

PALISADES CHARTER HIGH SCHOOL

2013-2014 CONSOLIDATED APPLICATION & REPORTING

Local Governing Board Approval

The LEA is required to review and receive approval of their Application for Funding selections with their local governing board.

Date of approval by local governing board: (ex. 04/30/2012)

District English Learner Advisory Committee (DELAC) Review

Per Title 5 of the California Code of Regulations Section 11308, if your district has more than 50 English learners the district must establish a District English Learner Advisory Committee (DELAC) and involve them in the application for funding for programs that serve English learners.

DELAC representative's full name:

DELAC review date:

Meeting minutes web address:

Please enter the Web address of DELAC review meeting minutes. If a Web address is not available, the LEA must keep the minutes on file which indicates that the application is approved by the committee.

DELAC comment:

If an advisory committee refused to review the application, or if DELAC review is not applicable, enter a comment.

Application for Categorical Programs

To receive specific categorical funds for a school year the LEA must apply for the fund by selecting Yes. Only the categorical funds the LEA is eligible to receive are displayed.

* Title I Part A (Basic Grant):

ESEA Sec. 1111 et seq.

SACS 3010 No Yes

* Title II Part A (Teacher Quality):

ESEA Sec. 2101

SACS 4035 No Yes

* Title III Part A Immigrant:

ESEA Sec. 3102

SACS 4201 No Yes

* Title III Part A LEP:

ESEA Sec. 3102

SACS 4203 No Yes

Commercial Insurance Proposal

Palisades Charter High School

15777 Bowdoin St.
Pacific Palisades, CA 90272

June 18, 2014

Presented by: Rachelle Aros, CIC, AAI, CISR



A Division of:  Arthur J. Gallagher & Co. Insurance Brokers of California, Inc.

505 N. Brand Blvd, Suite 600
Glendale, CA 91203
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(818) 539-2301 Fax
License No. 072693

IMPORTANT: This proposal is an outline of certain terms and conditions of the insurance proposed by the insurers, based on the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, conditions of the actual policy contract language. The insurance policies themselves must be read for those details. Policy forms for your reference will be made available upon request.

Mission Statement

We are a global insurance and marketing company with more than 75 years of integrity in working with our clients, colleagues and partner markets to provide risk solutions and services. We are committed to being an active and responsible corporate citizen and involved in the well being of our communities.

Our Mission Is:

To **provide** our clients with innovative, cost-effective risk solutions with the highest level of professional service and integrity.

To **create** an environment for our employees that provides opportunity for growth and development.

To **build** and sustain long-lasting, honest and profitable relationships with our insurance carriers through beneficial objectives and ethical standards.

To **deliver** shareholder value by creating long-term, beneficial partnerships, between our clients, ourselves and our partner markets.

Account Management Team

Chapman is proud of its team of insurance professionals. We provide a full range of services and products to meet our clients' needs and equip our office with the latest technology, allowing us to service your needs quickly and efficiently. When you entrust your insurance to us, you receive the collective talents of an assigned team selected from our professional staff. We match your Nonprofit's service needs with the expertise of our team members. A short biography of the team we have selected for you is included below.

Greg Chapman, ARM, CIC, President

Greg is the President of Chapman. Greg graduated Cum Laude from the University of San Diego with a BA in International Political Economy. He received an MBA from Marshall School of Business at the University of Southern California in 2000. Greg joined Chapman in February of 1997, after working three years as an underwriter for Chubb Insurance Company, and three years for Swett & Crawford, a national surplus lines casualty broker. Greg actively manages our southern California office, while overseeing our central coast and northern California offices as well. His main responsibility is to manage the relationships with our insurance carriers, and create specialized insurance programs for our clients. Greg has earned his Associate in Risk Management degree and his Certified Insurance Counselor (CIC) designation. He is a faculty member at The Center for Nonprofit Management in Los Angeles and Sacramento and has a Certificate in Nonprofit Management from California State, Los Angeles.

Rachelle Aros, CISR, CIC, AAI, Vice President

Rachelle began in the insurance industry in 2003 with Brown & Brown Insurance. She spent the first seven years of her career advising and supporting commercial clients with successful carrier placement, servicing needs throughout growth and decline periods. In 2010 Rachelle relocated from Phoenix, Arizona to Los Angeles to broaden her industry experience and pursue a production role for Brown & Brown. Committed to sustaining relevant and valuable knowledge of our ever-changing industry, Rachelle has earned the designations of Certified Insurance Counselor (CIC), Accredited Advisor in Insurance (AAI) and Certified Insurance Service Representative (CISR). Joining the Chapman team in 2011, Rachelle's years servicing and supporting clients provides the platform for her comprehensive approach to providing personalized insurance programs that meet the unique needs of each client.

Annie Lee, CISR, CIC, Senior Client Advisor

Annie joined Chapman in February 2002 and has worked in various positions within the company, including Marketing and Training. The combined experience has provided her with a vast background in insurance and valuable relationships with carriers. She enjoys working with different types of non-profit organizations and learning about the services they provide. Annie is committed to understanding the unique insurance needs of her clients and making sure they receive excellent customer service.

Contact Information

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President

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Ellen Karapetyan

Client Advisor Assistant

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Payments

Payable to: Arthur J Gallagher & Co Insurance Brokers of California Inc
Address: P. O. Box 742886, Los Angeles, CA 90074-2886
Main Phone: 818-539-2300

Reporting Claims

If you would like our office to assist you with reporting claims, please note the important contact information:

Email contact: Ashley_Chuong@ajg.com
Phone: 818-539-1291
Fax: 818-539-1591
Address for mail: 505 N. Brand Blvd, Glendale, CA 91203

Each and every policy contains specific instructions on how, when and where to report claims to the insurer.

Please note that nothing in this notice amends any notice provisions contained in any of your insurance policies. In the event you do need assistance please use the phone numbers above.

Certificate Requests

Please submit a completed Certificate Request form to our office. Forms are available online on the Client Portal page of our website: www.chapmanins.com

Changes and Developments

It is important that we be advised of any changes in your operations that may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

1. Changes in any operation such as expansion to other states or countries, new products.
2. Mergers and/or acquisition of new companies.
3. Any newly assumed contractual liabilities, granting of indemnities, or hold harmless agreements.
4. Circumstances that may require increased liability insurance limits.
5. Any changes in fire or theft protection, such as the alterations, disconnection, or installation of or disconnection of sprinkler systems, special extinguishing systems, burglar or fire alarms, guard service.
6. Changes to scheduled equipment such as contractors' equipment, electronic data processing, new production or manufacturing equipment.
7. Changes to property of yours that is in transit, unless we have previously arranged for the insurance.
8. Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises purchased, constructed, or occupied.

2014 ~ 2015 Premium Summary/Comparison

Option 1- Charter First Excess Liability

Line of Business	Expiring Premium	Renewal Premium
Package	\$91,108	\$99,908
Charter First Excess Liability \$10 Million*	\$21,997	\$22,063.22
Directors & Officers Liability	\$32,061	\$39,913
Directors & Officers Excess	\$15,730	Now Covered by Excess Liability
Workers Compensation	\$255,523	\$263,383
Total Annual Premium:	\$416,419	\$425,267.22
Student & Volunteer Accident \$1 Million*	-	\$26,179
Grand Total Annual Premium:	-	\$451,446.22

Additional Limits Available

Line of Business	Additional Limits	Premium	Difference
*Excess Liability	\$15,000,000	\$24,230.81	+\$2,167.59
*Excess Liability	\$20,000,000	\$27,066.53	+\$5,003.31
*Excess Liability	\$25,000,000	\$29,903.78	+\$7,840.56

Line of Business	Additional Limits	Premium	Difference
*Catastrophic Student Accident	\$5,000,000	\$27,154	+\$1,015

*Accident premium is fully earned and nonrefundable upon the effective day of the coverage.

Option 2

Line of Business	Expiring Premium	Renewal Premium
Package	\$91,108	\$99,908
Philadelphia Umbrella	\$21,997	\$23,424
Directors & Officers Liability	\$32,061	\$39,913
Directors & Officers Excess	\$15,730	\$19,757
Workers Compensation	\$255,523	\$263,383
Total Annual Premium:	\$416,419	\$446,840

Binding Instructions

In order to bind coverage the following items must be received by 6/30/14:

1. Signed Proposal Acceptance
2. Signed Directors & Officers Claim Reporting Provisions
3. Excess Liability Requirements: Signed D-1 Form
4. Accident Requirement: Signed Application

This quotation is valid until 6/30/14 after which time the carrier reserves the right to re-quote based upon the current rates and available coverage terms.

Proposal Acceptance

Named Insured: Palisades Charter High School

Yes	No	Option
<input type="checkbox"/>	<input type="checkbox"/>	Package, Philadelphia \$99,908
<input type="checkbox"/>	<input type="checkbox"/>	D&O Liability, Philadelphia \$39,913
<input type="checkbox"/>	<input type="checkbox"/>	Workers Compensation, Republic Indemnity \$263,383.00
<input type="checkbox"/>	<input type="checkbox"/>	Excess Liability Lexington, (\$10MM Limit) \$22,063.22
<input type="checkbox"/>	<input type="checkbox"/>	Excess Liability Lexington, (\$15MM Limit) \$24,320.81
<input type="checkbox"/>	<input type="checkbox"/>	Excess Liability Lexington, (\$20MM Limit) \$27,066.53
<input type="checkbox"/>	<input type="checkbox"/>	Excess Liability Lexington, (\$25MM Limit) \$29,903.78
<input type="checkbox"/>	<input type="checkbox"/>	Accident & \$1M CAT Accident, Gerber Life Insurance \$26,179
<input type="checkbox"/>	<input type="checkbox"/>	Accident & \$5M CAT Accident, Gerber Life Insurance \$27,154
<input type="checkbox"/>	<input type="checkbox"/>	Umbrella, Philadelphia \$23,424
<input type="checkbox"/>	<input type="checkbox"/>	D&O Excess Liability, RSUI – \$19,757

Payment Options

Premiums for the above policies are due and payable as billed, in full or as insurance company installments. Premiums may be financed, subject to acceptance by an approved finance company. Note: Following acceptance, completion (and signature) of a premium finance agreement with the specified down payment is required.

- Annual Premium
- Monthly Installments – Available on Package, D&O & Workers Compensation
- Premium Finance – Available on Excess Liability and Accident

This proposal is an outline of the coverages proposed by the respective insurers based on the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, or conditions of the actual contract language. The policies themselves must be read for those details. Policy forms for your reference will be made available upon request.

We agree that your liability to us arising from your negligent acts or omissions, whether related to the insurance or surety placed pursuant to these binding instructions or not, shall not exceed \$20 million, in the aggregate. Further, without limiting the foregoing, we agree that in the event you breach your obligations, you shall only be liable for actual damages we incur and that you shall not be liable for any indirect, consequential or punitive damages.

I have reviewed and accept the policies and disclosures as outlined in this proposal with the changes or choices shown above.

Signature

Date

Title

Marketing Summary

The following markets were approached on your behalf in order to ensure the most competitive quote was secured for your agency's insurance proposal.

Coverage	Company	Response
Workers Compensation	Republic Indemnity	Quoted \$263,383
Workers Compensation	Hartford	Quoted \$268,813
Workers Compensation	NY Marine & General	Declined due to exposure
Workers Compensation	Travelers Insurance Co	Declined due to exposure
Workers Compensation	Alaska National	Declined due to exposure
Umbrella	Philadelphia	Quoted \$23,424 for \$10MM Limit
Excess	Lexington	Quoted \$22,063.22 for \$10MM Limit
Accident	Gerber Life	Quoted \$26,179
Package	Philadelphia	Quoted \$99,908
D&O Liability	Philadelphia	Quoted \$39,913
D&O Excess Liability	Arrowhead Surplus	Quoted \$19,757

Named Insured Schedule

1. Palisades Charter High School

Note: Any entity not named in this proposal, may not be an insured entity. This may include partnerships and joint ventures.

