689.97	8,073.87	8,478.17	8,902.67	9,345.36	49
50	7,881.93	8,277.10	8,690.40	9,124.03	9,580.25	50
51	8,073.87	8,478.17	8,902.67	9,345.36	9,812.88	51
52	8,277.10	8,690.40	9,124.03	9,580.25	10,059.02	52
53	8,478.17	8,902.67	9,345.36	9,812.88	10,305.17	53
54	8,690.40	9,124.03	9,580.25	10,059.02	10,562.66	54
55	8,902.67	9,345.36	9,812.88	10,305.17	10,820.13	55
56	9,124.03	9,580.25	10,059.02	10,562.66	11,091.14	56
57	9,345.36	9,812.88	10,305.17	10,820.13	11,362.08	57
58	9,580.25	10,059.02	10,562.66	11,091.14	11,646.68	58
59	9,812.88	10,305.17	10,820.13	11,362.08	11,928.98	59
60	10,059.02	10,562.66	11,091.14	11,646.68	12,227.06	60
61	10,305.17	10,820.13	11,362.08	11,928.98	12,525.18	61

Includes 18% increase effective 7.1.2025

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

CLASSIFIED INSTRUCTIONAL, OFFICE, AND BUSINESS SUPPORT SERVICES

Effective July 1, 2025

HOURLY SALARY RATES

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Grade
1	\$15.00	\$15.75	\$16.54	\$17.37	\$18.24	1
2	15.38	16.15	16.96	17.80	18.69	2
3	15.75	16.54	17.37	18.24	19.15	3
4	16.15	16.96	17.80	18.69	19.63	4
5	16.54	17.37	18.24	19.15	20.11	5
6	16.96	17.80	18.69	19.63	20.61	6
7	17.37	18.24	19.15	20.11	21.12	7
8	17.80	18.69	19.63	20.61	21.65	8
9	18.24	19.15	20.11	21.12	22.17	9
10	18.69	19.63	20.61	21.65	22.73	10
11	19.15	20.11	21.12	22.17	23.28	11
12	19.63	20.61	21.65	22.73	23.87	12
13	20.11	21.12	22.17	23.28	24.45	13
14	20.61	21.65	22.73	23.87	25.06	14
15	21.12	22.17	23.28	24.45	25.67	15
16	21.65	22.73	23.87	25.06	26.31	16
17	22.17	23.28	24.45	25.67	26.95	17
18	22.73	23.87	25.06	26.31	27.63	18
19	23.28	24.45	25.67	26.95	28.30	19
20	23.87	25.06	26.31	27.63	29.01	20
21	24.45	25.67	26.95	28.30	29.72	21
22	25.06	26.31	27.63	29.01	30.46	22
23	25.67	26.95	28.30	29.72	31.20	23
24	26.31	27.63	29.01	30.46	31.98	24
25	26.95	28.30	29.72	31.20	32.76	25
26	27.63	29.01	30.46	31.98	33.59	26
27	28.30	29.72	31.20	32.76	34.40	27
28	29.01	30.46	31.98	33.59	35.26	28
29	29.72	31.20	32.76	34.40	36.13	29
30	30.46	31.98	33.59	35.26	37.03	30
31	31.20	32.76	34.40	36.13	37.94	31
32	31.98	33.59	35.26	37.03	38.87	32
33	32.76	34.40	36.13	37.94	39.83	33
34	33.59	35.26	37.03	38.87	40.82	34
35	34.40	36.13	37.94	39.83	41.82	35
36	35.26	37.03	38.87	40.82	42.85	36
37	36.13	37.94	39.83	41.82	43.91	37
38	37.03	38.87	40.82	42.85	45.00	38
39	37.94	39.83	41.82	43.91	46.10	39
40	38.87	40.82	42.85	45.00	47.25	40
41	39.83	41.82	43.91	46.10	48.40	41
42	40.82	42.85	45.00	47.25	49.61	42
43	41.82	43.91	46.10	48.40	50.81	43
44	42.85	45.00	47.25	49.61	52.09	44
45	43.91	46.10	48.40	50.81	53.36	45
46	45.00	47.25	49.61	52.09	54.69	46
47	46.10	48.40	50.81	53.36	56.03	47
48	47.25	49.61	52.09	54.69	57.42	48
49	48.40	50.81	53.36	56.03	58.82	49
50	49.61	52.09	54.69	57.42	60.30	50
51	50.81	53.36	56.03	58.82	61.76	51
52	52.09	54.69	57.42	60.30	63.31	52
53	53.36	56.03	58.82	61.76	64.86	53
54	54.69	57.42	60.30	63.31	66.48	54
55	56.03	58.82	61.76	64.86	68.10	55
56	57.42	60.30	63.31	66.48	69.80	56
57	58.82	61.76	64.86	68.10	71.51	57
58	60.30	63.31	66.48	69.80	73.30	58
59	61.76	64.86	68.10	71.51	75.08	59
60	63.31	66.48	69.80	73.30	76.95	60
61	64.86	68.10	71.51	75.08	78.83	61

Includes 18% increase effective 7.1.2025

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

CERTIFICATED AND CLASSIFIED ADMINISTRATOR

Effective July 1, 2025

POSITION / TITLE (alpha)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrator Of Instructional Services I *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Administrator Of Instructional Services II *	\$ 183,192.30	\$ 188,688.18	\$ 194,348.71	\$ 200,179.20	\$ 206,184.62	\$ 212,370.15
Administrator Of Quality, Performance & Planning *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Administrator Of Special Education I *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Administrator Of Special Education II *	\$ 183,192.30	\$ 188,688.18	\$ 194,348.71	\$ 200,179.20	\$ 206,184.62	\$ 212,370.15
Administrator Of Special Instructional Services *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Certificated, Human Resources Administrator II *	\$ 182,587.29	\$ 188,064.91	\$ 193,706.85	\$ 199,518.06	\$ 205,503.60	\$ 211,668.71
Certificated, Human Resources Administrator I *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Chief Of Staff	\$ 130,266.94	\$ 134,175.03	\$ 138,200.20	\$ 142,346.27	\$ 146,616.63	\$ 151,015.11
Chief Of Staff and Compliance Coordinator	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Chief of Staff/Compliance Officer	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Communications Coordinaror II (with MA)	\$ 153,346.59	\$ 157,847.72	\$ 162,528.35	\$ 167,397.35	\$ 171,375.53	\$ 177,856.92
Communications Coordinator I	\$ 110,289.24	\$ 115,548.27	\$ 121,482.86	\$ 127,417.62	\$ 133,528.32	\$ 140,373.51
Data Services Coordinator	\$ 119,177.07	\$ 125,332.71	\$ 131,676.11	\$ 138,719.01	\$ 145,787.68	\$ 152,991.34
Dean of Academic Affairs and Altus Studies *	\$ 183,192.30	\$ 188,688.18	\$ 194,348.71	\$ 200,179.20	\$ 206,184.62	\$ 212,370.15
Director Of Operations & Technology	\$ 208,266.93	\$ 214,514.90	\$ 220,950.49	\$ 227,578.99	\$ 234,406.29	\$ 241,438.44
Director of Operations, Technology and Founding Dir.	\$ 248,681.60	\$ 256,142.05	\$ 263,826.30	\$ 271,741.09	\$ 279,893.33	\$ 288,290.13
Equity & Inclusion Administrator *	\$ 159,261.01	\$ 164,038.84	\$ 168,959.96	\$ 174,028.80	\$ 179,249.60	\$ 184,627.08
Equity & Inclusion Officer *	\$ 183,192.30	\$ 188,688.18	\$ 194,348.71	\$ 200,179.20	\$ 206,184.62	\$ 212,370.15
External Relations Officer	\$ 153,346.59	\$ 157,847.72	\$ 162,528.35	\$ 167,397.35	\$ 171,375.53	\$ 177,856.92
Finance Administrator	\$ 182,587.29	\$ 188,064.91	\$ 193,706.85	\$ 199,518.06	\$ 205,503.60	\$ 211,668.71
Human Resources Manager	\$ 115,548.27	\$ 121,482.86	\$ 127,417.60	\$ 133,528.32	\$ 140,373.51	\$ 147,277.31
Partnership Development Coordinator	\$ 119,177.64	\$ 125,332.52	\$ 131,676.20	\$ 138,718.44	\$ 145,787.82	\$ 152,991.72
School Coordinator I (with MA) *	\$ 133,306.76	\$ 137,007.50	\$ 140,857.13	\$ 144,855.64	\$ 149,014.53	\$ 153,346.59
School Coordinator I *	\$ 119,177.64	\$ 125,332.52	\$ 131,676.20	\$ 138,718.44	\$ 145,787.82	\$ 152,991.72
School Coordinator II (with MA) *	\$ 153,346.59	\$ 157,847.72	\$ 162,528.35	\$ 167,397.35	\$ 171,375.53	\$ 177,856.92
Special Education Coordinator *	\$ 153,346.59	\$ 157,847.72	\$ 162,528.35	\$ 167,397.35	\$ 171,375.53	\$ 177,856.92
Student Services Coordinator I (with MA) *	\$ 133,306.76	\$ 137,007.50	\$ 140,857.13	\$ 144,855.64	\$ 149,014.53	\$ 153,346.59
Student Services Coordinator II (with MA) *	\$ 153,346.59	\$ 157,847.72	\$ 162,528.35	\$ 167,397.35	\$ 171,375.53	\$ 177,856.92
Technology Integration Coordinator *	\$ 119,177.64	\$ 125,332.52	\$ 131,676.20	\$ 138,718.44	\$ 145,787.82	\$ 152,991.72

Includes 18% increase effective July 1, 2025

* Certificated positions

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

HEALTHY YOUTH SCHOOL THERAPIST Salary Schedule

Effective July 1, 2025

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Annual	100,668.68	105,694.35	110,986.93	116,544.02	122,339.28
Monthly	8,389.06	8,807.86	9,248.91	9,712.00	10,194.94
Hourly	55.19	57.95	60.85	63.89	67.07

Includes 18% increase effective 7/1/2025.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess one of the following:
 - Licensed Marriage and Family Therapist (LMFT)
 - Marriage and Family Therapist (MFT)
 - Licensed Professional Clinicil Counselor (LPCC)
 - School Psychologist (PPS)
 - Licensed Education Psychologist
 - Licensed Clinical Psychologist
 - California PPS Credential in School Counseling
- 4) Must pass a workstyles/behavior survey
- 5) Must clear background check by Department of Justice and FBI
- 6) Must receive TB clearance
- 7) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

Administrative Support to Superintendent School Services, BOD, & Facilities

Effective July 1, 2025

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Annual	104,566.28	109,801.81	115,261.17	121,027.44	127,098.99
Monthly	8,713.86	9,150.15	9,605.10	10,085.62	10,591.58
Hourly	50.27	52.79	55.41	58.19	61.11

Includes 18% increase effective 7.1.2025

Annual Longevity Pay

Years of Qualifying Service:

10 - 13 years	622.86
14 - 18 years	1,245.67
19 - 21 years	1,868.50
22 or more years	3,221.32

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) Must pass a workstyles/behavior survey
- 3) Must clear background check by Department of Justice and FBI
- 4) Must receive TB clearance
- 5) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

Data Support Analyst

Effective July 1, 2025

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Annual	113,322.10	118,858.00	124,557.12	130,943.47	137,382.59	144,251.22
Monthly	9,443.51	9,904.83	10,379.76	10,911.96	11,448.55	12,020.94
Hourly	54.48	57.14	59.88	62.95	66.05	69.35

Includes 18% increase effective 7.1.2025

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) Must pass a workstyles/behavior survey
- 3) Must clear background check by Department of Justice and FBI
- 4) Must receive TB clearance
- 5) Must possess a valid California driver's license and have reliable transportation

ALTUS SCHOOLS SAN DIEGO

*DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego*

Resource Center Associate (RCA) **Instructional Support to 228-Day Contract Teacher**

Effective July 1, 2025

Step 1	22.36
Step 2	22.93
Step 3	23.51
Step 4	24.10
Step 5	24.69
Step 6	25.30
Step 7	25.95

Includes 18% increase effective 7.1.2025

TERMS and REQUIREMENTS:

- 1) Part time hourly position, and not to exceed 25 hours per week, 228 days.
- 2) Must hold a high school diploma or its equivalent
- 3) Must pass a workstyles/behavior survey and math assessment
- 4) Completion of two years college coursework from an accredited college or university (48 semester units) is required.
- 5) Must clear background check by Department of Justice and FBI
- 6) Must possess a valid California driver's license and have reliable transportation
- 7) An employee who works for 75% or more of their contract base days will advance one step for each year of service. Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

*DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego*

Certificated Teacher Resource (CTR) **Instructional Support to 228-Day Contract Teacher**

Effective July 1, 2025

Step 1	25.30
Step 2	25.94
Step 3	26.59
Step 4	27.25
Step 5	27.93
Step 6	28.63
Step 7	29.33
Step 8	30.08

Includes 18% increase effective 7.1.2025

TERMS and REQUIREMENTS:

- 1) Full- time hourly position, and not to exceed 40 hours per week, 228 Days.
- 2) Must hold a high school diploma or its equivalent
- 3) Must have a baccalaureate degree from a regionally accredited college or university
- 4) Must have a valid CA 30-Day Substitute Teaching Permit
- 5) Must pass a local assessment of knowledge and skills in assisting in instruction
- 6) Must clear background check by Department of Justice and FBI
- 7) Must possess a valid California driver's license and have reliable transportation
- 8) An employee who works for 75% or more of their contract base days will advance one step for each year of service. Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

*DBA: Altus Schools Audeo, and
Altus Schools Charter School of San Diego*

HOURLY LEARNING ASSOCIATE

Instructional Support to 228-Day Contract Teacher

Effective July 1, 2025

Step 1	\$ 42.71
Step 2	\$ 44.32
Step 3	\$ 45.98
Step 4	\$ 47.72
Step 5	\$ 49.52

Includes 18% increase effective 7.1.2025

TERMS and REQUIREMENTS:

- 1) Part time hourly position, and not to exceed 25 hours per week.
- 2) Must hold a high school diploma or its equivalent
- 3) Must possess a current California Single-Subject or Multiple-Subject Teaching Credential
- 4) Must pass a workstyles/behavior survey and math assessment
- 5) Must clear background check by Department of Justice and FBI
- 6) Must possess a valid California driver's license and have reliable transportation
- 7) An employee who works for 75% or more of their contract base days will advance one step for each year of service. Protected leave are factored in the calculation.

ALTUS SCHOOLS SAN DIEGO

*DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego*

SUBSTITUTE TEACHER For 228-days

Effective July 1, 2025

Daily Rate

Substitute Teacher (daily rate 8 hours) \$295.00 / Day

Substitute Teacher (half day rate 4 hours or less) \$147.50 / Day

Includes 18% increase effective 7.1.2025

TERMS and REQUIREMENTS:

- 1) Daily rate of \$295 equivalent to 8 hours per day of work.
- 2) Daily rate of \$147.50 equivalent to 4 hours of work or less.
- 3) Position is full-time, not to exceed 40 hours per week.
- 5) Must have a baccalaureate degree from a regionally accredited college or university
- 6) Must have a valid CA 30-Day Substitute Teaching Permit
- 7) Must pass a workstyles/behavior survey and math assessment

ALTUS SCHOOLS SAN DIEGO

1985 Artificial Intelligence (AI) Use Policy

Approved: Sept. 4, 2025

I. Purpose

The Board of Directors of Altus Schools San Diego (“Board”) recognizes the transformative potential of artificial intelligence (AI) in education and the need for clear guidelines for its use at the following Altus Schools: Altus Schools Audeo and Altus Schools Charter School of San Diego (hereinafter collectively referred to as “Altus Schools” or “school”). This policy establishes standards for the responsible, ethical, and transparent use of Artificial Intelligence (AI) tools and services across all functions of the organization in a manner that enhances teaching and learning while safeguarding privacy and academic integrity.

II. Scope

This AI Use Policy governs the use of AI tools and services in any school-related context, including classroom assignments, instructional support, and administrative tasks. This policy operates in conjunction with other Board policies and state and federal laws.

III. Definitions

For purposes of this policy, the following definitions apply:

- **Artificial Intelligence (AI):** Any machine-based system that is designed to simulate human intelligence processes and perform tasks which typically require human intelligence. This includes algorithms and models capable of learning, problem-solving, or generating content.
- **Personal Identifiable Information (PII):** Any data that can identify an individual, such as name, contact information, images, or any combination of data that could uniquely identify a student.
- **Confidential Information:** Sensitive information that Altus Schools is obligated to keep private or secure.

IV. Student Use of AI

A. Academic Integrity and Responsible Use

- i. **Use Only as Authorized:** Students may not use AI for class assignments or coursework unless explicitly permitted by the teacher for that assignment. The default rule is that AI usage is prohibited for any graded work unless the teacher’s instructions clearly allow it. When AI use is allowed, the teacher will provide guidelines on the extent and manner of acceptable use (e.g. AI may be used for

research only, or for drafting with required citations). Students are expected to ask for clarification if unsure about permitted use.

- ii. **Disclosure and Citation:** If a teacher authorizes AI as a resource, students must acknowledge and cite any AI-generated content they consult or include in their work. All AI-assisted material (ideas, text, code, images, etc.) should be treated like any external source: it must be credited and may not be presented as the student's own original work.
- iii. **Verification:** Any information obtained from AI should be independently verified using reliable sources (textbooks, scholarly articles, reputable websites, etc.). Relying on AI-produced answers without critical evaluation is against this policy. Students are responsible for ensuring that any AI-assisted content they use is fact-checked, appropriate, and compliant with all assignment instructions and school policies.

B. Prohibited Student Conduct and Consequences

- i. **Academic Dishonesty:** Any unauthorized use of AI to complete assignments – including using AI-generated answers or content when not allowed or using AI in a manner that violates the teacher's explicit instructions – is considered academic dishonesty. Likewise, submitting AI-generated work as one's own or misrepresenting the extent of AI assistance is prohibited. Consequences may include loss of credit on the assignment and academic disciplinary action.
- ii. **Harassment, Misinformation, and Other Misuses:** Students are strictly forbidden from using AI tools to engage in bullying, impersonation, or dissemination of false information. This includes but is not limited to using generative AI to produce fake or manipulated images, videos, audio (e.g. deepfakes or voice cloning) or text that misrepresents someone else with the intent to harm, harass, or intimidate any individual. Creating AI-generated misinformation or defamatory content about students, staff, or others is a serious offense and will result in disciplinary action.

V. Employee Use of AI

A. Instructional and Professional Use Guidelines

- i. **Appropriate Educational and Administrative Use:** AI is a support tool, not a replacement for professional judgment. All AI outputs used for instructional or professional purposes must be reviewed for accuracy, relevancy, and compliance by the employee. Educators must also review the alignment with curriculum standards and age-appropriateness before use with students.
- ii. **Prohibited High-Stakes Uses:** Employees shall not rely on AI systems for any high-stakes or sensitive decisions about students or staff. Specifically, AI must not be used as the final or primary authority for grading subjective assessments, evaluating student work qualitatively, determining student placement or advancement, writing Individualized Education Program (IEP) goals, or making personnel evaluations or employment decisions. These functions require human

professional judgment and personal knowledge of the individuals involved. While AI may assist in compiling data or offering draft feedback, educators and administrators must make determinative decisions themselves.

- iii. **Human Oversight and Verification:** When employees use AI-generated content or recommendations, they bear responsibility for verifying the content's accuracy, appropriateness, and alignment with educational goals. No AI output should be accepted at face value. Staff must critically review and edit AI-generated material before integrating it into instruction or official communications.

B. Data Privacy and Security

- i. **No Disclosure of Confidential Information:** Staff shall not input or upload any confidential, sensitive, or personally identifiable information about students, staff, or school matters into an AI tool that is not explicitly authorized for such use. Confidential or sensitive data includes student names or ID numbers, student work or records, health or disability information, disciplinary records, addresses or contact information, personnel records, legal or financial documents, or any other non-public information related to the school. This prohibition extends to using AI services to draft or analyze any content that includes details which could identify a student or employee, unless the AI service is Altus-approved and bound by a privacy/data protection agreement. Even when using approved tools, employees should only share the minimum data necessary and comply with all data protection guidelines. Staff must assume that any information given to an external AI service could be retained or redistributed, and act accordingly.
- ii. **Approved AI Tools Only:** All AI software or services used by employees for school-related purposes must be approved by Altus Schools. Before adopting a new AI tool or application in the classroom or office, staff must have the tool evaluated on criteria such as FERPA compliance, data security, content appropriateness, and efficacy. Only vendors who provide adequate data protection and meet legal will be considered.
- iii. **Enforcement for Employees:** Employee violations of this policy will be taken seriously. If a staff member is found to have breached the provisions above – for example, by improperly sharing confidential data with an AI service or misusing AI in ways prohibited – the incident will be investigated by administration. Consequences for confirmed violations may include retraining, revocation of access to certain technologies, or disciplinary action up to and including termination of employment. Use of AI that results in a breach of student privacy or other legal non-compliance may also be reported to authorities.

VI. AI in Board Governance and Meetings

A. Use of AI Tools in Open Meetings

The Board values accuracy, transparency, and confidentiality in its board proceedings. The Board shall deny permission for any AI-assisted recording if it believes such use could compromise privacy, misrepresent the proceedings, or cause disruption.

B. Closed Sessions and Privileged Communications

Absolutely no AI-powered recording or transcription tools may be used in any closed session of the Board or in any meeting that involves attorney-client privileged communications or other confidential discussions.

VII. Training and Education

Altus Schools shall provide, as appropriate, access to learning opportunities for employees and students on the ethical and compliant use of artificial intelligence.

