



Reach Cyber Charter School Board of Trustees

Reach Cyber Charter School

Board Meeting

Published on November 9, 2023 at 8:28 AM EST

Amended on November 9, 2023 at 8:50 AM EST

Date and Time

Wednesday November 15, 2023 at 9:00 AM EST

Location

Meeting Location:

750 East Park Drive, Suite 204

Harrisburg, PA 17111

Agenda

Presenter

I. Opening Items

A. Roll Call

B. Call the Meeting to Order

David Taylor

II. Public Comment

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

Presenter

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

- | | | |
|-----------|--------------------|--------------|
| A. | Approval of Agenda | David Taylor |
|-----------|--------------------|--------------|

IV. Oral Reports

- | | | |
|-----------|--------------|-----------|
| A. | CEO's Report | Jane Swan |
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1. Enrollment Report

- | | | |
|-----------|------------------------|----------------|
| B. | Human Resources Update | Michael Garman |
|-----------|------------------------|----------------|

1. Staffing Report

- | | | |
|-----------|------------------------------|------------------|
| C. | Financial Report (to follow) | Karen Yeselavage |
|-----------|------------------------------|------------------|

- | | | |
|-----------|-------------------------|---------------|
| D. | Holiday Outreach Update | Rachel Graver |
|-----------|-------------------------|---------------|

V. Consent Items

- | | |
|-----------|---------------------------------------------------------------------------|
| A. | Approval of Minutes from the October 18, 2023 Board Meeting |
| B. | Approval of Staffing Report |
| C. | Approval of Statement of Work for Employee Pulse Survey Delivery services |

VI. Action Items

Presenter

A. Approval of Reach Ambassador Program

Scott Stuccio

The Outreach Team proposes the Reach Ambassador Program, designed to reward our families for helping to increase our school's enrollment.

B. Approval of Agreement with Salesforce and Elevation

Scott Stuccio

The Outreach Team proposes the following agreements to engage Salesforce as our customer relationship management system for the purpose of lead tracking and marketing. We also propose engaging Elevation Solutions to build out, customize, and implement the Salesforce platform.

C. Approval of Agreement with UFLI

Katherine
Rutkowski

UFLI (University of Florida Literacy Institute) **Foundations** is an explicit and systematic program that teaches students the foundational skills necessary for proficient reading. The program will be utilized in the elementary school to supplement the Canvas curriculum. UFLI follows a carefully develop scope and sequence designed to ensure that students systematically acquire each skill needed and learn to apply each skill with automaticity and confidence. It does this through ample opportunities for students to practice, along with built-in gradual release. Teachers and Interventionists across the elementary school will be able to use this as an additional resource for whole group, small group, and 1:1 instruction. The implementation of UFLI Foundations is also aligned with Reach's Structured Literacy goals.

D. Assignment of a Board Designee

Kelly McConnell

Reach is requesting a designee to work with our state testing team to review and approve an agreement for computer-based state testing needs, including hardware, set-up, internet access, site survey, and equipment delivery.

E. Approval of MOU with ArtQuest

JD Smith

ArtsQuest's Education & Outreach Program: ArtSmart Outreach

- 8 week virtual art program: Visual arts program courses include ceramics, painting, drawing, photography, mosaics, printmaking, and fiber arts. Other program disciplines include music, poetry, and literacy.
- Kit provided with art materials
- Cost: \$706 for entire program, plus shipping for kits – minimum 10 students

F. Approval of Agreement with Bitsight

Scott Shedd

An external attack surface management (EASM) solution providing full visibility into the attack surface so Reach can understand where exposure exists today and monitor for the future. The IT department will use this data to prioritize and protect the most vulnerable areas while continuously discovering new assets to bring into the fold. This solution for cyber risk quantification puts cyber

Presenter

risk in financial terms so leadership can manage risk. By setting the right priorities we can calibrate our cyber profile based on our unique risk appetite and prove ROI over time.

