

# **ATTACHMENT**

**SAMPLE DAILY SCHOOL SCHEDULE**

**AND ANNUAL CALENDAR**

## Somerset School Calendar

**July  
2025**

Summer  
School Office open

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b> Independence Day	<b>5</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>		

## Somerset School Calendar

**August  
2025**

Back to School

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					<b>1</b> New teacher orientation	<b>2</b>
<b>3</b>	4 Teacher Planning	5 Teacher Planning	6 Teacher Planning	7 Teacher Planning	8 Teacher Planning Meet the Teacher	<b>9</b>
<b>10</b>	<b>11</b> First Day of school	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b>	<b>25</b>	26 Open House Elementary	27 Open House Middle/High	<b>28</b>	<b>29</b>	<b>30</b>
<b>31</b>						

## Somerset School Calendar

**September  
2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b> Labor Day (Schools Closed)	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b> No students Teacher Professional Development Day	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b>				

## Somerset School Calendar

**October  
2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b> End of 1 <sup>st</sup> Quarter Teacher work day	<b>11</b>
<b>12</b>	<b>13</b> Columbus Day	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b> Students out Parent Conference Day	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	

## Somerset School Calendar

**November  
2025**

Thanksgiving Break

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						<b>1</b>
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b> <small>(Schools Closed) Veterans Day</small>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>23</b>	<b>24</b> <small>Thanksgiving Holiday (Schools Offices Closed)</small>	<b>25</b> <small>Thanksgiving Holiday (Schools Offices Closed)</small>	<b>26</b> <small>Thanksgiving Holiday (Schools Offices Closed)</small>	<b>27</b> <small>Thanksgiving Day (Schools Offices Closed)</small>	<b>28</b> <small>Thanksgiving Day (Schools Offices Closed)</small>	<b>29</b>
<b>30</b>						

## Somerset School Calendar

**December  
2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b> Classes resume	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b> Semester Exams	<b>16</b> Semester Exams	<b>17</b> Semester Exams	<b>18</b> Semester Exams	<b>19</b> End of 2nd Quarter	<b>20</b>
<b>21</b>	<b>22</b> Winter Vacation (Schools Closed)	<b>23</b> Winter Vacation (Schools Closed)	<b>24</b> Winter Vacation (Schools Closed)	<b>25</b> Winter Vacation (Schools Closed)	<b>26</b> Winter Vacation (Schools Closed)	<b>27</b>
<b>28</b>	<b>29</b> Winter Vacation (Schools Closed)	<b>30</b> Winter Vacation (Schools Closed)	<b>31</b> Winter Vacation (Schools Closed)			

## Somerset School Calendar

**January  
2026**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				<b>1</b> Winter Vacation (Schools Closed) New Year's Day	<b>2</b> Winter Vacation (Schools Closed)	<b>3</b>
<b>4</b>	<b>5</b> Classes resume	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b> (Schools Closed) M L King Day	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>



## Somerset School Calendar

**February  
2026**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b> Professional Development STUDENTS OUT Presidents' Day	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>

## Somerset School Calendar

**March  
2026**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b> End of 3rd Quarter	<b>21</b>
<b>22</b>	<b>23</b> Spring Break (Schools/Offices Closed)	<b>24</b> Spring Break (Schools/Offices Closed)	<b>25</b> Spring Break (Schools/Offices Closed)	<b>26</b> Spring Break (Schools/Offices Closed)	<b>27</b> Spring Break (Schools/Offices Closed)	<b>28</b>
<b>29</b>	<b>30</b>	<b>31</b>				

## Somerset School Calendar

**April  
2026**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			<b>1</b>	<b>2</b>	<b>3</b> (Schools/Offices Closed)	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>		

## Somerset School Calendar

**May  
2026**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					<b>1</b>	<b>2</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b>	<b>25</b> <small>(Schools/Offices Closed) Memorial Day</small>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b> <small>Last Day Student dismiss 12:00 - End of 4th Quarter</small>	<b>30</b>
<b>31</b>						

## Somerset School Calendar

**June  
2026**

Important Information

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b> Juneteenth (Schools and Offices Closed)	<b>20</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b>				

## Somerset School Calendar

**July  
2026**

**Important Information**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			<b>1</b>	<b>2</b>	<b>3</b> Schools and Offices Closed)	<b>4</b> Independence Day
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	

- School Year Duration: A minimum of 178 days of student-teacher interaction time per school year.

-Instructional Hours:\*\*hools must provide a minimum of 1,068 instructional hours per school year.

Please note that these requirements are subject to change, and districts may have additional guidelines or requirements to meet local educational goals. It's always a good idea to refer to the Arkansas Department of Education or contact your local school district for the most current information.

#### Kinder and Pre-K Enrollment:

- To enroll in Kindergarten for the 2025-26 school year, children must be five years old on or before August 1, 2025.

- For Pre-K programs, children must be four years old on or before August 1, 2024.

#### Mandatory School Attendance:

- Arkansas law requires children between the ages of five and seventeen to attend school.

- The City of Little Rock enforces a curfew that requires children to be in school during normal school hours. Violating this curfew may result in police charges.

#### 10-Day Rule:

- Any student absent for ten (10) consecutive school days without appropriate documentation will be dismissed or dropped from school and district attendance records, in accordance with Ark. Code Ann. § 6-18-213(f)(1).

#### Resolved/Unresolved Absences:

- Absences are categorized as Resolved or Unresolved instead of Excused or Unexcused.

- Parents or guardians must notify the school attendance office by noon on the day of the absence or provide documentation (e.g., from a doctor, dentist, court) within 48 hours of the student's return to resolve the absence.

- Unresolved absences count towards truancy, and school administrators will request a conference with parents/guardians after the 5th unresolved absence in any class for high schools or the 6th absence for elementary and middle schools in one semester.

- Before the 11th absence, the parent or guardian must make a written petition for special arrangements regarding attendance.

- Four or more class absences in one day count as a full-day absence in elementary schools, five or more in middle schools, and three or more in high schools with a block schedule.

**Excessive Unresolved Absences:**

- Excessive unresolved absences will result in a referral to the City Attorney's Office for truancy prosecution in accordance with Act 1308 of 1997.
- For students over the age of 14 who are not enrolled or have been expelled, the school will notify the Arkansas Department of Finance and Administration (DF&A). The DF&A may suspend the student's driver's license until they provide satisfactory evidence of school attendance or reach the age of 18.

**"Snow Days" or AMI Days:**

- Decisions on school closures due to severe weather or other conditions may be made the evening before or very early on the day in question.
- Somerset Academy may use Alternative Method of Instruction (AMI) days.
- School closings and delays will be announced through school communications.



KINDERGARTEN		Kindergarten Teacher 1				
		M	T	W	TH	F
7:45	8:00	Arrival				
8:00	8:05	School Begins/Morning Routine/ Morning Snack/Bell Work				
8:05	8:10					
8:10	8:15					
8:15	8:20					
8:20	8:25					
8:25	8:30					
8:30	8:35					
8:35	8:40					
8:40	8:45					
8:45	8:50					
8:50	8:55					
8:55	9:00					
9:00	9:05					
9:05	9:10					
9:10	9:15					
9:15	9:20					
9:20	9:25					
9:25	9:30					
9:30	9:35	Mathematics - 60min.				
9:35	9:40					
9:40	9:45					
9:45	9:50					
9:50	9:55					
9:55	10:00					
10:00	10:05					
10:05	10:10					
10:10	10:15					
10:15	10:20					
10:20	10:25					
10:25	10:30					
10:30	10:35					
10:35	10:40					
10:40	10:45					
10:45	10:50					
10:50	10:55					
10:55	11:00					
11:00	11:05	Science				
11:05	11:10					
11:10	11:15					
11:15	11:20					
11:20	11:25					
11:25	11:30					
11:30	11:35					
11:35	11:40					
11:40	11:45					
11:45	11:50					
11:50	11:55					
11:55	12:00					
12:00	12:05					
12:05	12:10					
12:10	12:15					
12:15	12:20					
12:20	12:25					
12:25	12:30					
12:30	12:35	Recess				
12:35	12:40					
12:40	12:45					
12:45	12:50					
12:50	12:55					
12:55	1:00					
1:00	1:05					
1:05	1:10					
1:10	1:15					
1:15	1:20					
1:20	1:25					
1:25	1:30					
1:30	1:35					
1:35	1:40					
1:40	1:45					
1:45	1:50					
1:50	1:55					
1:55	2:00					
2:00	2:05	Enrichment & Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)				
2:05	2:10					
2:10	2:15					
2:15	2:20					
2:20	2:25					
2:25	2:30					
2:30	2:35					
2:35	2:40					
2:40	2:45					
2:45	2:50					
2:50	2:55					
2:55	3:00					
3:00	3:05					
3:05	3:10					
3:10	3:15					
3:15	3:20					
3:20	3:25					
3:25	3:30					
3:30	3:35	Common Planning/Professional Development (2 x per week)/PLCs (2x per week), Faculty Meetings (1x per month)				
3:35	3:40					
3:40	3:45					
3:45	3:50					
3:50	3:55					
3:55	4:00					

1st Grade		1st Grade Teacher 1									
		M	T	W	TH	F					
7:45	8:00	Arrival									
8:00	8:05	School Begins/Morning Routine/ Morning Snack/Bell Work									
8:05	8:10										
8:10	8:15										
8:15	8:20										
8:20	8:25										
8:25	8:30										
8:30	8:35	Reading - 90min. (Phonetic Awareness - 20min., Word Analysis and Word-Level Reading Fluency -30 min., Letter Formation and Read Connected Texts (40min.))									
8:35	8:40										
8:40	8:45										
8:45	8:50										
8:50	8:55										
8:55	9:00										
9:00	9:05										
9:05	9:10										
9:10	9:15										
9:15	9:20										
9:20	9:25										
9:25	9:30						Mathematics - 60min.				
9:30	9:35										
9:35	9:40										
9:40	9:45										
9:45	9:50										
9:50	9:55										
9:55	10:00										
10:00	10:05										
10:05	10:10										
10:10	10:15										
10:15	10:20										
10:20	10:25	LUNCH/Transitions									
10:25	10:30										
10:30	10:35										
10:35	10:40										
10:40	10:45										
10:45	10:50										
10:50	10:55	Recess									
10:55	11:00										
11:00	11:05										
11:05	11:10										
11:10	11:15										
11:15	11:20						Specials (Music, Arts, Physical Education, Digital Literacy, & STEM)				
11:20	11:25										
11:25	11:30										
11:30	11:35										
11:35	11:40										
11:40	11:45										
11:45	11:50										
11:50	11:55										
11:55	12:00										
12:00	12:05										
12:05	12:10										
12:10	12:15	Science									
12:15	12:20										
12:20	12:25										
12:25	12:30										
12:30	12:35										
12:35	12:40						Social Studies				
12:40	12:45										
12:45	12:50										
12:50	12:55										
12:55	1:00										
1:00	1:05										
1:05	1:10	Enrichment & Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)									
1:10	1:15										
1:15	1:20										
1:20	1:25										
1:25	1:30										
1:30	1:35										
1:35	1:40										
1:40	1:45										
1:45	1:50										
1:50	1:55										
1:55	2:00						Break/Transition				
2:00	2:05										
2:05	2:10										
2:10	2:15										
2:15	2:20										
2:20	2:25	Common Planning/Professional Development (2 x per week)/PLCs (2x per week), Faculty Meetings (1x per month)									
2:25	2:30										
2:30	2:35										
2:35	2:40										
2:40	2:45										
2:45	2:50										
2:50	2:55										
2:55	3:00										
3:00	3:05										
3:05	3:10										
3:10	3:15										
3:15	3:20										
3:20	3:25										
3:25	3:30										
3:30	3:35										
3:35	3:40										
3:40	3:45										
3:45	3:50										
3:55	4:00										

2nd Grade		2nd Grade Teacher 1				
		M	T	W	TH	F
7:45	8:00	Arrival				
8:00	8:05	Specials (Music, Arts, Physical Education, Digital Literacy, & STEM)				
8:05	8:10					
8:10	8:15					
8:15	8:20					
8:20	8:25					
8:25	8:30					
8:30	8:35					
8:35	8:40					
8:40	8:45					
8:45	8:50					
8:50	8:55					
8:55	9:00					
9:00	9:05					
9:05	9:10					
9:10	9:15					
9:15	9:20					
9:20	9:25					
9:25	9:30					
9:30	9:35	Science				
9:35	9:40					
9:40	9:45					
9:45	9:50					
9:50	9:55					
9:55	10:00					
10:00	10:05					
10:05	10:10					
10:10	10:15					
10:15	10:20					
10:20	10:25					
10:25	10:30					
10:30	10:35					
10:35	10:40					
10:40	10:45					
10:45	10:50					
10:50	10:55					
10:55	11:00					
11:00	11:05	Lunch				
11:05	11:10					
11:10	11:15					
11:15	11:20					
11:20	11:25					
11:25	11:30					
11:30	11:35					
11:35	11:40					
11:40	11:45					
11:45	11:50					
11:50	11:55					
11:55	12:00					
12:00	12:05					
12:05	12:10					
12:10	12:15					
12:15	12:20					
12:20	12:25					
12:25	12:30					
12:30	12:35	Math (60min.)				
12:35	12:40					
12:40	12:45					
12:45	12:50					
12:50	12:55					
12:55	1:00					
1:00	1:05					
1:05	1:10					
1:10	1:15					
1:15	1:20					
1:20	1:25					
1:25	1:30					
1:30	1:35					
1:35	1:40					
1:40	1:45					
1:45	1:50					
1:50	1:55					
1:55	2:00					
2:00	2:05	Enrichment & Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)				
2:05	2:10					
2:10	2:15					
2:15	2:20					
2:20	2:25					
2:25	2:30					
2:30	2:35					
2:35	2:40					
2:40	2:45					
2:45	2:50					
2:50	2:55	Break/Transition				
2:55	3:00					
3:00	3:05					
3:05	3:10					
3:10	3:15					
3:15	3:20					
3:20	3:25					
3:25	3:30					
3:30	3:35					
3:35	3:40					
3:40	3:45					
3:45	3:50					
3:50	4:00					

3rd Grade								
3rd Grade Teacher 1								
		M	T	W	TH	F		
7:45	8:00	<b>Arrival</b>					7:45	8:00
8:00	8:05	<b>School Begins/Morning Routine/ Morning Snack/Bell Work</b>					8:00	8:05
8:05	8:10						8:05	8:10
8:10	8:15						8:10	8:15
8:15	8:20						8:15	8:20
8:20	8:25						8:20	8:25
8:25	8:30						8:25	8:30
8:30	8:35						8:30	8:35
8:35	8:40						8:35	8:40
8:40	8:45						8:40	8:45
8:45	8:50						8:45	8:50
8:50	8:55	8:50	8:55					
8:55	9:00	8:55	9:00					
9:00	9:05	9:00	9:05					
9:05	9:10	9:05	9:10					
9:10	9:15	9:10	9:15					
9:15	9:20	9:15	9:20					
9:20	9:25	9:20	9:25					
9:25	9:30	9:25	9:30					
9:30	9:35	9:30	9:35					
9:35	9:40	9:35	9:40					
9:40	9:45	9:40	9:45					
9:45	9:50	9:45	9:50					
9:50	9:55	9:50	9:55					
9:55	10:00	9:55	10:00					
10:00	10:05	<b>Lunch</b>					10:00	10:05
10:05	10:10						10:05	10:10
10:10	10:15						10:10	10:15
10:15	10:20						10:15	10:20
10:20	10:25						10:20	10:25
10:25	10:30						10:25	10:30
10:30	10:35	10:30	10:35					
10:35	10:40	10:35	10:40					
10:40	10:45	<b>Math (60min.)</b>					10:40	10:45
10:45	10:50						10:45	10:50
10:50	10:55						10:50	10:55
10:55	11:00						10:55	11:00
11:00	11:05						11:00	11:05
11:05	11:10						11:05	11:10
11:10	11:15						11:10	11:15
11:15	11:20						11:15	11:20
11:20	11:25						11:20	11:25
11:25	11:30						11:25	11:30
11:30	11:35	11:30	11:35					
11:35	11:40	11:35	11:40					
11:40	11:45	<b>Social Studies</b>					11:40	11:45
11:45	11:50						11:45	11:50
11:50	11:55						11:50	11:55
11:55	12:00						11:55	12:00
12:00	12:05						12:00	12:05
12:05	12:10						12:05	12:10
12:10	12:15	12:10	12:15					
12:15	12:20	<b>Specials (Music, Arts, Physical Education, Digital Literacy, &amp; STEM)</b>					12:15	12:20
12:20	12:25						12:20	12:25
12:25	12:30						12:25	12:30
12:30	12:35						12:30	12:35
12:35	12:40						12:35	12:40
12:40	12:45						12:40	12:45
12:45	12:50						12:45	12:50
12:50	12:55						12:50	12:55
12:55	1:00	12:55	1:00					
1:00	1:05	<b>Science</b>					1:00	1:05
1:05	1:10						1:05	1:10
1:10	1:15						1:10	1:15
1:15	1:20						1:15	1:20
1:20	1:25						1:20	1:25
1:25	1:30						1:25	1:30
1:30	1:35	1:30	1:35					
1:35	1:40	1:35	1:40					
1:40	1:45	1:40	1:45					
1:45	1:50	1:45	1:50					
1:50	1:55	1:50	1:55					
1:55	2:00	1:55	2:00					
2:00	2:05	<b>Enrichment &amp; Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)</b>					2:00	2:05
2:05	2:10						2:05	2:10
2:10	2:15						2:10	2:15
2:15	2:20						2:15	2:20
2:20	2:25						2:20	2:25
2:25	2:30						2:25	2:30
2:30	2:35						2:30	2:35
2:35	2:40						2:35	2:40
2:40	2:45						2:40	2:45
2:45	2:50						2:45	2:50
2:50	2:55	2:50	2:55					
2:55	3:00	2:55	3:00					
3:00	3:05	<b>Break/Transition</b>					3:00	3:05
3:05	3:10						3:05	3:10
3:10	3:15						3:10	3:15
3:15	3:20						3:15	3:20
3:20	3:25						3:20	3:25
3:25	3:30						3:25	3:30
3:30	3:35	3:30	3:35					
3:35	3:40	3:35	3:40					
3:40	3:45	<b>Common Planning/Professional Development (2 x per week)/PLCs (2x per week), Faculty Meetings (1x per month)</b>					3:40	3:45
3:45	3:50						3:45	3:50
3:50	3:55						3:50	3:55
3:55	4:00						3:55	4:00

4th Grade		4th Grade Teacher 1									
		M	T	W	TH	F					
7:45	8:00	Arrival									
8:00	8:05	School Begins/Morning Routine/ Morning Snack/Bell Work									
8:05	8:10										
8:10	8:15										
8:15	8:20										
8:20	8:25										
8:25	8:30										
8:30	8:35						Reading - 90min. (Phonetic Awareness - 20min., Word Analysis and Word-Level Reading Fluency -30 min., Letter Formation and Read Connected Texts (40min.))				
8:35	8:40										
8:40	8:45										
8:45	8:50										
8:50	8:55										
8:55	9:00										
9:00	9:05										
9:05	9:10										
9:10	9:15										
9:15	9:20										
9:20	9:25										
9:25	9:30										
9:30	9:35	Lunch									
9:35	9:40										
9:40	9:45										
9:45	9:50										
9:50	9:55										
9:55	10:00										
10:00	10:05						Math (60min.)				
10:05	10:10										
10:10	10:15										
10:15	10:20										
10:20	10:25										
10:25	10:30										
10:30	10:35										
10:35	10:40										
10:40	10:45	Social Studies									
10:45	10:50										
10:50	10:55										
10:55	11:00										
11:00	11:05										
11:05	11:10										
11:10	11:15										
11:15	11:20	Specials (Music, Arts, Physical Education, Digital Literacy, & STEM)									
11:20	11:25										
11:25	11:30										
11:30	11:35										
11:35	11:40										
11:40	11:45										
11:45	11:50						Science				
11:50	11:55										
11:55	12:00										
12:00	12:05										
12:05	12:10										
12:10	12:15										
12:15	12:20	Recess									
12:20	12:25										
12:25	12:30										
12:30	12:35										
12:35	12:40										
12:40	12:45										
12:45	12:50						Enrichment & Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)				
12:50	12:55										
12:55	1:00										
1:00	1:05										
1:05	1:10										
1:10	1:15										
1:15	1:20	Break/Transition									
1:20	1:25										
1:25	1:30										
1:30	1:35										
1:35	1:40										
1:40	1:45										
1:45	1:50										
1:50	1:55										
1:55	2:00										
2:00	2:05										
2:05	2:10										
2:10	2:15										
2:15	2:20										
2:20	2:25										
2:25	2:30										
2:30	2:35										
2:35	2:40										
2:40	2:45										
2:45	2:50										
2:50	2:55										
2:55	3:00										
3:00	3:05										
3:05	3:10										
3:10	3:15										
3:15	3:20										
3:20	3:25										
3:25	3:30										
3:30	3:35										
3:35	3:40										
3:40	3:45										
3:45	3:50										
3:50	3:55										
3:55	4:00										

		5th Grade				
		5th Grade Teacher 1				
		M	T	W	TH	F
7:45	8:00	Arrival				
8:00	8:05	School Begins/Morning Routine/ Morning Snack/Bell Work				
8:05	8:10					
8:10	8:15					
8:15	8:20					
8:20	8:25					
8:25	8:30					
8:30	8:35					
8:35	8:40					
8:40	8:45					
8:45	8:50					
8:50	8:55					
8:55	9:00					
9:00	9:05					
9:05	9:10					
9:10	9:15					
9:15	9:20					
9:20	9:25					
9:25	9:30					
9:30	9:35					
9:35	9:40					
9:40	9:45					
9:45	9:50					
9:50	9:55					
9:55	10:00	Lunch				
10:00	10:05					
10:05	10:10					
10:10	10:15					
10:15	10:20					
10:20	10:25					
10:25	10:30					
10:30	10:35					
10:35	10:40	Math (60min.)				
10:40	10:45					
10:45	10:50					
10:50	10:55					
10:55	11:00					
11:00	11:05					
11:05	11:10					
11:10	11:15					
11:15	11:20					
11:20	11:25					
11:25	11:30	Social Studies				
11:30	11:35					
11:35	11:40					
11:40	11:45					
11:45	11:50					
11:50	11:55					
11:55	12:00	Specials (Music, Arts, Physical Education, Digital Literacy, & STEM)				
12:00	12:05					
12:05	12:10					
12:10	12:15					
12:15	12:20					
12:20	12:25					
12:25	12:30	Science				
12:30	12:35					
12:35	12:40					
12:40	12:45					
12:45	12:50					
12:50	12:55					
12:55	1:00	Recess				
1:00	1:05					
1:05	1:10					
1:10	1:15					
1:15	1:20					
1:20	1:25					
1:25	1:30					
1:30	1:35					
1:35	1:40					
1:40	1:45					
1:45	1:50	Enrichment & Interventions Block (Silent Reading- D.E.A.R. - Drop Everything and Read)				
1:50	1:55					
1:55	2:00					
2:00	2:05					
2:05	2:10					
2:10	2:15					
2:15	2:20					
2:20	2:25					
2:25	2:30					
2:30	2:35					
2:35	2:40	Break/Transition				
2:40	2:45					
2:45	2:50					
2:50	2:55					
2:55	3:00					
3:00	3:05					
3:05	3:10					
3:10	3:15					
3:15	3:20	Common Planning/Professional Development (2 x per week)/PLCs (2x per week), Faculty Meetings (1x per month)				
3:20	3:25					
3:25	3:30					
3:30	3:35					
3:35	3:40					
3:40	3:45					
3:45	3:50					
3:50	3:55					
3:55	4:00					

Teacher	Room	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8
ELA/Reading	R100	P-AP ELAR 7	READING 6	READING 6	ELAR 6	READING 6	ELAR 6	OFF-PLAN	ELAR 6
ELA/Reading	R101	READING 7	P-AP SS6	READING 7	ADV JRNLMS	JRNLSM	OFF-PLAN	SS 6	THEATRE
MATH	R102	MATH LAB 6	MATH 6	MATH 6	MATH 6	MATH 6	MATH LAB 6	OFF-PLAN	MATH LAB 6
ELA/Reading	R103	P-AP ELAR 7	Reading 8	P-AP ELAR 8	OFF-PLAN	ELAR 8	Reading 8	ELAR 8	ELAR 8
Science	R104	SCI 7	P-AP SCI 8	SCI 7	SCI 8	SCI 7	OFF-PLAN	SCI 8	SCI 8
Social Studies	R105	SS 7	SP MED/HLT 7	OFF-PLAN	SS 7	SP MED/HLT 7	SP MED/HLT 7	SS 7	SP MED/HLT 7
Art	R106	HS ART	HS ART	HS ART	HS ART	HS ART	MS ART	OFF-PLAN	MS ART
Social Studies	R107	P-AP SOC STUD8	OFF-PLAN	P-AP SOC STUD8	P-AP SOC STUD 7	SOC STUD 8	P-AP SOC STUD 7	SOC STUD 8	SOC STUD 8
ELA/Reading	R108	Reading 7	Reading 8	Reading 7	ELAR 7	P-AP ELAR 8	OFF-PLAN	ELAR 7	ELAR 7
Hunt, M	R109	Math INT 8	OFF(StudS6)	Math INT 8	Math INT 8	Math INT 8	Math Lab 7	Math Lab 7	Math Lab 7
ELA	R110	ENG 1	ENG 1	P-AP ENG 1	P-AP ENG 1	ENG 1	ENG 1	OFF-PLAN	Reading 2&3
Elective	R111	Leadership 6	P-AP SS6	Leadership 6	Leadership 6	OFF-PLAN	SS 6	SS 6	Leadership 6
Science	R112	PRINP HELTH SCI	PRINP HLTH SCI	OFF-PLAN	ANAT PHYS	ANAT PHYS	INV CAR 8	ANAT PHYS	INV CAR 8
Physical Education	R113	PE 6 & 7	PE 6 & 7	PE 6 & 7	MS Athletics	PE 6 & 7	PE 6 & 7	PE 6 & 7	MS Athletics
Fine arts	R114	CHOIR	MS BAND	JV BAND	6th Gr Elective	OFF-PLAN	HS Band	Guitar	OFF-PLAN

## Middle School Master Schedule

<b>Foreign Language</b>	<b>R115</b>	SPANISH 1	SPANISH 3	SPANISH 3	ELL	Spanish 4	OFF-PLAN	SPANISH 1	SPANISH 2
<b>Foreign Language</b>	<b>R116</b>	AP Spanish	SPAN 2	OFF-PLAN	SPANISH 2	SPANISH 1	SPANISH 1	SPANISH 1	SPANISH 1
<b>Health</b>	<b>R117</b>	Prin of HLTH SCI	OFF-PLAN	OFF-PLAN	PCT ENTRE	OFF-PLAN	INV CAR 8	Prin of HLTH SCI	PCT
<b>Math</b>	<b>R118</b>	OFF-PLAN	MATH7	P-AP Math 7	MATH7	MATH7	Math Lab 7	MATH7	MATH7
<b>Science</b>	<b>R119</b>	BIO	OFF-PLAN	IPC	CHEM	P-AP BIO	IPC	BIO (MS)	IPC
<b>Science</b>	<b>R120</b>	Environmenta I Science	OFF-PLAN	SCI7	SCI7	SCI6	P-AP SCI7	SCI6	SCI6
<b>Math</b>	<b>R121</b>	P-AP MATH 8	MATH 8	MATH 8	MATH 8	Math Lab 6	OFF-PLAN	P-AP Math 8	Math Lab 7



## Middle School Master Schedule

Teacher	Room	Pd 1	Pd 2	Pd 3	Pd 4	Pd 5	Pd 6	Pd 7	Pd 8
Social Studies	P104A	DC US HIST	OFF-PLAN	AP HUM GEO	W GEO	US HISTORY	W GEO	US HISTORY	AP HUM GEO
Math	E114	EOC MATH	Alg2	EOC MATH	Alg2	OFF-PLAN	COLL PREP	Alg2	EOC MATH
Science	G106	OFF-PLAN	P-AP PHYSICS	P-AP PHYSICS	AP ENVIR	CHEM	P-AP CHEM	Chemistry	P-AP PHYSICS
Elective	E118	PRIN BS MK FIN	PRIN BS MK FIN	INV Career 8	PCT ENTRE	OFF-PLAN	Marketing	ADV/SOC MEDIA	PCT ENTRE
Elective	E116	GRAPH DES I&2	PRIN AAVTC	Dual Credit	PCT ENTRE	GRAPH DES 1&2	PRIN AAVTC	OFF-PLAN	PCT ENTRE
Art	E111	HS Art	HS Art	HS Art	HS Art	HS Art	MS Art	OFF-PLAN	MS Art
ELA	E102	ENG 3	COLL PRE ELA	AP ENG LANG	AP ENG LIT	COLL PRE ELA	ENG 3	AP Seminar	OFF-PLAN
ELA	E104	Eng 1	ENGL1	P-AP ENGL 1	P-AP ENGL 1	ENGL1	ENGL1	OFF-PLAN	Read 2&3
ELA/Read	G204	READING 7	P-AP SS6	READING 7	ADV JRNLISM	Journalism I	OFF-PLAN	SS 6	THEATRE
Science	G121	PRINP HLTH SCI	PRINP HLTH SCI	OFF-PLAN	ANAT PHYS	ANAT PHYS	INV CAR 8	ANAT PHYS	INV CAR 8
Elective	G207	CHOIR	MS BAND	JV BAND	6th Gr Elective	OFF-PLAN	ORCHESTR A	Choir II	OFF-PLAN
Math	E107	PAP PRE CALC	PAP PRE CALC	GEOM	GEOM	GEOM	GEOM	AP Stats	OFF-PLAN
Math	E109	Alg Reason	OFF-PLAN	Alg Reason	ALG 1 8GR	ALG1	ALG1	ALG1	ALG1
Foreign Language	G109	AP Spanish	SPANISH 2	OFF-PLAN	ELL	SPANISH 1	SPANISH 1	SPANISH 1	SPANISH 2
Science	P306	ENV SYS	OFF-PLAN	SCI7	SCI7	SCI6	P-AP SCI7	SCI6	SCI6
Reading	E105	OFF-PLAN	READ 1	READ 1	READ 1	P-AP ENGL2	ENGL2	P-AP ENGL2	ENGL2
PE/Health	F102	Prin of HLTH SCI	OFF-PLAN	OFF-PLAN	PCT ENTRE	OFF-PLAN	INV CAR 8	Prin of HLTH SCI	PCT ENTRE
Science	G100	BIO	OFF-PLAN	IPC	CHEM	P-AP BIO	IPC	P-AP BIO	IPC

**Middle School Master Schedule**

<b>Physical Education</b>	<b>BGYM</b>	OFF-PLAN	P.E. FOUND	P.E. FOUND	ATHLETICS	P.E. FOUND	P.E. FOUND	P.E. FOUND	ATHL/PE Found
<b>Turner, P</b>	<b>E114/G109</b>	OFF-PLAN	OFF-PLAN	OFF-PLAN	OFF-PLAN	COLL-TRAN (E114)	COLL-TRAN (G109)	OFF-PLAN	OFF-PLAN
<b>Foreign Language</b>	<b>G102</b>	Spanish 1	SPAN 3	SPAN 3	ELL	ASL 2	OFF-PLAN	SPANISH 1	SPANISH 2
<b>Social Studies</b>	<b>P104B</b>	W. HISTORY	AP US GOVT	AP W Hist	OFF-PLAN	W. HISTORY	AP US GOVT	W GEO	AP US HISTORY
<b>PE</b>	<b>WGYM</b>	DC CCR	DC CCR	OFF-PLAN	OFF-PLAN	DC CCR	DC CCR	OFF-PLAN	OFF-PLAN

Teacher	Room	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8
ELA/Reading	R100	P-AP ELAR 7	READING 6	READING 6	ELAR 6	READING 6	ELAR 6	OFF-PLAN	ELAR 6
ELA/Reading	R101	READING 7	P-AP SS6	READING 7	ADV JRNLMSM	JRNLSM	OFF-PLAN	SS 6	THEATRE
MATH	R102	MATH LAB 6	MATH 6	MATH 6	MATH 6	MATH 6	MATH LAB 6	OFF-PLAN	MATH LAB 6
ELA/Reading	R103	P-AP ELAR 7	Reading 8	P-AP ELAR 8	OFF-PLAN	ELAR 8	Reading 8	ELAR 8	ELAR 8
Science	R104	SCI 7	P-AP SCI 8	SCI 7	SCI 8	SCI 7	OFF-PLAN	SCI 8	SCI 8
Social Studies	R105	SS 7	SP MED/HLT 7	OFF-PLAN	SS 7	SP MED/HLT 7	SP MED/HLT 7	SS 7	SP MED/HLT 7
Art	R106	HS ART	HS ART	HS ART	HS ART	HS ART	MS ART	OFF-PLAN	MS ART
Social Studies	R107	P-AP SOC STUD8	OFF-PLAN	P-AP SOC STUD8	P-AP SOC STUD 7	SOC STUD 8	P-AP SOC STUD 7	SOC STUD 8	SOC STUD 8
ELA/Reading	R108	Reading 7	Reading 8	Reading 7	ELAR 7	P-AP ELAR 8	OFF-PLAN	ELAR 7	ELAR 7
Hunt, M	R109	Math INT 8	OFF(StudS6)	Math INT 8	Math INT 8	Math INT 8	Math Lab 7	Math Lab 7	Math Lab 7
ELA	R110	ENG 1	ENG 1	P-AP ENG 1	P-AP ENG 1	ENG 1	ENG 1	OFF-PLAN	Reading 2&3
Elective	R111	Leadership 6	P-AP SS6	Leadership 6	Leadership 6	OFF-PLAN	SS 6	SS 6	Leadership 6
Science	R112	PRINP HELTH SCI	PRINP HLTH SCI	OFF-PLAN	ANAT PHYS	ANAT PHYS	INV CAR 8	ANAT PHYS	INV CAR 8
Physical Education	R113	PE 6 & 7	PE 6 & 7	PE 6 & 7	MS Athletics	PE 6 & 7	PE 6 & 7	PE 6 & 7	MS Athletics
Fine arts	R114	CHOIR	MS BAND	JV BAND	6th Gr Elective	OFF-PLAN	HS Band	Guitar	OFF-PLAN

