REACH CYBER CHARTER SCHOOL

Reach Cyber Charter School
ANNUAL 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, June 16, 2021 at 9:00 a.m.

Meeting Location:
750 East Park Drive, Suite 204
Harrisburg, PA 17111

And Via Zoom Video and Teleconference
https://us02web.zoom.us/s/88369378105

+1 646 558 8656 US
Meeting ID: 883 6937 8105
Passcode: 181592

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.   Annual Act 44 Director of Safety Report on Safety and Security at the School – G. McCurdy
        ii.   Graduation Update
        iii. Planning for the 2021-2022 School Year
   b.   Financial Report (attached) – K. Yeselavage
        i.   Budget Adjustments

V.   Consent Items
   a.   Approval of Minutes from the May 19, 2021 Board Meeting (to follow)
   b.   Approval of Staffing Report (attached)
   c.   Approval of Pearson Invoice(s) for May (attached)
   d.   Approval of Federal Title Funding Plan Documentation: Homeless Students Policy Updates (attached)
   e.   Approval of Board Meetings Schedule for the 2021- 2022 School Year (attached)

VI.   Action Items
   a.   Approval of Budget for the 2021-2022 School Year (to follow) – K. Yeselavage/ D. Biondo

      b. Approval of CSI School Improvement Plan (attached) – J. Swan

      c. Approval of Short Term & Long Term Disability Proposals (attached) – L. Blickley

      d. Approval of Directors – M. Arthur

      e. Approval of Officers for the 2021-2022 School Year – M. Arthur

VII.   Information Items

      a. Results of the Parent Satisfaction Survey (attached) – J. Swan

      b. State Account Relations (STAR) Update – L. Johnson

      c. Partner School Leadership Team (PSLT) Update – M. Brown

VIII.   Strategic Planning

      a. Career Pathways (attached) – J. Swan

      b. In-Person Retreat Planning – M. Arthur

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 – D. Taylor/ P. Hennessey

X.   Approval of School CEO Compensation for the 2021-2022 School Year – D. Taylor

XI.   Adjournment and Confirmation of Next Meeting – Wednesday, August 18, 2021 at 9:00 a.m.

MONTHLY SCHOOL REPORT

School & Date Selection

School	Report Date
Reach Cyber Charter School ⌄	May 31, 2021 ⌄

Currently Enrolled

8662

Total YTD Enrolled

10820

Enrollment Services Complete (Stage 4)
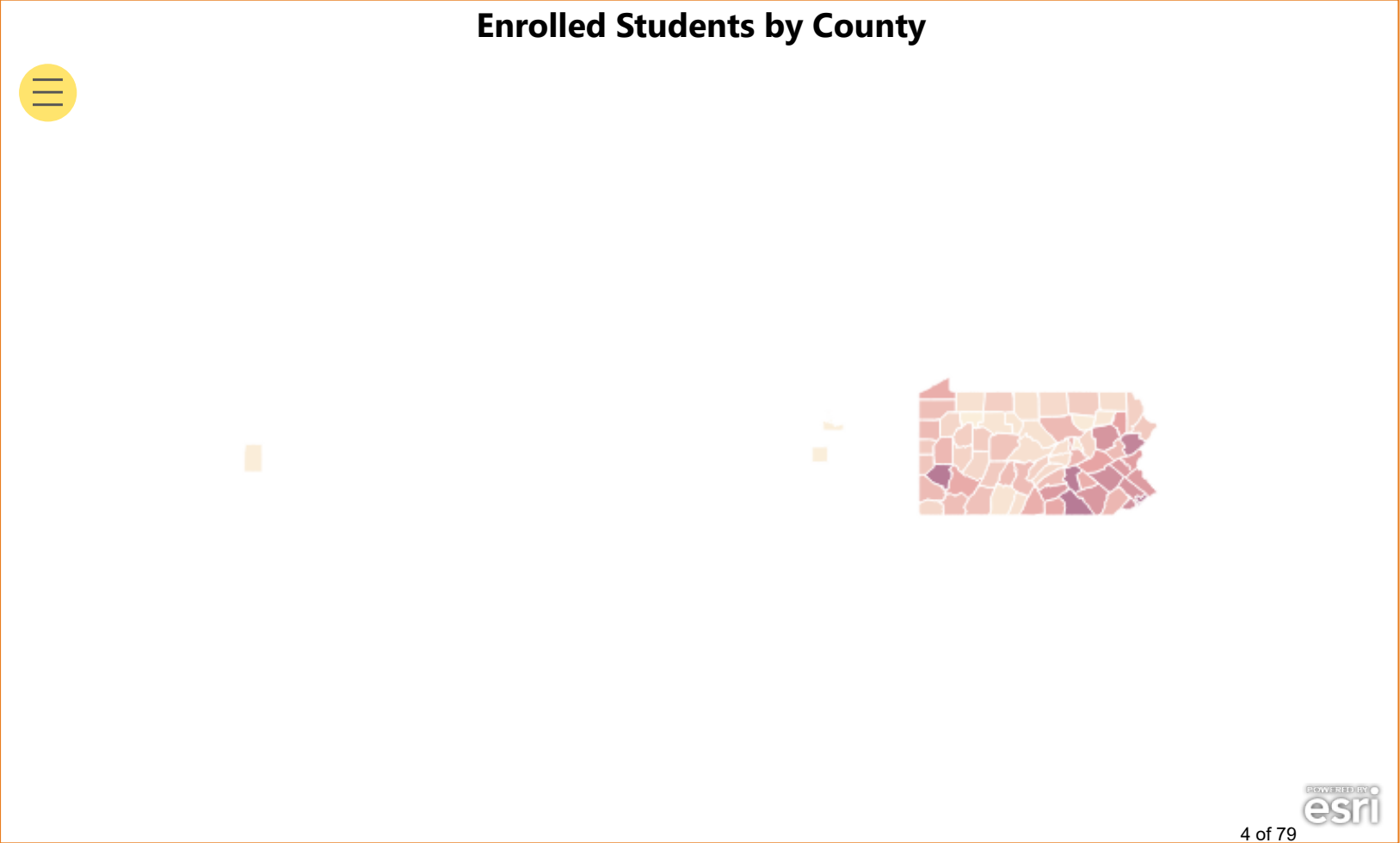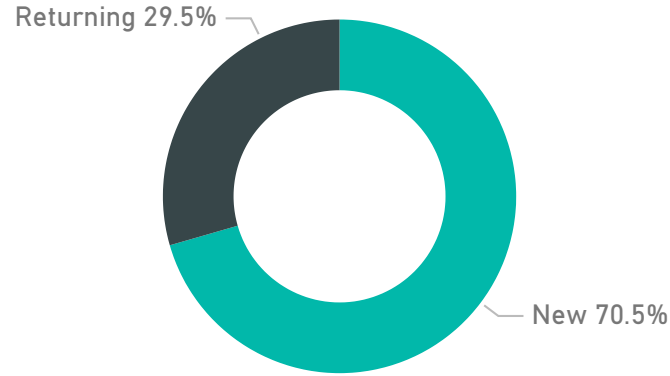
11033

Enrolled Students by County

esri

Reach Cyber Charter School
May 31, 2021

Current Enrollment Month-Over-Month Change

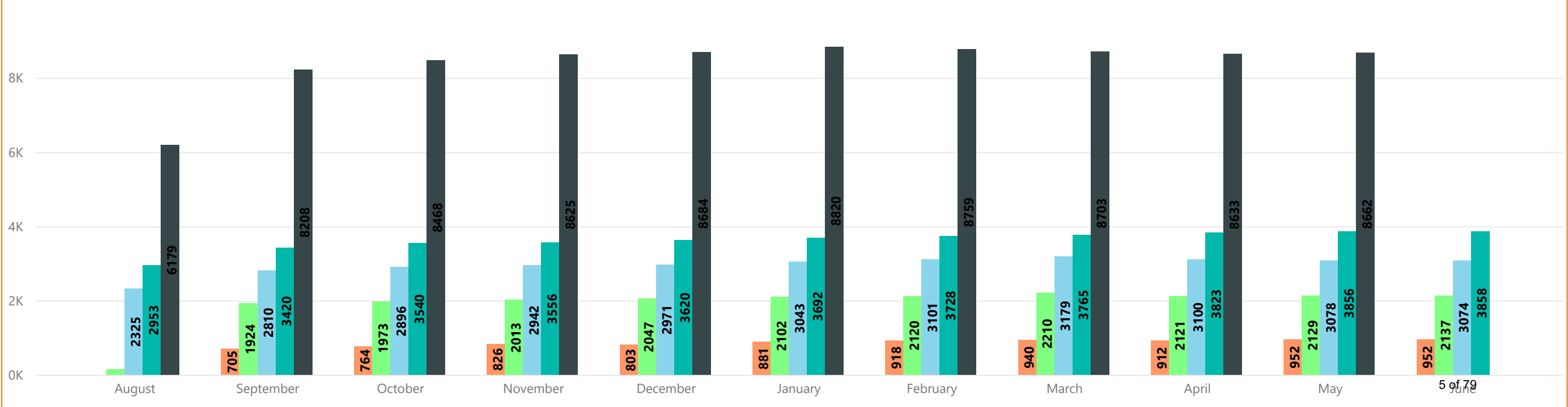# 0%

Current Enrollment Year-Over-Year Change

125%

New and Returning

Returning 29.5%

New 70.5%

New and Returning Prior Year
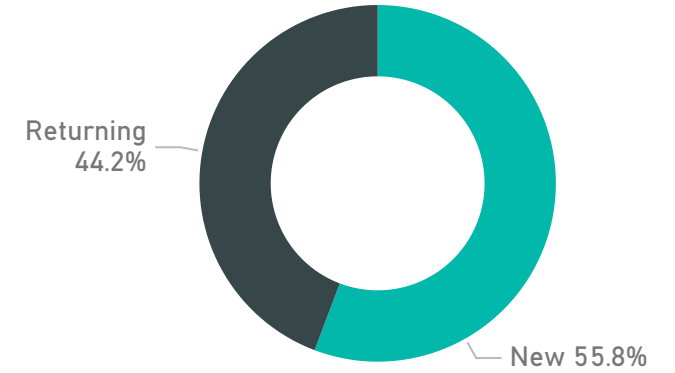
Returning 44.2%

New 55.8%

Monthly Student Current Enrollment Comparison

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

| Month	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
August			2325	2953	6179
September	705	1924	2810	3420	8208
October	764	1973	2896	3540	8468
November	826	2013	2942	3556	8625
December	803	2047	2971	3620	8684
January	881	2102	3043	3692	8820
February	918	2120	3101	3728	8759
March	940	2210	3179	3765	8703
April	912	2121	3100	3823	8633
May	952	2129	3078	3856	8662
June	952	2137	3074	3858	

Reach Cyber Charter School
May 31, 2021

Enrolled Students by Final Grade
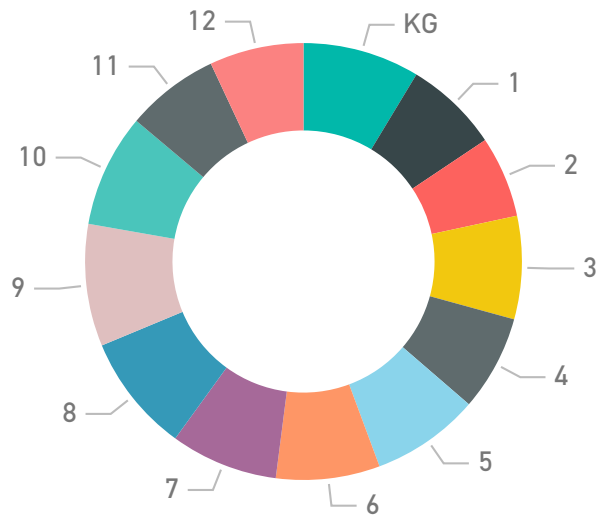
Enrolled Students Prior Year by Final Grade
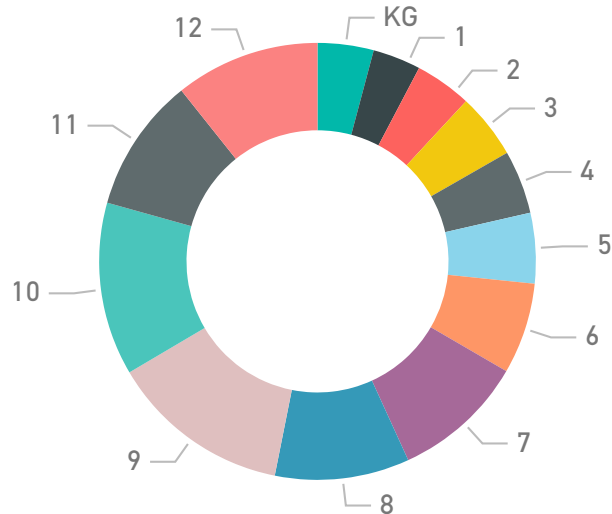
## Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear Students	%CT Students	PriorEOY Students	%CT Students	LastMonth Students	%CT Students	CurrentMonth Students	%CT Students
PK-2	**459**	**12%**	**459**	**12%**	**1877**	**22%**	**1874**	**22%**
KG	160	4%	160	4%	753	9%	749	9%
1	137	4%	137	4%	605	7%	604	7%
2	162	4%	162	4%	519	6%	521	6%
3-5	**568**	**15%**	**568**	**15%**	**1959**	**23%**	**1967**	**23%**
3	186	5%	186	5%	655	8%	661	8%
4	181	5%	181	5%	613	7%	612	7%
5	201	5%	201	5%	691	8%	694	8%
6-8	**1022**	**27%**	**1023**	**27%**	**2104**	**24%**	**2112**	**24%**
6	260	7%	260	7%	666	8%	666	8%
7	378	10%	379	10%	686	8%	689	8%
8	384	10%	384	10%	752	9%	757	9%
9-12	**1807**	**47%**	**1808**	**47%**	**2693**	**31%**	**2709**	**31%**
9	516	13%	516	13%	780	9%	783	9%
10	494	13%	495	13%	718	8%	725	8%
11	384	10%	383	10%	594	7%	597	7%
12	413	11%	414	11%	601	7%	604	7%
Total	**3856**	**100%**	**3858**	**100%**	**8633**	**100%**	**8662**	**100%**

Reach Cyber Charter School
May 31, 2021

Total YTD Enrollment by Withdrawal Category

Withdrawal During School Year 18.6%

Enrolled, Not Grad 80.1%
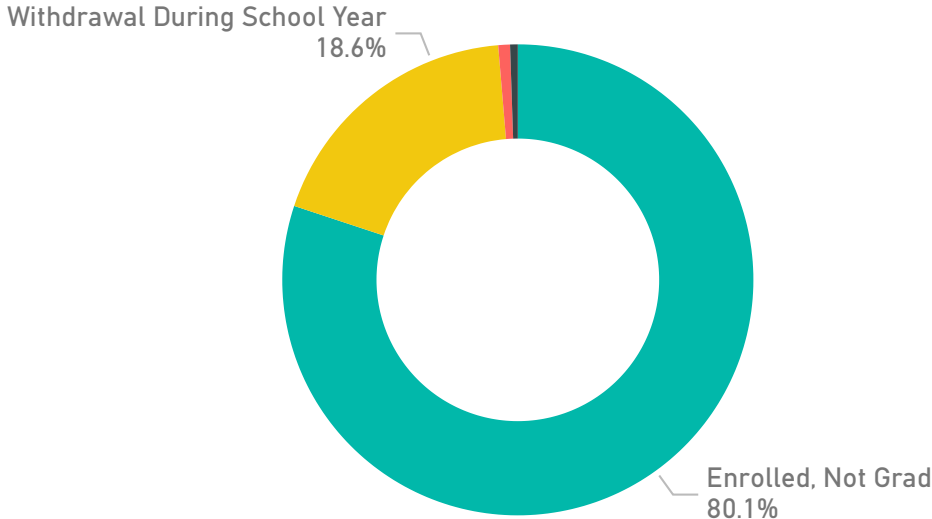
Total YTD Enrollment Prior Year by Withdrawal Category
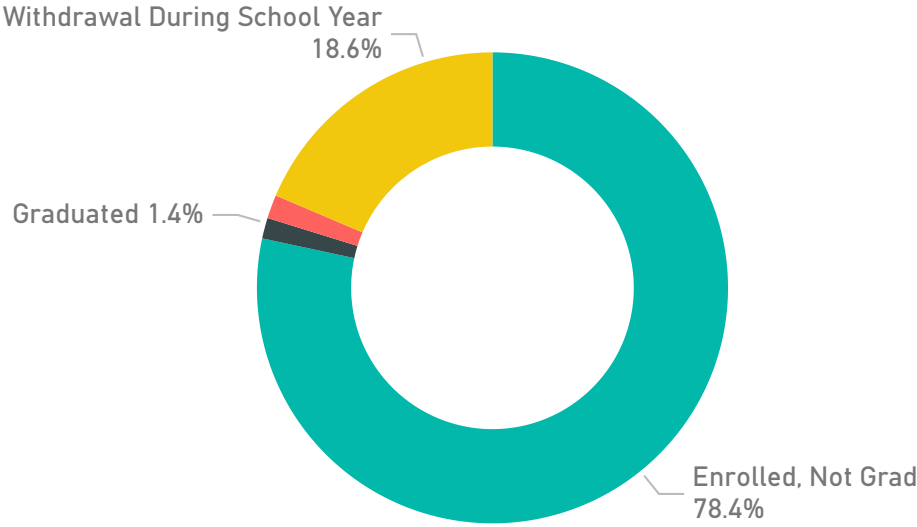
Withdrawal During School Year 18.6%

Graduated 1.4%

Enrolled, Not Grad 78.4%

Total YTD Enrollment

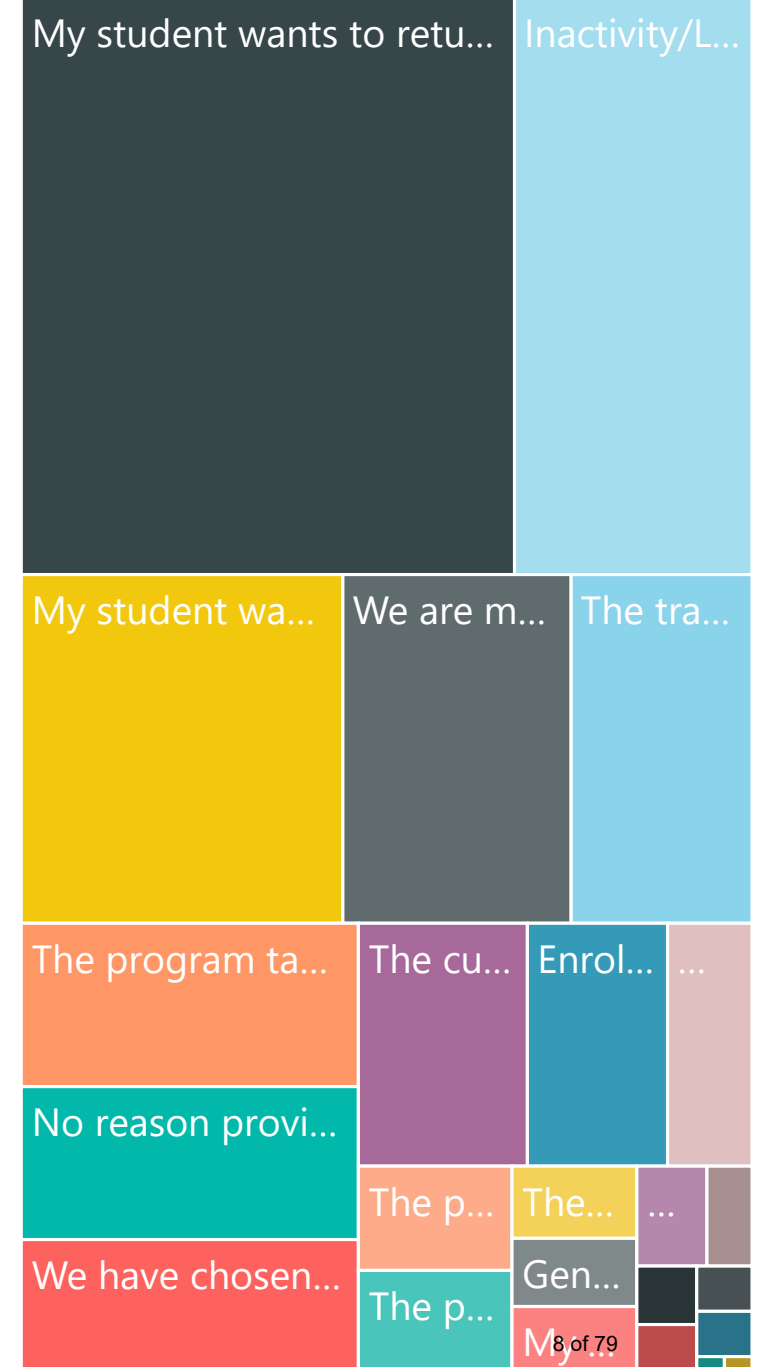| ReportPeriod	SameMonthPriorYear		PriorEOY		LastMonth		CurrentMonth	
Withdrawal Category	Student Count	%CT Student Count	Student Count	%CT Student Count	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	3859	78%	3858	78%	8636	80%	8665	80%
Graduated	70	1%	70	1%	57	1%	57	1%
Prior To Engagement	80	2%	80	2%	87	1%	87	1%
Withdrawal During School Year	916	19%	915	19%	1994	19%	2011	19%
Total	**4925**	**100%**	**4923**	**100%**	**10774**	**100%**	**10820**	**100%**

Enrollment Services Complete (Stage 4)
11033

Reach Cyber Charter School
May 31, 2021

Withdrawal Reason

WD Reason	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	16	15	26	27
Another Reason	1	1	85	86
Deceased			1	1
Different/Better Schooling Option (Not related to socialization)	325	325	560	569
Generally dissatisfied with curriculum/course options	11	11	17	17
Inactivity	167	167	279	274
No longer able to provide a Learning Coach	20	20	40	41
No Reason Given	21	21	103	103
Program not flexible enough	16	16	33	32
Program takes too much of Learning Coach's time	27	27	109	110
Program takes too much of student's time	11	11	31	32
Pursuing GED	28	28	17	17
Required Documentation Incomplete	2	2	3	1
Student wants more socialization	67	67	221	224
Technical Difficulties	1	1	5	5
The curriculum is too hard	33	33	82	82
Transition to virtual school too difficult	45	45	123	126
Unhappy with the school	4	4	14	14
We are moving	75	75	156	159
We have chosen to home school	46	46	89	91

My student wants to retu...
Inactivity/L...
My student wa...
We are m...
The tra...
The program ta...
The cu...
Enrol...
No reason provi...
The p...
The...
We have chosen...
The p...
Gen...
My...

