



MEETING AGENDA - Empower Generations Board

Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all of the Board members shall be available for public inspection at the main office of the school between 9:00 am and 3:30 pm.

Meeting

Meeting Date	Thursday, November 7, 2024
Start Time	5:30 PM
End Time	6:30 PM
Location	Address: 44236 10th Street West, Suite 105, Lancaster, CA 93534
Purpose	Regular Scheduled Meeting

Agenda

1. Opening Items

1.1. Call The Meeting To Order

1.2. Roll Call

1.3. Pledge Of Allegiance

1.4. Board Meeting Agenda

Discuss and take action on the Board Meeting Agenda.

Due date: 10/10/2024

1.5. Board Meeting Minutes

Discuss and take action on the Board Meeting Minutes.

Due date: 10/10/2024

Documents

- Minutes-2024-06-27-v1.pdf
-

2. Curriculum Moment

2.1. Curriculum Moment

3. Public Comments

3.1. Public Comments

The public may address the Empower Generations governing board regarding any item within the Board's jurisdiction whether or not that item appears on the agenda during this time. If you wish to address the Board, please complete a public comment card. Comments for the public will be limited to 3 minutes.

4. Consent Items

4.1. Personnel Report

Due date: 10/10/2024

Documents

- EG_PersonnelReport_9.12.24.docx.pdf
-

4.2. Check Register

Due date: 10/10/2024

Documents

- EG Payment Register Summary_20240904.pdf
 - EG Payment Register_20240904.pdf
 - EG Payment Register Summary_20241002.pdf
 - EG Payment Register_20241002.pdf
 - EG Payment Register Summary_20241030.pdf
 - EG Payment Register_20241030.pdf
-

4.3. 2024/2025 Insurance Contracts

Due date: 10/10/2024

Documents

- 2022-2023-2024 Overall Premium Breakdown.xlsx - Empower Generations.pdf
 - EG Benefits List for Board 2024-2025.pdf
-

5. Discussion and Reports

5.1. LCSSP Grant Annual Report

Discuss regarding Learning Community For School Success Program Grant Spending.

Documents

- EG LCSSP Annual Board presentation.pdf
-

5.2. Empower Generations State of The School

Discussion school data, school goals, and School Director evaluation process.

6. Action Items

6.1. 2023/2024 Education Protection Account

Discuss and take action regarding annual 23/24 Educational Protection Account Resolution as required by CDE.

Due date: 10/10/2024

Documents

- FY23.24 EG EPA Resolution.pdf
-

6.2. 2023-2024 Unaudited Actuals

Discuss and take action regarding the 2023-2024 unaudited actuals.

Due date: 10/10/2024

Documents

- unaudited actuals 23.24 Empower Generations.pdf
-

6.3. Revised Comprehensive Safety Plan

Discuss and take action regarding the revised Comprehensive Safety Plan.

Due date: 10/10/2024

6.4. Alternate Pathway to a Diploma for Students with Disabilities Policy

Discuss and take action regarding the Alternate Pathway To Diploma for Students with Disabilities Policy.

Documents

- Empower Generations Alternative Pathways To A Diploma For SWD Policy (1).pdf
-

6.5. Work Experience Education Plan

Discuss and take action regarding the Work Experience Education Plan.

Due date: 10/10/2024

Documents

- Empower Generations WEE Plan - Final.pdf
-

6.6. Board Roles

With Shannon's resignation from the Board, discuss and take action regarding the position of Board Treasurer.

Due date: 10/10/2024

Documents

- Approved - Amended Bylaws - Empower Generations - May 2020.pdf
-

7. Closed Session

7.1. Conference with Legal Counsel - Anticipated Litigation

Gov. Code section 54956.9(d)(2): 1 Matter

8. Report of Closed Session

9. Board Comments

9.1. Board Comments

10. Closing Items

10.1. Next Meeting Date

December 12, 2024 at 5:30 p.m.

Board Members mark their calendars and confirm quorum.

10.2. Adjournment

Please note: items on the agenda may not be addressed in the order they appear. The Board of Directors may alter the order at their discretion.

- **Board Room Accessibility:** The Board of Directors encourage those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services to participate in the public meeting, please contact the office at least 48 hours before the scheduled Board of Directors meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132).]

The Secretary of the Board of Directors, hereby certifies that this agenda was publicly posted 72 or 24 hours prior to the meeting as required by law.

MEETING MINUTES - Empower Generations Board

Meeting

Date	Thursday, June 27, 2024
Started	5:03 PM
Ended	5:35 PM
Location	Address: 44236 10th Street West, Suite 105, Lancaster, CA 93534
Purpose	Regular Scheduled Meeting
Chaired by	Tapau Osborne
Recorder	Roselia Calderon

Minutes

1. Opening Items

1.1. Call The Meeting To Order

Meeting was called to order at 5:03 p.m.

Status: Completed

1.2. Roll Call

All Board Members were present except Michelle Fluke. Annaliisa joined virtually due to emergency.

Status: Completed

1.3. Pledge Of Allegiance

The Pledge of Allegiance was recited.

Status: Completed

1.4. Board Meeting Agenda

Discuss and take action on the Board Meeting Agenda.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

1.5. Board Meeting Minutes

Discuss and take action on the Board Meeting Minute.

Motioned: Annaliisa

Seconded: Shannon

Unanimously Approved

Michelle Fluke Absent

Due date:

Status: Completed

Documents

- Minutes-2024-06-20-v1.pdf
-

2. Public Comments

2.1. Public Comments

The public may address the Empower Generations governing board regarding any item within the Board's jurisdiction whether or not that item appears on the agenda during this time. If you wish to address the Board, please complete a public comment card. Comments for the public will be limited to 3 minutes.

No Public Comments were made.

Status: Completed

3. Consent Items

3.1. Personnel Report

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- 6.27.24__EG_PersonnelReport (1).pdf
-

3.2. Check Registers

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- EG Payment Register_20240612.pdf
 - EG Payment Register Summary_20240612.pdf
-

4. Discussion and Reports

4.1. Local Indicator Report

Discuss the 2023-2024 Local Indicators.

Cassandra Coleman, iCA Support Provider, presented the Local Indicator Report.

Status: Completed

Documents

- 2024 Empower Generations Disaggregated School Climate Survey.pdf
 - 2024 Empower Generations Priority Self-Reflection Tools Rubric .pdf
-

5. Action Items

5.1. 2024 - 2025 Board Meeting Dates

Discuss and take action regarding the 2024 - 2025 Board Meeting Dates.

Sajae Davison presented the 2024-2025 Board Meeting Dates, discussion took place.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- EG_2024-2025_BoardMeetingDates.pdf
-

5.2. Local Control & Accountability Plan

Discuss and take action on the 2024 - 2025 LCAP.

Allison Bravo, iCA Support Provider presented the Local Control and Accountability Plan.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- 24_25 Empower Generations LCAP FINAL.pdf
-

5.3. 2023-2024 Estimated Actuals & 2024-2025 Budget

Discuss and take action on the Estimated Actuals and projected budget.

Kelly O'Brien, iCA Support Provider presented the 2023-2024 Estimated Actuals and 2024-2025 Budget and answered questions of the Board.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- EG 223.24 Estimated Actuals, 24.25 Preliminary Budget (1).pdf
 - 2024-25 EG Preliminary Budget Alternative Form and MYP.xlsx - Alternative Form (1).pdf
 - 2024-25 EG Preliminary Budget Alternative Form and MYP.xlsx - MYP (1).pdf
-

5.4. School Director Employment Agreement

Discuss and take action regarding the School Director employment agreement.

Shannon made a motion to approve the School Director's agreement for the 2024-2025 school year, beginning on July 1, 2024, and concluding on June 30, 2025. The Director's annual pay has increased 2%. The Director will be entitled to participate in the employee benefit program at the same rate as all current employees.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

5.5. School Plan for Student Achievement

Discuss and take action regarding 2024-2025 School Plan for Student Achievement.

Farnaz Kaufman, iCA Support Provider, presented the School Plan for Student Achievement.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- Empower Generations SPSA 24_25.pdf
 - Empower Generations SPSA 24-25 board presentation.pdf
-

5.6. Prop 28 Annual Plan

Discuss and take action regarding the Prop 28 plan.

Farnaz Kaufman, iCA Support Provider, presented the School Plan for Student Achievement.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- EG - Prop 28 annual plan and fiscal update 23_24.pdf
-

5.7. Declaration of Need

Discuss and take action regarding the Declaration of Need for Emergency CLAD Permits for staff to teach English Language Learners while working to obtain their CLAD.

Rick Crunelle, iCA Support Provider, presented Declaration of Need.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- 24_25 EG - DON .pdf
-

5.8. 2024-2025 Family Guidebook

Discuss and take action on the revised 2024-2025 Family Guidebooks.

Cassandra Coleman, iCA Support Provider, presented the 2024-2025 Family Guidebook and answered questions of the Board.

Motioned: Shannon

Seconded: Annaliisa

Unanimously Approved

Michelle Fluke Absent

Status: Completed

Documents

- Empower Generations 2024-2025 Family Guidebook .pdf
-

6. Board Comments

6.1. Board Comments

Tapau informed the Board that Personal Finance will be mandated for graduation requirement, just got the update and will send over to share with the team.

Status: Completed

7. Closing Items

7.1. Next Meeting Date

September 12, 2024, at 5:00 p.m.

Next Meeting Date will be on September 12, 2024 at 5:30 p.m.

Status: Completed

7.2. Adjournment

Meeting was adjourned at 5:35 p.m.

Status: Completed

EMPLOYMENT - NEW HIRES

Straughter, Savannah	Instructional Specialist (New Position)	8.01.24
Greene, Stephen	Instructional Specialist (New Position)	8.01.24
Rivas, Ryan	Facilitator (Backfill)	8.07.24
Borkes-Washington, David	Community Outreach Coordinator (New Position)	7.15.24

RESIGNATIONS/TERMINATIONS

Fornelli, Tanya

Facilitator

7.30.24

STATUS CHANGE

NA

Company Name: Empower Generations
Report Name: Payment Register Summary
Report Title 2: Mission Valley Bank
Footer Text: 06/13/24-09/04/24

GL Account #	GL Account Description	Total
3401	Health & Welfare Benefits - Credentialed positions	11,875.17
3402	Health & Welfare Benefits - Classified positions	3,580.52
4305	Educational Supplies (Classroom, Project, SpEd, Etc)	1,374.98
4310	Science Supplies	42.46
4325	Custodial Supplies	666.05
4330	Health & Safety	140.54
4340	Office Supplies	220.35
4355	Facilities Supplies	540.74
4410	Classroom Furniture & Equipment	3,810.43
4420	NonClassroom Furniture & Equipment	26.44
4430	IT Equipment & Supplies	343.81
4720	Food Supplies	349.47
5510	Utilities - Electricity	1,943.46
5560	Operations - Security	466.23
5801	Professional Services - Service Fees	39,419.33
5803	Professional Services - Business Services	5.00
5804	Professional Services - Auditing & Tax Preparation	7,427.36
5805	Professional Services - Payroll Fees	1,626.23
5806	Professional Services - Consultant Fees	45.00
5807	Professional Services - BTSA	1,100.00
5808	Professional Services - Legal Fees	1,365.00
5809	Professional Services - Shared/Leased Employees	5,624.36
5824	Operating Expenditures - Fundraising & Grantwriting	8,000.00
5827	Operating Expenditures - Other Benefit Fees	639.32
5829	Operating Expenditures - Events	578.51
5830	Operating Expenditures - Marketing & Advertising	1,944.48
5840	Operating Expenditures - Software Licenses	434.28
5850	Student Services Expenditures - Student Information System	2,366.60
5852	Student Services Expenditures - Special Education Contracted S	60,103.17
5853	Student Services Expenditures - Student & Group Activities	1,050.00
5910	Telephone & Fax	278.98
5920	Internet Services	3,670.80
5925	Website/Communication Fees	59.33
5940	Postage Expense	27.20
9225	AR - Other/Miscellaneous	109.81
9310	Prepaid Expenditures (Expenses)	45,719.75
9530	Employee Benefits Payable	1,265.04
9535	Retirement Liability	9,950.92
Grand Total		\$218,191.12

Company name: Empower Generations
Report name: Payment Register
Report title 2: Mission Valley Bank
Footer Text: 06/13/24-09/04/24
Created on: 9/5/24
Location: 115--Empower Generations

