

Alder Grove Charter School Charter

Approved by Alder Grove Governing Board on December 14, 2015
Approved by the South Bay Union Elementary School District
March 10, 2016

Material Revision Submitted March 9 2017

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Alder Grove Charter School (AGCS or the Charter School) is an independent study Charter School that provides a voluntary public educational choice for families of students who choose to educate their children in the home environment. We believe individual differences and the uniqueness of each child are to be supported and celebrated. Our mission is to provide students with personalized learning and to support parental choice in education.

Alder Grove Charter School admits students in grades kindergarten through twelfth grade (K-12) who reside in Humboldt County or contiguous counties. Admission to the Charter School shall not be determined according to the place of residence of the pupil or his or her parent or guardian, within the state, except the requirement of residing in Humboldt County or a contiguous county. Independent study is offered to meet the unique personal and educational needs of those families who seek an established alternative instructional strategy. The student, parent, and a supervising credentialed teacher contract as a team to facilitate this process.

1. Educational Program

The Alder Grove Charter School will enable students to become competent, productive, literate, self-motivated, lifelong learners by providing students and parents the opportunity to design a customized curriculum that is relevant, takes learning styles into consideration, embraces the students' interests and addresses the California adopted Common Core Standards. This approach is known as Personalized Learning. AGCS will assist and encourage parents to be the best teachers for their children. The Charter School will provide unique enrichment opportunities and diverse resources, including technology, to students so they may develop their academic potential and discover and pursue their unique interests, talents, and passions in life.

The personalized learning model is an educational approach that incorporates the results from the most recent leading education research studies. In congruence with these research results, this model recognizes that every student is an individual, with a distinct learning style, learning pace, learning path, and learning aspiration. Research confirms that children look to their parents as their primary role models for learning. Parents, in turn, are ultimately responsible for guiding their child's learning and education. This model recognizes the value of parent involvement and participation in their children's education and learning process, and the value of ongoing teacher development training. The Charter School's academic program supports a collaborative relationship between parent, student, teacher, and school in creating an optimal learning process. Our program supports a variety of learning choices and opportunities, both within and beyond the classroom, to address each student's individual learning needs and to optimize each student's learning potential.

Our school will also aid in credit retrieval and graduation for motivated high school students who have not been successful in traditional education settings. Those students will meet more frequently with their assigned credentialed teacher and will be subject to the academic removal policy as described in this charter if they do not maintain satisfactory levels of academic performance. It is our goal to facilitate the learning necessary for high school graduation by offering a personalized, relevant curriculum that supports those goals.

Our program includes encouraging the use of different and innovative teaching methods and educational philosophies, developing varied forms of assessment, providing ongoing professional development for teachers and offering parent trainings. Alder Grove Charter School has hired qualified credentialed teachers and support staff who possess a love for children and a passion for individualized learning. We have and will continue to forge partnerships with parents, community organizations, and other educational institutions including the South Bay Union School District (hereinafter District). Alder Grove Charter School has and will continue to adopt each year, a school calendar meeting all state requirements for instructional days. The number of instructional minutes for students enrolled in Alder Grove Charter School will meet or exceed those set forth in Education Code 47612.5(a)(1).

An Educated Person in the 21st Century

Alder Grove Charter School identifies an educated person in the 21st Century as a person who has achieved an optimum level of understanding of his or her own special talents and interests. This person has a level of literacy, communication skills and understanding that allows interaction with the world in a productive, positive manner. This person knows how to think and solve problems, understands and appreciates the diversity in our world and has a vision for life that includes the ability to be a lifelong learner. This person has mastered basic academic skills to the best of his or her ability.

This person is literate and has the following qualities:

- The ability to solve mathematical problems.
- An overview of the history of mankind in all its diversity.
- An understanding of the United States political process.
- A scientific understanding of the world.
- An awareness of technology in the modern world.
- An appreciation for fine arts.

How Learning Best Occurs

We believe that learning best occurs when:

- Each student has their own personalized learning plan.
- Children feel safe, cared about, and respected.