Location Schedule

Loc #	Bldg #	Address
1	1	15777 Bowdoin St. • Pacific Palisades, CA 90272
1	2	15777 Bowdoin St. • Pacific Palisades, CA 90272

Property

Issuing Company: Philadelphia Indemnity Insurance Company
 Proposed Policy Term: 6/30/2014 to 6/30/2015

Coverage Detail

Subject		Amount	Valuation	Coins %	Cause of Loss	Ded
Loc #: 1	Bldg #: 1	15777 Bowdoin St., Pacific Palisades, CA (School)				

Business Personal Property	\$6,540,000	Agreed Value	90%	Special	\$1,000
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Business Income	\$1,000,000	Agreed Value		Special	72 Hours
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Legal Liability – Building	\$500,000				
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Subject		Amount	Valuation	Coins %	Cause of Loss	Ded
Loc #: 1	Bldg #: 2	15777 Bowdoin St., Pacific Palisades, CA (pool)				

Pool	\$3,425,000	Agreed Value	90%	Special	\$1,000
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Building	\$1,539,000	Agreed Value	90%	Special	\$1,000
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Business Personal Property	\$75,000	Agreed Value	90%	Special	\$1,000
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Coinsurance Penalty Example (if applicable)

Insurance Carried ÷ Insurance Required x Loss – Deductible = Settlement

Example of Coinsurance formula applied to a hypothetical loss situation:

Property Value	=	\$1,000,000
Coinsurance Amount	=	80%
Deductible	=	\$500
Insurance Required	=	\$800,000 (80% of \$1,000,000)
Insurance Carried	=	\$400,000
Loss Incurred	=	\$200,000

Settlement determined by applying the coinsurance formula:

$$\frac{\$400,000 \text{ (Insurance carried)}}{\$800,000 \text{ (Insurance required)}} \times \$200,000 \text{ (Loss)} - \$500 \text{ (Deductible)} = \$99,500 \text{ Settlement}$$

Note: If the property in the above example is insured for the full insurance required (\$800,000), the insured will recover \$199,500. In the above example, the insured will suffer a \$100,000 penalty for not being insured to the proper limit.

Additional Coverages Provided

- Property Broadening Endorsement: Property Elite Enhancement School
- Boiler and Machinery Coverage – Property Damage Limit \$11,039,000

Exclusions include, but are not limited to:

- Earthquake
- Earthquake Sprinkler Leakage
- Flood
- Civil Authority
- Ingress/Egress
- Leasehold Interest

Electronic Data Processing

Issuing Company: Philadelphia Indemnity Insurance Company
Proposed Policy Period: 6/30/2014 to 6/30/2015

Coverage Detail

Subject		Amount	Co-Insurance	Valuation	Deductible
Loc#: 1	Bldg #: 1	15777 Bowdoin St.			
Blanket Computer Coverage		\$1,500,000	90%	Replacement Cost	\$1,000

Crime / Fidelity

Issuing Company: Philadelphia Indemnity Insurance Company
Proposed Policy Period: 6/30/2014 to 6/30/2015

Coverage Detail

Coverage Form:

Subject	Blanket or Schedule	Amount	Deductible
Employee Theft	Blanket	\$1,000,000	\$10,000
Theft of Money and Securities Inside the Premises	Blanket	\$5,000	\$500
Outside the Premises Money & Securities Other Property	Blanket	\$5,000	\$500
Kidnap, Ransom Extortion	Blanket	\$5,000	\$500
Money Orders and Counterfeit Paper Currency	Blanket	\$5,000	\$500

General Liability

Issuing Company: Philadelphia Indemnity Insurance Company
 Proposed Policy Period: 6/30/2014 to 6/30/2015

Coverage Detail

Policy Form: Occurrence, Subject to Annual Audit

Limits of Liability	Description
\$1,000,000	Per Occurrence
\$3,000,000	Annual Aggregate, Other Than Products
\$3,000,000	Annual Aggregate, Products & Completed Operations
\$1,000,000	Personal And Advertising Injury Limit
\$100,000	Fire Damage Liability
\$5,000	Medical Expense Each Claim
\$1,000,000	Employee Benefits Liability (EBL) Occurrence Limit – Claims Made EBL Retroactive Date 6/30/2003
\$1,000,000*	Employee Benefits Liability (EBL) Aggregate Limit – Claims Made
\$1,000,000*	Sexual/Physical Abuse or Molestation – Occurrence Limit
\$1,000,000	Sexual/Physical Abuse or Molestation – Aggregate Limit
\$1,000,000	Educator’s Professional Legal Liability Limit Retroactive Date 6/30/2003
\$1,000,000	Educator’s Professional Legal Liability Aggregate Limit
\$100,000	Educator’s Legal Defense Reimbursement Limit
\$300,000	Educator’s Legal Defense Reimbursement Aggregate Limit
\$1,000	Educator’s Professional Legal Liability Deductible

****New Excess Liability Policy covers Sexual/Physical Abuse or Molestation to the full limit of coverage, proposed and expiring policy limit is \$10 Million.***

Schedule of Hazards

Loc#	Bldg#	Classification	Exposure & Premium Basis
1	1	High School - 15777 Bowdoin St	2900 STUDENTS
1	2	Swimming pool	1

Additional Coverages Provided

- Employees & Volunteers as Additional Insured
- Additional Insured, Funding Sources & Landlords
- General Liability Enhancement Endorsement(s): Liability Deluxe

Exclusions include, but are not limited to:

- Employment-Related Practices Exclusion
- Fungi or Bacteria Exclusion
- Exclusion of Certified Nuclear, Biological, Chemical
- Exclusion of Terrorism/Nuclear, Biological or Chemical
- Exclusion - Corporal Punishment

Commercial Auto

Issuing Company: Philadelphia Indemnity Insurance Company
Proposed Policy Period: 6/30/2014 to 6/30/2015

Coverage Detail

Limits	Symbol(s)	Description
\$1,000,000	8, 9	Liability Combined Single Limit
Included	9	Non-Owned Auto Liability
Included	8	Hired & Borrowed Auto Liability
Not Included	8	Hired Auto Physical Damage – Other Than Collision (OTC) Deductible Losses are valued at the least of the cost to: Repair the damaged vehicle; Replace the vehicle with like type or kind; Actual cash value at the time of loss, less deductible
Not Included	8	Hired Auto Physical Damage – Collision Deductible Losses are valued at the least of the cost to: Repair the damaged vehicle; Replace the vehicle with like type or kind; Actual cash value at the time of loss, less deductible

Policy is subject to annual audit.

Commercial Auto (Continued)

Commercial Auto policies utilize a set of coverage symbols to stipulate a category of covered autos. One or more symbols are assigned to each coverage purchased indicating which autos that coverage applies to. Please refer to your policy and make certain that you read and understand the various auto symbols and associated descriptions. Specific symbols may apply to either a particular kind of vehicle or the vehicle's ownership status. The symbols could also differ depending upon whether the coverage is for liability or physical damage. Also, in certain circumstances, an insurance company may agree to provide coverage for an auto scenario that is not described in the auto symbols. When this occurs, a unique symbol and related description is used. **If you have any questions regarding the auto symbols or associated descriptions contained in your policy, please contact us**

Symbol	Description Of Covered Auto Designation Symbols	
1	Any "Auto"	
2	Owned "Autos" Only	Only those "autos" you own (and for Liability Coverage any "trailers" you don't own while attached to power units you own). This includes those "autos" you acquire ownership of after the policy begins.
3	Owned Private Passenger "Autos" Only	Only the private passenger "autos" you own. This includes those private passenger "autos" you acquire ownership of after the policy begins.
4	Owned "Autos" Other Than Private Passenger "Autos" Only	Only those "autos" you own that are not of the private passenger type (and for Liability Coverage any "trailers" you don't own while attached to power units you own). This includes those "autos" not of the private passenger type you acquire ownership of after the policy begins.
5	Owned "Autos" Subject To No-fault	Only those "autos" you own that are required to have no-fault benefits in the state where they are licensed or principally garaged. This includes those "autos" you acquire ownership of after the policy begins provided they are required to have no-fault benefits in the state where they are licensed or principally garaged.
6	Owned "Autos" Subject To A Compulsory Uninsured Motorists Law	Only those "autos" you own that because of the law in the state where they are licensed or principally garaged are required to have and cannot reject Uninsured Motorists Coverage. This includes those "autos" you acquire ownership of after the policy begins provided they are subject to the same state uninsured motorists requirement.
7	Specifically Described "Autos"	Only those "autos" described in Item Three of the Declarations for which a premium charge is shown (and for Liability Coverage any "trailers" you don't own while attached to any power unit described in Item Three).
8	Hired "Autos" Only	Only those "autos" you lease, hire, rent or borrow. This does not include any "auto" you lease, hire, rent or borrow from any of your "employees", partners (if you are a partnership), members (if you are a limited liability company) or members of their households.
9	Non-owned "Autos" Only	Only those "autos" you do not own, lease, hire, rent or borrow that are used in connection with your business. This includes "autos" owned by your "employees", partners (if you are a partnership), members (if you are a limited liability company) or members of their households but only while used in your business or your personal affairs.

Directors' & Officers' Liability

Issuing Company: Philadelphia Indemnity Insurance Company
Proposed Policy Period: 6/30/2014 to 6/30/2015

Coverage Detail

Coverage Part	Each Claim	Retention	Retroactive Date	Prior & Pending Date
Directors' & Officers' Liability	\$5,000,000	\$10,000	Full Prior Acts	6/30/2003
Employment Practices Liability	\$5,000,000	\$10,000	Full Prior Acts	6/30/2003
Policy Aggregate	\$5,000,000			

Policy Provisions

- Policy is written on a Claims Made basis.
- Defense Costs would be provided Outside the limit of liability.
- The insurance company would have the duty to defend covered claims.
- Punitive/Exemplary Damages are not covered.
- Most Favorable Venue is not covered.

Exclusions include, but are not limited to:

- Breach of Contract claims will be **EXCLUDED**, except for employee related contracts. For breach of contract claims not related to employee matters, the company will neither pay to defend the claim nor pay any judgment
- Failure to Maintain Insurance
- Sexual Abuse Exclusion
- Professional Services Exclusion(Supervision Carve-Out)
- Accreditation/Certification/Standard Setting Exclusion

If you have knowledge of any incidents that are likely to lead to a claim, and have not been reported to the carrier it may not be prudent to change carriers at this time. If you are aware of such an incident please contact our office as soon as possible.

Commercial Excess Liability – Option 1

Issuing Company: Lexington Insurance Company (Charter First Program)
 Proposed Policy Term: 6/30/2014 to 6/30/2015

Coverage Detail

Policy Form: Occurrence

Limits	Description
\$10,000,000	Each Event Limit
\$10,000,000	Overall Policy Aggregate Limit
\$10,000,000	Sexual Abuse Liability Limit
\$0	Retained Limit

Underlying Coverages

Policy Type	Carrier / Policy #	Policy Period	Limits
Automobile Liability CSL	Philadelphia	6/30/2014 – 6/30/2015	\$1,000,000
General Liability Each Occurrence General Aggregate Products & Comp Ops Personal & Adv Injury	Philadelphia	6/30/2014 – 6/30/2015	\$1,000,000 \$3,000,000 \$1,000,000 \$1,000,000
Employers Liability Each Accident Disease Policy Limit Disease Each Employee	Republic Indemnity	7/1/2014 – 7/1/2015	\$1,000,000
Educators Legal Liability	Philadelphia	6/30/2014 – 6/30/2015	\$1,000,000
Sexual Abuse Liability	Philadelphia	6/30/2014 – 6/30/2015	\$1,000,000
Directors & Officers Liability Employment Practices Liability	Philadelphia	6/30/2014 – 6/30/2015	\$5,000,000
Employee Benefits Liability	Philadelphia	6/30/2014 – 6/30/2015	\$1,000,000

- All underlying policies shown above must be kept in full force during the term of this policy.

Exclusions include, but are not limited to:

- War
- Lead
- Fungus/Mold
- Securities and Financial Interest
- ERISA
- UM/UIM
- Sublimited Coverages
- Silica
- Asbestos
- Nuclear or Radioactive Material
- Pollution

Base Student Accident

Issuing Company: Gerber Life Insurance Company
Proposed Policy Period: 7/1/2014 to 7/1/2015

Coverage Detail

Limits of Liability	Description
\$25,000	Accident Medical Maximum Benefit
\$0	Deductible

Covered Class	Number of
Students Includes Football	2,900
Volunteers	20
Deductible	\$0

Voluntary 24-Hour Extension (\$50.00 / Economy schedule applies) and Voluntary Dental (\$7.00). Coverage is paid for by the Student or Parent per year. A link will be provided for on-line enrollment. Please select if you would like this available to your students.