G. Approval of Agreement with Huntington Learning Centers

Josh Hicks

Provides for a collaborative virtual tutoring program aimed at enhancing the academic performance of students at Reach Cyber Charter School for the remainder of the 2023-2024 academic year.

VII. Information Items

A. DEI Council Update

Ellen Min

B. Quarterly CSI Update

Kelly McConnell

C. Government Affairs Update

Brandie Karpew

VIII. Closing Items

A. Adjourn Meeting

Adjournment and Confirmation of Next Meeting – Wednesday, December 13, 2023 at 9:00 a.m.

Coversheet

CEO's Report

Section:	IV. Oral Reports
Item:	A. CEO's Report
Purpose:	
Submitted by:	
Related Material:	Monthly Board Report November 2023.pdf



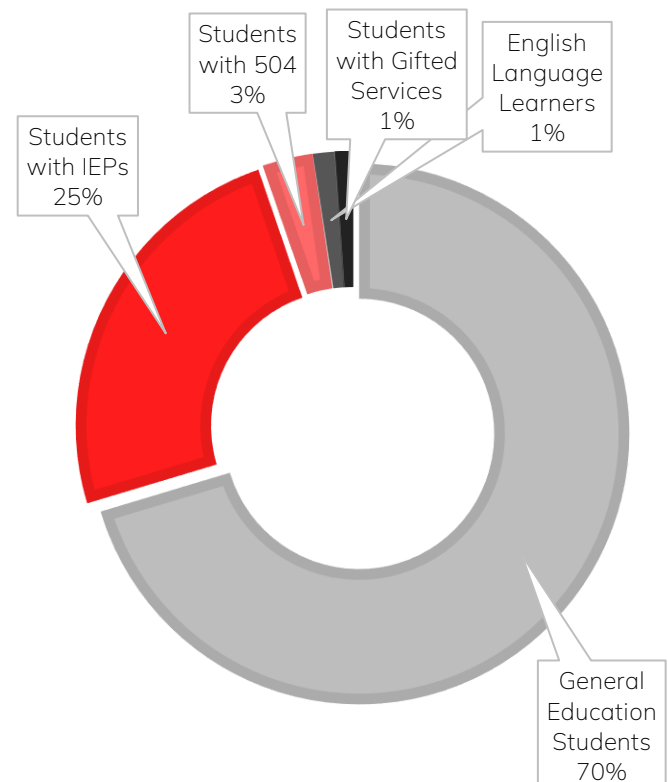
School Data Update

NOVEMBER 2023

CURRENTLY ENROLLED	HIGHEST YTD ENROLLMENT
6207	6335
Students in the Application Process	564
Students Enrolled in the Past 14 Days	81
Students Withdrawn in the Past 7 Days	97
New Applications in the Past 14 Days	160

