



October 1, 2020

President Jessie Ryan
Sacramento City Unified School District
5735 47th Avenue
Sacramento, CA 95824

Re: Lozano Smith Conflict of Interest

Dear President Ryan:

Tonight's meeting of the Sacramento City Unified School District (SCUSD) Board of Education has several contracts for approval on the consent agenda. In our review of these matters, one contract in particular raises serious concerns regarding a potential conflict of interest involving the SCUSD outside law firm, Lozano Smith.

On the consent agenda is a contract for \$507,788.24 between SCUSD and the Center for Fathers and Families. Although the contract will not be approved until tonight's October 1, 2020 meeting, its effective date is August 27, 2020. This is not the first contract between SCUSD and the Center for Fathers and Families. In 2019-20, for example, SCUSD was a party to two agreements with the Center for Fathers and Families one for the exact amount of this year's contract, \$507,788.24 and another for \$39,330 for a total of \$547,118.24. The information in the board packet does not provide the criteria that was used to award the contract or how the amount for the contract was determined.

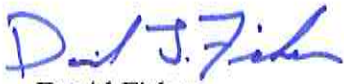
The board packet also does not disclose the Jerome Behrens, the Lozano Smith outside attorney who advises you and the school board on legal, ethical and parliamentary matters is on the board of directors of the Center for Fathers and Families. (See the attached excerpt from the most recent IRS 990 Form for the Center for Fathers and Families, and the screen shot taken this morning from the website of the Center for Fathers and Families).

We believe the failure of the school board to disclose this apparent conflict of interest raises series ethical and legal concerns.

Accordingly, we hereby request that this contract and any others under consideration between the SCUSD and the Center for Fathers and Families be pulled from the consent agenda and be held in

abeyance until a thorough investigation can be undertaken regarding this potential conflict of interest. In the interest of transparency and to avoid any other potential conflicts of interest, we further request that the inquiry be conducted by an independent investigator, preferably one recommended by the Superintendent of Public Instruction, Tony Thurmond.

Sincerely,



David Fisher
President



Nikki Milevsky
First Vice-President



John Borsos
Executive Director

Attachment A

AGREEMENT FOR SERVICES

Between

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Youth Development Support Services Department
And
Center for Fathers and Families**

The Sacramento City Unified School District ("District" or "SCUSD") and the Center for Fathers and Families ("CFF") collectively hereinafter referred to as "the Parties" and individually hereinafter referred to as "the Party" hereby enter into this Agreement for program services ("Agreement") effective on August 27, 2020 ("Effective Date") with respect to the following recitals:

RECITALS

WHEREAS, the District desires to engage Center for Fathers and Families to develop, maintain and sustain programs that offer support services to **Father Keith B. Kenny Elementary, Harkness Elementary, New Joseph Bonnheim Charter and Oak Ridge Elementary** programs and recreational activities supporting the After School Education and Safety (ASES) expanded learning programs at the above mentioned schools during the school year 2020-2021. This collaboration is designed to provide students opportunities to expand learning, promote academic achievement, assist children and adults from low-income families to achieve challenging state content standards, provide opportunities for parents to actively participate in their children's education, provide safe, supervised, and high-quality expanded learning care for students.

Due to COVID-19, all services will be virtually provided via Google Classroom, Zoom or other virtual platforms approved by the District. All CFF employees who will be working with students must abide by all local, California, and federal applicable law, including FERPA, 20 U.S.C. 1232g, and Ed. Code section 49060 *et seq.*, which limits personally identifiable student records without parental consent with limited exceptions. All employees who will be working with students virtually must undergo a criminal background investigation by SCUSD. Transition to in-person services may resume once CFF has the permission from the District to be with students on sites and has complied with all local, California, and federal applicable law.

Due to the COVID-19 Pandemic, Senate Bill 98, Statutes of 2020, allowed the California Department of Education ("CDE") to waive certain California *Education Code* sections for the Fiscal Year 2020-21. As a result, the CDE has suspended review of items included in the Federal Program Monitoring Expanded Learning ("EXLP") Instrument for Fiscal Year 2020-21. Therefore, District is granting flexibility on the following requirements:

EXLP 04—Operates Program Required Hours and Days

EXLP 05—Early Release and Late Arrival Policies

EXLP 15—Student to Staff Ratio

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

A. Roles and Responsibilities.

i. CFF shall adhere to Attachment A Scope of Services; Attachment B Expanded Learning Programs Expectations; and all expectations outlined in the SCUSD Expanded Learning Program Manual (located on SCUSD Youth Development Website); <https://www.youthdevelopmentscusd.org/copy-of-after-school>

ii. CFF shall adhere to scope of services outlined in this agreement.

iii. District shall adhere to scope of service outlined in Attachment A. District shall provide funding pursuant to Paragraph B regarding payment directly below. District shall provide and coordinate space and location of all District-sponsored expanded learning professional development, meetings, and trainings. District shall coordinate the convening of all contractors to facilitate program planning and modifications as reasonably practicable.

B. **Payment.** For provision of services pursuant to this Agreement, District shall reimburse CFF for direct services not to exceed \$507,788.24 be made in installments upon receipt of properly submitted invoices.

Breakdown:

Program/Funding	School Name	Contract Amount	Target Days
ASES	Father Keith B. Kenny	\$140,360.55	180
ASES	H.W. Harkness	\$131,430.80	180
ASES	New Joseph Bonnheim	\$112,741.21	180
ASES	Oak Ridge	\$123,255.68	180
Total		\$507,788.24	

The final installment shall not be invoiced by CFF or due until completion of all obligations pursuant to this Agreement. For provisions of services pursuant to this Agreement, CFF shall provide documentation of \$76,168.24 as in-kind match (15% of the contract amount) to the District.

C. **Independent Contractor.** While engaged in providing the services in this Agreement, and otherwise performing as set forth in this Agreement, CFF and each of CFF employees, is an independent contractor, and not an officer, employee, agent, partner, or joint venturer of the District.