**Middle School Master Schedule**

<b>Foreign Language</b>	<b>R115</b>	SPANISH 1	SPANISH 3	SPANISH 3	ELL	Spanish 4	OFF-PLAN	SPANISH 1	SPANISH 2
<b>Foreign Language</b>	<b>R116</b>	AP Spanish	SPAN 2	OFF-PLAN	SPANISH 2	SPANISH 1	SPANISH 1	SPANISH 1	SPANISH 1
<b>Health</b>	<b>R117</b>	Prin of HLTH SCI	OFF-PLAN	OFF-PLAN	PCT ENTRE	OFF-PLAN	INV CAR 8	Prin of HLTH SCI	PCT
<b>Math</b>	<b>R118</b>	OFF-PLAN	MATH7	P-AP Math 7	MATH7	MATH7	Math Lab 7	MATH7	MATH7
<b>Science</b>	<b>R119</b>	BIO	OFF-PLAN	IPC	CHEM	P-AP BIO	IPC	BIO (MS)	IPC
<b>Science</b>	<b>R120</b>	Environmenta I Science	OFF-PLAN	SCI7	SCI7	SCI6	P-AP SCI7	SCI6	SCI6
<b>Math</b>	<b>R121</b>	P-AP MATH 8	MATH 8	MATH 8	MATH 8	Math Lab 6	OFF-PLAN	P-AP Math 8	Math Lab 7

# **HIGH School Master Schedule**

Teacher	Room	Pd 1	Pd 2	Pd 3	Pd 4	Pd 5	Pd 6	Pd 7	Pd 8
Social Studies	P104A	DC US HIST	OFF-PLAN	AP HUM GEO	W GEO	US HISTORY	W GEO	US HISTORY	AP HUM GEO
Math	E114	EOC MATH	Alg2	EOC MATH	Alg2	OFF-PLAN	COLL PREP	Alg2	EOC MATH
Science	G106	OFF-PLAN	P-AP PHYSICS	P-AP PHYSICS	AP ENVIR	CHEM	P-AP CHEM	Chemistry	P-AP PHYSICS
Elective	E118	PRIN BS MK FIN	PRIN BS MK FIN	INV Career 8	PCT ENTRE	OFF-PLAN	Marketing	ADV/SOC MEDIA	PCT ENTRE
Elective	E116	GRAPH DES I&2	PRIN AAVTC	Dual Credit	PCT ENTRE	GRAPH DES 1&2	PRIN AAVTC	OFF-PLAN	PCT ENTRE
Art	E111	HS Art	HS Art	HS Art	HS Art	HS Art	MS Art	OFF-PLAN	MS Art
ELA	E102	ENG 3	COLL PRE ELA	AP ENG LANG	AP ENG LIT	COLL PRE ELA	ENG 3	AP Seminar	OFF-PLAN
ELA	E104	Eng 1	ENGL1	P-AP ENGL 1	P-AP ENGL 1	ENGL1	ENGL1	OFF-PLAN	Read 2&3
ELA/Read	G204	READING 7	P-AP SS6	READING 7	ADV JRNLISM	Journalism I	OFF-PLAN	SS 6	THEATRE
Science	G121	PRINP HLTH SCI	PRINP HLTH SCI	OFF-PLAN	ANAT PHYS	ANAT PHYS	INV CAR 8	ANAT PHYS	INV CAR 8
Elective	G207	CHOIR	MS BAND	JV BAND	6th Gr Elective	OFF-PLAN	ORCHESTR A	Choir II	OFF-PLAN
Math	E107	PAP PRE CALC	PAP PRE CALC	GEOM	GEOM	GEOM	GEOM	AP Stats	OFF-PLAN
Math	E109	Alg Reason	OFF-PLAN	Alg Reason	ALG 1 8GR	ALG1	ALG1	ALG1	ALG1
Foreign Language	G109	AP Spanish	SPANISH 2	OFF-PLAN	ELL	SPANISH 1	SPANISH 1	SPANISH 1	SPANISH 2
Science	P306	ENV SYS	OFF-PLAN	SCI7	SCI7	SCI6	P-AP SCI7	SCI6	SCI6
Reading	E105	OFF-PLAN	READ 1	READ 1	READ 1	P-AP ENGL2	ENGL2	P-AP ENGL2	ENGL2
PE/Health	F102	Prin of HLTH SCI	OFF-PLAN	OFF-PLAN	PCT ENTRE	OFF-PLAN	INV CAR 8	Prin of HLTH SCI	PCT ENTRE
Science	G100	BIO	OFF-PLAN	IPC	CHEM	P-AP BIO	IPC	P-AP BIO	IPC

## HIGH School Master Schedule

<b>Physical Education</b>	<b>BGYM</b>	OFF-PLAN	P.E. FOUND	P.E. FOUND	ATHLETICS	P.E. FOUND	P.E. FOUND	P.E. FOUND	ATHL/PE Found
<b>Turner, P</b>	<b>E114/G109</b>	OFF-PLAN	OFF-PLAN	OFF-PLAN	OFF-PLAN	COLL-TRAN (E114)	COLL-TRAN (G109)	OFF-PLAN	OFF-PLAN
<b>Foreign Language</b>	<b>G102</b>	Spanish 1	SPAN 3	SPAN 3	ELL	ASL 2	OFF-PLAN	SPANISH 1	SPANISH 2
<b>Social Studies</b>	<b>P104B</b>	W. HISTORY	AP US GOVT	AP W Hist	OFF-PLAN	W. HISTORY	AP US GOVT	W GEO	AP US HISTORY
<b>PE</b>	<b>WGYM</b>	DC CCR	DC CCR	OFF-PLAN	OFF-PLAN	DC CCR	DC CCR	OFF-PLAN	OFF-PLAN



# **ATTACHMENT**

**Entity Filing Information**

# STATE OF ARKANSAS



**John Thurston**

ARKANSAS SECRETARY OF STATE

To All to Whom These Presents Shall Come, Greetings:

I, John Thurston, Arkansas Secretary of State of Arkansas, do hereby certify that the following and hereto attached instrument of writing is a true and perfect copy of

## **Articles of Incorporation for Dom. Non-Profit Corp**

of

## **SOMERSET ACADEMY ARKANSAS, INC.**

filed in this office

June 10, 2024

**In Testimony Whereof**, I have hereunto set my hand and affixed my official Seal. Done at my office in the City of Little Rock, this 10th day of June 2024.



  
John Thurston  
Secretary of State

Online Certificate Authorization Code: 758732666c6fe17454b  
To verify the Authorization Code, visit [sos.arkansas.gov](http://sos.arkansas.gov)



# Articles of Incorporation for Dom. Non-Profit Corp - 501(c)(3)

## Filing Information

**Filing Act:** 1147 of 1993

**Entity Name:** SOMERSET ACADEMY ARKANSAS, INC.

**File Date:** 2024-06-10 10:40:45

**Effective Date:** 2024-06-10

**Filing Signature:** TODD GERMAN

**Organization Type:** Public - Benefit Corporation

**Asset Distribution:** Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine which are organized and operated exclusively for such purposes.

**Power:** No part of the net earnings of the corporation shall inure to the benefit, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in previous articles hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, 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, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

**Has Members:** No

### Primary Purpose:

The purpose for which this corporation is organized:

1. The primary purpose of the Corporation shall be: **Said corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.**
2. To conduct any business enterprise not contrary to law.
3. To exercise all the powers enumerated in Section 4-27-302 of the Arkansas Business Corporation Act.

## Registered Agent:

**Business Name:** CORPORATION SERVICE COMPANY

**Address 1:** 300 S. SPRING ST.

**Address 2:** SUITE 900

**City:** LITTLE ROCK

**State:** AR

**Zip:** 72201

**Country:** USA

## Officers

**First Name:** ANA

**Last Name:** MENDEZ

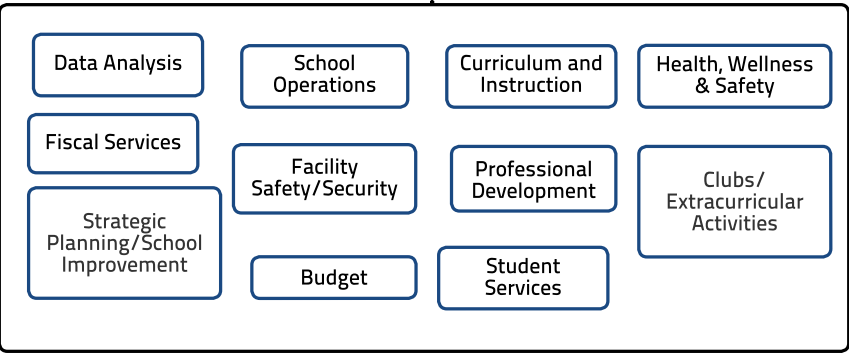
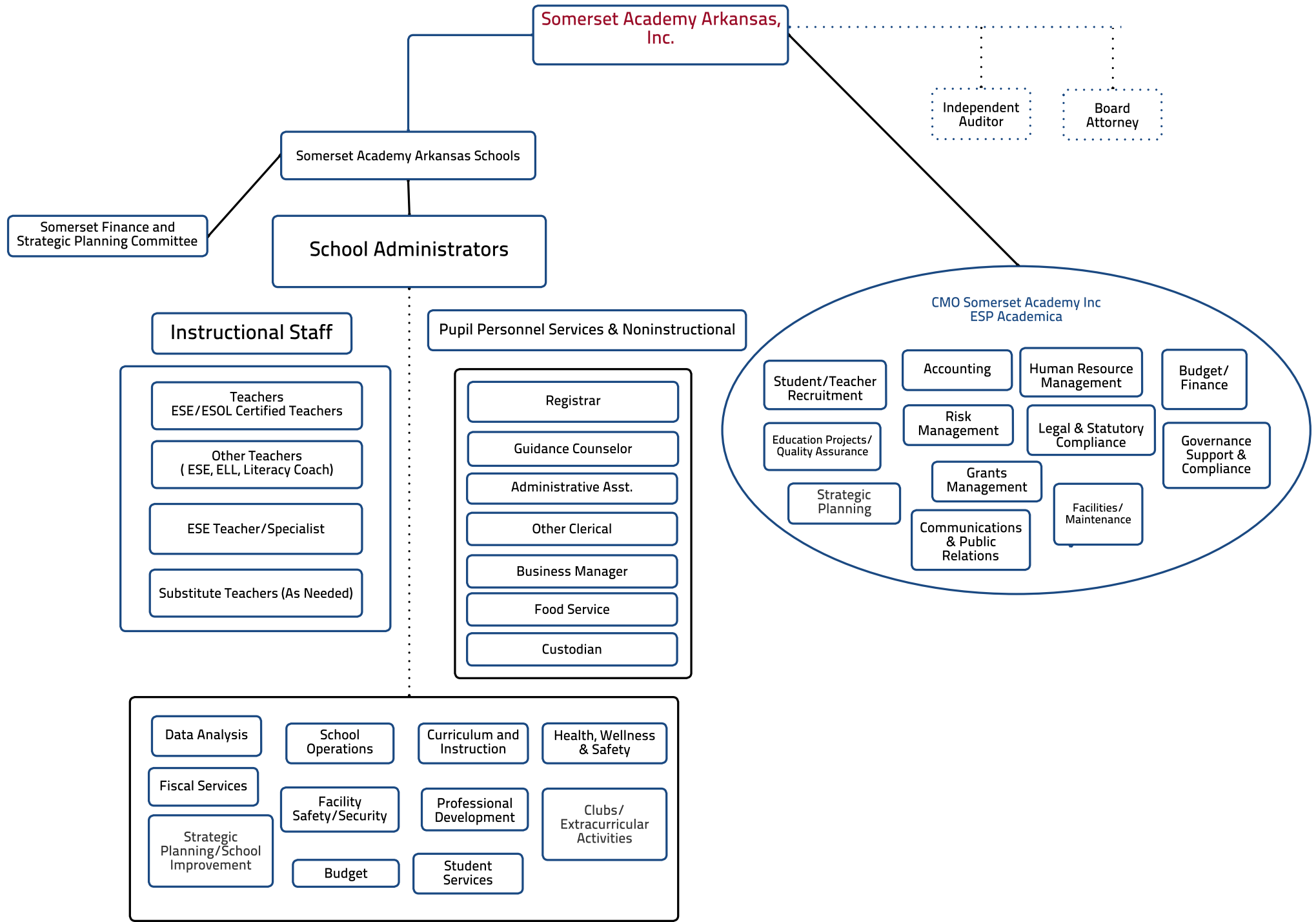
**Title:** Director  
**Address 1:** 6340 SUNSET DRIVE  
**City:** MIAMI  
**State:** FL  
**Zip:** 33143  
**Country:** USA

**First Name:** TAYLOR  
**Last Name:** SMITH  
**Title:** Director  
**Address 1:** 6340 SUNSET DRIVE  
**City:** MIAMI  
**State:** FL  
**Zip:** 33140  
**Country:** USA

**First Name:** TODD  
**Last Name:** GERMAN  
**Title:** Incorporator/Organizer  
**Address 1:** 6340 SUNSET DRIVE  
**City:** MIAMI  
**State:** FL  
**Zip:** 33143  
**Country:** USA

# **ATTACHMENT**

## **ORGANIZATION CHARTS**



# **ATTACHMENT**

**PROPOSED BUDGET**

Start-up Budget

**Start-up Budget**

<b>Line of Credit / Grant **</b>	40,000						
<b>EXPENSES:</b>	February	March	April	June	July	Total	
<b>Administration Staff</b>	2,500	3,500	3,500	3,500	3,500	3,500	16,500
<b>Marketing &amp; Enrollment</b>		2,500			2,000	15,500	20,000
<b>Computer/Printer</b>	1,500					1,000	2,500
<b>Administrative Expenses</b>	500	200	100	100	100	100	1,000
<b>TOTAL OPERATING EXPENSES</b>	4,500	6,200	3,600	5,600	20,100		40,000
<b>Fund Balance</b>	35,500	29,300	25,700	20,100		-	

\*\* The School will apply for a \$40,000 planning and design grant, as provided by the Charter School Implementation Grant Program. If awarded, the grant will assist the school with the start-up costs which will be incurred prior to the period when the school will begin to receive operational funding from the sponsor. In the event that the start-up grant is not awarded, the school can either use resources from its network or has identified a non-profit charter school lender that will provide a line of credit to support the opening expenditures.



**Somerset Academy Elementary  
Estimated Revenues - Year 1**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	250	\$7,771.00	\$1,942,750.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$1,942,750.00</b>

**Somerset Academy Elementary**  
**Estimated Salaries to be Paid from State/Local Funds - Year 1**

<b>Position</b>	<b>#</b>	<b>Salary</b>	<b>Subtotal</b>	<b>Fringe</b>	<b>Total Expense</b>
Teacher	10	\$47,500	\$475,000	\$123,500	\$598,500
Specialized Teacher	1	\$50,000	\$50,000	\$13,000	\$63,000
Principal	0.5	\$110,000	\$55,000	\$14,300	\$69,300
Assitant Principal	0.5	\$80,000	\$40,000	\$10,400	\$50,400
ESE Teacher	1	\$50,000	\$50,000	\$13,000	\$63,000
Counselor	1	\$50,000	\$50,000	\$13,000	\$63,000
Office Assistant	1	\$31,000	\$31,000	\$8,060	\$39,060
Registar	1	\$35,000	\$35,000	\$9,100	\$44,100
Business Manager	0.5	\$45,000	\$22,500	\$5,850	\$28,350
Custodian	2	\$21,000	\$42,000	\$10,920	\$52,920
Security	1	\$23,160	\$23,160	\$6,022	\$29,182
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
<b>Total Budgeted Salaries and Benefits</b>					<b>\$1,100,812</b>

**Somerset Academy Elementary  
Estimated Expenditures - Year 1**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$2,500.00
Supplies and Materials	Office Supplies, Postage and Printing	\$11,500.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,500.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$28,750.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$62,500.00
Equipment	Computers Leased \$50/student	\$12,500.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$31,250.00
Workshop and Trainings		\$5,000.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$12,500.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$37,500.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$4,000 / month	\$48,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$187,500.00
Advertising/Marketing		
Legal Services		\$15,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,000/student	\$250,000.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$42,437.50
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$15,762.50
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$837,000.00**

**Somerset Academy Elementary  
Year 1 Ending Balance**

**REVENUE** \$1,942,750.00

**EXPENDITURES**

Salaries & Benefits \$1,100,811.60

Other Expenses \$837,000.00

\$1,937,811.60

**ENDING BALANCE**

\$4,938.40

**Somerset Academy Elementary  
Estimated Revenues - Year 2**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	375	\$7,926.42	\$2,972,407.50
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$2,972,407.50</b>

**Somerset Academy Elementary**  
**Estimated Salaries to be Paid from State/Local Funds - Year 2**

<b>Position</b>	<b>#</b>	<b>Salary</b>	<b>Subtotal</b>	<b>Fringe</b>	<b>Total Expense</b>
Teacher	15	\$48,450	\$726,750	\$188,955	\$915,705
Specialized Teacher	3	\$51,000	\$153,000	\$39,780	\$192,780
Principal	0.5	\$112,200	\$56,100	\$14,586	\$70,686
Assitant Principal	0.5	\$81,600	\$40,800	\$10,608	\$51,408
ESE Teacher	2	\$51,000	\$102,000	\$26,520	\$128,520
Counselor	2	\$51,000	\$102,000	\$26,520	\$128,520
Office Assistant	1	\$31,620	\$31,620	\$8,221	\$39,841
Registrar	1	\$35,700	\$35,700	\$9,282	\$44,982
Business Manager	0.5	\$45,900	\$22,950	\$5,967	\$28,917
Custodian	3	\$21,420	\$64,260	\$16,708	\$80,968
Security	2	\$23,623	\$47,246	\$12,284	\$59,530
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
<b>Total Budgeted Salaries and Benefits</b>					<b>\$1,741,857</b>



**Somerset Academy Elementary  
Estimated Expenditures - Year 2**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$3,750.00
Supplies and Materials	Office Supplies, Postage and Printing	\$10,500.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,500.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$43,125.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$93,750.00
Equipment	Computers Leased \$50/student	\$18,750.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$46,875.00
Supplies and Materials		\$7,500.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$18,750.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$56,250.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$4,000 / month	\$48,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$281,250.00
Advertising/Marketing		
Legal Services		\$15,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$393,750.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$63,656.25
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$23,643.75
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES    \$1,198,850.00**

**Somerset Academy Elementary  
Year 2 Ending Balance**

**REVENUE** \$2,972,407.50

**EXPENDITURES**

Salaries & Benefits \$1,741,857.26

Other Expenses \$1,198,850.00

\$2,940,707.26

**ENDING BALANCE** \$31,700.24

**Somerset Academy Elementary  
Estimated Revenues - Year 3**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	475	\$7,926.42	\$3,765,049.50
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$3,765,049.50</b>

**Somerset Academy Elementary**  
**Estimated Salaries to be Paid from State/Local Funds - Year 3**

<b>Position</b>	<b>#</b>	<b>Salary</b>	<b>Subtotal</b>	<b>Fringe</b>	<b>Total Expense</b>
Teacher	19	\$48,450	\$920,550	\$239,343	\$1,159,893
Specialized Teacher	3	\$51,000	\$153,000	\$39,780	\$192,780
Principal	0.5	\$112,200	\$56,100	\$14,586	\$70,686
Assitant Principal	0.5	\$81,600	\$40,800	\$10,608	\$51,408
ESE Teacher	2	\$51,000	\$102,000	\$26,520	\$128,520
Counselor	2	\$51,000	\$102,000	\$26,520	\$128,520
Office Assistant	1	\$31,620	\$31,620	\$8,221	\$39,841
Registrar	1	\$35,700	\$35,700	\$9,282	\$44,982
Business Manager	0.5	\$45,900	\$22,950	\$5,967	\$28,917
Custodian	3	\$21,420	\$64,260	\$16,708	\$80,968
Security	2	\$23,623	\$47,246	\$12,284	\$59,530
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
			\$0	\$0	\$0
<b>Total Budgeted Salaries and Benefits</b>					<b>\$1,986,045</b>

## Somerset Academy Elementary Estimated Expenditures - Year 3

Administration:	Explanation	Amount
Purchased Services	Dues and subscriptions	\$4,750.00
Supplies and Materials	Office Supplies, Postage and Printing	\$10,500.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,500.00
Classroom Instruction:	Explanation	Amount
Purchased Services	Digital Education Content @115/student	\$54,625.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$118,750.00
Equipment	Computers Leased \$50/student	\$23,750.00
Special Education:	Explanation	Amount
Purchased Services	ESE/Speech Therapist/Consultants	\$59,375.00
Supplies and Materials		\$9,500.00
Equipment	Computers	\$3,500.00
Gifted & Talented Program	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ALE Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ELL Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$23,750.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$71,250.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$4,000 / month	\$48,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00



<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$356,250.00
Advertising/Marketing		
Legal Services		\$15,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$498,750.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$80,631.25
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$29,948.75
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$1,479,130.00**

**Somerset Academy Elementary  
Year 3 Ending Balance**

**REVENUE** \$3,765,049.50

**EXPENDITURES**

Salaries & Benefits \$1,986,045.26

Other Expenses \$1,479,130.00

\$3,465,175.26

**ENDING BALANCE** \$299,874.24

Start-up Budget

**Start-up Budget**

<b>Line of Credit / Grant **</b>	40,000						
<b>EXPENSES:</b>	February	March	April	June	July	Total	
<b>Administration Staff</b>	2,500	3,500	3,500	3,500	3,500	3,500	16,500
<b>Marketing &amp; Enrollment</b>		2,500			2,000	15,500	20,000
<b>Computer/Printer</b>	1,500					1,000	2,500
<b>Administrative Expenses</b>	500	200	100	100	100	100	1,000
<b>TOTAL OPERATING EXPENSES</b>	4,500	6,200	3,600	5,600	20,100		40,000
<b>Fund Balance</b>	35,500	29,300	25,700	20,100		-	

\*\* The School will apply for a \$40,000 planning and design grant, as provided by the Charter School Implementation Grant Program. If awarded, the grant will assist the school with the start-up costs which will be incurred prior to the period when the school will begin to receive operational funding from the sponsor. In the event that the start-up grant is not awarded, the school can either use resources from its network or has identified a non-profit charter school lender that will provide a line of credit to support the opening expenditures.

**Somerset Academy Middle School Estimated  
Revenues - Year 1**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	100	\$7,771.00	\$777,100.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$777,100.00</b>



## Somerset Academy Middle School Estimated Expenditures - Year 1

Administration:	Explanation	Amount
Purchased Services	Dues and subscriptions	\$1,000.00
Supplies and Materials	Office Supplies, Postage and Printing	\$11,500.00
Equipment	Leased Computer @ \$1,000 / administrator	\$1,000.00
Classroom Instruction:	Explanation	Amount
Purchased Services	Digital Education Content @115/student	\$11,500.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$25,000.00
Equipment	Computers Leased \$50/student	\$5,000.00
Special Education:	Explanation	Amount
Purchased Services	ESE/Speech Therapist/Consultants	\$12,500.00
Workshop and Trainings		\$2,000.00
Equipment	Computers	\$3,500.00
Gifted & Talented Program	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ALE Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ELL Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$5,000.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$15,000.00
Supplies and Materials	Cleaning and other supplies	\$10,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$75,000.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,000/student	\$100,000.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$16,975.00
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$6,305.00
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$373,580.00**



**Somerset Academy Middle School  
Year 1 Ending Balance**

**REVENUE** \$777,100.00

**EXPENDITURES**

Salaries & Benefits \$400,050.00

Other Expenses \$373,580.00

\$773,630.00

**ENDING BALANCE** \$3,470.00

**Somerset Academy Middle School  
Estimated Revenues - Year 2**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	250	\$7,926.42	\$1,981,605.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$1,981,605.00</b>



## Somerset Academy Middle School Estimated Expenditures - Year 2

Administration:	Explanation	Amount
Purchased Services	Dues and subscriptions	\$2,500.00
Supplies and Materials	Office Supplies, Postage and Printing	\$3,000.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,000.00
Classroom Instruction:	Explanation	Amount
Purchased Services	Digital Education Content @115/student	\$28,750.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$62,500.00
Equipment	Computers Leased \$50/student	\$12,500.00
Special Education:	Explanation	Amount
Purchased Services	ESE/Speech Therapist/Consultants	\$31,250.00
Supplies and Materials		\$5,000.00
Equipment	Computers	\$3,500.00
Gifted & Talented Program	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ALE Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
ELL Program:	Explanation	Amount
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$12,500.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$37,500.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$187,500.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$262,500.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$42,437.50
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$15,762.50
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$806,500.00**

**Somerset Academy Middle School  
Year 2 Ending Balance**

<b>REVENUE</b>		<b>\$1,981,605.00</b>
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**EXPENDITURES**

Salaries & Benefits	\$1,143,349.20	
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Other Expenses	<u>\$806,500.00</u>	
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		<u><u>\$1,949,849.20</u></u>
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<b>ENDING BALANCE</b>		<b>\$31,755.80</b>
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**Somerset Academy Middle School Estimated  
Revenues - Year 3**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	300	\$7,926.42	\$2,377,926.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$2,377,926.00</b>





**Somerset Academy Middle School  
Estimated Expenditures - Year 3**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$3,000.00
Supplies and Materials	Office Supplies, Postage and Printing	\$3,000.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,000.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$34,500.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$75,000.00
Equipment	Computers Leased \$50/student	\$15,000.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$37,500.00
Supplies and Materials		\$6,000.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$15,000.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$45,000.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$225,000.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$315,000.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$50,925.00
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$18,915.00
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$946,640.00**

**Somerset Academy Middle School  
Year 3 Ending Balance**

**REVENUE** \$2,377,926.00

**EXPENDITURES**

Salaries & Benefits \$1,265,443.20

Other Expenses \$946,640.00

\$2,212,083.20

**ENDING BALANCE** \$165,842.80

Start-up Budget

**Start-up Budget**

<b>Line of Credit / Grant **</b>	40,000						
<b>EXPENSES:</b>	February	March	April	June	July	Total	
<b>Administration Staff</b>	2,500	3,500	3,500	3,500	3,500	3,500	16,500
<b>Marketing &amp; Enrollment</b>		2,500			2,000	15,500	20,000
<b>Computer/Printer</b>	1,500					1,000	2,500
<b>Administrative Expenses</b>	500	200	100	100	100	100	1,000
<b>TOTAL OPERATING EXPENSES</b>	4,500	6,200	3,600	5,600	20,100		40,000
<b>Fund Balance</b>	35,500	29,300	25,700	20,100		-	

\*\* The School will apply for a \$40,000 planning and design grant, as provided by the Charter School Implementation Grant Program. If awarded, the grant will assist the school with the start-up costs which will be incurred prior to the period when the school will begin to receive operational funding from the sponsor. In the event that the start-up grant is not awarded, the school can either use resources from its network or has identified a non-profit charter school lender that will provide a line of credit to support the opening expenditures.

**Somerset Academy High School  
Estimated Revenues - Year 1**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	100	\$7,771.00	\$777,100.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$777,100.00</b>





**Somerset Academy High School  
Estimated Expenditures - Year 1**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$1,000.00
Supplies and Materials	Office Supplies, Postage and Printing	\$11,500.00
Equipment	Leased Computer @ \$1,000 / administrator	\$1,000.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$11,500.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$25,000.00
Equipment	Computers Leased \$50/student	\$5,000.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$12,500.00
Workshop and Trainings		\$2,000.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$5,000.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$15,000.00
Supplies and Materials	Cleaning and other supplies	\$10,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$75,000.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,000/student	\$100,000.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$16,975.00
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$6,305.00
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$373,580.00**

**Somerset Academy High School  
Year 1 Ending Balance**

**REVENUE** \$777,100.00

**EXPENDITURES**

Salaries & Benefits \$400,050.00

Other Expenses \$373,580.00

\$773,630.00

**ENDING BALANCE** \$3,470.00

**Somerset Academy High School  
Estimated Revenues - Year 2**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	250	\$7,926.42	\$1,981,605.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$1,981,605.00</b>



**Somerset Academy High School  
Estimated Expenditures - Year 2**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$2,500.00
Supplies and Materials	Office Supplies, Postage and Printing	\$3,000.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,000.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$28,750.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$62,500.00
Equipment	Computers Leased \$50/student	\$12,500.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$31,250.00
Supplies and Materials		\$5,000.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$12,500.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$37,500.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00



<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$187,500.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$262,500.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$42,437.50
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$15,762.50
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES      \$806,500.00**

**Somerset Academy High School  
Year 2 Ending Balance**

<b>REVENUE</b>		<b>\$1,981,605.00</b>
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**EXPENDITURES**

Salaries & Benefits	\$1,143,349.20	
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Other Expenses	<u>\$806,500.00</u>	
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		<u><u>\$1,949,849.20</u></u>
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<b>ENDING BALANCE</b>		<b>\$31,755.80</b>
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**Somerset Academy High School  
Year 3 Ending Balance**

Source of Funds	# Students	Amount Per Student	Total Yr 1
Foundation Funding	450	\$7,926.42	\$3,566,889.00
Grants/Other Funding:			
Grants/Other Funding:			
<b>Total Budgeted Revenues</b>			<b>\$3,566,889.00</b>



**Somerset Academy High School  
Year 3 Ending Balance**

<b>Administration:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Dues and subscriptions	\$4,500.00
Supplies and Materials	Office Supplies, Postage and Printing	\$3,000.00
Equipment	Leased Computer @ \$1,000 / administrator	\$2,000.00
<b>Classroom Instruction:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Digital Education Content @115/student	\$51,750.00
Supplies and Materials	Curriculum Materials @ \$250/student	\$112,500.00
Equipment	Computers Leased \$50/student	\$22,500.00
<b>Special Education:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	ESE/Speech Therapist/Consultants	\$56,250.00
Supplies and Materials		\$9,000.00
Equipment	Computers	\$3,500.00
<b>Gifted &amp; Talented Program</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ALE Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>ELL Program:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		

<b>Guidance Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Health Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Included in Special Education	
Supplies and Materials		
Equipment		
<b>Library Media Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials	Books and supplies \$50/student	\$22,500.00
Equipment	Computers	\$3,500.00
<b>Fiscal Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Audit	\$15,000.00
Supplies and Materials		\$3,500.00
Equipment	Computers	\$1,500.00
<b>Pupil Transportation:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Maintenance &amp; Operations:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services	Custodial Services - \$2.5 / SQFT	\$67,500.00
Supplies and Materials	Cleaning and other supplies	\$25,000.00
Equipment		
Phone	\$1,000 / month	\$12,000.00
Gas		
Electric	\$2,000 / month	\$24,000.00
Water	\$500 / month	\$6,000.00
Sewer	\$150 / month	\$1,800.00

<b>Food Services:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Data Processing:</b>	<b>Explanation</b>	<b>Amount</b>
Purchased Services		
Supplies and Materials		
Equipment		
<b>Substitute Personnel:</b>	<b>Explanation</b>	<b>Amount</b>
Supplies and Materials		
<b>CMO Fee (if applicable):</b>	<b>Explanation</b>	<b>Amount</b>
Annual Fee	CMO Fee @ \$750/student	\$337,500.00
Advertising/Marketing		
Legal Services		\$5,000.00
<b>Facilities:</b>	<b>Explanation</b>	<b>Amount</b>
Lease/Purchase Contract Per Yr	Lease at \$1,050/student	\$472,500.00
Facility Upgrades		
Property Insurance Per Yr	Insurance at \$97 per \$1,000 of value	\$76,387.50
Content Insurance Per Yr	Insurance at \$97 per \$100 of value	\$28,372.50
<b>Debt Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>
<b>Other Expenditures:</b>	<b>Explanation</b>	<b>Amount</b>

**TOTAL BUDGETED EXPENDITURES    \$1,367,060.00**

**Somerset Academy High School  
Year 3 Ending Balance**

**REVENUE** \$3,566,889.00

**EXPENDITURES**

Salaries & Benefits \$1,631,725.20

Other Expenses \$1,367,060.00

\$2,998,785.20

**ENDING BALANCE** \$568,103.80



# **ATTACHMENT**

## **PERSONNEL POLICIES**

# Somerset Academy, Inc. Employee Handbook



## INTRODUCTORY STATEMENT

The School has entered into a strategic relationship with ADP TotalSource. ADP TotalSource is a human resources management firm in a business popularly referred to as a "Professional Employer Organization (PEO)." With the ever-changing pattern of employee relations, The School has enlisted the services of ADP TotalSource to help administer payroll, provide employee benefits and assist with human resources and risk management. Under this arrangement, both The School and ADP TotalSource are your employers and have certain rights and responsibilities with respect to your employment. As your PEO, we want to do our part to assist in making your job more fulfilling. Our goal is to provide you with the best benefits and employee services possible. Together, we can achieve great things.

This Employee Handbook is designed to acquaint you with The School and ADP TotalSource and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment. You should read, understand, and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed by The School and ADP TotalSource to benefit employees. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

While every attempt has been made to create these policies consistent with federal and state law, if an inconsistency arises the policy(s) will be enforced consistent with the applicable law.

No Employee Handbook can anticipate every circumstance or question about policy. As The School continues to grow, the need may arise to revise the Employee Handbook. ADP TotalSource and The School reserve the right to revise, supplement, or rescind any policies or portion of the Employee Handbook from time to time as it deems appropriate, in its sole and absolute discretion. The only exception to any changes is our employment-at-will policy permitting you or The School to end our relationship for any reason at any time. Employees will, of course, be notified of such changes to the handbook as they occur.

Your Employee Handbook will supersede any previous policy manual or Employee Handbook that may have been provided to employees at your School prior to your relationship with ADP TotalSource. These policies are not a legal document or an employment contract.

### Important Contact Information

ADP TotalSource Employee Service Center (800) 554-1802

Employee Assistance Program (see Policy 3-11) (888) 231-7015

**ADP TotalSource Website** [www.adptotalsource.com](http://www.adptotalsource.com)

*Academica (305-669-2906) Amy Nunez, HR Manager for all School's*

# Table of Contents

---

Section 1 - Governing Principles of Employment .....	10
1-1. Equal Employment Opportunity.....	10
1-2. Sexual and Other Unlawful Harassment .....	11
1-3. Immigration Law Compliance.....	12
1-4. Termination of Teaching Agreement .....	13
1-5. Whistleblower Policy .....	13
1-6. Outside Employment .....	14
1-7. Workplace Violence .....	14
1-8. Self-Reporting Rule.....	16
1-9. Mandated Reporter .....	16
Section 2 - Operational Policies.....	18
2-1. Employment Categories .....	18
2-2. Substitute Teachers.....	19
2-3. Anniversary Date.....	19
2-4. Introductory Period/ 90 Day Evaluation period .....	19
2-5. New Hires/Special Skills Licensing and Certification .....	20
2-6. Your Employment Records .....	21
2-7. Working Hours and Schedule.....	21
2-8. Timekeeping Procedures .....	21
2-9. Overtime .....	22
2-10. Travel Time for Non-Exempt Employees .....	22
2-11. Safe Harbor Policy for Exempt Employees.....	23
2-12. Your Paycheck.....	24
2-13. Compensation .....	25
2-14. Direct Deposit.....	26
2-15. Salary Advances .....	26
2-16. Performance Reviews .....	26
2-17. Record Retention .....	27

Section 3 - Benefits .....	28
3-1. Benefits Overview .....	28
3-2. Holidays .....	29
3-3. Personal Time Off .....	29
3-4. Lactation Breaks .....	31
3-5 Health Insurance .....	31
3-6. Workers' Compensation.....	32
3-7. Jury Duty Leave.....	32
3-8. Bereavement Leave .....	33
3-9. Voting Leave .....	33
3-10. Long-Term Disability .....	33
3-11. Employee Assistance Program .....	34
3-12 Educational Assistance .....	34
3-13. Retirement Savings Plan.....	35
3-14. Flexible Spending Account (FSA) .....	36
3-15. Transportation Reimbursement Program.....	36
Section 4 - Leaves of Absence.....	37
4-1. Family and Medical Leave .....	37
4-2. Extended Leave of Absence .....	45
4-3. Maternity/Paternity Leave of Absence.....	45
Section 5 - General Standards of Conduct.....	47
5-1. Workplace Conduct .....	47
5-2. Professional Judgment.....	48
5-3. Punctuality and Attendance .....	49
5-4. Transfers within Academica Managed Schools .....	50
5-5. Use of Communication and Computer Systems.....	50
5-6. Use of Social Media .....	51
5-7. Personal and School-Provided Portable Communication Devices.....	52
5-8. Camera Phones/Recording Devices.....	54
5-9. Inspections.....	54
5-10. Smoking/Alcoholic Beverages/Drugs .....	54

5-11. Parking.....	54
5-12. Housekeeping .....	55
5-13. Personal Visits and Telephone Calls .....	55
5-14. Solicitation and Distribution.....	55
5-15. Bulletin Boards .....	55
5-16. Business Ethics and Conduct.....	56
5-17. Conflicts of Interest .....	56
5-18. Non-Competition .....	57
5-19. Use of Facilities, Equipment and Property, Including Intellectual Property.....	57
5-20. Health and Safety.....	58
5-21. Hiring Relatives/Employee Relationships.....	60
5-22. Employee-Student Relationships.....	60
5-23. Employee Dress and Personal Appearance .....	60
5-24. Publicity/Statements to the Media.....	61
5-25. Operation of Vehicles .....	62
5-26. Business Travel Expenses .....	62
5-27. Employee Discipline.....	63
5-28. Problem Resolution .....	64
5-29. Duties of the Teacher.....	65
5-30. Life-Threatening Illnesses in the Workplace.....	65
5-31. Recycling .....	66
5-32. References .....	67
5-33. If You Must Leave Us.....	67
5-34. Exit Interview .....	67
5-35. A Few Closing Words .....	68

## **WELCOME!**

Welcome Employee!

“The School” and ADP TotalSource wish you every success. We believe that each employee contributes directly to The School’s growth and success, and we hope you will take pride in being a member of our team.

This Employee Handbook was developed to describe some of the expectations of our employees and to outline the policies, programs, and benefits available to eligible employees. Employees should familiarize themselves with the contents of the employee handbook as soon as possible, for it will answer many questions about employment with The School and ADP TotalSource.

We hope that your experience here will be challenging, enjoyable, and rewarding. Again, welcome!

Sincerely,

Dave Imbrogno  
Area President  
ADP TotalSource

SAMPLE

## ORGANIZATION DESCRIPTION

The School wishes to provide you with the best benefits and employee services possible. Therefore, The School has contracted the services of ADP TotalSource, Inc. a Professional Employer Organization, which will be responsible for providing, at the direction of The School, human resource services, a comprehensive benefits and retirement package to you at the start of your employment. Under its co-employment agreement with The School, ADP TotalSource will be your employer of record.

Ultimately, the success of The School depends on you and you are an important asset to the education program. The School wants to create the best environment for you by providing encouragement and recognition to develop your talents as an educator.

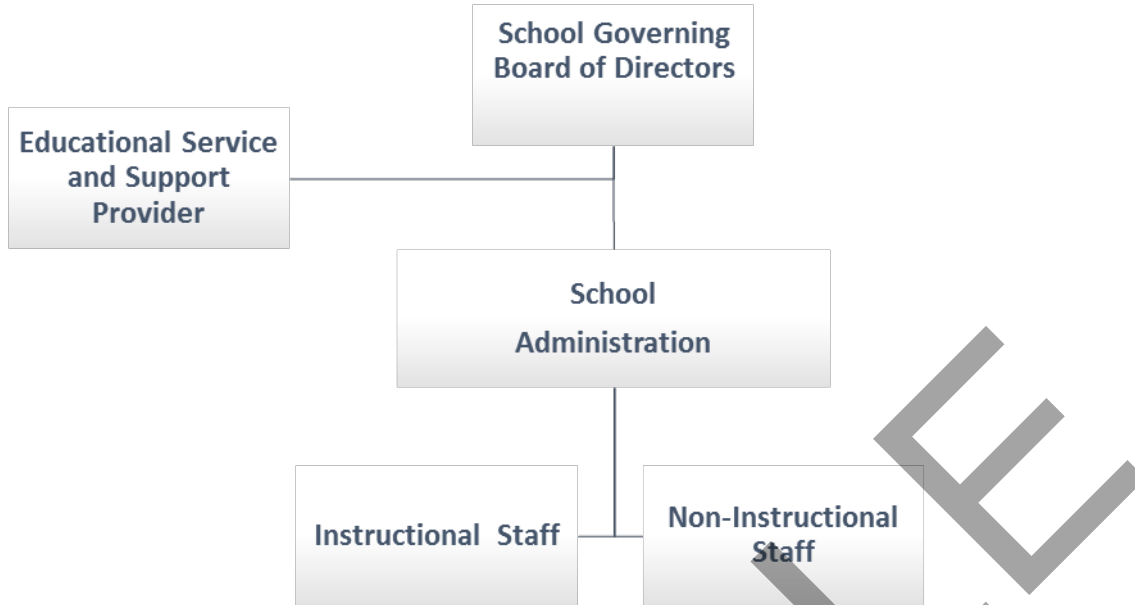
This employee handbook ("Handbook") is a source of information about payroll, privileges, benefits, and procedures, along with a few general rules and policies. It is to advise you of certain policies that may affect your employment. This Handbook is not a legal document and should not be construed as creating any kind of employment contract, since The School reserves the right to add, change or delete benefits and policies, as it deems.

The School, upon resolution by its Board of Directors, reserves the right to amend, add or change the policies, protocols, procedures and/or employee benefits listed or offered in this Handbook, including any supplements at any time it deems necessary. Please contact *Academica (305-669-2906) Amy Nunez, HR Manager*.

We look forward to working with you to provide quality educational services to the students and parents we serve.



## Organizational Chart



### School Board of Directors for The School.

The Board of Directors of The School has the overall responsibility for the affairs and management of The School. The Board will be the primary policy making body for The School. The Board includes members who are experienced both in the establishment of Charter Schools and in the structure and control of business enterprises. Each Director will take on a proactive role in specific areas that reflect his or her area(s) of expertise.

### Academica

The Board of Directors will utilize the services of Academica, a professional educational service and support organization that specializes in providing services to charter schools. Academica is currently providing services to over 120 charter schools nationwide. Academica was founded on the principle that each charter school is a unique educational environment that is governed by a board that best knows the right path for its school. Academica's mission is to facilitate the Board's vision for its school.

If you are uncertain about whom to contact at any time regarding any matter or situation, please contact **Academica (305-669-2906) Amy Nunez, HR Manager.**

### School-Site Administrator

The School's on-site administration will consist of the Principal, Assistant Principal(s) or Lead Teacher and secretarial staff who will be responsible for working with the teaching staff, addressing student-related issues, assisting in curriculum development, and overseeing the parental involvement agreements. The Principal of your school is considered your direct supervisor, and is responsible for, in conjunction with the Assistant Principal(s) or Lead Teacher, training and the day-to-day supervision of your work.

All questions regarding your school's position should be directed to your Principal.

SAMPLE

**EMPLOYEE ACKNOWLEDGEMENT FORM**

The employee handbook describes important information about The School and ADP TotalSource, and I understand that I should consult the Human Resources Manager regarding any questions not answered in the handbook. I have entered into my employment relationship with The School and ADP TotalSource voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or The School or ADP TotalSource can terminate the relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the handbook may occur, except to ADP TotalSource's policy of employment-at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies.

Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

EMPLOYEE'S NAME (printed): \_\_\_\_\_

EMPLOYEE'S SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

## **Section 1 - Governing Principles of Employment**

### **1-1. Equal Employment Opportunity**

The School is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

The School will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If you need assistance to perform your job duties because of a physical or mental condition, please let your supervisor know. Employees may also contact the ADP TotalSource Employee Service Center at (800) 554-1802.

The School will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on The School's operations. If you wish to request such an accommodation, please speak to your supervisor. Employees may also contact the ADP TotalSource Employee Service Center at (800) 554-1802.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of their supervisor. Note: If your Supervisor is the person toward whom the concern is directed, you should contact any higher level Manager in your reporting chain. Employees may also contact the ADP TotalSource Employee Service Center at (800) 554-1802 if they are uncomfortable for any reason using the above procedure. The School will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. To ensure our workplace is free of artificial barriers, violation of this policy will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.

## 1-2. Sexual and Other Unlawful Harassment

The School and ADP TotalSource are committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic will not be tolerated. ADP TotalSource provides ongoing sexual harassment training to ensure you the opportunity to work in an environment free of sexual and other unlawful harassment.

Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser. The following is a partial list of sexual harassment examples:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct that includes leering, making sexual gestures, or displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct that includes making or using derogatory comments, epithets, slurs, or jokes.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, or invitations.
- Physical conduct that includes touching, assaulting, or impeding or blocking movements.

Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission or rejection of the conduct is used as a basis for making employment decisions; or, (3) the conduct has the purpose or effect of interfering with work performance or creating an intimidating, hostile, or offensive work environment.

If you experience or witness sexual or other unlawful harassment in the workplace, report it immediately to your supervisor and your ADP TotalSource Human Resources Professional (1-800-554-1802). If the supervisor is unavailable or you believe it would be inappropriate to contact that person, you should immediately contact any other member of management and your ADP TotalSource Human Resources Professional. You can raise concerns and make reports without fear of reprisal or retaliation.

All allegations of sexual harassment will be quickly and discreetly investigated. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. Communications will be made to others only on a limited "need to know" basis. If you make a complaint under this policy and have not received a satisfactory response, you should contact the Senior Vice President of Human Resources at ADP TotalSource at 1-800-962-4404 extension 1015. When the investigation is completed, you will be informed of the outcome of the investigation.

Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment must immediately advise the Human Resources Professional or any member of management so it can be investigated in a timely and confidential manner. Upon completion of the investigation, if necessary, corrective measures will be taken. These measures may include, but are not limited to: training, counseling, warning, suspension, or immediate dismissal. Anyone, regardless of position or title, found through investigation to have engaged in improper harassment will be subject to discipline up to and including discharge. If the investigation is inconclusive, ADP TotalSource and your School may still provide counseling or take other appropriate steps.

The School and ADP TotalSource prohibit any form of discipline or retaliation for reporting in good faith the incidents of harassment in violation of this policy, pursuing any such claim or cooperating in the investigation of such reports.

### **1-3. Immigration Law Compliance**

The School and ADP TotalSource are committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired may also be required to complete the form.

Employees with questions or seeking more information on immigration law issues are encouraged to contact the ADP TotalSource Employee Service Center (1-800-554-1802). Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

## 1-4. Termination of Teaching Agreement

The School may terminate this Agreement as follows:

1. For a Teacher in her first year with The School, a decision by the Administrator to discontinue employment after the 90-day evaluation/probation period.
2. An unsatisfactory result of background, fingerprinting, and/or drug screenings at any time during employment.
3. For failure to perform the duties required of the Teacher, or for a transgression by the Teacher which endangers the safety of anyone at The School or which involves conduct that is disruptive to the operation of The School or the academic advancement of The School. In such case, The School may require the Teacher to immediately cease presence and activity at The School.
4. For illness, accident or disability that incapacitates the Teacher for a period of more than 60 days (FMLA excluded).
5. For cause. The Teacher agrees that the following events may result in her/his termination, yet are not exhaustive. School may terminate this Agreement, during its term, for any of the following acts by the Teacher: (i) failure to perform her/his essential duties; (ii) dishonesty; or (iii) gross misconduct or gross dereliction of duty; or (iv) misrepresentation or other acts of moral turpitude or criminal conduct; or (v) insubordination; or (vi) obtainment of a score of failure on a formal teacher evaluation system conducted by the administration; or (vii) failure to complete daily responsibilities such as lesson plans, grading, parent conferences, etc.; or (viii) participating in illegal or questionable activities that would reflect negatively on The School such as drinking alcohol outside school premises while wearing The School uniform or school emblem; or (ix) use of inappropriate language within the classroom or in the presence of students.
6. Upon termination of employment created hereby, whatever may be the cause of such termination, The School shall pay to the Teacher any compensation earned by the Teacher up to the date of termination and the Teacher shall accept such payment as full discharge and release of The School from any further obligations to the Teacher.
7. It is mutually covenanted and agreed that the Teacher desiring to terminate this contract is required to give, in writing, thirty (30) working days written notice of such termination, and notice of termination is of the essence of the contract and the compensation paid by The School to the Teacher.
8. This Agreement may be terminated by the mutual agreement of the parties.

## 1-5. Whistleblower Policy

Whereas the Board of Directors of The School has determined that it would be in the best interests of the school to consider and to adopt a written policy relating to whistle blowers;

Whereas, the Board of Directors has reviewed the terms of the following policy, and following a report from counsel and discussion at a duly called meeting of the Board;

It is hereby resolved by the Board of Directors that the following policy is hereby adopted and ratified:

No employee of the School or person acting on behalf of the school in attempting to comply with any policy established by the school (including ethics, conflicts, or anti-fraud) shall:

- be dismissed or threatened to be dismissed;
- be disciplined or suspended or threatened to be disciplined or suspended;
- be penalized or any other retribution imposed, or
- be intimidated or coerced,

Based to any extent upon the fact that the employee has reported an incident or participated in an investigation in accordance with the requirements of this Policy. Violation of this section of the Policy will result in disciplinary action, up to and including dismissal.

## **1-6. Outside Employment**

An employee may hold a job with another organization as long as he or she satisfactorily performs his or her job responsibilities with The School. All employees will be judged by the same performance standards and will be subject to The School's scheduling demands, regardless of any existing outside work requirements.

If The School determines that an employee's outside work interferes with performance or the ability to meet the requirements of The School as they are modified from time to time, the employee may be asked to terminate the outside employment if he or she wishes to remain with The School.

Outside employment will present a conflict of interest if it has an adverse impact on The School. This would be unacceptable.

Outside employment is prohibited during periods of either FMLA or Extended Leaves of Absence.

## **1-7. Workplace Violence**

The School is strongly committed to providing a safe workplace. The purpose of this policy is to minimize the risk of personal injury to employees and damage to School and personal property.



We do not expect you to become an expert in psychology or to physically subdue a threatening or violent individual. Indeed, we specifically discourage you from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage you to exercise reasonable judgment in identifying potentially dangerous situations.

Experts in the mental health profession state that prior to engaging in acts of violence, troubled individuals often exhibit one or more of the following behaviors or signs: over-resentment, anger and hostility; extreme agitation; making ominous threats such as bad things will happen to a particular person, or a catastrophic event will occur; sudden and significant decline in work performance; irresponsible, irrational, intimidating, aggressive or otherwise inappropriate behavior; reacting to questions with an antagonistic or overtly negative attitude; discussing weapons and their use, and/or brandishing weapons in the workplace; overreacting or reacting harshly to changes in School policies and procedures; personality conflicts with co-workers; obsession or preoccupation with a co-worker or Supervisor; attempts to sabotage the work or equipment of a co-worker; blaming others for mistakes and circumstances; demonstrating a propensity to behave and react irrationally

### **Prohibited Conduct**

Threats, threatening language or any other acts of aggression or violence made toward or by any School employee **WILL NOT BE TOLERATED**. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation. To the extent permitted by law, employees and visitors are prohibited from carrying weapons onto School premises.

### **Procedures for Reporting a Threat**

All potentially dangerous situations, including threats by co-workers, should be reported immediately to any member of management with whom you feel comfortable. Employees may also call the ADP TotalSource Employee Service Center at (800) 554-1802. Reports of threats may be maintained confidential to the extent maintaining confidentiality does not impede our ability to investigate and respond to the complaints. All threats will be promptly investigated. All employees must cooperate with all investigations. No employee will be subjected to retaliation, intimidation or disciplinary action as a result of reporting a threat in good faith under this policy.

If The School determines, after an appropriate good faith investigation, that someone has violated this policy, The School will take swift and appropriate corrective action.

If you are the recipient of a threat made by an outside party, please follow the steps detailed in this section. It is important for us to be aware of any potential danger in our offices. Indeed, we want to take effective measures to protect everyone from the threat of a violent act by an employee or by anyone else.

## 1-8. Self-Reporting Rule

All employees shall self-report, in writing, to the Principal and Human Resources Department at Academica, within forty-eight (48) hours of any arrests, citations, charges involving the abuse of a child, the sale and/or possession of a controlled substance, or charges involving Sexual Misconduct, Sexual Battery, Possession (including e-mail transmissions) or Sale of Pornography Involving Minors, and Sexual Relations with students. Such notice shall not be considered an admission of guilt nor shall be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial.

It is the responsibility of the employee to immediately notify the Principal and Human Resources Department at Academica, within forty-eight (48) hours of receipt of notice from the local school district and/or Florida Department of Education of any issues that arise regarding fingerprint clearance and/or the issuance of a Florida teaching certificate.

In addition, all persons shall self-report, in writing, within forty-eight (48) hours, any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion intervention program, or entering a plea of guilty or nolo contendere for any criminal offense other than minor traffic violations. DUI and DWI are not considered minor and must be reported.

## 1-9. Mandated Reporter

Florida Statutes (F.S.) (section 39.201(1)(a), “Mandatory reports of child abuse, abandonment or neglect”) require that **any** person who knows, or has reasonable cause to suspect, that a child is abused, abandoned, or neglected by a parent, legal custodian, caregiver or other person responsible for the child’s welfare **must report such knowledge or suspicion to the Florida Abuse Hotline.**

### Florida Statutes Reporting Child Abuse

**Section 39.01(47), F.S.:** “Other person responsible for a child’s welfare” includes the child’s legal guardian or foster parent; an employee of any school, public or private child day care center, residential home, institution, facility or agency; a law enforcement officer employed in any facility, service or program for children that is operated or contracted by the Department of Juvenile Justice (DJJ); or any other person legally responsible for the child’s welfare in a residential setting; and also includes an adult sitter or relative entrusted with a child’s care.

### **Section 39.201 F.S. Mandatory reports of child abuse, abandonment or neglect; mandatory reports of death; central abuse hotline.**

(a) Any person who knows, or has reasonable cause to suspect, that a child is abused, abandoned, or neglected by a parent, legal custodian, caregiver or other person responsible for the child’s welfare, as defined in this chapter, or that a child is in need of supervision and care and has no parent, legal custodian, or responsible adult relative immediately known and available to provide supervision and care shall report such knowledge or suspicion.

(b) Any person who knows, or who has reasonable cause to suspect, that a child is abused by an adult other than a parent, legal custodian, caregiver or other person responsible for the child's welfare, shall report such knowledge or suspicion.

(c) Any person who knows, or has reasonable cause to suspect, that a child is the victim of childhood sexual abuse or the victim of a known or suspected juvenile sexual offender,

Reports may be made by one of the following methods:

- Toll-free telephone: 800-96-ABUSE
- Toll-free Telephone Device for the Deaf (TDD): 800-453-5145 Toll-free  
fax transmission: 800-914-0004
- Internet at <https://reportabuse.dcf.state.fl.us>

SAMPLE

## Section 2 - Operational Policies

### 2-1. Employment Categories

It is the intent of The School to clarify the definitions of employment classifications so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. Accordingly, the right to terminate the employment relationship at will at any time is retained by both the employee and employers.

Each employee is designated as either NONEXEMPT or EXEMPT from federal and state wage and hour laws. NONEXEMPT employees are entitled to overtime pay under the specific provisions of federal and state laws. EXEMPT employees are excluded from specific provisions of federal and state wage and hour laws. An employee's EXEMPT or NONEXEMPT classification may be changed only upon written notification by The School or ADP TotalSource.

In addition to the above categories, each employee will belong to one other employment category:

REGULAR FULL-TIME employees are those who are not in a temporary or introductory status and who are regularly scheduled to work The School's full-time schedule. Generally, they are eligible for ADP TotalSource's/The School's benefit package, subject to the terms, conditions, and limitations of each benefit program.

PART-TIME employees are those who are not assigned to a temporary or introductory status and who are regularly scheduled to work less than 30 hours per week. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), they are ineligible for all of ADP TotalSource's other benefit programs.

INTRODUCTORY employees are those whose performance is being evaluated to determine whether further employment in a specific position or with The School is appropriate. Employees who satisfactorily complete the introductory period will be notified of their new employment classification.

TEMPORARY/3100's employees are those who are hired as interim replacements, to temporarily supplement the work force, or to assist in the completion of a specific project. Employment assignments in this category are of a limited duration. Employment beyond any initially stated period does not in any way imply a change in employment status. Temporary employees retain that status unless and until notified of a change. While temporary employees receive all legally mandated benefits (such as workers' compensation insurance and Social Security), they are ineligible for all of ADP TotalSource's other benefit programs.

## 2-2. Substitute Teachers

Substitute Teachers are temporary staff called in to assist the school on an as-needed basis when a teacher is out. Employment assignments in this category are considered temporary, and on an as-needed basis. Employment beyond any initially stated period does not in any way imply a change in employment status. Substitute employees receive all legally mandated benefits (such as workers' compensation insurance and Social Security), however are ineligible for all other benefit programs. Should the school call a substitute for an assignment and the substitute is not available on multiple occasions, the school may remove the substitute from their list of substitutes.

## 2-3. Anniversary Date

The first day of work at your school location will be your anniversary date and will be used to determine your length of service to your school. This date will govern your eligibility to receive particular benefits.

## 2-4. Introductory Period/ 90 Day Evaluation period

The introductory period (90-Day Evaluation Period) is intended to give new employees the opportunity to demonstrate their ability to achieve a satisfactory level of performance and to determine whether the new position meets their expectations. The School uses this period to evaluate employee capabilities, skills, productivity, classroom management skills, work habits, and overall performance. At the end of the 90-day probationary period, the Principal will give a recommendation to the Board of Directors of The School. A determination will then be made regarding continued employment. Either the employee or employers may end the employment relationship at will at any time during or after the introductory period, with or without cause or advance notice.

All new and rehired employees work on an introductory basis for the first 90 calendar days after their date of hire. Employees who are promoted or transferred within Academica managed schools must complete a secondary introductory period of the same length with each reassignment to a new position. Any significant absence will automatically extend an introductory period by the length of the absence. If The School determines that the designated introductory period does not allow sufficient time to thoroughly evaluate the employee's performance, the introductory period may be extended for a specified period.

In cases of promotions or transfers within The School, an employee who, in the sole judgment of management, is not successful in the new position can be removed from that position at any time during the secondary introductory period. If this occurs, the employee may be allowed to return to his or her former job or to a comparable job for which the employee is qualified, depending on the availability of such positions and The School's needs.

Upon satisfactory completion of the initial introductory period, employees enter the "regular" employment classification.

During the initial introductory period, new employees are eligible for those benefits that are required by law, such as workers' compensation insurance and Social Security. After becoming regular employees, they may also be eligible for other ADP TotalSource-provided benefits, subject to the terms and conditions of each benefits program. Employees should read the information for each specific benefits program for the details on eligibility requirements.

Benefits eligibility and employment status are not changed during the secondary introductory period that results from a promotion or transfer.

Completion of the probationary period does not alter an employee's at-will status.

## **2-5. New Hires/Special Skills Licensing and Certification**

In addition to producing eligibility by the execution and production of documents stated in the I-9, applicants will be required to:

- Take a pre-employment drug test (per County and/or School requirements)
- Present a teaching certificate. Present proof of educational certificates and/or statement of eligibility and prior teaching experience verification forms within first 60 days of the "start date".
- Present original transcripts for all degrees conferred
- Present proof of immunizations
- Present proof of TB test (per County requirements)
- Submit for fingerprinting, background checks and drug testing to the county school board office, in addition to ADP TotalSource, at the employee's expense
- Meet eligibility hiring standards for the county school board in which he/she works/will work

All teacher positions require that you maintain specific certifications as a condition of your employment. It is the teacher's responsibility to attend, at teacher's expense, all necessary classes and/or workshops to maintain teacher's teaching credentials. The principal will inform teachers of upcoming workshops that can be attended, as a courtesy to the teacher.

Teachers must agree to comply with all certification requirements, as set forth by The School and Florida Statutes. Any teacher who has been granted a waiver agrees to complete any and all credits required for certification in the subject area within the time frame specified by the Principal. The teacher further agrees to provide The School, in a timely manner, with written verification of her/his compliance with said requirements. Teachers are to provide evidence that he/she met the eligibility requirements for the renewal of his/her Florida Educator's Certificate by June 30<sup>th</sup> of the year his/her current certificate ends in order to be eligible to be considered to return to a certified position.

## **2-6. Your Employment Records**

In order to obtain your position, you provided us with personal information, such as your address, e-mail address and telephone number. This information is contained in your personnel file.

Please keep your personnel file up to date by informing the HR Department of any changes. Also, please inform the HR Department of any specialized training or skills you may acquire in the future, as well as any changes to any required visas. Unreported changes of address, e-mail, marital status, etc. can affect your withholding tax, the processing of important documents such as the W-2 at the end of the year, and benefit coverage. Further, an "out of date" emergency contact or an inability to reach you in a crisis could cause a severe health or safety risk or other significant problem.

## **2-7. Working Hours and Schedule**

The School normally is open for business Monday through Friday. You will be assigned a work schedule and you will be expected to begin and end work according to the schedule. To accommodate the needs of our business, at some point we may need to change individual work schedules on either a short-term or long-term basis.

Employees will be provided meal and rest periods as required by law. Your Supervisor will provide further details.

## **2-8. Timekeeping Procedures**

Employees must record their actual time worked for payroll and benefit purposes. Non-exempt employees must record the time work begins and ends, as well as the beginning and ending time of any departure from work for any non-work-related reason, on forms as prescribed by management.

Some schools may require Exempt employees to record their start and end times for security purposes. Please refer to the School's Operational Manual or School Principal for further information.

Altering, falsifying or tampering with time records is prohibited and subjects the employee to discipline, up to and including discharge.

Exempt employees are required to record their daily work attendance and report full days of absence from work for reasons such as leaves of absence, sick leave or personal business.

Non-exempt employees may not start work until their scheduled starting time.

It is your responsibility to sign your time record to certify the accuracy of all time recorded. Any errors in your time record should be reported immediately to your Supervisor, who will attempt to correct legitimate errors.

Any employee with a need to exit the building during school hours must notify and request approval from the Administration prior to exiting. Once approval is received, the employee must sign out in the book located in the main office.

## **2-9. Overtime**

Like most successful companies, we experience periods of extremely high activity. During these busy periods, additional work is required from all of us. Your Supervisor is responsible for monitoring business activity and requesting overtime work if it is necessary. Effort will be made to provide you with adequate advance notice in such situations.

Any non-exempt employee who works overtime will be compensated at the rate of one and one-half times (1.5) his/her normal hourly wage for all time worked in excess of forty (40) hours each week, unless otherwise required by law.

Employees may work overtime only with prior authorization from their direct supervisor and/or The School's Principal.

For purposes of calculating overtime for non-exempt employees, the workweek begins at 12 a.m. on Monday and ends 168 hours later at 12 a.m. on the following Monday.

## **2-10. Travel Time for Non-Exempt Employees**

### **Overnight, Out-of-Town Trips**

Non-exempt employees will be compensated for time spent traveling (except for meal periods) during their normal working hours, on days they are scheduled to work and on unscheduled work days (such as weekends). Non-exempt employees also will be paid for any time spent performing job duties during otherwise non-compensable travel time; however, such work should be limited absent advance management authorization.



## **Out-of-Town Trips for One Day**

Non-exempt employees who travel out of town for a one-day assignment will be paid for all travel time, except for, among other things: (i) time spent traveling between the employee's home and the local railroad, bus or plane terminal; and (ii) meal periods.

## **Local Travel**

Non-exempt employees will be compensated for time spent traveling from one job site to another job site during a workday. The trip home, however, is non-compensable when an employee goes directly home from his/her final job site, unless it is much longer than his/her regular commute home from the regular worksite. In such case, the portion of the trip home in excess of the regular commute is compensable.

## **Commuting Time**

Under the Portal to Portal Act, travel from home to work and from work to home is generally non-compensable. However, if a non-exempt employee regularly reports to a worksite near his/her home, but is required to report to a worksite farther away than the regular worksite, the additional time spent traveling is compensable.

If compensable travel time results in more than 40 hours worked by a non-exempt employee, the employee will be compensated at an overtime rate of one and one-half times the regular rate.

To the extent that applicable state law provides greater benefits, state law applies.

## **2-11. Safe Harbor Policy for Exempt Employees**

It is our policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure that you are paid properly and that no improper deductions are made, you must review your pay stubs promptly to identify and report all errors.

If you are classified as an exempt salaried employee, you will receive a salary which is intended to compensate you for all hours you may work for The School. This salary will be established at the time of hire or when you become classified as an exempt employee. While it may be subject to review and modification from time to time, such as during salary review times, the salary will be a predetermined amount that will not be subject to deductions for variations in the quantity or quality of the work you perform.

Under federal and state law, your salary is subject to certain deductions. For example, unless state law requires otherwise, your salary can be reduced for the following reasons:

Full-day absences for personal reasons.

Full-day absences for sickness or disability.

Full-day disciplinary suspensions for infractions of our written policies and procedures.

Family and Medical Leave absences (either full- or partial-day absences).

To offset amounts received as payment from the court for jury and witness fees or from the military as military pay.

The first or last week of employment in the event you work less than a full week.

Any full work week in which you do not perform any work.

Your salary may also be reduced for certain types of deductions such as your portion of health, dental or life insurance premiums; state, federal or local taxes; social security; or voluntary contributions to a 401(k) or pension plan.

In any work week in which you performed any work, your salary will not be reduced for any of the following reasons:

Partial day absences for personal reasons, sickness or disability.

Your absence on a day because your employer has decided to close a facility on a scheduled work day.

Absences for jury duty, attendance as a witness, or military leave in any week in which you have performed any work (subject to any offsets as set forth above).

Any other deductions prohibited by state or federal law.

However, unless state law provides otherwise, deductions may be made to your accrued leave for full- or partial-day absences for personal reasons, sickness or disability.

If you believe you have been subject to any improper deductions, you should immediately report the matter to your supervisor. If the supervisor is unavailable or if you believe it would be inappropriate to contact that person (or if you have not received a prompt and fully acceptable reply), you should immediately contact the Manager of Human Resources or any other supervisor in The School with whom you feel comfortable.

## **2-12. Your Paycheck**

Teachers/Administrators are paid semi-monthly on the 15th and the last day of the month. Hourly staff employees are paid biweekly on every other Friday. Your paycheck will include all the time you have worked during the past pay period. If “pay day” falls on a weekend or holiday, employees will be paid the Friday prior to the scheduled pay date.

Your payroll stub itemizes deductions made from your gross earnings. By law, The School is required to make deductions for Social Security, federal income tax and any other appropriate taxes. These required deductions also may include any court-ordered garnishments. Your payroll stub will also differentiate between regular pay received and overtime pay received.

If you believe there is an error in your pay, bring the matter to the attention of Payroll department immediately so The School can resolve the matter quickly and amicably.

Your paycheck will be given only to you, unless you request that it be mailed, or authorize in writing another person to accept your check for you.

## 2-13. Compensation

The School's Salary Schedule has been established as the guide for determining salaries. Although it is The School's intent to offer salaries comparable to that offered by the public school system where The School is located, please be reminded that The School is a Public Charter School and not a traditional Public School. Thus, the salary schedule used may not be a "replica" of the one used by the County. Because The School's budget is established at the onset of the year, The School will not make changes to salaries during the fiscal year (Masters, Specialist and Doctorate degrees conferred within the year are the exception to the policy), unless the Board of Directors approves such changes.

Teachers that will be working the entire School Year (10 months) will have their salary paid throughout 12 months, including the summer months. There are teachers who will work less than the 10 months of The School Year, i.e. maternity leave, hired after the first day of School, etc. These teachers will be paid from the date they begin working through the last day worked (not including summer months).

Annual pay increases based on exceptional performance and merit may be determined on a case-by-case basis, as evaluated by The School's Board of Directors. The School is not obligated to provide increases based on the increases issued by The School district in which The School is located.

The School's EESAC/SAC Committee currently has the discretion to approve how the Florida School Recognition Funds are dispersed. The current policy which has been adopted states that, in the event that the EESAC/SAC awards a monetary bonus to employees, the employee must (1) be employed at The School at the time The School received the grade and (2) be employed by an Academica managed school at the time the funds are dispersed.

If an employee resigns or is terminated prior to The School dispersing the funds, the employee forfeits the monetary bonus. The EESAC/SAC Committee reserves the right to pro-rate the funds in the event that the employee is not employed for the entire school year. The School's Advisory Council (SAC)/EESAC or Board of Directors has the discretion to approve how the funds are dispersed. The requirements for receipt remain the same.

Any teacher who applies and receives National Board Certification will be required to sign a 3 year contract with The School to receive the \$7,500 bonus payable over 3 years. If the teacher leaves prior to the end of their 3 year contract the entire bonus amount will be forfeited. Any amount paid to the teacher will be subject to repayment.

