



## 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

<b>Meeting Date</b>	Thursday, December 12, 2024
<b>Start Time</b>	5:30 PM
<b>End Time</b>	6:30 PM
<b>Location</b>	Address: 44236 10th Street West, Suite 105, Lancaster, CA 93534
<b>Purpose</b>	Regular Scheduled Meeting

### Agenda

## 1. Opening Items

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1.1. Call The Meeting To Order

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1.2. Roll Call

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1.3. Pledge Of Allegiance

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1.4. Board Meeting Agenda

Discuss and take action on the Board Meeting Agenda.

**Due date:** 12/12/2024

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1.5. Board Meeting Minutes

Discuss and take action on the Board Meeting Minutes.

**Due date:** 12/12/2024

#### Documents

- Minutes-2024-11-07-v1.pdf
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## 2. Public Comments

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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.

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## 3. Action Items

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3.1. School Accountability Report Card

Discuss and take action regarding 2023 - 2024 School Accountability Report Card outlining the required school information for public review.

**Due date:** 12/12/2024

Documents

- 23-24 EG SARC.pdf
- 

### 3.2. Board Member Roles

Discuss and take action to alter Board Member Roles of Board Chair, Secretary, Treasurer and add a new Board Member as the Board sees fit.

**Due date:** 12/12/2024

Documents

- Approved - Amended Bylaws - Empower Generations - May 2020 (1).pdf
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## 4. Discussion and Reports

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### 4.1. Teaching Assignment Monitoring Outcome Report

Discuss the teaching assignment data report generated by the CA Department of Education.

Documents

- TAMO Report 22-23 EG.pdf
- 

### 4.2. School Director Report

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## 5. Consent Items

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### 5.1. Personnel Report

**Due date:** 12/12/2024

Documents

- 12.12.24. EG\_PersonnelReport.pdf
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### 5.2. Check Register

Documents

- EG Payment Register\_20241204.pdf
  - EG Payment Register Summary\_20241204.pdf
- 

## 6. Closed Session

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### 6.1. Public Employee Performance Evaluation

Gov. Code section 54957(b)(1): School Director

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### 6.2. Conference with Legal Counsel - Anticipated Litigation

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

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## 7. Report of Closed Session

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## 8. Board Comments

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### 8.1. Board Comments

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## 9. Closing Items

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### 9.1. Next Meeting Date

February 13, 2025

Board Members mark their calendars and confirm quorum.

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### 9.2. Adjournment

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**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

<b>Date</b>	Thursday, November 7, 2024
<b>Started</b>	5:38 PM
<b>Ended</b>	8:46 PM
<b>Location</b>	Address: 44236 10th Street West, Suite 105, Lancaster, CA 93534
<b>Purpose</b>	Regular Scheduled Meeting
<b>Chaired by</b>	Tapau Osborne
<b>Recorder</b>	Roselia Calderon

### Minutes

## 1. Opening Items

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### 1.1. Call The Meeting To Order

The Meeting was called to order at 5:38 p.m

**Status:** Completed

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### 1.2. Roll Call

Everyone was present except for Michelle Fluke.

**Status:** Completed

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### 1.3. Pledge Of Allegiance

The Pledge of Allegiance was recited.

**Status:** Completed

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### 1.4. Board Meeting Agenda

Discuss and take action on the Board Meeting Agenda.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

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### 1.5. Board Meeting Minutes

Discuss and take action on the Board Meeting Minutes.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

- Minutes-2024-06-27-v1.pdf
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## 2. Curriculum Moment

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### 2.1. Curriculum Moment

David Borkes, Empower Generations Community Outreach Coordinator, presented the Curriculum Moment and answered questions of the board.

**Status:** Completed

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## 3. Public Comments

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### 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.

No Public comments made.

**Status:** Completed

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## 4. Consent Items

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### 4.1. Personnel Report

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

- EG\_PersonnelReport\_9.12.24.docx.pdf
- 

### 4.2. Check Register

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

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

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

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

## 5. Discussion and Reports

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### 5.1. LCSSP Grant Annual Report

Discuss regarding Learning Community For School Success Program Grant Spending.

Sajae Davison presented the LCSSP Grant and answered questions of the Board.

**Status:** Completed

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.

Sajae Davison, presented Empower Generations State of the School, and answered questions of the Board.

**Status:** Completed

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## 6. Action Items

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### 6.1. 2023/2024 Education Protection Account

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

Kelly O'Brien, presented the 2023-2024 Education Protection Account.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

- FY23.24 EG EPA Resolution.pdf
- 

## 6.2. 2023-2024 Unaudited Actuals

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

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

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

- unaudited actuals 23.24 Empower Generations.pdf
- 

## 6.3. Revised Comprehensive Safety Plan

Discuss and take action regarding the revised Comprehensive Safety Plan.

