



**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, February 16, 2022 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=UDByREJlYXJlNkOHY4OWdwa0FWZz09>

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 and Compensation Update – M. Garman
 - iii. Graduation Plans
 - iv. Charter Renewal Communications from PDE (attached)
 - v. Student Celebrations
 - b. Financial Report (attached) – K. Yeselavage
 - i. Audit Update

- V. Consent Items
 - a. Approval of Minutes from the January 19, 2022 Board Meeting (attached)
 - b. Approval of Staffing Report (attached)
 - c. Approval of Pearson Invoice(s) for January (attached)
 - d. Approval of School Calendar for the 2022-2023 School Year (attached)
 - e. Approval of Compensation Plan for the 2022-2023 School Year (attached)
 - f. Approval of Board Treasurer as Board Designee to work with School Leadership to Finalize and Submit Annual Audit Documentation on Behalf of the Board

- VI. Action Items

- VII. Information Items
 - a. Outreach Plan for the 2022-2023 School Year (attached) – S. Stuccio
 - b. School Success Partner (SSP) Update – L. Johnson
 - c. Academic Success Partner (ASP) Update – M. Brown
 - i. Key School Metrics (attached)

- VIII. Strategic Planning
 - a. Approval of Memorandums of Understanding (MOUs) (attached) – J. Swan
 - b. Approval of S.T.E.M. Kids Expenditure (attached) – A. Gribbin
 - c. Approval of Additional Funds to be held in Reserve (attached) – J. Swan/ K. Yeselavage

- IX. EXECUTIVE SESSION – Pursuant to 65 Pa. C.S. §§ 708(a)(1) – to discuss any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee – J. Swan/ D. Taylor

- X. Adjournment and Confirmation of Next Meeting – Wednesday, April 20, 2022 at 9:00 a.m.

MONTHLY SCHOOL REPORT

School & Date Selection

School

Reach Cyber Charter School

Report Date

January 31, 2022

Currently Enrolled

7539

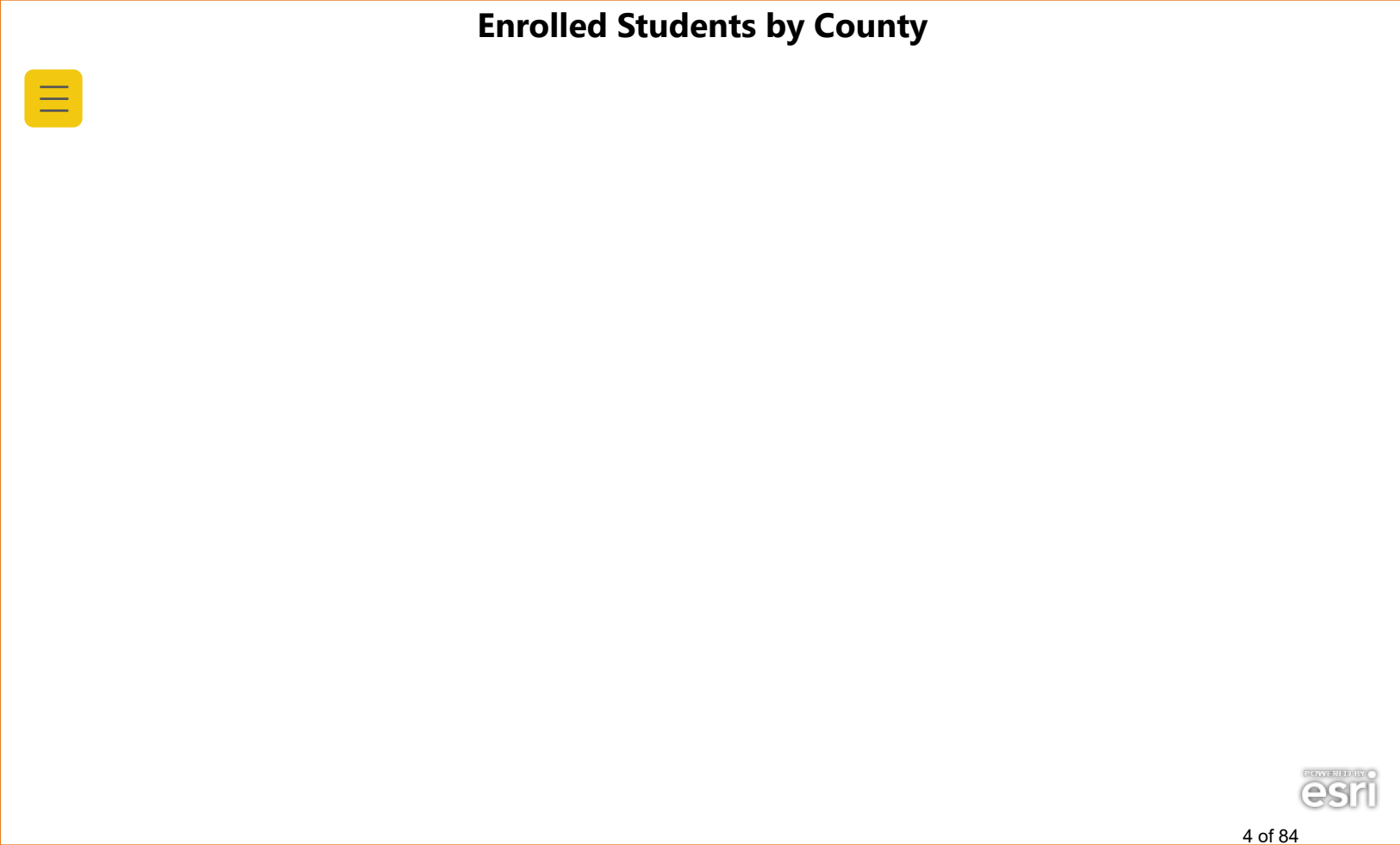
Total YTD Enrolled

8853

Enrollment Services Complete (Stage 4)

9731

Enrolled Students by County



Reach Cyber Charter School

January 31, 2022

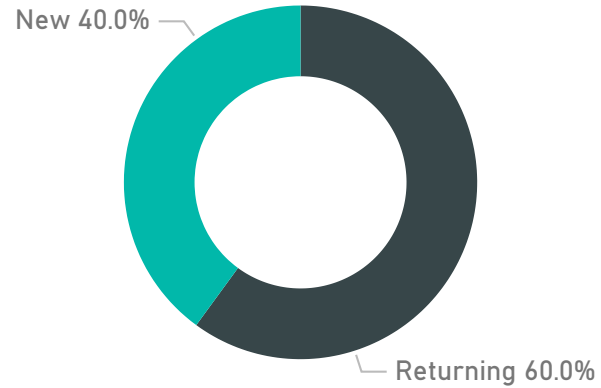
Current Enrollment Month-Over-Month Change

2%

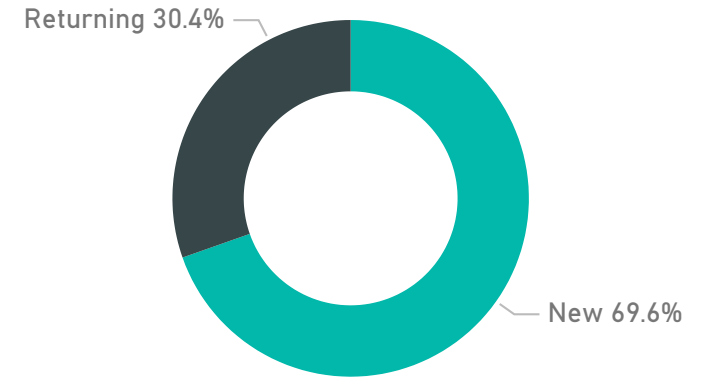
Current Enrollment Year-Over-Year Change

-15%

New and Returning

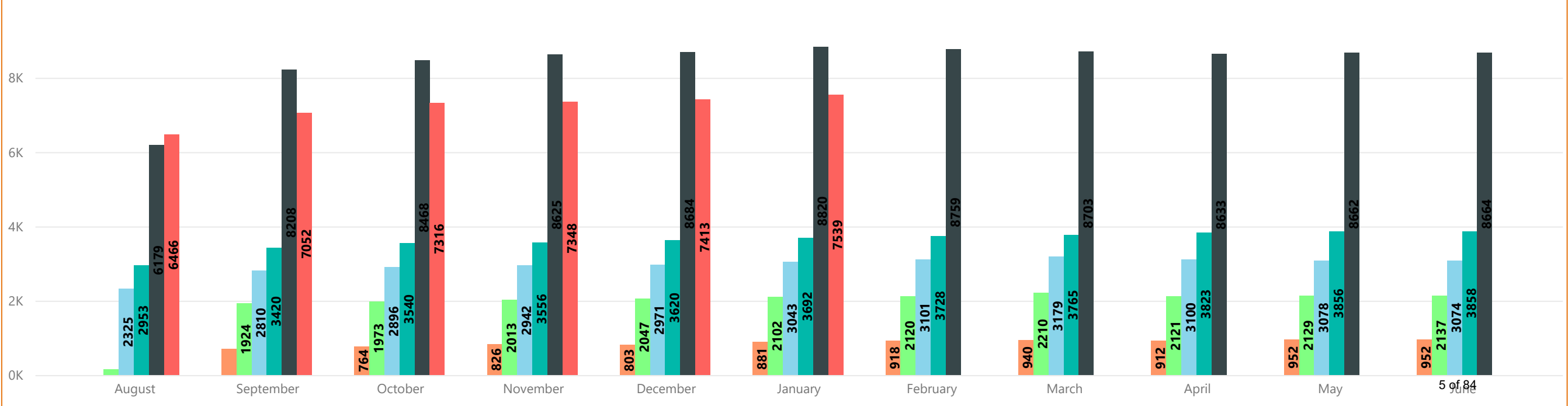


New and Returning Prior Year



Monthly Student Current Enrollment Comparison

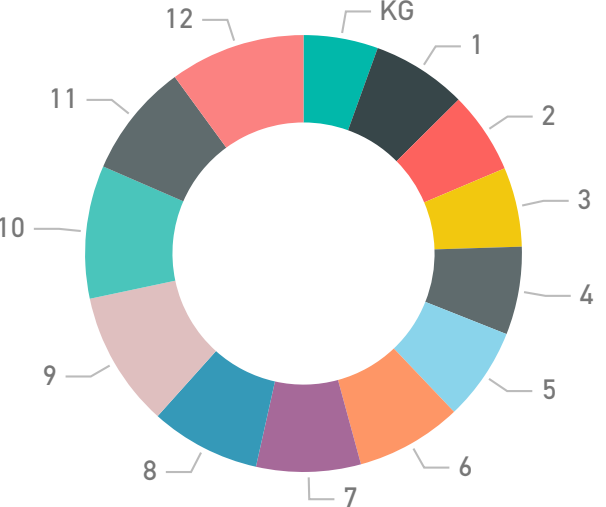
schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021 ● 2021-2022



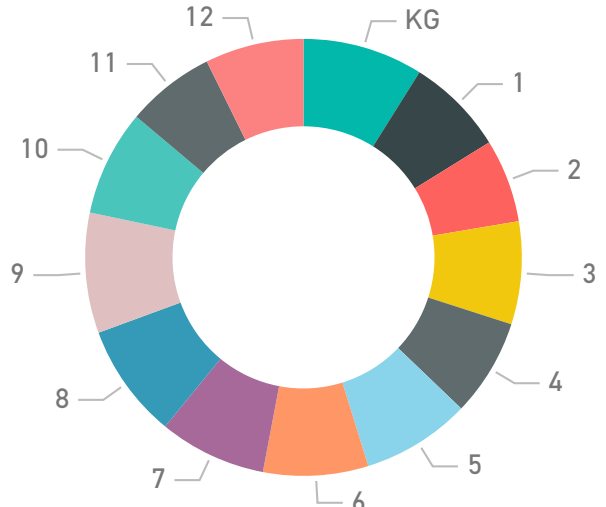
Reach Cyber Charter School

January 31, 2022

Enrolled Students by Final Grade



Enrolled Students Prior Year by Final Grade



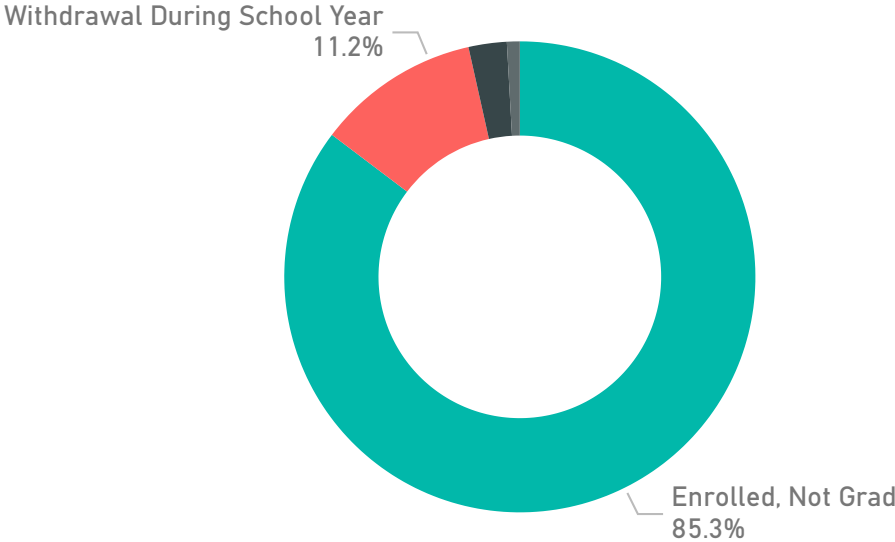
Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear		PriorEOY		LastMonth		CurrentMonth	
	Students	%CT Students	Students	%CT Students	Students	%CT Students	Students	%CT Students
PK-2	1971	22%	1874	22%	1393	19%	1404	19%
KG	786	9%	749	9%	409	6%	416	6%
1	641	7%	604	7%	530	7%	531	7%
2	544	6%	521	6%	454	6%	457	6%
3-5	2016	23%	1967	23%	1436	19%	1453	19%
3	671	8%	661	8%	435	6%	443	6%
4	635	7%	612	7%	486	7%	491	7%
5	710	8%	694	8%	515	7%	519	7%
6-8	2134	24%	2113	24%	1765	24%	1790	24%
6	686	8%	667	8%	588	8%	593	8%
7	700	8%	689	8%	573	8%	583	8%
8	748	8%	757	9%	604	8%	614	8%
9-12	2699	31%	2710	31%	2819	38%	2892	38%
9	785	9%	203	2%	742	10%	757	10%
10	691	8%	718	8%	720	10%	742	10%
11	579	7%	731	8%	618	8%	637	8%
12	644	7%	1058	12%	739	10%	756	10%
Total	8820	100%	8664	100%	7413	100%	7539	100%

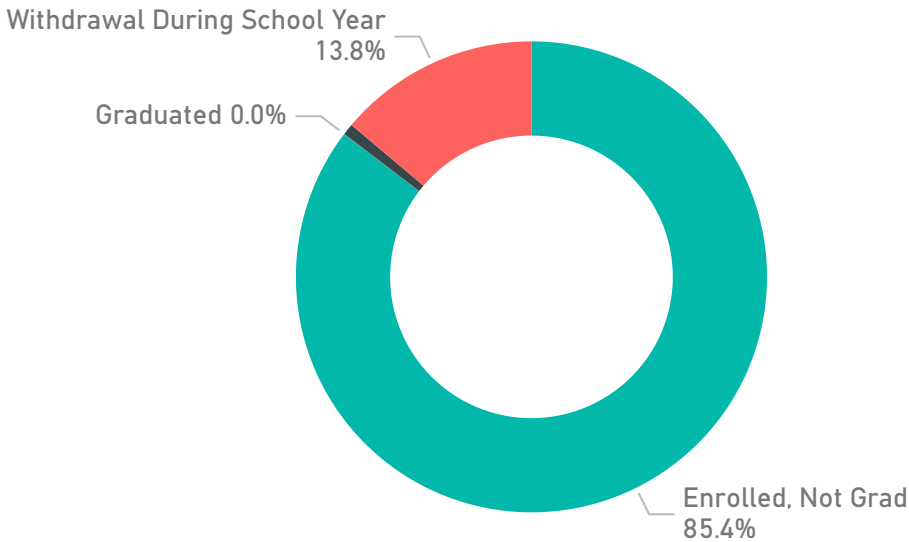
Reach Cyber Charter School

January 31, 2022

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	8824	85%	8664	80%	7426	87%	7552	85%
Graduated	3	0%	57	1%	77	1%	78	1%
Not Returning			3	0%				
Prior To Engagement	80	1%	87	1%	234	3%	232	3%
Withdrawal During School Year	1431	14%	2011	19%	790	9%	991	11%
Total	10338	100%	10822	100%	8527	100%	8853	100%

Enrollment Services Complete (Stage 4)
9731

Reach Cyber Charter School

January 31, 2022

Withdrawal Reason

WD Reason	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	21	27	7	14
Another Reason	58	86	25	30
Deceased	1	1		
Different/Better Schooling Option (Not related to socialization)	383	569	377	443
Generally dissatisfied with curriculum/course options	12	17	2	2
Inactivity	171	274	104	130
No longer able to provide a Learning Coach	32	41	29	39
No Reason Given	97	103	9	11
Program not flexible enough	26	32	4	5
Program takes too much of Learning Coach's time	85	110	14	21
Program takes too much of student's time	26	32	4	4
Pursuing GED	13	17	6	8
Required Documentation Incomplete		1		
Student wants more socialization	147	224	96	129
Technical Difficulties	4	5	2	2
The curriculum is too hard	56	82	15	20
Transition to virtual school too difficult	109	126	10	17
Unhappy with the school	13	14	1	1
We are moving	99	159	72	95
We have chosen to home school	78	91	13	18

My student wants to return to a traditi...

Inactivity/La... My student ... We are ...

We are no l... The p... We ... N...

Enrollment... The c... The ... T...