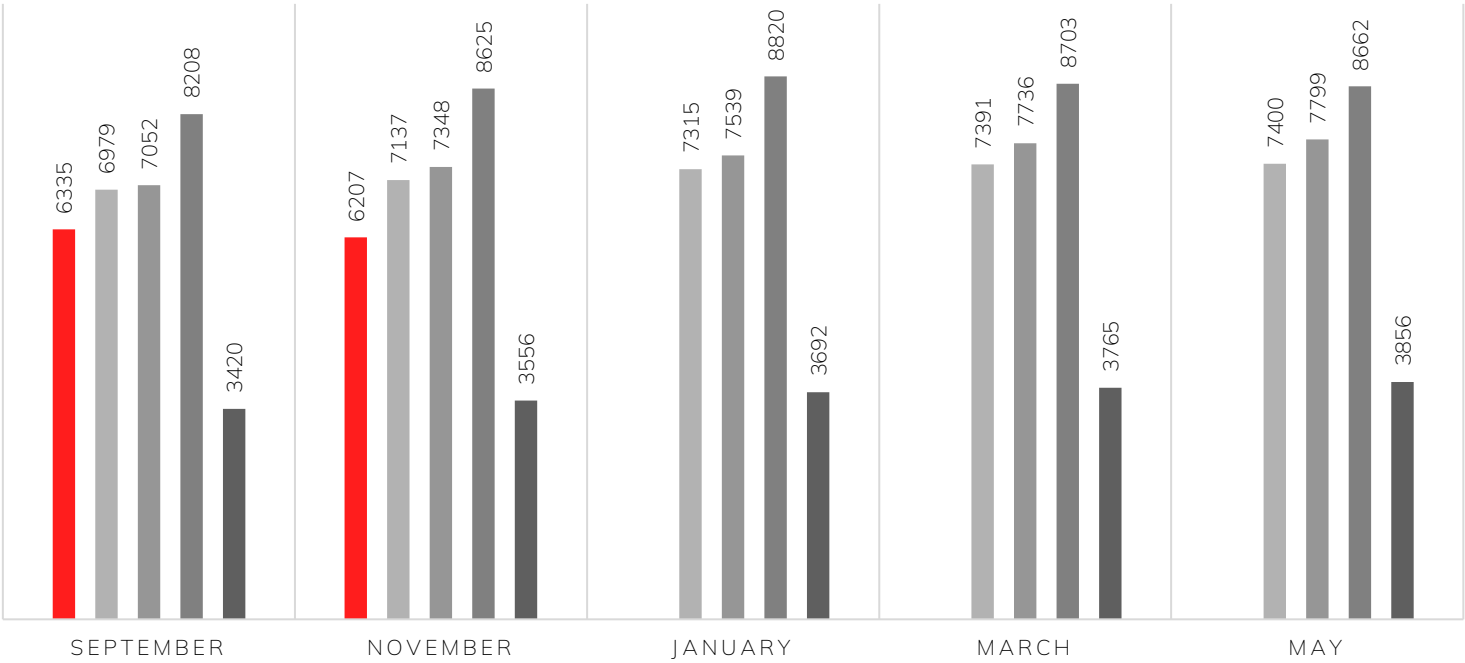
STUDENT DEMOGRAPHICS	POPULATION
White	50%
Black or African American	24%
Hispanic	16%
Two or More Races	8%
Asian	1%
Am. Indian/Alaskan Native	.5%
Native Hawaiian/ Other Pac. Islander	.5%

SPECIALIZED INSTRUCTION

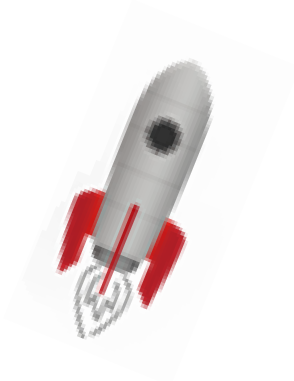
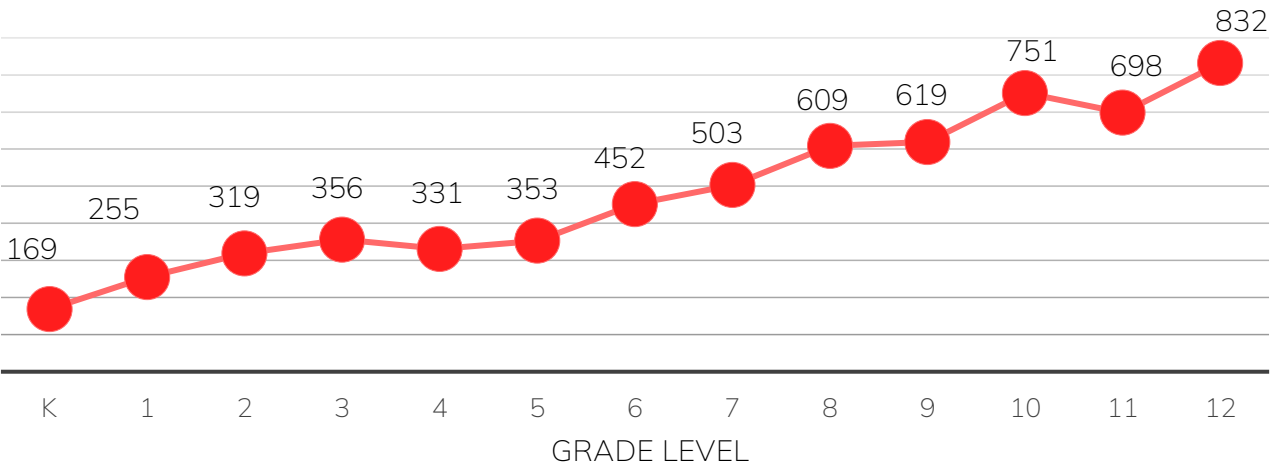


5 YEAR ENROLLMENT TRENDS

23-24 22-23 21-22 20-21 19-20



CURRENT STUDENT ENROLLMENT BY GRADE LEVEL



Coversheet

Human Resources Update

Section:	IV. Oral Reports
Item:	B. Human Resources Update
Purpose:	
Submitted by:	
Related Material:	Board Staffing Report-November 2023.pdf

REACH Staffing Report November 2023

23-24 School Year Budgeted Staff = 919

	Current Staff	Hires SYTD	Departures SYTD
10-month Staff	718	81	24
12-month Staff	143	13	3
Grand Total	861	94	27

Position Changes

First Name	Last Name	Former Position	New Position	Compensation	Start Date
Amber	Stine	Social Worker	Manager of McKinney-Vento Support	\$74,000	11/1/2023
Sarah	Behrndt -Malone	Education Technology Specialist	Account Manager	\$77,075	11/1/2023
Andrew	Gribbin	Director of STEM Education	Director of Teaching & Learning	\$128,808	11/16/2023
Stephanie	Lane	Assistant Principal-STEM	Director of STEM Education	\$97,482	11/16/2023
Corey	Groff	Director of Teaching & Learning	Curriculum Coordinator	\$90,000	11/16/2023
Terren	Smith	Teacher – Special Education (HS)	Interventionist – Reading	\$62,237	1/29/2024

Departing Employees

First Name	Last Name	Job Title	Last Day Worked
Joe	DiMuccio	Teacher – Substitute	10/31/2023
Lauren	Yauger	Teacher – Special Education (HS)	11/17/2023
Melissa	Barton	Interventionist – Math	11/22/2023
Ellen	Kelly	Teacher – Special Education (Elementary)	11/22/2023
Caitlin	Thorson	Career Readiness Teacher	11/28/2023

REACH Staffing Report November 2023

23-24 School Year Budgeted Staff = 919

New Hires

First Name	Last Name	Job Title	Compensation	Start Date
Lindsay	Walter	Board Certified Behavioral Analyst	\$67,000	10/31/2023
DeShanda	Bradford	Staff Accountant	\$65,000	10/31/2023
Steven	Ritchie	Driver	\$32.00/hour	11/2/2023
Dawn	Chase	Staff Accountant	\$65,000	11/7/2023
Sherilyn	Glose	Teacher – Middle School	\$54,000	11/7/2023
Kelsey	Reckless	Teacher – Middle School	\$58,500	11/7/2023
Heidi	Grotton	Interventionist – Math	\$58,500	11/21/2023
Angelina	Gonzales	HR Assistant	\$46,000	11/28/2023
Amanda	Bowe	Teacher – High School	\$63,000	11/28/2023
Leslee	Proper	Teacher – Special Education (HS)	\$58,500	12/5/2023
Michelle	Smith	Teacher – Life Skills (HS)	\$60,000	1/9/2024
Carly	Zaremski	Teacher – Special Education (HS)	\$58,000	1/9/2024