- Children are encouraged to be themselves and to explore their individual talents to the fullest extent possible.
- Parents play an essential role in their children's education.
- Learning styles are taken into account.
- Students receive individualized instruction.
- Real life context based learning is emphasized.
- Students are offered exciting, challenging, and comprehensive curricula that allow them to pursue their interests.
- Enrichment is available through field trips, apprenticeships, cooperative classes, community service and appropriate uses of technology.
- Academics are viewed as one aspect of education; the entire world serves as the school's campus.

Independent Study Educational Program

Alder Grove Charter School has and will continue to comply with all independent study laws as set forth in Education Code 47612.5. Students and parents receive support from credentialed teachers, in addition to opportunities for tutoring, small classes, field trips, enrichment activities such as music and drama, and technology. Educational materials are checked out to parents and students and are tracked through a library lending system.

Parents or guardians and their children will work with a California credentialed teacher to determine educational goals and objectives, and to create their individualized curriculum using the results of school devised and other assessments, including DIBBELs for younger students and Scantron for older students, school records and students' interests as a guide. Parents or guardians will work with the credentialed teacher to determine the degree to which the credentialed teacher will be involved. This involvement may vary from advisory and assessment capacity to one of almost complete administration of the student learning process. The credentialed teacher will meet with the student(s) and parent(s) on a regular basis at least once every 20 school days. Additional meetings with the credentialed teacher may be required if the student is not making adequate academic progress. The written independent study agreement is a contract between the parent and the Charter School stipulating the distribution between the parent and the credentialed teacher of the following responsibilities:

- Giving assignments and instruction
- Selecting curriculum
- Arranging and informing parents and students about tutoring, small group classes, and other opportunities in the school and community

The credentialed teacher is responsible for providing educational guidance and assistance requested by the parent. The credentialed teacher is the primary support person and the liaison between the parent and the Charter School.

The credentialed teacher will:

- Be responsible for the written agreement for independent study.
- Provide educational resources to each student.
- Assess the student's work, either orally or in written form.
- Assess the child's level of education, modify the curriculum as necessary and administer state mandated tests as required.
- Document student learning and attendance.
- Maintain records of credits for each subject earned by all students, based on work successfully completed.
- Provide information to parents and students regarding the graduation requirements of Alder Grove Charter School.

Parents who enroll their children in the Charter School accept the responsibility for their children's education. The parents become the primary facilitators in their children's learning program.

Parents will:

- Be committed to understand and use the independent study strategy appropriately.
- Facilitate student's personalized learning program.
- Take steps to ensure the timely submission to the credentialed teacher of all student work, completed assignments, and accurate records necessary for the assessment of student progress and attendance accounting as specified in the written agreement.
- Attend regularly scheduled meetings with the credentialed teacher.
- Assume responsibility for supplied books, instructional materials and supplies and equipment.

Students will:

- Make regular, scheduled contact with the credentialed teacher with parent participation.
- Have all possible assignments available at meetings with student's credentialed teacher.

2. Measurable Pupil Outcomes

Individual Outcomes

As stated above, each student will have a custom developed education program. Progress will be monitored and documented as per the written student agreement.

School-Wide Outcomes

It is a goal of Alder Grove Charter School for pupils to demonstrate age appropriate or grade-level mastery, aligned with the state standards, in the following core areas:

- Mathematics: Students will develop abilities to reason logically and to understand and apply mathematical processes and concepts, including those within arithmetic, algebra, geometry, and other mathematical subjects aligned with the state standards.
- Language Arts: Students will demonstrate strong reading, writing, listening, speaking and presentation skills, with communication skills appropriate to the setting and audience. Students will demonstrate skills in multiple forms of expression including written, oral, or multi-media.
- Science: Students will successfully utilize scientific research and inquiry methods to understand and apply the major concepts underlying various branches of science, which may include physical, earth, environmental, and life sciences.
- Social Studies: Students will understand and apply civic, historical, and geographical knowledge in order to serve as productive citizens in today's world of diverse cultures.

In addition, students will have opportunities to pursue interests and develop skills in the following non-core areas:

- World Language: Students will be given the opportunity to gain proficiency in speaking, reading, writing, and listening comprehension in at least one foreign language.
- Fine Arts: Students will explore their talents through the fine arts.
- Special Interests: Students will explore and develop additional talents and interests.

Expected Schoolwide Learning Outcomes

Alder Grove Charter School will graduate:

Effective Communicators who...

- Read, comprehend, and interpret a variety of written materials
- Write clear, concise and grammatically correct prose
- Communicate in a responsible and respectful manner
- Evaluate critically oral and written work according to applicable standards
- Create appropriate oral and visual presentations

Problem solvers/critical thinkers who...

- Research, identify, access and organize data effectively and arrive at informed conclusions
- Understand and apply principles of consumer economics

Capable and responsible citizens who...

- Make choices that promote good physical and mental health
- Make ethical decisions that promote a healthy society
- Demonstrate knowledge of the democratic process
- Exhibit awareness of environmental issues

Grade Level Outcomes

Benchmark assessments will be developed and student progress toward meeting those benchmarks will be assessed for grades K-8 in concurrence with report cards. These will be completed by the credentialed teacher and parent once each semester. Courses that meet the University of California's A-G requirements will be developed for those students wishing to enroll in a university in California. Alder Grove Charter School will maintain its accreditation by the Western Association of Schools and Colleges (WASC).

All students receiving a diploma of graduation from Alder Grove Charter School must complete the California State High School requirements according to Education Code Section 51225.3. It is reasonable to expect that high school credits earned at Alder Grove will be transferable to other public high schools.

In order to best serve our students and community, Alder Grove Charter School will continue to examine and refine its list of student learning objectives over time to reflect the school's mission and any changes to state standards that support such mission. At any time prior to the expiration of the charter, Alder Grove Charter School's Governance Council may amend the learning objectives of this charter.

Goals, Actions and Measurable Outcomes Aligned with the Eight State Priorities

Pursuant to Education Code Sections 47605(b)(5)(A)(ii) and 47605(b)(5)(B), Alder Grove Charter School's annual goals, actions and measurable outcomes, both schoolwide and for each subgroup of pupils, which address and align with the Eight State Priorities as described in Education Code Section 52060(d), can be found in Alder Grove Charter School's Local Control Accountability Plan ("LCAP"). Each of these goals addresses the unique needs of all students attending Alder Grove Charter School, including any applicable numerically significant student subgroups. The metrics associated with these goals help Alder Grove Charter School to ensure that these specific subgroups are making satisfactory progress, and are provided with necessary additional supports made possible by additional funds from the Local Control Funding Formula.

The current LCAP is on file with the District and is also available on our website at [www.aldergrovecharter.org and in the Appendix. Alder Grove Charter School shall annually update and develop the LCAP in accordance with Education Code Section 47606.5 and shall use the LCAP template adopted by the State Board of Education. Alder Grove Charter School reserves the right to establish additional and/or amend school-specific goals and corresponding assessments throughout the duration of the charter through the annual LCAP update. Alder Grove Charter School shall submit the LCAP to the District and County Superintendent of Schools annually on or before July 1, as required by Education Code Section 47604.33.

The LCAP and any revisions necessary to implement the LCAP shall not be considered a material revision to the charter, and shall be maintained by Alder Grove Charter School.

3. Methods to Assess Pupil Progress towards Meeting Outcomes

While all students will achieve the required standards by graduation, not all will progress at the same rate. Evaluation of that progress is based on individual abilities, interests, and talents. Methods by which students progress is assessed through a variety of the following:

- Portfolios,
- Parent and teacher observation,

- The current state mandated assessment tools,
- Norm and criterion referenced tests,
- Student demonstrations,
- Student grades,
- Student work samples.
- Monthly review of work

4. Governance Structure of Alder Grove Charter School

AGCS shall operate as a California Non-Profit Public Benefit Corporation pursuant to California law. The Charter School will be governed pursuant to the bylaws adopted by the incorporators, as subsequently amended pursuant to the amendment process specified in the bylaws. Under Education Code Section 47604(c), the South Bay Union School District, as the agency granting the charter, shall not be liable for the debts and obligations of the Alder Grove Charter School, operating as a non-profit public benefit corporation.