Date	Vendor	Amount
6/13/24	ILEA300--iLEAD California	1,100.00
6/13/24	AMAZ100--Amazon Capital Services (iCA)	240.36
6/13/24	WEXH000--WEX Health Inc.	10.20
6/17/24	DAVI000--Sajae Davison.	466.29
6/18/24	VENB000--Venbrook Insurance Services	553.97
6/20/24	EDMA000--edMAJIC LLC	8,000.00
6/20/24	CIGN000--Cigna Healthcare	349.63
6/20/24	AMAZ100--Amazon Capital Services (iCA)	115.29
6/21/24	MINU000--Minuteman Press	910.80
6/21/24	WEXH000--WEX Health Inc.	9.66
6/21/24	SUNL000--Sun Life Assurance Company of Canada	98.21
6/21/24	EDTE000--EdTech 101	187.33
6/28/24	TMOB001--T-Mobile 8994	61.60
6/28/24	EDWA00--Edwards, Stevens & Tucker LLP	162.50
6/28/24	THEA008--The Abbey Company	15,172.54
7/1/24	LOSA001--Los Angeles County Office of Education (LACOE)	9,950.92
7/9/24	PURE000--Pure Oasis Water	5.00
7/9/24	LAWO000--Law Offices of Young, Minney & Corr, LLP	812.50
7/9/24	JIVE000--GoTo Technologies USA, LLC	139.49
7/9/24	EDI115B--Southern California Edison 9022.	827.63
7/11/24	ILEA300--iLEAD California	23.70
7/11/24	ILEA300--iLEAD California	23.70
7/11/24	PARE002--Parent Square, Inc.	434.28
7/11/24	LEGA003--Legal Shield	15.95
7/16/24	AMES000--Ames Creative LLC	957.12
7/16/24	SCHO009--School Pathways LLC	2,366.60
7/16/24	AMAZ100--Amazon Capital Services (iCA)	24.13
7/16/24	ILEA300--iLEAD California	390.00
7/16/24	ILEA300--iLEAD California	1,162.00
7/16/24	ILEA300--iLEAD California	1,162.00
7/18/24	WEXH000--WEX Health Inc.	9.66
7/18/24	HOLY000--Johnnie Irving	350.00
7/18/24	AMAZ100--Amazon Capital Services (iCA)	972.19
7/18/24	VENB000--Venbrook Insurance Services	479.58
7/23/24	HESS000--Hess and Associates Inc	45.00
7/23/24	HOLY000--Johnnie Irving	700.00
7/23/24	AMAZ100--Amazon Capital Services (iCA)	1,716.19
7/26/24	CHRI006--Christy White, Inc,	5,796.00

Date	Vendor	Amount
7/26/24	AMAZ100--Amazon Capital Services (iCA)	349.47
7/26/24	CIGN001--Cigna Healthcare	53.44
7/26/24	CIGN000--Cigna Healthcare	306.38
7/26/24	FIDE000--Fidelity Security Life Insurance Company	67.24
7/26/24	KAIS000--Kaiser Foundation Health Plan	7,889.31
8/2/24	EDI115B--Southern California Edison 9022.	1,115.83
8/2/24	AMAZ100--Amazon Capital Services (iCA)	52.60
8/2/24	SCOI001--Scoir, Inc	125.28
8/2/24	THEA008--The Abbey Company	15,084.85
8/7/24	SUNL000--Sun Life Assurance Company of Canada	117.99
8/7/24	LEGA003--Legal Shield	15.95
8/8/24	MELL000--Mellady Direct Marketing	22.72
8/8/24	ILEA300--iLEAD California	302.18
8/8/24	ILEA300--iLEAD California	282.10
8/8/24	ILEA300--iLEAD California	292.95
8/8/24	ILEA300--iLEAD California	333.19
8/12/24	CHRI006--Christy White, Inc,	1,600.00
8/12/24	ILEA300--iLEAD California	31.36
8/12/24	ILEA300--iLEAD California	415.81
8/15/24	ILEA300--iLEAD California	6,920.84
8/15/24	ILEA300--iLEAD California	7,224.16
8/15/24	ILEA300--iLEAD California	6,661.75
8/15/24	ILEA300--iLEAD California	6,735.56
8/15/24	ILEA300--iLEAD California	59.33
8/15/24	ILEA300--iLEAD California	5.00
8/15/24	CIGN001--Cigna Healthcare	106.88
8/15/24	AMAZ100--Amazon Capital Services (iCA)	3,033.80
8/19/24	SUNL000--Sun Life Assurance Company of Canada	126.34
8/19/24	CIGN000--Cigna Healthcare	381.73
8/23/24	FIDE000--Fidelity Security Life Insurance Company	67.24
8/23/24	KAIS000--Kaiser Foundation Health Plan	4,348.08
8/27/24	TMOB001--T-Mobile 8994	61.60
8/27/24	THEA008--The Abbey Company	14,769.76
8/28/24	NONS000--Nonstop Administration & Insurance Services, Inc.	3,376.36
8/28/24	ILEA300--iLEAD California	10,605.09
8/28/24	ILEA300--iLEAD California	10,991.70
8/28/24	ILEA300--iLEAD California	12,545.78
8/28/24	ILEA300--iLEAD California	11,625.28
8/28/24	WEXH000--WEX Health Inc.	9.80
8/28/24	ILEA000--iLEAD Lancaster Charter Schools	2,375.84
8/28/24	ILEA000--iLEAD Lancaster Charter Schools	1,624.26
8/28/24	ILEA000--iLEAD Lancaster Charter Schools	1,624.26
8/30/24	ILEA300--iLEAD California	11,877.02
8/30/24	STAP001--Staples Advantage	89.30

Date	Vendor	Amount
9/4/24	TMOB001--T-Mobile 8994	61.60
9/4/24	JIVE000--GoTo Technologies USA, LLC	139.49
9/4/24	MCCA000--McCalla Company	666.05
9/4/24	HANE000--Antonio Haney	109.81
9/4/24	PURE000--Pure Oasis Water	26.50
9/4/24	ILEA300--iLEAD California	1,162.00
9/4/24	ILEA300--iLEAD California	14,335.32
9/4/24	AMAZ100--Amazon Capital Services (iCA)	182.92
		\$ 218,191.12

Company name: Empower Generations
Report name: Payment Register
Report title 2: Mission Valley Bank
Footer Text: 09/05/24-10/02/24
Location: 115--Empower Generations

Date	Vendor	Amount
9/9/24	SCHO009--School Pathways LLC	67.97
9/9/24	STAP001--Staples Advantage	58.21
9/9/24	JIVE000--GoTo Technologies USA, LLC	139.49
9/9/24	BAY115B--Bay Alarm Company 1072	388.11
9/9/24	PURE000--Pure Oasis Water	14.25
9/9/24	ILEA300--iLEAD California	23.70
9/9/24	ILEA300--iLEAD California	14.85
9/9/24	FIDE000--Fidelity Security Life Insurance Company	28.60
9/9/24	AMAZ100--Amazon Capital Services (iCA)	1,599.69
9/9/24	LEGA003--Legal Shield	40.35
9/10/24	NATI000--National Benefit Services	150.00
9/11/24	CIGN001--Cigna Healthcare	106.42
9/11/24	QCLO000--QC Locksmiths	146.50
9/11/24	CIGN000--Cigna Healthcare	258.61
9/11/24	FIDE000--Fidelity Security Life Insurance Company	77.93
9/11/24	SUNL000--Sun Life Assurance Company of Canada	175.68
9/11/24	RAMP115--Ramp	256.86
9/17/24	EDI115B--Southern California Edison 9022.	1,250.74
9/17/24	SCHO009--School Pathways LLC	451.76
9/17/24	ACCR000--WASC Accrediting Commission for Schools	1,230.00
9/17/24	LAWO000--Law Offices of Young, Minney & Corr, LLP	1,155.00
9/25/24	PURE000--Pure Oasis Water	19.25
9/25/24	ILEA300--iLEAD California	1,190.00
9/25/24	EDME000--Edmentum Inc	7,200.00
9/25/24	SUNL000--Sun Life Assurance Company of Canada	161.05
9/25/24	KAIS000--Kaiser Foundation Health Plan	3,657.36
9/25/24	AMAZ100--Amazon Capital Services (iCA)	125.24
9/25/24	NATI000--National Benefit Services	150.00
9/26/24	ILEA300--iLEAD California	23.70
9/26/24	WEXH000--WEX Health Inc.	10.20
9/27/24	ILEA300--iLEAD California	595.00
9/27/24	HOUG000--Houghton Mifflin Harcourt [P]	3,000.00
9/27/24	NONS000--Nonstop Administration & Insurance Services, Inc.	1,688.18
9/27/24	HOLY000--Johnnie Irving	2,400.00
10/1/24	THEA008--The Abbey Company	14,694.19
		\$ 42,548.89

Company Name: Empower Generations
Report Name: Payment Register Summary
Report Title 2: Mission Valley Bank
Footer Text: 09/05/24-10/02/24

GL Account #	GL Account Description	Total
3401	Health & Welfare Benefits - Credentialed positions	2,332.61
3402	Health & Welfare Benefits - Classified positions	2,173.39
4120	Core Curriculum - Software & Programs	11,390.00
4305	Educational Supplies (Classroom, Project, SpEd, Etc)	664.10
4320	PE Supplies	314.29
4340	Office Supplies	506.91
4345	Printing & Reproduction Supplies	58.21
4355	Facilities Supplies	100.62
4410	Classroom Furniture & Equipment	194.01
5310	Professional Dues, Memberships, and Subscriptions	1,230.00
5510	Utilities - Electricity	1,250.74
5560	Operations - Security	388.11
5630	Repairs & Maintenance - Facilities	125.00
5808	Professional Services - Legal Fees	1,155.00
5822	Operating Expenditures - Licenses & Other Fees	595.00
5827	Operating Expenditures - Other Benefit Fees	1,698.38
5830	Operating Expenditures - Marketing & Advertising	47.40
5840	Operating Expenditures - Software Licenses	14.85
5850	Student Services Expenditures - Student Information System	519.73
5853	Student Services Expenditures - Student & Group Activities	2,400.00
5910	Telephone & Fax	139.49
9310	Prepaid Expenditures (Expenses)	14,694.19
9536	403b Payable	300.00
9548	Credit Card Payable - EG	256.86
Grand Total		\$ 42,548.89

Company name: Empower Generations
Report name: Payment Register
Report title 2: Mission Valley Bank
Footer Text: 10/03/24-10/30/24
Created on: 10/31/24
Location: 115--Empower Generations

Date	Vendor	Amount
10/3/24	VENB000--Venbrook Insurance Services	618.77
10/9/24	JIVE000--GoTo Technologies USA, LLC	139.72
10/9/24	EDI115B--Southern California Edison 9022.	1,047.90
10/9/24	AMAZ100--Amazon Capital Services (iCA)	92.65
10/9/24	PURE000--Pure Oasis Water	14.25
10/9/24	EDTE000--EdTech 101	3,855.14
10/9/24	CIGN000--Cigna Healthcare	340.69
10/9/24	LEGA003--Legal Shield	40.35
10/10/24	CIGN001--Cigna Healthcare	100.57
10/10/24	FIDE000--Fidelity Security Life Insurance Company	14.31
10/10/24	FIDE000--Fidelity Security Life Insurance Company	67.24
10/10/24	NATI000--National Benefit Services	300.00
10/11/24	RAMP115--Ramp	23.88
10/16/24	SCHO009--School Pathways LLC	2,366.64
10/16/24	LAWO000--Law Offices of Young, Minney & Corr, LLP	4,535.00
10/16/24	AMAZ100--Amazon Capital Services (iCA)	936.00
10/18/24	WEXH000--WEX Health Inc.	13.70
10/21/24	NONS000--Nonstop Administration & Insurance Services, Inc.	1,688.18
10/24/24	PURE000--Pure Oasis Water	5.00
10/24/24	TMOB001--T-Mobile 8994	61.60
10/24/24	AMAZ100--Amazon Capital Services (iCA)	27.55
10/24/24	TOTA000--Totally Promotional	834.59
10/25/24	DAVI000--Sajae Davison.	397.53
		\$ 17,521.26

Company Name: Empower Generations
Report Name: Payment Register Summary
Report Title 2: Mission Valley Bank
Footer Text: 10/03/24-10/30/24

GL Account #	GL Account Description	Total
3401	Health & Welfare Benefits - Credentialed positions	333.54
3402	Health & Welfare Benefits - Classified positions	229.62
3702	Retiree Benefits - Classified positions	150.00
4305	Educational Supplies (Classroom, Project, SpEd, Etc)	56.26
4330	Health & Safety	135.58
4340	Office Supplies	68.50
4345	Printing & Reproduction Supplies	416.05
4420	NonClassroom Furniture & Equipment	102.73
4430	IT Equipment & Supplies	3,855.14
5220	Travel for Intersite Business - Mileage*	294.80
5510	Utilities - Electricity	1,047.90
5808	Professional Services - Legal Fees	4,535.00
5827	Operating Expenditures - Other Benefit Fees	1,701.88
5830	Operating Expenditures - Marketing & Advertising	1,171.09
5850	Student Services Expenditures - Student Information System	2,366.64
5910	Telephone & Fax	139.72
5920	Internet Services	61.60
5940	Postage Expense	62.56
9310	Prepaid Expenditures (Expenses)	618.77
9536	403b Payable	150.00
9548	Credit Card Payable - EG	23.88
Grand Total		\$17,521.26