Catastrophic Student Accident

Issuing Company: Gerber Life Insurance Company
 Proposed Policy Period: 7/1/2014 to 7/1/2015

Coverage Detail

Class 1: All students including interscholastic athletes, intramural sports participants, student coaches, student managers and student trainers.

Limits of Liability	Description
\$1,000,000	Catastrophic Medical Accidental Death & Dismemberment
\$25,000	Deductible

Covered Class	Number of
Students Includes Football	2,900
Volunteers	20

*Most Accident Policies carrier a 7 Day Field Trip Limitation. This limitation is removed from this policy.

Workers Compensation Premium Summary

Description	Expiring Premium	Renewal Premium
Estimated Annual Premium Including Experience Modification	\$243,748	\$252,090
State Mandated Taxes and Fees	\$11,755	\$11,293
Total Premium	\$255,523	\$263,383

Description	2013	2014
Experience Modification Factor	79%	69%
Total Payrolls	\$13,085,000	\$13,950,000

Billing / Audit Information

Deposit Amount	\$25,209
Payment Plan – 9 Installments	\$25,209
Billing Plan	Direct Bill
Audit Frequency	Subject to Annual Audit

Binding Instructions

In order to bind coverage the following must be received by 7/1/14:

- **Signed Proposal Acceptance**
- **Deposit premium payable to: Republic Indemnity Insurance Company**

This quotation is valid until 7/1/2014. If coverage is requested after this date the company reserves the right to re-quote based upon the current rates and available coverage terms.

Workers Compensation

Issuing Company: Republic Indemnity Company of California
Proposed Policy Term: 7/1/2014 to 7/1/2015

Coverage Detail

Limits	Description
\$1,000,000	Employers Liability: Each Accident
\$1,000,000	Employers Liability: Disease – Policy Limit
\$1,000,000	Employers Liability: Disease – Each Employee
As Required by Law for Covered States	Workers Compensation: Statutory Benefit

Locations & Classifications

Loc #	State	Class Code	Categories, Duties	Estimated Payroll	Base Rate Per \$100	Net Rate* Per \$100
1	CA	8875	Public Schools	\$13,950,000.00	2.59	1.79

Excluded Individuals

- Board of Directors / Volunteers

*Net rate calculation includes Experience Modification Factor and any credits/debits but does not include any taxes and fees. The net rate calculation is an approximation and may differ slightly from the actual rate. Net Rate differs from Interim Rate.

Estimated payroll **should include** wages, salaries, commissions, cash payments to subcontractors, bonuses, vacation/holiday/sick pay, straight pay for overtime hours, market value for lodging provided, market value of gifts, and all other substitutes for money. **Do not include** overtime pay in excess of straight pay for the employee or wages of subcontractors that provide you with a valid license and certificate of workers' compensation coverage.

Paid officers are subject to special rules regarding their payroll. Volunteer(s) and donated labor is NOT covered by Workers' Compensation insurance unless specifically added by endorsement.

2014 Palisades Charter High School Executive Insurance Summary

- **NEW – Exclusive Excess Liability**
 - \$0 Retained Limit (Retention)
 - Extends over Directors & Officers Policy, No longer need to purchase the separate Excess D&O Policy, resulting in a savings of over \$15,000.
 - Extends FULL limits to Sex Abuse/Molestation. Prior Umbrella policy had a \$2 Million Sublimit. Currently you are purchasing \$10 Million; this means you would now have \$11,000,000 for a Sex Abuse Claim.
 - Additional Limits are available and are listed on page 6 of the proposal
- **Liability Benchmarking** – We looked across all our schools to help give you a guide on what limits to buy. For a school of your size, you will see based on the chart below the average limit of liability purchased is \$2,694.68 per student. Palisades High is currently purchasing \$3,793 per student. Although this is above the average limit purchased, we have included higher limits on page 6 of the proposal should you wish you purchase.

Average limit of liability purchased per student by ADA Rate Tiers

0-500	\$38,469.60
501-2,000	\$11,440.67
2,001-20,000	\$2,694.68

- Palisades Charter High School is currently purchasing \$11,000,000 in coverage
 - \$1,000,000 Primary
 - \$10,000,000 Excess
- **NEW – Exclusive Student Accident & Catastrophic Accident**
 - This is a coverage we have not been your broker on in the past. We now have a competitive, comprehensive and flexible option. Having one broker manage all lines for you minimizes your risk of gaps in coverage, as changes occur to on line of coverage they often affect other lines as well.
 - This would also streamline your policy dates, as your current Accident Policy is eff. 9/4. This policy would be eff. 7/1 to align with all other lines.
 - This Base Accident has a \$0 deductible, your current Base Accident as a \$100 deductible.
 - Additional Catastrophic Accident limits are available and are listed on page 6 of the proposal
 - Most Accident Policies carrier a 7 Day Field Trip Limitation. This limitation is removed from this policy.
 - Quoted 2,900 Students and 20 Volunteers
 - Policy premium is fully earned (nonrefundable) upon the effective date of coverage.
- **General Liability** – Includes 100 additional students for a total of 2900 student.
- **Property** – Includes an additional \$540,000 in coverage
 - \$40, 000 for the Football Scoreboard
 - \$500,000 for Gym Improvements
- **Electronic Data Processing** – Includes an Additional \$250,000 for upgrades.
- **Workers Compensation** – Includes an additional \$865,000 in payroll.
 - Experience Modification Factor DROPPED 10 points, from 79% to 69%. This is fantastic news as this continues to provide your school with discounted rates. Keep up the great safety efforts and please let us know if you would like support or training for any areas of concern.



RESOLUTION OF BOARD OFFICER NOMINATION COMMITTEE

RESOLVED that an *ad hoc* committee be formed called the Board Officer Nomination Committee. The Committee shall be made up of two Board members, one of whom shall be an employee and one of whom shall not be an employee. Neither member of the Officer Nomination Committee may run for the office of Board Chair, Vice Chair, or Secretary. The Board Officer Nomination Committee shall receive nominations from any Board member seeking to run for a Board office. The nomination may come from the member seeking the Board office or from a different member of the Board. Nominations will only be accepted from Board members who will continue to serve on the Board in the 2014-2015 school years or those who have been elected to the Board for that year. A nomination need not be seconded. The Officer Nomination Committee shall ensure that all those who have been nominated intend to run for the office for which they have been nominated. A person may be nominated for more than one office. No later than one week before the first Board meeting in July, the Officer Nomination Committee shall inform each person nominated for a position as to all those who have been nominated for the position. At the first Board meeting in July, the Officer Nominations Committee will report out those who have been nominated for each position. The Officer Nomination Committee shall not endorse or recommend any person for any office, but shall instead be strictly neutral in its report. A member of the Officer Nomination Committee may, however, participate in the discussion and debate during the election process. The Officer Nomination Committee's report shall not preclude any nominations from the floor at the first Board meeting in July *except that* no member of the Nominating Committee shall be nominated.

RESOLVED FURTHER THAT at the first Board meeting in July, the Board shall, as its first order of business, appoint an interim chair for the sole purpose of chairing the Board until the Chair is elected. The interim chair shall be a member of the Officer Nomination Committee. The second order of business shall be receipt of the Nominating Committee's report. The third order of business shall be the election of the Chair. Those nominated for Chair shall be those in the Officer Nomination Committee's report and any nominees from the floor. Once the Chair is elected, the interim chair shall relinquish the chair to the person elected. The next order of business shall be the election of the Vice Chair. Those nominated for Vice Chair shall be those in the Nomination Committee's report and any nominees from the floor. After the Vice Chair is elected, the next order of business shall be the election of the Secretary. Those nominated for Secretary shall be those in the Nomination Committee's report and any nominees from the floor. Once the Secretary has been elected, the Officer Nomination Committee shall be disbanded. Each officer shall be elected by a majority of Board members voting, and a nominee may vote for himself or herself.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and DAVID RICCARDI**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and DAVID RICCARDI (hereinafter referred to as the “DIRECTOR OF OPERATIONS”).

R E C I T A L S

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF OPERATIONS to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF OPERATIONS by way of this Agreement and the DIRECTOR OF OPERATIONS is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF OPERATIONS and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR of OPERATIONS from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF OPERATIONS shall receive an annual salary of \$85,000.00 (Step 5), to be paid in twelve (12) equal, monthly payments, subject to all regular withholdings.
 - b. Early in each academic year, the DIRECTOR Of OPERATIONS, with his/her supervisor will set mutually agreed upon performance goals, which shall serve as the basis for an annual performance evaluation, as set forth in paragraph 6, below.
 - c. DIRECTOR OF OPERATIONS will be eligible annually to move up the

approved salary schedule for his/her position, subject to DIRECTOR OF OPERATIONS' receipt of a positive evaluation and the Board's approval of a budget that includes such annual increases.

d. The DIRECTOR OF OPERATIONS is exempt from overtime law.

3. **BENEFITS.** At PCHS's expense, the DIRECTOR OF OPERATIONS shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).
4. **DUTIES.** The DIRECTOR OF OPERATIONS shall perform the duties of DIRECTOR OF OPERATIONS as directed by the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the DIRECTOR OF OPERATIONS may be altered from time to time by the Board.
5. **WORK YEAR.** The DIRECTOR OF OPERATIONS shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. **EVALUATION.** DIRECTOR OF OPERATIONS should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the DIRECTOR OF OPERATIONS and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the DIRECTOR OF OPERATIONS for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the DIRECTOR OF OPERATIONS;
 - c. Charter revocation;
 - d. early termination by PCHS without cause, in which event a gross taxable sum

- equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the OPERATIONS as severance;
- e. discharge for cause.

The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF OPERATIONS shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The DIRECTOR OF OPERATIONS shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DIRECTOR OF OPERATIONS chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF OPERATIONS shall bear any cost therein involved. The DIRECTOR OF OPERATIONS shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF OPERATIONS on paid administrative leave.

Upon termination for cause, the DIRECTOR OF OPERATIONS shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of

California and shall be governed by, and constructed under, the laws of the State of California.

12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.
14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
15. **SEVERABILITY.** If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

David Riccardi, Director of Operations

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF OPERATIONS is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF OPERATIONS is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR of OPERATIONS has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF OPERATIONS is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The DIRECTOR OF OPERATIONS is entitled to Paid Holidays of 12 days annually during the Term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination.
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
 - November 28
 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25
5. The DIRECTOR OF OPERATIONS is entitled to Paid Sick days of 12 days annually during the Term. Paid Sick days accrue at a rate consistent with days worked. DIRECTOR OF OPERATIONS may borrow against the contract year's Paid Sick days, but if he/she terminates his/her contract prior to Contract End Date, used, unaccrued days must be paid back to Palisades Charter High School. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and GREGORY WOOD**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Directors (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and GREGORY WOOD (hereinafter referred to as the “CHIEF BUSINESS OFFICER”).

R E C I T A L S

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the CHIEF BUSINESS OFFICER to assist the Executive Director and the Principal and to carry out the duties and functions of the position as directed by the Executive Director and/or the Board; and

WHEREAS, PCHS desires to retain the services of the CHIEF BUSINESS OFFICER by way of this Agreement and the CHIEF BUSINESS OFFICER is qualified to perform such duties; and

WHEREAS, the position of CHIEF BUSINESS OFFICER is not represented by any labor association, and CHIEF BUSINESS OFFICER and PCHS desire to formalize the employment relationship by way of this Agreement; and

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto do agree as follows:

AGREEMENT

- 1. TERM.** PCHS hereby employs the CHIEF BUSINESS OFFICER from July 1, 2014 (the “Effective Date”) to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
- 2. COMPENSATION.**
 - a. For the 2014-2015 school year, the CHIEF BUSINESS OFFICER shall receive an annual salary of \$124,000.00 (Step 7), for the Term of the contract, to be paid in twelve (12) equal monthly payments, subject to all regular withholdings.
 - b. The CHIEF BUSINESS OFFICER is exempt from overtime law.
- 3. BENEFITS.** At PCHS’s expense, the CHIEF BUSINESS OFFICER shall be afforded such health and welfare benefits of employment as listed in the attached Benefit Description (Attachment A).