For terminations that occur at the end of the school year, teachers will have the remainder of their salary paid on the last pay period of the school year.

## **2-14. Direct Deposit**

The School strongly encourages employees to use direct deposit. Online authorization forms are available on the MyTotalSource website.

## **2-15. Salary Advances**

The School does not permit advances on paychecks or against accrued paid time off.

## **2-16. Performance Reviews**

Supervisors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis. Formal performance evaluations are conducted at the end of an employee's initial period in any new position. This period, known as the introductory period, allows the supervisor and the employee to discuss the job responsibilities, standards, and performance requirements of the new position. Additional formal performance evaluations are conducted to provide both supervisors and employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals. The purpose of these reviews is to ensure that your skills as an educator are being effectively delivered to the students you teach.

Official evaluations will be conducted two (2) times during The School year. The evaluation and performance review form varies by grade level. These reviews are an evaluation tool for both you as an educator, and the principal as an administrator and director of your educator skills and talents. Satisfactory performance reviews do not necessarily result in merit increases, but they assist in annual evaluations and pay increases.

In the event that you are unsatisfied with a performance review, please complete the appropriate section of the review to note your dispute. Further, if you feel that your administrator is not objectively reviewing your skills as an educator, you may file a grievance by contacting the Human Resource Manager within five (5) school days of the disputed review.

## 2-17. Record Retention

The School acknowledges its responsibility to preserve information relating to litigation, audits and investigations. Failure on the part of employees to follow this policy can result in possible civil and criminal sanctions against The School and its employees and possible disciplinary action against responsible individuals (up to and including termination of employment). Each employee has an obligation to contact the Human Resources to inform them of a potential or actual litigation, external audit, investigation or similar proceeding involving The School that may have an impact on record retention protocols.

SAMPLE

## Section 3 - Benefits

### 3-1. Benefits Overview

In addition to good working conditions and competitive pay, it is The School's policy to provide a combination of supplemental benefits to all eligible employees. In keeping with this goal, each benefit program has been carefully devised. These benefits include time-off benefits, such as personal time and holidays, and insurance and other plan benefits. We are constantly studying and evaluating our benefits programs and policies to better meet your present and future requirements. These policies have been developed over the years and continue to be refined to keep up with changing times and needs.

The next few pages contain a brief outline of the benefits programs The School provides for you and your family. Of course, the information presented here is intended to serve only as guidelines.

The descriptions of the insurance and other plan benefits merely highlight certain aspects of the applicable plans for your general information only. The details of those plans are spelled out in the official plan documents, which are available for review upon your request from the Human Resources Department. Additionally, the provisions of the plans, including eligibility and benefits provisions, are summarized in the summary plan descriptions ("SPDs") for the plans (which may be revised from time to time). In the determination of benefits and all other matters under each plan, the terms of the official plan documents shall govern over the language of any descriptions of the plans, including the SPDs and this handbook.

Further, the school (including the officers and administrators who are responsible for administering the plans) retains full discretionary authority to interpret the terms of the plans, as well as full discretionary authority with regard to administrative matters arising in connection with the plans and all issues concerning benefit terms, eligibility and entitlement.

While The School intends to maintain these employee benefits, it reserves the absolute right to modify, amend or terminate these benefits at any time and for any reason.

If you have any questions regarding your benefits, please contact the Human Resources Department.

### 3-2. Holidays

The School will grant holiday time off to all active employees on the holidays listed below:

- Martin Luther King, Jr. Day (third Monday in January)
- Memorial Day (last Monday in May)
- Thanksgiving (fourth Thursday in November)
- Day after Thanksgiving

The School will grant paid holiday time off to all eligible employees immediately upon assignment to an eligible employment classification. Holiday pay will be calculated based on the employee's straight-time pay rate (as of the date of the holiday) times the number of hours the employee would otherwise have worked on that day.

If a recognized holiday falls during an eligible employee's paid absence (such as vacation or sick leave), holiday pay will be provided instead of the paid time off benefit that would otherwise have applied.

If eligible nonexempt employees work on a recognized holiday, they will receive holiday pay plus wages at their straight-time rate for the hours worked on the holiday.

Paid time off for holidays will not be counted as hours worked for the purposes of determining overtime.

### 3-3. Personal Time Off

Personal days are offered for employees to use for of personal time off, for illness or injury, or that of a family member. Exempt employees are eligible to receive and use personal time off as described in this policy. They can request use of this benefit after it is earned.

The amount of days employees receive each year is as shown in the following schedule:

- Exempt employees are entitled to 1 day per month up to 10 days of active work during the 10 month period.

The length of eligible service is calculated on the basis of a "benefit year." This is the 10-month period that begins when the employee starts to earn leave. An employee's benefit year may be extended for any significant leave of absence except military leave of absence. Military leave has no effect on this calculation. (See individual leave of absence policies for more information.)

Personal time off can be used in minimum increments of one-half day. Exempt employees who have an unexpected need to be absent from work should notify their direct supervisor and/or School Principal before the scheduled start of their workday, if possible. The direct supervisor and/or School Principal must also be contacted on each additional day of unexpected absence.

To schedule a planned day off (i.e. Physician's appointments, etc), exempt employees should request advance approval from their supervisors/Principal. Requests will be reviewed based on a number of factors, including business needs and staffing requirements. Due to the potential for disruption, the Principal has the right to refuse to allow a teacher or exempt employee a scheduled day where it would result in the absence of 2 or more teachers on the same day. The School Principal may also assign blackout periods where personal time off will not be permitted. Please refer to The School's operational handbook for further information.

This time is paid at the exempt employee's base pay rate at the time of absence. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials.

In the event that available time is not used by the end of the benefit year, exempt employee will be able to "rollover" all unused days. There is an opportunity to "cash out" unused personal days, however, there must be a balance of 21 days remaining in the personal bank. The maximum amount of days that may be cashed out in any given year is 10 days. If more than 3 personal days were taken in any given year, there is no cash out option for that School year. In addition, the cash out percentage for unused personal days is 80%. Accruals will begin again in the next benefit year.

Upon termination of employment, exempt employees will not be paid for unused personal time. Cash out days will be paid out as a supplement with the employee's first check of the next school year, as the employee must return in order to be eligible to cash out.

Non-Exempt Salaried employees will receive 1 day per month up to 12 days of active work during the 12 month school year period. Non-Exempt Salaried employees will have the option to "rollover" unused personal days. The maximum number of personal days permitted will be 20. If you have reached the 20 day cap, accruals will cease.

Please note the cash out and a rollover aspect of this policy only applies to Exempt Salaried employees.

This policy is subject to change at the discretion of The School's Board of Director.



### 3-4. Lactation Breaks

The School will provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child, in accordance with and to the extent required by applicable law. The break time, if possible, must run concurrently with rest and meal periods already provided to the employee. If the break time cannot run concurrently with rest and meal periods already provided to the employee, the break time will be unpaid, subject to applicable law.

The School will make reasonable efforts to provide employees with the use of a room or location other than a toilet stall for the employee to express milk in private. This location may be the employee's private office, if applicable. The School may not be able to provide additional break time if doing so would seriously disrupt The School's operations, subject to applicable law. Please consult the Human Resources Department if you have questions regarding this policy.

Please advise management if you need break time and an area for this purpose. Employees will not be discriminated against or retaliated against for exercising their rights under this policy.

### 3-5 Health Insurance

ADP TotalSource's health insurance plans (HMO and POS options are available, depending on School location) provide employees and their dependents access to medical, dental, and vision care insurance benefits. Employees in the following employment classifications are eligible to participate in the health insurance plan:

- Regular full-time employees
- Regular part-time employees working an average of 30 hours per week in a given year

Eligible employees may participate in the health insurance plan subject to all terms and conditions of the agreement between ADP TotalSource and the insurance carrier.

A change in employment classification that would result in loss of eligibility to participate in the health insurance plan may qualify an employee for benefits continuation under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Individuals who are not returning for the following school year (regardless of whether it was the employee's decision to resign or whether The School did not extend an invitation to return) will have their active benefits terminated on June 30<sup>th</sup>. Refer to the Benefits Continuation (COBRA) policy for more information.

Details of the health insurance plan are described in the Summary Plan Description (SPD). An SPD and information on cost of coverage will be provided in advance of enrollment to eligible employees. Contact the ADP TotalSource (1-800-554-1802) for more information about health insurance benefits.

### 3-6. Workers' Compensation

On-the-job injuries are covered by our Workers' Compensation Insurance Policy, which is provided at no cost to you. If you are injured on the job, no matter how slightly, report the incident immediately to your Supervisor. Failure to follow School procedures may affect your ability to receive Workers Compensation benefits.

This is solely a monetary benefit and not a leave of absence entitlement. Employees who need to miss work due to a workplace injury must also request a formal leave of absence. See the Leave of Absence sections of this handbook for more information.

### 3-7. Jury Duty Leave

The School encourages employees to fulfill their civic responsibilities by serving jury duty when required. Employees who have completed a minimum of 90 calendar days of service in an eligible classification may request paid jury duty leave. This will be paid according to County Ordinance.

Jury duty pay will be calculated on the employee's base pay rate times the number of hours the employee would otherwise have worked on the day of absence. Employee classifications that qualify for paid jury duty leave are:

- Regular full-time employees
- Regular part-time employees

If employees are required to serve jury duty beyond the period of paid jury duty leave, they may use any available paid time off (for example, vacation benefits) or may request an unpaid jury duty leave of absence.

Employees must show the jury duty summons to their supervisor as soon as possible so that the supervisor may make arrangements to accommodate their absence. Of course, employees are expected to report for work whenever the court schedule permits.

Either The School or the employee may request an excuse from jury duty if, in The School's judgment, the employee's absence would create serious operational difficulties.

The School will continue to provide health insurance benefits until the end of the month in which the unpaid jury duty leave begins. At that time, employees will become responsible for the full costs of these benefits if they wish coverage to continue. When the employee returns from jury duty, benefits will again be provided by The School according to the applicable plans.

Benefit accruals such as vacation, sick leave, or holiday benefits will be suspended during unpaid jury duty leave and will resume upon return to active employment.

*NOTE:* When an employee is involved in his/her own litigation or is subpoenaed for a case not relating to an issue involving employee's employment with School and must appear in court, the time must be reported as personal.

### **3-8. Bereavement Leave**

All full time employees who wish to take time off due to the death of an immediate family member should notify their supervisor immediately.

Up to 2 days of paid bereavement leave will be provided to full time employees.

Bereavement pay is calculated based on the base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commissions, bonuses, or shift differentials.

Bereavement leave will normally be granted unless there are unusual business needs or staffing requirements. Employees may, with their supervisors' approval, use any available paid leave for additional time off as necessary.

The School defines "immediate family" as the employee's spouse, domestic partner, parent, child, sibling; the employee's spouse's parent, child, or sibling; the employee's child's spouse; grandparents or grandchildren.

### **3-9. Voting Leave**

In the event an employee does not have sufficient time outside of working hours to vote in a statewide election, if required by state law, the employee may take off enough working time to vote. Such time will be paid if required by state law. This time should be taken at the beginning or end of the regular work schedule. Where possible, your Supervisor should be notified at least two days prior to the voting day.

### **3-10. Long-Term Disability**

Full-time employees are eligible to participate in the Long-Term Disability plan, subject to all terms and conditions of the agreement between The School and the insurance carrier.

This is solely a monetary benefit and not a leave of absence. Employees who will be out of work must also request a formal leave of absence. See the Leave of Absence sections of this handbook for more information.

### 3-11. Employee Assistance Program

The School provides an employee assistance program for employees. This program offers qualified counselors to help you cope with personal problems you may be facing. Further details can be obtained by contacting an EAP counselor at (866) 574-7256.

### 3-12 Educational Assistance

The School recognizes that the skills and knowledge of its employees are critical to the success of the institution. The educational assistance program encourages personal development through formal education so that employees can maintain and improve job-related skills or enhance their ability to compete for reasonably attainable jobs within the School.

The following criteria will be used for Tuition Reimbursement for Full-time Certified Teacher:

1. All full-time certified teachers shall be eligible to receive tuition reimbursement for up to **twelve (12) graduate semester hours, per contract year**, from an accredited institution of higher learning at a rate not to exceed **\$175.00 per semester hour**, up to a total of 48 graduate semester hours leading to an advanced degree in subject field.
2. The period in which the twelve hours may be taken extends from the fall term to the succeeding fall term for the particular institution the employee is attending. Tuition reimbursement shall be limited to:
  - a. Graduate level courses leading to a Master's Degree, Specialist Degree, or Doctorate Degree in the teacher's subject area.
  - b. Undergraduate and/or graduate level courses leading to state certification in a subject area designated as critical staff shortage area.
  - c. Principal approval based on school needs.
  - d. Graduate level courses leading to state certification in Educational Leadership are subject to additional requirements and approvals. Tuition reimbursement for up to **twelve (12) graduate semester hours, per contract year**, from an accredited institution of higher learning at a rate not to exceed **\$200.00 per semester hour**, up to a total of 72 graduate semester hours.
    - i. Employee's wishing to submit Educational Leadership courses for reimbursement must apply prior to beginning the program.
    - ii. The application process begins with the Principal at the School.
    - iii. Approval for reimbursement will be based on school needs
    - iv. Deadline to turn in application – May 1<sup>st</sup> for the coming Fall semester and September 1<sup>st</sup> for the coming Spring semester.
    - v. A minimum of 3 years teaching experience is required. In addition, one (1) year must have been at a Charter School that has the same Educational Service

- Provider.
- vi. All evaluations must be excellent.
  - vii. Must have a Master's degree. If you are a teacher in a Middle/High School, you must have a Master's in field prior to applying for Leadership reimbursement.
  - viii. Applicant must take Principal Insight Assessment.
  - ix. Approval will be decided by an appointed Interview Committee.
3. Teachers receiving reimbursement must have obtained a "B" average or better in the course(s) for which reimbursement is expected.
  4. In order to receive reimbursement, receipt(s) for paid tuition and official transcript(s) shall be submitted to the Human Resources Department upon completion of the course(s), along with the completed tuition reimbursement request form.

**Request for reimbursement must be submitted within 90 days of completion of the course. Applicant must provide the tuition reimbursement request form, transcripts and a copy of the paid receipt. Please note, you will not be reimbursed for parking decals, etc.**

### **3-13. Retirement Savings Plan**

The School has established a Retirement Plan to provide employees the potential for future financial security for retirement. Employees are eligible for this benefit on the 1<sup>st</sup> of the month after completion of 90 days of service. Enrollment documents are mailed directly to the address on file with ADP TotalSource. If you don't receive your documents, please contact 1-855-646-7549, Monday through Friday, 8:00 a.m. to 8:00 p.m. Eastern Time (ET) or visit the website at <http://adptotalsource.ingplans.com>.

The plan allows you to elect how much salary you want to contribute so you can tailor your own retirement package to meet your individual needs. The School will provide a match that will be automatically credited to your retirement account. Please note that contribution match amounts may vary from school to school. There is no vesting schedule for your schools match.

Because your contribution to a Retirement/401(k) plan is automatically deducted from your pay before federal and state tax withholdings are calculated, you save tax dollars now by having your current taxable amount reduced. While the amounts deducted generally will be taxed when they are finally distributed, favorable tax rules typically apply to distributions.

Complete details of the Retirement Plan/401(k) savings plan are described in the Summary Plan Description provided to eligible employees. Contact the Human Resources Department for more information about the Retirement Program.

### 3-14. Flexible Spending Account (FSA)

ADP TotalSource provides a Flexible Spending Account (FSA) program that allows employees to have pre-tax dollars deducted from their salaries to pay for eligible out-of-pocket expenses. The pre-tax contributions made to the FSA can be used to pay for predictable non-reimbursed health care expenses and dependent care expenses during the plan year. Through the FSA program, you can reduce your taxable income without reducing your real income, so that you can keep more of the money you earn.

Employees in the following employment classifications are eligible to participate in the Flexible Spending Account program:

- Regular full-time employees
- Regular part-time employees working on average 30 hours weekly in a year
- Participation in the Health Care and/or Dependent Care FSA is optional and determined on an annual basis for the plan year. You must enroll for each plan year. You determine how much to contribute to the account, up to a specified maximum, based on anticipated expenses during the plan year. You may contribute up to a maximum of \$2,500 dollars each year for your Health Care FSA. The maximum contribution for your Dependent Care FSA is \$5,000 dollars per year. Contributions are directed to the account through salary reduction on a pre-tax basis. This tax-free money is then available to you for reimbursement of out-of-pocket expenses. Since the amounts that remain in the account at the end of the plan year are forfeited, you should take care not to over-fund your account.
- Details of the Flexible Spending Account program are described in the Summary Plan Description (SPD). Contact the ADP TotalSource for more information on the Flexible Spending Account program and to obtain enrollment and reimbursement forms and worksheets with examples of reimbursable and non-reimbursable expenses.

### 3-15. Transportation Reimbursement Program

The School provides a Transportation Reimbursement Program which allows all employees to pay for eligible transportation expenses with pre-tax income. Employees may participate on the first of the month after one month of employment. The program works similarly to a Flexible Benefits Program, as you elect to have a portion of your pre-tax income transferred to an account for future reimbursement for transportation expenses. The amount of contributions is subject to IRS limits which generally change every year. Upon becoming eligible to participate in this plan, you will receive a Summary Plan Document (SPD) describing the benefit in greater detail. Please refer to the SPD for detailed plan information. Of course, feel free to speak to the Human Resources Department if you have any further questions.

## Section 4 - Leaves of Absence

### 4-1. Family and Medical Leave

#### The Leave Policy

Employees may be entitled to a leave of absence under the Family and Medical Leave Act (FMLA). This policy provides employees information concerning FMLA entitlements and obligations employees may have during such leaves. If employees have any questions concerning FMLA leave, they should contact their supervisor or ADP TotalSource.

#### I. Eligibility

FMLA leave is available to "eligible employees." To be an "eligible employee," an employee must: 1) have been employed by a covered School\* for at least 12 months (which need not be consecutive); 2) have been employed by The School for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave; and 3) be employed at a worksite where 50 or more employees are located within 75 miles of the worksite.

**\*Note a covered School is one which has employed 50 or more employees for at least 20 workweeks in the current or preceding calendar year.**

#### II. Entitlements

The FMLA provides eligible employees with a right to leave, applicable health insurance benefits and, with some limited exceptions, job restoration. The FMLA also entitles employees to certain written notices concerning their potential eligibility for and designation of FMLA leave.

##### A. Basic FMLA Leave Entitlement:

The FMLA provides eligible employees up to 12 workweeks of unpaid leave for certain family and medical reasons during a 12-month period. The 12-month period is determined based on a rolling 12-month period measured backward from the date an employee uses his/her FMLA leave. Leave may be taken for any one, or for a combination, of the following reasons:

- To care for the employee's child after birth or placement for adoption or foster care;
- To care for the employee's spouse, son, daughter or parent (but not in-law) who has a **serious health condition**;
- For the employee's own serious health condition (including any period of incapacity due to pregnancy, prenatal medical care or childbirth) that makes the employee unable to perform one or more of the essential functions of the employee's job; and/or

- Because of any **qualifying exigency** arising out of the fact that an employee's spouse, son, daughter or parent is a covered military member on covered active duty or called to covered active duty status (or has been notified of an impending call or order to covered active duty) in the Reserves component of the Armed Forces in support of contingency operations or Regular Armed Forces for deployment to a foreign country. This leave also is available for family members of active duty service members.

A **serious health condition** is an illness, injury, impairment or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

**Qualifying exigencies** may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, caring for the parents of the military member on covered active duty and attending post-deployment reintegration briefings.

## **B. Additional Military Family Leave Entitlement (Injured Servicemember Leave)**

In addition to the basic FMLA leave entitlement discussed above, an eligible employee who is the spouse, son, daughter, parent or next of kin of a **covered servicemember** is entitled to take up 26 weeks of leave during a single 12-month period to care for the servicemember with a serious injury or illness. Leave to care for a servicemember shall only be available during a single-12 month period and, when combined with other FMLA-qualifying leave, may not exceed 26 weeks during the single 12-month period. The single 12-month period begins on the first day an eligible employee takes leave to care for the injured servicemember.

A "**covered servicemember**" is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status or is on the temporary retired list, for a serious injury or illness. These individuals are referred to in this policy as "current members of the Armed Forces."

**Covered servicemembers** also include a veteran who is discharged or released from military services under condition other than dishonorable at any time during the five years preceding the date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation or therapy for a serious injury or illness. These individuals are referred to in this policy as "covered veterans."

The FMLA definitions of a "serious injury or illness" for current Armed Forces members and covered veterans are distinct from the FMLA definition of "serious health condition" applicable to FMLA leave to care for a covered family member.



### **C. Intermittent Leave and Reduced Leave Schedules**

FMLA leave usually will be taken for a period of consecutive days, weeks or months. However, employees also are entitled to take FMLA leave intermittently or on a reduced leave schedule when medically necessary due to a serious health condition of the employee or covered family member or the serious injury or illness of a covered servicemember.

### **D. No Work While on Leave**

The taking of another job while on family/medical leave or any other authorized leave of absence is grounds for immediate termination, to the extent permitted by law.

### **E. Protection of Group Health Insurance Benefits**

During FMLA leave, eligible employees are entitled to receive group health plan coverage (if applicable) on the same terms and conditions as if they had continued to work.

### **F. Restoration of Employment and Benefits**

At the end of FMLA leave, subject to some exceptions including situations where job restoration of "key employees" will cause The School substantial and grievous economic injury, employees generally have a right to return to the same or equivalent positions with equivalent pay, benefits and other employment terms. The School will notify employees if they qualify as "key employees," if it intends to deny reinstatement, and of their rights in such instances. Use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of an eligible employee's FMLA leave.

### **G. Notice of Eligibility for, and Designation of, FMLA Leave**

Employees requesting FMLA leave are entitled to receive written notice from The School telling them whether they are eligible for FMLA leave and, if not eligible, the reasons why they are not eligible. When eligible for FMLA leave, employees are entitled to receive written notice of: 1) their rights and responsibilities in connection with such leave; 2) The School's designation of leave as FMLA-qualifying or non-qualifying, and if not FMLA-qualifying, the reasons why; and 3) the amount of leave, if known, that will be counted against the employee's leave entitlement.

The School may retroactively designate leave as FMLA leave with appropriate written notice to employees provided The School's failure to designate leave as FMLA-qualifying at an earlier date did not cause harm or injury to the employee. In all cases where leaves qualify for FMLA protection, The School and employee can mutually agree that leave be retroactively designated as FMLA leave.

### **III. Employee FMLA Leave Obligations**

#### **A. Provide Notice of the Need for Leave**

Employees who take FMLA leave must timely notify The School of their need for FMLA leave. The following describes the content and timing of such employee notices.

##### **1. Content of Employee Notice**

To trigger FMLA leave protections, employees must inform their supervisor or ADP TotalSource (866-217-0733), Option 1 or email: [Totalsource.FMLA@adp.com](mailto:Totalsource.FMLA@adp.com)) of the need for FMLA-qualifying leave and the anticipated timing and duration of the leave, if known. Employees may do this by either requesting FMLA leave specifically, or explaining the reasons for leave so as to allow The School to determine that the leave is FMLA-qualifying. For example, employees might explain that:

- a medical condition renders them unable to perform the functions of their job;
- they are pregnant or have been hospitalized overnight;
- they or a covered family member are under the continuing care of a health care provider;
- the leave is due to a qualifying exigency cause by a covered military member being on active duty or called to active duty status; or
- if the leave is for a family member, that the condition renders the family member unable to perform daily activities or that the family member is a covered servicemember with a serious injury or illness.

Calling in "sick," without providing the reasons for the needed leave, will not be considered sufficient notice for FMLA leave under this policy. Employees must respond to The School's questions to determine if absences are potentially FMLA-qualifying.

If employees fail to explain the reasons for FMLA leave, the leave may be denied. When employees seek leave due to FMLA-qualifying reasons for which The School has previously provided FMLA-protected leave, they must specifically reference the qualifying reason for the leave or the need for FMLA leave.

##### **2. Timing of Employee Notice**

Employees must provide 30 days' advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days' notice is not possible, or the approximate timing of the need for leave is not foreseeable, employees must provide The School and/or ADP TotalSource notice of the need for leave as soon as practicable under the facts and circumstances of the particular case. Employees, who fail to give 30 days' notice for foreseeable leave without a reasonable excuse for the delay, or otherwise fail to satisfy FMLA notice obligations, may have FMLA leave delayed or denied.

#### **B. Cooperate in the Scheduling of Planned Medical Treatment (Including Accepting Transfers to Alternative Positions) and Intermittent Leave or Reduced Leave Schedules**

When planning medical treatment, employees must consult with The School and make a reasonable effort to schedule treatment so as not to unduly disrupt The School's operations, subject to the approval of an employee's health care provider. Employees must consult with The School prior to the scheduling of treatment to work out a treatment schedule that best suits the needs of both The School and the employees, subject to the approval of an employee's health care provider. If employees providing notice of the need to take FMLA leave on an intermittent basis for planned medical treatment neglect to fulfill this obligation, The School may require employees to attempt to make such arrangements, subject to the approval of the employee's health care provider.

When employees take intermittent or reduced work schedule leave for foreseeable planned medical treatment for the employee or a family member, including during a period of recovery from a serious health condition or to care for a covered servicemember, The School may temporarily transfer employees, during the period that the intermittent or reduced leave schedules are required, to alternative positions with equivalent pay and benefits for which the employees are qualified and which better accommodate recurring periods of leave.

When employees seek intermittent leave or a reduced leave schedule for reasons unrelated to the planning of medical treatment, upon request, employees must advise The School of the reason why such leave is medically necessary. In such instances, The School and employee shall attempt to work out a leave schedule that meets the employee's needs without unduly disrupting The School's operations, subject to the approval of the employee's health care provider.

### **C. Submit Medical Certifications Supporting Need for FMLA Leave (Unrelated to Requests for Military Family Leave)**

Depending on the nature of FMLA leave sought, employees may be required to submit medical certifications supporting their need for FMLA-qualifying leave. As described below, there generally are three types of FMLA medical certifications: an **initial certification**, a **recertification** and a **return to work/fitness for duty certification**.

It is the employee's responsibility to provide The School with timely, complete and sufficient medical certifications. Whenever The School requests employees to provide FMLA medical certifications, employees must provide the requested certifications within 15 calendar days after The School's request, unless it is not practicable to do so despite an employee's diligent, good faith efforts. The School shall inform employees if submitted medical certifications are incomplete or insufficient and provide employees at least seven calendar days to cure deficiencies. The School will deny FMLA leave to employees who fail to timely cure deficiencies or otherwise fail to timely submit requested medical certifications.

With the employee's permission, The School (through individuals other than an employee's direct supervisor) may contact the employee's health care provider to authenticate or clarify completed and sufficient medical certifications. If employees choose not to provide The School with authorization allowing it to clarify or authenticate certifications with health care providers, The School may deny FMLA leave if certifications are unclear.

Whenever The School deems it appropriate to do so, it may waive its right to receive timely, complete and/or sufficient FMLA medical certifications.

### **1. Initial Medical Certifications**

Employees requesting leave because of their own, or a covered relation's, serious health condition, or to care for a covered servicemember, must supply medical certification supporting the need for such leave from their health care provider or, if applicable, the health care provider of their covered family or service member. If employees provide at least 30 days' notice of medical leave, they should submit the medical certification before leave begins. A new initial medical certification will be required on an annual basis for serious medical conditions lasting beyond a single leave year.

If The School has reason to doubt initial medical certifications, it may require employees to obtain a second opinion at The School's expense. If the opinions of the initial and second health care providers differ, The School may, at its expense, require employees to obtain a third, final and binding certification from a health care provider designated or approved jointly by The School and the employee.

### **2. Medical Recertifications**

Depending on the circumstances and duration of FMLA leave, The School may require employees to provide recertification of medical conditions giving rise to the need for leave. The School will notify employees if recertification is required and will give employees at least 15 calendar days to provide medical recertification.

### **3. Return to Work/Fitness for Duty Medical Certifications**

Unless notified that providing such certifications is not necessary, employees returning to work from FMLA leaves that were taken because of their own serious health conditions that made them unable to perform their jobs must provide The School medical certification confirming they are able to return to work and the employees' ability to perform the essential functions of the employees' position, with or without reasonable accommodation. The School may delay and/or deny job restoration until employees provide return to work/fitness for duty certifications.

### **D. Submit Certifications Supporting Need for Military Family Leave**

Upon request, the first time employees seek leave due to qualifying exigencies arising out of the active duty or call to active duty status of a covered military member, The School may require employees to provide: 1) a copy of the covered military member's active duty orders or other documentation issued by the military indicating the covered military member is on active duty or call to active duty status and the dates of the covered military member's active duty service; and 2) a certification from the employee setting forth information concerning the nature of the qualifying exigency for which leave is requested. Employees shall provide a copy of new active duty orders or other documentation issued by the military for leaves arising out of qualifying exigencies arising out of a different active duty or call to active duty status of the same or a different covered military member.

When leave is taken to care for a covered servicemember with a serious injury or illness, The School may require employees to obtain certifications completed by an authorized health care provider of the covered servicemember. In addition, and in accordance with the FMLA regulations, The School may request that the certification submitted by employees set forth additional information provided by the employee and/or the covered servicemember confirming entitlement to such leave.

#### **E. Reporting Changes to Anticipated Return Date & Periodically Concerning Intent to Return to Work**

Employees must contact ADP TotalSource at 866-217-0733, Option 1 periodically in accordance with the instructions noted on the Eligibility Notice regarding their status and intention to return to work at the end of the FMLA leave period. If an employee's anticipated return to work date changes and it becomes necessary for the employee to take more or less leave than originally anticipated, the employee must provide The School or ADP TotalSource with reasonable notice (i.e., within two business days) of the employee's changed circumstances and new return to work date. If employees give The School unequivocal notice of their intent not to return to work, they will be considered to have voluntarily resigned and The School's obligation to maintain applicable health benefits (subject to COBRA requirements) and to restore their positions will cease.

#### **F. Substitute Paid Leave for Unpaid FMLA Leave**

Employees must (unless The School specifically informs employees otherwise) use any accrued paid time off while taking unpaid FMLA leave. The substitution of paid time for unpaid FMLA leave time does not extend the length of FMLA leaves and the paid time will run concurrently with an employee's FMLA/CFMLA entitlement.

Leaves of absence taken in connection with a disability leave plan or workers' compensation injury/illness shall run concurrently with any FMLA leave entitlement. Upon written request, The School will allow employees to use accrued paid time off to supplement any paid disability benefits.

#### **G. Pay Employee's Share of Health Insurance Premiums**

During FMLA leave, employees are entitled to continued group health plan coverage (if applicable) under the same conditions as if they had continued to work. Unless The School notifies employees of other arrangements, whenever employees are receiving pay from The School during FMLA leave, The School will deduct the employee portion of the group health plan premium from the employee's paycheck in the same manner as if the employee was actively working.

If FMLA leave is unpaid, employees must pay their portion of the group health premium through a "pay-as-you-go" method. Employees should contact the HR Department at Academica to make these arrangements.

The School's obligation to maintain health care coverage ceases if an employee's premium payment is more than 30 days late. If an employee's payment is more than 15 days late, The School will send a letter notifying the employee that coverage will be dropped on a specified date unless the co-payment is received before that date. If employees do not return to work within 30 calendar days at the end of the leave period (unless employees cannot return to work because of a serious health condition or other circumstances beyond their control), they will be required to reimburse The School for the cost of the premiums The School paid for maintaining coverage during their unpaid FMLA leave.

#### **IV. Exemption for Highly Compensated Employees**

The School may choose not to return highly compensated employees (highest paid 10% of employees at a worksite or within 75 miles of that worksite) to their former or equivalent positions following a leave if restoration of employment will cause substantial economic injury to The School. (This fact-specific determination will be made by The School on a case-by-case basis.) The School will notify you if you qualify as a "highly compensated" employee, if The School intends to deny reinstatement, and of your rights in such instances.

#### **V. Questions and/or Complaints about FMLA Leave**

If you have questions regarding this FMLA policy, please contact your supervisor or ADP TotalSource (866-217-0733), Option 1 or email: [Totalsource.FMLA@adp.com](mailto:Totalsource.FMLA@adp.com)) The School is committed to complying with the FMLA and, whenever necessary, shall interpret and apply this policy in a manner consistent with the FMLA.

The FMLA makes it unlawful for employers to: 1) interfere with, restrain or deny the exercise of any right provided under FMLA; or 2) discharge or discriminate against any person for opposing any practice made unlawful by FMLA or involvement in any proceeding under or relating to FMLA. If employees believe their FMLA rights have been violated, they should contact ADP TotalSource immediately. The School will investigate any FMLA complaints and take prompt and appropriate remedial action to address and/or remedy any FMLA violation. Employees also may file FMLA complaints with the United States Department of Labor or may bring private lawsuits alleging FMLA violations.

#### **VI. Coordination of FMLA Leave with Other Leave Policies**

The FMLA does not affect any federal, state or local law prohibiting discrimination, or supersede any State or local law that provides greater family or medical leave rights. For additional information concerning leave entitlements and obligations that might arise when FMLA leave is either not available or exhausted, please consult The School's other leave policies in your School handbook as applicable or contact your supervisor or ADP TotalSource.

## 4-2. Extended Leave of Absence

You are eligible after one (1) year of full-time employment with your school to request additional leave time provided to you by The School's leave policy. Your school does not provide you with compensation during any FMLA or Extended Leave.

In the event that you wish to take additional leave time (Extended Leave) to the time provided to you by FMLA, you may do so by only until the end of your current contact with your school or one (1) year from the date of your initial leave. In the event that you wish to take longer than 12 weeks FMLA leave, you must follow the following procedures:

1. Place this request in writing, stating the dates you will not be working at your school location. This information will be utilized to hire a replacement for your period of leave. During any Extended Leave period (i.e., after the 12 weeks of FMLA leave) you will be required to submit a letter of resignation of your position with your school to the Principal.
2. Contact Academics's HR Department to coordinate the continuation of your benefits during your extended leave of absence. You will be eligible, after the 12 weeks of FMLA, to continue your insurance benefits through the election of COBRA with ADP TotalSource.

If you do not execute a new contract with your school to commence employment on the first day of the next school year, your position with your school will not be held.