D. **Insurance Requirements.** Prior to commencement of services and during the life of this Agreement, CFF shall provide the District with a copy of its certificates of insurance evidencing its comprehensive general liability insurance, employment practices liability insurance, and directors and officers coverages in sums of not less than \$1,000,000 per occurrence. CFF will also provide a written endorsement to such policies-naming District as an additional insured and such endorsement shall also state, "Such insurance as is afforded by this policy shall be primary, and any insurance carried by District shall be excess and noncontributory." If insurance is not kept in force during the entire term of the Agreement, District may procure the necessary insurance and pay the premium therefore, and the premium shall be paid by the CFF to the District.

E. **Fingerprinting Requirements.** As required by SCUSD, all individuals that come into contact with SCUSD students must undergo a criminal background investigation by SCUSD. CFF agrees that any employee it provides to District shall be subject to the fingerprinting and TB requirements set forth in the

California Education Code. The agency will be notified upon clearance. Upon receipt of a subsequent arrest notification from DOJ, SCUSD shall within 48 hours notify CFF of such a subsequent arrest notification. If an employee is disqualified from working for District pursuant to the requirements of the California Education Code, CFF agrees to provide a replacement employee within 15 days of receiving notification that the previous employee has been disqualified. Failure to adhere to the terms of this provision is grounds for termination of the Agreement.

F. Confidential Records and Data. Each Party shall not disclose confidential records received from the other Party, including student records pursuant to FERPA, 20 U.S.C. § 1232g, *et seq.*, and California Education Code Section 49060, *et seq.* CFF shall maintain the confidentiality of student or pupil records and shall not disclose such records to any third parties without the express written approval of the District. In the event a Party receives a request for disclosure of such confidential records, whether under the California Public Records Act, a duly-issued subpoena, or otherwise, said Party shall tender the request to the other Party who shall be responsible for addressing said request, including the defense of its claim of confidentiality. The Party asserting its claim of confidentiality shall hold harmless and defend the Party receiving such request from any liability, claim, loss, cost, attorney's fees and damages, as adjudged by a court of competent jurisdiction, arising out of a refusal to disclose such confidential records.

G. Period of Agreement. The term of this Agreement shall be from August 27, 2020 through June 30, 2021. This Agreement may be terminated by either Party at any time, for any reason, with or without cause, by providing at least sixty (60) days written notice.

The District may terminate this Contract with cause upon written notice of intention to terminate for cause. A Termination for Cause shall include: (a) material violation of this Agreement by CFF; (b) any act by CFF exposing the District to liability to others for personal injury or property damage; or (c) CFF is adjudged as bankrupt; CFF makes a general assignment for the benefit of creditors, or a receiver is appointed on account of the CFF's insolvency.

Ten (10) calendar days after service of such notice, the condition or violation shall cease, or satisfactory arrangements for the correction thereof be made, or this Agreement shall cease and terminate. In the event of such termination, the District may secure the required services from another contractor. If the cost to the District exceeds the cost of providing the service pursuant to this Agreement, the excess cost shall be charged to and collected from the Contractor. The foregoing provisions are in addition to and not a limitation of any other rights or remedies available to the District. Written notice by the District shall be deemed given when received by the other party or no later than three days after the day of mailing, whichever is sooner.

H. Indemnity. The Parties understand and agree that certain rights and obligations are governed by California Education Code section 38134(i), which states:

Any school district authorizing the use of school facilities or grounds under subdivision (a) shall be liable for any injuries resulting from the negligence of the district in the ownership and maintenance of those facilities or grounds. Any group using school facilities or grounds under subdivision (a) shall be liable for any injuries resulting from the negligence of that group during the use of those facilities or grounds. The district and the group shall each bear the costs of defending itself against claims arising from those risks. Notwithstanding any provision of law, this subdivision shall not be waived. Nothing in

this subdivision shall be construed to limit or affect the immunity or liability of a school district under Division 3.6 (commencing with Section 810) of title 1 of the government Code, for injuries caused by a dangerous condition of public property.

Accordingly, CFF agrees to indemnify and hold harmless the District and its successors, assigns, trustees, officers, employees, staff, agents and students from and against all actions, causes of action, claims and demands whatsoever, and from all costs, damages, expenses, charges, debts and liabilities whatsoever (including attorney's fees) arising out of any actual or alleged act, omission, willful misconduct, negligence, injury or other causes of action or liability proximately caused by CFF and/or its successors, assigns, directors, employees, officers, and agents related this Agreement. CFF has no obligation under this Agreement to indemnify and hold harmless the District and is not liable for any actions, causes of action, claims and demands whatsoever, and for any costs, damages, expenses, charges, debts or other liabilities whatsoever (including attorney's fees) arising out of any actual or alleged act, omission, negligence, injury or other causes of action or liability proximately caused by the District and/or its successors, assigns, trustees, officers, employees, staff, agents or students. The Parties expressly agree that the indemnity obligation set forth in this Agreement shall remain in full force and effect during the term of this Agreement. The Parties further agree that said indemnity obligations shall survive the termination of this Agreement for any actual or alleged act, omission, negligence, injury or other causes of action or liability that occurred during the term of this Agreement.

I. Use of Facilities. Neither CFF, nor its employees, agents, guests nor invitees are authorized to use any other real property or physical improvements to real property, other than the facilities covered by this Agreement. CFF's use of the District's facilities shall not interfere with the District's ability to carry on educational activities, interfere with the District's ability to carry on recreational activities, or interfere with other potential users' authorized right to use District property. At all times, CFF shall comply with the District's rules, regulations, and policies, copies of which are deemed to have been provided to CFF prior to the execution of this Agreement. CFF is responsible for ensuring that its Directors, Officers, agents, employees, contractors, guests, invitees, and participants, as well as any other individual who may attend or view the contemplated activities at the sites, comply with these requirements. CFF shall ensure that the District's property is not altered, modified, or changed in any manner absent the District's express prior and written consent. Failure to comply with these obligations shall, at the discretion of the District, be a basis to immediately terminate this Agreement. CFF waives any claim against the District for damages relating to its use of the facilities, including, but not limited to, theft or destruction of the User's property.