SCHOOL	POLICY PERIOD	Property & Inland Marine	GL \$1M/\$3M	Abuse & Molestation \$1M/\$3M	Auto	\$5M Lead XS (GL,AL,EL,A&M)	XS - \$25M (United Educators)	2nd XS \$5M x \$5M Landmark Excludes A&M	2nd XS (\$15M x \$10M) Excludes A&M (Travelers)	Prof, D&O, EPLI \$5M - Philadelphia	XS Prof - \$24M (United Educators)	XS Prof - \$5M x 5M (Indian Harbor)	2nd Prof XS - \$5M x \$10M (Kinsale)	3rd Prof XS - \$10M x \$15M (Ascot Specialty)	Excess Abuse & Molestation	Cyber \$1M Coalition	Crime & Fiduciary (Travelers)	Student Accident Philadelphia	CAT Accident Philadelphia	TOTAL	WC	TOTAL INCL WC
Empower Generations	22-23	\$ 761	\$ 830	\$ -	\$ -	\$ -	\$ 1,313	\$ -	\$ -	\$ 2,217	\$ 536	\$ -	\$ -	\$ -	\$ 468	\$ 40	\$ 273	\$ -	\$ 6,439	\$ -	\$ 6,439	
	23-24	\$ 1,662	\$ 1,121	\$ 138	\$ -	\$ 485	\$ -	\$ -	\$ 512	\$ 1,104	\$ -	\$ 274	\$ 411	\$ 308	\$ -	\$ 3,407	\$ 510	\$ 198	\$ 41	\$ 10,171	\$ 5,320	\$ 15,491
	24-25	\$ 2,143	\$ 1,454	\$ 179	\$ -	\$ 554	\$ -	\$ 443	\$ 649	\$ 1,077	\$ -	\$ 538	\$ 669	\$ 1,035	\$ 1,226	\$ 3,577	\$ 510	\$ 186	\$ 39	\$ 13,053	\$ 5,659	\$ 18,712
TOTAL	22-23	\$ 389,497	\$ 228,194	\$ -	\$ 20,203	\$ -	\$ 64,051	\$ -	\$ -	\$ 254,733	\$ 26,158	\$ -	\$ -	\$ -	\$ 71,717	\$ 9,082	\$ 45,698	\$ -	\$ 455,795	\$ 539,255	\$ 995,050	
	23-24	\$ 94,274	\$ 80,199	\$ 9,769	\$ 5,116	\$ 34,657	\$ -	\$ -	\$ 36,615	\$ 75,286	\$ -	\$ 18,660	\$ 28,051	\$ 20,987	\$ -	\$ 27,256	\$ 4,080	\$ 14,008	\$ 2,929	\$ 451,887	\$ 377,972	\$ 829,859
	24-25	\$ 124,930	\$ 110,097	\$ 13,425	\$ 15,087	\$ 41,991	\$ -	\$ 33,554	\$ 49,180	\$ 73,484	\$ -	\$ 36,716	\$ -	\$ -	\$ 91,953	\$ 28,618	\$ 4,080	\$ 13,976	\$ 2,922	\$ 640,013	\$ 489,530	\$ 1,129,543

Type	Benefit	Provider	Plan Year	Number of Participants	Anticipated Plan Year Cost - Employee	Anticipated Plan Year Cost - Employer
Medical	Medical	Kaiser	8/1/2024-7/31/2025	5	\$9,441	\$39,175
Medical	Medical	Cigna	8/1/2024-7/31/2025	1	\$9,363	\$9,396
Dental	Dental Low	Cigna	8/1/2024-7/31/2025	1	\$412	\$0
Dental	Dental High	Cigna	8/1/2024-7/31/2025	3	\$3,052	\$0
Dental	Dental HMO	Cigna	8/1/2024-7/31/2025	2	\$624	\$0
Vision	Vision	EyeMed	8/1/2024-7/31/2025	1	\$172	\$0
Vision	Vision High	EyeMed	8/1/2024-7/31/2025	4	\$807	\$0
Life	Employer Life & ADD	Sun Life	8/1/2024-7/31/2025	9	\$0	\$63
Life	Voluntary Employee	Sun Life	8/1/2024-7/31/2025	6	\$941	\$0
Life	Voluntary Spouse	Sun Life	8/1/2024-7/31/2025	1	\$434	\$0
Life	Voluntary Child	Sun Life	8/1/2024-7/31/2025	4	\$72	\$0
STD	Short Term Disability	Sun Life	8/1/2024-7/31/2025	1	\$0	\$276
LTD	Long Term Disability	Sun Life	8/1/2024-7/31/2025	9	\$0	\$367
EAP	Employee Assistance Plan	Sun Life	8/1/2024-7/31/2025	Included in the cost of LTD		
FSA	FSA-Medical	WEX	8/1/2024-7/31/2025	1	\$3,200	\$0
FSA	FSA-Dependent	WEX	8/1/2024-7/31/2025	0	\$0	\$0
Pet Insurance	Pet Insurance	Nationwide	8/1/2024-7/31/2025	0	\$0	\$0
Supplemental	Accident Coverage	Cigna	8/1/2024-7/31/2025	1	\$153	\$0
Supplemental	Hospitalization	Cigna	8/1/2024-7/31/2025	1	\$290	\$0
Supplemental	Critical Illness	Cigna	8/1/2024-7/31/2025	2	\$522	\$0
Legal	Legal Shield		8/1/2024-7/31/2025	2	\$484	\$0
Credit	Credit For EE Only Medical Coverage	n/a	8/1/2024-7/31/2025	2	(\$600)	\$600
Credit	Credit for Waiving Medical	n/a	8/1/2024-7/31/2025	1	(\$1,200)	\$1,200

Total:

\$28,167

\$51,077

35.54%

64.46%



empower
Generations

Educating the whole family today,
empowering the generations of tomorrow!

Empower Generations

CDS: 19753090134619

LEARNING COMMUNITIES FOR SCHOOL SUCCESS PROGRAM (LCSSP)

Cohort 7

2023–24 ANNUAL PROGRESS REPORT



LCSSP Grant Overview



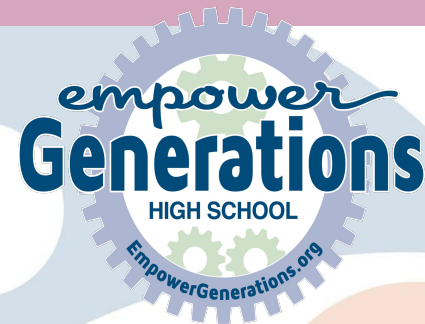
In November 2014, California voters approved Proposition 47 (*Government Code* Section 7599), the Safe Neighborhoods and Schools Act.

The proposition requires 25 percent of the state savings be allocated to the CDE for grants aimed at reducing truancy and drop-out rates among kindergarten through grade twelve (K–12) students in public schools.

Subsequent legislation (Assembly Bill 1014 and Senate Bill 527), provided the statutory language to implement the Proposition 47 grant program and established the Learning Communities for School Success Program (LCSSP) setting forth the following:

- Funding provided to K–12 education should be used to help build the capacity of local educational agencies (LEAs) or a consortium of LEAs to identify and **implement evidence-based, non-punitive programs and practices to keep our most vulnerable pupils in school, consistent with each LEA's Local Control and Accountability Plan (LCAP)**, including, but not limited to, goals for pupil engagement and school climate.
- Funding available to **provide resources to LEAs/consortiums for establishing community schools and address pupil attendance problems in K–12**. LEAs participating in the LCSSP grant program, whether applying as a single LEA or a member of a consortium, are to report and evaluate outcomes using multiple measures, while engaging in a broader community of practice that disseminates promising and proven strategies to LEAs statewide.

LCSSP Goals and Activities

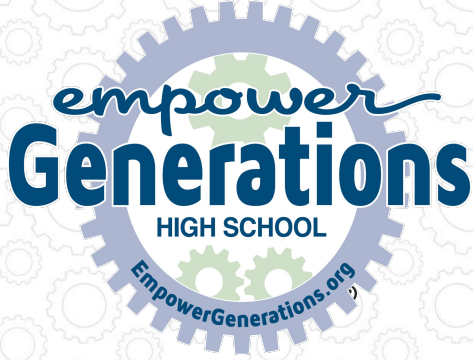


LCSSP Goals

- Increase attendance rates
- Reduce chronic absenteeism rates
- Increase graduation rates
- Improve academic performance
- Improve outcomes for vulnerable populations

LCSSP Activities

LCSSP Activities	Provided training/ professional development	Implemented programs or practices	Number of participants: staff	Number of participants: students	Number of participants: parents/ families
Communities of practice	X	X	10	81	12
Social emotional learning	X	X	10	81	11



Program Focus: Empower Generations participated in a collaborative project with The Center of Love and Justice to implement a student-centered learning approach utilizing a project-based framework. The project emphasized equity, social-emotional learning, and student voice.

Key Activities



Staff Training:

- **Equity Stances:** Staff attended training sessions to learn about the six equity stances of liberatory project-based learning.
- **Project Design:** Using Project Cards, staff explored inspiring project examples and designed their own projects aligned with equity principles.

Student Engagement:

- **Joint Training:** Students joined staff to discuss equity stances and socio-emotional learning.
- **Student Voice:** Empathy interviews were conducted to gather student perspectives and needs.
- **Team Building:** Students and staff participated in team-building activities to foster a positive school culture.

Advisory Class Integration:

- **Voice and Choice:** Students were empowered to express their opinions and make choices within their advisory classes.
- **Relationship Building:** The program aimed to strengthen relationships between students, teachers, and peers.
- **Personal Growth:** Students developed democratic behaviors and dispositions through collaborative activities.

Outcomes



Enhanced Student Engagement:

Students were actively involved in project design, decision-making, and relationship building.

Increased Equity Awareness:

Staff and students developed a deeper understanding of equity principles and their application in the classroom.

Developed Democratic Behaviors:

Students learned to collaborate, share ideas, and exercise shared decision-making.

Improved School Climate:

Team-building activities and student-centered practices contributed to a positive and inclusive school environment.

Next Steps

Continue Implementation

Empower Generations can further integrate student-centered practices into their curriculum and school culture utilizing the tools gained from the activities listed above.

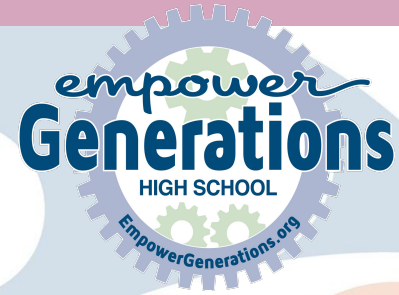
Data Analysis

Analyze the qualitative data collected through empathy interviews to identify areas for improvement and inform future programming.

Community Partnerships

Explore opportunities to expand partnerships with organizations like The Center of Love and Justice to support student learning and development.

Annual Expenditure Report



OBJECT CODE	BUDGET ITEM	Reporting Year Expenditures	20% Match	NARRATIVE
1000	Certificated Personnel Salaries	\$0.00	\$2,000.00	Coordinated and planned immersion sessions in collaboration with the Center of Love and Justice, Provided PD to staff on incorporating socio-emotional activities into Advisory courses.
5000	Services and Other Operating Expenditures	\$10,000.00	\$0.00	The Center for Love and Justice provided PD sessions to EG Staff on the planning and implementation of project based learning in various content areas; collaborated with learners and guides on activating student voice within the Advisory curriculum.
	TOTAL:	\$10,000.00	\$2,000.00	

Empower Generations
RESOLUTION REGARDING THE
EDUCATION PROTECTION ACCOUNT

Board Approved:

WHEREAS, the voters approved Proposition 30 on November 6, 2012;

WHEREAS, Proposition 30 added Article XIII, Section 36 to the California Constitution effective November 7, 2012;

WHEREAS, the provisions of Article XIII, Section 36(e) create in the state General Fund an Education Protection Account to receive and disburse the revenues derived from the incremental increases in taxes imposed by Article XIII, Section 36(f);

WHEREAS, before June 30th of each year, the Director of Finance shall estimate the total amount of additional revenues, less refunds that will be derived from the incremental increases in tax rates made pursuant to Article XIII, Section 36(f) that will be available for transfer into the Education Protection Account during the next fiscal year;

WHEREAS, if the sum determined by the State Controller is positive, the State Controller shall transfer the amount calculated into the Education Protection Account within ten days preceding the end of the fiscal year;

WHEREAS, all monies in the Education Protection Account are hereby continuously appropriated for the support of school districts, county offices of education, charter schools and community college districts;

WHEREAS, monies deposited in the Education Protection Account shall not be used to pay any costs incurred by the Legislature, the Governor or any agency of state government;

WHEREAS, a community college district, county office of education, school district, or charter school shall have the sole authority to determine how the monies received from the Education Protection Account are spent in the school or schools within its jurisdiction;

WHEREAS, the governing board of the district shall make the spending determinations with respect to monies received from the Education Protection Account in open session of a public meeting of the governing board;

WHEREAS, the monies received from the Education Protection Account shall not be used for salaries or benefits for administrators or any other administrative cost;

WHEREAS, each community college district, county office of education, school district and charter school shall annually publish on its Internet website an accounting of how much money was received from the Education Protection Account and how that money was spent;

WHEREAS, the annual independent financial and compliance audit required of community college districts, county offices of education, school districts and charter schools shall ascertain and verify whether the funds provided from the Education Protection Account have been properly disbursed and expended as required by Article XIII, Section 36 of the California Constitution;

WHEREAS, expenses incurred by community college districts, county offices of education, school districts and charter schools to comply with the additional audit requirements of Article XIII, Section 36 may be paid with funding from the Education Protection Act and shall not be considered administrative costs for purposes of Article XIII, Section 36.

NOW, THEREFORE, IT IS HEREBY RESOLVED:

1. The monies received from the Education Protection Account shall be spent as required by Article XIII, Section 36 and the spending determinations on how the money will be spent shall be made in open session of a public meeting of the governing board of Empower Generations;
2. In compliance with Article XIII, Section 36(e), with the California Constitution, the governing board of the Empower Generations has determined to spend the monies received from the Education Protection Act as attached.

SCHOOL DIRECTOR NAME: Sajae Davison

SIGNATURE: _____

DATE: _____

Empower Generations 3720
 Sierra Hwy Unit A Acton,
 CA 93510

Education Protection Account Budget Object Codes: 2023/2024 (Funding will be used for expenses in the primary Object Code listed below, and if there is a balance the funding will be applied to the secondary Object Codes, whichever is applicable)		
Primary Object code for EPA Funding	1100	Certificated Teachers
Secondary Object Code for EPA Funding	2970	Classified Substitute & Intern Teachers
Secondary Object Code for EPA Funding	2980	Classified Intern Teachers
EPA Estimated Funding Determination for 2023/2024		\$12,500

CHARTER SCHOOL UNAUDITED ACTUALS
FINANCIAL REPORT -- ALTERNATIVE FORM
July 1, 2023 to June 30, 2024

CHARTER SCHOOL CERTIFICATION

Charter School Name: Empower Generations
CDS #: 19-75309-0134619
Charter Approving Entity: Acton-Agua Dulce Unified
County: Los Angeles
Charter #: 1836

NOTE: An Alternative Form submitted to the California Department of Education will not be considered a valid submission if the following information is missing:

For information regarding this report, please contact:

For County Fiscal Contact: Khai Nguyen
Name: Assistant Superintendent of Business Services
Title: 714-914-0986
Telephone: knguyen@aadusd.k12.ca.us
Email address: knguyen@aadusd.k12.ca.us

For Approving Entity: Hoyt Yee
Name: Business Advisory Services
Title: 562-940-1705
Telephone: yee_hoyt@lacoed.edu
Email address: yee_hoyt@lacoed.edu

For Charter School: Sajae Davison
Name: Director
Title: 424-278-8481
Telephone: sajae.davison@empowergenerations.org
Email address: sajae.davison@empowergenerations.org

To the entity that approved the charter school:

2023-24 CHARTER SCHOOL UNAUDITED ACTUALS 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: Sajae Davison Title: Director

To the County Superintendent of Schools:

X 2023-24 CHARTER SCHOOL UNAUDITED ACTUALS 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:

X 2023-24 CHARTER SCHOOL UNAUDITED ACTUALS FINANCIAL REPORT -- ALTERNATIVE FORM: This report has been 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 UNAUDITED ACTUALS
 FINANCIAL REPORT -- ALTERNATIVE FORM

July 1, 2023 to June 30, 2024

Charter School Name: Empower Generations
 CDS #: 19-75309-0134619
 Charter Approving Entity: Acton-Agua Dulce Unified
 County: Los Angeles
 Charter #: 1836

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/Net Position objects are 6900, 6910, 7438, 9400-9489, 9660-9669, 9796, and 9797)

X Modified Accrual Basis (Applicable Capital Outlay/Debt Service/Fund Balance objects are 6100-6170, 6200-6500, 6600, 7438, 7439, and 9711-9789)

Description	Object Code	Unrestricted	Restricted	Total
A. REVENUES				
1. LCFF Sources				
State Aid - Current Year	8011	970,217.00		970,217.00
Education Protection Account State Aid - Current Year	8012	12,500.00		12,500.00
State Aid - Prior Years	8019	0.00		0.00
Transfers to Charter Schools in Lieu of Property Taxes	8096	29,573.00		29,573.00
Other LCFF Transfers	8091, 8097	0.00	0.00	0.00
Total, LCFF Sources		1,012,290.00	0.00	1,012,290.00
2. Federal Revenues (see NOTE in Section L)				
Every Student Succeeds Act	8290		0.00	0.00
Special Education - Federal	8181, 8182		13,022.00	13,022.00
Child Nutrition - Federal	8220		0.00	0.00
Donated Food Commodities	8221		0.00	0.00
Other Federal Revenues	8110, 8260-8299	0.00	46,391.83	46,391.83
Total, Federal Revenues		0.00	59,413.83	59,413.83
3. Other State Revenues				
Special Education - State	StateRev SE		54,019.00	54,019.00
All Other State Revenues	StateRev AO	12,931.18	211,085.22	224,016.40
Total, Other State Revenues		12,931.18	265,104.22	278,035.40
4. Other Local Revenues				
All Other Local Revenues	LocalRev AO	4,776.97	0.00	4,776.97
Total, Local Revenues		4,776.97	0.00	4,776.97
5. TOTAL REVENUES				
		1,029,998.15	324,518.05	1,354,516.20
B. EXPENDITURES (see NOTE in Section L)				
1. Certificated Salaries				
Certificated Teachers' Salaries	1100	152,975.60	33,965.00	186,940.60
Certificated Pupil Support Salaries	1200	0.00	51,175.10	51,175.10
Certificated Supervisors' and Administrators' Salaries	1300	90,600.00	0.00	90,600.00
Other Certificated Salaries	1900	0.00	0.00	0.00
Total, Certificated Salaries		243,575.60	85,140.10	328,715.70
2. Noncertificated Salaries				
Noncertificated Instructional Salaries	2100	31,819.24	0.00	31,819.24
Noncertificated Support Salaries	2200	0.00	20,629.66	20,629.66
Noncertificated Supervisors' and Administrators' Salaries	2300	23,419.80	0.00	23,419.80
Clerical, Technical and Office Salaries	2400	67,074.75	0.00	67,074.75
Other Noncertificated Salaries	2900	11,223.00	0.00	11,223.00
Total, Noncertificated Salaries		133,536.79	20,629.66	154,166.45
3. Employee Benefits				
STRS	3101-3102	44,589.43	16,261.63	60,851.06
PERS	3201-3202	0.00	0.00	0.00
OASDI / Medicare / Alternative	3301-3302	9,930.69	4,847.00	14,777.69

Health and Welfare Benefits	3401-3402	38,326.48	20,132.66	58,459.14
Unemployment Insurance	3501-3502	2,572.87	763.00	3,335.87
Workers' Compensation Insurance	3601-3602	4,458.52	1,436.00	5,894.52
OPEB, Allocated	3701-3702	0.00	0.00	0.00
OPEB, Active Employees	3751-3752	0.00	0.00	0.00
Other Employee Benefits	3901-3902	0.00	0.00	0.00
Total, Employee Benefits		99,877.99	43,440.29	143,318.28
4. Books and Supplies				
Approved Textbooks and Core Curricula Materials	4100	4,672.51	0.00	4,672.51
Books and Other Reference Materials	4200	0.00	135.06	135.06
Materials and Supplies	4300	3,668.36	2,102.94	5,771.30
Noncapitalized Equipment	4400	11,828.39	7,697.00	19,525.39
Food	4700	162.74	0.00	162.74
Total, Books and Supplies		20,332.00	9,935.00	30,267.00
5. Services and Other Operating Expenditures				
Subagreements for Services	5100	0.00	0.00	0.00
Travel and Conferences	5200	0.00	10,753.37	10,753.37
Dues and Memberships	5300	4,454.65	0.00	4,454.65
Insurance	5400	10,172.00	0.00	10,172.00
Operations and Housekeeping Services	5500	12,807.31	0.00	12,807.31
Rentals, Leases, Repairs, and Noncap. Improvements	5600	171,938.63	0.00	171,938.63
Transfers of Direct Costs	5700-5799	0.00	0.00	0.00
Professional/Consulting Services and Operating Expend.	5800	222,863.98	154,619.63	377,483.61
Communications	5900	17,988.61	0.00	17,988.61
Total, Services and Other Operating Expenditures		440,225.18	165,373.00	605,598.18
6. Capital Outlay				
(Objects 6100-6170, 6200-6500 modified accrual basis only)				
Land and Land Improvements	6100-6170	0.00	0.00	0.00
Buildings and Improvements of Buildings	6200	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
Equipment	6400	0.00	0.00	0.00
Equipment Replacement	6500	29,820.02	0.00	29,820.02
Lease Assets	6600	0.00	0.00	0.00
Subscription Assets	6700	1.00	0.00	1.00
Depreciation Expense (accrual basis only)	6900			0.00
Amortization Expense - Lease Assets	6910			0.00
Amortization Expense - Subscription Assets	6920	0.00	0.00	0.00
Total, Capital Outlay		29,821.02	0.00	29,821.02
7. Other Outgo				
Tuition to Other Schools	7110-7143	0.00	0.00	0.00
Transfers of Pass-Through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE		0.00	0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00
All Other Transfers	7281-7299	0.00	0.00	0.00
Transfers of Indirect Costs	7300-7399	0.00	0.00	0.00
Debt Service:				
Interest	7438	0.00	0.00	0.00
Principal (for modified accrual basis only)	7439	0.00	0.00	0.00
Total Debt Service		0.00	0.00	0.00
Total, Other Outgo		0.00	0.00	0.00
8. TOTAL EXPENDITURES		967,368.58	324,518.05	1,291,886.63
Description	Object Code	Unrestricted	Restricted	Total
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		62,629.57	0.00	62,629.57
D. OTHER FINANCING SOURCES / USES				

1.	Other Sources	8930-8979	0.00	0.00	0.00
	Less:				
2.	Other Uses	7630-7699	0.00	0.00	0.00
3.	Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	0.00	0.00	0.00
4.	TOTAL OTHER FINANCING SOURCES / USES		0.00	0.00	0.00
E. NET INCREASE (DECREASE) IN FUND BALANCE /NET POSITION (C+D4)			62,629.57	0.00	62,629.57
F. FUND BALANCE / NET POSITION					
1.	Beginning Fund Balance/Net Position				
a.	As of July 1	9791	182,357.28	0.00	182,357.28
b.	Adjustments/Restatements	9793, 9795	13,581.72	0.00	13,581.72
c.	Adjusted Beginning Fund Balance /Net Position		195,939.00	0.00	195,939.00
2.	Ending Fund Balance /Net Position, June 30 (E+F1c)		258,568.57	0.00	258,568.57
Components of Ending Fund Balance (Modified Accrual Basis only)					
a.	Nonspendable				
1.	Revolving Cash (equals Object 9130)	9711			0.00
2.	Stores (equals Object 9320)	9712			0.00
3.	Prepaid Expenditures (equals Object 9330)	9713	83,400.77		83,400.77
4.	All Others	9719	0.00	0.00	0.00
b.	Restricted	9740		0.00	0.00
c.	Committed				
1.	Stabilization Arrangements	9750	0.00		0.00
2.	Other Commitments	9760	0.00		0.00
d.	Assigned	9780	0.00		0.00
e.	Unassigned/Unappropriated				
1.	Reserve for Economic Uncertainties	9789	175,167.80		175,167.80
2.	Unassigned/Unappropriated Amount	9790M	0.00	0.00	0.00
3.	Components of Ending Net Position (Accrual Basis only)				
a.	Net Investment in Capital Assets	9796			0.00
b.	Restricted Net Position	9797			0.00
c.	Unrestricted Net Position	9790A			0.00
Description			Unrestricted	Restricted	Total
G. ASSETS					
1.	Cash				
	In County Treasury	9110	0.00	0.00	0.00
	Fair Value Adjustment to Cash in County Treasury	9111	0.00	0.00	0.00
	In Banks	9120	319,112.02	0.00	319,112.02
	In Revolving Fund	9130	0.00	0.00	0.00
	With Fiscal Agent/Trustee	9135	0.00	0.00	0.00
	Collections Awaiting Deposit	9140	0.00	0.00	0.00
2.	Investments	9150	0.00	0.00	0.00
3.	Accounts Receivable	9200	29,009.37	0.00	29,009.37
4.	Due from Grantor Governments	9290	0.00	0.00	0.00
5.	Stores	9320	0.00	0.00	0.00
6.	Prepaid Expenditures (Expenses)	9330	83,400.77	0.00	83,400.77
7.	Other Current Assets	9340	0.00	0.00	0.00
8.	Lease Receivable	9380	0.00	0.00	0.00
9.	Capital Assets (accrual basis only)	9400-9489			0.00
10.	TOTAL ASSETS		431,522.16	0.00	431,522.16
H. DEFERRED OUTFLOWS OF RESOURCES					
1.	Deferred Outflows of Resources	9490	1,185,643.42	0.00	1,185,643.42
2.	TOTAL DEFERRED OUTFLOWS		1,185,643.42	0.00	1,185,643.42
I. LIABILITIES					
1.	Accounts Payable	9500	136,586.36	0.00	136,586.36
2.	Due to Grantor Governments	9590	0.00	0.00	0.00
3.	Current Loans	9640	0.00	0.00	0.00

4.	Unearned Revenue	9650	160,280.24	0.00	160,280.24
5.	Long-Term Liabilities (accrual basis only)	9660-9669			0.00
6.	TOTAL LIABILITIES		296,866.60	0.00	296,866.60
J. DEFERRED INFLOWS OF RESOURCES					
1.	Deferred Inflows of Resources	9690	1,061,730.45	0.00	1,061,730.45
2.	TOTAL DEFERRED INFLOWS		1,061,730.45	0.00	1,061,730.45
K. FUND BALANCE /NET POSITION					
Ending Fund Balance /Net Position, June 30 (G10 + H2) - (I6 + J2)					
(must agree with Line F2)			258,568.53	0.00	258,568.53

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

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

1. Federal Revenue Used for Capital Outlay and Debt Service

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

Federal Program Name (If no amounts, indicate "NONE")	Capital Outlay	Debt Service	Total
a. none	\$ 0.00	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 FEDERAL REVENUES USED FOR CAPITAL OUTLAY AND DEBT SERVICE	0.00	0.00	0.00

2. Community Services Expenditures

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

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

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

Date of Presidential Disaster Declaration	Brief Description (If no amounts, indicate "None")	Amount
a. 03/13/20	COVID	16,019.00
b.		
c.		
d.		
TOTAL SUPPLEMENTAL EXPENDITURES (Should not be negative)		16,019.00

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

Results of this calculation will be used for comparison with 2022-23 expenditures. Failure to maintain the required 90 percent expenditure level on either an aggregate or per capita expenditure basis may result in reduction to allocations for covered programs in 2025-26.

a. Total Expenditures (B8)	1,291,886.63
b. Less Federal Expenditures (Total A2)	
[Revenues are used as proxy for expenditures because most federal revenues are normally recognized in the period that qualifying expenditures are incurred]	59,413.83
c. Subtotal of State & Local Expenditures	1,232,472.80
[a minus b]	
d. Less Community Services	0.00
[L2 Total]	
e. Less Capital Outlay & Debt Service	29,821.02
[Total B6 plus objects 7438 and 7439, less L1 Total, less objects 6600 and 6910]	
f. Less Supplemental Expenditures made as the result of a Presidentially	16,019.00

Declared Disaster

TOTAL STATE & LOCAL EXPENDITURES SUBJECT TO MOE

[c minus d minus e minus f]

\$ 1,186,632.78



Alternative Pathways To A Diploma For Students With Disabilities Policy

Board Approved: xxxxxx

The Governing Board recognizes that learners with disabilities are entitled to a course of study that provides them with a free appropriate public education (FAPE) and that modifications to the school's regular course may be needed on an individualized basis to provide FAPE. In accordance with law, each learner's individualized education program (IEP) team shall determine the appropriate goals, as well as any appropriate individual accommodations necessary for measuring the academic achievement and functional performance of the learner on state and charter-wide assessments.

Exemption from Charter-Established Graduation Requirements

Charter learners shall complete all course requirements for high school graduation as specified in Board Policy - Graduation Policy. However, a learner with a disability who entered the ninth grade in the 2022-23 school year and later may be exempted from all coursework and other requirements adopted by the Board that are in addition to the statewide course requirements for high school graduation if the learner's IEP provides for both of the following requirements: (Education Code 51225.31).

1. That the learner is eligible to take the alternate assessment as described in Education Code 60640
2. That the learner complete state standards aligned coursework to meet the statewide coursework specified in Education Code 51225.3

Any such exempted learner shall receive a diploma and be eligible to participate in any graduation ceremony and school activity related to graduation in which a learner of similar age without a disability would be eligible to participate. (Education Code 51225.31)

The charter's responsibility to provide FAPE shall not terminate when a learner with a disability who is exempted from charter-adopted graduation requirements participates in graduation activities unless the learner's IEP team, which includes the parent/guardian and learner, has determined that the learner has completed the high school experience. (Education code 51225.31)

Certificate of Educational Achievement or Completion

Instead of a high school diploma, a learner with a disability may be awarded a certificate or document of educational achievement or completion if the learner has met one of the following

requirements: (Education Code 56390)

1. Satisfactorily completed a prescribed alternative course of study approved by the board of the charter in which the student attended school or the charter with jurisdiction over the learner as identified in the learner's IEP
2. Satisfactorily met the learner's IEP goals and objectives during high school as determined by the IEP team
3. Satisfactorily attended high school, participated in the instruction as prescribed in the learner's IEP, and met the objectives of the statement of transition services

A learner with a disability who meets any of the criteria specified above shall be eligible to participate in any graduation ceremony and any school activity related to graduation in which a graduating learner of similar age without disabilities would be eligible to participate. (Education Code 56391)

Empower Generations

Secondary District Plan And Application for the Work Experience Education (WEE) Program

(Per EC 51775, a review of the secondary district plan must be reviewed every three years.)

<u>Empower Generations</u> Local Educational Agency (LEA) / District / School	<u>Los Angeles</u> County	
<u>44236 10th St W Ste. 105</u> Street Address	<u>Lancaster, CA</u> City	<u>93534</u> Zip Code

Place an "X" in the appropriate box (es) to identify the conditions under which WEE will operate.

	Exploratory WEE	General WEE	Career Technical WEE
Regular School	x <input type="checkbox"/>	x <input type="checkbox"/>	x <input type="checkbox"/>
Summer School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In addition to complying with appropriate federal and state laws, California *Labor Code*, California *Education Code*, and California *Code of Regulations*, Title 5, the LEA agrees to the following assurances:

1. **District Plan:** The district plan for Work Experience Education (WEE) has been approved and adopted by the local governing board and is attached in the enclosed copy of Board Approving Minutes. (EC § 51762 & CCR, T5 § 10070)
2. **Responsibility for District Plan:** The WEE teacher-coordinator shall implement and/or comply with the assurances contained herein. The school district administration is responsible for those assurances outside the requirements of the WEE teacher-coordinator. (e.g. Assurances 14, 15, 17, and 18)
3. **Credential:** The WEE teacher-coordinator shall possess a valid secondary-level credential, have two years of occupational experience outside the field of education, and have knowledge of the educational purposes, standards, laws, and regulations regarding WEE. (EC § 51762 & CCR, T5 § 10075)
4. **Enrollment in WEE:** The WEE teacher-coordinator approves students for enrollment in WEE. (EC § 51760)
 - a. At the time of enrollment, students are at least 16 years of age. (EC § 51760.3(a))

Exceptions:

 - Students in grade 11 or higher. (EC § 51760.3)
 - Students enrolled in Exploratory WEE may be less than 16 years of age and in the middle school. (CCR, T5 § 10071 (c))
 - Principal may certify exemption. (EC § 51760.3)

- WEE may be identified on the Individualized Education Program. (EC § 51760.3)
 - The pupil is at least 14 years of age and the principal in the school in which the pupil is enrolled certifies that it is necessary for the pupil's participation in a career technical education program. (EC § 51760.3)
5. **Minimum Day:** The minimum day for students is four periods totaling at least 180 minutes in duration (including WEE). (EC § 46144)
 Exceptions:
 - Continuation high school students. (EC § 46145)
 - Graduating WEE students in the last semester of their senior year. (EC § 46147)
 6. **Pupil/Teacher-Coordinator Ratio:** The pupil/teacher-coordinator ratio in WEE does not exceed 125 pupils per one full-time equivalent certificated WEE teacher-coordinator. Only duties and time directly related to the operation of WEE are considered when determining the pupil/teacher-coordinator ratio. (EC § 46300(b))
 Exceptions:
 - Ratio may be waived by the State Board of Education. (EC § 46300(b))
 7. **Related Classroom Instruction:** The WEE teacher-coordinator is responsible for preparing and conducting related classroom instruction. (EC § 51760, § 51762.5(b) & CCR, T5 § 10073)
 - a. Related classroom instruction or guidance for each semester and type of WEE is conducted by the WEE teacher-coordinator a minimum equivalent of one instructional period per week offered in sessions scheduled intermittently throughout the semester. (EC § 51760.3(b))
 8. **Course Description:** The WEE course description, with major units of instruction for each semester and for each type of WEE offered is attached in the enclosed course description with units of instruction per semester. (CCR, T5 § 10073)
 9. **Work Sites:** The WEE teacher-coordinator identifies, selects, and/or approves work sites. (EC § 51762.5(a) & CCR, T5 § 10072)
 - a. A minimum of two on-site contacts per semester with a work site supervisor at each work site and minimum of one on-site contact during the summer school session is mandated for completion by the WEE teacher-coordinator. (CCR, T5 § 10074)
 10. **Student Training Agreement:** A written formal training agreement identifying the responsibilities of the school district, employer, parent/guardian, and student is developed for each WEE student and is attached in the enclosed copy of Student Training Agreement. (EC § 51762.5 & CCR, T5 § 10071)

The following are found on the Student Training Agreement:

- a. Student objectives to be accomplished at the work site. (CCR, T5 § 10071)
 - b. The work site offers a reasonable probability of continuous employment for the student during the period for which the student is enrolled in WEE. (EC § 51760 & § 51762.5)
 - c. The employer has adequate equipment, materials, and other facilities to provide appropriate learning opportunities. (EC § 51760 & CCR, T5 § 10072)
 - d. Work conditions will not endanger the health, safety, welfare, or morals of the student. (EC § 49116, § 51762 & CCR, T5 § 10072)
 - e. The employer provides adequate adult supervision to ensure that:
 - (1) The Exploratory WEE student is provided opportunities to observe and sample a variety of conditions of work to ascertain his/her interests and suitability for occupations being explored.
 - (2) The General WEE student is provided opportunities to gain occupational skills.
 - (3) The Career technical WEE student is provided opportunities to reinforce and extend the job skills and knowledge learned through the school career/vocational education instructional program. (CCR, T5 § 10071 & § 10072)
 - f. The employer, as required by law, provides Workers' Compensation Insurance coverage whenever there is an employee/employer relationship. Students enrolled in Exploratory WEE are provided Workers' Compensation Insurance through the local school district. (EC § 51768, § 51769 & CCR, T5 § 10071)
 - g. The employer maintains student's hourly work records and cooperates in rating his/her achievement at the work site. (EC § 51762.5 & CCR, T5 § 10072)
 - h. The employer assures the district that he/she does not discriminate based on race, creed, color, gender, sexual orientation, disability, political affiliation, or religion. (EC § 51760.3(c) & CCR, T5 § 10071)
11. **Work Permits:** All work permits for students enrolled in WEE are issued or verified by the WEE teacher-coordinator or authorized designee in writing per the enclosed Letter of Authorization to issue work permits. (The document needs **original signature** of the District Superintendent or designee.) (EC § 49110 (b))
12. **Exploratory WEE:** For each student enrolled in Exploratory WEE, a limit on the number of hours of observation is established at each observation site. (CCR, T5 § 10071(c))

13. **Granting Credit:** The procedure for granting school credit for WEE is found in enclosure (4). A student satisfactorily completing the WEE program requirements may earn a maximum of 40 semester credits made up of one or a combination of two or more of the following:
 - (1) Exploratory WEE - Ten (10) semester credits for each semester with a maximum of twenty (20) semester credits.
 - (2) General WEE - Ten (10) semester credits for each semester with a maximum of forty (40) semester credits.
 - (3) Career Technical WEE - Ten (10) semester credits for each semester with a maximum of forty (40) semester credits. (EC § 51760.3, § 51762.5(b)(f) & CCR, T5 § 1635)

14. **Professional Development:** A provision is made for WEE professional development for new and continuing teacher-coordinators and other support personnel in WEE, to ensure the quality of the WEE program. (EC § 51762)

15. **Clerical Services & Records:** A provision is made for clerical services to assist the professional in meeting the goals and objectives of WEE and to assure the accuracy, completeness, and quality of the records.

The district shall maintain records including:

 - a. Type of WEE in which each student is enrolled, where the student is employed, the type of job held or observation sites and hours of rotation. (EC § 51762.5)
 - b. Work permit issued, if applicable. (EC § 49110) Note: Not required for Exploratory WEE.
 - c. Employer's report of student's hourly work record and performance on the job. (EC § 51762.5)
 - d. Report of employer consultations. (EC § 51762.5 & CCR, T5 § 10074)
 - e. Ratings of each student, including his/her grade. (EC § 51760.3 & § 51762.5)
 - f. Formal training agreement for each employer and student that describes the responsibilities of the employer, student, school, and parent/legal guardian. (EC § 51762.5 & CCR, T5 § 10071)

16. **Summer School:** WEE during the summer is conducted in the same time period as the rest of the approved summer school and conforms to all appropriate federal and state laws, California *Labor Code*, California *Education Code*, and California *Code of Regulations*, Title 5 rules and regulations applicable to WEE.

17. **Civil Rights Act:** WEE covered by this plan shall comply with Title VI and Title VII of the Civil Rights Act of 1964 and with Title 5 of the *California Code of Regulations*. (EC § 51762)

18. **Nondiscrimination:** WEE covered by this plan shall comply with Title IX (Nondiscrimination on the Basis of Sex) of the Education Amendments of 1972. (EC § 51762)

I hereby certify that to the best of my knowledge, the provisions for WEE outlined in this Secondary District Plan meet all California Department of Education requirements.


District Superintendent or Designee

9/24/24
Date

Date Local Governing Board Approved: _____

Person Preparing Application:

Name: Sajae Davison

E-mail: director@empowergenerations.org

Title: Director Phone: (661) 429-3264

This Secondary District Plan and application for a WEE program must include the **original signature** of the district superintendent or designee along with the following required enclosures:

- Enclosures:
- (1) Copy of Board Approving Minutes
 - (2) Course Description w/units of Instruction per semester
 - (3) Copy of Student Training Agreement
 - (4) Letter of Authorization to Issue Work Permits (**original signature** of the district superintendent or designee)
 - (5) Description of WEE's procedure for granting school credit (Only if expanded from minimum description provide on #13)

Submit this Secondary District Plan and application along with all of the enclosures to:

Erle Hall, MS
Education Programs Consultant
CTE Leadership and Instructional Support Office
California Department of Education
1430 N Street, Suite 4202
Sacramento, CA 95814
ehall@cde.ca.gov
916-323-2564

Date September 1st, 2024

TO: Erle Hall, MS
Education Programs Consultant
CTE Leadership and Instructional Support Office
California Department of Education
1430 N Street, Suite 4202
Sacramento, CA 95814

FROM: Sajae Davison, School Director
Empower Generations

SUBJECT: Authorization to Issue Work Permits

This letter is officially authorizing the following personnel to issue work permits according to Education Code § 49110:

Sajae Davison	Title: School Director
Roselia Calderon	Title: Office Manager
Shirelle Gonzalez	Title: Counselor

All personnel listed above have a working knowledge of California labor laws and regulations as they relate to minors. If there are any questions pertaining to the issuance of work permits, please call (661) 403-7167

Sincerely,



Sajae Davison, School Director

Work Experience Syllabus

INSTRUCTOR INFORMATION

Name:

Email:

Office Phone:

CONTACT INFORMATION

I am available by email or text from 8:00 AM to 6:00 PM. Please feel free to contact me if you have any questions regarding your assignments. Every effort will be made to reply to you immediately. I make a point to respond to emails within 24 hours on weekdays and 48 hours on weekends.

COURSE REQUIREMENTS

- General: All learners must have computer and internet access. Participants in online classes must be comfortable with the basic functions of word-processing software, including GOOGLE DOCS.
- This course is reserved for those 16 and older and/or juniors and senior. The learner must be eligible for a work permit and have the ability to maintain a job throughout the semester.
- The learner's employer must be willing to sign a formal work agreement, sign weekly work logs, and provide an in-depth evaluation at the end of the semester. The instructor will coordinate with the learner directly to obtain these documents.
- A learner may earn up to 10 credits per academic semester for completed work experience. This includes both the academic coursework and the in-field job experience. Credit is granted only when Work Experience Education is approved, programmed, coordinated, and supervised by school representatives and is satisfactorily performed by the student. This means students must meet the minimum attendance and classwork requirements for related instruction classes, the worksite training objectives, and the minimum hours/weeks of work at each worksite as explained below.
- Job placement must: pay at least minimum wage. May not be with the family business. Must be insured and in good standing with state regulatory agents.
- While employed, you must have a current work permit.

CREDITS:

To earn 2.5 course credits in a semester, you must:

- Option 1- Complete all coursework and a final portfolio (this option is for those JUST taking the course and not performing in the fieldwork)
- Option 2 - Instead of completing the coursework you can complete a minimum of 8 hours per week for 15 weeks or a total of 120 hours over the entire semester (without violating the terms of your work permit)

To earn 5 course credits in a semester, you must:

- Complete all required documentation (signed training agreement, signed work permit, signed work logs)
- Complete all coursework
- Work at minimum of 8 hours per week for 15 weeks or a total of 120 hours over the entire semester (without violating the terms of your work permit).

To earn 10 course credits in a semester, you must:

- Complete all required documentation (signed training agreement, signed work permit, signed work logs)
- -Complete all coursework
- Work at minimum of 16 hours per week for 15 weeks or a total of 240 hours over the entire semester (without violating the terms of your work permit).

COURSE GOALS

Learners will hone skills and competencies that a person must know in order to be effective in the workplace:

- **Resources:** allocating time, money, materials, space, and staff.
- **Interpersonal Skills:** working on teams, teaching others, serving customers, leading, negotiating, and working well with people from culturally diverse backgrounds.
- **Information:** acquiring and evaluating data, organizing and maintaining files, interpreting and communicating, and using computers to process information.
- **Systems:** understanding social, organizational, and technological systems, monitoring and correcting performance, and designing or improving systems.
- **Technology:** selecting equipment and tools, applying technology to specific tasks, and maintaining and troubleshooting technologies.

Underlying these skills competencies are the skills foundation made up of the following components:

- **Basic skills:** reading, writing, arithmetic and mathematics, speaking and listening.
- **Thinking skills:** thinking creatively, making decisions, solving problems, seeing things in the mind's eye, knowing how to learn, and reasoning.
- **Personal Qualities:** individual responsibility, self-esteem, sociability, self-management, and integrity.

COURSE DESCRIPTION

General Work Experience Education is an instructional course, which has as its purpose the application of basic skills of reading, writing and computation. General WEE students will acquire general and specific occupational skills through a combination of a supervised paid employment in any occupational field and related classroom instruction in WEE.

REQUIRED TEXTS

All reading materials are available online, but will also be provided as links through the course website. Employers may require learners to read training manuals, memos, and other pertinent materials for training and ongoing development.

LEARNER EXPECTATIONS

The learner is expected to participate in the course weekly with the facilitator, by reading the assigned readings, submitting assignments and completing and submitting original work on top of maintaining good standing with the employer and completing work logs weekly.

GRADING

Each assignment is given a specific number of points. The number of points earned by the student is determined and a percentage is calculated. The raw score is recorded in the grade book. An overall grade is based on the following scale:

90% - 100%	A
80% - 89%	B
70% - 79%	C
60% - 69%	D
BELOW 60%	F

SUBMITTING ASSIGNMENTS

All assignments for the week are due Friday unless otherwise stated. The weekly schedule offers suggested pacing. Work may be turned in late and/or learners can work according to an alternate pacing schedule. Work logs must be turned in weekly.

NON-HARASSMENT

Learners are expected to treat fellow students, and their facilitators, with respect. No form of a “hostile environment” or “harassment” will be tolerated by any learner or facilitator. For more information on good netiquette, please review [THIS RESOURCE](#)

HONESTY AND PLAGIARISM

Plagiarism of any sort is prohibited.

According to the Merriam-Webster online dictionary, to "plagiarize" means:

- to steal and pass off (the ideas or words of another) as one's own
- to use (another's production) without crediting the source
- to commit literary theft
- to present as new and original an idea or product derived from an existing source

PRIVACY POLICY

All work submitted is the property of the author and is not available to anyone not in the class. If work is to be submitted or viewed outside of this website, I will obtain permission from the author. [FERPA Info](#)

COURSE OUTLINE:

Unit 1: Entering the Workforce

Essential Question: How do I align my skills, passions, and goals to find the perfect work placement?

Key Assignments:

- Week 1 Introduction, Work Agreement, Work Permit
- Week 2 Safety Discussion
- Week 3 What is Your Ikigai Discussion
- Week 3 Occupation Interest Handout
- Week 4 Interview Hot Seat
- Week 4 Resume and Cover Letter

Unit 2: Best Practices to Stay Employed

Essential Question: How do I demonstrate the 5 workplace competencies in my daily work routine?

- Week 5 Competencies Discussion
- Week 6 Privacy Discussion
- Week 7 Case Study Discussion

Unit 3: Promotions and Leadership

Essential Question: What does it mean to be a leader in the workplace?

- Week 8 Leadership Discussion
- Week 9 Career Map

Unit 4: Economics

Essential Question: How do I create and sustain positive financial habits?

- Week 10 Millennials in the Workforce Discussion
- Week 11 Tax Discussion
- Personal Budget

Final Assignments

- Portfolio
- Course Reflection
- Employer Evaluation

Work Experience Education (WEE) Training Agreement

<p>For Student to Complete:</p> <p>Student Name: _____ Home Address: _____ City: _____ Zip Code: _____ Phone: _____ Date of Birth: _____ Age: _____ Grade Level: _____</p> <p><input type="checkbox"/> General Work Experience Program Work Permit Issued: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 18+ yrs</p>	<p>As a student enrolled in the WEE program, I:</p> <p><input type="checkbox"/> will find a job that meets the class guidelines. <input type="checkbox"/> will obtain a work permit for each job held if under 18 years of age. <input type="checkbox"/> will use the course LMS for weekly coursework, submit weekly records of hours worked, provide pay stubs, complete assignments, and follow all the policies of this program. <input type="checkbox"/> will inform the WEE facilitator and seek advice BEFORE quitting my job.</p>
<p>For Parent/Guardian to Complete:</p> <p>Parent/Guardian Name: _____ Address: _____ City: _____ Zip Code: _____ Phone: _____</p>	<p>As a parent/guardian of a student enrolled in WEE, I:</p> <p><input type="checkbox"/> give permission for the student to be employed. <input type="checkbox"/> assume responsibility for the safety and conduct of the student while traveling to and from school, job, and home. <input type="checkbox"/> assume responsibility for the student's supervision while completing requirements for WEE <input type="checkbox"/> will assist my student in successful completion of this class.</p>
<p>For Employer to Complete:</p> <p>Employed by: _____ Address: _____ City: _____ Zip Code: _____ Phone: _____ Employer's Worker's Comp. _____ Student Job Title: _____ Job Duties: _____</p> <p>As the employment site, we will:</p> <p><input type="checkbox"/> not discriminate on the basis of race, color, national origin, sex, or disability, creed or religion. <input type="checkbox"/> ensuring working conditions do not endanger the health, safety, welfare, or morals of the student.</p>	<p><input type="checkbox"/> provide adequate equipment, materials, facilities, and accommodations to allow appropriate learning activities. <input type="checkbox"/> provided an itemized statement of deductions with every paycheck. <input type="checkbox"/> complete time sheets and provide student evaluations. <input type="checkbox"/> consult with the course facilitator regarding student's performance. <input type="checkbox"/> provide Worker's Compensation Insurance. <input type="checkbox"/> provides adequate adult supervision. <input type="checkbox"/> provide the probability of continuous employment. <input type="checkbox"/> notify the WEE facilitator immediately of any problems or concerns or if the student is terminated or quits.</p>
<p>For Work Experience Facilitator to Complete:</p> <p>Student's on-the-job objectives: (1) _____ (2) _____ (3) _____</p>	<p>Work Experience Education Facilitator Will:</p> <p><input type="checkbox"/> review and approve student job sites. <input type="checkbox"/> maintain all program/student records per Ed Code. <input type="checkbox"/> consult with employer, student, and parent/guardian regarding job performance, progress in class, grade, etc. as necessary.</p>
<p>Non-discriminatory Statement:</p> <p>"No person shall be excluded from participation in or denied the benefits of any local agency's program or activity on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability in any program or activity conducted by an educational institution or any other local agency, which is funded directly by, or that receives benefits from nay state financial assistance." (5 CCR, Ch. 5.3, SubCh. 1, Art. 1)</p>	
<p>Student Signature: _____ Date _____ Parent/Guardian Signature: _____ Date _____</p> <p>Employer Signature: _____ Date _____ WEE Facilitator Signature: _____ Date _____</p>	

