

Orange County Educational Arts Academy
A California Public Charter School

BOARD OF DIRECTORS
MEETING MINUTES

Regular Meeting

March 8, 2023

6:15 p.m. – Closed Session

7:00 p.m. – Open Session

OCEAA School Library

825 N Broadway, Santa Ana, CA

Reference Materials: <https://bit.ly/3Y9npAg>

MINUTES

I. Call to Order: 6:31 PM

A. Roll Call

Board Members

Dr. Alfonso Bustamante

Valerie Sullivan

Scott Overpeck, Chair

Ben Stanphill, Secretary

Boris Molina

Carmen Aparicio

Jessica Reyes

Present

Absent

X

X

X

X

X

X

X

Staff/Other

Pedro Llorente, School Director

Mike Limon, President/Executive Director

X

X

B. Approval of Agenda

II. Public Comment on Closed Session Items, If Any

Opportunity for members of the public to address the Board on closed session items

III. Adjourn to Closed Session

A. Staff Evaluations/Discipline/Privacy or Other Confidential Issues (Gov. Code Section 54957)

B. Conference with Real Property Negotiators (Gov. Code Section 54956.8)

IV. Reconvene to Open Session and Report of Action from Closed Session, If Any 7:05 pm

V. Public Comment

No public comment

VI. Board and Staff Reports

A. Staff Reports

1. Executive Director – Mike Limon
2. School Director – Pedro Llorente

B. Operations Report – Scott Warner, CSMC

VII. Items for Consent

Action on the items below will be made in one motion unless removed from Consent by a Board member. Items removed from Consent will be considered in the original agenda order immediately following action on Consent.

- A. Approval of Minutes from February 2023 Board Meeting
- B. Approval of Minutes from February 27, 2023 Special Board Meeting
- C. Ratification of January 2023 Check Register

Action: Approve Consent Items Listed Above	Motion: JR Second: CA
	Vote: 4 for 0 against

VIII. Review and Approve OCEAA’s Updated Credentialed Staff Salary Schedule

Action: Approve Credentialed Staff Salary amended to include service credit for up to 5 years of school administration experience in Note 5. And amending Note 8 to include “OCEAA reserves the right to provide additional stipends as deemed appropriate.”	Motion: CA Second: BS
	Vote: 4 for 0 against

IX. Review and Approve Teacher Contract and Professional Responsibilities

Action: Approve Teacher Contract and Professional Responsibilities.	Motion: BS Second: CA
	Vote: 4 for 0 against

X. Review and Approve the OCEAA 2023-24 Academic Calendar

Action: Approve 2023-24 Academic Calendar	Motion: BS Second: JR
	Vote: 4 for 0 against

XI. Review and Approve OCEAA's 2nd Interim Budget for 2022-23

Action: Approve 2 nd Interim Budget	Motion: SO Second: CA
	Vote: 4 for 0 against

~~XII. Review and Approve OCEAA's Operating Budget as of March 8, 2023~~

Action:	Motion: ____ Second: ____
	Vote: ____ for ____ against

XIII. Review and Approve OCEAA's Catastrophic Sick Leave Policy

Action: Approve Catastrophic Sick Leave Policy amended to remove the requirement to donate time to be eligible for leave	Motion: CA Second: JR
	Vote: 4 for 0 against

XIV. Items for Future Meetings

The next regularly scheduled meeting is on April 12, 2023.

XV. Adjournment

The meeting was adjourned at 8:57 PM.



March 8, 2023 Executive Director Board Report

Current Enrollment:

- Currently at 606 enrolled (no change)

Waitlist:

- 55 students

23/24 Prospective Family Overview Sessions:

- Dates: Last date 3/15 (Social Media Ads and 15 PreSchools visited), Lottery date: March 17, 2023
- **New:** Current student Intent to Returns to deploy March 28th via ParentSquare
- 219 prospective students with interest, 80 of these have **not** signed-up for a future informational session due to incomplete PowerSchool Forms – Outreach to follow
 - a. TK - 53
 - b. K - 89
 - c. 1 - 11
 - d. 2 - 8
 - e. 3 - 7
 - f. 4 - 10
 - g. 5 - 12
 - h. 6 - 16
 - i. 7 - 3
 - j. 8 - 6



Enrollment, Waitlist and Planning Ahead

- Wrapping up E-Rate bids for 2023-2024 IT project needs
- Staff “Intent to returns” currently out
- Employment agreements/Teacher Job Responsibilities and Employee Handbook is being reviewed by Legal Counsel for any changes in employment law
- Job fairs scheduled - UCI 3/27
- Commencement of employee health benefits renewal planing 2/23/22
- Coming: Communication to all staff regarding COVID-19 Emergency Legislative update ending May 2023
- Onboarded 1 Nutrition Service employees
- 2 instructional aide resignations - currently filled with staffing agencies
- Current Openings - KEDS (4) SPED (1 Instructional Aide, 1 *Speech pathologist*, 1 PT Education Specialist) 3 Nutrition Services and 1 HR/Accounting Assistant - all positions are filled temporary through staff agencies.
- Bond Refinance Work: Collaborating with 8 Companies
- Audit: Start that process again.



Operations Updates

Compensation Study Updates - Teacher Engagement

1. Budget Committee, 2-3 teacher representatives on average
2. Teacher Presentation on Wednesday, Feb. 15th with version 1 of schedule and fiscal update with 6 MYP budget
3. Teacher Requested Follow Up Session with all teachers on Wednesday, Feb. 22nd
4. Second optional teacher session on Monday, Feb. 27th to finalize 7 items for consideration
5. Teacher Communication on Thursday, March 2nd re: Schedule and 7 requested items



- 1. 2-year contracts for returning teachers** - We will honor this request. For teachers continuing at OCEAA, we will offer a 2-year term contract; for teachers new to OCEAA in 2023-2024, we will offer a one-year term contract for their initial year. All contracts will continue to be based on satisfactory performance or not being on a Performance Improvement Plan (“PIP”). A PIP would be the last step in a performance improvement related process, and would not be a surprise as the teacher would be made aware of their area of growth and the available supports before the contract timelines.
- 2. Retention bonus** - At this time, based on the projected revenues and expenses for the next 6 years, we are able to offer a **\$2,000 one-time**, off-schedule retention bonus for certificated teachers (including our Ed Specialists), which would be paid out half (\$1,000) in December 2023 and half (\$1,000) in June 2024.
- 3. Cap on class size** - Over the past few school years we have seen different needs and have even added extra sections (facilities are tight) to plan for this or have added supports as needed. We will continue to explore stipends for “over class caps” based on the student:teacher ratios currently in place.
- 4. 185 vs. 190 days** - This is one suggestion that we **cannot** adjust at this time in order to provide our teachers sufficient time to collaboratively plan to support our students and achieve our school-wide goals outside and meet the CA state requirement of 175 instructional days (plus instructional minutes).
- 5. Flexibility in PD time** - This is an area that is feasible and ALT would like to collaborate with teachers on what this would look like, such as developing a plan for more differentiated PD. Of course we’d need to ensure our plans continue to align with the Charter petition, school’s work plan (developed by the ILT and ALT), and student achievement benchmarks.
- 6. Support for 1st year teachers** - ALT would also like to create a forum for this to unpack what this looks like in practice with respect to structure and what mentorship would be most supportive to our teachers newest to the profession.
- 7. More structure for grade-level team leads** - This is also feasible and ALT plans to discuss this with the ILT in an upcoming meeting, along with gathering and responding to feedback from the larger teaching staff. An initial idea is to develop a framework that specifies the responsibilities of each grade-level team lead that align with the school’s goals.



Teacher Developed & Requested Items

2022-23 REVISED							
NAME	01/26/2023	2023-24	2024-25	2025-26	2026-27	2027-28	
TOTAL ENROLLMENT	606	606	606	606	606	606	
AVERAGE DAILY ATTENDANCE	533.28 (88%)	545.4 (90%)	557.52 (92%)	563.58 (93%)	569.64 (94%)	569.64 (94%)	
REVENUE							
	TOTAL REVENUE	10,464,396.95	10,711,640.50	11,171,674.50	11,594,731.90	11,919,275.20	12,045,386.66
EXPENSES							
	TOTAL EXPENSES	\$ 10,405,155	\$ 10,641,810	\$ 11,025,422	\$ 11,344,303	\$ 11,673,647	\$ 12,022,440
SUMMARY	SURPLUS\ (DEFICIT)	\$ 59,242	\$ 69,831	\$ 146,253	\$ 250,429	\$ 245,629	\$ 22,947
	BEGINNING FUND BALANCE	\$ 2,300,288	\$ 2,359,529	\$ 2,429,360	\$ 2,575,613	\$ 2,826,042	\$ 3,071,671
	ENDING BALANCE	\$ 2,359,529	\$ 2,429,360	\$ 2,575,613	\$ 2,826,042	\$ 3,071,671	\$ 3,094,618
Reserve Balance as % of Expenses	23%	23%	23%	25%	26%	26%	

Net one-time revenue	739,518	338,206	338,206	338,206	231,946	-
Surplus/(Deficit) w/o One-time revenue	(680,276)	(268,375)	(191,953)	(87,777)	13,683	22,947

\$ Change in Certificated Compensation	\$ 182,815	\$ 124,535	\$ 98,307	\$ 101,257	\$ 104,294
% Change in Certificated Compensation	6.16%	3.95%	3.00%	3.00%	3.00%
\$ Change in Classified Compensation	\$ 74,849	\$ 77,843	\$ 61,108	\$ 62,941	\$ 64,829
% Change in Classified Compensation	3.97%	3.97%	3.00%	3.00%	3.00%
\$ Change in Benefits	\$ 98,390	\$ 78,241	\$ 56,925	\$ 58,632	\$ 60,391
% Change in Benefits	5.72%	4.30%	3.00%	3.00%	3.00%



Results: Next Year Step & Column Increase with a 4% Model (presented on 3/27/23)
Does not include the one-time retention bonus

Compensation Study - Additional Request

Placement on Salary Schedule: Administrator Years of Service

There has been an additional request for OCEAA to follow a district model for OCEAA to honor Administrator years of service for placement on OCEAA's Salary Schedule.

Options for Adoption:

1. Continue with the Charter model that OCEAA has in place now, which would be to not honor years of service specific to Administration and rather continue with teacher specific.
2. Honor 50% of Administrative years of service for placement on salary schedule going forward.
3. Or honor 100% of Administrative years of service for placement on salary schedule going forward.