Governance Council

The Alder Grove Charter School shall have a 5 to 9 person Governance Council (not including the District's representative if the District chooses to appoint one) who shall serve as the corporate board of directors. The Governance Council shall be governed in its operations and its actions by the corporate bylaws of the Charter School, which shall be consistent with the terms of the charter, the Charter Schools Act, and all other applicable laws. The Governance Council shall have final authority for all aspects of the school's operation and educational program. The roles and responsibilities of the Governance Council include but are not limited to:

- Finance:
 - Monitor fiscal solvency and management.
 - Approve budgets/spending and fiscal policies.
- Educational Program:
 - Monitor student performance.
 - Ensure curriculum aligns with mission.
- Personnel:
 - Hire/fire/evaluate Director.
 - Approve personnel policies.
- Facilities:
 - Enter into financing and building contracts.
 - Approve construction and remodeling of facilities.

The membership, voting rights, term etc. of the Governance Council members shall be delineated in the corporate bylaws.

The District shall have the right to appoint one representative and one alternate representative to the Governance Council. The District representative (or alternate) shall facilitate communication and mutual understanding between the Charter School and the District.

AGCS will be non-sectarian in its programs, admissions policies, employment practices, and all other operations; shall not charge tuition; and shall not discriminate on the basis of race, ethnicity, national origin, gender, disability, or upon any of the characteristics listed in Education Code Section 220.

The Charter School will comply with all federal, state, and local laws that are applicable to independent study public charter schools. It will purchase and maintain, prior to operation and opening of the school, general liability, errors and omissions, property and casualty, and workers compensation insurance.

The Governance Council may initiate and undertake any program or activity, and may otherwise act in any manner which is neither in conflict with, inconsistent with, nor preempted by any law, and which is not in conflict with the purposes for which charter schools are established.

The Governance Council may execute any powers delegated by law to it and shall discharge any duty imposed upon it by law and may delegate to an officer or employee of Alder Grove Charter School or a third party any of those duties. The Governance Council, however, retains ultimate responsibility over the performance of those powers or duties so delegated. All meetings of the Governance Council will conform to the Brown Act.

The Charter School may have one or more advisory committees comprised of faculty, parents, community members or other members of the public with varying areas of expertise. The purpose an advisory committee is to provide advice, expertise and resources related to Charter Schools, fund-raising, community relations, and other areas relevant to the success of the Charter School. The Director and/or the Governance Council may consult with an advisory committee or its members when appropriate.

A central tenet of the independent study/home school type program is that students are best able to reach their full potential when there is a high level of involvement by their parents in their education. Moreover, research has shown that stakeholder involvement is important to the success of a program and to the satisfaction of the participants. Alder Grove Charter School, as an independent study program, cannot be accomplished nor maintained without the active participation of the parents of enrolled students. Parents will be encouraged to establish a Parent Advisory Board.

Director

The Charter School Director is to the Charter School Governance Council what the Superintendent is to the District Board of Trustees. The Charter School Director will work full-time for the Charter School and the Charter School Director's salary shall be paid for by the Charter School.

The Charter School Director will communicate directly with the Governance Council and to the District Board of Trustees through its Superintendent or designee as necessary. The Charter School Director is fully responsible for the daily administration of the Charter School. The responsibilities of the Director shall be clearly delineated in the Charter School's personnel policy handbook, including but not limited to the following:

- Liaise between the Charter School and the District, parents, and the community.
- Remain current with legislation and educational trends that will benefit the Charter School.
- Drafting of the annual Charter School budget.
- Hiring of Charter School faculty and staff.
- Secure facilities as necessary for the Charter School.

School Leadership Team

The Alder Grove Charter School shall have a 5-9 person Leadership Team. The Leadership Team will be responsible for crafting the means to achieve the outcomes delineated and/or approved by the Governance Council. The Leadership Team will be composed of an equal number of faculty representatives and parents, and the Charter School Director. The roles and responsibilities of the Leadership Team include but are not limited to:

- Finance:
 - Develop and recommend annual budget and/or major budget changes.
 - Implement fiscal recommendations.
 - Review quarterly budget reports and audit report.
- Educational Program:
 - Review student performance data.
 - Research/develop student data collection system.
 - Develop/align standards, curriculum and assessment.
 - Develop school calendar.
 - Develop parent/student handbook.
- Personnel:
 - Conduct prospective employee interviews.
 - Develop and/or recommend personnel policies.
 - Develop/implement professional development plan.
- Facilities:
 - Conduct school site needs assessment.
 - Research school site, funding and facilities options.
 - Make recommendation on facility needs and policies.

