



Academy of Collaborative Education

Finance Committee Meeting

Published on October 7, 2025 at 10:24 AM CDT

Date and Time

Wednesday October 8, 2025 at 2:00 PM CDT

Pursuant to Louisiana Open Meetings Law - La. R.S. 42:19, notice is hereby given to the members of the Board of Directors of Academy of Collaborative Education and to the general public that the Board will hold a regular, special, or re-scheduled meeting, open to the public as specified below. To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other Board members, and Board members should not reply to this message.

Agenda

	Purpose	Presenter	Time
I. Opening Items			2:00 PM
A. Record Attendance		Latner McDonald	1 m
B. Call the Meeting to Order	Discuss	Latner McDonald	1 m
C. Approve Minutes	Approve Minutes	Latner McDonald	1 m
Approve minutes for Finance Committee Meeting on September 10, 2025			
D. Approval of Agenda	Vote	Latner McDonald	1 m
Request for amendment to the agenda, or approval of the agenda as presented.			

	Purpose	Presenter	Time
II. Finance			2:04 PM
A. Lease for Middle School with Grace	Vote	Joellen Freeman	10 m
Pending contract with Grace to lease the second floor for middle school expansion once fire suppression system is has been confirmed.			
B. SPED Strategies contract	Discuss	Joellen Freeman	10 m
draft of SPED Strategies contract for the current school year (to be paid with CSP funds)			
C. EDOPS	Discuss	Joellen Freeman/Sherah LeBouef	10 m
Joellen will present financials from EDOPS			
D. CSP Funding	Discuss	Joellen Freeman/Sherah LeBouef	5 m
Provide an update on CSP funding remaining			
E. Stipend Updates		Joellen Freeman	5 m
LDOE Stipends for school years 2024/24 & 2025/26, additional funds from LDOE			
F. New contract for APE	Discuss	Joellen Freeman	5 m
New contract for APE			
G. Demonstration Model with Medicaid	Discuss	Joellen Freeman	5 m
H. Medicaid/ABA	Discuss	Joellen Freeman	5 m
I. Foward funding	Discuss	Joellen Freeman	5 m

III. Progress-Toward-Goals: 3:04 PM

The committee will discuss each goal regarding its status:

On-Target — progressing well and on schedule

Off-Target — falling behind the expected timeline

At-Risk — requiring monitoring and/or intervention

Purpose

Presenter

Time

A. Finance SMART Goals**ACE FY26 Finance Committee SMART Goals****Goal #1:**

By September 2025, the Finance Committee, in collaboration with Accounting Services, will initiate a ***monthly review of the Budget vs. Actual Report*** to enhance financial oversight and inform strategic decision-making. This analysis will ensure that budgetary allocations align with actual expenditures, providing a clear picture of financial health and supporting informed financial planning.

Goal #2:

The Finance Committee will ensure that ***financial statements are and continue to be balanced, current, and accurate*** by September 2025, and ***will review them at each subsequent Finance Committee meeting***. This initiative will involve a thorough review and reconciliation process, ensuring that all financial data is up-to-date and in line with standard accounting practices, thereby strengthening fiscal responsibility and transparency.

Goal #3:

By June 2026, Katie, in collaboration with Accounting Services and the Finance Committee, will ***develop and implement procedures to efficiently expend the CSP budget. This will include meticulous billing processes, ensuring that funds are utilized effectively and in compliance with program guidelines.***

Goal #4:

By August 2025, ***HEAL will begin providing monthly Medicaid billing reports to the ED, Finance Committee, and Accounting Services to manage productivity effectively, with reports completed by the 15th of the following month.*** This goal aims to streamline billing processes, ensuring timely and accurate financial reporting, which will contribute to enhanced financial management and more effective resource allocation.

Goal #5:

By August 2025, Accounting, Joellen, Katie, and the Finance Committee will ***establish, document, and implement comprehensive procedures for the month-end close.*** This effort aims to standardize the closing process, ensuring accuracy and consistency in financial reporting and supporting a smoother and more efficient monthly financial cycle.

Goal #6:

By August 2025, Katie, Joellen, Accounting, and the Finance Committee will ***develop a cost analysis for each classroom, determining the cost per pupil and per classroom.*** This analysis will establish "rules" for decision-making, providing a data-

	Purpose	Presenter	Time
driven foundation for resource allocation and financial planning within the educational environment.			
Goal #7:			
By June 2026, procedures will be established by Katie, Joellen, Accounting, and the Finance Committee to <i>increase access to cash through timely billing to CSP and Medicaid, as well as by developing a line of credit (LOC).</i> Additionally, by the same date, Anna will <i>create and implement processes for cash transfers with Friends of ACE,</i> ensuring that liquidity is maintained to support operational needs and maintain financial stability.			
IV. Unfinished Business (Previously visited from an earlier agenda)			3:04 PM
A. Moving Finance Committee to every other month	Discuss	Joellen Freeman	5 m
V. New Business			
VI. Closing Items			3:09 PM
A. Adjourn Meeting	Vote	Latner McDonald	1 m

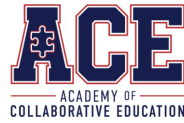
In accordance with the Americans with Disabilities Act, if you need special assistance at a public meeting of Academy of Collaborative Education, please contact Joellen Freeman at jcfreeman@aceforasd.org describing the assistance that is necessary.

Coversheet

Approve Minutes

Section:	I. Opening Items
Item:	C. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Finance Committee Meeting on September 10, 2025

APPROVED



Academy of Collaborative Education

Minutes

Finance Committee Meeting

Date and Time

Wednesday September 10, 2025 at 2:00 PM

Pursuant to Louisiana Open Meetings Law - La. R.S. 42:19, notice is hereby given to the members of the Board of Directors of Academy of Collaborative Education and to the general public that the Board will hold a regular, special, or re-scheduled meeting, open to the public as specified below. To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other Board members, and Board members should not reply to this message.

Committee Members Present

Allison Dickens, Amy Marcus (remote), Joellen Freeman, Katie Kahmann, Latner McDonald

Committee Members Absent

Anna Grimmatt, Mike Dunn

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Latner McDonald called a meeting of the Finance Committee of Academy of Collaborative Education to order on Wednesday Sep 10, 2025 at 2:04 PM.

C.

Approve Minutes

Joellen Freeman made a motion to approve the minutes from Finance Committee Meeting on 08-13-25.

Amy Marcus seconded the motion.

The committee **VOTED** to approve the motion.

II. Finance

A. Lease for Middle School with Grace

While the base rental price amount aligns with ACE's budget, we are still awaiting clarification from the fire marshal and an insurance increase on the property. Final updates to the contract can be presented to the full board for approval.

The committee discussed Provision's quote for mag-lock doors, alarmed windows, and delayed entries upon approval from the fire marshal. Also, Provision is to install a sprinkler system, provided all parties agree.

B. SPED Strategies contract

Although the Finance Committee endorses the contract in principle, there are inaccuracies in the dates and clauses that are disproportionately worded, such as ACE being assigned excessive responsibility and SPED strategies being held insufficiently accountable.

The committee will revisit approval of this contract to the full board after these items have been corrected.

Joellen will send the contract back to SPED Strategies for the requested amendments.

C. Insurance cost increase for ACE

Joellen wished to inform the committee about the increase in the annual insurance premium resulting from the rental of additional space at Grace.

D. Security and Safety Quote for expansion into Grace building.

ProVision has prepared a quote for safety and security measures at the Grace Episcopal premises. The estimated cost is approximately \$85,000 and can be reimbursed through the CSP grant.

The committee resolved to recommend approval by the full board at the upcoming meeting, with approval contingent upon the formal signing of the lease and the leasing of the Grace space.

E.

Professional Services Agreement - Riley Physical Therapy

The committee recommended that the full board approve this contract at the forthcoming meeting.