Projected fiscal impact based on the current composition: \$15,000 approx. for 100% going forward + **future hires.**



- All OCEAA Staff, nearly 100 staffers, hosted on March 3rd
- Conducted by [American Tactical Defense, LLC](#)
- Hands-on, 2 large group and 3 breakout sessions for all



Active Shooter Training

Friday
March 24, 2023
Santa Ana Stadium

OCEAA
JOG-A-THON

Viernes
24 de marzo de 2023
Santa Ana Stadium



Buy tickets
Compre boletos



Annie

THE MUSICAL



3/11/23



Coming up

Q&A



School Director Board Update

March 8, 2023

Presented by

Pedro Llorente

LCAP Goal 1: *OCEAA ensures student access to qualified teachers, Special Education, a broad course of study, facilities in good standing, standards-aligned instructional materials, technology and physical wellness that supports their success.*

❖ Academic Leadership Team Update:

- PD Stations Led by Teacher Experts 03.08.23
- Retention conversations, meetings.
- OCEAA Calendar choice process.
- Conversations about CALPADS.

❖ MTSS:

- MTSS meeting at OCDE. All ALT and Micki Webb February 28th. Reviewed tools and plans offered.
- Follow up with Ms. Kopecky March 10th. Analyze our FIA, next steps.

❖ Hiring:

- Mid-year conversations with teachers (around 85% complete).
 - What you need, what is working for you, what you want to do next year.
 - Trends

LCAP Goal 2: *OCEAA teachers effectively use data, student engaged assessment, and language acquisition strategies to ensure students achieve academic excellence in Spanish and English.*

❖ Assessment & Intervention Coordinator Report

➤ Interventions

- Literacy
 - Progress monitoring: DRA assessments are still being administered
- Math
 - Progress monitoring: Star Math will be administered by the beginning of March
- After assessments are completed the team will look at the data to determine which students will be on watch or will exit, and if regrouping of students needs to occur.

➤ Assessments

- Teachers are finishing up Trimester 2 assessments.
- CAASPP Interims
 - Grades 4th - 8th have administered one ELA Interim assessment
 - Grades 4th - 8th have administered at least one Math Interim assessment

- ◆ Teachers are aligning interims to their Eureka Math², rather than give a module test they give a CAASPP Interim that measures the same standard
- ◆ We cannot compare growth since the interims have been different math standards

❖ **EL Coordinator Report:**

- ❖ Results of the Family Needs Assessment Survey are summarized in the [ELAC Meeting Slides for the March 7th, 2023 meeting](#)
 - In summary:
 - 23% of ELs represented, 22% of Non-ELs represented in responses
 - Responses very aligned between families of ELs and Non-ELs; only 4 of 25 questions received an average response that differed by 0.3 or more
 - 12 of 25 questions received an average response of “Agree” or “Strongly Agree”
 - 2 of 25 questions received an average response of “Disagree” or “Strongly Disagree”
- ❖ Reclassifications
 - 19 reclassifications have been completed and submitted to the state
 - The next round of reclassification reviews will be in April (following the publishing of Trimester 2 grades)
- ❖ Summative ELPAC testing
 - 3rd-8th Grade Group Tests (Listening, Reading, Writing) are complete, with testing with accommodations nearly finished
 - Individual Tests of K-2nd and speaking tests for 8th-5th grades have begun and are being administered by 5 KEDS staff, 4 instructional assistants, 1 teacher, and 2 coordinators

LCAP Goal 3: *All OCEAA students create complex, authentic work that demonstrates a high level of craftsmanship.*

❖ **Dual Language Immersion Curriculum & Instruction Coordinator Update:**

- Case Studies are under way in TK-6th and 8th grades
 - Fieldwork and/or Expert Visits are:
 - Complete in K, 1st, 3rd, 5th, and 6th grades
 - Being planned for TK, 2nd, 4th and 7th
- The High-Quality Work PLC is beginning a review of CCSS Writing standards covered in each language across grades
- DLI Coordinator continues to have weekly/monthly meetings with each grade-level team as necessary to plan Case Studies and/or Standards-Based Year Plans

LCAP Goal 4: *All OCEAA students develop strong character and crew spirit to become effective learners, ethical people and culturally competent leaders who contribute to a better world.*


❖ **School Culture and Character Coordinator update:**

- Crew and Panorama Update - [slidedeck](#)

- Crew Program offerings
 - Crew Lab pull outs - begun week of March 6th and continue until mid-May, serving 75 students through group pull-outs
 - Crew Lab rolling out this week, yay!!
 - ◆ Crew Lab schedule
 - ◆ Parents have been very receptive to this work and have had about 2-3 parents ask to see their child's survey results or wanting to know more about how their child was selected
 - ◆ Waiting on MS teachers to give me list of students
- Restorative Circles - 11
- Behavior SST - 9 SST's
 - 3 exited
 - 6 in progress
- Teacher Support for Behavior Concerns: 6 teachers
- Training Opportunities
 - Observed and offered support to 3 teachers on managing an active classroom
- Panorama Survey - data dive with staff 2/08/23 and 2/15/23
 - Second survey for TK -2 completed
 - Grades 3 - 8 completed
- Habits of Character Recognitions: scheduled for March 9th and 10th
- Student Leadership Team
 - Students continue to lead assemblies
 - Planning the first Middle School dance
 - April 21st goal
 - Fundraiser to raise funds for dance - Loteria Night
- Crew scope and sequence well under way
 - TK has shifted to mainly HoC focus
 - K - 5th shifted to self-efficacy with HoC and social justice foundation
 - 6 - 8: JV creating Crew lessons to be taught weekly with focus on SEL
- Working on:
 - Steps to a Better World in the front office
 - HoC posters to support with overall Crew culture around the school, Crew committee has started the poster language work
 - Better World Day and Crew scope and sequence work
 - [Better World Day proposal](#)

LCAP Goal 5: OCEAA staff engage families in the life of the school, developing strong partnerships that support the well being of students and prepare them for entering a college preparatory high school program.

❖ **School Culture and Character Coordinator update:**

- School Calendar Committee
 -  2023-24 Family Calender.pdf

❖ **EL Coordinator Report:**

- [ELAC Meeting on March 7, 2023](#)
 - Shared results of Needs Assessment Survey, presented Parent Involvement Policy, requested nominations for officers for the 2023-2025 term
- Next ELAC Meeting is on April 13, 2023

❖ **Counseling Corner**

- 8th grade one-on-one meetings to discuss next steps for high school
- 8th grade students visits to high schools
- 8th grade classroom presentation on high school and college requirements
- Social emotional groups ongoing. Students are chosen based on panorama survey information.

Attendance

Orange County Educational Arts Academy 08/10/2022 to 03/08/2023 = 123 school days

Grade Level	Carry Fwd	Gain	Mult Gain	Loss	Ending	Actual Days	OffTrack	Days N/E	Days Absent	Days Attd	ADA	ADA %
-1	0	23	0	0	23	2829	0	0	255.00	2512.00	20.42	88.79%
0	1	89	1	5	85	10947	0	356	904.00	9098.00	73.97	85.90%
Subtotal	1	112	1	5	108	13776	0	356	1159.00	11610.00	94.39	86.51%
1	0	77	0	2	75	9471	0	191	648.00	8077.00	65.67	87.04%
2	0	82	0	2	80	10086	0	115	655.00	8796.00	71.51	88.22%
3	0	72	0	0	72	8856	0	17	610.00	7558.00	61.45	85.51%
Subtotal	0	231	0	4	227	28413	0	323	1913.00	24431.00	198.63	86.97%
4	0	74	0	0	74	9102	0	0	478.00	8071.00	65.62	88.67%
5	0	75	0	2	73	9225	0	242	485.00	8036.00	65.33	89.46%
6	0	62	0	2	60	7626	0	164	491.00	6506.00	52.89	87.19%
Subtotal	0	211	0	4	207	25953	0	406	1454.00	22613.00	183.84	88.52%
7	0	35	0	0	35	4305	0	0	334.00	3644.00	29.63	84.65%
8	0	30	0	0	30	3690	0	0	269.00	3015.00	24.51	81.71%
Subtotal	0	65	0	0	65	7995	0	0	603.00	6659.00	54.14	83.29%
Grand Total	1	619	1	13	607	76137	0	1085	5129.00	65313.00	531.00	87.02%



Financials through Jan 31, 2023

Monthly Financial Board Report

Prepared for: Orange County Educational Arts Academy

Prepared by School's CSMC SBM - Scott Warner



Financial Summary

Actual to Budget:

This report is as of Jan 31, 2023, compared against our board-approved budget on February 8, 2023, based on 606 students enrolled and 533.3 ADA.

YTD Revenues Through **Jan 31, 2023**, are **\$4,581,706** or **-4.3% under** our current budget primarily due to timing of the SB740 and SPED revenues.

YTD Expenses Through **Jan 31, 2023**, are **\$5,917,919** or **.7% under** our current budget.

Therefore, net income is **(\$1,336,214)** or **13.7% under** our current budget.

Balance Sheet:

As of Jan 31, 2023, we had total cash of \$2,298,378, short-term liabilities of \$1,916,074, and long-term liabilities of \$11,991,600. The ending fund balance is \$521,460.

Understanding the Financial Health of the Organization

The chart below explains some of the parameters that the school's leadership can evaluate to understand their financial health, and potential areas of weakness.