The leadership team shall be established using the following criteria:

- First year members will be appointed by the developers.
- Second and subsequent year faculty representatives will be elected by the faculty population.
- Second and subsequent year parent representatives will be elected by parents present at the first leadership meeting of the school year.

South Bay Union School District

The South Bay Union School District shall have supervisory oversight of Alder Grove Charter School. Such duties shall be performed in compliance with California Education Code.

Memorandum of Understanding (MOU)

The Charter School and the District have entered into a memorandum of understanding (MOU) clearly delineating the supervisory oversight and administrative services provided by the District to the Charter School and the fiscal and legal relationship between the two entities. The MOU includes, but not be limited to:

- Direct funding of the Charter School.
- Charter School authority to contract with third parties.
- Services to be purchased by the Charter School from the District if available, and the fee schedule of such services.
- Special Education services and funding formulas. Fiscal reporting requirements to the state, either independently or through the District.
- Facilities provided to the Charter School by the District.
- Oversight requirements of the District.

The Charter School understands that the District has not agreed under this charter to the provision of any administrative services, and any such services needed by the Charter School but not provided by the District must be provided by Charter School staff or through third-party vendors by contract.

The Charter School shall function as a public school of the South Bay Union School District for purposes of special education in accordance with Education Code Section 47641 and 47646. Alder Grove Charter School and South Bay Union School District pledge to work in cooperation with all local education agencies (LEAs) and special education local plan areas (SELPAs) to ensure that a free and appropriate education is provided to all students with exceptional needs. The Charter School and District shall annually and in good faith negotiate and enter into a written agreement to more clearly specify the desired mix of special education funding and services to be provided. The Charter School shall enjoy reasonable flexibility to decide whether to receive services, funding, or some combination of both pursuant to Education Code Section 47646(b). The Charter School and the District shall work in good faith to document the specific

terms of this relationship in an annual contract or memorandum of understanding.

The Charter School and district recognize that the Charter School is a separate legal entity under the control and direction of its Governance Council. The Charter School shall be operated as a non-profit public benefit corporation under Education Code Section 47604. As such, in accordance with Education code 47604(c), if the district complies with all oversight responsibilities required by law, the district shall not be liable for the debts or obligations of the Charter School or for claims arising from the performance of acts, errors, or omissions by the Charter School.

Financial Reporting

Alder Grove Charter School will provide to the South Bay Union School District the following financial reports pursuant to Education Code 47604.33:

- On or before July 1, a preliminary budget, including a monthly cash flow projection and a multi-year projection.
- On or before July 1, a local control and accountability plan and an annual update to the local control and accountability plan required pursuant to Education Code Section 47606.5.
- On or before December 15, an interim financial report. This report shall reflect changes through October 31 and shall include a multi-year projection.
- On or before March 15, a second interim financial report. This report shall reflect changes through January 31 and shall include a multi-year projection.
- On or before September 15, a final unaudited report for the full prior year.

5. Employee Qualifications

Director Qualifications

The Director and any other administrator at the Charter School shall possess leadership abilities and a comprehensive educational vision that is consistent with the school's vision, philosophy and educational program. In addition, the Director shall possess a valid California teaching credential.

Teacher Qualifications

The Charter School teachers will hold appropriate California teaching certificates, permits, or other documents issued by the Commission on Teacher Credentialing. The Charter School may also employ or retain non-certificated

instructional support staff in any case where a prospective staff member has an appropriate mix of subject matter expertise, professional experience, and the demonstrated capacity to work successfully in an instructional support capacity. Instructional support staff will not serve as the teacher of record for individual pupils and may not assign grades or approve student work assignments without the approval of the teacher of record, except in non-core courses and activities.

All employees must comply with the employee processing policies and procedures including, but not limited to, fingerprints, criminal records, proof of identity, right to work in the United States, and TB screening.

