



**Reach Cyber Charter School
BOARD MEETING**

Pursuant to the Pennsylvania Open Meeting Laws, notice is hereby given to the members of the Reach Cyber Charter School Board and the general public that the Board will hold a meeting open to the public on:

Date and Time:

Wednesday, October 20, 2021 at 9:00 a.m.

Meeting Location:

750 East Park Drive, Suite 204
Harrisburg, PA 17111

And Via Zoom Video and Teleconference

<https://reach-connectionsacademy-org.zoom.us/j/2666552472?pwd=UDByREJlYXJlNkVhOHY4OWdwa0FWZz09>

Meeting ID: 266 655 2472

Passcode: QWMw5V

Phone +1 301 715 8592 US

Meeting ID: 266 655 2472 **Passcode:** 250287

Below is an agenda of all items scheduled to be considered. Unless otherwise stated, items may be taken out of the order presented on the agenda at the discretion of the Chair.

Reasonable efforts will be made to assist and accommodate persons with a disability. Please contact Jane Swan at (717) 704-8437.

AGENDA

- I. Call to Order and Roll Call – D. Taylor
- II. Public Comment – D. Taylor

The Board welcomes participation by the members of the public both in-person and telephonically. To address an item on the agenda, before the scheduled start of the meeting, an individual must provide their name and short description of the agenda item on which they wish to comment to the Chair, along with any materials they want to have distributed to the Board. Individuals who wish to address the Board telephonically must contact the Principal or Board President by phone or by email at least twenty four (24) hours before the scheduled start of the Board meeting. If the individual wants to provide any written materials to the Board, these

should be emailed to the Principal or Board President at least twenty four (24) hours before the scheduled start of the meeting.

The total time for any individual to present, either in person or via telephone, on an item on the agenda shall not exceed three (3) minutes, unless the Board grants additional time.

Individuals desiring to make a formal presentation to the Board on an item not on the agenda but desiring it be placed on the agenda must provide notice and written submissions detailing the subject of the presentation to the Principal or Board President at least fourteen (14) days prior to the meeting. Any such presentations shall not exceed fifteen (15) minutes in duration, unless otherwise permitted by the Chair.

- III. Routine Business – D. Taylor
 - a. Approval of Agenda

- IV. Oral Reports
 - a. CEO's Report (MSR attached) – J. Swan
 - i. Enrollment Update
 - ii. Staffing Updates – M. Garman
 - iii. State of the School Report (to follow)
 - b. Financial Report (to follow) – K. Yeselavage

- V. Consent Items
 - a. Approval of Minutes from the September 15, 2021 Board Meeting (to follow)
 - b. Approval of Staffing Report (attached)
 - c. Approval of Pearson Invoice(s) for September (attached)

- VI. Action Items

- VII. Information Items
 - a. School Success Partner (SSP) Update – L. Johnson

- VIII. Strategic Planning
 - a. Approval of Service Contract with Harrisburg University (attached) – J.D. Smith
 - b. Approval of MOU with Lancaster Bible College (attached) – L. Ritchie
 - c. Approval of Use of Funds in Reserve – J. Swan/ R. Graver
 - i. Families in Need
 - ii. Employee Wellness Program

- IX. Adjournment and Confirmation of Next Meeting – Wednesday, November 17, 2021 at 9:00 a.m.

MONTHLY SCHOOL REPORT

School & Date Selection

School

Reach Cyber Charter School

Report Date

September 30, 2021

Currently Enrolled

7052

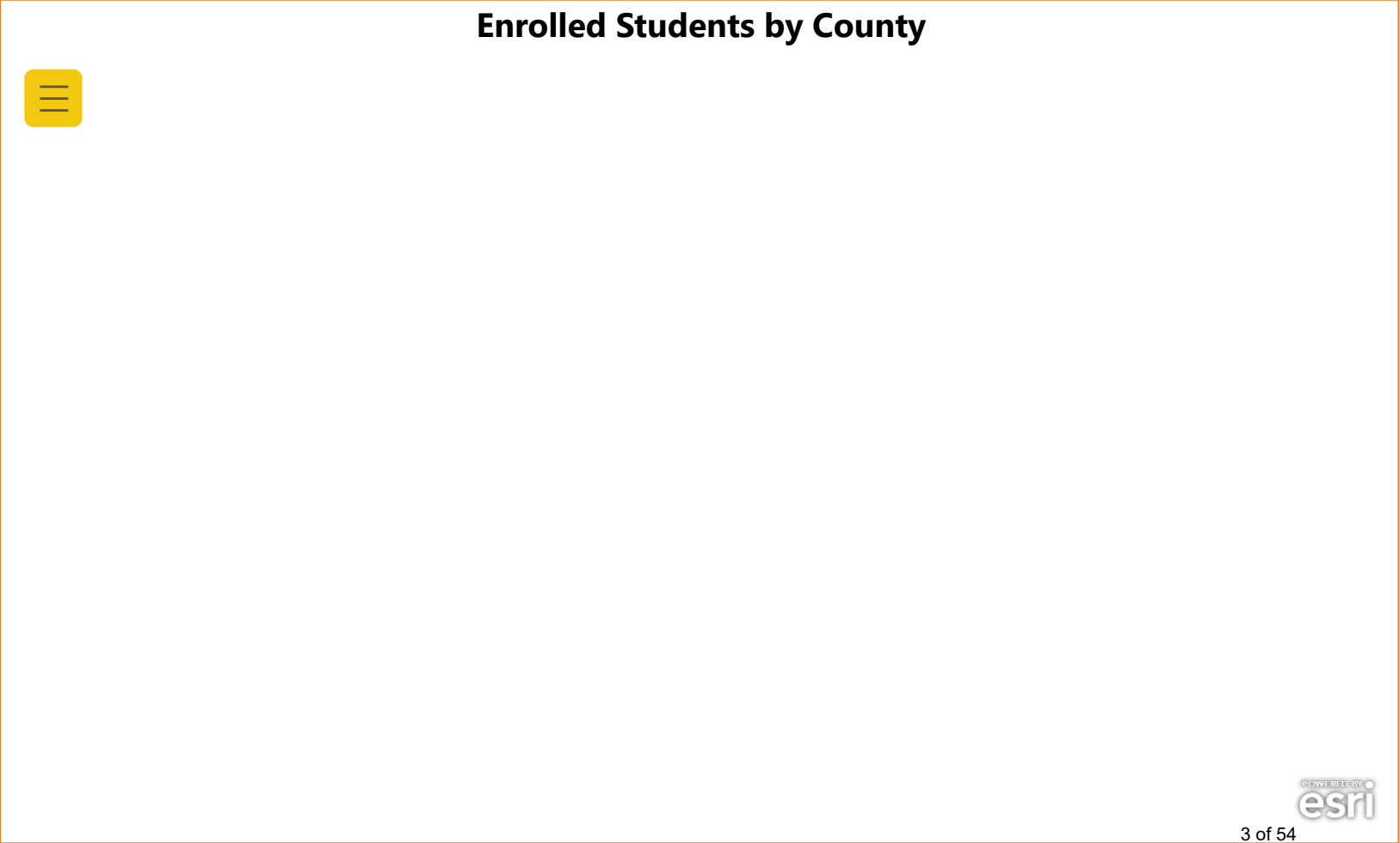
Total YTD Enrolled

7653

Enrollment Services Complete (Stage 4)

8563

Enrolled Students by County



Reach Cyber Charter School

September 30, 2021

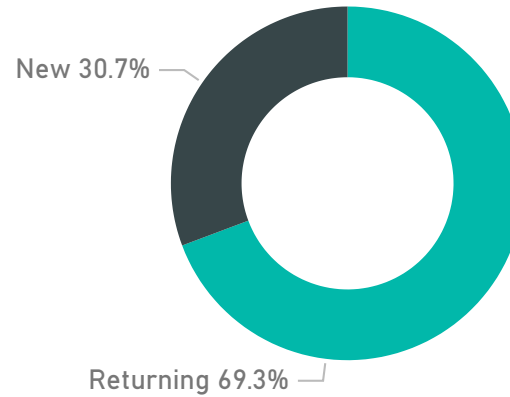
Current Enrollment Month-Over-Month Change

9%

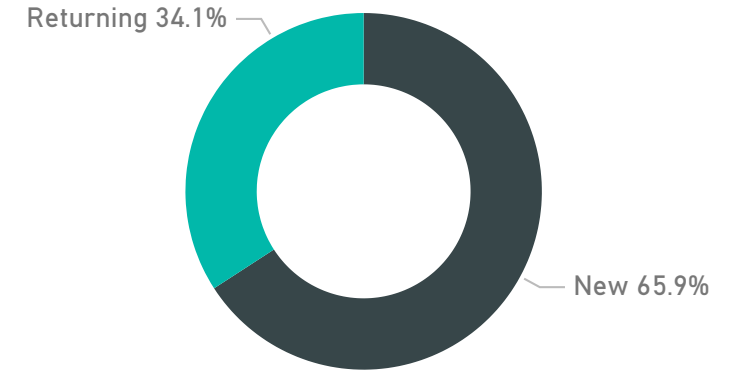
Current Enrollment Year-Over-Year Change

-14%

New and Returning

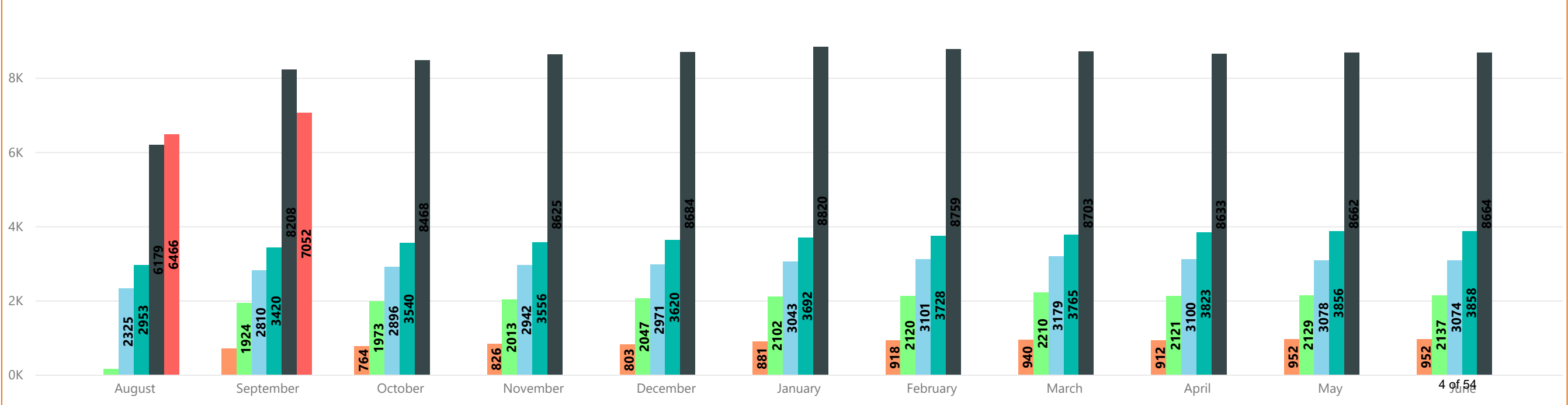


New and Returning Prior Year



Monthly Student Current Enrollment Comparison

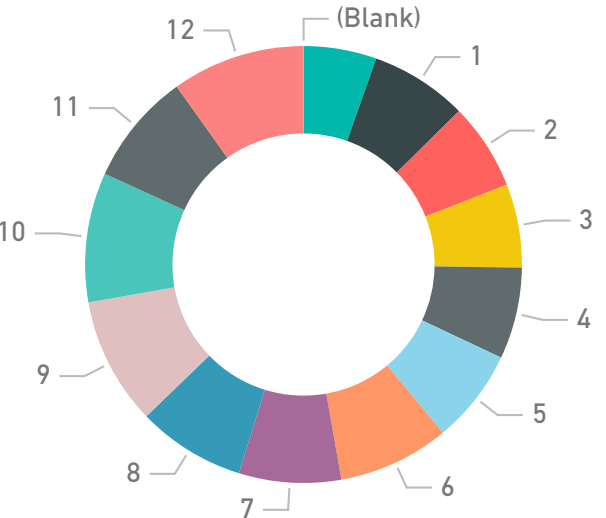
schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021 ● 2021-2022



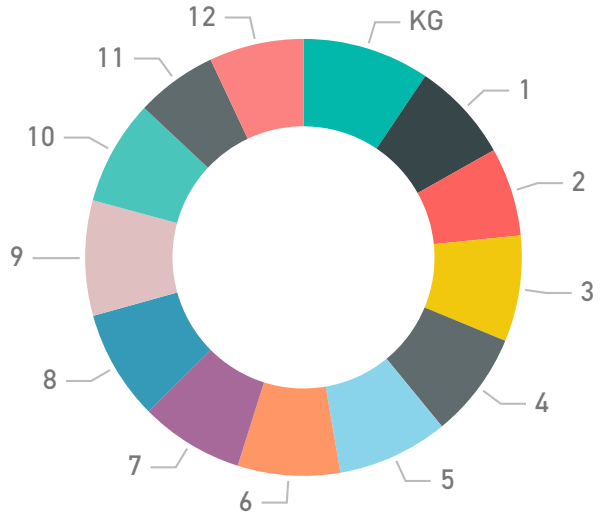
Reach Cyber Charter School

September 30, 2021

Enrolled Students by Final Grade



Enrolled Students Prior Year by Final Grade



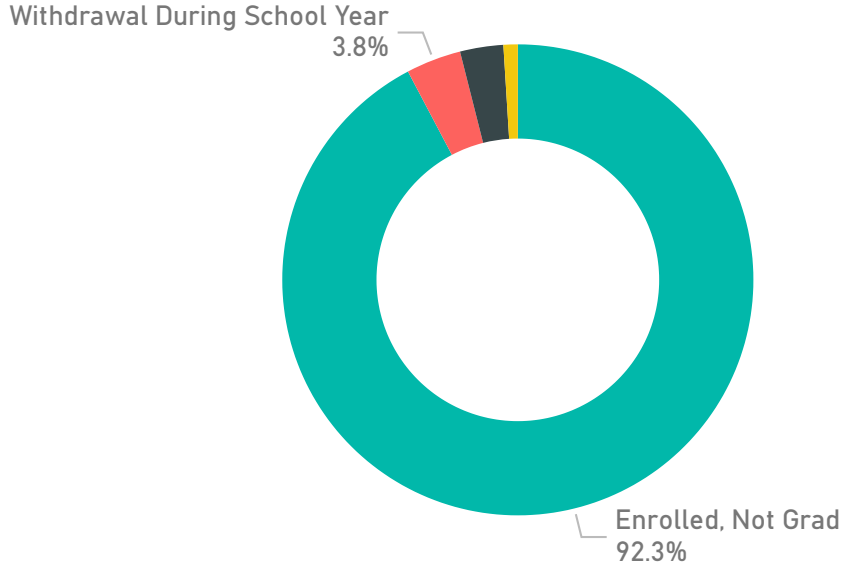
Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear		PriorEOY		LastMonth		CurrentMonth	
	Students	%CT Students	Students	%CT Students	Students	%CT Students	Students	%CT Students
PK-2	1920	23%	1874	22%	1169	18%	1342	19%
KG	773	9%	749	9%	251	4%	380	5%
1	609	7%	604	7%	504	8%	508	7%
2	538	7%	521	6%	414	6%	454	6%
3-5	1962	24%	1967	23%	1303	20%	1406	20%
3	644	8%	661	8%	399	6%	436	6%
4	643	8%	612	7%	448	7%	478	7%
5	675	8%	694	8%	456	7%	492	7%
6-8	1920	23%	2113	24%	1495	23%	1678	24%
6	622	8%	667	8%	515	8%	581	8%
7	629	8%	689	8%	476	7%	533	8%
8	669	8%	757	9%	504	8%	564	8%
9-12	2406	29%	2710	31%	2499	39%	2625	37%
9	700	9%	203	2%	599	9%	666	9%
10	638	8%	718	8%	615	10%	677	10%
11	494	6%	731	8%	554	9%	587	8%
12	574	7%	1058	12%	731	11%	695	10%
Total	8208	100%	8664	100%	6466	100%	7051	100%

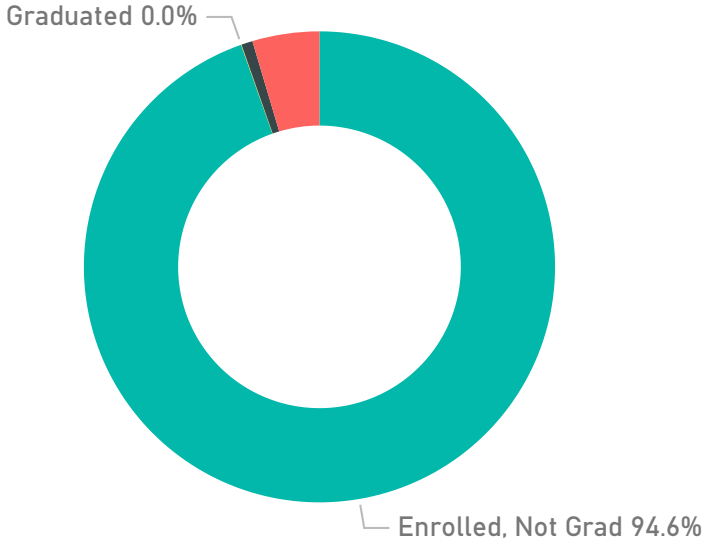
Reach Cyber Charter School

September 30, 2021

Total YTD Enrollment by Withdrawal Category



Total YTD Enrollment Prior Year by Withdrawal Category



Total YTD Enrollment

ReportPeriod Withdrawal Category	SameMonthPriorYear		PriorEOY		LastMonth		CurrentMonth	
	Student Count	%CT Student Count	Student Count	%CT Student Count	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	8211	95%	8664	80%	6472	99%	7062	92%
Graduated	3	0%	57	1%	1	0%	75	1%
Not Returning			3	0%				
Prior To Engagement	67	1%	87	1%	3	0%	227	3%
Withdrawal During School Year	399	5%	2011	19%	44	1%	289	4%
Total	8680	100%	10822	100%	6520	100%	7653	100%

Enrollment Services Complete (Stage 4)
8563

Reach Cyber Charter School

September 30, 2021

Withdrawal Reason

WD Reason	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	8	27		1
Another Reason	19	86	3	9
Deceased		1		
Different/Better Schooling Option (Not related to socialization)	153	569	16	161
Generally dissatisfied with curriculum/course options	4	17		1
Inactivity	13	274		
No longer able to provide a Learning Coach	10	41	4	8
No Reason Given	23	103		3
Program not flexible enough	2	32	1	4
Program takes too much of Learning Coach's time	31	110	3	5
Program takes too much of student's time	15	32		
Pursuing GED	5	17		
Required Documentation Incomplete		1		
Student wants more socialization	32	224	13	64
Technical Difficulties	3	5		2
The curriculum is too hard	12	82		1
Transition to virtual school too difficult	28	126		
Unhappy with the school	2	14		
We are moving	17	159	3	28
We have chosen to home school	22	91	1	2

My student wants to return to a traditi...

