

### **Role of Carlos Alvarez**

As disclosed in the recent capacity interview, CIVICA Nevada now plans to have Carlos Alvarez step down from the Committee to Form soon after the granting of the charter for the proposed school. Mr. Alvarez will continue in his current role as the Principal of COHEA in Florida and will assume the additional role of President and Chief Academic Officer of the CIVICA Education Foundation, Inc. Mr. Alvarez's transition strengthens CIVICA Nevada's operational effectiveness as a quality school by allowing Mr. Alvarez to work closely with the school leader. As an individual acting from the role of service provider rather than a board member, Mr. Alvarez can appropriately support the school leader in both operational and administrative functions.

In his role with the CIVICA Education Foundation, Mr. Alvarez will support and oversee the replication of the COHEA/CIVICA model in Nevada by supporting the school leader's establishment of best practices in school operations, curriculum and staff selection, operational design, etc. Additionally, the Board will still benefit from Mr. Alvarez's regular attendance at all future board meetings, not as a voting board member, but as a service provider serving at the direction of the Board. In this capacity, he will provide advice and counsel for the school board, which will maintain autonomy over all of CIVICA Nevada's operations.

CIVICA Nevada will follow its referenced Bylaws in order to fill the vacancy of Mr. Alvarez. These Bylaws include a public posting and a search by the Governing Board to find an experienced and qualified person aligned to the mission and vision of CIVICA Nevada. Additionally, in order to maintain compliance with the requirements set forth in NRS 388A.240, Mr. Alvarez will stay on the Committee to Form until an individual who fulfills the educational requirements of the statute has been identified and voted upon.

### **Roles of the CIVICA Educational Foundation, Academica Nevada, and the CIVICA Nevada Governing Board**

The transition of Mr. Alvarez from future Board Member to the President of the CIVICA Education Foundation will not change the respective roles of those organizations as set forth in the charter application. CIVICA Nevada's Governing Board maintains full autonomy and authority as the governing body of the school, and the CIVICA Educational Foundation and Academica Nevada will serve at the direction of the Board.

As set forth in the charter application, CIVICA Nevada's Governing Board will determine the academic direction and oversee the operation of the School. It shall be the responsibility of the governing body to establish annual budgets, adopt financial policies and procedures, set human resources policies, and select the school's legal counsel. The Board will hire, evaluate, and oversee the school principal. To ensure early success, CIVICA Nevada will partner with CIVICA Education Foundation, Inc., which will provide the administrator with training, share best practices, and collaborate on Education programs and initiatives. This partnership will provide CIVICA Nevada's administrator with an immediate knowledge base and support team that will facilitate early and consistent success.

The role of Academica Nevada and the CIVICA Education Foundation, Inc. is to serve at the will and guidance of the Governing Board. The School will hire Academica Nevada to provide specific business support services and the school will affiliate with CIVICA Education Foundation, Inc. to provide additional services, which will not overlap with those with those of Academica Nevada. For further information, please see pages 532-533 of the previously submitted application.

### **Organizational Chart**

We recognize that the organizational charts contained in the charter application may have created the false impression that CIVICA Educational Foundation was directing or controlling the CIVICA Nevada Governing Board, as they were listed above the Board on the organizational chart. As stated in the capacity interview, that was not the intent or expectation of the CIVICA Nevada Board or CIVICA Educational Foundation. The design of the previous organizational chart was meant to demonstrate that the knowledge, practices and support of the CIVICA Education Foundation would be disseminated from a common source to all CIVICA schools, including the Nevada school. It was always expected that the dissemination of those services would be under the direction and control of the CIVICA Nevada Governing Board. To better demonstrate that fact, please see the revised organizational chart below:

