



Texas Education Agency

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Michael Williams  
Commissioner

October 22, 2015

**To the Administrator Addressed:**

**Subject:** 2014–2015 Final FIRST Ratings

*Final* 2014–2015 Financial Integrity Rating System of Texas (FIRST) ratings based on fiscal year 2014 are now publicly available. You can find ratings for both school districts and open-enrollment charter schools on the Texas Education Agency (TEA) website:

- [school district ratings](#)
- [charter school ratings](#)

A previous "To the Administrator Addressed" letter dated August 7, 2015, instructed your school district or charter school (local education agency [LEA]) to view its *preliminary* FIRST rating. The letter also provided information about the data the TEA analyzes to produce the rating and described the appeals process available to your LEA. This appeals process is now complete, and all FIRST ratings are final.

**Required Reporting**

Within two months of the release of its final FIRST rating, your LEA must announce and hold a public meeting to distribute a financial management report that explains the LEA's rating and its performance under each indicator for the current and previous year's ratings. The report also must provide the financial information described in 19 Texas Administrative Code (TAC) [§109.1001\(o\)\(3\)](#). We encourage your LEA to include in the report additional information that will be beneficial to stakeholders, especially information explaining any special circumstances that may have affected the LEA's performance under one or more of the indicators.

The first of two required newspaper notices to inform stakeholders of the meeting must be published no more than 30 days and no fewer than 14 days before the public meeting. Your LEA may combine the meeting with a scheduled regular meeting of its governing board.

For full requirements related to the report and meeting, see 19 TAC [§109.1001\(o\)](#). For a template that your LEA can use in developing its financial management report, see the TEA [FIRST](#) web page or [FIRST Rating for Charter Schools](#) web page.

**Accreditation Status**

Please note that the TEA considers an LEA's FIRST rating when assigning an accreditation status, as required by the accreditation status rules in 19 TAC §97.1055.

**Contact for Further Information**

If you have questions about your LEA's FIRST rating, please contact me by telephone at (512) 463-0947 or by email at [Yolanda.Walker@tea.texas.gov](mailto:Yolanda.Walker@tea.texas.gov).

Sincerely,

Yolanda Walker  
Manager of Financial Accountability  
Division of Financial Compliance



<u>227805</u>	13	TEXAS EMPOWERMENT ACADEMY	Pass	✓
<u>227806</u>	13	UNIVERSITY OF TEXAS UNIVERSITY CHARTER SCHOOL	Pass	✓
<u>227814</u>	13	CHAPARRAL STAR ACADEMY	Substandard Achievement	x
<u>227816</u>	13	HARMONY SCIENCE ACADEMY (AUSTIN)	Pass	✓
<del>227817</del>	13	CEDARS INTERNATIONAL ACADEMY	Pass	✓ <del>✗</del>
<u>227819</u>	13	UNIVERSITY OF TEXAS ELEMENTARY CHARTER SCHOOL	Pass	✓
<u>227820</u>	13	KIPP AUSTIN PUBLIC SCHOOLS INC	Pass	✓
<u>227821</u>	13	AUSTIN DISCOVERY SCHOOL	Pass	✓
<u>227824</u>	13	THE EAST AUSTIN COLLEGE PREP ACADEMY	Pass	✓
<u>227825</u>	13	AUSTIN ACHIEVE PUBLIC SCHOOLS	Pass	✓
<u>234801</u>	7	RANCH ACADEMY	Pass	✓
<u>236801</u>	6	RAVEN SCHOOL	Pass	✓
<u>240801</u>	1	GATEWAY ACADEMY CHARTER DISTRICT	Pass	✓
<u>246801</u>	13	MERIDIAN WORLD SCHOOL LLC	Pass	✓

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*Only year 2014-2015*

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User: Public  
User Role: Public

Rating Year: **2014-2015** ▼ CDN: **227817** ▼ Select An Option ▼ Help  
Home Exit

### 2014-2015 Ratings Based on Fiscal Year 2014 Data - Charter School Status Detail

Charter School Status Detail    Indicator Detail Summary    Determination of Ratings

#### Size-Dependent Indicators

#### CEDARS INTERNATIONAL ACADEMY(227817)

Status	Indicator Num	Indicator Description	Updated	Score
P	+1 1	<u>Was the complete annual financial and compliance report (AFR) and charter school financial data submitted to TEA on or before the November 27 or January 28 deadline depending on the charter school's fiscal year end date of June 30 or August 31, respectively?</u>	8/4/2015 4:57:40 PM	YES
P	+1 2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion, and the external independent auditor determines if there was an unmodified opinion.</u>	8/4/2015 4:57:40 PM	YES
P	+1 3	<u>Was the charter school in compliance with the payment terms of all debt agreements at fiscal year end? If the charter school was in default in a prior fiscal year, an exemption applies in following years if the charter school is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current.</u>	8/4/2015 4:57:40 PM	YES
		<u>Was the total net asset balance in the statement of financial position for the</u>		