My student wants to return... Enr... W...

We are moving.

Reach Cyber Charter School

September 30, 2021

Household Data

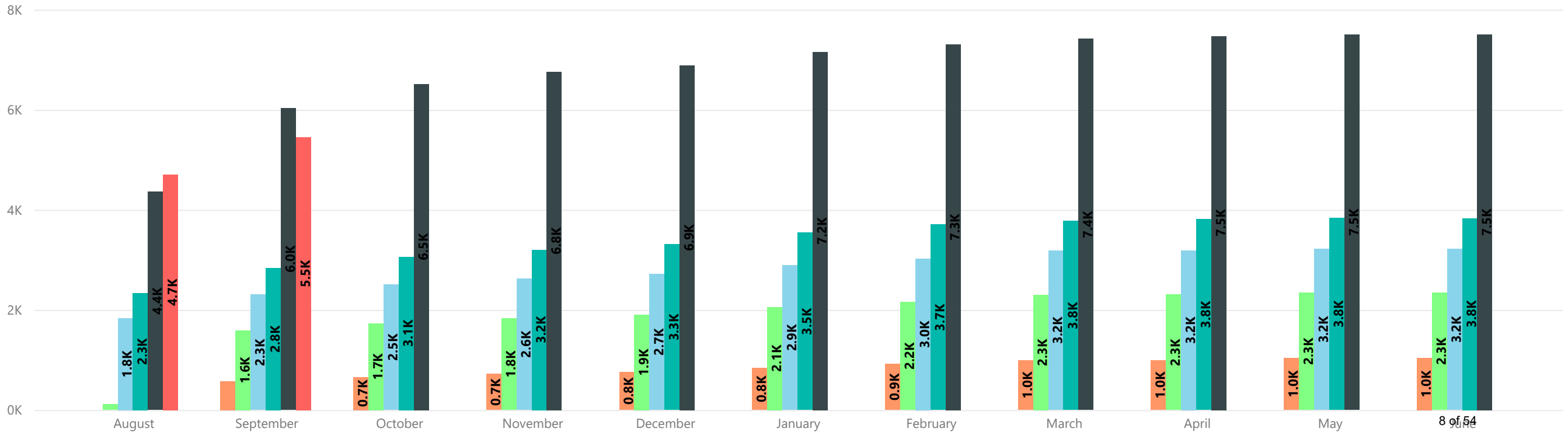
Household Data	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Active	5745	6115	4673	5026
Graduated	3	56	1	75
Not Returning		2		
WD During School Year	276	1458	39	238
WD Prior To Engagement	54	75	3	191

Students Per Active Household

SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
1.43	1.42	1.38	1.41

Monthly Total Households

schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021 ● 2021-2022



Reach Cyber Charter School September 30, 2021

Ethnicity

Ethnicity ▲	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Hispanic or Latino	1112	1160	965	1047
Not Hispanic or Latino	7093	7502	5499	6003

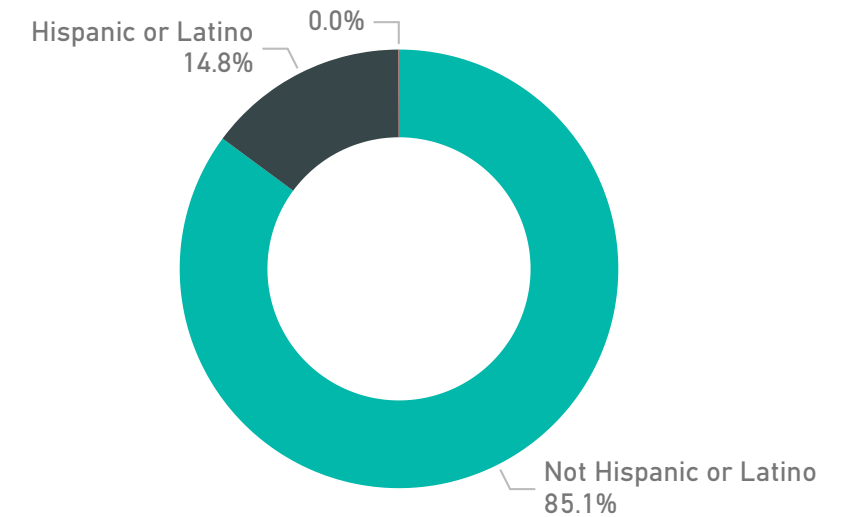
Race

Race ▲	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	256	276	230	246
Asian	201	208	139	147
Black/African American	2324	2587	2121	2333
Native Hawaiian or Other Pacific Islander	81	100	91	103
White	6171	6417	4604	4990

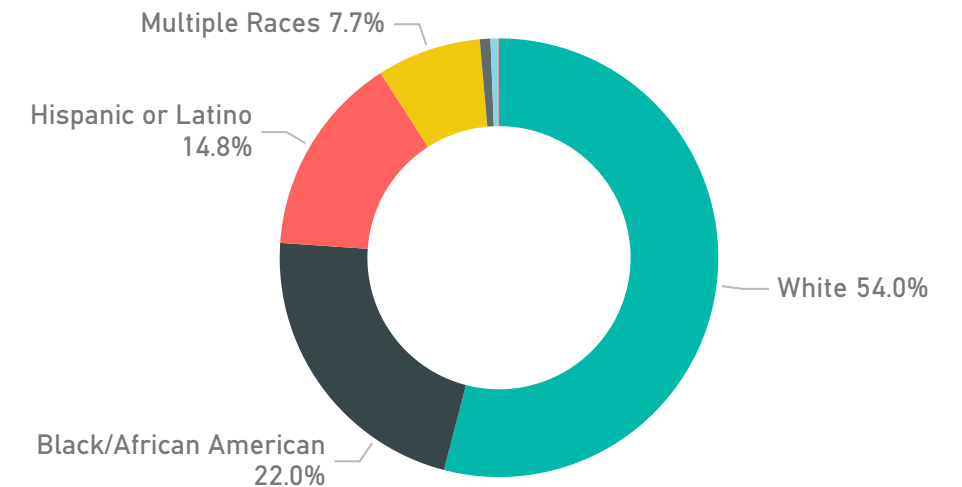
Distinct Race/Ethnicity

Distinct Race/Ethnicity ▲	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	27	34	29	38
Asian	78	81	59	55
Black/African American	1532	1690	1386	1554
Hispanic or Latino	1112	1160	965	1047
Multiple Races	589	663	510	541
Native Hawaiian or Other Pacific Islander	1	2	4	4
Not Indicated	2	2	2	2
Parent refused to report race	1			
White	4866	5032	3511	3811

Enrolled Students by Ethnicity



Enrolled Students by Distinct Race/Ethnicity



Reach Cyber Charter School
September 30, 2021

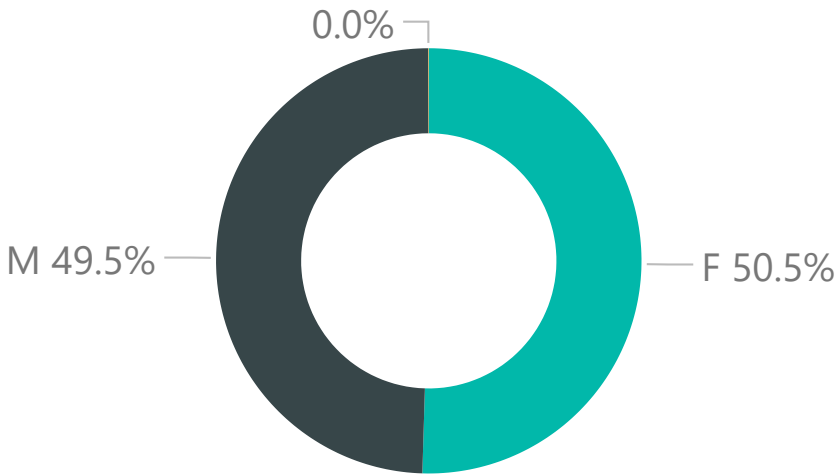
Gender

Gender	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	1	2	1	2
F	4260	4423	3246	3560
M	3947	4238	3219	3489
X		1		1

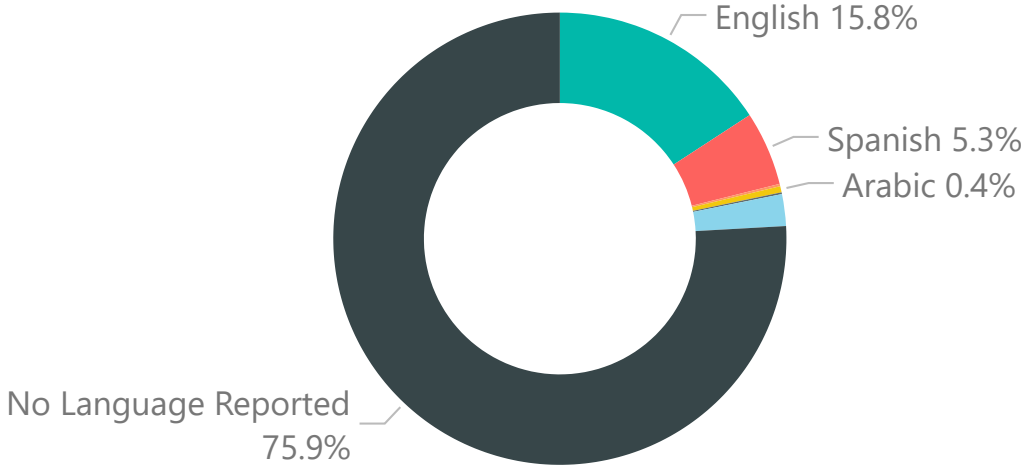
Primary Language

Home Language	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
English	1149	1245	1015	1114
Spanish	408	416	347	374
Russian	10	14	11	12
Arabic	34	39	29	31
Urdu	6	9	8	9
Another Language	206	217	162	160
No Language Reported	6395	6724	4894	5352

Enrolled Students by Gender



Enrolled Students by Language

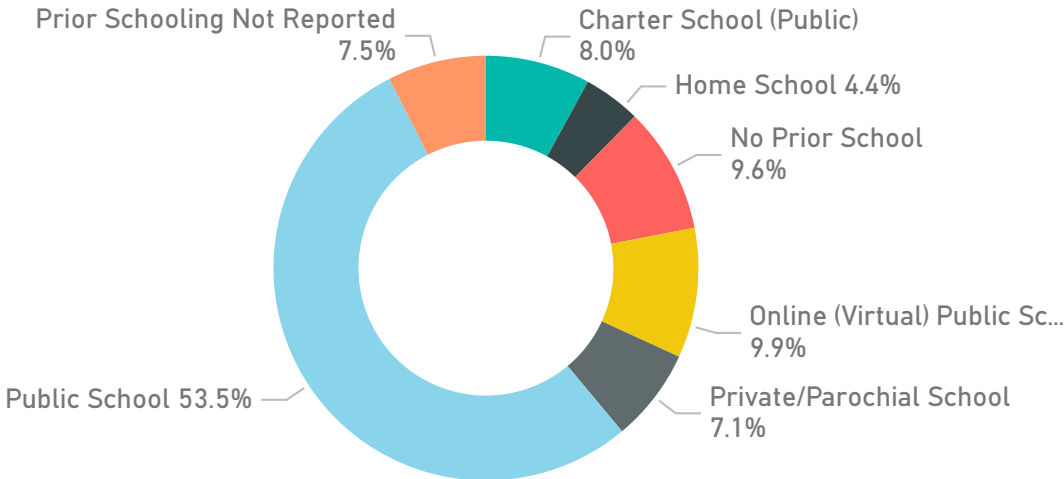


Reach Cyber Charter School
September 30, 2021

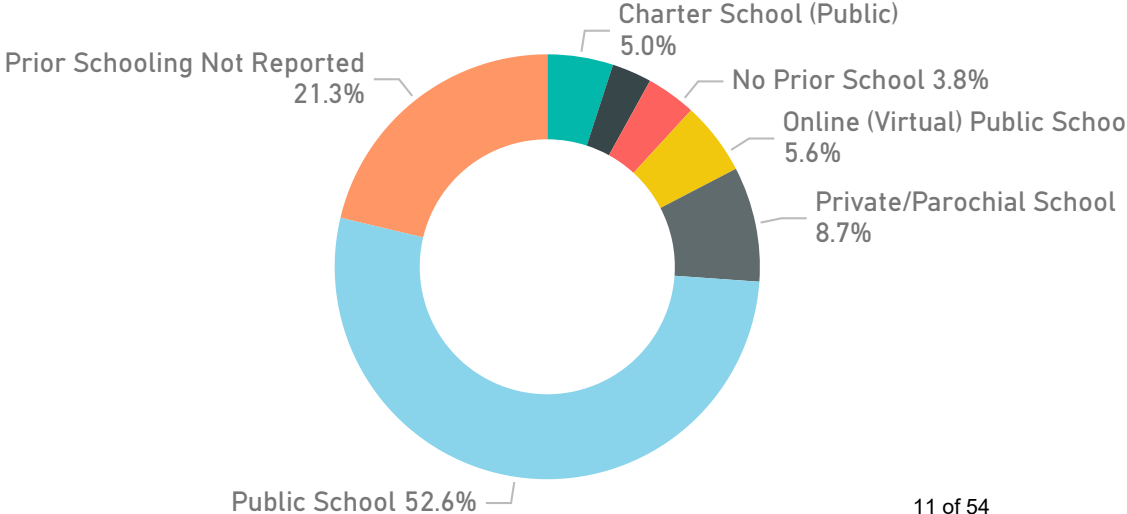
Prior Schooling

Prior Schooling	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Charter School (Public)	411	488	463	562
Home School	248	326	293	308
No Prior School	311	1072	698	678
Online (Virtual) Public School	456	654	600	698
Private/Parochial School	718	797	512	500
Public School	4317	4923	3404	3776
Prior Schooling Not Reported	1747	404	496	530

Prior Schooling
September 30, 2021



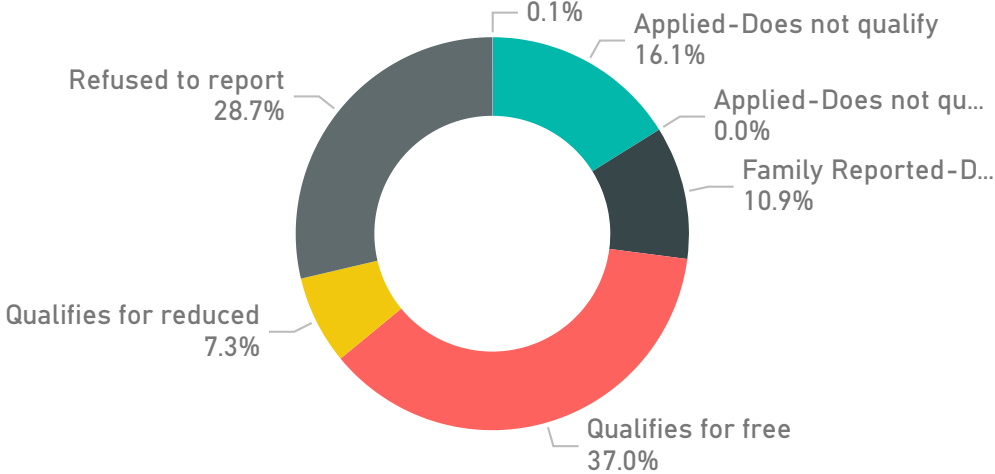
Prior Schooling
September 30, 2020



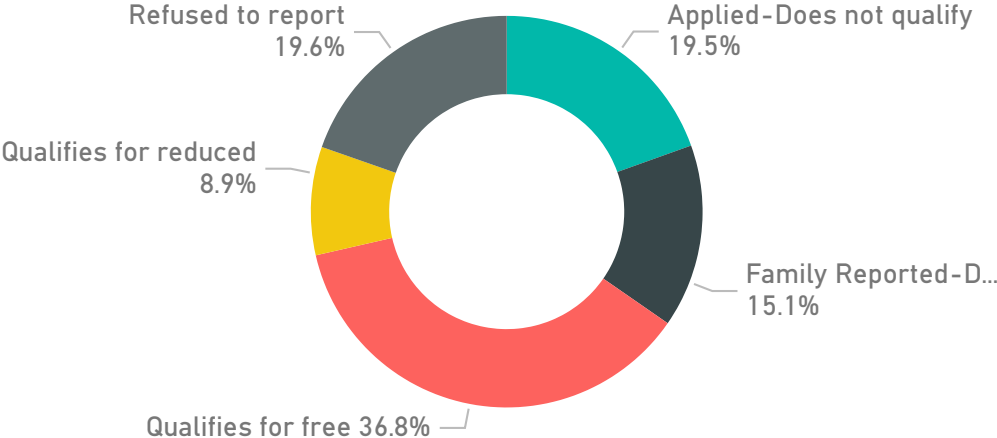
Reach Cyber Charter School

September 30, 2021

FARM Eligibility
September 30, 2021

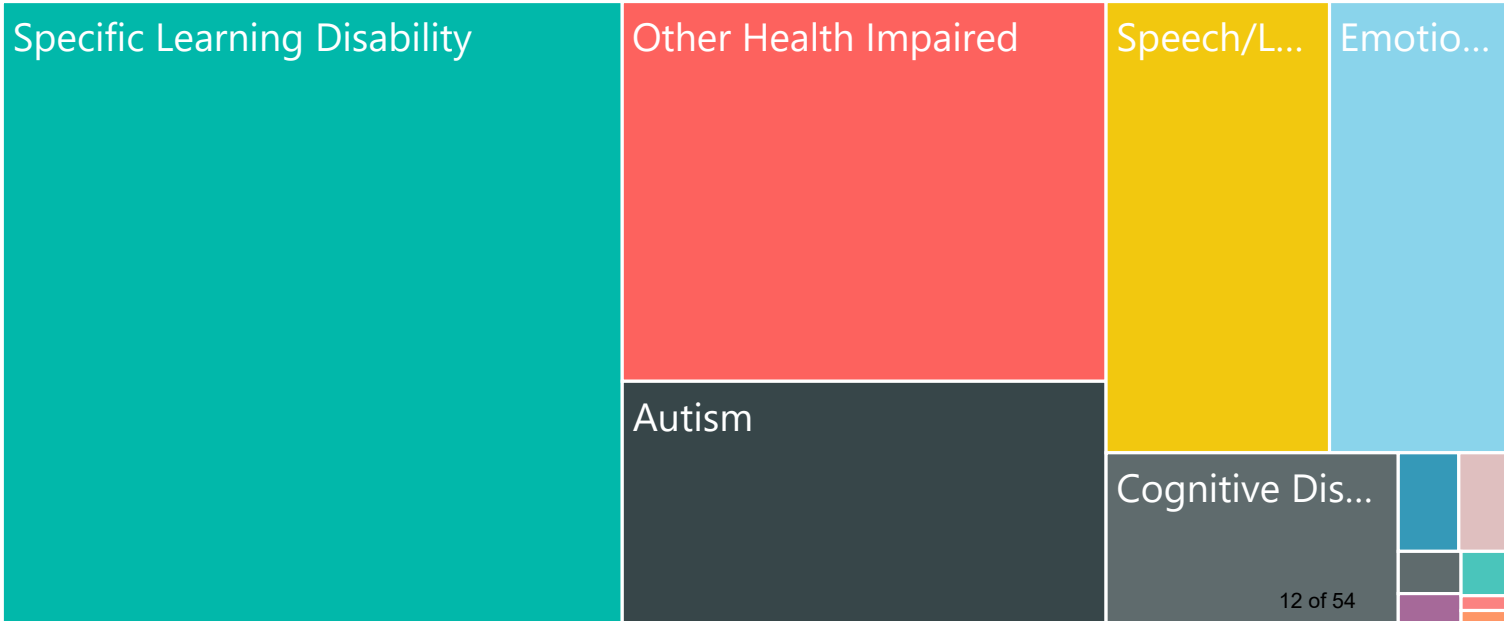


FARM Eligibility
September 30, 2020



Disability

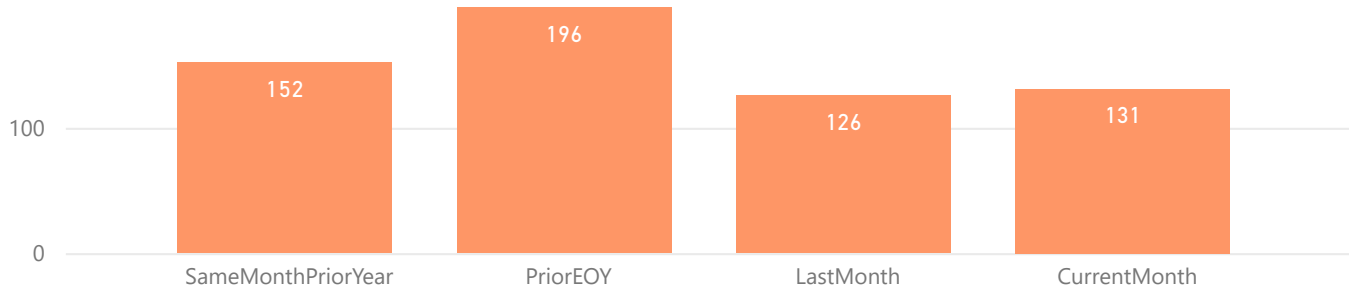
Disability	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Autism	132	193	167	178
Cognitive Disability	58	86	70	76
Developmentally Delayed			4	3
Emotionally Impaired	123	149	110	120
Hearing Impaired	9	12	8	9
Multiple Disabilities	2	3	2	1
Other	10	3	5	7
Other Health Impaired	244	330	262	277
Physical Disability	1		1	1
Specific Learning Disability	535	713	546	583
Speech/Language Impaired	144	203	143	152
Traumatic Brain Injury	1	2	1	3
Visually Impaired	3	5	3	4



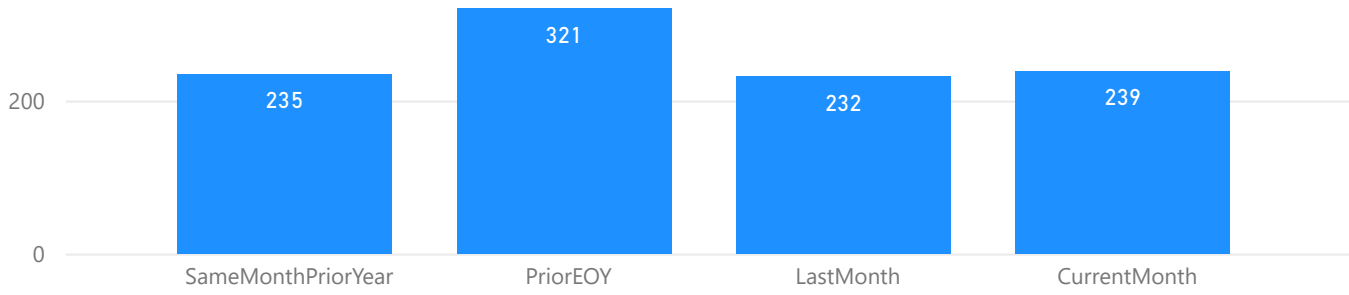
Reach Cyber Charter School

September 30, 2021

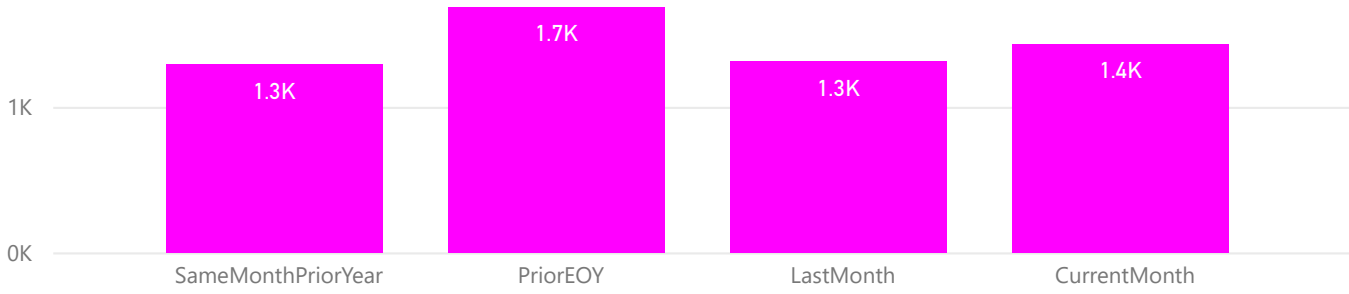
Gifted



Plan504



IEP



Currently Enrolled

7052

Gifted

2%

Plan504

3%

IEP

20%

Not in Special Population

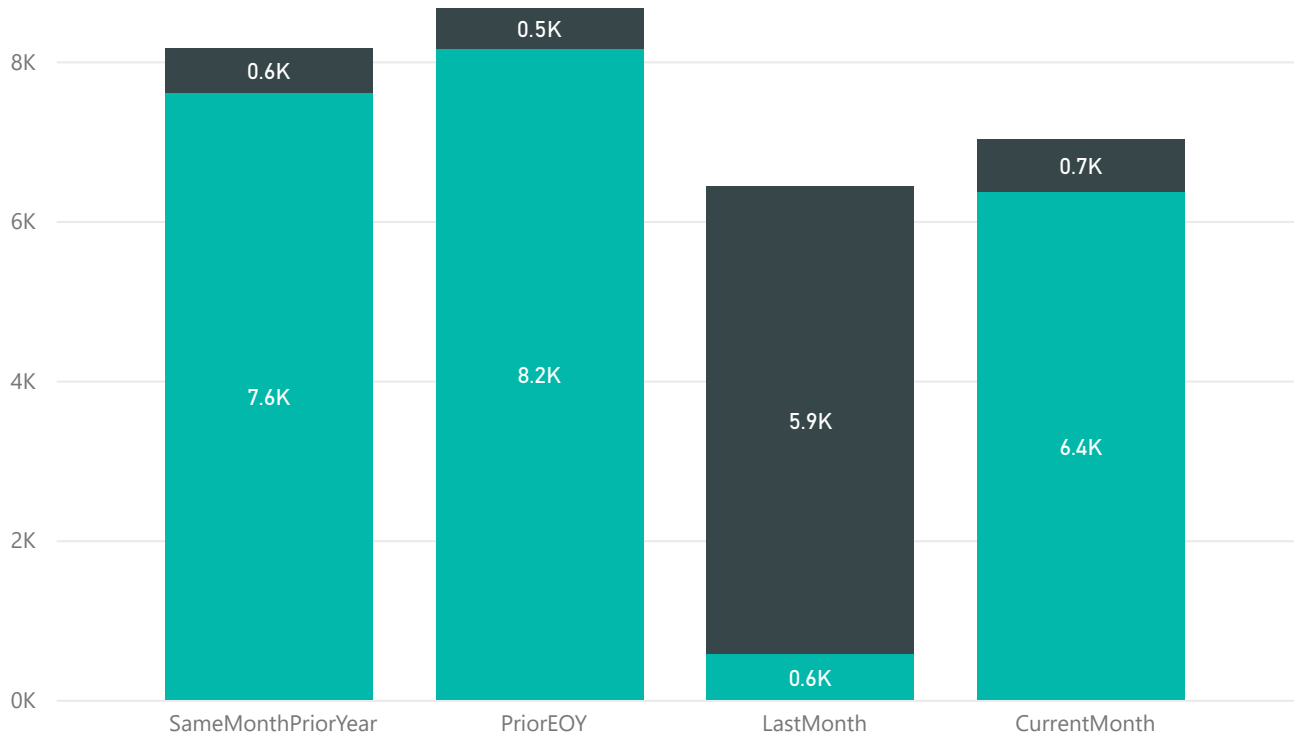
75%

Reach Cyber Charter School

September 30, 2021

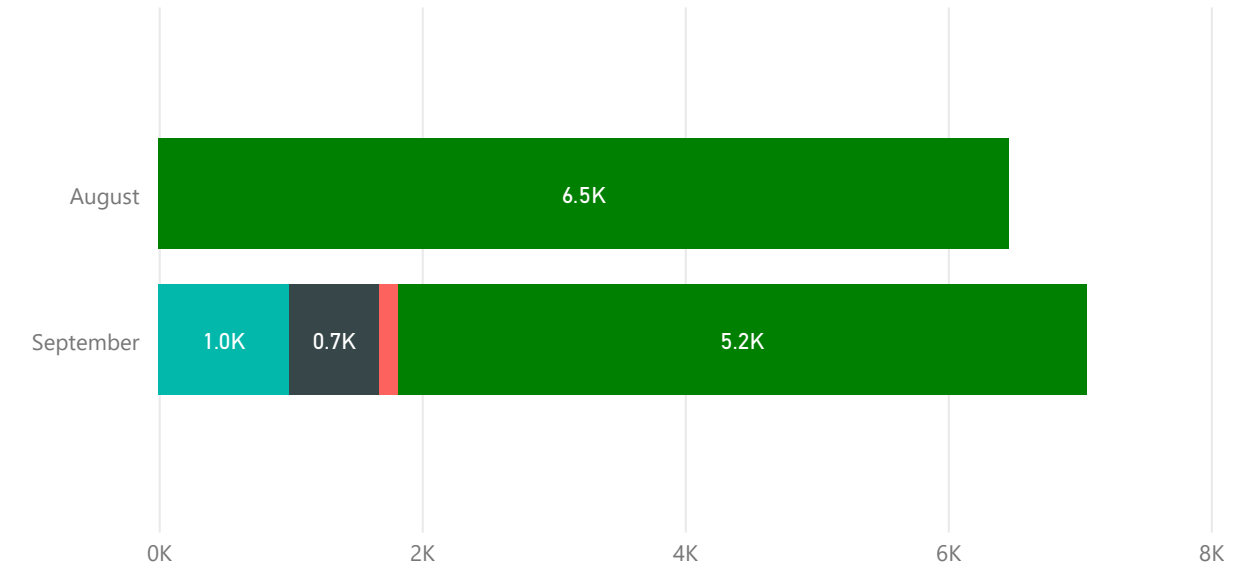
Contacts Per Week

ContactsPerWeekWithoutWebM... ● Met ● Not Met



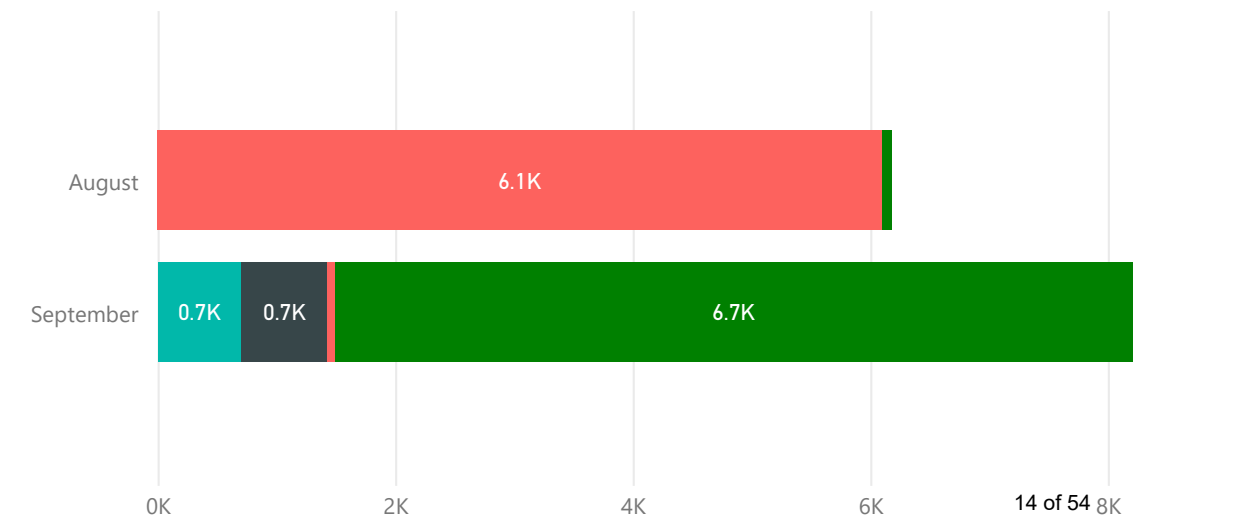
School Year: 2021-2022

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track



School Year: 2020-2021

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track



Currently Enrolled

7052

Reach Cyber Charter School

September 30, 2021

Average Participation

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	84%	98%	87%	91%
3-5	85%	97%	87%	84%
6-8	87%	97%	86%	92%
9-12	77%	98%	82%	88%
Total	83%	97%	85%	89%

