

Board of Directors' Meeting

Tuesday, February 8, 2022 2:00 PM







Four Corners Charter School, Inc.

Tuesday, February 8, 2022 | 2:00pm Four Corners Charter School 817 Bill Beck Blvd Kissimmee, FL 34744

Board Meeting Agenda

Call to Order Roll Call

I. Administrative

- Board Membership
- Approval of Board Meeting Minutes of October 5, 2021

II. CSUSA Reports

- State Director Report
- Principal Report
 - Fall Survey Results

III. Financials

- Q2 FY22 FCCS Finance Review
- FY22 Budget Review
- Q1 and Q2 FY22 FCCS, Inc. Finance Review

IV. Old Business

V. New Business

- Out of Field Waivers
- VI. Public Comments
- VII. Adjournment



Next Meeting: May 3, 2022 at 2pm ►

BOARD MEETING MINUTES

Name of Foundation: Four Corners Charter School, Inc.
Board Meeting: Tuesday, October 5, 2021
School(s): Four Corners Charter School

The minutes of Sunshine Law meetings need not be verbatim transcripts of the meeting. These minutes are a brief summary of the events of the meeting.

Date:	Start	End	Next Meeting:	Next time:	Prepared by:
October 5, 2021 2:05pm 3:04pm February 8, 2022 2pm R. Weaver		R. Weaver			
Meeting Location:					
817 Bill Beck Blvd, Kissimmee, FL 34744					

Attended by:		
Board Members:	Other Attendees:	
Teresa Castillo, Chair	Migdalia Gonzalez, Sr. Accountant – Osceola County School District	
Clarence Thacker, Director	Rita Weaver, Board Governance Director	
Julius Melendez, Director	Denise Thompson, Principal	
Mollie Cunningham, Director	Frank Kruppenbacher, School Board Attorney	
Absent: Jim Miller, Director		

CALL TO ORDER

Pursuant to public notice, the meeting commenced at 2:00 p.m. with a Call to Order by Chair Teresa Castillo. Roll call was taken, and quorum established.

Chairwoman Castillo called for a motion to amend the agenda to add FY21 Final Budget Review and the Instructional Continuity Plan for New Business.

MOTION: Motion was made by Terry Castillo and seconded by Julius Melendez to approve the amended agenda adding FY21 Final Budget Review and Instructional Continuity Plan as added agenda items. Motion was approved unanimously. (4-0, 1 absent)

I. ADMINISTRATIVE

Approval of Board Meeting Minutes

The Board reviewed the minutes of the August 3, 2021 meeting.

MOTION: Motion was made by Terry Castillo and seconded by Mollie Cunningham to approve the minutes of the August 3, 2021, for Four Corners Charter School, Inc. Board Meeting with a scrivener change. Motion was approved unanimously. (4-0, 1 absent)

II. CSUSA Strategic Priorities Reports
School Report

- Principal Thompson discussed the new school year, reviewed enrollment, and reviewed the school strategic priorities for the FY22 school year for Four Corners Charter School. All questions were answered by Ms. Thompson.
- Mr. Melendez asked about assessments and Best Standards being implemented and Principal Thomson discussed the professional development at PLA and Deputy Director of Curriculum Jessica Granino for preparing the schools for the upcoming standards and assessments.
- Dr. Ruiz advised that once the new assessments are voted on at the upcoming legislative session, that CSUSA would present to the board what those assessments would look like.

MOTION: Motion was made by Julius Melendez and seconded by Mollie Cunningham to accept the Strategic Goals for Four Corners Charter School, as presented. Motion was approved unanimously. (4-0, 1 absent)

III. FINANCIALS

FY22 Final Budget FCCS, Inc.

• Migdalia Gonzalez reviewed the Four Corners Charter School, Inc. FY22 Final Budget.

MOTION: Motion was made by Julius Melendez and seconded by Terry Castillo to approve the FY22 Final Budget for Four Corners Charter School, Inc. as presented. Motion was approved unanimously. (4-0, 1 absent).

FY21 Audited Review for Four Corners Charter School

 Joe Krusick and Rich Cassidy from Moss Krusick Accounting Firm presented the FY21 Audited Financial Results for Four Corners Charter School and presented an unqualified, clean opinion.

MOTION: Motion was made by Julius Melendez and seconded by Terry Castillo to accept the FY21 Audited Results for Four Corners Charter School, as presented. Motion was approved unanimously. (4-0, 1 absent).

TSIA Plan FY22

 Dr. Eddie Ruiz presented the Teacher Salary Instructional Allocation plan for Osceola County CSUSA managed schools and for Four Corners Charter School. The board reviewed the plan, and all questions were answered by Dr. Ruiz.

MOTION: Motion was made by Julius Melendez and seconded by Mollie Cunningham to approve the FY22 TSIA Plan for Four Corners Charter School, Inc. as presented. Motion was approved unanimously. (4-0, 1 absent).

IV. OLD BUSINESS

• There was no Old Business.

V. **NEW BUSINESS**

Instructional Continuity Plan

• The Board reviewed and discussed the FL DOE template and the Instructional Continuity Plan should Four Corners Charter School need to move to all mobile instruction.

MOTION: Motion was made by Julius Melendez and seconded by Mollie Cunningham to approve the Instructional Continuity Plan, as presented. Motion was approved unanimously. (4-0, 1 absent)

Out of Field Waivers

• The board reviewed the out of field waivers included in the packet agenda.

MOTION: Motion was made by Julius Melendez and seconded by Terry Castillo to approve the Out of Field Waivers, as presented. Motion was approved unanimously. (4-0, 1 absent)

- VI. PUBLIC COMMENTS
 - There were no public comments.
- VII. ADJOURNMENT

Chairwoman, Teresa Castillo adjourned the October 5, 2021 Four Corners Charter School, Inc. Board Meeting at 3:04 p.m.

Teresa Castillo, Chairwoman	
Date:	



School Grade History

2019 2021 2022

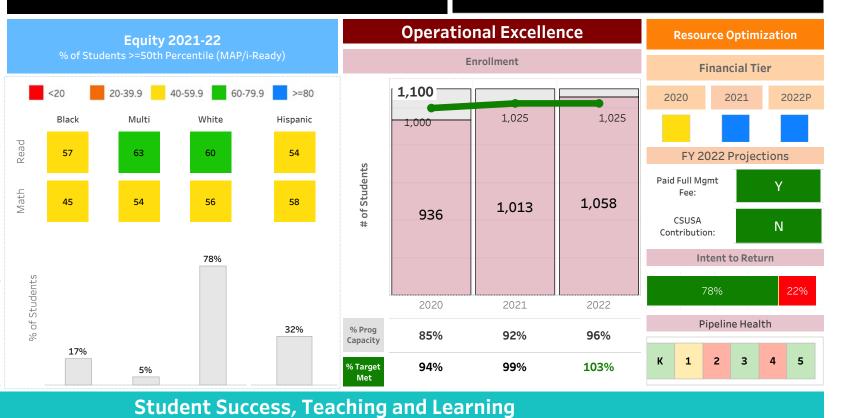
58 58 50

Financial Tiers Key

FCCS - FOUR CORNERS CHARTER SCHOOL

Paying Full Fees,

Surplus



Grade Structure: K-5 Total Enrollment: 1,058



Not Paying Full Fees, Surplus; Paying Full Fees but at deficit;