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P	† 4	<u>charter school greater than zero? (If the charter school's five-year percent change in students was a 10 percent increase or more, then the charter school passes this indicator). (New charter schools that have a negative net asset balance will pass this indicator if they have a 10 percent growth in students year over year until it completes its fifth year of operations. After the fifth year of operations, the calculation changes to the 10 percent increase in 5 years.)</u>	8/4/2015 4:57:40 PM	YES
	5	<u>Was the charter school's administrative cost ratio equal to or below the threshold ratio as specified by TEA?</u>	8/4/2015 4:57:40 PM	10
	6	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the charter school's AFR result in an aggregate variance of less than 3 percent of all expenses?</u>	8/4/2015 4:57:40 PM	10
	7	<u>Was the AFR free of any instance(s) of material weaknesses in internal controls over financial reporting and compliances for local, state, or federal funds? The AICPA defines material weakness and the external independent auditor determines if there are any instances of material weakness.</u>	8/4/2015 4:57:40 PM	10
				30 Weighted Sum
				1 Multiplier Sum
				30 Score

**†1: must pass 1-4**

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<u>227816</u>	13	HARMONY SCIENCE ACADEMY (AUSTIN)	Above Standard Achievement	✓
<del>227817</del>	13	CEDARS INTERNATIONAL ACADEMY	Superior Achievement	✓✱
<u>227818</u>	13	AUSTIN CAN ACADEMY CHARTER SCHOOL	Above Standard Achievement	✓
<u>227819</u>	13	UNIVERSITY OF TEXAS ELEMENTARY CHARTER SCHOOL	Superior Achievement	✓
<u>227820</u>	13	KIPP AUSTIN PUBLIC SCHOOLS INC	Superior Achievement	✓
<u>227821</u>	13	AUSTIN DISCOVERY SCHOOL	Superior Achievement	✓
<u>227824</u>	13	THE EAST AUSTIN COLLEGE PREP ACADEMY	Superior Achievement	✓
<u>227825</u>	13	AUSTIN ACHIEVE PUBLIC SCHOOLS	Standard Achievement	✓
<u>234801</u>	7	RANCH ACADEMY	Standard Achievement	✓
<u>236801</u>	6	RAVEN SCHOOL	Above Standard Achievement	✓
<u>240801</u>	1	GATEWAY ACADEMY CHARTER DISTRICT	Superior Achievement	✓

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*Rating Year 2013-2014*

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**Charter FIRST**  
Financial Integrity Rating System of Texas

User: Public  
User Role: Public

Rating Year:  ▼ CDN:  ▼  ▼

**2013-2014 Ratings Based on School Year 2012-2013 Data - Charter School Status Detail**

Charter School Status Detail      Indicator Detail Summary      Determination of Ratings

Size-Dependent Indicators

**CEDARS INTERNATIONAL ACADEMY(227817)**

Status	Indicator Num	Indicator Description	Updated	Score
P	+1: 1	<u>Did The Charter School Avoid Holds On Payments That Were Not Cleared Within 30 Days, As A Result Of Untimely Deposits To TRS Or TWC?</u>	6/17/2014 8:14:22 AM	YES
P	+1: 2	<u>Was The Total Net Asset Balance In The Statement Of Financial Position For The Charter School Greater Than Zero? (If The Charter School's Five-Year Percent Change In Students Was A 10% Increase Or More, Then The Charter School Passes This Indicator).</u>	6/17/2014 8:14:22 AM	YES
P	+1: 3	<u>Were There No Disclosures In The Charter Holder's Annual Financial Report And/Or Other Sources Of Information Concerning Default On Debt?</u>	6/17/2014 8:14:22 AM	YES
P	+1: 4	<u>Was The Charter Holder's Annual Financial Report Filed Within One Month After The November 27th Or January 28th Deadline Depending Upon The Charter School's Fiscal Year End Date (June 30th Or August 31st)?</u>	6/17/2014 8:14:22 AM	YES
P	+2: 5	<u>Was There An Unqualified Opinion In The Charter Holder's Annual Financial Report?</u>	6/17/2014 8:14:22 AM	YES
P	+2: 6	<u>Did The Charter Holder's Annual Financial Report Not Disclose Any Instance(s) Of Material Weaknesses In Internal Controls?</u>	6/17/2014 8:14:22 AM	YES
	7	<u>Are the Charter School's Liabilities Less Than 80% Of Its Assets?</u>	6/17/2014 8:14:22 AM	5
		<u>Did The Comparison Of PEIMS Data To Like Information In The Charter School's Annual</u>		