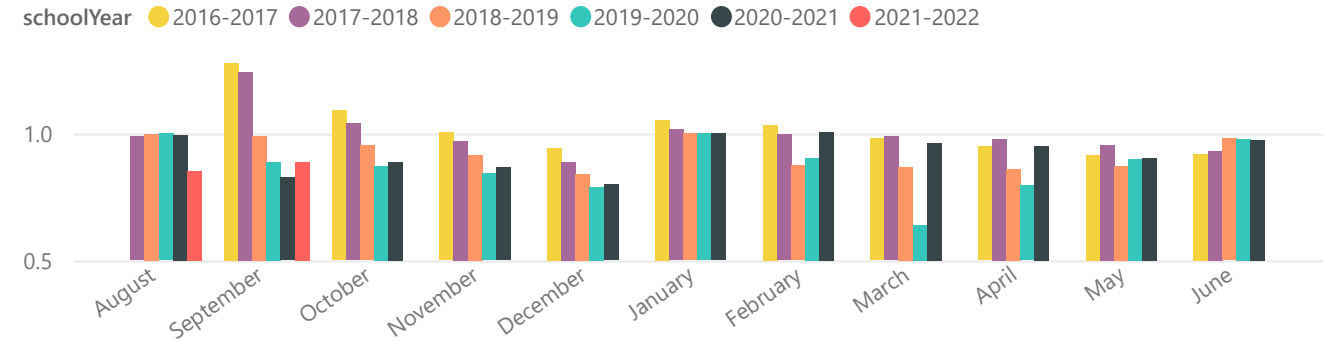
Average Performance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	92%	88%	78%	91%
3-5	77%	82%	74%	85%
6-8	76%	78%	65%	75%
9-12	79%	77%	55%	77%
Total	80%	81%	62%	81%

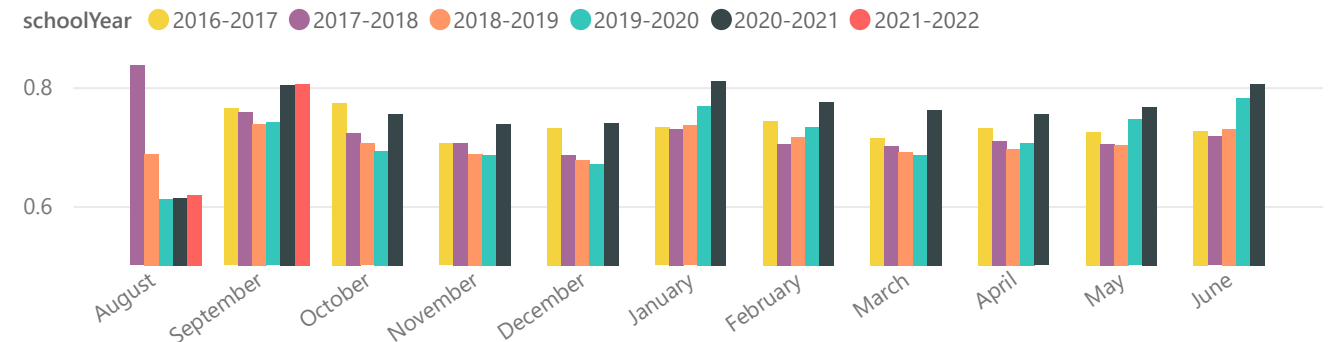
Average Attendance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	106%	104%	100%	104%
3-5	106%	104%	100%	104%
6-8	105%	103%	100%	104%
9-12	103%	98%	100%	104%
Total	105%	102%	100%	104%

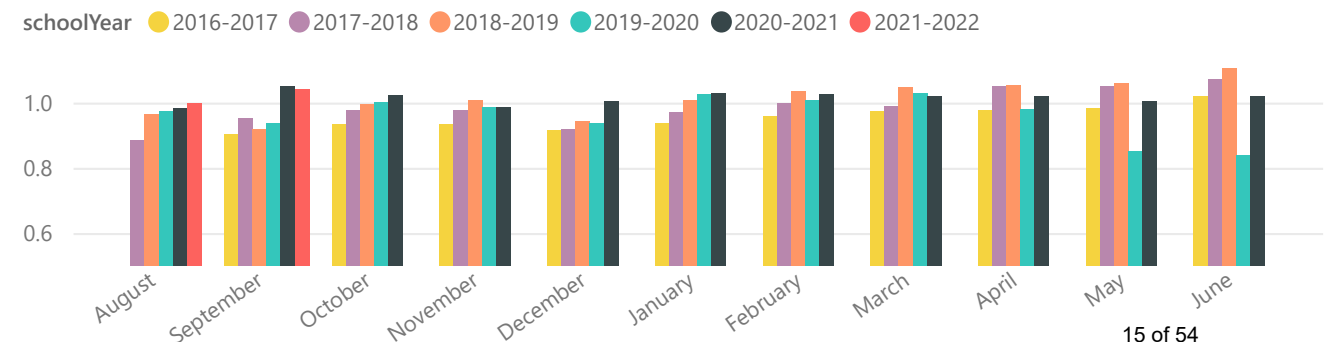
Average Total Participation



Average Total Performance



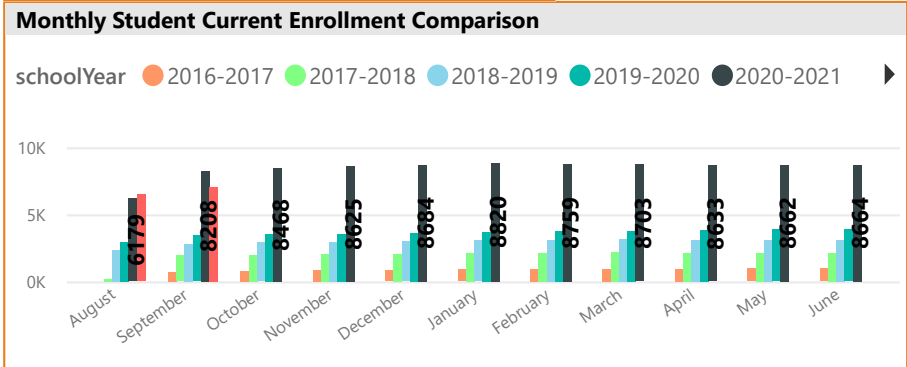
Average Total Attendance



Currently Enrolled	Total YTD Enrolled
7052	7653
Enrollment Services Complete (Stage 4)	
8563	

Reach Cyber Charter School
September 30, 2021

Current Enrollment Month-Over-Month Change
9%
Current Enrollment Year-Over-Year Change
-14%



Total YTD Enrollment

ReportPeriod Withdrawal Category	SameMonthPriorYear		CurrentMonth	
	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	8211	95%	7062	92%
Graduated	3	0%	75	1%
Prior To Engagement	67	1%	227	3%
Withdrawal During School Year	399	5%	289	4%
Total	8680	100%	7653	100%

New & Returning

ReportPeriod New or Returning	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
New	5405	65.85%	2166	30.71%
Returning	2803	34.15%	4886	69.29%

Household Data

Household Data	SameMonthPriorYear	CurrentMonth
Active	5745	5026
Graduated	3	75
WD During School Year	276	238
WD Prior To Engagement	54	191

Students Per Active Household

	SameMonthPriorYear	CurrentMonth
	1.43	1.41

Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
PK-2	1920	23%	1342	19%
KG	773	9%	380	5%
1	609	7%	508	7%
2	538	7%	454	6%
3-5	1962	24%	1406	20%
3	644	8%	436	6%
4	643	8%	478	7%
5	675	8%	492	7%
6-8	1920	23%	1678	24%
6	622	8%	581	8%
7	629	8%	533	8%
8	669	8%	564	8%
9-12	2406	29%	2625	37%
9	700	9%	666	9%
10	638	8%	677	10%
11	494	6%	587	8%
12	574	7%	695	10%
Total	8208	100%	7051	100%

Withdrawal Reason

Withdrawal Reason	SameMonthPriorYear
Enrollment was intended to be short term and is no longer needed for my student.	
Generally dissatisfied with curriculum/course options	
Inactivity/Lack of Attendance	
My student is pursuing GED	
My student wants to return to a traditional school setting for other (non-socialization related) reasons.	
My student wants to return to a traditional school setting for socialization reasons.	
No reason provided	
Other Completer	
Technical Difficulties	
The curriculum is too easy.	
The curriculum is too hard.	
The program takes too much of the Learning Coach's time.	
The program takes too much of the student's time.	
The program/schedule is not flexible enough.	
The transition to virtual school was too difficult.	16 of 54

**Reach Cyber Charter School
September 30, 2021**

Gender		
Gender	SameMonthPriorYear	CurrentMonth
	1	2
F	4260	3560
M	3947	3489
X		1

Primary Language		
Home Language	SameMonthPriorYear	CurrentMonth
English	1149	1114
Spanish	408	374
Russian	10	12
Arabic	34	31
Urdu	6	9
Another Language	206	160
No Language Reported	6395	5352

Disability		
Disability	SameMonthPriorYear	CurrentMonth
Autism	132	178
Cognitive Disability	58	76
Developmentally Delayed		3
Emotionally Impaired	123	120
Hearing Impaired	9	9
Multiple Disabilities	2	1
Other	10	7
Other Health Impaired	244	277
Physical Disability	1	1
Specific Learning Disability	535	583
Speech/Language Impaired	144	152
Traumatic Brain Injury	1	3

Gifted		
Gifted	SameMonthPriorYear	CurrentMonth
Yes	152	131

Plan 504		
Plan504	SameMonthPriorYear	CurrentMonth
504	235	239

IEP		
IEP	SameMonthPriorYear	CurrentMonth
IEP	1292	1434

Gifted	Plan504
2%	3%
IEP	Not in Special Population
20%	75%

Ethnicity		
Ethnicity	SameMonthPriorYear	CurrentMonth
Hispanic or Latino	1112	1047
Not Hispanic or Latino	7093	6003

Distinct Race/Ethnicity		
Distinct Race/Ethnicity	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	27	38
Asian	78	55
Black/African American	1532	1554
Hispanic or Latino	1112	1047
Multiple Races	589	541
Native Hawaiian or Other Pacific Islander	1	4
Not Indicated	2	2
Parent refused to report race	1	
White	4866	3811

Race		
Race	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	256	246
Asian	201	147
Black/African American	2324	2333
Native Hawaiian or Other Pacific Islander	81	103
White	6171	4990

Household FARM Eligibility		
HouseholdFARMEligibility	SameMonthPriorYear	CurrentMonth
Applied-Does not qualify	1388	907
Applied-Does not qualify,Refused to report		1
Family Reported-Does not qualify	1110	638
Qualifies for free	2468	2049
Qualifies for reduced	597	405
Refused to report	1383	1636

Prior Schooling		
Prior Schooling	SameMonthPriorYear	CurrentMonth
Charter School (Public)	411	562
Home School	248	308
No Prior School	311	678
Online (Virtual) Public School	456	698
Private/Parochial School	718	500
Public School	4317	3776
Prior Schooling Not Reported	1747	530

Reach Cyber Charter School
September 30, 2021

Contacts Per Week

ContactsPerWeekWithoutWebMail	SameMonthPriorYear	CurrentMonth
Met	7609	6367
Not Met	559	661

Attendance Status

AttendanceStatusAutomated	SameMonthPriorYear	CurrentMonth
Alarm	707	993
Approaching Alarm	726	687
Exempt	59	140
On Track	6716	5232

Average Participation

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	84%	91%
3-5	85%	84%
6-8	87%	92%
9-12	77%	88%
Total	83%	89%

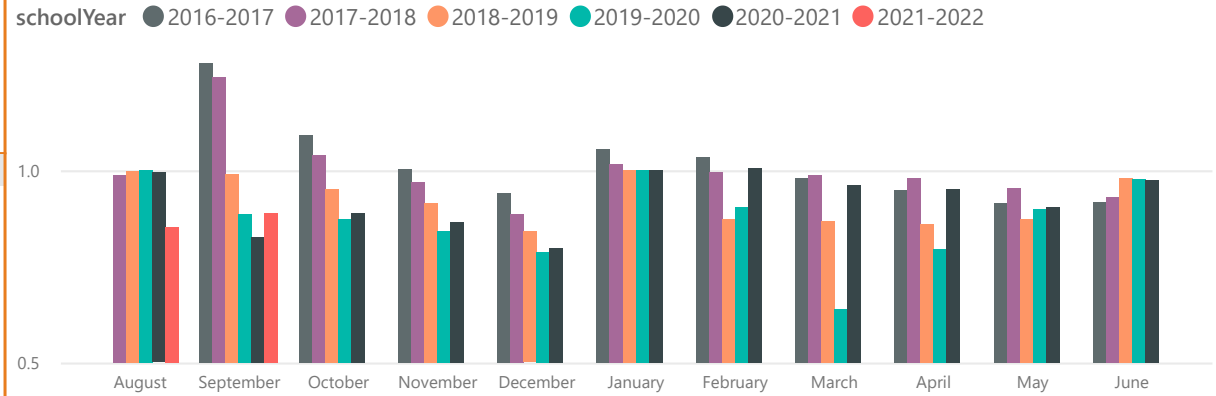
Average Performance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	92%	91%
3-5	77%	85%
6-8	76%	75%
9-12	79%	77%
Total	80%	81%

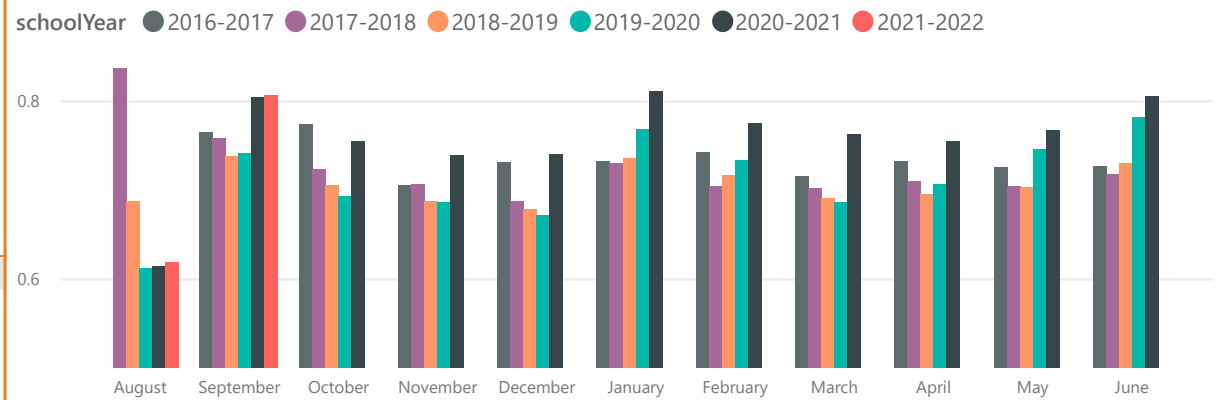
Average Attendance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	106%	104%
3-5	106%	104%
6-8	105%	104%
9-12	103%	104%
Total	105%	104%