JOB REQUIREMENTS

The student must find their own legally paying job, and must work an average/minimum of 5-10 hours per week. Additional requirements:

1. Students must show proof of employment during the first 3 weeks of the semester.
2. You cannot be self-employed, or employed as a babysitter, housekeeper, newspaper carrier, street vendor or door-to-door salesperson.
3. You cannot be self-employed or an independent contractor.
4. You cannot be employed by a business operated from a private residence.
5. The job must pay with payroll taxes deducted, and include a pay receipt which must be provided to the Work Experience Facilitator at least monthly.
6. Working conditions must be safe, legal, and moral.
7. The employer must have worker's compensation insurance.
8. The job must have the probability of lasting the entire semester.
9. You must be supervised on the job, and the supervisor must be available to meet with the Work Experience Coordinator or Teacher.
10. The employer must provide a learning situation of on-the-job-training.
11. The employer must keep a record of your attendance and complete the required evaluations each semester.
12. If you are under the age of 18 (eighteen), you cannot perform any job listed as 'HAZARDOUS OCCUPATION.'
13. You may have more than one job, but all jobs must meet the above criteria. A job not meeting this criteria will not count for class credit.

Work Experience Timesheet

Name: _____
Last Name
First Name
Middle Initial

Employer: _____ Supervisor: _____

All students are required to submit their Work Experience Education worksite hours in PowerSchool Weekly. This time sheet must be signed by the employer to verify work attendance.

	Date	Start Time	End Time	Start Time	End Time	Daily Total
Saturday	___/___					
Sunday	___/___					
Monday	___/___					
Tuesday	___/___					
Wednesday	___/___					
Thursday	___/___					
Friday	___/___					
Week Total						

I certify that the work hours indicated above are true, accurate, and were in fact worked in the period reflected.

Student Signature
Date
Supervisor Signature
Date

Employer Work Experience Evaluation Form
Please return this directly to student or WEE Facilitator

Student's Name: _____ Employer: _____
 Supervisor's Name: _____ Supervisor's Title: _____

Please check the box that best describes your assessment of the student's performance in the various aspects of Work Experience.

Courtesy	<input type="checkbox"/>	Very Polite & Well Mannered	<input type="checkbox"/>	Reasonably Polite	<input type="checkbox"/>	Impolite
Punctuality	<input type="checkbox"/>	Arrives on time	<input type="checkbox"/>	Acceptable	<input type="checkbox"/>	Always Late
Cooperation	<input type="checkbox"/>	Creates a pleasing impression	<input type="checkbox"/>	Acceptable	<input type="checkbox"/>	Difficult to work with
Reaction to Criticism	<input type="checkbox"/>	Reacts positively	<input type="checkbox"/>	Doesn't seem to care	<input type="checkbox"/>	Dislikes criticism
Neatness in work and appearance	<input type="checkbox"/>	Careful with work and appearance	<input type="checkbox"/>	Usually Neat & Clean	<input type="checkbox"/>	Careless at work & untidy
Perseverance	<input type="checkbox"/>	Persistent	<input type="checkbox"/>	Acceptable	<input type="checkbox"/>	Give up easily
Work Attitude	<input type="checkbox"/>	Eager interest	<input type="checkbox"/>	Normal interest	<input type="checkbox"/>	Appears indifferent
Initiative	<input type="checkbox"/>	Seeks Additional work	<input type="checkbox"/>	Waits to be told what to do	<input type="checkbox"/>	Lacking
Ability to Communicate	<input type="checkbox"/>	Easily able to use language skills	<input type="checkbox"/>	Has some trouble articulating their thoughts	<input type="checkbox"/>	Lacking in their thoughts into words
Ability to Comprehend Instructions	<input type="checkbox"/>	Quick to understand	<input type="checkbox"/>	Reasonably good	<input type="checkbox"/>	Slow to comprehend
Capacity to develop	<input type="checkbox"/>	Promising	<input type="checkbox"/>	Average	<input type="checkbox"/>	Not very promising

Additional Comments if Applicable:

Supervisor's Name: _____

Supervisor's Signature: _____ Date: _____

Thank you for taking the time to complete this Evaluation Form.

FIRST AMENDED BYLAWS

OF

EMPOWER GENERATIONS

a California Nonprofit Public Benefit Corporation

ARTICLE I

OFFICES

Section 1. PRINCIPAL OFFICE. The board of directors shall fix the location of the principal executive office of the corporation at any place within or outside the State of California. If the principal executive office is located outside the State of California, and the corporation has one or more offices in the State of California, the board of directors shall likewise fix and designate a principal office in the State of California.

Section 2. OTHER OFFICES. The corporation may also establish offices at such other places, both within and outside the State of California, as the board of directors may from time to time determine or the activities of the corporation may require.

ARTICLE II

OBJECTIVES AND PURPOSES

The specific objectives and purposes of this corporation are described in its articles of incorporation.

ARTICLE III

NONPARTISAN ACTIVITIES

The corporation has been formed under the California Nonprofit Public Benefit Corporation Law (the "Law") for the public, nonprofit, nonpartisan, and charitable purposes described in its articles of incorporation. Notwithstanding any other provision in these bylaws, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this corporation, and the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, as amended ("IRC"), or (b) by a corporation contributions to which are deductible under IRC Section 170(c)(2).

ARTICLE IV

DEDICATION OF ASSETS

The properties and assets of this corporation are irrevocably dedicated to the charitable purposes described in Article III above and in the articles of incorporation of this corporation. No part of the net earnings, properties, or assets of this corporation, on dissolution or

otherwise, shall inure to the benefit of its directors or officers, or to any individual. On liquidation or dissolution of this corporation, all remaining assets of this corporation shall be distributed as set forth in its articles of incorporation.

ARTICLE V MEMBERSHIP

Section 1. NO MEMBERS. The corporation shall not have any members.

Section 2. ASSOCIATES. Nothing in this Article V shall be construed as limiting the right of the corporation to refer to persons associated with it as “members” even though such persons are not members of the corporation, and no such reference shall make anyone a member within the meaning of Section 5056 of the California Corporations Code (the “Code”), including honorary or donor members. Such individuals may originate and take part in the discussion of any subject that may properly come before any meeting of the board of directors, but may not vote. The corporation may confer by amendment of its articles of incorporation or these bylaws some or all of the rights of a member, as set forth in the Law, upon any person who does not have the right to vote for the election of directors, on a disposition of substantially all of the corporation’s assets, on the merger or dissolution of it, or on changes to its articles of incorporation or bylaws, but no such person shall be a member within the meaning of Section 5056. The board of directors may also, in its discretion, without establishing memberships, establish an advisory council or honorary board or such other auxiliary groups as it deems appropriate to advise and support the corporation.

Section 3. AUTHORITY VESTED IN THE BOARD. Any action that would otherwise require approval by a majority of all members or approval by the members requires only approval of the board of directors. All rights that would otherwise vest under the Law in the members will vest in the board of directors.

ARTICLE VI DIRECTORS

Section 1. POWERS. Subject to the provisions of the Law and any limitations in the articles of incorporation and these bylaws, the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised by or under the direction of the board of directors. Without prejudice to such general powers, but subject to the same limitations, it is hereby expressly declared that the board of directors shall have the following powers in addition to the other powers enumerated in these bylaws:

(a) To approve personnel policies and monitor their implementation; to select and remove certain officers, agents, and employees of the corporation; prescribe any powers and duties for them that are consistent with law, with the articles of incorporation, and with these bylaws; and fix their compensation.

(b) To conduct, manage, and control the affairs and activities of the corporation and to make such rules and regulations that are consistent with law, the articles of incorporation, and these bylaws, as they deem to be appropriate and in the best interests of the corporation.

(c) To adopt, make, and use a corporate seal; and to alter the form of such seal.

(d) To borrow money and to incur indebtedness on behalf of the corporation, and to cause to be executed and delivered for the purposes of the corporation, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities.

(e) To change the principal executive office or the principal office in the State of California from one location to another; to cause the corporation to be qualified to conduct its activities in any other state, territory, dependency, or country and conduct its activities within or outside the State of California; and to designate a place within the State of California for the holding of any board of directors meeting or meetings.

(f) To act as a trustee under any trust incidental to the principal objects of the corporation, and to receive, to hold, to administer, to exchange, and to expend funds and property subject to such trust.

(g) To receive endowments, devises, bequests, gifts, and donations of all kinds of property for its own use, or in trust, in order to carry out or to assist in carrying out, the objects and purposes of the corporation and to do all things and acts necessary or proper to carry out each and all of the purposes and provisions of such endowments, devises, bequests, gifts, and donations with full power to mortgage, sell, lease, or otherwise to deal with or dispose of the same in accordance with the terms thereof.

(h) To acquire by purchase, exchange, lease, gift, devise, bequest, or otherwise, and to hold, improve, lease, sublease, mortgage, transfer in trust, encumber, convey, or otherwise dispose of real and personal property.

Section 2. NUMBER AND ELECTION OF DIRECTORS.

(a) The board of directors shall be comprised of between three (3) and five (5) members, with the exact number to be determined from time to time by the board, unless and until changed by amendment of these Bylaws. Directors shall be elected by the vote of a majority of directors then in office. All directors shall have full voting rights, including any representative appointed by the Acton-Agua Dulce Unified School District under Education Code Section 47604(c).

(b) The qualifications for directors are generally the ability to attend board meetings, a willingness to actively support and promote the corporation, and a dedication to its

charitable endeavors. The board shall strive for members to represent the general community, to have legal, financial and pedagogical experience, or other skills and expertise, to effectively govern the charter school.

(c) The Board of Trustees of the Acton-Agua Dulce Unified School District may appoint one representative to serve on the board pursuant to Education Code Section 47604(c).

Section 3. RESTRICTION ON INTERESTED PERSONS AS DIRECTORS. No more than 49 percent of the persons serving on the board of directors may be interested persons (as defined in this Section 3). An “interested person” is (a) any person compensated by the corporation for services rendered to it within the previous 12 months, whether as a full- or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation, if any, paid to a director as director; or (b) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person.

Section 4. TERM OF OFFICE; EVENTS CAUSING VACANCIES ON BOARD. Each director shall hold office for three (3) years and until a successor is elected. A director may serve multiple terms. A vacancy or vacancies on the board of directors shall occur in the event of (a) the death, resignation, or removal of any director; (b) the declaration by resolution of the board of directors of a vacancy in the office of a director who has been convicted of a felony, declared of unsound mind by a court order, or found by final order or judgment of any court to have breached a duty under the Law, Chapter 2, Article 3; and (c) the increase of the authorized number of directors.

Section 5. RESIGNATION OF DIRECTORS. Except as provided below, any director may resign by giving written notice to the chairman of the board, if any, or to the president, or the secretary, or to the board of directors. The resignation shall be effective when the notice is given unless the notice specifies a later time for the resignation to become effective. If a director’s resignation is effective at a later time, the board of directors may elect a successor to take office as of the date when the resignation becomes effective. Except upon notice to the Attorney General of California, no director may resign if the corporation would then be left without a duly elected director or directors in charge of its affairs.

Section 6. REMOVAL OF DIRECTORS. A director may be removed at any time with or without cause by a majority of the directors then in office.

Section 7. VACANCIES. Vacancies on the board of directors shall be filled by the existing board of directors. Each director elected to fill a vacancy shall hold office until the expiration of the term of the replaced director and until a successor is elected.

Section 8. PLACE OF MEETINGS AND MEETINGS BY TELEPHONE. Any meeting of the board of directors may be held at any place within or outside the State of California that has been designated from time to time by resolution of the board or in the notice of the meeting. In the absence of such designation, meetings shall be held at the principal executive office of the

corporation. Any meeting, including annual, regular or special, may be held by conference telephone or similar communication equipment, so long as all directors participating in the meeting can hear one another. All such directors shall be deemed to be present in person at such telephonic meeting. Notwithstanding anything in these bylaws to the contrary, for so long as the corporation is authorized to and operates a California charter school, all meetings of the Board of Directors shall be called, held and conducted in accordance with the terms and provisions of the Ralph M. Brown Act and Education Code section 47604.1, as amended from time to time.

Section 9. ANNUAL AND REGULAR MEETINGS. The annual meeting of the board of directors shall be held each year on the date and time as may be fixed by the board of directors. At such annual meeting, officers shall be elected and any other proper business may be transacted. Other regular meetings of the board of directors shall be held at such time as shall from time to time be fixed by the board of directors. Notice of regular meetings shall be given in accordance with the Ralph M. Brown Act.

Section 10. SPECIAL MEETINGS. Special meetings of the board of directors for any purpose or purposes may be called at any time by the chairman of the board, the president, any vice president, the secretary, or any two directors. Notice of the time and place of special meetings shall be given in accordance with the Ralph M. Brown Act.

Section 11. QUORUM. A majority of the authorized number of directors then in office shall constitute a quorum for the transaction of business, except to adjourn as provided in Section 13 below. Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present shall be regarded as the act of the board of directors, subject to the more stringent provisions of the Law or other applicable laws

Section 12. WAIVER OF NOTICE; CONSENT. Notice of a meeting need not be given to any director who, either before or after the meeting, signs a waiver of notice, a consent to holding the meeting, or an approval of the minutes of the meeting. The waiver of notice or consent need not specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Notice of meeting shall also be deemed given to any director who attends the meeting without protesting, before or at the commencement of the meeting, the lack of notice to that director.

Section 13. ADJOURNMENT. A majority of the directors present, whether or not constituting a quorum, or if all Directors are absent then the clerk or Secretary, may adjourn any meeting to another time and place in compliance with Section 54955 of the Ralph M. Brown Act.

Section 14. FEES AND COMPENSATION. Directors and members of committees shall receive no compensation for their services; provided however, that directors and members of committees may receive reimbursement of actual and necessary out-of-pocket expenses incurred when conducting the corporation's business.

ARTICLE VII COMMITTEES

Section 1. COMMITTEES OF DIRECTORS. The board of directors may, by resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Appointments to such committees shall be by a majority vote of the directors then in office. The board may designate alternate members of any committee, who may replace any absent member at any meeting of the committee. Any committee exercising the authority of the board must be comprised only of directors then in office. No committee may do any of the following::

- (a) undertaking any final action on any matter that, under the Law, also requires approval of the board of directors;
- (b) the filling of vacancies on the board of directors or in any committee;
- (c) the amendment or repeal of bylaws or the adoption of new bylaws;
- (d) the amendment or repeal of any resolution of the board of directors that by its express terms is not so amendable or repealable; or
- (e) the appointment of any other committees of the board of directors or the members thereof.

Section 2. MEETINGS AND ACTION. Meetings and action of standing committees of the board shall be governed by, and held and taken in accordance with, the provisions of Article VI of these bylaws, Sections 8 (place of meetings and meetings by telephone), 9 (annual and regular meetings), 10 (special meetings), 11 (quorum), 12 (waiver of notice), and 13 (adjournment), with such changes in the context of those bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except for the following: (a) the time of regular and annual meetings of committees may be determined by resolution of the board of directors as well as the committee; (b) special meetings of committees may also be called by resolution of the board of directors; and (c) notice of special meetings of committees shall also be given to any alternate members, who shall have the right to attend all meetings of the committee. Minutes of each meeting of any committee shall be kept and filed with the corporate records. The board of directors may adopt rules for the government of any committee not inconsistent with the provisions of these bylaws.

ARTICLE VIII OFFICERS

Section 1. OFFICERS. The officers of the corporation shall be a president, a secretary, and a treasurer. The corporation may also have, at the discretion of the board of directors, a chairman of the board, one or more vice presidents, one or more assistant secretaries, one or more assistant treasurers, and such other officers as may be appointed in

accordance with the provisions of Section 3 of this Article VIII. Any number of offices may be held by the same person, except that neither the secretary nor the treasurer may serve concurrently as the president or the chairman of the board.

Section 2. ELECTION. The officers of the corporation, except such officers as may be appointed in accordance with the provisions of Section 3 or Section 5 of this Article VIII, shall be chosen by the board of directors, and each shall serve at the pleasure of the board, subject to the rights, if any, of an officer under any contract of employment.

Section 3. OTHER OFFICERS. The board of directors may appoint, and may empower the president to appoint, such other officers as the activities of the corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in the bylaws or as the board of directors may from time to time determine.

Section 4. REMOVAL AND RESIGNATION. Subject to the rights, if any, of any officer under any contract of employment, any officer may be removed, either with or without cause, by the board of directors or, except in case of an officer chosen by the board of directors, by any officer upon whom such power of removal may be conferred by the board of directors.

Any officer may resign at any time by giving written notice to the corporation. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any such resignation is without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party.

Section 5. VACANCIES. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in these bylaws for regular appointments to such office.

Section 6. CHAIRMAN OF THE BOARD. The chairman of the board, if such an officer be elected, shall, if present, preside at meetings of the board of directors and exercise and perform such other powers and duties as may be from time to time assigned to him or her by the board of directors or prescribed by the bylaws. If there is no president, the chairman of the board will in addition be the chief executive officer of the corporation and shall have the powers and duties prescribed in Section 7 of this Article VIII.

Section 7. PRESIDENT. Subject to such supervisory powers, if any, as may be given by the board of directors to the chairman of the board, if there be such an officer, the president shall have general supervision, direction, and control of the activities and the officers of the corporation. He or she shall preside, in the absence of the chairman of the board, or if there be none, at all meetings of the board of directors. He or she shall have the general powers and duties of management usually vested in the office of president of the corporation and shall have such other powers and duties as may be prescribed by the board of directors or the bylaws.

Section 8. VICE PRESIDENTS. In the absence or disability of the president, the vice presidents, if any, in order of their rank as fixed by the board of directors or, if not ranked, a vice president designated by the board of directors, shall perform all the duties of the president, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the president. The vice presidents shall have such other powers and perform such other duties as from time to time may be prescribed for them respectively by the board of directors or the bylaws and the president or the chairman of the board.

Section 9. SECRETARY. The secretary shall keep, or cause to be kept, at the principal executive office or such other place as the board of directors may direct, a book of minutes of all meetings and actions of directors, and committees of directors, with the time and place of holding, whether regular or special, and, if special, how authorized, the notice thereof given, the names of those present at directors and committee meetings, and the proceedings thereof.

The secretary shall give, or cause to be given, notice of all meetings of the board of directors required by the bylaws or by law to be given, and he or she shall keep, or cause to be kept, the seal of the corporation, if one be adopted, in safe custody, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or by the bylaws.

Section 10. TREASURER. The treasurer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and records of accounts of the properties and business transactions of the corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The books of account shall at all reasonable times be open to inspection by any director.

The treasurer shall deposit, or cause to be deposited, all monies and other valuables in the name and to the credit of the corporation with such depositaries as may be designated by the board of directors. He or she shall distribute, or cause to be disbursed, the funds of the corporation as may be ordered by the board of directors, shall render to the president and directors, whenever they request it, an account of all financial transactions and of the financial condition of the corporation, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or the bylaws.

ARTICLE IX INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES

Section 1. DEFINITIONS. For the purposes of this Article IX, the definition of the terms “agent”, “proceeding”, and “expenses” shall be governed by Section 5238 of the Code.

Section 2. INDEMNIFICATION IN ACTIONS BY THIRD PARTIES. To the fullest extent permitted by law, the corporation shall have power to indemnify any person who was or is a party or is threatened to be made a party to any proceeding (other than an action by or in the right of the corporation to procure a judgment in its favor, an action brought under Section

5233 of the Code, or an action brought by the Attorney General of California or a person granted relator status by the Attorney General of California for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of the corporation, against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with such proceeding if such person acted in good faith and in a manner such person reasonably believed to be in the best interests of the corporation and, in the case of a criminal proceeding, had no reasonable cause to believe the conduct of such person was unlawful. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of the corporation or that the person had reasonable cause to believe that the person's conduct was unlawful.

Section 3. OTHER INDEMNIFICATION. No provision made by the corporation to indemnify its directors or officers for the defense of any proceeding, whether contained in the articles of incorporation, bylaws, a resolution of directors, an agreement, or otherwise, shall be valid unless consistent with this Article IX and the Law. Nothing contained in this Article IX shall affect any right to indemnification to which persons other than such directors and officers may be entitled by contract or otherwise.

Section 4. INSURANCE. The corporation shall have the power to purchase and maintain insurance to the full extent permitted by law on behalf of any agent of the corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such.

**ARTICLE X
RECORDS AND REPORTS**

Section 1. MAINTENANCE OF CORPORATE RECORDS. The corporation shall keep (a) adequate and correct books and records of account kept either in written form or in any other form capable of being converted into written form and (b) minutes, in written form, of the proceedings of the board of directors and committees of the board. All such records shall be kept at the corporation's principal executive office, or if its principal executive office is outside the State of California, at its principal office in this state.

Section 2. MAINTENANCE AND INSPECTION OF ARTICLES AND BYLAWS. The corporation shall keep at its principal executive office, or if its principal executive office is not in the State of California, at its principal office in this state, the original or a copy of its articles of incorporation and bylaws, as amended to date, that shall be open to inspection by the directors at all reasonable times during office hours. If the principal executive office of the corporation is outside the State of California and the corporation has no principal office in this state, the Secretary shall, upon the written request of any director, furnish to such director a copy of the articles of incorporation or bylaws, as amended to date.

Section 3. INSPECTION. Every director shall have the absolute right at any reasonable time, and from time to time, to inspect all books, records, and documents of every kind and the physical properties of the corporation. Such inspection by a director may be made in person or by agent or attorney and the right of inspection includes the right to copy and make extracts. This right to inspect may be circumscribed in instances where the right to inspect conflicts with California or federal law (e.g., restrictions on the release of educational records under FERPA) pertaining to access to books, records, and documents.

Section 4. ANNUAL REPORTS. The board of directors shall cause an annual report to be sent to the directors within 120 days of the corporation's fiscal year end. That report shall contain the following information, in appropriate detail, for the fiscal year:

- (a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;
- (b) The principal changes in assets and liabilities, including trust funds;
- (c) The revenue or receipts of the corporation, both unrestricted and restricted to particular purposes;
- (d) The expenses or disbursements of the corporation for both general and restricted purposes; and
- (e) Any information required by Section 5 of this Article X.

The annual report shall be accompanied by any report thereon of independent accountants or, if there is no such report, by the certificate of an authorized officer of the corporation that such statements were prepared without audit from the books and records of the corporation.

Section 5. ANNUAL STATEMENT OF CERTAIN TRANSACTIONS AND INDEMNIFICATIONS. As part of the annual report to all directors, the corporation shall annually prepare and mail or deliver to each director within 120 days after the corporation's fiscal year end, a statement containing any information required by Section 6322 of the Code with respect to the preceding year.

ARTICLE XI GENERAL MATTERS

Section 1. CHECKS, DRAFTS, EVIDENCES OF INDEBTEDNESS. All checks, drafts, or other orders for payment of money, notes, or other evidences of indebtedness, issued in the name of or payable to the corporation, shall be signed or endorsed by such person or persons and in such manner as, from time to time, shall be authorized by the board of directors.

Section 2. CORPORATE CONTRACTS AND INSTRUMENTS; HOW EXECUTED. Except as otherwise provided in these bylaws, the board of directors may authorize any officer or officers,

agent or agents, to enter into any contract or execute any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances; and, unless so authorized or ratified by the board of directors or within the agency power of an officer, no officer, agent or employee shall have any power or authority to bind the corporation by any contract or engagement or to pledge its credit or to render it liable for any purpose or for any amount.

Section 3. CONSTRUCTION AND DEFINITIONS. Unless the context requires otherwise, the general provisions, rules of construction, and definitions in the Law shall govern the construction of these bylaws. Without limiting the generality of the foregoing, the singular number includes the plural, the plural number includes the singular, the masculine gender includes the feminine and neuter, and the term "person" includes both a corporation and a natural person. All references in these bylaws to the Law or to the Code shall be deemed to be those in effect from time to time.

**ARTICLE XII
AMENDMENTS**

New bylaws may be adopted or these bylaws may be amended or repealed by the board of directors.

CERTIFICATE OF SECRETARY

The undersigned, being the duly elected and acting Secretary of Empower Generations, a California nonprofit public benefit corporation, does hereby certify that the foregoing First Amended Bylaws constitute the Bylaws of this corporation as duly adopted at a meeting of the Board of Directors on May 21, 2020.

IN WITNESS WHEREOF, the undersigned has executed this Certificate this 21st of May, 2020.



Secretary