2025 ALTUS SCHOOLS SAN DIEGO PARTNERS AND RESOURCES

PARTNER	SERVICES	SCHOOLS SERVED
Social Advocates for Youth (SAY)	• Community Assessment Team (CAT) • Teen Pregnancy and Prevention • Wellness Center • Mental Health Services • Economic Empowerment Program • Fentanyl Awareness • Alcohol, Tobacco, and Other Drug Prevention Program	Altus Schools CSSD Altus Schools Audeo
San Diego Youth Services (SDYS)	• Community Assessment Team (CAT) • Child Sex Trafficking Awareness and Recovery • Foster Care • Homeless Housing and Support • Suicide Prevention and Intervention • Anti-Bullying Awareness and Support • Mental Health • Teen Pregnancy and Intervention • LGBTQ+ Services • Safe Family Services • Workforce Development	Altus Schools CSSD Altus Schools Audeo
McAlister Institute	• Substance Abuse Treatment and Education	Altus Schools CSSD Altus Schools Audeo
North County Lifeline	• Youth Development • Child Abuse and Domestic Violence Prevention & Intervention • Behavioral Health • Human Trafficking Prevention & Intervention	Altus Schools CSSD Altus Schools Audeo

South Bay Community Services (SBCS)	• Child Well-Being • Foster Youth • Teen Pregnancy Prevention • Homeless Outreach • Mental Health • LGBTQ Drop-In Center • Suicide Prevention & Intervention • Family Violence & Support Services • Domestic Violence Response Team • Food Assistance & Distribution	Altus Schools CSSD Altus Schools Audeo
San Diego Food Bank	• Food Assistance & Distribution Locations	Altus Schools CSSD Altus Schools Audeo
Feeding America	• Food Assistance & Distribution Locations	Altus Schools CSSD Altus Schools Audeo
A Bridge for Kids	• Mentorship Opportunities	Altus Schools CSSD Altus Schools Audeo
City of San Diego Work Readiness Program	• Job Readiness Training	Altus Schools CSSD Altus Schools Audeo
San Diego Workforce Partnership	• Job Readiness Training	Altus Schools CSSD Altus Schools Audeo
San Diego Metro Career Center	• Job Readiness Training	Altus Schools CSSD Altus Schools Audeo
San Diego Medical Society	• Health Education Presentations	Altus Schools CSSD Altus Schools Audeo
Vista Hill	• Bridges Early Intervention for Teens • Support for Adolescents & Families in Recovery (SAFIR) • Substance Abuse Services • Mental Health	Altus Schools CSSD Altus Schools Audeo
San Diego Nice Guys	• Scholarships – Test Fees, Transportation, Technology, and College Textbooks	Altus Schools CSSD Altus Schools Audeo

Oasis Clubhouse	• Mental Health Services • Life Skills Training • Job Skills & Development • Peer Mentoring	Altus Schools CSSD Altus Schools Audeo
147 Combat Communications Squadron	• Support California Cadet Corps Squadron • Career Exploration • Career Week Presentations	Altus Schools CSSD Altus Schools Audeo
San Diego Museum of Contemporary Art	• Art Exploration & Exhibitions	Altus Schools CSSD Altus Schools Audeo
Coastline Community College	• Dual Enrollment Program for Students	Altus Schools CSSD Altus Schools Audeo
Mira Costa	• Dual Enrollment Program for Students	Altus Schools CSSD Altus Schools Audeo
Alliant University	• Staff tuition reduction • Intern Program for Practicum Students, Student Teachers, School Psych and Counseling	Altus Schools CSSD Altus Schools Audeo
National University	• Staff tuition reduction • Intern Program for Practicum Students, Student Teachers, School Psych and Counseling	Altus Schools CSSD Altus Schools Audeo
Pt. Loma Nazarene (PLNU)	• Student Teaching/Clinical Practice for Staff	Altus Schools CSSD Altus Schools Audeo
Promises 2 Kids	• Foster Youth Support Services	Altus Schools CSSD Altus Schools Audeo
Connect2Careers	• Technology	Altus Schools CSSD Altus Schools Audeo
Family Health Centers of San Diego	• Mental Health Services	Altus Schools CSSD Altus Schools Audeo
SDCOE Parent Support	• Parent and Family Engagement	Altus Schools CSSD Altus Schools Audeo
SDSU	• Tutoring	Altus Schools CSSD

		Altus Schools Audeo
UCSD	Tutoring	Altus Schools CSSD Altus Schools Audeo

FINANCE & OPERATIONS PARTNERS/VENDORS	SERVICES	SCHOOLS SERVED
SDCOE Fringe Benefits Consortium	Health & Wellness Benefits	Altus Schools CSSD Altus Schools Audeo
Specialized Therapy Services	Special Ed Services	Altus Schools CSSD Altus Schools Audeo
Davis & Adams	Construction & Maintenance	Altus Schools CSSD Altus Schools Audeo
Datel Systems Incorporated	Technology Services	Altus Schools CSSD Altus Schools Audeo
Young, Minney & Corr	Legal	Altus Schools CSSD Altus Schools Audeo
Pacific Building Maintenance	Custodial	Altus Schools CSSD Altus Schools Audeo
School Pathways	Student Information System	Altus Schools CSSD Altus Schools Audeo
Ed Ladder	Tutoring	Altus Schools CSSD

		Altus Schools Audeo
Achieve 3000 (McGraw Hill)	Designated EI Support	Altus Schools CSSD Altus Schools Audeo
Avaya	Cloud-based phone system (voice, text, fax)	Altus Altus Schools CSSD Altus Schools Audeo
Brivo/ADT	Security Cards/systems	Altus Schools CSSD Altus Schools Audeo
Ellevation	English Learner Program Management Tool	Altus Schools CSSD Altus Schools Audeo
Global Search/Square 9	Data Warehouse	Altus Schools CSSD Altus Schools Audeo
Naviance	Post high school pathways	Altus Schools CSSD Altus Schools Audeo
Parent/Square	School to Home communication	Altus Schools CSSD Altus Schools Audeo
School Pathways	SIS, Learning Management System, Staff Records (HR), Compliance Tool, Enrollment	Altus Schools CSSD Altus Schools Audeo
Zoom	Video Conferencing	Altus Schools CSSD Altus Schools Audeo
Transf VR	VR partners-- CTE Education	Altus Schools CSSD

		Altus Schools Audeo
Prisms of Reality	VR partner – Math Education	Altus Schools CSSD Altus Schools Audeo
TME	Inventory	Altus Schools Audeo
Edgenuity/CANVAS/Imagine	On-Line Instruction Platform	Altus Schools CSSD Altus Schools Audeo
Konica Minolta Business Solutions USA Inc.	Digitalization and Copy Machine Leases	Altus Schools CSSD Altus Schools Audeo
SDG&E	Utilities	Altus Schools CSSD Altus Schools Audeo
Brown Marketing Strategies	Marketing	Altus Schools CSSD Altus Schools Audeo
T-Mobile	Student Hot Spots	Altus Schools CSSD Altus Schools Audeo
Everon	Security	Altus Schools CSSD Altus Schools Audeo
Citrin Cooperman	Technology Services	Altus Schools CSSD Altus Schools Audeo
Sacramento Advocates, Inc.	Advocacy	Altus Schools CSSD Altus Schools Audeo

Docusign Inc	E-Signature Platform	Altus Schools CSSD Altus Schools Audeo
NetSuite	Full cycle accounting and reporting, payroll processing, Human Resources	Altus Schools CSSD Altus Schools Audeo
T-Mobile	Student Hotspot	Altus Schools CSSD Altus Schools Audeo
Cengage Learning, Inc.	Textbooks	Altus Schools CSSD Altus Schools Audeo
Clear Channel Outdoor	Marketing	Altus Schools CSSD Altus Schools Audeo
Vernier Software & Technology LLC	Science Technology	Altus Schools CSSD Altus Schools Audeo
Wilkinson, Hadley King & Co, LLP	Audit Services	Altus Schools CSSD Altus Schools Audeo
Cox Business	Internet	Altus Schools CSSD Altus Schools Audeo
Oracle America, Inc.	NetSuite	Altus Schools CSSD Altus Schools Audeo
Local Media of San Diego, LLC	Marketing	Altus Schools CSSD Altus Schools Audeo
Amazon Capital Services	Miscellaneous	Altus Schools CSSD

		Altus Schools Audeo
Infinity	E-Rate Consultant	Altus Schools CSSD Altus Schools Audeo
Hyphn	Furniture and Fixtures	Altus Schools CSSD Altus Schools Audeo
Delawie	Interior Design and Architecture	Altus Schools CSSD Altus Schools Audeo
MPA	Architecture Support	Altus Schools CSSD Altus Schools Audeo
Oak Grove Institute	Special Ed – Level 3 NPS	Altus Schools CSSD
Nickie Investments, Inc.	Lease - Somerset	Altus Schools South Bay
San Diego City Schools Risk Management JPA	Insurance	Altus Schools CSSD Altus Schools Audeo
San Diego City Schools Risk Management JPA	Lease - Clairemont	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - College Avenue	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Downtown	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Euclid	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Mira Mesa	Altus Schools - CSSD

San Diego City Schools Risk Management JPA	Lease - North Park	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Northgate	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Petco Park	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Point Loma	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Scripps Ranch	Altus Schools - CSSD
San Diego City Schools Risk Management JPA	Lease - Tierrasanta	Altus Schools CSSD
San Diego City Schools Risk Management JPA	Lease - Woodman	Altus Schools CSSD
San Diego City Schools Risk Management JPA	Lease – Kearny Mesa	Altus Schools Audeo
San Diego City Schools Risk Management JPA	Lease – La Jolla	Altus Schools Audeo
San Diego City Schools Risk Management JPA	Lease – Mission Valley East	Altus Schools Audeo
San Diego City Schools Risk Management JPA	Lease – Pacific Beach	Altus Schools Audeo



Participation Report: All Students Month 12: 05/05/2025 - 05/30/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	580	517	82.4%	84.2%	96.5%	97.6%
Totals May 2024	580	540	86.7%	81.2%	96.6%	97.8%
Variance:	0	-23	-4.3%	3.0%	-0.1%	-0.2%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
SD	KM	KM1		40	38	77.0%	78.4%	86.3%	88.0%
SD	KM	KM2		40	30	75.0%	82.2%	100.0%	100.0%
SD	LJ	LJ1		40	32	70.8%	80.4%	100.0%	99.9%
SD	LJ	LJ2		40	40	98.2%	83.7%	100.0%	99.7%
SD	MV	MV1		40	35	67.6%	82.7%	90.5%	96.5%
SD	MV	MV2		40	38	86.2%	73.9%	90.7%	91.9%
SD	MV	MV3		40	31	69.5%	79.5%	96.4%	98.8%
SD	PB	PB1		40	39	89.3%	93.6%	97.3%	97.3%
SD	PB	PB2		40	33	78.8%	91.3%	100.0%	98.8%
SD	PB	PB3		40	33	78.2%	83.3%	96.9%	98.8%
SD	SM	SM1		40	38	85.5%	83.2%	93.7%	96.7%
SD	SM	SM2		40	33	76.3%	83.7%	97.6%	99.2%
SD	TSK5	TSK5-1		25	28	112.0%	98.9%	100.0%	100.0%
SD	TSK5	TSK5-2		25	13	52.0%	56.6%	100.0%	100.0%
SD	TSK5	TSK5-3		25	27	108.0%	98.0%	100.0%	100.0%
SD	TSK5	TSK5-4		25	29	116.0%	106.3%	100.0%	99.7%



Participation Report: All Students Month 13: 06/02/2025 - 06/27/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	580	574	90.9%	84.8%	96.7%	97.6%
Totals May/June 2024	660	670	91.9%	91.5%	97.6%	97.8%
Variance:	-80	-96	-1.0%	-6.7%	-0.8%	-0.2%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
SD	KM	KM1		40	39	70.9%	77.8%	79.3%	87.2%
SD	KM	KM2		40	39	95.3%	83.3%	100.0%	100.0%
SD	LJ	LJ1		40	41	99.9%	82.0%	100.0%	99.9%
SD	LJ	LJ2		40	43	102.4%	85.2%	100.0%	99.8%
SD	MV	MV1		40	39	85.1%	82.9%	91.6%	96.1%
SD	MV	MV2		40	43	92.2%	75.5%	93.8%	92.1%
SD	MV	MV3		40	38	84.3%	79.9%	97.1%	98.6%
SD	PB	PB1		40	41	94.6%	93.7%	97.4%	97.3%
SD	PB	PB2		40	41	96.4%	91.8%	100.0%	98.9%
SD	PB	PB3		40	42	102.9%	85.0%	100.0%	98.9%
SD	SM	SM1		40	38	84.5%	83.3%	97.1%	96.7%
SD	SM	SM2		40	42	92.4%	84.4%	95.4%	98.8%
SD	TSK5	TSK5-1		25	26	104.0%	99.4%	100.0%	100.0%
SD	TSK5	TSK5-2		25	12	48.0%	55.9%	100.0%	100.0%
SD	TSK5	TSK5-3		25	22	86.1%	97.0%	100.0%	100.0%
SD	TSK5	TSK5-4		25	28	109.1%	106.5%	100.0%	99.8%



Participation Report: All Students

Month 12: 05/05/2025-05/30/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,489	79.1%	87.2%	90.4%	92.1%
Totals May 2024	1,670	1,567	79.9%	87.6%	89.6%	90.8%
Variance:	-70	-78	-0.8%	-0.4%	0.8%	1.3%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
C	CO	CO1		40	39	95.1%	98.7%	99.4%	99.3%
C	CO	CO2		40	37	86.1%	88.8%	98.9%	95.0%
C	CO	CO3		40	34	74.2%	86.2%	91.0%	88.6%
C	CO	CO4		40	29	61.4%	68.7%	87.6%	93.1%
C	EU	EU1		40	41	87.2%	99.5%	88.6%	92.4%
C	EU	EU2		40	38	77.8%	94.1%	96.9%	95.1%
C	EU	EU3		40	39	82.5%	93.2%	88.4%	92.1%
C	NG	NG1		40	37	77.6%	87.3%	86.9%	90.5%
C	NG	NG2		40	33	77.0%	88.6%	93.3%	93.5%
C	NG	NG3		40	36	81.2%	87.8%	96.1%	91.8%
C	WM	WM1		40	40	78.6%	81.1%	90.2%	93.6%
C	WM	WM2		40	34	68.6%	80.9%	86.3%	90.4%
C	WM	WM3		40	35	64.7%	82.2%	84.1%	90.8%
C	WM	WM4		40	37	81.6%	81.2%	91.9%	92.7%
Central Totals:			14	560	509	78.1%	91.5%	91.5%	93.0%



Participation Report: All Students

Month 12: 05/05/2025-05/30/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,489	79.1%	87.2%	90.4%	92.1%
Totals May 2024	1,670	1,567	79.9%	87.6%	89.6%	90.8%
Variance:	-70	-78	-0.8%	-0.4%	0.8%	1.3%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
E	LKM	LKM1		40	38	92.8%	91.4%	98.1%	97.6%
E	LKM	LKM2		40	36	71.6%	82.2%	92.8%	91.1%
E	LKM	LKM3		40	33	68.8%	75.8%	91.6%	95.0%
E	LKM	LKM4		40	41	87.2%	85.6%	90.0%	91.7%
E	LKM	LKM5		40	37	89.7%	86.9%	100.0%	99.3%
E	MM	MM1		40	40	82.2%	80.9%	85.1%	88.0%
E	MM	MM2		40	38	76.4%	76.3%	85.8%	88.7%
E	MM	MM3		40	37	78.4%	75.9%	86.5%	89.5%
E	NP	NP1		40	42	86.4%	87.4%	90.0%	93.2%
E	NP	NP2		40	38	78.2%	94.0%	93.4%	96.0%
E	NP	NP3		40	39	87.9%	91.4%	90.1%	92.2%
E	NP	NP4		40	40	78.6%	81.9%	84.8%	91.0%
E	SR	SR1		40	35	76.8%	72.1%	88.4%	90.8%
E	SR	SR2		40	33	76.7%	74.7%	95.4%	94.5%
E	SR	SR3		40	35	77.8%	70.4%	88.9%	88.9%
E	TS	TS1		40	37	80.4%	88.7%	92.2%	90.8%
E	TS	TS2		40	41	82.4%	87.1%	86.2%	88.7%
East Totals:				17	680	80.7%	82.4%	90.4%	92.0%



Participation Report: All Students

Month 12: 05/05/2025-05/30/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,489	79.1%	87.2%	90.4%	92.1%
Totals May 2024	1,670	1,567	79.9%	87.6%	89.6%	90.8%
Variance:	-70	-78	-0.8%	-0.4%	0.8%	1.3%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
W	CL	CL1		40	36	67.6%	80.4%	85.7%	86.6%
W	CL	CL2		40	41	77.5%	84.1%	83.1%	86.2%
W	DT	DT1		40	42	90.9%	94.1%	90.1%	95.2%
W	NP	DT2		40	33	70.8%	79.4%	87.8%	89.6%
W	NP	PC1		40	41	89.1%	83.6%	93.6%	93.4%
W	NP	PC2		40	35	71.4%	80.0%	87.2%	90.9%
W	PL	PL1		40	38	72.9%	79.0%	91.6%	90.1%
W	PL	PL2		40	36	73.7%	74.4%	84.6%	91.9%
W	PL	PL3		40	38	84.5%	80.3%	94.4%	92.6%
West Totals:			9	360	340	77.6%	89.7%	88.7%	91.0%



Participation Report: All Students

Month 13: 06/02/2025-06/27/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,623	88.6%	87.3%	91.4%	92.1%
Totals May/June 2024	1,600	1,648	88.4%	85.6%	90.4%	90.7%
Variance:	0	-25	0.2%	1.7%	1.0%	1.4%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
C	CO	CO1		40	44	102.6%	99.0%	98.4%	99.2%
C	CO	CO2		40	42	95.7%	89.4%	98.5%	95.3%
C	CO	CO3		40	34	75.5%	85.3%	90.4%	88.7%
C	CO	CO4		40	40	88.2%	72.1%	90.4%	92.6%
C	EU	EU1		40	41	87.8%	98.6%	86.5%	91.9%
C	EU	EU2		40	41	92.5%	94.0%	97.8%	95.4%
C	EU	EU3		40	41	92.1%	93.1%	92.0%	92.0%
C	NG	NG1		40	40	87.8%	87.3%	88.6%	90.3%
C	NG	NG2		40	42	101.3%	89.7%	96.5%	93.8%
C	NG	NG3		40	42	93.2%	88.3%	92.5%	91.9%
C	WM	WM1		40	39	82.4%	81.2%	89.2%	93.2%
C	WM	WM2		40	42	85.1%	81.3%	87.8%	90.1%
C	WM	WM3		40	38	81.2%	82.1%	89.7%	90.7%
C	WM	WM4		40	39	90.0%	81.9%	96.2%	93.0%
Central Totals:				14	560	89.7%	91.4%	92.5%	93.0%



Participation Report: All Students

Month 13: 06/02/2025-06/27/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,623	88.6%	87.3%	91.4%	92.1%
Totals May/June 2024	1,600	1,648	88.4%	85.6%	90.4%	90.7%
Variance:	0	-25	0.2%	1.7%	1.0%	1.4%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
E	LKM	LKM1		40	40	89.7%	91.3%	97.4%	97.6%
E	LKM	LKM2		40	37	80.3%	82.0%	90.4%	91.0%
E	LKM	LKM3		40	44	98.9%	77.7%	99.5%	95.4%
E	LKM	LKM4		40	42	91.8%	86.2%	90.9%	91.6%
E	LKM	LKM5		40	41	96.8%	87.7%	95.1%	98.9%
E	MM	MM1		40	40	84.5%	81.2%	85.1%	87.7%
E	MM	MM2		40	39	82.4%	76.8%	87.3%	88.6%
E	MM	MM3		40	40	85.1%	76.7%	91.0%	89.7%
E	NP	NP1		40	39	86.6%	87.3%	93.1%	93.2%
E	NP	NP2		40	39	89.3%	93.7%	97.3%	96.1%
E	NP	NP3		40	40	87.0%	91.1%	89.4%	91.9%
E	NP	NP4		40	43	88.0%	82.4%	85.7%	90.5%
E	SR	SR1		40	37	80.9%	72.9%	89.0%	90.7%
E	SR	SR2		40	45	107.1%	77.4%	97.3%	94.8%
E	SR	SR3		40	46	100.8%	72.9%	89.4%	89.0%
E	TS	TS1		40	36	84.9%	88.4%	97.3%	91.3%
E	TS	TS2		40	39	75.4%	86.1%	85.5%	88.4%
East Totals:				17	680	88.8%	83.0%	91.8%	91.9%



Participation Report: All Students

Month 13: 06/02/2025-06/27/2025

POC: Participation on Capacity

POE: Participation on Enrollment

	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
Schoolwide Totals:	1,600	1,623	88.6%	87.3%	91.4%	92.1%
Totals May/June 2024	1,600	1,648	88.4%	85.6%	90.4%	90.7%
Variance:	0	-25	0.2%	1.7%	1.0%	1.4%

*Total Served does not include NPS/SWD Follow-Up students

All Students									
Reg	RC	IRC	Teacher	Capacity	Total Served*	POC	Cumulative POC	POE	Cumulative POE
W	CL	CL1		40	39	82.8%	80.8%	86.3%	86.5%
W	CL	CL2		40	44	84.7%	84.2%	84.4%	86.0%
W	DT	DT1		40	44	95.3%	94.2%	90.5%	94.8%
W	NP	DT2		40	36	73.9%	78.9%	88.2%	89.5%
W	NP	PC1		40	43	95.9%	84.7%	92.9%	93.3%
W	NP	PC2		40	42	88.0%	80.6%	87.5%	90.6%
W	PL	PL1		40	38	79.1%	79.0%	88.5%	89.9%
W	PL	PL2		40	43	90.5%	75.7%	90.6%	91.8%
W	PL	PL3		40	42	89.7%	81.1%	89.5%	92.3%
West Totals:			9	360	371	86.7%	89.5%	88.8%	90.8%

ALTUS SCHOOLS SAN DIEGO

DBA – ALTUS SCHOOLS AUDEO · ALTUS SCHOOLS CHARTER SCHOOL OF SAN DIEGO

(A California Non-Profit Public Benefit Corporation)

Tim Morton – Chairman, Len Hering RADM, USN (ret) – Vice Chair and Member,

Scott Barton – Member, Chris Megison – Member, Eric Schweinfurter - Member

SPECIAL BOARD OF DIRECTORS MEETING MINUTES

Tuesday, July 29, 2025, 10:30 a.m.