PALISADES CHARTER HIGH SCHOOL and GREGORY WOOD

4. **DUTIES.** The CHIEF BUSINESS OFFICER shall perform the duties of CHIEF BUSINESS OFFICER as directed by the Board and the Executive Director, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the CHIEF BUSINESS OFFICER may be altered from time to time by the Board.
5. **WORK YEAR.** The CHIEF BUSINESS OFFICER shall be required to work throughout the calendar year in accordance with the School Calendar and basis schedule attached to and incorporated into this Agreement as Attachment A. The work year will be two hundred and forty one (241) paid days, two hundred and twenty nine (229) work days.
6. **EVALUATION.** CHIEF BUSINESS OFFICER should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations should be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the CHIEF BUSINESS OFFICER and he/she shall have the right to make an oral or written response to the evaluation.

Upon meeting mutually agreed upon performance goals and depending on budget availability, CHIEF BUSINESS OFFICER may be eligible for additional compensation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the CHIEF BUSINESS OFFICER for all pre-approved, documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the CHIEF BUSINESS OFFICER;
 - c. Charter revocation or nonrenewal;
 - d. early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the CHIEF BUSINESS OFFICER as severance;
 - e. discharge for cause.

The bases for discharge for cause may include but are not limited to: conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct tending to adversely affect PCHS.

Prior to discharge for cause, the CHIEF BUSINESS OFFICER shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The CHIEF BUSINESS OFFICER shall be entitled to appear personally before the Board or designee to present any evidence or testimony to contest the statement of charges. If the CHIEF BUSINESS OFFICER chooses to be accompanied by legal counsel at such meeting, the CHIEF BUSINESS OFFICER shall bear any cost therein involved. The CHIEF BUSINESS OFFICER shall be provided a written decision setting forth the decision of the Board or designee. The decision of the Board or designee shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board or designee reserves the right to place the CHIEF BUSINESS OFFICER on paid administrative leave.

Upon termination for cause, the CHIEF BUSINESS OFFICER shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any respective plans, programs or policies such as health benefits, etc.

In the event of Charter revocation or nonrenewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. **ENTIRE AGREEMENT.** This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. **WAIVER.** Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. **JURISDICTION.** The parties hereby understand and agree that this Agreement, and the attachments hereto, have been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.
12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.

- 14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
- 15. **SEVERABILITY.** If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
- 16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
- 17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Gregory Wood, Chief Business Officer

Date

REVISED

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The CHIEF BUSINESS OFFICER is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The CHIEF BUSINESS OFFICER is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision, life. In addition, CHIEF BUSINESS OFFICER has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The CHIEF BUSINESS OFFICER is entitled to leave of absences in accordance with Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The CHIEF BUSINESS OFFICER is entitled to Paid Holidays of 12 days annually during the Term. During the 2014-2015 school year, these dates include:
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
 - November 28
 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25

Unused Holidays must be used on the day assigned, will not roll over, and will not be paid out at contract termination.

5. The CHIEF BUSINESS OFFICER is entitled to Paid Sick days of 12 days annually during the Term. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and JIM SCHIFFMAN**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and JIM SCHIFFMAN (hereinafter referred to as the “DIRECTOR OF HUMAN RESOURCES”).

R E C I T A L S

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF HUMAN RESOURCES to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF HUMAN RESOURCES by way of this Agreement and the DIRECTOR OF HUMAN RESOURCES is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF HUMAN RESOURCES and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR OF HUMAN RESOURCES from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF HUMAN RESOURCES shall receive an annual salary of \$113,451.00, to be paid in monthly payments, subject to all regular withholdings.
 - b. The DIRECTOR OF HUMAN RESOURCES is exempt from overtime law
3. **BENEFITS.** At PCHS’s expense, the DIRECTOR OF HUMAN RESOURCES shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).
4. **DUTIES.** The DIRECTOR OF HUMAN RESOURCES shall perform the duties of DIRECTOR OF HUMAN RESOURCES as directed by the Principal and Chief

Administrative Officer, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the DIRECTOR OF HUMAN RESOURCES may be altered from time to time by the Board.

5. **WORK YEAR.** The DIRECTOR OF HUMAN RESOURCES shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. **EVALUATION.** DIRECTOR OF HUMAN RESOURCES should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the DIRECTOR OF HUMAN RESOURCES and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the DIRECTOR OF HUMAN RESOURCES for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the DIRECTOR OF HUMAN RESOURCES;
 - c. Charter revocation;
 - d. early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the DIRECTOR OF HUMAN RESOURCES as severance;
 - e. discharge for cause.

The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF HUMAN RESOURCES shall be provided with a statement of charges and given an opportunity to respond orally or in

writing to such charges. The DIRECTOR OF HUMAN RESOURCES shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DIRECTOR OF HUMAN RESOURCES chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF HUMAN RESOURCES shall bear any cost therein involved. The DIRECTOR OF HUMAN RESOURCES shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF HUMAN RESOURCES on paid administrative leave.

Upon termination for cause, the DIRECTOR OF HUMAN RESOURCES shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.
12. AMENDMENTS. No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. ARBITRATION OF DISPUTES. The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.

14. INTERPRETATION AND OPPORTUNITY TO COUNSEL. In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
15. SEVERABILITY. If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
16. COUNTERPART EXECUTION. This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. SIGNATURES. We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Jim Schiffman
Director, Human Resources

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF HUMAN RESOURCES is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF HUMAN RESOURCES is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR OF HUMAN RESOURCES has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF HUMAN RESOURCES is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The DIRECTOR OF HUMAN RESOURCES is entitled to Paid Holidays of 12 days annually during the Term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2014-2015 school year, these dates include:
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
 - November 28
 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25
5. The DIRECTOR OF HUMAN RESOURCES is entitled to Paid Sick days of 12 days annually during the Term. Paid Sick days accrue at a rate consistent with days worked. DIRECTOR OF HUMAN RESOURCES may borrow against the contract year's Paid Sick days, but if he/she terminates his/her contract prior to Contract End Date, used, unaccrued days must be paid back to Palisades Charter High School. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and KIMBERLY THEARD**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and KIMBERLY THEARD (hereinafter referred to as the “DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES”).

R E C I T A L S

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES by way of this Agreement and the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall receive an annual salary of \$119,672.00 (Step 6), to be paid in monthly payments, subject to all regular withholdings.
 - b. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is exempt from overtime law
3. **BENEFITS.** At PCHS’s expense, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall be afforded the health and welfare benefits of

employment listed in the attached Benefit Description (Attachment A).

4. **DUTIES.** The **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** shall perform the duties of **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** as directed by the Principal and Chief Administrative Officer, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** may be altered from time to time by the Board.
5. **WORK YEAR.** The **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. **EVALUATION.** **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES**;
 - c. Charter revocation;
 - d. early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the **DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES** as severance;
 - e. discharge for cause.

The bases for discharge for cause may include but are not limited to conduct such as

neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall bear any cost therein involved. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES on paid administrative leave.

Upon termination for cause, the DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.
14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
15. **SEVERABILITY.** If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Kimberly Theard
Director, Academic Planning and Guidance Services

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is entitled to Paid Holidays of 12 days annually during the Term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2014-2015 school year, these dates include:
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
 - November 28
 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25
5. The DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES is entitled to Paid Sick days of 12 days annually during the Term. Paid Sick days accrue at a rate consistent with days worked. DIRECTOR OF ACADEMIC PLANNING AND GUIDANCE SERVICES may borrow against the contract year's Paid Sick days, but if he/she terminates his/her contract prior to Contract End Date, used, unaccrued days must be paid back to Palisades Charter High School. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and MARY BUSH**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and MARY BUSH (hereinafter referred to as the “DIRECTOR OF STUDENT SUPPORT SERVICES”).

R E C I T A L S

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF STUDENT SUPPORT SERVICES to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF STUDENT SUPPORT SERVICES by way of this Agreement and the DIRECTOR OF STUDENT SUPPORT SERVICES is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF STUDENT SUPPORT SERVICES and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR OF STUDENT SUPPORT SERVICES from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF STUDENT SUPPORT SERVICES shall receive an annual salary of \$125,672.00 (Step 8), to be paid in twelve (12) equal, monthly payments, subject to all regular withholdings.
 - b. Early in each academic year, the DIRECTOR OF STUDENT SUPPORT SERVICES, with his/her supervisor will set mutually agreed upon performance goals, which shall serve as the basis for an annual performance evaluation, as set forth in paragraph 6, below.
 - c. DIRECTOR OF STUDENT SUPPORT SERVICES will be eligible annually to move up the approved salary schedule for his/her position, subject to DIRECTOR OF STUDENT SUPPORT SERVICES's receipt of a positive evaluation and the

Board's approval of a budget that includes such annual increases.

- d. The DIRECTOR OF STUDENT SUPPORT SERVICES is exempt from overtime law.
3. BENEFITS. At PCHS's expense, the DIRECTOR OF STUDENT SUPPORT SERVICES shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).
4. DUTIES. The DIRECTOR OF STUDENT SUPPORT SERVICES shall perform the duties of DIRECTOR OF STUDENT SUPPORT SERVICES as directed by the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the DIRECTOR OF STUDENT SUPPORT SERVICES may be altered from time to time by the Board.
5. WORK YEAR. The DIRECTOR OF STUDENT SUPPORT SERVICES shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. EVALUATION. DIRECTOR OF STUDENT SUPPORT SERVICES should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the DIRECTOR OF STUDENT SUPPORT SERVICES and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. EXPENSE REIMBURSEMENT. PCHS shall reimburse the DIRECTOR OF STUDENT SUPPORT SERVICES for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. TERMINATION OF AGREEMENT. This Agreement may be terminated as a result of any of the following events:
 - a. Mutual written agreement of the parties;
 - b. Retirement, legal incapacity or death of the DIRECTOR OF STUDENT SUPPORT SERVICES;
 - c. Charter revocation;
 - d. Early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the DIRECTOR OF STUDENT SUPPORT SERVICES as severance;

e. Discharge for cause.

The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF STUDENT SUPPORT SERVICES shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The DIRECTOR OF STUDENT SUPPORT SERVICES shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DIRECTOR OF STUDENT SUPPORT SERVICES chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF STUDENT SUPPORT SERVICES shall bear any cost therein involved. The DIRECTOR OF STUDENT SUPPORT SERVICES shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF STUDENT SUPPORT SERVICES on paid administrative leave.

Upon termination for cause, the DIRECTOR OF STUDENT SUPPORT SERVICES shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.
14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
15. **SEVERABILITY.** If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Mary Bush, Director, Student Support Services

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF STUDENT SUPPORT SERVICES is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF STUDENT SUPPORT SERVICES is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR OF STUDENT SUPPORT SERVICES has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF STUDENT SUPPORT SERVICES is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The DIRECTOR OF STUDENT SUPPORT SERVICES is entitled to Paid Holidays of 12 days annually during the Term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2014-2015 school year, these dates include:
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
 - November 28
 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25
5. The DIRECTOR OF STUDENT SUPPORT SERVICES is entitled to Paid Sick days of 12 days annually during the Term. Paid Sick days accrue at a rate consistent with days worked. DIRECTOR OF STUDENT SUPPORT SERVICES may borrow against the contract year's Paid Sick days, but if he/she terminates his/her contract prior to Contract End Date, used, unaccrued days must be paid back to Palisades Charter High School. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and MONICA IANNESSA**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and MONICA IANNESSA (hereinafter referred to as the “DIRECTOR OF ADMISSION and ATTENDANCE”).