Kelly O'Brien, iCA Support Provider, presented the Revised Comprehensive Safety Plan.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

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## 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.

Kimberly Humphries, iCA Support Provider, presented the Alternate Pathway to a Diploma for Students with Disabilities Policy.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Status:** Completed

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.

Allison Bravo, iCA Support Provider, presented the Work Experience Education Plan and answered questions of the Board.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

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.

Amanda Fisher, iCA Support Provider presented the Board Roles. A motion was made to appoint Tapau as the new Treasurer.

Motioned: Annaliisa

Seconded: Tapau

Unanimously Approved

Michelle Fluke was absent.

**Due date:**

**Status:** Completed

Documents

- Approved - Amended Bylaws - Empower Generations - May 2020.pdf
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## 7. Closed Session

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### 7.1. Conference with Legal Counsel - Anticipated Litigation

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



**Status:** Completed

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## 8. Report of Closed Session

Annaliisa stated that direction was given to out legal council.

**Status:** Completed

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## 9. Board Comments

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### 9.1. Board Comments

Annaliisa stated her concern regarding the incoming Administration in the federal level and the possible shutting down the Department of Education. She stated that Empower Generations should have a timeline assuming the funding changes and we don't have the money, how do we make it work. What's the plan for our families and staff affected - let's create the safest space possible.

Tapau agreed and stated that as a school we have to let our families feel comfortable.

**Status:** Completed

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## 10. Closing Items

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### 10.1. Next Meeting Date

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

Board Members mark their calendars and confirm quorum.

**Status:** Completed

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### 10.2. Adjournment

Meeting was adjourned at 8:46.

**Status:** Completed

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**Empower Generations**  
**2023–24 School Accountability Report Card**  
**Reported Using Data from the 2023–24 School**  
**Year**  
**California Department of Education**

**Address:** 44236 10th St. W. Ste. 105  
Lancaster, CA , 93534-4134

**Principal:** Sajae Davison, Director

**Phone:** (818) 675-7500

**Grade Span:** 9-12

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

## DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

## California School Dashboard

The California School Dashboard (Dashboard)

<https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

## Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## Admission Requirements for the University of California (UC)

Admission requirements for the UC follow guidelines set forth in the Master Plan, which requires that the top one-eighth of the state's high school graduates, as well as those transfer students who have successfully completed specified college course work, be eligible for admission to the UC. These requirements are designed to ensure that all eligible students are adequately prepared for University-level work. For general admissions requirements, please visit the UC Admissions Information website at <https://admission.universityofcalifornia.edu/>.

## Admission Requirements for the California State University (CSU)

Eligibility for admission to the CSU is determined by three factors: (1) Specific high school courses, (2) Grades in specified courses and test scores, and (3) Graduation from high school. Some campuses have higher standards for particular majors or students who live outside the local campus area. Because of the number of students who apply, a few campuses have higher standards (supplementary admission criteria) for all applicants. Most CSU campuses have local admission guarantee policies for students who graduate or transfer from high schools and colleges that are historically served by a CSU campus in that region. For admission, application, and fee information, see the CSU website at <https://www2.calstate.edu/>.

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## About This School

### Sajae Davison, Director

📍 Principal, Empower Generations

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### About Our School

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Empower Generations is a tuition-free public charter school that supports pregnant/parenting teens and at-promise youth to meet their individual goals through a whole person, whole family approach.

Empower Generations approaches learning through project-based learning, social-emotional learning, and individualized learning.

Empower Generations' Schoolwide Learner Outcomes were carefully selected to develop the whole child with a focus on academic and social-emotional learning. These include Lifelong Learner, Empathetic Citizen, Authentic Individual, and Design Thinker.

I'm honored to serve you as school director, and I look forward to a great year of learning and growth with you.

-Mrs. Sajae Davison, School Director

### Contact

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Empower Generations  
44236 10th St. W. Ste. 105  
Lancaster, CA 93534-4134

Phone: [\(818\) 675-7500](tel:8186757500)

Email: [director@empowergenerations.org](mailto:director@empowergenerations.org)