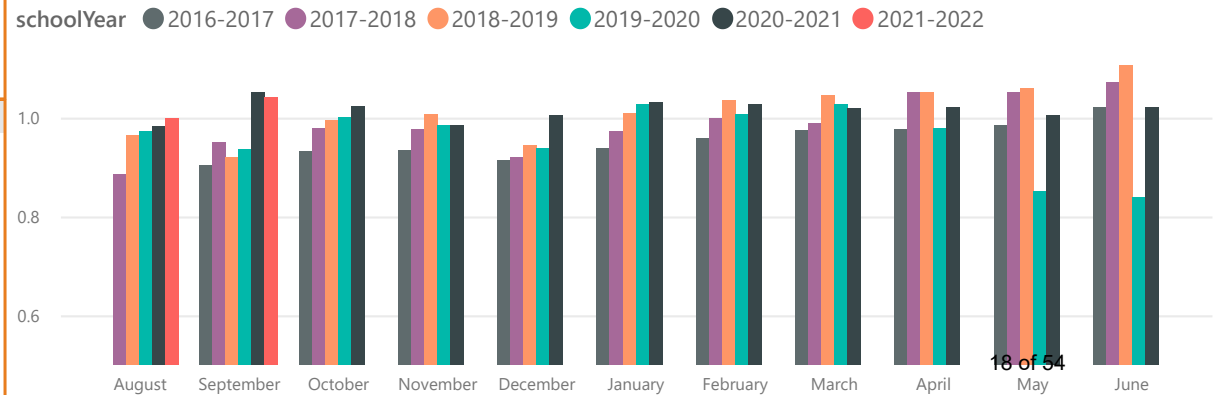
Average Total Participation



Average Total Performance



Average Total Attendance



REACH Staffing Report October 2021

New Hires

First Name	Last Name	Area	Compensation	Bonus Potential	Start Date
Ranelle	Hartley	School Psychologist	\$68,000	4%	10/5/2021
Lisa	Malnar	Elementary Sub	\$50,000	0%	10/5/2021
Paula	Haines	Learning Support Teacher	\$59,500	4%	10/5/2021
Brittany	Smith	Elementary Tech Ed Teacher	\$57,000	4%	10/12/2021
Ashley	Ferraro	Speech Language Pathologist	\$56,500	4%	10/12/2021
Angela	Crawford	Elementary Sub	\$50,000	0%	10/12/2021
Melissa	Tweed	High School Math	\$62,500	4%	10/12/2021
Megan	Jones	Middle School Teacher	\$52,000	4%	10/12/2021
Emily	Brown	High School Math	\$55,000	4%	10/26/2021

Departing Employees

First Name	Last Name	Area	Last Day Worked
David	Felhman	STEM Teacher	9/9/2021
Margret	Joseph	Elementary Teacher	9/10/2021
Heather	O'Neal	Middle School Teacher	10/1/2021
Cali	Szczesniak	Admin Assistant	9/29/2021

Position Changes

First Name	Last Name	Former Position	New Position	Compensation	Bonus Potential	Start Date
Moshe	Jenkins	Family Mentor	Regional Family Mentor Coordinator	Career Ladder Pay	No Change	10/4/2021
Kimberly	Kropf	Regional Community Coordinator (Part Time)	Regional Community Coordinator (Full Time)	\$48,000	4%	10/4/2021



Pearson

INVOICE

Customer Bill-to:
Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

Attention:
Accounts Payable

Customer Ship-to:
Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

**Connections Education LLC dba
Pearson Online & Blended Learning
K-12 USA**
10960 Grantchester Way
Columbia, MD 21044
Tel: 1-800-843-0019
Email:
poblsalesops@pearson.com
Tax ID No:
68-0519943

Invoice Number : 91000009022
Date : 15-OCT-2021
Due Date :
Payment Terms :
Customer Account : 3924545
Project Number : 82056698
Currency : USD
Shipment Terms :
Purchase Order Number : REACH
Number of Pages : Page 1 of 2

Total Ordered Quantity (No. Of Items) : 2	REMITTANCE INFORMATION	
Net Amount : USD \$1,577,391.48	Make Checks Payable to:	
Tax Total : USD \$0.00	Pearson Online & Blended Learning	
Invoice Total : USD \$1,577,391.48	32369 Collection Center Drive	
Amount Due : USD \$1,577,391.48	Chicago, IL 60693-0323	
	Bank Wire to:	
	Bank Name	: Bank of America N A
	Bank Address	:
	ABA ACH No	: 071000039
	ABA Wire No	: 026009593
	SWIFT Code	: BOFAUS3N
	A/C No	: 8188290225
	Bank Account Name	: Connections Education LLC dba Pearson Online & Blended Learning K-12 USA



Pearson

Invoice Number: 91000009022							Page 2 of 2
Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82056698	REACH	Direct Charges	4		1,318,440.83	0.00	1,318,440.83
82056698	REACH	Pass Through	10		258,950.65	0.00	258,950.65

To pay your invoice online: Visit <https://ipay2.bizsys.pearson.com/register> to register.
 Already registered? Access your online account by visiting <https://ipay2.bizsys.pearson.com>

Invoice Total	Subtotal	Total Tax	Invoice Total
	USD	USD	USD
	\$1,577,391.48	\$0.00	\$1,577,391.48



Pearson

Charges for the Following Period:

September 2021

Enrollment/Unit Based Charges

Direct Course Instruction Support	19,057.50
Facility Support Services	2,083.33
Short Term Substitute Teaching Services	400.00
Upfront Fee per Student	1,296,900.00
	1,318,440.83

Pass Through Expenses

258,950.65

Total Amount Due

1,577,391.48

Harrisburg University Service Contract

This agreement entered into this 1 day of October **2021**, by and between the Harrisburg University, 326 Market Street, Harrisburg, Pennsylvania 17101, hereinafter referred to as “HU” and Reach Cyber Charter School, 750 East Park Drive, Suite 204, Harrisburg, PA 17111 hereinafter referred to as the “REACH”.

Witnesseth:

HU agrees to provide implementation and delivery of Enrichment and Industry Certification programming to REACH students and HU does hereby agree to perform services upon the following terms and conditions:

1. HU will provide updated programs/courses as they become available. A detailed listing of this information is in Addendum A
2. HU programs/courses are subject to change based on enrollment.
3. The term of the agreement shall be for a period commencing on October 1, 2021 and terminating June 30, 2022. The service agreement shall not automatically renew.
4. This agreement may be terminated and not renewed for any reason by either party, provided that 30 days written notice is provided.
5. During the term of the Agreement, HU will bill REACH at the rate indicated in Addendum based on the number of students enrolled. Invoicing will occur upon program completion.
6. HU will provide programs available for the Winter/Spring- 2022 in December 2021.

The following representatives have approved this agreement:

John W. Friend, VP Admissions & Secondary Schools

Date

Jane Swan, CEO Reacher Cyber Charter School

Date

Addendum A

Fall 2021 Program Cost			
Certification or Exploration	Program Name	Cost	Additional Fees
Exploration	Introduction to Quantum Computing	\$200	N/A
Exploration	Penn Foster: Pharmacy Assistant Front End	\$150	N/A
Certification	NuPaths: Foundation in Information Technology	\$900	N/A
Certification	NuPaths: Fundamentals of Productivity Software	\$1,200	N/A
Certification	Penn Foster: Medical Assistant Certification Program	\$2,700	Additional Externship Screening
Certification	Penn Foster: Pharmacy Technician	\$1,250	Additional Externship Screening
Certification	Penn Foster: Pharmacy Technician Professional	\$1,750	Additional Externship Screening
Certification	Penn Foster: Sterile Processing Technician	\$1,050	Additional Externship Screening

Lancaster Bible College

Affiliation Agreement Student Teacher and Pre-Student Teacher Placement Agreement

This is a Student Teacher and Pre-Student Teacher Placement Agreement (hereinafter the "Agreement") between Lancaster Bible College (hereinafter "LBC") and _____ Public Schools (hereinafter the "School District") dated _____.

WHEREAS, LBC is a private institution of higher education and its Education Department provides educational programs that include opportunities for provisional primary and secondary teacher certification in the State of Pennsylvania; and,

WHEREAS, students from the Education Department are required, as a prerequisite, to obtaining teacher certification, to complete a pre-student teaching (observations, internships and a practicum) and student teaching program; and,

WHEREAS, the School District, recognizing the importance of providing student teaching and pre-student teaching opportunities to emerging educators and the benefits the school receives from its teachers being able to mentor such educators, desires to provide pre-student and student teaching experiences in the School District.

NOW THEREFORE, in consideration of the mutual obligations and benefits set forth in this Agreement, the parties agree to the following:

1. Students will be selected for student teaching and pre-teaching opportunities, as follows:
 - A. Students must have met all LBC and State of Pennsylvania eligibility requirements to engage in student teaching and pre-teaching.
 - B. Approval or disapproval of students' placement for pre-teaching and student teaching will be the responsibility of the Field Placement Coordinator and the Superintendent of Schools or their designated representatives. No pre-student teacher or student teacher will be placed in a school or with a specific teacher without the approval of both the LBC Field Placement Coordinator of the Education Department and the Superintendent of Schools or designee.
2. Supervising teachers will be selected with the following requirements:
 - A. Selection of supervising teachers is the responsibility of the Superintendent of Schools or designated representative in collaboration with the Field Placement Coordinator.
 - B. Minimum requirements for supervising teachers are:
 1. At least three years of successful teaching experience and at least one year of successful teaching experience in the grade/subject to which the student teacher is assigned
 2. Interest in working with pre-student teachers and/or student teachers.
 3. Highly Qualified / Experienced teacher at the appropriate level.
 4. Holder of a provisional or professional teaching certificate from the State of Pennsylvania
 5. Recommendation of the building principal.

3. While on school premises, the student will be under the direct supervision of the School District and will be subject to policies of the School District. The School District shall provide LBC students with an orientation to the School District, including its policies, procedures, programs, activities, rules, and where applicable, its custom and traditions, so that students are aware of and may meet the expectations established for them by the School District:
 - A. The students assigned to this field experience should be considered students fulfilling the requirements of their academic curriculum and not employees of either party and thus are not covered by the School District or LBC for purposes of compensation, fringe benefits, workers' compensation, unemployment compensation, minimum wage laws, income tax withholding, social security or any other purpose because of their participation in the educational program. The student cannot be reimbursed for performing duties which are part of the academic requirements for the clinical field experience
 - B. If the School District desires to have student teachers substitute teach, the following guidelines (in addition to any other requirements established by law) shall be as follows:
 1. Student teachers are allowed to substitute teach in their student teaching classroom in the absence of their cooperating teacher according to Act 86 requirements. Students teachers shall provide the appropriate documentation and are paid through the school district's substitute teaching service.
 2. Neither student teachers nor supervising teachers should be pulled from their classes to substitute for another teacher in the School District.
 - C. Any changes to the student teaching assignment will be made through the collaboration of, and with the approval of both the Superintendent of Schools, or their designee, and the Field Placement Coordinator.
 - D. Each party agrees to comply with, and be separately responsible for, compliance with all laws, including anti-discrimination laws, which may be applicable to their respective activities under this program. The student is required to undergo a criminal background check; child abuse check; Federal fingerprinting--such checks shall be completed by the student in accordance with their rules or requirements of the School District and LBC. This includes having clearances that are dated within one year of the beginning of the field experience. Failure to comply will result in the student being removed from the field experience. Students receiving an unacceptable report on their clearances will be denied acceptance into the field experience assignment. LBC will inform students that they will be responsible for the cost of any and all criminal checks.
4. The LBC College Supervisor or other Education Department representatives will coordinate with the School District on site visits to meet with the student teachers and supervising teachers and observe classrooms where student teachers are assigned. They will confer periodically with the supervising teachers and principals concerning the student's progress and final evaluation. LBC and the School District shall use all reasonable efforts to facilitate communication regarding all aspects of a student's performance and progress.
5. The School District Administration, the Education Department, and the Field Placement Coordinator will work cooperatively in planning for the following:

- A. Orientation Program for supervising teachers
 - B. Non-teaching assignments of student
 - C. Completing necessary LBC records
 - D. Issues of concern regarding a student teacher or pre-student teacher
6. In order to assist supervising teachers, LBC will conduct an orientation program either in person or via printed media that will consider the following:
 - A. Supervising teachers' responsibilities
 - B. Students' responsibilities
 - C. Evaluation of student's performance
 - D. Suggested activities for students and/or course requirements while in the field
 - E. Other pertinent items
7. LBC will provide the School District with names, assignments of students and other relevant information. LBC shall have full responsibility for the conduct of any student disciplinary proceedings, if necessary, and shall conduct the same in accordance with all applicable statutes, rules, regulations and case laws.
 - A. No provisions of this Agreement shall prevent the School District from refusing to accept any student who has previously been discharged for cause as an employee of the School District, who has been removed from or relieved of responsibilities for cause by the School District, or who would not be eligible to be employed by the School District. The School District shall notify LBC in writing of its refusal to accept a student and the basis therefore.
 - B. The School District may submit a written request to LBC for the withdrawal of any student from the program for a reasonable cause related to the need for maintaining an acceptable standard of education, and LBC shall immediately comply with such request. The written request from the School District shall set forth the basis for removal.
 - C. The School District will defend, indemnify, and hold LBC harmless from any and all claims and costs arising from the School District's request for the withdrawal of or refusal to accept any student to which LBC provided its timely written statement of disagreement, provided that the School District is determined by a court or administration agency of competent jurisdiction to have acted in a lawful manner in refusing to accept or requesting withdrawal of a student; and further provided that LBC shall promptly notify the School District of any such claim, provide the School District with reasonable assistance, except financial, in making such defense. No settlement of any such claim as it relates to LBC shall be effected without the consent of the School District.
8. The number of students assigned to a school will be determined by the availability of students and the willingness and availability of School District faculty members to work with students.
9. Under rules established by the Pennsylvania State Board of Education, unaccredited K-12 school districts and/or schools that are not able to make progress towards accreditation are not eligible to serve as field placement sites for student teachers.
10. The parties agree that statutory and common law theories and principles of indemnification, contribution, and equitable restitution shall govern and apply to claims, cost, actions, causes

of action, losses or expenses (including attorney fees) resulting from or caused by the actions or omissions of the other, its employees, and students pursuant to this Agreement

11. This Agreement is intended solely for the mutual benefit of the parties hereto, and there is no intention, express or otherwise, to create any rights or interest for any party or person other than the School District and LBC; without limiting the generality of the foregoing, no rights are intended to be created for any student, parent or guardian of any student, employer or prospective employer of any student.
12. This agreement constitutes the entire agreement between the parties, and all prior discussions, agreements and understandings, whether verbal or written, are hereby merged into this agreement. By entering into such a collaborative agreement, by signature, the School District hereby agrees to provide priority placement to LBC students over other institutions unless there is a prior agreement with other institutions, in which case LBC would receive second consideration.
13. No amendment or modification to this Agreement shall be effective unless the same is in writing and signed by the parties.
14. This Agreement shall terminate five years from the date set forth above unless renewed by the parties in writing or terminated in writing by either party. Any termination of this Agreement shall be effective at the conclusion of the academic semester at LBC, except that students participating in student teacher programs shall be entitled to complete such programs at the school notwithstanding any prior termination.
15. Approval of the terms of this contract shall be indicated by the signatures on this agreement by the LBC Provost, the Education Department Chair, and the Superintendent (or Designee) for the School District.
16. The cooperating teacher will receive a \$200 stipend from LBC for the successful completion of his/her duties as a cooperating teacher.
17. LBC student teachers will provide proof to the School District of \$2,000,000 professional liability insurance for the duration of the student teaching experience.