J. Nondiscrimination. It is the policy of the District that in connection with all services performed under contract, there will be no discrimination against any prospective or active employee engaged in the work because of race, color, ancestry, national origin, handicap, religious creed, sex, gender identity, sexual orientation, age or marital status. CFF agrees to comply with applicable federal and California laws including, but not limited to, the California Fair Employment and Housing Act.

K. Severability. If any provisions of this Agreement are held to be contrary to law by final legislative act or a court of competent jurisdiction inclusive of appeals, if any, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

L. Applicable Law/Venue. This Agreement shall be governed by and construed in accordance with

the laws of the State of California. If any action is instituted to enforce or interpret this Agreement, venue shall only be in the appropriate state or federal court having venue over matters arising in Sacramento County, California, provided that nothing in this Agreement shall constitute a waiver of immunity to suit by the District.

M. Assignment. This Agreement is made by and between CFF and the District and any attempted assignment by them, their successors or assigns shall be void unless approved in writing by the Parties.

N. Entire Agreement. This Agreement constitutes the entire agreement between CFF and the District with respect to the subject matter hereof and supersedes all previous negotiations, proposals, commitments, writings, advertisements, publications and understandings of any nature whatsoever, with respect to the same subject matter unless expressly included in this Agreement. The Parties hereby waive the presumption that any ambiguities in a contract are read against the drafter of same. The Parties further agree and represent that each of them are the drafters of every part of this Agreement.

O. Amendments. The terms of this Agreement shall not be amended in any manner except by written agreement signed by the Parties.

P. Execution In Counterparts. This Agreement may be executed in counterparts such that the signatures of the Parties may appear on separate signature pages. Facsimile or photocopy signatures shall be deemed original signatures for all purposes.

Q. Authority. Each party represents that they have the authority to enter into this Agreement and that the undersigned are authorized to execute this Agreement.

R. Approval/Ratification by Board of Education. This Agreement shall be subject to approval/ratification by the District's Board of Education.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in duplicate.

DISTRICT:

By: _____ Date _____
Rose Ramos
Chief Business Officer
Sacramento City Unified School District

AGENCY NAME:

By:  Date 08/28/2020
Authorized Signature
Print Name: Rick Jennings
Title: Chief Executive Officer

Sacramento City Unified School District and Center for Fathers and Families:
Attachment A

DISTRICT shall:

1. Provide support for program evaluation.
2. Recognize in all sponsored events and on brochures, flyers, and promotional materials as appropriate.
3. Provide a district Expanded Learning Specialist for each school that will provide the support and guidance needed to operate the Expanded Learning program.
4. Meet monthly with the Program Manager of CFF to identify program needs, assistance, and successes.
5. Designate a school staff contact person to work directly with the Program Manager for program planning, assistance in hiring staff and to address any implementation issues.
6. Help train program staff and volunteers on school procedures and the education/curriculum materials being used at the school that should be integrated into the program.
7. Help recruit students into the program and provide the program access to parents of participating students.
8. Help provide parents/students forums to obtain feedback on the program, what is working and what new services/program elements need to be added or modified.
9. Provide space for the program to operate, including office space for the Program, classroom space for classes and activities, and storage space for program supplies/materials. (Note: All Expanded Learning programs will start virtually due to COVID-19).
10. Provide Expanded Learning snack that is consistent with requirements of the USDA.
11. Help coordinate custodial and storage needs of the program.
12. Meet regularly with the District contact person, CFF site liaison and site administrator to identify program needs, successes and assistance.
13. Provide a "Mid-Year" Partnership Report addressing strengths and areas for improvement for future partnership.

Center for Fathers and Families shall:

1. Provide services based on the guidance from CDE. (*Stronger Together: A Guidebook for the Safe Reopening of California's Public Schools*)
<https://www.cde.ca.gov/ls/he/hn/documents/strongertogether.pdf>
2. Work collaboratively with the District and the school to create a comprehensive program plan for the Expanded Learning program. The plan will be shared out with stakeholders including school site administrators. CFF's Expanded Learning plan is attached to this Agreement and CFF will be held accountable to follow the plan presented to the District.
3. Follow the Expanded Learning Procedural Manual. Program Managers will be required to read the program manual and provide their signatures verifying that they understand the content of the manual.
4. All Expanded Learning staff is required to read District's *Return to Health* plan (including appendixes) posted on District's website and follow the instructions written in the plan.
<https://returntogether.scusd.edu/return-health>
5. Provide an "End of Year" Report on status of all outcomes and objectives.
6. Maintain and provide to the District monthly attendance and program activities records.

7. Comply with requirements of the USDA related to administration and operation of Expanded Learning snack and other District-sponsored nutrition programs including SCUSD's Wellness Policy.
8. Per District policies and protocol, agency staff will administer required medications prescribed by a student's health care provider/doctor. *(This applies only when staff will work with students in person).*
9. Supply the staff with materials, supervision and volunteer recruitment for designated school sites.
10. Develop special activities or virtual field trips for the sites individually and collectively.
11. Attend and provide monthly reports at designed meetings, monthly CFF meetings, monthly CFF Program Managers meetings, as well as other planning meetings as necessary.
12. Work collaboratively with the other outside CFF contracted by the District to provide after school services at school sites as permitted under the District's policies and applicable local, state, and federal law.
13. Communicate progress of project/partnership development on a timely and consistent manner to the District.
14. Communicate new partnership opportunities with the District.
15. Advertise, when possible, project/partnership in newspaper, events, press releases, *etc.* with the prior approval of the District.
16. Provide at least one full time Program Manager per site that is employed until the termination of this Agreement and sufficient staffing to maintain a 20:1 student/staff ratio based on the grant requirement (funding per site and number of students to be served). CFF will be required to report to and provide updates to the District regarding the number of staff and hours of employment at each of their contracted site.
17. Utilize the Youth Development Support Services Quality Assurance tool, or a Self-Assessment Tool for Expanded Learning programs as the monitoring and evaluation device on a monthly basis.
18. Provide annual in-kind support and direct services that equates to approximately 15% of total contract and such financial support to be itemized and reported monthly to the District.
19. Meeting with the Program Manager and District contact person to identify program needs, successes and areas for assistance.
20. Act as liaison with parents in supporting family engagement.
21. Other areas as agreed upon by the Parties.