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8	<u>Financial Report Result In An Aggregate Variance Of Less Than 3% Of All Expenses (Data Quality Measure)?</u>	6/17/2014 8:14:22 AM	5
9	<u>Were The Charter School's Debt Related Expenses Less Than \$200 Per Student? (If The Charter School's Five-year Percent Change In Students Was A 7% Increase Or More, Then The Charter School Receives 5 Points)</u>	6/17/2014 8:14:22 AM	5
10	<u>Was There No Disclosure In The Charter Holder's Annual Audit Report Of Material Noncompliance?</u>	6/17/2014 8:14:22 AM	5
11	<u>Did The Charter School Have No Monitor, Conservator, Manager, Or Board Of Managers Assigned For Financial Management Reasons?</u>	6/17/2014 8:14:22 AM	5
12	<u>Was The Charter School's Aggregate Of Budgeted Expenses Less Than The Aggregate Of Budgeted Revenues And Cash And Investments At The Beginning Of The Year?</u>	6/17/2014 8:14:22 AM	5
13	<u>Was The Charter School's Current Ratio For All Net Asset Groups Greater Than Or Equal To 1:1?</u>	6/17/2014 8:14:22 AM	5
14	<u>Was The Charter School's Administrative Cost Ratio Less Than The Threshold Ratio? (Threshold Shown On The "Result Determination Reference" Tab)</u>	6/17/2014 8:14:22 AM	5
15	<u>Was The Ratio Of Students To Teachers Within The Ranges According To Charter School Size? (Ranges Shown On The "Result Determination Reference" Tab)</u>	6/17/2014 8:14:22 AM	5
16	<u>Was The Ratio Of Students To Total Staff Within The Ranges According To Charter School Size? (Ranges Shown On The "Result Determination Reference" Tab)</u>	6/17/2014 8:14:22 AM	5
17	<u>Was The Decrease In The Charter School's Total Net Assets Less Than 20% Over Two Fiscal Years? (Calculation Excludes Depreciation And Amortization)</u>	6/17/2014 8:14:22 AM	5
18	<u>Was The Charter School's Aggregate Total Of Cash And Investments More Than Zero?</u>	6/17/2014 8:14:22 AM	5
19	<u>Did The Charter School's Investment Earnings In All Net Asset Groups Meet Or Exceed The Average 3-Month Treasury Bill Rate?</u>	6/17/2014 8:14:22 AM	0
			60 Weighted Sum
			1 Multiplier Sum
			60 Score

†1: must pass 4 total †2: must pass 1 total

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# School FIRST Annual Financial Management Report

Cedars International Academy

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1001(o), Effective 8/6/2015. The template has been established to help the charter schools in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

## Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the School FIRST hearing is to be provided.

The superintendent's contract is also posted on the school's website.

If published on the Internet, the contract is to remain accessible for twelve months.

## Reimbursements Received by the Superintendent and Board Members

Description of Reimbursements	For the Twelve-Month Period August 31, 2015							
	Diaz Superintendent	Seidner Board Member 1	Sawyer Board Member 2	Crowley Board Member 3	Schulz Board Member 4	Barrs Board Member 5	Garcia Board Member 6	Carter Board Member 7
Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lodging	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transportation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Motor Fuel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
*Other	\$ 16,736	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 16,736</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:

- Meals – Meals consumed out of town, and in geographic-boundary meals at area restaurants (outside of board meetings, excludes catered board meeting meals).
- Lodging – Hotel charges.
- Transportation – Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).
- Motor fuel – Gasoline.
- \*Other: Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member defined above.\*Superintendent received reimbursement for school items paid on personal credit card see attached

**Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services**

For the Twelve-Month Period  
 Ended August 31, 2015  
 Name(s) of Entity(ies) Amount Received  
 \$ -

Total \$ -

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to charter school business.

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)  
 (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period Ended August 31, 2015	Diaz	Seidner Board	Sawyer Board	Crowley Board	Schulz Board	Barrs Board	Garcia Board	Carter Board
	Superintendent	Member 1	Member 2	Member 3	Member 4	Member 5	Member 6	Member 7
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note – An executive officer is defined as the superintendent, unless the board of trustees or the charter school administration names additional staff under this classification for local officials.

**Business Transactions Between Charter School and Board Members**

For the Twelve-Month Period Ended August 31, 2015	Seidner Board	Sawyer Board	Crowley Board	Schulz Board	Barrs Board	Garcia Board	Carter Board
	Member 1	Member 2	Member 3	Member 4	Member 5	Member 6	Member 7
Amounts	\$ -	\$ -	\$ -	\$ -	\$9,243.50	\$ -	\$28,500