Cash Ratio

Ability to meet short-term obligations with cash



Current:	Target:
120.0 %	> 100.0 %

Formula:
(Cash) / (Current Liabilities)

Defensive Interval

Months of continued operation without incoming funds



Current:	Target:
3.7	> 3 months

Formula:
(Cash + Securities + AR)/(Average Expenses for Past 12 Months)

Current Ratio (Liquidity)

Ability to pay short-term obligations




Current:	Target:
1.7	> 1.0

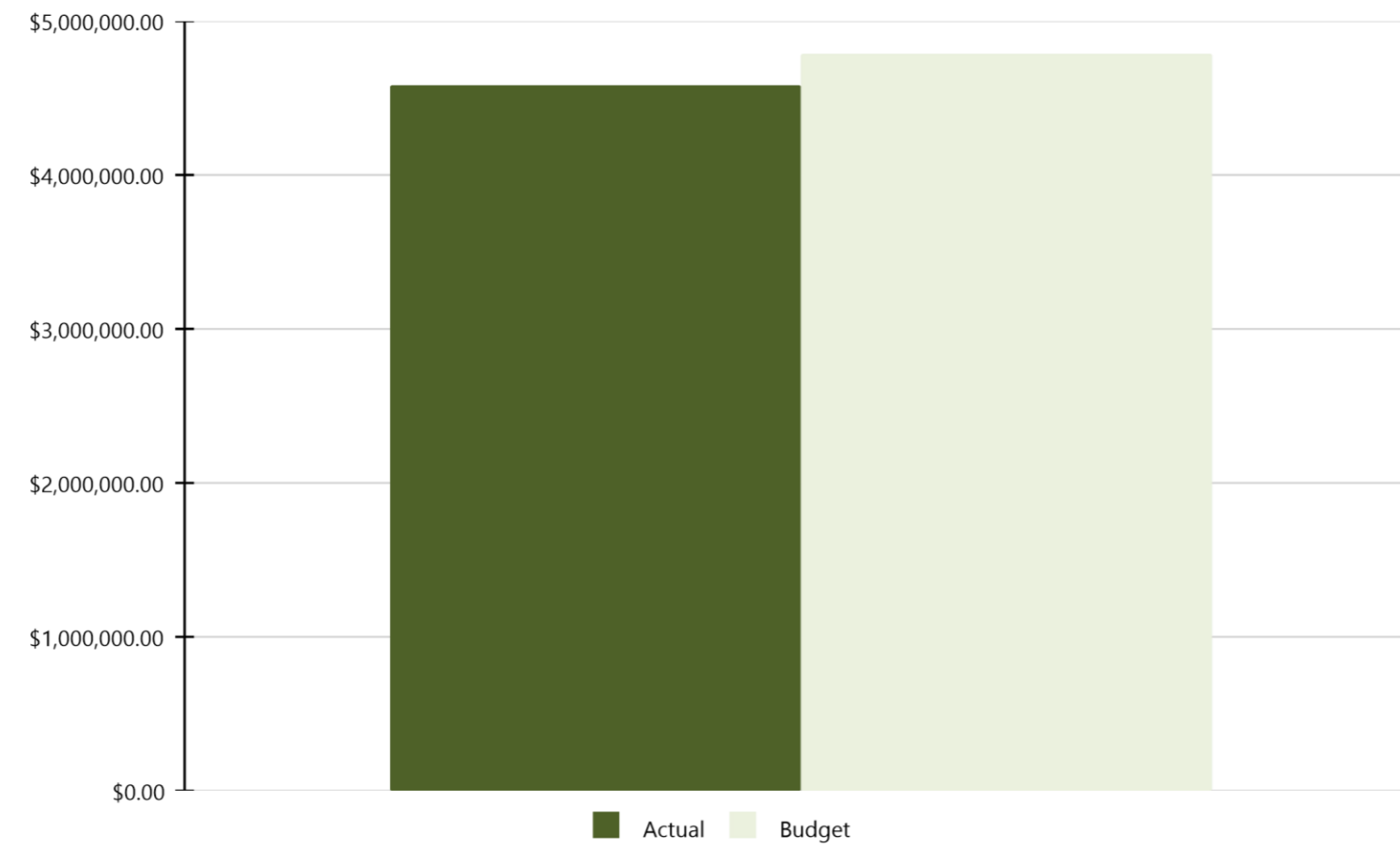
Formula:
(Current Assets) / (Current Liabilities)

Orange County Educational Arts Academy Financial Snapshot

FY 2022-2023, July - January

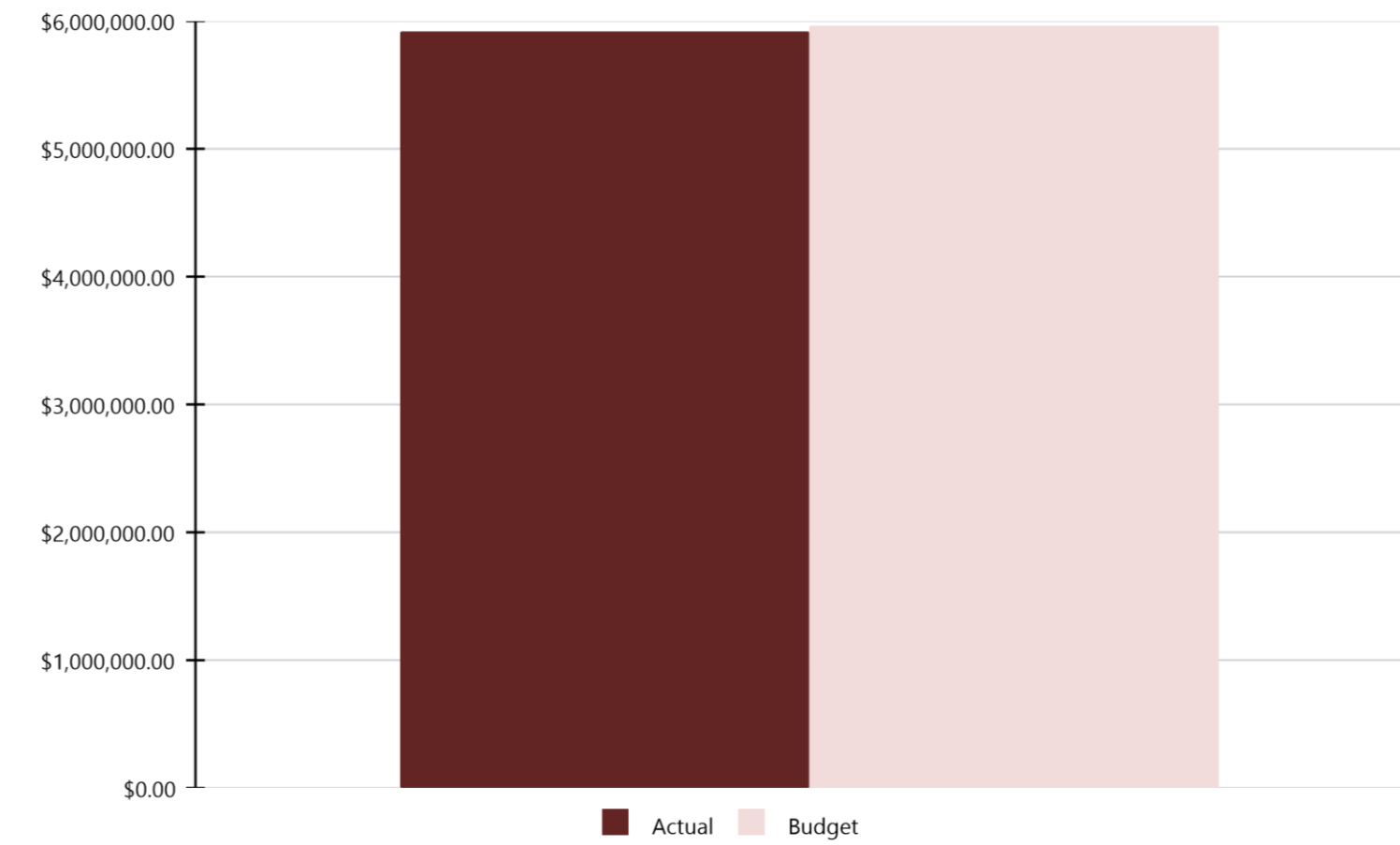
Cash Balance
 **\$2,298,378**

Revenue to Date



Revenue Summary	
Actual	\$4,581,706
Budget	\$4,786,084
Actual to Budget	-4.3 %

Expense to Date



Expense Summary	
Actual	\$5,917,919
Budget	\$5,961,713
Actual to Budget	-0.7 %

Actual to Budget Summary

FY 2022-2023, July - January

Account Description	July - Last Closed			Total Budget	2022-2023	
	Actual	Budget	Variance \$		Actual to Total Budget %	Remaining Budget
LCFF	\$3,359,623	\$3,391,179	(\$31,556)	\$6,793,859	49.5 %	\$3,434,236
Federal Revenue	\$308,216	\$333,173	(\$24,957)	\$1,044,634	29.5 %	\$736,417
Other State Revenue	\$428,748	\$503,676	(\$74,928)	\$1,763,456	24.3 %	\$1,334,708
Local Revenue	\$485,118	\$558,056	(\$72,938)	\$862,448	56.2 %	\$377,330
Total Revenue	\$4,581,706	\$4,786,084	(\$204,378)	\$10,464,397	43.8 %	\$5,882,691
Certificated Salaries	\$1,631,469	\$1,654,758	\$23,290	\$2,969,558	54.9 %	\$1,338,089
Classified Salaries	\$1,026,337	\$1,041,333	\$14,996	\$1,884,235	54.5 %	\$857,898
Employee Benefits	\$975,921	\$931,298	(\$44,624)	\$1,720,852	56.7 %	\$744,931
Total Personnel Expenses	\$3,633,727	\$3,627,389	(\$6,338)	\$6,574,645	55.3 %	\$2,940,918
Books and Supplies	\$490,111	\$524,884	\$34,772	\$733,409	66.8 %	\$243,298
Services & Other Operating Expenses	\$1,680,964	\$1,692,329	\$11,365	\$2,857,025	58.8 %	\$1,176,061
Capital Outlay	\$96,002	\$96,002	-	\$198,141	48.5 %	\$102,139
Other Outgo	\$17,115	\$21,109	\$3,994	\$41,935	40.8 %	\$24,821
Total Operational Expenses	\$2,284,192	\$2,334,324	\$50,132	\$3,830,510	59.6 %	\$1,546,318
Total Expenses	\$5,917,919	\$5,961,713	\$43,794	\$10,405,155	56.9 %	\$4,487,236
Net Income	(\$1,336,214)	(\$1,175,629)	(\$160,585)	\$59,242	-2,255.5 %	\$1,395,455

Revenue
\$4,581,706

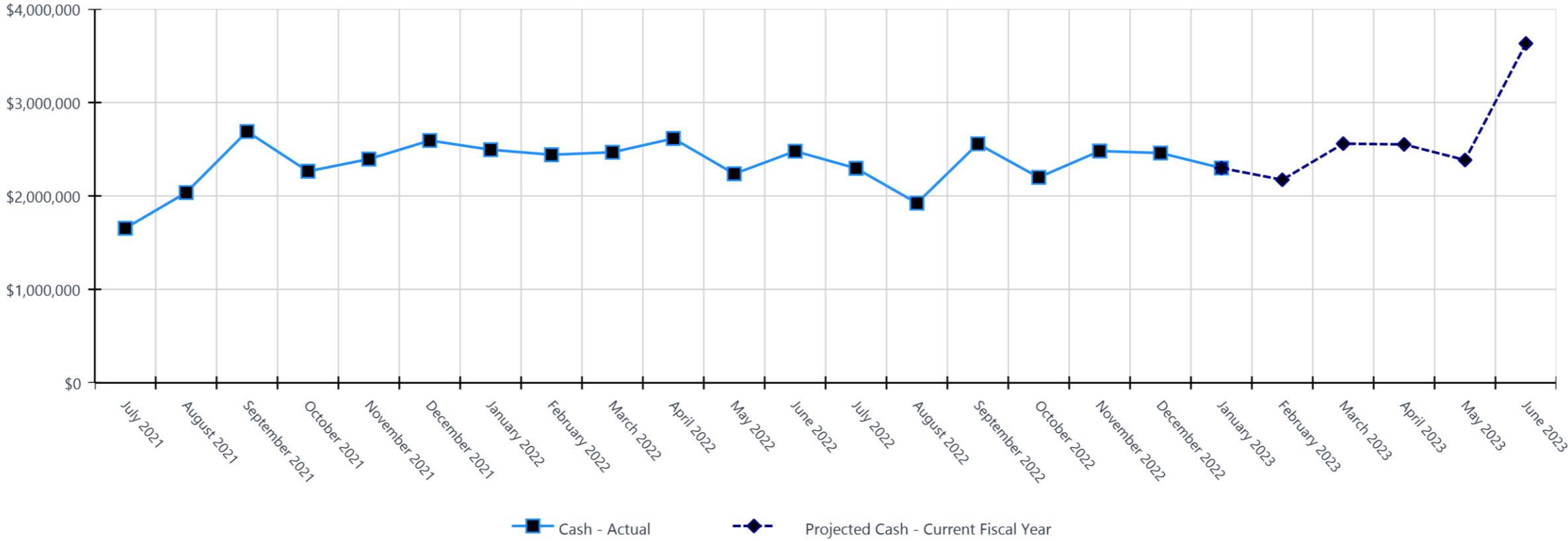
Expenses
\$5,917,919

Surplus / (Deficit)
(\$1,336,214)