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Reach Cyber Charter School
May 31, 2021

Household Data

Household Data	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Active	3045	3041	6098	6113
Graduated	70	70	56	56
WD During School Year	749	749	1446	1458
WD Prior To Engagement	75	75	75	75

Students Per Active Household

SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
1.27	1.27	1.42	1.42

Monthly Total Households

schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021
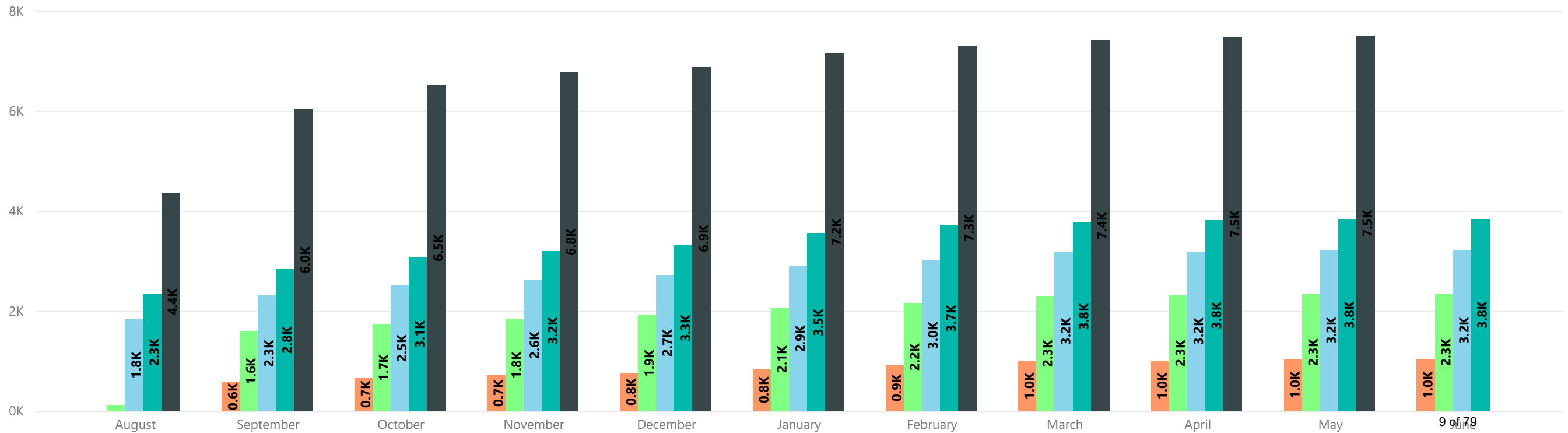
Reach Cyber Charter School
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Ethnicity

Ethnicity	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Hispanic or Latino	544	544	1160	1160
Not Hispanic or Latino	3310	3312	7471	7500

Race

Race	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	155	155	275	276
Asian	82	82	207	208
Black/African American	1194	1196	2586	2587
Native Hawaiian or Other Pacific Islander	47	47	99	100
White	2761	2761	6389	6415

Distinct Race/Ethnicity

Distinct Race/Ethnicity	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
American Indian or Alaskan Native	23	23	34	34
Asian	36	36	80	81
Black/African American	825	827	1690	1690
Hispanic or Latino	544	544	1160	1160
Multiple Races	272	272	661	663
Native Hawaiian or Other Pacific Islander	2	2	2	2
Not Indicated	2	2	2	2
White	2152	2152	5004	5030

Enrolled Students by Ethnicity

Hispanic or Latino 13.4%
0.0%
Not Hispanic or Latino 86.6%
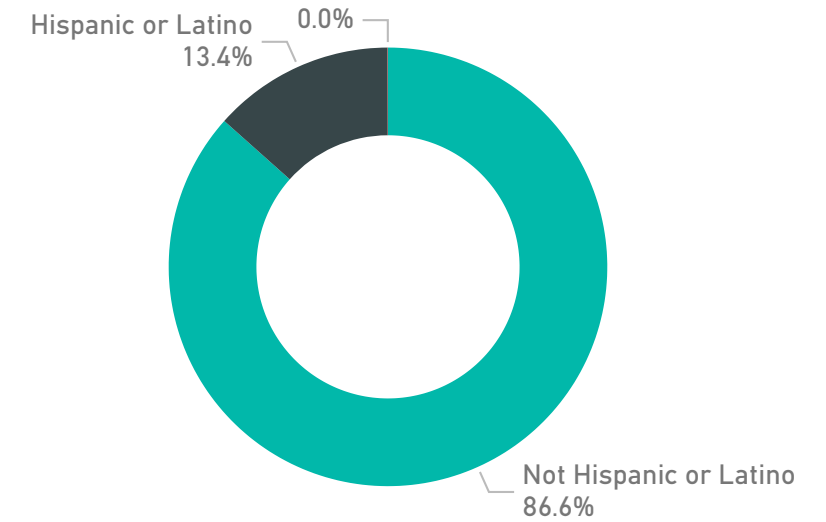
Enrolled Students by Distinct Race/Ethnicity
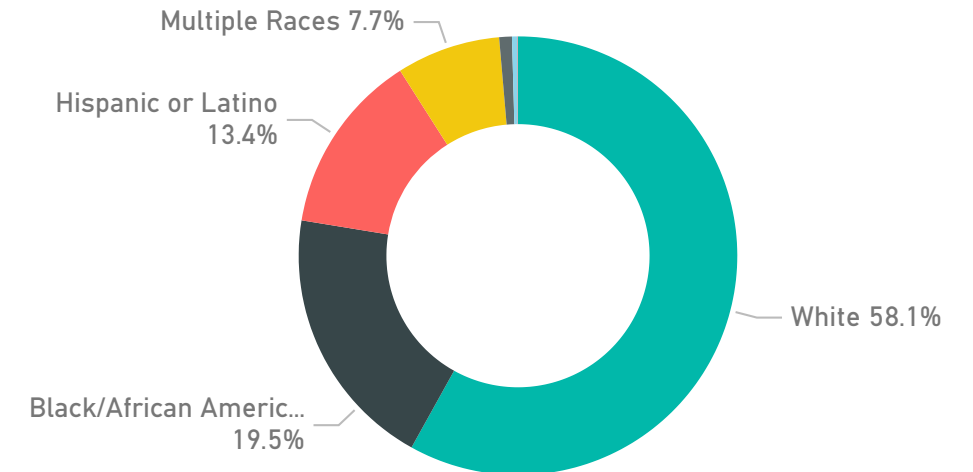
Multiple Races 7.7%
Hispanic or Latino 13.4%
White 58.1%
Black/African Americ... 19.5%

Gender

Gender	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
	1	1	2	2
F	2065	2066	4406	4422
M	1789	1790	4224	4237
X	1	1	1	1

Primary Language

Home Language	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
English	1105	1105	1236	1242
Spanish	165	165	415	416
Russian	2	2	13	14
Arabic	8	9	39	39
Urdu	4	4	8	9
Another Language	93	93	218	217
No Language Reported	2479	2480	6704	6725

Enrolled Students by Gender

0.0%

M 48.9%

F 51.1%
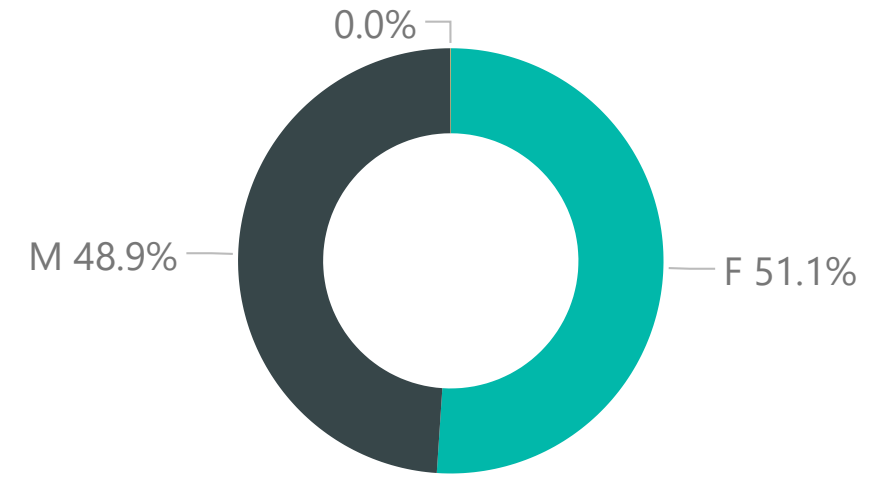
Enrolled Students by Language

English 14.3%

Spanish 4.8%

Urdu 0.1%

No Language Reported 77.6%
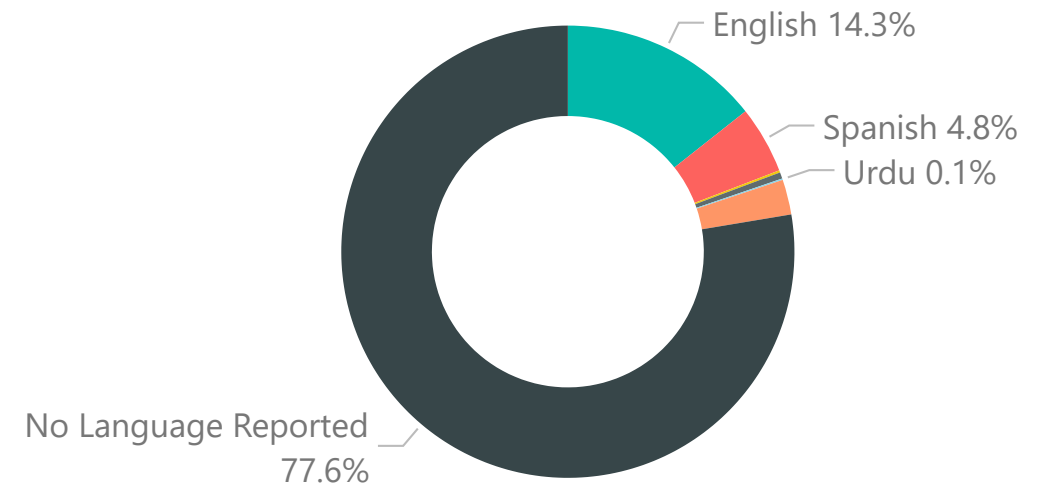
Reach Cyber Charter School
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Prior Schooling

Prior Schooling ▲	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Charter School (Public)	314	314	481	488
Home School	189	189	320	326
No Prior School	359	359	1075	1072
Online (Virtual) Public School	353	353	646	654
Private/Parochial School	203	203	796	797
Public School	2289	2291	4910	4921
Prior Schooling Not Reported	149	149	405	404

Prior Schooling
May 31, 2021

- Prior Schooling Not Reported 4.7%
- Charter School (Public) 5.6%
- No Prior School 12.4%
- Online (Virtual) Public Sc... 7.6%
- Private/Parochial School 9.2%
- Public School 56.8%

Prior Schooling
May 31, 2020

- Prior Schooling Not Reported 3.9%
- Charter School (Public) 8.1%
- Home School 4.9%
- No Prior School 9.3%
- Online (Virtual) Public Sc... 9.2%
- Private/Parochial School 5.3%
- Public School 59.4%
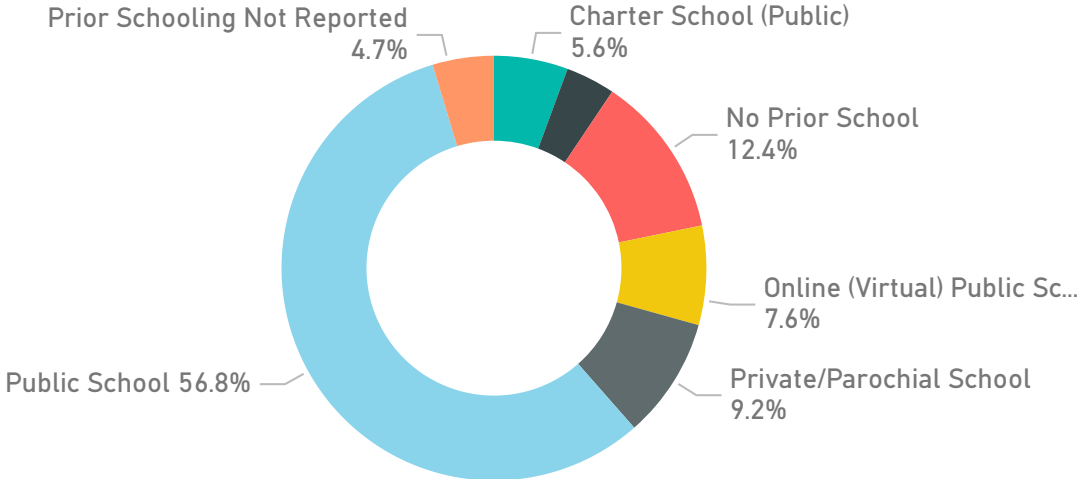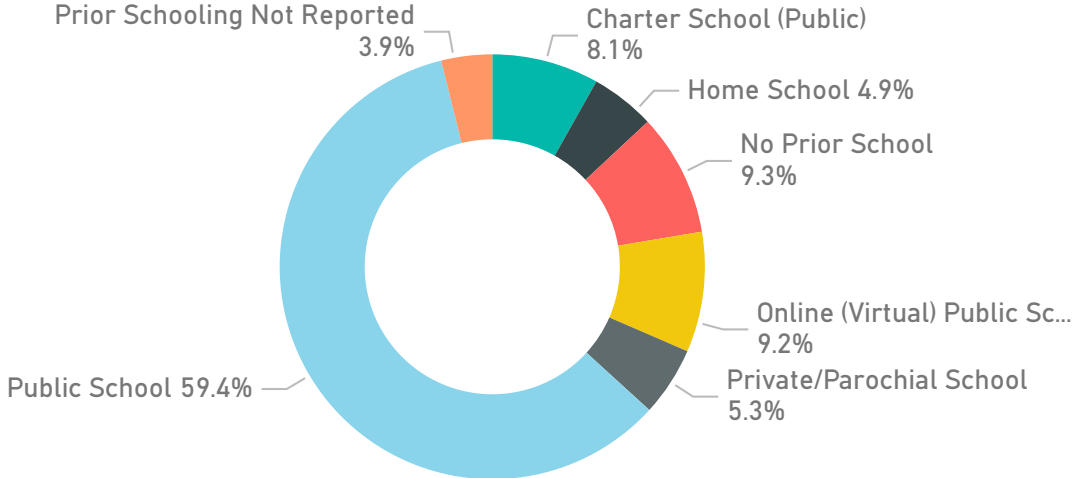
Reach Cyber Charter School
May 31, 2021

FARM Eligibility
May 31, 2021
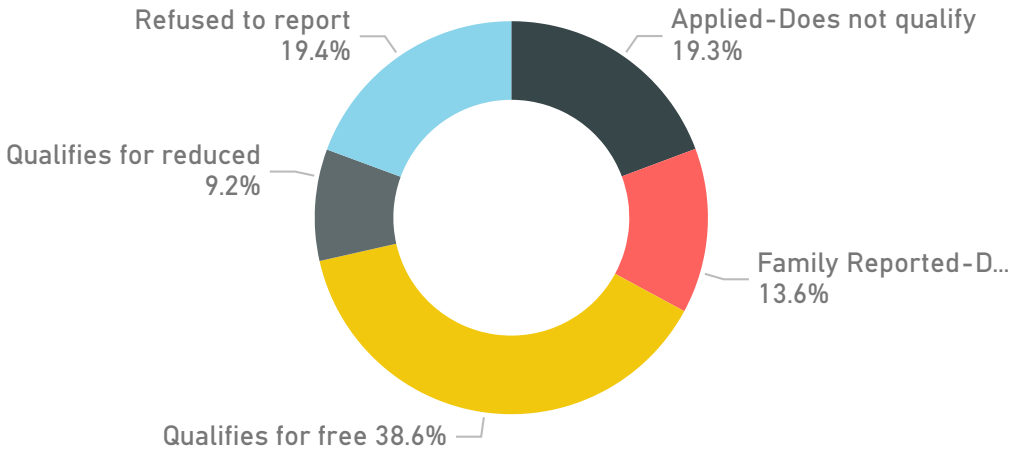
Refused to report 19.4%
Applied-Does not qualify 19.3%
Qualifies for reduced 9.2%
Family Reported-D... 13.6%
Qualifies for free 38.6%
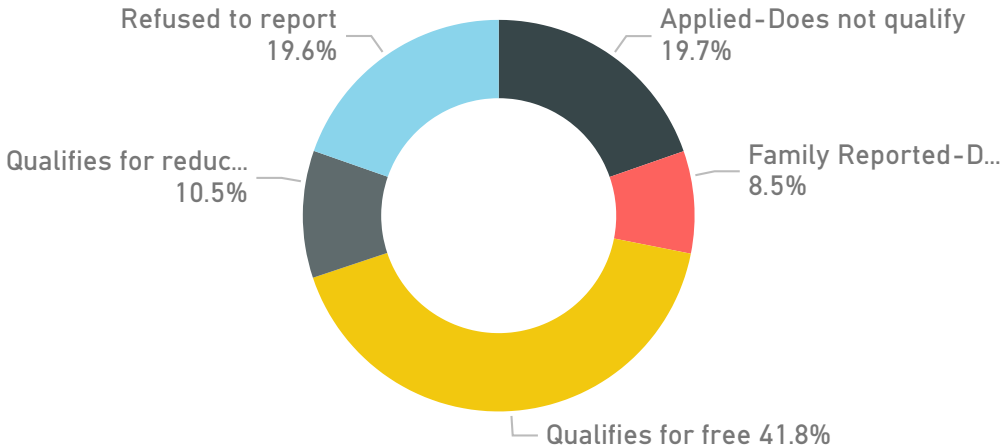
Disability

Disability	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Autism	82	82	186	190
Cognitive Disability	42	42	84	85
Emotionally Impaired	117	120	146	149
Hearing Impaired	3	3	11	12
Multiple Disabilities	1	1	3	2
Other			17	1
Other Health Impaired	162	166	311	322
Physical Disability	1	1		
Specific Learning Disability	382	387	687	708
Speech/Language Impaired	53	55	198	203
Traumatic Brain Injury	1	3	2	2
Visually Impaired	2	2	5	5

FARM Eligibility
May 31, 2020

Refused to report 19.6%
Applied-Does not qualify 19.7%
Qualifies for reduc... 10.5%
Family Reported-D... 8.5%
Qualifies for free 41.8%

Specific Learning Disability
Other Health Impaired
Autism
Emotio...
Speech/Language Impai...
Cognitive Disa...
H...
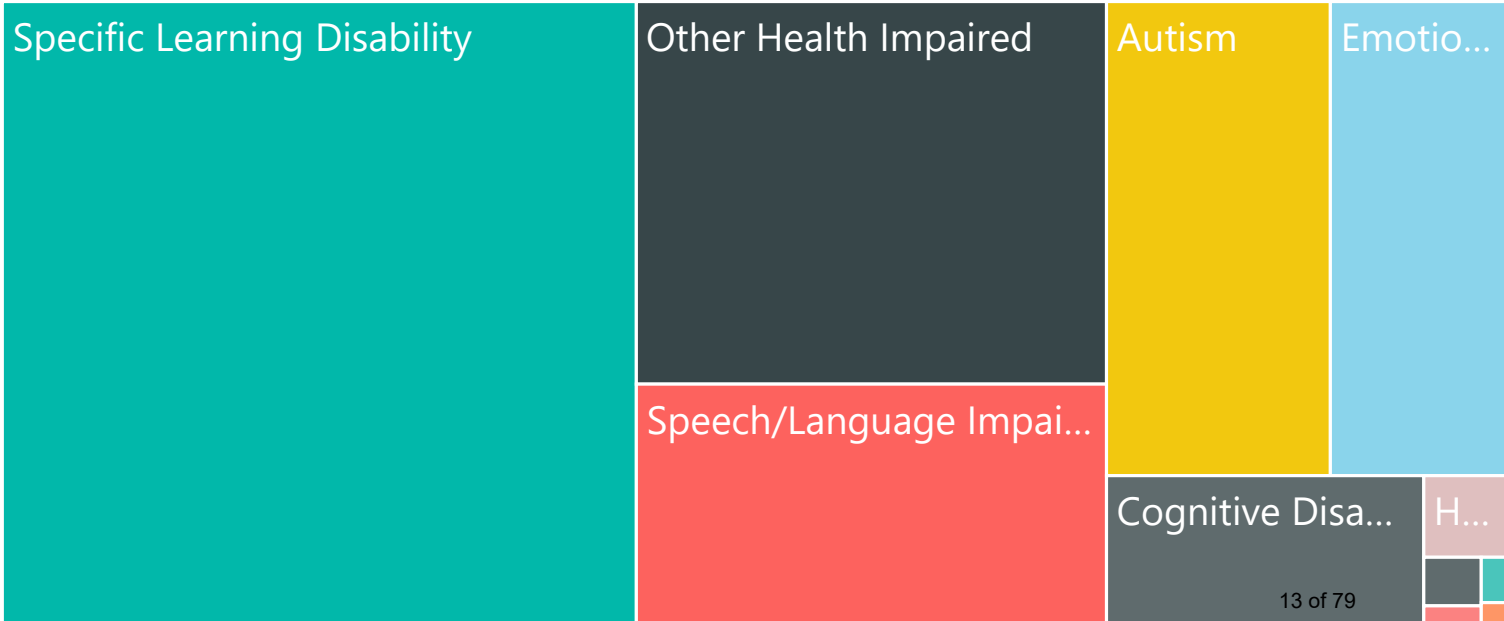
Reach Cyber Charter School
May 31, 2021