Reach Cyber Charter School

January 31, 2022

Household Data

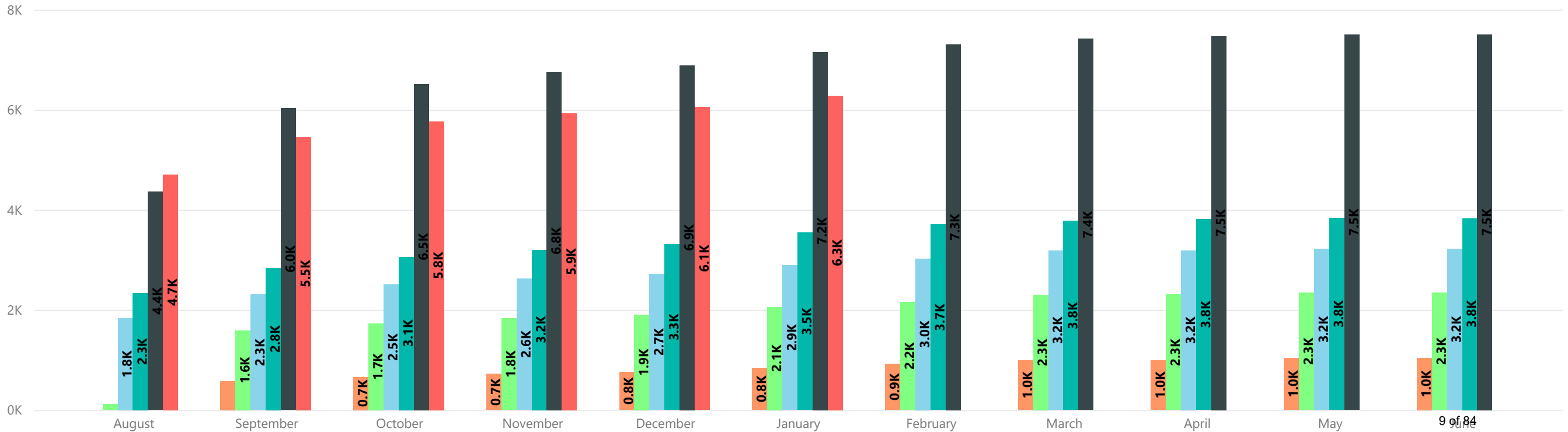
Household Data	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Active	6182	6115	5279	5380
Graduated	3	56	77	78
Not Returning		2		
WD During School Year	1028	1458	635	791
WD Prior To Engagement	68	75	196	194

Students Per Active Household

SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
1.43	1.42	1.41	1.40

Monthly Total Households

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



Reach Cyber Charter School

January 31, 2022

Ethnicity

Ethnicity	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Hispanic or Latino	1192	1160	1096	1101
Not Hispanic or Latino	7626	7502	6315	6436

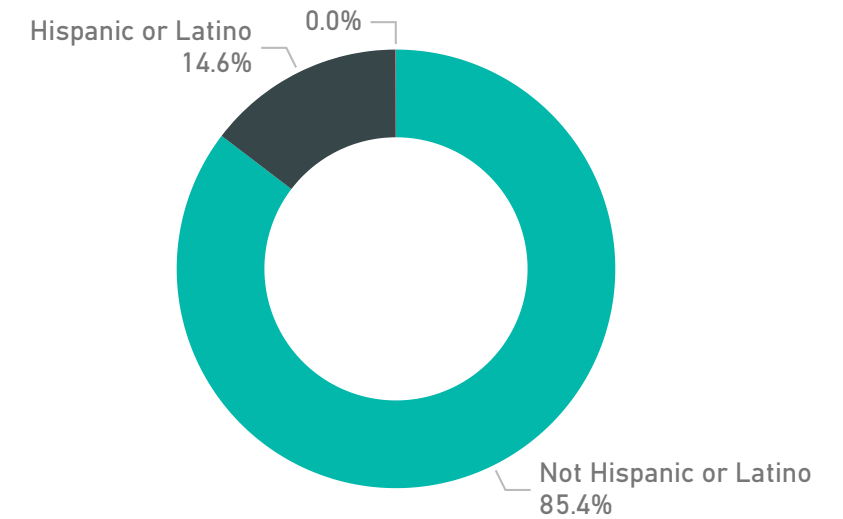
Race

Race	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	281	276	267	274
Asian	211	208	150	151
Black/African American	2610	2587	2459	2531
Native Hawaiian or Other Pacific Islander	105	100	113	118
White	6554	6417	5232	5282

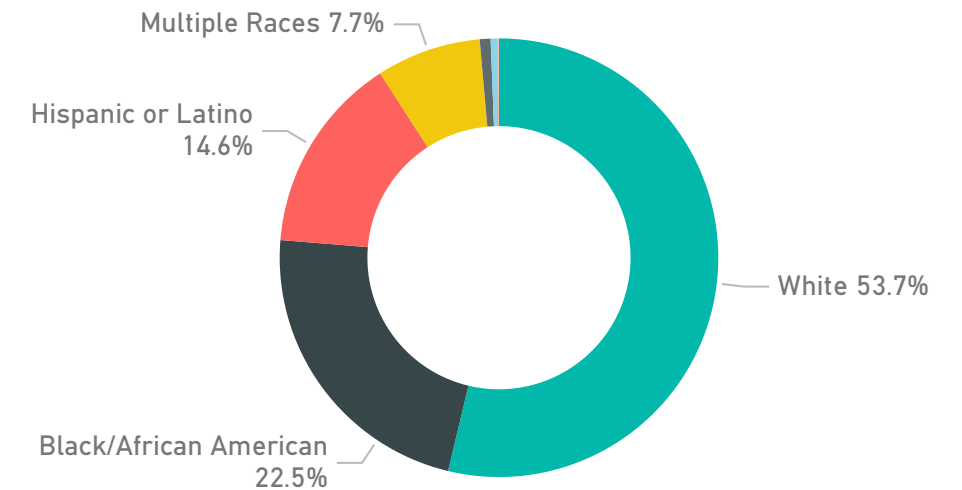
Distinct Race/Ethnicity

Distinct Race/Ethnicity	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	37	34	38	38
Asian	78	81	60	60
Black/African American	1704	1690	1625	1700
Hispanic or Latino	1192	1160	1096	1101
Multiple Races	666	663	569	581
Native Hawaiian or Other Pacific Islander	2	2	5	6
Not Indicated	2	2	2	2
White	5139	5032	4018	4051

Enrolled Students by Ethnicity



Enrolled Students by Distinct Race/Ethnicity



Reach Cyber Charter School

January 31, 2022

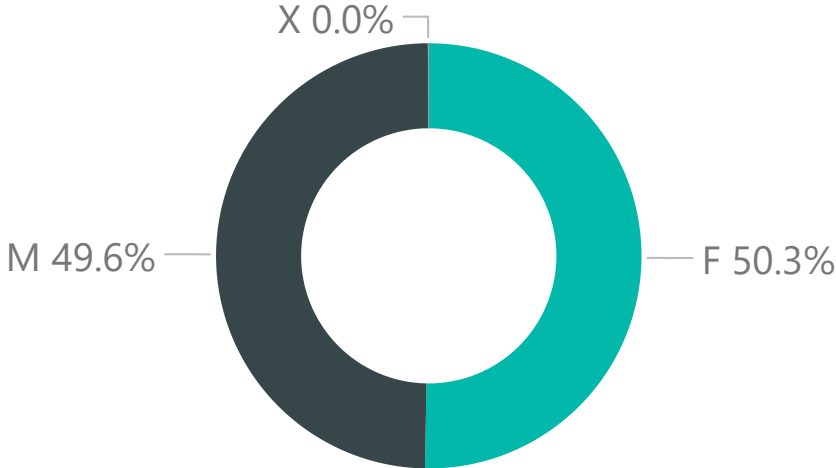
Gender

Gender	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	1	2	2	2
F	4552	4423	3721	3791
M	4267	4238	3687	3743
X		1	3	3

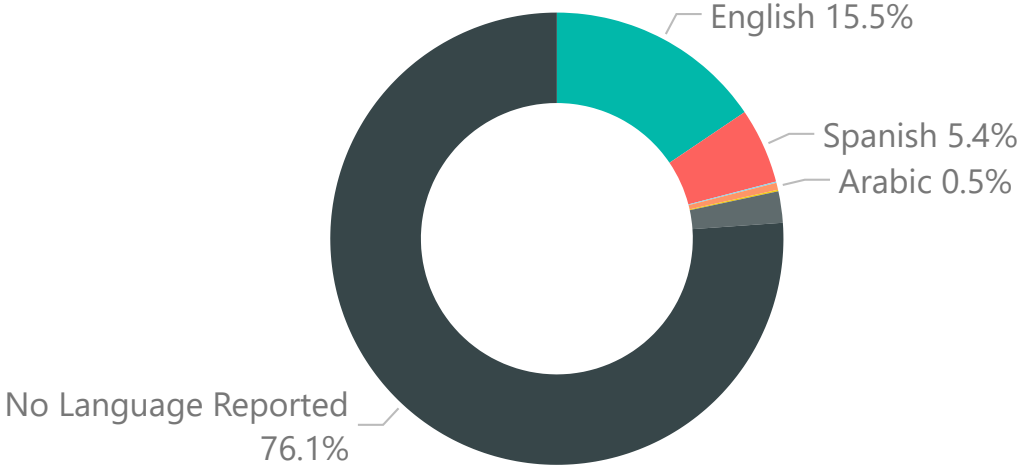
Primary Language

Home Language	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
English	1241	1245	1154	1172
Spanish	431	416	399	406
Russian	12	14	8	7
Arabic	45	39	36	38
Urdu	8	9	9	8
Another Language	216	217	165	169
No Language Reported	6867	6724	5642	5739

Enrolled Students by Gender



Enrolled Students by Language



Reach Cyber Charter School

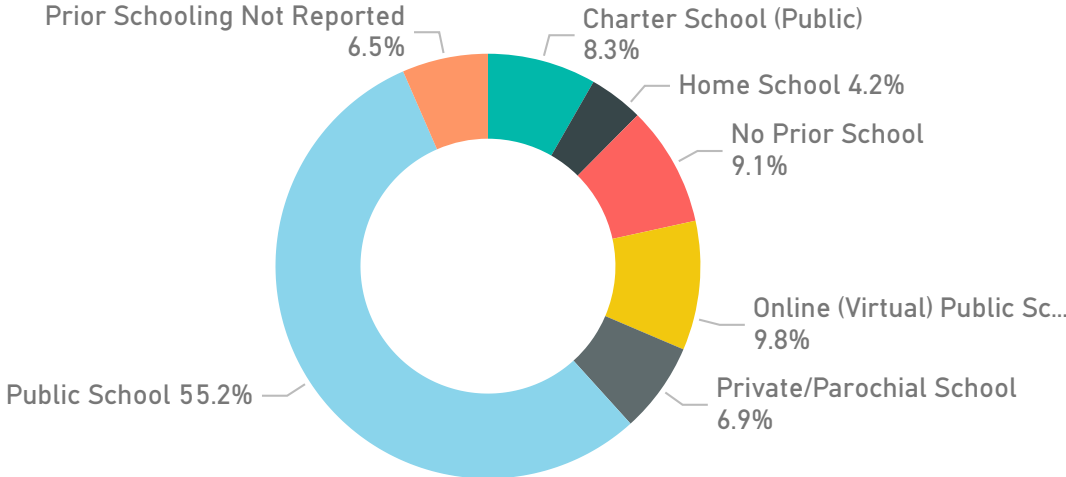
January 31, 2022

Prior Schooling

Prior Schooling	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Charter School (Public)	478	488	601	624
Home School	311	326	317	313
No Prior School	1131	1072	689	689
Online (Virtual) Public School	619	654	721	742
Private/Parochial School	820	797	511	519
Public School	5038	4923	4072	4159
Prior Schooling Not Reported	423	404	502	493

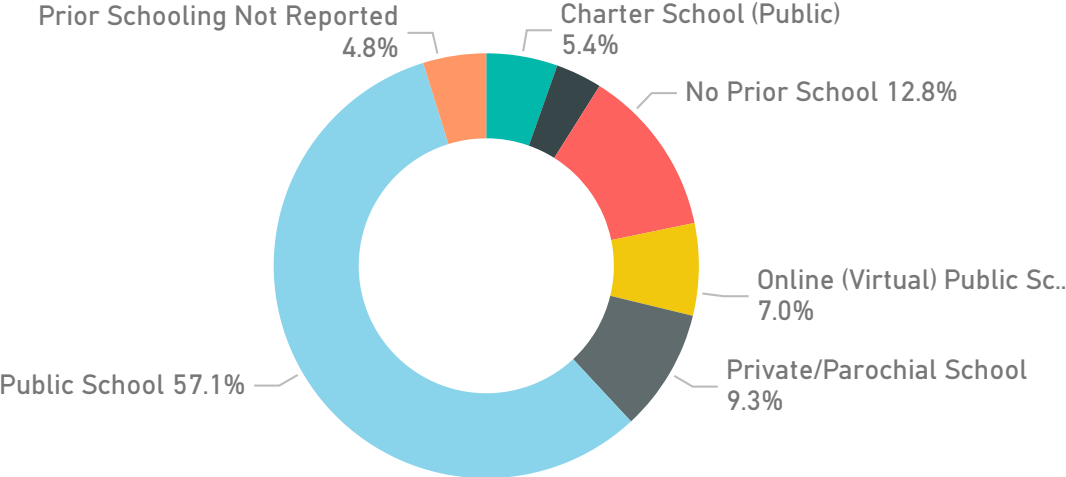
Prior Schooling

January 31, 2022



Prior Schooling

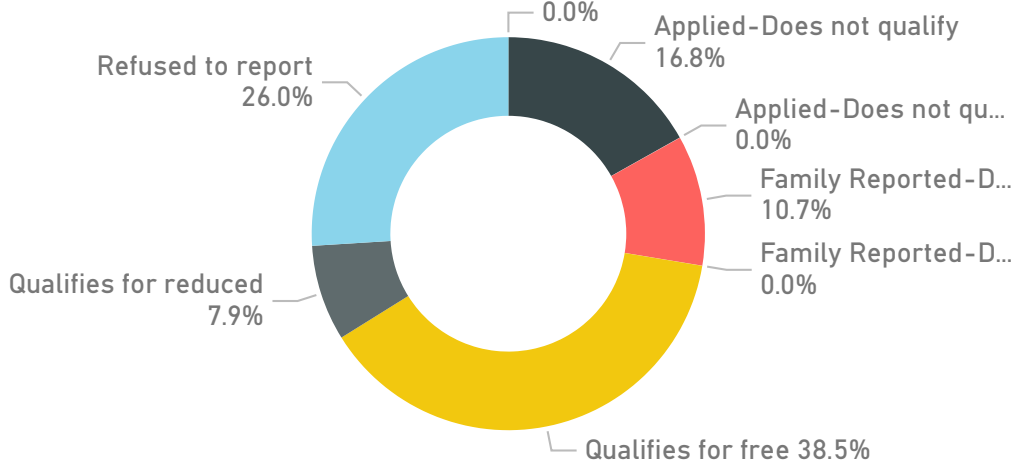
January 31, 2021



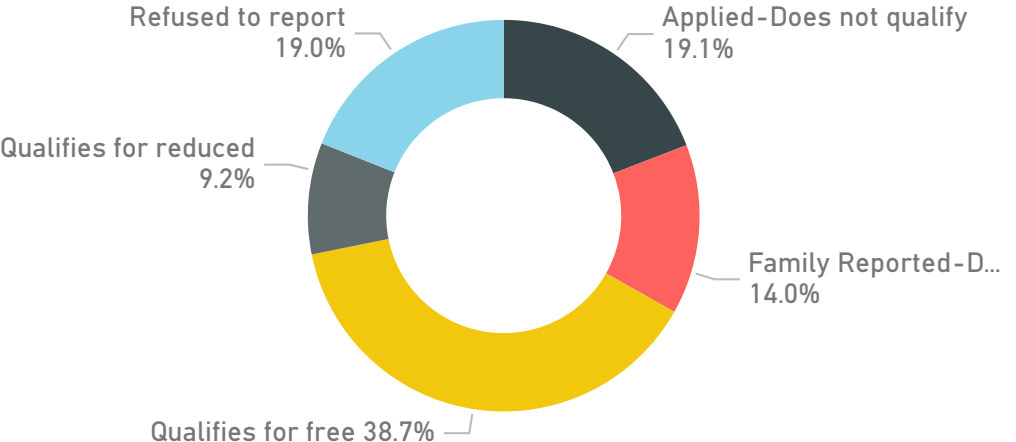
Reach Cyber Charter School

January 31, 2022

FARM Eligibility
January 31, 2022

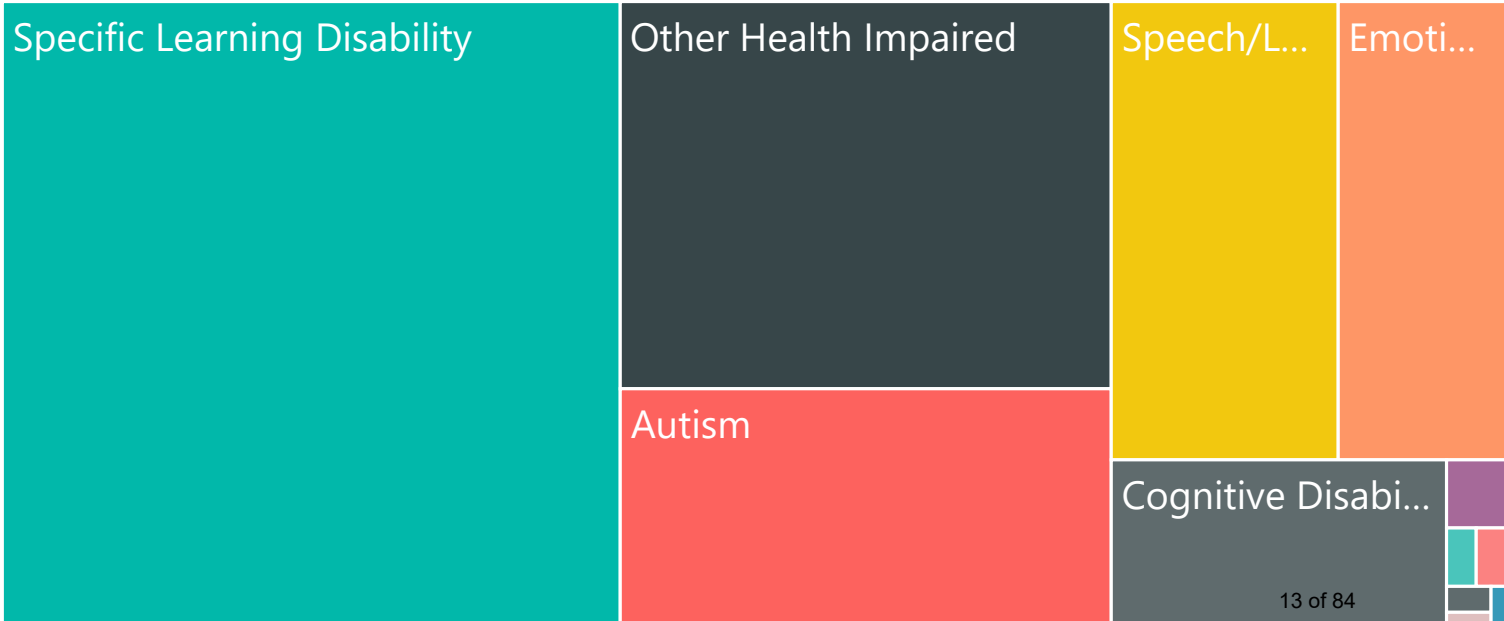


FARM Eligibility
January 31, 2021



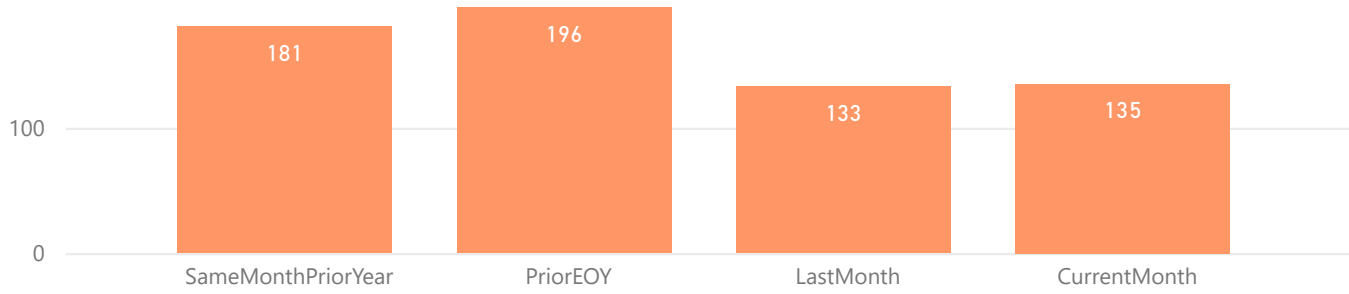
Disability

Disability	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Autism	180	193	193	201
Cognitive Disability	73	86	90	96
Emotionally Impaired	151	149	129	133
Hearing Impaired	8	12	7	7
Multiple Disabilities	3	3	2	2
Other	13	3	1	1
Other Health Impaired	302	330	319	329
Physical Disability			1	1
Specific Learning Disability	670	713	651	667
Speech/Language Impaired	193	203	175	180
Traumatic Brain Injury	2	2	3	3
Visually Impaired	4	5	3	3

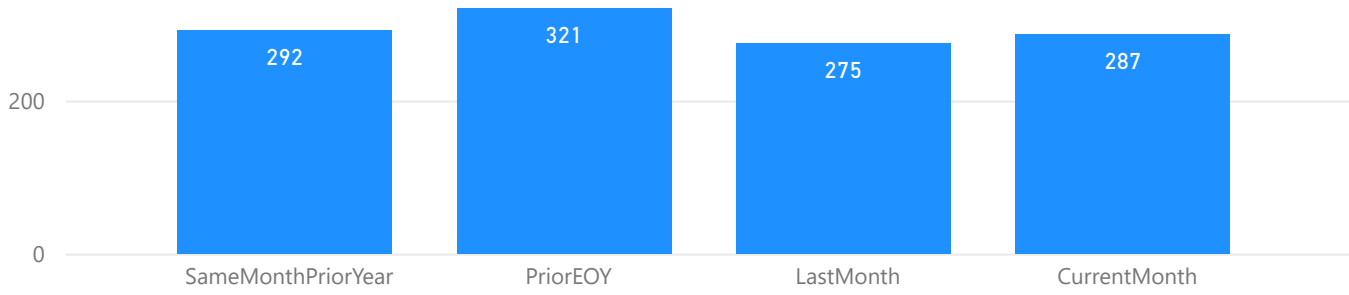


Reach Cyber Charter School
January 31, 2022

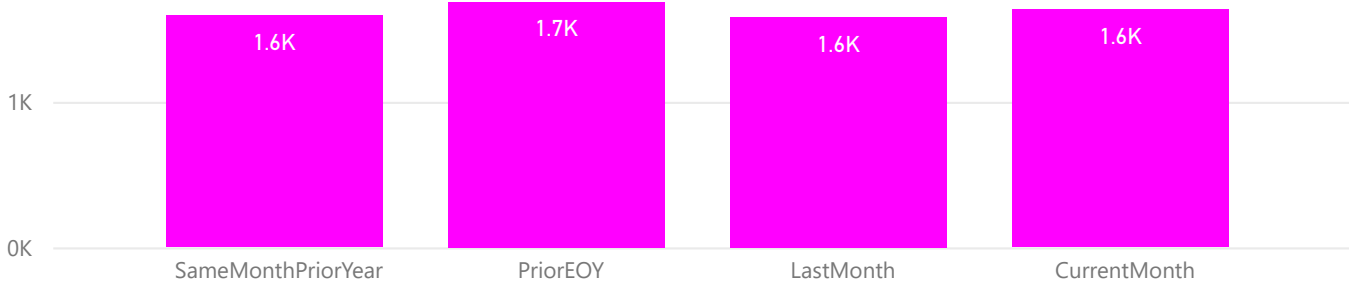
Gifted



Plan504



IEP



Currently Enrolled

7539

Gifted

2%

Plan504

4%

IEP

22%

Not in Special Population

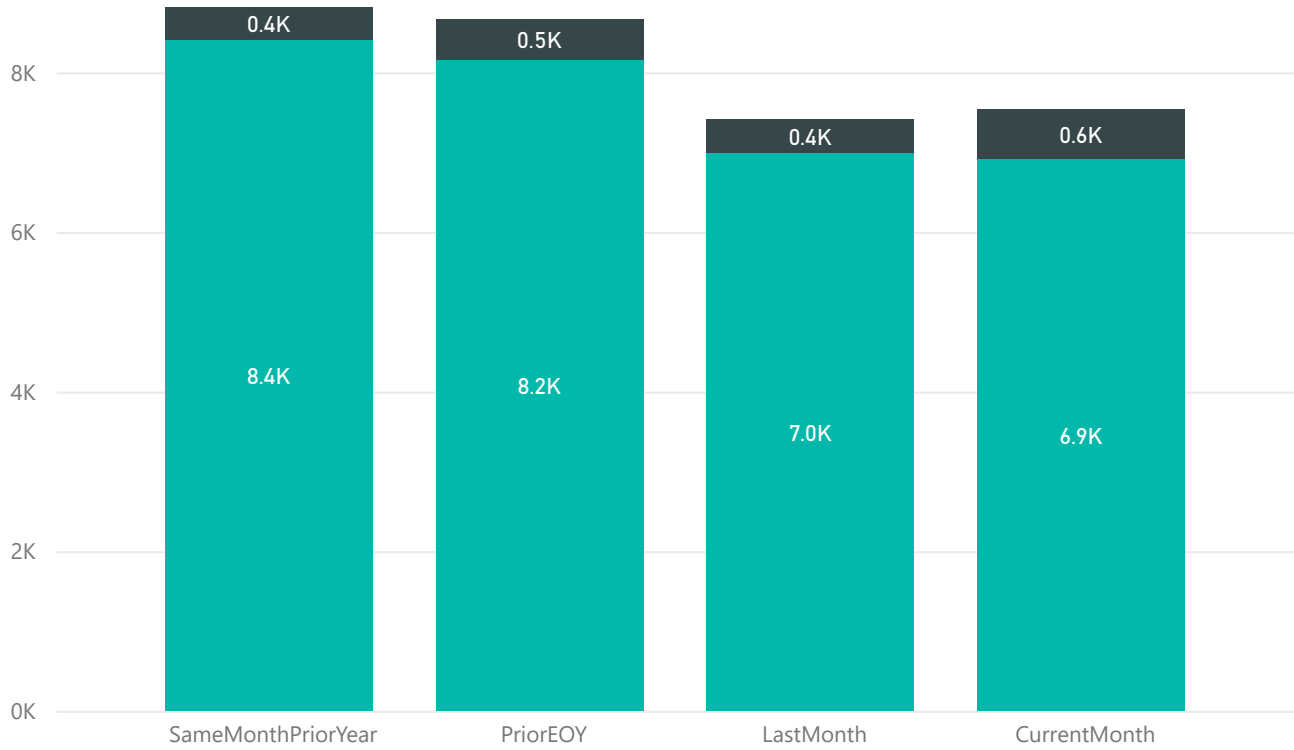
73%

Reach Cyber Charter School

January 31, 2022

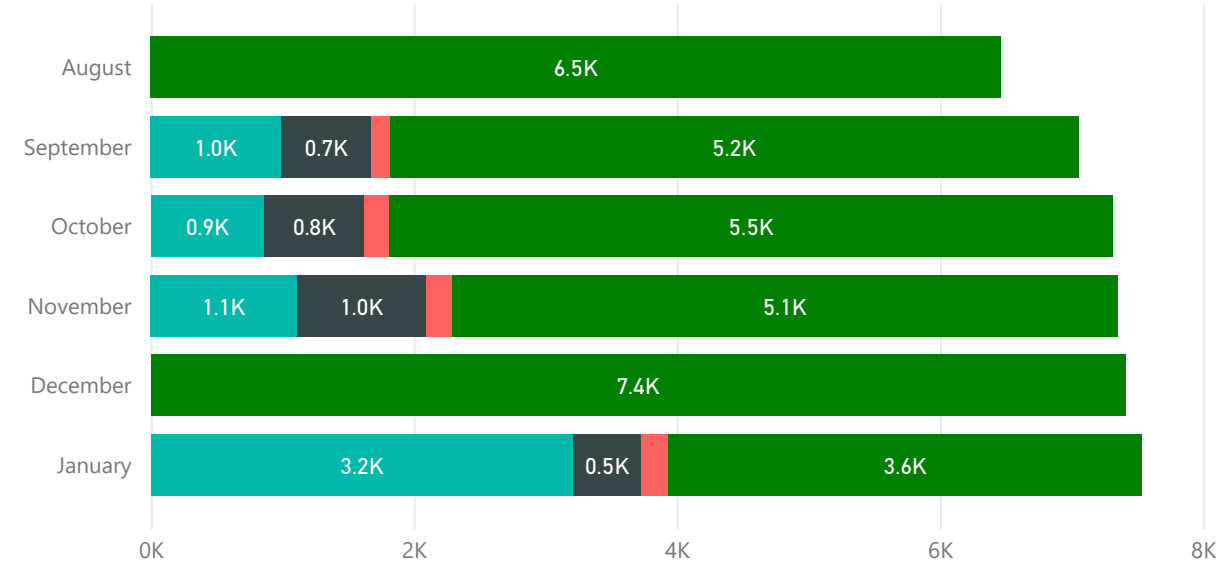
Contacts Per Week

ContactsPerWeekWithoutWebM... ● Met ● Not Met



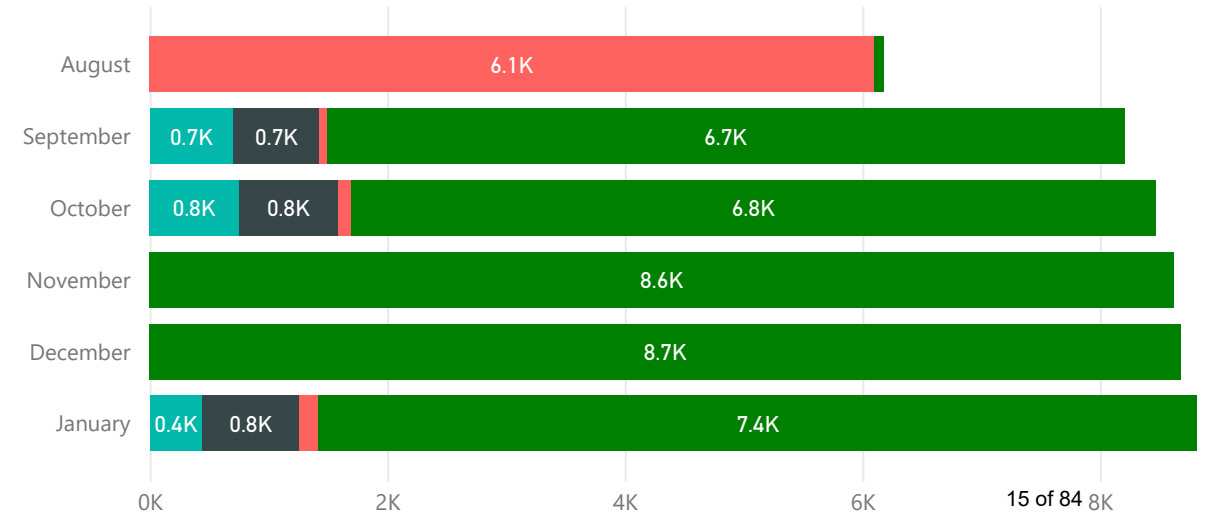
School Year: 2021-2022

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track



School Year: 2020-2021

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track



Currently Enrolled

7539

Reach Cyber Charter School

January 31, 2022

Average Participation

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	100%	98%	92%	101%
3-5	100%	97%	89%	104%
6-8	100%	97%	90%	99%
9-12	100%	98%	81%	26%
Total	100%	97%	87%	72%

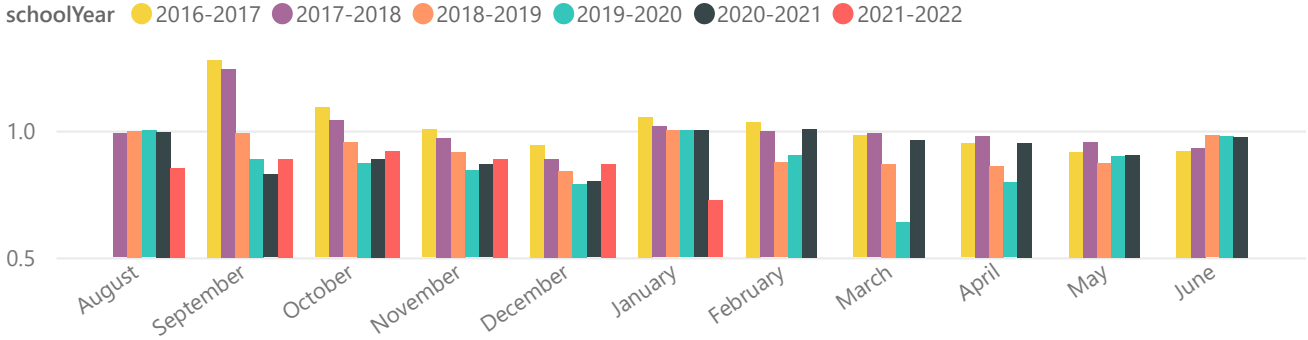
Average Performance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	86%	88%	83%	86%
3-5	81%	82%	77%	81%
6-8	78%	78%	70%	78%
9-12	79%	77%	68%	75%
Total	81%	81%	73%	79%

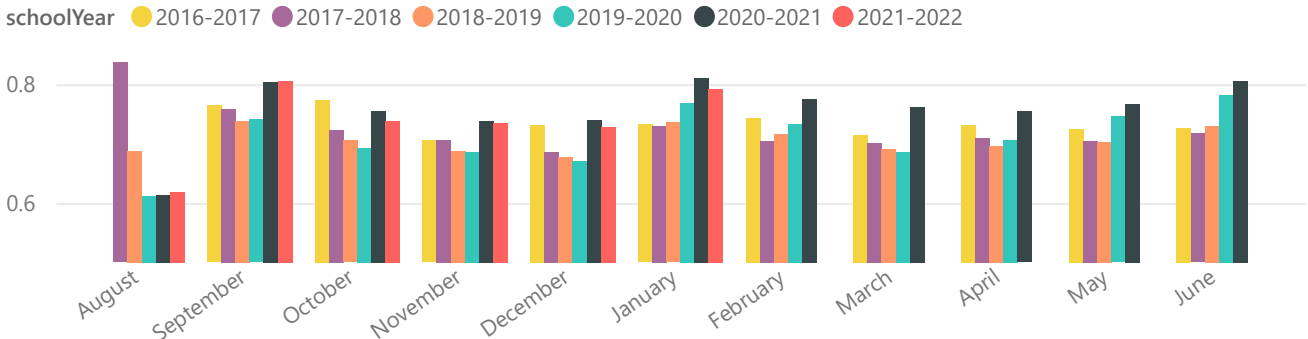
Average Attendance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	104%	104%	100%	100%
3-5	105%	104%	99%	100%
6-8	104%	103%	100%	102%
9-12	100%	98%	96%	98%
Total	103%	102%	98%	100%

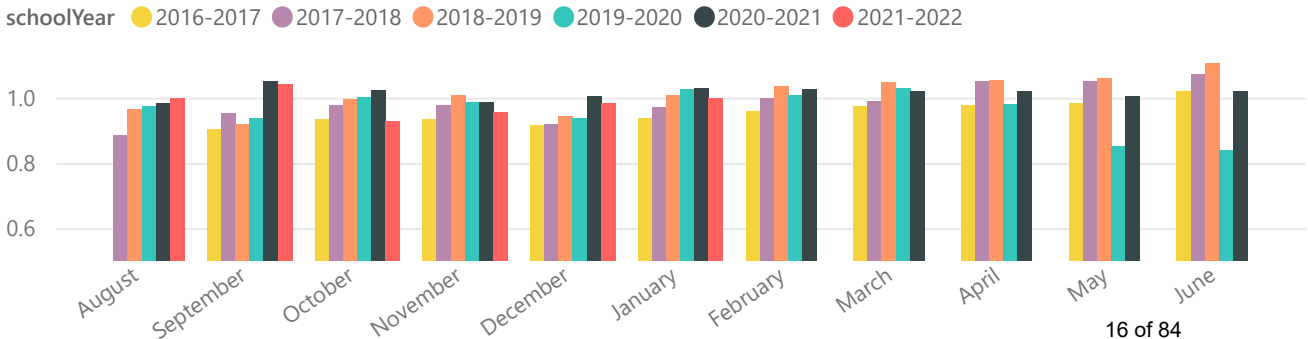
Average Total Participation



Average Total Performance



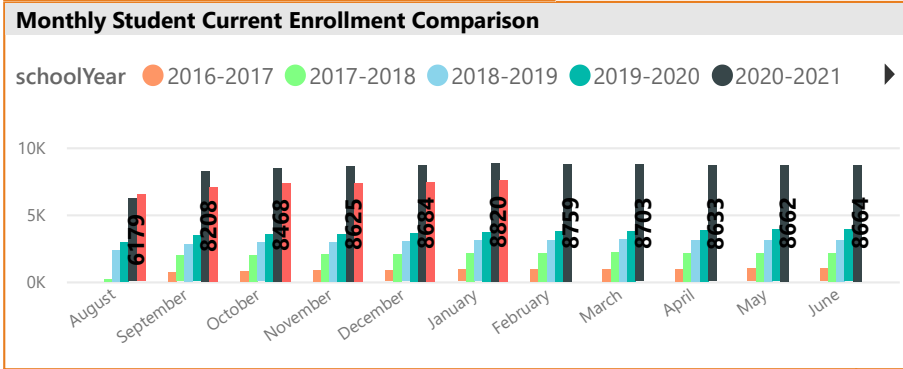
Average Total Attendance



Currently Enrolled	Total YTD Enrolled
7539	8853
Enrollment Services Complete (Stage 4)	
9731	

Reach Cyber Charter School
January 31, 2022

Current Enrollment Month-Over-Month Change
2%
Current Enrollment Year-Over-Year Change
-15%



Total YTD Enrollment

ReportPeriod	SameMonthPriorYear		CurrentMonth	
	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	8824	85%	7552	85%
Graduated	3	0%	78	1%
Prior To Engagement	80	1%	232	3%
Withdrawal During School Year	1431	14%	991	11%
Total	10338	100%	8853	100%

New & Returning

ReportPeriod	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
New or Returning				
New	6140	69.61%	3012	39.95%
Returning	2680	30.39%	4527	60.05%

Household Data

Household Data	SameMonthPriorYear	CurrentMonth
	Active	6182
Graduated	3	78
WD During School Year	1028	791
WD Prior To Engagement	68	194

Students Per Active Household

	SameMonthPriorYear	CurrentMonth
		1.43

Grade Distribution

ReportPeriod	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
PK-2	1971	22%	1404	19%
KG	786	9%	416	6%
1	641	7%	531	7%
2	544	6%	457	6%
3-5	2016	23%	1453	19%
3	671	8%	443	6%
4	635	7%	491	7%
5	710	8%	519	7%
6-8	2134	24%	1790	24%
6	686	8%	593	8%
7	700	8%	583	8%
8	748	8%	614	8%
9-12	2699	31%	2892	38%
9	785	9%	757	10%
10	691	8%	742	10%
11	579	7%	637	8%
12	644	7%	756	10%
Total	8820	100%	7539	100%

Withdrawal Reason

Withdrawal Reason	SameMonthPriorYear
Applying for next year	
Deceased	
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.	17 of 84

**Reach Cyber Charter School
January 31, 2022**

Gender		
Gender	SameMonthPriorYear	CurrentMonth
	1	2
F	4552	3791
M	4267	3743
X		3

Disability		
Disability	SameMonthPriorYear	CurrentMonth
Autism	180	201
Cognitive Disability	73	96
Emotionally Impaired	151	133
Hearing Impaired	8	7
Multiple Disabilities	3	2
Other	13	1
Other Health Impaired	302	329
Physical Disability		1
Specific Learning Disability	670	667
Speech/Language Impaired	193	180
Traumatic Brain Injury	2	3
Visually Impaired	4	3

Gifted		
Gifted	SameMonthPriorYear	CurrentMonth
Yes	181	135

Plan 504		
Plan504	SameMonthPriorYear	CurrentMonth
504	292	287

Primary Language		
Home Language	SameMonthPriorYear	CurrentMonth
English	1241	1172
Spanish	431	406
Russian	12	7
Arabic	45	38
Urdu	8	8
Another Language	216	169
No Language Reported	6867	5739

IEP		
IEP	SameMonthPriorYear	CurrentMonth
IEP	1593	1634

Gifted	Plan504
2%	4%
IEP	Not in Special Population
22%	73%

Ethnicity		
Ethnicity	SameMonthPriorYear	CurrentMonth
Hispanic or Latino	1192	1101
Not Hispanic or Latino	7626	6436

Distinct Race/Ethnicity		
Distinct Race/Ethnicity	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	37	38
Asian	78	60
Black/African American	1704	1700
Hispanic or Latino	1192	1101
Multiple Races	666	581
Native Hawaiian or Other Pacific Islander	2	6
Not Indicated	2	2
White	5139	4051

Race		
Race	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	281	274
Asian	211	151
Black/African American	2610	2531
Native Hawaiian or Other Pacific Islander	105	118
White	6554	5282

Prior Schooling		
Prior Schooling	SameMonthPriorYear	CurrentMonth
Charter School (Public)	478	624
Home School	311	313
No Prior School	1131	689
Online (Virtual) Public School	619	742
Private/Parochial School	820	519
Public School	5038	4159
Prior Schooling Not Reported	423	493

Household FARM Eligibility		
HouseholdFARMEligibility	SameMonthPriorYear	CurrentMonth
Applied-Does not qualify	1431	
Applied-Does not qualify,Family Reported-Does not qualify		
Applied-Does not qualify,Refused to report		
Family Reported-Does not qualify	1077	
Family Reported-Does not qualify,Applied-Does not qualify		
Qualifies for free	2661	
Qualifies for reduced	644	

Reach Cyber Charter School
January 31, 2022

Contacts Per Week

ContactsPerWeekWithoutWebMail	SameMonthPriorYear	CurrentMonth
Met	8406	6910
Not Met	412	626

Attendance Status

AttendanceStatusAutomated	SameMonthPriorYear	CurrentMonth
Alarm	446	3216
Approaching Alarm	815	511
Exempt	163	210
On Track	7396	3602

Average Participation

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	100%	101%
3-5	100%	104%
6-8	100%	99%
9-12	100%	26%
Total	100%	72%

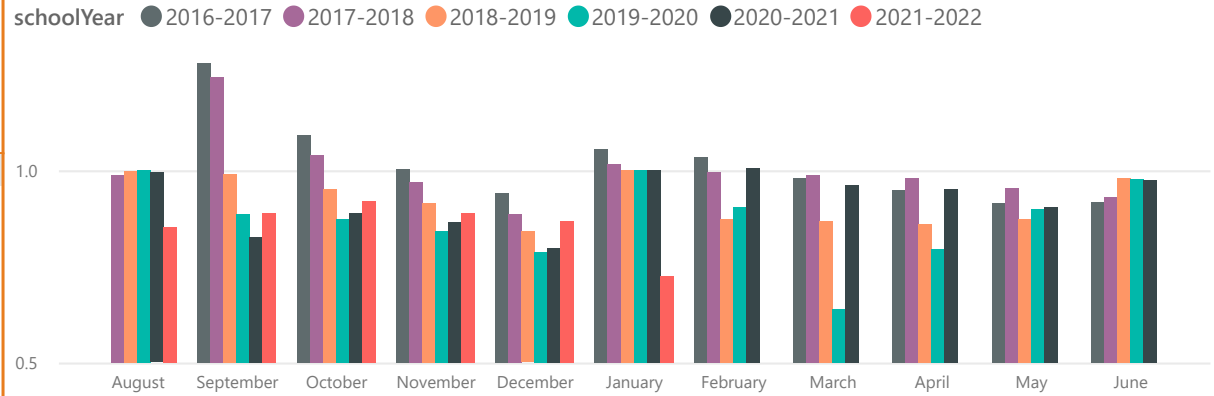
Average Performance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	86%	86%
3-5	81%	81%
6-8	78%	78%
9-12	79%	75%
Total	81%	79%

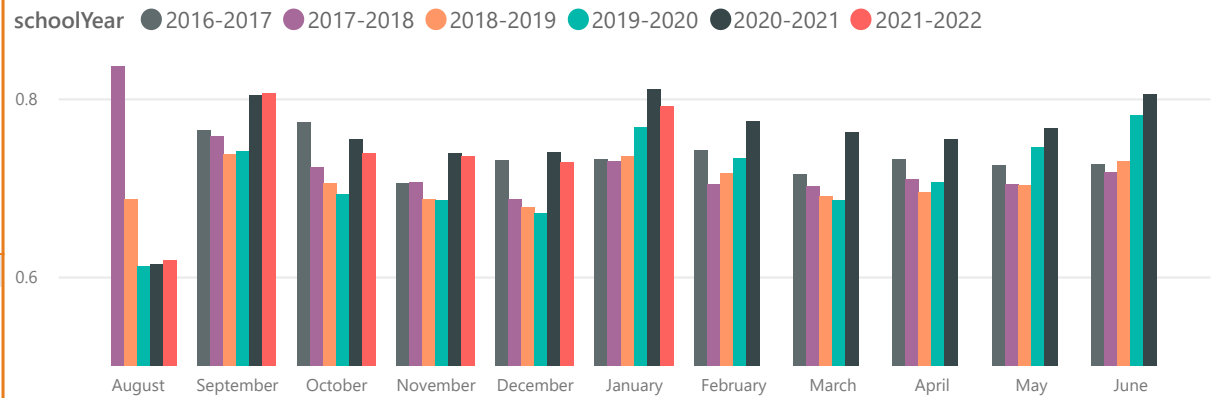
Average Attendance

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

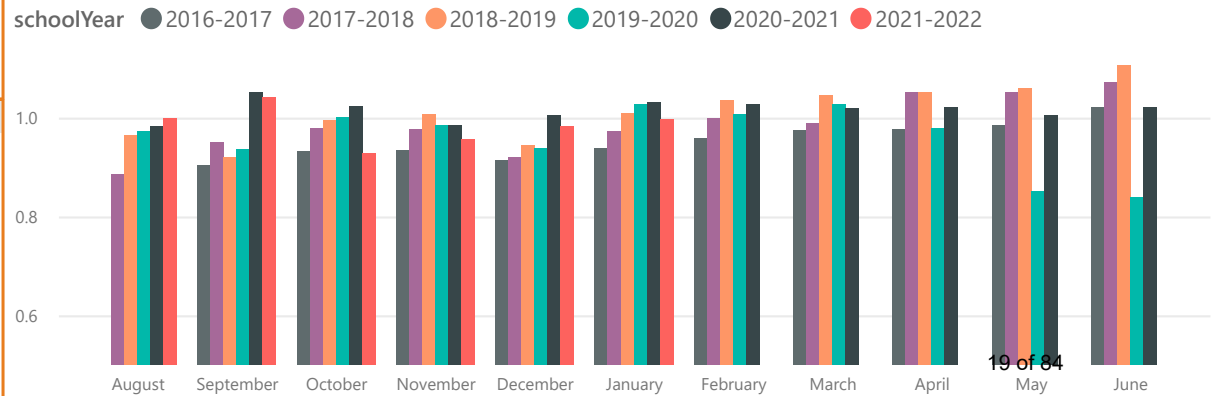
Average Total Participation



Average Total Performance



Average Total Attendance



Ms. Jane Swan, CEO
Reach Cyber Charter School
750 E. Park Drive, Suite 204
Harrisburg, PA 17111

Dear Ms. Swan,

In 2018, Reach Cyber Charter School submitted a renewal charter application to the Department. Although much work was completed by both Reach and PDE as part of the renewal process, no resolution was reached at that time.

This letter is to inform you that PDE is now able to focus on the renewal process for Reach Cyber Charter School. Since our last contact, the Department has enlisted the support of PFM and Temple University in the collection of information regarding cyber charter performance.

The team from Temple University has begun reviewing the application and the supplemental information supplied in 2018. There are several components of the application that need be updated based on the expansion of student enrollment and the new courses provided by your school since the original submission.

The following application components should be reviewed and updated to reflect current conditions at Reach Cyber.

- Academics and Growth –Assessment Results
- Curriculum and Instruction – Title 1 Plan, Collaborative Planning, Curriculum Alignment
- Student Services – Attendance and Chronic Absenteeism Data Report
- Post-Secondary Readiness – Graduation Rate, Drop-out, SAT/ACT performance, and Future Ready Index data
- Facilities – New Lease
- Governance – Updated Data, Ethics Forms, Board Agendas, Parent Engagement, Parent Satisfaction Survey
- Personnel – Staffing, Professional Development Plan
- Technology – Confirm or update the listing of online tools, security software, and student hardware/software
- Enrollment –Enrollment data
- Student Discipline/Safe Schools – School Calendar, Student Handbook, Teacher/staff clearances, Training verification of Suicide Awareness and Prevention, MOU with Local Law Enforcement, SAP, Attendance and Truancy Plan
- Special Education – Enrollment Data for last 4 years
- English Learners – Enrollment data for last 4 years, ESL Program Review and ELRS Evaluation, Professional Development, ELD Curriculum

Please provide the updated information in writing to the Department. If you have clarifying questions on any of the components, please contact Temple's Lead School Liaison Richard Trzaska at richard.trzaska@temple.edu or 215-783-6194.

Additionally, Temple and PFM will be contacting you in the near future to discuss next steps and to setup a site visit.

If you have any questions about the contents of this letter or the process itself, please contact me at rseely@pa.gov or 717-705-0353.

Sincerely,

Randy Seely
Division Chief, Division of Charter Schools
PA Department of Education

**Reach Cyber Charter School
Balance Sheet
1/31/2022**

ASSETS:

Cash and Short Term Investments:

PNC Checking	\$ 1,734,231
PNC Money market Account	\$ 24,679,256
PNC Investment Account	\$ 24,667,294
Total Cash and Short Term Investments	<u>\$ 51,080,781</u>

Other Current Assets:

Local District Receivables- Current Year	\$ 10,983,409
Local District Receivables- Prior Year	\$ 464,118
State Program Receivables	\$ 144,631
Other Receivables	\$ 4,028
Allowance for Doubtful Accounts	\$ (507,378)
Prepaid Expenses	\$ 335,528
Total Other Current Assets	<u>\$ 11,424,336</u>

Other Current Assets:

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

Fixed Assets:

Computer Hardware	\$ 460,387
Equipment	\$ 34,758
Leasehold Improvements	\$ 223,326
Furniture	\$ 103,706
Accum Depr:Computer Hardware	\$ (181,181)
Accum Depr:Equipment	\$ (3,880)
Accum Depr:Leasehold Improvements	\$ (133,664)
Accum Depr: Furniture	\$ (64,180)
Net Fixed Assets	<u>\$ 439,272</u>

TOTAL ASSETS **\$ 62,953,306**

LIABILITIES:

Current Liabilities:

Due to Connections Academy	\$ 4,331,355
Accrued payroll, taxes, pension and withholdings payable	\$ 284,034
Accounts Payable	\$ 637,472
Due to Local Districts	\$ 299,384
Total Current Liabilities	<u>\$ 5,552,245</u>

TOTAL LIABILITIES **\$ 5,552,245**

FUND BALANCE:

Invested in Capital	\$ 439,272
Reserved Fund Balance	\$ 14,321,657
Undesignated Fund Balance	\$ 42,640,132
Total Fund Balance	<u>\$ 57,401,061</u>

TOTAL LIABILITIES AND FUND BALANCE **\$ 62,953,306**

**REACH CYBER CHARTER SCHOOL
REVENUE AND EXPENSE STATEMENT- BUDGET TO ACTUAL
2021-2022 YEAR TO DATE AS OF 1/31/22**

	January 2022	YTD Actual through 1/31/2022	2021/2022 Approved Budget	Current Annual Forecast
Revenues:				
Function 6000- Local Sources	\$ 10,263,600	\$ 66,784,763	\$ 159,862,646	\$ 151,137,850
Function 7000- State Sources	\$ -	\$ -	\$ 77,500	\$ 147,500
Function 8000- Federal Sources	\$ 756,730	\$ 1,254,074	\$ 6,456,722	\$ 7,636,154
TOTAL REVENUES	\$ 11,020,330	\$ 68,038,837	\$ 166,396,868	\$ 158,921,504
Expenditures:				
Function 1000- Regular Instructional Programs				
100- Salaries	\$ 2,462,728	\$ 16,135,883	\$ 33,633,409	\$ 33,174,682
200- Employee Benefits	\$ 755,113	\$ 4,489,934	\$ 10,981,308	\$ 9,204,022
300- Purchased Professional and Tech Svcs (Note 1)	\$ 3,742,936	\$ 18,171,167	\$ 49,666,000	\$ 48,699,534
400- Purchased Property Services	\$ 2,296	\$ 11,949	\$ 325,000	\$ 325,000
500- Other Purchased Services	\$ 1,142	\$ 8,981	\$ 2,400,000	\$ 2,400,000
600- Supplies	\$ 523,824	\$ 3,486,439	\$ 10,737,000	\$ 10,838,818
700- Property	\$ -	\$ 315,867	\$ -	\$ -
800- Dues, Fees and Other	\$ 1,194	\$ 10,485	\$ 30,000	\$ 29,707
Subtotal 1000- Regular Instructional Programs	<u>\$ 7,489,233</u>	<u>\$ 42,630,705</u>	<u>\$ 107,772,717</u>	<u>\$ 104,671,762</u>
Function 2000- Support Services				
100- Salaries	\$ 1,268,341	\$ 8,207,437	\$ 15,918,303	\$ 15,217,414
200- Employee Benefits	\$ 366,412	\$ 2,167,233	\$ 5,197,326	\$ 4,004,574
300- Purchased Professional and Tech Svcs	\$ 344,074	\$ 2,232,438	\$ 3,619,123	\$ 3,704,958
400- Purchased Property Services (Note 2)	\$ 48,551	\$ 346,458	\$ 761,000	\$ 773,501
500- Other Purchased Services	\$ 232,110	\$ 1,453,777	\$ 1,185,000	\$ 1,511,393
600- Supplies	\$ 35,349	\$ 209,464	\$ 356,000	\$ 208,332
700- Property	\$ 17,583	\$ 132,118	\$ 161,000	\$ 166,560
800- Dues, Fees and Other	\$ 14,046	\$ 101,488	\$ 35,000	\$ 173,979
Subtotal 2000- Support Services	<u>\$ 2,326,466</u>	<u>\$ 14,850,413</u>	<u>\$ 27,232,752</u>	<u>\$ 25,760,711</u>
Function 3000- Noninstructional Student/Community Svcs				
100- Salaries	\$ 9,351	\$ 54,407	\$ 102,960	\$ 118,989
200- Employee Benefits	\$ 1,932	\$ 8,538	\$ 33,616	\$ 32,028
300- Purchased Professional and Tech Svcs	\$ 5,960	\$ 5,970	\$ 36,000	\$ 36,000
400- Purchased Property Services	\$ 1,567	\$ 7,885	\$ 35,000	\$ 35,000
500- Other Purchased Services	\$ 2,204	\$ 58,871	\$ 208,700	\$ 261,504
600- Supplies	\$ 1,342	\$ 1,253,607	\$ 2,012,810	\$ 3,501,350
800- Dues, Fees and Other	\$ 5,545	\$ 44,683	\$ 87,000	\$ 137,955
Subtotal 3000- Noninstructional Services	<u>\$ 27,901</u>	<u>\$ 1,433,961</u>	<u>\$ 2,516,086</u>	<u>\$ 4,122,825</u>
TOTAL EXPENDITURES	\$ 9,843,600	\$ 58,915,079	\$ 137,521,555	\$ 134,555,298
NET INCREASE/ (DECREASE)	\$ 1,176,730	\$ 9,123,758	\$ 28,875,313	\$ 24,366,206
Adjustment for capitalized assets and depreciation		\$ 104,869		
Beginning Fund Balance not invested in capital (unaudited)		\$ 47,733,162		
Ending Fund Balance Not Invested in Capital		\$ 56,961,789		
Fund Balance Invested in Capital		\$ 439,272		
TOTAL ENDING FUND BALANCE		\$ 57,401,061		

(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 1/31/22**

Description	Rate	Months	Enrollment/Unit	Budgeted 21-22 (1)	January	YTD Through 1/31/22	Projected 21-22 (2)
Curriculum and Instructional Support Services - Upfront	\$425		Total Enrollment	5,801,250	\$ 426,720	\$ 2,605,482	\$ 5,484,778
Curriculum and Instructional Support Services - Monthly	\$130	9	Current Enrollment	12,285,000	\$ 963,690	\$ 3,784,554	\$ 11,614,824
Student Connexus License	\$70	9	Current Enrollment	6,615,000	\$ 518,910	\$ 2,042,172	\$ 6,254,136
Student Technology Assistance Services - Upfront	\$400		Total Enrollment	5,460,000	\$ 401,640	\$ 2,451,440	\$ 5,162,144
Student Technology Assistance Services - Monthly	\$63	9	Current Enrollment	5,953,500	\$ 467,019	\$ 1,837,987	\$ 5,628,722
Enrollment/Placement/Student Support Services - Upfront	\$525		Total Enrollment	7,166,250	\$ 527,153	\$ 3,217,340	\$ 6,775,314
Enrollment/Placement/Student Support Services - Monthly	\$30	9	Current Enrollment	2,835,000	\$ 222,390	\$ 871,191	\$ 2,680,344
School Operations Support Services	\$65	9	Current Enrollment	6,142,500	\$ 481,845	\$ 1,892,277	\$ 5,807,412
Professional Development Services	\$125	9	Current Staff	835,357	\$ 93,000	\$ 366,160	\$ 842,625
School Staff Support Services	\$212	9	Current Staff	1,416,766	\$ 157,728	\$ 621,250	\$ 1,429,092
Direct Course Instruction Service	\$2.75		0	388,500	\$ 29,948	\$ 143,301	\$ 367,306
Short Term Sub Teaching Services	\$300		0	189,000	\$ 4,500	\$ 7,100	\$ 178,690
Facilities Support Services	\$25,000		1	25,000	\$ 2,083	\$ 14,582	\$ 25,000
Total Connections Products and Services				55,113,124	4,296,625	\$ 19,854,838	\$ 52,250,387

2021-2022 Enrollment:			
	(1)	(2)	
	Annual	Annual	
	<u>Budget</u>	<u>Forecast</u>	
Forecasted Staff FTE's	743	749	
Forecasted Funded Enrollment	10,500	9,927	
Forecasted Total Enrollment	13,650	12,905	



Reach Cyber Charter School
MINUTES OF THE BOARD OF DIRECTORS MEETING
Wednesday, January 19, 2022 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=UDByREJlYXJlJmVkb0hY4OWdwa0FWZz09>

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

In Mr. Taylor's absence, Dr. Harford chaired the meeting. Dr. Harford called the meeting to order at 9:02 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 at the school and held via teleconference and Zoom.

Board Members Present: Joe Harford, Dave Biondo, Gail Hawkins Bush and Paul Donecker (via phone and videoconference);

Board Members Absent: David Taylor and Alex Schuh;

Guests: Jane Swan, School CEO; Mike Garman, Karen Yeselavage, J.D. Smith, Dan Latislaw, Greg McCurdy, Kati Rutkowski, Cody Smith, Kelley McConnell, Andy Gribbin, Corey Groff, LeeAnn Ritchie, and Rachel Graver, School Staff (in person at the school); Jamie Miedel, Michael Hinshaw, Maurine Hockenberry, Chris Barret, Lorraine Harmer, Heather Berger, Kwame Ntiamoah, Lindsay Lester, Alicia Swope, Devin Meza-Rushanan, Erica Carroll, Stephanie Bost, and Scott Stuccio, School Staff; Pat Hennessey, Board Counsel; Amanda Jones, Member of the Public; Laura Johnson, Melissa Brown and Heather Woodward, 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

Dr. Harford 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 January 19, 2022 Meeting 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. Enrollment and Staffing Update

Ms. Swan reviewed the current enrollment numbers for the school. Ms. Swan further provided an update on staffing levels at the school.

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. The Board discussed the reserve fund balance and the plans to add additional items to the reserve at the February meeting.

V. Consent Items

Dr. Harford 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 November 17, 2021 Board Meeting;
- b. Approval of Minutes from the December 14, 2021 Special Board Meeting;
- c. Approval of Staffing Report;
- d. Approval of Pearson Supplemental June Invoice (# 91000009475);
- e. Approval of Pearson Invoice(s) for November (# 91000009489) and December (# 91000009619);
- f. Approval of the 2022-2023 School Year CA General School Handbook; and
- g. Approval of the 2022-2023 School Year School Handbook Supplement; are hereby approved.

The motion passed unanimously.

VI. Action Items

a. Approval of Outreach Recruitment Target for the 2022-2023 School Year

Ms. Swan reviewed the outreach recruitment target for the 2022-2023 school year of 7,900 students and sought Board input in regard to the number. The Board inquired about the process that the school and Pearson went through to determine the target. The Board discussed the 2021-2022 school year target of 10,500 students and the school's recruitment history. The Board discussed the pandemics impact on cyber schools nationwide, in Pennsylvania and on Reach Cyber Charter School. The Board also reviewed the enrollment trends for the past three years. Following this discussion, Board members agreed the proposed number was a good target to set for the upcoming school year based on staffing and budget. There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that the outreach recruitment target for the 2022-2023 school year of 7,900 students, as discussed, is hereby approved.

The motion passed unanimously.

VII. Information Items

a. School Success Partner (SSP) Update

Ms. Johnson presented on behalf of the School Success Partner (SSP) team. Ms. Johnson provided an update on the support of 2nd semester enrollment that opens February 1 as well as opening enrollment for the 2022-2023 school year. Ms. Johnson updated the Board on the COVID funding and reporting that is underway as well as the facility lease renewal support. She noted that the notice to renew is due in February and the fair market evaluation is ongoing. Ms. Johnson also highlighted several legislative bills that she is tracking.

b. Academic Success Partner (ASP) Update

Ms. Brown presented on behalf of the Academic Success Partner (ASP) team. She provided an update on the annual winter school leadership retreat noting that it has been rescheduled due to the pandemic.

VIII. Strategic Planning

a. Approval of Memorandums of Understanding (MOUs)

Mr. Smith presented this item to the Board. He reviewed the significant work the school has done in support of the MOUs. He reviewed the MOUs included in the Board materials in detail. The Board thanked Mr. Smith and his team for his hard work in this area.

The Board decided to consider all items in this section of the agenda at the end of the Strategic Plan discussion.

b. Approval of New Staff Positions

Mr. Smith presented this item to the Board and reviewed the request for two additional staff personnel. He reviewed their proposed duties. The Board was supportive of adding the new staff positions.

c. Approval of Additional Funds to be Placed in Reserve to Provide Grocery Certificates to Families in Need

Ms. Graver presented this item to the Board. She updated the Board on the previous holiday outreach provided to approximately 5,200 families. She reviewed the school's proposal to provide the same support of \$200 grocery certificates to the same families in February, April and June. She advised that the cost to do so would be approximately \$3.5 million. The Board expressed their desire to increase this family outreach and support to help during the pandemic and provide this every month. The Board inquired about any discounts and efficiencies that could be incorporated into the program. Further, the Board asked the school to provide an update on certificate usage from the prior outreach effort at the February Board meeting. Ms. Graver said that she would be prepared to provide additional details at that time. The Board noted that in the meantime they will consider approving the \$3.5 million outreach effort later in the meeting.

d. Approval of Elementary Reading Incentive Program Proposal

Mr. Groff presented this item to the Board and reviewed the number of students that the proposed Elementary Reading Incentive Program would impact, if approved. The Board was supportive of the initiative and asked for results to be provided later.

There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that the Memorandums of Understanding (MOUs) as included in the Board materials;

FURTHER RESOLVED, that the new staff positions;

FURTHER RESOLVED, that the additional funds to be placed in reserve to provide grocery certificates to families in need, and a fund reserve designation of \$3.5 million for the outreach, as discussed;

FURTHER RESOLVED, that the Elementary Reading Incentive Program Proposal, as presented, is hereby approved.

The motions passed unanimously.

IX. EXECUTIVE SESSION- Pursuant to 65 Pa. C.S. §§ 708(a)(1) – to discuss any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee

The Board entered into an Executive Session at 9:50 a.m. upon a motion being made, seconded and confirmed via roll call vote of all Board members present. The Board cited the following for entering into the Executive Session: Pursuant to 65 Pa. C.S. §§ 708(a)(1) – to discuss any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee. Board members present were: Joe Harford, Gail Hawkins Bush, David Biondo and Paul Donecker. Guests present at the request of the Board were: Pat Hennessey, Jane Swan and Mike Garman. All others left the meeting at this time.

There being no further discussion and upon a motion being made, seconded and confirmed via roll call vote of all Board members present, the Board resumed Open Session at 10:14 a.m. No action was taken during Executive Session.

X. Adjournment and Confirmation of Next Meeting – Wednesday, February 16, 2022 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 February 16, 2022, is hereby approved; and

FURTHER RESOLVED, that the Board being at the end of its agenda, the meeting was adjourned at 10:15 a.m., is hereby approved.

The motions passed unanimously.

REACH Staffing Report February 2022

	Current Staff	Hires SYTD	Departures SYTD
10-month Staff	647	151	17
12-month Staff	96	20	4
Grand Total	743	171	21

New Hires

First Name	Last Name	Area	Compensation	Bonus Potential	Start Date
Allison	Fink	HS PE Teacher	\$50,000	4%	1/31/2022
Anne	Miller	Related Services Coordinator	\$71,000	4%	2/1/2022
Edward	Braxmeier	HS Special Ed	\$59,500	4%	2/1/2022
Heather	Poremba	Family Mentor	\$58,500	4%	2/8/2022
Lacey	Wilson	Administrative Assistant - Attendance	\$20.10/hr	4%	2/16/2022
William (Scott)	Shedd	Director of Technology	\$110,000	15%	2/28/2022

Departing Employees

First Name	Last Name	Area	Last Day Worked
Andrea	Dundore	Admin Assistant - Attendance	1/10/2022
Eileen	Steager	Elementary Teacher	1/17/2022
Jabari	Stone	Family Mentor	1/24/2022
Edward	Braxmeier	Special Education Teacher	2/2/2022
Lorraine	Harmer	Special Education Teacher	2/15/2022

REACH Staffing Report February 2022

Position Changes

First Name	Last Name	Former Position	New Position	Compensation	Bonus Potential	Start Date
James	Hehn	Substitute Teacher	HS Math Teacher	\$59,000	4%	1/17/2022
Carrie	Krauter	School Admin Asst I	Regional Community Coordinator	\$49,000	No Change	1/17/2022



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 Virtual Schools USA**
10960 Grantchester Way
Columbia, MD 21044
Tel: 1-800-843-0019
Email:
poblsalesops@pearson.com
Tax ID No:
68-0519943

Invoice Number : 91000009795
Date : 09-FEB-2022
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

<table> <tr> <td>Total Ordered Quantity (No. Of Items) :</td> <td></td> <td style="text-align: right;">2</td> </tr> <tr> <td>Net Amount :</td> <td>USD</td> <td style="text-align: right;">\$4,331,354.82</td> </tr> <tr> <td>Tax Total :</td> <td>USD</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Invoice Total :</td> <td>USD</td> <td style="text-align: right;">\$4,331,354.82</td> </tr> <tr> <td>Amount Due :</td> <td>USD</td> <td style="text-align: right;">\$4,331,354.82</td> </tr> </table>	Total Ordered Quantity (No. Of Items) :		2	Net Amount :	USD	\$4,331,354.82	Tax Total :	USD	\$0.00	Invoice Total :	USD	\$4,331,354.82	Amount Due :	USD	\$4,331,354.82	<table border="1"> <thead> <tr> <th colspan="2" style="text-align: center;">REMITTANCE INFORMATION</th> </tr> </thead> <tbody> <tr> <td style="border: 1px dashed black;">Make Checks Payable to:</td> <td style="border: 1px dashed black;">Bank Wire to:</td> </tr> <tr> <td style="border: 1px dashed black;">Pearson Virtual Schools USA 32369 Collection Center Drive Chicago, IL 60693-0323</td> <td style="border: 1px dashed black;">Bank Name : Bank of America N A</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">Bank Address :</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">ABA ACH No : 071000039</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">ABA Wire No : 026009593</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">SWIFT Code : BOFAUS3N</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">A/C No : 8188290225</td> </tr> <tr> <td style="border: 1px dashed black;"></td> <td style="border: 1px dashed black;">Bank Account Name : Connections Education LLC dba Pearson Virtual Schools USA</td> </tr> </tbody> </table>	REMITTANCE INFORMATION		Make Checks Payable to:	Bank Wire to:	Pearson Virtual Schools USA 32369 Collection Center Drive Chicago, IL 60693-0323	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 Virtual Schools USA
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	ABA Wire No : 026009593																																	
	SWIFT Code : BOFAUS3N																																	
	A/C No : 8188290225																																	
	Bank Account Name : Connections Education LLC dba Pearson Virtual Schools USA																																	



Pearson

Invoice Number: 91000009795							Page 2 of 2
Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82056698	REACH	Direct Charges	6		4,296,625.33	0.00	4,296,625.33
82056698	REACH	Pass Through	8		34,729.49	0.00	34,729.49

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
	\$4,331,354.82	\$0.00	\$4,331,354.82



Pearson

Charges for the Following Period:

January 2022

Enrollment/Unit Based Charges

Direct Course Instruction Support	29,947.50
Facility Support Services	2,083.33
Monthly Fee per School Staff Member	250,728.00
Monthly Fee per Student	2,653,854.00
Short Term Substitute Teaching Services	4,500.00
Upfront Fee per Student	1,355,512.50
	<hr/>
	4,296,625.33

Pass Through Expenses

34,729.49

Total Amount Due

4,331,354.82



To: Reach Cyber Charter School Board
From: Shandis Steele
Re: 2022-2023 School Calendar
Date: January 24, 2022

Attached is a draft calendar for the 2022-2023 school year. This calendar has been carefully reviewed by your school principal and the Director of Schools, and represents 180 student days. Once board-approved, this calendar will become the official school calendar for 2022-2023 and will be added to the Reach Cyber Charter School Handbook Supplement.

REACH School Calendar

Note: The School Status Legend below the calendar reflects the possible school statuses for each event. All events which show a status of School In Session indicates they are school days for students. All events which show any other status indicates they are NOT school days for students. Please refer to the legend to determine whether teachers and/or administrator staff are available for each event according to its status.

Event	School Status	Date
<i>First Day of Summer Session</i>	School and Office Open	July 6, 2022
<i>Last Day of Summer Session</i>	School and Office Open	August 31, 2022
Labor Day	School and Office Closed	September 5, 2022
<i>First Day of School</i>	School and Office Open	September 6, 2022
Veterans' Day	School and Office Closed	November 11, 2022
Thanksgiving Break	School and Office Closed	November 24-28, 2022
Winter Break	School and Office Closed	December 26, 2022-January 2, 2023
Martin Luther King, Jr. Day	School and Office Closed	January 16, 2023
<i>First Semester End Date</i>	NA	January 27, 2023
Teacher Work Day	Staff Work Day	January 30, 2023
<i>Second Semester Start Date</i>	NA	January 31, 2023
Presidents' Day	School and Office Closed	February 20, 2023
Spring Break	School and Office Closed	April 7-10, 2023
Memorial Day	School and Office Closed	May 29, 2023
<i>Last Day of School</i>	School and Office Open	June 6, 2023
School Closed - Additional Administrator/12 Month Employee Days: November 11, 2022; November 28, 2022; February 20, 2023; April 7, 2023; April 10, 2023		

School Status Legend:

School Closed/Office Open = Students and Teachers are not in school but Admin are on duty

School and Office Closed = No one is in school

School and Office Open = Everyone is in school

Staff Work Day = Students are not in school but Admin and Teachers are on duty

Reach Cyber Charter School **Compensation Philosophy**

Reach is a leader in the cyber education field who embraces, recognizes, and rewards learner centered, innovative, STEM and future thinking educators and staff. Reach's compensation philosophy places emphasis on transparency, equity, and excellence. Our goal is to attract, retain, and engage a talented, committed, and diverse workforce through a compensation system that rewards performance, recognizes development and job growth, and compensates staff for their contribution to the school.

Reach's compensation plan will recognize and reward commitment of staff who contribute to our vision to inspire and nurture future success for all students. Key elements of Reach's compensation system include:

- A competitive total rewards program that includes employee benefits, retirement plan, paid leave benefits, work-life balance, recognition, performance management, and talent development.
- Comprehensive compensation packages that include base salary for all staff and bonuses and stipends for eligible employees.
- Equitable compensation, regardless of gender, race/ethnicity, national origin, sexual orientation, age, religion, disability, or any other consideration made unlawful by federal, state, or local laws, regulations, and Board policies
- A transparent and clearly communicated compensation system that is easily understood by staff, clearly articulates the factors that determine individual compensation, and explains how and when changes to compensation are executed.
- Establishes a competitive position among Pennsylvania-based schools with Reach paying better than the average market rate
- Excellent career pathways and development opportunities for staff that also provides leadership roles and supplemental/additional duty pay that encourages staff to challenge themselves
- A balance between the need to be externally competitive and a commitment to be internally equitable among jobs having similar responsibilities, education, knowledge, experience. Pay must be commensurate with these characteristics.
- Reach will adhere to compliance efforts and equal pay practices by reviewing the compensation plan every two years to ensure Reach's compensation philosophy, policy, and practices remain relevant, compliant, and fiscally sound.



**REACH CYBER
CHARTER
SCHOOL**

Revised Compensation System Recommendation to Board of Trustees

February 16, 2022

Compensation Steering Committee Members

Employee Name	Job Title		Employee Name	Job Title
Badaracco, Eric	Teacher - Middle School		Ntiamoah, Kwame	Assistant Principal
Blickley, Lisa	Benefits Specialist		Park, Brooke	Teacher - Elementary
Cole, Jennifer T.	Teacher - Middle School		Perri, Emily S.	Math Specialist
DeLuca, Holly	Teacher-Elementary		Rosengrant, RYanne	HR Specialist
Efinger, Jennifer	Teacher - Elementary		Schultz, Kayla	Family Mentor
Emerich, Sandy	HR Consultant		Sheets, Jamie	School Counselor
Hockenberry, Maurine	Assistant Principal		Snead, Toshia K.	Teacher - Special Ed
Kelly, Marcus	Assistant Principal		Stoll, Courtney A.	Teacher - High School
Kinney, Hillary	HR Generalist		Stupak, Alexander	School Admin Assistant
Kogut, Katrice	HR Coordinator		Turner, Amy L.	Staff SLP
Marley, Lauren	School Counselor		Von Erck, Erika D.	STEM Teacher
MarteneY, Tina A.	Elective Teacher- MS		Wydra, Amanda L.	Teacher - Special Ed
Minnick, Sarah A.	Teacher - High School		Yeselavage, Karen	Director of Finance

Revised Compensation Recommendation

1. Developed a Compensation Philosophy
2. Creates three (3) distinct salary structures
 - a. Instructional
 - b. Non-Instructional
 - c. Administrator Salary Structure.
3. Revises Bonus & Merit Increase program and renames it as Reward System
4. Adds an annual Cost of Living Allowance
5. Revises the current “Career Ladder” system
 - a. Renames it the Career Development System
 - b. Revises it to reflect Reach’s structure and needs
 - c. Adjusts compensation associated with this system
6. Includes a one-time salary increase for all Staff at end of SY 2021-2022.
7. Revised Compensation System takes effect on July 1, 2022 to be implemented for SY 2022-2023, if approved.

Salary Structures

1. Administrator Salary Structure (See Slide #4)
 - a. One Salary structure consisting of five (5) salary bands
 - i. Tier 1 and Tier 2 Directors
 - ii. Tier 1 and Tier 2 Administrators
 - iii. Managers
 - b. Administrator bonuses are a flat percentage of annual salary paid as lump sum

2. Instructional Salary Structure
 - a. Established minimum starting salary for all instructional job titles. (See Slide #5)
 - b. Increased Teacher starting salary from \$49,000 to \$51,000.
 - c. Revised new hire salary calculator adjusting starting salary based upon years of experience, degree-levels, and certifications. (See Slide #6)

3. Non-instructional Salary Structure (See Slide #7)
 - a. Consists of two (2) salary structures; one for 10-month Staff & one for 12-month Staff.
 - b. Each job title is assigned to one of five (5) job families
 - c. Each job family has its own salary band.
 - d. Each salary band consists of two (2) tiers to allow for differentiation of higher level work and recognizes supervisor responsibilities.

Administrator Salary Structure Recommendation

Salary Band	Bonus %	Min	Mid	Max
TIER 2 Directors	15%	\$90,000	\$107,500	\$125,000
TIER 1 Directors	15%	\$75,000	\$92,500	\$110,000
TIER 2 Administrators	15%	\$90,000	\$102,500	\$115,000
TIER 1 Administrators	12%	\$75,000	\$92,500	\$110,000
Managers	10%	\$60,000	\$77,500	\$95,000

Instructional Salary Structure Recommendation

Job Title	New Hire Starting Salary	Maximum Salary
Long Term Substitute Teacher	\$50,000	\$50,000
Teacher	\$51,000	\$80,000
School Counselor	\$54,000	\$80,000
School Nurse	\$54,000	\$70,000
Coordinator of Counseling	\$55,000	\$80,000
Social Worker	\$57,000	\$80,000
Coordinator of Related Services	\$59,000	\$80,000
Speech and Language Pathologist	\$60,000	\$90,000
Coordinator of STEM	\$60,000	\$80,000
Occupation Therapist	\$65,000	\$90,000
School Psychologist	\$65,000	\$90,000
Curriculum Coordinator	\$65,000	\$80,000

Instructional Salary Structure Recommendation

Years of Experience - Full Time Employee (Substitute experience not included)	
0-1	\$0
2-5	\$2,000
6-10	\$4,000
11-15	\$6,000
16-20+	\$9,000
Certifications (Select all that apply)	
Level 1	\$0
Level 2	\$1,000
National Board Certificate	\$1,000
Additional Certifications - above those needed for employment (Select 1)	
1-2	\$500
3-4	\$1,000
5-6	\$1,500
7+	\$2,000

Education (Select 1)	
BA/BS	\$0
Multiple BA/BSs	\$1,000
MA	\$1,500
Multiple MAs	\$2,000
PhD	\$2,500
Job Skills-Experience (Max of 3)	
Hard to fill positions (high demand or rare certifications)	\$2,000
Cyber Education Experience	\$1,500
Career Pathway Teacher	\$1,000
Leadership experience (team lead, department chair, etc.)	\$500
Long term substitute teaching	\$500
Day to day substitute teaching	\$250

Non-Instructional Salary Structure Recommendation

10-Month Non-Instructional Salary Structures			
10-CE Tier 2	Minimum	Mid-Point	Maximum
	\$41,600	\$52,000	\$62,400
10-CE Tier 1	Minimum	Mid-Point	Maximum
	\$34,666	\$43,333	\$52,000
10-SFE Tier 2	Minimum	Mid-Point	Maximum
	\$51,000	\$61,440	\$73,728
10-SFE Tier 1	Minimum	Mid-Point	Maximum
	\$40,960	\$51,200	\$61,440

12-month Non-Instructional Salary Structures			
12-CE Tier 2	Minimum	Mid-Point	Maximum
	\$49,920	\$62,400	\$74,880
12-CE Tier 1	Minimum	Mid-Point	Maximum
	\$43,333	\$52,000	\$62,400
12-SFE Tier 2	Minimum	Mid-Point	Maximum
	\$57,122	\$66,643	\$79,771
12-SFE Tier 1	Minimum	Mid-Point	Maximum
	\$46,280	\$55,536	\$66,643
12-OAS Tier 2	Minimum	Mid-Point	Maximum
	\$50,160	\$62,700	\$75,240
12-OAS Tier 1	Minimum	Mid-Point	Maximum
	\$41,800	\$52,250	\$62,700
12-BOF Tier 2	Minimum	Mid-Point	Maximum
	\$52,920	\$66,150	\$79,380
12-BOF Tier 1	Minimum	Mid-Point	Maximum
	\$47,250	\$56,700	\$66,150

Reward System Recommendation

- Revised program creates a two-part reward for Instructional and Non-Instructional Staff (Administrators are not eligible) when the school achieves at least 80% of the school-wide goals established by the Board of Trustees.
- The two components of the Reward System are:
 - Flat Rate One-Time Bonus (See Slide #9)
 - Bonus starts at \$1,500 and increases by \$250 with each year of service.
 - An additional increase occurs at milestone years (2, 5, 10, 15, 20, 25, and 30).
 - Paid to Staff regardless of their year-end performance review rating.
 - Paid on or about June 30 for 12-month and 10-month Staff.
 - Effectiveness Reward
 - This component is a 1% increase to base salary to Staff who receive a rating of satisfactory/proficient in their year-end performance review.
 - Paid on July 1 for 12-month Staff and August 16 for 10-month Staff.

Reward System Recommendation

Reach Years of Service	Flat Rate Payment
1st yr (hired July-Sep)	\$1,500
1st yr (hired Oct-Dec)	\$1,250
1st yr (hired Jan-March)	\$1,000
2nd Year (Milestone Year \$500)	\$2,000
3rd Year	\$2,250
4th Year	\$2,500
5th Year (Milestone Year \$1,250)	\$3,750
6th Year	\$4,000
7th Year	\$4,250
8th Year	\$4,500
9th Year	\$4,750
10th Year (Milestone Year \$1,250)	\$6,000

Reach Years of Service	Flat Rate Payment
11th Year	\$6,250
12th Year	\$6,500
13th Year	\$6,750
14th Year	\$7,000
After 15th Year (Milestone Year \$500)	\$7,500
After 20th year (Milestone Year \$500)	\$8,000
After 25th year (Milestone Year \$500)	\$8,500
After 30th year (Milestone Year \$500)	\$9,000

Cost of Living Allowance (COLA) Recommendation

- All Staff will receive a yearly percentage of base salary increase, based on the average of the previous five (5) years (COLA) as determined by the Social Security Administration rounded up to the nearest percent, with a minimum of a 2% increase. Staff with an annual salary at the maximum of their salary band will receive the COLA increase in a one-time lump sum payment.
- This percentage will be recalculated on an annual basis, resulting in a 5-year “rolling” average. For example, the 5-year average as of 12/31/21 = 3%, based on data from 2017-2021.
- The 5-year average as of 12/31/22 will be based on data from 2018-2022.
- Timing of Payment
 - The COLA increase will be added to base salary for the following years on July 1 for 12-month Staff.
 - The COLA increase will be added to base salary for the following years on August 16 for 10-month Staff.

NOTE: All salary structure salary bands will be evaluated each year to determine if amounts should increase equal to the annual COLA increase.

Career Development System Recommendation

- Career Ladder renamed Career Development System
- Eliminated percentage of base salary payments and replaced with flat rate payments
- Created Two Components of Career Development System
 - Professional Advancement (See Slide #12)
 - Replaced Coordinator with Captains; \$2,700 flat rate
 - Replaced Leads with Department Chairs; \$6,000 flat rate
 - Converted Master Teacher positions to permanent Instructional Coach positions
 - Converted Transition Coordinators to permanent positions
 - Revised re-interviewing process; eliminated annual interviewing and replaced with a term cycle for re-interviewing at every two (2) years for Captains and three (3) years for Department Chairs.
 - Professional Enhancement (See Slides #13 and 14)
 - Tier 1 - Certifications (Stipend)
 - Tier 2 - Education (Flat rate increase to base salary)
 - Tier 3 - Extra Duty Assignments (Stipend)

Career Development System Recommendation

Professional Advancement Positions	
Position Title	Flat Rate Payment
Captain <i>(former Grade Level Coordinator)</i>	\$2,700
Department Chair <i>(former Lead)</i>	\$6,000

Career Development System Recommendation

Professional Enhancement

TIER I: Additional Certifications <i>(for both Instructional and Non-Instructional Staff)</i>	
National Board Certification	\$1,000
Additional Pre-Approved Job-Related Certification	\$1,000
STEM Endorsement	\$1,500
	STIPEND
Notes:	
<i>**All certifications must be submitted and pre-approved before completion to receive this benefit.</i>	
<i>**All certification programs must be certified through PDE.</i>	
<i>**Employees cannot receive both a Tier I and Tier II benefit at the same time.</i>	

TIER II: Additional/Advanced Degrees <i>(for both Instructional and Non-Instructional Staff)</i>	
<i>**Must be job-related and receive pre-approval</i>	
Instructional Level 2 Certification	\$1,000
Bachelor <i>(if not required for employment)</i>	\$1,000
Master	\$1,500
Doctorate <i>(EdD and PhD)</i>	\$2,500
	BASE PAY
Notes:	
<i>**It is the responsibility of the employee to submit proof of new Instructional Level 2 certification or advanced degree by provided HR deadlines.</i>	
<i>**Base Pay increase requests will be calculated twice per year. Increases may take effect at the beginning of the fiscal year (July 1st) for 12-month employees, beginning of the school year (August 16th) for 10-month employees, or at mid-year (January 31st).</i>	
<i>**Employees cannot receive both a Tier I and Tier II benefit at the same time. If both requests are made, Tier II supersedes Tier I.</i>	

Career Development System Recommendation

Professional Enhancement

TIER III: Stipend / Extra Duty Positions

(for Instructional Staff)

Delivery of a PD Workshop or Training <i>**Employee delivers a professional workshop or training to school staff.</i>	\$100 per Successfully Delivered Training/Workshop
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Notes:
***Instructional Staff are required to submit a presentation, workshop, and/or training idea for approval and scheduling.*
***Instructional Coaches and other positions that contain PD as part of their job description are not eligible for this benefit.*

General Student Club / Advisor Leader	\$1,000 (per school year)
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National Junior Honor Society (NJHS)	\$2,000 (per school year)
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National Honor Society (NHS)	\$2,000 (per school year)
------------------------------	---------------------------

Homelessness Liaison	\$2,500 (per school year)
----------------------	---------------------------

Notes:
***Instructional Staff are required to submit lesson plans for club activities and will be required to meet with students on a monthly or bi-monthly basis.*
***Only a certain number of budgeted clubs will be approved each year.*
***Success of each school club will be assessed from year-to-year to determine which clubs continue long-term.*
***This does not include STEM Camps/Clubs who are handled by the STEM Camp Coordinator.*

New Teacher Mentor	\$1,000 (for 1st teacher) \$500 each (for 2nd & 3rd teachers)
--------------------	--

Notes:
***Mentors are required to meet with Mentees regularly based on the Reach Induction Program and defined Mentor job responsibilities.*
***Teachers can only mentor a maximum of 3 mentees at a time.*

Additional Full Caseload or Class Coverage <i>**A full caseload or class is defined as enough job responsibilities or duties for a substitute or second teacher.</i>	\$2,500 (per semester) \$500 (per month) \$250 (per two weeks)
---	--

Notes:
***Teachers who are covering a full caseload or class for two weeks or more are eligible for this benefit.*
***Teachers are only eligible for this benefit if no long-term substitute is available.*

STIPEND

One-Time Salary Increase

- Recommend a one-time \$2,000 increase to base salary for all current Staff (*instructional, non-instructional, and administrator*). Justification includes:
 - Maintains internal equity as a result of increased starting base salary for teachers from \$49,000 to \$51,000.
 - Reduces compression for new teacher salaries.
 - Recognizes inconsistencies and inequities of past methods for setting starting salaries.
- Paid on July 1, 2022

Direct Financial Impact of Proposed Compensation Structure vs. Current Structure

Component	22/23 School Year		23/24 School Year		24/25 School Year		25/26 School Year		26/27 School Year	
	Proposed	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed	Current
Bonus Structure- Administrative	\$ 605,362	\$ 582,416	\$ 623,523	\$ 599,889	\$ 642,229	\$ 617,886	\$ 661,496	\$ 636,422	\$ 681,340	\$ 655,515
Bonus Structure- Instructional and Non-Instructional	\$ 2,376,174	\$ 2,932,490	\$ 2,767,694	\$ 3,188,940	\$ 3,049,733	\$ 3,795,447	\$ 3,519,305	\$ 4,242,046	\$ 3,897,426	\$ 4,463,172
Effectiveness Reward- Instructional and Non-Instructional	\$ 397,921	\$ -	\$ 427,778	\$ -	\$ 444,889	\$ -	\$ 462,684	\$ -	\$ 481,192	\$ -
Cost of Living (COLA)- ALL Staff	\$ 1,317,454	\$ 1,317,454	\$ 1,401,498	\$ 1,356,978	\$ 1,443,543	\$ 1,397,687	\$ 1,486,849	\$ 1,439,618	\$ 1,531,454	\$ 1,482,806
Career Development System- Professional Enhancements	\$ 255,300	\$ 238,550	\$ 255,300	\$ 245,707	\$ 255,300	\$ 253,078	\$ 255,300	\$ 260,670	\$ 255,300	\$ 268,490
Career Development System- Professional Advancements	\$ 18,500	\$ 11,111	\$ 18,500	\$ 11,324	\$ 18,500	\$ 11,544	\$ 18,500	\$ 11,771	\$ 18,500	\$ 12,004
One-Time Salary Increase (bump to base)	\$ 1,488,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL	\$ 6,458,711	\$ 5,082,022	\$ 5,494,292	\$ 5,402,837	\$ 5,854,193	\$ 6,075,641	\$ 6,404,133	\$ 6,590,526	\$ 6,865,212	\$ 6,881,987
Increase/ (Decrease) in total cost		\$ 1,376,689		\$ 91,455		\$ (221,449)		\$ (186,393)		\$ (16,774)

Grand Total Projected Increase in Cost over next 5 school years \$ 1,043,528



**REACH CYBER
CHARTER
SCHOOL**

Reach Cyber Charter School
**Outreach Summary
and Enrollment Metrics**



Contents

- **Summary of SY 21-22 Outreach Services**
- **COVID Impact**
- **Achievements**
- **SY 22-23 Enrollments**
- **Overview of SY 22-23 Marketing Initiatives**





**REACH CYBER
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Outreach

Summary of Outreach Services

- **outreach program management** to develop strategy, oversee tactical execution, and facilitate communication
- **integrated multichannel communications**, such as webinars, email, direct mail, media, print, digital, and outbound telemarketing
- **public relations**, including national and local media, reputation management, and crisis communications, support for community outreach



- primary and secondary **outreach research**
- **data collection**, management, and analysis

- **branding and advertising** campaigns, digital guide, and promotional literature

- comprehensive **digital strategy**, including school website and robust online advertising campaigns
- **social media strategy** and management



**REACH CYBER
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COVID Impact



COVID Cohort Retention

Across Connections Academy (CA) and at REACH, the COVID cohort (i.e., students who were “New” in SY2021) did not retain well compared to our normal retention rates.

- REACH performed 1.2% pts better than other CA schools at retaining new students. This was still only about half of all new kids, however.
- When focusing on retaining ITR-Yes students, REACH, like other CA schools, had challenges holding on to new students.

All Possible Returning	REACH	Rest of CA schools
New (COVID Cohort)	51.1%	49.9%
Returning	73.3%	71.2%

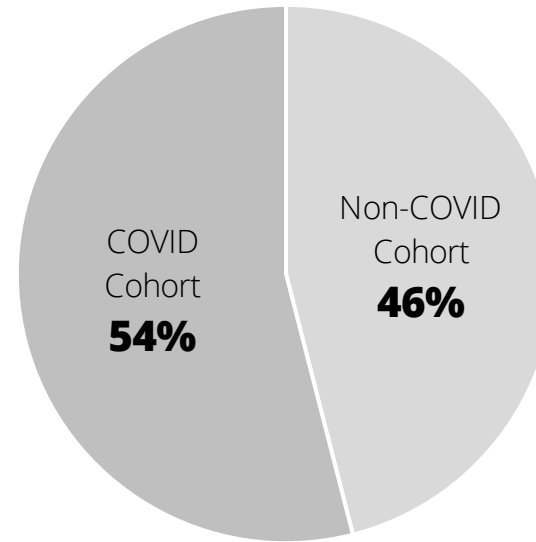
ITR-Yes	REACH	Rest of CA Schools
New (COVID Cohort)	75.9%	73.2%
Returning	91.1%	88.1%

Retention in SY 21-22

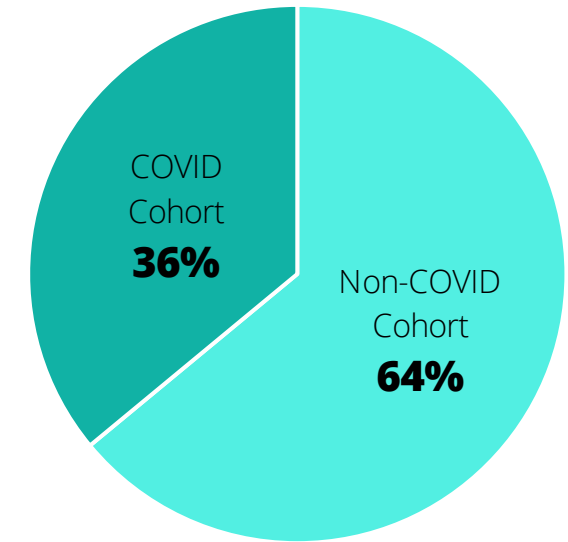
Reasons for optimism in SY 21-22 include:

- This year, we have fewer families who say COVID is their primary reason for enrollment (54% in 2021, 36% in 2122, across CA).
- During School Year Withdrawals have improved by 2.9% pts at REACH over last year. This improvement reflects ~205 additional students retained!

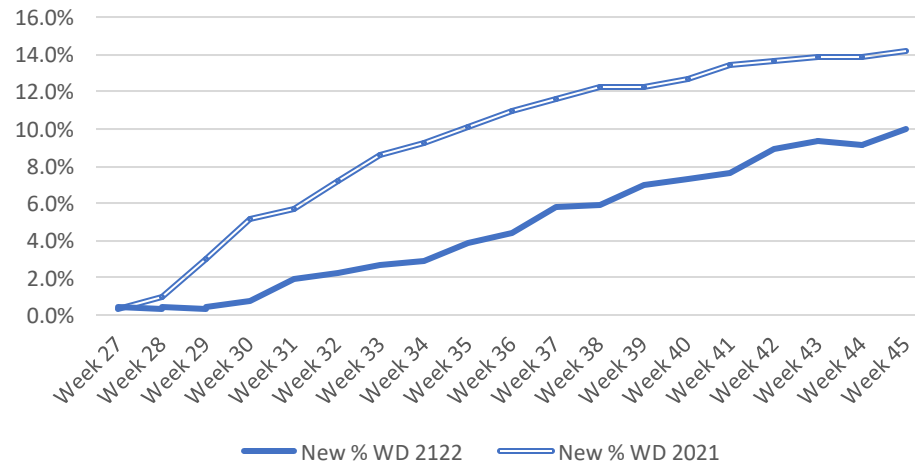
2020



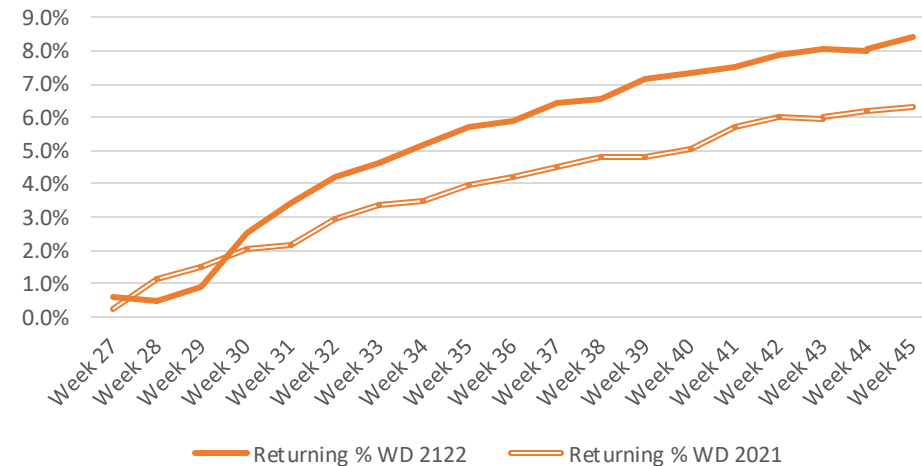
2021



New DSY WD% - REACH



Returning DSY WD% - REACH





**REACH CYBER
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Achievements



Summary of 2021 Outreach Achievements

- 1.** Ran national cable television outreach, which covered every major market in Pennsylvania, generating more than **99.2 million** combined impressions among women ages 25–49.
- 2.** **639 positive/neutral** secured news stories highlighted online school benefits, online school families, school’s enrollment numbers, etc., reaching approximately **84 million** in circulation and viewership from September 2020 to August 2021.
- 3.** Educated **26,300** families about REACH via paid online ads on search engines, Facebook, and Instagram.
- 4.** Direct mail continued to help drive lead-to-application conversions and re-engage older leads.



Summary of 2021 Outreach Achievements

5. Attracted **168,462** visitors to the REACH website, engaging with **1,474** and converting **1,012** to applicants.



6. Completed comprehensive website redesign and implemented enhancements aimed at improving the user experience. Examples include expanded “Day in the Life” and profile content, new course listings layout, optimized lead request forms, more localized content, and numerous measures supporting accessibility, diversity, and inclusion.

7. Increased the number of Facebook followers by **6%**.

8. REACH’s membership in Club Connections, the parent advocacy club, grew from **259 members** to **593 members**.



Summary of 2021 Outreach Achievements



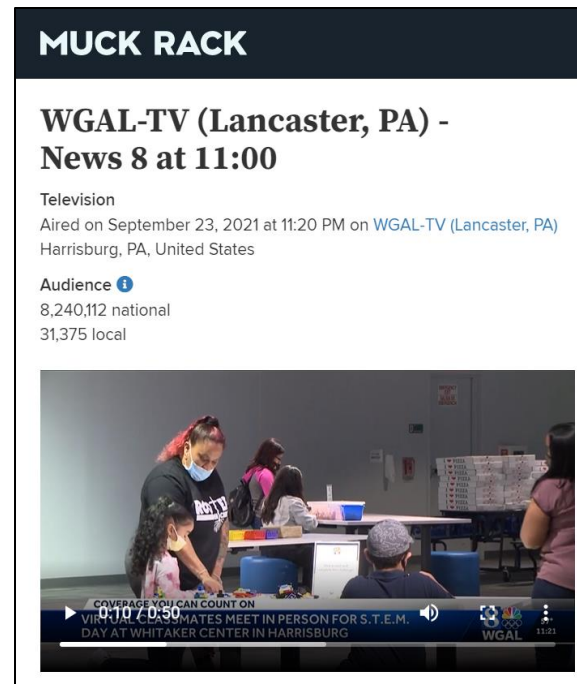
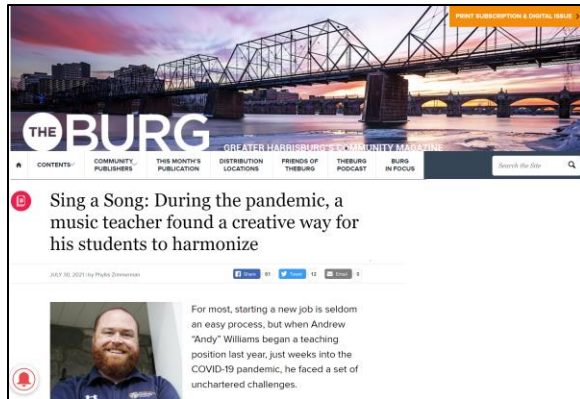
9. REACH families referred **363** new students in 2021 as part of the parent referral program.

10. While the year-over-year data has declined, events continue to be successful and have high-conversion rates. People who attended an online school information session had a **40%** enrollment rate.

11. **9,407** sessions on REACH's website were driven by direct traffic from email campaigns.

2021 News Highlights

- ◆ Feature coverage of the music teacher Andrew Williams—*The Burg News*
- ◆ Placement of students doing back-to-school activities at The Whitaker Center—*WGAL*
- ◆ Coverage of students who received recognition in the school's annual STEM Challenge—*Pocono Record*





**REACH CYBER
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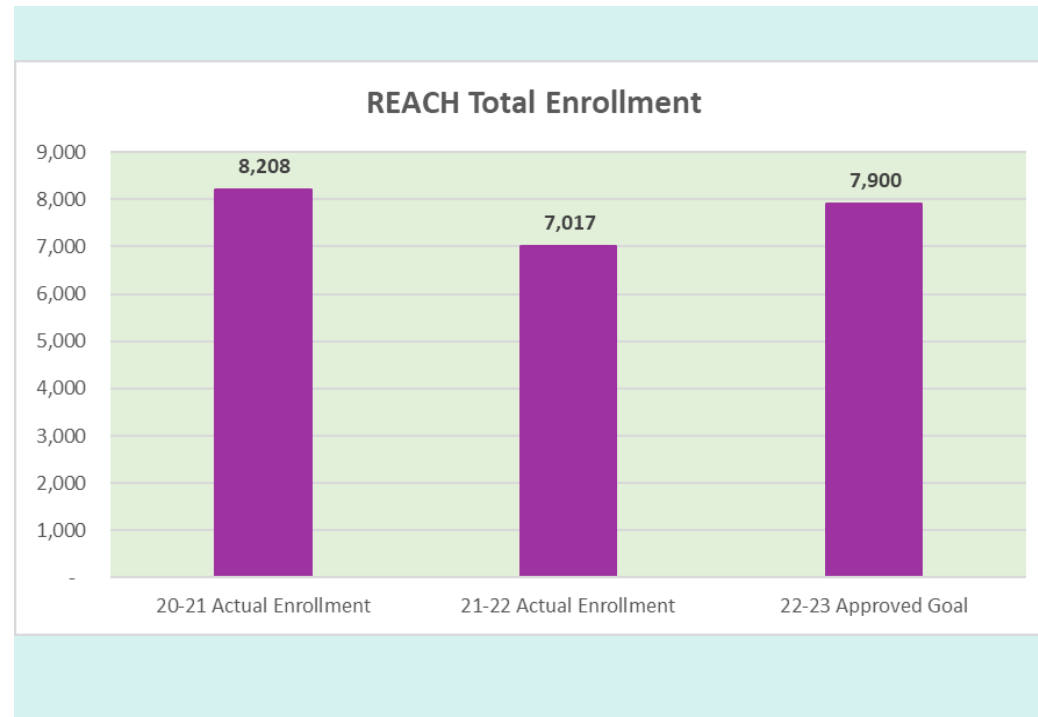


Enrollment

2021 School Enrollment Highlights

For 2022–2023, the 9/30 marketing enrollment benchmark goal of 7,900 has been set and approved by the school leader and the board.

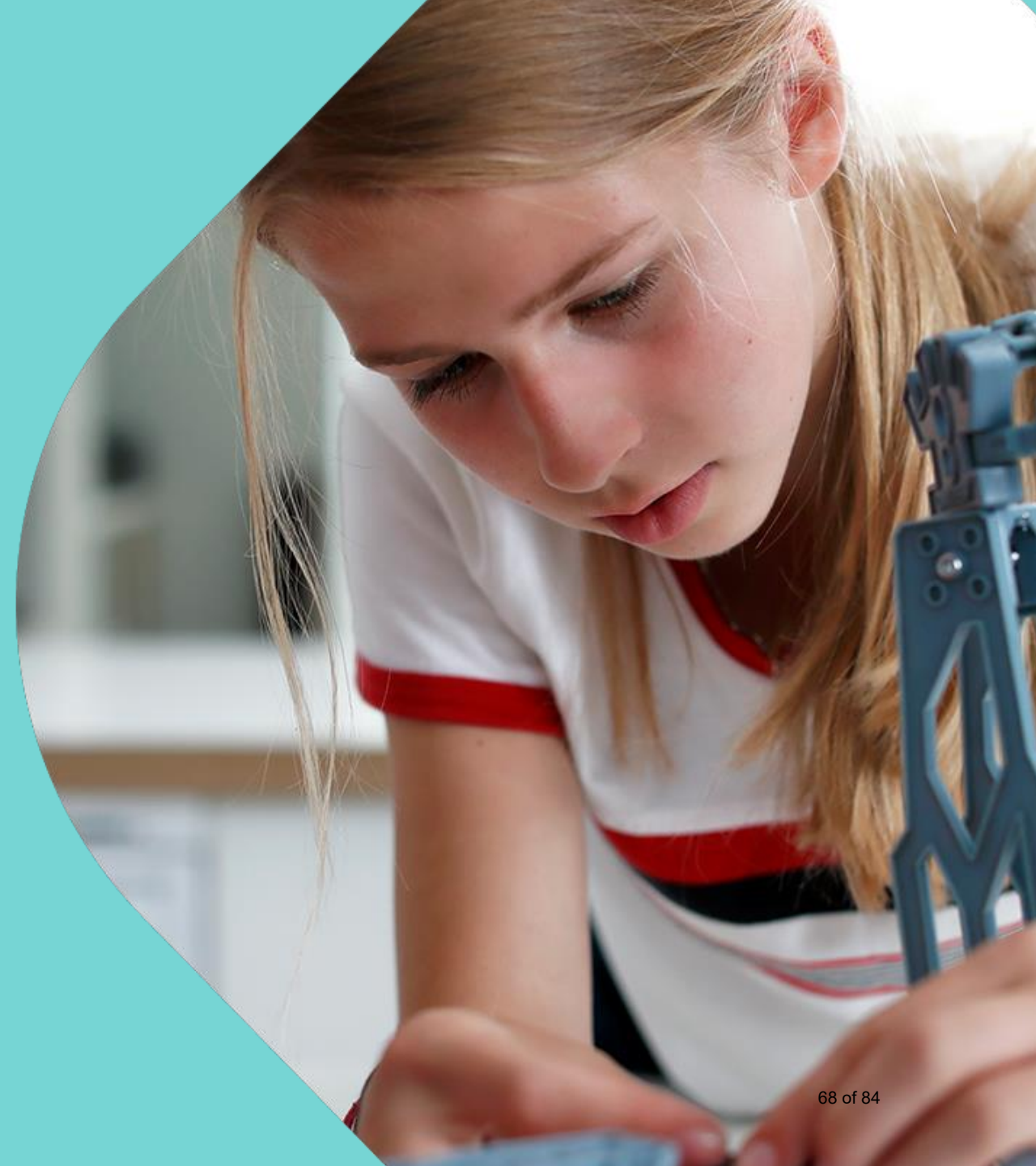
- ◆ Enrollment **decreased by 15% over last year.**
- ◆ The main factor that contributed to missing the goal was the **64% decrease** in the number of new enrollments year over year (YOY).
- ◆ New enrollment growth and retention will need to improve and outpace trends to achieve this goal.





**REACH CYBER
CHARTER
SCHOOL**

Overview of SY 22-23



Summary of Key Marketing Initiatives to Drive Growth for SY 22-23

- ◆ **Updated advertising campaign:** The “We Change Minds” campaign will be expanded to include new creative that connects with families on an emotional level—meeting them where they are today and helping them see how Connections Academy is online learning as it should be.
- ◆ **Increase digital media:** Running increased national Connections Academy digital advertising. A dedicated REACH ad will run in over-the-top media. (OTT is media service offered via internet.)
- ◆ **Website:** Continued focus on localization of content, enhanced navigation, and site resources. Migrating websites to a best-in-class site management platform for improved performance and reliability.
- ◆ **Showcase** demo of online classroom and lesson (on website) to provide a richer experience for families as they learn about Connections Academy.
- ◆ **More personalized** school content and messaging to be used in nurture emails.
- ◆ **Continue to promote and support** with paid search, paid social, live webinars, direct mail, public relation opportunities, social media content and moderation, and word-of-mouth (WOM) efforts.