### Contact Information (School Year 2024–25)

<b>District Contact Information (School Year 2024–25)</b>	
<b>District Name</b>	Acton-Agua Dulce Unified
<b>Phone Number</b>	(661) 269-0750
<b>Superintendent</b>	Sahakian, Eric
<b>Email Address</b>	<a href="mailto:esahakian@aadusd.k12.ca.us">esahakian@aadusd.k12.ca.us</a>
<b>Website</b>	<a href="http://www.aadusd.k12.ca.us">www.aadusd.k12.ca.us</a>
<b>School Contact Information (School Year 2024–25)</b>	
<b>School Name</b>	Empower Generations
<b>Street</b>	44236 10th St. W. Ste. 105
<b>City, State, Zip</b>	Lancaster, CA , 93534-4134
<b>Phone Number</b>	(818) 675-7500
<b>Principal</b>	Sajae Davison, Director
<b>Email Address</b>	<a href="mailto:director@empowergenerations.org">director@empowergenerations.org</a>
<b>Website</b>	<a href="http://www.empowergenerations.org">www.empowergenerations.org</a>
<b>Grade Span</b>	9-12
<b>County-District-School (CDS) Code</b>	19753090134619

### School Description and Mission Statement (School Year 2024–25)

Empower Generations is a free public charter that supports pregnant and parenting teens and at-promise youth to meet their individual goals through a whole-person, whole-family approach. Empower Generations provides learners with a safe and non-judgmental environment to explore and gain confidence. With clear and personalized guidance, learners determine their course of study and method of obtaining graduation requirements, including internship, online courses, college courses, independent study, and one-on-one support. Learners realize their potential as confident parents, engaged learners, and active community members while working toward a high school diploma and gaining invaluable real-life experience.

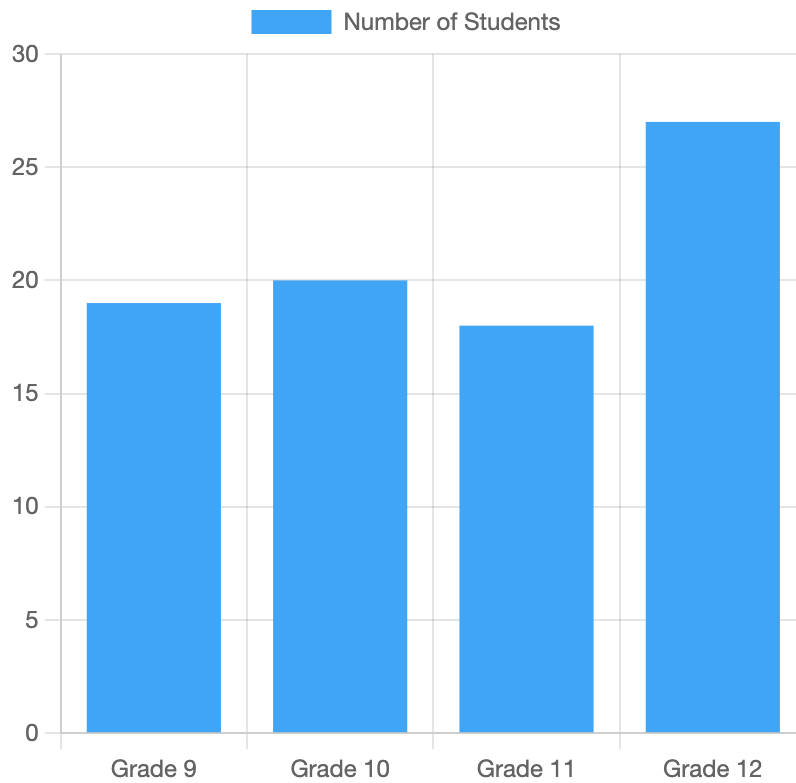
**Mission:** Free to Think. Inspired to Lead.

**Vision:** At Empower Generations, we strive to be a beacon of innovation and creativity, fostering a culture of curiosity and leadership. Our commitment to unlocking the potential of our learners and the communities we serve is unwavering. We believe that by empowering people to become Lifelong

learners, Empathetic citizens, Authentic individuals, and Design thinkers, we can create a better future for all.

### Student Enrollment by Grade Level (School Year 2023–24)

Grade Level	Number of Students
Grade 9	19
Grade 10	20
Grade 11	18
Grade 12	27
Total Enrollment	84



**Student Enrollment by Student Group (School Year 2023–24)**

Student Group	Percent of Total Enrollment	Student Group (Other)	Percent of Total Enrollment
Female	54.80%	English Learners	3.60%
Male	44.00%	Foster Youth	8.30%
Non-Binary	1.20%	Homeless	3.60%
American Indian or Alaska Native	1.20%	Migrant	0.00%
Asian	0.00%	Socioeconomically Disadvantaged	83.30%
Black or African American	40.50%	Students with Disabilities	42.90%
Filipino	0.00%		
Hispanic or Latino	41.70%		
Native Hawaiian or Pacific Islander	0.00%		
Two or More Races	7.10%		
White	9.50%		