Gifted

	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Value	53	52	190	193

Plan504

	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Value	142	141	306	315

IEP

	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
Value	0.8K	0.9K	1.6K	1.7K
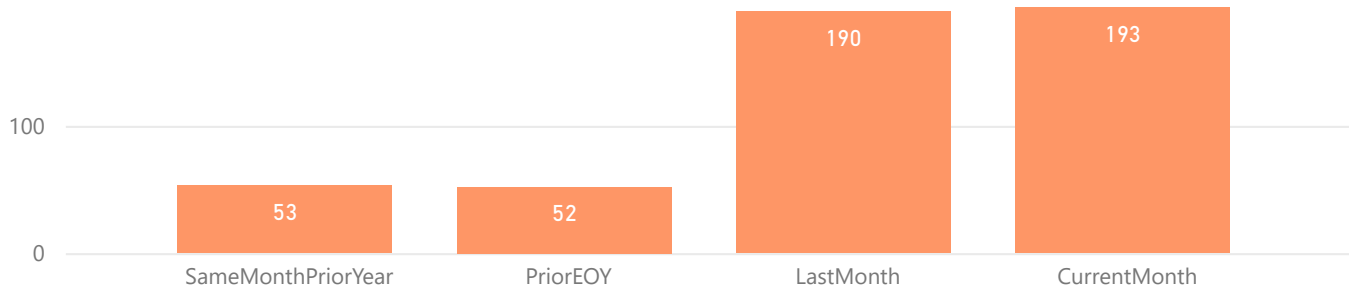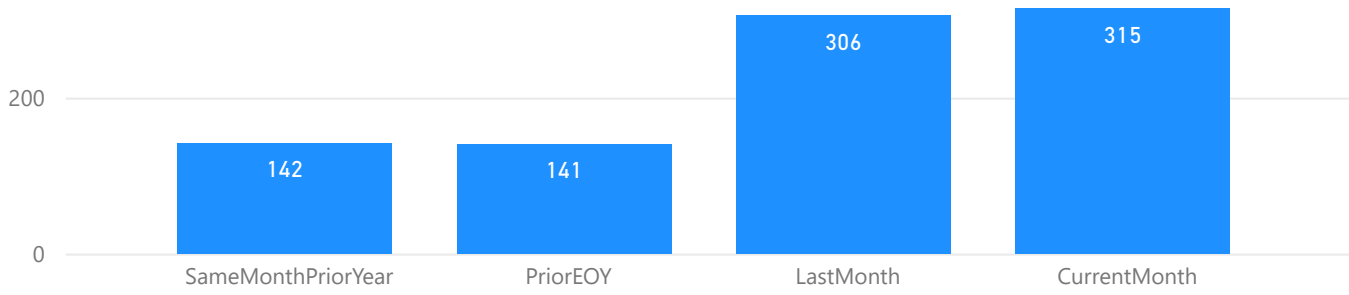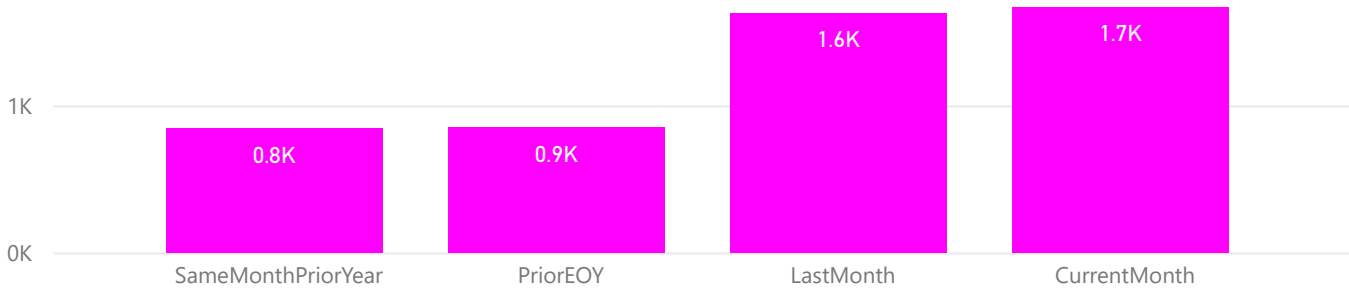
Currently Enrolled
8662

Gifted
2%

Plan504
4%

IEP
19%

Not in Special Population
75%

Reach Cyber Charter School

May 31, 2021

Contacts Per Week

ContactsPerWeekWithoutWebM... ● Met ● Not Met
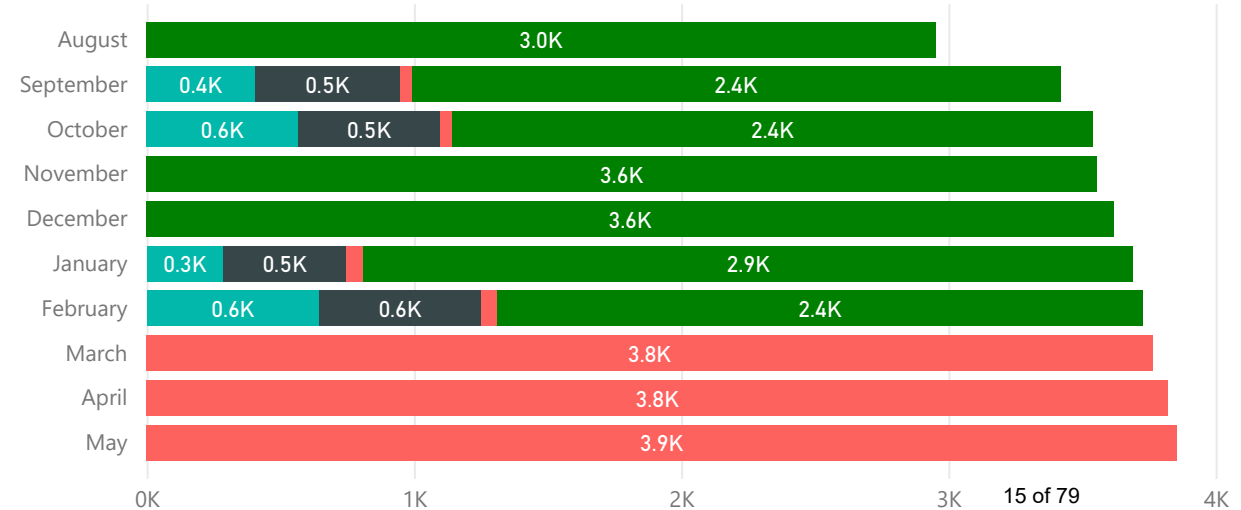

Currently Enrolled
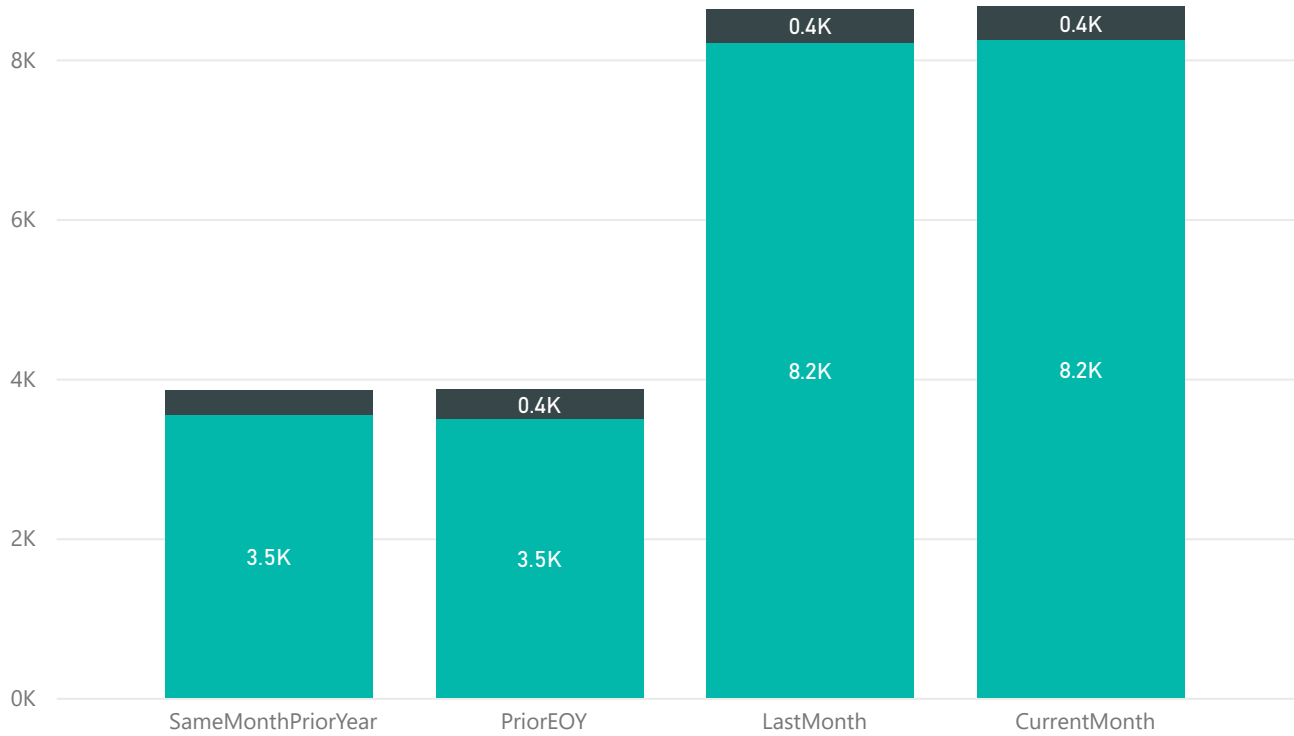
8662

School Year: 2020-2021

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track
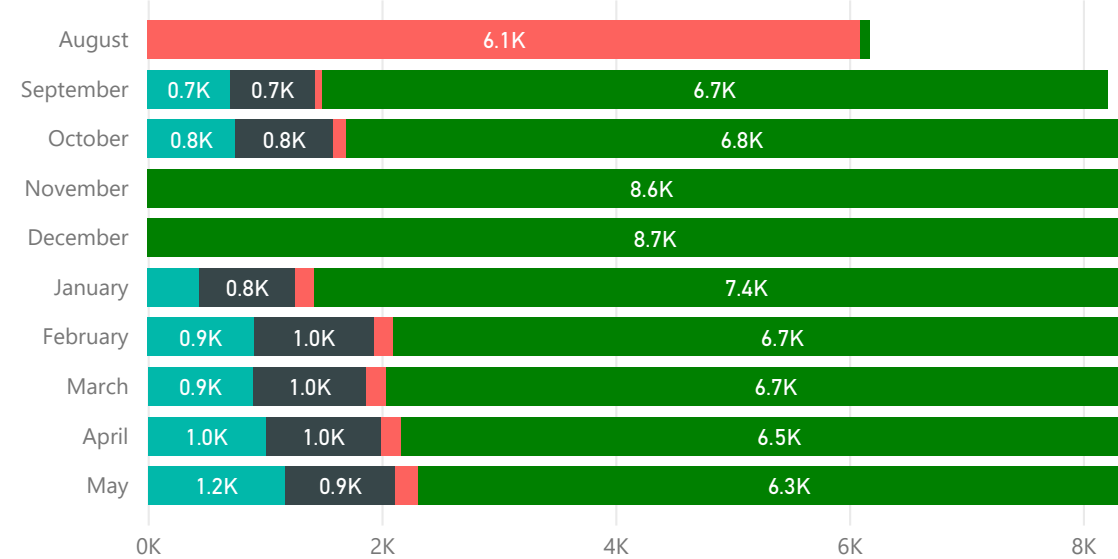
School Year: 2019-2020

AttendanceStatusAutomated ● Alarm ● Approaching Alarm ● Exempt ● On Track

Reach Cyber Charter School
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Average Participation

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	90%	95%	102%	92%
3-5	90%	97%	101%	91%
6-8	95%	98%	95%	91%
9-12	87%	99%	86%	88%
Total	**90%**	**98%**	**95%**	**90%**

Average Total Participation

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

Average Performance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	84%	86%	84%	85%
3-5	76%	81%	77%	78%
6-8	73%	77%	71%	73%
9-12	73%	76%	72%	72%
Total	**75%**	**78%**	**75%**	**77%**

Average Total Performance

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

Average Attendance

GradeDistribution	SameMonthPriorYear	PriorEOY	LastMonth	CurrentMonth
PK-2	86%	86%	104%	102%
3-5	90%	89%	104%	103%
6-8	85%	84%	103%	102%
9-12	83%	82%	98%	97%
Total	**85%**	**84%**	**102%**	**100%**

Average Total Attendance

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

Currently Enrolled	Total YTD Enrolled
8662	10820

Enrollment Services Complete (Stage 4)
11033

Reach Cyber Charter School
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Current Enrollment Month-Over-Month Change
0%

Current Enrollment Year-Over-Year Change
125%

Monthly Student Current Enrollment Comparison

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

Total YTD Enrollment

ReportPeriod	SameMonthPriorYear		CurrentMonth	
Withdrawal Category	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	3859	78%	8665	80%
Graduated	70	1%	57	1%
Prior To Engagement	80	2%	87	1%
Withdrawal During School Year	916	19%	2011	19%
Total	**4925**	**100%**	**10820**	**100%**

New & Returning

ReportPeriod	SameMonthPriorYear		CurrentMonth	
New or Returning	Students	%CT Students	Students	%CT Students
New	2150	55.76%	6110	70.54%
Returning	1706	44.24%	2552	29.46%

Household Data

Household Data	SameMonthPriorYear	CurrentMonth
Active	3045	6113
Graduated	70	56
WD During School Year	749	1458
WD Prior To Engagement	75	75

Students Per Active Household

SameMonthPriorYear	CurrentMonth
1.27	1.42

Grade Distribution

ReportPeriod	SameMonthPriorYear		CurrentMonth	
GradeDistribution	Students	%CT Students	Students	%CT Students
PK-2	**459**	**12%**	**1874**	**22%**
KG	160	4%	749	9%
1	137	4%	604	7%
2	162	4%	521	6%
3-5	**568**	**15%**	**1967**	**23%**
3	186	5%	661	8%
4	181	5%	612	7%
5	201	5%	694	8%
6-8	**1022**	**27%**	**2112**	**24%**
6	260	7%	666	8%
7	378	10%	689	8%
8	384	10%	757	9%
9-12	**1807**	**47%**	**2709**	**31%**
9	516	13%	783	9%
10	494	13%	725	8%
11	384	10%	597	7%
12	413	11%	604	7%
Total	**3856**	**100%**	**8662**	**100%**

Withdrawal Reason

Withdrawal Reason	SameMor...
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	
Required Documentation Incomplete	
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.	

Gender

Gender	SameMonthPriorYear	CurrentMonth
	1	2
F	2065	4422
M	1789	4237
X	1	1

Primary Language

Home Language	SameMonthPriorYear	CurrentMonth
English	1105	1242
Spanish	165	416
Russian	2	14
Arabic	8	39
Urdu	4	9
Another Language	93	217
No Language Reported	2479	6725

Disability

Disability	SameMonthPriorYear	CurrentMonth
Autism	82	190
Cognitive Disability	42	85
Emotionally Impaired	117	149
Hearing Impaired	3	12
Multiple Disabilities	1	2
Other		1
Other Health Impaired	162	322
Physical Disability	1	
Specific Learning Disability	382	708
Speech/Language Impaired	53	203
Traumatic Brain Injury	1	2
Visually Impaired	2	5

Gifted

Gifted	SameMonthPriorYear	CurrentMonth
Yes	53	193

Plan 504

Plan504	SameMonthPriorYear	CurrentMonth
504	142	315

IEP

IEP	SameMonthPriorYear	CurrentMonth
IEP	846	1670

Gifted	Plan504
2%	4%

IEP	Not in Special Population
19%	75%

Ethnicity

Ethnicity	SameMonthPriorYear	CurrentMonth
Hispanic or Latino	544	1160
Not Hispanic or Latino	3310	7500

Distinct Race/Ethnicity

Distinct Race/Ethnicity	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	23	34
Asian	36	81
Black/African American	825	1690
Hispanic or Latino	544	1160
Multiple Races	272	663
Native Hawaiian or Other Pacific Islander	2	2
Not Indicated	2	2
White	2152	5030

Race

Race	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	155	276
Asian	82	208
Black/African American	1194	2587
Native Hawaiian or Other Pacific Islander	47	100
White	2761	6415

Household FARM Eligibility

HouseholdFARMEligibility	SameMonthPriorYear	CurrentMonth
Applied-Does not qualify	619	1407
Family Reported-Does not qualify	266	1018
Qualifies for free	1181	2542
Qualifies for reduced	324	621
Refused to report	620	1395

Prior Schooling

Prior Schooling	SameMonthPriorYear	CurrentMonth
Charter School (Public)	314	488
Home School	189	326
No Prior School	359	1072
Online (Virtual) Public School	353	654
Private/Parochial School	203	797
Public School	2289	4921
Prior Schooling Not Reported	149	404

Contacts Per Week

ContactsPerWeekWithoutWebMail	SameMonthPriorYear	CurrentMonth
Met	3549	8238
Not Met	307	424

Attendance Status

AttendanceStatusAutomated	SameMonthPriorYear	CurrentMonth
Alarm		1179
Approaching Alarm		942
Exempt	3856	193
On Track		6348

Average Participation

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	90%	92%
3-5	90%	91%
6-8	95%	91%
9-12	87%	88%
Total	**90%**	**90%**

Average Performance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	84%	85%
3-5	76%	78%
6-8	73%	73%
9-12	73%	72%
Total	**75%**	**77%**

Average Attendance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	86%	102%
3-5	90%	103%
6-8	85%	102%
9-12	83%	97%
Total	**85%**	**100%**

Average Total Participation

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

Average Total Performance

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

Average Total Attendance

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

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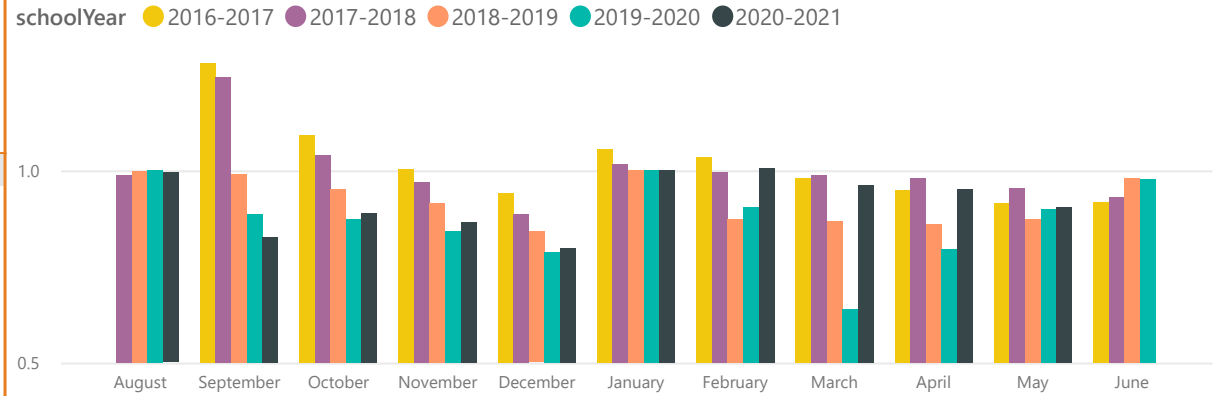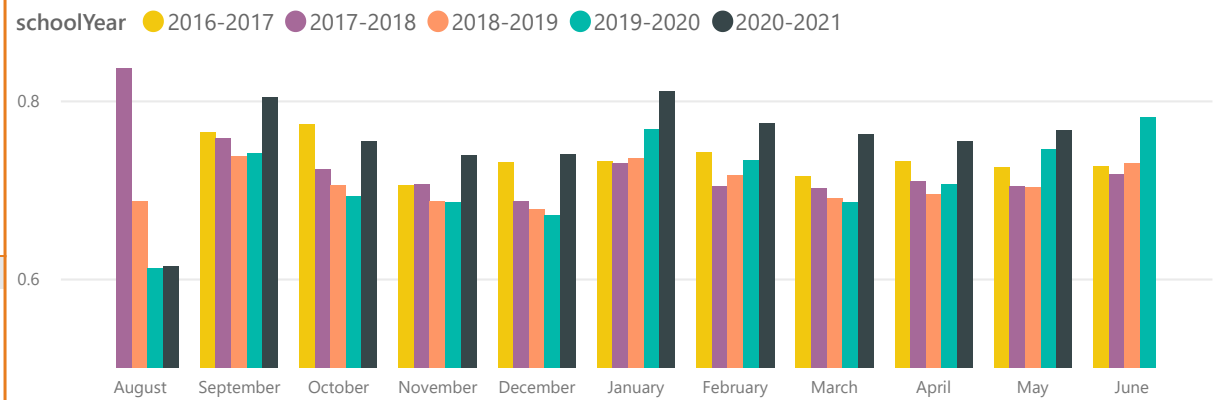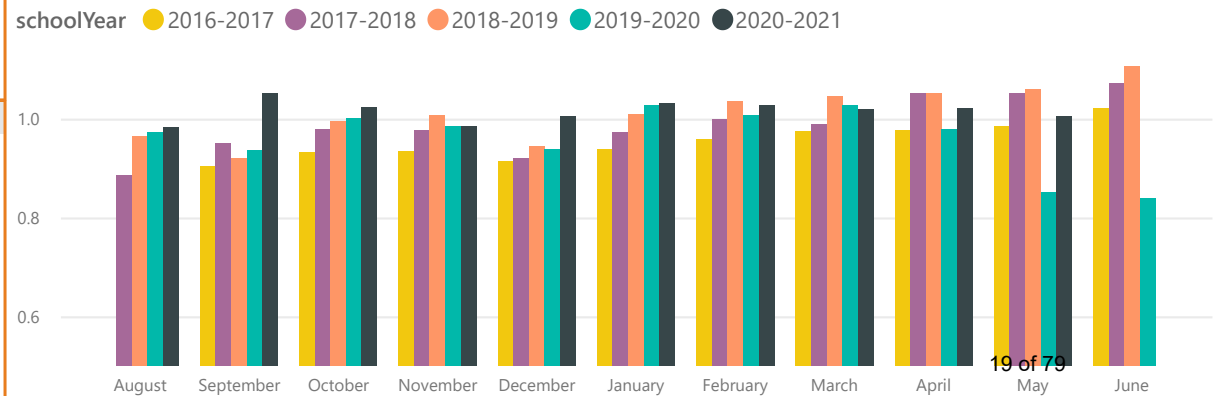
Reach Cyber Charter School
Balance Sheet
5/31/2021