The District shall:

1. Designate a school staff person to work directly with the Program Manager for program planning, assistance in hiring staff and to address any implementation issues.
2. Help recruit program staff among school site staff and parents.
3. Help train program staff and volunteers on school procedures and educational/curriculum materials being used at the school that should be integrated into the program.
4. Help recruit students into the program and provide program access to parents of participating students.
5. Help provide parent/student forums for the program to obtain feedback on what is working and what new services/program elements need to be added or modified.
6. Provide space for the program to operate, including office space for the Program Manager, classroom space for classes and activities, and storage space for program supplies/materials when services resume in-person.
7. Help coordinate custodial and storage needs of the program.

8. Meet monthly or as needed with the Program Manager, the District liaison, site liaison and/or site administrator to identify program needs, successes and assistance.

District Expectations for Expanded Learning Programs:

The following guidelines are set forth to establish clear communication between the District staff and contracted Expanded Learning Programming CFF regarding District expectations.

1. CFF and their staff will adopt and work within the social justice youth development framework as they operate District programs. This may include:
 - a. Creating opportunities for youth-led activities and service learning
 - b. Involving youth in the decision-making process when appropriate
 - c. Encouraging youth civic engagement
 - d. Incorporating character education
2. CFF and their staff will be knowledgeable of and adhere to the regulations established in the Expanded Learning manual, including, but not limited to:
 - a. Requirements for Safety
 - b. Training on Child Sexual Abuse to all agency staff
 - c. Communication Protocol
 - d. Medical Protocol
 - e. District Disciplinary Protocol
 - f. SCUSD Wellness Policy
 - g. Volunteer Process – Policies, Procedures, Protocols. Agency is required to follow the guidelines set forth in District’s Volunteer Protocol.
3. CFF will maintain an environment that is physically and emotionally safe for children/youth and staff at all times during District Learning. This includes:
 - a. Adequate supervision that includes keeping students within the visual line of sight for staff (age appropriate) at all times - excluding restroom breaks. (Once services resume on sites)
 - b. Clear, positively stated program rules and expectations.
 - c. Engage in active supervision at all times including moving through program space, scanning environment and interacting with students to help prevent incidents from occurring.
4. Area representatives, CFF and their staff will communicate effectively and regularly with each other and maintain accurate contact information. This means:
 - a. Checking and answering e-mails and phone message daily
 - b. Incidents, issues and concerns will be communicated to the district within 24 hours
 - c. Regular and clear communication with parents via newsletters, phone calls, e-mails etc.
 - d. Checking district (Outlook) email regularly
5. Program staff will conduct themselves in a professional manner at all times by being:

- a. Easily identifiable to parents and school staff by wearing badges in plain view while on duty
 - b. Prepared and ready at least 30 minutes prior to start of programming
 - c. Regularly assess student interest via student surveys, classroom discussions, suggestion boxes etc., and make adjustments when necessary to ensure continued student engagement
6. In order to support academic achievement, CFF/staff should:
- a. Have a general knowledge of the academic standing of their students in their program
 - b. Align Expanded Learning programs to the regular school day
 - c. **Each program site will have their own program plan based on the needs of their students**
 - d. Meet with administrators and teachers regularly. Maintain regular communication with site administrator or site designee
 - e. Be a part of the school community. Participate in staff meetings, school site council, school events such as Back to School Night, Open House etc.
 - f. A representative from each provider agency should serve on at least one school site committee such as the School Site Council, Safety Committee etc.
7. Review the School Accountability Report Card for your school site. This information is posted at
<https://www.scusd.edu/post/2018-2019-school-accountability-report-cards>
8. Program Managers will perform on-going program observations utilizing the Expanded Learning Walk-Thru form in order to provide feedback to their staff.
9. All 21st Century Learning Centers/ASSETs programs must assess the need for family literacy services among adult family members of students served by the program. Based on that need, all programs must, at a minimum, either refer families to existing services or coordinate with Youth Development Support Services to deliver literacy and educational development services.
10. Area representatives will evaluate Expanded Learning programming based on student participation, adherence to the above mentioned guidelines, and on the analysis of the various assessment tools.
11. Agencies will participate in the SCUSD end of year youth voice survey with at least at 85% response rate.
12. Program managers and instructional aids will participate in district offered professional development.
13. Agency will include information about sexual harassment and child sexual abuse prevention in all new employee orientations as required under applicable state and federal law.

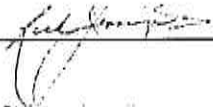
COVID-19 Addendum

In further consideration for this Agreement, CFF enters this COVID-19 Addendum as CFF would like their staff to provide services from the school sites due to internet access issues.

1. CFF agrees to strictly follow all currently applicable federal, state, county, city and/or district rules regarding protection from the COVID-19. Such guidelines may be found at:
 - a. <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
 - b. <https://covid19.ca.gov/>
 - c. <https://www.saccounty.net/COVID-19/Pages/default.aspx>
 - d. <https://www.cityofsacramento.org/Emergency-Management/COVID19>
 - e. https://www.scusd.edu/sites/main/files/file-attachments/mitigation_guidelines.pdf
 - f. <https://returntogether.scusd.edu/return-health>
2. CFF agrees to strictly follow all currently applicable federal, state, county, city and/or district rules regarding reopening guidelines for child care providers. Such guidelines may be found at:
 - a. <https://www.saccounty.net/COVID-19/Documents/SCPH%20COVID-19%20Reopening%20guidelines%20for%20Child%20Care%20final.pdf>
3. School Administration and plant manager need to be aware of the staff and all the activities.
4. CFF will provide training to their staff on COVID-19 mitigation measures and how to remain safe at all times.
5. Agency staff will only be at the sites during the hours agreed upon with the site administration.
6. Agency staff are required to follow all District protocols while on-site at this time, including, but not limited to maintaining proper physical distancing, wearing a mask while inside district's facilities, partaking in the health screening, washing their hands properly etc.
7. The District reserves the right to stop the use of its facilities if it observes violation of the COVID-19 rules.