III. Other Business

A. Stipend Updates

Joellen reported that ACE received a secondary deposit for the 24-25 stipend for Credentialed and Support Staff. ACE has also received the 25-26 stipend allocation.

She will have a proposal for the Governance Committee by the next meeting at the end of September and Finance and full board in October.

IV. Progress-Toward-Goals:

A. Finance SMART Goals

Many objectives are delayed mainly due to the transition from our previous CPA firm to EdOps. Improvements and aligned timelines should be evident next month.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:12 PM.

Respectfully Submitted,
Allison Dickens

In accordance with the Americans with Disabilities Act, if you need special assistance at a public meeting of Academy of Collaborative Education, please contact Joellen Freeman at jcfreeman@aceforasd.org describing the assistance that is necessary.

Coversheet

Lease for Middle School with Grace

Section:	II. Finance
Item:	A. Lease for Middle School with Grace
Purpose:	Vote
Submitted by:	
Related Material:	Provision.pdf



314 East Georgia
Ruston, LA 71270
(318) 773-3703
michael@provisionla.com

Estimate

ESTIMATE# 1070922492

DATE 09/09/2025

PO#

CUSTOMER

ACE School
1400 North 4Th Street
Monroe La 71201

SERVICE LOCATION

ACE School
1400 North 4Th Street
Monroe La 71201

DESCRIPTION

Ace School add on
9 doors
43 Cameras
10 Phones
16 Wireless AP's
27 Window Contacts

Estimate

Description	Qty	Rate	Total
Misc Model # AC-MER-CONT-MP1502 MERCURY MP1502 INTELLIGENT CONTROLLER (2 DOORS, 4 READERS, 8 INPUTS, 4 OUTPUTS)	1.00	1,880.00	1,880.00
Misc Series 3B Two-Reader Interface Module (Mercury Part #: MR52-S3B) Model # AC-MER-CON-MR52-S3B	4.00	980.96	3,923.84
HID® Mercury™ MR52-S3B Controller Serial I/O Dual Card Reader Interface, 2-Reader Interface Module - (2 reader: mag, wiegand, 4 reader OSDP, 8 inputs, 6 relays) (Mercury MR52-S3B)			
Power Supply LifeSafety Power FPO150-B100D8PM8NL4E4M Model # AC-LSP-FPO150-B100D8PM8NL4E4M Power supply board 150W, 12A/12V or 6A/24V Secondary voltage power supply, 5-18V adjustable @ 4A max, class 2 power limited output 8 auxiliary DC outputs class 2 power limited at 2.5A per output Eight output smart distribution module, fused at 3A per output Four port network monitoring module Enclosure, Size 24. (20W x 24H x 4.5D) with backplate which can hold up to four Mercury boards. Battery space available in front of Mercury boards.	1.00	1,520.65	1,520.65
Power Supply Lifesafety Power Four Door Mercury Dual Voltage Integrated Power System Model # AC-LSP-4DR-MER-LCK	1.00	725.49	725.49
Four Door Mercury Dual Voltage Integrated Power System supporting one AC-MER-CONT-2DR with one AC-MER-CON-MR52 (Mercury hardware sold separately). The advantage of a dual voltage power supply is the ability to power both Mercury boards and door locks from the same supply. Includes a painted steel enclosure, removable pre drilled back plate, controller standoffs and mounting screws and a 75 watt 12V/2A and 24V/2A			

Description	Qty	Rate	Total
power supply-battery charger. The power supply is pre-wired to eight Class 2, Power Limited (CL2PL) outputs (D8P Board) delivering a regulated independent power connection to each Mercury board and four fused output (C4 Board) for independent relay lock power. The power supply features dual outputs (12 & 24volts DC), form 'C' fault relay contacts, a fire alarm input and network interface (interface module sold separately) to enable monitoring, reporting and control of the power system from Access Control Manager (ACM) link. Battery space for two 12V, 8Ah batteries is available in cabinet. Cabinet size: 16" x 20" x 4.5" with door lock and two (2) keys. Weight 19 lb.(LifeSafety Power Part Number: FPO75-B100C4D8PE2M)			
Key Fob Reader Hid Reader	16.00	340.00	5,440.00
MagLock Egress Delay Maglock	7.00	850.00	5,950.00
Wire Wire and Connectors for Access Control	1.00	2,750.00	2,750.00
Misc Push Bar	9.00	250.00	2,250.00
SF Labor Time Labor Time to install Access Control	1.00	10,500.00	10,500.00
Unifi Wifi Satelite	16.00	160.00	2,560.00
Rack Network Rack	1.00	350.00	350.00
UPS Backup Power Supply	2.00	350.00	700.00
Wire Wire and Connectors	1.00	750.00	750.00
Patch 24 Port Patch Panel	3.00	95.00	285.00
Switch 48 Port unifi network switch	2.00	1,399.00	2,798.00
Misc Building Bridge A 60 GHz wireless point-to-point bridge.	1.00	1,299.00	1,299.00
Misc Voip Polycom Phone	10.00	229.00	2,290.00
RJ45 RJ45 Network Jack	20.00	3.50	70.00
PLate Network Wall Plate	20.00	5.00	100.00
SF Labor Time Labor Time to install Wifi, Network, and Phones	1.00	3,950.00	3,950.00
UNV 4MP Audio • NDAA Compliant • Human and Vehicle Classification • IP Outdoor Fixed Starlight Turret • 4MP (2688x1520) Resolution • 2.8mm Fixed Lens • Approx. 100 FT IR Range • Built-in Microphone • IP67, 3 Axis Design • 120dB WDR • DC12V, PoE	34.00	149.95	5,098.30
UNV 4MP Bullet • NDAA Compliant • Smart Intrusion Prevention	9.00	169.00	1,521.00

Description	Qty	Rate	Total
<ul style="list-style-type: none"> • Human and Vehicle Classification • IP Outdoor Fixed LightHunter Bullet • 4MP (2688x1520) Resolution • 2.8mm Fixed Lens • Approx. 131 FT IR Range • Built-in Microphone • IP67 Rated Weatherproof • 120dB WDR • DC12V, PoE 			
UNV Bullet Junction Box <ul style="list-style-type: none"> • Junction Box For Bullet • Compatible With GS222-MB, GS228-MB • Compatible With GS334-MB • 3/4" Knockout • Aluminum Alloy • 3.75" x 3.75" x 1.75" • Approx 1 LBS 	9.00	22.50	202.50
64 NVR 64 Channel NVR *Remote Live View and Playback *Quad Core processor	5.00	2,599.00	12,995.00
10Tb Hard Drive 10Tb Hard Drive	3.00	295.00	885.00
Wire Wire and Connectors for Cameras	1.00	3,250.00	3,250.00
TV Articulating 32 Inch Tv Mount	4.00	79.99	319.96
Monitor 50 inch monitor	4.00	325.00	1,300.00
SF Labor Time Labor Time	1.00	4,950.00	4,950.00
Misc Access Control Manager 6 Sixteen Doors Expansion Software Licenses Model # AC-SW-LIC-16RCU-6-P Additional 16 Doors Expansion Software Licenses for Avigilon Access Control Manager Professional, Enterprise, Enterprise Plus & Virtual	1.00	2,250.00	2,250.00
Misc Window Alarms	28.00	25.00	700.00

CUSTOMER MESSAGE

Quote does not include Shipping, Tax, or Misc
 60% Down

Estimate Total:**\$83,563.74****PRE-WORK SIGNATURE**

Signed By:

Coversheet

SPED Strategies contract

Section:	II. Finance
Item:	B. SPED Strategies contract
Purpose:	Discuss
Submitted by:	
Related Material:	2024-25__ACE_Draft_Contract_.pdf



Consultant Services Agreement

Academy of Collaborative Education

Prepared for Academy of Collaborative Education

Created by SPED Strategies, LLC

This Consulting Services Agreement (the “Agreement”) states the terms and conditions that govern the contractual agreement between SPED Strategies, LLC having its principal place of business at 2932 Calanne Ave. Baton Rouge, LA 70820 (the “Consultant”) and the Academy of Collaborative Education (ACE) 505 Glenmar Ave, Monroe, LA 71201 (the “Client”), who agree to be bound by this Agreement.