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ASSETS:

Cash and Short Term Investments:

Cash:Checking	$	3,271,366
Cash:Money market Account	$	41,571,892
Total Cash and Short Term Investments	**$**	**44,843,258**

Other Current Assets:

Local District Receivables- Current Year	$	11,837,286
State Program Receivables	$	62,000
Allowance for Doubtful Accounts	$	(507,378)
Grant Receivables	$	-
Prepaid Expenses	$	169,405
Total Other Current Assets	**$**	**11,561,313**

Other Current Assets:

Security Deposit	$	8,917
Total other Assets	**$**	**8,917**

Fixed Assets:
Property Plant & Equipment:

Computer Hardware	$	499,728
Equipment	$	24,381
Leasehold Improvements	$	223,326
Furniture	$	103,706
Accum Depr:Computer Hardware	$	(127,739)
Accum Depr:Leasehold Improvements	$	(110,743)
Accum Depr: Furniture	$	(54,303)
Net Fixed Assets	**$**	**558,356**

TOTAL ASSETS	**$**	**56,971,844**

LIABILITIES:

Current Liabilities:

Due to (from) Connections Academy	$	4,696,371
Accrued payroll, taxes, pension and withholdings payable	$	541,958
Accounts Payable	$	362,960
Due to Local Districts	$	150,900
Total Current Liabilities	**$**	**5,752,189**

TOTAL LIABILITIES	**$**	**5,752,189**

FUND BALANCE:

Invested in Capital	$	558,356
Reserved Fund Balance	$	16,089,429
Undesignated Fund Balance	$	34,571,870
Total Fund Balance	**$**	**51,219,655**

TOTAL LIABILITIES AND FUND BALANCE	**$**	**56,971,844**

Reach Cyber Charter School
Revenue and Expense Statement
Year to date as of 5/31/2021

	YTD through April	May 2021	YTD Actual	Original 20/21 Budget	Current Annual Forecast
Forecasted Enrollment					
Forecasted ADM				4,165	8,484
Forecasted Total Enrollment				5,414	11,092
Forecasted Funded Enrollment				4,165	8,484
REVENUE:					
Local School District Funding:					
Regular Education	$ 73,611,194	$ 7,224,669	$ 80,835,863	$ 39,426,644	$ 83,997,369.00
Special Education	$ 35,557,012	$ 4,118,916	$ 39,675,928	$ 20,846,882	$ 44,025,342.00
Federal & Other Program Funding:					
Title I-IV	$ 1,168,637	$ 120,762	$ 1,289,399	$ 1,376,304	$ 1,376,304
IDEA-B	$ 378,804	$ 198,087	$ 576,891	$ 621,613	$ 743,312
CSI	$ -	$ 57,692	$ 57,692	$ 75,000	$ 75,000
CARES	$ 588,501	$ 115,039	$ 703,540	$ 728,580	$ 728,580
E-Rate	$ -		$ -	$ 1,427	$ 1,427
Interest Income	$ 17,270	$ 1,884	$ 19,154	$ 210,000	$ 20,895
Student Activities and Other Income	$ 4,988	$ 108	$ 5,096	$ 20,000	$ 6,000
TOTAL REVENUE	$ 111,326,406	$ 11,837,155	$ 123,163,561	$ 63,306,450	$ 130,974,229
PROGRAM EXPENSES:					
Compensation Expense					
Administration Staff	$ 10,407,344	$ 1,141,596	$ 11,548,940	$ 5,731,420	$ 13,681,626
Instructional Staff	$ 21,246,816	$ 2,595,882	$ 23,842,698	$ 25,804,419	$ 28,055,948
Total Compensation Expense	$ 31,654,160	$ 3,737,478	$ 35,391,638	$ 31,535,839	$ 41,737,574
Fee Based Expenses					
Curriculum and Instructional Support Services - Upfront	$ 3,924,577	$ 387,600	$ 4,312,177	$ 2,301,091	$ 4,720,050
Curriculum and Instructional Support Services - Monthly	$ 7,806,760	$ 1,122,290	$ 8,929,050	$ 4,872,899	$ 10,175,490
Student Connexus License	$ 4,203,640	$ 604,310	$ 4,807,950	$ 2,623,868	$ 5,479,110
Student Technology Assistance Services - Upfront	$ 3,708,767	$ 364,800	$ 4,073,567	$ 2,165,733	$ 4,442,400
Student Technology Assistance Services - Monthly	$ 3,783,276	$ 543,879	$ 4,327,155	$ 2,361,482	$ 4,931,199
Enrollment/Placement/Student Support Services - Upfront	$ 4,860,905	$ 479,700	$ 5,340,605	$ 2,842,524	$ 5,830,650
Enrollment/Placement/Student Support Services - Monthly	$ 1,801,560	$ 258,990	$ 2,060,550	$ 1,124,515	$ 2,348,190
School Operations Support Services	$ 3,903,380	$ 561,145	$ 4,464,525	$ 2,436,449	$ 5,087,745
Professional Development Services	$ 494,000	$ 75,250	$ 569,250	$ 399,375	$ 677,250
School Staff Support Services	$ 1,086,800	$ 165,550	$ 1,252,350	$ 878,625	$ 1,489,950
Direct Course Instruction Service	$ 265,691	$ 36,795	$ 302,486	$ 96,000	$ 388,911
Short Term Sub Teaching Services	$ 133,650	$ 37,098	$ 170,748	$ 140,000	$ 219,533
Facilities Support Services	$ 20,833	$ 2,083	$ 22,917	$ 25,000	$ 25,000
Total Fee Based Expenses	$ 35,993,840	$ 4,639,490	$ 40,633,330	$ 22,267,561	$ 45,815,478
Other School Expenses:					
Instructional Programs	$ 4,544,310	$ 368,248	$ 4,912,558	$ 5,938,681	$ 5,359,154
Administration and Support	$ 3,692,123	$ 166,020	$ 3,858,142	$ 2,386,720	$ 4,208,883
Total Other School Expenses	$ 8,236,433	$ 534,268	$ 8,770,700	$ 8,325,401	$ 9,568,037
TOTAL PROGRAM EXPENSES	$ 75,884,433	$ 8,911,236	$ 84,795,669	$ 62,128,801	$ 97,121,089
Net Increase (Decrease)	$ 35,441,973	$ 2,925,919	$ 38,367,893	$ 1,177,649	$ 33,853,140
Adjustment for capitalized assets and depreciation			$ (348,673)		
Beginning Fund Balance Not Invested in Capital			$ 12,642,079		
Ending Fund Balance Not Invested in Capital			$ 50,661,299		
Fund Balance Invested in Capital			$ 558,356		
TOTAL ENDING FUND BALANCE			$ 51,219,655		

REACH Staffing Report June 2021

New Hires

First Name	Last Name	Area	Compensation	Bonus Potential	Start Date
Courtney	Sweigart	Technology Coordinator	$65,000	4%	6/15/2021

Departing Employees

First Name	Last Name	Area	Last Day Worked
Kaitlin	Sherman	Elementary Teacher	5/17/2021

Promotion / Position Changes

First Name	Last Name	Former Position	New Position	Compensation	Bonus Potential	Start Date
Bryshon	Sweeney	Family Mentor	Technology Coordinator	$65,000	4%	6/7/2021
Radelle	Fritz	Manager of Family Services	Director of Family Services	$80,000	15%	6/1/2021
Andrew	Hinshaw	Family Mentor	Director of Family Services	$80,000	15%	6/1/2021

Date: June 8, 2021
To: Reach Cyber Charter School Board of Directors
From: Erin Erdley, Supervisor Financial Planning and Analysis, Federal Programs Support
Subject: Approval of Updates to Homeless Education Policy

Attached please find the updated Homeless Education Policy. The revisions reflect the changes based on the implementation of ESSA and state rules, including foster care policy rules. A redlined version showing where changes occurred also is attached. This policy is to fulfill the requirements for legal compliance under the regulations for the federal Title I, Part A program. This was reviewed by Jane Swan. Thank you.

Attachment: Homeless Education Policy
cc: Jane Swan

Homeless Education, Title X: McKinney-Vento Policy
Reach Cyber Charter School

The Board of Trustees recognizes the right of all students, including those who are homeless and those in foster , tocare, to receive a free appropriate public education and to be given meaningful opportunities to succeed in schools. The School will ensure that homeless children and youth and children in foster care are free from discrimination, segregation, and harassment.

Information regarding this policy, including the educational rights of homeless children and youth and children in foster care, will be distributed to all students upon enrollment, will be made available in Connexus®the school's Education Management System (EMS), and will be posted at the school site, as well as other places where children, youth, and families in transition receive services, such as family and youth shelters, motels, campgrounds, welfare departments, health departments, and other social service agencies.

Definitions

The McKinney-Vento Act defines "homeless children and youth" as individuals who lack a fixed, regular, and adequate nighttime residence. The term includes:
   Children and youth who are:

- sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason (sometimes referred to as *doubled-up*);
- living in motels, hotels, trailer parks, or camping grounds due to lack of alternative adequate accommodations;
- living in emergency or transitional shelters; or
- abandoned in hospitals;
- children and youth who have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings;
- children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
- migratory children who qualify as homeless because they are living in circumstances described above.

If a child or youth's living situation does not clearly fall into the situations described above, the school should refer to the McKinney-Vento definition of "fixed, regular and adequate nighttime residence" and consider the relative permanence of the living arrangements. Determinations of homelessness should be made on a case-by-case basis. Note that incarcerated children and youth and children and youth in foster care are *not* considered homeless.

Unaccompanied Youth means a youth not in the physical custody of a parent or guardian, who lackslack a fixed, regular, and adequate nighttime residence as defined above. The more general term youth also includes unaccompanied youth.

Foster Care means 24-hour substitute care for children placed away from parents or guardians and for when the child welfare agency has placement and care responsibility. This includes, but is not limited to, placements in foster family homes, foster homes of relatives, group homes, emergency shelters, residential facilities, child care institutions, and pre-adoptive homes. A child is in foster care in accordance with this definition regardless of whether the foster care facilities is licensed and payments are made by the State, Tribal, or local agency for the care of the child, whether adoption subsidy payments are being made prior to the finalization of an adoption, or whether there is Federal matching payments of any payments that are made.

Enroll and *enrollment* means attending school and participating fully in all school activities.

Immediate means without delay.

School of Origin means the school that the child or youth attended when permanently housed or the school in which the child or youth was last enrolled.

Local Liaison is the staff person designated by our district as the person responsible for carrying out the duties assigned to the local homeless education liaison by the McKinney-Vento Homeless Assistance Act.

Identification
Homeless children and youth and children in foster care will be identified. Data will be collected on the number of enrolled students identified as homeless children and children in foster care; where they are living; their academic achievement (including state and local assessments); and the reasons for any enrollment delays, interruptions in their education, or school transfers.

School Selection
Each homeless child and youth and child in foster care has the right to remain at his or her school of origin or to attend any school that houses students who live in the attendance area in which the child or youth is actually living.

Therefore, in selecting a school, homeless children and youth and children in foster care will remain at their schools of origin to the extent feasible, unless that is against the parent's or youth's wishes. Students may remain at their schools of origin the entire time they are in transition and until the end of any academic year in which they become permanently housed. The same applies if a child or youth loses his or her housing during the summer.

Services that are required to be provided, including transportation to and from the school of origin and services under federal and other programs, will not be considered in determining feasibility.

Enrollment
The school shall immediately enroll the homeless child or youth or child in foster care, even if the child or youth is unable to produce records normally required for enrollment, such as previous academic records, proof of residency, or other documentation.

Transportation

Since Reach Cyber Charter School is a fully virtual school, students are not required to attend classes in person. Homeless children and youth and children in foster care will be provided with transportation services as need arises and on a case-by-case basis if extraordinary barriers or circumstances exist that would impair the student's successful participation in academically required or meaningful opportunities. Parents and unaccompanied youth will be informed of the right to transportation before they select a school for attendance. At a parent's or unaccompanied youth's request, transportation will be provided to and from the school of origin for the homeless children or youth. Transportation will be provided for the entire time the child or youth has a right to attend that school, as defined above, including during pending disputes. In addition to receiving transportation to and from the school of origin upon request, homeless children and youth will also be provided with other transportations services comparable to those offered to housed students.

Services

Students experiencing homelessness and children in foster care must be provided with services that are comparable to services offered to other students not experiencing homelessness or in foster care. These services include educational programs or services such as programs for children with disabilities, programs for students with limited English proficiency, vocational education, and programs for gifted and talented students, for which a student experiencing homelessness meets the eligibility criteria. Homeless children and youth and children in foster care are automatically eligible for Title I, Part A services.

Training

The local liaison will participate in, and share information with staff, regarding McKinney-Vento Title X requirements and sensitivity/awareness.

Coordination

A local liaison will be appointed as the school's primary contact between homeless families, families of students in foster care, school personnel, and other service providers. The liaison is responsible for coordinating services to ensure that homeless students and children in foster care enroll in school and have an opportunity to succeed academically. The liaison shall also collaborate and coordinate as needed with the State Coordinator for the Education of Homeless Children and Youth, Child Welfare agency, and/or community personnel who work with these students and their families.

Disputes

If there is a dispute regarding any issue covered in this policy, the student will have the rights of a homeless child or youth or child in foster care to all appropriate educational services, transportation, and Title I, Part A services while the dispute is pending. The school will provide the parent or unaccompanied youth with a written explanation of its decision and the right to appeal and will refer the parent or unaccompanied youth to the local liaison immediately. Such notice will be in language the parent or unaccompanied youth can understand, and include a summary of the dispute resolution process. Detailed dispute resolution procedures are included in the school's Homeless Education Procedures.

LEGAL REFERENCE:
o   The McKinney-Vento Homeless Assistance Act, 42 U.S.C. Sections 11431-11436
o   Title I, Part A of the Elementary and Secondary Education Act, 20 U.S.C. Sections 6311-6315
o   The Individuals with Disabilities Education Act, 20 U.S.C. Sections 1400 et. seq.
o   Child Nutrition and WIC Reauthorization Act of 2004, 42 U.S.C. Sections 1751 et. seq.
o   June 5, 1992 Policy and Administration for Children and Families of the U.S. Department of Health and Human Services.

ADOPTED: **May 31, 2017**   **(Date)**

AMENDED: **(Date)**

Reach Cyber Charter School
2021 – 2022 Meeting Schedule for Board of Directors

School Phone: (717) 704-8437   School Fax: (717) 409-8356
School Website: http://www.connectionsacademy.com/reach-cyber-school/about

All meetings are open to members of the public. For information about meetings or for members of the public who require special accommodations to attend, contact the School CEO at least 24 hours prior to the meeting.

Jane Swan, School CEO
jswan@reach.connectionsacademy.org
(717) 704-8437

DATE	TIME	LOCATION*
Wednesday, August 18, 2021	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, September 15, 2021	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, October 20, 2021	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, November 17, 2021	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, January 19, 2022	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, February 16, 2022	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, April 20, 2022	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Wednesday, May 18, 2022	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111
Annual Meeting Wednesday, June 15, 2022	**9:00 a.m. – 11:00 a.m.**	750 East Park Drive, Suite 204 Harrisburg, PA 17111

* Subject to all federal and state mandates regarding public health and safety

Reach Cyber Charter School
Comprehensive Support and Improvement School Plan 21-22

Analyzing Strengths and Challenges

Strengths

Strength	Discussion Points
Parents indicate frequent and meaningful contacts with students which can continue to be leveraged in an effort to improve multi-tiered systems of support and intervention	Evidence was found during the steering committee meetings and focus groups that demonstrated how the school has added new staff when needed to address enrollment increases and student needs. Wifi reimbursement and text readers are examples as to how support has been provided for the students' benefit.
Families indicated that students feel safe, welcome, and supported at the school. This student engagement and comfort in the learning environment can support us in strengthening our tiered system of instructional and behavioral supports and interventions.	The data-supported strength includes organization of programmatic, human, and fiscal capital resources that are aligned with the school improvement plan and needs of the school community.
Stakeholders indicate that the school has rigorous professional development which should be continued to be leveraged to align curriculum and instruction.	

Challenges

Challenge	Discussion Points	Priority For Planning	Priority Statement
Provide Student-Centered Support Systems: Improvement of multi-tiered system of supports for academics and behavior through intervention team	If RCCS implements a multi-tiered system of supports for academics and behavior and educators develop skills relative to differentiating instruction and providing all students, including students with complex support needs, with meaningful access to high expectations, rigor, and grade level standards/curriculum, then student engagement and performance will improve.	Yes	Align curriculum, assessments and instruction to PA standards.

Rigidity of curriculum content is identified as an area of concern, which could greatly impact our progress in aligning curriculum to state standards.	If the school's instructional materials and assessments are aligned to the PA standards in every subject and grade level, and teachers deliver rigorous instruction and assessment, then students will improve math and ELA achievement.	Yes	Implement a multi-tiered system of supports for academics and behavior

Goal Setting

Priority: Align curriculum, assessments and instruction to PA standards.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3	Target 1st Quarter	Target 2nd Quarter	Target 3rd Quarter	Target 4th Quarter
Career Standards Benchmark	By the conclusion of the 20-21 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards	Career Exploration & Readiness Growth	By the conclusion of the 20/21 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards	By the conclusion of the 21/22 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards	By the conclusion of the 20-21 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards	By September 30th, 2021 10% of students will have completed 1 artifact in grades 5, 8, & 11.	By December 31, 2021 40% of students will have completed 1 artifact in grades 5, 8, & 11.	By March 31, 2022 70% of students will have completed 1 artifact in grades 5, 8, & 11.	By the conclusion of the 21/22 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards.
English Language Arts	Students will meet or exceed 39% PSSA/Keystone ELA as determined by Exit Criteria Aggregate Gains.	Test Score Growth-ELA	Students will meet or exceed 39% PSSA/Keystone ELA as determined by Exit Criteria Aggregate Gains.	Students will meet or exceed 40.5% PSSA/Keystone ELA as determined by Exit Criteria Aggregate Gains.		Grades 3-8 ELA and English 10 sections will show an average of 3% growth from the baseline diagnostic to the first interim assessment.	Grades 3-8 ELA and English 10 sections will show an average of 5% growth from the baseline diagnostic to the second interim assessment.	Grades 3-8 ELA and English 10 sections will show an average of 7% growth from the baseline diagnostic to the third interim assessment.	Grades 3-8 ELA and English 10 sections will show an average of 10% growth from the baseline diagnostic to the third interim assessment.

Mathematics	Students will meet or exceed 17.9% PSSA/Keystone Math as determined by Exit Criteria Aggregate Gains.	Test Score Growth - Math		Students will meet or exceed 15.7% PSSA/Keystone Math as determined by Exit Criteria Aggregate Gains.	Students will meet or exceed 17.9% PSSA/Keystone Math as determined by Exit Criteria Aggregate Gains.	Grades 3-8 and Algebra I Math sections will show 3% growth from the baseline diagnostic to the first interim assessment.	Grades 3-8 and Algebra I Math sections will show 5% growth from the baseline diagnostic to the second interim assessment.	Grades 3-8 and Algebra I Math sections will show 7% growth from the baseline diagnostic to the third interim assessment.	Grades 3-8 and Algebra I Math sections will show 10% growth from the baseline diagnostic to the third interim assessment.

Priority: Implement a multi-tiered system of supports for academics and behavior									
Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3	Target 1st Quarter	Target 2nd Quarter	Target 3rd Quarter	Target 4th Quarter
Essential Practices 3: Provide Student-Centered Support Systems	By the conclusion of the 21-22 school year, Reach will demonstrate at least 80% of students meeting Tier 1 targets for curriculum based assessments during monthly progress monitoring sessions.	Progress Monitoring Goal	By the conclusion of the 21-22 school year, Reach will demonstrate at least 80% of students meeting Tier 1 targets for curriculum based assessments during monthly progress monitoring sessions.	By the conclusion of the 21-22 school year, Reach will demonstrate at least 80% of students meeting Tier 1 targets for curriculum based assessments during monthly progress monitoring sessions.	By the conclusion of the 21-22 school year, Reach will demonstrate at least 80% of students meeting Tier 1 targets for curriculum based assessments during monthly progress monitoring sessions.	At least 50% of students are meeting T1 targets for curriculum based assessments.	At least 60% of students are meeting Tier 1 targets for curriculum based assessments.	At least 70% of students are meeting Tier 1 targets for curriculum based assessments.	At least 80% of students are meeting Tier 1 targets for curriculum based assessments.
Regular Attendance	100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	By September 30, 2021, 50% of FAY students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	By December 31, 2021, 75% of FAY students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	By March 31, 2022, 90% of FAY students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).	By June 20, 2022, 100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).