**A. Conditions of Learning**

**State Priority: Basic**

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair



### Teacher Preparation and Placement (School Year 2020–21)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	2.40	40.07%	237.10	43.70%	228366.10	83.12%
Intern Credential Holders Properly Assigned	1.00	16.69%	9.20	1.70%	4205.90	1.53%
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0.30	6.18%	18.60	3.44%	11216.70	4.08%
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	2.20	37.06%	268.90	49.57%	12115.80	4.41%
Unknown/Incomplete/NA	0.00	0.00%	8.50	1.58%	18854.30	6.86%
Total Teaching Positions	5.90	100.00%	542.60	100.00%	274759.10	100.00%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

### Teacher Preparation and Placement (School Year 2021–22)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	2.60	66.25%	271.40	43.37%	234405.20	84.00%
Intern Credential Holders Properly Assigned	0.00	0.00%	5.00	0.80%	4853.00	1.74%
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0.20	7.00%	19.70	3.16%	12001.50	4.30%
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	1.00	26.50%	318.60	50.92%	11953.10	4.28%
Unknown/Incomplete/NA	0.00	0.00%	10.90	1.74%	15831.90	5.67%
Total Teaching Positions	4.00	100.00%	625.80	100.00%	279044.80	100.00%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

### Teacher Preparation and Placement (School Year 2022–23)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	1.80	33.70%	252.80	42.16%	231142.40	100.00%
Intern Credential Holders Properly Assigned	1.00	18.52%	11.90	1.99%	5566.40	2.00%
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0.00	0.00%	29.60	4.93%	14938.30	5.38%
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	2.10	39.44%	292.20	48.71%	11746.90	4.23%
Unknown/Incomplete/NA	0.40	8.15%	13.20	2.21%	14303.80	5.15%
Total Teaching Positions	5.40	100.00%	599.80	100.00%	277698	100%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

### Teachers Without Credentials and Misassignments (considered "ineffective" under ESSA)

Authorization/Assignment	2020– 21 Number	2021– 22 Number	2022– 23 Number
Permits and Waivers	0.00	0.00	0
Misassignments	0.30	0.20	0
Vacant Positions	0.00	0.00	0
Total Teachers Without Credentials and Misassignments	0.30	0.20	0

### Credentialed Teachers Assigned Out-of-Field (considered "out-of-field" under ESSA)

Indicator	2020– 21 Number	2021– 22 Number	2022– 23 Number
Credentialed Teachers Authorized on a Permit or Waiver	0.00	0.00	0
Local Assignment Options	2.20	1.00	2.1
Total Out-of-Field Teachers	2.20	1.00	2.1

## Class Assignments

Indicator	2020– 21 Percent	2021– 22 Percent	2022– 23 Percent
Misassignments for English Learners (a percentage of all the classes with English learners taught by teachers that are misassigned)	35.70%	65.2%	0%
No credential, permit or authorization to teach (a percentage of all the classes taught by teachers with no record of an authorization to teach)	1.10%	0%	0%

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

## School Facility Conditions and Planned Improvements

Empower Generations ensures that its facilities are clean, safe, and functional. Empower Generations uses a facility survey instrument developed by the State of California OPSC. The results of this survey can be accessed at the school office or by emailing [info@empowergenerations.org](mailto:info@empowergenerations.org). Using the Facility Inspection Tool (FIT), the school's overall condition was rated as good in November 2024. The school systems, interior, cleanliness, electrical, restrooms/fountains, safety, structural systems, and playground were rated as good.

### School Facility Good Repair Status

Using the **most recently collected** Facility Inspection Tool (FIT) data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The rate for each system inspected
- The overall rating

Year and month of the most recent FIT report: November 2024

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	Good	
<b>Interior:</b> Interior Surfaces	Good	
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	Good	
<b>Electrical:</b> Electrical	Good	
<b>Restrooms/Fountains:</b> Restrooms, Sinks/Fountains	Good	
<b>Safety:</b> Fire Safety, Hazardous Materials	Good	
<b>Structural:</b> Structural Damage, Roofs	Good	
<b>External:</b> Playground/School Grounds, Windows/Doors/Gates/Fences	Good	

### Overall Facility Rate

Year and month of the most recent FIT report: November 2024

Overall Rating	Exemplary
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## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System includes assessments for English language arts/literacy [ELA], mathematics, and science for students in the general education population and the California Alternate Assessment [CAA]. Only eligible students may participate in the administration of the CAA. CAA items are aligned with alternate achievement standards, which are linked with the Common Core Standards [CCSS] or California Next Generation Science Standards [CA NGSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAA for ELA** in grades three through eight and grade eleven.
  2. **Smarter Balanced Summative Assessments and CAA for mathematics** in grades three through eight and grade eleven.
  3. **California Science Test (CAST) and CAA for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).
- **College and Career Ready:** The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.