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF ADMISSION and ATTENDANCE to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF ADMISSION and ATTENDANCE by way of this Agreement and the DIRECTOR OF ADMISSION and ATTENDANCE is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF ADMISSION and ATTENDANCE and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR OF ADMISSION and ATTENDANCE from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF ADMISSION and ATTENDANCE shall receive an annual salary of \$122,672.00 (Step 7), to be paid in twelve (12) equal, monthly payments, subject to all regular withholdings.
 - b. Early in each academic year, the DIRECTOR Of ADMISSION and ATTENDANCE, with his/her supervisor will set mutually agreed upon performance goals, which shall serve as the basis for an annual performance evaluation, as set forth in paragraph 6, below.
 - c. DIRECTOR OF ADMISSION and ATTENDANCE will be eligible annually to move up the approved salary schedule for his/her position, subject to DIRECTOR

OF ADMISSION and ATTENDANCE 's receipt of a positive evaluation and the Board's approval of a budget that includes such annual increases.

- d. The DIRECTOR OF ADMISSION and ATTENDANCE is exempt from overtime law.
3. **BENEFITS.**At PCHS's expense, the DIRECTOR OF ADMISSION and ATTENDANCE shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).
4. **DUTIES.** The DIRECTOR OF ADMISSION and ATTENDANCE shall perform the duties of DIRECTOR OF ADMISSION and ATTENDANCE as directed by the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the DIRECTOR OF ADMISSION and ATTENDANCE may be altered from time to time by the Board.
5. **WORK YEAR.** The DIRECTOR OF ADMISSION and ATTENDANCE shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. **EVALUATION.**DIRECTOR OF ADMISSION and ATTENDANCE should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the DIRECTOR OF ADMISSION and ATTENDANCE and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the ADMISSION and ATTENDANCE for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the DIRECTOR OF ADMISSION and ATTENDANCE;
 - c. Charter revocation;
 - d. early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the DIRECTOR OF ADMISSION and ATTENDANCE

- e. as severance;
discharge for cause.

The basis for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF ADMISSION and ATTENDANCE shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The DIRECTOR OF ADMISSION and ATTENDANCE shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DIRECTOR OF ADMISSION and ATTENDANCE chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF ADMISSION and ATTENDANCE shall bear any cost therein involved. The DIRECTOR OF ADMISSION and ATTENDANCE shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF ADMISSION and ATTENDANCE on paid administrative leave.

Upon termination for cause, the DIRECTOR OF ADMISSION and ATTENDANCE shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. **ENTIRE AGREEMENT.** This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. **WAIVER.** Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. **JURISDICTION.** The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.
14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
15. **SEVERABILITY.** If any term, provision, condition or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.
16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Monica Iannessa, Director, Admissions and Attendance

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF ADMISSION and ATTENDANCE is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF ADMISSION and ATTENDANCE is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR of ADMISSION and ATTENDANCE has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF ADMISSION and ATTENDANCE is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
4. The DIRECTOR OF ADMISSION and ATTENDANCE is entitled to Paid Holidays of 12 days annually during the Term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination.
 - July 4
 - August 29 (Admissions Day)
 - September 1
 - November 11
 - November 27
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 - December 25
 - December 31
 - January 1
 - January 19
 - February 16
 - May 25
5. The DIRECTOR OF ADMISSION and ATTENDANCE is entitled to Paid Sick days of 12 days annually during the Term. Paid sick days accrue at a rate consistent with days worked. DIRECTOR OF ADMISSION and ATTENDANCE may borrow against the contract year's Paid Sick days, but if he/she terminates his/her contract prior to Contract End Date, used, unaccrued days must be paid back to Palisades Charter High School. Unused Paid Sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

**Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and RUSSEL HOWARD**

THIS AGREEMENT (“Agreement”) is made and entered into as of the date fully executed by and between the Board of Trustees (“Board”) of Palisades Charter High School (“PCHS”), a California Non-Profit Public Benefit Corporation and RUSSEL HOWARD (hereinafter referred to as the “DIRECTOR OF DISCIPLINE and ATHLETICS”).

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the DIRECTOR OF DISCIPLINE and ATHLETICS to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the DIRECTOR OF DISCIPLINE and ATHLETICS by way of this Agreement and the DIRECTOR OF DISCIPLINE and ATHLETICS is qualified to perform such duties; and

WHEREAS, the DIRECTOR OF DISCIPLINE and ATHLETICS and PCHS desire to formalize the employment relationship by way of this Agreement;

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. **TERM.** PCHS hereby employs the DIRECTOR OF DISCIPLINE and ATHLETICS from July 1, 2014 to June 30, 2017 (three year contract), according to the terms and conditions set forth in the Charter, or as specified herein.
2. **COMPENSATION.**
 - a. For the 2014-2015 school year, the DIRECTOR OF DISCIPLINE and ATHLETICS shall receive an annual salary of \$122,672.00 (Step 7), to be paid in twelve (12) equal, monthly payments, subject to all regular withholdings.
 - b. Early in each academic year, the DIRECTOR Of DISCIPLINE and ATHLETICS, with his/her supervisor will set mutually agreed upon performance goals, which shall serve as the basis for an annual performance evaluation, as set forth in paragraph 6, below.
 - c. DIRECTOR OF DISCIPLINE and ATHLETICS will be eligible annually to move up the approved salary schedule for his/her position, subject to

DIRECTOR OF DISCIPLINE and ATHLETICS's receipt of a positive evaluation and the Board's approval of a budget that includes such annual increases.

- d. The DIRECTOR OF DISCIPLINE and ATHLETICS is exempt from overtime law.
3. **BENEFITS.** At PCHS's expense, the DIRECTOR OF DISCIPLINE and ATHLETICS shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).
4. **DUTIES.** The DIRECTOR OF DISCIPLINE and ATHLETICS shall perform the duties of DIRECTOR OF DISCIPLINE and ATHLETICS as directed by the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the DIRECTOR OF DISCIPLINE and ATHLETICS may be altered from time to time by the Board.
5. **WORK YEAR.** The DIRECTOR OF DISCIPLINE and ATHLETICS shall be required to work throughout the calendar year in accordance with the School Calendar. The work year will be two hundred forty-one (241) paid days, with 12 holidays and two hundred twenty nine (229) work days.
6. **EVALUATION. DIRECTOR OF DISCIPLINE and ATHLETICS** should meet regularly with his/her supervisor, and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1, 2015. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the DIRECTOR OF ADMISSION and ATTENDANCE and he/she shall have the right to make an oral or written response to the evaluation.

Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.
7. **EXPENSE REIMBURSEMENT.** PCHS shall reimburse the DISCIPLINE and ATHLETICS for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.
8. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as a result of any of the following events:
 - a. mutual written agreement of the parties;
 - b. retirement, legal incapacity or death of the DISCIPLINE and ATHLETICS;
 - c. Charter revocation;
 - d. early termination by PCHS without cause, in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and

- benefits shall be paid to the DIRECTOR OF DISCIPLINE and ATHLETICS as severance;
- e. discharge for cause.

The basis for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the DIRECTOR OF DISCIPLINE and ATHLETICS shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The DIRECTOR OF DISCIPLINE and ATHLETICS shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the DISCIPLINE and ATHLETICS chooses to be accompanied by legal counsel at such meeting, the DIRECTOR OF DISCIPLINE and ATHLETICS shall bear any cost therein involved. The DIRECTOR OF DISCIPLINE and ATHLETICS shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the DIRECTOR OF DISCIPLINE and ATHLETICS on paid administrative leave.

Upon termination for cause, the DIRECTOR OF DISCIPLINE and ATHLETICS shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

9. **ENTIRE AGREEMENT.** This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.
10. **WAIVER.** Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.
11. **JURISDICTION.** The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. **AMENDMENTS.** No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.
13. **ARBITRATION OF DISPUTES.** The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.
14. **INTERPRETATION AND OPPORTUNITY TO COUNSEL.** In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.
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16. **COUNTERPART EXECUTION.** This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.
17. **SIGNATURES.** We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By:

Chairperson, Board of Trustees, PCHS

Date

Russel Howard, Director, Discipline and Athletics

Date

**ATTACHMENT A:
BENEFIT DESCRIPTION**

1. The DIRECTOR OF DISCIPLINE and ATHLETICS is entitled to participate in PERS or STRS, in accordance with their requirements.
2. The DIRECTOR OF DISCIPLINE and ATHLETICS is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, DIRECTOR of DISCIPLINE and ATHLETICS has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.
3. The DIRECTOR OF DISCIPLINE and ATHLETICS is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act (FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.
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§ 15497. Local Control and Accountability Plan and Annual Update Template.**Introduction:**

LEA: Palisades Charter High School Contact: Pam Magee, Exec Director/Principal pmagee@palihigh.org(310) 230-6630 LCAP Year:2014

Local Control and Accountability Plan and Annual Update Template

The Local Control and Accountability Plan (LCAP) and annual update template shall be used to provide details regarding local educational agencies' (LEAs) actions and expenditures to support pupil outcomes and overall performance pursuant to Education Code sections 52060, 52066, 47605, 47605.5, and 47606.5.

For school districts, pursuant to Education Code section 52060, the LCAP must describe, for the school district and each school within the district, goals and specific actions to achieve those goals for all pupils and each subgroup of pupils identified in Education Code section 52052, including pupils with disabilities, for each of the state priorities and any locally identified priorities.

For county offices of education, pursuant to Education Code section 52066, the LCAP must describe, for each county office of education-operated school and program, goals and specific actions to achieve those goals for all pupils and each subgroup of pupils identified in Education Code section 52052, including pupils with disabilities, who are funded through the county office of education Local Control Funding Formula as identified in Education Code section 2574 (pupils attending juvenile court schools, on probation or parole, or mandatorily expelled)for each of the state priorities and any locally identified priorities. School districts and county offices of education may additionally coordinate and describe in their LCAPs services provided to pupils funded by a school district but attending county-operated schools and programs, including special education programs.

Charter schools, pursuant to Education Code sections 47605, 47605.5, and 47606.5, must describe goals and specific actions to achieve those goals for all pupils and each subgroup of pupils identified in Education Code section 52052, including pupils with disabilities, for each of the state priorities as applicable and any locally identified priorities. For charter schools, the inclusion and description of goals for state priorities in the LCAP may be modified to meet the grade levels served and the nature of the programs provided, including modifications to reflect only the statutory requirements explicitly applicable to charter schools in the Education Code.

The LCAP is intended to be a comprehensive planning tool. LEAs may reference and describe actions and expenditures in other plans and funded by a variety of other fund sources when detailing goals, actions, and expenditures related to the state and local priorities. LCAPs must be consistent with school plans submitted pursuant to Education Code section 64001. The information contained in the LCAP, or annual update, may be supplemented by information contained in other plans (including the LEA plan pursuant to Section 1112 of Subpart 1 of Part A of Title I of Public Law 107-110) that are incorporated or referenced as relevant in this document.

For each section of the template, LEAs should comply with instructions and use the guiding questions as prompts (but not limits) for completing the information as required by statute. Guiding questions do not require separate narrative responses. Data referenced in the LCAP must be consistent with the school accountability report card where appropriate. LEAs may resize pages or attach additional pages as necessary to facilitate completion of the LCAP.

State Priorities

The state priorities listed in Education Code sections 52060 and 52066 can be categorized as specified below for planning purposes, however, school districts and county offices of education must address each of the state priorities in their LCAP. Charter schools must address the priorities in Education Code section 52060(d) that apply to the grade levels served, or the nature of the program operated, by the charter school.