Please note: You will not accrue any sick/personal time during the time that you are on leave. These accruals will commence upon your return to work.

## 4-3. Maternity/Paternity Leave of Absence

Full-time employees may take up to one (1) year of maternity/paternity leave after one (1) full year of employment with The School for any of the following reasons (1) the birth of a child, or (2) the placement of a child with you for adoption or foster care and to care for the newly placed child. This type of leave must be completed within the 12-month period beginning on the date of birth or placement.

During this unpaid leave, the School will reimburse the cost of the employee's health insurance. The amount to be reimbursed by The School will not exceed the amount the School has allotted as the "employer contribution" for insurance benefits.

If the leave period exceeds the 12-week period prescribed by FMLA, the employee may continue with their current benefit elections by completing the necessary documents and paying for the benefit premium provided under COBRA. The School will reimburse the employee directly for up to the one year limit, once the employee returns to work from their leave of absence. Employees will be responsible for making payments directly to ADP TotalSource for the full portion of the benefits.

Any employee beginning his/her second year of employment who will be taking leave during that year must work the full first quarter in order to have The School's allotted portion of the benefits paid. In the case where an employee is unable to finish the first quarter but returns to complete an equivalent of 2 full quarters during the current school year, may be reimbursed the benefits during the leave period. In addition, any employee who is returning from leave prior to Christmas break must return by the first week in December in order to receive payment for the break and by the beginning of the month in which Spring Break begins, in order to receive payment for the break. Employees who wish to take this type of leave must sign an agreement with The School that they will return after the one (1) year period. Employees who chose to not return to The School after the (1) year term, may be liable to The School for any payments made by The School in excess of the initial 12-week FMLA period.

Note: Any teacher who takes leave must work a minimum of 99 days during the current school year in order to gain a year of credit. Please feel free to contact Human Resources directly if you should have any concerns regarding this policy. Personal time will not be accrued during the time of leave.

SAMPLE



## Section 5 - General Standards of Conduct

### 5-1. Workplace Conduct

The School endeavors to maintain a positive work environment. Each employee plays a role in fostering this environment. Accordingly, we all must abide by certain rules of conduct, based on honesty, common sense and fair play.

Because everyone may not have the same idea about proper workplace conduct, it is helpful to adopt and enforce rules all can follow. Unacceptable conduct may subject the offender to disciplinary action, up to and including discharge, in The School's sole discretion. The following are examples of some, but not all, conduct which can be considered unacceptable:

1. Obtaining employment on the basis of false or misleading information.
2. Stealing, removing or defacing school property or a co-worker's property, and/or disclosure of confidential business information.
3. Completing another employee's time records.
4. Violation of safety rules and policies.
5. The unlawful or unauthorized use, abuse, solicitation, distribution, theft, possession, transfer, purchase, or sale of drugs, drug paraphernalia or alcohol by an individual anywhere on Company premises, while on Company business (whether or not on Company premises), or while representing the Company, reporting to work, or remaining on duty after using drugs or alcohol in any amount that adversely affects the employee's ability to perform the functions of the job. Please refer to your Company's specific policy (if any) for additional information.
6. Fighting, threatening or disrupting the work of others or other violations of the school's Workplace Violence Policy.
7. Failure to follow lawful instructions of a supervisor.
8. Failure to perform assigned job duties.
9. Violation of the Punctuality and Attendance Policy, including but not limited to irregular attendance, habitual lateness or unexcused absences.
10. Gambling on School property.
11. Willful or careless destruction or damage to School assets or to the equipment or possessions of another employee.

12. Wasting work materials.
13. Performing work of a personal nature during working time.
14. Violation of the Solicitation and Distribution Policy.
15. Violation of the school's Harassment or Equal Employment Opportunity Policies.
16. Violation of the Communication and Computer Systems Policy.
17. Unsatisfactory job performance.
18. Any other violation of School policy.

Obviously, not every type of misconduct can be listed. Note that all employees are employed at-will, and The School reserves the right to impose whatever discipline it chooses, or none at all, in a particular instance. The School will deal with each situation individually and nothing in this handbook should be construed as a promise of specific treatment in a given situation. However, the school will endeavor to utilize progressive discipline but reserves the right in its sole discretion to terminate an employee at any time for any reason.

The observance of these rules will help to ensure that our workplace remains a safe and desirable place to work.

## **5-2. Professional Judgment**

1. Maintain a professional barrier between you and the students. You are the adult, the teacher and the professional; act like the expert, not like another one of the "kids". Teachers should not give out personal e-mail addresses or cell phone numbers; only work their work e-mail address.
2. Keep the classroom door open when talking with students.
3. Refer students to the appropriate resource person for counseling and/or discussions about personal matters.
4. Do not flirt with students.
5. Do not participate in making inappropriate jokes or allow your students to make inappropriate jokes.
6. Do not discuss your personal life or personal matters with students. Do not discuss your husband, wife, girlfriend, boyfriend, or dates with students.
7. When transporting students, coordinate transportation ahead of time, and use school or mass transportation if possible. If necessary, call a taxi for the student. If you must transport a student in your vehicle, ask a co-worker to accompany you.
8. Avoid leaving your students unsupervised; have an alternate plan of action.
9. Keep your hands and other parts of your body to yourself.
10. Use verbal praise and reinforcement.

11. Know your school policies and District and State laws governing corporal punishment. Establish and follow a consistent behavior plan. Treat each student with respect. Know the student's rights.
12. Chaperone only school-sponsored functions. Do not socialize with students. If you chaperone a field trip, put in writing what your responsibilities will be.
13. Do not drink alcoholic beverages in front of your students, while representing The School or wearing your school uniform.
14. Do not take children home with you.
15. Do not make telephone calls or write notes of a personal nature to students.
16. Do not harass students; respect their differences. What you intend as humor, may, in fact, be cultural bias or harassment.
17. Keep your co-workers and supervisors informed; work and communicate as a team; plan and teach together
18. Communicate with parents and document your communication.
19. Dress and act appropriately and professionally. You are a role model in the community as well as in The School; be a good example for students
20. Use common sense and good judgment.
21. Avoid putting yourself in a position where you have to defend, explain, or justify your behavior or actions.
22. Maintain a professional reputation in the community. Even when you are off the job, be discreet.

**\*\*Non-Instructional Personnel\*\***

1. Do not discipline, counsel or touch students. Notify an administrator if you believe a student is misbehaving.
2. Do not flirt with students, staff members, and co-workers
3. Do not discuss your personal life or personal matters with students, staff members and co-workers
4. Know and follow your school's policy regarding reporting absences and tardies. Be present and on time each day.
5. Wear your uniform if your job requires it.
6. Do not use profanity.

### **5-3. Punctuality and Attendance**

You were hired to perform an important function at The School. As with any group effort, operating effectively takes cooperation and commitment from everyone. Therefore, your attendance and punctuality are very important. Unnecessary absences and lateness are expensive, disruptive and place an unfair burden on your fellow employees and your Supervisors. We expect excellent attendance from each of you. Excessive absenteeism or tardiness will result in disciplinary action up to and including discharge.

We do recognize, however, that there are times when absences and tardiness cannot be avoided. In such cases, you are expected to notify your Supervisor as early as possible, but no later than the start of your work day. Asking another employee, friend or relative to give this notice is improper and constitutes grounds for disciplinary action. Please call, stating the nature of your illness and its expected duration, every day that you are absent.

Unreported absences of three consecutive work days generally will be considered a voluntary resignation of your employment with The School.

#### **5-4. Transfers within Academica Managed Schools**

There are instances in which an employee wishes to transfer to a vacant position within an Academica managed School. Should this situation arise, the employee is to approach his/her current Administrator prior to contacting the Administrator of The School to whom he/she wishes to transfer. The employee will be issued a transfer requisition form (sample included) to complete and return to your current Administrator. The current Administrator will then contact the Administrator of The School in question and advise of his/her employee's desire to transfer and provide the completed transfer requisition form.

School needs will dictate whether or not transfers will be permitted.. Transfers will be considered on a first come-first serve basis.

#### **5-5. Use of Communication and Computer Systems**

The School communication and computer systems are intended for business purposes and may be used only during working time; however limited personal usage is permitted if it does not hinder performance of job duties or violate any other School policy. This includes the voice mail, e-mail and Internet systems. Users have no legitimate expectation of privacy in regard to their use of the systems.

The school may access the voice mail and e-mail systems and obtain the communications within the systems, including past voice mail and e-mail messages, without notice to users of the system, in the ordinary course of business when The School deems it appropriate to do so. The reasons for which The School may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that School operations continue appropriately during an employee's absence.

Further, the school may review Internet usage to ensure that such use with School property, or communications sent via the Internet with School property, are appropriate. The reasons for which The School may review employees' use of the Internet with School property include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that School operations continue appropriately during an employee's absence.

The School may store electronic communications for a period of time after the communication is created. From time to time, copies of communications may be deleted.

The School's policies prohibiting harassment, in their entirety, apply to the use of School's communication and computer systems. No one may use any communication or computer system in a manner that may be construed by others as harassing or offensive based on race, national origin, sex, sexual orientation, age, disability, religious beliefs or any other characteristic protected by federal, state or local law.

Since The School's communication and computer systems are intended for business use, these systems may not be used to solicit for religious or political causes or outside organizations.

Further, since The School's communication and computer systems are intended for business use, all employees, upon request, must inform management of any private access codes or passwords.

Unauthorized duplication of copyrighted computer software violates the law and is strictly prohibited.

No employee may access, or attempt to obtain access to, another employee's computer systems without appropriate authorization.

Violators of this policy may be subject to disciplinary action, up to and including discharge.

## **5-6. Use of Social Media**

The School respects the right of any employee to maintain a blog or web page or to participate in a social networking, Twitter or similar site, including but not limited to Facebook and LinkedIn. However, to protect School interests and ensure employees focus on their job duties, employees must adhere to the following rules:

Employees may not post on a blog or web page or participate on a social networking, Twitter or similar site during working time or at any time with School equipment or property.

All rules regarding confidential and proprietary business information apply in full to blogs, web pages, social networking, Twitter and similar sites. Any information that cannot be disclosed through a conversation, a note or an e-mail also cannot be disclosed in a blog, web page, social networking, Twitter or similar site.

Whether an employee is posting something on his or her own blog, web page, social networking, Twitter or similar site or on someone else's, if the employee mentions The School and also expresses either a political opinion or an opinion regarding The School's actions, the poster must include a disclaimer. The poster should specifically state that the opinion expressed is his/her personal opinion and not The School's position. This is necessary to preserve The School's good will in the marketplace.

Any conduct that is impermissible under the law if expressed in any other form or forum is impermissible if expressed through a blog, web page, social networking, Twitter or similar site. For example, posted material that is discriminatory, obscene, defamatory, libelous or threatening is forbidden. School policies apply equally to employee social media usage. Employees should review their Employee Handbook for further guidance.

The School encourages all employees to keep in mind the speed and manner in which information posted on a blog, web page, and/or social networking site is received and often misunderstood by readers. Employees must use their best judgment. Employees with any questions should review the guidelines above and/or consult with their manager. Failure to follow these guidelines may result in discipline, up to and including termination.

## **5-7. Personal and School-Provided Portable Communication Devices**

School-provided portable communication devices (PCDs), including cell phones and personal digital assistants, should be used primarily for business purposes. Employees have no reasonable expectation of privacy in regard to the use of such devices, and all use is subject to monitoring, to the maximum extent permitted by applicable law. This includes as permitted the right to monitor personal communications as necessary.

Some employees may be authorized to use their own PCD for business purposes. These employees should work with the IT department to configure their PCD for business use. Communications sent via a personal PCD also may be subject to monitoring if sent through The School's networks and the PCD must be provided for inspection and review upon request.

All conversations, text messages and e-mails must be professional. When sending a text message or using a PCD for business purposes, whether it is a School-provided or personal device, employees must comply with applicable School guidelines, including policies on sexual harassment, discrimination, conduct, confidentiality, equipment use and operation of vehicles. Using a School-issued PCD to send or receive personal text messages is prohibited at all times and personal use during working hours should be limited to emergency situations.

If an employee who uses a personal PCD for business resigns or is terminated, the employee will be required to submit the device to the IT department for resetting on or before his or her last day of work. At that time, the IT department will reset and remove all information from the device, including but not limited to, School information and personal data (such as contacts, e-mails and photographs). The IT department will make efforts to provide employees with the personal data in another form (e.g., on a disk) to the extent practicable; however, the employee may lose some or all personal data saved on the device.

Employees may not use their personal PCD for business unless they agree to submit the device to the IT department on or before their last day of work for resetting and removal of School information. This is the only way currently possible to ensure that all School information is removed from the device at the time of termination. The removal of School information is crucial to ensure compliance with The School's confidentiality and proprietary information policies and objectives.

Please note that whether employees use their personal PCD or a School-issued device, The School's electronic communications policies, including but not limited to, proper use of communications and computer systems, remain in effect.

### **Portable Communication Device Use While Driving**

Employees who drive on School business must abide by all state or local laws prohibiting or limiting PCD (cell phone or personal digital assistant) use while driving. Further, even if usage is permitted, employees may choose to refrain from using any PCD while driving. "Use" includes, but is not limited to, talking or listening to another person or sending an electronic or text message via the PCD.

Regardless of the circumstances, including slow or stopped traffic, if any use is permitted while driving, employees should proceed to a safe location off the road and safely stop the vehicle before placing or accepting a call. If acceptance of a call is absolutely necessary while the employee is driving, and permitted by law, the employee must use a hands-free option and advise the caller that he/she is unable to speak at that time and will return the call shortly.

Under no circumstances should employees feel that they need to place themselves at risk to fulfill business needs.

Since this policy does not require any employee to use a cell phone while driving, employees who are charged with traffic violations resulting from the use of their PCDs while driving will be solely responsible for all liabilities that result from such actions.

Texting and e-mailing while driving is prohibited in all circumstances.

## **5-8. Camera Phones/Recording Devices**

Due to the potential for issues such as invasion of privacy, sexual harassment, and loss of productivity, no employee may use a camera phone function on any phone on school property or while performing work for The School.

The use of tape recorders, dictaphones or other types of voice recording devices anywhere on School property, including to record conversations or activities of other employees or management, or while performing work for The School, is also strictly prohibited, unless the device was provided to you by The School and is used solely for legitimate business purposes.

## **5-9. Inspections**

The School reserves the right to require employees while on School property, or on client property, to agree to the inspection of their persons, personal possessions and property, personal vehicles parked on School or client property, and work areas. This includes lockers, vehicles, desks, cabinets, work stations, packages, handbags, briefcases and other personal possessions or places of concealment, as well as personal mail sent to The School or to its clients. Employees are expected to cooperate in the conduct of any search or inspection.

## **5-10. Smoking/Alcoholic Beverages/Drugs**

The School building and school grounds are non-smoking areas. You are a mentor to your students, and therefore, should set a good example for your students. Smoking, consumption of alcoholic beverages, and use of controlled (non-prescribed) drugs are not permitted by any employee on The School grounds, or outside The School grounds while wearing The School uniform or representing The School in a school-sponsored event. Violation of this rule may result in immediate termination.

## **5-11. Parking**

Each school site will have different areas where the staff may park. Parking is not guaranteed to be adjacent to any school facility, and may be slightly inconvenient at times. Check with your principal during the employee orientation sessions regarding parking availability.



## **5-12. Housekeeping**

You are required to maintain your classroom in a neat and orderly fashion. Please report any items that are in need of repair immediately to your principal.

## **5-13. Personal Visits and Telephone Calls**

Disruptions during working time can lead to errors and delays. Therefore, we ask that personal telephone calls be kept to a minimum, and only be made or received after working time, or during lunch or break time.

For safety and security reasons, employees are prohibited from having personal guests visit or accompany them anywhere in our facilities other than the reception areas.

## **5-14. Solicitation and Distribution**

To avoid distractions, solicitation by an employee of another employee is prohibited while either employee is on working time. "Working time" is the time an employee is engaged, or should be engaged, in performing his/her work tasks for the school. Solicitation of any kind by non-employees on School premises is prohibited at all times.

Distribution of advertising material, handbills, printed or written literature of any kind in working areas of School is prohibited at all times. Distribution of literature by non-employees on School premises is prohibited at all times.

## **5-15. Bulletin Boards**

Important notices and items of general interest are continually posted on our bulletin board. Make it a practice to review it frequently. This will assist you in keeping up with what is current at The School. To avoid confusion, please do not post or remove any material from the bulletin board and sent through electronic email to your school email account.

## 5-16. Business Ethics and Conduct

The successful business operation and reputation of The School is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

The continued success of The School is dependent upon our customers' trust and we are dedicated to preserving that trust. Employees owe a duty to The School, its students, parents and vendors to act in a way that will merit the continued trust and confidence of the public.

The School will comply with all applicable laws and regulations and expects its directors, officers, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If you are uncertain about whom to contact at any time regarding any matter or situation, please contact the Human Resource Manager at Academica for your school, Amy Nunez at (305) 669-2906, and, if necessary, with the ADP TotalSource Employee Service Center at (1-800-554-1802) for advice and consultation.

In addition to compliance with the regulations and policies of The School and The School Board of the county in which The School is located, The School expects its directors, officers and employees to comply with all State of Florida Board of Education Administrative Rules including but not limited to the Code of Ethics – Educational Profession (Chapter 6B-1).

Compliance with this policy of business ethics and conduct is the responsibility of every employee. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including possible termination of employment.

## 5-17. Conflicts of Interest

Employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which The School wishes the business to operate. The purpose of these guidelines is to provide general direction so that employees can seek further clarification on issues related to the subject of acceptable standards of operation. Contact your principal or Human Resource Manager for more information or questions about conflicts of interest.

Transactions with outside firms must be conducted within a framework established and controlled by the Board of Directors. Business dealings with outside firms should not result in unusual gains for those firms. Unusual gain refers to bribes, product bonuses, special fringe benefits, unusual price breaks, and other windfalls designed to ultimately benefit either, the employer, the employee, or both. Promotional plans that could be interpreted to involve unusual gain require specific executive-level approval.

An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of The School's business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere existence of a relationship with outside firms. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to the Principal or Human Resource Manager as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where an employee or relative has a significant ownership in a firm with which The School does business, but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving The School. You must have the approval of your Principal and Human Resource Manager prior to accepting a gift from any vendor, supplier, etc.

### **5-18. Non-Competition**

The Teacher agrees that in the event of his/her breach of any term and/or condition of this Agreement, she/he will not thereafter, either directly or indirectly, seek employment for a period of (3) months after leaving said employment with any school, private or public, within a fifteen (15) mile radius of The School.

### **5-19. Use of Facilities, Equipment and Property, Including Intellectual Property**

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. When using property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards and guidelines.

Please notify your Supervisor if any equipment, machines, or tools appear to be damaged, defective, or in need of repair. Prompt reporting of loss, damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The Supervisor can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job.

Employees also are prohibited from any unauthorized use of The School's intellectual property, such as audio and video tapes, print materials and software.

Improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in discipline, up to and including discharge.

Further, The School is not responsible for any damage to employees' personal belongings unless the employee's Supervisor provided advance approval for the employee to bring the personal property to work.

## 5-20. Health and Safety

To assist in providing a safe and healthful work environment for employees, customers, and visitors, ADP TotalSource has established a workplace safety program. This program is a top priority for The School and ADP TotalSource. The Safety Officer has responsibility for implementing, administering, monitoring, and evaluating the safety program. Its success depends on the alertness and personal commitment of all. Please contact Human Resources with regards to questions for your Safety Officer.

ADP TotalSource and The School provide information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

Some of the best safety improvement ideas come from employees. Those with ideas, concerns, or suggestions for improved safety in the workplace are encouraged to raise them with their supervisor, or with another supervisor or manager, or bring them to the attention of the Safety Officer. Reports and concerns about workplace safety issues may be made anonymously if the employee wishes. All reports can be made without fear of reprisal.

Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must comply with all occupational safety and health standards and regulations established by the Occupational Safety and Health Act and state and local regulations. Employees must immediately report any unsafe condition to the appropriate supervisor and/or your ADP TotalSource Human Resources professional. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action, up to and including suspension and/or termination of employment.

The following is a list of general safety rules:

- Operate only machines or equipment that you have been trained to operate or authorized to operate by the principal. Do not operate any machinery if you are taking prescription drugs (or controlled substances) that may impair your mental or motor abilities
- Wear protective gloves when dealing with bodily fluids or with a student who is bleeding.
- Dress safely and appropriately
- Immediately report all unsafe or hazardous conditions and unsafe acts to the principal.

- Keep classroom clean and orderly at all times
- Immediately report all accidents and injuries the same day, no matter how minor to your principal
- All non-emergency treatment for accidents must be authorized by your principal
- Get assistance for any heavy loads
- Do not engage in any horseplay and do not distract others while working
- You must inform your principal if you are taking prescription drugs that may impair your mental or motor abilities; you need not inform your principal as to the condition requiring you to take said medication
- Wear seat belts at all times in school vehicles or when driving your own vehicle on school business

If you believe that you are being exposed to a known or suspected hazard when working with toxic chemicals or substances, you have a right under the Hazard Communications Law to know about such hazards through Material Safety Data Sheets (MSDS). Your supervisor will review the MSDS with you. If your supervisor does not have this information, your supervisor will contact ADP TotalSource's Risk Management Department. In addition, you will receive information on what hazardous substances are in the work area and regular training on the adverse effects of each toxic substance with which you come into contact in the workplace. You will be protected against discipline or termination that results from exercising employee rights under the law.

All employees shall have appropriate training on procedures to protect them from blood borne pathogens, including universal precautions; and have understanding on the use of personal protective equipment. Universal precautions shall be observed to prevent contact with blood or other potentially infectious materials. Under circumstances in which differentiation between body fluid types is difficult or impossible, all both fluids shall be considered potentially infectious. (OSHA 1910.1030)

Safety training should be conducted at your facilities on the following topics:

- Blood borne pathogens
- Personal Protective Equipment
- Hazardous Communication Program
- Kitchen Safety
- Safe Lifting
- Slips, Trips & Falls

If you have not been offered the opportunity for safety training, it is your responsibility to notify your principal to receive such training.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees should immediately notify the Safety Officer or the appropriate supervisor. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

## **5-21. Hiring Relatives/Employee Relationships**

A familial relationship among employees can create an actual or at least a potential conflict of interest in the employment setting, especially where one relative supervises another relative. To avoid this problem, the school may refuse to hire or place a relative in a position where the potential for favoritism or conflict exists.

In other cases such as personal relationships where a conflict or the potential for conflict arises, even if there is no supervisory relationship involved, the parties may be separated by reassignment or terminated from employment, at the discretion of The School. Accordingly, all parties to any type of intimate personal relationship must inform management.

If two employees marry, become related, or enter into an intimate relationship, they may not remain in a reporting relationship or in positions where one individual may affect the compensation or other terms or conditions of employment of the other individual. The School generally will attempt to identify other available positions, but if no alternate position is available, The School retains the right to decide which employee will remain with The School.

For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

## **5-22. Employee-Student Relationships**

All personnel are strictly prohibited from engaging in unacceptable relationships and/or communications with students. This includes, but is not limited to the following: dating, any form of sexual touching or behavior, making sexual, indecent or illegal proposals, gestures or comments, and/or demonstrating any other behavior which gives an appearance of impropriety.

If any staff member is aware of another staff member conducting inappropriate behavior with a student, he/she must report it to the Administration immediately.

## **5-23. Employee Dress and Personal Appearance**

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image The School presents to customers and visitors.

During business hours or when representing The School, you are expected to present a clean, neat, and tasteful appearance. You should dress and groom yourself according to the requirements of your position and accepted social standards. This is particularly true if your job involves dealing with customers or visitors in person.

Your supervisor or department head is responsible for establishing a reasonable dress code appropriate to the job you perform. If your supervisor feels your personal appearance is inappropriate, you may be asked to leave the workplace until you are properly dressed or groomed. Under such circumstance, you will not be compensated for the time away from work. Consult your supervisor if you have questions as to what constitutes appropriate appearance. Where necessary, a reasonable accommodation may be made for a person with a disability.

Without unduly restricting individual tastes, the following personal appearance guidelines should be followed:

- School provided shirts must be worn.
- Shoes must provide safe, secure footing, and offer protection against hazards.
- Canvas or athletic type shoes are not appropriate professional attire.
- Tank tops, tube or halter tops, or shorts may not be worn under any circumstances.
- Mustaches and beards must be clean, well trimmed, and neat.
- Hairstyles are expected to be in good taste.
- Unnaturally colored hair and extreme hairstyles, such as spiked hair and shaved heads, do not present an appropriate professional appearance.
- Long hairstyles should be worn with hair pulled back off the face and neck to avoid interfering with job performance.
- Excessive makeup is not permitted.
- Offensive body odor and poor personal hygiene is not professionally acceptable.
- Jewelry should not be functionally restrictive, dangerous to job performance, or excessive.
- Facial jewelry, such as eyebrow rings, nose rings, lip rings, and tongue studs, is not professionally appropriate and must not be worn during business hours.
- Multiple ear piercings (more than one ring in each ear) are not professionally appropriate and must not be worn during business hours.
- Torso body piercings with visible jewelry or jewelry that can be seen through or under clothing must not be worn during business hours.
- Visible excessive tattoos and similar body art must be covered during business hours.

## **5-24. Publicity/Statements to the Media**

All media inquiries regarding the position of The School as to any issues must be referred to the Manager of Human Resources. Only the Manager of Human Resources is authorized to make or approve public statements on behalf of The School. No employees, unless specifically designated by the Manager of Human Resources, are authorized to make those statements on behalf of School. Any employee wishing to write and/or publish an article, paper, or other publication on behalf of The School must first obtain approval from the Manager of Human Resources.

## 5-25. Operation of Vehicles

All employees authorized to drive School-owned or leased vehicles or personal vehicles in conducting School business must possess a current, valid driver's license and an acceptable driving record. Any change in license status or driving record must be reported to management immediately.

A valid driver's license must be in your possession while operating a vehicle off or on Firm property. It is the responsibility of every employee to drive safely and obey all traffic, vehicle safety, and parking laws or regulations. Drivers must demonstrate safe driving habits at all times.

Firm-owned or leased vehicles may be used only as authorized by management.

### **Portable Communication Device Use While Driving**

Employees who drive on School business must abide by all state or local laws prohibiting or limiting portable communication device (PCD) use, including cell phones or personal digital assistants, while driving. Further, even if use is permitted, employees may choose to refrain from using any PCD while driving. "Use" includes, but is not limited to, talking or listening to another person or sending an electronic or text message via the PCD.

Regardless of the circumstances, including slow or stopped traffic, if any use is permitted while driving, employees should proceed to a safe location off the road and safely stop the vehicle before placing or accepting a call. If acceptance of a call is absolutely necessary while the employee is driving, and permitted by law, the employee must use a hands-free option and advise the caller that he/she is unable to speak at that time and will return the call shortly.

Under no circumstances should employees feel that they need to place themselves at risk to fulfill business needs.

Since this policy does not require any employee to use a PCD while driving, employees who are charged with traffic violations resulting from the use of their PCDs while driving will be solely responsible for all liabilities that result from such actions.

Texting and e-mailing while driving is prohibited in all circumstances.

## 5-26. Business Travel Expenses

When approved, the actual costs of travel, meals, lodging, and other expenses directly related to accomplishing business travel objectives will be reimbursed by The School. Employees are expected to limit expenses to reasonable amounts.

Employees who are involved in an accident while traveling on business must promptly report the incident to their immediate supervisor. Vehicles owned, leased, or rented by The School may not be used for personal use without prior approval. Car rental insurance is not a reimbursable expense.



When travel is completed, employees should submit completed travel expense reports within 30 days. Reports should be accompanied by receipts for all individual expenses. You should review the form for accuracy of completion, since incomplete forms will only delay your reimbursement.

Employees should contact either their Principal or Human Resource Manager for guidance and assistance on procedures related to travel arrangements, expense reports, reimbursement for specific expenses, or any other business travel issues.

## 5-27. Employee Discipline

This section is to help you understand what is expected of you with regard to proper behavior, performance, and personal conduct. The purpose of this policy is to state The School's position on administering equitable and consistent discipline for unsatisfactory conduct in the workplace. By complying with these standards you will help to maintain a positive, safe work environment for you and your colleagues.

To address those times when you have not lived up to positive standards, we may provide you with counseling, institute progressive discipline, or terminate your employment if your conduct warrants it. We have the discretion to decide whether counseling, progressive discipline or immediate termination is appropriate. The best disciplinary measure is the one that does not have to be enforced and comes from good leadership and fair supervision at all employment levels.

The School's and ADP TotalSource's own best interest lie in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform, and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Although employment is based on mutual consent and both the employee and employer (s) have the right to terminate employment at will, with or without cause or advance notice, The School may use progressive discipline at its discretion.

Disciplinary action may call for any of four steps -- verbal warning, written warning, suspension with or without pay, or termination of employment -- depending on the severity of the problem and the number of occurrences. There may be circumstances when one or more steps are bypassed.

Progressive discipline will be used when your supervisor and/or ADP TotalSource feels it is appropriate. The system of progressive discipline gives you notice of deficiencies in performance and an opportunity to improve. When misconduct occurs, progressive disciplinary action may include but is not limited to the following: counseling and/or verbal warning, written warning, suspension with or without pay, and/or termination.

Depending on the nature and severity of the misconduct as well as whether it has previously occurred, your supervisor and/or an ADP TotalSource Human Resources Professional may investigate your actions. An investigation is designed to obtain all pertinent facts and may include interviewing you and other witnesses, reviewing documents, etc. Your friends, relatives, attorneys or other third parties are not allowed to participate in internal investigations. Failure to cooperate with an internal investigation is grounds for disciplinary action up to and including discharge.

When the investigation is complete, your supervisor and/or an ADP TotalSource Human Resources professional will review the facts and the policies. At that point, ADP TotalSource and/or your supervisor will determine whether you should be disciplined up to and including termination.

The School recognizes that there are certain types of employee problems that are serious enough to justify either a suspension, or, in extreme situations, termination of employment, without going through the usual progressive discipline steps.

By using employee discipline, we hope that most employee problems can be corrected at an early stage, benefiting both the employee and The School.

## **5-28. Problem Resolution**

The School and ADP TotalSource are committed to its employees. Part of this commitment is encouraging an open and frank atmosphere in which any problem, complaint, suggestion, or question receives a timely response from the school's supervisors and management.

The School and ADP TotalSource strive to ensure fair treatment of all employees. Supervisors, managers, and employees are expected to treat each other with mutual respect. Employees are encouraged to offer positive and constructive criticism.

If employees disagree with established rules of conduct, policies, or practices, they can express their concern through the problem resolution procedure. No employee will be penalized, formally or informally, for voicing a complaint with the school in a reasonable, business-like manner, or for using the problem resolution procedure.

If a situation occurs when employees believe that a condition of employment or a decision affecting them is unjust or inequitable, they are encouraged to bring those issues to management's attention using the same procedure described in the Harassment policy.

1. Employee presents problem to immediate supervisor after incident occurs. If supervisor is unavailable or employee believes it would be inappropriate to contact that person, employee may present problem to Human Resource Department or any other member of management.
2. Supervisor responds to problem during discussion or after consulting with appropriate management, when necessary. Supervisor documents discussion.

3. Employee presents problem to Human Resource Department if problem is unresolved.
4. Human Resource Department counsels and advises employee, assists in putting problem in writing, visits with employee's manager(s), if necessary, and directs employee to Area President of ADP TotalSource for review of problem.
5. Employee presents problem to President in writing.
6. Academics reviews and considers problem. President informs employee of decision and forwards copy of written response to Human Resource Department for employee's file. The President has full authority to make any adjustment deemed appropriate to resolve the problem. Not every problem can be resolved to everyone's total satisfaction, but only through understanding and discussion of mutual problems can employees and management develop confidence in each other. This confidence is important to the operation of an efficient and harmonious work environment, and helps to ensure everyone's job security.

### **5-29. Duties of the Teacher**

1. The Teacher shall serve The School in her/his best capacity utilizing her/his best efforts.
2. The Teacher agrees to perform her/his duties with such powers, functions, and responsibilities as are usual and customary to the position, and as set forth by The School in the Employee Handbook.
3. The Teacher agrees to perform additional duties, as prescribed by the Principal.
4. Hours of employment will be determined by the Principal and approved by the Board of Directors of The School. School hours are subject to change, but will not exceed 8 hours per day. The Teacher will be notified if such change becomes necessary.
5. The Teacher agrees to follow the dress code prescribed by The School, and wear any designated uniform, as established in the Employee Handbook.
6. The Teacher agrees to assist in drop-off and pick-up duties at The School.
7. The Teacher agrees to refrain from using The School's name, for any purpose, without the express permission of the Board of Directors.

### **5-30. Life-Threatening Illnesses in the Workplace**

Employees with life-threatening illnesses, such as cancer, heart disease, and AIDS, often wish to continue their normal pursuits, including work, to the extent allowed by their condition. The School supports these endeavors as long as employees are able to meet acceptable performance standards.

Medical information on individual employees is treated confidentially. The School will take reasonable precautions to protect such information from inappropriate disclosure. Managers and other employees have a responsibility to respect and maintain the confidentiality of employee medical information. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment.

## 5-31. Recycling

The School supports environmental awareness by encouraging recycling and waste management in its business practices and operating procedures. This support includes a commitment to the purchase, use, and disposal of products and materials in a manner that will best utilize natural resources and minimize any negative impact on the earth's environment.

Special recycling receptacles have been set up to promote the separation and collection of the following recyclable materials at The School:

- Paper
- Corrugated cardboard
- Brown paper bags
- Printer cartridges

The simple act of placing a piece of paper, can, or bottle in a recycling container is the first step in reducing demand on the earth's limited resources. Success of this program depends on active participation by all of us. Employees are encouraged to make a commitment to recycle and be a part of this solution.

The School encourages reducing and, when possible, eliminating the use of disposable products. Source reduction decreases the consumption of valuable resources through such workplace practices as:

- Turn on alarm when leaving the building at night
- Turn down heat / AC when leaving the building at night
- Communication through computer networks with e-mail
- Posting memos for all employees
- Two-sided photocopying
- Routing slips for reports
- Turning off lights when not in use

Whenever possible, employees of The School are encouraged to purchase products for the workplace that contain recycled or easily recyclable materials. Buying recycled products supports recycling and increases the markets for recyclable materials.

By recycling, The School is helping to solve trash disposal and control problems facing all of us today.

