B.4.2 Contracted Services

Some of the services that charter schools would hire as outside services, Tucson AIM will hire as inside or in-house services. For example, Tucson AIM will have a Financial Manager who will be employed on a half-time basis during the Start-Up period and Year One, and on a full-time basis in Year Two and Three. The Financial Manager will perform the financial duties and have the background necessary as described in section B.4 Management and Operation. The position is accounted for in the budget documents under the line item Bookkeeper/Finance. As a result of his/her direct employment as a half-time and then a full-time position within the school, the Financial Manager would **not** be considered contracted services.

As discussed in section C.5 Operational Expenditures/Overhead, an annual audit will be conducted. The audit costs are accounted for in the Three-Year Budget in the line item, "Auditor Fees", **not** in Purchased Services. The Tucson AIM Governance Board will select an independent auditor through a request for proposal format. The auditor will have, at a minimum, a CPA and educational institution audit experience and be approved by the State Controller on its published list as an educational audit provider.

A consultant with American Indian Model Schools will help with the launching of Tucson AIM. Ms. Carey Blakely is an education, curriculum, and administrative specialist who has extensive knowledge of the American Indian Model and the processes involved in starting and running charter schools. Ms. Blakely taught at American Indian Public Charter School for several years and then helped start the American Indian Public High School (AIPHS) by writing part of the charter, planning the curriculum, and hiring staff. She was then appointed the school's Site Administrator. During the time she headed AIPHS, it was ranked as the fifth-highest-scoring high school in California. She is the co-author of *Crazy Like a Fox: One Principal's Triumph in the Inner City*, published by Penguin Group in 2009 as a hardcover and in 2010 as a paperback. She is a freelance writer and consultant with direct experience in writing education charters and grants.

Ms. Blakely's services will **not** impact the Tucson AIM budget, because she will be paid by the American Indian Model Schools, not Tucson AIM. In the chance that Tucson AIM gets awarded the Arizona Charter Schools Program start-up grant, it is possible that she would instead be paid through that funding. Ms. Blakely will assist in recruiting personnel and will train the Tucson AIM staff on the American Indian Model and how to implement it, be the lead person on the start-up grant application, and perform other advisory duties as needed.

Tucson AIM will hire in-house special education teachers. In Year One, the special education teacher will be half time. In Year Two, there will be 1.5 special education staff; in Year Three there will be 2 full-time special education staff. This is all accounted for in the salaries' section of the Three-Year Budget. The special education staff will be responsible for teaching and co-teaching children who have mild to moderate disabilities. They will be in charge of modifying the regular education curriculum as needed to ensure that the individual needs of each student is met. They will also need to develop an

appropriate Individualized Education Program (IEP) for each student receiving special-education services. The in-house special education staff will also take part in Admission, Review, and Dismissal (ARD) meetings in which it will be expected that they provide professionally appropriate information regarding referrals and other suggestions. The qualifications for the position include: a college degree and Arizona special education certificates that include cross-categorical certificates, including severely and profoundly disabled certificate, visually impaired certificate, hearing impaired certificate, and specialized certificate. Also required will be proven experience in the field of special education.

There may be times, however, when contracted special education services will be needed that fall outside of the scope or expertise of the special education staff at Tucson AIM. A list of those services and their costs include:

School Psychologist: $150-175 per hour
Occupational Therapist: $75-87 per hour
Speech and Language (from a qualified speech pathologist): $87-143 per hour
Physical Therapist: $100 per hour

These cost estimates are based on figures from Sun Valley Charter School, Pima Partnership Academy, and the Arizona Academy of Leadership.

In Year One, we estimate the costs for purchased services for special education to be $10,000. In Year Two, we estimate that costs will be $12,000 to account for increased enrollment. Likewise, in Year Three with an enrollment increase we estimate the costs for special education purchased services will be $15,000.

Please note that since the Three-Year Budget section of the charter has been locked, we cannot update the budget to reflect these changes. However, Tucson AIM can and will defer its planned Year One $15,000 loan repayment until Year Two to ensure adequate cash flow and reserves.