WHEREAS, the Consultant offers consulting services in the field of special education; and

WHEREAS, the Client desires to retain the services of the Consultant to render consulting services with regard to professional learning focused on meeting the needs of students with disabilities according to the scope of work outlined in Exhibit A terms and conditions outlined herein.

NOW, THEREFORE, In consideration of the mutual covenants and promises made by the parties hereto, the Consultant and the Client (individually, each a “Party” and collectively, the “Parties”) covenant and agree as follows:

1. Term

This Agreement shall begin on July 1, 2024 and end by June 30, 2025 unless mutually agreed upon by Client and Consultant.

2. Scope of Services

The Consultant agrees that it shall provide its expertise to the Client for all things pertaining to the scope of consulting services outlined in Exhibit A.

3. Billings, Compensation and Status

In consideration for the Consulting Services, the Client shall pay the Consultant for successful completion of services outlined according to Exhibit A. The Consultant shall invoice the Client based on the schedule outlined in Exhibit B and such invoices shall be due and payable within 15 business days of the Client receipt of the invoice.

4. Final Agreement and Severability

This agreement terminates and supersedes all prior understanding or agreements on the subject matter hereof. This agreement may be modified only by a further writing that is duly executed by both parties. If any provision herein or the application of thereof any part or circumstance is held invalid or unenforceable, the remainder of the contract and application of such provision or provisions to the other parties and circumstances will not be affected thereby, the provisions of this contract being severable in any such instance.

5. Notice of Intellectual Property Rights

Consultant grants to Client a royalty-free nonexclusive license to use anything created or developed by Consultant for Client under this Contract (hereinafter “Contract Property.”) The license shall have a perpetual term and Client may not transfer it. Consultant shall retain all copyrights, patent rights, and other intellectual property rights to the Contract Property.

6. Consultant’s Reusable Materials

Consultant owns or holds a license to use and sublicense various materials in existence before the start date of this Contract (hereinafter “Consultant’s Materials”). Consultant may, at its option, include Consultant’s Materials in the work provided under this Contract. Consultant retains all right, title, and interest, including all copyrights, patent rights, and trade secret rights, in Consultant’s Materials. Consultant grants Client a royalty-free nonexclusive license to use any of Consultant’s Materials incorporated into the work provided by Consultant under this Contract. The license shall have a perpetual term and may not be transferred by Client.

7. Termination

In the event of termination of this agreement, the Client is still responsible to pay for the remaining unpaid contract amount at the time of the termination.

8. Indemnification

The Client shall indemnify and hold the Consultant, their agents, employees and representatives free and harmless from any and all claims of whatsoever kind or nature, including but not limited to, damages to persons or property and any and all costs and expenses relating to the defense of any such claims, including reasonable attorney’s fees incident thereto, that may arise out of, or by reason of, the performance of professional services under this contract.

9. Administration

The duly-authorized designee shall have the authority to administer this Agreement on behalf of the Consultant and to act as its duly-authorized signatory.

10. Venue and Jurisdiction

Client and Consultant agree and stipulate that the exclusive venue and jurisdiction for any action arising from this contract shall be in the 19th Judicial Court, parish of East Baton Rouge, State of Louisiana.

IN WITNESS WHEREOF, each of the Parties has caused this Agreement to be subscribed on the day, month, and year first above written.

SPED Strategies, LLC

Jamie Wong

President/Founder

Signature

Name

Title

Academy for Collaborative Education

Signature

Name

Title

EXHIBIT A- SCOPE OF SERVICES

Below, you will find an outline of the scope of services and tentative timeline.

School Leader Goal Setting			
Activity	Timeline	Description	Cost
SPED Coordinator Goal-Setting Session	June 2024	SPED Strategies will provide 1 in-person day to support leadership team in planning the following: <ul style="list-style-type: none"> Finalize a vision for the role of the special education coordinator Identify and set quarterly compliance goals for the year Prioritize focus areas for the school year Finalize a year long compliance plan Set measurement benchmarks and aligned measures of success 	\$6,000

Teacher Professional Learning			
Activity	Timeline	Description	Cost
Summer Professional Learning Session	July 2024	SPED Strategies will provide 1 in-person half-day professional learning session on topics selected by the leadership and SPED Strategies team.	\$3,500
Quarterly Professional Learning Sessions	October 2024 January 2025 March 2025	SPED Strategies will provide 3 in-person half day professional learning sessions on topics selected by the leadership and SPED Strategies team.	\$10,500

Virtual Leadership Coaching			
Activity	Timeline	Description	Cost
Virtual Coaching for School Leaders	August 2024- May 2024	SPED Strategies will provide virtual coaching to the leadership team to support ongoing implementation of inclusive practices and real-time support on current challenges.	\$10,000

School Walkthroughs			
Activity	Timeline	Description	Cost
Quarterly School Walkthroughs	August 2024 November 2024 February 2024 April 2024	SPED Strategies will spend 2 days onsite to observe execution of schoolwide systems, routines, classroom instruction, and compliance in alignment with the school goals. The team will provide feedback and recommendations to the leadership team following the visits.	\$48,000

School Consultation			
Activity	Timeline	Description	Cost
School Consultation	Ongoing	SPED Strategies will engage with school leaders to reflect on implementation data and make aligned decisions for school year one execution.	\$2,500

EXHIBIT B- PAYMENT TERMS

Below, you will find an outline of the deliverables, associated costs, and payment terms in service of the Scope of Work.

July 2024-June 2025	
Deliverable/Activity	Total Cost
School Leader Goal Setting <ul style="list-style-type: none"> 1 in-person day to support leadership team planning 	\$6,000
Teacher Professional Learning <ul style="list-style-type: none"> 4 in-person half day professional learning sessions 	\$14,000
School Leader Goal Setting <ul style="list-style-type: none"> One-hour virtual coaching sessions 	\$10,000
Quarterly Walkthroughs <ul style="list-style-type: none"> 8 days onsite to observe execution of schoolwide systems, routines, classroom instruction, and compliance in alignment with the school goals 	\$48,000
School Consultation <ul style="list-style-type: none"> Ongoing consultation with school leaders to reflect on implementation data and make aligned decisions for school year one execution. 	\$2,500
Total Cost	\$80,500

*Pricing is inclusive of all travel and materials for all onsite engagements.

Payment for services outlined above will be invoiced and paid in two payments based on the schedule below:

Invoice Schedule	
Invoice Date	Cost
August 2, 2024	\$20,125
November 1, 2024	\$20,125
February 7, 2025	\$20,125
May 2, 2025	\$20,125

Cancellation Notice

ACE must provide written notice 7 days prior to a scheduled engagement should they need to reschedule. In the event that ACE needs to cancel or reschedule and a written notice is sent less than 7 days prior to the engagement with SPED Strategies unable to accommodate an alternative date, ACE will be billed for 50% of the cost associated with the missed engagement.

Inclement Weather Notices

In the event of inclement weather, ACE and/or SPED Strategies must provide written notice of cancellation and/or request to reschedule at least 24 hours prior to a scheduled engagement. If a reschedule request is made, ACE agrees to identify a new date within the timeline of the current contract terms. If ACE and SPED Strategies are unable to agree upon a reschedule date(s), ACE will be billed for 50% of the cost associated with the missed engagement.