Note – The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

Cedars Intl Academy  
District #74-2960628

**Vendor Transactions**  
**Last Fiscal Year**  
**09/01/2014 - 08/31/2015**

3 Total Page(s)  
10/30/2015  
11:14:33 AM

No Account Code Filter Applied

District Filter: Cedars Intl Academy  
County/District: 227817

Reference	Description	Account	PO Number	Date	Amount		
<b>Vendor: Mark Diaz</b>							
<b>Transaction Reference:</b>	<b>'191125'</b>	<b>Transaction Date:</b>	<b>09/25/2014</b>	<b>Bank Account:</b>	<b>'Armevy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$224.88</b>
'15225/111785928059-Costco'	'reimbursement for 2014-2015 Costco annual membership'	'420-41-6499.00-701-5-99-0-00' - 'Misc. Admin. Expenses'	"	"	9/25/2014	\$110.00	
'15225/111785928059-Costco'	'reimbursement for professional development supplies'	'420-13-6499.00-101-5-11-0-00' - 'Misc Operating Costs - Reg Ed'	"	"	9/25/2014	\$114.88	
<b>Sub-total for '191125'</b>						<b>\$224.88</b>	
<b>Transaction Reference: '191232'</b>							
<b>Transaction Reference:</b>	<b>'191232'</b>	<b>Transaction Date:</b>	<b>11/05/2014</b>	<b>Bank Account:</b>	<b>'Armevy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$215.50</b>
'15476/11314'	'reimbursement for maintenance supplies-costco'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	"	11/5/2014	\$115.90	
'15476/11314'	'reimbursement for supplies costco'	'420-41-6399.00-701-5-99-0-00' - 'Administrative Office Supplies'	"	"	11/5/2014	\$99.60	
<b>Sub-total for '191232'</b>						<b>\$215.50</b>	
<b>Transaction Reference: '191263'</b>							
<b>Transaction Reference:</b>	<b>'191263'</b>	<b>Transaction Date:</b>	<b>11/19/2014</b>	<b>Bank Account:</b>	<b>'Armevy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$48.22</b>
'15555/11413'	'reimbursement for maintenance supplies EcoClean'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	"	11/19/2014	\$3.30	
'15555/11413'	'reimbursement for nurse supplies Target'	'420-33-6399.00-101-5-11-0-00' - 'Supplies - Nurse Target'	"	"	11/19/2014	\$5.00	
'15555/11413'	'reimbursement for office supplies'	'420-41-6399.00-701-5-99-0-00' - 'Administrative Office Supplies'	"	"	11/19/2014	\$39.92	
<b>Sub-total for '191263'</b>						<b>\$48.22</b>	
<b>Transaction Reference: '191284'</b>							
<b>Transaction Reference:</b>	<b>'191284'</b>	<b>Transaction Date:</b>	<b>12/03/2014</b>	<b>Bank Account:</b>	<b>'Armevy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$8.25</b>
'15633/112614'	'reimbursement for Eco Clean Operations'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	"	12/3/2014	\$8.25	
<b>Sub-total for '191284'</b>						<b>\$8.25</b>	
<b>Transaction Reference: '191322'</b>							
<b>Transaction Reference:</b>	<b>'191322'</b>	<b>Transaction Date:</b>	<b>12/17/2014</b>	<b>Bank Account:</b>	<b>'Armevy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$496.28</b>
'15711/121514'	'reimbursement for school 2014 winter program supplies'	'461-36-6399.SA-101-5-11-0-00' - 'School Supply Packs- ALL Grades'	"	"	12/17/2014	\$496.28	
<b>Sub-total for '191322'</b>						<b>\$496.28</b>	

NOTICE: This report may contain information that is privileged, confidential and/or exempt from disclosure under applicable law.

**Vendor Transactions**  
**Last Fiscal Year**  
**09/01/2014 - 08/31/2015**

M

Reference	Description	Account	PO Number	Date	Amount
<b>Vendor: Mark Diaz</b>					
<b>Transaction Reference:</b>	<b>'191401'</b>	<b>Transaction Date: 02/04/2015</b>	<b>Bank Account: 'Arnegy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$179.09</b>
'1604/1/27-30'	'reimbursement for cleaning supplies Ecoclean'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	2/4/2015	\$1.75
'1604/1/27-30'	'reimbursement for teacher testing supplies'	'255-11-6499.00-101-5-24-0-00' - 'Recruitment Craigslist ads'	"	2/4/2015	\$177.34
				<b>Sub-total for '191401'</b>	<b>\$179.09</b>
<b>Transaction Reference: '191549'</b>					
<b>Transaction Reference:</b>	<b>'191549'</b>	<b>Transaction Date: 04/01/2015</b>	<b>Bank Account: 'Arnegy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$230.11</b>
'16405/32615 STAAR'	'reimbursement for STAAR testing supplies'	'420-11-6499.00-101-5-24-0-00' - 'Misc. Expense - Compensatory'	"	4/1/2015	\$230.11
				<b>Sub-total for '191549'</b>	<b>\$230.11</b>
<b>Transaction Reference: '191580'</b>					
<b>Transaction Reference:</b>	<b>'191580'</b>	<b>Transaction Date: 04/15/2015</b>	<b>Bank Account: 'Arnegy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$252.77</b>
'16454/41814'	'reimbursement maintenance ecoclean 4/1'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	4/15/2015	\$3.50
'16454/41814'	'reimbursement STAAR supplies Target 4/8'	'420-11-6499.00-101-5-24-0-00' - 'Misc. Expense - Compensatory'	"	4/15/2015	\$17.65
'16454/41814'	'reimbursement STAAR supplies Costco 4/14'	'420-11-6499.00-101-5-24-0-00' - 'Misc. Expense - Compensatory'	"	4/15/2015	\$231.62
				<b>Sub-total for '191580'</b>	<b>\$252.77</b>
<b>Transaction Reference: '191705'</b>					
<b>Transaction Reference:</b>	<b>'191705'</b>	<b>Transaction Date: 06/23/2015</b>	<b>Bank Account: 'Arnegy General Operating'</b>	<b>Transaction Amount:</b>	<b>\$15,075.81</b>
'16732/3RUSH4-52215'	'Air travel to Mexico for International Professional Development.'	'420-13-6411.00-101-5-11-0-00' - 'Travel - Employee Only - Reg Ed'	'CIA-10682'	5/26/2015	\$11,905.94
'16732/3RUSH4-52215'	'Air travel to Mexico for International Professional Development.'	'420-13-6411.00-101-5-23-0-00' - 'Travel - Employee Only - Sp Ed'	'CIA-10682'	5/26/2015	\$744.66
'16732/3RUSH4-52215'	'Air travel to Mexico for International Professional Development.'	'420-23-6411.00-101-5-11-0-00' - 'Travel - Employee Only - Reg Ed'	'CIA-10682'	5/26/2015	\$744.65
'16732/3RUSH4-52215'	'taxes and fees for extra ticket'	'420-13-6411.00-101-5-11-0-00' - 'Travel - Employee Only - Reg Ed'	'CIA-10682'	5/26/2015	\$70.33
'16732/3RUSH4-52215'	'3 additional staff'	'420-13-6411.00-101-5-24-0-00' - 'Travel - Employee Only - Comp Ed'	'CIA-10682'	5/26/2015	\$1,500.00