**CAASPP Test Results in ELA and Mathematics for All Students taking and completing state-administered assessments Grades Three through Eight and Grade Eleven Percentage of Students Meeting or Exceeding the State Standard**

<b>Subject</b>	<b>School 2022– 23</b>	<b>School 2023– 24</b>	<b>District 2022– 23</b>	<b>District 2023– 24</b>	<b>State 2022– 23</b>	<b>State 2023– 24</b>
English Language Arts / Literacy (grades 3-8 and 11)	30%	18%	39%	39%	46%	47%
Mathematics (grades 3-8 and 11)	9%	0%	21%	22%	34%	35%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: ELA and Mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAA divided by the total number of students who participated in both assessments.

**CAASPP Test Results in ELA by Student Group for students taking and completing state-administered assessment Grades Three through Eight and Grade Eleven (School Year 2023–24)**

<b>Student Group</b>	<b>Total Enrollment</b>	<b>Number Tested</b>	<b>Percent Tested</b>	<b>Percent Not Tested</b>	<b>Percent Met or Exceeded</b>
All Students	19	11	57.89%	42.11%	18.18%
Female	12	7	58.33%	41.67%	--
Male	--	--	--	--	--
American Indian or Alaska Native	0	0	0%	0%	0%
Asian	0	0	0%	0%	0%
Black or African American	--	--	--	--	--
Filipino	0	0	0%	0%	0%
Hispanic or Latino	11	5	45.45%	54.55%	--
Native Hawaiian or Pacific Islander	0	0	0%	0%	0%
Two or More Races	--	--	--	--	--
White	--	--	--	--	--
English Learners	--	--	--	--	--
Foster Youth	--	--	--	--	--
Homeless	0	0	0%	0%	0%
Military	0	0	0%	0%	0%
Socioeconomically Disadvantaged	15	9	60.00%	40.00%	--
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	--	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

**CAASPP Test Results in Mathematics by Student Group for students taking and completing state-administered assessment Grades Three through Eight and Grade Eleven (School Year 2023–24)**

<b>Student Group</b>	<b>Total Enrollment</b>	<b>Number Tested</b>	<b>Percent Tested</b>	<b>Percent Not Tested</b>	<b>Percent Met or Exceeded</b>
All Students	19	11	57.89%	42.11%	0.00%
Female	12	7	58.33%	41.67%	--
Male	--	--	--	--	--
American Indian or Alaska Native	0	0	0%	0%	0%
Asian	0	0	0%	0%	0%
Black or African American	--	--	--	--	--
Filipino	0	0	0%	0%	0%
Hispanic or Latino	11	5	45.45%	54.55%	--
Native Hawaiian or Pacific Islander	0	0	0%	0%	0%
Two or More Races	--	--	--	--	--
White	--	--	--	--	--
English Learners	--	--	--	--	--
Foster Youth	--	--	--	--	--
Homeless	0	0	0%	0%	0%
Military	0	0	0%	0%	0%
Socioeconomically Disadvantaged	15	9	60.00%	40.00%	--
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	--	--	--	--	--

Note: Mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

**CAASPP Test Results in Science for All Students**  
**Grades Five, Eight and High School**  
**Percentage of Students Meeting or Exceeding the State Standard**

<b>Subject</b>	<b>School 2022– 23</b>	<b>School 2023– 24</b>	<b>District 2022– 23</b>	<b>District 2023– 24</b>	<b>State 2022– 23</b>	<b>State 2023– 24</b>
Science (grades 5, 8, and high school)	6.25%	8.33%	19.47%	13.50%	30.29%	30.73%

Note: Science test results include the CAST and the CAA for Science. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

**CAASPP Test Results in Science by Student Group**  
**Grades Five, Eight and High School (School Year 2023–24)**

<b>Student Group</b>	<b>Total Enrollment</b>	<b>Number Tested</b>	<b>Percent Tested</b>	<b>Percent Not Tested</b>	<b>Percent Met or Exceeded</b>
All Students	37	24	64.86%	35.14%	8.33%
Female	20	11	55.00%	45.00%	0.00%
Male	17	13	76.47%	23.53%	15.38%
American Indian or Alaska Native	0	0	0%	0%	0%
Asian	0	0	0%	0%	0%
Black or African American	13	9	69.23%	30.77%	--
Filipino	0	0	0%	0%	0%
Hispanic or Latino	17	10	58.82%	41.18%	--
Native Hawaiian or Pacific Islander	0	0	0%	0%	0%
Two or More Races	--	--	--	--	--
White	--	--	--	--	--
English Learners	--	--	--	--	--
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--
Military	0	0	0%	0%	0%
Socioeconomically Disadvantaged	31	20	64.52%	35.48%	5.00%
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	13	8	61.54%	38.46%	--

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.