## 5-32. References

The School will respond to reference requests through the Human Resources Department. The School will provide general information concerning the employee such as date of hire, date of termination, and positions held. Requests for reference information must be in writing, and responses will be in writing. Please refer all requests for references to the Human Resources Dept.

**Only the Human Resources Department may provide references.**

## 5-33. If You Must Leave Us

Should you decide to leave The School, we ask that you provide your Supervisor with 30 days advance notice of your departure. Your thoughtfulness will be appreciated.

All School property including, but not limited to, keys, security cards, parking passes, laptop computers, fax machines, uniforms, etc. must be returned at separation. Employees also must return all of The School's Confidential Information upon separation. To the extent permitted by law, employees will be required to repay The School (through payroll deduction, if lawful) for any lost or damaged School property.

Individuals who are not returning for the following school year (regardless of whether it was the employee's decision to resign or whether The School did not extend an invitation to return) will have their active benefits terminated on June 30<sup>th</sup>. Refer to the Benefits Continuation (COBRA) policy for more information.

As noted previously, all employees are employed at-will and nothing in this handbook changes that status.

## 5-34. Exit Interview

Employees who resign are requested to participate in an exit interview with Human Resources, if possible.

### 5-35. A Few Closing Words

This handbook is intended to give you a broad summary of things you should know about the school. The information in this handbook is general in nature and, should questions arise, any member of management should be consulted for complete details. While we intend to continue the policies, rules and benefits described in this handbook, The School, in its sole discretion, may always amend, add to, delete from or modify the provisions of this handbook and/or change its interpretation of any provision set forth in this handbook. Please do not hesitate to speak to management if you have any questions about The School or its personnel policies and practices.

SAMPLE

# **ATTACHMENT**

**APPLICANT HISTORY WORKSHEET**

2022-2023									
County	School Name	MSID	Grades Served	Year Opened	Total Enrollment	Letter Grade	ELA Proficiency	Math Proficiency	Science Proficiency
Broward	Somerset Academy	5141	K-5	2000	645	A	78.80%	85.50%	66.70%
Broward	Somerset Academy Middle School	5151	6-8	2000	1068	A	71.30%	73.90%	59.20%
Broward	Somerset Academy High School	5221	9-12	2002	1476	A	61.70%	52.90%	80.80%
Broward	Somerset Arts Conservatory	5396	9-12	2006	399	A	85.80%	71.40%	94.10%
Broward	Somerset Academy South	5263	K-5	2018	347	A	80.70%	87.30%	67.70%
Broward	Somerset Academy (Miramar Campus)	5405	K-5	2006	518	A	72.90%	80.90%	39.00%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	6-8	2006	425	A	76.70%	81.40%	54.30%
Broward	Somerset Academy Miramar South	5054	K-5	2012	214	A	96.30%	100%	96.20%
Broward	Somerset Academy (Davie)	5211	K-5	2003	150	A	94.40%	93.10%	75.00%
Broward	Somerset Academy East Preparatory	5391	K-5	2009	201	C	51.50%	67.70%	27.60%
Broward	Somerset Academy Riverside	5387	K-5	2013	328	C	52.70%	49.30%	30.60%
Broward	Somerset Academy Riverside Middle School	5419	6-8	2013	178	C	54.30%	43.90%	50.00%
Broward	Somerset Parkland Academy	5056	K-8	2020	957	A	73.90%	71.10%	58.80%
Broward	Somerset Village Academy	5004	K-5	2010	242	B	45.10%	62.30%	53.20%
Broward	Somerset Academy Village Charter Middle School	5002	6-8	2010	161	C	54.60%	56.00%	29.50%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	K-8	2010	726	C	44.00%	47.00%	32.20%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	9-12	2010	342	C	36.50%	25.10%	51.80%
Broward	Somerset Academy Neighborhood School	5021	K-5	1997	505	B	61.00%	66.70%	34.90%
Broward	Somerset Preparatory Academy Charter Middle School	5441	6-8	2010	352	C	57.40%	57.20%	32.50%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	9-12	2011	304	B	55.80%	34.30%	75.00%
Broward	Somerset Pines Academy	5030	K-5	2010	462	C	51.40%	44.00%	36.60%
Broward	Somerset Academy Pompano	5388	K-5	2012	141	D	38.60%	36.80%	16.70%
Broward	Somerset Academy Key Middle School	5413	6-8	2013	346	D	44.60%	35.60%	21.80%
Broward	Somerset Academy Key Charter High School	5224	9-12	2016	326	C	47.40%	19.30%	34.90%
Duval	Somerset Academy Elementary Eagle Campus	1251	K-5	2010	361	C	39.10%	37.50%	45.20%
Duval	Somerset Academy Middle School Eagle Campus	1261	6-8	2010	188	C	38.10%	48.90%	59.10%
Miami Dade	Colegiate Preparatory Academy	6016	6-12	2014	171	B	56.70%	31.00%	38.50%
Miami Dade	Somerset Academy (Miami-Dade)	0520	K-5	2004	802	A	66.70%	80.50%	50.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	2004	438	B	61.20%	58.60%	47.20%
Miami Dade	Somerset Academy (Silver Palms)	0332	K-8	2007	1,939	A	67.70%	70.50%	70.80%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	9-12	2004	914	A	70.5%	52.5%	78.7%
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	K-5	2011	571	A	63.60%	77.30%	73.90%
Miami Dade	Somerset Arts Academy	2012	K-5	2008	411	B	60.50%	54.90%	49.20%
Miami Dade	Somerset Oaks Academy	3033	K-8	2011	624	B	53.70%	57.10%	39.60%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	K-5	2009	505	A	87.00%	96.20%	82.20%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	6-8	2009	182	A	90.4%	92.7%	78.3%
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	K-5	2008	579	A	64.30%	74.30%	67.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	6-8	2008	470	C	51.10%	60.30%	34.20%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	9-12	2011	540	C	40.60%	26.70%	26.50%
Miami Dade	Somerset Gables Academy	5008	K-8	2010	473	A	72.50%	79.90%	77.10%
Miami Dade	Somerset Academy Bay	5062	K-5	2013	458	A	71.80%	82.80%	63.60%
Miami Dade	Somerset Academy Bay Middle School	6128	6-8	2013	244	A	79.80%	83.50%	93.80%
Miami Dade	Somerset Preparatory Academy Sunset	5002	K-8	2015	442	A	82.80%	85.90%	54.10%
Miami Dade	Somerset Palms Academy	5015	K-8	2018	303	A	74.10%	78.50%	70.20%
Miami Dade	Somerset Academy Kendall	4037	K-5	2018	226	A	70.30%	84.40%	N/A
Miami Dade	Somerset Preparatory Academy- Homestead	754	K-5	2020	382	B	52.70%	62.80%	53.10%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	6-8	2019	320	C	49.30%	49.30%	41.50%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	9-12	2019	268	C	52.20%	27.40%	58.70%
Miami Dade	Somerset College Preparatory Academy South High School	7078	9-11	2022	72	C	38.60%	35.70%	58.30%
Miami Dade	Somerset Academy Continental	402	K-5	2022	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	9-12	2011	82	B	40.00%	33.30%	68.80%
Palm Beach	Somerset Academy Boca East	3413	K-5	2012	348	A	71.30%	71.40%	57.50%
Palm Beach	Somerset Academy Boca Middle	4041	6-8	2013	83	A	80.20%	74.10%	63.90%
Palm Beach	Somerset Academy Canyons Middle School	4012	6-8	2013	691	C	56.60%	58.70%	41.30%



2022-2023									
Palm Beach	Somerset Academy Canyons High School	4013	9-12	2013	1,074	A	60.80%	31.10%	72.90%
Palm Beach	Somerset Academy Lakes Charter School	4091	K-5	2016	417	D	33.10%	36.70%	25%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	K-8	2007	510	C	42.20%	41.50%	37.30%
Palm Beach	Somerset Academy Wellington	4031	K-8	2019	542	C	59%	60%	76%
Palm Beach	Somerset Academy Wellington High School	4131	9-10	2022	40	B	64.50%	50%	82.40%
St. Lucie	Somerset College Preparatory Academy	712	6-12	2012	1,360	A	65.10%	59.60%	66.90%
St. Lucie	Somerset Academy St. Lucie	703	K-5	2009	690	C	50.50%	53.30%	43.90%
St. Lucie	Somerset Academy Bethany	731	K-5	2020	339	C	57.10%	40.80%	18.20%
Nevada	Somerset Academy Aliante Campus	59124	K-8	2018	1188	3 Star	56.40%	44.10%	34.30%
Nevada	Somerset Academy North Las Vegas	59119	K-8	2011	774	1 Star	35.40%	31.50%	16.80%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	KG-12	2014	2451	3 star	40.87%	23.23%	15.97%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	KG-12	2012	2114	5 Star	63.43%	51.97%	42.47%
Nevada	Somerset Academy Skye Canyon Campus	59125	KG-8	2018	1008	5 Star	67.90%	65.85%	62.30%
Nevada	Somerset Academy Stephanie Campus	59123	KG-8	2014	958	4 Star	56.45%	45.40%	48.65%
Nevada	Somerset Lone Mountain Campus	59121	KG-8	2015	1012	4 Star	56.75%	50%	37.70%
Texas	Somerset Academy Brooks	15830001	PK-12	2006	1317	C	41%	21%	27%
Texas	Somerset Academy Collegiate	15830101	PK-12	2017	1367	B	39%	19%	30%
Texas	Somerset Academy Lone Star	15830102	PK-7	2013	188	B	34%	16%	26%
Texas	Somerset Academy Oaks	15830103	PK-6	2016	225	B	64%	45%	10%
Arizona	Somerset Academy Skyway Campus		K-8	2019	158	B	41%	24%	43%

2022-2023										
County	School Name	MSID	Social Studies Proficiency	ELA Growth	Math Growth	Graduation Rate	FRL%	SWD%	ELL%	African American
Broward	Somerset Academy	5141	N/A	N/A	N/A	N/A	41.40%	5.40%	8.80%	8.70%
Broward	Somerset Academy Middle School	5151	83.40%	N/A	N/A	N/A	31.60%	8.90%	2.85	13.40%
Broward	Somerset Academy High School	5221	73.50%	N/A	N/A	99.00%	38.60%	8.20%	1.80%	19.20%
Broward	Somerset Arts Conservatory	5396	88.10%	N/A	N/A	100%	24.80%	4.30%	0%	12.00%
Broward	Somerset Academy South	5263	N/A	N/A	N/A	N/A	39.50%	5.50%	5.80%	8.40%
Broward	Somerset Academy (Miramar Campus)	5405	N/A	N/A	N/A	N/A	62.20%	6.90%	11.60%	25.10%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	95.40%	N/A	N/A	N/A	63.30%	6.40%	0%	31.30%
Broward	Somerset Academy Miramar South	5054	N/A	N/A	N/A	N/A	48.60%	0%	10.70%	26.20%
Broward	Somerset Academy (Davie)	5211	N/A	N/A	N/A	N/A	50.70%	0%	10.70%	17.30%
Broward	Somerset Academy East Preparatory	5391	N/A	N/A	N/A	N/A	89.10%	7.00%	16.40%	70.60%
Broward	Somerset Academy Riverside	5387	N/A	N/A	N/A	N/A	68.00%	7.90%	14.60%	32.90%
Broward	Somerset Academy Riverside Middle School	5419	66.10%	N/A	N/A	N/A	63.50%	18.50%	5.60%	33.70%
Broward	Somerset Parkland Academy	5056	85.50%	N/A	N/A	N/A	20.10%	9.70%	5.60%	4.00%
Broward	Somerset Village Academy	5004	N/A	N/A	N/A	N/A	92.60%	7.90%	29.30%	49.60%
Broward	Somerset Academy Village Charter Middle School	5002	72.30%	N/A	N/A	N/A	91.90%	18.00%	16.80%	59.60%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	65.10%	N/A	N/A	N/A	92.00%	6.90%	20.70%	60.50%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	40.30%	N/A	N/A	83.80%	86.50%	7.90%	6.70%	63.70%
Broward	Somerset Academy Neighborhood School	5021	N/A	N/A	N/A	N/A	62.40%	8.70%	7.90%	79.20%
Broward	Somerset Preparatory Academy Charter Middle School	5441	83.00%	N/A	N/A	N/A	51.10%	8.20%	4.50%	80.40%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	76.40%	N/A	N/A	96.90%	52.30%	9.50%	0%	73.40%
Broward	Somerset Pines Academy	5030	N/A	N/A	N/A	N/A	73.60%	8.40%	24.70%	39.40%
Broward	Somerset Academy Pompano	5388	N/A	N/A	N/A	N/A	88.70%	11.30%	36.90%	12.80%
Broward	Somerset Academy Key Middle School	5413	48.60%	N/A	N/A	N/A	57.80%	15.90%	13.30%	35.80%
Broward	Somerset Academy Key Charter High School	5224	50%	N/A	N/A	100%	51.80%	15.30%	11%	30.10%
Duval	Somerset Academy Elementary Eagle Campus	1251	N/A	N/A	N/A	N/A	76.70%	8.90%	0%	90.00%
Duval	Somerset Academy Middle School Eagle Campus	1261	48.60%	N/A	N/A	N/A	75.50%	14.90%	0%	83.50%
Miami Dade	Colegiate Preparatory Academy	6016	70.00%	N/A	N/A	N/A	1.10%	0.00%	0.00%	12.90%
Miami Dade	Somerset Academy (Miami-Dade)	0520	N/A	N/A	N/A	N/A	64.00%	3.00%	18.80%	1.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	78.40%	N/A	N/A	N/A	69.20%	7.10%	9.60%	0%
Miami Dade	Somerset Academy (Silver Palms)	0332	88.20%	N/A	N/A	N/A	71.30%	4.40%	7.30%	7.60%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	69.9%	N/A	N/A	N/A	73.6%	4.4%	N/A	8.6%
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	N/A	N/A	N/A	N/A	83.90%	2.30%	20.80%	10.70%
Miami Dade	Somerset Arts Academy	2012	N/A	N/A	N/A	N/A	74.00%	13.40%	28.20%	5.10%
Miami Dade	Somerset Oaks Academy	3033	67.10%	N/A	N/A	N/A	94.70%	11.40%	30.80%	5.40%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	N/A	N/A	N/A	N/A	19.80%	4.80%	2.00%	2.20%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	97%	N/A	N/A	N/A	21.4%	N/A	N/A	0%
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	N/A	N/A	N/A	N/A	81.20%	10.00%	19.20%	7.80%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	56.80%	N/A	N/A	N/A	80.20%	13.60%	5.30%	7.70%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	51.80%	N/A	N/A	90.40%	87.40%	10.20%	8.50%	7.00%
Miami Dade	Somerset Gables Academy	5008	93.50%	N/A	N/A	N/A	23.70%	5.10%	13.30%	0.00%
Miami Dade	Somerset Academy Bay	5062	N/A	N/A	N/A	N/A	15.90%	2.40%	0.00%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	98.60%	N/A	N/A	N/A	17.20%	6.10%	0.00%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	96.90%	N/A	N/A	N/A	41.00%	7.90%	8.80%	2.90%
Miami Dade	Somerset Palms Academy	5015	82.60%	N/A	N/A	N/A	1.30%	3.60%	17.50%	4.00%
Miami Dade	Somerset Academy Kendall	4037	N/A	N/A	N/A	N/A	0.40%	0.00%	8.40%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	N/A	N/A	N/A	40.60%	4.50%	11.30%	10.70%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	59.30%	N/A	N/A	N/A	64.70%	7.20%	9.70%	6.90%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	43.30%	N/A	N/A	83.90%	69.40%	10.40%	13.10%	10.10%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A	61.10%	19.40%	22.20%	0.00%
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	69.20%	N/A	N/A	92.30%	31.70%	23.20%	0%	0%
Palm Beach	Somerset Academy Boca East	3413	N/A	N/A	N/A	N/A	32.20%	9.50%	0%	3.70%
Palm Beach	Somerset Academy Boca Middle	4041	100%	N/A	N/A	N/A	39.80%	0%	0%	0%
Palm Beach	Somerset Academy Canyons Middle School	4012	61%	N/A	N/A	N/A	67.70%	11.10%	5.20%	29.50%

2022-2023										
Palm Beach	Somerset Academy Canyons High School	4013	76.60%	N/A	N/A	97.80%	57.40%	7%	3.50%	27.10%
Palm Beach	Somerset Academy Lakes Charter School	4091	N/A	N/A	N/A	N/A	100%	8.20%	29.30%	12.50%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	53.30%	N/A	N/A	N/A	100%	11.80%	26.30%	42.00%
Palm Beach	Somerset Academy Wellington	4031	66%	N/A	N/A	N/A	50%	12%	23%	24%
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A	87.50%	0%	0%	0%
St. Lucie	Somerset College Preparatory Academy	712	76.50%	N/A	N/A	99.20%	48.90%	6%	4.60%	23.20%
St. Lucie	Somerset Academy St. Lucie	703	N/A	N/A	N/A	N/A	60%	7.40%	10.10%	24.80%
St. Lucie	Somerset Academy Bethany	731	N/A	N/A	N/A	N/A	59.60%	8%	5.90%	21.80%
Nevada	Somerset Academy Aliante Campus	59124	N/A	54.25%	55.50%	N/A	23%	17%	3%	13.05%
Nevada	Somerset Academy North Las Vegas	59119	N/A	40.50%	41%	N/A	49%	13%	7%	28.55%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	N/A	54%	55%	>95%	46%	11%	8%	21.13%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	N/A	63.75%	70%	>95%	24%	12%	1%	7.10%
Nevada	Somerset Academy Skye Canyon Campus	59125	N/A	63%	67%	N/A	18%	15%	1%	3.87%
Nevada	Somerset Academy Stephanie Campus	59123	N/A	65%	64.50%	N/A	38%	16%	4%	8.46%
Nevada	Somerset Lone Mountain Campus	59121	N/A	59%	61%	N/A	28%	14%	4%	8.10%
Texas	Somerset Academy Brooks	15830001	59%	52%	57%	91.75%	80.41%	14.50%	6.15%	3.04%
Texas	Somerset Academy Collegiate	15830101	38%	46%	54%	94.36%	72.57%	16.97%	7.46%	6.73%
Texas	Somerset Academy Lone Star	15830102	NA	11%	17%	N/A	81.38%	15.96%	23.94%	2.66%
Texas	Somerset Academy Oaks	15830103	NA	NA	29%	N/A	58.22%	4.89%	11.11%	13.78%
Arizona	Somerset Academy Skyway Campus		N/A	59.00%	32.50%	N/A				N/A

2022-2023						
County	School Name	MSID	Asian / Pacific Islander	White	Hispanic	Other
Broward	Somerset Academy	5141	5.70%	6.20%	77.40%	2.00%
Broward	Somerset Academy Middle School	5151	5.90%	9.20%	69.30%	2.00%
Broward	Somerset Academy High School	5221	4.50%	10.00%	63.70%	2.30%
Broward	Somerset Arts Conservatory	5396	4.50%	13.80%	67.70%	0%
Broward	Somerset Academy South	5263	3.50%	7.20%	78.10%	0%
Broward	Somerset Academy (Miramar Campus)	5405	3.50%	7.50%	62.50%	0%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	3.80%	4.00%	59.30%	0%
Broward	Somerset Academy Miramar South	5054	8.90%	6.10%	56.50%	0%
Broward	Somerset Academy (Davie)	5211	0%	30.70%	43.30%	0%
Broward	Somerset Academy East Preparatory	5391	0%	0%	27.40%	0%
Broward	Somerset Academy Riverside	5387	0%	17.10%	46.60%	0%
Broward	Somerset Academy Riverside Middle School	5419	0%	15.70%	46.60%	0%
Broward	Somerset Parkland Academy	5056	7.90%	50.40%	33.20%	4.20%
Broward	Somerset Village Academy	5004	0%	0%	45.50%	0%
Broward	Somerset Academy Village Charter Middle School	5002	0%	0%	37.30%	0%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	0%	2.20%	34.80%	1.40%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	0%	4.10%	30.40%	0%
Broward	Somerset Academy Neighborhood School	5021	0%	2.40%	17.00%	0%
Broward	Somerset Preparatory Academy Charter Middle School	5441	0%	0%	15.30%	0%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	0%	3.60%	20.70%	0%
Broward	Somerset Pines Academy	5030	0%	11.70%	47.00%	0%
Broward	Somerset Academy Pompano	5388	0%	0%	78.00%	0%
Broward	Somerset Academy Key Middle School	5413	0%	17.10%	45.10%	0%
Broward	Somerset Academy Key Charter High School	5224	0%	16.90%	50.30%	0%
Duval	Somerset Academy Elementary Eagle Campus	1251	0%	4.70%	4.20%	0%
Duval	Somerset Academy Middle School Eagle Campus	1261	0%	6.90%	5.30%	0%
Miami Dade	Colegiate Preparatory Academy	6016	0.00%	33.70%	51.70%	0.00%
Miami Dade	Somerset Academy (Miami-Dade)	0520	1.20%	2.60%	94.10%	0.00%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	0%	2.30%	94.70%	0%
Miami Dade	Somerset Academy (Silver Palms)	0332	1.70%	3.40%	86.40%	0.90%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	1.1%	4.7%	84.8%	0%
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	0.00%	3.20%	84.40%	0.00%
Miami Dade	Somerset Arts Academy	2012	0.00%	11.40%	80.80%	0.00%
Miami Dade	Somerset Oaks Academy	3033	0.00%	3.80%	89.70%	0.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	0.00%	6.70%	89.90%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	0%	0%	94.7%	0%
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	0.00%	4.80%	86.00%	0.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	0.00%	7.00%	83.20%	0.00%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	0.00%	6.70%	85.00%	0.00%
Miami Dade	Somerset Gables Academy	5008	2.70%	11.60%	84.10%	0.00%
Miami Dade	Somerset Academy Bay	5062	0.00%	5.20%	93.40%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	0.00%	5.30%	93.40%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	0%	4.80%	90.30%	0.00%
Miami Dade	Somerset Palms Academy	5015	0.00%	0.00%	93.10%	0.00%
Miami Dade	Somerset Academy Kendall	4037	0.00%	8.00%	88.90%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	0.00%	5.50%	83.00%	0.00%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	0.00%	7.20%	84.10%	0.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	0.00%	4.10%	84.70%	0.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	0.00%	0.00%	94.40%	0.00%
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	0%	52.40%	35.40%	0%
Palm Beach	Somerset Academy Boca East	3413	0%	60.30%	29.90%	5.20%
Palm Beach	Somerset Academy Boca Middle	4041	0%	55.40%	27.70%	0%
Palm Beach	Somerset Academy Canyons Middle School	4012	2.30%	36.20%	26.80%	4.50%

2022-2023						
Palm Beach	Somerset Academy Canyons High School	4013	3.20%	36.70%	28.20%	4%
Palm Beach	Somerset Academy Lakes Charter School	4091	0.50%	13.40%	72.90%	0%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	2.40%	7.50%	45.50%	2.20%
Palm Beach	Somerset Academy Wellington	4031	N/A	33%	38%	N/A
Palm Beach	Somerset Academy Wellington High School	4131	0%	32.50%	42.50%	0%
St. Lucie	Somerset College Preparatory Academy	712	1.40%	36.10%	34.80%	3.80%
St. Lucie	Somerset Academy St. Lucie	703	0%	32.80%	35.80%	4.90%
St. Lucie	Somerset Academy Bethany	731	0%	30.10%	38.90%	7.10%
Nevada	Somerset Academy Aliante Campus	59124	8.25%	29.55%	37.71%	11.45%
Nevada	Somerset Academy North Las Vegas	59119	5.82%	13.44%	39.50%	12.66%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	5.30%	11.53%	52.90%	8.80%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	4.49%	50.28%	28.90%	9.22%
Nevada	Somerset Academy Skye Canyon Campus	59125	5.85%	52.18%	24.40%	13.69%
Nevada	Somerset Academy Stephanie Campus	59123	9.29%	35.91%	35.70%	10.65%
Nevada	Somerset Lone Mountain Campus	59121	3.86%	38.93%	39.53%	9.50%
Texas	Somerset Academy Brooks	15830001	1.44%	3.95%	90.81%	0.76%
Texas	Somerset Academy Collegiate	15830101	0.95%	9.95%	80.25%	2.12%
Texas	Somerset Academy Lone Star	15830102	0.53%	7.45%	86.70%	2.66%
Texas	Somerset Academy Oaks	15830103	15.11%	20.89%	45.33%	4.88%
Arizona	Somerset Academy Skyway Campus		N/A	32.28%	58.23%	N/A

2021-2022									
County	School Name	MSID	Grades Served	Year Opened	Total Enrollment	Letter Grade	ELA Proficiency	Math Proficiency	Science Proficiency
Broward	Somerset Academy	5141	K-5	2000	618	A	82.20%	79.80%	79.40%
Broward	Somerset Academy Middle School	5151	6-8	2000	1009	A	73.70%	74.80%	58.10%
Broward	Somerset Academy High School	5221	9-12	2002	1440	A	63.90%	50.80%	67.90%
Broward	Somerset Arts Conservatory	5396	9-12	2006	375	A	86.50%	75.60%	86.50%
Broward	Somerset Academy South	5263	K-5	2018	344	A	82.60%	80.60%	62.50%
Broward	Somerset Academy (Miramar Campus)	5405	K-5	2006	525	A	77.90%	79.60%	49.50%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	6-8	2006	419	A	79.50%	80.80%	70.30%
Broward	Somerset Academy Miramar South	5054	K-5	2012	217	A	98.80%	98.80%	96.30%
Broward	Somerset Academy (Davie)	5211	K-5	2003	150	A	97.30%	93.20%	88.00%
Broward	Somerset Academy East Preparatory	5391	K-5	2009	211	B	67.00%	63.50%	32.30%
Broward	Somerset Academy Riverside	5387	K-5	2013	313	B	60.00%	52.30%	28.90%
Broward	Somerset Academy Riverside Middle School	5419	6-8	2013	118	B	55.50%	56.40%	33.30%
Broward	Somerset Parkland Academy	5056	K-8	2020	830	A	79.30%	77.90%	55.90%
Broward	Somerset Village Academy	5004	K-5	2010	252	B	50.00%	58.70%	37.50%
Broward	Somerset Academy Village Charter Middle School	5002	6-8	2010	159	B	57.50%	58.20%	30.40%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	K-8	2010	721	B	39.40%	39.30%	29.60%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	9-12	2010	341	C	26.90%	29.50%	40.50%
Broward	Somerset Academy Neighborhood School	5021	K-5	1997	451	A	70.90%	66.50%	50.00%
Broward	Somerset Preparatory Academy Charter Middle School	5441	6-8	2010	344	B	65.60%	51.10%	32.30%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	9-12	2011	253	B	63.60%	36.10%	56.40%
Broward	Somerset Pines Academy	5030	K-5	2010	446	C	54.00%	43.10%	38.80%
Broward	Somerset Academy Pompano	5388	K-5	2012	130	B	42.10%	35.10%	17.60%
Broward	Somerset Academy Key Middle School	5413	6-8	2013	337	C	39.00%	35.80%	19.30%
Broward	Somerset Academy Key Charter High School	5224	9-12	2016	292	C	43%	23.40%	36.80%
Duval	Somerset Academy Elementary Eagle Campus	1251	K-5	2010	383	F	29.60%	37.70%	7.50%
Duval	Somerset Academy Middle School Eagle Campus	1261	6-8	2010	186	D	35.1%	17.8%	16.4%
Miami Dade	Colegiate Preparatory Academy	6016	6-12	2014	178	C	56.70%	31.00%	38.50%
Miami Dade	Somerset Academy (Miami-Dade)	0520	K-5	2004	828	A	66.70%	80.50%	50.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004		2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	K-8	2007	1,951	A	72.60%	70.50%	69.50%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	2004					
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	K-5	2011	559	B	63.90%	69.90%	43.50%
Miami Dade	Somerset Arts Academy	2012	K-5	2008	413	A	62.10%	60.10%	40.30%
Miami Dade	Somerset Oaks Academy	3033	K-8	2011	627	B	43.50%	44.30%	32.40%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	K-5	2009	515	A	90.30%	97.80%	87.50%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	2009	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	K-5	2008	551	A	65.90%	63.70%	46.60%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	6-8	2008	474	B	55.50%	59.00%	44.60%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	9-12	2011	539	C	45.30%	31.20%	24.50%
Miami Dade	Somerset Gables Academy	5008	K-8	2010	473	A	83.10%	77.20%	66.20%
Miami Dade	Somerset Academy Bay	5062	K-5	2013	443	A	82.60%	79.40%	61.40%
Miami Dade	Somerset Academy Bay Middle School	6128	6-8	2013	234	A	84.80%	80.10%	78.40%
Miami Dade	Somerset Preparatory Academy Sunset	5002	K-8	2015	403	A	79.30%	91.90%	46.80%
Miami Dade	Somerset Palms Academy	5015	K-8	2018	285	A	84.10%	65.20%	51.20%
Miami Dade	Somerset Academy Kendall	4037	K-4	2018	226	A	74.60%	87.10%	N/A
Miami Dade	Somerset Preparatory Academy- Homestead	754	K-5	2020	346	C	50.00%	43.10%	28.60%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	6-8	2019	242	B	56.80%	51.50%	49.40%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	9-12	2019	191	B	58.60%	39.80%	49.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	9-11	2022	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	2022	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	9-12	2011	83	B	51.30%	41.70%	59.10%
Palm Beach	Somerset Academy Boca	3413	K-5	2012	337	A	79.20%	80.60%	52.60%
Palm Beach	Somerset Academy Boca Middle	4041	6-8	2013	87	A	82.70%	66.70%	83.30%

2021-2022									
Palm Beach	Somerset Academy Canyons Middle School	4012	6-8	2013	683	A	61.60%	63.10%	46.70%
Palm Beach	Somerset Academy Canyons High School	4013	9-12	2013	1,057	A	66.80%	44.70%	67.40%
Palm Beach	Somerset Academy Lakes Charter School	4091	K-5	2016	414	C	47.50%	42.90%	20.50%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	K-8	2007	512	D	41.70%	30.10%	21.30%
Palm Beach	Somerset Academy Wellington	4031	N/A	2019	N/A	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	9-10	2022	N/A	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	6-12	2012	1,160	A	62.90%	61.20%	61.90%
St. Lucie	Somerset Academy St. Lucie	703	K-5	2009	668	C	53.20%	53.80%	32.70%
St. Lucie	Somerset Academy Bethany	731	K-5	2020	192	C	51.70%	30%	35%
Nevada	Somerset Academy Aliante Campus	59124	K-8	2018	1120	NR	56.20%	36.30%	43.65%
Nevada	Somerset Academy North Las Vegas	59119	K-8	2011	1205	NR	40.95%	26.25%	24.65%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	KG-12	2014	2195	NR	38.27%	19.90%	16.63%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	KG-12	2012	2138	NR	61.87%	46.97%	46.67%
Nevada	Somerset Academy Skye Canyon Campus	59125	KG-8	2018	995	NR	70.35%	60.10%	57.25%
Nevada	Somerset Academy Stephanie Campus	59123	KG-8	2014	957	NR	54.85%	37.15%	37.75%
Nevada	Somerset Lone Mountain Campus	59121	KG-8	2015	986	NR	59.85%	45.95%	31%
Texas	Somerset Academy Brooks	15830001	PK-12	2006	1296	C	45%	18%	30%
Texas	Somerset Academy Collegiate	15830101	PK-12	2017	1461	B	48%	19%	30%
Texas	Somerset Academy Lone Star	15830102	PK-5	2013	146	B	53%	42%	38%
Texas	Somerset Academy Oaks	15830103	KG-5	2016	238	B	72%	49%	39%
Arizona	Somerset Academy Skyway Campus		K-8	2019	165	B	38%	33%	