Via Teleconference at

6965 El Camino Real, Suite D202, Carlsbad, CA 92009,

1063 Cactus Cut Rd, Middleburg, FL, 32068, 722 W California Avenue, Vista, CA 92083, 5183 Mercury Pt, San Diego, CA 92111
and at

Clairemont RC 4340 Genesee Avenue, Suite 109, SD 92117, College Avenue RC 4585 College Drive, Suite C, SD, 92115, Downtown RC 1095 K Street Suite A, SD 92101, Euclid RC 220 Euclid Avenue, Suite 80, SD 92114, Lake Murray RC 8776 Lake Murray Blvd., SD, 92119, Mira Mesa RC 8290 B, Mira Mesa Blvd., SD 92126, North Park RC 2940 North Park Way, SD 92104, Northgate RC 4125 Alpha Street, Suite C, SD, 92113, Old Town RC , 2245 San Diego Avenue, Suite 115, SD 92110, Petco RC 1091 K Street, Suite A101, SD 92101, Point Loma RC 3145 Rosecrans Street, Suite D, SD 92110, Scripps Ranch RC 9910 Mira Mesa Blvd, Suite A2, SD 92131, Sorrento Mesa RC 10170 Huennekens Street, SD, 92121, Tierrasanta RC 10425 Tierrasanta Blvd, Suite 101, SD 92124, Woodman RC 2939 Alta View Drive, Suite B/C, SD 92139, and Kearny Mesa RC 7520 Mesa College Drive, SD 92111, La Jolla RC 7458 Girard Avenue, SD 92037, Pacific Beach RC 959 Hornblend Street, SD 92109, Tierrasanta K5 Home School RC 10725 Tierrasanta Boulevard, CA 92124

Access to the live video conference will be accessible prior to the start of the meeting at

Audeo: <https://www.altusaudeo.com/about/board-of-directors>

CSSD: <https://www.altuscssd.com/about/board-of-directors>

1.0 OPEN SESSION

1.1 Call to Order

Vice President Hering called the meeting to order at 10:33 a.m.

1.2 Roll Call

Members present at the meeting were Scott Barton, Len Hering, and Chris Megison.

Board Members Absent: Tim Morton and Eric Schweinfurter.

Also in attendance: Lynne Alipio, Mary Bixby, Angela Neri, Elizabeth Orona, Cathryn Rambo.

1.3 Establishment of Quorum

It was moved by Board member Barton and seconded by Board member Megison that the following Directors, constituting a quorum of the Board, were present at the meeting: Scott Barton, Len Hering, and Chris Megison.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

1.4 Pledge of Allegiance

Vice President Hering led all in the Pledge of Allegiance.

1.5 Approval of Agenda

It was moved by Board member Barton and seconded by Board member Megison to Approve the Agenda.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

2.0 PUBLIC COMMENT

Public comment for items of interest to the public and within the scope of Altus Schools San Diego Board (non-agenda) shall be no longer than two (2) minutes. Public comment for agenda items shall be no longer than three (3) minutes. Speakers may not yield their time. In meetings held over Zoom, any person who wishes to make a comment on either non-agenda or agenda items shall use the “Raise Hand” feature of Zoom to notify the Board. In accordance with the Brown Act, no discussion or action may occur at this time, but it is the Board’s prerogative to respond or give directions to staff. All public comments will be heard at this point in the agenda as ordered below. Each agenda item being commented on will have a maximum of 20 minutes allotted and each non-agenda item will have a maximum of 10 minutes allotted. If necessary, the Board Chair may equivalently decrease the time for each speaker in order to stay within the allotted maximum.

2.1 Non-Agenda Public Comment

There were no comments from the public.

2.2 Agenda Public Comment

There were no comments from the public.

3.0 ADMINISTRATIVE ITEMS

3.1 Approval of Altus Schools Charter School of San Diego Charter Renewal Petition

It was moved by Board member Barton and seconded by Board member Megison to Approve the Charter School Renewal Petition.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

4.0 BOARD ANNOUNCEMENTS AND COMMENTS

From time to time, the Board has topics of interest that they would like to share with the community. These are informational in nature and do not require action.

Bixby reported that we were invited to participate and support Senate Bill (“SB”) 414 in support of Charter Schools. Lynne Alipio provided expert testimony to the CA State Assembly Education Committee.

5.0 ADJOURNMENT

It was moved by Board member Barton and seconded by Board member Megison to Adjourn the Meeting.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

ALTUS SCHOOLS SAN DIEGO

DBA – ALTUS SCHOOLS AUDEO · ALTUS SCHOOLS CHARTER SCHOOL OF SAN DIEGO

(A California Non-Profit Public Benefit Corporation)

Tim Morton – Chairman,

Scott Barton – Member, Len Hering RADM, USN (ret) – Vice Chair and Member, Chris Megison – Member, Eric Schweinfurter - Member

ANNUAL BOARD OF DIRECTORS MEETING MINUTES

Thursday, June 26, 2025, 8:30 a.m.

Via Teleconference at

6965 El Camino Real, Suite D202, Carlsbad, CA 92009, 25104 Creek Hollow Drive, Ramona, CA 92065,
1063 Cactus Cut Rd, Middleburg, FL, 32068, 3655 S Las Vegas Blvd, Las Vegas, NV 89109, 5183 Mercury Pt, San Diego, CA 92111
and at

*Clairemont RC 4340 Genesee Avenue, Suite 109, SD 92117, College Avenue RC 4585 College Drive, Suite C, SD, 92115,
Downtown RC 1095 K Street Suite A, SD 92101, Euclid RC 220 Euclid Avenue, Suite 80, SD 92114, Lake Murray RC 8776 Lake
Murray Blvd., SD, 92119, Mira Mesa RC 8290 B, Mira Mesa Blvd., SD 92126, North Park RC 2940 North Park Way, SD 92104,
Northgate RC 4125 Alpha Street, Suite C, SD, 92113, Old Town RC , 2245 San Diego Avenue, Suite 115, SD 92110, Petco RC 1091
K Street, Suite A101, SD 92101, Point Loma RC 3145 Rosecrans Street, Suite D, SD 92110, Scripps Ranch RC 9910 Mira Mesa
Blvd, Suite A2, SD 92131, Sorrento Mesa RC 10170 Huennekens Street, SD, 92121, Tierrasanta RC 10425 Tierrasanta Blvd, Suite
101, SD 92124, Woodman RC 2939 Alta View Drive, Suite B/C, SD 92139, and Kearny Mesa RC 7520 Mesa College Drive, SD
92111, La Jolla RC 7458 Girard Avenue, SD 92037, Pacific Beach RC 959 Hornblend Street, SD 92109,
Tierrasanta K5 Home School RC 10725 Tierrasanta Boulevard, CA 92124*

Access to the live video conference was accessible prior to the start of the meeting at

Audio: <https://www.altusaudeo.com/about/board-of-directors>

CSSD: <https://www.altuscssd.com/about/board-of-directors>

1.0 OPEN SESSION

1.1 Call to Order

Morton called the meeting to order at 8:32 a.m.

1.2 Roll Call

Members present at the meeting were Scott Barton, Chris Megison, and Tim Morton.

Board Members Absent: Len Hering and Eric Schweinfurter.

Also in attendance: Lynne Alipio, Mary Bixby, Veneeta Chan, Jay Garrity, Angela Neri, Elizabeth Orona, Cathryn Rambo, Tim Tuter, and General Counsel, Paul Minney.

1.3 Establishment of Quorum

It was moved by Board member Barton and seconded by Board member Megison that the following Directors, constituting a quorum of the Board, were present at the meeting: Scott Barton, Chris Megison, and Tim Morton.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

1.4 Pledge of Allegiance

Morton led all in the Pledge of Allegiance.

1.5 Approval of Agenda

It was moved by Board member Barton and seconded by Board member Megison to Approve the Agenda.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

2.0 PUBLIC COMMENT

Public comment for items of interest to the public and within the scope of Altus Schools San Diego Board (non-agenda) shall be no longer than two (2) minutes. Public comment for agenda items shall be no longer than three (3) minutes. Speakers may not yield their time. In meetings held over Zoom, any person who wishes to make a comment on either non-agenda or agenda items shall use the “Raise Hand” feature of Zoom to notify the Board. In accordance with the Brown Act, no discussion or action may occur at this time, but it is the Board’s prerogative to respond or give directions to staff. All public comments will be heard at this point in the agenda as ordered below. Each agenda item being commented on will have a maximum of 20 minutes allotted and each non-agenda item will have a maximum of 10 minutes allotted. If necessary, the Board Chair may equivalently decrease the time for each speaker in order to stay within the allotted maximum.

2.1 Non-Agenda Public Comment

There were no comments from the public.

2.2 Agenda Public Comment

There were no comments from the public.

3.0 PUBLIC HEARING - *Time Certain 8:35 a.m., or soon thereafter*

The Governing Board of Directors encourages participation by parents, teachers, and members of the community interested in the affairs of the Altus Schools Audeo and Altus Schools Charter School of San Diego.

3.1 Altus Schools Audeo

3.1.1 Public Hearing for the 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

The Public Hearing opened at 8:36 a.m.

Tim Tuter presented the 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators.

There were no comments from the public.

The Public Hearing closed at 8:52 a.m.

3.2 Altus Schools Charter School of San Diego

3.2.1 Public Hearing for the 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

The Public Hearing opened at 8:53 a.m.

Tim Tuter presented the 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators.

There were no comments from the public.

The Public Hearing closed at 9:00 a.m.

4.0 CLOSED SESSION

Chairman Morton announced Closed Session and opened for Public Comments.

There were no public comments.

4.1 Board Chairman Announcement Regarding Closed Session Items

- 4.1.1 Conference With Legal Counsel—Anticipated Litigation Significant Exposure to Litigation Pursuant to Paragraph (2) or (3) of Subdivision (d) of section 54956.9: (one case)
- 4.1.2 Conference with Labor Negotiators
Agency Designated Representative: Board Chair
Unrepresented Employee: Superintendent School Services and Founder

4.2 Public Comment on Closed Session Items

MOVE TO CLOSED SESSION at 9:01 a.m.

5.0 RETURN TO OPEN SESSION at 9:27 a.m.

- 5.1 Report out of action taken in closed session, if any.
No action taken at Closed Session.

6.0 ADMINISTRATIVE ITEMS

6.1 Approval of Appointment of Tim Morton Board Term III Renewal July 1, 2025 – June 30, 2027

It was moved by Board member Barton and seconded by Board member Megison to Approve the Appointment of Tim Morton Board Term III Renewal July 1, 2025 – June 30, 2027.

Ayes – 2, Nays- 0, Absent – 2, Abstain – 1, Motioned Approved.

Abstained: Morton

6.2 Approval of the Appointment of Scott Barton to Additional Term of Office as Essential to the Continuity of Board Management and Affairs. The Term of Office is From July 1, 2025 - June 30, 2027

It was moved by Board member Megison and seconded by Board member Morton to Approve the Appointment of Scott Barton to Additional Term of Office as Essential to the Continuity of Board Management and Affairs. The Term of Office is From July 1, 2025 - June 30, 2027.

Ayes – 2, Nays- 0, Absent – 2, Abstain – 1, Motioned Approved.

Abstained: Barton

6.3 Report on Governance Parental Representative Posting 2025-2026 on Respective School Webpages and Resource Centers on January 10, 2025. Deadline to Submit Application: April 9, 2025

6.3.1 Altus Schools Audeo

6.3.2 Altus Schools Charter School of San Diego

Superintendent Bixby reported that we posted the announcement on all the School's websites and at all resource centers. However, we did not receive applications for the vacant Parent Board Representative Position.

6.4 Approval of Board Meeting Dates for 2025-2026

Thursday, September 4, 2025, 4:30 pm

Wednesday, October 22, 2025, 8:00 am, Annual Special Workshop/Training Day 1

Wednesday, November 5, 2025, 8:00 am, Annual Special Workshop/Training Day 2

Thursday, December 4, 2025, 8:30 am

Thursday, February 26, 2026, 8:30 am

Thursday, March 5, 2026, 8:30 am, Special Meeting for Financial Documents

Thursday, June 25, 2026, 8:30 am

It was moved by Board member Barton and seconded by Board member Megison to Approve the Board Meeting Dates for 2025-2026.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.5 Approval of Board Resolution Number 2025062601 Approving Merger of Altus Schools Audeo into Altus Schools Charter School of San Diego

It was moved by Board member Barton and seconded by Board member Megison to Approve the Board Resolution Number 2025062601 Approving Merger of Altus Schools Audeo into Altus Schools Charter School of San Diego.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.6 Approval of First Amendment to the MOU Regarding Operations Between Altus Schools Southern California and Altus Schools San Diego

It was moved by Board member Barton and seconded by Board member Megison to Approve the First Amendment to the MOU Regarding Operations Between Altus Schools Southern California and Altus Schools San Diego.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.7 Approval of the Revised Job Description for Superintendent School Services and Founder, To Adopt Language More Accurately Describing the Duties and Responsibilities that have Regularly Been Performed by the Superintendent School Services and Founder Throughout Her Employment with Altus Schools San Diego

It was moved by Board member Barton and seconded by Board member Megison to Approve the Revised Job Description for Superintendent School Services and Founder, To Adopt Language More Accurately Describing the Duties and Responsibilities that have Regularly Been Performed by the Superintendent School Services and Founder Throughout Her Employment with Altus Schools San Diego.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.8 Approval of Salary Schedules Effective July 1, 2025

6.8.1 Teacher, Counselor, Nurse; and Psychologist 228 Contract Base Days

6.8.2 Psychologist 208 Contract Base Days

6.8.3 Classified Instructional, Office, and Business Support Services

6.8.4 Certificated and Classified Administrator

6.8.5 Certificated Healthy Youth School Therapist

6.8.6 Administrative Support to Superintendent Services, Board of Directors and Facilities

6.8.7 Data Support Analyst

It was moved by Board member Barton and seconded by Board member Megison to Approve the Salary Schedules Effective July 1, 2025, Agenda Items 6.8.1 – 6.8.7.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.9 Ratification of Salary Schedules Effective July 1, 2025

6.9.1 Resource Center Associate 228 Days

6.9.2 Certificated Teacher Resource 228 Days

6.9.3 Learning Associate

6.9.4 Substitute Teacher

It was moved by Board member Barton and seconded by Board member Megison to Approve the Ratification of Salary Schedules Effective July 1, 2025, Agenda Items 6.9.1 – 6.9.4.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.10 Superintendent School Services and Founder's Report

6.10.1 Partners and Resources Presentation by Tim Tuter

It was moved by Board member Barton and seconded by Board member Megison to table agenda item 6.10.1 to the September 4, 2025, Board Meeting.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

6.10.2 Graduation Update

Tim Tuter noted that we had three Graduation Ceremonies this year. We are expecting to Graduate from all Schools, both Corporations, approximately 1,000 students by August 15, 2025.

6.11 Strategic Plan Update**6.11.1 Altus Schools Audeo**

6.11.1.1 School Participation Report for the Period of 2024-2025
Months 7-11: 12/16/2024 – 5/02/2025

6.11.2 Altus Schools Charter School of San Diego

6.11.2.1 School Participation Report for the Period of 2024-2025
Months 7-11: 12/16/2024 – 5/02/2025

Tim Tuter reviewed the School Participation Reports for all Schools.

7.0 CONSENT AGENDA

All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The Superintendent School Services and Founder recommends approval of all consent agenda items.

7.1 Consent Action Items for Altus Schools Audeo and Altus Schools Charter School of San Diego for Each School

- 7.1.1 Approval of Board Meeting Minutes for March 6, 2025, and February 27, 2025
- 7.1.2 Approval of Pupil Attendance Calendar
 - 7.1.2.1 Altus Schools Audeo
 - 7.1.2.2 Altus Schools Charter School of San Diego
- 7.1.3 Approval of the 2025-202 Consolidated Application
 - 7.1.3.1 Certification of Assurances
 - 7.1.3.2 Protected Prayer Certification
 - 7.1.3.3 Local Control Accountability Plan (LCAP) Federal Addendum Certification
 - 7.1.3.4 Application for Funding
- 7.1.4 Approval of Amendments to Altus Schools San Diego Board Policies
- 7.1.5 Approval of the Amendments to Employee Handbook 2025-2026
- 7.1.6 Approval of Amendments to Student and Parent Handbook 2025-2026
- 7.1.7 Approval of Comprehensive School Safety Plans

It was moved by Board member Barton and seconded by Board member Megison to Approve all Consent Action Agenda Items 7.1.1 – 7.1.7.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

8.0 ACTION ITEMS FOR ALTUS SCHOOLS AUDEO AND ALTUS SCHOOLS CHARTER SCHOOL OF SAN DIEGO FOR EACH SCHOOL**8.1 Approval of Proposition 28, Arts and Music in Schools (AMS) Funding Guarantee and Accountability Act Annual Report**

It was moved by Board member Barton and seconded by Board member Megison to Approve Proposition 28, Arts and Music in Schools (AMS) Funding Guarantee and Accountability Act Annual Report.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

8.2 Approval to Adopt a State Approved Dyslexia Screener for SY 25-26

It was moved by Board member Barton and seconded by Board member Megison to Approve to Adopt a State Approved Dyslexia Screener for SY 25-26.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.0 ACTION ITEMS**9.1 Actions Items for Altus Schools Audeo****9.1.1 Review and Discuss the Preliminary Operational Budget Assumptions for FY 2025-2026 and Approval of the Preliminary Operational Budget for FY 2025-2026**

The Board Reviewed the Preliminary Operational Budget Assumptions for FY 2025-2026.

It was moved by Board member Barton and seconded by Board member Megison to Approve the Preliminary Operational Budget for FY 2025-2026.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.1.2 Approval of the 2025-2026 Educational Protection Account (EPA) Resolution and Expenditure Plan

It was moved by Board member Barton and seconded by Board member Megison to Approve the 2025-2026 Educational Protection Account (EPA) Resolution and Expenditure Plan.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.1.3 Approval of 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

It was moved by Board member Barton and seconded by Board member Megison to Approve the Approval of 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.2 Actions Items for Altus Schools Charter School of San Diego**9.2.1 Review and Discuss the Preliminary Operational Budget Assumptions for FY 2025-2026 and Approval of the Preliminary Operational Budget for FY 2025-2026**

The Board Reviewed the Preliminary Operational Budget Assumptions for FY 2025-2026.

It was moved by Board member Barton and seconded by Board member Megison to Approve the Preliminary Operational Budget for FY 2025-2026.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.2.2 Approval of the 2025-2026 Educational Protection Account (EPA) Resolution and Expenditure Plan

It was moved by Board member Barton and seconded by Board member Megison to Approve the 2025-2026 Educational Protection Account (EPA) Resolution and Expenditure Plan.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

9.2.3 Approval of 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

It was moved by Board member Barton and seconded by Board member Megison to Approve the Approval of 2025-2026 Local Control Accountability Plan (LCAP) with Local Control Funding Formula (LCFF) Budget Overview for Parents and Presentation of Dashboard Local Indicators

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

10. BOARD ANNOUNCEMENTS AND COMMENTS

From time to time, the Board has topics of interest that they would like to share with the community. These are informational in nature and do not require action.

There were no Announcements or Comments.

11. ADJOURNMENT

It was moved by Board member Megison and seconded by Board member Barton to Adjourn the Meeting.

Ayes – 3, Nays- 0, Absent – 2, Abstain – 0, Motioned Approved.

3300 Suspension/Expulsion Policy and Procedures

Approved: March 11, 1998

Amended: May 13, 2009; September 14, 2017; February 17, 2021;

June 22, 2023; February 28, 2024; June 26, 2024; February 27, 2025;

September 4, 2025



This Student Suspension and Expulsion Policy and Procedures has been established by the Board of Directors of Altus Schools San Diego in order to promote learning and protect the safety and well-being of all students at the following schools: Altus Schools Audeo and Altus Schools Charter School of San Diego (hereinafter collectively referred to as “Charter School”).

In adopting this policy, the Charter School has reviewed Education Code Section 48900 *et seq.* which describe the offenses for which students at non charter schools may be suspended or expelled and the procedures governing those suspensions and expulsions in order to establish its list of offenses and procedures for suspensions, expulsions and involuntary removal. The language that follows is largely consistent with the language of Education Code Section 48900 *et seq.* The Charter School is committed to annual review of policies and procedures surrounding suspensions, expulsions, and involuntary removals, and, as necessary, modification of the lists of offenses for which students are subject to suspension, expulsion, or involuntary removal, and the procedures thereto so long as not materially different from the charter petition.

Consistent with this Policy, it may be necessary to suspend or expel a student from regular classroom instruction. This shall serve as the Charter School’s Policy and Procedures for student suspension, expulsion, and involuntary removal, and it may be amended from time to time without the need to seek a material revision of the charter so long as the amendments comport with legal requirements. Charter School staff shall enforce disciplinary policies and procedures fairly and consistently among all students. This Policy and its Procedures will be printed and distributed annually as part of the Student Handbook which will clearly describe discipline expectations.

Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of or willfully causing the infliction of physical pain on a student. For purposes of this Policy, corporal punishment does not include an employee’s use of force that is reasonable and necessary to protect the employee, students, staff or other persons or to prevent damage to school property.

The Charter School administration shall ensure that students and their parents/guardians¹ are notified in writing upon enrollment of all discipline and involuntary removal policies and procedures. The notice shall state that this Policy and its Procedures are available on request at the School Administrator of Instructional Services office. Suspended or expelled students shall be excluded from all school and school-related activities unless otherwise agreed during the period of suspension or expulsion.

¹ The Charter School shall ensure that a homeless child or youth’s educational rights holder; a foster child or youth’s educational rights holder, attorney, and county social worker; and an Indian child’s tribal social worker and, if applicable, county social worker have the same rights as a parent or guardian to receive a suspension notice, expulsion notice, manifestation determination notice, involuntary transfer notice, involuntary removal notice, and other documents and related information. For purposes of this Policy and its Procedures, the term “parent/guardian” shall include these parties.

A student identified as an individual with disabilities or for whom the Charter School has a basis of knowledge of a suspected disability pursuant to the Individuals with Disabilities Education Improvement Act of 2004 ("IDEA") or who is qualified for services under Section 504 of the Rehabilitation Act of 1973 ("Section 504") will be subject to the same grounds for suspension and expulsion and will be accorded the same due process procedures applicable to general education students except when federal and state law requires additional or different procedures. The Charter School will follow all applicable federal and state laws including but not limited to the applicable provisions of the California Education Code, when imposing any form of discipline on a student identified as an individual with disabilities or for whom the Charter School has a basis of knowledge of a suspected disability or who is otherwise qualified for such services or protections in according due process to such students.

No student shall be involuntarily removed by the Charter School for any reason unless the parent/guardian of the student has been provided written notice of intent to remove the student no less than five (5) school days before the effective date of the action. The written notice shall be in the native language of the student or the student's parent/guardian, and shall inform the student, and the student's parent/guardian, of the basis for which the student is being involuntarily removed and the student's parent/guardian's right to request a hearing to challenge the involuntary removal. If a student's parent/guardian requests a hearing, the Charter School shall utilize the same hearing procedures specified below for expulsions, before the effective date of the action to involuntarily remove the student. If the student's parent/guardian requests a hearing, the student shall remain enrolled and shall not be removed until the Charter School issues a final decision. As used herein, "involuntarily removed" includes disenrolled, dismissed, transferred, or terminated, but does not include removals for misconduct which may be grounds for suspension or expulsion as enumerated below. Students may be involuntarily removed for reasons including, but not limited to, failure to comply with the terms of the student's independent study ~~written agreement~~ ~~Master Agreement~~ pursuant to Education Code Section 51747(c)(4).