CFF: Rick Jennings

Address: 920 Del Paso Blvd Sacramento, CA 95815

Signature and Title: 

Work Phone: 916-568-3237

Other Phone: 916-568-3232

2020-2021 MASTERS Distance Learning Plan for Harkness Elementary, Father Keith B. Kenny, New Joseph Bonnheim and Oak Ridge Elementary

Center for Fathers and Families will collaborate with school site administrators, teachers and support staff to support the academic and social emotional wellbeing of the students we serve and their families during distance learning. Our staff is prepared to work one on one with students or in a classroom setting alongside school staff depending on the site needs. During the Expanded Learning Program Team Leaders will plan daily activities that are interactive, fun, engaging and project based in subjects not limited to; SEL/mindfulness, enrichment, STEAM, visual and performing arts, health and wellness and career readiness.

Admin Support	Academics	Enrichment	Social Emotional
<ul style="list-style-type: none"> • Making phone calls to families • Support with house visits • Attend district and site provided PD's • Help promote program via school phone calls and texts • Attend IEP meetings (for Expanded Learning Student's) to ensure support is extended to afterschool • Support site with promoting instructional attendance. • Support site with distributions 	<ul style="list-style-type: none"> • Join teacher zooms to promote Expanded Learning Program • Small group instruction • Share curriculum with teachers to provide proper support • Support Language learners and below basic students in a small group and/or 1-1 setting. • Breakout rooms for homework help. 	<ul style="list-style-type: none"> • Zoom games (disguised learning) • Art • Steam projects • Dance/creative expression • Physical Activity • Virtual health and wellness Challenges • Virtual STEAM Fair • Virtual Enrichment clubs • Movie nights • Host social clubs 	<ul style="list-style-type: none"> • Regular home visits for students who might be struggling. • Newsletter with updates and resources • Scheduled zooms where students can join to be guided through mindfulness and SEL circles. • Social media engagement. • Parent tip Friday • Support resources for parents • One on one support sessions with students