Cedars Intl Academy  
District #74-2960628

**Vendor Transactions**  
**Last Fiscal Year**  
**09/01/2014 - 08/31/2015**

10/30/2015  
11:14:33 AM

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Reference	Description	Account	PO Number	Date	Amount
Vendor: 'Mark Diaz'					
'16909/61815TB'	'reimbursement tennis balls for student chairs'	'420-51-6319.00-101-5-99-0-00' - 'Supplies - Maint & Operations'	"	6/23/2015	\$30.00
'16910/61515COSTCO'	'reimbursement school board meeting supplies'	'420-41-6499.00-702-5-99-0-00' - 'Misc Operating Costs - Undistributed'	"	6/23/2015	\$80.23
				<b>Sub-total for '191705'</b>	<b>\$15,075.81</b>
Transaction Reference: '191815'	Transaction Date: 08/19/2015	Bank Account: 'Amegy General Operating'		Transaction Amount:	\$5.55
'17513/0811181'	'reimbursement for mop heads cleaned'	'420-51-6219.00-101-5-99-0-00' - 'Contracted - Professional'	"	8/19/2015	\$5.55
				<b>Sub-total for '191815'</b>	<b>\$5.55</b>
				<b>Total for Account:</b>	<b>\$16,736.46</b>
				<b>GRAND TOTAL:</b>	<b>\$16,736.46</b>

**Payroll Journal - Consolidated**

Parameters:  
Date Range: LAST FISCAL YEAR  
Staff Member: Barrs, Earlyne F  
Mask SSN: No  
Display Detail: No

Payroll Batch	Salary Pay	Daily Pay	Hourly Pay	Dock	Other	Gross	Deductions	Net Pay	Pmt. Ref
<b>Barrs, Earlyne F (451-60-1213)</b>									
Batch #497 Period (08/23/2014-09/23/2014) Pay Date 09/30/2014	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 69.36	\$ 700.14	4301-0004
Batch #504 Period (09/24/2014-10/23/2014) Pay Date 10/31/2014	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 69.36	\$ 700.14	4360-0004
Batch #508 Period (10/24/2014-11/21/2014) Pay Date 11/28/2014	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 69.36	\$ 700.14	4429-0004
Batch #511 Period (11/22/2014-12/17/2014) Pay Date 12/30/2014	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 69.36	\$ 700.14	4468-0004
Batch #515 Period (12/18/2014-01/23/2015) Pay Date 01/30/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4512-0004
Batch #519 Period (01/24/2015-02/20/2015) Pay Date 02/27/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4557-0004
Batch #518 Period (02/01/2015-02/27/2015) Pay Date 03/12/2015	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 260.68	\$ 260.68	\$ 10.68	\$ 250.00	191456
Batch #523 Period (02/21/2015-03/24/2015) Pay Date 03/31/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4604-0004
Batch #525 Period (03/25/2015-04/24/2015) Pay Date 04/30/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4635-0004
Batch #527 Period (04/25/2015-05/21/2015) Pay Date 05/29/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4704-0004
Batch #539 Period (05/22/2015-06/23/2015) Pay Date 06/30/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4766-0004
Batch #545 Period (06/24/2015-07/24/2015) Pay Date 07/31/2015	\$ 769.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 769.50	\$ 68.94	\$ 700.56	4817-0004
Batch #554 Period (07/25/2015-08/24/2015) Pay Date 08/31/2015	\$ 779.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 779.00	\$ 70.03	\$ 708.97	4847-0003
	<b>\$ 9,243.50</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 260.68</b>	<b>\$ 9,504.18</b>	<b>\$ 840.73</b>	<b>\$ 8,663.45</b>	

NOTICE: This report may contain information that is privileged, confidential and/or exempt from disclosure under applicable law.