Action Plan

Action Plan for: Career Exploration						
Measurable Goals			**Anticipated Output**		**Monitoring/Evaluation**	
• Career Exploration & Readiness Growth			Students will meet or exceed 40.5% PSSA/Keystone ELA as determined by Exit Criteria Aggregate Gains.		PSSA / Keystone exams	
Action Step	**Anticipated Start Date**	**Anticipated Completion Date**	**Lead Person/Position**	**Material/Resources/Supports Needed**	**PD Step?**	**Com Step?**
By the conclusion of the 21/22 SY, 85% of Reach students will demonstrate, through the collection of artifacts in grades 5, 8, and 11, meaningful engagement in career exploration and preparation aligned to the Career Education and Work (CEW) standards	07/07/2021	06/30/2022	JD Smith/Rachel Parker	Smart Future Program	Yes	Yes
Student creation of digital portfolios in Smart Futures (Grades 9-12)	09/30/2021	06/30/2022	JD Smith	Training for teachers and counselors	Yes	Yes
Implementation of carpentry program	09/30/2021	12/30/2021	JD Snith	Carpentry partnership	Yes	Yes
Distribution of remote woodworking kits	09/30/2021	12/30/2021	JD Smith		Yes	Yes
Hiring Carpentry Educator	06/01/2021	08/31/2021	JD Smith		Yes	Yes

Implement veterinary science program	09/30/2021	12/31/2021	JD Smith	Vet Science curriculum	Yes	Yes
Hiring Veterinary Sciences Educator	06/01/2021	08/31/2021	JD Smith		Yes	Yes
Teacher in the Workforce program PD	08/31/2021	12/31/2021	JD Smith		Yes	Yes
Career Exploration Artifact Tracker 5th Grade Semester A	08/31/2021	12/31/2021	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Career Exploration Artifact Tracker 8th Grade Semester A	09/07/2021	01/31/2022	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Career Exploration Artifact Tracker 11th Grade Semester A	09/07/2021	01/31/2022	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Career Exploration Artifact Tracker 5th Grade Semester B	02/01/2022	06/30/2022	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Career Exploration Artifact Tracker 8th Grade Semester B	02/01/2022	06/30/2022	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Career Exploration Artifact Tracker 11th Grade Semester B	02/01/2022	06/30/2022	School Counselors	Data views, smart futures, spreadsheets	Yes	Yes
Student completion of interest surveys with the Family Mentor Team	09/01/2021	01/30/2022	9th and 11th Grade students/ Family Mentors	Reach is creating a state testing plan to adhere to Covid procedures for in-person testing.	Yes	Yes

Action Plan for: ELA UDL growth						

Measurable Goals		Anticipated Output		Monitoring/Evaluation		
• Test Score Growth-ELA						

Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Students will participate in benchmark assessments - Sept	09/01/2021	09/30/2021	Students and Teachers	USA Test Prep	Yes	Yes
Students will participate in benchmark assessments - November	11/01/2021	11/30/2021	Students and Teachers	USA Test Prep	Yes	Yes
Students will participate in benchmark assessments - January	01/01/2022	01/30/2022	Students and Teachers	USA Test Prep	Yes	Yes
Students will participate in benchmark assessments - May	05/01/2022	05/30/2022	Students and Teachers	USA Test Prep	Yes	Yes
Teacher-led writing workshops offered weekly in grades 9-11	09/01/2021	06/30/2022	HS ELA Department		Yes	Yes
Unit Planning to include - DDI, SMART Goals, Unit Companion Guides (guided notes, study guides), USATP Integration, UDL Integration, PBL Integration, SAS Integration, and SEL Integration	09/02/2021	07/01/2022	Middle School Teachers and Admin		Yes	Yes
The Writing Revolution Literacy Goals	09/03/2021	07/02/2022	Middle School Teachers and Admin		Yes	Yes
Focus on Essential Standards using USATP and SAS Integration	07/01/2021	01/25/2022	Middle School Teachers and Admin		Yes	Yes
Building I can Statements	07/01/2021	01/25/2022	Elementary		Yes	Yes
Following each benchmark assessment, teachers within DDI PLC groups analyze individual student scores by comparing to the pre-test and previous benchmark assessment to identify standards and skills of growth and need in order to monitor academic progress with standards based alignment at the individual student level	09/01/2021	06/30/2022	Teachers, Administrators		Yes	Yes

Following each benchmark assessment, student growth scores are averaged for each grade level to monitor academic progress and standards based alignment at the grade level	09/01/2021	06/30/2022	Director of Data		Yes	Yes

Action Plan for: Math Growth							
Measurable Goals				**Anticipated Output**		**Monitoring/Evaluation**	
• Test Score Growth - Math							
Action Step	**Anticipated Start Date**	**Anticipated Completion Date**	**Lead Person/Position**	**Material/Resources/Supports Needed**		**PD Step?**	**Com Step?**
Students will participate in benchmark assessments - Sept	09/01/2021	09/30/2021	Students and Teachers	USA Test Prep		Yes	Yes
Students will participate in benchmark assessments - November	09/01/2021	09/30/2021	Students and Teachers	USA Test Prep		Yes	Yes
Students will participate in benchmark assessments - November	11/01/2021	11/30/2021	Students and Teachers	USA Test Prep		Yes	Yes
Students will participate in benchmark assessments - January	01/01/2022	01/30/2022	Students and Teachers	USA Test Prep		Yes	Yes
Students will participate in benchmark assessments - May	05/01/2022	05/30/2022	Students and Teachers	USA Test Prep		Yes	Yes
Semester B Algebra Support sections created for students who do not demonstrate content mastery in Semester A	01/25/2022	06/30/2022	HS Math Specialists and Teachers			Yes	Yes
Vertical alignment for HS Math courses including identification of essential skills and standards	07/07/2021	10/30/2021	HS Math Teachers and Administrators			Yes	Yes
Focus on Essential Standards using USATP and SAS Integration	08/24/2021	06/30/2022	Middle School Teachers and Admin			Yes	Yes
Building I can Statements	07/01/2021	01/25/2022	Elementary			Yes	Yes
Teacher showcase of good examples of Math techniques			Elementary			Yes	Yes
Following each benchmark assessment, teachers within DDI PLC groups analyze individual student scores by comparing to the pre-test and previous benchmark assessment to identify standards and skills of growth and need in order to monitor academic progress with	09/01/2021	06/30/2022	Teachers, Administrators			Yes	Yes

standards based alignment at the individual student level						
Following each benchmark assessment, student growth scores are averaged for each grade level to monitor academic progress and standards based alignment at the grade level	09/01/2021	06/30/2022	Director of Data		Yes	Yes

Action Plan for: Progress Monitoring						

Measurable Goals			Anticipated Output		Monitoring/Evaluation	
• Progress Monitoring Goal						

Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
September 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	08/27/2021	09/30/2021	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
Students will learn about expectations through teachers, family mentors, the online learning course and regular communication with Reach staff.	09/07/2021	09/30/2021	Devin Meza-Rushanan, Dan Ladislaw, and Corey Groff, Principals	Curriculum, computers, course materials, LMS	Yes	Yes
October 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	10/01/2021	10/30/2021	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
November 30 -Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	11/01/2021	11/30/2021	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
December 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	12/01/2021	12/30/2021	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
January 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the	01/01/2022	01/30/2022	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes

curriculum) via phone or individual Live Lesson						
February 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	02/01/2022	02/28/2022	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
March 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	03/01/2022	05/30/2023	Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
May 30 - Students will participate in monthly curriculum based assessments (a structured, teacher-led communication to ensure student understanding of the curriculum) via phone or individual Live Lesson	04/01/2022		Students and Teachers	Curriculum, computers, course materials, LMS	Yes	Yes
Students will complete weekly lessons as assigned on student planner.	09/02/2021	06/04/2022	Devin Meza-Rushanan, Dan Ladislaw, and Corey Groff, Principals	Curriculum, computers, course materials, LMS	Yes	Yes
Freshman Academy: full academic team (core courses) RTII support through small group sessions			Corey Groff		Yes	Yes
Professional Development on effective progress monitoring/CBAs	08/27/2021	09/30/2021	Grace Smith/Assistant Principals	Training resources (to be created)	Yes	Yes
Leadership will determine paramiters for progress monitoring tools and create training resources for staff	07/15/2021	08/15/2021	leadership	Training resources (to be created)	Yes	Yes
Supervisors will hold monthly supervision meetings and include conversation about monthly contact requirements			Supervisors	Logged Contacts Report, Connexus, Student Logs, Communication (Live lesson room and Phones)	Yes	Yes
Logged Contact report will be pulled weekly and sent to supervisors	09/30/2021	06/30/2022	Kelley McConnell, Director of Data	Logged Contacts Report, Connexus, Student Logs, Communication (Live lesson room and Phones)	Yes	Yes
Identify students for Tiered supports based on progress monitoring and benchmarking					Yes	Yes

					Yes	Yes
Update and complete written RTI plan for school wide academic interventions					Yes	Yes
Credit Recovery teachers will progress monitor CR students during 8 week cycles througout the school year.	08/25/2021	06/03/2022	LeeAnn Ritchie	Weekly data summary CR report	Yes	Yes

Action Plan for: Behavior and participation goal completion						
Measurable Goals			**Anticipated Output**		**Monitoring/Evaluation**	
• 100% of full academic year students will meet behavior and participation goals as measured by completion of monthly Curriculum Based Assessments (90%), quarterly based interim assessments (75%), and weekly lesson completion (85%).						
Action Step	**Anticipated Start Date**	**Anticipated Completion Date**	**Lead Person/Position**	**Material/Resources/Supports Needed**	**PD Step?**	**Com Step?**
Update and complete written RTI plan for school wide behavioral interventions	07/30/2021	09/01/2021	Rachel Graver		Yes	Yes
Hire additional family mentors to lower student to mentor ratios.	07/30/2021	09/01/2021	Director of Family Services		Yes	Yes
Professional development on collaborative support using RTI framework	09/07/2021	10/01/2021	Grace Smith/Director of Family Services/Principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	09/01/2021	09/30/2021	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	10/01/2021	10/30/2021	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	11/01/2021	11/30/2021	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	12/01/2021	12/30/2021	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	01/01/2022	01/30/2022	Family mentors, teachers, principals		Yes	Yes

Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	02/01/2022	02/28/2022	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	03/01/2022	03/31/2022	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	04/01/2022	04/30/2022	Family mentors, teachers, principals		Yes	Yes
Monthly monitoring of student behavior and participation through CBAs, interim assessments, and lesson completion data	05/01/2022	05/31/2021	Family mentors, teachers, principals		Yes	Yes

Reach Policy Revisions
Short Term Disability (STD) / Long Term Disability (LTD)

Purpose: Proactively align STD with Family Medical Leave Act (FMLA) while increasing effective streamlined payment of benefits for long term budget sustainability.

Discovery: A 1st quarter analysis of 2021 claims revealed Reach paid an additional $20k above the STD policy on maternity leave claims and discovered discrepancies with the payroll workflow, which created a reactive resolution.

Revisions: Move STD policy from fully insured to self-funded Advice to Pay (ATP) for realized potential of savings; Reach will assume fiduciary responsibility enabling a more fluid payroll and benefit premiums workflow; adjust STD maximum benefit periods to align with FMLA; adjust LTD elimination period to align with STD.

	Current	Revisions
Funding	Fully Insured	Self-Funded (typical for large group)
Fiduciary Responsibility	Cigna	Reach
STD Max. Benefit	26 Weeks	13 Weeks (to align with FMLA)
LTD Elimination Period	180 Days	90 Days (to align with STD)
STD Monthly Premium	~ $21,000	~ 1,800 (ATP)
LTD Monthly Premium	~ $3,600	~ 5,200 (result by changed to elimination period)

Timeline: Best opportunity to implement these policy revisions are with a 7/1/2021 effective date, with active/open STD claims running their course under the old policy.

Outcome: Reach employees will have a more cohesive understanding of their STD benefits and will have uninterrupted pay cycles, while Reach has the potential to save based on projections Reach also runs the risk of additional cost as no one is able to truly predict the future of medical claims, but long-term the benefits are optimistic and sustainable.

LTD
Proposal

Reach Cyber Charter School

Requested By: **CORPORATE SYNERGIES**

Proposed Effective Date: July 1, 2021
This Proposal Valid Until: July 1, 2021

Underwritten By: **Life Insurance Company of North America**

Together, all the way.℠

Cigna.

Thank you for considering Cigna to be your Group Insurance partner. Focused on innovation and growth, Cigna has solutions for life's needs that improve the health, well-being and peace of mind of those we serve. Our solutions and whole person health focus help people get back to full potential sooner.

Our client and customer experience:

• **Connected solutions** create personalized and efficient experiences that help address every aspect of employees' minds and bodies.
• **On-boarding specialists** ensure a smooth and efficient transition.
• **Dedicated professionals** deliver a high-quality service experience.
• **Digital capabilities** provide flexible and personalized ways to connect with us.

Our disability approach:

• Our **Prevention Services** help employees stay healthy and on the job so they avoid costly disability absence in the first place.
• Our **Intervention services** help disabled employees return to a healthy and productive life, that includes work (as quickly and safely as possible).
• By **providing the right resources at the right time** – our disability outcomes are better.
• A **proactive approach** to support employees in obtaining Social Security Disability Income (SSDI) Benefits.

Our full suite of "Value Added" plan features that can be used by your employee and, in some cases, their family members, including:

• **My Secure Advantage™ (MSA)** - full-service financial wellness offering, includes money-coaching, identity theft and will preparation services.*
• **Life Assistance Program℠ (LAP)** - employee assistance and work/life support.*
• **Cigna Secure Travel®** - emergency assistance services when traveling 100 miles or more from home (covered persons only).
• **Cignassurance®** - for beneficiaries of death claims $5,000 or more, as well as access to MSA and LAP.*
• **Health Advocacy Services** - expert personalized assistance navigating healthcare and health insurance (additional fees may apply).*

PLEASE NOTE: MSA, LAP, and Health Advocacy Services are not available with policies issued in New York by Cigna Life Insurance Company of New York.

At Cigna, our connected approach helps provide an overall better employer and employee experience.

Reach Cyber Charter School
Financial Summary

Product	Coverage	Monthly Volume	Rate	Rate Basis	Monthly Premium	Rate Guarantee
LTD	EE	$2,901,409	$0.18	per $100 Monthly Covered Payroll	$5,222	18 Months
				Total Monthly Premium		$5,222

Reach Cyber Charter School
Long Term Disability Proposal
Schedule of Benefits Summary

Eligibility	All active, Full-Time Employees of the Employer regularly working a minimum of 30 hours per week in the United States, who are citizens or permanent resident aliens of the United States.
Number of Eligible Employees	602
Monthly Benefit	50% to $10,000
Benefit Waiting Period	90 days
Definition of Disability	24 Months Own Occupation
Definition of Covered Earnings	Employee's annual wage or salary excluding bonuses, commissions, overtime pay, and extra compensation.
Eligibility Waiting Period	First of the month after 30 days
Earnings Test	80/80 AND
Plan Type	Mandatory Contributory (Gross-up)

Benefits below apply to the following classes: 1	
Accumulated Sick Leave	Not Included in Benefit Waiting Period
Minimum Benefit	Greater of $100 or 10% of benefit
Maximum Benefit Duration	Social Security Normal Retirement Age (SSNRA)
Benefit Reduction Schedule	Social Security Normal Retirement Age
Social Security Integration Type	Full Family
Other Sources of Income	See Disability Contract Features
Employer Contribution	0%
Survivors Benefits	3 months lump sum
ADL Contribution Benefit	10% to a Maximum Amount of
Continuation of Insurance	Family Medical Leave (leave period permitted by state or federal law)
Pre-Existing Condition Limitation	3 months Prior/6 months Symptom-Free/12 months Insured
Mental Illness Limitation	24 Month Lifetime Limitation
Substance Abuse Limitation	24 Month Lifetime Limitation
Chemical Sensitivity	No Limitation
Subjective Symptom Limitation	No Limitation
Return to Work Incentive	Included
Trial Work Days	Unlimited
Rehabilitation Benefits	Included
Health and Welfare Deductions Service	Excluded

For additional descriptions, see Key Definitions and Provisions section below.

LONG TERM DISABILITY RATE SUMMARY

Coverage	Monthly Covered Payroll	Monthly Rate per $100 of Monthly Covered Payroll	Monthly Premium
LTD	$2,901,409	$0.18	$5,222

Rates are guaranteed for 18 Months.
Rates are only valid if the product is sold as part of this package

LONG TERM DISABILITY COMMISSION SUMMARY

Rates include a Flat 10% Commission

Included Cigna Programs and Services*

- **Life Assistance Program -** Employee Assistance counseling and work/life support offers telephonic and in person sessions to address many of life's challenges, legal and financial consultations, and online articles, resources and videos for work/life issues.
- **My Secure Advantage™:** 30-days' pre-paid expert money-coaching for all types of financial planning and challenges; includes identity theft and fraud resolution services, and online tools for state-specific wills and other important legal documents.
- **Cignassurance® -** A free, interest-bearing account for beneficiary payments of $5,000 or more. Beneficiaries have access to the Life Assistance Program and My Secure Advantage.
- **Cigna Secure Travel® -** Provides pre-trip planning, assistance while traveling, and unlimited medical evacuation and repatriation benefits when traveling 100 miles or more from home.

* Life Assistance, My Secure Advantage and Health Advocacy Services are not available under policies insured by Cigna Life Insurance Company of New York.

Except as specifically stated, these programs are NOT insurance and do not provided for reimbursement of financial losses. Participants are required to pay the entire discounted charge for any discounted products or services purchased through these programs. Programs are provided through third party vendors who are solely responsible for their products and services. Health Advocacy Services are not available to existing clients of Health Advocate, Inc. Full terms, conditions and exclusions are contained in the applicable client program description and are subject to change. Program availability may vary by plan type and location and are not available where prohibited by law. My Secure Advantage is a registered service mark of My Secure Advantage, Inc.

Quality Service and Simplified Administration

- **Dedicated Account Managers** to oversee plan design effectiveness; provide ongoing consultative analysis and make recommendations to optimize productivity/minimize costs.
- **Dedicated Implementation Coordinators** to help ensure easy plan setup, answer questions, resolve issues and drive employee awareness and education through marketing and communications.
- **Dedicated Clinical and Expert Resources** which includes over 800 disability claim managers in four offices, 80 medical professionals, 9 medical directors, 35 vocational professionals, 65+ intake specialists and access to over 1,100 nurses and 500 doctors representing over 40 clinical specialties.
- **Comprehensive Reporting and Online Tools** to help make informed decisions and manage costs.
- **Verbal Authorization and Telephonic Intake -** Employees calling to report a disability claim can provide authorization to access medical information using a secure, confidential interactive voice response system, which allows for faster disability claim processing.
- **Pre-disability Vocational Services -** help employees with physical/psychological limitations that are at increased risk of a disability get the support they need to stay productive and on the job.
- **Social Security Advocacy -** program offers expert resources to help qualified employees apply and be approved for Social Security Disability Insurance.
- **Cigna's "Work Wellness" Website http://www.cigna.com/workwellness** is an online resource for customers which includes useful information on disability and return to work, general information on family medical leave, managing their particular health condition at work and more.

Disability Contract Features

- **Return to Work Incentive Benefit**
  For the first 24 months of the benefits payable - allows an individual through a combination of work earnings and disability benefit, the potential to obtain 100% of pre-disability income.
- **Use of Trial Work Days**
  Cigna offers an unlimited Number of days an employee can attempt to return to work without extending the elimination period.
- **Rehabilitation Program**
  Rehabilitation expenses (which can include expenses for medical, education, moving, family care or other) are paid for at Cigna's discretion. No rehabilitation expense cap exists in our contract.
- **FICA Services**
  Cigna offers three level of service for Employer Paid business - Self-report and pay, FICA reimbursement and FICA match - to accommodate the specific needs of our disability clients.

- **Integration With Other Income Sources Benefits are Reduced by Amounts Paid by the Following:**
  - Social Security with other government retirement and disability programs
  - Sick leave or salary continuance paid by the Employer
  - Mandatory "no fault" auto wage loss
  - Employer-funded retirement benefits (excludes 401(k) and supplemental plans)
  - Franchise or group disability plans
  - Worker's compensation
  - Damages for wage loss payable by third parties
  - Income from employment (subject to return to work incentive)

  (Government and worker's compensation subject to assumed receipt)

- **Maximum Benefit Period**

  This is the maximum length of time for which we will pay Disability Benefits to a disabled employee. Benefit payments may end earlier if the employee no longer qualifies under the terms or conditions of this policy.

  The later of the Employee's SSNRA* or the Maximum Benefit Period listed below.

Age at Start of Disability	Maximum Benefit Duration
age 62 or younger	the employee's 65th birthday or the 42nd monthly disability benefit
age 63	the 36th monthly disability benefit
age 64	the 30th monthly disability benefit
age 65	the 24th monthly disability benefit
age 66	the 21st monthly disability benefit
age 67	the 18th monthly disability benefit
age 68	the 15th monthly disability benefit
age 69 or older	the 12th monthly disability benefit

PROPOSAL PROVISIONS

- **This is not a contract...**
  This proposal outlines some of the important features of the proposed group insurance program. The controlling provisions will be in the group insurance policy, and this proposal is not intended in any way to modify the provisions or their meanings.

  If you decide to purchase the plan proposed here, we will send you a policy that fully describes all of the provisions of the group disability, life or AD&D insurance coverage to which you and Life Insurance Company of North America (Cigna) have agreed.

  To accept the terms of this proposal, you must notify Cigna of your acceptance by that date, and pay premium equal to the Total Basic Estimated Monthly Cost on the Schedule of Benefits Summary. This proposal may be withdrawn by Cigna at any time before acceptance.
- **Eligibility**
  Cigna's eligibility requirements assume that employees are working on a full-time basis, and citizens of the United States, and working in the United States. Part-time, seasonal, temporary, contracted, leased or severed employees are not eligible, unless otherwise noted.
- **Policy on Rate Changes**
  The rates and fees quoted within the proposal are based on information furnished to Cigna for the purpose of developing a proposal of group insurance. Cigna has assumed that the demographic and plan design information provided will be an accurate representation of your company at the time of implementation. Premium rates are guaranteed as noted in the product schedule of benefits. These rates and the guarantee assume that the number of eligible or insured employees does not change by more than 10% from the date of the census provided.
- **Policy on Contractual Language**

Cigna's contract language will be used without modification. Cigna will attempt to match the intent of disclosed policy provisions at the time of quote, but will not duplicate the existing policy language.

- **Medical Underwriting Status**
Medical Underwriting Activity Status Reports are sent to the location(s) designated by the employer and are typically distributed on a monthly basis. If online Medical Evidence of Insurability is quoted, Medical Underwriting Activity Reports (reporting status of medically underwritten coverage) are sent electronically to the employer and are typically distributed on a weekly basis.

- **Producer Compensation**
Cigna may have entered into, or may enter into, agreements with brokers, under which the insurance company compensates brokers for providing marketplace intelligence and other services intended to enhance the effectiveness of the insurance company's business. Cigna may also invite brokers to participate in events sponsored by the insurance company for the same purposes.

    Any compensation paid may be based on meeting targets for new business production and persistency, and, if paid, is funded from the insurance company's overhead and is based on the broker's overall book of business with the insurance company. Any such payments are separate from commissions and, if applicable, will be included in ERISA Form 5500, Schedule A information provided by the insurance company.

Authorized Signature   Date

Print Name

STD ASO
Proposal

Prepared For:

Reach Cyber Charter School

Requested By: **CORPORATE SYNERGIES**

Proposed Effective Date: July 1, 2021
This Proposal Valid Until: July 1, 2021

Underwritten By: **Life Insurance Company of North America**

Together, all the way.℠

Cigna.

Reach Cyber Charter School
The Cigna Experience

Thank you for considering Cigna to be your Group Insurance partner. Focused on innovation and growth, Cigna has solutions for life's needs that improve the health, well-being and peace of mind of those we serve. Our solutions and whole person health focus help people get back to full potential sooner.

Our client and customer experience:

- **Connected solutions** create personalized and efficient experiences that help address every aspect of employees' minds and bodies.
- **On-boarding specialists** ensure a smooth and efficient transition.
- **Dedicated professionals** deliver a high-quality service experience.
- **Digital capabilities** provide flexible and personalized ways to connect with us.

Our disability approach:

- Our **Prevention Services** help employees stay healthy and on the job so they avoid costly disability absence in the first place.
- Our **Intervention services** help disabled employees return to a healthy and productive life, that includes work (as quickly and safely as possible).
- By **providing the right resources at the right time** – our disability outcomes are better.
- A **proactive approach** to support employees in obtaining Social Security Disability Income (SSDI) Benefits.

Our full suite of "Value Added" plan features that can be used by your employee and, in some cases, their family members, including:

- **My Secure Advantage™ (MSA)** - full-service financial wellness offering, includes money-coaching, identity theft and will preparation services.*
- **Life Assistance Program℠ (LAP)** - employee assistance and work/life support.*
- **Cigna Secure Travel®** - emergency assistance services when traveling 100 miles or more from home (covered persons only).
- **Cignassurance®** - for beneficiaries of death claims $5,000 or more, as well as access to MSA and LAP.*
- **Health Advocacy Services** - expert personalized assistance navigating healthcare and health insurance (additional fees may apply).*

PLEASE NOTE: MSA, LAP, and Health Advocacy Services are not available with policies issued in New York by Cigna Life Insurance Company of New York.

At Cigna, our connected approach helps provide an overall better employer and employee experience.

Reach Cyber Charter School
Short Term Disability Administrative Services Proposal
Schedule of Benefits Summary

Our proposal includes the furnishing of a plan document reflecting a standard benefit plan design, which includes the following:

Administrative Services Offering – Option 3	Durational ATP - Cigna provides the certification of disability only. The customer retains the responsibility for calculating the benefit amount and issuing the benefit check based on advice provided by Cigna.
Eligibility	All active, Full-time Employees of the Employer regularly working a minimum of 30 hours per week in the United States, who are citizens or permanent resident aliens of the United States.
Number of Eligible Employees	602
Weekly Benefit	100% for first 8 weeks; 50% for remaining 4 weeks
Benefit Waiting Period	7 days for accident 7 days for sickness First Day Hospitalization Included? No
Definition of Covered Earnings	Employee's annual wage or salary excluding bonuses, commissions, overtime pay, and extra compensation.
Eligibility Waiting Period	First of Month on or after 30 days of Active Service
Plan Type	Non-Occupational
Maximum Duration from Date of Disability	13 Weeks (Includes Benefit Waiting Period)
Definition of Disability	Own Job
Earnings Test	80%
Minimum Benefit	$100 Flat per week
Integration Type	Full Family
Continuation of Insurance	FML & Family Military Convalescence Support (the later of the approved FMLA period or the period required by state law in which the insured employee works) Any Other Approved Leave of Absence (up to 12 weeks). An approved leave of absence does not include Furlough, Temporary Layoff or termination of employment.
Employer FICA Service	Excluded
Tax Depositing Services (Available for Full ASO Only)	Excluded
Named Fiduciary	Employer
Applicability of ERISA	Yes

SHORT TERM DISABILITY RATE SUMMARY

Coverage	Volume	Monthly Fee	Monthly Cost
STD ASO Fees* - Option 3	602 employees	$3.00 per employee	$1,806

*The monthly per employee fee includes the cost to obtain medical records requested during claim investigation. The cost for other ancillary expenses such as obtaining medical evaluations or optional services are not included.

STD Services are contingent upon the writing of LTD insurance.

Fees are guaranteed for 18 months
This fee is net of commission
Fees are only valid if the product is sold as part of this package
This product assumes that the full cost of benefits is funded by the employer

Quality Service and Simplified Administration

- **Dedicated Account Managers** to oversee plan design effectiveness; provide ongoing consultative analysis and make recommendations to optimize productivity/minimize costs.
- **Dedicated Implementation Coordinators** to help ensure easy plan setup, answer questions, resolve issues and drive employee awareness and education through marketing and communications.
- **Dedicated Clinical and Expert Resources** which includes over 800 disability claim managers in four offices, 80 medical professionals, 9 medical directors, 35 vocational professionals, 65+ intake specialists and access to over 1,100 nurses and 500 doctors representing over 40 clinical specialties.
- **Comprehensive Reporting and Online Tools** to help make informed decisions and manage costs.
- **Verbal Authorization and Telephonic Intake -** Employees calling to report a disability claim can provide authorization to access medical information using a secure, confidential interactive voice response system, which allows for faster disability claim processing.
- **Pre-disability Vocational Services -** help employees with physical/psychological limitations that are at increased risk of a disability get the support they need to stay productive and on the job.
- **Social Security Advocacy -** program offers expert resources to help qualified employees apply and be approved for Social Security Disability Insurance.
- **Cigna's "Work Wellness" Website http://www.cigna.com/workwellness** is an online resource for customers which includes useful information on disability and return to work, general information on family medical leave, managing their particular health condition at work and more.

PROPOSAL PROVISIONS

- **This is not a contract...**
  This proposal outlines some of the important features of the proposed group insurance program. The controlling provisions will be in the group insurance policy, and this proposal is not intended in any way to modify the provisions or their meanings.

  If you decide to purchase the plan proposed here, we will send you a policy that fully describes all of the provisions of the group disability insurance coverage to which you and Life Insurance Company of North America (Cigna) have agreed.

  To accept the terms of this proposal, you must notify Cigna of your acceptance by that date, and pay premium equal to the Total Basic Estimated Monthly Cost on the Schedule of Benefits Summary. This proposal may be withdrawn by Cigna at any time before acceptance.
- **Eligibility**
  Cigna's eligibility requirements assume that employees are working on a full-time basis, and citizens of the United States, and working in the United States. Part-time, seasonal, temporary, contracted, leased or severed employees are not eligible, unless otherwise noted.
- **Policy on Rate Changes**
  The rates and fees quoted within the proposal are based on information furnished to Cigna for the purpose of developing a proposal of group insurance. Cigna has assumed that the demographic and plan design information provided will be an accurate representation of your company at the time of implementation. Premium rates are guaranteed as noted in the product schedule of benefits. These rates and the guarantee assume that the number of eligible or insured employees does not change by more than 10% from the date of the census provided.
- **Policy on Contractual Language**
  Cigna's contract language will be used without modification. Cigna will attempt to match the intent of disclosed policy provisions at the time of quote, but will not duplicate the existing policy language.
- **Medical Underwriting Status**
  Medical Underwriting Activity Status Reports are sent to the location(s) designated by the employer and are typically distributed on a monthly basis. If online Medical Evidence of Insurability is quoted, Medical Underwriting Activity Reports (reporting status of medically underwritten coverage) are sent electronically to the employer and are typically distributed on a weekly basis.
- **Producer Compensation**

Cigna may have entered into, or may enter into, agreements with brokers, under which the insurance company compensates brokers for providing marketplace intelligence and other services intended to enhance the effectiveness of the insurance company's business. Cigna may also invite brokers to participate in events sponsored by the insurance company for the same purposes.

Any compensation paid may be based on meeting targets for new business production and persistency, and, if paid, is funded from the insurance company's overhead and is based on the broker's overall book of business with the insurance company. Any such payments are separate from commissions and, if applicable, will be included in ERISA Form 5500, Schedule A information provided by the insurance company.

_____

Authorized Signature   Date

_____

Print Name

REACH CYBER CHARTER SCHOOL

**EXECUTIVE BOARD
SUMMARY
2020-21**

Parent Satisfaction Survey

Reach Cyber Charter School
Parent Satisfaction Survey 2020-2021
Executive Summary

Satisfaction with Connections Academy Program

Top CA Avg. Response (2020-2021)

What overall grade would you give to the Connections Academy program?
■ Grade A   ■ Grade B

61.2%   27.5%
(-2.5)

60.1%

Do you recommend Connections Academy to parents whose children are not enrolled in the program? ****
▼
■ Yes   ■ No

92.0%   8.0%
(-2.8)   Net Promoter Score = 64% (-6)

92.3%

NPS = 62%

If COVID-19 is a concern, will your child/children continue in Connections Academy next school year?
▼
■ Yes, Definitely   ■ Probably

61.8%   19.2%

66.3%

If COVID-19 is no longer a concern, will your child/children continue in Connections Academy next school year?
▼
■ Yes, Definitely   ■ Probably

44.4%   18.4%

52.7%

Compared to your child's previous school, how satisfied are you with the Connections Academy program?
■ Much More Satisfied   ■ Somewhat More Satisfied

58.6%   18.0%
(-11.9)

58.5%

Overall, how satisfied is your child with the Connections Academy program?
■ Very Satisfied   ■ Somewhat Satisfied

62.5%   30.4%
(-5.0)

60.8%

0%   20%   40%   60%   80%   100%

*   Top two response options.

**   (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)

***   ▼ indicates a top score lower than the Connections Academy average.

****   Survey Rating: Yes = 6 to 10; No = 0 to 5; Net Promotor Score (NPS) = (10 + 9) – (0 to 6). Note: NPS results reflect updated rating scale format (0 on left, 10 on right).

Reach Cyber Charter School
Parent Satisfaction Survey 2020-2021
Executive Summary

Support Staff

	Top CA Avg. Response (2020-2021)
How would you rate fulfillment support? ▪ Excellent ▪ Good	
▼ 51.0%	29.1%	58.7%
(-18.6)	
How would you rate placement support? ▪ Excellent ▪ Good	
54.7%	32.5%	53.1%
(-6.0)	
How would you rate enrollment support? ▪ Excellent ▪ Good	
▼ 56.8%	32.7%	57.1%
(-8.8)	
How would you rate technical support? ▪ Excellent ▪ Good	
57.4%	29.6%	55.4%
(-7.5)	

0%   20%   40%   60%   80%   100%

* Top two response options.
** (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)
*** ▼ indicates a top score lower than the Connections Academy average.

Parent Satisfaction Survey 2020-2021
Executive Summary

Academic and Emotional Success

		Top CA Avg. Response (2020-2021)
My child's attitude toward learning has improved with Connections Academy. ■ Agree Strongly ■ Agree	32.4% 44.6% (-6.3)	31.3%
My child is able to learn at his/her own pace. ■ Agree Strongly ■ Agree	45.0% 41.0% (-4.4)	44.3%
My child is enjoying the program. ■ Agree Strongly ■ Agree	38.8% 49.8% (-4.5)	35.5%
My child is making good progress. ■ Agree Strongly ■ Agree	46.8% 45.2% (+2.4)	43.3%

0%   20%   40%   60%   80%   100%

* Top two response options.
** (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)
*** ▼ indicates a top score lower than the Connections Academy average.

Parent Satisfaction Survey 2020-2021
Executive Summary

Student & Family Engagement

	Top CA Avg. Response (2020-2021)
The program provides opportunities for interaction with other families. ■ Agree Strongly ■ Agree 19.2% 45.3% (-10.7)	15.4%
The program provides my child with opportunities to connect with peers and socialize virtually ■ Agree Strongly ■ Agree 24.4% 50.8% (-8.6)	19.3%
The program provides me with greater opportunity to be more involved in my child's schooling. ■ Agree Strongly ■ Agree 55.5% 40.7% (+2.4)	52.7%
My child's/children's lessons are engaging. ■ Agree Strongly ■ Agree 34.0% 55.4% (-4.5)	31.0%

0%   20%   40%   60%   80%   100%

* Top two response options.
** (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)
*** ▼ indicates a top score lower than the Connections Academy average.

Parent Satisfaction Survey 2020-2021
Executive Summary

Connections Academy Academic Experience

Top CA Avg. Response (2020-2021)

I am satisfied with special education services.
■ Agree Strongly ■ Agree
49.4% 36.0%
(+0.3)
42.2%

I am satisfied with the variety of learning activities provided by the program.
■ Agree Strongly ■ Agree
45.4% 45.0%
(-2.8)
39.5%

The curriculum is high quality.
■ Agree Strongly ■ Agree
44.2% 48.1%
(+0.4)
43.0%

I am able to personalize the curriculum to fit the learning demands and interests of my child.
■ Agree Strongly ■ Agree
33.5% 46.5%
(-2.7)
31.0%

The use of the computers and the learning platform are improving the learning experience.
■ Agree Strongly ■ Agree
48.4% 42.5%
(-6.6)
45.8%

The curriculum is more challenging than my child's former schooling.
▼ ■ Agree Strongly ■ Agree
30.5% 40.4%
(+1.7)
31.4%

0%   20%   40%   60%   80%   100%

* Top two response options.

** (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)

*** ▼ indicates a top score lower than the Connections Academy average.
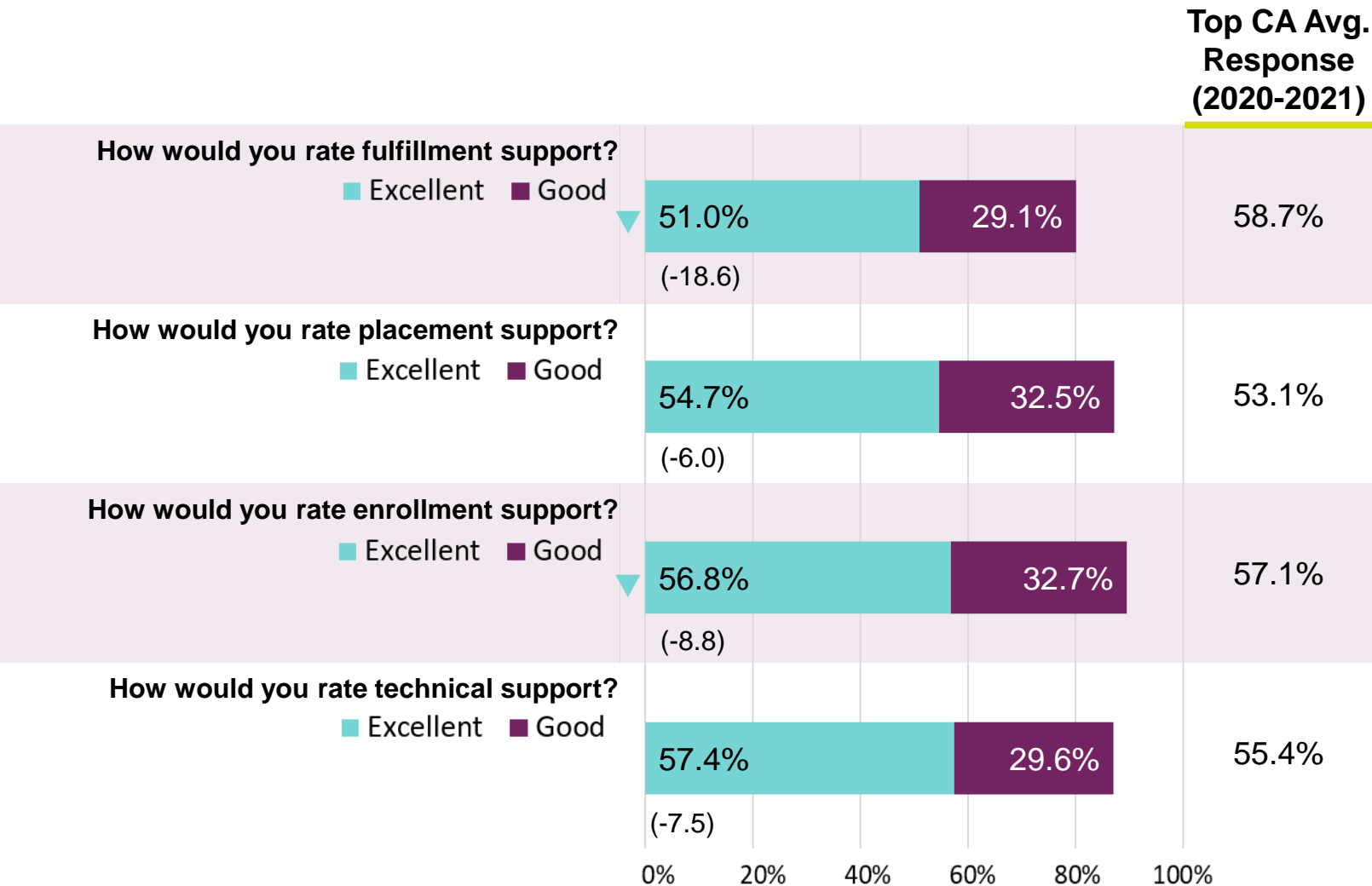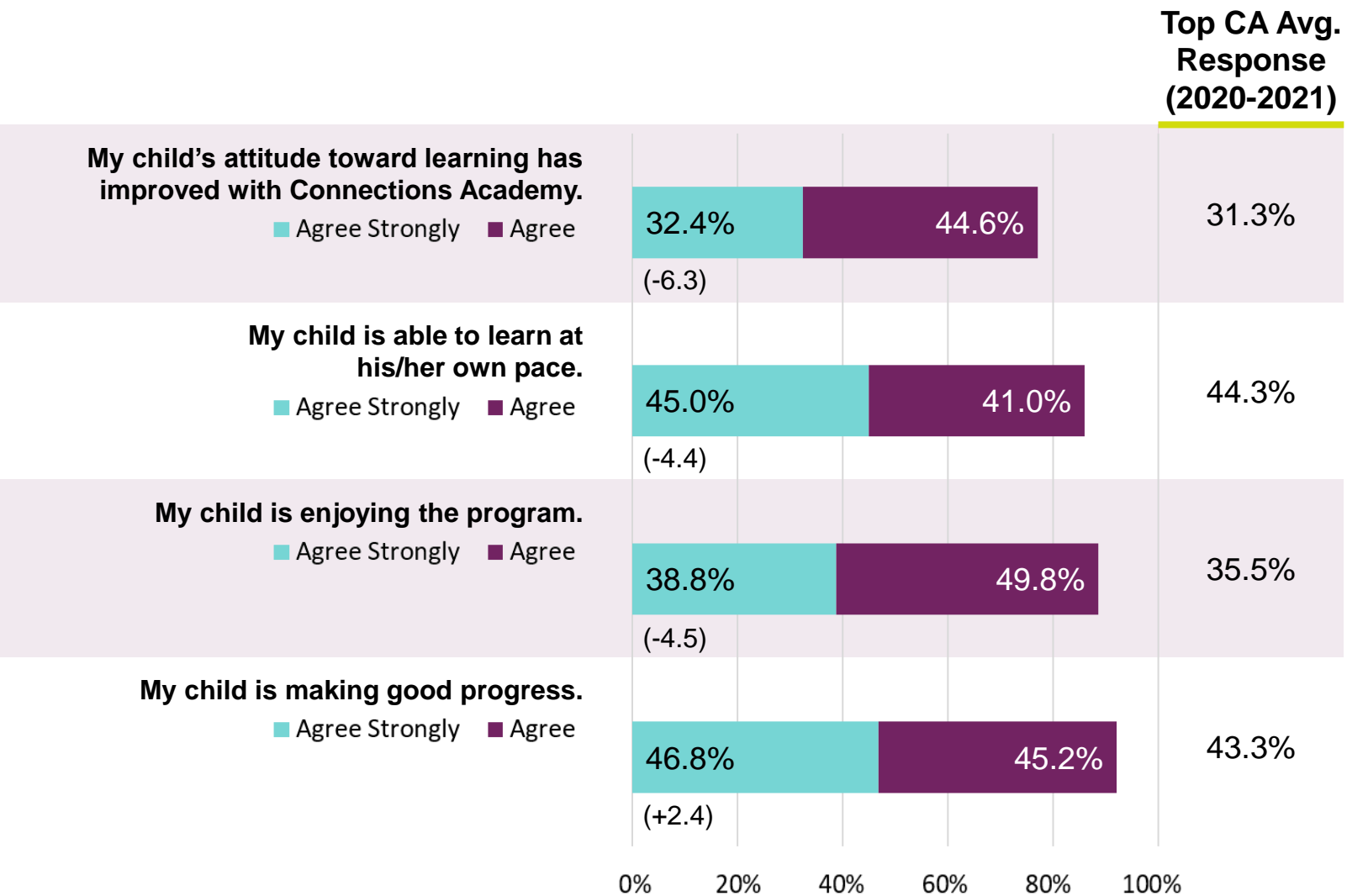
Reach Cyber Charter School