Attachment B

2019-2020 Vendor/Contractor Purchase Orders with 5800 Object Code

Req #	Comment	Vendor	Total Amt (as of 3-12-20)	Account Number	Resource Description	Account Amount (as of 5-18-20)
SA20-00240	STUDENT LEADERSHIP DEVELOPMT DAY	CADA	\$7,500.00	01-3180-0-5800-00-1110-1000-000-0520-000	Title I, School Improvement G,	\$7,500.00
SA20-00356	5TH GR WALK THROUGH PRESENTATION	CALIF WEEKLY EXPLORER INC	\$410.00	01-0007-0-5800-00-1110-1000-000-0097-000	LCFF - Free and Reduced	\$410.00
SA20-00375	5TH GR WALK THROUGH PRESENTATION	CALIF WEEKLY EXPLORER INC	\$250.00	01-0007-0-5800-00-1110-1000-000-0097-000	LCFF - Free and Reduced	\$250.00
SA20-00142	WALK THROUGH PRESENTATION	CALIF WEEKLY EXPLORER INC	\$410.00	01-0007-0-5800-00-1110-1000-000-0097-000	LCFF - Free and Reduced	\$410.00
SA20-00180	DUAL ENROLLMENT CONSULTING	CALIFORNIA COALITION OF EARLY & I	\$29,000.00	01-6387-0-5800-00-3800-1000-106-0732-000	Career Tech Ed Incentive Gr	\$25,000.00
R20-00320	FINGERPRINTING FEES 2019-2020	CALIFORNIA DEPT OF JUSTICE BURE	\$175,000.00	01-0000-0-5800-00-8903-7400-000-0770-000	Unrestricted Resources, No Rep	\$175,000.00
SA20-00222	CA FIRE FIGHTERS 2019-2020 APPRENTICESHIP P	CALIFORNIA FIRE FIGHTER JOINT APF	\$417,745.00	11-0000-0-5100-00-4110-1000-000-0593-000	Unrestricted Resources, No Rep	\$392,745.22
C20-00123	E PHILLIPS PLAYBOX SOIL TESTING	CALIFORNIA LABORATORY SERVICES	\$250.00	01-8150-0-5800-00-0000-8110-000-0822-000	Ongoing & Major Maintenance EC	\$250.00
SA20-00420	AGENCY TUTORING PER IEP AGREEMENT	CALIFORNIA LEARNING CENTERS	\$2,700.00	01-6500-0-5800-00-5770-1110-000-0750-000	Special Education	\$2,700.00
SA20-00102	DENTAL CONTRIBUTIONS	CALIFORNIA SCHOOLS DENTAL COAL	\$8,101,614.00	68-0605-0-5800-00-0000-6000-000-0772-000	Self Insurance - Dental	#####
SA20-00101	VISION CONTRIBUTIONS	CALIFORNIA SCHOOLS VISION COALIT	\$1,197,471.00	68-0610-0-5800-00-0000-6000-000-0772-000	Self Insurance - Vision	#####
SA20-00359	AMERICAN INDIAN ED STUDENT WORKSHOPS	CALVIN HEDRICK	\$15,000.00	01-4127-0-5800-00-1110-1000-000-0767-000	Title IV PrIA,SSAE	\$15,000.00
R20-00013	NPS EDUCATIONAL SERVICES (E.D.)	CAPITOL ACADEMY INC	\$600,000.00	01-6500-0-5100-00-5750-1180-138-0750-000	Special Education	\$575,000.00
SA20-00809	ADVISORY AND COMPLIANCE FY 2020	CAPITOL ADVISORS GROUP LLC	\$26,100.00	01-0000-0-5800-00-0000-7300-000-0800-000	Unrestricted Resources, No Rep	\$26,100.00
R20-00014	AGENCY SERVICES (BEHAVIOR/INCL AIDES)	CAPITOL AUTISM SERVICES	\$140,000.00	01-3310-0-5100-00-5750-1180-137-0750-000	Spec Ed-IDEA Basic Gr Enlile	\$55,000.00
R20-00015	NPS EDUCATIONAL SERVICES (E.D.)	CAPITOL ELEMENTARY, INC.	\$590,000.00	01-6500-0-5100-00-5750-1180-138-0750-000	Special Education	\$565,000.00
SA20-00018	CONSULTING SERVICES AGREEMENT 7/1/2019 - 6/3	CAPITOL PUBLIC FINANCE GROUP	\$26,740.00	21-9802-0-5800-00-0000-8100-000-0807-000	Measure Q 2015 C-2 Taxable	\$26,740.00
R20-00016	AGENCY SERVICES (OT/PT)	CAPUCHINO THERAPY GROUP	\$16,000.00	01-6500-0-5800-00-5750-1180-137-0750-000	Special Education	\$16,000.00
R20-00017	AGENCY SERVICES (BEHAVIOR)	CARE INC	\$18,000.00	01-6500-0-5100-00-5750-1180-137-0750-000	Special Education	\$28,000.00
SA20-00063	CONTRACT - CAROLIN KUSUNOKI	CAROLIN A. KUSUNOKI	\$250.00	09-0000-0-5800-00-1110-1000-000-0185-000	Unrestricted Resources, No Rep	\$250.00
R20-00018	AGENCY SERVICES (OT)	CAROLYN M. ECKER, OTR/L	\$18,000.00	01-6500-0-5800-00-5750-1180-137-0750-000	Special Education	\$18,000.00
C20-00544	GRAPHIC ARTS - BOSTITCH STITCH MASTER	CASALETT & CO,	\$187.50	11-9014-0-5800-00-4133-1000-000-0594-000	Alta CA Regional - McClaskey	\$187.50
R20-02616	19-20 CASPIO DATA USAGE PLAN	CASPIO INC	\$500.00	01-6010-0-5800-00-0000-2100-000-0767-000	After School Edu. And Safety	\$500.00
R20-02689	CASPIO DATA TRANSFER OVERAGE 2019-20FY	CASPIO INC	\$16.00	01-6010-0-5800-00-0000-2100-000-0767-000	After School Edu. And Safety	\$16.00
R20-00809	CASPIO SOFTWARE RENEWAL 2019-20FY	CASPIO INC	\$2,390.40	01-6010-0-5800-00-0000-2100-000-0767-000	After School Edu. And Safety	\$2,390.40
SA20-00179	ECE CONSULTANT	CATHERINE COLE	\$5,100.00	12-5212-0-5800-00-9001-2100-000-0715-000	SETA Headstart PreSchool PA20	\$3,500.00
R20-00383	OVERFLOW PRINTING	CATHERINE WELSH ENVELOPES	\$5,000.00	01-0000-0-5800-00-0000-7550-000-0842-000	Unrestricted Resources, No Rep	\$5,000.00
R20-00019	NPS EDUCATIONAL SERVICES (DEAF PROGRAM)	CCHAT CENTER-SACRAMENTO	\$75,000.00	01-6500-0-5100-00-5750-1180-138-0750-000	Special Education	\$50,000.00
R20-00048	DRUG/ALCOHOL TESTING PROGRAM - CDT	CDT	\$5,000.00	01-0723-0-5800-00-0000-3600-000-0844-000	Transportation-Home to School	\$650.00
R20-02513	PROOFPOINT EMAIL SECURITY AND SUPPORT	CDW GOVERNMENT	\$78,300.00	01-0000-0-5800-00-0000-7700-000-0808-000	Unrestricted Resources, No Rep	\$78,300.00
R20-02106	VMWARE SUPPORT/SUBSCRIPT'N BASIC, 9/16/19-9/	CDW GOVERNMENT	\$10,176.00	01-0000-0-5800-00-0000-7700-000-0808-000	Unrestricted Resources, No Rep	\$10,176.00
SA20-00264	VMWARE/UCS UPGRADE IMPLEMENTATION	CDW GOVERNMENT	\$47,394.00	01-0000-0-5800-00-0000-7700-000-0808-000	Unrestricted Resources, No Rep	\$47,394.00
R20-02304	MCAFFEE LICENSE AND SUPPORT	CDW-G	\$64,025.00	01-0000-0-5800-00-0000-7700-000-0808-000	Unrestricted Resources, No Rep	\$64,025.00
R20-01495	MICROSOFT 365 LICENSES: 8/31/19 - 8/31/20	CDW-G	\$187,112.78	01-0000-0-5800-00-0000-7700-000-0808-000	Unrestricted Resources, No Rep	\$187,112.78
R20-01264	SOFTWARE: ADOBE ACROBAT PRO 2017 FOR TEN USERS	CDW-G	\$1,595.90	01-0000-0-5800-00-0000-2700-000-0510-000	Unrestricted Resources, No Rep	\$1,595.90
SA20-00305	WALDORF EDUCATION SEMINAR PROGRAM FOR 20	CECILIA SHEN	\$500.00	01-0007-0-5800-00-0000-2100-181-0720-000	LCFF - Free and Reduced	\$500.00
R20-02397	CENGAGE LEARNING	CENGAGE LEARNING	\$50.00	01-0000-0-5800-00-1110-1000-000-0490-000	Unrestricted Resources, No Rep	\$50.00
C20-00174	EBOOK HOSTING FEE - LIBRARY REF MATL	CENGAGE LEARNING	\$50.00	01-0000-0-5800-00-1110-2420-000-0510-000	Unrestricted Resources, No Rep	\$50.00
R20-01940	LPPA EBOOK RENEWAL FY20	CENGAGE LEARNING	\$750.00	01-7220-0-5800-00-1507-1000-000-0510-000	Partnership Academies Program	\$750.00
R20-00020	AGENCY SERVICES (BEHAVIOR/INCLUSION)	CENTER FOR AUTISM & RELATED	\$80,000.00	01-6500-0-5100-00-5750-1180-137-0750-000	Special Education	\$55,000.00
SA20-00219	Y-PLAN SERVICE AGREEMENT FOR SCUSD 2019-20	CENTER FOR CITIES + SCHOOLS SOLU	\$200,000.00	01-6387-0-5800-00-3800-1000-106-0732-000	Career Tech Ed Incentive Gr	\$200,000.00
SA20-00023	CECHCR AGREEMENT (Year 3 of 3)	CENTER FOR COLLABORATIVE SOLU	\$60,000.00	01-0000-0-5800-00-0000-7300-000-0800-000	Unrestricted Resources, No Rep	\$60,000.00
SA20-00002	2019/20 SUMMER MATTERS CFF	CENTER FOR FATHERS & FAMILIES	\$39,330.00	01-4124-0-5800-00-1110-1000-000-0759-000	21ST Century Comm Learning Ce	\$25,000.00
SA20-00209	2019-2020 EXPANDED LEARNING	CENTER FOR FATHERS & FAMILIES	\$507,788.24	01-6010-0-5100-00-1110-1000-000-0767-000	After School Edu. And Safety	\$482,788.24
SA20-00059	RESIDENTIAL PLACEMENT (Education Expenses Only	CHADDOCK	\$65,000.00	01-6500-0-5100-00-5750-1110-138-0750-000	Special Education	\$40,000.00
R20-02371	CHALLENGE DAY PROGRAM INVOICE	CHALLENGE DAY	\$3,675.00	01-0007-0-5800-00-1110-1000-000-0517-000	LCFF - Free and Reduced	\$3,675.00
R20-00063	RESIDENTIAL PLACEMENT	CHANGE ACADEMY AT LAKE OF THE I	\$140,000.00	01-6500-0-5800-00-5750-1180-138-0750-000	Special Education	\$25,000.00
SA20-00250	2019-20 SUPPLEMENTAL PROVIDER	CHARLES COOPER	\$18,000.00	01-4127-0-5800-00-1110-1000-000-0767-000	Title IV PrIA,SSAE	\$18,000.00
SA20-00321	Ethnic Studies Workshop 10/29/19	CHRISTINA FA MARK DBA YELLOWVIE	\$400.00	01-3010-0-5800-00-0000-2140-000-0737-000	IASA-Title I Basic Grants-Low	\$400.00
SA20-00312	FLAG FOOTBALL FIELD STRIPING	CHRISTOPHER MODELLAS	\$6,720.00	01-0037-0-5800-00-1110-4000-000-0742-000	Sports Program	\$6,720.00
SA20-00337	TUPE Supplemental Provider Contract (4YE)	CHRISTOPHER ROBINSON 4YOU'REPII	\$8,500.00	01-6695-0-5800-00-1110-1000-000-0763-000	TUPE-Grds 6-12 Cohort M Tier2	\$8,500.00
R20-02278	CIF DUES - ATHLETICS (VAN NATTEN)	CIF SAC-JOQUIN SECTION	\$2,200.30	01-0000-0-5800-00-0000-2700-000-0525-000	Unrestricted Resources, No Rep	\$2,200.30
SA20-00150	SEL SERVICES	CITY OF REFUGE SACRAMENTO	\$5,000.00	01-0007-0-5800-00-1110-1000-000-0570-000	LCFF - Free and Reduced	\$5,000.00