**Vendor Transactions**  
**Last Fiscal Year**  
**09/01/2014 - 08/31/2015**

<b>Account</b>				<b>Amount</b>
<b>Vendor: 'Sandra Carter Counseling'</b>				
<b>Transaction Reference:</b>	'191818'	<b>Transaction Date:</b>	8/19/2015 12	<b>Transaction Amount:</b> \$203.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'				\$203.00
<b>Sub-total for '191818'</b>				<b>\$203.00</b>
<b>Transaction Reference:</b>	'STMT020799'	<b>Transaction Date:</b>	10/15/2014 1	<b>Transaction Amount:</b> \$0.00
'420-31-6219.00-101-5-23-0-00' - 'Professional Services - Sp Ed'				(\$1,232.55)
'420-31-6219.00-101-5-24-0-00' - 'Professional Services - Comp Ed'				\$1,232.55
<b>Sub-total for 'STMT020799'</b>				<b>\$0.00</b>
<b>Total for 'Sandra Carter Counseling'</b>				<b>\$28,500.00</b>
<b>GRAND TOTAL:</b>				<b>\$28,500.00</b>



**Vendor Transactions**  
**Last Fiscal Year**  
**09/01/2014 - 08/31/2015**

No Account Code Filter Applied

District Filter: Cedars Int'l Academy  
 County/District: 227817

Account	Amount
<b>Vendor:</b> 'Sandra Carter Counseling'	
<b>Transaction Reference:</b> '191108' <b>Transaction Date:</b> 9/17/2014 12 <b>Transaction Amount:</b>	\$2,092.00
'420-31-6219.00-101-4-21-0-00' - 'Professional Services - GT'	\$58.00
'420-11-6219.00-101-4-23-0-00' - 'Professional Services - Sp Ed'	\$2,034.00
<b>Sub-total for '191108'</b>	\$2,092.00
<b>Transaction Reference:</b> '191165' <b>Transaction Date:</b> 10/15/2014 1 <b>Transaction Amount:</b>	\$4,045.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$337.55
'420-31-6219.00-101-5-21-0-00' - 'Professional Services - GT'	\$175.92
'420-31-6219.00-101-5-23-0-00' - 'Professional Services - Sp Ed'	\$1,232.55
'420-31-6219.00-101-5-24-0-00' - 'Professional Services - Comp Ed'	\$1,990.85
'420-31-6219.00-101-5-25-0-00' - 'Professional Services - ESL'	\$308.13
<b>Sub-total for '191165'</b>	\$4,045.00
<b>Transaction Reference:</b> '191302' <b>Transaction Date:</b> 12/10/2014 1 <b>Transaction Amount:</b>	\$6,079.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$729.60
'420-31-6219.00-101-5-21-0-00' - 'Professional Services - GT'	\$380.24
'420-31-6219.00-101-5-24-0-00' - 'Professional Services - Comp Ed'	\$4,303.13
'420-31-6219.00-101-5-25-0-00' - 'Professional Services - ESL'	\$666.03
<b>Sub-total for '191302'</b>	\$6,079.00
<b>Transaction Reference:</b> '191452' <b>Transaction Date:</b> 3/4/2015 12: <b>Transaction Amount:</b>	\$500.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$500.00
<b>Sub-total for '191452'</b>	\$500.00
<b>Transaction Reference:</b> '191515' <b>Transaction Date:</b> 3/12/2015 12 <b>Transaction Amount:</b>	\$7,076.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$849.26
'420-31-6219.00-101-5-21-0-00' - 'Professional Services - GT'	\$442.60
'420-31-6219.00-101-5-24-0-00' - 'Professional Services - Comp Ed'	\$5,008.88
'420-31-6219.00-101-5-25-0-00' - 'Professional Services - ESL'	\$775.26
<b>Sub-total for '191515'</b>	\$7,076.00
<b>Transaction Reference:</b> '191660' <b>Transaction Date:</b> 5/26/2015 12 <b>Transaction Amount:</b>	\$4,972.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$3,376.24
'420-31-6219.00-101-5-21-0-00' - 'Professional Services - GT'	\$45.18
'420-31-6219.00-101-5-25-0-00' - 'Professional Services - ESL'	\$1,550.58
<b>Sub-total for '191660'</b>	\$4,972.00
<b>Transaction Reference:</b> '191674' <b>Transaction Date:</b> 6/2/2015 12: <b>Transaction Amount:</b>	\$212.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$212.00
<b>Sub-total for '191674'</b>	\$212.00
<b>Transaction Reference:</b> '191730' <b>Transaction Date:</b> 7/2/2015 12: <b>Transaction Amount:</b>	\$3,321.00
'420-31-6219.00-101-5-11-0-00' - 'Professional Services - Reg Ed'	\$3,321.00
<b>Sub-total for '191730'</b>	\$3,321.00

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SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS     §  
  §           KNOW ALL MEN BY THESE PRESENTS:  
COUNTY OF TRAVIS     §

THIS CONTRACT ("Contract") is made and entered into effective the 15<sup>th</sup> day of January, 2015, by and between the Board of Trustees (the "Board") of the Cedars International Academy (the "District") and Dr. Mark Diaz ("Superintendent").