Parent Satisfaction Survey 2020-2021
Executive Summary

Teachers and Staff

Question	Response	Top CA Avg. Response (2020-2021)
How satisfied are you with the helpfulness of your child's CA teachers? ■ Very Satisfied ■ Somewhat Satisfied	80.8% / 16.4% (+0.4)	75.8%
How would you rate the response time of your child's CA teachers? ■ Excellent ■ Good	72.0% / 21.3% (+3.1)	64.8%
How do you feel about the amount of contact your child has with their CA teachers? ■ It's About Right ■ It's Not Enough	87.5% / 11.0% (-2.6)	81.8%
How do you feel about the amount of contact you have with your child's CA teachers? ■ It's About Right ■ It's Not Enough	88.8% / 7.4% (-2.5)	87.0%
The teachers improve the learning experience. ■ Agree Strongly ■ Agree	51.4% / 41.8% (+1.7)	43.9%

0%   20%   40%   60%   80%   100%

 * Top two response options.
 **   (+/-x.x) = Point change from 19-20 to 20-21, e.g., 20.0% to 21.5% = (+1.5)
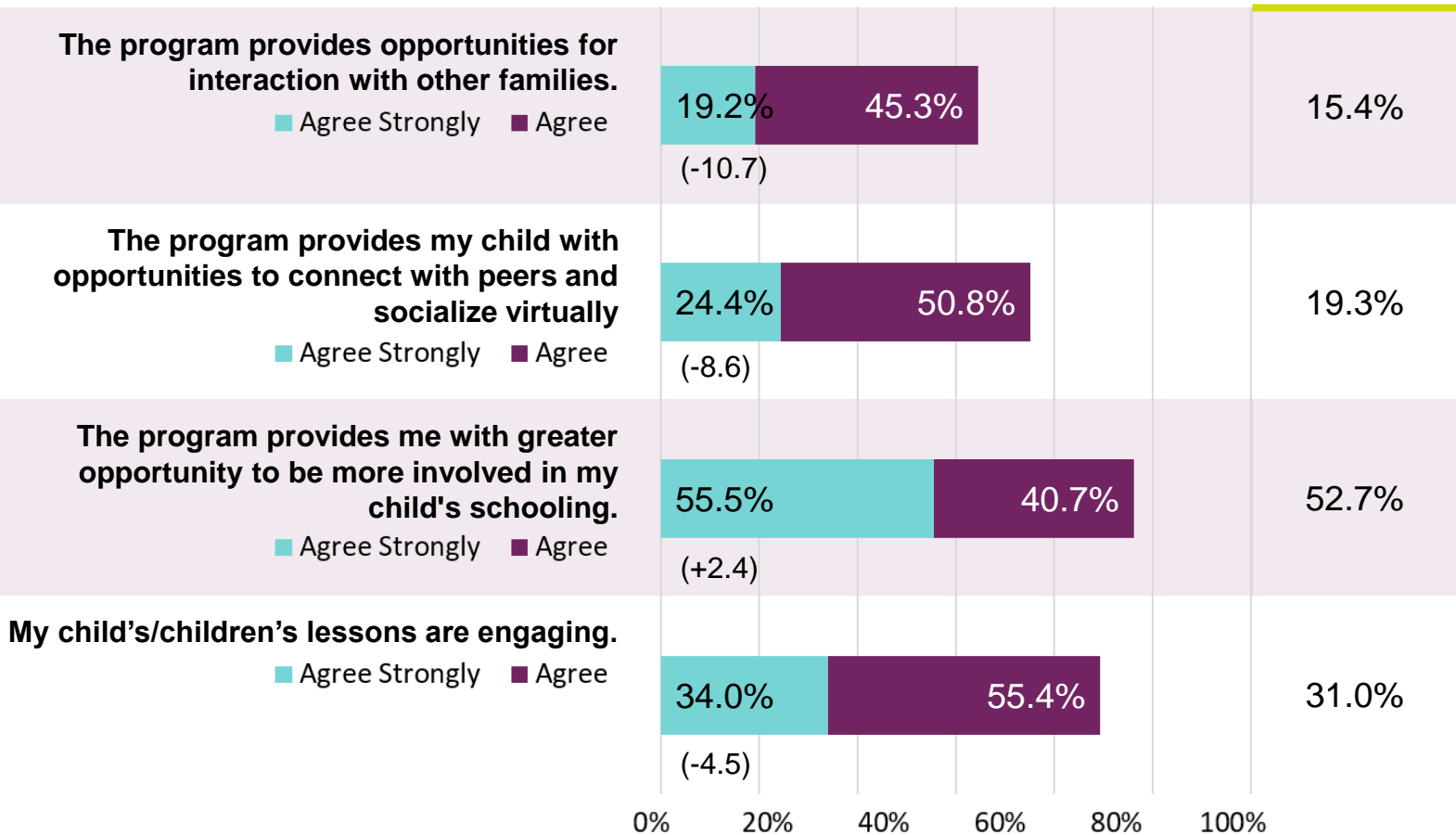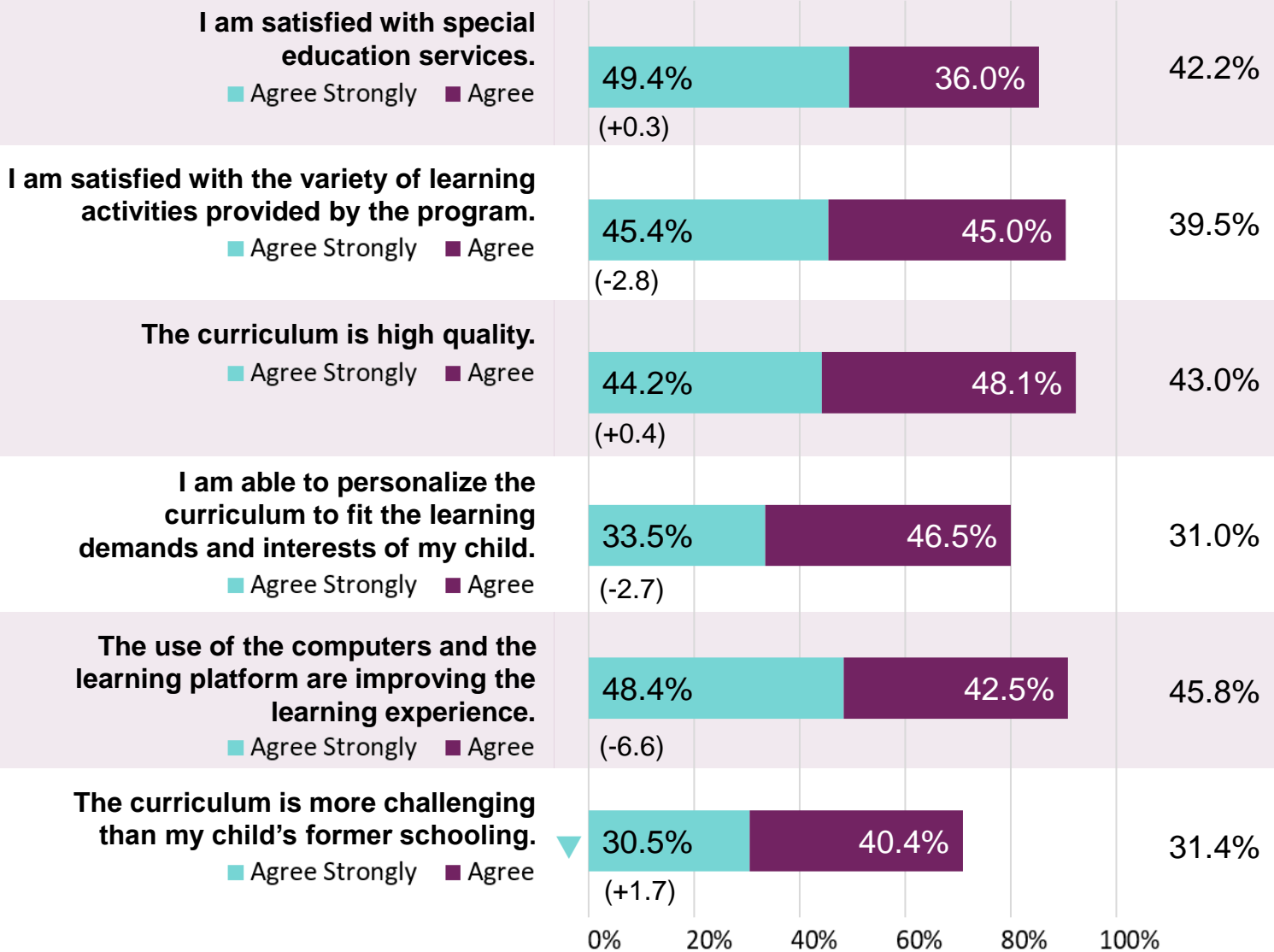 *** ▼ indicates a top score lower than the Connections Academy average.

Addendum: Comparison of Top Two Responses

		PENNSYLVANIA-REACH CYBER CHARTER SCHOOL TOTAL 2020-21			PENNSYLVANIA-REACH CYBER CHARTER SCHOOL TOTAL 2019-20			CONNECTIONS ACADEMY TOTAL 2020-21		
		Top Response	2nd Response	Sum of Top Two Responses	Top Response	2nd Response	Sum of Top Two Responses	Top Response	2nd Response	Sum of Top Two Responses
	Satisfaction with Connections Academy Program									
1-1	**What overall grade would you give the CA Program?**	61.2%	27.5%	88.8%	63.8%	27.8%	91.6%	60.1%	29.5%	89.6%
1-2	**Would you recommend CA to parents whose children are not enrolled in the program?**	92.0%	8.0%		94.8%	5.2%		92.3%	7.7%	
1-3	**If COVID-19 is a concern, will your child/children continue in Connections Academy next school year?**	61.8%	19.2%	81.0%				66.3%	16.6%	82.8%
1-4	**If COVID-19 is no longer a concern, will your child/children continue in Connections Academy next school year?**	44.4%	18.4%	62.8%				52.7%	16.9%	69.5%
1-5	**Compared to your child's previous school, how satisfied are you with the CA program?**	58.6%	18.0%	76.7%	70.5%	15.7%	86.2%	58.5%	19.5%	78.0%
1-6	**Overall, how satisfied is your child with the CA program?**	62.5%	30.4%	92.9%	67.4%	29.1%	96.5%	60.8%	32.6%	93.4%
	Support Staff									
2-1	**How would you rate fulfillment support?**	51.0%	29.1%	80.1%	69.6%	24.1%	93.7%	58.7%	28.1%	86.8%
2-2	**How would you rate placement support?**	54.7%	32.5%	87.2%	60.6%	29.3%	89.9%	53.1%	33.6%	86.7%
2-3	**How would you rate enrollment support?**	56.8%	32.7%	89.5%	65.6%	26.8%	92.4%	57.1%	30.4%	87.5%
2-4	**How would you rate technical support?**	57.4%	29.6%	87.0%	64.9%	27.3%	92.2%	55.4%	31.5%	86.9%
	Academic and Emotional Success									
3-1	**My child's attitude towards learning has improved with CA.**	32.4%	44.6%	77.1%	38.8%	45.8%	84.6%	31.3%	46.0%	77.2%
3-2	**My child is able to learn at his/her own pace.**	45.0%	41.0%	86.0%	49.4%	42.0%	91.5%	44.3%	43.1%	87.4%
3-3	**My child is enjoying the program.**	38.8%	49.8%	88.6%	43.3%	48.1%	91.4%	35.5%	52.2%	87.7%
3-4	**My child is making good progress.**	46.8%	45.2%	92.0%	44.4%	48.2%	92.6%	43.3%	49.0%	92.3%
	Student & Family Engagement									
4-1	**The program provides opportunities for interaction with other families.**	19.2%	45.3%	64.5%	29.9%	53.1%	83.0%	15.4%	46.7%	62.1%
4-2	**The program provides my child with opportunities to connect with peers and socialize virtually.**	24.4%	50.8%	75.2%	33.0%	53.9%	86.9%	19.3%	52.4%	71.7%
4-3	**The program provides me with greater opportunity to be more involved in my child's schooling.**	55.5%	40.7%	96.2%	53.1%	43.8%	96.9%	52.7%	43.3%	96.0%
4-4	**My child's/children's lessons are engaging.**	34.0%	55.4%	89.4%	38.5%	55.8%	94.2%	31.0%	56.6%	87.6%
	Academic Experience									
5-1	**I am satisfied with special education services.**	49.4%	36.0%	85.4%	49.0%	40.1%	89.1%	42.2%	41.3%	83.5%
5-2	**I am satisfied with the variety of learning activities provided by the program.**	45.4%	45.0%	90.4%	48.2%	46.8%	95.1%	39.5%	49.8%	89.3%
5-3	**The curriculum is high quality.**	44.2%	48.1%	92.3%	43.8%	52.2%	96.0%	43.0%	50.7%	93.7%
5-4	**I am able to personalize the curriculum to fit the learning demands and interests of my child.**	33.5%	46.5%	80.0%	36.2%	48.7%	84.9%	31.0%	46.9%	78.0%
5-5	**The use of the computer and the learning platform are improving the learning experience.**	48.4%	42.5%	90.8%	54.9%	41.8%	96.7%	45.8%	46.4%	92.3%
5-6	**The curriculum is more challenging than my child's former school.**	30.5%	40.4%	70.9%	28.8%	42.2%	71.0%	31.4%	41.5%	72.9%
	Teachers and Staff									
6-1	**How satisfied are you with the helpfulness of your child's CA teachers?**	80.8%	16.4%	97.2%	80.5%	17.6%	98.0%	75.8%	20.0%	95.8%
6-2	**How would you rate the reponse time of your child's CA teachers?**	72.0%	21.3%	93.3%	68.9%	25.5%	94.4%	64.8%	26.0%	90.8%
6-3	**How do you feel about the amount of contact your child has with their CA teachers?**	87.5%	11.0%	98.4%	90.1%	7.8%	97.9%	81.8%	17.1%	98.9%
6-4	**How do you feel about the amount of contact you have with your child's CA teachers?**	88.8%	7.4%	96.2%	91.3%	5.1%	96.5%	87.0%	10.6%	97.6%
6-5	**The teachers improve the learning experience.**	51.4%	41.8%	93.2%	49.6%	46.6%	96.3%	43.9%	46.7%	90.6%

CAREER PATHWAYS 2021

This school year has been productive for our Career Pathways development and implementation. Listed below are the amazing things that have happened for the students at Reach Cyber Charter School.

INDUSTRY-BASED LEARNING

During the school year we were able to place a total of twelve high school students in experiences related to their career interests. Reach students participated in the following industry-based learning experiences:

- Job Shadowing - 3
- Internships - 6
- Pre-apprenticeships - 2

INDUSTRY RECOGNIZED CREDENTIALS

One of our Department's goals was to give Reach students the opportunity to earn certifications that would separate them from their peers. This school year Reach students prepared for certification exams in the following areas:

- Microsoft Office Specialist
  - Word
  - PowerPoint
  - Excel
- Microsoft Technology Associate
  - Java
  - Python
  - HTML & CSS
- Entrepreneurship & Small Business
- Communication Skills for Business

Thirty exams have been scheduled with twenty-four complete at this time. Of the twenty-four tests taken, fourteen were passed on the first attempt and the remaining ten have already rescheduled. Freshman Andrew Kropf earned multiple certifications and is now a Microsoft Office Specialist in Word, PowerPoint, and a Microsoft Technology Associate in the Python programming language!

OPPORTUNITIES FOR SUMMER EXPLORATION

The Career Pathways Department has built relationships with the following organizations, who are providing opportunities for Reach students this summer:

- Carnegie Mellon University's Summer Engineering Experience
- CareerLink Summer Camps
- Work Ready Philadelphia
- Learn & Earn Pittsburgh
- Associated Builders & Contractors Keystone Pre-apprenticeship
- Allan Myers Construction Experience
- Artificial Intelligence Pathways Institute through the Boys & Girls Club of Western PA

Two students are already enrolled in ABC Keystone's Summer Cohort as they pursue a career in the construction industry. Four students from the Philadelphia and York areas have applied for and are awaiting acceptance into the AI Pathways Institute with the Boys & Girls Club of Western PA.

Our partnership with the Pennsylvania College of Technology gives Reach students the chance to explore manufacturing through their Advanced Manufacturing Pre-apprenticeship program (AMP). Two of our Juniors, Christian Dructor and Philip Brindisi, both completed the AMP program and passed the MT-1 exam. They are now Level 1 Manufacturing Technicians. During their senior year we will work to place them with industry professionals.

The Career Pathways Department will continue to grow our partnerships and placements of students in the various programs. We also anticipate more students in certification courses as they look to earn credentials and build their professional portfolio.

School Safety Annual Report Narrative 2020-2021

Action items we accomplished this year:
During the 2020-2021 Reach Cyber Charter School has developed a Diversity, Equity and Inclusion Counsel to ensure that all students and staff feel welcomed and included at Reach Cyber School. Level-Set Training was delivered to all staff, inclusive of support personnel, as well as, administrators.
The Guidance Department received intense training in Social and Emotional Learning for a regional intermediate unit. This year long training taught staff to use responsible decision making when assessing for imminent danger, mandated reporting, and making SAP referrals. This year, Reach triaged and supported 938 SAP referrals and ensured continuous services for 85 students leaving or returning to school due to hospitalizations or treatment centers. Additional training was opened up to staff school-wide to attend the national SEL conference. Approximately 100 staff members were able to attend. Two administrators on the special education team re-certificated in Safe Crisis Management and de-escalation training through JKM.

Thinking ahead...
As students return to school full-time following Covid, the school team believes that additional behavioral and mental health supports will need to be readily available to succeed.

Did we do anything different in light of Covid.
Yes, more stringent cleaning processes have been put into place within the Harrisburg Office. This included frequent cleaning of commonly used items such as door handles, and office equipment. Staff received training and were instructed to be more aware of students who may be experiencing trauma related to family members suffering from Covid and/or may have been experiencing financial hardship due to the loss of employment.

INVOICE

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

Attention:
Accounts Payable

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

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

Invoice Number :	91000008039
Date :	11-JUN-2021
Due Date :	
Payment Terms :	
Customer Account :	3924545
Project Number :	82043226
Currency :	USD
Shipment Terms :	
Purchase Order Number :	REACH
Number of Pages :	Page **1** of **2**

Total Ordered Quantity (No. Of Items)	:		2
Net Amount	:	USD	$4,696,371.31
Tax Total	:	USD	$0.00
Invoice Total	:	USD	$4,696,371.31
Amount Due	:	USD	$4,696,371.31

REMITTANCE INFORMATION

Make Checks Payable to:

Pearson Online & Blended Learning
32369 Collection Center Drive
Chicago, IL 60693-0323

Bank Wire to:

Bank Name	:	Bank of America N A
Bank Address	:	
ABA ACH No	:	071000039
ABA Wire No	:	026009593
SWIFT Code	:	BOFAUS3N
A/C No	:	8188290225
Bank Account Name	:	Connections Education LLC dba Pearson Online & Blended Learning K-12 USA

Invoice Number: 91000008039

Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82043226	REACH	Direct Charges	6		4,639,490.34	0.00	4,639,490.34
82043226	REACH	Pass Through	17		56,880.97	0.00	56,880.97

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Already registered? Access your online account by visiting https://ipay2.bizsys.pearson.com

	Subtotal	Total Tax	Invoice Total
	USD	USD	USD
Invoice Total	$4,696,371.31	$0.00	$4,696,371.31

Summary of changes from first draft budget:

- Adjusted budgeted Title funding revenue per most recently announced preliminary allocations, along with related non-compensation expense category increases
  - Title I $3,193,947
  - Title II $326,751
  - Title III $18,309
  - Title IV $221,102

- Increased budgeted compensation expense for the following positions, most of which will be funded with the additional Title funding allocations and ESSER II funding:
  - 4 additional Math/Reading Specialists
  - 1 additional Administrative Assistant- Attendance
  - 2 additional School Psychologists
  - 3 additional Speech Pathologist
  - 1 additional School Social Worker
  - 1 additional Supervisor of Special Education
  - 2 additional Assistant Principals
  - 1 Lead Community Coordinator
  - 2 Part-time Regional Community Coordinators

- Increased budgeted STEM kit purchases to $3 million

- Increased budgeted expenses for Graduation, Back to School, Year End Activities, and State Testing, based on modified projections for spending levels dependent on return to full in-person attendance

REACH CYBER CHARTER SCHOOL
2021-2022 BUDGET SUMMARY- PRELIMINARY AS OF 6/16/21

	Fiscal Year Ending 6/30/21 Forecast as of 5/31/2021	2021/2022 Preliminary Budget
Revenues:		
Function 6000- Local Sources	$ 128,049,606	$ 159,862,646
Function 7000- State Sources	$ 63,427	$ 77,500
Function 8000- Federal Sources	$ 2,861,196	$ 6,456,722
TOTAL REVENUES	$ 130,974,229	$ 166,396,868
Expenditures:		
Function 1000- Regular Instructional Programs		
100- Salaries	$ 21,169,673	$ 33,633,409
200- Employee Benefits	$ 6,886,275	$ 10,981,308
300- Purchased Professional and Tech Svcs	$ 40,555,437	$ 49,666,000
400- Purchased Property Services	$ 15,000	$ 325,000
500- Other Purchased Services	$ 1,063,093	$ 2,400,000
600- Supplies	$ 7,327,817	$ 10,737,000
700- Property	$ -	$ -
800- Dues, Fees and Other	$ 21,085	$ 30,000
Subtotal 1000- Regular Instructional Programs	$ 77,038,380	$ 107,772,717
Function 2000- Support Services		
100- Salaries	$ 10,402,951	$ 15,918,303
200- Employee Benefits	$ 3,278,675	$ 5,197,326
300- Purchased Professional and Tech Svcs	$ 3,198,257	$ 3,619,123
400- Purchased Property Services	$ 564,587	$ 761,000
500- Other Purchased Services	$ 946,213	$ 1,185,000
600- Supplies	$ 279,670	$ 356,000
700- Property	$ 138,889	$ 161,000
800- Dues, Fees and Other	$ 26,482	$ 35,000
Subtotal 2000- Support Services	$ 18,835,723	$ 27,232,752
Function 3000- Noninstructional Student/Community Svcs		
100- Salaries	$ -	$ 102,960
200- Employee Benefits	$ -	$ 33,616
300- Purchased Professional and Tech Svcs	$ 24,100	$ 36,000
400- Purchased Property Services	$ 2,300	$ 35,000
500- Other Purchased Services	$ 91,634	$ 208,700
600- Supplies	$ 1,106,714	$ 2,012,810
800- Dues, Fees and Other	$ 22,238	$ 87,000
Subtotal 3000- Noninstructional Services	$ 1,246,986	$ 2,516,086
TOTAL EXPENDITURES	$ 97,121,089	$ 137,521,555
NET INCOME BEFORE CAPITAL OUTLAY	$ 33,853,140	$ 28,875,312
INVESTMENT IN CAPITAL ASSETS	$ 495,323	$ 4,500,000 (1)
NET INCOME AFTER CAPITAL OUTLAY	$ 33,357,817	$ 24,375,312