Procedures

A. Grounds for Suspension and Expulsion of Students

A student may be suspended or expelled for prohibited misconduct if the act is related to school activity or school attendance occurring at any time including but not limited to: a) while on school grounds; b) while going to or coming from school; c) during the lunch period, whether on or off the school campus; d) during, going to, or coming from a school-sponsored activity.

B. Enumerated Offenses

1. **Discretionary Suspension Offenses.** Students may be suspended when the School Coordinator or designee determines the student:
 - a) Caused, attempted to cause, or threatened to cause physical injury to another person.
 - b) Willfully used force or violence upon the person of another except self-defense.
 - c) Unlawfully possessed, used, or otherwise furnished, or was under the influence of any controlled substance, as defined in Health and Safety Code Sections 11053-

11058, alcoholic beverage, or intoxicant of any kind. Students who voluntarily disclose their use of a controlled substance, alcohol, or an intoxicant of any kind in order to seek help through services or supports shall not be suspended solely for that disclosure.-

- d) Unlawfully offered, arranged, or negotiated to sell any controlled substance as defined in Health and Safety Code Sections 11053-11058, alcoholic beverage or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance or material and represented same as controlled substance, alcoholic beverage or intoxicant.
- e) Committed or attempted to commit robbery or extortion.
- f) Caused or attempted to cause damage to school property or private property, which includes but is not limited to electronic files and databases.
- g) Stole or attempted to steal school property or private property, which includes but is not limited to electronic files and databases.
- h) Possessed or used tobacco or products containing tobacco or nicotine products, including but not limited to cigars, cigarettes, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets and betel. This section does not prohibit the use of a student's own prescription products by a student. Students who voluntarily disclose their use of a tobacco product in order to seek help through services or supports shall not be suspended solely for that disclosure.
- i) Committed an obscene act or engaged in habitual profanity or vulgarity.
- j) Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell any drug paraphernalia, as defined in Health and Safety Code Section 11014.5.
- k) Knowingly received stolen school property or private property, which includes but is not limited to electronic files and databases.
- l) Possessed an imitation firearm, i.e.: a replica of a firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.
- m) Harassed, threatened, or intimidated a student who is a complaining witness or witness in a school disciplinary proceeding for the purpose of preventing that student from being a witness and/or retaliating against that student for being a witness.
- n) Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.
- o) Engaged in or attempted to engage in hazing. For the purposes of this Policy, "hazing" means a method of initiation or preinitiation into a student organization or body, whether

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or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury or personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective student. For purposes of this Policy, “hazing” does not include athletic events or school-sanctioned events.

- p) Made terroristic threats against school officials and/or school property, which includes but is not limited to electronic files and databases. For purposes of this Policy, “terroristic threat” shall include any statement, whether written or oral, by a person who willfully threatens to commit a crime which will result in death, great bodily injury to another person, or property damage in excess of one thousand dollars (\$1,000), with the specific intent that the statement is to be taken as a threat, even if there is no intent of actually carrying it out, which, on its face and under the circumstances in which it is made, is so unequivocal, unconditional, immediate, and specific as to convey to the person threatened, a gravity of purpose and an immediate prospect of execution of the threat, and thereby causes that person reasonably to be in sustained fear for their own safety or for their immediate family’s safety, or for the protection of school property, which includes but is not limited to electronic files and databases, or the personal property of the person threatened or their immediate family.
- q) Committed sexual harassment, as defined in Education Code Section 212.5. For the purposes of this Policy, the conduct described in Section 212.5 must be considered by a reasonable person of the same gender as the victim to be sufficiently severe or pervasive to have a negative impact upon the individual’s academic performance or to create an intimidating, hostile, or offensive educational environment. This provision shall apply to students in any of grades 7 to 12, inclusive.
- r) Caused, attempted to cause, threatened to cause or participated in an act of hate violence, as defined in Education Code Section 233(e). This section shall apply to students in any of grades 7 to 12, inclusive.
- s) Intentionally harassed, threatened or intimidated school personnel or volunteers and/or a student or group of students to the extent of having the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder and invading the rights of either school personnel or volunteers and/or student(s) by creating an intimidating or hostile educational environment. This provision shall apply to students in any of grades 7 to 12, inclusive.
- t) Engaged in an act of bullying, including, but not limited to, bullying committed by means of an electronic act.
 - 1) “Bullying” means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a student or group of students which would be deemed hate violence or harassment, threats, or intimidation, which are directed toward one or

more students that has or can be reasonably predicted to have the effect of one or more of the following:

- i. Placing a reasonable student (defined as a student, including, but is not limited to, a student with exceptional needs, who exercises average care, skill, and judgment in conduct for a person of their age, or for a person of their age with exceptional needs) or students in fear of harm to that student's or those students' person or property.
 - ii. Causing a reasonable student to experience a substantially detrimental effect on their physical or mental health.
 - iii. Causing a reasonable student to experience substantial interference with their academic performance.
 - iv. Causing a reasonable student to experience substantial interference with their ability to participate in or benefit from the services, activities, or privileges provided by the Charter School.
- 2) "Electronic Act" means the creation or transmission originated on or off the school site, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:
- i. A message, text, sound, video, or image.
 - ii. A post on a social network Internet Web site including, but not limited to:
 - (a) Posting to or creating a burn page. A "burn page" means an Internet Web site created for the purpose of having one or more of the effects as listed in subparagraph (1) above.
 - (b) Creating a credible impersonation of another actual student for the purpose of having one or more of the effects listed in subparagraph (1) above. "Credible impersonation" means to knowingly and without consent impersonate a student for the purpose of bullying the student and such that another student would reasonably believe, or has reasonably believed, that the student was or is the student who was impersonated.
 - (c) Creating a false profile for the purpose of having one or more of the effects listed in subparagraph (1) above. "False profile" means a profile of a fictitious student or a profile using the likeness or attributes of an actual student other than the student who created the false profile.
 - iii. An act of cyber sexual bullying.

- (a) For purposes of this Policy, “cyber sexual bullying” means the dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a student to another student or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in subparagraphs (i) to (iv), inclusive, of paragraph (1). A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.
 - (b) For purposes of this Policy, “cyber sexual bullying” does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.
- 3) Notwithstanding subparagraphs (1) and (2) above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.
- u) A student who aids or abets, as defined in Penal Code Section 31, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, except that a student who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (1)(a)-(b).
 - v) Possessed, sold, or otherwise furnished any knife or other dangerous object of no reasonable use to the student unless, in the case of possession of any object of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School ~~Coordinator~~ Administrator of Instructional Services or designee’s concurrence.

2. Non-Discretionary Suspension Offenses: Students must be suspended and recommended for expulsion when it is determined the student:

- a) Possessed, sold, or otherwise furnished any firearm, explosive, or other destructive device unless, in the case of possession of any device of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School ~~Coordinator~~ Administrator of Instructional Services or designee’s concurrence.
- b) Brandished a knife at another person.
- c) Unlawfully sold a controlled substance listed in Health and Safety Code Section 11053, et seq.

- d) Committed or attempted to commit a sexual assault as defined in Penal Code Sections 261, 266c, 286, 287, 288, or 289 or former Section 288a of the Penal Code or committed a sexual battery as defined in Penal Code Section 243.4

3. Discretionary Expellable Offenses: Students may be recommended for expulsion when it is determined the student:

- a) Caused, attempted to cause, or threatened to cause physical injury to another person.
- b) Willfully used force or violence upon the person of another, except self-defense.
- c) Unlawfully possessed, used, or otherwise furnished, or was under the influence of any controlled substance, as defined in Health and Safety Code Sections 11053-11058, alcoholic beverage, or intoxicant of any kind. Students who voluntarily disclose their use of a controlled substance, alcohol, or an intoxicant of any kind in order to seek help through services or supports shall not be suspended solely for that disclosure
- d) Unlawfully offered, arranged, or negotiated to sell any controlled substance as defined in Health and Safety Code Sections 11053-11058, alcoholic beverage or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance or material and represented same as controlled substance, alcoholic beverage or intoxicant.
- e) Committed or attempted to commit robbery or extortion.
- f) Caused or attempted to cause damage to school property or private property, which includes but is not limited to electronic files and databases
- g) Stole or attempted to steal school property or private property, which includes but is not limited to electronic files and databases
- h) Possessed or used tobacco or products containing tobacco or nicotine products, including but not limited to cigars, cigarettes, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets and betel. This section does not prohibit the use of a student's own prescription products by a student. Students who voluntarily disclose their use of a tobacco product in order to seek help through services or supports shall not be suspended solely for that disclosure.
- i) Committed an obscene act or engaged in habitual profanity or vulgarity.
- j) Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell any drug paraphernalia, as defined in Health and Safety Code Section 11014.5.

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j)k) Knowingly received stolen school property or private property, which includes but is not limited to, electronic files and databases

k)l) Possessed an imitation firearm, i.e.: a replica of a firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.

l)m) Harassed, threatened, or intimidated a student who is a complaining witness or witness in a school disciplinary proceeding for the purpose of preventing that student from being a witness and/or retaliating against that student for being a witness.

m)n) Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.

n)o) Engaged in or attempted to engage in hazing. For the purposes of this Policy, “hazing” means a method of initiation or preinitiation into a student organization or body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury or personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective student. For purposes of this section, “hazing” does not include athletic events or school-sanctioned events.

o)p) Made terroristic threats against school officials and/or school property, which includes but is not limited to, electronic files and databases For purposes of this Policy, “terroristic threat” shall include any statement, whether written or oral, by a person who willfully threatens to commit a crime which will result in death, great bodily injury to another person, or property damage in excess of one thousand dollars (\$1,000), with the specific intent that the statement is to be taken as a threat, even if there is no intent of actually carrying it out, which, on its face and under the circumstances in which it is made, is so unequivocal, unconditional, immediate, and specific as to convey to the person threatened, a gravity of purpose and an immediate prospect of execution of the threat, and thereby causes that person reasonably to be in sustained fear for their own safety or for their immediate family’s safety, or for the protection of school property, which includes but is not limited to, electronic files and databases or the personal property of the person threatened or their immediate family.

p)q) Committed sexual harassment, as defined in Education Code Section 212.5. For the purposes of this Policy, the conduct described in Section 212.5 must be considered by a reasonable person of the same gender as the victim to be sufficiently severe or pervasive to have a negative impact upon the individual’s academic performance or to create an intimidating, hostile, or offensive educational environment. This provision shall apply to students in any of grades ~~7-4~~ to 12, inclusive.

q)r) Caused, attempted to cause, threatened to cause or participated in an act of hate violence, as defined in Education Code Section 233(e). This provision shall apply to students in any of grades ~~7-4~~ to 12, inclusive.

➤s) Intentionally harassed, threatened or intimidated school personnel or volunteers and/or a student or group of students to the extent of having the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder and invading the rights of either school personnel or volunteers and/or student(s) by creating an intimidating or hostile educational environment. This section shall apply to students in any of grades ~~7~~ 4 to 12, inclusive.

➤t) Engaged in an act of bullying, including, but not limited to, bullying committed by means of an electronic act.

- 1) "Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a student or group of students which would be deemed hate violence or harassment, threats, or intimidation, which are directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:
 - i. Placing a reasonable student (defined as a student, including, but is not limited to, a student with exceptional needs, who exercises average care, skill, and judgment in conduct for a person of their age, or for a person of their age with exceptional needs) or students in fear of harm to that student's or those students' person or property.
 - ii. Causing a reasonable student to experience a substantially detrimental effect on their physical or mental health.
 - iii. Causing a reasonable student to experience substantial interference with their academic performance.
 - iv. Causing a reasonable student to experience substantial interference with their ability to participate in or benefit from the services, activities, or privileges provided by the Charter School.
- 2) "Electronic Act" means the creation or transmission originated on or off the school site, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:
 - i. A message, text, sound, video, or image.
 - ii. A post on a social network Internet Web site including, but not limited to:
 - (a) Posting to or creating a burn page. A "burn page" means an Internet Web site created for the purpose of having one or more of the effects as listed in subparagraph (1) above.

- (b) Creating a credible impersonation of another actual student for the purpose of having one or more of the effects listed in subparagraph (1) above. “Credible impersonation” means to knowingly and without consent impersonate a student for the purpose of bullying the student and such that another student would reasonably believe, or has reasonably believed, that the student was or is the student who was impersonated.
 - (c) Creating a false profile for the purpose of having one or more of the effects listed in subparagraph (1) above. “False profile” means a profile of a fictitious student or a profile using the likeness or attributes of an actual student other than the student who created the false profile.
 - iii. An act of cyber sexual bullying.
 - (a) For purposes of this Policy, “cyber sexual bullying” means the dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a student to another student or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in subparagraphs (i) to (iv), inclusive, of paragraph (1). A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.
 - (b) For purposes of this Policy, “cyber sexual bullying” does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities
 - 3) Notwithstanding subparagraphs (1) and (2) above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.
- ⚡u) A student who aids or abets, as defined in Penal Code Section 31, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, except that a student who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (3)(a)-(b).
- ⚡v) _____ Possessed, sold, or otherwise furnished any knife or other dangerous object of no reasonable use to the student unless, in the case of possession of any object of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Coordinator or designee’s concurrence.

4. Non-Discretionary Expellable Offenses: Students must be recommended for expulsion when it is determined pursuant to the procedures below that the student:

- a) Possessed, sold, or otherwise furnished any firearm, explosive, or other destructive device unless, in the case of possession of any object of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Coordinator or designee's concurrence.
- b) Brandished a knife at another person.
- c) Unlawfully sold a controlled substance listed in Health and Safety Code Section 11053, et seq.
- d) Committed or attempted to commit a sexual assault as defined in Penal Code Sections 261, 266c, 286, 287, 288, or 289 or former Section 288a of the Penal Code or committed a sexual battery as defined in Penal Code Section 243.4.

If it is determined by the Administrative Panel and/or Board of Directors that a student has brought a firearm or destructive device, as defined in Section 921 of Title 18 of the United States Code, on to campus or to have possessed a firearm or destructive device on campus, the student shall be expelled for one year, pursuant to the Federal Gun Free Schools Act of 1994. In such instances, the student shall be provided due process rights of notice and a hearing as required in this policy.

~~The Charter School will use the following definitions:~~

The term "firearm" means (A) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (B) the frame or receiver of any such weapon; (C) any firearm muffler or firearm silencer; or (D) any destructive device. Such term does not include an antique firearm.

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The term "destructive device" means (A) any explosive, incendiary, or poison gas, including but not limited to: (i) bomb, (ii) grenade, (iii) rocket having a propellant charge of more than four ounces, (iv) missile having an explosive or incendiary charge of more than one-quarter ounce, (v) mine, or (vi) device similar to any of the devices described in the preceding clauses.

The term "knife" means (A) any dirk, dagger, or other weapon with a fixed, sharpened blade fitted primarily for stabbing; (B) a weapon with a blade fitted primarily for stabbing; (C) a weapon with a blade longer than 3½ inches; (D) a folding knife with a blade that locks into place; or (E) a razor with an unguarded blade.

C. Suspension Procedure

Suspensions shall be initiated according to the following procedures:

1. Conference

Suspension shall be preceded, if possible, by a conference conducted by the School ~~Administrator of Instructional Services Administrator~~ or designee with the student and the student's parent/guardian and, whenever practical, the teacher, supervisor or Charter School employee who referred the student to the ~~Administrator of Instructional Services Administrator School Coordinator~~ or designee.

The conference may be omitted if the ~~Administrator of Instructional Services Administrator School Coordinator~~ or designee determines that an emergency situation exists. An "emergency situation" involves a clear and present danger to the lives, safety or health of students or Charter School personnel. If a student is suspended without this conference, both the parent/guardian and student shall be notified of the student's right to return to school for the purpose of a conference.

At the conference, the student shall be informed of the reason for the disciplinary action and the evidence against the student and shall be given the opportunity to present their version and evidence in their defense, in accordance with Education Code Section 47605(c)(5)(J)(i). This conference shall be held within two (2) school days, unless the student waives this right or is physically unable to attend for any reason including, but not limited to, incarceration or hospitalization. Penalties shall not be imposed on a student for failure of the student's parent or guardian to attend a conference with Charter School officials. Reinstatement of the suspended student shall not be contingent upon attendance by the student's parent or guardian at the conference.

2. Notice to Parents/Guardians

At the time of the suspension, an administrator or designee shall make a reasonable effort to contact the parent/guardian by telephone, by email or in person. Whenever a student is suspended, the parent/guardian shall be notified in writing of the suspension and the date of return following suspension. This notice shall state the specific offense committed by the student as well as the date and time when the student may return to school following the suspension. If Charter School officials wish to ask the parent/guardian to confer regarding matters pertinent to the suspension, the notice may request that the parent/guardian respond to such requests without delay.

3. Suspension Time Limits/Recommendation for Expulsion

Suspensions, when not including a recommendation for expulsion, shall not exceed five (5) consecutive school days per suspension. Upon a recommendation of expulsion by the ~~Administrator of Instructional Services Administrator School Coordinator~~ or designee, the student and the student's parent/guardian shall be invited to a conference to determine if the suspension for the student should be extended pending an expulsion hearing. In such instances when the Charter School has determined a suspension period shall be extended, such extension shall be made only after a conference is held with the student and the student's parent/guardian, unless the student and the student's parent/guardian fail to attend the conference.

This determination will be made by the Administrator of Instructional Services ~~Administrator~~ ~~School Coordinator~~ or designee upon either of the following: 1) the student's presence will be disruptive to the education process; or 2) the student poses a threat or danger to others. Upon either determination, the student's suspension will be extended pending the results of an expulsion hearing.

4. Homework Assignments During Suspension

In accordance with Education Code Section 47606.2(a), upon the request of a parent, a legal guardian or other person holding the right to make education decisions for the student, or the affected student, a teacher shall provide to a student in any of grades 1 to 12, inclusive, who has been suspended from school for two (2) or more school days, the homework that the student would otherwise have been assigned.

In accordance with Education Code Section 47606.2(b), if a homework assignment that is requested pursuant to Section 47606.2(a) and turned into the teacher by the student either upon the student's return to school from suspension or within the timeframe originally prescribed by the teacher, whichever is later, is not graded before the end of the academic term, that assignment shall not be included in the calculation of the student's overall grade in the class.

D. Authority to Expel

As required by Education Code Section 47605(c)(5)(J)(ii), students recommended for expulsion are entitled to a hearing adjudicated by a neutral officer to determine whether the student should be expelled. The procedures herein provide for such a hearing and the notice of said hearing, as required by law.

A student may be expelled either by the neutral and impartial ASSD Board of Directors following a hearing before it, or by the neutral and impartial ASSD Board of Directors upon the recommendation of a neutral and impartial Administrative Panel to be assigned by the Board of Directors as needed. The Administrative Panel shall consist of at least three (3) members who are certificated and neither a teacher of the student nor a member of the ASSD Board of Directors. Each entity shall be presided over by a designated neutral hearing chairperson. The Administrative Panel may recommend expulsion of any student found to have committed an expellable offense, and the Board of Directors shall make the final determination.

E. Expulsion Procedures

Students recommended for expulsion are entitled to a hearing to determine whether the student should be expelled. Unless postponed for good cause, the hearing shall be held within thirty (30) school days after the Administrator of Instructional Services ~~Administrator~~ ~~School Coordinator~~ or designee determines that the student has committed an expellable offense and recommends the student for expulsion. In the event an Administrative Panel hears the case, it will make a recommendation to the ASSD Board of Directors for a final decision on whether to expel. The hearing shall be held in a confidential setting (complying with all student confidentiality rules under the Family Educational Rights and Privacy Act unless the student makes a written request for a public hearing in open session three (3) days prior to the date of the scheduled hearing).

Written notice of the hearing shall be forwarded to the student and the student's parent/guardian via email or other means at least ten (10) calendar days before the date of the hearing. Upon mailing the notice, it shall be deemed served upon the student. The notice shall include:

1. The date and place of the expulsion hearing;
2. A statement of the specific facts, charges and offenses upon which the proposed expulsion is based;
3. A copy of the Charter School's disciplinary rules which relate to the alleged violation;
4. Notification of the student's or parent/guardian's obligation to provide information about the student's status at the Charter School to any other school district or school to which the student seeks enrollment;
5. An explanation of the opportunity for the student and/or the student's parent/guardian to appear in person or to employ and be represented by counsel or a non-attorney advisor;
6. An explanation of the right to inspect and obtain copies of all documents to be used at the hearing;
7. An explanation of the opportunity to confront and question all witnesses who testify at the hearing;
8. An explanation of the opportunity to question all evidence presented and to present oral and documentary evidence on the student's behalf including witnesses.

F. Special Procedures for Expulsion Hearings Involving Sexual Assault or Battery Offenses

The Charter School may, upon a finding of good cause, determine that the disclosure of either the identity of the witness or the testimony of that witness at the hearing, or both, would subject the witness to an unreasonable risk of psychological or physical harm. Upon this determination, the testimony of the witness may be presented at the hearing in the form of sworn declarations that shall be examined only by the Charter School or the hearing officer. Copies of these sworn declarations, edited to delete the name and identity of the witness, shall be made available to the student.

1. The complaining witness in any sexual assault or battery case must be provided with a copy of the applicable disciplinary rules and advised of their right to (a) receive five days' notice of their scheduled testimony, (b) have up to two (2) adult support persons of their choosing present in the hearing at the time the complaining witness testifies, which may include a parent, guardian, or legal counsel, and (c) elect to have the hearing closed while testifying.
2. Charter School must also provide the victim a room separate from the hearing room for the complaining witness' use prior to and during breaks in testimony.
3. At the discretion of the entity conducting the expulsion hearing, the complaining witness shall be allowed periods of relief from examination and cross-examination during which the complaining witness may leave the hearing room.
4. The entity conducting the expulsion hearing may also arrange the seating within the hearing room to facilitate a less intimidating environment for the complaining witness.

5. The entity conducting the expulsion hearing may also limit time for taking the testimony of the complaining witness to the hours the complaining witness is normally in school, if there is no good cause to take the testimony during other hours.
6. Prior to a complaining witness testifying, the support persons must be admonished that the hearing is confidential. Nothing in the law precludes the entity presiding over the hearing from removing a support person whom the presiding person finds is disrupting the hearing. The entity conducting the hearing may permit any one of the support persons for the complaining witness to accompany the complaining witness to the witness stand.
7. If one or both of the support persons is also a witness, the Charter School must present evidence that the witness' presence is both desired by the witness and will be helpful to the Charter School. The entity presiding over the hearing shall permit the witness to stay unless it is established that there is a substantial risk that the testimony of the complaining witness would be influenced by the support person, in which case the presiding official shall admonish the support person or persons not to prompt, sway, or influence the witness in any way. Nothing shall preclude the presiding officer from exercising their discretion to remove a person from the hearing whom he or she believes is prompting, swaying, or influencing the witness.
8. The testimony of the support person shall be presented before the testimony of the complaining witness and the complaining witness shall be excluded from the courtroom during that testimony.
9. Especially for charges involving sexual assault or battery, if the hearing is to be conducted in public at the request of the student being expelled, the complaining witness shall have the right to have their testimony heard in a closed session when testifying at a public meeting would threaten serious psychological harm to the complaining witness and there are no alternative procedures to avoid the threatened harm. The alternative procedures may include videotaped depositions or contemporaneous examination in another place communicated to the hearing room by means of closed-circuit television.
10. Evidence of specific instances of a complaining witness' prior sexual conduct is presumed inadmissible and shall not be heard absent a determination by the entity conducting the hearing that extraordinary circumstances exist requiring the evidence be heard. Before such a determination regarding extraordinary circumstances can be made, the witness shall be provided notice and an opportunity to present opposition to the introduction of the evidence. In the hearing on the admissibility of the evidence, the complaining witness shall be entitled to be represented by a parent, legal counsel, or other support person. Reputation or opinion evidence regarding the sexual behavior of the complaining witness is not admissible for any purpose.

G. Record of Hearing

A record of the hearing shall be made and may be maintained by any means, including electronic recording, as long as a reasonably accurate and complete written transcription of the proceedings can be made.

H. Presentation of Evidence

While technical rules of evidence do not apply to expulsion hearings, evidence may be admitted and used as proof only if it is the kind of evidence on which reasonable persons can rely in the conduct of serious affairs. A recommendation by the Administrative Panel to expel must be supported by substantial evidence that the student committed an expellable offense. Findings of fact shall be based solely on the evidence at the hearing. While hearsay evidence is admissible, no decision to expel shall be based solely on hearsay. Sworn declarations may be admitted as testimony from witnesses of whom the Board or Administrative Panel determines that disclosure of their identity or testimony at the hearing may subject them to an unreasonable risk of physical or psychological harm.

If, due to a written request by the expelled student, the hearing is held at a public meeting, and the charge is committing or attempting to commit a sexual assault or committing a sexual battery as defined in Education Code Section 48900, a complaining witness shall have the right to have their testimony heard in a session closed to the public.

I. Expulsion Decision

The determination of the Administrative Panel shall be in the form of written findings of fact and a written recommendation to the Board which will make a final determination regarding the expulsion. The Board of Directors shall make the final determination regarding the expulsion within ten (10) school days following the conclusion of the hearing or as soon as practicable. The decision of the Board is final. If the Administrative Panel decides not to recommend expulsion, or the Board of Directors ultimately decides not to expel, the student shall immediately be returned to their previous educational program.

The Board of Directors may also determine to suspend the enforcement of the expulsion order for a period of not more than one (1) calendar year from the date of the expulsion hearing and return the student to the student's previous educational program under a probationary status and rehabilitation plan to be determined by the Board. During the period of the suspension of the expulsion order, the student is deemed to be on probationary status. The Board of Directors may revoke the suspension of an expulsion order under this section if the student commits any of the enumerated offenses listed above or violates any of the Charter School's rules and regulations governing student conduct. If the Board revokes the suspension of an expulsion order, the student may be expelled under the terms of the original expulsion order. The Board of Directors shall apply the criteria for suspending the enforcement of the expulsion order equally to all students, including individuals with exceptional needs as defined in Education Code Section 56026. The Board of Directors shall further comply with the provisions set forth under Education Code Section 48917, except as otherwise expressly set forth herein.

J. Written Notice to Expel

The ~~Administrator of Instructional Services~~ ~~Administrator~~ ~~School Coordinator~~ or designee following a decision of the Board to expel shall send written notice of the decision to expel, including the Board's adopted findings of fact, to the student and student's parent/guardian. This notice shall also include the following: a) Notice of the specific offense committed by the student; and b) Notice of the student's or parent/guardian's obligation to inform any new district in which the student seeks to enroll of the student's status with the Charter School.

The [Administrator of Instructional Services](#) ~~Administrator School Coordinator~~ or designee shall send a copy of the written notice of the decision to expel to the student's district of residence. This notice shall include the following: a) The student's name; and b) The specific expellable offense committed by the student.

K. Disciplinary Records

Charter School shall maintain records of all student suspensions and expulsions at the Charter School. Such records shall be made available to the chartering authority upon request.

L. No Right to Appeal

The student shall have no right of appeal from expulsion from the Charter School as the ASSD Board of Directors' decision to expel shall be final.

M. Expelled Students/Alternative Education

Students who are expelled shall be responsible for seeking alternative education programs including, but not limited to, programs within the County or their school district of residence. The Charter School shall work cooperatively with parents/guardians as requested by parents/guardians or by the school district of residence to assist with locating alternative placements during expulsion.

N. Rehabilitation Plans

Students who are expelled from the Charter School shall be given a rehabilitation plan upon expulsion as developed by the Board of Directors at the time of the expulsion order, which may include, but is not limited to, periodic review as well as assessment at the time of review for readmission. The rehabilitation plan should include a date not later than one year from the date of expulsion when the student may reapply to Charter School for readmission.

O. Readmission or Admission of Previously Expelled Student

The decision to readmit a student after the end of the student's expulsion term or to admit a previously expelled student from another school district or charter school who has not been readmitted/admitted to another school or school district after the end of the student's expulsion term, shall be in the sole discretion of the Board following a meeting with the [Administrator of Instructional Services](#) ~~Administrator School Coordinator~~ or designee and the student and parent/guardian or representative to determine whether the student has successfully completed the rehabilitation plan and to determine whether the student poses a threat to others or will be disruptive to the school environment. The [Administrator of Instructional Services](#) ~~Administrator School Coordinator~~ or designee shall make a recommendation to the Board of Directors following the meeting regarding their determination. The Board shall then make a final decision regarding readmission or admission of the student during the closed session of a public meeting, reporting out any action taken during closed session consistent with the requirements of the Brown Act. The student's readmission is also contingent upon the Charter School's capacity at the time the student seeks readmission or admission to the Charter School.

P. Notice to Teachers

The Charter School shall notify teachers of each student who has engaged in or is reasonably suspected to have engaged in any of the acts listed in Education Code Section 49079 and the corresponding enumerated offenses set forth above.

Q. Removal Due to Noncompliance with Independent Study Requirements

In accordance with Education Code Section 51747 and the Charter School's Board policy on independent study, after two (2) missed assignments, an evaluation is held to determine whether it is in the best interest of the student to remain in independent study. If it is determined that it is not in the student's best interest to remain in independent study, the Charter School may involuntarily remove the student after the Charter School follows the requirements of the Missed Assignment Policy and only after providing notice and an opportunity for a parent, guardian, educational rights holder to request a hearing prior to any involuntary removal as forth herein. Students who are involuntarily removed for noncompliance with independent study requirements shall be given a rehabilitation plan and shall be subject to the readmission procedures set forth herein.

R. Special Procedures for the Consideration of Suspension and Expulsion or Involuntary Removal of Students with Disabilities

1. Notification of SELPA

The Charter School shall immediately notify the SELPA and coordinate the procedures in this policy with the SELPA of the discipline of any student with a disability or student that the Charter School or the SELPA would be deemed to have knowledge that the student had a disability.

2. Services During Suspension

Students suspended for more than ten (10) school days in a school year shall continue to receive services so as to enable the student to continue to participate in the general education curriculum, although in another setting (which could constitute a change of placement and the student's IEP would reflect this change), and to progress toward meeting the goals set out in the child's IEP/504 Plan; and receive, as appropriate, a functional behavioral assessment and behavioral intervention services and modifications, that are designed to address the behavior violation so that it does not recur. These services may be provided in an interim alternative educational setting.

3. Procedural Safeguards/Manifestation Determination

Within ten (10) school days of a recommendation for expulsion or any decision to change the placement of a child with a disability because of a violation of a code of student conduct, Charter School, the parent/guardian, and relevant members of the IEP/504 Team shall review all relevant information in the student's file, including the child's IEP/504 Plan, any teacher observations, and any relevant information provided by the parent/guardian to determine:

- a) If the conduct in question was caused by, or had a direct and substantial relationship to, the child's disability; or

- b) If the conduct in question was the direct result of the local educational agency's failure to implement the IEP/504 Plan.

If the Charter School, the parent/guardian, and relevant members of the IEP/504 Team determine that either of the above is applicable for the child, the conduct shall be determined to be a manifestation of the child's disability.

If the Charter School, the parent/guardian, and relevant members of the IEP/504 Team make the determination that the conduct was a manifestation of the child's disability, the IEP/504 Team shall:

- c) Conduct a functional behavioral assessment and implement a behavioral intervention plan for such child, provided that the Charter School had not conducted such assessment prior to such determination before the behavior that resulted in a change in placement;
- d) If a behavioral intervention plan has been developed, review the behavioral intervention plan if the child already has such a behavioral intervention plan, and modify it, as necessary, to address the behavior; and
- e) Return the child to the placement from which the child was removed, unless the parent/guardian and the Charter School agree to a change of placement as part of the modification of the behavioral intervention plan.

If the Charter School, the parent/guardian, and relevant members of the IEP/504 Team determine that the behavior was not a manifestation of the student's disability and that the conduct in question was not a direct result of the failure to implement the IEP/504 Plan, then the Charter School may apply the relevant disciplinary procedures to children with disabilities in the same manner and for the same duration as the procedures would be applied to students without disabilities.

4. Due Process Appeals

The parent/guardian of a child with a disability who disagrees with any decision regarding placement, or the manifestation determination, or the Charter School believes that maintaining the current placement of the child is substantially likely to result in injury to the child or to others, may request an expedited administrative hearing through the Special Education Unit of the Office of Administrative Hearings or by utilizing the dispute provisions of the 504 Policy and Procedures.

When an appeal relating to the placement of the student or the manifestation determination has been requested by either the parent/guardian or the Charter School, the student shall remain in the interim alternative educational setting pending the decision of the hearing officer in accordance with state and federal law, including 20 U.S.C Section 1415(k), until the expiration of the forty-five (45) day time period provided for in an interim alternative educational setting, unless the Parent/guardian and the Charter School agree otherwise.

In accordance with 20 U.S.C. Section 1415(k)(3), if a parent/guardian disagrees with any decision regarding placement, or the manifestation determination, or if the Charter School believes that maintaining the current placement of the child is substantially likely to result in injury to the child or to others, the parent/guardian or Charter School may request a hearing.

In such an appeal, a hearing officer may: (1) return a child with a disability to the placement from which the child was removed; or (2) order a change in placement of a child with a disability to an appropriate interim alternative educational setting for not more than 45 school days if the hearing officer determines that maintaining the current placement of such child is substantially likely to result in injury to the child or to others.

5. Special Circumstances

Charter School personnel may consider any unique circumstances on a case-by-case basis when determining whether to order a change in placement for a child with a disability who violates a code of student conduct.

The ~~Administrator of Instructional Services~~ ~~Administrator~~ ~~School Coordinator~~ or designee may remove a student to an interim alternative educational setting for not more than forty-five (45) school days without regard to whether the behavior is determined to be a manifestation of the student's disability in cases where a student:

- a. Carries or possesses a weapon, as defined in 18 U.S.C Section 930, to or at school, on school premises, or to or at a school function;
- b. Knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function; or
- c. Has inflicted serious bodily injury, as defined by 20 U.S.C Section 1415(k)(7)(D), upon a person while at school, on school premises, or at a school function.

6. Interim Alternative Educational Setting

The student's interim alternative educational setting shall be determined by the student's IEP/504 team.

7. Procedures for Students Not Yet Eligible for Special Education Services

A student who has not been identified as an individual with disabilities pursuant to IDEA and who has violated the Charter School's disciplinary procedures may assert the procedural safeguards granted under this administrative regulation only if the Charter School had knowledge that the student was disabled before the behavior occurred.

Charter School shall be deemed to have knowledge that the student had a disability if one of the following conditions exists:

- a. The parent/guardian has expressed concern in writing, or orally if the parent/guardian does not know how to write or has a disability that prevents a written statement, to Charter School supervisory or administrative personnel, or to one of the child's teachers, that the student is in need of special education or related services.
- b. The parent/guardian has requested an evaluation of the child.
- c. The child's teacher, or other Charter School personnel, has expressed specific concerns about a pattern of behavior demonstrated by the child, directly to the director of special education or to other Charter School supervisory personnel.

If the Charter School knew or should have known the student had a disability under any of the three (3) circumstances described above, the student may assert any of the protections available to IDEA-eligible children with disabilities, including the right to stay-put.

If the Charter School had no basis for knowledge of the student's disability, it shall proceed with the proposed discipline. The Charter School shall conduct an expedited evaluation if requested by the parents; however, the student shall remain in the education placement determined by the Charter School pending the results of the evaluation.

The Charter School shall not be deemed to have knowledge that the student had a disability if the parent/guardian has not allowed an evaluation, refused services, or if the student has been evaluated and determined to not be eligible.

CHARTER SCHOOL UNAUDITED ACTUALS
FINANCIAL REPORT – ALTERNATIVE FORM

July 1, 2024 to June 30, 2025

Charter School Name: Altus Schools Audeo
CDS #: 37-68338-3731395
Charter Approving Entity: San Diego Unified
County: San Diego
Charter #: 0406

This charter school uses the following basis of accounting:

(Please enter an "X" in the applicable box below; check only one box)

X Accrual Basis (Applicable Capital Assets/Interest on Long-Term Debt/Long-Term Liabilities/Net Position objects are 6900-6920, 7438, 9400-9489, 9660-9669, 9796, and 9797)

Modified Accrual Basis (Applicable Capital Outlay/Debt Service/Fund Balance objects are 6100-6170, 6200-6700, 7438, 7439, and 9711-9789)

Description	Object Code	Unrestricted	Restricted	Total
A. REVENUES				
1. LCFF Sources				
State Aid - Current Year	8011	2,195,843.00		2,195,843.00
Education Protection Account State Aid - Current Year	8012	115,718.00		115,718.00
State Aid - Prior Years	8019	(18,509.00)		(18,509.00)
Transfers to Charter Schools in Lieu of Property Taxes	8096	5,722,492.00		5,722,492.00
Other LCFF Transfers	8091, 8097	0.00	0.00	0.00
Total, LCFF Sources		8,015,544.00	0.00	8,015,544.00
2. Federal Revenues (see NOTE in Section L)				
Every Student Succeeds Act	8290		158,883.00	158,883.00
Special Education - Federal	8181, 8182		70,743.00	70,743.00
Child Nutrition - Federal	8220		0.00	0.00
Donated Food Commodities	8221		0.00	0.00
Other Federal Revenues	8110, 8260-8299	110,872.00	2,246.05	113,118.05
Total, Federal Revenues		110,872.00	231,872.05	342,744.05
3. Other State Revenues				
Special Education - State	StateRev SE		567,141.00	567,141.00
All Other State Revenues	StateRev AO	160,906.93	842,895.89	1,003,802.82
Total, Other State Revenues		160,906.93	1,410,036.89	1,570,943.82
4. Other Local Revenues				
All Other Local Revenues	LocalRev AO	314,720.35	28,804.52	343,524.87
Total, Local Revenues		314,720.35	28,804.52	343,524.87
5. TOTAL REVENUES		8,602,043.28	1,670,713.46	10,272,756.74
B. EXPENDITURES (see NOTE in Section L)				
1. Certificated Salaries				
Certificated Teachers' Salaries	1100	1,616,920.64	845,048.73	2,461,969.37
Certificated Pupil Support Salaries	1200	191,566.51	62,723.02	254,289.53
Certificated Supervisors' and Administrators' Salaries	1300	191,771.09	50,919.17	242,690.26
Other Certificated Salaries	1900	42,359.44	9,843.16	52,202.60
Total, Certificated Salaries		2,042,617.68	968,534.08	3,011,151.76
2. Noncertificated Salaries				
Noncertificated Instructional Salaries	2100	6,414.34	0.00	6,414.34
Noncertificated Support Salaries	2200	10,567.47	0.00	10,567.47
Noncertificated Supervisors' and Administrators' Salaries	2300	120,774.87	2,599.08	123,373.95
Clerical, Technical and Office Salaries	2400	274,982.01	17.29	274,999.30
Other Noncertificated Salaries	2900	10,839.07	0.00	10,839.07
Total, Noncertificated Salaries		423,577.76	2,616.37	426,194.13
3. Employee Benefits				
STRS	3101-3102	396,954.44	450,024.42	846,978.86
PERS	3201-3202	102,957.77	4.68	102,962.45
OASDI / Medicare / Alternative	3301-3302	59,820.11	14,073.49	73,893.60

Health and Welfare Benefits	3401-3402	968,063.62	223,326.07	1,191,389.69
Unemployment Insurance	3501-3502	1,233.07	485.83	1,718.90
Workers' Compensation Insurance	3601-3602	26,790.62	10,557.01	37,347.63
OPEB, Allocated	3701-3702	0.00	0.00	0.00
OPEB, Active Employees	3751-3752	0.00	0.00	0.00
Other Employee Benefits	3901-3902	0.00	0.00	0.00
Total, Employee Benefits		1,555,819.63	698,471.50	2,254,291.13
4. Books and Supplies				
Approved Textbooks and Core Curricula Materials	4100	0.00	4,716.21	4,716.21
Books and Other Reference Materials	4200	38.00	1,264.22	1,302.22
Materials and Supplies	4300	53,431.34	91,609.04	145,040.38
Noncapitalized Equipment	4400	15,978.51	28,915.43	44,893.94
Food	4700	0.00	17,294.53	17,294.53
Total, Books and Supplies		69,447.85	143,799.43	213,247.28
5. Services and Other Operating Expenditures				
Subagreements for Services	5100	0.00	0.00	0.00
Travel and Conferences	5200	16,714.14	20,463.30	37,177.44
Dues and Memberships	5300	12,583.65	5,940.62	18,524.27
Insurance	5400	61,589.26	250.00	61,839.26
Operations and Housekeeping Services	5500	305,861.65	0.00	305,861.65
Rentals, Leases, Repairs, and Noncap. Improvements	5600	546,339.57	20,982.93	567,322.50
Transfers of Direct Costs	5700-5799	0.00	0.00	0.00
Professional/Consulting Services and Operating Expend.	5800	823,819.61	712,659.60	1,536,479.21
Communications	5900	55,626.28	0.00	55,626.28
Total, Services and Other Operating Expenditures		1,822,534.16	760,296.45	2,582,830.61
6. Capital Outlay				
(Objects 6100-6170, 6200-6700 modified accrual basis only)				
Land and Land Improvements	6100-6170			0.00
Buildings and Improvements of Buildings	6200			0.00
Books and Media for New School Libraries or Major				
Expansion of School Libraries	6300			0.00
Equipment	6400			0.00
Equipment Replacement	6500			0.00
Lease Assets	6600			0.00
Subscription Assets	6700			0.00
Depreciation Expense (accrual basis only)	6900	200,562.90	0.00	200,562.90
Amortization Expense - Lease Assets (accrual basis only)	6910	0.00	0.00	0.00
Amortization Expense - Subscription Assets (accrual basis only)	6920	0.00	0.00	0.00
Total, Capital Outlay		200,562.90	0.00	200,562.90
7. Other Outgo				
Tuition to Other Schools	7110-7143	0.00	0.00	0.00
Transfers of Pass-Through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE		0.00	0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00
All Other Transfers	7281-7299	0.00	0.00	0.00
Transfers of Indirect Costs	7300-7399	(9,136.57)	9,136.57	0.00
Debt Service:				
Interest	7438	2,704.14	0.00	2,704.14
Principal (for modified accrual basis only)	7439			0.00
Total Debt Service		2,704.14	0.00	2,704.14
Total, Other Outgo		(6,432.43)	9,136.57	2,704.14
8. TOTAL EXPENDITURES		6,108,127.55	2,582,854.40	8,690,981.95
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		2,493,915.73	(912,140.94)	1,581,774.79
D. OTHER FINANCING SOURCES / USES				

1.	Other Sources	8930-8979	0.00	0.00	0.00
	Less:				
2.	Other Uses	7630-7699	0.00	0.00	0.00
3.	Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	(702,180.43)	702,180.43	0.00
4.	TOTAL OTHER FINANCING SOURCES / USES		(702,180.43)	702,180.43	0.00
E. NET INCREASE (DECREASE) IN FUND BALANCE /NET POSITION (C+D4)			1,791,735.30	(209,960.51)	1,581,774.79
F. FUND BALANCE / NET POSITION					
1.	Beginning Fund Balance/Net Position				
a.	As of July 1	9791	7,454,929.97	779,790.76	8,234,720.73
b.	Adjustments/Restatements	9793, 9795	0.00	0.00	0.00
c.	Adjusted Beginning Fund Balance /Net Position		7,454,929.97	779,790.76	8,234,720.73
2.	Ending Fund Balance /Net Position, June 30 (E+F1c)		9,246,665.27	569,830.25	9,816,495.52
Components of Ending Fund Balance (Modified Accrual Basis only)					
a.	Nonspendable				
1.	Revolving Cash (equals Object 9130)	9711			0.00
2.	Stores (equals Object 9320)	9712			0.00
3.	Prepaid Expenditures (equals Object 9330)	9713			0.00
4.	All Others	9719			0.00
b.	Restricted	9740			0.00
c.	Committed				
1.	Stabilization Arrangements	9750			0.00
2.	Other Commitments	9760			0.00
d.	Assigned	9780			0.00
e.	Unassigned/Unappropriated				
1.	Reserve for Economic Uncertainties	9789			0.00
2.	Unassigned/Unappropriated Amount	9790M			0.00
3. Components of Ending Net Position (Accrual Basis only)					
a.	Net Investment in Capital Assets	9796	4,659,375.02	0.00	4,659,375.02
b.	Restricted Net Position	9797		569,830.25	569,830.25
c.	Unrestricted Net Position	9790A	4,587,290.25	0.00	4,587,290.25
Description		Object Code	Unrestricted	Restricted	Total
G. ASSETS					
1.	Cash				
	In County Treasury	9110	2,091,399.28	1,022,438.39	3,113,837.67
	Fair Value Adjustment to Cash in County Treasury	9111	1,485.23	0.00	1,485.23
	In Banks	9120	2,650,037.71	(293,467.25)	2,356,570.46
	In Revolving Fund	9130	0.00	0.00	0.00
	With Fiscal Agent/Trustee	9135	0.00	0.00	0.00
	Collections Awaiting Deposit	9140	0.00	0.00	0.00
2.	Investments	9150	0.00	0.00	0.00
3.	Accounts Receivable	9200	48,298.21	3,854.90	52,153.11
4.	Due from Grantor Governments	9290	996,908.02	195,135.41	1,192,043.43
5.	Stores	9320	0.00	0.00	0.00
6.	Prepaid Expenditures (Expenses)	9330	101,788.01	142,945.15	244,733.16
7.	Other Current Assets	9340	25,009.25	0.00	25,009.25
8.	Lease Receivable	9380	0.00	0.00	0.00
9.	Capital Assets (accrual basis only)	9400-9489	4,659,375.02	0.00	4,659,375.02
10.	TOTAL ASSETS		10,574,300.73	1,070,906.60	11,645,207.33
H. DEFERRED OUTFLOWS OF RESOURCES					
1.	Deferred Outflows of Resources	9490	0.00	0.00	0.00
2.	TOTAL DEFERRED OUTFLOWS		0.00	0.00	0.00
I. LIABILITIES					
1.	Accounts Payable	9500	240,234.31	48,183.74	288,418.05
2.	Due to Grantor Governments	9590	5,345.00	9,730.00	15,075.00
3.	Current Loans	9640	0.00	0.00	0.00