A. Conditions of Learning:

Basic: *degree to which teachers are appropriately assigned pursuant to Education Code section 44258.9, and fully credentialed in the subject areas and for the pupils they are teaching; pupils have access to standards-aligned instructional materials pursuant to Education Code section 60119; and school facilities are maintained in good repair pursuant to Education Code section 17002(d). (Priority 1)*

Implementation of State Standards: *implementation of academic content and performance standards adopted by the state board for all pupils, including English learners. (Priority 2)*

Course access: *pupil enrollment in a broad course of study that includes all of the subject areas described in Education Code section 51210 and subdivisions (a) to (i), inclusive, of Section 51220, as applicable. (Priority 7)*

Expelled pupils (for county offices of education only): *coordination of instruction of expelled pupils pursuant to Education Code section 48926. (Priority 9)*

Foster youth (for county offices of education only): *coordination of services, including working with the county child welfare agency to share information, responding to the needs of the juvenile court system, and ensuring transfer of health and education records. (Priority 10)*

B. Pupil Outcomes:

Pupil achievement: *performance on standardized tests, score on Academic Performance Index, share of pupils that are college and career ready, share of English learners that become English proficient, English learner reclassification rate, share of pupils that pass Advanced Placement exams with 3 or higher, share of pupils determined prepared for college by the Early Assessment Program. (Priority 4)*

Other pupil outcomes: *pupil outcomes in the subject areas described in Education Code section 51210 and subdivisions (a) to (i), inclusive, of Education Code section 51220, as applicable. (Priority 8)*

C. Engagement:

Parent involvement: efforts to seek parent input in decision making, promotion of parent participation in programs for unduplicated pupils and special need subgroups. (Priority 3)

Pupil engagement: school attendance rates, chronic absenteeism rates, middle school dropout rates, high school dropout rates, high school graduations rates. (Priority 5)

School climate: pupil suspension rates, pupil expulsion rates, other local measures including surveys of pupils, parents and teachers on the sense of safety and school connectedness. (Priority 6)

Section 1: Stakeholder Engagement

Meaningful engagement of parents, pupils, and other stakeholders, including those representing the subgroups identified in Education Code section 52052, is critical to the LCAP and budget process. Education Code sections 52062 and 52063 specify the minimum requirements for school districts; Education Code sections 52068 and 52069 specify the minimum requirements for county offices of education, and Education Code section 47606.5 specifies the minimum requirements for charter schools. In addition, Education Code section 48985 specifies the requirements for translation of documents.

Instructions: Describe the process used to engage parents, pupils, and the community and how this engagement contributed to development of the LCAP or annual update. Note that the LEA's goals related to the state priority of parental involvement are to be described separately in Section 2, and the related actions and expenditures are to be described in Section 3.

Guiding Questions:

- 1) How have parents, community members, pupils, local bargaining units, and other stakeholders (e.g., LEA personnel, county child welfare agencies, county office of education foster youth services programs, court-appointed special advocates, foster youth, foster parents, education rights holders and other foster youth stakeholders, English learner parents, community organizations representing English learners, and others as appropriate) been engaged and involved in developing, reviewing, and supporting implementation of the LCAP?
- 2) How have stakeholders been included in the LEA's process in a timely manner to allow for engagement in the development of the LCAP?

- 3) What information (e.g., quantitative and qualitative data/metrics) was made available to stakeholders related to the state priorities and used by the LEA to inform the LCAP goal setting process?
- 4) What changes, if any, were made in the LCAP prior to adoption as a result of written comments or other feedback received by the LEA through any of the LEA’s engagement processes?
- 5) What specific actions were taken to meet statutory requirements for stakeholder engagement pursuant to Education Code sections 52062, 52068, and 47606.5, including engagement with representative parents of pupils identified in Education Code section 42238.01?
- 6) In the annual update, how has the involvement of these stakeholders supported improved outcomes for pupils related to the state priorities?

Involvement Process	Impact on LCAP
<p>PCHS involved stakeholder groups representing our administrative leadership team, faculty, parents, students, and school community. Stakeholders have been informed of and involved in the planning process through email blasts, monthly newsletters, telephone calls home, special surveys, website postings, and large parent forums such as Open House, as well as smaller parents meetings such as PTSA and PIQE (Parent Involvement for Quality Education) composed on parents of primarily high needs Latino students.. The LCAP development has been discussed monthly at board meetings since the beginning of the school year.</p> <p>The school’s Long Term Strategic Planning Committees, which are made up of parents, staff, and students meet monthly to monitor the school’s progress toward schoolwide long range goals established during the WASC accreditation process. The LTSP recommended school budget priorities based on the five-year plan. These recommendations were shared with the larger stakeholder groups to get additional feedback to develop the LCAP. The LCAP was incorporated into the 2014-15 budget planning calendar, materials, and proposal approved by the Board of Trustees.</p> <p>PCHS used the following data for the goal setting process: CAHSEE practice test, CAHSEE pass rate, CST ELA and Math proficiency rates, English learner reclassification rate, Long Term English Learner rate, attendance rate, suspension rate, expulsion rate, course enrollment and completion data, graduation rate, A-G progress and completion rate, monitoring data, facility inspection/safety plan data, and survey data.</p>	<p>PCHS stakeholders identified the following three priority categories for the LCFF and LCAP:</p> <p><i>1. Increased Support for High Needs Students -</i> Class size reduction in priority classes, summer school for credit recovery, summer bridge program for students at a high risk for failure, transportation scholarships, 9th grade iPad program support and expansion, additional enrichment classes and support programs including Math Engineering Science Achievement (MESA), The Village Nation (TVN), Fuerza Unida, independent studies, tutoring, Educationally Related Mental Health Services (ERMHS), Parent Involvement for Quality Educaiton (PIQE), and Temescal Academy. Additional professional development days to provide teacher training in areas most needed areas such as differentiated, focused instruction.</p> <p><i>2. Schoolwide Priorities -</i> Class size reduction to reach a campus-wide cap, professional development and instructional coaching for certificated and classified staffs to support common core state standards implementation/college and career readiness for all student, stable and consistent technology, continue growth of 1:1 mobile device program beyond 9th grade, increased parent/school communication and parent/school community involvement in providing input regarding school programs.</p> <p><i>3. Safety/Facilities/Healthy Educational Environment -</i> Clean air for all classrooms and campus facilities, upgrades to Temescal building and all classrooms, and additional security personnel.</p>

Section 2: Goals and Progress Indicators

*For school districts, Education Code sections 52060 and 52061, for county offices of education, Education Code sections 52066 and 52067, and for charter schools, Education Code section 47606.5 require(s) the LCAP to include a description of the annual goals, for all pupils and each subgroup of pupils, for **each** state priority and any local priorities and require the annual update to include a review of progress towards the goals and describe any changes to the goals.*

Instructions: Describe annual goals and expected and actual progress toward meeting goals. This section must include specifics projected for the applicable term of the LCAP, and in each annual update year, a review of progress made in the past fiscal year based on an identified metric. Charter schools may adjust the chart below to align with the term of the charter school's budget that is submitted to the school's authorizer pursuant to Education Code section 47604.33. The metrics may be quantitative or qualitative, although LEAs must, at minimum, use the specific metrics that statute explicitly references as required elements for measuring progress within a particular state priority area. Goals must address each of the state priorities and any additional local priorities; however, one goal may address multiple priorities. The LEA may identify which school sites and subgroups have the same goals, and group and describe those goals together. The LEA may also indicate those goals that are not applicable to a specific subgroup or school site. The goals must reflect outcomes for all pupils and include specific goals for school sites and specific subgroups, including pupils with disabilities, both at the LEA level and, where applicable, at the school site level. To facilitate alignment between the LCAP and school plans, the LCAP shall identify and incorporate school-specific goals related to the state and local priorities from the school plans submitted pursuant to Education Code section 64001. Furthermore, the LCAP should be shared with, and input requested from, school site-level advisory groups (e.g., school site councils, English Learner Advisory Councils, pupil advisory groups, etc.) to facilitate alignment between school-site and district-level goals and actions. An LEA may incorporate or reference actions described in other plans that are being undertaken to meet the goal.

Guiding Questions:

- 1) What are the LEA's goal(s) to address state priorities related to "Conditions of Learning"?
- 2) What are the LEA's goal(s) to address state priorities related to "Pupil Outcomes"?
- 3) What are the LEA's goal(s) to address state priorities related to "Engagement" (e.g., pupil and parent)?
- 4) What are the LEA's goal(s) to address locally-identified priorities?

- 5) How have the unique needs of individual school sites been evaluated to inform the development of meaningful district and/or individual school site goals (e.g., input from site level advisory groups, staff, parents, community, pupils; review of school level plans; in-depth school level data analysis, etc.)?
- 6) What are the unique goals for subgroups as defined in Education Code sections 42238.01 and 52052 that are different from the LEA’s goals for all pupils?
- 7) What are the specific predicted outcomes/metrics/noticeable changes associated with each of the goals annually and over the term of the LCAP?
- 8) What information (e.g., quantitative and qualitative data/metrics) was considered/reviewed to develop goals to address each state or local priority and/or to review progress toward goals in the annual update?
- 9) What information was considered/reviewed for individual school sites?
- 10) What information was considered/reviewed for subgroups identified in Education Code section 52052?
- 11) In the annual update, what changes/progress have been realized and how do these compare to changes/progress predicted? What modifications are being made to the LCAP as a result of this comparison?

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate “all” for all pupils.)	School(s) Affected (Indicate “all” if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
100% of all teachers are fully credentialed and appropriately assign	Teachers required to hold a credential will hold a valid CA teaching credential as defined by the CA Commission on Teaching Credentialing and be appropriately	All students	PCHS		100%	100%	100%	State Priority #! Basic Services A. Teachers The degree to which teachers are appropriately assigned (E.C. 44258.9) and fully credentialed

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
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	assigned							
All students have access to standards aligned-instructional materials	All students will have access to standards aligned materials	All students	PCHS		100%	100%	100%	State Priority #1 Basic Services B. Instructional materials Every student has sufficient access to standards –aligned instructional materials)(E.C. 60119)
All school facilities are maintained and in good repair; ensure a safe and healthy educational environment	All school facilities are maintained and in good repair. Daily cleanliness is maintained and items on inspection list are in compliance.	All students	PCHS		Daily spot checks and 90% compliance on inspection list	Daily spot checks and 90% compliance on inspection list	Daily spot checks and 90% compliance on inspection list	State Priority #1 Basic Services C. Facilities – School facilities are maintained in good repair (E.C. 17002(d))
100% Implementation of Common Core State Standards (CCSA)	School will fully implement state-adopted ELA and Math academic content and performance standards by School	All students	All		100%	100%	100%	State Priority #2 Implementation of Common Core State Standards (CCSA) A. Implementation Implementation of state- adopted standards,

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
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	<p>Year 2014-15 for all students, including subgroups.</p> <p>School will seek to implement academic content and performance standards for all core subjects <i>as they are adopted by the state.</i></p> <p>Teachers will participate in annual professional development on the implementation of CCSS</p> <p>All students will gain academic content knowledge through the implementation of state- adopted academic content and performance standards</p>						including how EL students will be enabled to gain academic content knowledge and English language proficiency	

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
100% Implementation of Common Core State Standards (CCSA) for EL students	All EL students will gain academic content knowledge through the state-adopted academic content performance standards and performance standards	EL students	All		100%	100%	100%	State Priority #2 Implementation of Common Core State Standards (CCSA) State Priority #2 – Implementation of Common Core State Standards (CCSA) B. EL Students and Academic Content Knowledge Implementation of state-adopted standards, including how EL students will be enabled to gain academic content knowledge and English language proficiency

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
100% Parent access to opportunities for participation, and input on decision-making	School will provide opportunities for parent involvement School will provide opportunities for parent input in committee meetings and informational sessions	All students	All		3 activities per semester minimum; Parents serve on each of 5 LTSP committees and advisory council	3 activities per semester minimum; Parents serve on each of 5 LTSP committees and advisory council	3 activities per semester minimum; Parents serve on each of 5 LTSP committees and advisory council	State Priority #3 – Parental involvement, including parent participation and efforts to seek parent input for decision-making
All students will meet or exceed targets for growth in Statewide Assessments once set by the State	Students, including all significant student subgroups (Hispanic or Latino, Socioeconomically Disadvantaged, English Learners, and Students w/ Disabilities), will meet or exceed targets for growth once set by the State on the CA ASPP Statewide assessment in the areas of English Language Arts/Literacy	All students	All		Meets or exceeds targets for growth	Meets or exceeds targets for growth	Meets or exceeds targets for growth	State Priority #4 Student Achievement as measured by State wide assessments in ELA and Mathematics