Attachment C

Form **990**
 Department of the Treasury
 Internal Revenue Service

Return of Organization Exempt From Income Tax
 Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
 Do not enter social security numbers on this form as it may be made public
 Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2017
 Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 07-01-2017, and ending 06-30-2018

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization: CENTER FOR FATHERS AND FAMILIES
 Doing business as: _____

D Employer identification number: 69-0310997

E Telephone number: (916) 568-3237

F Name and address of principal officer: RICHARD JENNINGS II

G Gross receipts \$ 2,402,750

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list (see instructions)
H(c) Group exemption number ▶ _____

I Tax-exempt status: 501(c)(3) 501(c) () (insert no) 4947(a)(1) or 527

J Website: ▶ WWW.FATHERSANDFAMILIES.COM

K Form of organization: Corporation Trust Association Other ▶ _____

L Year of formation 1994 **M** State of legal domicile CA

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
TO STRENGTHEN FAMILIES AND BUILD COMMUNITIES THROUGH RE-ESTABLISHING THE IMPORTANT INSTITUTION OF FATHERHOOD

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	3	14
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	200
6 Total number of volunteers (estimate if necessary)	6	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
7b Net unrelated business taxable income from Form 990-T, line 34	7b	

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	2,528,874	2,366,199
9 Program service revenue (Part VIII, line 2g)	26,955	56,417
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	274	0
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	41,285	27,644
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,597,388	2,450,260
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2,112,712	1,981,957
16a Professional fundraising fees (Part IX, column (A), line 11a)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 4,027		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	409,719	366,921
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	2,522,431	2,348,878
19 Revenue less expenses Subtract line 18 from line 12	74,957	101,382

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	1,946,108	2,142,669
21 Total liabilities (Part X, line 26)		79,331
22 Net assets or fund balances Subtract line 21 from line 20	1,946,108	2,063,338

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
 Signature of officer: _____ Date: 2019-06-15
 RICHARD JENNINGS II DIRECTOR
 Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name CRAIG R FECHTER CPA	Preparer's signature CRAIG R FECHTER CPA	Date 2019-05-29	Check <input type="checkbox"/> if self-employed	PTIN P00545099
Firm's name ▶ FECHTER & COMPANY CPAS	Firm's EIN ▶ 20-0710580		Phone no (916) 333-5360	
Firm's address ▶ 3445 AMERICAN RIVER DRIVE SUITE A SACRAMENTO, CA 958645744				