This report displays all actual and budgeted revenue and expenditures by object code series and by month. This report can be useful in ensuring you receive your revenue in a timely manner and that you stay within the board approved expenditure levels.

Monthly Cash Balance Over Time

Current fiscal year and prior year



	Cash Amount	Actual or Projected
July 2021	\$1,653,878.64	Actual
August 2021	\$2,035,565.73	Actual
September 2021	\$2,689,274.11	Actual
October 2021	\$2,263,722.05	Actual
November 2021	\$2,393,913.66	Actual
December 2021	\$2,593,130.08	Actual
January 2022	\$2,494,604.47	Actual
February 2022	\$2,440,874.05	Actual
March 2022	\$2,467,296.68	Actual
April 2022	\$2,614,759.48	Actual
May 2022	\$2,236,468.98	Actual
June 2022	\$2,478,470.80	Actual

	Cash Amount	Actual or Projected
July 2022	\$2,295,551.56	Actual
August 2022	\$1,922,918.11	Actual
September 2022	\$2,557,782.24	Actual
October 2022	\$2,198,569.21	Actual
November 2022	\$2,480,310.93	Actual
December 2022	\$2,459,445.28	Actual
January 2023	\$2,298,377.74	Actual
February 2023	\$2,172,670.00	Projected
March 2023	\$2,559,474.00	Projected
April 2023	\$2,551,074.00	Projected
May 2023	\$2,384,154.00	Projected
June 2023	\$3,631,016.00	Projected

Balance Sheet Summary FY 2022-2023 - January

The balance sheet displays all of the school's assets and the school's obligations ('liabilities') at a particular point in time. It is a useful way to ensure the school has enough money to pay off its debts.

Liquidity Ratio

1.7

Assets	
Current Assets	
Cash	\$2,298,378
Accounts Receivables	\$972,077
Prepaid Expenses	\$40,233
Total Current Assets	\$3,310,688
Fixed Assets	
Buildings and Improvements	\$2,048,591
Computer Equipment	\$197,965
Furniture and Fixtures	\$89,579
Construction in Progress	\$10,000
Right of Use Assets	\$10,319,595
Accumulated Depreciation	(\$1,751,438)
Total Fixed Assets	\$10,914,290
Other Assets	
Security Deposits	\$204,156
Total Other Assets	\$204,156
Total Assets	\$14,429,133

Liabilities and Net Assets	
Current Liabilities	
Accounts Payable	\$137,392
Accrued Salaries, Payroll Taxes, Postemployment Benefits	\$213,346
Deferred Revenue	\$1,565,336
Total Current Liabilities	\$1,916,074
Long Term Liabilities	
Loans Payable	\$1,677,436
Capital Leases Payable	\$10,314,164
Total Long Term Liabilities	\$11,991,600
Total Liabilities	\$13,907,673
Net Assets	
Restricted Net Assets	\$45,206
Unrestricted Net Assets	\$1,812,468
Increase/Decrease in Net Assets YTD	(\$1,336,214)
Total Net Assets	\$521,460
Total Liabilities and Net Assets	\$14,429,133

CSMC Charter School Support Team



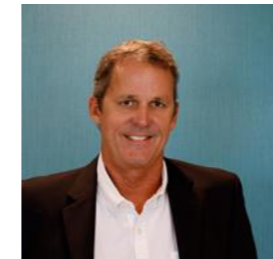
Executive VP of Client Services
Tom Nichols
tnichols@csmc.com



Regional SBM Director
Scott Warner
swarner@csmc.com



Regional AM Director
Mai Luong
mluong@csmc.com



School Business Manager
Scott Warner
swarner@csmc.com



Account Manager
Kayla Tocco
ktocco@csmc.com



Associate AM
Evelyn Jardimiano
ejardiniano@csmc.com

Looking Ahead

3/8/2023	CSMC Regional Office Hours
3/15/2023	Second Interim Financial Report state deadline, authorizers may require earlier
3/24/2023	Varies: Special education MOE pre-test; timing and steps vary by SELPA
3/28/2023	ESSER and GEER Annual Report due
3/29/2023	CSMC Webinar
3/31/2023	Winter Consolidated Application / CARS report possibly due
4/1/2023	Audit firm selection
	Form 700
4/15/2023	CARES, ESSER, ESSER II, ESSER III, ELOG, ARP expenditure report
4/18/2023	Varies: Special education MOE pre-test; timing and steps vary by SELPA
4/19/2023	CSMC Regional Office Hours
4/22/2023	Varies: Special education federal and level 3 reports; timing and steps vary by SELPA
4/30/2023	Federal Cash Management Data Collection (CMDC)
	ASES attendance and expenditure reports
5/1/2023	May Board Meeting: Recommended public hearing for preliminary budget and LCAP
5/2/2023	Varies: Special education low incidence reimbursement; timing and steps vary by SELPA
5/3/2023	CSMC Webinar
5/9/2023	CSMC Workshop: Charter Renewal
5/11/2023	CSMC Workshop: Charter Renewal

Looking Ahead

5/15/2023	Form 990 Return of Exempt Organization
5/20/2023	Annual report for federal pandemic relief funds
	Charter school information survey due to CDE
5/31/2023	CSMC Webinar
6/1/2023	June Board Meeting: Approval of LCAP and Budget, due 6/30



HELPING THE EDUCATION MOVEMENT SUCCEED ONE SCHOOL AT A TIME

POWERED BY:



Charter Vision

info@csmci.com

Office: 888.994.CSMC

43460 Ridge Park Dr., Ste. 100

Temecula, Ca 92590



Certificated Salary Schedule – Board Approved (DRAFT 3/8/23)

Steps	Bachelors	BA +30 Credential	BA + 45 Credential	BA + 60 Units or MA
	A	B	C	D
1	\$59,107	\$61,500	\$61,800	\$62,500
2	\$59,698	\$61,800	\$62,000	\$63,250
3	\$60,289	\$62,150	\$62,500	\$64,250
4	\$61,471	\$62,300	\$63,000	\$66,139
5	\$61,471	\$62,900	\$63,609	\$67,502
6	\$61,471	\$63,921	\$65,199	\$69,263
7	\$61,471	\$65,519	\$66,829	\$71,052
8	\$61,471	\$67,812	\$69,001	\$73,539
9	\$61,471	\$70,185	\$72,278	\$76,112
10	\$61,471	\$73,870	\$74,989	\$78,776
11	\$61,471	\$73,870	\$77,614	\$82,518
12	\$61,471	\$73,870	\$80,330	\$86,644
13	\$61,471	\$73,870	\$83,142	\$90,110
14	\$61,471	\$73,870	\$85,636	\$92,363
15	\$61,471	\$73,870	\$88,205	\$94,672
16	\$61,471	\$73,870	\$88,205	\$97,039
17	\$61,471	\$73,870	\$88,205	\$97,039
18	\$61,471	\$73,870	\$88,205	\$97,039
19	\$61,471	\$73,870	\$88,205	\$98,494
20	\$61,471	\$73,870	\$88,205	\$98,494
21	\$61,471	\$73,870	\$88,205	\$98,494
22	\$61,471	\$73,870	\$88,205	\$99,972
23	\$61,471	\$73,870	\$88,205	\$99,972
24	\$61,471	\$73,870	\$88,205	\$99,972
25	\$61,471	\$73,870	\$88,205	\$101,471
26	\$61,471	\$73,870	\$88,205	\$101,471
27	\$61,471	\$73,870	\$88,205	\$101,471
28	\$61,471	\$73,870	\$88,205	\$102,993

Column A: Bachelors and emergency credential/enrollment in intern program.

Column B: Bachelors and appropriate credential, credential units taken subsequent to date of BA.

Column C: Bachelors and appropriate credential, 45 units taken subsequent to date of BA.

Column D: Bachelors and appropriate credential, 60 units taken subsequent to date of BA or MA.

- All units earned subsequent to the BA degree must be graduate level units from an accredited institution with a final grade of at least "C" and be applicable to a credential, or graduate level degree. The School Director, in their sole discretion, may give written advance approval for other coursework directly applicable to the teacher's assignment.
- To receive credit for advancement on the salary schedule, all course work must be completed by August 1. Official transcripts must be submitted to the Business Office by September 1. Certificated employees will not be advanced on the salary schedule for courses taken during current school year. If official transcripts showing eligibility for salary advancement are not timely received or do not verify eligible coursework, any overpayment on account of the application for salary adjustment will be deducted from the next pay warrant.
- To receive credit for step advancement on the salary schedule, an employee must teach 75% of the school year.
- All units are semester units. Quarter units shall be defined as two-thirds (2/3) of a semester unit.
- Teaching experience service credit of up to a maximum of twelve (12) years for initial placement shall be given for full time teaching experience at a public TK-12 school or under a valid credential at an accredited private school.
- The total number of duty days for a typical school year shall be 190.
- Part time teachers shall advance on the salary schedule on the basis of days of actual full-time service at OCEAA (not paid status). Service shall be cumulative. When the part time teacher has completed service that constitutes at least 75% of full-time service for a school year, at the beginning of the next school year, he/she shall advance to the next salary schedule step, if any. Upon completion of service sufficient for advancement, a new accumulation of service credit shall commence.
- Teachers who complete an earned doctoral degree at an accredited institution in education or in a subject matter to which they are assigned to teach shall receive an annual stipend of One Thousand Dollars (\$1,000), prorated for service of less than one (1) year.
- OCEAA has the right to suspend scheduled increases after consideration of the school budget and projected state budget. Salary Schedules are reviewed at a minimum annually, as the new organizational budget is being developed. The Board of Directors also has the right to adjust these schedules whenever deemed necessary, at a minimum annually, in light of the school or state budget.