Coversheet

EDOPS

Section:	II. Finance
Item:	C. EDOPS
Purpose:	Discuss
Submitted by:	
Related Material:	ACE - Monthly Presentation - August 2025(3).pptx ACE - Supplemental Report - August 2025(1).xlsx

August 2025 Financials

- **Executive Summary**
- **Key Performance Indicators**
- **Forecast Overview**
- **Cash Forecast**
- **Forecast History**
- **Key Forecast Changes This Month**
- **Notable Forecast Variances**
- **Action Items**
- **Appendix**

Executive Summary

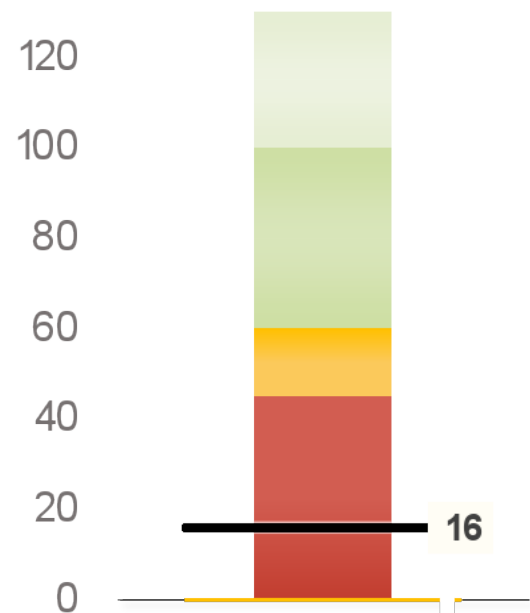


- See attachment

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

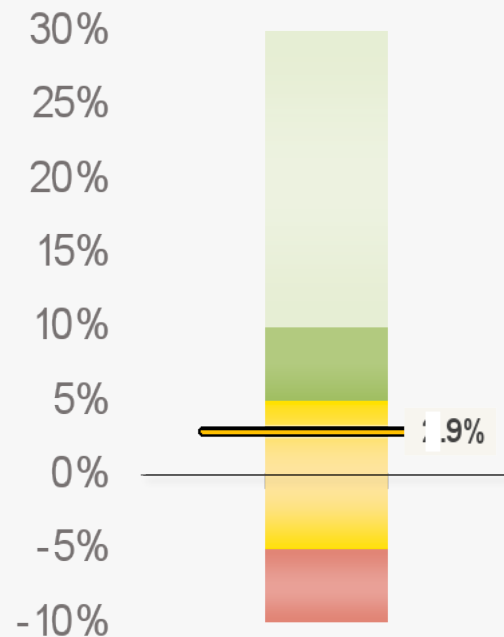


16 DAYS OF CASH AT YEAR'S END

The school will end the year with 16 days of cash. This is below the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

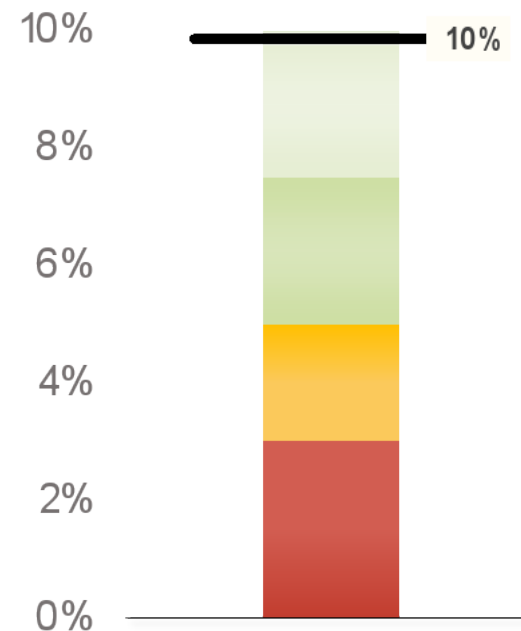


2.9% GROSS MARGIN

The forecasted net income is \$104k, which is \$ above the budget. It yields a 2.9% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses

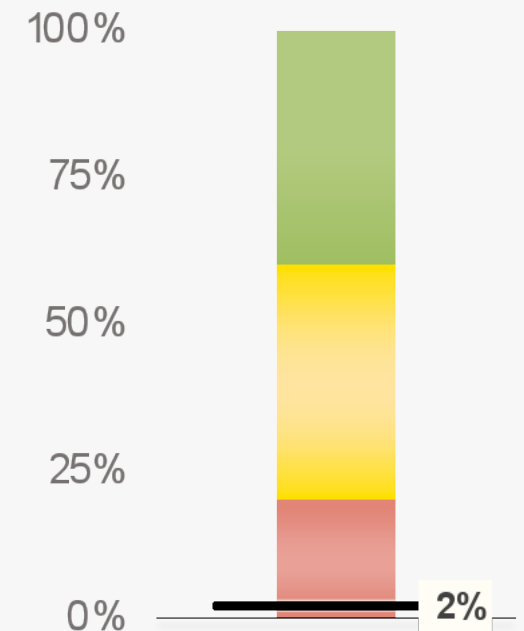


9.86% AT YEAR'S END

The school is projected to end the year with a fund balance of \$339,695. Last year's fund balance was \$236,126.

Grants Invoiced

Federal grants requested divided by federal grants awarded.