4. Unearned Revenue	9650	0.00	443,162.61	443,162.61
5. Long-Term Liabilities (accrual basis only)	9660-9669	1,082,056.15	0.00	1,082,056.15
6. TOTAL LIABILITIES		1,327,635.46	501,076.35	1,828,711.81
J. DEFERRED INFLOWS OF RESOURCES				
1. Deferred Inflows of Resources	9690	0.00	0.00	0.00
2. TOTAL DEFERRED INFLOWS		0.00	0.00	0.00
K. FUND BALANCE /NET POSITION				
Ending Fund Balance /Net Position, June 30 (G10 + H2) - (I6 + J2)				
(must agree with Line F2)		9,246,665.27	569,830.25	9,816,495.52

L. FEDERAL EVERY STUDENT SUCCEEDS ACT (ESSA) MAINTENANCE OF EFFORT REQUIREMENT

NOTE: IF YOUR CHARTER SCHOOL RECEIVED FEDERAL FUNDING, AS REPORTED IN SECTION A2, THE FOLLOWING ADDITIONAL INFORMATION MUST BE PROVIDED IN ORDER FOR THE CDE TO CALCULATE COMPLIANCE WITH THE FEDERAL EVERY STUDENT SUCCEEDS ACT (ESSA) MAINTENANCE OF EFFORT REQUIREMENT:

1. Federal Revenue Used for Capital Outlay and Debt Service

Included in the Capital Outlay and Debt Service expenditures reported in sections B6 and B7 are the following amounts paid out of federal funds:

Federal Program Name (If no amounts, indicate "NONE")	Capital Outlay	Debt Service	Total
a. NONE	\$		0.00
b.			0.00
c.			0.00
d.			0.00
e.			0.00
f.			0.00
g.			0.00
h.			0.00
i.			0.00
j.			0.00
TOTAL FEDERAL REVENUES USED FOR CAPITAL OUTLAY AND DEBT SERVICE		0.00	0.00

2. Community Services Expenditures

Provide the amount of State and Local funds reported in Section B that were expended for Community Services Activities:

Objects of Expenditures		Amount
		(Enter "0.00" if none)
a. Certificated Salaries	1000-1999	0.00
b. Noncertificated Salaries	2000-2999	0.00
c. Employee Benefits	3000-3999	0.00
d. Books and Supplies	4000-4999	0.00
e. Services and Other Operating Expenditures	5000-5999	0.00
TOTAL COMMUNITY SERVICES EXPENDITURES		0.00

3. Supplemental State and Local Expenditures resulting from a Presidentially Declared Disaster

Date of Presidential Disaster Declaration	Brief Description (If no amounts, indicate "None")	Amount
a.	COVID-19	78,689.47
b.		
c.		
d.		
TOTAL SUPPLEMENTAL EXPENDITURES (Should not be negative)		78,689.47

4. State and Local Expenditures to be Used for ESSA Annual Maintenance of Effort Calculation:

Results of this calculation will be used for comparison with 2023-24 expenditures. Failure to maintain the required 90 percent expenditure level on either an aggregate or per capita expenditure basis may result in reduction to allocations for covered programs in 2026-27.

a. Total Expenditures (B8)	8,690,981.95
b. Less Federal Expenditures (Total A2)	
[Revenues are used as proxy for expenditures because most federal revenues are normally recognized in the period that qualifying expenditures are incurred]	
	342,744.05
c. Subtotal of State & Local Expenditures	8,348,237.90
[a minus b]	
d. Less Community Services	0.00
[L2 Total]	
e. Less Capital Outlay & Debt Service	203,267.04
[Total B6 plus objects 7438 and 7439, less L1 Total, less objects 6600, 6700, 6910 and 6920]	
f. Less Supplemental Expenditures made as the result of a Presidentially	78,689.47

Declared Disaster

TOTAL STATE & LOCAL EXPENDITURES SUBJECT TO MOE

[c minus d minus e minus f]

\$	8,066,281.39
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Assumptions for the Revised Preliminary Operational Budget FY 2025-26

Altus Schools Audeo (ASA) is an independent study program. ASA takes a very conservative approach in developing its financial planning.

A regular school or a comprehensive high school generates its major source of revenues from pupils' actual attendance or what is sometimes referred to as "Seat Time Attendance". As a condition of apportionment, every pupil must be scheduled to attend school for the statutory minimum days applicable to the grade level or program unless exempted.

Apportionment credits for independent study programs, like ASA, are based on the student's "product" or academic work, which is assessed by a competent, credentialed certificated teacher. The teacher determines the time value of completed assignments or work products so that Average Daily Attendance (ADA) can be earned. Each student in the program is expected to work 175 instructional days per regular school year: 375 minutes per day and 65,625 minutes annually. ASA is a year-round program and has adopted a multi-track calendar. Students may enroll and continue to earn academic credit all 12 months of the year. This design maximizes students' opportunities to catch up on their coursework.

The State of California implemented the **Local Control Funding Formula (LCFF)** in the 2013-14 school year to fund public schools, including charter schools. In the 2018-19 fiscal year, LCFF funding targets were achieved and future LCFF growth will be attributable to the application of the COLA plus augmentation to the base grant.

The LCFF formula for school districts and charter schools (LEAs) is composed of uniform base grants by grade span (K-3, 4-6, 7-8, 9-12) and includes additional funding for targeted students, as follows:

- * **Supplemental Grant** equal to 20 percent of the adjusted base grant multiplied by ADA and the unduplicated percentage of targeted disadvantaged pupils. Targeted pupils are those classified as English Language Learners, Free and Reduced Priced Meal eligible students, foster youth, or any combination of these factors (unduplicated count). The projected unduplicated pupil percentage for ASA is 64.84%.
- * **Concentration Grant** equal to 65 percent of the adjusted base grant multiplied by ADA and the percentage of unduplicated pupils exceeding 55% of an LEA's enrollment. Concentration grants for charter schools are limited to the lesser of the charter school's unduplicated pupil percentage (UPP) or their local districts UPP.

As part of the LCFF, school districts, county offices of education and charter schools are required to develop and adopt a **Local Control and Accountability Plan (LCAP)** using a State Board adopted LCAP template. The LCAP can be a single-year or three-year plan, which is reviewed and updated annually. Charter schools may complete the LCAP to align with the term of the charter school's budget, typically one year, which is submitted to the school's authorizer. All LEAs must complete the LCAP and the Annual Update Template each year.

State regulations require that the LCAP must include annual goals in eight specified areas. These eight annual goals are in alignment with the State goals.

1. Student Achievement
2. Student Engagement
3. Other Student Outcomes
4. School Climate
5. Parental Involvement
6. Basic Services
7. Implementation of Common Core
8. Course Access

BUDGET INFORMATION

Based on School Services of California (SSC) School District and Charter School Financial Projection Dashboard – 2025-26 May Revision, and the Fiscal Crisis and Management Assistance Team (FCMAT) LCFF Calculator, the rates below were used to build ASA's Revised Preliminary Operational Budget.

Table 1:

Description	FY 2025-26
Grades K-3 Adjusted Base Grant	\$11,323
Grades 4-6 Adjusted Base Grant	\$10,411
Grades 7-8 Adjusted Base Grant	\$10,719
Grades 9-12 Adjusted Base Grant	\$12,746
Statutory Cost of Living Allowance (COLA)*	2.30%
ASA's Unduplicated Pupil Percentage (Rolling Average)	64.84%
District's Unduplicated Pupil Percentage (SDUSD)	60.51%

Revenues were calculated based on the following enrollment and ADA projections:

Table 2:

Description	FY 2025-26 (Projected P-2)	FY 2024-25 (Actual P-2)	FY 2023-24 (Actual P-2)
P-2 Enrollment	530	544	566
CBEDS Enrollment	438	450	402
Students Served	1,125	1,121	926
ADA:			
Grade K-6	116.82	114.51	109.73
Grade 7-8	67.32	63.79	57.08
Grade 9-12	379.17	400.29	368.92
Total ADA	563.31	578.59	535.73

REVENUE PROJECTIONS

Table 3:

Description	FY 2025-26
LCFF Sources	\$7,965,566
Federal Revenues	225,966
State Revenues Other than LCFF	1,248,480
Local Revenues	255,608
Total Projected Revenues	\$9,695,620

- **In Lieu of Property Taxes** of \$9,858.42 per current year (CY) P-2 ADA is based on FY 2024-25 P-2 rate for San Diego Unified School District.
- **Education Protection Account (EPA)** is now a part of the LCFF Calculation. Proposition 30, *The Schools and Local Public Safety Act of 2012*, approved by the voters on November 6, 2012, and amended by Proposition 55 on November 8, 2016, brought about the creation of Education Protection Account. It was intended to minimize deeper cuts to school agencies and other state-supported programs in California. EPA is not an additional source of revenue. A corresponding reduction will be made equally to the school's general-purpose state aid funding for funds received through the EPA. The CDE will allocate EPA revenues on a quarterly basis through the 2030-31 fiscal year.
- **Lottery revenues** are allocated based on CY annual ADA adjusted by the statewide average excused absence factor of 1.04446. Since CY annual ADA is not available until after the fiscal year ends, lottery funding is initially allocated using the prior year's Annual ADA and adjusted in the subsequent fiscal year. Rates used are based on School Services of California's latest estimates: \$82 for Prop 20 (Lottery: Instructional Materials) and \$191 for Non-Prop 20 (Lottery: Unrestricted).

- **Federal Funds**

Titles I, II, III and IV are based on the latest allocation schedules provided by the California Department of Education (CDE) for FY 2025-26.

- **Special Education funds** are based on current projections of El Dorado Charter SELPA. **State revenues** are projected at \$917.53 per the highest of 3 years P-2 ADA while **Federal IDEA** revenues are projected at \$145.00 per PY California Basic Educational Data System (CBEDS) count.
- **Mandate Block Grant Funding** is allocated as a block grant to support various mandated programs. Each year, LEAs will have the option to either choose the mandate block grant funding or to submit a claim for the actual costs with the State Controllers' Office. ASA chose to receive the block grant, which is based on PY P-2 ADA with funding rates of \$20.52 for Grades K-8 and \$57.04 for Grades 9-12.
- **Career Technical Education Incentive Grant Program** was established as a state education, economic, and workforce development initiative with the goal of providing pupils in kindergarten and grades 1 to 12, inclusive, with the knowledge and skills necessary to transition to employment and postsecondary education. The purpose of this program is to encourage the development of new career technical education (CTE) programs and enhance and maintain current CTE programs during implementation of the school district and charter school LCFF. ASA has included \$395,226 in its budget for this fiscal year.
- **Proposition 28**, also known as the **Arts and Music in Schools (AMS) Funding Guarantee and Accountability Act**, provides additional funding for arts education in California public schools. As of November 8, 2022, this initiative requires the state to establish an ongoing program supporting arts instruction in schools starting from 2023-24 academic year. The purpose of the plan is to increase access to arts instruction. ASA's allocation for FY 25-26 is \$80,086. These funds will be used to increase access to arts education, enhance arts curriculum and instruction and foster student engagement and participation.
- **CYBHI School-Linked Partnership and Capacity Grant:** California is implementing the Children and Youth Behavioral Health Initiative (CYBHI) to transform the systems supporting behavioral health for all children, youth, and families in the state, regardless of payer. Under CYBHI, the Department of Health Care Services (DHCS) is authorized to award School-Linked Partnership and Capacity Grants. ASA received a grant of \$74,797 to offer mental health services, acquire technology for socio-emotional learning, supply materials for mental health carts at resource centers, and provide training for Healthy Youth School Therapists and support staff. ASA has included \$35,888 in FY 25-26.
- **Local Educational Agency (LEA) Medi-Cal Billing Option Program (BOP)** reimburses ASA for providing health-related services to Medi-Cal eligible students. ASA participates to recover costs for essential services like speech therapy, counseling, and physical therapy, ensuring these services are accessible to all students. This program helps ASA enhance its support for students' health and well-being. Services are

reimbursed through a process where the school submits claims to Medi-Cal for covered services and receives interim payments, which are later reconciled with actual costs through a cost report. ASA has budgeted \$17,684 for FY 2025-26.

- **School-Based Medi-Cal Administrative Activities (SMAA)** Altus Schools San Diego Corporation, which operates and manages ASA, applied for the School-Based Medi-Cal Administrative Activities (SMAA) program. This program allows the school to claim federal reimbursement for a portion of the costs associated with administering Medi-Cal-related activities. These activities include outreach and referral, facilitating Medi-Cal applications, arranging non-emergency/non-medical transportation, program planning and policy development, and claims coordination.

The reimbursement is calculated based on the time and effort our staff dedicate to these activities, as determined by the Random Moment Time Survey (RMTS) methodology. This ensures that we accurately capture the percentage of staff time that qualifies for reimbursement. We expect the SMAA revenue to contribute significantly to offsetting the costs of these essential administrative functions, thereby supporting our overall budget and enhancing our ability to provide comprehensive health and support services for our students. ASA budgeted to receive \$23,640 this fiscal year, which is included under local revenue.

NUMBER OF FULL-TIME EQUIVALENT (FTE) FACULTY

Table 4:

POSITIONS	OBJECT CODE	FY 25-26
Teachers (Gen. Ed, Special Ed*, Instructional Leads)	1100	26.19
Certificated Pupil Support (Counselors/Nurse/Psychologist/Social Worker/Tech Lead)	1200	2.05
Certificated Supervisor & Administrator	1300	1.02
Other Certificated Teacher Resource (CTR)	1900	4.00
Instructional Aide Salaries (RCAs)	2100	2.00
Classified Support (Admin Support)	2200	0.17
Classified Supervisor & Administrator	2300	0.70
Clerical, Technical & Office Staff	2400	4.42
Other Classified (Administrative Support)	2900	0.10
TOTAL FTE POSITIONS BUDGETED		40.65

- * To ensure compliance with Special Ed regulations, FTE position for Special Ed is at one Special Ed Resource Specialist for every 28 caseloads. We calculated the caseload by multiplying the total enrollment by the percentage of Special Ed population compared to the total student population. For FY 2025-26, we estimated the Special Ed population at 24.90%.

EMPLOYEE BENEFITS

Employee benefits were calculated using the following rates:

Table 5:

Description	Object	Certificated	Classified
STRS (Teachers' Retirement)	3111-12	19.10%	
PERS (Classified Retirement)	3211-12		26.81%
OASDI (Social Security)	3311-12		6.20%
MEDICARE	3321-22	1.45%	1.45%
Health & Welfare - Self-Insured Plan <u>Monthly Rates</u> - Medical \$2,700 - Dental \$ 120 - Vision \$ 27 - Life Ins. .00114	3401-02		
State Unemployment Insurance	3501-01	0.05%	0.05%
Worker Compensation Insurance	3601-02	1.10%	1.10%

SALARY INCREASE

The FY 2025–26 revised operational budget includes an 18% across-the-board general salary increase to all employees (except the Senior Leaders) who are actively employed when the Board adopts the Board Resolution No. 2025090401 effective July 1, 2025. The salary increase is critical in maintaining competitive and equitable compensation. The Board recognizes that its employees are critical to the success of its educational programs and to fulfill the mission of providing high-quality, personalized education to students. The estimated salary increase is detailed in the table below.

Table 6:

DESCRIPTION	FY 2025-26
Salary – Certificated	523,508
Salary – Classified	72,122
Total Salary	595,630
Benefits – Certificated	113,601
Benefits – Classified	25,683
Total Benefits	139,283
Grant Total	734,913

NUTRITION PROGRAM EXPENDITURES UNDER OBJECT CODE 4700

ASA has implemented a meal program that complies with the State Meal Mandate for Non-classroom Based Charter Schools, following the California Department of Education's Universal Meals Program guidelines and California Education Code Section 49501.5. This code requires charter schools serving grades TK–12 to provide breakfast and lunch free of charge during each school day to any pupil who requests a meal without consideration of the pupil's eligibility for a federally funded free or reduced-price meal, with a maximum of one free meal for each meal service period. The meals must be nutritionally adequate and meet federal reimbursement standards. ASA shall provide each student with adequate time to eat as determined by the Charter School in consideration of available guidance.

RESEARCH AND DEVELOPMENT EXPENDITURES UNDER OBJECT CODES 4300 AND 5200

ASA has allocated \$27,000 for research and development to support works directed toward innovation, introduction, and improvement necessary for the support of the school consistent with the Student Success Programs' mission and purpose.

PROFESSIONAL/CONSULTING SERVICES AND OTHER OPERATING EXPENDITURES UNDER OBJECT CODE 5800

The total budget amount for Object Code 5800 is \$1,545,935, representing 15.94% of the total Operational Budget. Included in this object code are the district's oversight fees, marketing fees, maintenance agreements, student information systems, technology services, personnel testing, annual financial audits, student files audit, advertising, field trips, printing services, MAP assessments, Special Education Services and Support, El Dorado Charter SELPA Admin Fee, software licenses, and legal fees.

MARKETING

Pursuant to Education Code Section 47605 (b)(5)(G), ASA will provide means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the general population residing within the territorial jurisdiction of the District. The authorizing District has a broad and diverse student population. The budget for marketing will support the significant outreach efforts to ensure that the student body of ASA reflects the diverse characteristics of the territorial jurisdiction of the authorizing District. ASA has deployed an integrated marketing plan to support organizational growth. To reach ASA's target audience, messaging has been tailored for the following mediums: Television, Billboards, Street Posters, Postcards, Email, Mobile, Social Media, Radio and Bus Ads. For FY 2025-26, ASA has allocated \$96,956 for marketing expenses included in the object code 5800 and represents 1.00% of its total budget.

DISTRICT OVERSIGHT FEES

Altus Schools Audeo will pay its authorizing District (San Diego Unified School District) oversight fees of **3 percent** for apportionments received from the State for

LCFF Revenues. The following are revenues subject to the calculation of **3 percent oversight fees**:

- Object Code 8011 – LCFF State Aid – Current Year
- Object Code 8012 - Education Protection Account (EPA) Entitlement
- Object Code 8019 - State Aid Prior Years - LCFF
- Object Code 8019 - State Aid Prior Years - EPA
- Object Code 8096 – Charter Schools Funding In Lieu of Property Taxes

ASA has budgeted \$238,967 for FY 2025-26 for oversight fees.

RESERVES

ASA has allocated reserves of \$290,870 for FY 2025-26, representing 3% of the total revenues of \$9,695,620.

FACILITIES

ASA carries contractual lease agreements with an annual cost of \$362,378 for FY 2025-26. The total cost of the current lease contracts from July 2025 through the end of the lease term (2032) is \$2,736,654. ASA has allocated reserves for this amount. Per the Reserve Policy adopted by the Board, the School shall designate a Contingency/Strategic Reserve Fund to provide a strategic reserve for the school. One of the components of the Contingency/Strategic Reserve Fund is the contractual obligation for facility leases.