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
	y and Mathematics including the CAHSEE							
School will meet annual API growth target set by the state	School will meet annual API growth target or goal set by CA Dept. of Ed	All students	All		Meets target for growth	Meets target for growth	Meets target for growth	State Priority #4 Student Achievement as measured by API
All students are on track to be college and career ready	All students are on track for college and career preparation; develop partnerships with colleges and career centers to improve post school success	All students	All		Annual growth in EAP% in ELA and math Increase post school success evidenced by 5% annual increase in college enrollment/ Employment 1 yr out of high school	Annual growth in EAP% in ELA and math Increase post school success evidenced by 5% annual increase in college enrollment/ Employment 1 yr out of high school	Annual growth in EAP% in ELA and math Increase post school success evidenced by 5% annual increase in college enrollment/ Employment 1 yr out of high school	State Priority #4 Student Achievement measured by College and Career Readiness

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
EL students will advance one level on the CELDT	EL students will advance each academic year on the CELDT	EL students	All		70% advance	75% advance	80% advance	State Priority #4 Student Achievement measured by EL progress
EL students will be reclassified as fluent English proficient annually	EL students will be reclassified as fluent English proficient annually	EL students	All		Meets target for growth	Meets target for growth	Meets target for growth	State Priority #4 Student Achievement measured by EL reclassification rates
80% of students taking AP exams will pass with a score of 3 or above	Students taking AP exams will score 3 or above	All students	All		80% meet growth target	85% meet growth target	90% meet growth target	State Priority #4 Student Achievement measured by AP exam passage rates
100% of students will demonstrate college preparedness	Increase annually by 5% the number of students will pass EAP exams and graduating seniors with A-G will increase annually for all subgroups	All students	All		Annual increase in EAP and graduation rate with A-G for all subgroups	Annual increase in EAP and graduation rate with A-G for all subgroups	Annual increase in EAP and graduation rate with A-G for all subgroups	State Priority #4 Student Achievement measured by College preparedness/EAP

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
School will maintain high ADA rate (at or above current 96.1%)	School will maintain high ADA rate	All students	All		ADA at or above 96.1%	ADA at or above 96.1%	ADA at or above 96.1%	State Priority #5 Student engagement measured by school attendance rates
Number of students reaching 5% threshold for absenteeism will decrease	Students reaching 5% threshold for absenteeism will decrease	All students	All		Decreasing chronic absentee rates	Decreasing chronic absentee rates	Decreasing chronic absentee rates	State Priority #5 Student engagement measured by chronic absentee rates
Graduation rates will increase annually by 1% (currently 94.3%)	Graduation rates will increase annually by 1%	All students	All		Graduation rate increases by 1%	Graduation rate increases by 1%	Graduation rates increases by 1%	State Priority #5 Student engagement measured by high school dropout rates
School will meet or exceed the 90% graduation rate established by CDE	Graduation rates will meet or exceed 90%	All students	All		Graduation rate meets or exceeds 90%	Graduation rate meets or exceeds 90%	Graduation rate meets or exceeds 90%	State Priority #5 Student engagement measured by high school graduation rates
School will decrease suspension rate	School will decrease suspension rate	All students	All		Suspension rate lower than previous year	Suspension rate lower than previous year	Suspension rate lower than previous year	State Priority #6 School climate as measured by pupil suspension rates

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
School will maintain less than 1% expulsion rate	School will maintain less than 1% expulsion rate	All students	All		Expulsion rate less than 1%	Expulsion rate less than 1%	Expulsion rate less than 1%	State Priority #6 School climate as measured by pupil expulsion rates
Students, families, and school community will feel a sense of connectedness	Continue and increase communication efforts, family and community outreach, parent involvement in all key operations and programs	All students	All		Increased positive feedback on school stakeholder surveys	Increased positive feedback on school stakeholder surveys	Increased positive feedback on school stakeholder surveys	State Priority #6 School climate as measured by school connectedness
All students will have 100% access to a broad course of study	Students including all student subgroups will have access to academic and educational programs as outlined in the school's charter	All students	All		100% access	100% access	100% access	State Priority #7 Course Access to a broad course of study
Entering 9 th graders identified as high need, at-risk, or those with leadership potential through placement assessments, stand	Incoming student participation in Dolphin Leadership Academy for intervention and enrichment	All students	All		100% participation	100% participation	100% participation	State Priority #8 Pupil outcomes-Summer bridge

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
rdized scores, and teacher/counselor recommendations will participate in the Dolphin Leadership Academy summer transition program								
Intervention and support for students with credit deficiencies will be provided beyond the academic year	Summer school opportunities provided for students who need to retake course for high school completion or college entrance	All students	All		95% participation and completion	95% participation and completion	95% participation and completion	State Priority #8 Pupil Outcomes-Summer school for credit recovery
All students will have access to ELA intervention	Students will be placed correctly in ELA courses and access support and intervention early in the school year	All students	All		5% increases in course pass rate	5% increases in course pass rate	5% increases in course pass rate	State Priority #8 Pupil Outcomes-ELA intervention
All students will have access to Math intervention	Students will be placed correctly in math courses and access support and intervention early in the school year	All students	All		5% increases in course pass rate	5% increases in course pass rate	5% increases in course pass rate	State Priority #8 Pupil Outcomes Math intervention

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update: Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, all priorities in statute must be included and identified; each goal may be linked to more than one priority if appropriate.)
	Description of Goal	Applicable Pupil Subgroups (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools, for example.)		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	

Section 3: Actions, Services, and Expenditures

For school districts, Education Code sections 52060 and 52061, for county offices of education, Education Code sections 52066 and 52067, and for charter schools, Education Code section 47606.5 require the LCAP to include a description of the specific actions an LEA will take to meet the goals identified. Additionally Education Code section 52604 requires a listing and description of the expenditures required to implement the specific actions.

Instructions: Identify annual actions to be performed to meet the goals described in Section 2, and describe expenditures to implement each action, and where these expenditures can be found in the LEA’s budget. Actions may describe a group of services that are implemented to achieve identified goals. The actions and expenditures must reflect details within a goal for the specific subgroups identified in Education Code section 52052, including pupils with disabilities, and for specific school sites as applicable. In describing the actions and expenditures that will serve low-income, English learner, and/or foster youth pupils as defined in Education Code section 42238.01, the LEA must identify whether supplemental and concentration funds are used in a districtwide, schoolwide, countywide, or charterwide manner. In the annual update, the LEA must describe any changes to actions as a result of a review of progress. The LEA must reference all fund sources used to support actions

and services. Expenditures must be classified using the California School Accounting Manual as required by Education Code sections 52061, 52067, and 47606.5.

Guiding Questions:

- 1) What actions/services will be provided to all pupils, to subgroups of pupils identified pursuant to Education Code section 52052, to specific school sites, to English learners, to low-income pupils, and/or to foster youth to achieve goals identified in the LCAP?
- 2) How do these actions/services link to identified goals and performance indicators?
- 3) What expenditures support changes to actions/services as a result of the goal identified? Where can these expenditures be found in the LEA's budget?
- 4) In the annual update, how have the actions/services addressed the needs of all pupils and did the provisions of those services result in the desired outcomes?
- 5) In the annual update, how have the actions/services addressed the needs of all subgroups of pupils identified pursuant to Education Code section 52052, including, but not limited to, English learners, low-income pupils, and foster youth; and did the provision of those actions/services result in the desired outcomes?
- 6) In the annual update, how have the actions/services addressed the identified needs and goals of specific school sites and did the provision of those actions/services result in the desired outcomes?
- 7) In the annual update, what changes in actions, services, and expenditures have been made as a result of reviewing past progress and/or changes to goals?
- 8) In the annual update, what changes in actions, services, and expenditures have been made as a result of reviewing past progress and/or changes to goals.

A. What annual actions, and the LEA may include any services that support these actions, are to be performed to meet the goals described in Section 2 for ALL pupils and the goals specifically for subgroups of pupils identified in Education Code section 52052 but not listed in Table 3B below (e.g., Ethnic subgroups and pupils with disabilities)? List and describe expenditures for each fiscal year implementing these actions, including where these expenditures can be found in the LEA's budget.

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
100% of all teachers are fully credentialed and appropriately placed	State Priority #1 – Basic Services Teachers	Staffing of instructional program	Schoolwide	Review of all teacher credentials and master schedule	\$11,827,000	\$12,300,000	\$12,792,000
All students have access to standards aligned-instructional materials	State Priority #1 – Basic Services Instructional materials	Instructional and supplemental materials aligned to the Common Core State Standards	Schoolwide	Instructional and supplemental materials	\$472,000	\$496,000	\$525,000
All school facilities are maintained and in good repair; ensure a safe and healthy educational environment	State Priority #1 Facilities	Supervision and staffing of custodial staff Security staff (additional) Improve quality of air on campus through clean air handlers and maintenance School safety camera/surveillance system	Schoolwide	Condition of campus and classrooms Additional security staff CapEx budget and campus conditions	\$1,170,000	\$1,230,000	\$1,290,000

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
PCHS will fully implement CCSS in ELA and Math	State Priority #2 Implementation of Common Core State Standards	Teachers will participate in CCSS professional development, conferences, and training Release time for PLC/SCL curriculum planning Continuation of the Academic Achievement Team (teacher coaches supporting professional development, PLC/SCL coordination, data, EL, math, and literacy)	Schoolwide	PLC/SLC notebooks Workshop and conference agendas, PLC/departmental share outs	\$81,000	\$85,000	\$90,000
PCHS will provide opportunities for parent involvement	State Priority #3 Parent Involvement	School will host a minimum of three outreach meetings per semester to encourage parent participation and seek input as well as to offer training on school technology systems to improve communication (Infinite Campus and Schoology) Provide parent involvement and	Schoolwide with a focus on high needs families	Outreach efforts including communication to parents and parent involvement in decision making Responses on Columbia Schoolwide Satisfaction Survey	\$2,700	\$3,000	\$3,250

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
		education opportunities through the Parent Involvement for Quality Education (PIQE) program					
All students including significant subgroups will meet or exceed growth targets set by the state	State Priority #4 Student Achievement as measured by State assessments (ELA literacy/Math) and API	1) PCHS teachers will participate in professional development 2) Class size reduction efforts to initially focus on targeted, high needs classes; plan for schoolwide reduction 3) Increase student access to technology and training on online assessments through improved technology access and upgrades, expansion of 1:1 iPad program to grade 10 4) EL Coordinator to support specific program needs and implementation of EL Master Plan 5) Support programs (TVN, FUN, PIQE, MESA)	Schoolwide	1) Professional development rosters 2) Class enrollment reduced in targeted ELA/Math classes 3) Improved pass rate ELA/Math classes with traditionally low pass rates 4) More reliable and stable tech infrastructure, 5) iPad program expansion 6) EL Coordinator 7) Program involvement (TVN, FUN, PIQE, MESA)	Phase 1/CSR Priority classes 4.5 additional FTE Technology \$300,000 iPad expansion \$250,000 \$50,000	Continued goal to be refined As needed to address varying tech needs \$250,000 \$50,000	Continued goal to be refined \$50,000
Students are on track to be college and career ready	State Priority #4 Student Achievement measured by College and Career preparation	Develop partnerships through development consultant with higher education to enhance services and allocation of resources that increase student exposure to college courses and alternative opportunities	Schoolwide with a focus on high needs students	Established partnerships and programs results, level of students involvement and success rate	\$50,000 w/additional support from fundraising	\$50,000 w/additional support from fundraising	\$50,000 w/additional support from fundraising
Students are on track to be college and	State Priority #4 Student Achievement	Develop and implement a system to measure post-secondary school success	Schoolwide	Established metric to track annual progress	\$10,000	\$10,000	\$10,000

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
career ready	measured by College and Career preparation	(continuation/completion/career)					
School will maintain high ADA rate	State Priority #5 Student engagement as measured by school attendance rates	Attendance Personnel/training Intervention counseling for students with attendance concerns	Schoolwide	Attendance records Intervention participation and success rate	\$350,000	\$370,000	\$385,000
School will graduate 90% or more of persisting seniors	State Priority #5 Student engagement as measured by 1) High school dropout rates 2) High school graduation rates	Counseling services including mental health services/Educationally Related Mental Health Services (ERMHS) Providing access to online courses and alternative high school programs such as Independent Studies and Temescal Academy	Schoolwide with a focus on high needs students	Student participation in counseling programs Participation and completion rates of alternative programs	(in earlier section)	(in earlier section)	(in earlier section)
School will reduce suspension rates and maintain low expulsion rate	State Priority #6 1) Pupil suspension rates 2) Pupil expulsion rates	Discipline Deans staffing	Schoolwide	Discipline and expulsion records	\$380,000	\$400,000	\$420,000
Continue and increase communication efforts, family and community	State Priority #6 School Climate as measured by school connectedness	Support for website, development, and outreach Website Infinite Campus Schoolology	Schoolwide	Increased outreach as evidenced from school postings, attendance/participation at meetings held, responses to Columbia	\$50,000 covered from LCAP and multiple sources (Covered	\$50,000 covered from LCAP and multiple sources (Covered	\$50,000 covered from LCAP and multiple sources (Covered