2% GRANTS INVOICED

SuperApp allocations will be prepared and submitted prior to 11/15

Employee Position Status



Vacant: 0

Budgeted, but unhired



Unbudgeted: 0

Unbudgeted, hired employees



Removed: 0

Budgeted, but no current plan to fill

NOTE: THIS SLIDE WILL HAVE UPDATED INFORMATION AT THE NEXT MEETING

Forecast Overview

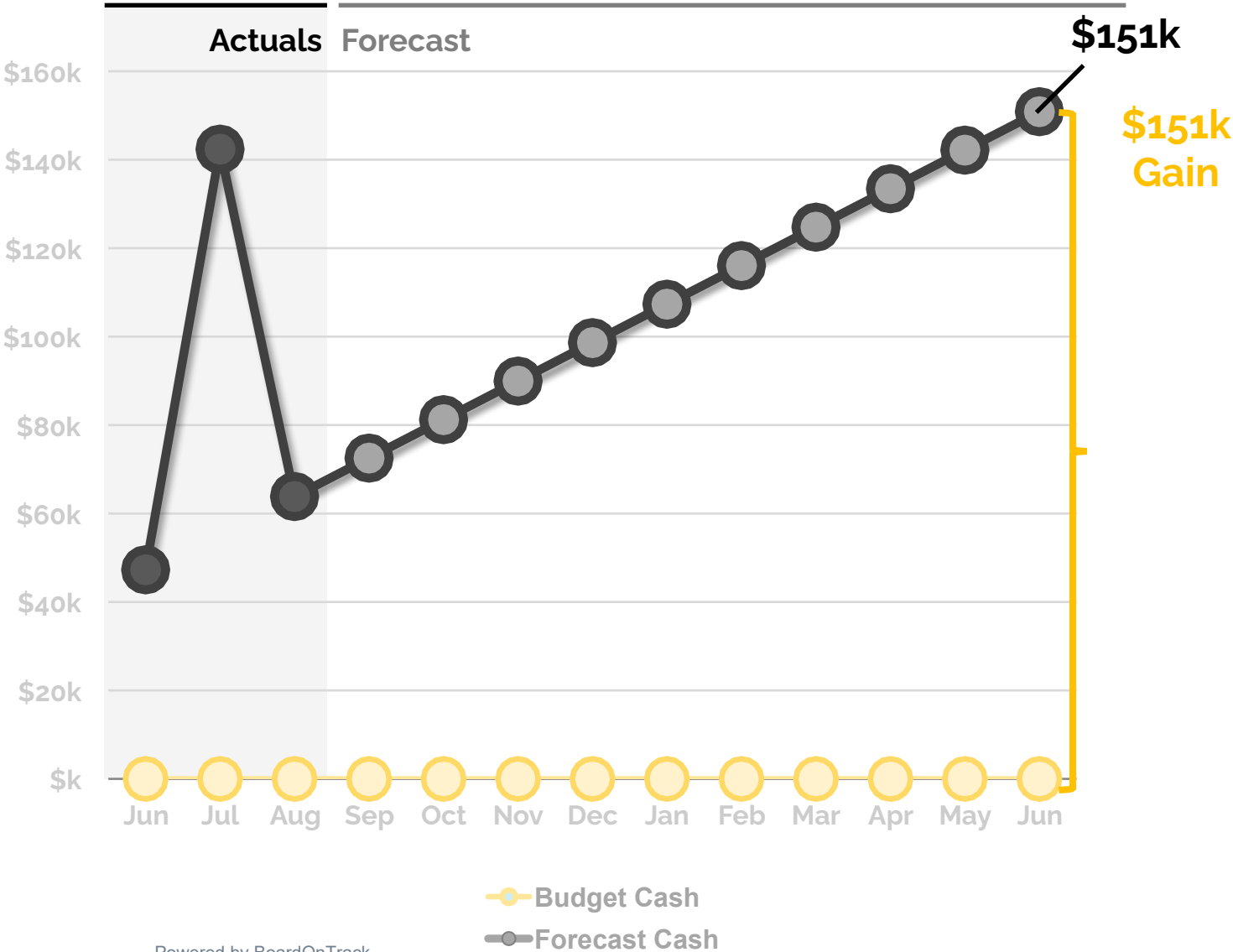


	Forecast	Budget	Variance	Variance Graphic	Comments
Revenue	\$3.5m	\$3.5m	0.04		
Expenses	\$3.4m	\$3.4m	0.07		
Net Income	\$104k	\$104k	0.1		
Cash Flow Adjustments	0	0	0		
Change in Cash	\$104k	\$104k	0.1		

16 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$151k**, \$151k above budget.

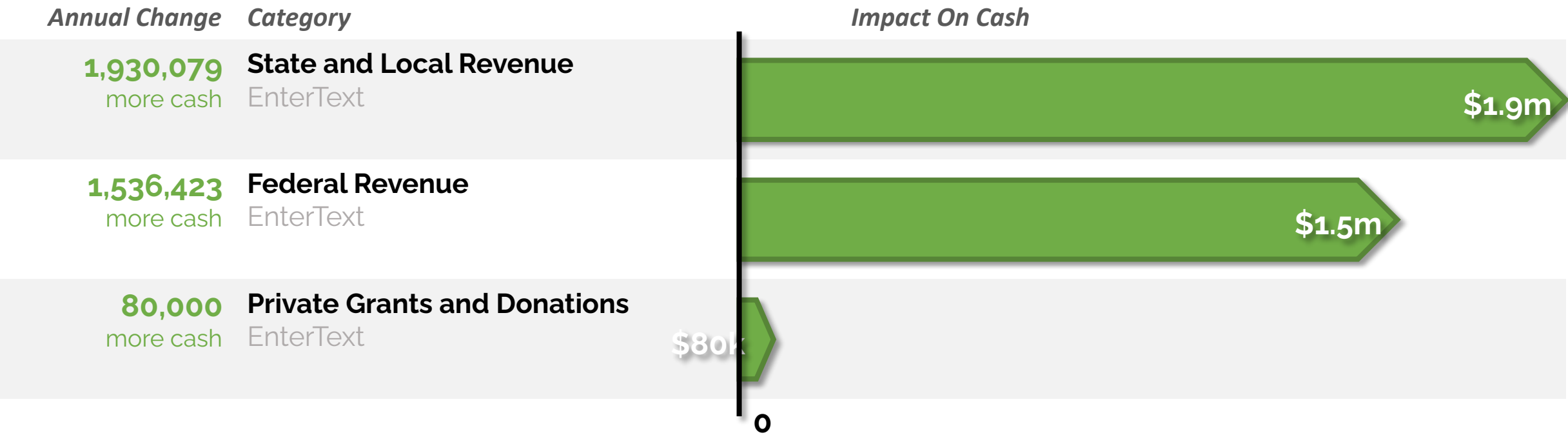
NOTE: This data is based DRAFT financials for FY25 and should not be used for decision making yet.



Key Forecast Changes This Month (1/3)



The August forecast **increased** the year-end cash expectation by \$104k. Key revenue changes:

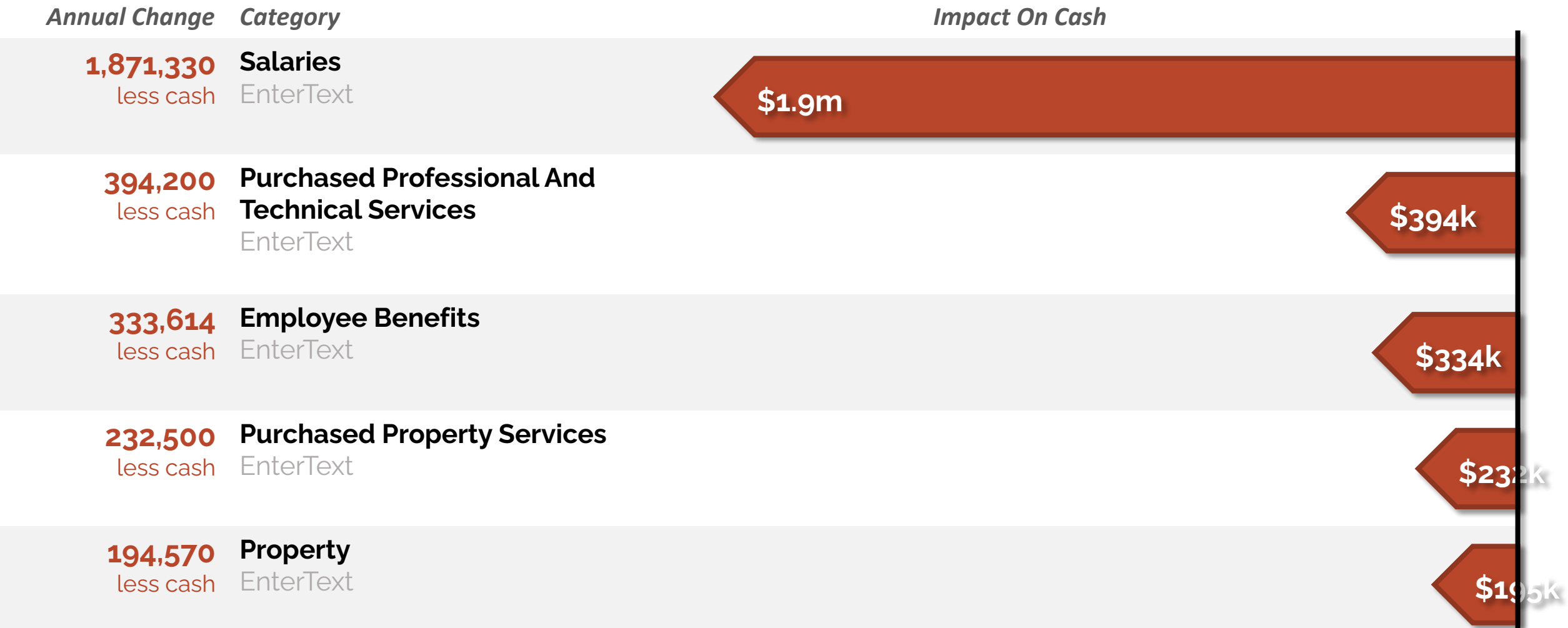


NOTE: This slide reflects an example of what will be shared when updates are made to revenue projection

Key Forecast Changes This Month (2/3)



The August forecast **increased** the year-end cash expectation by \$104k. Key expense changes:



NOTE: This slide reflects an example of what will be shared when updates are made to expense projections



QUESTIONS?