Professional Development

Professional Development will be required of the Charter School staff, both certificated and administrative. Included will be professional workshops, seminars, and programs. Our staff will be diverse in thinking and encouraged to be creative in regards to alternative methods of teaching.

Professional development, which is viewed as a lifelong commitment to professional excellence, will be an integral part of the Charter School's structure. The staff at the Charter School will pursue professional development opportunities that will assist them in developing exemplary methods of teaching as well as developing new methods of student evaluation and assessment. Funds will be budgeted that will make it possible for the Charter School staff to participate in a meaningful professional development plan.

6. Health and Safety Procedures

The Charter School will comply with all applicable laws concerning immunization, health and safety, child abuse reporting and related issues for both employees and students. All employees will comply with and otherwise furnish criminal record summaries in accordance with Education Code section 44237 (Michele Motoya Act).

7. Means to Achieve Racial/Ethnic Balance Reflective of District

Through recruitment and open admission practices, the racial, gender, and ethnic balance of Alder Grove Charter School will attempt to reflect the population of South Bay Union School District.

8. Admission Requirements

Alder Grove Charter School will enroll students who understand and value the school's mission and are committed to the school's instructional and operational philosophy. Students will be considered for admission without regard to ethnicity, national origin, religion, gender, gender identity, gender expression,

disability, achievement level, or upon any of the characteristics listed in Education Code Section 220.

Prior to admission, the legal guardian and the enrolling student must sign an independent study parent/student agreement. These signatures indicate an understanding of the Charter School outcomes, philosophy, program, and requirements.

Alder Grove Charter School shall admit all pupils who wish to attend the school, subject to capacity, as required by Education Code Section 47605(d). In the event that the number of students who wish to attend the school exceeds the school's capacity, admission to the school, except for existing pupils of the school, will be determined by a public random drawing held in stages according to preference group in the following order: 1) siblings of current students; 2) children of current staff members; 3) residents of the South Bay Union School District; 4) all other applicants.

The Charter School shall comply with all laws establishing the minimum and maximum age for public school attendance.

9. Financial Audit

Annual fiscal audits of the Charter School will be conducted by an independent auditor. The audit will verify the accuracy of the school's financial statements, attendance and enrollment practices, and will review the school's internal controls, according to generally accepted accounting principles.

The annual audit will be completed and forwarded to the South Bay Union School District, the County Superintendent of Schools, the State Controller, and the California Department of Education by December 15th of the each school year. The Alder Grove Charter School's Governance Council will review any audit exceptions or deficiencies, and all procedures and processes that caused the exceptions and/or deficiencies will be resolved in accordance with state law.

The Charter School will be funded directly through the Humboldt County Office of Education.

The Charter School shall promptly respond to all reasonable inquiries, including but not limited to, inquiries regarding its financial records, in accordance with Education Code Section 47604.3.

10. Pupil Suspension and Expulsion

Cause for suspension or expulsion may include but shall not be limited to non-compliance with the terms of the parent-student agreement, or any material violation of any of the conditions, standards or procedures set forth in the Charter School charter, the school handbook or the school's policies and procedures. A student who fails to demonstrate adequate and appropriate

progress toward the student standards, as determined by the professional judgment of the certificated teacher assigned to that student or administrative staff, will be subject to an intervention meeting with the student, parent, assigned teacher and director, counselor or other administrative designee. A determination shall be made at the intervention meeting as to whether the academic program offered by AGCS is the best option for the student. If it is decided that the academic program offered by AGCS is not the best option, the student may face expulsion procedures in accordance with the school's discipline policies. Other actions may include but are not limited to advising and counseling students, the use of alternative educational environments or mandatory attendance at content area small group classes held at AGCS.

The Director shall ensure that students and their parents/guardians are notified in writing upon enrollment of all discipline policies and procedures including the academic removal and intervention policies. The notice shall state that these policies and Administrative Procedures are available on request at the school's office. Suspended or expelled students shall be excluded from all school and school-related activities unless otherwise agreed during the period of suspension or expulsion. If the student infraction or behavior threatens the immediate health and/or safety of students or staff, the suspension/expulsion will be immediate.