825 N. Broadway, Santa Ana, CA 92701



714-558-2787



receptionist@oceaa.org

OCEAA Job Responsibilities

Classroom Teacher

Orange County Educational Arts Academy (“OCEAA”) is a charter school where all stakeholders share a common mission to provide high-quality dual language instruction that integrates arts and technology, and agree to hold themselves accountable for student learning as outlined in the school’s charter petition, Local Control and Accountability Plan (LCAP) and EL Education Workplan. The following includes a list of professional standards and expectations for Teachers who accept a position at OCEAA.

Please read these over thoroughly and initial next to each to indicate agreement to meet these standards and expectations:

1. School days are Monday through Friday. Instruction begins each morning at 8:10am.
 - TK: The instructional day ends at 12:10pm each day; the TK teacher acts in a lead teacher capacity to support the TK-K team in addition to classroom teacher duties.
 - K: The instructional day ends at 2:10pm on Monday, Tuesday, Thursday, and Friday; on Wednesday it ends at 1:10pm
 - The instructional day ends at 2:55pm for grades 1-3, 3:05pm for grades 4-5 and 3:10pm for grades 6-8. On Wednesdays, the instructional day ends at 1:25pm for grades 1-3, 1:35pm for grades 4-5, and 1:40pm for grades 6-8.
2. The Teacher is expected to meet basic workplace requirements, including:
 - Being on campus each school day during all times they are scheduled for duty, unless they arrange for substitute coverage.
 - Teachers are expected to report for duty no later than 7:50am and would be onsite until 3:10 (TK-3), or 3:20 (4-8) unless pre-approved. Dismissal duty, committees, tutoring, clubs or other responsibilities may extend your onsite time.
 - Being ready to greet and supervise students at 8:00am.
 - Providing student supervision during passing periods, before and after school, and as assigned.
 - Demonstrating professionalism by: (1) having lessons and materials prepared before instruction begins, (2) being punctual in scheduled transitions (e.g. recess drop off and pick up), (3) arriving on time and prepared for scheduled meetings, (4) responding to emails or other communications in a timely manner, and (5) dressed appropriately based on OCEAA’s Dress Code policy outlined in Employee Handbook.
3. OCEAA provides 15 paid in-service days and weekly early release Wednesdays for coordinated professional development activities aligned with OCEAA’s charter, LCAP and EL Education Workplan. Two days of the 15 days are dedicated to teacher prep and the non-student in-service days end at 3pm. Weekly early release Wednesdays end at 4pm.
4. As an EL Education Network school, off site professional development opportunities will also be available. EL Education’s Readiness Indicators describe expectations for teachers to:
 - Collaborate deeply with colleagues to raise student achievement
 - Share my work, the work of my students, and my students' data for feedback and critique. Collaboratively, honestly and openly analyze and respond to data concerning student achievement and engagement.

- Develop and adhere to specific professional norms to guide my work with colleagues.
 - Be held accountable for implementing agreed-upon plans and will hold others accountable as well.
 - Bring about significant and lasting change at both the classroom and school level
 - I take collective responsibility and will actively collaborate with my colleagues in order to support the academic achievement and engagement of every student.
 - Use EL Education’s common language and consistent practices to support the mission and goals of our school.
 - Create a culture of achievement in my classroom and establish positive relationships with students and their families.
 - Make every decision through the lens of our school's collective commitment to what is best for students, rather than my own individual definition.
 - Engage fully in professional development activities to learn how to effectively implement the Core Practices of EL Education
 - Invest the time necessary to collaboratively develop, communicate and implement rigorous, engaging curriculum.
 - Carefully examine my past practices and revise (or let go of) activities, strategies and curriculum that are not directly linked with our mission and model.
 - Open my classroom to administrators, my colleagues and EL Education staff for feedback and support.
 - Participate in on-site and off-site professional development activities and implement the practices I learn.
5. Teaching is a profession that requires ongoing intellectual and creative effort beyond the duty day. The Teacher is expected to demonstrate a commitment to professional hours by:
- Dedicating the time required, within and outside of the duty day, to create a highly effective learning environment that results in high levels of student achievement.
 - Attending and actively participating in parent information evenings such as Back to School Night, Open House and relevant workshops as scheduled and approved by the School Director.
 - Providing parent conferences/student-led conferences each school year on the days designated for such and holding additional conferences as needed.
 - Providing academic interventions as part of a Multi-Tiered System of Supports and in alignment with our Student Support Team Process.
 - Helping plan, attend or participate in outreach events and school performances open to the public.
 - Participating in operational committees (Budget, School Coordinating Council, Teacher Induction, etc.)
6. OCEAA’s Habits of Character (integrity, compassion, collaboration, perseverance, courage) guide all members of the OCEAA community in daily interactions. The Teacher is expected to foster a positive school culture by:
- Leading student ‘Crew’ daily to build relationships and lead character-based initiatives for 30 minutes of the instructional day.
 - Establishing and maintaining a safe, orderly classroom that fosters strong character and positive role-modeling among students and between the students and the Teacher.
 - Consistently monitoring and reinforcing school-wide behavior expectations and procedures as outlined by our Habits of Characters and Positive Behavioral Interventions and Supports systems.

- Communicating regularly with parents through monthly curriculum updates, emails, ParentSquare, phone calls, a web page, etc. per school policies and procedures.
- Modeling target language learning and development by utilizing Spanish in public places as often as possible.

7. The Teacher is expected to follow school policies and procedures as outlined in formal handbooks, memos, and ongoing communications; these include but not limited to:
- Clocking in and out daily (so that in the event of an emergency administrations can conduct search and rescue efforts if needed), completing leave forms in a timely manner and alerting supervisors as soon as possible in the event of an unplanned absence.
 - Maintaining timely and accurate attendance records.
 - Following SST and SPED referral processes as outlined by our MTSS procedures.
 - Providing student assessment data, report cards and progress updates.
 - Maintaining daily and unit planning documents; providing lesson plans when absent, securing a substitute teacher in a timely manner, and preparing a 3-day emergency substitute plan to be kept on file.
 - Packing up classrooms at year-end as directed by the School Director based on the needs of the school.

8. OCEAA reserves the right to amend these job responsibilities as necessary.

Employee Signature of Acceptance: _____

Printed Name: _____ Date: _____

EMPLOYMENT AGREEMENT
Between
ORANGE COUNTY EDUCATIONAL ARTS ACADEMY &
[INSERT EMPLOYEE NAME]

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above-named employee (the “Employee”) and the Governing Board of Orange County Educational Arts Academy (“OCEAA” or the “Charter School”) a California public charter school approved by the Santa Ana Unified School District (“District”). The Charter School and the Employee are collectively referred to as the “Parties.” The Board desires to hire employees who will assist OCEAA in implementing its purposes, policies, and procedures, and in achieving the goals and meeting the requirements of OCEAA’s charter. The parties recognize that OCEAA is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

WHEREAS, OCEAA and the Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

1. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

- a. The Charter School has been established and operates pursuant to the Charter Schools Act of 1992, Education Code section 47600, et seq.
- b. Pursuant to Education Code section 47604, OCEAA has elected to be formed and to operate as a nonprofit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 et seq. of the Corporations Code). As such, OCEAA is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of OCEAA, and the employee signing below expressly recognizes that they are being employed by OCEAA and not the District.
- c. Pursuant to Education Code section 47610 the Charter School must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610. The parties recognize that the Charter School is not governed by the provisions of the California Education Code except as expressly set forth in the Charter Schools Act of 1992.
- d. The Charter School shall be deemed the exclusive public-school employer of the employees at the Charter School for purposes of Government Code section 3540.1.

[EMPLOYEE NAME] INITIALS: _____

2. AT WILL EMPLOYMENT:

This Agreement shall commence on August 1, 2023 and the work year shall end no later than June 30, 2025, which would align with the Academic Calendar per year. The terms of this Agreement are subject to the provisions in the Employee Handbook regarding termination and nonrenewal. As stated in the Employee Handbook, employment with OCEAA is on an at will basis. Either party may terminate the Agreement at-will with written notice to the other.

3. EMPLOYMENT TERMS:

- a. Duties: The Employee shall work in the position of [INSERT]. A copy of the Job Description or Job Responsibilities for the position noted above is attached hereto and incorporated by reference herein. These duties may be amended from time to time at the sole discretion of the Charter School. The Employee will perform such duties as OCEAA may reasonably assign and the Employee will abide by all OCEAA policies and procedures as adopted and amended from time to time. The Employee further agrees to abide by the provisions of OCEAA's charter.
- b. Work Year: OCEAA will be in session from August 1, 2023 to June 30, 2024. There will be 190 duty days. Please refer to the Academic Calendar for the specific duty days.
- c. Work Day and Work Responsibilities: Work hours and professional duty and responsibility requirements are set forth in the Job Description or Job Responsibilities.

4. COMPENSATION AND BENEFITS:

- a. Employees shall be placed on the pay schedule in accordance with their qualifications and experience. No exempt employee shall be paid less than the mandatory minimum exempt salary. If placement shall be paid less than the mandatory minimum exempt salary. If placement on the scale results in an employee being below the threshold at any time, their salary shall be adjusted up to the minimum exempt salary in California for any time periods where it otherwise would be non-compliant.
- b. Salary: Compensation shall be \$_[INSERT] monthly (\$_[INSERT] annually) ([INSERT] Step/Column), less statutory and other authorized deductions to be paid on a monthly basis in 11 equivalent payments from August through June. In any months in which Employee is not employed for the full month the employee

[EMPLOYEE NAME] INITIALS: _____

will be paid on a pro-rated basis. The Employee understands that their position is exempt from overtime under State and Federal law.

- c. Benefits: The Employee shall be entitled to participate in designated employee benefit programs and plans established by OCEAA (subject to program and eligibility requirements) for the benefit of its employees, as detailed in the Employee Handbook, which from time to time may be modified by OCEAA in its sole discretion.
- d. Sick Days: OCEAA allows up to **[8] paid sick** days for purposes as outlined in the Employee Handbook.
- e. Personal Days: OCEAA will provide **[2] Paid Time Off** days to take care of personal needs as outlined in the Employee Handbook.