Not paying Full Fees, Deficit BUT Healthy Fund Balance \$1m +

Not Paying Full Fees,

Deficit

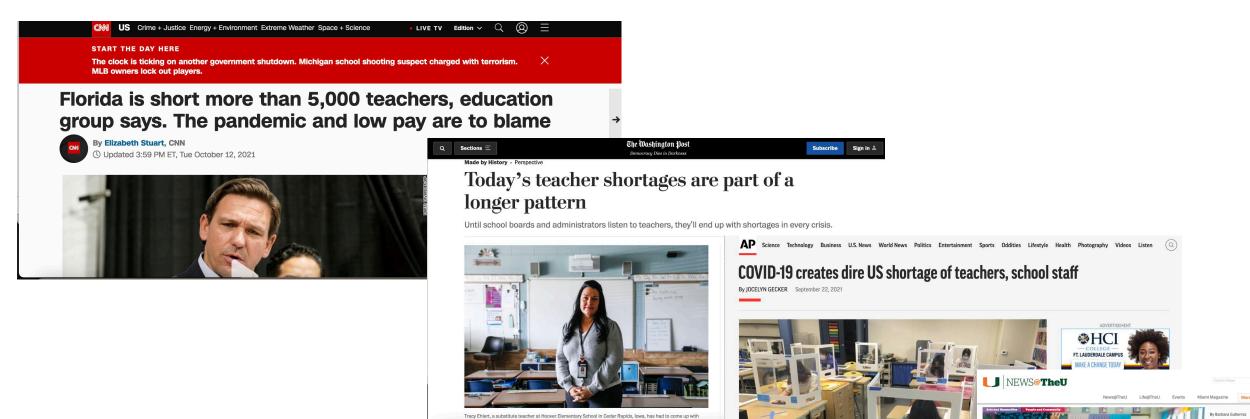
Contribution

Teacher Care Package Florida – Four Corners



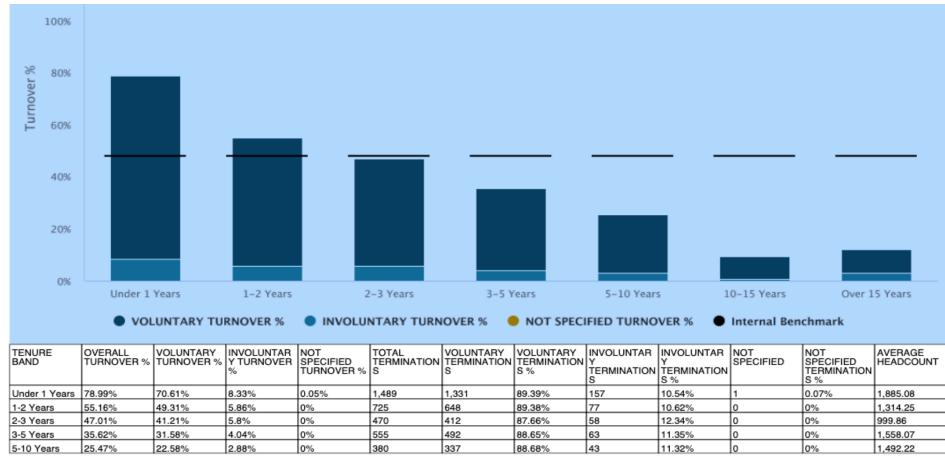


National Teacher Shortage





CSUSA Teacher Retention Challenge





TCP Purpose

- TCP strategically funded for 2.5 years from ESSER III/ARP funds
- To implement changes in teacher compensation to:
 - ensure teacher compensation is competitive with Districts and/or private and charter schools;
 - reward teachers who have successfully obtained an advanced degree, thus 'feeding' our leadership pipeline. Of our approximately 3,500 certified teachers, just over 1,000 have an advanced degree.
 - allow principals greater control and authority in building and rewarding their teaching team; and
 - o create a performance-based structure that rewards high performing teachers.
 - o strategically enable teacher certification for non-certified team members.



TCP Applicability

- Full-time, CSUSA teachers
- Non-certified teachers, defined as those staff members working on a temporary certificate, on a statement of eligibility, on interim status, or as a long-term substitute.

Includes:

- Foundational pay
- Stipend for advanced (graduate) degree
- Annual merit

• Introduces:

- Enhanced ability to reward high performance
- o Greater defined autonomy for principals to design and build their education team



Teacher Foundational Pay - Florida

- A competitive Foundational Pay range, defining annual salary, will be introduced for each school
- Entry into the Foundational Pay range will be based on verifiable years of certified teaching experience
- Year-over-year movement within the Foundational Pay range will be the purview of the school principal, based to a great extent on a teacher's performance and to a lesser extent their years certified teaching experience



Table B		
FL - Osceola		
Years of Experience	21-22 Foundational Pay (Effective January 1, 2022)	
0	\$ 47,500	
1	\$ 48,213	
2	\$ 48,936	
3	\$ 49,670	
4	\$ 50,415	
5	\$ 51,171	
6	\$ 51,939	
7	\$ 52,718	
8	\$ 53,508	
9	\$ 54,311	
Master's Degree	See Table A	



Non-Certified Teachers (Effective July 1, 2022)

Item	Amount	Applicable To
Foundational Pay	FL: \$43,500	All non-certified teachers
		**Non-certified teachers are
		defined as those staff members
		working on a temporary
		certificate, on a statement of
		eligibility, in interim status, or as
		a long-term substitute.**

Advanced (Graduate) Degree Stipend

Tab	ole A
County	Stipend
Osceola	\$2,500

^{*}All certified teachers with a master's degree in an area related to their field and/or area related to leadership development



Teacher Example 1

Osceola County - New Teacher with a Master's Degree

Current Pay

Base Pay Experience Adder Advanced Degree Adder

\$44,800.00 \$0.00 \$1,000.00

Total \$45,800.00 New TTCP Pay

Foundational Pay Master's Stipend

\$47,500.00 \$2,500.00

Total \$50,000.00

Delta

\$4,200.00

Teacher Example 2

Osceola County - Teacher with 7 years of Experience and a Master's Degree

	Current Pay	
Base Pay	Experience Adder	Advanced Degree Adder
\$44,800.00	\$1,500.00	\$1,000.00

Total	
\$47,300.00	

Nev	v TTCP Pay
Foundational Pay	Master's Stipend
\$52,718.00	\$2,500.00

Total	
\$55,218.00	

Delta

\$7,917.00





Fall 2021-2022 CSUSA

Staff, Parent and Student Stakeholder Satisfaction Surveys

And

Learning Recovery & Readiness for Learning Feedback



Survey Scale & Interpreting The Results

6 Point Scale

- 3 Levels of agreement with "**strongly agree**" being the most intense (on the positive feedback spectrum)
- 3 Levels of disagreement with "**strongly disagree**" being the most intense (on the negative feedback spectrum)

Reporting Total Agree

• Combination of "strongly agree", "agree" and "somewhat agree" represents Total Satisfaction





Survey Results CSUSA Fall 2021-2022



FCCS

2021-2022 Fall Survey Summary

Participation Rate & Results Reliability

			2020	-2021	2021-20
			Fall	Spring	Fall
Staff	Instructional	Responses Count	58	59	52
		Total Count	59	59	57
		Participation Rate	98%	100%	91%
	Non-Instructional	Responses Count	21	23	11
		Total Count	21	21	28
		Participation Rate	100%	100%	39%
Parent	Families	Responses Count	485	285	411
		Total Count	709	709	666
		Participation Rate	68%	40%	62%
Student	All Students	Responses Count	156	126	149
		Total Count	187	187	171
		Participation Rate	83%	67%	87%

Based on established benchmark, 2021-2022 Fall Survey participation rate has:

Parent	High Reliability
Staff	High Reliability
Student	High Reliability

High Reliability: 75% and above

Moderate Reliability: between 75% and 50%

Low Reliability: less than 50%

Parent:

High Reliability: 50% and above

Moderate Reliability: between 50% and 25%

Low Reliability: less than 25%

Student:

High Reliability: 40% and above

Moderate Reliability: between 20% and 40%

Low Reliability: less than 20%



School Results by Category

Top Survey Results:

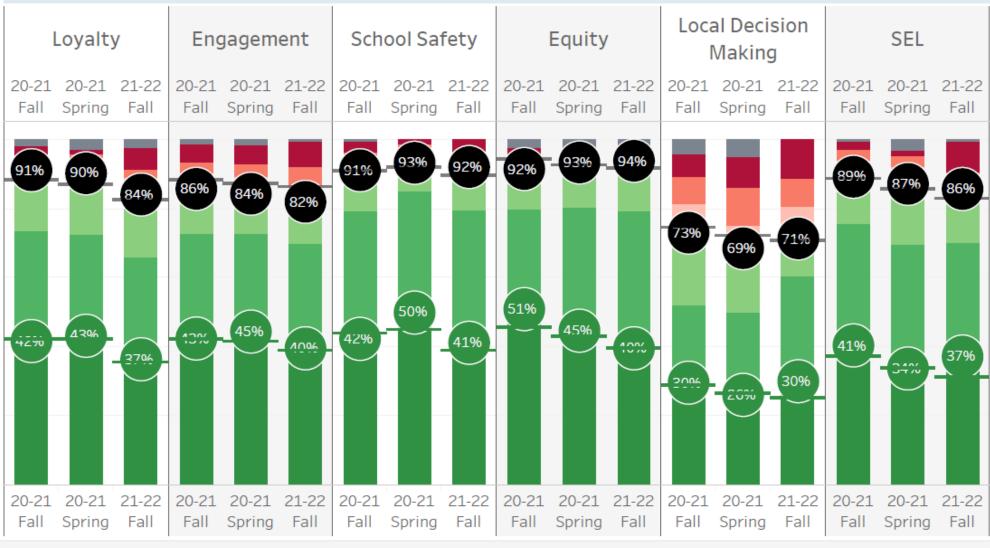
- Staff: **Equity and School Safety** received the highest levels of satisfaction from the FCCS staff most agree that the school promotes equity for all and is respectful of different races and cultural backgrounds, they also feel safe working at the school and majority agree it is a conducive environment for teaching & learning.
- Parents: the FCCS families have a generally favorable perception of the school, but **Loyalty & Safety** received the highest levels of satisfaction. They are very proud of the school and the majority agree the school is a safe environment conducive for learning.
- Students: **Loyalty, Local Decision Making & Equity** received the highest level of satisfaction from the FCCS students they mostly agree that they are happy at this school, they feel involved in setting their academic goals, and there is a strong perception that their teachers believe they can learn.

Areas for Improvement:

- Staff & Parents: **Local Decision-Making** continues to receive the lowest levels of satisfaction for both stakeholder groups across the network, however, there was a slight improvement for the FCCS families and staff. They still do not feel involved when changes are being made and parents do not feel we involve them with their child's learning goals.
- Students: **Engagement** continues to be lowest performing category among the FCCS students. They do not readily talk about ideas from classes outside of school.

Historical Performance by Category

Staff Survey Results

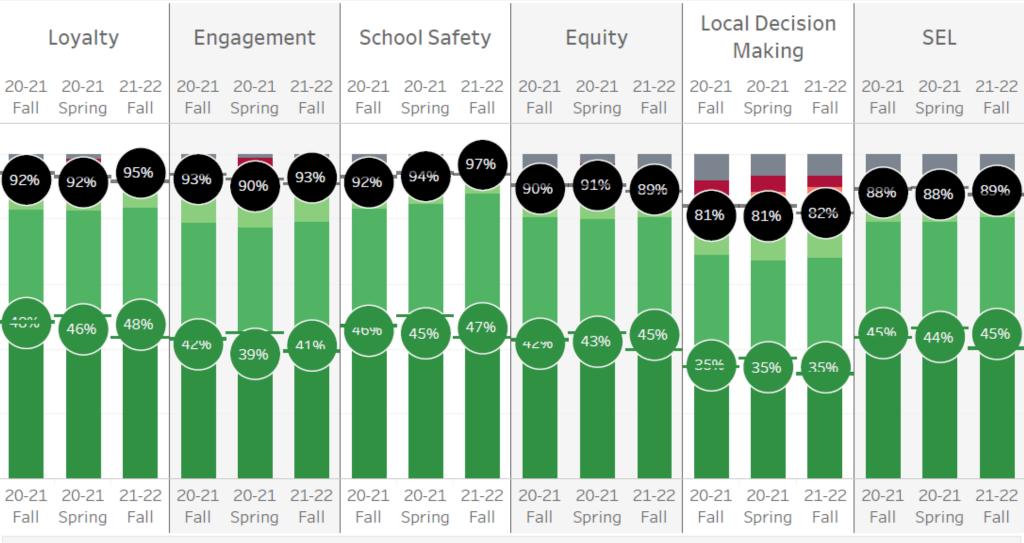


Bar Chart Legend: ■ Strongly Agree | ■ Agree | ■ Somewhat Agree | ■ Somewhat Disagree | ■ Disagree | ■ Strongly Disagree | ■ I do not know

Circle & Line Legend: — Network Total Agree Average | — Network Strongly Agree Average | ● Total Agree | ● Strongly Agree

Historical Performance by Category

Parent Survey Results

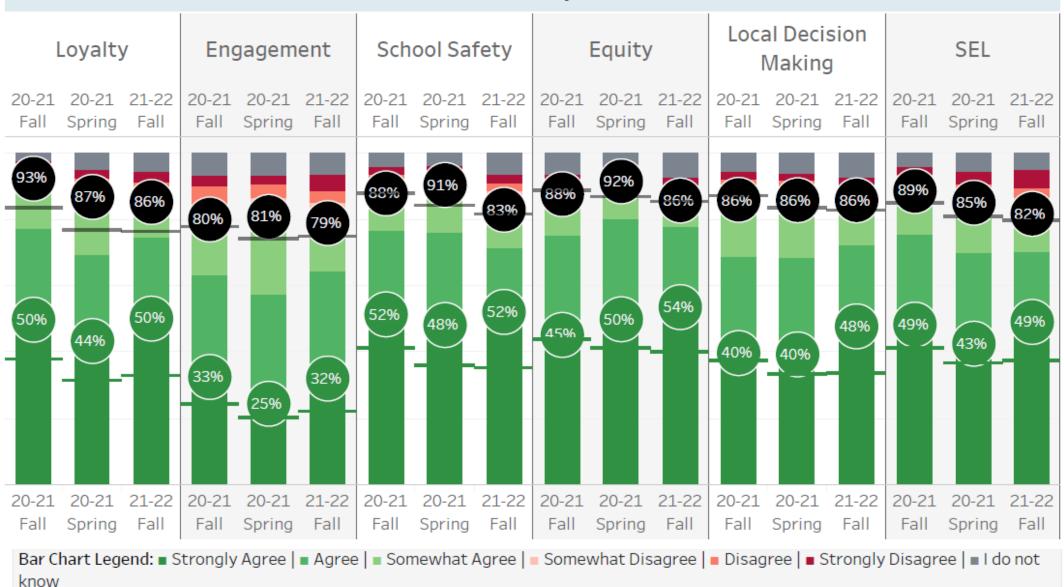


Bar Chart Legend: ■ Strongly Agree | ■ Agree | ■ Somewhat Agree | ■ Somewhat Disagree | ■ Disagree | ■ Strongly Disagree | ■ I do not know

Circle & Line Legend: — Network Total Agree Average | — Network Strongly Agree Average | ● Total Agree | ● Strongly Agree

Historical Performance by Category

Student Survey Results



Circle & Line Legend: — Network Total Agree Average | — Network Strongly Agree Average | ● Total Agree | ● Strongly Agree

Learning Recovery & Readiness for Learning Addendum Questions

School Results



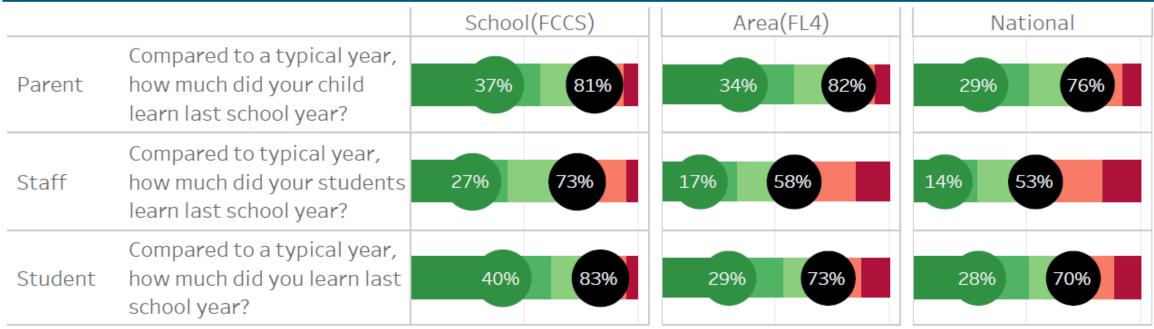
The Learning Recovery & Readiness For Learning Addendum Questions

CSUSA created a special Addendum Category focused on Learning Recovery and Readiness for in-person Teaching & Learning.

The questions are designed to ensure our stakeholders have an opportunity to make their voices heard about their needs and concerns as we transition back to a fully in-person teaching and learning environment this academic year.



2021-2022 Fall - How much was learned last year?



Bar Chart Legend: ■ Learned a lot more | ■ Learned slightly more | ■ Learned the same amount | ■ Learned slightly less | ■ Learned a lot less



Learning Recovery Comparison





2021-2022 Fall Readiness for Learning Comparison









USA					Variance to Budget			
	YTD Actuals	Original Budget	\$ Change	% Change	Amended Budget	Original Budget	\$ Change	% Change
Revenues								
State Sources								
	\$ 3,592,617		(132,838)		\$ 7,555,469	, ,,,,,	144,838	2%
Student Transportation	30,147	20,139	10,008	50%	60,344	40,278	20,066	50%
Capital Outlay Revenue	345,436	331,830	13,607	4%	692,990	663,659	29,331	4%
Other Revenue Sources								
Other Program Revenues	-	-	-	-	344,100	-	344,100	-
Before and Aftercare Revenue	46,125	130,255	(84,131)		260,510	260,510	-	0%
Interest Income	38	222	(183)	-83%	74	443	(369)	-83%
Special Revenue Sources								
Federal Grants Revenue	159,974	265,201	(105,227)	-40%	903,693	669,270	234,423	35%
State Grants Revenue	0	-	- 1	-	3,848	16,409	(12,561)	-77%
Total Revenues	4,174,337	4,473,100	(298,764)	-7%	9,821,028	9,061,200	759,828	8%
Total Neverlago	4,174,007	4,410,100	(200,104)	7 70	0,021,020	0,001,200	100,020	070
Expenses								
Instruction								
Teachers	965,321	1,109,790	144,468	13%	2,234,552	2,388,417	153,865	6%
ESE/Special Education	24,036	44,871	20,835	46%	54,036	97,684	43,647	45%
Permanent Subs	120,213	-	(120,213)		305,804	-	(305,804)	
Aides - Instructional	8,203	32,160	23,957	74%	8,203	64,320	56,117	87%
Daily Substitute Teachers Other Support/Aides	120,661 78,082	97,484 64,786	(23,177) (13,296)	-24% -21%	231,406 193,148	194,967 132,723	(36,439) (60,425)	
Stipend	43,997	25,141	(18,856)		60.192	50,282	(9,910)	
Bonus	43,991	23,489	23,489	100%	40,743	46,978	6,234	13%
Tutoring	_	12,604	12,604	100%	14,000	25,207	11,207	44%
Taxes & Benefits	265,390	285,958	20,569	7%	522,101	571,916	49,815	9%
Other Professional Fees	16,449	7,000	(9,449)	-135%	16,449	14,000	(2,449)	-17%
Outside Staff Development	-	8,825	8,825	100%	2,000	17,650	15,650	89%
Textbooks	11,872	12,228	356	3%	75,831	34,291	(41,540)	
Consumable Students	1,835	4,000	2,165	54%	30,292	6,214	(24,078)	
Consumable Teachers	4,167	-	(4,167)	-	7,139	-	(7,139)	
Library & Reference Books	0	40.040	40.070	070/	12 212	4,290	4,290	100%
Testing Materials Contracted SPED - Instruction	440 18,559	13,313 38,132	12,873 19,573	97% 51%	13,313 76,263	13,313 76,263	-	0% 0%
Computer Hardware (NonCap)	53,672	30,132	(53,672)		53,479	70,203	(53,479)	
Improv other than Bldg (NonCap)	03,072	_	(55,572)	_	3,848	16,409	12,561	77%
Computers - Hardware	53,924	89,430	35,507	40%	82,373	89,430	7,057	8%
Computer - Software	525	-	(525)		600	-	(600)	
IT Infrastructure	-	14,700	14,700	100%	21,300	24,700	3,400	14%
Total Instruction	1,787,344	1,883,910	96,566	5%	4,047,071	3,869,054	(178,017)	-5%



USA		YTD	Variance to Budget				Variance to Budget		
	YTD	Original			Amended	Original			
	Actuals	Budget	\$ Change	% Change	Budget	Budget	\$ Change	% Change	
Instruction Support Services	- 10 00.010				g				
Guidance	\$ 25,503	\$ 25,552	48	0%	\$ 55,635	\$ 54,962	(673)	-1%	
Resource Teachers	14,337	23,413	9,076	39%	14,344	51,433	37,089	72%	
Other Support	32,996	21,654	(11,341)	-52%	60,224	47,441	(12,783)	-27%	
IT Support	25,046	8,470	(16,576)	-196%	37,546	16,940	(20,606)	-122%	
Stipend	4,369	5,649	` 1,280 [°]	23%	4,369	11,298	6,929	61%	
Bonus	-	5,676	5,676	100%	5,676	11,353	5,676	50%	
Taxes & Benefits	61,164	48,129	(13,035)	-27%	118,950	96,258	(22,692)	-24%	
Computer Service Fees	57,400	57,400	-	0%	118,160	114,800	(3,360)	-3%	
Temporary Agency Fees	808	-	(808)	-	808	-	(808)	-	
Outside Staff Development	8,000	-	(8,000)	-	8,000	-	(8,000)	-	
Contracted Mental Health Services	-	16,876	16,876	100%	41,859	33,751	(8,108)	-24%	
Consulting Fees	133	-	(133)	-	133	-	(133)	-	
Travel	767	2,168	1,401	65%	2,573	4,335	1,762	41%	
Instructional Licenses	127,448	54,543	(72,905)	-134%	109,256	66,661	(42,595)	-64%	
Medical Supplies	-	1,577	1,577	100%	3,154	3,154	-	0%	
Student Uniform Expense	-	-	-	-	176	176	-	0%	
Nurse - Hourly	10,723	11,897	1,174	10%	23,994	26,174	2,180	8%	
Computer - Software	-	600	600	100%		600	600	100%	
Total Instruction Support Services	368,694	283,603	(85,091)	-30%	604,857	539,336	(65,522)	-12%	
Board									
Accounting Services - Audit	2,000	4,100	2,100	51%	8,200	8,200	-	0%	
Legal Fees - Independent Counsel	856	4,755	3,899	82%	5,000	9,510	4,510	47%	
Total Board	2,856	8,855	5,999	68%	13,200	17,710	4,510	25%	
School Administration									
School Leadership	112,606	112,526	(80)	0%	229,809	225,052	(4,757)	-2%	
Administrative - Salaried	40,930	41,715	784	2%	102,018	83,429	(18,589)		
Administrative - Hourly	29,538	25,756	(3,782)	-15%	72,604	52,078	(20,526)	-39%	
Stipend	6,545	5,563	(982)	-18%	6,545	11,125	4,581	41%	
Bonus	24,579	12,424	(12,155)	-98%	37,003	24,847	(12,155)	-49%	
Taxes & Benefits	70,837	46,222	(24,616)	-53%	125,112	91,838	(33,274)	-36%	
Drug Testing Fees	62	60	(2)	-3%	62	60	(2)	-3%	
Travel	2,479	1,304	(1,176)	-90%	4,468	2,607	(1,861)		
Office Supplies	2,259	2,592	334	13%	5,184	5,184	-	0%	
Dues & Subscriptions	2,750	6,857	4,107	60%	5,455	13,714	8,259	60%	
Printing & Copying	21	2,015	1,994	99%	4,029	4,029	-	0%	
Bad Debt Expense	810	-	(810)	_	810	-	(810)	-	
Total School Administration	293,415	257,031	(36,383)	-14%	593,098	513,963	(79,135)	-15%	



USA		YTD	Variance to	Budget				Variance to Budget	
	YTD	Original			Amended	Original			
	Actuals	Budget	\$ Change	% Change	Budget	Budget	\$ Change	% Change	
Facilities and acquisition FF&E (NonCap) FF&E Improvements other than building Equipment Rent & Lease Expense Depreciation Amortization Total Facilities and acquisition	\$ 3,223 18,180 - 19,104 118,536 1,550 160,592	\$ - 15,625 11,646 16,680 116,791 - 160,742	(3,223) (2,555) 11,646 (2,424) (1,745) (1,550)	-16% 100% -15% -1%	\$ 3,223 28,026 23,076 33,366 246,833 1,556 336,07	3 31,250 3 17,678 3 33,360 3 245,088	(3,223) 3,222 (5,400) - (1,745) (1,550)	10% -31% 0% -1% -	
Total Facilities and acquisition	160,592	100,742	143	U 76	330,07	321,316	(8,695)	-3 /0	
Fiscal Services Personnel Management Finance and Accounting SCF Educational Intellectual Property Procurement/Vendor Management Support Center General Overhead Bank Charges & Loan Fees Total Fiscal Services	57,310 38,111 76,506 19,199 95,419 2,823 289,367	54,969 36,554 73,383 18,415 91,523 3,206 278,048	(2,341) (1,557) (3,123) (784) (3,896) 383 (11,319)	-4% -4% -4% -4% 12%	111,64 74,24 149,04 37,40 185,89 5,64 563,87	73,108 146,766 2 36,829 2 183,045 3 5,813	(1,710) (1,137) (2,282) (573) (2,847) 170 (8,379)	-2% -2% -2% -2% 3%	
Food Services									
Central Services Fee to Charterholder Staff Recruitment Postage and Shipping District Fees Total Central Services	253,861 542 567 44,097 299,067	283,991 576 1,099 45,433 331,098	30,129 34 531 1,336 32,030	11% 6% 48% 3% 10%	584,138 1,152 683 90,238 676,21 2	1,152 1,315 90,865	(16,157) - 628 630 (14,899)	0% 48% 1%	
Pupil Transportation Services Contracted Pupil Transportation Total Pupil Transportation Services	\$ 104,523 104,523	\$ 113,389 113,389	8,866 8,866	8% 8%	\$ 226,777 226,77 7		1	0% 0%	



USA		YTD	Variance to	<u>Budget</u>				Variance to Budget		
	YTD Actuals	Original Budget	\$ Change	% Change	Amended Budget	Original Budget	\$ Change	% Change		
Operation of Plant	00.000	44.000	(5.004)	000/	50.040	00.007	(00.047)	040/		
Plant Operations - Hourly	20,630 1,600	14,999	(5,631)		53,043	32,997	(20,047)	-61%		
Stipend Bonus	1,000	245	(1,600) 245	100%	1,600 245	489	(1,600) 245	- 50%		
Taxes & Benefits	5,155	2,854	(2,301)		8,181	5,709	(2,473)	-43%		
Property & Liability Insurance	34,265	71,254	36,989	52%	142,507	142,507	(2,470)	0%		
Marketing & Advertising	40,247	59,353	19,107	32%	118,706	118,706	_	0%		
Contracted Custodial Services	109,928	108,968	(960)		217,936	217,936	_	0%		
Licenses & Permits	3,850	280	(3,570)		3,850	380	(3,470)	-913%		
Rent Expense	529,735	527,674	(2,061)		1,055,347	1,055,347	- ′	0%		
Telephone & Internet	7,050	21,353	14,303	67%	42,705	42,705	-	0%		
Electricity	75,299	88,649	13,351	15%	177,298	177,298	-	0%		
Water & Sewer	2,701	10,743	8,041	75%	21,485	21,485	-	0%		
Waste Disposal	35,487	34,781	(706)	-2%	69,562	69,562	-	0%		
Pest Control	800	2,805	2,005	71%	5,610	5,610	-	0%		
Natural Gas	400	-	(400)		400	-	(400)	-		
Maintenance & Cleaning Supplies	39,209	21,760	(17,449)		60,909	43,520	(17,389)	-40%		
Contracted Security	24,770	37,500	12,730	34%	75,000	75,000	-	0%		
Total Operation of Plant	931,124	1,003,216	72,092	7%	2,054,384	2,009,252	(45,132)	-2%		
Maintenance of Plant										
R&M Building	564,386	200,455	(363,931)	-182%	766,665	400,909	(365,756)	-91%		
Miscellaneous Expenses	813	1,048	236	23%	813	1,048	236	23%		
Total Maintenance of Plant	565,198	201,503	(363,695)	-180%	767,478	401,957	(365,521)	-91%		
Community Service										
Community Service - Aftercare	46,495	42,753	(3,742)	-9%	91,232	83,350	(7,882)	-9%		
Taxes & Benefits - Community Service	5,066	6,042	976	16%	11,216	12,085	` 869	7%		
Extra-Curricular Activity Events	-	1,000	1,000	100%	2,000	2,000	-	0%		
In-house Food Service	3,000	550	(2,450)	-445%	1,100	1,100	-	0%		
Total Community Service	54,561	50,345	(4,216)	-8%	105,548	98,535	(7,014)	-7%		
Debt Service										
Total Expenses	4,856,742	4,571,739	(285,002)	-6%	9,988,574	9,220,770	(767,804)	-8%		
Excess/(Deficit) of Rev over Exp	(562,319)	18,152	(580,471)	_2108%	80,838	85,518	(4,680)	-5%		
Excessibelien of Nev over Exp	(302,319)	10,132	(300,471)	-3130/0	00,030	00,010	(4,000)	-5/0		
Other Financing Sources (Uses)										
Net Change in Fund Balance	(562,319)	18,152	(580,471)	-3198%	80,838	85,518	(4,680)	-5%		
Enrollment	1,058	1,025	33	3%	1,055	1,025	30	3%		
Rate Per Student	7,219	7,269	(50)	-1%	7,219	7,269	(50)	-1%		

Four Corners Charter Schools, Inc.		Fund Types						
Governmental Balance Sheet	Account	<u>OF1</u>	OF2	OF3	OF4			
September 30, 2021	Number	GENERAL	DEBT SERVICE	999.44	984.68	Total		
ASSETS								
Cash and Cash Equivalents	1110	5,039,957.70	0.00	378,777.90	0.00	5,418,735.60		
Investments	1160	0.00	0.00	0.00	0.00	0.00		
Taxes Receivable	1120	0.00	0.00	0.00	0.00	0.00		
Accounts Receivable	1130	113.08	0.00	0.00	0.00	113.08		
Interest Receivable	1170	0.00	0.00	0.00	0.00	0.00		
Due from Reinsurer	1180	0.00	0.00	0.00	0.00	0.00		
Deposits Receivable	1210	0.00	0.00	0.00	0.00	0.00		
Due from Other Funds	1140	0.00	0.00	0.00	0.00	0.00		
Due from Other Agencies	1220	0.00	0.00	0.00	0.00	0.00		
Inventory	1150	0.00	0.00	0.00	0.00	0.00		
Prepaid Items	1230	0.00	0.00	0.00	0.00	0.00		
Total Assets		5,040,070.78	0.00	378,777.90	0.00	5,418,848.68		
LIABILITIES AND FUND BALANCES	'							
LIABILITIES								
Salaries, Benefits and Payroll Taxes Payable	2110	0.00	0.00	0.00	0.00	0.00		
Payroll Deductions and Withholdings	2170	0.00	0.00	0.00	0.00	0.00		
Accounts Payable	2120	432,299.84	0.00	0.00	0.00	432,299.84		
Judgments Payable	2130	0.00	0.00	0.00	0.00	0.00		
Construction Contracts Payable	2140	0.00	0.00	0.00	0.00	0.00		
Construction Contracts Payable-Retained	2150	0.00	0.00	0.00	0.00	0.00		
Matured Interest Payable	2190	0.00	0.00	0.00	0.00	0.00		
Due to Fiscal Agent	2240	0.00	0.00	0.00	0.00	0.00		
Sales Tax Payable	2260	0.00	0.00	0.00	0.00	0.00		
Estimated Liability Self Insurance	2270	0.00	0.00	0.00	0.00	0.00		
Accrued Interest Payable	2210	0.00	0.00	0.00	0.00	0.00		
Deposits Payable	2220	0.00	0.00	0.00	0.00	0.00		
Due to Other Agencies	2230	0.00	0.00	0.00	0.00	0.00		
Due to Other Funds	2160	0.00	0.00	0.00	0.00	0.00		
Deferred Revenue	2410	0.00	0.00	0.00	0.00	0.00		
Total Liabilities		432,299.84	0.00	0.00	0.00	432,299.84		
FUND BALANCES								
Total Fund Balances	2700	4,607,770.94	0.00	378,777.90	0.00	4,986,548.84		
Total Liabilities and Fund Balances		5,040,070.78	0.00	378,777.90	0.00	5,418,848.68		

		GENERAL FUND				
Four Corners Charter Schools, Inc.	OF1	Budget Ar	mounts		Percentage	
Revenue & Expenditures - Budget And Actual	Account	Original	Current	Actual	of Current	
September 30, 2021	Number				Budget	
REVENUES						
Federal Direct	3100	0.00	0.00	0.00	0.00%	
Federal Through State	3200	0.00	0.00	0.00	0.00%	
State Sources	3300	7,257,125.00	7,257,125.00	1,798,926.05	24.79%	
Local Sources	3400	4,000.00	4,000.00	0.00	0.00%	
Total Revenues		7,261,125.00	7,261,125.00	1,798,926.05	24.77%	
EXPENDITURES						
Current:						
Instruction	5000	5,583,650.50	5,583,650.50	1,451,967.36	26.00%	
Pupil Personnel Services	6100	0.00	0.00	0.00	0.00%	
Instructional Media Services	6200	0.00	0.00	0.00	0.00%	
Instruction and Curriculum Development Services	6300	0.00	0.00	0.00	0.00%	
Instructional Staff Training Services	6400	0.00	0.00	0.00	0.00%	
Instructional Related Technology	6500	0.00	0.00	0.00	0.00%	
Board	7100	6,311.25	6,311.25	0.00	0.00%	
General Administration	7200	1,176,654.75	1,176,654.75	275,684.22	23.43%	
School Administration	7300	0.00	0.00	0.00	0.00%	
Facilities Acquisition and Construction	7400	1,042,448.75	1,042,448.75	260,612.19	25.00%	
Fiscal Services	7500	20,000.00	20,000.00	0.00	0.00%	
Food Services	7600	0.00	0.00	0.00	0.00%	
Central Services	7700	0.00	0.00	0.00	0.00%	
Pupil Transportation Services	7800	0.00	0.00	0.00	0.00%	
Operation of Plant	7900	0.00	0.00	0.00	0.00%	
Maintenance of Plant	8100	150,000.00	150,000.00	0.00	0.00%	
Administrative Tech Services	8200	0.00	0.00	0.00	0.00%	
Community Services	9100	0.00	0.00	0.00	0.00%	
Debt Service	9200	0.00	0.00	0.00	0.00%	
Total Expenditures		7,979,065.25	7,979,065.25	1,988,263.77	24.92%	
Excess (Deficiency) of Revenues Over (Under) Expenditures		(717,940.25)	(717,940.25)	(189,337.72)	26.37%	
OTHER FINANCING SOURCES (USES)						
Long-term Debt Proceeds & Sales of Capital Assets	3700	0.00	0.00	0.00		
Transfers In	3600	695,629.00	695,629.00	0.00		
Transfers Out	9700	0.00	0.00	0.00		
Total Other Financing Sources (Uses)		695,629.00	695,629.00	0.00		
FUND BALANCE						
Net Change in Fund Balance		(22,311.25)	(22,311.25)	(189,337.72)		
Fund Balance, July 01, 2021	2800	4,797,108.66	4,797,108.66	4,797,108.66		
Adjustment to Fund Balance	2891	0.00	0.00	0.00		
Fund Balance, June 30, 2022	2700	4,774,797.41	4,774,797.41	4,607,770.94		

		CAPITAL PROJECTS FUND				
Four Corners Charter Schools, Inc.	OF3	Budget Ar	nounts		Percentage	
Revenue & Expenditures - Budget And Actual	Account	Original	Current	Actual	of Current	
September 30, 2021	Number				Budget	
REVENUES						
Federal Direct	3100	0.00	0.00	0.00	0.00%	
Federal Through State	3200	0.00	0.00	0.00	0.00%	
State Sources	3300	695,629.00	695,629.00	173,907.00	25.00%	
Local Sources	3400	0.00	0.00	0.00	0.00%	
Total Revenues		695,629.00	695,629.00	173,907.00	25.00%	
EXPENDITURES						
Current:						
Instruction	5000	0.00	0.00	0.00	0.00%	
Pupil Personnel Services	6100	0.00	0.00	0.00	0.00%	
Instructional Media Services	6200	0.00	0.00	0.00	0.00%	
Instruction and Curriculum Development Services	6300	0.00	0.00	0.00	0.00%	
Instructional Staff Training Services	6400	0.00	0.00	0.00	0.00%	
Instructional Related Technology	6500	0.00	0.00	0.00	0.00%	
Board	7100	0.00	0.00	0.00	0.00%	
General Administration	7200	0.00	0.00	0.00	0.00%	
School Administration	7300	0.00	0.00	0.00	0.00%	
Facilities Acquisition and Construction	7410	0.00	0.00	0.00	0.00%	
Fiscal Services	7500	0.00	0.00	0.00	0.00%	
Food Services	7600	0.00	0.00	0.00	0.00%	
Central Services	7700	0.00	0.00	0.00	0.00%	
Pupil Transportation Services	7800	0.00	0.00	0.00	0.00%	
Operation of Plant	7900	0.00	0.00	0.00	0.00%	
Maintenance of Plant	8100	0.00	0.00	0.00	0.00%	
Administrative Tech Services	8200	0.00	0.00	0.00	0.00%	
Community Services	9100	0.00	0.00	0.00	0.00%	
Debt Service	9200	0.00	0.00	0.00	0.00%	
Total Expenditures		0.00	0.00	0.00	0.00%	
Excess (Deficiency) of Revenues Over (Under) Expenditures		695,629.00	695,629.00	173,907.00	25.00%	
OTHER FINANCING SOURCES (USES)		Ţ.				
Long-term Debt Proceeds & Sales of Capital Assets	3700	0.00	0.00	0.00		
Transfers In	3600	0.00	0.00	0.00		
Transfers Out	9700	(695,629.00)	(695,629.00)	0.00		
Total Other Financing Sources (Uses)		(695,629.00)	(695,629.00)	0.00		
FUND BALANCE						
Net Change in Fund Balance		0.00	0.00	173,907.00		
Fund Balance, July 01, 2021	2800	204,870.90	204,870.90	204,870.90		
Adjustment to Fund Balance	2891	0.00	0.00	0.00		
Fund Balance, June 30, 2022	2700	204,870.90	204,870.90	378,777.90		