2021-2022										
County	School Name	MSID	Social Studies Proficiency	ELA Growth	Math Growth	Graduation Rate	FRL%	SWD%	ELL%	African American
Broward	Somerset Academy	5141	N/A	79.00%	80.00%	N/A	39.80%	6.60%	9.70%	9.40%
Broward	Somerset Academy Middle School	5151	87.20%	62.10%	72.40%	N/A	30.80%	8.40%	5.40%	12.10%
Broward	Somerset Academy High School	5221	71.80%	57.80%	59.90%	95.70%	36.00%	8.50%	2.40%	20.30%
Broward	Somerset Arts Conservatory	5396	82.80%	65.20%	67.70%	98.70%	23.20%	4.30%	0%	12.80%
Broward	Somerset Academy South	5263	N/A	79.40%	73.20%	N/A	39.20%	5.20%	5.20%	8.40%
Broward	Somerset Academy (Miramar Campus)	5405	N/A	72.50%	77.30%	N/A	65.50%	7.00%	10.90%	26.10%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	92.30%	68.30%	79.90%	N/A	59.70%	5.70%	2.40%	31.50%
Broward	Somerset Academy Miramar South	5054	N/A	81.80%	85.50%	N/A	51.60%	0%	6.00%	29.50%
Broward	Somerset Academy (Davie)	5211	N/A	75.50%	49.00%	N/A	52.70%	0%	11.30%	24.00%
Broward	Somerset Academy East Preparatory	5391	N/A	61.50%	59.40%	N/A	88.20%	6.20%	19.00%	64.90%
Broward	Somerset Academy Riverside	5387	N/A	69.00%	67.90%	N/A	58.50%	8.30%	14.10%	34.80%
Broward	Somerset Academy Riverside Middle School	5419	61.30%	63.80%	66.30%	N/A	57.60%	14.40%	0%	33.90%
Broward	Somerset Parkland Academy	5056	77.40%	72.90%	70.00%	N/A	4.00%	8.60%	5.90%	3.60%
Broward	Somerset Village Academy	5004	N/A	66.70%	81.90%	N/A	94.40%	11.90%	22.60%	54.80%
Broward	Somerset Academy Village Charter Middle School	5002	68.20%	59.20%	73.90%	N/A	95.00%	15.10%	8.20%	59.10%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	66.40%	51.10%	66.40%	N/A	90.30%	8.20%	17.10%	61.20%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	39.30%	50.70%	52.90%	89.90%	81.50%	6.50%	7.90%	58.70%
Broward	Somerset Academy Neighborhood School	5021	N/A	65.60%	74.80%	N/A	68.50%	7.30%	5.50%	83.40%
Broward	Somerset Preparatory Academy Charter Middle School	5441	91.00%	58.60%	60.60%	N/A	74.70%	9.90%	3.80%	79.70%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	54.10%	64.00%	50.60%	97.90%	75.90%	7.90%	0%	75.50%
Broward	Somerset Pines Academy	5030	N/A	69.20%	52.10%	N/A	80.50%	7.60%	22.40%	39.50%
Broward	Somerset Academy Pompano	5388	N/A	70.50%	54.50%	N/A	88.50%	7.70%	34.60%	18.50%
Broward	Somerset Academy Key Middle School	5413	50%	55.90%	50.00%	N/A	57.80%	15.90%	13.30%	35.80%
Broward	Somerset Academy Key Charter High School	5224	39%	51.70%	40.10%	82.40%	71.20%	12.30%	5.50%	29.50%
Duval	Somerset Academy Elementary Eagle Campus	1251	N/A	26.30%	35.00%	N/A	83.60%	11.00%	0%	87.70%
Duval	Somerset Academy Middle School Eagle Campus	1261	39.7%	44.7%	37.8%	N/A	86.00%	13.40%	0.00%	83.30%
Miami Dade	Colegiate Preparatory Academy	6016	70.00%	N/A	N/A	N/A	45.50%	0.00%	0.00%	19.40%
Miami Dade	Somerset Academy (Miami-Dade)	0520	N/A	75.90%	80.40%	N/A	74.80%	3.30%	15.80%	1.20%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	87.80%	61.20%	65.50%	N/A	81.40%	4.80%	7.00%	8.30%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042								
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	N/A	67.70%	61.70%	N/A	87.80%	2.50%	19.90%	11.80%
Miami Dade	Somerset Arts Academy	2012	N/A	71.70%	78.20%	N/A	67.80%	13.80%	25.90%	4.10%
Miami Dade	Somerset Oaks Academy	3033	36.80%	59.90%	71.40%	N/A	85.00%	11.00%	27.30%	6.70%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	N/A	67.80%	94.10%	N/A	20.60%	3.90%	0.00%	2.50%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	N/A	73.00%	66.10%	N/A	72.60%	9.30%	21.20%	9.30%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	57.70%	50.10%	60.70%	N/A	80.20%	13.30%	7.40%	5.30%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	51.40%	48.80%	48.90%	87.50%	87.60%	7.60%	7.40%	8.50%
Miami Dade	Somerset Gables Academy	5008	90.00%	65.20%	81.10%	N/A	22.60%	5.10%	11.80%	0.00%
Miami Dade	Somerset Academy Bay	5062	N/A	77.80%	67.70%	N/A	16.50%	2.70%	0.00%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	100.00%	67.00%	73.70%	N/A	15.40%	5.10%	0.00%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	N/A	68.50%	78.00%	N/A	39.00%	8.70%	9.70%	3.20%
Miami Dade	Somerset Palms Academy	5015	100.00%	70.20%	65.40%	N/A	55.40%	4.90%	11.60%	0.00%
Miami Dade	Somerset Academy Kendall	4037	N/A	66.70%	88.90%	N/A	36.30%	0.00%	7.50%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	58.00%	37.30%	N/A	83.20%	5.20%	13.30%	10.10%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	62.00%	56.00%	57.90%	N/A	86.00%	9.90%	8.30%	7.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	40.90%	57.50%	49.50%	85.70%	81.20%	9.40%	10.50%	11.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	56.00%	35.70%	52.00%	78.90%	26.50%	20.50%	0%	0.00%
Palm Beach	Somerset Academy Boca	3413	N/A	72.20%	77.80%	N/A	28.80%	8.60%	4.70%	4.20%
Palm Beach	Somerset Academy Boca Middle	4041	92.30%	77.20%	73.10%	N/A	12.60%	0%	0%	0%



2021-2022										
Palm Beach	Somerset Academy Canyons Middle School	4012	63.80%	56.70%	68.90%	N/A	52.30%	10.70%	6%	25.80%
Palm Beach	Somerset Academy Canyons High School	4013	87.30%	66.70%	40.50%	96.70%	50.50%	7.60%	3.70%	26.70%
Palm Beach	Somerset Academy Lakes Charter School	4091	N/A	58.50%	62.90%	N/A	87.90%	9.40%	28.50%	14.50%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	34%	47.40%	42.50%	N/A	85.50%	13.70%	21.75	39.30%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	77.30%	60.10%	62.80%	97.40%	40%	6%	3.50%	21.30%
St. Lucie	Somerset Academy St. Lucie	703	N/A	58.40%	63.90%	N/A	48.50%	8.10%	8.10%	21.70%
St. Lucie	Somerset Academy Bethany	731	N/A	57.10%	29.60%	N/A	52.10%	6.80%	5.70%	22.40%
Nevada	Somerset Academy Aliante Campus	59124	N/A	61%	52.25%	N/A	23%	16%	3%	11.52%
Nevada	Somerset Academy North Las Vegas	59119	N/A	52%	50.50%	N/A	47%	11%	8%	26.14%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	N/A	56%	54.75%	>95%	45.00%	10%	9%	20.23%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	N/A	59.50%	65%	>95%	20%	12%	1%	7.25%
Nevada	Somerset Academy Skye Canyon Campus	59125	N/A	67%	66%	N/A	18%	11%	1%	4.62%
Nevada	Somerset Academy Stephanie Campus	59123	N/A	50.50%	49%	N/A	29%	17%	4%	7.73%
Nevada	Somerset Lone Mountain Campus	59121	N/A	61%	55.25%	N/A	21%	12%	3%	6.80%
Texas	Somerset Academy Brooks	15830001	28%	79%	62%	96.30%	68.10%	14.30%	4.60%	3.20%
Texas	Somerset Academy Collegiate	15830101	35%	77%	61%	N/A	63.40%	16.10%	6.20%	8.10%
Texas	Somerset Academy Lone Star	15830102	N/A	90%	79%	N/A	62.30%	13%	18.50%	4.10%
Texas	Somerset Academy Oaks	15830103	N/A	92%	80%	N/A	41.20%	4.20%	16.40%	8%
Arizona	Somerset Academy Skyway Campus		N/A	58%	50%	N/A				9.09%

2021-2022						
County	School Name	MSID	Asian / Pacific Islander	White	Hispanic	Other
Broward	Somerset Academy	5141	5.50%	5.30%	77.20%	2.30%
Broward	Somerset Academy Middle School	5151	5.60%	10.70%	69.70%	1.80%
Broward	Somerset Academy High School	5221	3.70%	10.60%	62.20%	2.80%
Broward	Somerset Arts Conservatory	5396	5.60%	13.10%	66.40%	0%
Broward	Somerset Academy South	5263	5.80%	5.20%	77.60%	0%
Broward	Somerset Academy (Miramar Campus)	5405	3.80%	8.80%	60.00%	0%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	4.30%	4.80%	58.00%	0%
Broward	Somerset Academy Miramar South	5054	7.80%	5.10%	55.80%	0%
Broward	Somerset Academy (Davie)	5211	0%	33.30%	35.30%	0%
Broward	Somerset Academy East Preparatory	5391	0%	0%	29.90%	0%
Broward	Somerset Academy Riverside	5387	0%	17.30%	42.80%	3.50%
Broward	Somerset Academy Riverside Middle School	5419	0%	16.10%	44.10%	0%
Broward	Somerset Parkland Academy	5056	7.80%	52.70%	31.80%	3.70%
Broward	Somerset Village Academy	5004	0%	4.00%	40.10%	0%
Broward	Somerset Academy Village Charter Middle School	5002	0%	0%	36.50%	0%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	0%	2.50%	34.30%	1.70%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	0%	4.10%	34.00%	0%
Broward	Somerset Academy Neighborhood School	5021	0%	2.20%	13.10%	0%
Broward	Somerset Preparatory Academy Charter Middle School	5441	0%	0%	14.80%	0%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	0%	0%	18.20%	0%
Broward	Somerset Pines Academy	5030	0%	13.00%	45.30%	0%
Broward	Somerset Academy Pompano	5388	0%	0%	73.10%	0%
Broward	Somerset Academy Key Middle School	5413	0%	17.10%	45.10%	0%
Broward	Somerset Academy Key Charter High School	5224	0%	18.20%	49.30%	0%
Duval	Somerset Academy Elementary Eagle Campus	1251	0%	5.70%	3.70%	2.60%
Duval	Somerset Academy Middle School Eagle Campus	1261	0.00%	6.50%	0.00%	0.00%
Miami Dade	Colegiate Preparatory Academy	6016	0.00%	7.60%	70.10%	0.00%
Miami Dade	Somerset Academy (Miami-Dade)	0520	0.00%	2.20%	95.00%	0.00%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	1.60%	3.40%	85.40%	1.00%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042				
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	0.00%	4.70%	80.90%	2.00%
Miami Dade	Somerset Arts Academy	2012	0.00%	11.60%	81.40%	0.00%
Miami Dade	Somerset Oaks Academy	3033	0.00%	4.50%	88.40%	0.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	0.00%	7.00%	89.30%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	0%	5.30%	83.80%	0.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	0.00%	11.00%	82.90%	0.00%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	0.00%	5.90%	87.60%	0.00%
Miami Dade	Somerset Gables Academy	5008	0.00%	13.30%	82.50%	0.00%
Miami Dade	Somerset Academy Bay	5062	0.00%	4.70%	93.70%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	0.00%	5.60%	92.30%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	0.00%	5.20%	89.10%	0.00%
Miami Dade	Somerset Palms Academy	5015	0.00%	0.00%	95.10%	0.00%
Miami Dade	Somerset Academy Kendall	4037	0.00%	7.10%	91.20%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	0.00%	7.50%	82.10%	0.00%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	0.00%	7%	84.30%	0.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	0.00%	7.30%	81.70%	0.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	0%	56.60%	31.30%	0%
Palm Beach	Somerset Academy Boca	3413	0%	59.90%	29.10%	5.30%
Palm Beach	Somerset Academy Boca Middle	4041	0%	51.70%	32.20%	0%

2021-2022						
Palm Beach	Somerset Academy Canyons Middle School	4012	3.50%	36.30%	28%	5.60%
Palm Beach	Somerset Academy Canyons High School	4013	3.30%	38.90%	26.40%	3.80%
Palm Beach	Somerset Academy Lakes Charter School	4091	0%	11.40%	70.80%	0%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	2.50%	10%	44.50%	2.70%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	1.50%	40.30%	33.20%	3.30%
St. Lucie	Somerset Academy St. Lucie	703	1.50%	35.60%	35.60%	5.10%
St. Lucie	Somerset Academy Bethany	731	0%	30.70%	37.50%	9.40%
Nevada	Somerset Academy Aliante Campus	59124	7.41%	32.77%	37.59%	10.72%
Nevada	Somerset Academy North Las Vegas	59119	5.39%	17.18%	40.75%	10.54%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	5.20%	13.50%	53.20%	7.60%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	4.58%	50.84%	27.64%	9.68%
Nevada	Somerset Academy Skye Canyon Campus	59125	6.14%	52.96%	22.91%	13.19%
Nevada	Somerset Academy Stephanie Campus	59123	7.21%	38.35%	35.11%	11.60%
Nevada	Somerset Lone Mountain Campus	59121	3.96%	42.49%	37.73%	8.75%
Texas	Somerset Academy Brooks	15830001	1.30%	5.20%	89.60%	0.60%
Texas	Somerset Academy Collegiate	15830101	2.10%	10.30%	77.30%	2.20%
Texas	Somerset Academy Lone Star	15830102	0%	8.20%	80.10%	7.50%
Texas	Somerset Academy Oaks	15830103	25.20%	19.30%	44.50%	2.90%
Arizona	Somerset Academy Skyway Campus		N/A	33.33%	48.48%	7.27%

2020-2021									
County	School Name	MSID	Grades Served	Year Opened	Total Enrollment	Letter Grade	ELA Proficiency	Math Proficiency	Science Proficiency
Broward	Somerset Academy	5141	K-5	2000	651	A	79.90%	74.10%	68.10%
Broward	Somerset Academy Middle School	5151	6-8	2000	1126	N/A	70.10%	63.20%	48.80%
Broward	Somerset Academy High School	5221	9-12	2002	1395	N/A	65.40%	41.10%	64.90%
Broward	Somerset Arts Conservatory	5396	9-12	2006	389	A	79.20%	52.70%	75.70%
Broward	Somerset Academy South	5263	K-5	2018	331	A	80.70%	68.30%	40.40%
Broward	Somerset Academy (Miramar Campus)	5405	K-5	2006	540	N/A	71.70%	69.00%	37.50%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	6-8	2006	430	N/A	76.80%	68.00%	54.00%
Broward	Somerset Academy Miramar South	5054	K-5	2012	216	A	97.50%	100.00%	77.80%
Broward	Somerset Academy (Davie)	5211	K-5	2003	150	A	94.40%	91.50%	70.80%
Broward	Somerset Academy East Preparatory	5391	K-5	2009	222	N/A	54.80%	47.10%	37.10%
Broward	Somerset Academy Riverside	5387	K-5	2013	271	C	57.00%	37.40%	31.00%
Broward	Somerset Academy Riverside Middle School	5419	6-8	2013	113	N/A	52.60%	37.50%	47.80%
Broward	Somerset Parkland Academy	5056	K-8	2020	534	B	74.00%	67.40%	54.80%
Broward	Somerset Village Academy	5004	K-5	2010	228	N/A	44.90%	29.40%	24.40%
Broward	Somerset Academy Village Charter Middle School	5002	6-8	2010	159	N/A	51.70%	44.50%	17.40%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	K-8	2010	736	N/A	36.00%	22.00%	15.50%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	9-12	2010	319	N/A	31.20%	27.40%	32.10%
Broward	Somerset Academy Neighborhood School	5021	K-5	1997	494	N/A	61.80%	40.90%	36.00%
Broward	Somerset Preparatory Academy Charter Middle School	5441	6-8	2010	347	N/A	64.30%	40.80%	38.30%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	9-12	2011	278	N/A	57.60%	27.60%	44.90%
Broward	Somerset Pines Academy	5030	K-5	2010	448	C	48.50%	42.70%	41.20%
Broward	Somerset Academy Pompano	5388	K-5	2012	119	C	37.90%	32.80%	15.80%
Broward	Somerset Academy Key Middle School	5413	6-8	2013	335	N/A	35.10%	22.40%	21.10%
Broward	Somerset Academy Key Charter High School	5224	9-12	2016	268	N/A	32.30%	20.20%	26.00%
Duval	Somerset Academy Elementary Eagle Campus	1251	K-5	2010	273	N/A	38.20%	40.60%	22.20%
Duval	Somerset Academy Middle School Eagle Campus	1261	6-8	2010	163	N/A	28.70%	27.50%	31.10%
Miami Dade	Colegiate Preparatory Academy	6016	6-12	2014	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	K-5	2004	819	N/A	66.70%	80.50%	50.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	K-8	2007	1,969	N/A	71.30%	61.40%	64.20%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	K-5	2011	511	N/A	60.80%	70.10%	49.20%
Miami Dade	Somerset Arts Academy	2012	K-5	2008	414	N/A	58.90%	36.70%	26.70%
Miami Dade	Somerset Oaks Academy	3033	K-8	2011	612	N/A	37.50%	26.40%	28.80%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	K-5	2009	487	A	90.10%	85.70%	84.50%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	2009	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	K-5	2008	573	N/A	64.70%	52.40%	39.40%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	6-8	2008	505	N/A	62.70%	53.50%	41.80%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	9-12	2011	494	N/A	45.70%	32.60%	41.00%
Miami Dade	Somerset Gables Academy	5008	K-8	2010	502	A	80.30%	66.50%	64.60%
Miami Dade	Somerset Academy Bay	5062	K-5	2013	426	N/A	84.80%	76.60%	60.80%
Miami Dade	Somerset Academy Bay Middle School	6128	6-8	2013	231	A	84%	80.40%	77.80%
Miami Dade	Somerset Preparatory Academy Sunset	5002	K-8	2015	330	A	85.20%	85.90%	61.30%
Miami Dade	Somerset Palms Academy	5015	K-8	2018	227	B	74.20%	58.40%	50.00%
Miami Dade	Somerset Academy Kendall	4037	K-4	2018	205	N/A	63.30%	40.00%	N/A
Miami Dade	Somerset Preparatory Academy- Homestead	754	K-5	2020	239	N/A	44.00%	33.70%	20.80%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	6-8	2019	214	N/A	53.70%	46.00%	41.40%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	9-12	2019	143	N/A	47.00%	27.30%	50.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	9-11	2022	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	2022	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	9-12	2011	65	N/A	56.00%	66.70%	72.20%
Palm Beach	Somerset Academy Boca	3413	K-5	2012	353	N/A	75.80%	69.30%	45.20%
Palm Beach	Somerset Academy Boca Middle	4041	6-8	2013	89	A	69.00%	59.00%	50.00%

2020-2021									
Palm Beach	Somerset Academy Canyons Middle School	4012	6-8	2013	704	N/A	59.80%	54.10%	46.10%
Palm Beach	Somerset Academy Canyons High School	4013	9-12	2013	966	N/A	58.10%	39.40%	59.30%
Palm Beach	Somerset Academy Lakes Charter School	4091	K-5	2016	331	N/A	54.80%	52.40%	23.80%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	K-8	2007	518	N/A	41.20%	31.30%	37.60%
Palm Beach	Somerset Academy Wellington	4031	N/A	2019	N/A	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	9-10	2022	N/A	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	6-12	2012	1,008	A	62.80%	58.10%	66.90%
St. Lucie	Somerset Academy St. Lucie	703	K-5	2009	622	N/A	45.20%	39.30%	30.60%
St. Lucie	Somerset Academy Bethany	731	K-5	2020	31	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Aliante Campus	59124	K-8	2018	1092		46.85%	28.35	N/A
Nevada	Somerset Academy North Las Vegas	59119	KG-8	2011	1189	N/A	38%	22.85%	N/A
Nevada	Somerset Academy of Las Vegas "Losee"	59120	KG-12	2014	2120	N/A	34.37%	15.83%	N/A
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	KG-12	2012	2146	N/A	56.27%	38.73%	N/A
Nevada	Somerset Academy Skye Canyon Campus	59125	KG-8	2018	993	N/A	64.50%	48.80%	N/A
Nevada	Somerset Academy Stephanie Campus	59123	KG-8	2014	959	N/A	52.80%	33%	N/A
Nevada	Somerset Lone Mountain Campus	59121	KG-8	2015	989	N/A	52.30%	39.55%	N/A
Texas	Somerset Academy Brooks	15830001	PK-12	2006	1266	N/A	30%	9%	24%
Texas	Somerset Academy Collegiate	15830101	PK-12	2017	1461	N/A	36%	12%	24%
Texas	Somerset Academy Lone Star	15830102	KG-5	2013	95	N/A	40%	27%	33%
Texas	Somerset Academy Oaks	15830103	KG-5	2016	257	N/A	54%	42%	29%
Arizona	Somerset Academy Skyway Campus		K-8	2019	97	N/A	20%	14%	N/A

2020-2021										
County	School Name	MSID	Social Studies Proficiency	ELA Growth	Math Growth	Graduation Rate	FRL%	SWD%	ELL%	African American
Broward	Somerset Academy	5141	N/A	71.70%	50.40%	N/A	34.10%	6.90%	8.90%	11.50%
Broward	Somerset Academy Middle School	5151	76.60%	58.50%	45.40%	N/A	30.80%	8.40%	5.40%	12.10%
Broward	Somerset Academy High School	5221	69.60%	54.50%	22.70%	100%	30.40%	7.50%	4.00%	20.80%
Broward	Somerset Arts Conservatory	5396	75.00%	60.10%	35.10%	100%	22.90%	6.20%	0%	14.10%
Broward	Somerset Academy South	5263	N/A	76.00%	62.70%	N/A	30.80%	4.80%	9.10%	9.10%
Broward	Somerset Academy (Miramar Campus)	5405	N/A	55.80%	49.40%	N/A	52.80%	6.10%	9.80%	28.10%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	90.20%	64.10%	34.90%	N/A	45.60%	5.80%	4.20%	33.50%
Broward	Somerset Academy Miramar South	5054	N/A	77.80%	77.80%	N/A	42.60%	0%	0%	29.20%
Broward	Somerset Academy (Davie)	5211	N/A	66.70%	28.60%	N/A	47.30%	10.70%	10.00%	22.70%
Broward	Somerset Academy East Preparatory	5391	N/A	43.80%	29.00%	N/A	86.90%	5.90%	25.20%	64.90%
Broward	Somerset Academy Riverside	5387	N/A	57.70%	29.60%	N/A	54.20%	6.60%	17.00%	35.80%
Broward	Somerset Academy Riverside Middle School	5419	69.70%	56.10%	31.80%	N/A	46.00%	0%	14.20%	22.10%
Broward	Somerset Parkland Academy	5056	N/A	60.20%	40.30%	N/A	16.70%	6.60%	9.00%	4.30%
Broward	Somerset Village Academy	5004	N/A	63.40%	41.50%	N/A	95.20%	14.50%	24.10%	59.60%
Broward	Somerset Academy Village Charter Middle School	5002	56.30%	55.60%	32.80%	N/A	91.80%	13.80%	8.80%	56.00%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	53.20%	37.70%	19.70%	N/A	83.70%	6.90%	15.60%	60.90%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	23.90%	28.60%	25.60%	83.70%	74.00%	7.50%	9.10%	59.60%
Broward	Somerset Academy Neighborhood School	5021	N/A	54.00%	22.10%	N/A	65.00%	7.10%	3.20%	84.40%
Broward	Somerset Preparatory Academy Charter Middle School	5441	76.00%	57.40%	26.60%	N/A	59.10%	10.40%	0%	79.50%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	66.70%	58.60%	25.80%	100%	29.10%	8.30%	0%	75.90%
Broward	Somerset Pines Academy	5030	N/A	61.50%	41.50%	N/A	71.40%	7.10%	21.00%	39.50%
Broward	Somerset Academy Pompano	5388	N/A	57.90%	57.90%	N/A	83.20%	8.40%	43.70%	20.20%
Broward	Somerset Academy Key Middle School	5413	35.50%	45.20%	21.80%	N/A	80.30%	13.70%	9.00%	35.80%
Broward	Somerset Academy Key Charter High School	5224	40.80%	39.60%	12.90%	98.10%	84.70%	11.60%	9.30%	31%
Duval	Somerset Academy Elementary Eagle Campus	1251	N/A	60.90%	42.60%	N/A	86.40%	9.90%	0%	90.10%
Duval	Somerset Academy Middle School Eagle Campus	1261	39.30%	39.80%	23.70%	N/A	84%	11.70%	0%	88.30%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	N/A	64.40%	14.70%	N/A	66.30%	4.00%	13.20%	2.30%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	71.80%	59.30%	32.80%	N/A	79.60%	3.80%	5.70%	8.70%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	N/A	56.10%	57.90%	N/A	71.40%	5.50%	17.80%	11.90%
Miami Dade	Somerset Arts Academy	2012	N/A	55.70%	19.40%	N/A	75.10%	9.90%	24.60%	3.40%
Miami Dade	Somerset Oaks Academy	3033	47.60%	41.20%	23.10%	N/A	85.90%	12.60%	25.70%	6.70%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	N/A	73.90%	56.50%	N/A	3.50%	19.10%	0.00%	2.10%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	N/A	63.00%	46.50%	N/A	75.40%	8.20%	20.10%	9.90%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	73.60%	52.90%	37.40%	N/A	81.60%	8.50%	7.50%	7.90%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	61.50%	51.60%	24.70%	96.30%	84.80%	9.50%	5.70%	8.70%
Miami Dade	Somerset Gables Academy	5008	94.10%	71.80%	40.30%	N/A	24.10%	5.40%	12.00%	0.00%
Miami Dade	Somerset Academy Bay	5062	N/A	64.40%	37.80%	N/A	13.60%	3.50%	0.00%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	96.20%	71.80%	62.70%	N/A	19.90%	0.00%	0.00%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	N/A	72.40%	62.10%	N/A	34.80%	9.10%	7.90%	0.00%
Miami Dade	Somerset Palms Academy	5015	81.00%	64.90%	39.20%	N/A	51.50%	6.20%	10.60%	0.00%
Miami Dade	Somerset Academy Kendall	4037	N/A	28.60%	4.80%	N/A	42.40%	0%	13.20%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	38.90%	23.50%	N/A	77.40%	0.00%	12.60%	9.20%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	54.10%	52.70%	39.90%	N/A	80.40%	9.30%	10.30%	7.90%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	68.00%	54.20%	32.30%	96.40%	76.90%	11.20%	11.20%	7.70%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	60.00%	36.80%	41.70%	100%	29.20%	27.70%	0%	0%
Palm Beach	Somerset Academy Boca	3413	N/A	67.20%	55.20%	N/A	26.90%	7.90%	5.10%	5.10%
Palm Beach	Somerset Academy Boca Middle	4041	85.00%	71.60%	45.00%	N/A	40.40%	0%	0%	11.20%

2020-2021											
Palm Beach	Somerset Academy Canyons Middle School	4012	61.90%	50.10%	38.40%	N/A	50.40%	8.80%	4.70%		23.60%
Palm Beach	Somerset Academy Canyons High School	4013	76.40%	53.40%	20.90%	98.60%	46.50%	7.50%	2.60%		25.20%
Palm Beach	Somerset Academy Lakes Charter School	4091	N/A	38.80%	23.40%	N/A	89.10%	9.10%	31.10%		15.40%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	26.70%	47.30%	33.10%	N/A	85.90%	11.80%	20.80%		41.30%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A
St. Lucie	Somerset College Preparatory Academy	712	73.70%	55.20%	52.30%	100%	42.90%	6.90%	3.60%		19.80%
St. Lucie	Somerset Academy St. Lucie	703	N/A	34.70%	40.80%	N/A	59.50%	7.10%	9%		22%
St. Lucie	Somerset Academy Bethany	731	N/A	N/A	N/A	N/A	41.90%	0%	0%		0%
Nevada	Somerset Academy Aliante Campus	59124	N/A	N/A	N/A	N/A	N/A	N/A	N/A		12.73%
Nevada	Somerset Academy North Las Vegas	59119	N/A	N/A	N/A	N/A	N/A	N/A	N/A		25.82%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	N/A	N/A	N/A	N/A	>95%	N/A	N/A		20.66%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	N/A	N/A	N/A	N/A	>95%	N/A	N/A		7.74%
Nevada	Somerset Academy Skye Canyon Campus	59125	N/A	N/A	N/A	N/A	N/A	N/A	N/A		4.63%
Nevada	Somerset Academy Stephanie Campus	59123	N/A	N/A	N/A	N/A	N/A	N/A	N/A		7.51%
Nevada	Somerset Lone Mountain Campus	59121	N/A	N/A	N/A	N/A	N/A	N/A	N/A		7.08%
Texas	Somerset Academy Brooks	15830001	26%	76%	74%	97%	76.30%	13.30%	5.70%		3.30%
Texas	Somerset Academy Collegiate	15830101	35%	72%	67%	N/A	69.10%	14.60%	5.20%		6.60%
Texas	Somerset Academy Lone Star	15830102	N/A	85%	85%	N/A	62.10%	14.70%	4.20%		4.20%
Texas	Somerset Academy Oaks	15830103	N/A	72%	73%	N/A	38.90%	5.80%	6.20%		10.90%
Arizona	Somerset Academy Skyway Campus		N/A	N/A	N/A	N/A					13.40%

2020-2021						
County	School Name	MSID	Asian / Pacific Islander	White	Hispanic	Other
Broward	Somerset Academy	5141	7.10%	4.30%	74.00%	2.30%
Broward	Somerset Academy Middle School	5151	5.60%	10.70%	69.70%	1.80%
Broward	Somerset Academy High School	5221	4.20%	11.80%	60.50%	2.60%
Broward	Somerset Arts Conservatory	5396	3.10%	12.60%	66.60%	3.60%
Broward	Somerset Academy South	5263	5.70%	6.60%	75.20%	3.00%
Broward	Somerset Academy (Miramar Campus)	5405	2.60%	7.20%	60.20%	1.90%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	4.40%	6.00%	54.40%	0%
Broward	Somerset Academy Miramar South	5054	7.90%	11.60%	50.00%	0%
Broward	Somerset Academy (Davie)	5211	0%	31.30%	38.00%	0%
Broward	Somerset Academy East Preparatory	5391	0%	0%	33.30%	0%
Broward	Somerset Academy Riverside	5387	0%	14.40%	43.90%	5.20%
Broward	Somerset Academy Riverside Middle School	5419	0%	23.90%	48.70%	0%
Broward	Somerset Parkland Academy	5056	8.20%	48.90%	34.60%	3.60%
Broward	Somerset Village Academy	5004	0%	0%	36.40%	0%
Broward	Somerset Academy Village Charter Middle School	5002	0%	0%	35.20%	0%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	0%	2.70%	33.40%	2.00%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	0%	3.80%	32.30%	3.10%
Broward	Somerset Academy Neighborhood School	5021	0%	0%	12.80%	0%
Broward	Somerset Preparatory Academy Charter Middle School	5441	0%	3.50%	14.10%	0%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	0%	3.60%	18.00%	0%
Broward	Somerset Pines Academy	5030	0%	18.80%	39.70%	0%
Broward	Somerset Academy Pompano	5388	0%	0%	69.70%	0%
Broward	Somerset Academy Key Middle School	5413	0%	19.10%	42.10%	0%
Broward	Somerset Academy Key Charter High School	5224	0%	15.30%	48.90%	3.70%
Duval	Somerset Academy Elementary Eagle Campus	1251	0%	3.70%	4.80%	0%
Duval	Somerset Academy Middle School Eagle Campus	1261	0%	0%	0%	0%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	0.00%	2.20%	93.80%	0.00%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	1.80%	3.80%	84.50%	1.20%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	0.00%	4.90%	80.60%	0.00%
Miami Dade	Somerset Arts Academy	2012	0.00%	13.80%	79.50%	0.00%
Miami Dade	Somerset Oaks Academy	3033	0.00%	4.70%	85.80%	0.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	0.00%	6.80%	90.80%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	0.00%	4.70%	83.80%	0.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	0.00%	10.50%	7.90%	0.00%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	0.00%	10.70%	79.40%	0.00%
Miami Dade	Somerset Gables Academy	5008	2.40%	12.70%	84.30%	0.00%
Miami Dade	Somerset Academy Bay	5062	0.00%	4.20%	93.90%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	0.00%	6.90%	90.90%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	0.00%	7.60%	87.90%	0.00%
Miami Dade	Somerset Palms Academy	5015	0.00%	0.00%	93.80%	0.00%
Miami Dade	Somerset Academy Kendall	4037	0.00%	8.30%	89.80%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	0.00%	8.80%	81.20%	0.00%
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	0.00%	7.90%	83.20%	0.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	0.00%	11.20%	80.40%	0.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	0%	53.80%	30.80%	0%
Palm Beach	Somerset Academy Boca	3413	0%	60.60%	23.20%	10.70%
Palm Beach	Somerset Academy Boca Middle	4041	0%	55.10%	31.50%	0%



2020-2021						
Palm Beach	Somerset Academy Canyons Middle School	4012	3.60%	36.90%	30.10%	4.70%
Palm Beach	Somerset Academy Canyons High School	4013	3.40%	40.90%	27%	2.90%
Palm Beach	Somerset Academy Lakes Charter School	4091	0%	12.70%	67.70%	0%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	2.50%	8.30%	44.20%	2.90%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	2%	41.20%	33.40%	2.80%
St. Lucie	Somerset Academy St. Lucie	703	1.60%	37.30%	34.20%	4.70%
St. Lucie	Somerset Academy Bethany	731	0%	32.30%	54.80%	0%
Nevada	Somerset Academy Aliante Campus	59124	7.88%	32.33%	36.72%	10.34%
Nevada	Somerset Academy North Las Vegas	59119	5.80%	16.82%	41.72%	9.84%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	6.13%	14.53%	51.32%	7.36%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	3.87%	53.03%	25.44%	9.93%
Nevada	Somerset Academy Skye Canyon Campus	59125	7.05%	53.17%	23.46%	11.68%
Nevada	Somerset Academy Stephanie Campus	59123	6.78%	39.73%	34.72%	11.26%
Nevada	Somerset Lone Mountain Campus	59121	3.84%	45.10%	36.60%	7.11%
Texas	Somerset Academy Brooks	15830001	1.60%	5.60%	89.20%	0.30%
Texas	Somerset Academy Collegiate	15830101	1.70%	11.20%	78.20%	2.30%
Texas	Somerset Academy Lone Star	15830102	0%	9.50%	76.80%	9.50%
Texas	Somerset Academy Oaks	15830103	27.30%	9.70%	49.80%	2.30%
Arizona	Somerset Academy Skyway Campus		N/A	36.08%	37.11%	N/A