FOR LANCASTER BIBLE COLLEGE: FOR _____ PUBLIC SCHOOLS:

_____	_____
Trish Wilson, Provost (or designee)	Date
_____	_____
Julia Hershey, Chair of Education Department	Date
_____	_____
Superintendent (or Designee)	Date



**REACH CYBER
CHARTER
SCHOOL**

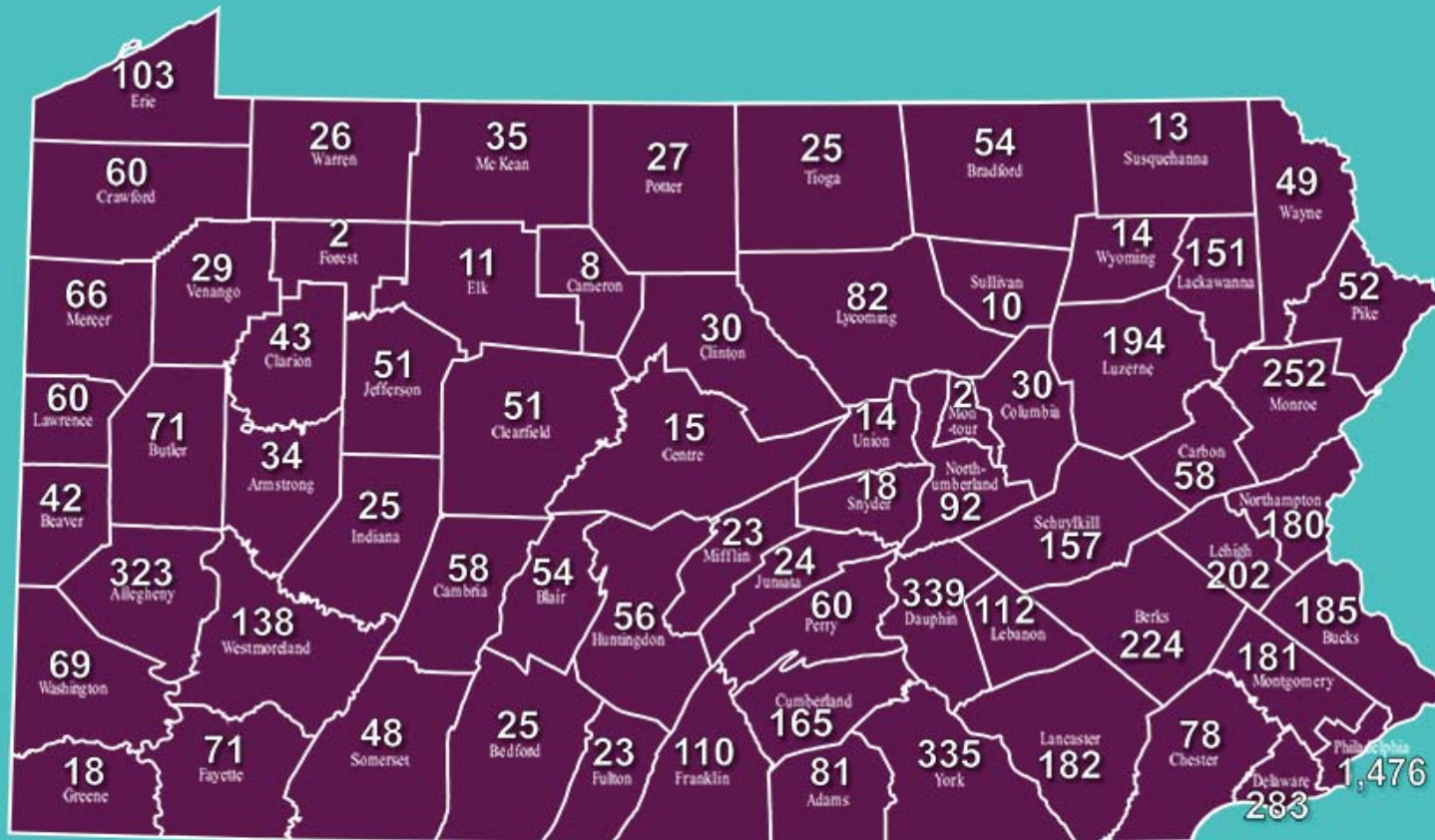
**Vision: To inspire and
nurture future success for
all students!**

Reach State of the School

***Mission:** to help each student maximize his or her potential and meet the highest performance standards through a uniquely individualized learning program, through flexible pacing and 21st Century Learning including STEM opportunities.*

“Reach 20-21 Graduation rate is 83%!”





**REACH CYBER
CHARTER
SCHOOL**

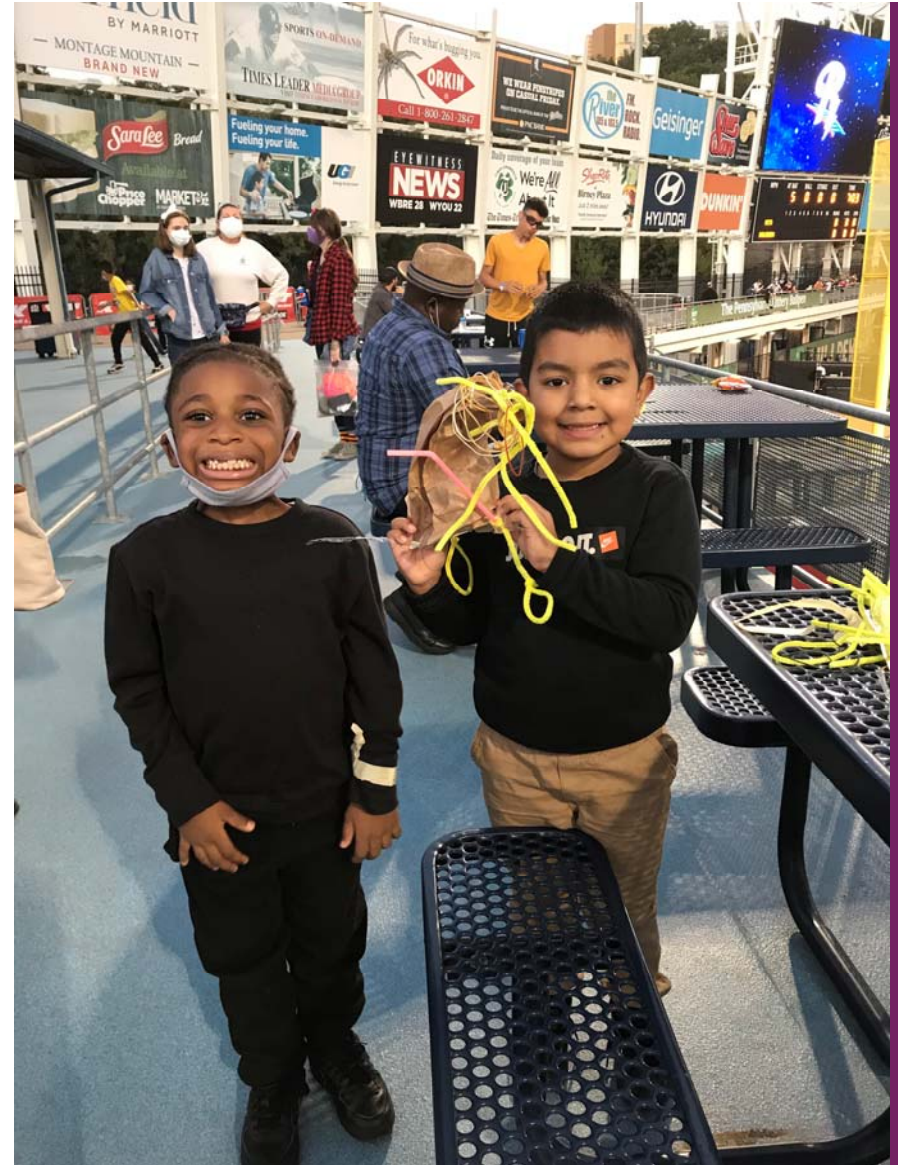
ENROLLMENT AS OF OCT. 18, 2021

7,246



Back to School events

Philadelphia:	302
Allentown:	192
Erie:	66
Pittsburgh:	157
Harrisburg:	145
Scranton:	65
Williamsport:	25
Bowling Events:	143
Total:	1,095





Parent Satisfaction Survey 2020-2021

Key Question Highlights

Overall parent satisfaction with Reach Cyber Charter School is high, with 88.8% of parents giving Reach an A or B rating.

97.2% of parents are satisfied with the helpfulness of their child's teacher,.

93.2% agree that the teachers improve the learning experience.

81% of parents state that their child would continue with Reach if Covid is still a concern.

62.8% of parents state that their child would continue with Reach if Covid is no longer a concern.



**REACH CYBER
CHARTER
SCHOOL**

School Goals 2020-2021

30% Test Score Growth Goal : 74% participation, average 20% growth, State test scores average growth 20—40% (state does not count)

10% Career Exploration & Readiness Goal: 85.83% career artifacts collected

10% Contacts goal: 90% contacts

10% Engagement Goal: 85% cbas, interims 74%, 91% lesson completion

20% Graduation/Cohort

Rate: Reach will meet or exceed the state graduation rate per guidelines provided by ESSA (67.7%) **83%** (618 graduates)

10% Parent Satisfaction Survey

Reach will have an average of 100% positive responses on the 21 Parent Satisfaction Survey questions that are most directly affected by schools. **88.8%**

10% STEM Performance Accountability:

Reach will meet 100% of the STEM related participation measures outlined in the school's charter. Back to school events, 2200; STEM Camps, 1208; STEM club 1000+; Pi Day 100+; Winter STEM Challenge 100+; advanced courses: 29 AP; 207 electives; 31 gifted and talented



**REACH CYBER
CHARTER
SCHOOL**

School Goals 2021-2022

30% **Test Score Growth Goal :**

PSSA/Keystone ELA Proficiency Goal 40.5%

PSSA/Keystone Math Proficiency: 17.9%

10% **Career Exploration & Readiness Goal:**

Career Readiness Artifacts will be collected for 85% of Students in Grades 5, 8, 11

10% **Behavior and participation goals** will be met by all students as measured by completion of monthly CBAs, Benchmark participation, and weekly lesson completion.

10% **Tier 1 targets:80% of students** will meet on grade level instruction.

20% **Graduation/Cohort**

Rate: Reach will meet or exceed the state graduation rate per guidelines provided by ESSA (67.7%)

10%**Parent Satisfaction Survey**

Reach will have an average of 100% positive responses on the 21

Parent Satisfaction Survey questions that are most directly affected by schools.

10% **STEM Performance Accountability:**

Reach will meet 100% of the STEM related participation measures outlined in the school's charter.



**REACH CYBER
CHARTER
SCHOOL**

**Vision: To inspire and
nurture future success for
all students!**

Reach State of the School

***Mission:** to help each student maximize his or her potential and meet the highest performance standards through a uniquely individualized learning program, through flexible pacing and 21st Century Learning including STEM opportunities.*

“Reach 20-21 Graduation rate is 83%!”



**Reach Cyber Charter School
Balance Sheet
9/30/2021**

ASSETS:

Cash and Short Term Investments:

PNC Checking	\$ 202,044
PNC Money market Account	\$ 9,675,618
PNC Investment Account	\$ 24,987,697
Total Cash and Short Term Investments	<u>\$ 34,865,359</u>

Other Current Assets:

Local District Receivables- Current Year	\$ 18,357,415
Local District Receivables- Prior Year	\$ 2,973,493
State Program Receivables	\$ 62,000
Allowance for Doubtful Accounts	\$ (507,378)
Receivable for overpaid tax liability	\$ 476,088
Prepaid Expenses	\$ 602,391
Total Other Current Assets	<u>\$ 21,964,009</u>

Other Current Assets:

Security Deposit	\$ 8,917
Total other Assets	<u>\$ 8,917</u>

Fixed Assets:

Property Plant & Equipment:

Computer Hardware	\$ 456,047
Equipment	\$ 34,758
Leasehold Improvements	\$ 223,326
Furniture	\$ 103,706
Accum Depr:Computer Hardware	\$ (130,236)
Accum Depr:Equipment	\$ (1,101)
Accum Depr:Leasehold Improvements	\$ (122,204)
Accum Depr: Furniture	\$ (59,241)
Net Fixed Assets	<u>\$ 505,055</u>

TOTAL ASSETS	<u>\$ 57,343,340</u>
---------------------	-----------------------------

LIABILITIES:

Current Liabilities:

Due to (from) Connections Academy	\$ 1,577,391
Accrued payroll, taxes, pension and withholdings payable	\$ 696,386
Accounts Payable	\$ 381,482
Due to Local Districts	\$ 560,181
Total Current Liabilities	<u>\$ 3,215,440</u>

TOTAL LIABILITIES	<u>\$ 3,215,440</u>
--------------------------	----------------------------

FUND BALANCE:

Invested in Capital	\$ 505,055
Reserved Fund Balance	\$ 14,285,470
Undesignated Fund Balance	\$ 39,337,375
Total Fund Balance	<u>\$ 54,127,900</u>

TOTAL LIABILITIES AND FUND BALANCE	<u>\$ 57,343,340</u>
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**REACH CYBER CHARTER SCHOOL
REVENUE AND EXPENSE STATEMENT- BUDGET TO ACTUAL
2021-2022 YEAR TO DATE AS OF 9/30/21**

	July 2021	August 2021	September 2021	YTD Actual through 9/30/2021	2021/2022 Approved Budget
Revenues:					
Function 6000- Local Sources	\$ 70,950	\$ (16,193)	\$ 23,991,030	\$ 24,045,787	\$ 159,862,646
Function 7000- State Sources	\$ -	\$ -	\$ -	\$ -	\$ 77,500
Function 8000- Federal Sources	\$ 258,537	\$ 54,237	\$ -	\$ 312,774	\$ 6,456,722
TOTAL REVENUES	\$ 329,487	\$ 38,044	\$ 23,991,030	\$ 24,358,561	\$ 166,396,868
Expenditures:					
Function 1000- Regular Instructional Programs					
100- Salaries	\$ 2,048,386	\$ 2,065,480	\$ 2,583,334	\$ 6,697,200	\$ 33,633,409
200- Employee Benefits	\$ 511,186	\$ 582,458	\$ 675,609	\$ 1,769,253	\$ 10,981,308
300- Purchased Professional and Tech Svcs (Note 1)	\$ 1,147,660	\$ 1,466,503	\$ 1,255,178	\$ 3,869,341	\$ 49,666,000
400- Purchased Property Services	\$ -	\$ 5,875	\$ 3,778	\$ 9,653	\$ 325,000
500- Other Purchased Services	\$ -	\$ 449	\$ 51	\$ 500	\$ 2,400,000
600- Supplies	\$ 278,778	\$ 3,125	\$ 24,435	\$ 306,338	\$ 10,737,000
700- Property	\$ -	\$ -	\$ 315,867	\$ 315,867	\$ -
800- Dues, Fees and Other	\$ -	\$ 5,165	\$ -	\$ 5,165	\$ 30,000
Subtotal 1000- Regular Instructional Programs	\$ 3,986,010	\$ 4,129,055	\$ 4,858,252	\$ 12,973,317	\$ 107,772,717
Function 2000- Support Services					
100- Salaries	\$ 1,041,514	\$ 1,042,422	\$ 1,299,185	\$ 3,383,121	\$ 15,918,303
200- Employee Benefits	\$ 250,207	\$ 263,903	\$ 308,315	\$ 822,425	\$ 5,197,326
300- Purchased Professional and Tech Svcs	\$ 51,971	\$ 75,735	\$ 292,112	\$ 419,818	\$ 3,619,123
400- Purchased Property Services (Note 2)	\$ 45,031	\$ 59,138	\$ 48,217	\$ 152,386	\$ 761,000
500- Other Purchased Services	\$ 48,528	\$ 63,989	\$ 278,104	\$ 390,621	\$ 1,185,000
600- Supplies	\$ 24,399	\$ 30,969	\$ 21,397	\$ 76,765	\$ 356,000
700- Property	\$ 16,768	\$ 17,174	\$ 17,462	\$ 51,404	\$ 161,000
800- Dues, Fees and Other	\$ 3,724	\$ 18,339	\$ 15,753	\$ 37,816	\$ 35,000
Subtotal 2000- Support Services	\$ 1,482,142	\$ 1,571,669	\$ 2,280,545	\$ 5,334,356	\$ 27,232,752
Function 3000- Noninstructional Student/Community Svcs					
100- Salaries	\$ 2,462	\$ 5,417	\$ 7,593	\$ 15,472	\$ 102,960
200- Employee Benefits	\$ 378	\$ 148	\$ 1,000	\$ 1,526	\$ 33,616
300- Purchased Professional and Tech Svcs	\$ -	\$ -	\$ -	\$ -	\$ 36,000
400- Purchased Property Services	\$ -	\$ -	\$ -	\$ -	\$ 35,000
500- Other Purchased Services	\$ 450	\$ 15,665	\$ -	\$ 16,115	\$ 208,700
600- Supplies	\$ 1,099	\$ 483	\$ -	\$ 1,582	\$ 2,012,810
800- Dues, Fees and Other	\$ -	\$ -	\$ 1,764	\$ 1,764	\$ 87,000
Subtotal 3000- Noninstructional Services	\$ 4,389	\$ 21,713	\$ 10,357	\$ 36,459	\$ 2,516,086
TOTAL EXPENDITURES	\$ 5,472,541	\$ 5,722,437	\$ 7,149,154	\$ 18,344,132	\$ 137,521,555
NET INCREASE/ (DECREASE)	\$ (5,143,054)	\$ (5,684,393)	\$ 16,841,876	\$ 6,014,429	\$ 28,875,313
Adjustment for capitalized assets and depreciation				\$ 39,087	
Beginning Fund Balance not invested in capital (unaudited)				\$ 52,633,389	
Preliminary 6/30/21 closing adjustments affecting fund balance				\$ (5,064,060)	
Ending Fund Balance Not Invested in Capital				\$ 53,622,845	
Fund Balance Invested in Capital				\$ 505,055	
TOTAL ENDING FUND BALANCE				\$ 54,127,900	