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

REVENUES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
LOCAL CONTROL FUNDING FORMULA (LCFF) SOURCES					
LCFF State Aid - Current Year	8011	+	\$ 2,299,557.00	\$ 2,354,999.00	\$ (55,442.00)
Education Protection Account (EPA)	8012	+	112,662.00	112,662.00	-
In Lieu of Property Taxes - Current Year	8096	+	5,553,347.00	5,490,391.00	62,956.00
TOTAL, LCFF SOURCES		=	\$ 7,965,566.00	\$ 7,958,052.00	\$ 7,514.00
FEDERAL REVENUES					
Special Ed: IDEA Basic Local Assistance Entitlement Part B	8181	+	65,250.00	65,250.00	\$ -
Special Ed: Mental Health ADA	8182	+	6,774.00	6,774.00	-
Title I, Part A, Improving Basic Programs	8290	+	123,471.00	128,438.00	(4,967.00)
Title II, Part A, Supporting Effective Instruction	8290	+	14,887.00	14,533.00	354.00
Title III, Part A, English Learner Student Program	8290	+	4,523.00	-	4,523.00
Title IV, Part A, Student Support and Academic Enrichment	8290	+	11,061.00	10,858.00	203.00
TOTAL, FEDERAL REVENUES		=	\$ 225,966.00	\$ 225,853.00	\$ 113.00
STATE REVENUES OTHER THAN LCFF					
Mandate Block Grant	8550	+	\$ 26,491.00	\$ 26,491.00	\$ -
Lottery: Unrestricted	8560	+	112,376.00	112,376.00	-
Lottery: Instructional Materials	8560	+	48,245.00	48,245.00	-
Special Ed - State	8792	+	530,874.00	530,868.00	6.00
Special Ed: Mental Health Services - Level 2	8590	+	49,104.00	47,719.00	1,385.00
Career Technical Education Incentive Grant Program	8590	+	395,226.00	377,293.00	17,933.00
UPK Planning & Implementation Grant	8590	+	6,078.00	-	6,078.00
Arts and Music in Schools (Prop 28)	8590	+	80,086.00	65,507.00	14,579.00
TOTAL, STATE REVENUES		=	\$ 1,248,480.00	\$ 1,208,499.00	\$ 39,981.00
LOCAL REVENUES					
Interest Income	8660	+	\$ 144,997.00	\$ 115,750.00	\$ 29,247.00
All Other Local Revenue	8699	+	33,399.00	33,399.00	-
LEA BOP	8699	+	17,684.00	14,850.00	2,834.00
CYBHI School-Linked Partnership and Capacity Grant	8699	+	35,888.00	41,878.00	(5,990.00)
School Based MediCal Admin Reimbursement (SMAA)	8699	+	23,640.00	14,572.00	9,068.00
TOTAL, LOCAL REVENUES		=	\$ 255,608.00	\$ 220,449.00	\$ 35,159.00
TOTAL, REVENUES			\$ 9,695,620.00	\$ 9,612,853.00	\$ 82,767.00



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

EXPENDITURES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
CERTIFICATED SALARIES					
Certificated Teachers' Salaries	1100	+	\$ 3,071,033.00	\$ 2,673,509.00	\$ 397,524.00
Certificated Pupil Support Salaries	1200	+	308,406.00	261,302.00	47,104.00
Certificated Supervisors' & Administrators' Salaries	1300	+	224,210.00	257,806.00	(33,596.00)
Other Certificated Salaries	1900	+	169,346.00	199,600.00	(30,254.00)
TOTAL, CERTIFICATED SALARIES		=	\$ 3,772,995.00	\$ 3,392,217.00	\$ 380,778.00
CLASSIFIED SALARIES					
Classified Instructional Salaries	2100	+	\$ 43,604.00	\$ 108,015.00	\$ (64,411.00)
Classified Support Salaries	2200	+	15,495.00	10,687.00	4,808.00
Classified Supervisors' and Administrators' Salaries	2300	+	142,008.00	124,350.00	17,658.00
Clerical, Technical and Office Staff Salaries	2400	+	318,776.00	256,500.00	62,276.00
Other Classified Salaries	2900	+	13,010.00	10,922.00	2,088.00
TOTAL, CLASSIFIED SALARIES		=	\$ 532,893.00	\$ 510,474.00	\$ 22,419.00
EMPLOYEE BENEFITS					
STRS Retirement	3100	+	\$ 729,802.00	\$ 655,600.00	\$ 74,202.00
PERS Retirement	3200	+	130,012.00	126,069.00	3,943.00
Social Security/Medicare	3300	+	92,502.00	85,743.00	6,759.00
Health and Welfare Benefits	3400	+	874,328.00	1,071,350.00	(197,022.00)
Unemployment Insurance	3500	+	2,153.00	1,951.00	202.00
Workers Compensation Insurance	3600	+	47,365.00	42,149.00	5,216.00
TOTAL, EMPLOYEE BENEFITS		=	\$ 1,876,162.00	\$ 1,982,862.00	\$ (106,700.00)
TOTAL, PERSONNEL COST			\$ 6,182,050.00	\$ 5,885,553.00	\$ 296,497.00



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

EXPENDITURES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
BOOKS AND SUPPLIES					
Textbooks and Core Curricula Materials	4100	+	\$ 7,280.00	\$ 8,000.00	\$ (720.00)
Books and Other Reference Materials	4200	+	3,250.00	3,500.00	(250.00)
Materials and Supplies	4300	+	95,172.00	87,050.00	8,122.00
On-Line Courses	4312	+	100,141.00	100,141.00	-
Research and Development	4313	+	6,750.00	6,750.00	-
Noncapitalized Equipment	4400	+	95,600.00	93,200.00	2,400.00
Food	4700	+	18,678.00	20,500.00	(1,822.00)
TOTAL, BOOKS AND SUPPLIES		=	\$ 326,871.00	\$ 319,141.00	\$ 7,730.00
SERVICES, OTHER OPERATING EXPENSES					
Travel and Conference	5200	+	\$ 39,753.00	\$ 43,607.00	\$ (3,854.00)
Research and Development Travel	5202	+	20,250.00	20,250.00	-
Dues and Memberships	5300	+	19,450.00	18,630.00	820.00
Liability Insurance	5400	+	53,184.00	52,180.00	1,004.00
Operations and Housekeeping Services	5500	+	361,155.00	386,335.00	(25,180.00)
Rental, Leases, Repairs & Non-Capitalized Improvements	5600	+	578,243.00	616,018.00	(37,775.00)
Professional/Consulting Services/Operating Exp.	5800	+	1,448,979.00	1,420,355.00	28,624.00
Marketing Fees	5812	+	96,956.00	96,129.00	827.00
Communications	5900	+	57,098.00	53,250.00	3,848.00
TOTAL, SERVICES AND OTHER OPERATING EXPENSES		=	\$ 2,675,068.00	\$ 2,706,754.00	\$ (31,686.00)
CAPITAL OUTLAY					
Depreciation - Buildings	6900	+	\$ 44,487.00	\$ 44,487.00	\$ -
Depreciation - Leasehold Improvements	6900	+	46,202.00	46,202.00	-
Depreciation - Equipment	6900	+	127,189.00	127,189.00	-
TOTAL, CAPITAL OUTLAY		=	\$ 217,878.00	\$ 217,878.00	\$ -
OTHER OUTGO					
Debt Service Payment - Interest (Capitalized Leases)	7438	+	\$ 2,883.00	\$ 2,883.00	\$ -
TOTAL, OTHER OUTGO		=	\$ 2,883.00	\$ 2,883.00	\$ -
RESERVES					
Operation Reserve (Non-Payroll Expenses)	9780	+	\$ 145,435.00	\$ 240,322.00	\$ (94,887.00)
Reserve for Economic Uncertainties	9789	+	145,435.00	240,322.00	(94,887.00)
TOTAL, RESERVES		=	\$ 290,870.00	\$ 480,644.00	\$ (189,774.00)
%			3.00%	5.00%	
TOTAL, EXPENDITURES			\$ 9,695,620.00	\$ 9,612,853.00	\$ 82,767.00

CHARTER SCHOOL UNAUDITED ACTUALS
FINANCIAL REPORT – ALTERNATIVE FORM

July 1, 2024 to June 30, 2025

Charter School Name: Altus Schools Charter School of San Diego
CDS #: 37-68338-3730959
Charter Approving Entity: San Diego Unified
County: San Diego
Charter #: 0028

This charter school uses the following basis of accounting:

(Please enter an "X" in the applicable box below; check only one box)

X Accrual Basis (Applicable Capital Assets/Interest on Long-Term Debt/Long-Term Liabilities/Net Position objects are 6900-6920, 7438, 9400-9489, 9660-9669, 9796, and 9797)

Modified Accrual Basis (Applicable Capital Outlay/Debt Service/Fund Balance objects are 6100-6170, 6200-6700, 7438, 7439, and 9711-9789)

Description	Object Code	Unrestricted	Restricted	Total
A. REVENUES				
1. LCFF Sources				
State Aid - Current Year	8011	6,424,374.00		6,424,374.00
Education Protection Account State Aid - Current Year	8012	301,062.00		301,062.00
State Aid - Prior Years	8019	(55,995.00)		(55,995.00)
Transfers to Charter Schools in Lieu of Property Taxes	8096	14,896,536.00		14,896,536.00
Other LCFF Transfers	8091, 8097	0.00	0.00	0.00
Total, LCFF Sources		21,565,977.00	0.00	21,565,977.00
2. Federal Revenues (see NOTE in Section L)				
Every Student Succeeds Act	8290		748,372.00	748,372.00
Special Education - Federal	8181, 8182		254,753.00	254,753.00
Child Nutrition - Federal	8220		0.00	0.00
Donated Food Commodities	8221		0.00	0.00
Other Federal Revenues	8110, 8260-8299	23,302.00	830.06	24,132.06
Total, Federal Revenues		23,302.00	1,003,955.06	1,027,257.06
3. Other State Revenues				
Special Education - State	StateRev SE		1,811,929.76	1,811,929.76
All Other State Revenues	StateRev AO	408,703.05	1,281,700.11	1,690,403.16
Total, Other State Revenues		408,703.05	3,093,629.87	3,502,332.92
4. Other Local Revenues				
All Other Local Revenues	LocalRev AO	1,673,049.53	283,935.01	1,956,984.54
Total, Local Revenues		1,673,049.53	283,935.01	1,956,984.54
5. TOTAL REVENUES		23,671,031.58	4,381,519.94	28,052,551.52
B. EXPENDITURES (see NOTE in Section L)				
1. Certificated Salaries				
Certificated Teachers' Salaries	1100	4,316,366.49	1,620,899.90	5,937,266.39
Certificated Pupil Support Salaries	1200	378,988.14	405,624.45	784,612.59
Certificated Supervisors' and Administrators' Salaries	1300	881,883.41	105,107.48	986,990.89
Other Certificated Salaries	1900	191,608.71	0.00	191,608.71
Total, Certificated Salaries		5,768,846.75	2,131,631.83	7,900,478.58
2. Noncertificated Salaries				
Noncertificated Instructional Salaries	2100	48,801.64	0.00	48,801.64
Noncertificated Support Salaries	2200	47,290.23	0.00	47,290.23
Noncertificated Supervisors' and Administrators' Salaries	2300	684,024.53	0.00	684,024.53
Clerical, Technical and Office Salaries	2400	1,042,153.44	0.00	1,042,153.44
Other Noncertificated Salaries	2900	54,195.36	0.00	54,195.36
Total, Noncertificated Salaries		1,876,465.20	0.00	1,876,465.20
3. Employee Benefits				
STRS	3101-3102	1,151,174.94	1,121,678.95	2,272,853.89
PERS	3201-3202	403,817.22	30,579.42	434,396.64
OASDI / Medicare / Alternative	3301-3302	211,575.81	30,864.38	242,440.19

Health and Welfare Benefits	3401-3402	4,557,635.81	620,642.67	5,178,278.48
Unemployment Insurance	3501-3502	3,822.85	1,065.62	4,888.47
Workers' Compensation Insurance	3601-3602	74,672.42	20,804.60	95,477.02
OPEB, Allocated	3701-3702	0.00	0.00	0.00
OPEB, Active Employees	3751-3752	0.00	0.00	0.00
Other Employee Benefits	3901-3902	0.00	0.00	0.00
Total, Employee Benefits		6,402,699.05	1,825,635.64	8,228,334.69
4. Books and Supplies				
Approved Textbooks and Core Curricula Materials	4100	675.59	10,518.63	11,194.22
Books and Other Reference Materials	4200	78.27	2,316.14	2,394.41
Materials and Supplies	4300	129,496.80	201,545.64	331,042.44
Noncapitalized Equipment	4400	54,243.02	77,819.10	132,062.12
Food	4700	0.00	81,861.23	81,861.23
Total, Books and Supplies		184,493.68	374,060.74	558,554.42
5. Services and Other Operating Expenditures				
Subagreements for Services	5100	0.00	240,297.01	240,297.01
Travel and Conferences	5200	56,033.91	60,363.75	116,397.66
Dues and Memberships	5300	49,656.35	4,510.77	54,167.12
Insurance	5400	256,127.85	280.00	256,407.85
Operations and Housekeeping Services	5500	653,022.25	4,474.44	657,496.69
Rentals, Leases, Repairs, and Noncap. Improvements	5600	1,979,743.34	189,493.49	2,169,236.83
Transfers of Direct Costs	5700-5799	0.00	0.00	0.00
Professional/Consulting Services and Operating Expend.	5800	1,614,886.93	1,132,457.31	2,747,344.24
Communications	5900	283,406.19	37,125.22	320,531.41
Total, Services and Other Operating Expenditures		4,892,876.82	1,669,001.99	6,561,878.81
6. Capital Outlay				
(Objects 6100-6170, 6200-6700 modified accrual basis only)				
Land and Land Improvements	6100-6170			0.00
Buildings and Improvements of Buildings	6200			0.00
Books and Media for New School Libraries or Major				
Expansion of School Libraries	6300			0.00
Equipment	6400			0.00
Equipment Replacement	6500			0.00
Lease Assets	6600			0.00
Subscription Assets	6700			0.00
Depreciation Expense (accrual basis only)	6900	867,340.79	0.00	867,340.79
Amortization Expense - Lease Assets (accrual basis only)	6910	0.00	0.00	0.00
Amortization Expense - Subscription Assets (accrual basis only)	6920	0.00	0.00	0.00
Total, Capital Outlay		867,340.79	0.00	867,340.79
7. Other Outgo				
Tuition to Other Schools	7110-7143	0.00	0.00	0.00
Transfers of Pass-Through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE		0.00	0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00
All Other Transfers	7281-7299	0.00	0.00	0.00
Transfers of Indirect Costs	7300-7399	(64,393.94)	64,393.94	0.00
Debt Service:				
Interest	7438	9,428.40	0.00	9,428.40
Principal (for modified accrual basis only)	7439			0.00
Total Debt Service		9,428.40	0.00	9,428.40
Total, Other Outgo		(54,965.54)	64,393.94	9,428.40
8. TOTAL EXPENDITURES		19,937,756.75	6,064,724.14	26,002,480.89
Description	Object Code	Unrestricted	Restricted	Total
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		3,733,274.83	(1,683,204.20)	2,050,070.63
D. OTHER FINANCING SOURCES / USES				

1.	Other Sources	8930-8979	0.00	0.00	0.00
	Less:				
2.	Other Uses	7630-7699	0.00	0.00	0.00
3.	Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	(762,494.30)	762,494.30	0.00
4.	TOTAL OTHER FINANCING SOURCES / USES		(762,494.30)	762,494.30	0.00
E. NET INCREASE (DECREASE) IN FUND BALANCE /NET POSITION (C+D4)			2,970,780.53	(920,709.90)	2,050,070.63
F. FUND BALANCE / NET POSITION					
1.	Beginning Fund Balance/Net Position				
a.	As of July 1	9791	39,795,099.18	3,416,833.44	43,211,932.62
b.	Adjustments/Restatements	9793, 9795	0.00	0.00	0.00
c.	Adjusted Beginning Fund Balance /Net Position		39,795,099.18	3,416,833.44	43,211,932.62
2.	Ending Fund Balance /Net Position, June 30 (E+F1c)		42,765,879.71	2,496,123.54	45,262,003.25
Components of Ending Fund Balance (Modified Accrual Basis only)					
a.	Nonspendable				
1.	Revolving Cash (equals Object 9130)	9711			0.00
2.	Stores (equals Object 9320)	9712			0.00
3.	Prepaid Expenditures (equals Object 9330)	9713			0.00
4.	All Others	9719			0.00
b.	Restricted	9740			0.00
c.	Committed				
1.	Stabilization Arrangements	9750			0.00
2.	Other Commitments	9760			0.00
d.	Assigned	9780			0.00
e.	Unassigned/Unappropriated				
1.	Reserve for Economic Uncertainties	9789			0.00
2.	Unassigned/Unappropriated Amount	9790M			0.00
3.	Components of Ending Net Position (Accrual Basis only)				
a.	Net Investment in Capital Assets	9796	27,686,698.16	0.00	27,686,698.16
b.	Restricted Net Position	9797		2,496,123.54	2,496,123.54
c.	Unrestricted Net Position	9790A	15,079,181.55	0.00	15,079,181.55
Description		Object Code	Unrestricted	Restricted	Total
G. ASSETS					
1.	Cash				
	In County Treasury	9110	9,654,516.45	2,834,171.83	12,488,688.28
	Fair Value Adjustment to Cash in County Treasury	9111	5,956.83	0.00	5,956.83
	In Banks	9120	8,873,682.74	(896,147.53)	7,977,535.21
	In Revolving Fund	9130	0.00	0.00	0.00
	With Fiscal Agent/Trustee	9135	0.00	0.00	0.00
	Collections Awaiting Deposit	9140	0.00	0.00	0.00
2.	Investments	9150	112,226.05	0.00	112,226.05
3.	Accounts Receivable	9200	265,073.32	0.00	265,073.32
4.	Due from Grantor Governments	9290	2,373,294.99	1,004,918.39	3,378,213.38
5.	Stores	9320	0.00	0.00	0.00
6.	Prepaid Expenditures (Expenses)	9330	376,781.15	369,115.14	745,896.29
7.	Other Current Assets	9340	58,771.31	0.00	58,771.31
8.	Lease Receivable	9380	0.00	0.00	0.00
9.	Capital Assets (accrual basis only)	9400-9489	27,686,698.16	0.00	27,686,698.16
10.	TOTAL ASSETS		49,407,001.00	3,312,057.83	52,719,058.83
H. DEFERRED OUTFLOWS OF RESOURCES					
1.	Deferred Outflows of Resources	9490	0.00	0.00	0.00
2.	TOTAL DEFERRED OUTFLOWS		0.00	0.00	0.00
I. LIABILITIES					
1.	Accounts Payable	9500	528,034.87	140,295.70	668,330.57
2.	Due to Grantor Governments	9590	16,151.00	81,529.50	97,680.50
3.	Current Loans	9640	0.00	0.00	0.00

4. Unearned Revenue	9650	0.00	594,109.09	594,109.09
5. Long-Term Liabilities (accrual basis only)	9660-9669	6,096,935.42	0.00	6,096,935.42
6. TOTAL LIABILITIES		6,641,121.29	815,934.29	7,457,055.58
J. DEFERRED INFLOWS OF RESOURCES				
1. Deferred Inflows of Resources	9690	0.00	0.00	0.00
2. TOTAL DEFERRED INFLOWS		0.00	0.00	0.00
K. FUND BALANCE /NET POSITION				
Ending Fund Balance /Net Position, June 30 (G10 + H2) - (I6 + J2)				
(must agree with Line F2)		42,765,879.71	2,496,123.54	45,262,003.25

L. FEDERAL EVERY STUDENT SUCCEEDS ACT (ESSA) MAINTENANCE OF EFFORT REQUIREMENT

NOTE: IF YOUR CHARTER SCHOOL RECEIVED FEDERAL FUNDING, AS REPORTED IN SECTION A2, THE FOLLOWING ADDITIONAL INFORMATION MUST BE PROVIDED IN ORDER FOR THE CDE TO CALCULATE COMPLIANCE WITH THE FEDERAL EVERY STUDENT SUCCEEDS ACT (ESSA) MAINTENANCE OF EFFORT REQUIREMENT:

1. Federal Revenue Used for Capital Outlay and Debt Service

Included in the Capital Outlay and Debt Service expenditures reported in sections B6 and B7 are the following amounts paid out of federal funds:

Federal Program Name (If no amounts, indicate "NONE")	Capital Outlay	Debt Service	Total
a. NONE	\$		0.00
b.			0.00
c.			0.00
d.			0.00
e.			0.00
f.			0.00
g.			0.00
h.			0.00
i.			0.00
j.			0.00
TOTAL FEDERAL REVENUES USED FOR CAPITAL OUTLAY AND DEBT SERVICE	0.00	0.00	0.00

2. Community Services Expenditures

Provide the amount of State and Local funds reported in Section B that were expended for Community Services Activities:

Objects of Expenditures		Amount
		(Enter "0.00" if none)
a. Certificated Salaries	1000-1999	0.00
b. Noncertificated Salaries	2000-2999	0.00
c. Employee Benefits	3000-3999	0.00
d. Books and Supplies	4000-4999	0.00
e. Services and Other Operating Expenditures	5000-5999	0.00
TOTAL COMMUNITY SERVICES EXPENDITURES		0.00

3. Supplemental State and Local Expenditures resulting from a Presidentially Declared Disaster

Date of Presidential Disaster Declaration	Brief Description (If no amounts, indicate "None")	Amount
a. 03/16/20	COVID-19	388,681.22
b.		
c.		
d.		
TOTAL SUPPLEMENTAL EXPENDITURES (Should not be negative)		388,681.22

4. State and Local Expenditures to be Used for ESSA Annual Maintenance of Effort Calculation:

Results of this calculation will be used for comparison with 2023-24 expenditures. Failure to maintain the required 90 percent expenditure level on either an aggregate or per capita expenditure basis may result in reduction to allocations for covered programs in 2026-27.

a. Total Expenditures (B8)	26,002,480.89
b. Less Federal Expenditures (Total A2)	
[Revenues are used as proxy for expenditures because most federal revenues are normally recognized in the period that qualifying expenditures are incurred]	
	1,027,257.06
c. Subtotal of State & Local Expenditures	24,975,223.83
[a minus b]	
d. Less Community Services	0.00
[L2 Total]	
e. Less Capital Outlay & Debt Service	876,769.19
[Total B6 plus objects 7438 and 7439, less L1 Total, less objects 6600, 6700, 6910 and 6920]	
f. Less Supplemental Expenditures made as the result of a Presidentially	388,681.22

Declared Disaster

TOTAL STATE & LOCAL EXPENDITURES SUBJECT TO MOE

[c minus d minus e minus f]

\$	23,709,773.42
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Assumptions for the Revised Preliminary Operational Budget FY 2025-26

Altus Schools Charter School of San Diego (ASCSSD) is an independent study program. ASCSSD takes a very conservative approach in developing its financial planning.

A regular school or a comprehensive high school generates its major source of revenues from pupils' actual attendance or what is sometimes referred to as "Seat Time Attendance". As a condition of apportionment, every pupil must be scheduled to attend school for the statutory minimum days applicable to the grade level or program unless exempted.

Apportionment credit for independent study programs, like ASCSSD, are based on the student's "product" or academic work, which is assessed by a competent credentialed certificated teacher. The teacher determines the time value of completed assignments or work products so that Average Daily Attendance (ADA) can be earned. Each student in the program is expected to work 175 instructional days per regular school year: 375 minutes per day and 65,625 minutes annually. ASCSSD is a year-round program and has adopted a multi-track calendar. Students may enroll and continue to earn academic credit all 12 months of the year. This design maximizes students' opportunities to catch up on their coursework.

The State of California implemented the **Local Control Funding Formula (LCFF)** in the 2013-14 school year to fund public schools, including charter schools. In the 2018-19 fiscal year, LCFF funding targets were achieved and future LCFF growth will be attributable to the application of the COLA plus augmentation to the base grant.

The LCFF formula for school districts and charter schools (LEAs) is composed of uniform base grants by grade span (K-3, 4-6, 7-8, 9-12) and includes additional funding for targeted students, as follows:

- * **Supplemental Grant** equal to 20 percent of the adjusted base grant multiplied by ADA and the unduplicated percentage of targeted disadvantaged pupils. Targeted pupils are those classified as English Language Learners, Free and Reduced Priced Meal eligible students, foster youth, or any combination of these factors (unduplicated count). The projected unduplicated pupil percentage for ASCSSD is 74.33%.
- * **Concentration Grant** equal to 65 percent of the adjusted base grant multiplied by ADA and the percentage of unduplicated pupils exceeding 55% of an LEA's enrollment. Concentration grants for charter schools are limited to the lesser of the charter school's unduplicated pupil percentage (UPP) or their local district's UPP.

As part of the LCFF, school districts, county offices of education and charter schools are required to develop and adopt a **Local Control and Accountability Plan (LCAP)** using a State Board adopted LCAP template. The LCAP can be a single-year or three-year plan, which is reviewed and updated annually. Charter schools may complete the LCAP to align with the term of the charter school's budget, typically one year, which is submitted to the school's authorizer. All LEAs must complete the LCAP and the Annual Update Template each year.