**Career Technical Education (CTE) Programs (School Year 2023–24)**

Empower Generations offered two Career/Technical Education pathways for learners to engage in:

1. Culinary Arts
2. Cosmetology

In each pathway, learners have the opportunity to complete 300 hours of learning with internship and career exploration opportunities. Pathways use the California CTE model curriculum standards.

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject area of physical education

**California Physical Fitness Test Results (School Year 2023–24)**  
**Percentage of Students Participating in each of the five Fitness Components**

Grade	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
9	89%	84%	84%	84%	84%

Note: The admistration of the PFT requires only participation results for these five fitness areas.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

## C. Engagement

### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site

#### Opportunities for Parental Involvement (School Year 2024–25)

Empower Generations values the authentic engagement of its families including strategic planning and the overall vision of the virtual school community.

Parents/guardians are regularly informed about upcoming events, opportunities for engagement, special committees, parent meetings, volunteering, and other pertinent information through the Monday Message, a weekly publication that is sent out to all families, as well as through Parent Square, a digital newsletter for families. Facilitators also communicate with their families on a regular basis through various forms of communication (emails, phone calls, etc.).

Families have the opportunity to be elected to the School Site Council, join iSUPPORT, provide feedback on the annual LCAP, and attend public board meetings.

Each semester, learners and families meet with their Advisors to create an Individual Learning Plan (ILP). This learning plan serves as a goal-setting sheet for the upcoming semester. During presentations of learning and learner-led conferences, learners present their projects and learning to families and/or the school community. Each family also receives login information to the learning management system. Families also receive a survey each semester to provide invaluable feedback on the program.

Through community partnerships, the school also hosts workshops for families relating to health, parenting, social-emotional well-being, and college and career readiness.

For more information on how to be involved, please email [info@empowergenerations.org](mailto:info@empowergenerations.org).

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school graduation rates;
- High school dropout rates; and
- Chronic Absenteeism

## State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

**School Safety Plan (School Year 2024–25)**

It is the vision of Empower Generations to provide a safe learning environment for all of its learners, staff, and families. It is a place where learners feel welcomed and comfortable so learning is the central focus. A Comprehensive School Safety Plan helps to ensure a safe environment for each learner's academic and social-emotional learning to occur. Developing and maintaining the plan enables school staff to respond quickly and knowledgeably in the case of an incident or emergency. The plan identifies the roles of staff, faculty, learners, and other key stakeholders including their respective responsibilities before, during, and after an incident. The safety plan includes general policies and procedures for handling safety and specific emergency situations including earthquakes, fire, and active shooter scenarios. It also includes information on child abuse reporting, sexual harassment, and discipline. This plan provides parents and other community members with the assurance that Empower Generations has developed and established guidelines and procedures to respond to an incident or a hazard in an organized, systematic method to prevent, prepare for, respond to, and recover from an incident. The Comprehensive School Safety Plan:

1. Protects the safety and welfare of learners and staff.
2. Provides for a safe and coordinated response to emergency situations.
3. Protects facilities and property, allowing the school to restore normal conditions with minimal confusion in the shortest amount of time possible.
4. Provides for coordination between the school and local emergency services when necessary.

Lastly, the school's digital safety is equally important. The Learner/Family Guidebook outlines the school's technology policies. The school works to keep current with digital safety best practices and provides frequent education to learners, families, and staff in this area.

The School Site Council met in the fall of 2024 to review and discuss the CSSP and make recommendations for improvements. The Comprehensive School Safety Plan was last reviewed and updated in the fall of 2024 and is stored on campus. The school's governing board also reviews the CSSP and approves it annually.

## **D. Other SARC information**

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

### Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2022–23)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$21536.37	\$5460.92	\$16075.45	\$63043.86
District	N/A	N/A	--	\$75132.00
Percent Difference – School Site and District	N/A	N/A	--	--
State	N/A	N/A	\$10770.62	\$78673.00
Percent Difference – School Site and State	N/A	N/A	66.65%	22.06%

Note: Cells with N/A values do not require data.