(Note 1) Includes monthly Pearson fees charged per student; See page 3 of Treasurer's Report for detail

(Note 2) Includes \$2083.33 of monthly Pearson facilities support services fee

**REACH CYBER CHARTER SCHOOL
PEARSON FEES
2021-2022 YEAR TO DATE AS OF 9/30/21**

Description	Rate	Months	Enrollment/Unit	Budgeted 21-22 (1)	August	September	YTD Through 9/30/21	Projected 21-22 (2)
Curriculum and Instructional Support Services - Upfront	\$425		Total Enrollment	5,801,250	\$ 441,717	\$ 408,283	\$ 1,291,787	5,445,440
Curriculum and Instructional Support Services - Monthly	\$130	9	Current Enrollment	12,285,000	\$ -	\$ -	\$ -	11,531,520
Student Connexus License	\$70	9	Current Enrollment	6,615,000	\$ -	\$ -	\$ -	6,209,280
Student Technology Assistance Services - Upfront	\$400		Total Enrollment	5,460,000	\$ 415,733	\$ 384,267	\$ 1,215,800	5,125,120
Student Technology Assistance Services - Monthly	\$63	9	Current Enrollment	5,953,500	\$ -	\$ -	\$ -	5,588,352
Enrollment/Placement/Student Support Services - Upfront	\$525		Total Enrollment	7,166,250	\$ 545,650	\$ 504,350	\$ 1,595,737	6,726,720
Enrollment/Placement/Student Support Services - Monthly	\$30	9	Current Enrollment	2,835,000	\$ -	\$ -	\$ -	2,661,120
School Operations Support Services	\$65	9	Current Enrollment	6,142,500	\$ -	\$ -	\$ -	5,765,760
Professional Development Services	\$125	9	Current Staff	835,357	\$ -	\$ -	\$ -	11,088,000
School Staff Support Services	\$212	9	Current Staff	1,416,766	\$ -	\$ -	\$ -	18,805,248
Direct Course Instruction Service	\$2.75		0	388,500	\$ -	\$ 19,058	\$ 19,058	364,672
Short Term Sub Teaching Services	\$300		0	189,000	\$ -	\$ 400	\$ 400	177,408
Facilities Support Services	\$25,000		1	25,000	\$ 2,083	\$ 2,083	\$ 6,250	25,000
Total Connections Products and Services				55,113,124	\$ 1,405,183	\$ 1,318,441	\$ 4,129,032	79,513,640

2021-2022 Enrollment:			
	(1)	(2)	
	Annual	Annual	
	<u>Budget</u>	<u>Forecast</u>	
Forecasted Funded Enrollment	10,500	9,856	
Forecasted Total Enrollment	13,650	12,813	



Reach Cyber Charter School
MINUTES OF THE BOARD OF DIRECTORS MEETING AND STRATEGIC PLANNING RETREAT
Wednesday, September 15, 2021 at 9:00 a.m.

Meeting Location:

Lake Raystown Resort
3101 Nugget Run
Enriken, PA 16638

And Via Zoom Video and Teleconference

<https://reach-connectionsacademy-org.zoom.us/j/2666552472?pwd=UDByREJlYXJlNXVkOHY4OWdwa0FWZz09>

Meeting ID: 266 655 2472

Passcode: QWMw5V

Phone +1 301 715 8592 US

Meeting ID: 266 655 2472 **Passcode:** 250287

I. Call to Order and Roll Call

Mr. Taylor called the meeting to order at 9:04 a.m. when all participants were present and able to hear each other. The meeting location was open to the public to attend in person and held via video and teleconference.

Board Members Present: David Taylor, Joe Harford, Gail Hawkins Bush, Paul Donecker and Dave Biondo (in person at the meeting location following COVID-19 social distancing protocols);

Board Members Absent: Alex Schuh;

Guests: Jane Swan, School CEO, J.D. Smith, Karen Yeselavage, Corey Groff, Cody Smith, LeeAnn Ritchie, Kelley McConnell, Greg McCurdy, Mike Garman, Dan Ladislaw, Andy Gribbin, Rachel Graver, Scott Stuccio, and Devin Meza-Rushanan, School Staff; Pat Hennessey, Board Counsel; (in person at the meeting location following COVID-19 social distancing protocols); Kari Shaffer, Lorraine Harmer, Clara Keeperts, Heather Berger, Stephanie Bost, Lindsay Lester, Erica Carroll, School Staff; Laura Johnson, Melissa Brown, Emily Lee and Megann Arthur, Pearson Virtual Schools staff (via phone and videoconference).

II. Public Comment

There were no public comments made at this time.

III. Routine Business

a. Approval of Agenda

Mr. Taylor asked the Board to review the agenda distributed prior to the meeting. There being no changes noted, a motion was made and seconded as follows:

RESOLVED, that the Agenda for the September 15, 2021 Meeting and Strategic Planning Retreat of the Reach Cyber Charter School Board of Directors, as presented, is hereby approved.

The motion passed unanimously.

IV. Oral Reports

a. CEO's Report

i. Back to School Activities

Ms. Swan presented this item to the Board. Ms. Swan advised of the staff start date and training and professional development that has taken place. Ms. Swan further advised of upcoming STEM focused back to school events taking place throughout the area as well as social events including bowling. The Board advised of their desire to include legislator invitations to the aforementioned back to school events

Ms. Swan and Board members discussed the recent guidance on COVID-19 protocols including mask and vaccine requirements. The Board discussed their intent to continue to follow guidance closely as new requirements are set forth.

ii. Staffing and Hiring Update

Ms. Swan introduced the new Director of Human Resources, Mr. Garman, to the Board. She further reviewed current staffing levels with the Board.

iii. Enrollment Update

Ms. Swan reviewed the current enrollment numbers for the school, noting trends in enrollment.

b. Financial Report

Ms. Yeselavage reviewed the school's financial statements with the Board. She reviewed the revenue and expense statements, advising on changes since the previous months' statements. Ms. Yeselavage further reviewed with the Board the school's balance sheet and current forecast.

i. Unaudited 2020-2021 Financial Results

Ms. Yeselavage reviewed the unaudited financial results from the previous school year with the Board, highlighting specific areas of interest in discussion with the Board.

V. Consent Items

Mr. Taylor asked the Board Members whether there were any items from the Consent Items that they wanted moved to Action Items for discussion, or tabled. There being no changes noted, a motion was made and seconded as follows:

RESOLVED, the Consent Items:

- a. Approval of Minutes from the August 23, 2021 Rescheduled Board Meeting;
- b. Approval of Staffing Report;
- c. Approval of Pearson Invoice(s) for July (# 91000008689) and August (# 91000008731);
- d. Approval of Federal Title Funding Documentation: Parent and Family Engagement Policy; and
- e. Approval of MOU with Alvernia University; are hereby approved.

The motion passed unanimously.

VI. Action Items

- a. Approval of Board Training and Conference Attendance for the 2021-2022 School Year

Ms. Arthur reviewed the upcoming trainings and conferences that were identified at a previous meeting by the Board as potentially of interest for continuous board education. The Board reviewed the upcoming training offerings, and the advantages and agenda topics of each conference, and their support of Board members making an effort to attend the training opportunities. There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that the Board training and conference attendance for the 2021-2022 school year, as discussed, is hereby approved.

The motion passed unanimously.

VII. Information Items

- a. School Success Partner (SSP) Update

Ms. Johnson presented to the Board on behalf of the School Success Partner (SSP) team.

i. Pearson Support Team Updates

Ms. Johnson provided the Board with an overview of the structural changes recently made to the Pearson Virtual Schools support team structure, highlighting previous roles and responsibilities of each member of the three-person pod structure supporting the school and Board going forward. She further advised of a new State Policy Support Partner.

Ms. Johnson advised the Board of legislative activities in the state which may impact the school. Ms. Johnson further shared her appreciation for the school staff.

b. Academic Success Partner (ASP) Update

Ms. Brown presented to the Board on behalf of the Academic Success Partner (ASP) team.

i. Key School Metrics

Ms. Brown presented this item to the Board. She reviewed the data included in the Board materials, highlighting the school's performance as compared with other Pearson partnering schools of similar size and years in operation. Board members discussed the metrics data with Ms. Brown.

ii. Teacher Professional Development Products and Services for the 2021-2022 School Year

Ms. Brown reviewed the professional development products and services for school staff, as offered by Pearson for the 2021-2022 school year. She discussed the various levels and delivery models of professional learning opportunities available to staff members and advised of the curated catalog of content to allow for a more personalized professional development experience.

c. Board Relations Update

Ms. Arthur presented to the Board on behalf of Pearson's Board Relations team.

i. School Handbook re Technology

Ms. Arthur provided an update on the technology statement, as included in the Board meeting materials. She advised that the statement had been included within the school handbook to provide clarification on access to Connections Academy owned computers upon enrollment withdrawal or graduation.

[Ms. Johnson, Ms. Arthur, Ms. Brown, Ms. Lee, Ms. Shaffer, Ms. Harmer, Ms. Keepports, Ms. Berger, Ms. Bost, Ms. Lester and Ms. Carroll all left the meeting at 9:45 a.m.]

VIII. Strategic Planning

[Following a brief break of all in-person attendees, the Board began the Strategic Planning session at 10:15 a.m.]

All Board members and Reach leadership team members introduced themselves to begin the meeting. Ms. Swan reviewed the agenda for the strategic planning session, as well as the 2019-2022 current Strategic Plan, a copy of which was handed out to Board members for discussion.

Ms. Swan and her leadership team led the Board in the discussion of S.M.A.R.T. Goals progress within the Plan. The first goal to be discussed was: Improve Student Outcomes. Dr. McConnell reviewed data on student outcomes. The Board and leadership team had a discussion of state testing procedures and best practices.

The second goal to be discussed was: Grow and Strengthen STEM. Program. Mr. Gribbin reviewed the data related to STEM and lead a discussion about future initiatives.

The third goal to be discussed was: Prepare for Responsible School Growth. Ms. Swan and Ms. Graver reviewed specific initiatives and overall progress of school activities toward this goal.

The fourth goal to be discussed was: Integration of HR and Business Services. Ms. Swan, Mr. Garman, and Ms. Yeselavage reviewed the progress of this initiative in their various areas of expertise and accountabilities.

The final goal to be discussed was: Improve Partnerships for Success. Ms. Ritchie, Mr. Smith, and Mr. Stuccio reviewed the progress of this initiative.

[Board members and other attendees continued to discuss potential strategic initiatives through a working lunch]

IX. Adjournment and Confirmation of Next Meeting - Wednesday, October 20, 2021 at 9:00 a.m.

Mr. Taylor inquired if there was any other business or discussion. There being no further business or discussion, a motion was made and seconded as follows:

RESOLVED, that the next meeting date is October 20, 2021, to be held at the school location and/or via teleconference, based on state recommendations regarding public health and safety, is hereby approved; and

FURTHER RESOLVED, that the Board being at the end of its agenda, the meeting was adjourned at 1:30 p.m., is hereby approved.

The motions passed unanimously.



Memorandum of Understanding

[Memorandum of Understanding](#) for the partnership with Boys & Girls Clubs of Western Pennsylvania.

Effective start date: 9-1-2021

[Partnering Organization: Lead Organization:](#)

Reach Cyber Charter School
750 East Park Drive, Suite 204
Harrisburg, PA. 17111

Boys & Girls Clubs of Western

Pennsylvania
317 East Carson Street
West Tower Suite 238
Pittsburgh, PA, 15219

This Memorandum of Understanding (MOU) is made and entered into by Boys & Girls Clubs of Western Pennsylvania (BGCWPA) and Reach Cyber Charter School. The entities listed above may collectively be referred to as the parties to this MOU.

I. PURPOSE:

The purpose of this MOU is to partner with Boys & Girls Clubs of Western PA (BGCWPA), whom has clubhouses throughout Allegheny and Somerset Counties where youth from Reach Cyber Charter School students in grades 9-12 will be able to participate in an Independent Study Elective Program, where they may participate in elective courses focused on either Culinary Arts, Artificial Intelligence, or Robotics. The courses will be 2.5 hours per week on Fridays. The Artificial Intelligence Program will offer the opportunity to earn certifications with Carnegie Mellon Robotics Academy and culinary arts will lead to the opportunity to obtain the ServSafe certification.



All students will be registered with the BGCWPA Teen Program. Each student will complete a final project that will be shared with Reach Cyber Charter School staff and their parents/guardians.

The start-date for these electives will take place no earlier than October 15, 2021 with a second start date of February 1, 2022 and will take place in-person at our Boys & Girls Club locations. Each full semester will include up to 10 total course sessions held on Fridays each week. Each course will be led by an instructor whom students will directly report to; all instructors have Act 33, Act 34, FBI and NSOR clearances.

Reach Cyber Charter School will assist with the marketing distribution of the program.

Reach Cyber Charter School will identify students for the program with a maximum of 45 students per semester, and will provide a list of students and any relevant paperwork for the BGCWPA Program Manager to fill out showing course completion.

II. STATEMENT OF MUTUAL BENEFIT AND INTEREST:

The parties agree that it is to their mutual benefit and interest to work cooperatively to provide youth the Independent Study Elective courses.

The parties to this MOU have individual responsibilities regarding the partnership..

Reach Cyber Charter School and BGCWPA will both be active partners in communicating about Program with BGCWPA being the lead organization, and Reach Cyber Charter School being the partnering organization.

In regards to the Independent Study Elective Program for students grades 9-12, **Boys & Girls Clubs of Western Pennsylvania** will provide:

- BGCWPA will employ qualified team members to work alongside youth for the duration of the program and maintain their files for BGCA compliance.
- BGCWPA will have planned programming that aligns to Program goals and objectives for each course.
- BGCWPA will create the session in our ACTIVE database that allows Reach Cyber Charter School youth to enroll into the program electronically.
- BGCWPA will share the organization's Health and Safety Plan with Reach Cyber Charter

School.



- Attendance, participation and assessment results to Reach Cyber Charter School

In regards to the Program, Reach Cyber Charter School will be responsible for:

- Reach Cyber Charter School will assist in the marketing distribution to the Reach Cyber Charter School students/families to allow enrollments.
- Appropriate contact information for enrolled students
- Payment of \$700 per student participant, per semester, which includes supplies and transportation support (if needed)

III. INSURANCE

At all times during the term of this MOU, BGCWPA will maintain at its own expense liability insurance in an amount adequate to protect against any liability arising from the Services to be provided by BGCWPA under this MOU. The liability insurance shall be of the type customarily obtained in BGCWPA's field.

BGCWPA is not liable for any or all claims, actions, liabilities, losses, expenses, damages, and costs including, but not limited to attorney fees, settlement expenses, that may at any time be incurred by reason of any claim, suit, action or other proceeding that is based on, or arises from, the partner/memorandum of agreement.



IV. IT IS MUTUALLY AGREED AND UNDERSTOOD BY AND BETWEEN THE PARTIES THAT:

This MOU is executed as of the effective start date listed above and is in effect until either party, in writing, with a 30 day notice decides to terminate this agreement.

(Partner Organization) Name/Title Date

Dr. Lisa M. Abel-Palmieri,

President & CEO Boys & Girls

Clubs of Western Pennsylvania

Date

Memorandum of Understanding

Between

Central Pennsylvania Chapter Independent Electrical Contractors (IEC)

and

Reach Cyber Charter School

This Memorandum of Understanding (MOU) sets for the terms and understanding between the Central Pennsylvania Chapter Independent Electrical Contractors (Central PA IEC) and Reach Cyber Charter School (reach) for students participating in the pre-apprenticeship program with Central PA IEC apprenticeship program.

Background

This partnership is important as Reach continues to work with youth throughout the state of Pennsylvania to show them a pathway to apprenticeship.

Purpose

This MOU will outline the expectations of both parties during the 21-22 school year.

The above goals will be accomplished by undertaking the following activities:

- Reach will select students to participate in the pre-apprenticeship program and work with Central PA IEC to have all necessary paperwork and information submitted
- Each student must complete the entire pre-apprenticeship program with a 70% or higher in order to qualify for bonus ranking points during our open enrollment for the Central PA IEC apprenticeship program and must obtain a completion certificate.
- Reach will be responsible for all fees associated with the pre-apprenticeship program
- Central PA IEC will be responsible for providing information on grades, curriculum, and expectations associated with the program. Central PA IEC will also provide Charter information on the open enrollment process for the apprenticeship program.
- Reach will be responsible for oversight of each student as it pertains to completion of materials.
- Applicants who obtain a completion certificate with a 70% or higher will receive 10 bonus points in Central PA IEC's apprenticeship application and qualification process.