(1) Includes $4 million of capital outlay identified in Board approved fund balance reserve

PLEASE NOTE: The 2021-2022 Budget was prepared utlizing the function/ object structure as outlined in the
"Chart of Accounts for PA Local Educational Agencies" published by the Pennsylvania Department of Education

REACH CYBER CHARTER SCHOOL 2021-2022 PRELIMINARY BUDGET
PROJECTED ENROLLMENT AND REVENUE

	Fiscal Year Ending 6/30/21 Forecast as of 5/31/2021	2021/2022 Combined Budget
REVENUE:		
Local Sources:		
6944- Regular Education Tuition	$ 83,997,369	$ 102,974,693
6943- Special Education Tuition	$ 44,025,342	$ 56,852,952
6510- Interest Income	$ 20,895	$ 25,000
6999- Student Activities/ Referral Income	$ 6,000	$ 10,000
Total Local Sources	$ 128,049,606	$ 159,862,646
State Sources:		
7330- State Health Reimbursement	$ 62,000	$ 75,000
7990- E-Rate	$ 1,427	$ 2,500
Total State Sources	$ 63,427	$ 77,500
Federal & Other Program Funding (1):		
8512- IDEA	$ 743,312	$ 621,613
8514- CSI	$ 75,000	$ 75,000
8514- Title I	$ 1,117,506	$ 3,193,947
8515- Title II	$ 126,357	$ 326,751
8516- Title III	$ 3,168	$ 18,309
8517- Title IV	$ 67,273	$ 221,102
8741- ESSER I	$ 728,580	$ -
8741- ESSER II	$ -	$ 2,000,000
Total Federal Sources	$ 2,861,196	$ 6,456,722
TOTAL REVENUE ALL SOURCES	$ 130,974,229	$ 166,396,868

Enrollment and Tuition Rate Assumptions			
	2020/2021 Current ADMs (2)	Percentage of total population	Projected 2021/2022
Elementary	3,889	45%	4,695
Middle School	2,123	24%	2,563
High School	2,685	31%	3,242
	8,697	100%	10,500
Special Education Population	1,631	18.78%	1,972
		Turnover Rate	30%
		Projected Total Enrollment	13,650

Revenue Source	Annual Base Rate (3)	Enrollment	Budgeted Revenue
Regular Ed Funding	$12,075	8,528	102,974,693
Special Ed Funding	$28,829	1,972	56,852,952
Student Activities Income	$5	10,500	53,000

Notes:
(1) 2021-2022 allocations not yet available for Title and IDEA funds
(2) Current enrollment levels based on month ending April 2021 metrics
(3) Weighted average tuition rates as of April 2021

REACH CYBER CHARTER SCHOOL 2021-2022 STAFFING MODEL
INSTRUCTIONAL STAFF (1000 FUNCTION)

	Total Budgeted ADMs			Special Populations	
	20/21		21/22	Current	
	ADMs as of		Budgeted	Enrollment	Percentage
	4/30/2021	%	ADMs	1631	18.78%
Elem (K-5)	3,889	45%	4,695	251	2.89%
MS (6-8)	2,123	24%	2,563	314	3.62%
HS (9-12)	2,685	31%	3,242	65	0.75%
Total	**8,697**	**100%**	**10,500**	**2261**	**26.04%**

	Ratios		Staffing			21-22 Budget	
	20-21	21-22	20-21	21-22	New	Avg Salary	Total Salaries
Instructional Staff Base Compensation							
Regular Programs:							
Elementary Teachers (K-5)	30.4	30.4	128.0	154.5	26.5		
Middle School Teachers (6-8)	34.2	34.2	62.0	74.9	12.9		
High School Teachers (9-12)	38.9	38.9	69.0	83.3	14.3		
Elective Teachers (K-5)	216.1	216.1	18.0	21.7	3.7		
Elective Teachers (6-8)	303.3	303.3	7.0	8.5	1.5		
Elective Teachers (9-12)	167.8	167.8	16.0	19.3	3.3		
Substitute Teachers			3.0	7.0	4.0		
Credit Recovery Teachers	447.5	447.5	6.0	7.2	1.2		
ELL Teachers	16.3	16.3	4.0	4.8	0.8		
Math/Reading/Intervention Specialists			24.0	31.0	7.0		
Veterinary Science Coordinator			0.0	1.0	1.0		
Carpentry Coordinator			0.0	1.0	1.0		
STEM Camp Coordinator			1.0	1.0	0.0		
STEM Teachers			0.0	3.0	3.0		
STEM Coaches			13.0	13.0	0.0		
			351.0	431.3	80.3	57,977	$ 24,771,989
Special Programs:							
Special Education Teachers	22.3	22.3	73.0	88.3	15.3		
Substitute Special Education Teachers			0.0	1.0	1.0		
Related Services Coordinator			1.0	1.0	0.0		
Gifted Teachers			2.0	3.0	1.0		
			76.0	93.3	17.3	59,011	$ 5,503,702
Other Intructional Programs:							
State Testing Coordinator			1.0	1.0	0.0	72,141	$ 72,141
Subtotal Instructional Staff Regular Compensation			428.0	525.5	97.5	58,207	$ 30,589,921

Other Instructional Compensation	
Bonus for Returning Staff	$ 1,628,155
Career Ladder- 113 points	$ 263,094
STEM Certification Incentive ($1,000 each)	$ 100,000
Teacher Mentor Stipends ($500 each)	$ 50,000
Summer Special Education Instruction ($27/hr)	$ 216,000
Summer Related Service Instructors ($27/hr)	$ 8,640
Summer Instruction ($27/hr)	$ 648,000
Summer Support/ Curriculum review ($27/hr)	$ 129,600
Subtotal Instructional Staff Other Compensation	**$ 3,043,489**
Total Instructional Staff Salaries and Compensation	**$ 33,633,409**
Taxes	$ 2,572,956
Retirement	$ 1,681,670
Benefits	$ 6,726,682
Total Instructional Staff Employee Benefits	**$ 10,981,308**
TOTAL COMPENSATION AND BENEFITS- INSTRUCTIONAL STAFF	**$ 44,614,717**

REACH CYBER CHARTER SCHOOL 2021-2022 PRELIMINARY STAFFING MODEL
ADMINISTRATIVE AND SUPPORT STAFF (2000 FUNCTION)

Total Budgeted ADMs					Special Populations	
	20/21		21/22		Current	
	ADMs as of		Budgeted		Enrollment	Percentage
	4/30/2021	%	ADMs		1631	18.78%
Elem (K-5)	3,889	45%	4,695		251	2.89%
MS (6-8)	2,123	24%	2,563		314	3.62%
HS (9-12)	2,685	31%	3,242		65	0.75%
Total	**8,697**	**100%**	**10,500**		**2261**	**26.04%**

	Ratios		Staffing			21-22 Budget	
	20-21	21-22	20-21	21-22	New	Avg Salary	Total Salaries
Student Support Services							
Coordinator of Counseling			1.0	1.0	0.0		
Director of Counseling			1.0	1.0	0.0		
Director of Data/ Student Assessment			1.0	1.0	0.0		
Director of MTSS			1.0	1.0	0.0		
Director of Family Services			1.0	2.0	1.0		
Manager of Counseling Services			1.0	1.0	0.0		
Manager of Family Services			2.0	2.0	0.0		
Administrative Assistants- Counseling			2.0	2.0	0.0		
Coordinator of Career Pathways			1.0	1.0	0.0		
Family Mentors	138.0	125.0	63.0	84.0	21.0		
School Counselors K-5	648.17	645.0	6.0	7.3	1.3		
School Counselors 6-8	235.89	236.0	9.0	10.9	1.9		
School Counselors 9-12	268.50	269.0	10.0	12.1	2.1		
Manager of State Attendance			1.0	1.0	0.0		
Attendance Coordinator			1.0	1.0	0.0		
Truancy Officers			4.0	5.0	1.0		
Administrative Assistants- Attendance			1.0	3.0	2.0		
School Psychologists			5.0	7.0	2.0		
Speech Pathologists			4.0	10.0	6.0		
Social Workers			6.0	7.0	1.0		
			121.0	160.2	39.2	$ 59,334	$ 9,504,775
Instructional Staff Support Services							
Technology Coordinators			0.0	2.0	2.0		
Director of Special Education			1.0	1.0	0.0		
Assistant Directors of Special Education			2.0	2.0	0.0		
Supervisor of Special Education			1.0	3.0	2.0		
Administrative Assistants- Special Education			4.0	4.0	0.0		
Professional Development Coordinator			1.0	1.0	0.0		
			9.0	13.0	4.0	$ 73,830	$ 959,793
Support Services- Administration							
Chief Executive Officer			1.0	1.0	0.0		
Chief Operations Officer			0.0	1.0	1.0		
Chief Academic Officer			0.0	1.0	1.0		
Director of Teaching and Learning			0.0	1.0	1.0		
Manager of School Office			1.0	1.0	0.0		
Administrative Assistants- School Office			14.0	14.0	0.0		
Manager of School Outreach			1.0	1.0	0.0		
Director of Career Pathways			1.0	1.0	0.0		
Principal (1 each Elem, MS, HS)			3.0	3.0	0.0		
Assistant Principal Elementary (K-5)	648.2	650.0	6.0	7.2	1.2		
Assistant Principal Middle School (6-8)	1061.5	650.0	2.0	3.9	1.9		
Assistant Principal High School (9-12)	671.3	650.0	4.0	5.0	1.0		
Director of STEM Education			1.0	1.0	0.0		
			34.0	41.2	7.2	$ 77,773	$ 3,200,640
Support Services- Pupil Health							
Occupational Therapist			1.0	2.0	1.0		
Manager of Nursing			1.0	1.0	0.0		
School Nurses			4.0	4.0	0.0		
			6.0	7.0	1.0	$ 59,121	$ 413,848
Support Services- Business							
Director of Financial Services			1.0	1.0	0.0		
Coordinator of Payroll/ Accounts Payable			1.0	1.0	0.0		
Billing Associate			1.0	1.0	0.0		
Accounting Specialist			1.0	1.0	0.0		
Staff Accountant			1.0	1.0	0.0		
			5.0	5.0	0.0	$ 63,888	$ 319,440
Support Services- Central							
Director of Human Resources			1.0	1.0	0.0		
HR Generalist			1.0	1.0	0.0		
HR Coordinators			2.0	2.0	0.0		
Benefits Coordinator			1.0	1.0	0.0		
			5.0	5.0	0.0	$ 61,198	$ 305,990
Non-Instructional Community Services							
Lead Community Coordinator			0.0	1.0	1.0		
Regional Community Coordinator (Part time)			0.0	2.0	2.0		
			0.0	3.0	3.0	$ 33,000	$ 99,000
Subtotal Admin/ Support Staff Regular Compensation			**180.0**	**234.3**	**54.3**	**$ 63,285**	**$ 14,803,485**

	Total Salaries
Other Compensation	
Bonus for Returning Staff	$ 1,112,126
Career Ladder- 20 points	$ 49,491
Summer Counseling and Support ($27/hr)	$ 56,160
Subtotal Admin/ Support Staff Other Compensation	**$ 1,217,777**
Total Admin/Support Staff Salaries and Compensation	**$ 16,021,263**
Taxes	$ 1,225,627
Retirement	$ 801,063
Benefits	$ 3,204,253
Total Admin/Support Staff Employee Benefits	**$ 5,230,942**
TOTAL COMPENSATION AND BENEFITS- ADMINISTRATIVE AND SUPPORT STAFF	**$ 21,252,205**

REACH CYBER CHARTER SCHOOL
2021-2022 PRELIMINARY BUDGET
Non-Personnel Related School Expenditures
Instructional (1000 FUNCTION)

	Fiscal Year Ending 6/30/21 Forecast as of 5/31/2021	2021/2022 Preliminary Budget	
Purchased Professional and Technical Services:			
9329 - Pearson Fees- Direct Course Instruction and ST Substitutes	$ 608,444	$ 577,500	
9329 - Other Purchased Professional Educational Services	$ 122,443	$ 200,000	
9330 - Other Purchased Professional Services	$ 2,230,104	$ 3,000,000	
9340 - Pearson Fees- Student Technology Assistance	$ 9,373,599	$ 11,413,500	
9340 - Other Purchased Technical Services	$ 8,200	$ 20,000	
9360 - Other Employee Training and Development Services	$ 43,977	$ 215,000	(1)
9390 - Pearson Fees- Curriculum, Enrollment, ST and EE Support	$ 28,162,125	$ 34,230,000	
9390 - Other Purchased Professional and Technical Services	$ 6,545	$ 10,000	
Subtotal- Purchased Professional and Technical Services	$ 40,555,437	$ 49,666,000	
Purchased Property Services:			
9449 - Facility rentals for state testing	$ 15,000	$ 325,000	(2)
Subtotal- Purchased Property Services	$ 15,000	$ 325,000	
Other Purchased Services:			
9530 - Communications	$ 963,093	$ 2,100,000	(3)
9580 - Travel	$ 100,000	$ 300,000	(4)
Subtotal- Other Purchased Services	$ 1,063,093	$ 2,400,000	
Supplies:			
9610 - General Supplies	$ 21,664	$ 30,000	
9640 - Books and Periodicals	$ 51,075	$ 65,000	
9650 - Pearson Fees- Student Connexus Licenses	$ 5,479,110	$ 6,615,000	
9650 - Other Technology Related Supplies and Fees	$ 1,775,968	$ 4,027,000	(5)
Subtotal- Supplies	$ 7,327,817	$ 10,737,000	
Other Objects:			
9810 - Dues and Fees	$ 21,085	$ 30,000	
Subtotal- Other	$ 21,085	$ 30,000	
Total Instructional Expenditures- Non personnel related	$ 48,982,432	$ 63,158,000	

NOTES:

(1) Staff professional development and state testing expected to resume to full in-person; additional PD opportunities funded by Title II federal funding in the amount of $58,000

(3) Internet subsidy payments to households

(4) Travel expected to increase as in person events resume

(5) Includes $3 million for STEM kits, $1 million for Special Education assistive technology, $27,000

REACH CYBER CHARTER SCHOOL
2021-2022 PRELIMINARY BUDGET
Non-Personnel Related School Expenditures
Support Services (2000 FUNCTION)

	Fiscal Year Ending 6/30/21 Forecast as of 5/31/2021	2021/2022 Preliminary Budget	
Purchased Professional and Technical Services:			
9310 - Purchased Official/ Administrative Services	$ 65,500	$ 80,000	
9329 - Other Purchased Professional Educational Services	$ 18,876	$ 25,000	
9330 - Other Purchased Professional Services	$ 773,159	$ 950,000	(1)
9340 - Other Purchased Technical Services	$ 8,891	$ 12,000	
9360 - Pearson Fees- Professional Development Services	$ 677,250	$ 835,357	
9360 - Other Employee Training and Development Services	$ 80,473	$ 200,000	(2)
9390 - Pearson Fees- Curriculum, Enrollment, ST and EE Support	$ 1,489,950	$ 1,416,766	
9390 - Other Purchased Professional and Technical Services	$ 84,158	$ 100,000	
Subtotal- Purchased Professional and Technical Services	$ 3,198,257	$ 3,619,123	
Purchased Property Services:			
9410 - Cleaning Services	$ 37,172	$ 45,000	
9430 - Repairs and Maintenance	$ 378	$ 1,000	
9440 - Rentals	$ 491,457	$ 675,000	(3)
9490 - Pearson Fees- Facilities Support Services	$ 25,000	$ 25,000	
9490 -Other Facilities Support Services	$ 10,580	$ 15,000	
Subtotal- Purchased Property Services	$ 564,587	$ 761,000	
Other Purchased Services:			
9523 - General Property and Liability Insurance	$ 91,716	$ 115,000	
9530 - Communications	$ 822,480	$ 1,000,000	(4)
9550 - Printing and Binding	$ 2,898	$ 5,000	
9580 - Travel	$ 6,366	$ 10,000	
9599 - Other Miscellaneous Purchased Services	$ 22,753	$ 55,000	
Subtotal- Other Purchased Services	$ 946,213	$ 1,185,000	
Supplies:			
9610 - General Supplies	$ 113,736	$ 149,000	(5)
9640 - Books and Periodicals	$ 5,290	$ 7,000	
9650 - Other Technology Related Supplies and Fees	$ 160,644	$ 200,000	(6)
Subtotal- Supplies	$ 279,670	$ 356,000	
Property:			
9741 - Depreciation- Furniture	$ 14,815	$ 18,000	
9742 - Depreciation- Computer Hardware	$ 89,692	$ 101,000	
9743 - Depreciation- Leasehold Improvements	$ 34,382	$ 42,000	
Subtotal- Property	$ 138,889	$ 161,000	
Other Objects:			
9810 - Dues and Fees	$ 26,482	$ 35,000	
Subtotal- Other	$ 26,482	$ 35,000	
Total Support Services Expenditures- Non personnel related	$ 5,154,097	$ 6,117,123	

NOTES:

(1) Professional fees for audit, accounting services, legal services
(2) Staff professional development expected to resume in person
(3) Includes $480,000 building rental for 750 East Park Drive, plus office equipment rental, graduation venue rental
(4) Office internet and phone service, postage, shipping
(5) Includes $34,000 of cleaning and PPE supplies funded with ESSER II federal funds
(6) Support/ Administrative software licenses and technology related supplies

REACH CYBER CHARTER SCHOOL
2021-2022 PRELIMINARY BUDGET
Non-Personnel Related School Expenditures
Non-Instructional Services (3000 FUNCTION)

	Year To Date 4/30/2021		Fiscal Year Ending 6/30/21 Forecast as of 5/31/2021		2021/2022 Preliminary Budget	
Purchased Professional and Technical Services:						
9330 - Other Purchased Professional Services	4665	$	5,100	$	7,000	
9390 - Other Purchased Professional and Technical Services	17083	$	19,000	$	29,000	(1)
Subtotal- Purchased Professional and Technical Services	$ 21,748	$	24,100	$	36,000	
Purchased Property Services:						
9420 - Utility Services	321.75	$	350	$	5,000	(2)
9440 - Rentals	2105.75	$	2,300	$	35,000	(3)
Subtotal- Purchased Property Services	$ 2,106	$	2,300	$	35,000	
Other Purchased Services:						
9549 - Other Advertising/ Public Relations	76418.72	$	83,000	$	196,700	(4)
9599 - Other Miscellaneous Purchased Services	7914.18	$	8,634	$	12,000	
Subtotal- Other Purchased Services	84332.9	$	91,634	$	208,700	
Supplies:						
9610 - General Supplies	924013	$	1,105,653	$	2,001,350	(5)
9650 - Other Technology Related Supplies and Fees	884	$	1,061	$	11,460	(6)
Subtotal- Supplies	$ 924,897	$	1,106,714	$	2,012,810	
Other Objects:						
9810 - Fees for district athletic and activity participation	17098.22	$	18,652	$	25,000	
9810 - Fees for social outreach activities	0	$	-	$	57,000	(3)
9894 - Student Fees for Instruction Related Events	3286.54	$	3,586	$	5,000	
Subtotal- Other	$ 20,385	$	22,238	$	87,000	
Total Support Services Expenditures- Non personnel related	$ 1,053,468	$	1,246,986	$	2,379,510	

NOTES:

(1) Stipends paid to parent Community Coordinators
(2) Benevolent outreach payments for household utilities made on behalf of families in need(2)
(3) Includes rentals and fees for back to school events and year end social events
(4) Includes $155,000 of community partnership agreements, $41,700 of other promotional outreach and events
(5) Includes $2 million of benevolent outreach to families in need, including grocery gift cards, clothing, furniture, and other essentials needs
(6) Website design and editing
(7) Includes fees for back to school and social outreach events including $32,000 funded with federal Title I funds

REACH CYBER CHARTER SCHOOL 2021-2022 PRELIMINARY BUDGET
FEES CHARGED BY PEARSON

Description	Rate	Enrollment/ Unit	Months	Projected	
Curriculum and Instructional Support Services - Upfront	$425	13,650		5,801,250	
Curriculum and Instructional Support Services - Monthly	$130	10,500	9	12,285,000	
Student Connexus License	$70	10,500	9	6,615,000	
Student Technology Assistance Services - Upfront	$400	13,650		5,460,000	
Student Technology Assistance Services - Monthly	$63	10,500	9	5,953,500	
Enrollment/Placement/Student Support Services - Upfront	$525	13,650		7,166,250	
Enrollment/Placement/Student Support Services - Monthly	$30	10,500	9	2,835,000	
School Operations Support Services	$65	10,500	9	6,142,500	
Professional Development Services	$125	743	9	835,357	
School Staff Support Services	$212	743	9	1,416,766	
Direct Course Instruction Service	$2.75	0		388,500	**
Short Term Sub Teaching Services	$300	0		189,000	**
Facilities Support Services	$25,000	1		25,000	
Total Connections Products and Services				**55,113,124**	

** Projected charges for 21/22 based on 20/21 data