### Types of Services Funded (Fiscal Year 2023–24)

Local Control Funding Formula (LCFF) base and supplemental funds are utilized as outlined in the Local Control Accountability Plan (LCAP) to ensure that all learners receive the basic, intervention/enrichment support, and services that are needed to help them become proficient in academic and social-emotional learning. The LCAP also details the actions associated with meeting the specific needs of English learners, foster and homeless youth, and low-income learners. State and federal categorical funding is used to support learners in special education with IEP needs and goals. Title I, II, and IV funding is used to provide targeted academic intervention, and staff training, and promote well-rounded learning. Title funding is monitored by the School Site Council in the School Plan for Student Achievement (SPSA). One-time funding sources are utilized to complement and add additional services to support at-risk learners, and interventions, and to prevent, prepare and/or respond to COVID-19 needs.

The school ensures all educational partners have the opportunity to provide input on the annual LCAP and SPSA to ensure that spending aligns with community needs.

### Professional Development

<b>Measure</b>	<b>2022– 23</b>	<b>2023– 24</b>	<b>2024– 25</b>
Number of school days dedicated to Staff Development and Continuous Improvement	9	9	9



All Local Educational Agencies (LEAs), including charter schools, must report their Teaching Assignment Monitoring Outcome (TAMO) data to their governing board. The TAMO report, is a data report generated by the California Department of Education that details whether teachers are assigned to classes that align with their teaching credentials and subject area expertise, essentially assessing if teachers are appropriately prepared for the classes they are teaching; it provides information on teacher preparation, student demographics, and the classes they are assigned to, allowing for analysis of potential misassignments or gaps in teacher qualifications.

Below is a chart showing the TAMO data for Empower Generations:

### Empower Generations - 2022/2023

Individual Subject Area	Total Teaching FTE	Clear	Out-of-Field	Intern	Ineffective	Incomplete	Unknown	N/A
Art	0.1	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Technical Education	0.2	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Drama/Theater	0.1	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
English Language Arts	0.7	65.70%	0.00%	0.00%	0.00%	32.80%	0.00%	0.00%
Foreign Languages	0.2	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health Education	0.1	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
History/Social Science	0.6	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mathematics	0.7	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Instruction-Related Assignments	1.7	27.80%	0.00%	59.20%	0.00%	13.00%	0.00%	0.00%
Physical Education	0.5	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Science	0.6	30.90%	69.10%	0.00%	0.00%	0.00%	0.00%	0.00%

Report Totals								
Empower Generations	5.4	33.70%	39.40%	18.50%	0.00%	8.10%	0.00%	0.00%
Acton-Agua Dulce Unified	599.9	42.20%	48.70%	2.00%	4.90%	1.30%	0.80%	0.10%
Los Angeles	62,342.00	84.10%	4.00%	2.30%	5.20%	4.00%	0.30%	0.10%
Statewide	277,698.00	83.20%	4.20%	2.00%	5.40%	4.70%	0.30%	0.20%

**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.



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Secretary

**Employment - New Hires**

N/A

**RESIGNATIONS/TERMINATIONS**

Chadwick, Jeanette

Facilitator

11.15.24

**STATUS CHANGES**

N/A



**Company name:** Empower Generations  
**Report name:** Payment Register  
**Report title 2:** Mission Valley Bank  
**Footer Text:** 10/31/24-12/04/24  
**Created on:** 12/5/24  
**Location:** 115--Empower Generations

<b>Date</b>	<b>Vendor</b>	<b>Amount</b>
10/31/24	PURE000--Pure Oasis Water	36.00
10/31/24	SCHO009--School Pathways LLC	68.50
10/31/24	LEGA003--Legal Shield	40.35
10/31/24	SUNL000--Sun Life Assurance Company of Canada	28.56
10/31/24	BAY115B--Bay Alarm Company 1072	865.51
11/1/24	LOSA001--Los Angeles County Office of Education (LACOE)	10,527.08
11/4/24	EDI115B--Southern California Edison 9022.	635.36
11/4/24	TMOB001--T-Mobile 8994	61.60
11/4/24	STAP001--Staples Advantage	1.35
11/4/24	AMAZ100--Amazon Capital Services (iCA)	170.94
11/4/24	HOLY000--Johnnie Irving	1,500.00
11/6/24	CIGN000--Cigna Healthcare	340.69
11/6/24	KAIS000--Kaiser Foundation Health Plan	2,668.12
11/6/24	SUNL000--Sun Life Assurance Company of Canada	181.90
11/7/24	THEA008--The Abbey Company	15,084.85
11/8/24	JIVE000--GoTo Technologies USA, LLC	139.72
11/8/24	FIDE000--Fidelity Security Life Insurance Company	67.24
11/11/24	RAMP115--Ramp	125.00
11/14/24	FIDE000--Fidelity Security Life Insurance Company	14.30
11/14/24	VENB000--Venbrook Insurance Services	650.32
11/15/24	RAMI007--Gabriel Ramirez	5,000.00
11/15/24	ILEA300--iLEAD California	1,922.58
11/15/24	ILEA300--iLEAD California	448.24
11/15/24	PURE000--Pure Oasis Water	33.75
11/15/24	CHRI006--Christy White, Inc,	2,898.00
11/15/24	LAWO000--Law Offices of Young, Minney & Corr, LLP	4,867.50
11/15/24	SCHO009--School Pathways LLC	94.64
11/15/24	ILEA300--iLEAD California	347.35
11/15/24	ILEA300--iLEAD California	347.35
11/15/24	ILEA300--iLEAD California	429.21
11/15/24	ILEA300--iLEAD California	23.70
11/15/24	ILEA300--iLEAD California	23.70
11/15/24	ILEA300--iLEAD California	2,576.66
11/15/24	ILEA000--iLEAD Lancaster Charter Schools	11.47
11/15/24	HESS000--Hess and Associates Inc	390.00
11/15/24	NATI000--National Benefit Services	300.00