Reporting

Should the pre-apprentices not obtain a passing grade of at least 70%, they will not receive bonus points in the apprenticeship application process.

Funding

This MOU is not a commitment of funding. Tuition of \$1250 shall be billed in two installments and due prior to the start of each semester. For those attempting to qualify for the apprenticeship program following completion of the pre-apprenticeship program, a \$100 application fee is required during the application process for Central PA IEC. Additional funds may be available through the workforce investment board but obtaining those shall be solely the responsibility of Reach and/or the student.

Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from Central PA IEC and Reach. This MOU shall become effective upon signature by the authorized officials from the listed partners and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from Central PA IEC and Reach this MOU shall end on May 31, 2022.

Contact Information

Central PA IEC
Marissa Bankert
Executive Director
8 Long Ln, Ste. B Mechanicsburg, PA 17050
717-697-7553
execdir@centralpaiec.org

Reach Cyber Charter School
750 East Park Drive Suite 204
Harrisburg, PA 17111
717-745-5092

_____ Date:
(Partner signature)
Marissa Bankert, Central PA IEC, Executive Director

_____ Date:
(Partner signature)
Reach Cyber Charter School

2021 Current Contributions															
Enrollment		CBC - Rates		< \$49,000				\$50,000 +				Total			
Enrollment	<\$49	\$50k +	HDHP	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE Annual Cost	ER Annual Cost	Total Annual Cost
39	4	35	Single	\$548.92	\$92.66	\$456.26	16.88%	83.12%	\$104.96	\$443.96	19.12%	80.88%	\$48,531	\$208,364	\$256,895
4	0	4	EE/Spouse	\$1,267.04	\$245.94	\$1,021.10	19.41%	80.59%	\$270.00	\$997.04	21.31%	78.69%	\$12,960	\$47,858	\$60,818
6	0	6	EE/Child(ren)	\$1,048.08	\$180.26	\$865.82	17.23%	82.77%	\$200.76	\$845.32	19.19%	80.81%	\$14,455	\$60,863	\$75,318
41	0	41	Family	\$1,653.72	\$280.96	\$1,372.76	16.99%	83.01%	\$305.96	\$1,347.76	18.50%	81.50%	\$150,532	\$663,098	\$813,630
Enrollment			PPO 500	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE EST Annual Cost	ER EST Annual Cost	Total EST Annual Cost
137	12	125	Single	\$690.13	\$150.16	\$539.97	21.76%	78.24%	\$163.76	\$526.37	23.73%	76.27%	\$267,263	\$867,311	\$1,134,574
24	0	24	EE/Spouse	\$1,593.01	\$400.26	\$1,192.75	25.13%	74.87%	\$432.26	\$1,160.75	27.13%	72.87%	\$124,491	\$334,296	\$458,787
57	2	55	EE/Child(ren)	\$1,315.21	\$283.64	\$1,031.57	21.57%	78.43%	\$310.58	\$1,004.63	23.61%	76.39%	\$211,790	\$687,813	\$899,604
80	1	79	Family	\$2,079.18	\$465.34	\$1,613.84	22.38%	77.62%	\$506.36	\$1,572.82	24.35%	75.65%	\$485,613	\$1,510,399	\$1,996,013
Total Premium YTD Overall													\$1,315,635	\$4,380,002	\$5,695,638

2022 Renewal / No Change in EE Monthly															
Enrollment		CBC - Est Rates		< \$49,000				\$50,000 +				Total			
Enrollment	<\$49	\$50k +	HDHP	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE Annual Cost	ER Annual Cost	Total Annual Cost
39	4	35	Single	\$588.19	\$92.66	\$495.53	15.75%	84.25%	\$104.96	\$483.23	17.84%	82.16%	\$48,531	\$226,742	\$275,273
4	0	4	EE/Spouse	\$1,331.50	\$245.94	\$1,085.56	18.47%	81.53%	\$270.00	\$1,061.50	20.28%	79.72%	\$12,960	\$50,952	\$63,912
6	0	6	EE/Child(ren)	\$1,102.80	\$180.26	\$922.54	16.35%	83.65%	\$200.76	\$902.04	18.20%	81.80%	\$14,455	\$64,947	\$79,402
41	0	41	Family	\$1,731.77	\$280.96	\$1,450.81	16.22%	83.78%	\$305.96	\$1,425.81	17.67%	82.33%	\$150,532	\$701,499	\$852,031
Enrollment			PPO 500	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE EST Annual Cost	ER EST Annual Cost	Total EST Annual Cost
137	12	125	Single	\$820.19	\$150.16	\$670.03	18.31%	81.69%	\$163.76	\$656.43	19.97%	80.03%	\$267,263	\$1,081,129	\$1,348,392
24	0	24	EE/Spouse	\$1,867.05	\$400.26	\$1,466.79	21.44%	78.56%	\$432.26	\$1,434.79	23.15%	76.85%	\$124,491	\$413,220	\$537,710
57	2	55	EE/Child(ren)	\$1,544.94	\$283.64	\$1,261.30	18.36%	81.64%	\$310.58	\$1,234.36	20.10%	79.90%	\$211,790	\$844,949	\$1,056,739
80	1	79	Family	\$2,430.74	\$465.34	\$1,965.40	19.14%	80.86%	\$506.36	\$1,924.38	20.83%	79.17%	\$485,613	\$1,847,897	\$2,333,510
Total Premium YTD Overall													\$1,315,635	\$5,231,334	\$6,546,969

Current Plan vs. Projection (Same EE Contribution)	
Est. Current Annual Cost	\$5,695,638
Est. Renewal Annual Cost	\$6,546,969
<i>Difference:</i>	\$851,332
ER Est. Current Annual Cost	\$63,912
ER Est. Renewal Annual Cost	\$5,231,334
<i>Difference:</i>	\$851,332
EE Est. Current Annual Cost	\$1,315,635
EE Est. Renewal Annual Cost	\$1,315,635
<i>Difference:</i>	\$0

2022 Renewal / Single Salary Tier (Alternative)															
Enrollment		CBC - Rates		< \$49,000				\$50,000 +				Total			
Enrollment	<\$49	\$50k +	HDHP	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE Annual Cost	ER Annual Cost	Total Annual Cost
39	4	35	Single	\$588.19	\$92.66	\$495.53	15.75%	84.25%	\$104.96	\$483.23	17.84%	82.16%	\$48,531	\$226,152	\$275,273
4	0	4	EE/Spouse	\$1,331.50	\$245.94	\$1,085.56	18.47%	81.53%	\$270.00	\$1,061.50	20.28%	79.72%	\$12,960	\$50,952	\$63,912
6	0	6	EE/Child(ren)	\$1,102.80	\$180.26	\$922.54	16.35%	83.65%	\$200.76	\$902.04	18.20%	81.80%	\$14,455	\$64,947	\$79,402
41	0	41	Family	\$1,731.77	\$280.96	\$1,450.81	16.22%	83.78%	\$305.96	\$1,425.81	17.67%	82.33%	\$150,532	\$701,499	\$852,031
Enrollment			PPO 500	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE EST Annual Cost	ER EST Annual Cost	Total EST Annual Cost
137	12	125	Single	\$820.19	\$150.16	\$670.03	18.31%	81.69%	\$163.76	\$656.43	19.97%	80.03%	\$269,221	\$1,079,171	\$1,348,392
24	0	24	EE/Spouse	\$1,867.05	\$400.26	\$1,466.79	21.44%	78.56%	\$432.26	\$1,434.79	23.15%	76.85%	\$124,491	\$413,220	\$537,710
57	2	55	EE/Child(ren)	\$1,544.94	\$283.64	\$1,261.30	18.36%	81.64%	\$310.58	\$1,234.36	20.10%	79.90%	\$212,437	\$844,302	\$1,056,739
80	1	79	Family	\$2,430.74	\$465.34	\$1,965.40	19.14%	80.86%	\$506.36	\$1,924.38	20.83%	79.17%	\$486,106	\$1,847,405	\$2,333,510
Total Premium YTD Overall													\$1,315,635	\$5,227,647	\$6,546,969

Current Plan vs. Single Deduction Tier	
Est. Current Annual Cost	\$5,695,638
Est. Renewal Annual Cost	\$6,546,969
<i>Difference:</i>	\$851,332
ER Est. Current Annual Cost	\$63,912
ER Est. Renewal Annual Cost	\$5,227,647
<i>Difference:</i>	\$847,644
EE Est. Current Annual Cost	\$1,315,635
EE Est. Renewal Annual Cost	\$1,319,323
<i>Difference:</i>	\$3,688

2022 Renewal Contribution Strategy Recommendation															
Enrollment		CBC - Rates		< \$49,000				\$50,000 +				Total			
Enrollment	<\$49	\$50k +	HDHP	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE Annual Cost	ER Annual Cost	Total Annual Cost
39	4	35	Single	\$588.19	\$92.66	\$495.53	15.75%	84.25%	\$88.23	\$499.96	15.00%	85.00%	\$41,291	\$233,982	\$275,273
4	0	4	EE/Spouse	\$1,331.50	\$245.94	\$1,085.56	18.47%	81.53%	\$199.73	\$1,131.78	15.00%	85.00%	\$9,587	\$54,325	\$63,912
6	0	6	EE/Child(ren)	\$1,102.80	\$180.26	\$922.54	16.35%	83.65%	\$165.42	\$937.38	15.00%	85.00%	\$11,910	\$67,491	\$79,402
41	0	41	Family	\$1,731.77	\$280.96	\$1,450.81	16.22%	83.78%	\$259.77	\$1,472.00	15.00%	85.00%	\$127,805	\$724,226	\$852,031
Enrollment			PPO 500	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE EST Annual Cost	ER EST Annual Cost	Total EST Annual Cost
96	12	84	Single	\$820.19	\$150.16	\$670.03	18.31%	81.69%	\$164.04	\$656.15	20.00%	80.00%	\$188,775	\$755,100	\$943,875
17	0	17	EE/Spouse	\$1,867.05	\$400.26	\$1,466.79	21.44%	78.56%	\$429.42	\$1,437.63	23.00%	77.00%	\$86,571	\$289,826	\$376,397
40	2	38	EE/Child(ren)	\$1,544.94	\$283.64	\$1,261.30	18.36%	81.64%	\$308.99	\$1,235.95	20.00%	80.00%	\$147,943	\$591,774	\$739,717
56	1	55	Family	\$2,430.74	\$465.34	\$1,965.40	19.14%	80.86%	\$559.07	\$1,871.67	23.00%	77.00%	\$375,695	\$1,257,762	\$1,633,457
Enrollment	30% Change		PPO 1000	Monthly Rate	EE Monthly	ER Monthly	EE %	ER %	EE Monthly	ER Monthly	EE %	ER %	EE EST Annual Cost	ER EST Annual Cost	Total EST Annual Cost
41		41	Single	\$780.17	\$132.63	\$647.54	17.00%	83.00%	\$132.63	\$647.54	17.00%	83.00%	\$65,413	\$319,367	\$384,780
7		7	EE/Spouse	\$1,774.67	\$337.19	\$1,437.48	19.00%	81.00%	\$337.19	\$1,437.48	19.00%	81.00%	\$29,133	\$124,199	\$153,331
17		17	EE/Child(ren)	\$1,468.67	\$249.67	\$1,219.00	17.00%	83.00%	\$249.67	\$1,219.00	17.00%	83.00%	\$15,233	\$250,138	\$301,371
24		24	Family	\$2,310.17	\$438.93	\$1,871.24	19.00%	81.00%	\$438.93	\$1,871.24	19.00%	81.00%	\$126,413	\$538,916	\$665,329
Total Premium YTD Overall													\$1,261,769	\$5,207,107	\$6,468,875

Current Plan vs. Recommendation	
Est. Current Annual Cost	\$5,695,638
Est. Renewal Annual Cost	\$6,468,875
<i>Difference:</i>	\$773,238
ER Est. Current Annual Cost	\$63,912
ER Est. Renewal Annual Cost	\$5,207,107
<i>Difference:</i>	\$827,104
EE Est. Current Annual Cost	\$1,315,635
EE Est. Renewal Annual Cost	\$1,261,769
<i>Difference:</i>	-\$53,867



**REACH CYBER
CHARTER
SCHOOL**

2022 Benefit Renewal



2022 Benefit Renewal

Renewal

- Worst case 15% increase
- CBC very conservative
- 1st Year with only 6 months claims data
- Our Medical Loss Ratio is tracking 10 points under the carrier target of 85%
- We anticipate CBC to tighten up the renewal once the September claims data is obtained.
- Based on medical trend, our MLR tracking, and claims data we anticipate 9% increase.

Medical Trend

Medical trend = the projected change in medical/pharmacy claims costs. Factors that influence medical trend include:

- Price inflation
- Leveraging effect of fixed deductibles and copays
- Cost shifting from the uninsured to private payers
- Increased utilization
- Use of more expensive drugs and treatments
- Government-mandated benefits
- Technological advancement

Leveraging

Refers to the fact if the cost of services increases, and members copays/deductibles remain unchanged, each period, the member is paying less than the originally designed cost split.

Example: 2020 the copay for a doctor's visit was \$10 and the total cost of the visit was \$100, then you paid 10% of the cost, the plan paid 90%. If, trend is 10%, the next year the total cost is \$110, if the copay is unchanged, then you are only paying 9% of the total costs ($\$10/\$110 = 9\%$) and the carrier is paying 91%.

Under Writing Calculations

Capital BlueCross Renewal - With Corporate Synergies Comments

REACH CYBER CHARTER SCHOOL
Prospective Rating

PPO				
Renewal Period	1/1/2022	to	12/31/2022	Midpoint
Experience Period	1/1/2021	to	6/30/2021	7/2/2022
	Trend Months			4/1/2021
				15.0
1	Paid Claims (Completed)	6 months	\$1,998,198	Claims include all medical claims for PPO and Medical and Rx claims for the High Deductible Health Pla
2	Pooling Charge	5.1%	\$101,908	The Pooling charge is the fee CBC (And other fully insured carriers) build in to remove claims over pooling level (#3)
3	Pooled Claims	\$213,000 assumed ISL	\$0	If any member had claims > than \$213,000 pooling level, the amount over the pooling level would be removed from claims here
4	Incurred with Pooling		\$2,100,106	
5	Member Months		5,179	Total number of enrolled <i>members</i> (employee + dependents) during experience period above
6	Projection Factor	10.08% annually	1.1275	Trend is calculated by counting the months from the midpoint of the experience period (4/1/2021) to the midpoint of th renewal period (7/1/2022). This is 15 months for Reach. Then 10.08% trend for 15 months equals 12.75%
7	Demographic Adjustment		0.9888	This represents the change in demographic year over year. The 2021 demographics are slightly better than 2020
8	Projected PMPM	58.8%	\$462.10	This is your experience rated per employee per month (PMPM) cost
9	Manual PMPM	41.2%	\$598.89	The manual rate is what CBC's rate would be if they only used your demographics to price Reac
10	Credible PMPM	100.0%	\$512.64	CBC used 58.8% of your experience rates and 41.2% of your manual rate to determine your "Credible PEPM"
11	Benefit/Product Change		0.9988	Plan design adjustment. Each year CBC reevaluates the actuarial value of plans. This is benefit plan adjustmen reflects this
12	Realigned Credible PMPM		\$512.04	
13	Retention %		11.69%	Retention is Capital's adjustment for their overhead/cost of doing business (paying claims, negotiating with providers etc)
14	Business Decision PMPM		(\$42.72)	Upfront CBC adjustment to rates. This number can/will be adjusted based on CBC U/W review
15	Adjustments PMPM		\$21.49	CSG Commission. Note: This will be reduced based on CSG proactive offer of reduced fee offer to Reach
16	Required PMPM		\$558.82	
17	Current Members		896	Enrolled "members" on date of renewal calculatior
18	Monthly Required Income		\$500,525	
19	Required Income at Current Mix'		\$503,290	This accounts for changes in enrollment, both by total count and by tier (single vs family etc)
20	Monthly Income at Current Rates		\$424,407	per 6/2021 premium
21	Percent Change		18.59%	
Combined (Medical with Rx)				
	Required Income		\$557,339	
	Current Income		\$472,397	
	Change		17.98%	

2022 Benefit Renewal

Considerations

- Plan designs and offerings
- Other Carriers
- Fully Insured vs Self Funded
- Current Enrollment
- Employee Feedback
- Contribution Strategies
- Ease of Administration

Recommendations

- Stay with Capital Blue Cross as Fully Insured
- Single Deduction Tier for easier administration
- Add a 3rd medical plan, while keeping our current plans, providing more options and savings for both EE & ER
- Reduce EE contribution on HDHP making this Reach's Base Plan and maintain ER HSA Contributions.
- Move FSA over to BenefitWallet for consolidated vendor service and cost savings
- Balance Optional Life/AD&D from grandfathered coverage