5. CONDITIONS OF EMPLOYMENT:

- a. General Laws: This Employment Agreement is subject to all applicable laws of the United States, the State of California and to the rules and regulations of the California State Board of Education and the rules, regulations and policies of the Charter School Board. These laws, rules and regulations may change from time to time without notice to the Employee and are hereby made a part of the terms and conditions of this contract as though herein set forth.
- b. Fingerprinting/TB Test: Fingerprint clearance for the Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. OCEAA will assume the initial cost of all fees related to the fingerprinting process. The Employee will be required to submit evidence from a licensed physician and/or licensed entity that the Employee was found to be free from tuberculosis risk factors, or active tuberculosis if risk factors were identified. Both clearances must be in place prior to the first day of service.
- c. Credential: Employee represents that they possess the following California Credentials, certificates or permits, duly issued by the California Commission on Teacher Credentialing:

Credential
[INSERT]

Expires
[DATE]

Employee further represents that they are not now under contract with any other school district or public-school entity in the State of California.

Employee warrants and represents that they will, with respect to each credential recited above and any other credential subsequently obtained:

[EMPLOYEE NAME] INITIALS: _____

1. Immediately register each credential with all appropriate agencies, including the Orange County Department of Education.
2. Timely take and pass all examinations or continuing education courses that are now, or may be required for renewal of each credential.
3. Refrain from any act, or omission, which is intended to or will result in suspension, revocation, or action against of any or all credentials.
4. Applicant acknowledges that their continuing employment with the Charter School is expressly subject to maintenance of each credential. Failure to maintain each credential may be treated by the Charter School, at its sole option, as grounds for dismissal.
5. Failure to pass CBEST or Charter School prescribed proficiency test: No employment under this Agreement may continue beyond the date of notification that Employee either (1) failed such a test or (2) failed to appear for the test. In the event of either failure, this Agreement shall be cause for automatic termination.

6. EVALUATION:

The School Director of the Charter School shall evaluate and assess in writing the performance of the Employee. A failure to evaluate the Employee shall not prevent the Charter School from disciplining or dismissing the Employee at-will in accordance with this Agreement.

7. EMPLOYEE RIGHTS:

Employment rights and benefits for employment at OCEAA shall only be as specified in this Agreement, OCEAA's charter, the Charter Schools Act, and OCEAA's Employee Handbook, which OCEAA may amend and modify from time to time. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure, or any employment rights with OCEAA.

8. CONFLICT OF INTEREST

The Employee understands that, while employed at OCEAA, they will have access to confidential and proprietary information. The Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with their employment with OCEAA.

[EMPLOYEE NAME] INITIALS: _____

9. OUTSIDE PROFESSIONAL ACTIVITIES:

By prior approval of the Management Team, the Employee may undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. OCEAA shall in no way be responsible for any expenses attendant to the performance of such outside activities.

10. DUTY TO REPORT KNOWN OR REASONABLY SUSPECTED CHILD ABUSE:

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in their professional capacity or within the scope of their employment whom they know knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

For purposes of California Penal Code section 11166, a “child care custodian” includes:

- a. any person employed as a teacher, a teacher’s aide, a teacher’s assistant, or an instructional aide by any public or private school who has been trained in the duties imposed by California Penal Code section 11166;
- b. a classified employee of any public school who has been trained in the duties imposed by California Penal Code section 11166; or
- c. administrative officers, supervisors of child welfare and attendance, or certificated pupil personnel employees of any public or private school.

By executing this Agreement, Employee is certifying that they have knowledge of California Penal Code section 11166 and will comply with its provisions.

11. USE OF SCHOOL NAME AND MATERIALS POLICY

- a. Intellectual Property Rights/Proprietary Information. As used in this Agreement, “Intellectual Property Rights” mean any and all now known or hereafter existing rights associated with works of authorship or inventions throughout the universe, including but not limited to copyrights, patents, trademarks, and all other intellectual and industrial property and proprietary rights (of every kind and nature throughout the universe and however designated) relating to intangible property.

OCEAA will own all rights in and to any and all work products, in whatever medium, and all results and proceeds of Employee’s services provided under this Agreement, and all Intellectual Property Rights therein and thereto (the “Work

[EMPLOYEE NAME] INITIALS: _____

Products”). Employee represents and warrants that it is their intent that the Work Products created by or contributed to, in their capacity as an Employee of OCEAA, will become the property of OCEAA, and that OCEAA will own the copyright in such Work Products. To the extent that the Work Products are not a work for hire, Employee hereby transfers and assigns all copyright interest(s) in the Work Products to OCEAA for the full term of copyright and all renewals and extensions thereof. This assignment of all right, title, and interest in the Work Products to OCEAA is a transfer to OCEAA of the full ownership in and of the work(s), including all rights of reproduction, distribution, display, and the right to create derivative works. Employee further acknowledges that OCEAA may register the copyright for the Work Products or derivative work in its own name or that of any of its designees for the full term of copyright and all renewals and extensions thereof.

Employee hereby agrees to provide OCEAA with reasonable assistance to further evidence and record OCEAA’s Intellectual Property Rights, and Employee will make no claim inconsistent with OCEAA’s Intellectual Property Rights. All value and goodwill accruing in connection with the Work Products created under this Agreement will inure to the sole benefit of OCEAA.

- b. Confidential Information: Employee agrees that all student and OCEAA lists, e-mail addresses used by OCEAA employees or students, services, products, student records, plans, reports, marketing, expansion, technology and processes of OCEAA are valuable, special and unique assets of OCEAA (collectively “Confidential Information”). Employee acknowledges they will have access to and knowledge of Confidential Information and that access to and knowledge of Confidential Information is essential to the performance of his duties under this Agreement. In consideration of Employee’s access to this Confidential Information, Employee agrees that except as specifically authorized in writing by OCEAA, Employee will not, directly or indirectly (i) disclose any Confidential Information to any person or entity, (ii) make use of any Confidential Information for his or her own purposes or for the benefit of any other person or entity, other than OCEAA.

- c. Non-Interference Covenant and Compliance: In addition to any other covenants or agreements to which Employee may be subject, Employee will not, directly or indirectly, either as an individual or Employee or as an employee of others, induce, directly or indirectly, the agents, vendors, parents, contractors, dealers, students, Employees, Program Directors, administrators, or OCEAA staff to discontinue its relationship with OCEAA.

- d. Prior Approval of Advertising: Any proposal for use of OCEAA names, trademarks, and logos must be submitted to OCEAA in writing for written approval prior to such use. OCEAA’s prior written approval must be obtained for all advertising or promotional media, including newspaper advertisements, audio or videotapes,

[EMPLOYEE NAME] INITIALS: _____

posters or fliers and other such promotional means. Employee shall have sole responsibility for obtaining OCEAA's prior written approval for every advertisement.

- e. Trademarks and Logos: OCEAA corporate names, trademarks, and logos are OCEAA's property and may not be used in any manner, including the reproduction of literature, or advertising without prior written consent from OCEAA.
- f. Copyrighted Material: All OCEAA literature and Internet home page files and content are copyrighted and may not be duplicated in any form without express prior written consent of OCEAA. This restriction includes, but is not limited to photocopies, graphic reproductions, translated verbiage, OCEAA product and service photos, student and parent likenesses and images taken in part or in or out of context.
- g. Recorded Messages: Any recorded message, including voice messages, used in any way that refers to OCEAA names, trademarks or logos must be presented to OCEAA in written script form for approval prior to any use.
- h. Return of Materials Upon Termination of Agreement: In the event of termination of the Employee Agreement, Employee shall return any OCEAA materials, in the possession of Employee, including but not limited to, keys, student information and records, access codes and passwords, computers, software, school and OCEAA assets and any other information and materials obtained by Employee in connection with the Employee Agreement. Further, by signing the Employee Agreement and this Agreement and initialing this page of the Agreement, Employee specifically acknowledges that the costs associated with any School property that s/he maintains upon termination, including all required paperwork and instructional materials, shall be deducted from the final payment for services.

12. GENERAL PROVISIONS:

- a. Governing Law: This Agreement and the rights and obligations of the parties shall be governed by and construed in accordance with the laws of the State of California.
- b. Entire Agreement: This Agreement contains all the understandings and agreements between the parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representations, express or implied, not contained in the Agreement.
- c. Modifications: Any modifications or amendments of any of the terms and conditions of this Agreement must be expressly made by the parties hereto in writing.

[EMPLOYEE NAME] INITIALS: _____

- d. Assignment: The Employee may not assign or transfer any rights or duties assumed under this Agreement.
- e. Severability: If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in full force and effect.
- f. Waiver of Breach: The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

13. ACCEPTANCE OF EMPLOYMENT:

By signing below, the Employee declares as follows:

- a. I have read this Agreement and accept employment with OCEAA on the terms specified herein.
- b. All information I have provided to the Charter School related to my employment is true and accurate.
- c. A copy of the job responsibilities is attached.
- d. This is the entire Agreement between the Charter School and myself regarding the terms and conditions of my employment. This is a complete Agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

Printed Name: _____

OCEAA Approval:

Date: _____

Pedro Llorente, School Director

This Employment Agreement is subject to ratification and approval by the Governing Board of OCEAA.

[EMPLOYEE NAME] INITIALS: _____

Draft A- OCEAA Calendario Familia / Family Calendar (10/27 PD)

2023-24
www.oceaa.org

Favor de revisar el calendario en nuestro sitio web para obtener la información más actualizada.
Please see the calendar on our website for the most up-to-date information.

July 2023						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
7/24-7/26 Registro de Regreso a clases / Back to School Registration						

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
8/9 Primer día de clases (día modificado) / First day of school (modified day)						

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
9/4 Observación del Día del trabajo / Labor Day						
9/15 No hay clases / No classes						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
10/27 No hay clases / No classes						

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
11/1 No hay clases / No classes						
11/10 Días de los veteranos / Veteran's Day						
11/20-11/24 Vacaciones del Día de acción de gracias / Thanksgiving Holiday						

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
12/20 – 1/9 Vacaciones de invierno / Winter Holiday.						

January 2024						
S	M	T	W	T	F	S
12/31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
1/10 Reanudan las clases / Classes resume						
1/15 Día conmemorando a MLK / MLK Holiday						

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		
2/16 & 2/19 Días de los presidentes / Presidents' Holidays						

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
3/1 No hay clases / No classes.						
3/29 No hay clases / No classes						

April 2024						
S	M	T	W	T	F	S
3/31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
4/1-4/5 Vacaciones de primavera/Spring Break						
4/26 No hay clases / No classes						

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
5/27-Día Conmemorativo / Memorial Holiday						
5/30-Último día de clases (modificado) / Last Day of School (Modified)						

Registro de regreso a la escuela (en persona) Back to School Registration (in person)
Primer y último día de clases - Días modificados First & Last Day of classes - Modified Days
Todos los miércoles = Días modificados All Wednesdays = Modified Days
No Hay clases = Días de desarrollo profesional No classes = Professional Development Days
Día feriados y vacaciones \ Holidays & Vacations
Fin de trimestre / End of Trimester

Nota: La mesa directiva de OCEAA reserva el derecho de cambiar los días escolares si circunstancias se presentan (emergencias, negociaciones, clima, etc.) exigiendo la necesidad de cambios. Note: The OCEAA Board reserves the right to change school days if circumstances arise (emergencies, negotiations, weather, etc.) causing the need to make changes.