Four Corners Charter Schools, Inc.		Fund Types						
Governmental Balance Sheet	Account	<u>OF1</u>	OF2	OF3	OF4			
December 31, 2021	Number	GENERAL	DEBT SERVICE	999.44	984.68	Total		
ASSETS								
Cash and Cash Equivalents	1110	5,480,066.41	0.00	493,139.90	0.00	5,973,206.31		
Investments	1160	0.00	0.00	0.00	0.00	0.00		
Taxes Receivable	1120	0.00	0.00	0.00	0.00	0.00		
Accounts Receivable	1130	113.08	0.00	0.00	0.00	113.08		
Interest Receivable	1170	0.00	0.00	0.00	0.00	0.00		
Due from Reinsurer	1180	0.00	0.00	0.00	0.00	0.00		
Deposits Receivable	1210	0.00	0.00	0.00	0.00	0.00		
Due from Other Funds	1140	0.00	0.00	0.00	0.00	0.00		
Due from Other Agencies	1220	0.00	0.00	0.00	0.00	0.00		
Inventory	1150	0.00	0.00	0.00	0.00	0.00		
Prepaid Items	1230	0.00	0.00	0.00	0.00	0.00		
Total Assets		5,480,179.49	0.00	493,139.90	0.00	5,973,319.39		
LIABILITIES AND FUND BALANCES	'							
LIABILITIES								
Salaries, Benefits and Payroll Taxes Payable	2110	0.00	0.00	0.00	0.00	0.00		
Payroll Deductions and Withholdings	2170	0.00	0.00	0.00	0.00	0.00		
Accounts Payable	2120	841,349.42	0.00	0.00	0.00	841,349.42		
Judgments Payable	2130	0.00	0.00	0.00	0.00	0.00		
Construction Contracts Payable	2140	0.00	0.00	0.00	0.00	0.00		
Construction Contracts Payable-Retained	2150	0.00	0.00	0.00	0.00	0.00		
Matured Interest Payable	2190	0.00	0.00	0.00	0.00	0.00		
Due to Fiscal Agent	2240	0.00	0.00	0.00	0.00	0.00		
Sales Tax Payable	2260	0.00	0.00	0.00	0.00	0.00		
Estimated Liability Self Insurance	2270	0.00	0.00	0.00	0.00	0.00		
Accrued Interest Payable	2210	0.00	0.00	0.00	0.00	0.00		
Deposits Payable	2220	0.00	0.00	0.00	0.00	0.00		
Due to Other Agencies	2230	0.00	0.00	0.00	0.00	0.00		
Due to Other Funds	2160	0.00	0.00	0.00	0.00	0.00		
Deferred Revenue	2410	0.00	0.00	0.00	0.00	0.00		
Total Liabilities		841,349.42	0.00	0.00	0.00	841,349.42		
FUND BALANCES								
Total Fund Balances	2700	4,638,830.07	0.00	493,139.90	0.00	5,131,969.97		
Total Liabilities and Fund Balances		5,480,179.49	0.00	493,139.90	0.00	5,973,319.39		

		GENERAL FUND				
Four Corners Charter Schools, Inc.	OF1	Budget Ar	mounts		Percentage	
Revenue & Expenditures - Budget And Actual	Account	Original	Current	Actual	of Current	
December 31, 2021	Number				Budget	
REVENUES						
Federal Direct	3100	0.00	0.00	0.00	0.00%	
Federal Through State	3200	0.00	0.00	0.00	0.00%	
State Sources	3300	7,257,125.00	7,257,125.00	3,594,018.53	49.52%	
Local Sources	3400	4,000.00	4,000.00	3,671.45	91.79%	
Total Revenues		7,261,125.00	7,261,125.00	3,597,689.98	49.55%	
EXPENDITURES						
Current:						
Instruction	5000	5,583,650.50	5,583,650.50	2,666,951.34	47.76%	
Pupil Personnel Services	6100	0.00	0.00	0.00	0.00%	
Instructional Media Services	6200	0.00	0.00	0.00	0.00%	
Instruction and Curriculum Development Services	6300	0.00	0.00	0.00	0.00%	
Instructional Staff Training Services	6400	0.00	0.00	0.00	0.00%	
Instructional Related Technology	6500	0.00	0.00	0.00	0.00%	
Board	7100	6,311.25	6,311.25	6,250.00	99.03%	
General Administration	7200	1,176,654.75	1,176,654.75	554,303.63	47.11%	
School Administration	7300	0.00	0.00	0.00	0.00%	
Facilities Acquisition and Construction	7400	1,042,448.75	1,042,448.75	528,463.60	50.69%	
Fiscal Services	7500	20,000.00	20,000.00	0.00	0.00%	
Food Services	7600	0.00	0.00	0.00	0.00%	
Central Services	7700	0.00	0.00	0.00	0.00%	
Pupil Transportation Services	7800	0.00	0.00	0.00	0.00%	
Operation of Plant	7900	0.00	0.00	0.00	0.00%	
Maintenance of Plant	8100	150,000.00	150,000.00	0.00	0.00%	
Administrative Tech Services	8200	0.00	0.00	0.00	0.00%	
Community Services	9100	0.00	0.00	0.00	0.00%	
Debt Service	9200	0.00	0.00	0.00	0.00%	
Total Expenditures		7,979,065.25	7,979,065.25	3,755,968.57	47.07%	
Excess (Deficiency) of Revenues Over (Under) Expenditures		(717,940.25)	(717,940.25)	(158,278.59)	22.05%	
OTHER FINANCING SOURCES (USES)						
Long-term Debt Proceeds & Sales of Capital Assets	3700	0.00	0.00	0.00		
Transfers In	3600	695,629.00	695,629.00	0.00		
Transfers Out	9700	0.00	0.00	0.00		
Total Other Financing Sources (Uses)		695,629.00	695,629.00	0.00		
FUND BALANCE						
Net Change in Fund Balance		(22,311.25)	(22,311.25)	(158,278.59)		
Fund Balance, July 01, 2021	2800	4,797,108.66	4,797,108.66	4,797,108.66		
Adjustment to Fund Balance	2891	0.00	0.00	0.00		
Fund Balance, June 30, 2022	2700	4,774,797.41	4,774,797.41	4,638,830.07		

		CAPITAL PROJECTS FUND				
Four Corners Charter Schools, Inc.	OF3	Budget Ar	nounts		Percentage	
Revenue & Expenditures - Budget And Actual	Account	Original	Current	Actual	of Current	
December 31, 2021	Number				Budget	
REVENUES						
Federal Direct	3100	0.00	0.00	0.00	0.00%	
Federal Through State	3200	0.00	0.00	0.00	0.00%	
State Sources	3300	695,629.00	695,629.00	288,269.00	41.44%	
Local Sources	3400	0.00	0.00	0.00	0.00%	
Total Revenues		695,629.00	695,629.00	288,269.00	41.44%	
EXPENDITURES						
Current:						
Instruction	5000	0.00	0.00	0.00	0.00%	
Pupil Personnel Services	6100	0.00	0.00	0.00	0.00%	
Instructional Media Services	6200	0.00	0.00	0.00	0.00%	
Instruction and Curriculum Development Services	6300	0.00	0.00	0.00	0.00%	
Instructional Staff Training Services	6400	0.00	0.00	0.00	0.00%	
Instructional Related Technology	6500	0.00	0.00	0.00	0.00%	
Board	7100	0.00	0.00	0.00	0.00%	
General Administration	7200	0.00	0.00	0.00	0.00%	
School Administration	7300	0.00	0.00	0.00	0.00%	
Facilities Acquisition and Construction	7410	0.00	0.00	0.00	0.00%	
Fiscal Services	7500	0.00	0.00	0.00	0.00%	
Food Services	7600	0.00	0.00	0.00	0.00%	
Central Services	7700	0.00	0.00	0.00	0.00%	
Pupil Transportation Services	7800	0.00	0.00	0.00	0.00%	
Operation of Plant	7900	0.00	0.00	0.00	0.00%	
Maintenance of Plant	8100	0.00	0.00	0.00	0.00%	
Administrative Tech Services	8200	0.00	0.00	0.00	0.00%	
Community Services	9100	0.00	0.00	0.00	0.00%	
Debt Service	9200	0.00	0.00	0.00	0.00%	
Total Expenditures		0.00	0.00	0.00	0.00%	
Excess (Deficiency) of Revenues Over (Under) Expenditures		695,629.00	695,629.00	288,269.00	41.44%	
OTHER FINANCING SOURCES (USES)		Ţ.				
Long-term Debt Proceeds & Sales of Capital Assets	3700	0.00	0.00	0.00		
Transfers In	3600	0.00	0.00	0.00		
Transfers Out	9700	(695,629.00)	(695,629.00)	0.00		
Total Other Financing Sources (Uses)		(695,629.00)	(695,629.00)	0.00		
FUND BALANCE						
Net Change in Fund Balance		0.00	0.00	288,269.00		
Fund Balance, July 01, 2021	2800	204,870.90	204,870.90	204,870.90		
Adjustment to Fund Balance	2891	0.00	0.00	0.00		
Fund Balance, June 30, 2022	2700	204,870.90	204,870.90	493,139.90		

=FOUR CORNERS = CHARTER SCHOOL

1/21/2022

Parent Newsletter

Welcome Back Coyotes! We are delighted to have our new and returning students as we embark on the second half of the school year!