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
 - List all of the organization's current key employees, if any See instructions for definition of "key employee "
 - List the organization's five current highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
 - List all of the organization's former officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
 - List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations
- List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PEDAR BRUCE PRESIDENT	2 00			X			0	0	0	
(2) DAVID SMITH VICE PRESIDE	2 00			X			0	0	0	
(3) SCOTT ROBERTSON SECRETARY	2 00			X			0	0	0	
(4) JOE BITTAKER TREASURER	2 00			X			0	0	0	
(5) JEROME BEHRENS DIRECTOR	2 00			X			0	0	0	
(6) JOHN COSTA DIRECTOR	2 00			X			0	0	0	
(7) GALEN DUNCAN DIRECTOR	2 00			X			0	0	0	
(8) RANDY HENDERSHOT DIRECTOR	2 00			X			0	0	0	
(9) SUSAN IRWIN DIRECTOR	2 00			X			0	0	0	
(10) RICHARD JENNINGS II DIRECTOR	40 00			X			97,350	0	0	
(11) JOHNNY PEREZ DIRECTOR	2 00			X			0	0	0	
(12) SANDRA ROSE DIRECTOR	2 00			X			0	0	0	
(13) JUSTIN WARD DIRECTOR	2 00			X			0	0	0	
(14) JOSEPH YOST DIRECTOR	2 00			X			0	0	0	

Attachment D

Donate Now

HOME PROGRAMS | SERVICES ABOUT US PAY FOR SERVICES BLOG GET INVOLVED IMPACT EVENTS

WHO WE ARE

VIEW OUR HISTORY >

MEET OUR STAFF >

MEET OUR BOARD >

Starting young people on a positive path.
Helping parents achieve and maintain success.
Empowering families to thrive together.

OUR HISTORY

The Center for Fathers and Families (CFF) is a 501(c)(3) non-profit agency with a strong history of responding to the needs of fathers and their families by offering programs and services that lead to family growth, enrichment and empowerment.

CFF was founded in 1994 when Matthew C. Crain, Ed D. and the original board of directors organized after several family and friends attended a certification seminar conducted on behalf of the National Center for Fathering. Board members felt a "local chapter" was needed to promote greater involvement of fathers in the families. (CFF has no official association with the National Center for Fathering.) The vision of the founder and Board of Directors was to provide and promote enrichment programs and services to fathers and their families.

Early program and service activities included distributing educational materials at health fairs and family events. In addition, "building parent relationship" classes were conducted and held at local churches, community centers and hospitals in the Sacramento region. Newspaper articles that focused on fatherhood were written for local newspapers. Finally, brochures and pamphlets were produced for distribution in doctor's offices and upon request.

In July of 1997, Matthew Crain resigned his position as Executive Director to relocate to Tulsa, Oklahoma. Richard T. Jennings, II was officially appointed as the Executive Director by the Board of Directors the following month. He continues in that position to this day.

CFF's 26 year history of responding to the needs of fathers and fatherless families has positioned us as a knowledgeable leader in the fields of education, family empowerment, and father involvement. Our vision is to



reestablish the important institution of fatherhood while promoting the theme that "Fatherhood is Forever" by working to reverse the trend of absentee fathers. Fathers play a vital role in the lives of their children. Without the influence of a responsible, committed, and nurturing father, children are more likely to live in poverty, have poor educational outcomes, and get involved with crime. Fathers must understand the critical role they play. The

Donate Now

HOME PROGRAMS | SERVICES ABOUT US PAY FOR SERVICES BLOG GET INVOLVED IMPACT EVENTS

beginning in 2007, CFF expanded our services to include the "Making After School Time Enriching and Rewarding and Successful" (MASTERS) program. MASTERS serves 1,100 low-income children and families each and every school day by providing homework assistance, enrichment activities, recreation, and health and wellness, Hands on Mentoring and education. We knew it was extremely important to partner with schools and other community based organizations in managing youth time between 3-6 PM.



Board Members

Pedar Bruce,

Pedar Bruce, Board President
VP, Community Development Officer
(CA & NV) Corporate Communication
Umpqua Bank

Dave Smith,

David Smith, Board Vice President
Sales Director, Western Region
Nationwide Insurance

Donate Now

HOME PROGRAMS | SERVICES ABOUT US PAY FOR SERVICES BLOG GET INVOLVED IMPACT EVENTS

Scott Robertson,

Board Secretary
Senior Vice President
Tri Counties Bank

Joe Bittaker, Treasurer –

Board Treasurer Landmark Construction

Jerome Behrens –

Partners
Lozano Smith Attorneys at Law

John Costa –

Governmental Relations Representative

[Donate Now](#)

[HOME](#) [PROGRAMS | SERVICES](#) [ABOUT US](#) [PAY FOR SERVICES](#) [BLOG](#) [GET INVOLVED](#) [IMPACT](#) [EVENTS](#)

Randy Hendershot –

Co-Founder
Evolution

Susan Irwin –

Enterprise Holdings, Retired

Richard Jennings, II –

Center for Fathers and Families
Chief Executive Officer

Donate Now

HOME PROGRAMS | SERVICES ABOUT US PAY FOR SERVICES BLOG GET INVOLVED IMPACT EVENTS

Safe Credit Union

Galan Duncan –

Vice President of Professional Development/Kings Academy
Sacramento Kings

Jose Bodipo-Memba –

Director Sustainable Communities
Sacramento Municipal Utility District (SMUD)

Justin Ward –

Managing Attorney
The Ward Firm

Joseph Yost –

Director, Business Development
McCarthy Building Companies, Inc.

Donate Now

Administrative Staff

RICK



Chief Executive Officer

WANDA



Chief Financial Officer

LILI



Expanded Learning Support Specialist/Director of Quality Assurance

JANET



Expanded Learning Support Specialist

NATHAN



Director of Training Pro Development

TERRENCE



Adult Services Lab Technician

CURTIS



ROSIE L.



TERRY