Please contact your EdOps Finance Team:

Sherah LeBoeuf

sherah@ed-ops.com

504.495.6900

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	Actual	Budget	Variance	Forecast	Budget	Variance	Remaining	Rem %
Revenue								
State and Local Revenue	290,035	321,680	(31,645)	1,930,079	1,930,079	(0)	1,640,044	85%
Federal Revenue	-	256,071	(256,071)	1,536,423	1,536,423	0	1,536,423	100%
Private Grants and Donations	-	13,333	(13,333)	80,000	80,000	(0)	80,000	100%
Earned Fees	3,492	563	2,929	3,380	3,380	0	(112)	-3%
Total Revenue	293,527	591,647	(298,120)	3,549,882	3,549,882	0	3,256,355	1
Expenses								
Salaries	271,046	311,637	40,591	1,871,330	1,871,330	(0)	1,600,284	86%
Employee Benefits	35,880	55,602	19,723	333,614	333,614	0	297,734	89%
Purchased Professional And Technical Services	78,503	76,117	(2,386)	394,200	394,200	(0)	315,697	80%
Purchased Property Services	46,466	41,667	(4,800)	232,500	232,500	0	186,034	80%
Other Purchased Services	16,605	15,379	(1,226)	110,274	110,274	(0)	93,669	85%
Supplies	154,563	46,667	(107,896)	169,000	169,000	0	14,438	9%
Property	-	129,713	129,713	194,570	194,570	(0)	194,570	100%
Debt Service And Miscellaneous	3,690	23,471	19,781	140,825	140,825	(0)	137,135	97%
Total Expenses	606,752	700,253	93,500	3,446,313	3,446,313	0	2,839,561	2
Net Income	(313,225)	(108,606)	(204,620)	103,569	103,569	0	416,794	3
Cash Flow Adjustments	329,768	-	329,768	0	-	0	(329,768)	4
Change in Cash	16,542	(108,606)	125,148	103,569	103,569	0	87,026	5

① REVENUE: \$0K AHEAD

② EXPENSES: \$0K AHEAD

③ NET INCOME: \$0K ahead

④ CASH ADJ:\$0K AHEAD

⑤ NET CHANGE IN CASH:
\$0K AHEAD

Income Statement	Actual		Forecast										TOTAL
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Revenue													
State and Local Revenue	160,343	129,691	164,004	164,004	164,004	164,004	164,004	164,004	164,004	164,004	164,004	164,004	1,930,079
Federal Revenue	0	0	153,642	153,642	153,642	153,642	153,642	153,642	153,642	153,642	153,642	153,642	1,536,423
Private Grants and Donations	0	0	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	80,000
Earned Fees	2,595	898	-11	-11	-11	-11	-11	-11	-11	-11	-11	-11	3,380
Total Revenue	162,938	130,589	325,636	325,636	325,636	325,636	325,636	325,636	325,636	325,636	325,636	325,636	3,549,882
Expenses													
Salaries	98,626	172,420	160,028	160,028	160,028	160,028	160,028	160,028	160,028	160,028	160,028	160,028	1,871,330
Employee Benefits	13,258	22,622	29,773	29,773	29,773	29,773	29,773	29,773	29,773	29,773	29,773	29,773	333,614
Purchased Professional And Technical Services	36,558	41,945	31,570	31,570	31,570	31,570	31,570	31,570	31,570	31,570	31,570	31,570	394,200
Purchased Property Services	27,659	18,807	18,603	18,603	18,603	18,603	18,603	18,603	18,603	18,603	18,603	18,603	232,500
Other Purchased Services	8,857	7,748	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	9,367	110,274
Supplies	121,456	33,107	1,444	1,444	1,444	1,444	1,444	1,444	1,444	1,444	1,444	1,444	169,000
Property	0	0	19,457	19,457	19,457	19,457	19,457	19,457	19,457	19,457	19,457	19,457	194,570
Debt Service And Miscellaneous	1,122	2,568	13,714	13,714	13,714	13,714	13,714	13,714	13,714	13,714	13,714	13,714	140,825
Total Ordinary Expenses	307,536	299,217	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	3,446,313
Total Expenses	307,536	299,217	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	283,956	3,446,313
Net Income	-144,598	-168,627	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	103,569
Cash Flow Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
Net Income	-144,598	-168,627	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	41,679	103,569
Accounts Receivable	32,911	0	-3,291	-3,291	-3,291	-3,291	-3,291	-3,291	-3,291	-3,291	-3,291	-3,291	0
Prepaid Expenses	-4,244	9,283	-504	-504	-504	-504	-504	-504	-504	-504	-504	-504	0
Cash Flow Adjustments	239,687	90,081	-32,977	-32,977	-32,977	-32,977	-32,977	-32,977	-32,977	-32,977	-32,977	-32,977	0
Change in Cash	95,089	-78,547	8,703	8,703	8,703	8,703	8,703	8,703	8,703	8,703	8,703	8,703	103,569
Ending Cash	142,391	63,844	72,547	81,250	89,952	98,655	107,358	116,060	124,763	133,465	142,168	150,871	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	47,302	63,844	150,871
Accounts Receivable	445,803	407,853	445,803
Total Current Assets	493,105	471,698	596,674
Total Assets	493,105	471,698	596,674
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	117,663	110,305	117,663
Accounts Payable	119,059	232,291	119,059
Line(s) of Credit	20,256	206,201	20,256
Total Current Liabilities	256,979	548,797	256,979
Total Long-Term Liabilities	0	0	
Total Liabilities	256,979	548,797	256,979
Equity			
Unrestricted Net Assets	444,294	236,126	236,126
Net Income	-208,168	-313,225	103,569
Total Equity	236,126	-77,099	339,695
Total Liabilities and Equity	493,105	471,698	596,674

Grant Summary

[illegible]

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

ACE - Supplemental Report - August 2025(1).xlsx

Coversheet

Stipend Updates

Section:	II. Finance
Item:	E. Stipend Updates
Purpose:	
Submitted by:	
Related Material:	Certificated&SupportStaffAllocation.FY25&FY26.Board Resolution.pdf

Differentiated Compensation: State Allocation

Academy of Collaborative Education Distribution Plan

[Guidance](#) published by the Louisiana Department of Education (LDE) regarding the statewide allocation made by the Louisiana Legislature in 2025 for Differentiated Compensation states:

These funds may be used in any proportion appropriate to address recruitment and retention needs, in any of the following four categories:

- Stipends for teachers in critical shortage areas as determined by the Board of Elementary and Secondary Education (BESE);
- Stipends for highly effective teachers;
- Stipends for teachers working in high need schools defined as those with an Economically Disadvantaged rate of 85% or higher;
- Stipends for teacher leadership positions.

The ACE Board of Directors approves a distribution plan to use the funds to provide a stipend of \$409 to individuals in the following positions:

- Full time Science Teacher
- Full time Math Teacher
- Full time Special Education Teacher
- Full time Special Education Coordinator

The FY25 allocation was \$1,761

The FY26 allocation was \$1,858

Staff members eligible for the FY25 allocation who were working at ACE prior to 7/1/2025 will receive the stipend on the 11/07/2025 paycheck.

Staff members eligible for the FY25 allocation who joined ACE between 7/1/2025 and 10/1/2025 will receive the stipend on the 01/15/2026 paycheck.

Staff members who begin at ACE after 10/1/2024 or those staff members who leave ACE near or prior to their distribution date, or who change to a non-eligible position prior to their distribution date are not eligible to receive the stipend.