New Staff Orientation Days	3
Professional Development -	13
Prep Days	2
Full Instructional Days	##
Modified Days	38

Holidays	#
Vacation	#
End of Trimesters	
T1= 58, T2= 61, T3= 56	
First/Last Days of School	

BtSR = July 24-26. First day of school = 8/9/23. T1 ends 11/3/22. T2 ends 3/2/23. Last day of school = 5/30/24

	S	S	M	T	W	H	F	S	S	M	T	W	H	F	S	S	M	T	W	H	F	S	S	M	T	W	H	F	Students	Teachers	PD/work day	Modified	Full								
July	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	#	#	24	25	26	27	28	#	#	31						0	0			
August				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	#	#	21	22	23	24	25	#	#	28	29	30	31		17	23	6	4	13	
September							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	#	#	18	19	20	21	22	#	#	25	26	27	28	29	19	20	1	4	15	
October	#	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	#	#	23	24	25	26	27	#	#	30	31					21	21	0	4	17
November				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	#	#	20	21	22	23	24	#	#	27	28	29	30		15	16	1	3	12	
December							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	#	#	18	19	20	21	22	#	#	25	26	27	28	29	13	13	0	2	11	
January	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	#	#	22	23	24	25	26	#	#	29	30	31		15	17	2	4	11		
February						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	#	#	19	20	21	22	23	#	#	26	27	28	29		19	19	0	4	15	
March						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	#	#	18	19	20	21	22	#	#	25	26	27	28	29	19	21	2	4	15	
April			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	#	#	22	23	24	25	26	#	#	29	30					16	17	1	3	13
May					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	#	#	20	21	22	23	24	#	#	27	28	29	30	31	21	22	1	6	15	
June	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	#	#	24	25	26	27	28	#	#	30					0	1	1	0	0	
																																			175	190	15	38	137		

**CHARTER SCHOOL SECOND INTERIM
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2022 to June 30, 2023**

Charter School Certification

Charter School Name: Orange County Educational Arts Academy
CDS #: 30-66670-0109850
Charter Approving Entity: Santa Ana Unified
County: Orange
Charter #: 0701

For information regarding this report, please contact:

For Approving Entity: <u>Celeste Migliaccio</u> Name <u>Director of Secondary Student Achievement/Charter Sc</u> Title <u>714-558-5724</u> Telephone <u>Celeste.Migliaccio@SAUSD.US</u> E-mail address	For Charter School: <u>Scott Warner</u> Name <u>Business Manager</u> Title <u>949-514-2839</u> Telephone <u>swarner@csmci.com</u> E-mail address
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To the entity that approved the charter school:

x) 2022-23 CHARTER SCHOOL SECOND INTERIM FINANCIAL REPORT -- ALTERNATIVE FORM: This report has been approved, and is hereby filed by the charter school pursuant to *Education Code* Section 42100(b).

Signed: _____ Date: _____
Charter School Official
(Original signature required)

Printed Name: Mike Limon Title: Director

To the SBE:

) 2022-23 CHARTER SCHOOL SECOND INTERIM FINANCIAL REPORT -- ALTERNATIVE FORM: This report is hereby filed with the County Superintendent pursuant to *Education Code* Section 42100(a).

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

Printed Name: _____ Title: _____

To the Superintendent of Public Instruction:

) 2022-23 CHARTER SCHOOL SECOND INTERIM FINANCIAL REPORT -- ALTERNATIVE FORM: This report verified for mathematical accuracy by the County Superintendent of Schools pursuant to *Education Code* Section 42100(a).

Signed: _____ Date: _____
County Superintendent/Designee
(Original signature required)

**CHARTER SCHOOL SECOND INTERIM
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2022 to June 30, 2023**

Charter School Name: Orange County Educational Arts Academy
CDS #: 30-66670-0109850
Charter Approving Entity: Santa Ana Unified
County: Orange
Charter #: 0701

This charter school uses the following basis of accounting:

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

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

Description	Object Code	Unrestricted	Restricted	Total	Adopted Budget	Projected 2022-23
A. REVENUES						
1. Revenue Limit Sources						
State Aid - Current Year	8011	1,793,390.00		1,793,390.00	3,775,401.53	3,450,046.00
Education Protection Account	8012	687,433.00		687,433.00	903,549.47	1,441,523.00
Charter Schools Gen. Purpose Entitlement - State Aid	8015	0.00		0.00		
State Aid - Prior Years	8019	0.00		0.00		
Tax Relief Subventions (for rev. limit funded schools)	8020-8039	0.00		0.00		
County and District Taxes (for rev. limit funded schools)	8040-8079	0.00		0.00		
Miscellaneous Funds (for rev. limit funded schools)	8080-8089	0.00		0.00		
Revenue Limit Transfers (for rev. limit funded schools):		0.00		0.00		
PERS Reduction Transfer	8092	0.00		0.00		
Other Revenue Limit Transfers	8096	0.00	0.00	0.00		
Total, Revenue Limit Sources		2,480,823.00	0.00	2,480,823.00	4,678,951.00	4,891,569.00
2. Federal Revenues (see NOTE on last page)						
No Child Left Behind	8290	0.00	128,791.00	128,791.00	259,258.21	245,900.33
Special Education - Federal	8181, 8182	0.00	0.00	0.00	67,578.95	64,326.90
Child Nutrition - Federal	8220	0.00	65,069.53	65,069.53	407,924.59	407,924.59
Other Federal Revenues	8110, 8260-8299	0.00	114,355.94	114,355.94	0.00	326,481.88
Total, Federal Revenues		0.00	308,216.47	308,216.47	734,761.75	1,044,633.70
3. Other State Revenues						
Charter Schools Categorical Block Grant	8480	0.00		0.00		
Special Education - State	StateRevSE	0.00	196,575.00	196,575.00	461,077.62	448,648.46
All Other State Revenues	StateRevAO	53,813.19	374,935.09	428,748.28	1,506,024.76	1,763,456.05
Total, Other State Revenues		53,813.19	571,510.09	625,323.28	1,967,102.38	2,212,104.51
4. Other Local Revenues						
Transfers from Sponsoring LEAs to Charter Schools in Lieu of Property Taxes	8096	878,800.00		878,800.00	2,006,443.54	1,902,289.75
All Other Local Revenues	LocalRevAO	281,477.38	7,065.59	288,542.97	329,881.24	413,800.00
Total, Local Revenues		1,160,277.38	7,065.59	1,167,342.97	2,336,325	2,316,090
5. TOTAL REVENUES						
		3,694,913.57	886,792.15	4,581,705.72	9,717,139.91	10,464,396.96
B. EXPENDITURES						
1. Certificated Salaries						
Teachers' Salaries	1100	1,139,781.84	166,033.33	1,305,815.17	2,123,841.07	2,334,396.61
Certificated Pupil Support Salaries	1200	5,900.55	68,900.74	74,801.29	304,555.00	236,144.00
Certificated Supervisors' and Administrators' Salaries	1300	158,324.59	91,218.52	249,543.11	214,344.46	120,000.00
Other Certificated Salaries	1900	1,309.10	0.00	1,309.10	170,000.00	279,017.55
Total, Certificated Salaries		1,305,316.08	326,152.59	1,631,468.67	2,812,740.53	2,969,558.16
2. Non-certificated Salaries						
Instructional Aides' Salaries	2100	70,494.98	273,783.90	344,278.88	723,421.95	689,583.90
Non-certificated Support Salaries	2200	37,985.90	96,906.65	134,892.55	175,812.00	259,390.00
Non-certificated Supervisors' and Administrators' Sal.	2300	204,682.98	122,272.44	326,955.42	542,480.00	584,980.00
Clerical and Office Salaries	2400	90,512.70	3,709.81	94,222.51	185,476.00	265,613.00
Other Non-certificated Salaries	2900	112,733.58	13,254.21	125,987.79	66,096.00	84,668.00
Total, Non-certificated Salaries		516,410.14	509,927.01	1,026,337.15	1,693,285.95	1,884,234.90

**CHARTER SCHOOL SECOND INTERIM
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2022 to June 30, 2023**

Charter School Name: Orange County Educational Arts Academy
CDS #: 30-66670-0109850