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201 of the Texas Education Code, have agreed, and do hereby agree, as follows:

**I. Term**

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years (220 days a year) commencing in August 2015, and ending in July 2018. The District, by the action of the Board, and with the consent and approval of the Superintendent, may extend the term of this Contract as permitted by state law.

1.2 **Tenure.** The Board has not adopted any policy, rule, regulation, law or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

**II. Employment**

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be assigned by the Board, and shall comply with all Board directives, state and federal law, district policy, rules and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, re-organize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the

Superintendent's resignation, which must be accepted by the Board. The superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill and expertise.

**2.2 Professional Certification.** As a condition of this contract, the Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the Texas Education Agency and all other certificates required by law. The Superintendent shall immediately inform the Board if and when he fails to comply with this requirement.

**2.3 Reassignment.** The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

**2.4 Board Meetings.** The Superintendent or the Superintendent's designee shall attend all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract or the Superintendent's salary and benefits as set forth in this Contract or Superintendent's evaluation or any other matter designated by the Board President, and provided, further, that the Board may designate closed meetings at which only board members and other designated individuals necessary to Board deliberations may attend.

**2.5 Criticisms, Complaints, and Suggestions.** The Board, individually, and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts, except those matters involving the Superintendent's conduct or performance of duties if in the Board's determination, such confidentiality is required.

**2.6 Indemnity.** To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance

contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this contract.

### III. Compensation

3.1 **Salary.** (a) The District shall provide the Superintendent with an annual salary in the sum of ONE HUNDRED TWENTY SIX THOUSAND EIGHT HUNDRED THIRTEEN AND 60/100 DOLLARS (\$126,813.60). The cash component of the annual salary rate shall be paid to the Superintendent in 12 equal installments consistent with the Board's policies.

(b) The District shall pay a retention incentive at the Board's discretion at any time during the term of this Contract

3.2 **Salary Adjustments.** (a) At any time during the term of this Contract, the Board, may, at its discretion, review and adjust the salary of the Superintendent, subject to state law requirements regarding such pay adjustments, but in no event shall the Superintendent be paid less than the salary set forth pursuant to Section 3.1 of this Contract except by mutual agreement of the two parties. Such adjustments, if any shall be in the form of a new contract.

(b) The District shall pay the TRS surcharge and other related payroll related costs.

3.3 **Annuity.** The District shall make 10% contributions of the Superintendent's annual salary, to a qualified retirement plan (annuity or other benefits) of the Superintendent's choice, for the benefit of the Superintendent

3.4 **Insurance.** (a) The District shall pay for hospitalization, major medical, and dental insurance coverage for the Superintendent pursuant to the group health care plan by giving the superintendent the monthly cash equivalent of what the district would pay.

(b) The District shall make, in lieu of a term policy of life insurance, contributions to the above qualified retirement plan (annuity or other benefits) of the Superintendent's choice, for the benefit of the Superintendent.

(c) The District shall make, in lieu of a disability insurance

policy, contributions to the above qualified retirement plan (annuity or other benefits) of the Superintendent's choice, for the benefit of the Superintendent.

**3.5 Cellular Telephone, Laptop Computer, Blackberry.** The District shall NOT provide the Superintendent with a mobile telephone allowance.

**3.6 Spouse Expenses.** The District shall NOT reimburse the Superintendent for travel, lodging, meals, and other related expenses incurred incident to the Superintendent's spouse accompanying the Superintendent to educational related meetings two times annually, provided the Superintendent receives prior approval from the Board.

**3.7 Expenses.** The District shall provide the Superintendent a school district credit card for all out-of-district travel and accommodations as it relates to school related business, subject to school budget limits.

**3.8 Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informal meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent, as the Superintendent and Board deem appropriate, to attend such seminars, courses, or meetings. The District shall pay the Superintendent's membership dues to two (2) professional association, plus more subject to Board approval, of the Superintendent's choice, as well as other memberships necessary to maintain and improve the Superintendent's professional skills, subject to school district budget limits. The District shall also pay for civic club fees for the Superintendent not to exceed \$500 per year, plus more subject to board approval. The District shall also pay the Superintendent's expenses to attend the following planning committee meetings and conferences: the Learning Forward Conferences; the Texas Association of School Board annual conference, the Texas Association of School Administrator Conference, and others as approved by the Board, but not to exceed the amount provided for in the school budget approved by the Board

**3.9 Outside Consultant Activities.** In addition to any other leave to which the Superintendent is entitled under the terms of this Contract or applicable law, the Superintendent may serve as a consultant, engage in writing activities and speaking engagements on educational matters outside the District, provided however, that these activities do not interfere with the performance of the Superintendent's duties and provided the Superintendent gives prior notice to the Board.