Certificated and Support Staff Compensation: State Allocation

Academy of Collaborative Education Distribution Plan

24-25 Allocation and 25-26 Allocation

[Guidance](#) published by the Louisiana Department of Education (LDE) regarding the statewide allocation made by the Louisiana Legislature in 2024 and 2025 for Certificated and Support Staff Compensation states:

The legislative intent is that staff receive the stipend amount in alignment with the positions utilized to allocate the funds. ... Certificated and support staff should be provided the stipends in the exact amount of \$2,000 for certificated and \$1,000 for support staff.

As such, the ACE Board of Directors approves a distribution plan to use the funds to provide:

- \$1,000 stipends for school personnel in roles listed in the guidance document as generating a \$1,000 allocation
 - Aids
 - Support Supervisors
 - Clerical/Secretarial
 - Service Workers
 - Skilled Craftsmen
 - Degreed Professionals
- \$2,000 stipends for school personnel in roles listed in the guidance document as generating a \$2,000 allocation
 - Teachers
 - Therapists/Specialists/Counselors
 - Principals, and other School Administrators
 - Central Office Certificated Administrators
 - School Nurses
 - Sabbaticals

The exact Object and Function codes may be found in the guidance document linked above. part time, contracted, and non-school staff are not included in the eligible codes and thus do not receive a stipend.

Eligible staff members who were working at ACE prior to 7/1/2025 will receive the stipend on the 9/30/2025 paycheck.

Eligible staff members who joined ACE between 7/1/2025 and 10/1/2025 will receive the stipend on the 11/07/2025 paycheck.

Staff members who begin at ACE after 10/1/2025 or who leave ACE near or prior to their distribution date, or who change to a non-eligible position prior to their distribution date are not eligible to receive the stipend.

FY25 Eligible

Certificated:

Coversheet

New contract for APE

Section:	II. Finance
Item:	F. New contract for APE
Purpose:	Discuss
Submitted by:	
Related Material:	APE.Contract.pdf

PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement (the “Agreement”) is made by and between ACADEMY OF COLLABORATIVE EDUCATION (“ACE”) and Deyanna Carter (“Contractor”). ACE and Contractor are sometimes referred to herein individually as a “Party” and collectively as the “Parties.”

The Parties agree to the following terms and conditions:

1. Term. The term of this Agreement will start on the date of Contractor’s execution and will cover services rendered to ACE from 10/01/2025, until 06/30/2026.

2. Scope of Work. Contractor will provide professional services (sometimes referred to hereafter as the “Services”) as requested in the field of Adaptive Physical Education services with the highest professional standard of care, in accordance with the current federal and state laws and ACE’s overall goal for the Services to be provided. The Parties both acknowledge and agree that the status of the Contractor, under this Agreement and at all times in providing the Services to ACE, is an independent contractor. Contractor’s status as an independent contractor may not be modified unless amended in writing and signed by both Contractor and the ACE superintendent or designee.

3. Manner and Means. Contractor shall be responsible for the manner, means, and methods of securing ACE’s end goal for the purpose of the engagement and shall use independent judgment and discretion for the most effective manner in providing the Services under this Agreement. While ACE may provide guidance or direction to Contractor in the performance of the Services, ACE otherwise shall exercise no control over Contractor, shall not supervise Contractor, and shall not determine the methods or means to be employed by Contractor in the provision of the Services under this Agreement.

4. Nonexclusive. The relationship between the Parties is not exclusive, and Contractor is free, during and after the Term of this Agreement, to provide professional services, including competing services, to third parties, provided that Contractor does not breach any of the provisions of this Agreement or fail to provide Services contracted for herein.

5. Compensation. Contractor will be paid for Services performed as shown on Exhibit A attached hereto and incorporated herein by reference. The Services performed must not exceed the Total Maximum Agreement Amount set forth below unless amended in writing by the ACE superintendent. The amount that ACE pays Contractor under this Agreement may vary based on the total number of hours worked by Contractor. The total amount paid to the Contractor may be less than the total maximum amount set forth under this Agreement because compensation is based on the specific Service performed. Therefore, the Total Maximum Agreement Amount set forth below must not be interpreted as a guaranteed amount to be paid to the Contractor.

The Total Maximum Agreement Amount is **\$40.00/per hour for a certified Adaptive Physical Education Teacher.**

The Contractor, Deyanna Carter, will submit a monthly invoice to the ACE Business office on behalf of Contractor. Contractor’s invoice must be itemized and indicate the specific

Services performed. The ACE Business office will pay the Contractor within (30) calendar days after receiving the invoice unless the invoice is disputed by ACE. Because Contractor is providing the Services to ACE as an independent contractor, Contractor agrees and acknowledges that ACE will not make any withholdings from payments made by ACE to Contractor including, but not limited to, income taxes, social security payment, payments for workers' compensation insurance programs, or any other charges of any kind or nature. Contractor further acknowledges that it is Contractor's obligation to pay any taxes required by applicable law on any payments from ACE to Contractor under this Agreement.

6. Student Privacy. Under the terms of this Agreement, Contractor may be provided with "personally identifiable information" relating to ACE's students (each a "Student" and, collectively, the "Students") as defined in La. R.S. 17:3913(B)(1). Accordingly, Contractor must not allow access to, release, or allow the release of such Student information (the "Student Information") to any person or entity except as specified below and must take all steps required by applicable law, including the following:

(a) Contractor agrees to protect and maintain the security of Student Information with protective security measures that include maintaining secure environments that are up to date with all appropriate security measures and requirements as designated by a relevant authority.

(b) Contractor agrees that any Student Information will be stored, processed, and maintained solely on designated servers. The Contractor will use appropriate tools and technologies such as secure user identification and authentication protocols, anti-virus protections and intrusion detection methods, in providing the Services. The Contractor must notify ACE as soon as possible if a portable device containing Student Information is lost or stolen. All servers, storage, backups and network paths utilized in the delivery of the Services must be contained in North America.

(c) Contractor agrees to implement various forms of authentication to establish the identity of an individual or entity requesting Student Information with a level of certainty that is commensurate with the sensitivity the Student Information requested.

(d) Contractor agrees that any and all Student Information utilized or communicated by Contractor must be used and communicated expressly and solely for the purposes of providing the Services enumerated in this Agreement.

(e) Contractor agrees that as required by applicable state and federal law, state, federal or district auditors or other agencies so designated by ACE will have the option to audit the Services provided by Contractor under this Agreement. Contractor agrees to make all records pertaining to the Services available to such auditors or agencies and ACE during normal working hours upon ten (10) business days' prior written notice.

(f) Contractor agrees to comply with the Louisiana Database Breach Notification Law (Act 499) (the "LDBNL") and all applicable laws that require the notification of individuals in the event of unauthorized release of Student Information or other event requiring notification. Further, Contractor agrees to notify ACE immediately and assume responsibility for informing

all such individuals in accordance with applicable law and to indemnify, hold harmless and defend ACE from and against any claims or damages related to a Notification Event as defined in the LDBNL

(g) Contractor agrees that upon termination of this Agreement, s/he/it must return all Student Information to ACE in a usable electronic form and erase, destroy, and render unreadable all Student Information Contractor may have. Within thirty (30) days of the termination of this Agreement, Contractor must certify in writing that these actions have been completed and deliver such written certification to ACE.

(h) Contractor agrees that unauthorized disclosure of Student Information may irreparably damage ACE, such that adequate compensation could not be obtained from damages in an action at law. Accordingly, the actual or threatened unauthorized disclosure of use of any Student Information must give ACE the right to seek injunctive relief to restrain the disclosure of such Student Information, in addition to any other remedy. Contractor hereby waives the posting of a bond with respect to any such action for injunctive relief. Contractor also grants the ACE the right, but not the obligation, to enforce the provisions of this Agreement relating to the security of Student Information in Contractor's name.

(i) Contractor must establish and implement a clear data breach response plan outlining policies and procedures for addressing a potential breach.

(j) Contractor agrees that the confidentiality obligations contained herein will survive termination of this Agreement for a period of fifteen (15) years or for so long as the Student Information remains confidential, whichever is longer.

7. Criminal History Review. The Contractor is required to submit to a criminal history review, through the Louisiana Department of Public Safety and Corrections, Office of State Police Bureau of Criminal Identification, as a condition of this Agreement. The criminal history review must include a fingerprint check and simultaneous FBI check. Individuals who refuse to submit to a criminal history review or whose criminal history review reveals that they have been convicted of a crime or have violated the law may not serve as a Contractor pursuant to this Agreement. If the Contractor's criminal history reveals that he/she has been convicted of or has pleaded nolo contendere to a crime listed in La. R.S. 15:587.1(C), this Agreement will be null and void. The criminal history review must be completed by the Contractor prior to performing any services set forth in this Agreement.

8. Personal Use of ACE Property. Contractor, as an independent contractor, is responsible for providing his/her/its own equipment necessary for providing services pursuant to this Agreement. Notwithstanding the foregoing, Contractor may be assigned an ACE laptop and other related electronics equipment for use in providing services pursuant to this Agreement. Contractor is not allowed to use ACE equipment or software for his/her/its own personal use. In no instance may Contractor take any other equipment from ACE premises without prior management approval. Contractor accepts full responsibility for proper utilization, damage, and losses of equipment assigned to Contractor or under Contractor's control. Contractor is

responsible for returning ACE equipment in good condition and may be required to pay for any damages that occur as a result of Contractor's improper use/loss of ACE equipment.

9. Electronic Communications with Students. Contractor must comply with ACE's Electronic Communication with Students Policy in compliance with La. R.S. § 17:81 Q.

10. Representations and Warranties. Contractor represents and warrants that: (a) the Services will be performed in a professional and workmanlike manner in accordance with the highest standard of care of similar professionals in the field; (b) Contractor possesses and will maintain at all times all licenses and certifications that are necessary or required to legally provide the Services; (c) all materials provided by Contractor, if any, in the provision of the Services will not violate or infringe any patent, copyright, trademark, trade secret, or other personal or proprietary rights of any party; (d) Contractor will not enjoin or interfere with the distribution, licensing, or exploitation of merchandise or other products of ACE or any third party.

Contractor agrees to indemnify, and hold ACE and its affiliates, sponsors (including without limitation), subsidiaries, assignees, and licensees harmless from and against any losses, costs, expenses (including reasonable attorney's fees and costs), judgments, settlements, and damages resulting from any claim or action arising out of Contractor's breach of any of the above representations and warranties.

11. General Professional Liability. Contractor must provide ACE proof of professional liability insurance, commercial liability insurance, and automobile liability insurance (if travel is involved in the provision of Services) before the Contractor performs any Services under this Agreement. Contractor's maximum insurance liability coverage for professional liability insurance, commercial liability insurance, and automobile liability insurance must be enough to provide indemnity to ACE for claims arising out of Contractor's Services. Further, Contractor understands and acknowledges upon signing this Agreement that ACE will not supply any workers' compensation benefit required by any jurisdiction to anyone such as Contractor with independent contractor status and ACE accepts no liability for Contractor's (or its employee's /subcontractor's) general health. Accordingly, during the term of this Agreement, Contractor shall maintain, at its own expense, worker's compensation insurance in form and substance reasonably acceptable to ACE.

12. Ownership of Records. All records, reports, documents, and other material delivered or transmitted to Contractor by ACE will remain the property of ACE. Upon expiration or termination of this Agreement, the Contractor must return all such materials to ACE at Contractor's expense. All records, reports, documents, or other material related to this Agreement and obtained or prepared by Contractor in connection with the performance of the Services will become the property of ACE and must be returned by Contractor to ACE at Contractor's expense upon termination or expiration of this Agreement.

13. Anti-discrimination. In performing the Services and any other duties and obligations set forth in this Agreement, Contractor agrees to comply at all times with all applicable laws, whether state, federal, or local, including, but not limited to: Title VI of the Civil Rights Act of

1964 and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Federal Executive Order 11246 as amended, the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, the Fair Housing Act of 1968 as amended, the Genetic Information Nondiscrimination Act, and the Americans with Disabilities Act of 1990, as amended.

Contractor agrees to perform his/her/its obligations under this Agreement without regard to race, color, religion, sex, sexual orientation, national origin, veteran status, political affiliation, disability, age or any other legally protected characteristic in any matter relating to ACE or ACE's employees. Any failure by Contractor to comply with Contractor's legal obligations, as applicable, will be grounds for termination of this Agreement.

14. Notices. All notices hereunder must be in writing and will be deemed given upon receipt of delivery by: (a) hand (evidenced by a receipt therefor), (b) certified or registered mail, postage prepaid, return receipt requested, (c) a nationally-recognized overnight courier service (evidenced by a receipt therefor) or (d) facsimile or e-mail transmission with confirmation of receipt. All such notices must be addressed as follows:

To ACE: Academy of Collaborative Education
505 Glenmar Avenue
Monroe, LA 71201
Attention: Joellen Freeman, Executive Director
Email: jcfreeman@aceforasd.org

To Contractor: Deyanna
Address:
Attention: Deyanna Carter
Email: mrsdcarter2010@gmail.com

15. Assignment. Neither Party will have the right or ability to assign or transfer any rights or obligations under this Agreement without prior written consent of the other Party (which must not be unreasonably withheld). Any attempt to do so otherwise will be void.

16. Governing Law. This Agreement will be governed and interpreted under the laws of the State of Louisiana.

17. Severability. The provisions of this Agreements are severable. Any terms and/or conditions that are deemed illegal or in valid will not affect any other term or condition of the Agreement.

18. Joint Venture. Nothing in this Agreement constitutes an employee-employer relationship, joint venture, agency, partnership or other fiduciary relationship between the Parties. Contractor acknowledges that, as an independent contractor, s/he/it is not entitled to any benefits paid or granted by ACE to its employees by virtue of their employment or otherwise.

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19. Counterparts. This Agreement may be executed in one or more counterparts, on telecopy or other electronically transmitted counterparts, each of which when so executed will be deemed to be an original, but all of which when taken together will constitute one and the same agreement.

20. Entire Agreement. This Agreement, including any exhibits or schedules referenced herein, contains the entire agreement and understanding of the Parties with respect to the subject matter of this Agreement and all agreements and understandings entered into prior to this Agreement, whether written or oral, including those included in any prior agreement between the parties regarding the subject matter of this Agreement, are superseded by this Agreement to the extent they relate to the subject matter of this Agreement.

[Remainder of Page Left Blank Intentionally]

Deyanna Carter

Signature: _____

Printed Name: Deyanna Carter

Date: _____

Academy of Collaborative Education

Signature: _____

Printed Name: Joellen Freeman

Title: Executive Director

Date:

Exhibit A

Riley Physical Therapy

1. Scope of Services

Provider agree to deliver the following services:

- Provide an Adaptive Physical Education services: Evaluate, design and develop goals for the Individualized Education Plan (IEP) tailored for each qualifying student.
- Therapy plans are developed and reviewed for implementation.
- All evaluations and therapy will be provided on the campus of ACE.
- Provide appropriate and billable documentation for services rendered in a timely manner; at a minimum of every two weeks.
- Provide said services, the parties agree and intend that Deyanna Carter shall, collectively, serve as an independent contractor.

1. Adaptive Physical Education services will provide at a rate of forty dollars (\$40.00) an hour and will work no more than 30 hours per week while ACE is in session.

Exhibit A

**4869-9807-5563v1
2963168-000002 03/11/2024**