THANK YOU

PERIOD 2 KEY SCHOOL METRICS 2021-2022

Pearson Virtual Schools (PVS) works with leadership teams, teachers, and other staff members of the schools it supports to continuously improve student achievement. The Customer Success Partner (CSP) team works to support schools through School Improvement Planning, Advisory Committees, Professional Learning Communities (PLCs), and weekly communication with each school's leader to support all stakeholders working through the daily challenges of successful school operations.

Common operational trends in these school-based efforts are monitored across all schools with priorities placed on the metrics summarized below. These metrics are timely, and align with both the school year cycle, and align to the Core Standards for Teaching and Learning, a guide of best practices and recommendations for a Connections Academy school. The Core Standards group teacher and school operational tasks into these more broadly defined categories:

- **Professional Responsibilities:** First semester core course passing rates (course completion), cohort results, and SPED document compliance (IEP required reviews).
- **Instructional Expertise:** Summary of Connections-offered professional learning sessions, Teacher Orientation course completion.
- **Student Engagement:** On time and completed Welcome Calls, student and Learning Coach contacts, completed end of year contacts, and during school year withdrawals.
- **Data Driven Instruction:** Curriculum Based Assessment (CBA) completion and completion of Math and ELA Pre-Test benchmark assessments.

Reporting Period 2 encompasses the time between October 31st, 2021, and January 30th, 2022. The metrics shown here are compared with a group of other Connections Academy schools – aggregated to give some context without sharing every school's data. There are not truly "comparable schools," but we have grouped them by student start date noted in the tables by "Group," and, also by size (small 0-799, medium 800-2999, large 3000-5499, x-large 5500+ students). Additionally, year over year comparison data is provided where available to highlight specific trends. Many other factors contribute to and should be considered when evaluating successful school operations (age of the school, its rate of growth, its funding per pupil, enrollment caps and/or other rules affecting student demographics, etc.); that information is not provided in this report.

Professional Responsibilities

	ELA Course Pass Rates			Math Course Pass Rates		
	<i>K-5</i>	<i>6-8</i>	<i>9-12</i>	<i>K-5</i>	<i>6-8</i>	<i>9-12</i>
Reach 2022	92%	78%	75%	90%	75%	73%
Reach 2021	91%	88%	85%	87%	79%	81%
XLarge Avg.	94%	89%	86%	94%	88%	80%
Group 3 Avg.	94%	83%	79%	92%	79%	78%
Connections Avg.	93%	86%	84%	92%	83%	82%
	Science Course Pass Rates			Social Studies Course Pass Rates		
	<i>K-5</i>	<i>6-8</i>	<i>9-12</i>	<i>K-5</i>	<i>6-8</i>	<i>9-12</i>
Reach 2022	91%	79%	81%	92%	81%	73%
Reach 2021	90%	79%	88%	93%	81%	84%
XLarge Avg.	95%	90%	89%	95%	89%	89%
Group 3 Avg.	93%	83%	84%	94%	84%	82%
Connections Avg.	94%	87%	86%	94%	86%	87%

- **Final Semester 1 Pass Rates** - This shows the first semester “core” courses with final semester 1 pass rates for each course, broken down by grade bands: K-5, 6-8 and 9-12. Course completion plays a key role in school graduation rates and reteach, relearn policies to help students demonstrate mastery of standards and are part of a successful school's core operating principles.

Professional Responsibilities Continued

	IEP ELA Course Pass Rates			IEP Math Course Pass Rates		
	K-5	6-8	9-12	K-5	6-8	9-12
Reach 2022	93%	84%	76%	93%	84%	77%
XLarge Avg.	93%	85%	85%	93%	86%	78%
Group 3 Avg.	90%	75%	72%	90%	70%	72%
Connections Avg.	89%	81%	78%	90%	78%	77%
	IEP Science Course Pass Rates			IEP Social Studies Course Pass Rates		
	K-5	6-8	9-12	K-5	6-8	9-12
Reach 2022	93%	79%	73%	93%	79%	72%
XLarge Avg.	94%	86%	85%	91%	85%	87%
Group 3 Avg.	90%	73%	73%	90%	76%	73%
Connections Avg.	90%	81%	79%	91%	79%	82%

- **Final Semester 1 Pass Rates for students with Individualized Education Program (IEP)** - This shows the first semester “core” courses with final semester 1 pass rates for each course, broken down by grade bands: K-5, 6-8 and 9-12. Course completion plays a key role in school graduation rates and reteach, relearn policies to help students demonstrate mastery of standards and are part of a successful school's core operating principles.

	4 HS Cohorts % On Track	2022	2023	2024	2025
Reach 2022	80%	73%	75%	74%	99%
Connections Avg.	69%	63%	64%	63%	86%

- **Cohort Summary Report – HS Cohorts % On Track** – Average metrics of 4 active cohorts for the current school year. (Classes of 2022, 2023, 2024, and 2025). The graduation rate is the percentage of students in the cohort that are on track to graduate within the 4-year period, including the summer after senior year. For each cohort it's (# EOY Grad Status = Early or On Time) / (All Students Ever Enrolled in the Cohort and not Validated by State as Excluded from Denominator). This is now a standard key metric in addition to being a school focus goal.

Instructional Expertise

- **Professional Learning available to teachers** – Pearson Virtual Schools has offered an extensive professional learning program for the last several years. Last year, overviews shared with Boards demonstrated a commitment to flexibility and meeting the unique needs of individual teachers. The Professional Learning course features a calendar for teachers to choose sessions most relevant to their needs and level of experience in the virtual environment and Pearson Online Classroom.
 - *Upcoming Professional Learning Opportunities for Teachers*
 - Fostering Math Conversations
 - The Learning Curve – Approaches to Problem Solving
 - Discourse Strategies
 - New Teacher Series: MTSS/RTI – Personalized Learning Plan (PLP)
 - What does Personalized Learning Look like in the Online Classroom?
 - Creating Engaging Videos for Your Virtual Classroom
 - Cross Generational Communication – How to Effectively Engage Gen Z Students
 - MTSS - Progress Monitoring
 - Mindfulness – Not Just a Buzzword
 - Quality Feedback for Student Engagement
 - Pulling Data and Excel Beyond the Basics
 - Supporting Anxious Students
 - Promoting Post-Secondary Readiness in the Classroom
 - Learning Differences in the Classroom
 - *Upcoming Professional Learning Opportunities for Leaders*
 - Successful Change Management
 - Emotional Intelligence for Leadership
 - Promoting Collaboration and Teamwork

Student Engagement

	On Time Welcome Calls	Welcome Calls Complete	Student Contacts Met	LC Contacts Met	DSY WD
Reach 2022	78%	97%	93%	88%	11.2%
Reach 2021	81%	98%	95%	82%	13.9%
XLarge Avg.	93%	93%	92%	78%	13.2%
Group 3 Avg.	84%	84%	93%	75%	12.8%
Connections Avg.	92%	92%	91%	79%	14.3%

- Students receiving a Welcome Call on time, and total Welcome Calls complete** – Welcome Calls to students by teachers (or designated school staff members) have been shown to correlate strongly with prolonged student enrollment and parent satisfaction; a Welcome Call is “on time” if completed within 7 calendar days of enrollment. Even with a significant increase in overall enrollment, schools worked hard to ensure that 92% of welcome calls were completed on time. The target for this metric is set to 95% because some students who enroll never engage but cannot be immediately withdrawn due to truancy and other non-compliance processes
- Student & LC Contacts Met** – Although much contact happens in other ways (webmail, LiveLesson recording, etc.), PVS recommends a targeted synchronous contact between teachers and students every 14 days. Additionally, an expectation of at least 3 annual contacts with the Learning Coach is considered a Core Standard. The metrics here are reporting the % of students with an individual synchronous contact within the last 14 days for the student and at least 2 phone contacts have occurred with the Learning Coach by the end of reporting period 2.
- During School Year Withdrawals** – This shows % of students who enrolled, engaged for at least 5 school days, and subsequently withdrew this school year. Withdrawal rates are typically higher than in traditional brick and mortar schools, and differences between Connections Academy schools can be a result of several factors.

Data Driven Instruction

	CBA "Met" K-8	CBA "Met" 9- 12
Reach 2022	94%	%
Reach 2021	90%	%
XLarge Avg.	92%	78%
Group 3 Avg.	76%	76%
Connections Avg.	87%	83%

- Students with CBAs Met** – Connections-supported schools use a minimum number of “curriculum-based assessments” (CBAs) as one way to ensure student learning is authentic. CBAs are usually 1:1 phone call and/or Livelessons, using webcams and microphone capabilities, during which a teacher probes the student’s understanding of a specific part of the curriculum. This metric is the % of students at the school meeting these criteria by the end of the first quarter.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered between Association of Women in Forensic Science, Inc. (AWIFS) (the AWIFS providing services “Service Provider”) and Reach Cyber Charter School (the charter school receiving services “Charter”). Service Provider and Charter may be collectively referred to as the “Parties” or individually as a “Party.” This MOU shall be effective as of the date of the last-executed signature below.

1. Background

The provisions of this document will be part of a future agreement between the parties. These terms in this Document are not comprehensive, and it is possible that additional terms may be added, or existing terms may be modified or deleted. Basic terms include the following:

2. Objectives and goals

As part of this agreement, programs will be conducted in both virtual and/or in person settings to enhance science knowledge of middle and high school students and broaden their scope of interest in forensics and its impact on modern society.

AWIFS “Club Philly Forensics” utilizes forensic professionals and college graduates who have forensic backgrounds for effective program delivery expansion of the science education of middle/high school students to include forensic science, and an emphasis is placed on serving underrepresented populations. Additionally, we emphasize drug, sexual violence, gun violence, and other global issues.

In recent years, forensic science has grown in popularity, but there has been an increasing demand for proper representation of the career field as a whole, especially among students interested in pursuing a career in this demanding field. In general, the “CSI Effect” has contributed to the growing interest in forensics. The CSI Effect, also known as CSI Syndrome, is the dramatization of the role forensics plays in societal demands, specifically crime, through the popularity of television dramas such as; CSI, The First 48, etc. While these dramas have increased society’s interest in the role of forensics, they have also raised real world expectations of forensic science, especially crime science investigation and DNA testing. The program is designed to help students gain a realistic understanding of this fascinating field and to help dispel some of the myths that surround it.

The parties will agree upon the workshop dates and the duration of the workshop will not be more than eight weeks/two hours per class (one workshop per week). Under a renewed agreement, workshops can be continued beyond the 8 weeks.

AWIFS “Club Philly Forensics” Learning Outcomes & Assessment Plan

The purpose of this program is to increase high school age adolescents' knowledge of science, and to broaden their interest in forensics and its impact on modern society.

Students who participate in this program will be able to:

- Apply concepts learned in their current courses to forensics.
- By combining interactive instruction, experimentation, and media applications, you will gain an understanding of forensics in its reality.
- Recognize new ways that technology can be used to solve crimes.
- Understand how science can be used to solve societal problems, such as crime.
- Documentation of forensic findings helps students develop critical thinking and writing skills.
- Combine the subject of history with the subject of science.
- Improved ability to work independently as well as in a team environment.
- This learning objective will be met by eight workshops. Following the workshops, a discussion about career paths in forensic science and the importance of volunteering, networking, and mentorship will be held.

For the reasons mentioned hereinafter, the said parties are herewith agreeing to the following:

The Charter has engaged AWIFS as its “Service Provider,”

In Section 2, the major duties and responsibilities of the programmatic group are outlined. Section 1 describes the Charter’s responsibilities.

- AWIFS is an independent contractor and not an employee of the Charter.
- The Charter and AWIFS recognize that this is not an exclusive agreement for services, and that either party may enter into additional agreements for similar services if needed.
- Neither party may assign this agreement to a third party.
- The Charter agrees to indemnify and hold *AWIFS* harmless from and against all claims, damages, losses and expenses (including, but not limited to, attorney fees) arising out of the performance of this agreement.
- This agreement will be governed by and interpreted under the laws of Pennsylvania.

3. Roles and responsibilities

Section 1: Responsibilities of the Charter – *Reach Cyber Charter School*

***Reach Cyber Charter School* will:**

- Be ultimately responsible for the training program, including all liability and financial responsibilities.
- Designate a primary representative to serve as the primary point of contact for the administration of this agreement.
- Provide all necessary information to AWIFS for a successful and complete implementation of the program during the time specified.
- All education programs offered under these terms and/or using the program name must receive the prior approval of AWIFS.
- AWIFS must approve all marketing of the program.
- Assuring an appropriate and safe environment for implementation of the AWIFS program.

Section 2: Responsibilities of AWIFS

AWIFS will:

- Coordination and instruction of programming will be provided as outlined in this agreement during the agreed upon timeframe.
- In the event that any classes need to be rescheduled because of unforeseen circumstances, the Charter will be notified in advance.
- Program goals and objectives will be met as agreed by the Charter, and will adhere to program guidelines that will be outlined and provided by AWIFS
- Students will be provided with an evaluation of the program once it has been completed. Parties will receive the evaluation results.
- Any problems encountered during the program implementation should be brought to the Parties attention.
- AWIFS owns the materials produced to meet the conditions of this agreement and/or for use in programs offered under this agreement.

4. Payment for Services

- Programming offered under this agreement will be financially supported via payment of the programming fee of \$27,000 (if applicable, purchase order number must be sent to AWIFS prior to providing services)

Programming fee is inclusive of:

- lab materials
 - program supplies
 - administrative costs
- Unit instruction of 8-workshops for up to 46 students
 - The payment will be distributed to AWIFS in the form of one (1) payment.
 - Payment is due 30 days before programming begins. The total number of students must be confirmed no later than 30 days before the start of class.
 - Charter's failure to pay a submitted invoice may be considered a breach of contract and grounds for termination pursuant to Section 5 of this MOU.

5. Termination

In order to terminate this MOU, either the Charter or Service Provider must provide the other party with thirty days (30) written notice, except that Service Provider may terminate this MOU by providing Charter with written notice that it is unable or unwilling to provide the requested services pursuant to Section 3 of this MOU.

6. Duration of the MOU

This is a non-binding Memorandum of Understanding (MOU) by Reach Cyber Charter School and the Association of Women in Forensic Science (AWIFS).

The duration of the program will be determined by both parties not to exceed eight workshops

7. Non-Binding

The Sponsor is not bound by this Document and it cannot be enforced. The future agreement, duly executed by the Sponsor, will be enforceable. This agreement shall be superseded by the terms and conditions of the future agreement. With regard to the subject matter of this Document, the Parties are not prohibited from engaging in negotiations with other third parties.

8. Dispute resolution

The parties can give each other a written notice in the event of a dispute or difference arising out of or in connection with this MOU

Within 30 business days of receiving the notice, senior executives of each of the parties shall meet and negotiate in good faith and without prejudice in order to resolve the dispute or difference.

9. Variation

Any of the requirements of this MOU may be modified by both parties. A written agreement must be signed by both parties.

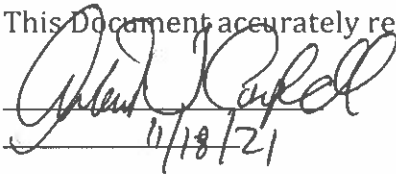
10. Advertising and announcements

Unless required by law, an announcement, circular or other public disclosure including promotional materials such as newsletters, brochures, flyers or annual reports, referring to the contents or subject matter of this MOU, must not be made or permitted by a party without the prior written approval of the other party.

11. Confidentiality

The parties acknowledge that information disclosed by one party to the other (the disclosing party) in the course of the subject matter of this MOU may be confidential and unless required by law must not be disclosed to a third party except with the prior written consent of the disclosing party.

This Document accurately reflects the understanding between the parties, signed on


1/18/21

AWIFS

Reach Cyber Charter School

Part Number	Kit Name	Price per kit	Estimated shipping per kit:	
PS-5701-KIT	K-2 Base Kit	\$ 151.29	\$ 19.08	1800
PS-5702-KIT	Grade K Kit	\$ 15.35	\$ 12.00	600
PS-5703-KIT	Grade 1 Kit	\$ 25.26	\$ 12.00	625
PS-5704-KIT	Grade 2 Kit	\$ 16.64	\$ 12.00	550
PS-5705-KIT	3-5 Base Kit	\$ 67.72	\$ 19.08	1800
PS-5706-KIT	Grade 3 Kit	\$ 69.05	\$ 13.57	650
PS-5707-KIT	Grade 4 Kit	\$ 72.63	\$ 14.60	650
PS-5708-KIT	Grade 5 Kit	\$ 71.71	\$ 14.60	650
PS-5709-KIT	6-8 Base Kit	\$125.00	\$ 19.08	2000
PS-5710-KIT	6-8 Refill Kit	\$ 23.24	\$ 12.00	2200
PS-5711-KIT	HS Base Kit	\$145.59	\$ 19.08	3900
PS-5712-KIT	HS Refill Kit	\$ 39.39	\$ 12.16	3900

306660.8571

16407.42857

23290.17857

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156242.5714

53705.78571

56696.71429

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1893797.393

2,000,000

Includes a 30% for students leaving and entering



**Board Strategic Plan Updates (2/16/22 meeting)
Reservation of Fund Balance in alignment with Strategic plan Smart Goals**

Total Proposed Reservation of Fund Balance = \$30 million

- 1. SMART Goal 1/ Goal Target Area: Improve Student Academic Outcomes**
 - \$8.5 million for future student and staff technology

- 2. SMART Goal 2/ Goal Target Area: Grow and Strengthen STEM Program**
 - \$5 million for STEM initiatives and enhancements; maintenance of mobile labs

- 3. SMART Goal 3/ Goal Target Area: Prepare for Responsible School Growth**
 - \$10 million for anticipated/ possible school district funding reductions due to legislative climate in the 2022-2024 timeframe
 - \$3 million for staff salary and benefits in alignment with compensation philosophy enhancements designed to emphasize transparency, equity, and excellence
 - \$3.5 million for self-managed transition