State regulations require that the LCAP must include annual goals in eight specified areas. These eight annual goals are in alignment with the State goals.

1. Student Achievement
2. Student Engagement
3. Other Student Outcomes
4. School Climate
5. Parental Involvement
6. Basic Services
7. Implementation of Common Core
8. Course Access

BUDGET INFORMATION

Based on School Services of California (SSC) School District and Charter School Financial Projection Dartboard – 2025-26 May Revision, and the Fiscal Crisis and Management Assistance Team (FCMAT) LCFF Calculator, the rates below were used to build ASCSSD's Revised Preliminary Operational Budget.

Table 1:

Description	FY 2025-26
Grades 4-6 Adjusted Base Grant	\$10,411
Grades 7-8 Adjusted Base Grant	\$10,719
Grades 9-12 Adjusted Base Grant	\$12,746
Statutory Cost of Living Allowance (COLA)*	2.30%
ASCSSD's Unduplicated Pupil Percentage (Rolling Average)	74.33%
District's Unduplicated Pupil Percentage (SDUSD)	60.51%

Revenues were calculated based on the following enrollment and ADA projections:

Table 2:

Description	FY 2025-26 (Projected P-2)	FY 2024-25 (Actual P-2)	FY 2023-24 (Actual P-2)
P-2 Enrollment	1,617	1,544	1,633
CBEDS Enrollment	1,435	1,375	1,443
Students Served	2,709	2,766	2,668
P-2 ADA:			
Grade 4-6	45.59	40.42	47.55
Grade 7-8	243.47	234.53	222.66
Grade 9-12	1,279.43	1,230.36	1,345.46
Total ADA	1,568.49	1505.31	1,615.67

REVENUE PROJECTIONS

Table 3:

Description	FY 2025-26
LCFF Sources	\$22,979,430
Federal Revenues	1,236,054
State Revenues Other than LCFF	2,884,337
Local Revenues	1,542,478
Total Projected Revenues	\$28,642,299

- **In Lieu of Property Taxes** of \$9,858.42 per current year (CY) P-2 ADA is based on FY 2024-25 P-2 rate for San Diego Unified School District.
- **Education Protection Account (EPA)** is now a part of the LCFF Calculation. Proposition 30, *The Schools and Local Public Safety Act of 2012*, approved by the voters on November 6, 2012, and amended by Proposition 55 on November 8, 2016, brought about the creation of Education Protection Account. It was intended to minimize deeper cuts to school agencies and other state-supported programs in California. EPA is not an additional source of revenue. A corresponding reduction will be made equally to the school's general-purpose state aid funding for funds received through the EPA. The CDE will allocate EPA revenues on a quarterly basis through the 2030-31 fiscal year.
- **Lottery revenues** are allocated based on CY annual ADA adjusted by the statewide average excused absence factor of 1.04446. Since CY annual ADA is not available until after the fiscal year ends, lottery funding is initially allocated using the prior year's Annual ADA and adjusted in the subsequent fiscal year. Rates used are based on School Services of California's latest estimates: \$82 for Prop 20 (Lottery: Instructional Materials) and \$191 for Non-Prop 20 (Lottery: Unrestricted).

- **Federal Funds**

Titles I, II, III and IV are based on the latest allocation schedules provided by the California Department of Education (CDE) for FY 2025-26.

ESSA: Comprehensive Support and Improvement (CSI) Funding for LEAs:

The CSI program, of the Elementary and Secondary Education Act of 1965, as amended by Every Student Succeeds Act (ESSA) (Public Law 114-95), apportions funds to LEAs to improve student outcomes in schools that meet the criteria for CSI. ASCSSD was granted 2024-25 ESSA CSI funds in the amount of \$472,119, which is included in this year's budget. The project period for this grant began March 18, 2025, and ends on September 30, 2026.

- **Special Education funds** are based on current projections of El Dorado Charter SELPA. **State revenues** are projected at \$917.53 per the highest of 3 years P-2 ADA, while **Federal IDEA** revenues are projected at \$145.00 per PY California Basic Educational Data System (CBEDS) count.
- **Mandate Block Grant Funding** is allocated as a block grant to support various mandated programs. Each year, LEAs will have the option to either choose the mandate block grant funding or to submit a claim for the actual costs to the State Controller's Office. ASCSSD chose to receive the block grant, which is based on PY P-2 ADA with funding rates of \$ \$20.52 for Grades K-8 and \$57.04 for Grades 9-12.
- **Career Technical Education Incentive Grant Program** was established as a state education, economic, and workforce development initiative with the goal of providing pupils in kindergarten and grades 1 to 12, inclusive, with the knowledge and skills necessary to transition to employment and postsecondary education. The purpose of this program is to encourage the development of new career technical education (CTE) programs and enhance and maintain current CTE programs during the implementation of the school district and charter school LCFF. ASCSSD has included \$178,850 in its budget for this fiscal year.
- **Proposition 28**, also known as the **Arts and Music in Schools (AMS) Funding Guarantee and Accountability Act**, provides additional funding for arts education in California public schools. As of November 8, 2022, this initiative requires the state to establish an ongoing program supporting arts instruction in schools starting from 2023-24 academic year. The purpose of the plan is to increase access to arts instruction. ASCSSD's allocation for FY 25-26 is \$254,963. These funds will be used to increase access to arts education, enhance arts curriculum and instruction and foster student engagement and participation.
- Altus Schools Charter School of San Diego (CSSD) was granted \$750,000 through the **Children and Youth Behavioral Health Initiative (CYBHI)** grant in FY 2023-24. These funds are being used to expand and strengthen school-based mental health services, ensuring students have access to timely, culturally responsive, and evidence-based support. With this funding, CSSD hired Healthy Youth School Therapists to provide direct mental health services at resource centers, provided training on evidence-based practices to treat students with anxiety, depression, trauma, and conduct challenges, and purchased a universal mental health

screeners to proactively identify students in need of support. ASCSSD has spent \$277,036 in FY 23-24 and FY 24-25. The remaining fund of \$472,964 is included in this fiscal year.

- **CYBHI School-Linked Partnership and Capacity Grant:** California is implementing the Children and Youth Behavioral Health Initiative (CYBHI) to transform the systems supporting behavioral health for all children, youth, and families in the state, regardless of payer. Under CYBHI, the Department of Health Care Services (DHCS) is authorized to award School-Linked Partnership and Capacity Grants. ASCSSD received a grant of \$130,192 to offer mental health services, acquire technology for socio-emotional learning, supply materials for mental health carts at resource centers, and provide training for Healthy Youth School Therapists and support staff. ASCSSD has included \$104,153 in this fiscal year budget.
- The **Local Educational Agency (LEA) Medi-Cal Billing Option Program** reimburses Altus Schools Charter School of San Diego (ASCSSD) for providing health-related services to Medi-Cal eligible students. ASCSSD participates in recovering costs for essential services, such as speech therapy, counseling, and physical therapy, ensuring these services are accessible to all students. This program helps ASCSSD enhance its support for students' health and well-being. Services are reimbursed through a process where the school submits claims to Medi-Cal for covered services and receives interim payments, which are later reconciled with actual costs through a cost report. ASCSSD has budgeted \$25,271 in revenue for FY 2025-26.
- Altus Schools San Diego Corporation, which operates and manages Altus Schools Charter School of San Diego, applied for the **School-Based Medi-Cal Administrative Activities (SMAA) program**. This program allows the school to claim federal reimbursement for a portion of the costs associated with administering Medi-Cal-related activities. These activities include outreach and referral, facilitating Medi-Cal applications, arranging non-emergency/non-medical transportation, program planning and policy development, and claims coordination.

The reimbursement is calculated based on the time and effort our staff dedicate to these activities, as determined by the Random Moment Time Survey (RMTS) methodology. This ensures that we accurately capture the percentage of staff time that qualifies for reimbursement. We expect the SMAA revenue to contribute significantly to offsetting the costs of these essential administrative functions, thereby supporting our overall budget and enhancing our ability to provide comprehensive health and support services to our students. ASCSSD has budgeted to receive \$68,630 this fiscal year, which is included under local revenue.

NUMBER OF FULL-TIME EQUIVALENT (FTE) FACULTY

Table 4:

POSITIONS	OBJECT CODE	FY 2025-26
Teachers (Gen. Ed, Special Ed*, Instr'l Leads, LAs)	1100	62.75
Certificated Pupil Support (Counselors/Nurses/Healthy Youth Therapist/Psychologists)	1200	8.05
Certificated Supervisor & Administrator	1300	5.00
Other Certificated Teacher Resource (CTR)	1900	10.00
Classified Instructional Support (RCA)	2100	7.00
Classified Support (Admin Support)	2200	0.72
Classified Supervisor & Administrator	2300	4.00
Clerical, Technical & Office Staff	2400	16.44
Other Classified (Administrative Support)	2900	0.50
TOTAL FTE POSITIONS BUDGETED		114.46

- * To ensure compliance with Special Ed regulations, FTE position for Special Ed is at one Special Ed Resource Specialist for every 28 caseloads. We calculated the caseload by multiplying the total enrollment by the percentage of Special Ed population compared to the total student population. For FY 2025-26, we estimated the Special Ed population at 24%.

EMPLOYEE BENEFITS

Employee benefits were calculated using the following rates:

Table 5:

	Object	Certificated	Classified
STRS (Teachers Retirement)	3111-12	19.10%	
PERS (Classified Retirement)	3211-12		26.81%
OASDI (Social Security)	3311-12		6.20%
MEDICARE	3321-22	1.45%	1.45%
Health & Welfare - Self-Insured Plan <u>Monthly Rates</u>			
- Medical \$2,500	3401-02		
- Dental \$ 120			
- Vision \$ 27			
- Life Ins. .00114			
State Unemployment Insurance	3501-01	0.05%	0.05%
Worker Compensation Insurance	3601-02	0.98%	0.98%

SALARY INCREASE

The FY 2025–26 revised operational budget includes an 18% across-the-board general salary increase to all employees (except Senior Leaders) who are actively employed when the Board adopts the Board Resolution No. 2025090401 effective July 1, 2025. The salary increase is critical in maintaining competitive and equitable compensation. The Board recognizes that its employees are critical to the success of its educational programs and to fulfill the mission of providing high-quality, personalized education to students. The estimated salary increase is detailed in the table below.

Table 6:

DESCRIPTION	FY 2025-26
Salary – Certificated	1,368,674
Salary – Classified	307,633
Total Salary	1,676,308
Benefits – Certificated	295,360
Benefits – Classified	109,179
Total Benefits	404,539
Grant Total	2,080,847

NUTRITION PROGRAM EXPENDITURES UNDER OBJECT CODE 4700

Altus Schools Charter School of San Diego (ASCSSD) has implemented a meal program that complies with the State Meal Mandate for Non-classroom Based Charter Schools, following the California Department of Education’s Universal Meals Program guidelines and California Education Code Section 49501.5. This code requires charter schools serving grades TK–12 to provide breakfast and lunch free of charge during each school day to any pupil who requests a meal without consideration of the pupil’s eligibility for a federally funded free or reduced-price meal, with a maximum of one free meal for each meal service period. The meals must be nutritionally adequate and meet federal reimbursement standards. ASCSSD shall provide each student with adequate time to eat as determined by the Charter School in consideration of available guidance.

RESEARCH AND DEVELOPMENT EXPENDITURES UNDER OBJECT CODES 4300 AND 5200

ASCSSD has allocated \$81,000 for research and development to support works directed toward innovation, introduction, and improvement necessary for the support of the school consistent with Altus Schools San Diego’s mission and purpose.

PROFESSIONAL/CONSULTING SERVICES AND OTHER OPERATING EXPENDITURES UNDER OBJECT CODE 5800

The total budget amount for Object Code 5800 is \$3,082,369 representing 10.76% of the Operational Budget. Included in this object code are the district's oversight fees, marketing fees, maintenance agreements, student information systems, technology services, personnel testing, annual financial audits, student files audit, advertising, printing services, MAP assessments, Special Education Services and Support, El Dorado Charter SELPA Admin Fee, software licenses, and legal fees.

MARKETING

Pursuant to Education Code Section 47605 (b)(5)(G), ASCSSD will provide means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the general population residing within the territorial jurisdiction of the District. The authorizing District has a broad and diverse student population. The budget for marketing will support significant outreach efforts to ensure that the student body of ASCSSD reflects the diverse characteristics of the territorial jurisdiction of the authorizing District. ASCSSD has deployed an integrated marketing plan to support organizational growth. To reach ASCSSD's target audience, messaging has been tailored for the following mediums: Television, Billboards, Street Posters, Postcards, Email, Mobile, Social Media, Radio and Bus Ads. For FY 2025-26, ASCSSD has allocated \$ 286,423 for marketing expenses included in the object code 5800 and represents 1% of its total budget.

DISTRICT OVERSIGHT FEES

ASCSSD will pay its authorizing District (San Diego Unified School District) oversight fees of **1 percent** for apportionments received from the State for LCFF Revenues. The following are revenues subject to the calculation of **1 percent oversight fees**:

- Object Code 8011 - LCFF State Aid – Current Year
- Object Code 8012 - Education Protection Account (EPA) Entitlement
- Object Code 8019 - State Aid Prior Years - LCFF
- Object Code 8019 - State Aid Prior Years - EPA
- Object Code 8096 - Charter Schools Funding In Lieu of Property Taxes

ASCSSD has budgeted \$229,794 for oversight fees for FY 2025-26.

RESERVES

ASCSSD has allocated reserves of \$716,058 for FY 2025-26 representing 2.5% of total revenues of \$28,642,299.

FACILITIES

ASCSSD carries contractual lease agreements with an annual cost of \$1,766,635 for FY 2025-26. The total cost of the current lease contracts from July 2025 through the end of the lease term (Year 2032) is \$13,025,538. ASCSSD has allocated reserves for this amount. Per the Reserve Policy adopted by the Board, the School shall designate a Contingency/Strategic Reserve Fund to provide a strategic reserve for the school. One of the components of the Contingency/Strategic Reserve Fund is the contractual obligation for facility leases.



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

REVENUES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
LOCAL CONTROL FUNDING FORMULA (LCFF) SOURCES					
LCFF State Aid - Current Year	8011	+	\$ 7,202,899.00	\$ 7,365,008.00	\$ (162,109.00)
Education Protection Account (EPA)	8012	+	313,698.00	313,698.00	-
In Lieu of Property Taxes - Current Year	8096	+	15,462,833.00	15,287,539.00	175,294.00
TOTAL, LCFF SOURCES		=	\$ 22,979,430.00	\$ 22,966,245.00	\$ 13,185.00
FEDERAL REVENUES					
Special Ed: IDEA Basic Local Assistance Entitlement Part B	8181	+	199,375.00	199,665.00	\$ (290.00)
Special Ed: Mental Health ADA	8182	+	20,430.00	20,430.00	-
Title I, Part A, Improving Basic Programs	8290	+	439,738.00	457,636.00	(17,898.00)
Title II, Part A, Supporting Effective Instruction	8290	+	49,473.00	58,944.00	(9,471.00)
Title III, Part A, English Learner Student Program	8290	+	24,877.00		24,877.00
Title IV, Part A, Student Support and Academic Enrichment	8290	+	30,042.00	29,490.00	552.00
Comprehensive Support and Improvement (CSI)	8290	+	472,119.00	377,695.00	94,424.00
TOTAL, FEDERAL REVENUES		=	\$ 1,236,054.00	\$ 1,143,860.00	\$ 92,194.00
STATE REVENUES OTHER THAN LCFF					
Mandate Block Grant	8550	+	\$ 75,822.00	\$ 75,819.00	\$ 3.00
Lottery: Unrestricted	8560	+	312,901.00	312,901.00	-
Lottery: Instructional Materials	8560	+	134,334.00	134,334.00	-
Special Ed - State	8792	+	1,482,410.00	1,482,410.00	-
Special Ed - Mental Health Level III (NPS)	8792	+	317,303.00	199,179.00	118,124.00
Special Ed: Mental Health Services - Level 2	8590	+	127,754.00	140,900.00	(13,146.00)
Career Technical Education Incentive Grant Program	8590	+	178,850.00	178,850.00	-
Arts and Music in Schools (Prop 28)	8590	+	254,963.00	244,797.00	10,166.00
TOTAL, STATE REVENUES		=	\$ 2,884,337.00	\$ 2,769,190.00	\$ 115,147.00
LOCAL REVENUES					
Interest Income	8660	+	\$ 724,037.00	\$ 630,235.00	\$ 93,802.00
All Other Local Revenue	8699	+	147,423.00	105,126.00	42,297.00
LEA BOP	8699	+	25,271.00	24,306.00	965.00
Children and Youth Behavioral Health Initiative (CYBHI)	8699	+	472,964.00	483,174.00	(10,210.00)
Children and Youth Behavioral Health Initiative (CYBHI) Capacity Grant	8699	+	104,153.00	104,153.00	-
School Based MediCal Admin Reimbursement (SMAA)	8699	+	68,630.00	44,372.00	24,258.00
TOTAL, LOCAL REVENUES		=	\$ 1,542,478.00	\$ 1,391,366.00	\$ 151,112.00
TOTAL, REVENUES			\$ 28,642,299.00	\$ 28,270,661.00	\$ 371,638.00



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

EXPENDITURES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
CERTIFICATED SALARIES					
Certificated Teachers' Salaries	1100	+	\$ 7,506,320.00	\$ 6,826,210.00	\$ 680,110.00
Certificated Pupil Support Salaries	1200	+	1,138,731.00	796,870.00	341,861.00
Certificated Supervisors' & Administrators' Salaries	1300	+	1,099,977.00	978,724.00	121,253.00
Other Certificated Salaries	1900	+	462,054.00	493,410.00	(31,356.00)
TOTAL, CERTIFICATED SALARIES		=	\$ 10,207,082.00	\$ 9,095,214.00	\$ 1,111,868.00
CLASSIFIED SALARIES					
Classified Instructional Salaries	2100	+	\$ 156,949.00	\$ 347,301.00	\$ (190,352.00)
Classified Support Salaries	2200	+	58,722.00	44,880.00	13,842.00
Classified Supervisors' and Administrators' Salaries	2300	+	784,196.00	686,577.00	97,619.00
Clerical, Technical and Office Staff Salaries	2400	+	1,218,840.00	1,122,147.00	96,693.00
Other Classified Salaries	2900	+	65,051.00	54,610.00	10,441.00
TOTAL, CLASSIFIED SALARIES		=	\$ 2,283,758.00	\$ 2,255,515.00	\$ 28,243.00
EMPLOYEE BENEFITS					
STRS Retirement	3100	+	\$ 2,009,514.00	\$ 1,788,001.00	\$ 221,513.00
PERS Retirement	3200	+	528,110.00	533,376.00	(5,266.00)
Social Security/Medicare	3300	+	303,246.00	287,933.00	15,313.00
Health and Welfare Benefits	3400	+	3,722,446.00	4,157,436.00	(434,990.00)
Unemployment Insurance	3500	+	6,245.00	5,675.00	570.00
Workers Compensation Insurance	3600	+	122,410.00	110,102.00	12,308.00
TOTAL, EMPLOYEE BENEFITS		=	\$ 6,691,971.00	\$ 6,882,523.00	\$ (190,552.00)
TOTAL, PERSONNEL COST			\$ 19,182,811.00	\$ 18,233,252.00	\$ 949,559.00



**REVISED PRELIMINARY OPERATIONAL BUDGET
FY 2025-2026**

EXPENDITURES

DESCRIPTION	ACCOUNT CODES		REVISED PRELIMINARY BUDGET	PRELIMINARY BUDGET	INCREASE (DECREASE)
BOOKS AND SUPPLIES					
Textbooks and Core Curricula Materials	4100	+	\$ 12,500.00	\$ 15,000.00	\$ (2,500.00)
Books and Other Reference Materials	4200	+	4,000.00	5,000.00	(1,000.00)
Materials and Supplies	4300	+	277,137.00	245,715.00	31,422.00
On-Line Courses	4312	+	279,082.00	279,082.00	-
Research and Development	4313	+	20,250.00	20,250.00	-
Noncapitalized Equipment	4400	+	170,400.00	170,500.00	(100.00)
Food	4700	+	85,954.00	67,500.00	18,454.00
TOTAL, BOOKS AND SUPPLIES		=	\$ 849,323.00	\$ 803,047.00	\$ 46,276.00
SERVICES, OTHER OPERATING EXPENSES					
Travel and Conference	5200	+	\$ 126,608.00	\$ 150,155.00	\$ (23,547.00)
Research and Development Travel	5202	+	60,750.00	60,750.00	-
Dues and Memberships	5300	+	56,342.00	56,342.00	-
Liability Insurance	5400	+	269,228.00	219,627.00	49,601.00
Operations and Housekeeping Services	5500	+	700,181.00	703,593.00	(3,412.00)
Rental, Leases, Repairs & Non-Capitalized Improvements	5600	+	2,259,111.00	2,295,056.00	(35,945.00)
Professional/Consulting Services/Operating Exp.	5800	+	2,795,947.00	2,609,615.00	186,332.00
Marketing Fees	5812	+	286,423.00	424,060.00	(137,637.00)
Communications	5900	+	336,682.00	298,795.00	37,887.00
TOTAL, SERVICES AND OTHER OPERATING EXPENSES		=	\$ 6,891,272.00	\$ 6,817,993.00	\$ 73,279.00
CAPITAL OUTLAY					
Depreciation - Buildings	6900	+	\$ 606,583.00	\$ 606,583.00	\$ -
Depreciation - Leasehold Improvements	6900	+	315,092.00	315,092.00	-
Depreciation - Equipment	6900	+	71,156.00	71,156.00	-
TOTAL, CAPITAL OUTLAY		=	\$ 992,831.00	\$ 992,831.00	\$ -
OTHER OUTGO					
Debt Service Payment - Interest (Capitalized Leases)	7438	+	\$ 10,004.00	\$ 10,004.00	\$ -
TOTAL, OTHER OUTGO		=	\$ 10,004.00	\$ 10,004.00	\$ -
RESERVES					
Operation Reserve (Non-Payroll Expenses)	9780	+	\$ 358,029.00	\$ 706,767.00	\$ (348,738.00)
Reserve for Economic Uncertainties	9789	+	358,029.00	706,767.00	(348,738.00)
TOTAL, RESERVES		=	\$ 716,058.00	\$ 1,413,534.00	\$ (697,476.00)
%			2.50%	5.00%	
TOTAL, EXPENDITURES			\$ 28,642,299.00	\$ 28,270,661.00	\$ 371,638.00