Pursuant to Education Code Section 47605(d)(3), if a pupil is expelled or leaves Alder Grove Charter School without graduating or completing the school year for any reason, Alder Grove Charter School shall notify the superintendent of the school district of the pupil's last known address within 30 days, and shall, upon request, provide that school district with a copy of the cumulative record of the pupil, including a transcript of grades or report card, and health information.

A student identified as an individual with disabilities or for whom the School has a basis of knowledge of a suspected disability pursuant to the Individuals with Disabilities in Education Act (IDEA) or who is qualified for services under Section 504 of the Rehabilitation Act of 1973 (Section 504) is subject to the same grounds for suspension and expulsion and is accorded the same due process procedures applicable to regular education students except when federal and state law mandates additional or different procedures. The School will follow Section 504 of the Rehabilitation Act, Individuals with Disabilities in Education Act (IDEA), the Americans with Disabilities Act (ADA) of 1990 and all federal and state laws when imposing any form of discipline on a student identified as an individual with disabilities or for whom the School has a basis of knowledge of a suspected disability or who is otherwise qualified for such services or protections in according due process to such students.

11. Retirement System

Faculty and staff at Alder Grove Charter School will participate in the federal Social Security system, State Teachers Retirement System (STRS) or the

Public Employees Retirement System (PERS), depending upon each individual's eligibility. Additionally, certificated and classified staff members of Alder Grove Charter School shall retain all previously vested rights in their respective retirement systems. The Director shall be responsible for ensuring that retirement coverage arrangements are made for all employees of the Alder Grove Charter School.

12. Attendance Alternatives

Attendance at this Charter School is entirely voluntary on the part of the students who enroll. District of residence public schools continue to be an option for all students who choose not to attend this Charter School.

13. Description of Employee Rights

No public school district employee shall be required to work at Alder Grove Charter School. Alder Grove Charter School Governance Council will hire all school staff, with the recommendation and assistance of the Director. All employees, including those hired in the previous year by a public school District, shall be selected, employed, and released, if need be in accordance with the Charter School's personnel policies. Alder Grove Charter School shall set the terms and conditions of employment. All employees will be considered employees of Alder Grove Charter School governed by the policies and procedures of the Charter School.

In keeping with Education Code Section 47605(b)(5)(m), it is the intent of the Charter School that should any employee of the school District be selected for employment with the Charter School, such employee may seek a leave of absence from the District, with approval and length subject to the policies and collective bargaining contracts of the District. However, while employed at the Charter School the employee will be subject to the Charter School's policies and procedures.

14. Dispute Resolution Process, Oversight, Reporting, and Renewal Intent

The intent of this dispute resolution process is to (1) resolve disputes within the School pursuant to the School's policies, (2) minimize the oversight burden on the District, (3) ensure a fair and timely resolution to disputes, and (4) frame a charter oversight and renewal process and timeline so as to avoid disputes regarding oversight and renewal matters.

Public Comments

The Charter School and the District agree to attempt to resolve all disputes regarding this charter pursuant to the terms of this section. Both shall refrain from public commentary regarding any disputes until the matter has progressed through the dispute resolution process.

Disputes Arising from within Alder Grove Charter School

Disputes arising from within AGCS, including all disputes among and between students, staff, parents, volunteers, advisors, partner organizations, and governing board members of the school, shall be resolved pursuant to policies and processes developed by the school. The District shall not formally intervene in any such internal disputes without the consent of the Governance Council of the Charter School and shall refer any complaints or reports regarding such disputes to the Governance Council or the Director of the school for resolution in keeping with the school's policies.

Disputes Between the Charter School and the District

In the event that the Charter School and the District have disputes regarding the terms of this charter or any other issue regarding the school and the District's relationship, both parties agree to follow the process outlined below.

In the event of a dispute between the Charter School and the District, the staff and Governance Council of the Charter School and the District administration agree to first frame the issue in written format and refer the issue to the Superintendent of the District and the Director of the Charter School. In the event that the District believes that the dispute relates to an issue that could lead to revocation of the charter, this shall be specifically noted in the written dispute statement.

The Director and Superintendent, or designees, shall informally meet and confer in a timely fashion to attempt to resolve the dispute. In the event that this informal meeting fails to resolve the dispute, both parties shall identify two governing board members from their respective boards, who shall jointly meet with the Superintendent of the District and the Director of the Charter School to resolve the dispute.