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
outreach, parent involvement in all key operations and programs		Survey Monkey Constant Contact Columbia School Satisfaction Survey		Schoolwide Satisfaction Survey	earlier in budget)	earlier in budget)	earlier in budget)
Students including all student subgroups will have access to academic and educational programs as outlined in the school's charter	School Priority #7 Course Access Increased student access to academic and enrichment courses	1) Additional Math, Engineering, Science Achievement (MESA) classes 2) Expansion of STEAM classes/STEAMshop	Schoolwide	Master schedule Course rosters/student enrollment 3 ADDITIONAL CLASSES \$40,000 (\$13K PER CLASS)	Three additional classes \$40,000 (Approximately \$13K PER CLASS)	Two Additional classes \$66,000 (\$13K PER CLASS)	Maintain programs - Assess needs For growth
Incoming student participation in Dolphin Leadership Academy for intervention and enrichment	State Priority #8 Pupil Outcomes	Provide summer bridge program	Schoolwide with a focus on high needs/at risk incoming 9 th graders	Student participation Participants' grades and attendance throughout high school compared	\$25,000	\$27,000	\$30,000
Summer school opportunities provided for students who	State Priority #8 Pupil Outcomes	Provide summer school option for credit recovery	Schoolwide	Student participation and course completion	\$75,000	\$80,000	\$85,000

Goal (Include and identify all goals from Section 2)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
need to retake course for high school completion or college entrance							
Students will be placed correctly in ELA courses and access support and intervention early in the school year	State Priority #8 Pupil Outcomes	1) Administer ELA placement exam for incoming 9 th graders 2) Provide literacy classes with support from academic coach 3) Expand and promote tutoring options/Study Center and 7 th period office hours with teachers	Schoolwide	Placement test results Course rosters Grade reports (5, 10, 15 wk) Study Center tutoring schedule (expanded hours)	\$25,000 for Tutors	\$40,000	\$50,000
Students will be placed correctly in math courses and access support and intervention early in the school year	State Priority #8 Pupil Outcomes	1) Administer math placement exam for incoming 9 th graders 2) Offer redesigned algebra course with built-in support 3) Expand and promote tutoring options/Study Center and 7 th period office hours with teachers	Schoolwide	Placement test results Course rosters Grade reports (5, 10, 15 wk) Study Center tutoring schedule (expanded hours)	\$25,000 for tutors (same as above)	\$40,000 (same as above)	\$50,000 (same as above)

B. Identify additional annual actions, and the LEA may include any services that support these actions, above what is provided for all pupils that will serve low-income, English learner, and/or foster youth pupils as defined in Education Code section 42238.01 and pupils redesignated as fluent English proficient. The identified actions must include, but are not limited to, those actions that are to be performed to meet the targeted goals described in Section 2 for low-income pupils, English learners, foster youth and/or pupils redesignated as fluent English proficient (e.g., not listed in Table 3A above). List and describe expenditures for each fiscal year implementing these actions, including where those expenditures can be found in the LEA's budget.

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
All teachers are fully credentialed and appropriately placed	State Priority #1 – Basic Services Teachers	English Learners: All teachers of EL students will be certified in SDAIE and ELD instructional strategies	Schoolwide	Credentials review Refresher Professional Development	\$6,000	Future Costs	Future Costs
All EL students will gain academic content knowledge through state adopted academic content and performance standards	State Priority #2 Implementation of Common Core State Standards -EL students and academic content knowledge	English Learners: All teachers of English Learners, EL, and RFEP will participate in professional development on implementation of the EL Master Plan and Common Core State Standards	Schoolwide	EL Coordinator and assistant Professional development agendas and participation	\$10,000 Costs shared with funds from Common Core implementation budget	\$10,000	\$10,000
PCHS will provide opportunities for parent involvement	State Priority #3 Parent Involvement	English learners and Reclassified English Learners: Outreach and ELAC Parent Meetings held twice annually	Schoolwide		\$31,000 -PIQE	\$33,000	\$35,000

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
		<p>Low income youth: Outreach and Title I Parent Meetings held at least twice annually</p> <p>Foster youth: Outreach and Parent/Foster Guardian informational/input meetings as needed</p> <p>Students with Disabilities: Outreach and PSEC parent meetings held at least twice annually</p>					
<p>All students including significant subgroups will meet or exceed growth targets set by the state</p> <p>EL students will be reclassified as Fluent English Proficient annually</p>	<p>State Priority #4 Student Achievement as measured by State assessments (ELA literacy/Math) API College and Career Ready EL Progress EL Reclassification AP Exam Passage Rate College Preparedness/EAP</p>	<p>English learners and redesignated fluent English proficient pupils: EL Coordinator with support from academic counselor tracks performance data and provides counseling and support for recently redesignated English Language Learners and Long Term English Learners not making adequate growth</p> <p><u>Other supports:</u> Study</p>	<p>Schoolwide EL students</p>		\$49,000	\$51,000	\$53,000

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
		Center/Tutoring, Support classes, parent education/PIQE, College Center advisement (additional .5 FTE) Low income pupils: Transportation scholarships Study Center/Tutoring, Support classes, parent education, College Center advisement Foster Youth: Counseling services as provided by additional counseling consultant Students with Disabilities: Transition program	High needs/low income students Foster Youth Students with Disabilities				
School will maintain high ADA rate	State Priority #5 Student engagement as measured by school attendance rates	Attendance office in coordination with AA Team provides attendance counseling/intervention	Schoolwide	Intervention meeting rosters and agendas Maintain/increase ADA	\$350,000	\$370,000	\$385,000
Dropout rate will improve annually	State Priority #5 Student engagement as measured by	English learners and Reclassified English Learners, Low income youth,	Schoolwide	Counseling participation rates Improved completion and	\$40,000 in addition to current budgeted amt.	Continue positions added in 2014-15; assess needs	Continue positions added in 2014-15; assess needs

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
	<p>1) High school dropout rates</p> <p>2) High school graduation rates</p>	<p>Foster youth, and Students with Disabilities</p> <p>Counseling services including crisis counselor/consultant and Education Related Mental Health Services</p> <p>Alternative education programs: Independent Studies and Temescal Academy</p>		drop-out rates	<p>Additional .5 counseling position \$30,000</p> <p>(Temescal Academy and IS covered in other sections)</p>		
School will reduce suspension rates and maintain low expulsion rate	<p>State Priority #6</p> <p>1) Pupil suspension rates</p> <p>2) Pupil expulsion rates</p>	<p>English learners and Reclassified English Learners, Low income youth, Foster youth, and Students with Disabilities</p> <p>Counseling services including crisis counselor/consultant and Educationally Related Mental Health Services</p>	Schoolwide	<p>Counseling participation</p> <p>Improved suspension and dropout rates</p>	Same as above	Same as above	Same as above
Continue and	State Priority #6	Position dedicated to	Schoolwide	Increased	Same as above	Same as above	Same as above

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
increase communication efforts, family and community outreach, parent involvement in all key operations and programs	School Climate as measured by school connectedness	website updates, parent liaison, community and development outreach		communication and parent/community involvement			
Students including all student subgroups will have access to academic and educational programs as outlined in the school's charter	School Priority #7 Course Access	<p>English learners and Reclassified English Learners, low income youth, foster youth, students with disabilities:</p> <p>Reduction in class size in targeted, priority classes (ELA and Math)</p> <p>Gradual schoolwide class size reduction Expand course offerings in STEM/STEAM electives</p> <p>1:1 iPad program provides personal device for each</p>	Schoolwide		iPad-\$81,000 Transportation-\$69,300 MESA \$26,000 Math Classes-\$81,250 Add'l CSR-\$419,000	Assess after 2014-1015	

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					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
		<p>9th grader; expand program to include an additional grade each year to promote critical thinking, creativity, collaboration, digital citizenship and productivity</p> <p>Low income youth: Transportation scholarships provided to students in need of financial assistance</p>					

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
All students have access to intervention, support, and remediation to support achievement	State Priority #8 Pupil Outcomes	<p>English learners and reclassified English learners, low income youth, foster youth, students with disabilities:</p> <p>Dolphin Academy summer bridge program Summer School for credit recovery Independent Studies option Temescal Academy Study Center</p>	Schoolwide	Class rosters Master schedule iPad distribution and survey Summer program enrollment and completion rate IS and Temescal enrollment and completion rate	Costs listed in other areas	Costs listed in other areas	Costs listed in other areas

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures for each action (including funding source)?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
Students will have access to correctly in ELA and Math intervention	State Priority #8 Pupil Outcomes ELA and Math intervention	<p>English Learners and Reclassified Learners: EL Coordinator determines intervention needed including tutoring, support classes, and credit recovery options</p> <p>Low income youth: Counselors determine intervention needed including tutoring, support classes and credit recovery options</p> <p>Foster youth: Counselor to assess and coordinate tutoring, support classes, and program assistance for credit recovery</p> <p>Students with disabilities: Case carrier assesses intervention needs including but not limited to tutoring, support classes and credit recovery options</p>	Schoolwide		Costs listed in other areas	Costs listed in other areas	Costs listed in other areas

C. Describe the LEA's increase in funds in the LCAP year calculated on the basis of the number and concentration of low income, foster youth, and English learner pupils as determined pursuant to 5 CCR 15496(a)(5). Describe how the LEA is expending these funds in the LCAP year. Include a description of, and justification for, the use of any funds in a districtwide, schoolwide, countywide, or charterwide manner as specified in 5 CCR 15496. For school districts with below 55 percent of enrollment of unduplicated pupils in the district or below 40 percent of enrollment of unduplicated pupils at a school site in the LCAP year, when using supplemental and concentration funds in a districtwide or schoolwide manner, the school district must additionally describe how the services provided are the most effective use of funds to meet the district's goals for unduplicated pupils in the state priority areas. (See 5 CCR 15496(b) for guidance.)

Palisades Charter High School (PCHS) has identified approximately \$630,000 in additional funding to support high needs students in 2014-2015. In addition to existing expenditures for these students, PCHS had identified \$106,000 for intervention programs (Summer School & Summer Bridge). High needs students failing Math classes have been addressed with additional math courses and MESA period for students-\$107,500. Providing iPads for high needs students in 2014-15 amounts to \$81,000. Our Temescal Academy, which provides individualized intervention in a separate facility is in need of capital, textbook and technology equity for their students-Total Cost of this initiative is \$96,400. Providing additional scholarships to our economically disadvantaged students is another priority in 2014-2015; an additional amount of \$69,300 has been set aside to serve these students and improve ADA as well. Safety of our high needs students has also been included in our Capital plan which allocates \$40,000 to this area. Our EL population will benefit from added programs and services totaling \$67,000. EL Parents will benefit from PIQE parent support of \$31,000, Our African-American population will also see the expansion of services totaling \$20,000. Other programs, such as technology for our free & reduced students to access the student application program total approximately \$12,000.

D. Consistent with the requirements of 5 CCR 15496, demonstrate how the services provided in the LCAP year for low income pupils, foster youth, and English learners provide for increased or improved services for these pupils in proportion to the increase in funding provided for such pupils in that year as calculated pursuant to 5 CCR 15496(a)(7). Identify the percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all pupils in the LCAP year as calculated pursuant to 5 CCR 15496(a). An LEA shall describe how the proportionality percentage is met using a quantitative and/or qualitative description of the increased and/or improved services for unduplicated pupils as compared to the services provided to all pupils.

This section will be populated once prior sections are finalized, base and supplemental expenditures are fully identified and coded in the current year budget, and investments for FY 14-15 are confirmed. Additional assessment of 2014-15 plans and budget allocations is needed.

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.