<b>Date</b>	<b>Vendor</b>	<b>Amount</b>
11/15/24	NATI000--National Benefit Services	600.00
11/15/24	NATI000--National Benefit Services	300.00
11/19/24	ILEA000--iLEAD Lancaster Charter Schools	1,647.37
11/19/24	ILEA000--iLEAD Lancaster Charter Schools	1,647.37
11/19/24	ILEA000--iLEAD Lancaster Charter Schools	1,647.37
11/19/24	ILEA000--iLEAD Lancaster Charter Schools	1,647.37
11/19/24	CIGN003--Cigna Health and Life Insurance Company	1,185.41
11/25/24	THEA008--The Abbey Company	14,694.19
11/25/24	MELL000--Mellady Direct Marketing	1,587.75
11/25/24	SUNL000--Sun Life Assurance Company of Canada	159.70
11/25/24	CIGN001--Cigna Healthcare	90.25
11/25/24	NONS000--Nonstop Administration & Insurance Services, Inc.	1,688.18
11/25/24	WEXH000--WEX Health Inc.	13.70
11/25/24	EDTE000--EdTech 101	637.85
11/29/24	LOSA001--Los Angeles County Office of Education (LACOE)	10,300.19
12/4/24	ILEA300--iLEAD California	442.86
12/4/24	ILEA300--iLEAD California	392.53
12/4/24	CHRI006--Christy White, Inc,	2,898.00
12/4/24	PURE000--Pure Oasis Water	21.50
12/4/24	ILEA300--iLEAD California	341.95
12/4/24	HOLY000--Johnnie Irving	1,200.00
		<b>\$ 96,065.08</b>

**Company Name:** Empower Generations  
**Report Name:** Payment Register Summary  
**Report Title 2:** Mission Valley Bank  
**Footer Text:** 10/31/24-12/04/24

GL Account #	GL Account Description	Total
3401	Health & Welfare Benefits - Credentialed positions	4,448.35
3402	Health & Welfare Benefits - Classified positions	1,646.69
3702	Retiree Benefits - Classified positions	750.00
4340	Office Supplies	91.25
4345	Printing & Reproduction Supplies	1.35
4430	IT Equipment & Supplies	637.85
5510	Utilities - Electricity	635.36
5560	Operations - Security	1,256.17
5610	Rent - Facilities Rent and CAM Charges	14,694.19
5804	Professional Services - Auditing & Tax Preparation	5,796.00
5805	Professional Services - Payroll Fees	1,177.34
5806	Professional Services - Consultant Fees	2,966.66
5808	Professional Services - Legal Fees	4,867.50
5809	Professional Services - Shared/Leased Employees	6,589.48
5824	Operating Expenditures - Fundraising & Grantwriting	5,000.00
5827	Operating Expenditures - Other Benefit Fees	373.70
5830	Operating Expenditures - Marketing & Advertising	1,806.09
5840	Operating Expenditures - Software Licenses	429.21
5850	Student Services Expenditures - Student Information System	163.14
5853	Student Services Expenditures - Student & Group Activities	2,700.00
5910	Telephone & Fax	139.72
5920	Internet Services	756.30
9225	AR - Other/Miscellaneous	11.47
9310	Prepaid Expenditures (Expenses)	17,715.33
9530	Employee Benefits Payable	9.66
9535	Retirement Liability	20,827.27
9536	403b Payable	450.00
9548	Credit Card Payable - EG	125.00
<b>Grand Total</b>		<b>\$96,065.08</b>