If the joint meeting fails to resolve the dispute, the District and Charter School shall submit the dispute to a mediator. The Superintendent and the Director shall agree in writing to the selection of the mediator and the procedure for the mediation. The recommendations of the mediator are non-binding and advisory only. The cost of the mediator will be shared equally between the District and the Charter School.

15. Exclusive Public School Employer/Labor Relations

Alder Grove Charter School declares that it shall be deemed the exclusive public school employer of the employees of the Charter School for the purposes of the Education Employment Relations Act.

16. School Closure Procedures

In the event that Alder Grove Charter School closes, the assets and liabilities of the school will be disposed of by donation to another non-profit entity as determined by AGCS Governance Council. The Governance Council shall ensure that a final audit of the school's assets and liabilities is performed. Upon graduation or matriculation, parents or guardians of students will be provided with a printed or electronic transcript of their academic progress at the school, along with other relevant information. Thus, in the event of a school closure, parents and students will possess an independent copy of potentially necessary pupil records. Alder Grove Charter School will follow all other school closure procedures pursuant to the California Code of Regulations, Title 5, Section 11962/

17. Terms of Contract

The Charter for Alder Grove Charter School shall be for the term of five years, commencing upon the date of approval, with the final approval of the charter by South Bay Union School District. The charter may be renewed for subsequent five-year terms by the South Bay Union School District. Alder Grove Charter School shall submit a written request for renewal at least six months, but not more than nine months prior to the expiration date. The South Bay Union School District will act on the request in accordance with the standards and criteria of Education Code Section 47605.

18. Amendments

Any amendments to this charter shall be made by the mutual agreement of the governing boards of the Charter School and the charter granting agency. Material revisions and amendments shall be made pursuant to the standards, criteria, and timelines in Education Code Section 47605.

19. Facilities

Alder Grove Charter School is located at 714 F Street, Eureka, California, in accordance with Education Code Sections 47605(a)(5) and 47605.1(d).

Appendix A: Academic Performance Information

California Ed code is specific in relation to academic standards related to renewal of charters. Specifically, EC Section 47607(b) states:

(b) Commencing on January 1, 2005, or after a charter school has been in operation for four years, whichever date occurs later, a charter school shall meet at least one of the following criteria before receiving a charter renewal pursuant to paragraph (1) of subdivision (a):

(1) Attained its Academic Performance Index (API) growth target in the prior year or in two of the last three years both schoolwide and for all groups of pupils served by the charter school.

(2) Ranked in deciles 4 to 10, inclusive, on the API in the prior year or in two of the last three years.

(3) Ranked in deciles 4 to 10, inclusive, on the API for a demographically comparable school in the prior year or in two of the last three years.

(4) (A) The entity that granted the charter determines that the academic performance of the charter school is at least equal to the academic performance of the public schools that the charter school pupils would otherwise have been required to attend, as well as the academic performance of the schools in the school district in which the charter school is located, taking into account the composition of the pupil population that is served at the charter school.

California hasn't had an API in the last two years based on the suspension of the STAR and introduction of the CAASP. Because of this, the governor has authorized charter schools to use the old STAR data 2010-11, 2011-12 and 2012-13 when showing academic performance as noted above. Using the #3 criteria above, Similar School Ranking, Alder Grove had a 6 in 2010-11, a 4 in 2011-12 and an 8 in 2012-13, clearly meeting the target.

Academic Support Program

In an effort to continue to increase student learning and academic success, Alder Grove mandates academic support to any student who scores 1.5 grade levels below on the Let's Go Learn schoolwide assessment or a 1 or 2 in the CAASP for language arts and math. Writing is scored using a schoolwide rubric and writing sample upon enrollment. For each subject where the student scores low (reading, writing or math) an extra hour of support is mandated each week. There are options for this support including small group instruction in reading using Read Naturally and Writing using Step up to Writing. Options for math include an extra hour of Khan Academy or Math Edge (an online instructional program linked to assessment). Individual tutors in each subject area are also an option. Participation in this program is tracked and meetings are held when students aren't regularly participating.