3.10 **Vacation, Holiday, and Personal Leave.** The superintendent will be allowed to accumulate 5 personal days a year with a maximum of no more than 45 days of Personal Leave. The days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall observe the same legal holidays as provided by the Board approved School calendar. Upon termination from the district the superintendent will be reimbursed in any unused personal days at the superintendent's daily rate at time of termination.

#### **IV. Annual Performance Goals**

4.1 **Development of Goals.** The Superintendent shall submit to the Board each year, for the Board's consideration and adoption, a preliminary list of goals for the District. The goals approved by the Board shall be reduced to writing and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

#### **V. Review of Performance**

5.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent once each year. The Superintendent shall participate in this meeting and the meeting shall include a review and appraisal of the roles of the Superintendent and the Board and their relationship, and the confidential written evaluation of the Superintendent's performance shall be maintained in the Superintendent's personnel file. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description.

5.2 **Confidentiality.** The evaluation of the Superintendent shall at times conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall be prohibited or the Superintendent from sharing the content of the Superintendent's evaluation with either party's respective legal counsel.

5.3 **Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the Board's policies, and state and federal law. In the event the Board deems that the evaluation instrument, format and/or procedure is to be modified by the Board, such modification must be adopted at least one (1) year prior to its implementation.

#### **VI. Renewal or Nonrenewal of Employment Contract**

6.1 **Renewal/Nonrenewal.** Renewal or nonrenewal shall be in accordance with the terms of this Contract, Board policy and applicable law.

6.2 **Notice of Nonrenewal and Extension.** The Superintendent is entitled to written notice from the District delivered at least six (6) months prior to the end of the contract term provided herein concerning any proposal of nonrenewal of this Contract. In

the event the Superintendent does not receive said written notice timely as provided herein, the term of this Contract shall be automatically extended by one (1) full year without the necessity of further action by either party.

## **VII. Termination of Employment Contract**

**7.1 Mutual Agreement.** This Contract shall be terminated by the mutual agreement of the Superintendent and the Board in writing, upon such terms and conditions as may be mutually agreed upon.

**7.2 Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

**7.3 Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of this Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication. (The terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent reasonable opportunity to remediate any incompetence or inefficiency.);
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substance Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;

- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Knowingly falsifying records or documents related to the District's activities;
- (n) Conscious misrepresentation of facts to the Board or other District officials in conduct of the District's business;
- (o) Failure to fulfill requirements for superintendent certification;
- (p) Any other reason constituting "good cause" under Texas law.

**7.4 Termination Procedure.** In the event the Board terminates this Contract for "good cause", the Superintendent shall be afforded all the rights set forth in the Board's policies, and state and federal law.

**7.5 Resignation.** The Superintendent shall be entitled to resign his employment with the District as provided by the Texas Education Code §21.212(e) and other applicable laws.

## **Article VIII. Miscellaneous**

**8.1 Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Travis County, Texas unless otherwise provided by law.

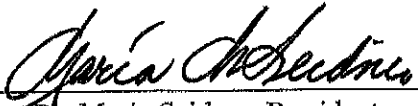
**8.2 Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein.

**8.3 Conflicts.** In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of his Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.



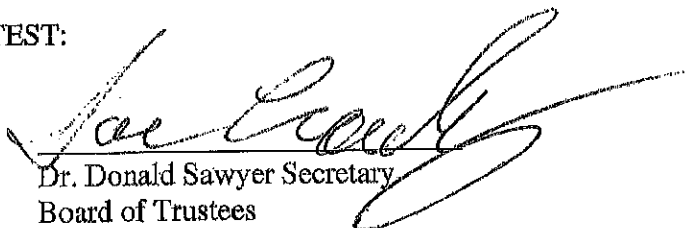
8.4 **Savings Clause.** In the event any one or more of the provisions contained in this Contract, shall for any reason, to be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

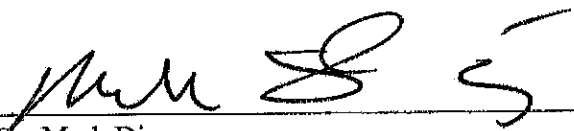
CEDARS INTERNATIONAL ACADEMY

By:   
Dr. Maria Seidner President  
Board of Trustees

EXECUTED this 15 day of JANUARY, 2015

ATTEST:

By:   
Dr. Donald Sawyer Secretary  
Board of Trustees

By:   
Dr. Mark Diaz  
Superintendent of Schools

EXECUTED this 15 day of January, 2015