2019-2020									
County	School Name	MSID	Grades Served	Year Opened	Total Enrollment	Letter Grade	ELA Proficiency	Math Proficiency	Science Proficiency
Broward	Somerset Academy	5141	K-5	2000	695	N/A	N/A	N/A	N/A
Broward	Somerset Academy Middle School	5151	6-8	2000	991	N/A	N/A	N/A	N/A
Broward	Somerset Academy High School	5221	9-12	2002	1172	N/A	N/A	N/A	N/A
Broward	Somerset Arts Conservatory	5396	9-12	2006	184	N/A	N/A	N/A	N/A
Broward	Somerset Academy South	5263	K-5	2018	298	N/A	N/A	N/A	N/A
Broward	Somerset Academy (Miramar Campus)	5405	K-5	2006	520	N/A	N/A	N/A	N/A
Broward	Somerset Academy Middle School (Miramar Campus)	5406	6-8	2006	418	N/A	N/A	N/A	N/A
Broward	Somerset Academy Miramar South	5054	K-5	2012	212	N/A	N/A	N/A	N/A
Broward	Somerset Academy (Davie)	5211	K-5	2003	152	N/A	N/A	N/A	N/A
Broward	Somerset Academy East Preparatory	5391	K-5	2009	227	N/A	N/A	N/A	N/A
Broward	Somerset Academy Riverside	5387	K-5	2013	235	N/A	N/A	N/A	N/A
Broward	Somerset Academy Riverside Middle School	5419	6-8	2013	78	N/A	N/A	N/A	N/A
Broward	Somerset Parkland Academy	5056	N/A	2020	N/A	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	K-5	2010	229	N/A	N/A	N/A	N/A
Broward	Somerset Academy Village Charter Middle School	5002	6-8	2010	149	N/A	N/A	N/A	N/A
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	K-8	2010	754	N/A	N/A	N/A	N/A
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	9-12	2010	297	N/A	N/A	N/A	N/A
Broward	Somerset Academy Neighborhood School	5021	K-5	1997	492	N/A	N/A	N/A	N/A
Broward	Somerset Preparatory Academy Charter Middle School	5441	6-8	2010	318	N/A	N/A	N/A	N/A
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	9-12	2011	268	N/A	N/A	N/A	N/A
Broward	Somerset Pines Academy	5030	K-5	2010	446	N/A	N/A	N/A	N/A
Broward	Somerset Academy Pompano	5388	K-5	2012	121	N/A	N/A	N/A	N/A
Broward	Somerset Academy Key Middle School	5413	6-8	2013	398	N/A	N/A	N/A	N/A
Broward	Somerset Academy Key Charter High School	5224	9-12	2016	269	N/A	N/A	N/A	N/A
Duval	Somerset Academy Elementary Eagle Campus	1251	K-5	2010	269	N/A	N/A	N/A	N/A
Duval	Somerset Academy Middle School Eagle Campus	1261	6-8	2010	160	N/A	N/A	N/A	N/A
Miami Dade	Colegiate Preparatory Academy	6016	6-12	2014	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	K-5	2004	761	N/A	66.70%	80.50%	50.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	K-8	2007	1,902	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	K-5	2011	400	N/A	N/A	N/A	N/A
Miami Dade	Somerset Arts Academy	2012	K-5	2008	483	N/A	N/A	N/A	N/A
Miami Dade	Somerset Oaks Academy	3033	K-8	2011	614	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	K-5	2009	454	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	2009	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	K-5	2008	587	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	6-8	2008	549	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	9-12	2011	444	N/A	N/A	N/A	N/A
Miami Dade	Somerset Gables Academy	5008	K-8	2010	455	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Bay	5062	K-5	2013	387	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Bay Middle School	6128	6-8	2013	169	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Sunset	5002	K-8	2015	316	N/A	N/A	N/A	N/A
Miami Dade	Somerset Palms Academy	5015	K-8	2018	159	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Kendall	4037	K-4	2018	159	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy- Homestead	754	K-5	2020	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	6-8	2019	209	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	9-12	2019	79	N/A	N/A	N/A	N/A
Miami Dade	Somerset College Preparatory Academy South High School	7078	9-11	2022	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	2022	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	9-12	2011	49	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Boca	3413	K-5	2012	360	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Boca Middle	4041	6-8	2013	65	N/A	N/A	N/A	N/A

2019-2020									
Palm Beach	Somerset Academy Canyons Middle School	4012	6-8	2013	797	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Canyons High School	4013	9-12	2013	863	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Lakes Charter School	4091	K-5	2016	269	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	K-8	2007	527	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington	4031	N/A	2019	N/A	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	9-10	2022	N/A	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	6-12	2012	992	N/A	N/A	N/A	N/A
St. Lucie	Somerset Academy St. Lucie	703	K-5	2009	588	N/A	N/A	N/A	N/A
St. Lucie	Somerset Academy Bethany	731	K-5	2020	N/A	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Aliante Campus	59124	K-8	2018	982	N/A	N/A	N/A	N/A
Nevada	Somerset Academy North Las Vegas	59119	KG-8	2011	1160	N/A	N/A	N/A	N/A
Nevada	Somerset Academy of Las Vegas "Losee"	59120	KG-12	2014	2079	N/A	N/A	N/A	N/A
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	KG-12	2012	1999	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Skye Canyon Campus	59125	KG-8	2018	954	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Stephanie Campus	59123	KG-8	2014	969	N/A	N/A	N/A	N/A
Nevada	Somerset Lone Mountain Campus	59121		2015		N/A	N/A	N/A	N/A
Texas	Somerset Academy Brooks	15830001	PK-12	2006	1530	N/A	31%	22%	26%
Texas	Somerset Academy Collegiate	15830101	PK-12	2017	1467	N/A	41%	26%	42%
Texas	Somerset Academy Lone Star	15830102	KG-5	2013	75	N/A	49%	42%	31%
Texas	Somerset Academy Oaks	15830103	KG-5	2016	234	N/A	59%	635	445
Arizona	Somerset Academy Skyway Campus		K-8	2019	98	N/A	N/A	N/A	N/A

2019-2020										
County	School Name	MSID	Social Studies Proficiency	ELA Growth	Math Growth	Graduation Rate	FRL%	SWD%	ELL%	African American
Broward	Somerset Academy	5141	N/A	N/A	N/A	N/A	37.30%	6.80%	10.60%	12.70%
Broward	Somerset Academy Middle School	5151	N/A	N/A	N/A	N/A	33.80%	8.20%	5.10%	14.90%
Broward	Somerset Academy High School	5221	N/A	N/A	N/A	99%	35.80%	6.60%	3.80%	18.10%
Broward	Somerset Arts Conservatory	5396	N/A	N/A	N/A	100%	23.40%	5.40%	0%	14.10%
Broward	Somerset Academy South	5263	N/A	N/A	N/A	N/A	35.20%	3.40%	16.40%	9.10%
Broward	Somerset Academy (Miramar Campus)	5405	N/A	N/A	N/A	N/A	66.00%	5.80%	9.80%	31.50%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	N/A	N/A	N/A	N/A	55.30%	7.70%	0%	35.20%
Broward	Somerset Academy Miramar South	5054	N/A	N/A	N/A	N/A	50.50%	0%	8.00%	31.60%
Broward	Somerset Academy (Davie)	5211	N/A	N/A	N/A	N/A	47.40%	9.20%	8.60%	19.10%
Broward	Somerset Academy East Preparatory	5391	N/A	N/A	N/A	N/A	85.90%	4.80%	22.00%	72.20%
Broward	Somerset Academy Riverside	5387	N/A	N/A	N/A	N/A	99.10%	8.90%	15.70%	29.80%
Broward	Somerset Academy Riverside Middle School	5419	N/A	N/A	N/A	N/A	97.40%	14.10%	14.10%	26.90%
Broward	Somerset Parkland Academy	5056	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	N/A	N/A	N/A	N/A	94.80%	13.10%	23.10%	62.00%
Broward	Somerset Academy Village Charter Middle School	5002	N/A	N/A	N/A	N/A	88.60%	12.80%	10.70%	51.00%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	N/A	N/A	N/A	N/A	96.00%	6.60%	21.10%	63.40%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	N/A	N/A	N/A	98.10%	85.90%	6.40%	12.10%	62.00%
Broward	Somerset Academy Neighborhood School	5021	N/A	N/A	N/A	N/A	80.10%	8.10%	3.70%	82.70%
Broward	Somerset Preparatory Academy Charter Middle School	5441	N/A	N/A	N/A	N/A	69.80%	8.50%	0%	80.20%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	N/A	N/A	N/A	100%	29.10%	8.30%	0%	75.90%
Broward	Somerset Pines Academy	5030	N/A	N/A	N/A	N/A	77.60%	8.10%	22.20%	38.60%
Broward	Somerset Academy Pompano	5388	N/A	N/A	N/A	N/A	55.40%	10.70%	32.20%	32.20%
Broward	Somerset Academy Key Middle School	5413	N/A	N/A	N/A	N/A	73.90%	12.30%	20.40%	33.40%
Broward	Somerset Academy Key Charter High School	5224	N/A	N/A	N/A	95.90%	97.40%	14.10%	14.90%	31.60%
Duval	Somerset Academy Elementary Eagle Campus	1251	N/A	N/A	N/A	N/A	54.30%	8.60%	0%	88.80%
Duval	Somerset Academy Middle School Eagle Campus	1261	N/A	N/A	N/A	N/A	60.60%	11.30%	0%	90.60%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	N/A	N/A	N/A	N/A	68.30%	3.80%	12.50%	1.70%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	N/A	N/A	N/A	N/A	78.30%	3.30%	6.40%	8.80%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	N/A	N/A	N/A	N/A	78.50%	3.80%	21.30%	12.00%
Miami Dade	Somerset Arts Academy	2012	N/A	N/A	N/A	N/A	64.60%	8.70%	21.90%	5.40%
Miami Dade	Somerset Oaks Academy	3033	N/A	N/A	N/A	N/A	22.00%	13.70%	22.10%	6.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	N/A	N/A	N/A	N/A	15.20%	0.00%	2.60%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	N/A	N/A	N/A	N/A	37.50%	10.70%	18.60%	9.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	N/A	N/A	N/A	N/A	78.00%	7.80%	8.70%	8.70%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	N/A	N/A	N/A	95.10%	77.50%	8.60%	7.90%	6.50%
Miami Dade	Somerset Gables Academy	5008	N/A	N/A	N/A	N/A	19.80%	5.50%	10.30%	0.00%
Miami Dade	Somerset Academy Bay	5062	N/A	N/A	N/A	N/A	8.30%	0.00%	0.00%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	N/A	N/A	N/A	N/A	16.60%	0.00%	0.00%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	N/A	N/A	N/A	N/A	36.70%	8.90%	10.80%	0.00%
Miami Dade	Somerset Palms Academy	5015	N/A	N/A	N/A	N/A	16.40%	0.00%	15.10%	0.00%
Miami Dade	Somerset Academy Kendall	4037	N/A	N/A	N/A	N/A	24.50%	0.00%	14.50%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	N/A	N/A	N/A	N/A	67.90%	7.20%	11.50%	11.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	N/A	N/A	N/A	N/A	58.20%	0.00%	13.90%	0.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	N/A	N/A	N/A	83.30%	40.80%	32.70%	0%	0%
Palm Beach	Somerset Academy Boca	3413	N/A	N/A	N/A	N/A	26.10%	9.70%	3.60%	6.10%
Palm Beach	Somerset Academy Boca Middle	4041	N/A	N/A	N/A	N/A	27.70%	0%	0%	0%



2019-2020						
County	School Name	MSID	Asian / Pacific Islander	White	Hispanic	Other
Broward	Somerset Academy	5141	7.30%	5.30%	71.90%	2.20%
Broward	Somerset Academy Middle School	5151	5.90%	11.60%	65.30%	1.90%
Broward	Somerset Academy High School	5221	4.20%	13.10%	60.80%	3.50%
Broward	Somerset Arts Conservatory	5396	0%	14.70%	66.30%	0%
Broward	Somerset Academy South	5263	7.00%	6.00%	74.20%	0%
Broward	Somerset Academy (Miramar Campus)	5405	3.10%	7.30%	56.50%	0%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	4.80%	6.00%	52.20%	0%
Broward	Somerset Academy Miramar South	5054	5.20%	6.60%	54.20%	0%
Broward	Somerset Academy (Davie)	5211	0%	28.30%	44.70%	0%
Broward	Somerset Academy East Preparatory	5391	0%	0%	26.00%	0%
Broward	Somerset Academy Riverside	5387	0%	18.70%	45.50%	0%
Broward	Somerset Academy Riverside Middle School	5419	0%	23.10%	44.90%	0%
Broward	Somerset Parkland Academy	5056	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	0%	4.40%	32.80%	0%
Broward	Somerset Academy Village Charter Middle School	5002	0%	8.10%	38.30%	0%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	0%	2.50%	31.20%	1.60%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	0%	0%	30.00%	3.40%
Broward	Somerset Academy Neighborhood School	5021	0%	2.40%	13.60%	0%
Broward	Somerset Preparatory Academy Charter Middle School	5441	0%	3.10%	13.50%	0%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	0%	3.60%	18.00%	0%
Broward	Somerset Pines Academy	5030	0%	20.40%	38.60%	0%
Broward	Somerset Academy Pompano	5388	0%	8.30%	57.00%	0%
Broward	Somerset Academy Key Middle School	5413	0%	19.60%	43.70%	2.80%
Broward	Somerset Academy Key Charter High School	5224	0%	23.00%	40.90%	3.70%
Duval	Somerset Academy Elementary Eagle Campus	1251	0%	0%	4.80%	0%
Duval	Somerset Academy Middle School Eagle Campus	1261	0%	0%	0%	0%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	0%	2.10%	94.50%	0%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	1.90%	4.70%	83.20%	1.20%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	0.00%	4.30%	81.80%	0.00%
Miami Dade	Somerset Arts Academy	2012	0.00%	16.40%	76.40%	0.00%
Miami Dade	Somerset Oaks Academy	3033	0.00%	5.00%	88.30%	0.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	0.00%	5.50%	91.90%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	0%	4.90%	84.20%	0.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	0.00%	10.70%	78.90%	0.00%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	0.00%	11.90%	80.00%	0.00%
Miami Dade	Somerset Gables Academy	5008	0.00%	13.60%	84.60%	0.00%
Miami Dade	Somerset Academy Bay	5062	0.00%	4.10%	93.50%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	0.00%	10.10%	87.60%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	0.00%	8.90%	86.70%	0.00%
Miami Dade	Somerset Palms Academy	5015	0.00%	0.00%	94.30%	0.00%
Miami Dade	Somerset Academy Kendall	4037	0.00%	6.30%	91.20%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	0.00%	9.60%	79.40%	0.00%
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	0.00%	0.00%	87.30%	0.00%
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	0%	53.20%	32.70%	0%
Palm Beach	Somerset Academy Boca	3413	0%	62.80%	20.60%	9.70%
Palm Beach	Somerset Academy Boca Middle	4041	0%	55.40%	30.80%	0%

2019-2020						
Palm Beach	Somerset Academy Canyons Middle School	4012	3.10%	39.30%	28.70%	4%
Palm Beach	Somerset Academy Canyons High School	4013	3.60%	43%	25.50%	3.10%
Palm Beach	Somerset Academy Lakes Charter School	4091	0%	14.50%	63.90%	0%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	4.20%	9.70%	41.90%	3%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	2%	44.20%	30.40%	3.30%
St. Lucie	Somerset Academy St. Lucie	703	0%	42.20%	32.10%	3.90%
St. Lucie	Somerset Academy Bethany	731	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Aliante Campus	59124	6.62%	34.32%	36.35%	11.20%
Nevada	Somerset Academy North Las Vegas	59119	6.12%	18.36%	41.10%	9.83%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	5.38%	19%	48.82%	8.08%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	3.40%	57.58%	22.31%	9.80%
Nevada	Somerset Academy Skye Canyon Campus	59125	7.13%	52.62%	24.53%	11.32%
Nevada	Somerset Academy Stephanie Campus	59123	7.02%	42.11%	32.51%	11.15%
Nevada	Somerset Lone Mountain Campus	59121	4.39%	48.48%	33.23%	7%
Texas	Somerset Academy Brooks	15830001	1.30%	6.20%	89%	0.40%
Texas	Somerset Academy Collegiate	15830101	1.40%	11.70%	78.70%	2.30%
Texas	Somerset Academy Lone Star	15830102	0%	10.70%	77.30%	6.70%
Texas	Somerset Academy Oaks	15830103	25.20%	8.50%	53.40%	1.70%
Arizona	Somerset Academy Skyway Campus		N/A	N/A	42.86	N/A

2018-2019									
County	School Name	MSID	Grades Served	Year Opened	Total Enrollment	Letter Grade	ELA Proficiency	Math Proficiency	Science Proficiency
Broward	Somerset Academy	5141	K-5	2000	648	A	82.10%	86.10%	67.00%
Broward	Somerset Academy Middle School	5151	6-8	2000	892	A	76.50%	72.40%	63.90%
Broward	Somerset Academy High School	5221	9-12	2002	1034	A	79.00%	72.40%	87.50%
Broward	Somerset Arts Conservatory	5396	9-12	2006	164	A	90.10%	85.30%	84.80%
Broward	Somerset Academy South	5263	K-5	2018	271	N/A	N/A	N/A	N/A
Broward	Somerset Academy (Miramar Campus)	5405	K-5	2006	518	A	80.60%	86.60%	56.60%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	6-8	2006	417	A	81.80%	83.50%	66.90%
Broward	Somerset Academy Miramar South	5054	K-5	2012	212	A	100.00%	100.00%	88.90%
Broward	Somerset Academy (Davie)	5211	K-5	2003	150	A	90.30%	94.40%	76.00%
Broward	Somerset Academy East Preparatory	5391	K-5	2009	237	B	66.70%	77.20%	33.30%
Broward	Somerset Academy Riverside	5387	K-5	2013	133	D	50.00%	43.80%	16.70%
Broward	Somerset Academy Riverside Middle School	5419	6-8	2013	44	A	62.50%	51.50%	N/A
Broward	Somerset Parkland Academy	5056	N/A	2020	N/A	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	K-5	2010	246	A	52.60%	72.20%	38.10%
Broward	Somerset Academy Village Charter Middle School	5002	6-8	2010	151	B	51.80%	57.90%	32.60%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	K-8	2010	752	B	41.90%	49.50%	32.90%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	9-12	2010	260	C	32.60%	38.50%	49.00%
Broward	Somerset Academy Neighborhood School	5021	K-5	1997	522	A	82.20%	81.30%	64.50%
Broward	Somerset Preparatory Academy Charter Middle School	5441	6-8	2010	351	C	65.30%	55.90%	37.50%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	9-12	2011	285	B	57.50%	45.00%	71.20%
Broward	Somerset Pines Academy	5030	K-5	2010	427	C	49.70%	61.20%	52.50%
Broward	Somerset Academy Pompano	5388	K-5	2012	138	D	36.90%	30.80%	33.30%
Broward	Somerset Academy Key Middle School	5413	6-8	2013	425	C	46.60%	39.30%	25.40%
Broward	Somerset Academy Key Charter High School	5224	9-12	2016	227	C	33.60%	26.50%	41.70%
Duval	Somerset Academy Elementary Eagle Campus	1251	K-5	2010	63	A	57.70%	69.20%	N/A
Duval	Somerset Academy Middle School Eagle Campus	1261	6-8	2010	127	B	34.70%	41.50%	67.60%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	2014	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	K-5	2004	699	A	66.70%	80.50%	50.40%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	K-8	2007	1,766	A	78.40%	84.20%	71.20%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	2004	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	K-5	2011	236	A	58.40%	89.40%	67.60%
Miami Dade	Somerset Arts Academy	2012	K-5	2008	405	B	66.80%	61.30%	54.50%
Miami Dade	Somerset Oaks Academy	3033	K-8	2011	575	C	51.10%	48.80%	39.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	K-5	2009	404	A	96.10%	97.20%	92.30%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	2009	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	K-5	2008	536	B	72.60%	75.40%	64.10%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	6-8	2008	590	A	61.00%	69.90%	38.40%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	9-12	2011	408	B	56.00%	49.70%	57.80%
Miami Dade	Somerset Gables Academy	5008	K-8	2010	473	A	83.90%	82.80%	77.00%
Miami Dade	Somerset Academy Bay	5062	K-5	2013	276	A	91.20%	86.90%	78.00%
Miami Dade	Somerset Academy Bay Middle School	6128	6-8	2013	91	A	93.30%	95.50%	91.70%
Miami Dade	Somerset Preparatory Academy Sunset	5002	K-8	2015	330	B	77.50%	72.10%	62.20%
Miami Dade	Somerset Palms Academy	5015	K-8	2018	96	C	63.60%	54.50%	21.10%
Miami Dade	Somerset Academy Kendall	4037	K-4	2018	59	A	76.90%	92.30%	N/A
Miami Dade	Somerset Preparatory Academy- Homestead	754	K-5	2020	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	6-8	2019	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	9-12	2019	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset College Preparatory Academy South High School	7078	9-11	2022	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	2022	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	9-12	2011	40	B	57.10%	18.20%	71.40%
Palm Beach	Somerset Academy Boca	3413	K-5	2012	358	A	76.90%	80.00%	57.10%
Palm Beach	Somerset Academy Boca Middle	4041	6-8	2013	65	A	79.00%	73.30%	63.60%



2018-2019									
Palm Beach	Somerset Academy Canyons Middle School	4012	6-8	2013	829	B	67%	74.30%	44.90%
Palm Beach	Somerset Academy Canyons High School	4013	9-12	2013	787	A	65%	53.80%	73.70%
Palm Beach	Somerset Academy Lakes Charter School	4091	K-5	2016	235	B	43.10%	56.90%	46.30%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	K-8	2007	520	B	54.20%	48%	38.40%
Palm Beach	Somerset Academy Wellington	4031	N/A	2019	N/A	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	9-10	2022	N/A	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	6-12	2012	850	A	68.30%	57.60%	77%
St. Lucie	Somerset Academy St. Lucie	703	K-5	2009	468	B	53.70%	51.60%	56.10%
St. Lucie	Somerset Academy Bethany	731	K-5	2020	N/A	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Aliante Campus	59124	K-8	2018	831	4 Star	55.05%	45.15%	24.70%
Nevada	Somerset Academy North Las Vegas	59119	K-8	2011	1161	3 Star	47.45%	41.35%	34.05%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	KG-12	2014	1949	2 Star	41.23%	27.10%	21.77%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	KG-12	2012	1908	4 Star	66.57%	48.13%	36.63%
Nevada	Somerset Academy Skye Canyon Campus	59125	KG-8	2018	855	5 Star	69.70%	54.40%	49.50%
Nevada	Somerset Academy Stephanie Campus	59123	KG-8	2014	964	5 Star	65%	51.75%	42.65%
Nevada	Somerset Lone Mountain Campus	59121	KG-8	2015	958	5 Star	63.30%	57%	48.30%
Texas	Somerset Academy Brooks	15830001	PK-12	2006	1698	C	31%	22%	26%
Texas	Somerset Academy Collegiate	15830101	PK-11	2017	1304	C	41%	26%	42%
Texas	Somerset Academy Lone Star	15830102	KG-5	2013	90	C	49%	42%	31%
Texas	Somerset Academy Oaks	15830103	PK-5	2016	230	A	59%	63%	44%
Arizona	Somerset Academy Skyway Campus		N/A	2019	N/A	N/A	N/A	N/A	N/A

2018-2019										
County	School Name	MSID	Social Studies Proficiency	ELA Growth	Math Growth	Graduation Rate	FRL%	SWD%	ELL%	African American
Broward	Somerset Academy	5141	N/A	69.60%	76.80%	N/A	35.60%	6.90%	9.70%	11.30%
Broward	Somerset Academy Middle School	5151	91.80%	62.80%	59.00%	N/A	37.20%	8.70%	4.80%	15.50%
Broward	Somerset Academy High School	5221	83.00%	61.20%	57.90%	99.10%	37.50%	6.50%	2.90%	18.30%
Broward	Somerset Arts Conservatory	5396	89.80%	70.00%	60.90%	100%	25.00%	0%	0%	16.50%
Broward	Somerset Academy South	5263	N/A	N/A	N/A	N/A	36.20%	3.70%	20.30%	10.00%
Broward	Somerset Academy (Miramar Campus)	5405	N/A	64.40%	86.10%	N/A	64.10%	5.20%	11.00%	33.20%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	98.70%	69.80%	73.50%	N/A	62.40%	6.70%	3.40%	32.90%
Broward	Somerset Academy Miramar South	5054	N/A	87.00%	100%	N/A	50.50%	0%	8.00%	34.40%
Broward	Somerset Academy (Davie)	5211	N/A	70.20%	63.80%	N/A	63.30%	8.70%	8.00%	19.30%
Broward	Somerset Academy East Preparatory	5391	N/A	56.70%	78.70%	N/A	84.00%	0%	27.00%	71.70%
Broward	Somerset Academy Riverside	5387	N/A	45.80%	40.00%	N/A	42.90%	0%	13.50%	33.80%
Broward	Somerset Academy Riverside Middle School	5419	53.30%	70.80%	69.20%	N/A	38.60%	0%	0%	31.80%
Broward	Somerset Parkland Academy	5056	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	N/A	68.80%	81.30%	N/A	95.50%	9.30%	26.80%	65.00%
Broward	Somerset Academy Village Charter Middle School	5002	69.00%	66.70%	63.60%	N/A	90.10%	11.90%	15.20%	55.00%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	79.00%	49.40%	54.00%	N/A	98.90%	7.20%	18.90%	67.30%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	69.10%	31.20%	49.50%	100%	100%	6.90%	7.70%	65.00%
Broward	Somerset Academy Neighborhood School	5021	N/A	69.50%	64.80%	N/A	86.20%	6.50%	7.70%	82.80%
Broward	Somerset Preparatory Academy Charter Middle School	5441	76.00%	64.10%	41.50%	N/A	87.70%	6.00%	0%	80.30%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	68.60%	56.80%	35.10%	100%	77.50%	6.30%	4.90%	75.80%
Broward	Somerset Pines Academy	5030	N/A	56.60%	63.70%	N/A	68.90%	7.50%	27.90%	34.40%
Broward	Somerset Academy Pompano	5388	N/A	54.30%	23.40%	N/A	81.20%	8.70%	48.60%	29.70%
Broward	Somerset Academy Key Middle School	5413	68.30%	55.40%	53.00%	N/A	74.10%	8.70%	16.00%	35.80%
Broward	Somerset Academy Key Charter High School	5224	38.80%	42.70%	48.00%	83.90%	63.40%	13.20%	17.60%	26.90%
Duval	Somerset Academy Elementary Eagle Campus	1251	N/A	100%	85.70%	N/A	66.70%	0%	0%	90.50%
Duval	Somerset Academy Middle School Eagle Campus	1261	70.60%	58.60%	57%	N/A	94.50%	11.80%	0%	91.30%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	N/A	67.60%	76.70%	N/A	66%	4.60%	15.50%	1.70%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	87.80%	67.80%	67.20%	N/A	2.20%	2.90%	5.80%	9.10%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	N/A	60%	88.30%	N/A	2.10%	0%	18.60%	12.70%
Miami Dade	Somerset Arts Academy	2012	N/A	70.40%	48.80%	N/A	25.40%	5.40%	22.20%	3.70%
Miami Dade	Somerset Oaks Academy	3033	45.10%	56.80%	49.50%	N/A	24.30%	10.30%	20.70%	6.60%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	N/A	66.00%	80.60%	N/A	15.60%	0.00%	0.00%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	N/A	62.10%	72.20%	N/A	31.70%	10.10%	22.90%	6.90%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	85.40%	55.40%	64.90%	N/A	77.30%	7.50%	10.70%	7.80%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	73.90%	54.40%	44.00%	93.70%	78.90%	8.30%	7.40%	6.40%
Miami Dade	Somerset Gables Academy	5008	N/A	71.70%	73.80%	N/A	18.00%	4.20%	8.70%	0.00%
Miami Dade	Somerset Academy Bay	5062	N/A	81.60%	71.40%	N/A	3.30%	3.60%	0.00%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	100.00%	86.40%	84.10%	N/A	2.20%	0.00%	0.00%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	N/A	66.70%	60.90%	N/A	37.30%	5.50%	7.90%	0.00%
Miami Dade	Somerset Palms Academy	5015	N/A	60.40%	47.90%	N/A	11.50%	0.00%	20.80%	0.00%
Miami Dade	Somerset Academy Kendall	4037	N/A	N/A	N/A	N/A	6.80%	0.00%	20.30%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	63.60%	70.00%	N/A	43.80%	62.50%	30.00%	0%	0%
Palm Beach	Somerset Academy Boca	3413	N/A	57.90%	74.60%	N/A	25.40%	8.90%	4.20%	7.50%
Palm Beach	Somerset Academy Boca Middle	4041	100%	65.60%	66.70%	N/A	32.30%	0%	0%	16.90%



2018-2019						
County	School Name	MSID	Asian / Pacific Islander	White	Hispanic	Other
Broward	Somerset Academy	5141	9.30%	6.80%	70.10%	2.30%
Broward	Somerset Academy Middle School	5151	7.00%	12.60%	62.90%	1.80%
Broward	Somerset Academy High School	5221	3.70%	11.70%	62.40%	3.60%
Broward	Somerset Arts Conservatory	5396	0%	14.60%	65.20%	0%
Broward	Somerset Academy South	5263	8.10%	5.90%	70.80%	3.70%
Broward	Somerset Academy (Miramar Campus)	5405	3.50%	4.80%	56.90%	0%
Broward	Somerset Academy Middle School (Miramar Campus)	5406	4.60%	5.80%	54.70%	0%
Broward	Somerset Academy Miramar South	5054	6.10%	7.50%	49.10%	0%
Broward	Somerset Academy (Davie)	5211	0%	27.30%	46.70%	0%
Broward	Somerset Academy East Preparatory	5391	0%	0%	24.90%	0%
Broward	Somerset Academy Riverside	5387	0%	18.00%	42.90%	0%
Broward	Somerset Academy Riverside Middle School	5419	0%	0%	45.50%	0%
Broward	Somerset Parkland Academy	5056	N/A	N/A	N/A	N/A
Broward	Somerset Village Academy	5004	0%	6%	28.50%	0%
Broward	Somerset Academy Village Charter Middle School	5002	0%	10.60%	33.10%	0%
Broward	Somerset Preparatory Academy Charter School at North Lauderdale	5003	0%	2.80%	26.10%	2.30%
Broward	Somerset Preparatory Academy Charter High School at North Lauderdale	5006	0%	0%	26.50%	3.80%
Broward	Somerset Academy Neighborhood School	5021	0%	2.50%	12.50%	0%
Broward	Somerset Preparatory Academy Charter Middle School	5441	0%	0%	14.50%	0%
Broward	Somerset Academy Charter High School (Miramar Campus)	5007	0%	0%	18.60%	0%
Broward	Somerset Pines Academy	5030	0%	25.10%	37.70%	0%
Broward	Somerset Academy Pompano	5388	0%	11.60%	56.50%	0%
Broward	Somerset Academy Key Middle School	5413	0%	20.70%	39.80%	2.60%
Broward	Somerset Academy Key Charter High School	5224	0%	30.00%	38.80%	0%
Duval	Somerset Academy Elementary Eagle Campus	1251	0%	0%	0%	0%
Duval	Somerset Academy Middle School Eagle Campus	1261	0%	0%	0%	0%
Miami Dade	Colegiate Preparatory Academy	6016	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Miami-Dade)	0520	0%	2.70%	93.70%	0%
Miami Dade	Somerset Academy Middle School (Miami-Dade)	6004	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy (Silver Palms)	0332	1.50%	4.60%	83.60%	1%
Miami Dade	Somerset Academy High School (Miami-Dade)	7042	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Silver Palms at Princeton	4012	0%	5.50%	78%	0%
Miami Dade	Somerset Arts Academy	2012	0.00%	18.80%	75.30%	0.00%
Miami Dade	Somerset Oaks Academy	3033	0.00%	5.60%	87.10%	0.00%
Miami Dade	Somerset Academy Elementary School (South Miami Campus)	2007	0.00%	4.20%	93.10%	0.00%
Miami Dade	Somerset Academy Middle School (South Miami)	6053	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Charter Elementary School (South Homestead)	339	0.00%	6.90%	84.50%	0.00%
Miami Dade	Somerset Academy Charter Middle School (South Homestead)	6013	1.70%	10.80%	79.30%	0.00%
Miami Dade	Somerset Academy Charter High School (South Homestead)	7034	0.00%	11.30%	80.40%	0.00%
Miami Dade	Somerset Gables Academy	5008	0.00%	15.00%	83.30%	0.00%
Miami Dade	Somerset Academy Bay	5062	0.00%	6.50%	91.70%	0.00%
Miami Dade	Somerset Academy Bay Middle School	6128	0.00%	13.20%	82.40%	0.00%
Miami Dade	Somerset Preparatory Academy Sunset	5002	0.00%	9.70%	84.50%	0.00%
Miami Dade	Somerset Palms Academy	5015	0.00%	0.00%	93.90%	0.00%
Miami Dade	Somerset Academy Kendall	4037	0.00%	0.00%	93.20%	0.00%
Miami Dade	Somerset Preparatory Academy- Homestead	754	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy Middle School (Homestead)	6046	N/A	N/A	N/A	N/A
Miami Dade	Somerset Preparatory Academy High School (Homestead)	7242	N/A	N/A	N/A	N/A
Miami Dade	Somerset College Preparatory Academy South High School	7078	N/A	N/A	N/A	N/A
Miami Dade	Somerset Academy Continental	402	N/A	N/A	N/A	N/A
Monroe	Somerset Island Preparatory	382	0%	50.00%	40.00%	0%
Palm Beach	Somerset Academy Boca	3413	0%	58.90%	23.50%	9.50%
Palm Beach	Somerset Academy Boca Middle	4041	0%	50.80%	26.20%	0%

2018-2019						
Palm Beach	Somerset Academy Canyons Middle School	4012	3.40%	42%	26.40%	4%
Palm Beach	Somerset Academy Canyons High School	4013	2.90%	45.90%	25.50%	3%
Palm Beach	Somerset Academy Lakes Charter School	4091	0%	15.30%	62.60%	0%
Palm Beach	Somerset Academy Dr. Bernard Kimmel Campus	3395	5.40%	11.70%	38.70%	3.50%
Palm Beach	Somerset Academy Wellington	4031	N/A	N/A	N/A	N/A
Palm Beach	Somerset Academy Wellington High School	4131	N/A	N/A	N/A	N/A
St. Lucie	Somerset College Preparatory Academy	712	2.20%	44.40%	29.30%	3.60%
St. Lucie	Somerset Academy St. Lucie	703	0%	46.80%	28.40%	3.80%
St. Lucie	Somerset Academy Bethany	731	N/A	N/A	N/A	N/A
Nevada	Somerset Academy Aliante Campus	59124	8.79%	32.97%	35.74%	10.53%
Nevada	Somerset Academy North Las Vegas	59119	6.29%	19.90%	43.32%	7.75%
Nevada	Somerset Academy of Las Vegas "Losee"	59120	5.77%	22.90%	45.30%	7.83%
Nevada	Somerset Academy of Las Vegas "Sky Pointe"	59122	3.05%	61.79%	19.50%	8.54%
Nevada	Somerset Academy Skye Canyon Campus	59125	1.64%	18.13%	24.09%	54.62%
Nevada	Somerset Academy Stephanie Campus	59123	7.36%	47.61%	28.01%	10.06%
Nevada	Somerset Lone Mountain Campus	59121	3.86%	50.84%	30.69%	8.24%
Texas	Somerset Academy Brooks	15830001	1.20%	6.80%	89%	0.80%
Texas	Somerset Academy Collegiate	15830101	4%	10%	77.80%	2.10%
Texas	Somerset Academy Lone Star	15830102	0%	12.20%	76.70%	2.20%
Texas	Somerset Academy Oaks	15830103	24.30%	10.90%	52.60%	2.60%
Arizona	Somerset Academy Skyway Campus		N/A	N/A	N/A	N/A