Description	Object Code	Unrestricted	Restricted	Total		
3. Employee Benefits						
STRS	3101-3102	237,624.15	58,213.58	295,837.73	515,410.35	552,779.62
PERS	3201-3202	134,676.33	126,380.56	261,056.89	471,768.71	497,165.46
OASDI / Medicare / Alternative	3301-3302	59,482.03	43,021.13	102,503.16	170,321.12	187,202.56
Health and Welfare Benefits	3401-3402	181,425.93	76,022.29	257,448.22	381,767.17	382,799.57
Unemployment Insurance	3501-3502	8,868.67	4,108.23	12,976.90	44,038.00	49,940.00
Workers' Compensation Insurance	3601-3602	33,340.93	12,757.41	46,098.34	94,626.55	50,964.83
Retiree Benefits	3701-3702	0.00	0.00	0.00		
PERS Reduction (for revenue limit funded schools)	3801-3802	0.00	0.00	0.00		
Other Employee Benefits	3901-3902	0.00	0.00	0.00		
Total, Employee Benefits		655,418.04	320,503.20	975,921.24	1,677,931.90	1,720,852.04
4. Books and Supplies						
Approved Textbooks and Core Curricula Materials	4100	43,242.49	40,679.08	83,921.57	94,000.00	95,000.00
Books and Other Reference Materials	4200	18,272.85	2,995.46	21,268.31	24,000.00	26,500.00
Materials and Supplies	4300	102,001.57	37,776.23	139,777.80	72,200.00	170,600.00
Noncapitalized Equipment	4400	83,873.01	38,582.20	122,455.21	101,309.00	221,309.00
Food	4700	8,973.27	113,715.20	122,688.47	220,000.00	220,000.00
Total, Books and Supplies		256,363.19	233,748.17	490,111.36	511,509.00	733,409.00
5. Services and Other Operating Expenditures						
Travel and Conferences	5200	37,045.51	7,595.26	44,640.77	102,349.00	136,800.00
Dues and Memberships	5300	12,007.93	0.00	12,007.93	7,500.00	13,000.00
Insurance	5400	91,897.73	188.29	92,086.02	109,623.16	105,840.00
Operations and Housekeeping Services	5500	88,602.14	0.00	88,602.14	118,300.00	145,000.00
Rentals, Leases, Repairs, and Noncap. Improvements	5600	700,763.16	6,537.93	707,301.09	1,212,602.74	1,179,975.98
Professional/Consulting Services and Operating Expend.	5800	547,180.63	151,253.67	698,434.30	1,017,176.45	1,201,408.58
Communications	5900	36,777.96	1,113.63	37,891.59	67,000.00	75,000.00
Total, Services and Other Operating Expenditures		1,514,275.06	166,688.78	1,680,963.84	2,634,551.35	2,857,024.56
6. Capital Outlay						
(Objects 6100-6170, 6200-6500 for modified accrual basis only)						
Land and Land Improvements	6100-6170	0.00	0.00	0.00	0.00	0.00
Buildings and Improvements of Buildings	6200	0.00	0.00	0.00	0.00	0.00
Books and Media for New School Libraries or Major Expansion of School Libraries	6300	0.00	0.00	0.00	0.00	0.00
Equipment	6400	0.00	0.00	0.00	0.00	0.00
Equipment Replacement	6500	0.00	0.00	0.00	0.00	0.00
Depreciation Expense (for accrual basis only)	6900	96,002.25	0.00	96,002.25	198,141.06	198,141.06
Total, Capital Outlay		96,002.25	0.00	96,002.25	198,141.06	198,141.06
7. Other Outgo						
Tuition to Other Schools	7110-7143	0.00	0.00	0.00	0.00	0.00
Transfers of Pass-Through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE	0.00	0.00	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00	0.00	0.00
All Other Transfers	7280-7299	0.00	0.00	0.00	0.00	0.00
Debt Service:		0.00	0.00	0.00	0.00	0.00
Interest	7438	15,793.30	0.00	15,793.30	38,745.51	38,745.51
Principal (for modified accrual basis only)	7439	1,321.52	0.00	1,321.52	3,189.91	3,189.91
Total, Other Outgo		17,114.82	0.00	17,114.82	41,935.42	41,935.42
8. TOTAL EXPENDITURES		4,360,899.58	1,557,019.75	5,917,919.33	9,570,095.21	10,405,155.14
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		(665,986.01)	(670,227.60)	(1,336,213.61)	147,044.70	59,241.82

**CHARTER SCHOOL SECOND INTERIM
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2022 to June 30, 2023**

Charter School Name: Orange County Educational Arts Academy
CDS #: 30-66670-0109850

Description	Object Code	Unrestricted	Restricted	Total		
D. OTHER FINANCING SOURCES / USES						
1. Other Sources	8930-8979	0.00	0.00		0	0
2. Less: Other Uses	7630-7699	0.00	0.00		0	0
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	(715,433.15)	715,433.15		0	0
4. TOTAL OTHER FINANCING SOURCES / USES		(715,433.15)	715,433.15	0.00		
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)						
		(1,381,419.16)	45,205.55	(1,336,213.61)	147,045	59,242
F. FUND BALANCE, RESERVES						
1. Beginning Fund Balance						
a. As of July 1	9791	2,345,493.06	(45,205.55)	2,300,287.51	2,300,287.51	2,300,287.51
b. Adjustments/Restatements to Beginning Balance	9793, 9795	(442,613.75)		0.00	0.00	0.00
c. Adjusted Beginning Balance		1,902,879.31	(45,205.55)	1,857,673.76	2,300,287.51	2,300,287.51
2. Ending Fund Balance, Oct 31 (E + F.1.c.)		521,460.15	0.00	521,460.15	2,447,332.21	2,359,529.33
Components of Ending Fund Balance (Optional):						
Reserve for Revolving Cash (equals object 9130)	9711	0.00				
Reserve for Stores (equals object 9320)	9712	0.00				
Reserve for Prepaid Expenditures (equals object 9330)	9713	0.00				
Reserve for All Others	9719	0.00	0.00			
General Reserve	9730	0.00	0.00			
Legally Restricted Balance	9740	0.00	0.00			
Designated for Economic Uncertainties	9770	0.00	0.00			
Other Designations	9775, 9780	0.00	0.00			
Undesignated / Unappropriated Amount	9790	521,460.15	0.00	521,460.15	2,447,332	2,359,529
G. ASSETS						
1. Cash						
In County Treasury	9110	1,374,253.76	0.00	1,374,253.76		
Fair Value Adjustment to Cash in County Treasury	9111	0.00	0.00	0.00		
In Banks	9120	924,123.98	0.00	924,123.98		
In Revolving Fund	9130	0.00	0.00	0.00		
With Fiscal Agent	9135	0.00	0.00	0.00		
Collections Awaiting Deposit	9140	0.00	0.00	0.00		
2. Investments	9150	0.00	0.00	0.00		
3. Accounts Receivable	9200	1,177.49	0.00	1,177.49		
4. Due from Grantor Government	9290	970,899.29	0.00	970,899.29		
5. Stores	9320	0.00	0.00	0.00		
6. Prepaid Expenditures (Expenses)	9330	40,233.05	0.00	40,233.05		
7. Other Current Assets	9340	204,155.68	0.00	204,155.68		
8. Capital Assets (for accrual basis only)	9400-9499	10,914,290.19	0.00	10,914,290.19		
9. TOTAL ASSETS		14,429,133.44	0.00	14,429,133.44		
H. LIABILITIES						
1. Accounts Payable	9500	254,686.01	0.00	254,686.01		
2. Due to Grantor Government	9590	96,052.00	0.00	96,052.00		
3. Current Loans	9640	0.00	0.00	0.00		
4. Deferred Revenue	9650	1,565,335.52	0.00	1,565,335.52		
5. Long-Term Liabilities (for accrual basis only)	9660-9669	11,991,599.76	0.00	11,991,599.76		
6. TOTAL LIABILITIES		13,907,673.29	0.00	13,907,673.29		
I. FUND BALANCE						
Ending Fund Balance, June 30 (G9-H6) (must agree with Line F2)		521,460.15	0.00	521,460.15		

**CHARTER SCHOOL SECOND INTERIM
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2022 to June 30, 2023**

Charter School Name: Orange County Educational Arts Academy
CDS #: 30-66670-0109850

0.00 0.00 0.00

**NOTE: IF YOUR CHARTER SCHOOL RECEIVED FEDERAL FUNDING, AS REPORTED IN SECTION A.2,
THE FOLLOWING ADDITIONAL INFORMATION MUST BE PROVIDED:**

1. Federal Revenues Used for Capital Outlay and Debt Service:

Included in the Capital Outlay and Debt Service expenditures reported in sections B.6 and B.7 are the following amounts paid out of federal funds:

Federal Program Name (Indicate if NONE)	Capital Outlay	Debt Service	Total
a. None	\$ 0.00	0.00	0.00
b. None	0.00	0.00	0.00
c. None	0.00	0.00	0.00
d. None	0.00	0.00	0.00
e. None	0.00	0.00	0.00
f. None	0.00	0.00	0.00
g. None	0.00	0.00	0.00
h. None	0.00	0.00	0.00
i. None	0.00	0.00	0.00
j. None	0.00	0.00	0.00
TOTAL	0.00	0.00	0.00

2. Community Services Expenditures:

Included in the expenditures reported in Section B are the following amounts expended for Community Services paid out of state and local funds:

Objects of Expenditures	Amount Enter "0.00" if none
a. Certificated Personnel Salaries	\$ 0.00
b. Non-certificated Personnel Salaries	0.00
c. Employee Benefits	0.00
d. Books and Supplies	0.00
e. Services and Other Operating Expenditures	0.00
TOTAL COMMUNITY SERVICES EXPENDITURES	0.00



March __, 2022

Catastrophic Sick Leave Program Policy - DRAFT

The Catastrophic Sick Leave Program (“Program”) allows employees who have exhausted their leave due to a prolonged illness or injury to draw from a collective leave bank comprised of donated leave to assist during a qualifying absence. Under the Program, employees of OCEAA may donate vacation or sick leave to the bank, that may be used if a catastrophic illness or injury requires the employee to take time off from work for an extended period of time, and if the employee has exhausted their own accrued leaves. The parameters for the Program are as follows:

Who qualifies for the benefit?

Only employees who have ~~(1) contributed to the Program as required,~~ (2) depleted all available sick leave and personal/vacation leave and (3) have a qualifying and approved absence authorization from work shall be eligible for consideration for catastrophic sick leave from the Program.

Only severe, extended illness and catastrophic medical problems of an employee or immediate family member will be considered for a grant of catastrophic sick leave from the Program. Transitory illness or medical problems of a short-term nature shall not be considered. A short-term leave is a leave of less than two (2) weeks. Life-threatening illness or severe accidents requiring extended recovery periods will be given first priority.

How to apply for the benefit?

Employees must submit a Catastrophic Leave Program request (form to be developed) to the Human Resources Department. OCEAA reserves the right to approve requests, deny requests or to approve only a portion of the days requested.

Catastrophic sick leave will not be available to the employee until the employee applies and is approved by OCEAA. If the employee returns from leave early, any approved but unused catastrophic sick leave will revert back to the bank.

Catastrophic paid sick leave is paid out at 100% of the recipient employee’s daily rate of pay. An employee using catastrophic paid sick leave is also entitled to the continuation of their same health benefits, unless the employee has already become ineligible for such benefits for another reason.

How to enroll in the program?

~~To participate in the Catastrophic Sick Leave Program, an employee must contribute one day of his or her sick leave or vacation/personal leave to the Program per year. This contribution must be made during OCEAA’s insurance open enrollment period.~~

Donations of leave are irrevocable. Donated leave will be deducted from the employee’s accrued leave bank.



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Other provisions:

Permanent employees may donate up to five (5) additional leave days per year, earmarked for a specifically named employee or employees who are eligible to draw from the Program. If the leave day donations are not approved by Human Resources, the donor will be notified and the leave days will not be deducted from the donor's accrued leave bank.

Receipt of Leave:

Employees may receive no more than thirty (30) days of leave from the Program per year through any combination of absences. Any employee found to have abused the Program will be disqualified from future use and participation in the Program.

OCEAA reserves the right to approve requests, deny requests or to approve only a portion of the days requested.

~~If the total number of days in the Program exceeds 500 at the first of May of any year, employees who have previously donated will be exempted from donations for the following school year. New employees wishing to enter the Program will be required to donate one (1) day during the open enrollment period in the year they join regardless of the total number of days in the bank.~~



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