FCCS strives for the success of each student and a few ways parents can help are below.

- ❖ Attendance It is very important for student growth to maintain attendance. When a student has 3 unexcused tardies, it is equivalent to 1 unexcused absence. After 15 unexcused absences, students will be sent back to their zoned school.
 - Students will be marked tardy at 8:20 AM.
- Uniforms All students MUST be in full uniform every day. Jeans, leggings, hoodies, sandals, sliders, and open toe shoes are not permitted at any time.

Dates to Remember

Tuesday, January 25th | SAC & PTC Meeting (6 pm)
Thursday, January 27th | Spirit Night at Chick-fil-A (4 - 8 pm)
Friday, January 28th | Intent to Return Help Session (3 - 6 pm)

Tuesday, February 1st – Wednesday, February 9th | Valentine's Day Cookie Gram Orders Friday, February 4th | Intent to Return Help Session (8:30 am - 3 pm)

Monday, February 14th | Jean Day & Cookie Gram Delivery

Wednesday, February 16th | 2nd Grade Field Trip to Wonderworks

Friday, February 18th | No School – Rodeo Day

Tuesday, February 22nd | SAC & PTC Meeting (6 pm)

Tuesday, February 22nd | Tie Dye "2's Day"

Wednesday, February 23rd | Spirit Night Panda Express (3 – 8 pm)

Friday, February 25th | 3rd Grade Field Trip to Wild Florida Wednesday, March 9th | 1st Grade Field Trip

Thursday, March 10th | Science Day & Jean Day

Friday, March 11th - Friday, March 18th | No School - Spring Break

Please see the Out of Field Report on the back.

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Join our Parent Page!



Out of Field Report

Charter School Name Four Corners Charter School / 0863 District Board Meeting Date February 1, 2022

Teacher	Out-of-Field Assignment	Current Certification(s)	Out of Field Assignment Date
Adarmes, Melissa	ESOL, Elementary K-6	Permanent Substitute	09/20/21
Adkins, Paige	ESOL, Elementary K-6	Permanent Substitute	1/24/2022
Andreason, Claire	ESOL	Elementary K-6	7/26/2021
Ausua, Carol	ESOL	Elementary K-6	8/10//2017
Brown, Terria	ESOL	Permanent Substitute	3/9/2020
Bucia, Brianna K.	ESOL	Elementary K-6	7/26/2021
Carney, Carlecia	ESOL	Substitute Teacher	7/26/2021
Christian, Miranda	ESOL, Elementary K-6	Permanent Substitute	1/24/2022
Colon-Velazquez, Sarahi	ESOL	Elementary K-6	7/26/2021
Crawford, Melissa	ESOL	3rd Grade Teacher	7/26/2021
Detres, Cynthia	ESOL, Elementary K-6	Pre-K Education	8/10/2017
Fook-Alexander, Simone	ESOL	Social Science Grade 5-9	8/6/2019
Gonzalez, Gloria	ESOL	Elementary K-6	2082021
Lee, Cary	ESOL, Elementay Education	Permanent Substitute	8/16/2021
Levin, Elizabeth	ESOL	Pre-K Education	8/2/2021
Luna, Martha	ESOL	Elementary K-6	4/4/2016
Morse, Marni	ESOL	Elementary K-6	8/2/2021
Natson-Levels, Patrice	ESOL, Elementary K-6	Pre K Primary Education	9/27/2017
Nickless, Annabelle	ESOL	Pre K Primary Education	8/10/2017
Nivar, Liah	ESOL, Elementary K-6	Social Science 5-9	10/19/2020
Nusen, Luana	ESOL, Elementary K-6	Permanent Substitute	2/11/2019
Oaks, Cherryl M.	ESOL, Elementary K-6	Permanent Substitute	8/9/2021
Page, Taja	ESOL	Elementary K-6	7/30/2018
Panama, Lesley	ESOL	Pre K Primary Education	8/02/2021
Rodriguez, Melinda	ESOL	Elementary K-6	7/26/2021
Sanchez, Kaitlyn	ESOL	Temp. Elementary K-6	7/20/2019
Sanjurjo, Daniela	ESOL, Elementary K-6	Permanent Substitute	8/9/2021
Smith, Arthur	ESOL, Elementary K-6	Technology Teacher	8/1/2021
Spencer, Ronald	ESOL, Elementary K-6	Elementary K-6	7/26/2021
Stutsman, Lori	ESOL	Elementary K-6	8/22/5163
Thorell Rachelle-Ann	ESOL, Elementary K-6	Permanent Substitute	8/02/2021
Vazquez, Xiomarys	ESOL	Pre K Primary Education	1/24/2022

Out of Field Report

Charter School Name Four Corners Charter School / 0863

District Board Meeting Date February 1, 2022

			Out of Field
Teacher	Out-of-Field Assignment	Current Certification(s)	Assignment Date
Adarmes, Melissa	ESOL, Elementary K-6	Permanent Substitute	09/20/21
Adkins, Paige	ESOL, Elementary K-6	Permanent Substitute	1/24/2022
Andreason, Claire	ESOL	Elementary K-6	7/26/2021
Ausua, Carol	ESOL	Elementary K-6	8/10//2017
Brown, Terria	ESOL	Permanent Substitute	3/9/2020
Bucia, Brianna K.	ESOL	Elementary K-6	7/26/2021
Carney, Carlecia	ESOL	Substitute Teacher	7/26/2021
Christian, Miranda	ESOL, Elementary K-6	Permanent Substitute	1/24/2022
Colon-Velazquez, Sarahi	ESOL	Elementary K-6	7/26/2021
Crawford, Melissa	ESOL	3rd Grade Teacher	7/26/2021
Detres, Cynthia	ESOL, Elementary K-6	Pre-K Education	8/10/2017
Fook-Alexander, Simone	ESOL	Social Science Grade 5-9	8/6/2019
Gonzalez, Gloria	ESOL	Elementary K-6	2082021
Lee, Cary	ESOL, Elementay Education	Permanent Substitute	8/16/2021
Levin, Elizabeth	ESOL	Pre-K Education	8/2/2021
Luna, Martha	ESOL	Elementary K-6	4/4/2016
Morse, Marni	ESOL	Elementary K-6	8/2/2021
Natson-Levels, Patrice	ESOL, Elementary K-6	Pre K Primary Education	9/27/2017
Nickless, Annabelle	ESOL	Pre K Primary Education	8/10/2017
Nivar, Liah	ESOL, Elementary K-6	Social Science 5-9	10/19/2020
Nusen, Luana	ESOL, Elementary K-6	Permanent Substitute	2/11/2019
Oaks, Cherryl M.	ESOL, Elementary K-6	Permanent Substitute	8/9/2021
Page, Taja	ESOL	Elementary K-6	7/30/2018
Panama, Lesley	ESOL	Pre K Primary Education	8/02/2021
Rodriguez, Melinda	ESOL	Elementary K-6	7/26/2021
Sanchez, Kaitlyn	ESOL	Temp. Elementary K-6	7/20/2019
Sanjurjo, Daniela	ESOL, Elementary K-6	Permanent Substitute	8/9/2021
Smith, Arthur	ESOL, Elementary K-6	Technology Teacher	8/1/2021
Spencer, Ronald	ESOL, Elementary K-6	Elementary K-6	7/26/2021
Stutsman, Lori	ESOL	Elementary K-6	8/22/5163
Thorell Rachelle-Ann	ESOL, Elementary K-6	Permanent Substitute	8/02/2021
Vazquez, Xiomarys	ESOL	Pre K Primary Education	1/24/2022