Coversheet

Financial Report (to follow)

Section:	IV. Oral Reports
Item:	C. Financial Report (to follow)
Purpose:	
Submitted by:	
Related Material:	Oct 2023 Treas Report.pdf

Reach Cyber Charter School
Revenue and Expense Statement- Budget to Actual
2023-2024 Year to Date as of 10/31/23

	Oct 2023	Fiscal YTD through 10/31/23	2023/2024 Approved Budget
Revenues:			
Function 6000- Local Sources	\$ 11,429,064	\$ 36,900,417	\$ 140,426,615
Function 7000- State Sources		\$ -	\$ 147,500
Function 8000- Federal Sources	\$ 427,736	\$ 2,146,063	\$ 15,543,798
TOTAL REVENUES	\$ 11,856,800	\$ 39,046,480	\$ 156,117,913
Expenditures:			
Function 1000- Instructional Programs			
100- Salaries	\$ 2,847,907	\$ 7,421,599	\$ 40,705,453
200- Employee Benefits	\$ 787,200	\$ 2,457,687	\$ 12,069,167
300- Purchased Professional and Tech Svcs	\$ 194,054	\$ 535,185	\$ 7,536,000
400- Purchased Property Services	\$ 12,798	\$ 85,622	\$ 315,000
500- Other Purchased Services	\$ 662,095	\$ 1,350,331	\$ 6,233,000
600- Supplies	\$ 368,482	\$ 4,870,750	\$ 10,359,000
700- Property	\$ -	\$ -	\$ 55,000
800- Dues, Fees, Other	\$ 362	\$ 2,243	\$ 1,500
Subtotal 1000- Instructional Programs	<u>\$ 4,872,898</u>	<u>\$ 16,723,417</u>	<u>\$ 77,274,120</u>
Function 2000- Support Services			
100- Salaries	\$ 1,854,329	\$ 5,922,521	\$ 23,241,101
200- Employee Benefits	\$ 513,222	\$ 1,775,754	\$ 6,890,986
300- Purchased Professional and Tech Svcs	\$ 93,606	\$ 1,345,444	\$ 1,876,375
400- Purchased Property Services	\$ 46,856	\$ 140,686	\$ 867,994
500- Other Purchased Services	\$ 364,777	\$ 1,873,396	\$ 2,924,614
600- Supplies	\$ 9,441	\$ 388,745	\$ 2,900,250
700- Property	\$ 355,751	\$ 1,184,836	\$ -
800- Dues, Fees, Other	\$ 51,718	\$ 121,962	\$ 143,125
Subtotal 2000- Support Services	<u>\$ 3,289,700</u>	<u>\$ 12,753,344</u>	<u>\$ 38,844,445</u>
Function 3000- Non Instructional/ Community Services			
100- Salaries	\$ 22,851	\$ 84,514	\$ 5,907,466
200- Employee Benefits	\$ 6,403	\$ 23,737	\$ 1,751,564
300- Purchased Professional and Tech Svcs	\$ -	\$ 1,500	\$ 45,000
400- Purchased Property Services	\$ 4,535	\$ 9,535	\$ 186,000
500- Other Purchased Services	\$ 2,708	\$ 25,264	\$ 42,500
600- Supplies	\$ 3,278	\$ 123,220	\$ 4,699,000
800- Dues, Fees, Other	\$ 18,898	\$ 23,242	\$ 265,000
Subtotal 3000- Non Instructional/ Community Services	<u>\$ 58,673</u>	<u>\$ 291,012</u>	<u>\$ 12,896,530</u>
TOTAL EXPENDITURES	\$ 8,221,271	\$ 29,767,773	\$ 129,015,095
NET INCREASE/ (DECREASE)		\$ 9,278,707	\$ 27,102,818
Beginning Fund Balance (unaudited)		<u>\$ 69,034,266</u>	
ENDING FUND BALANCE		\$ 78,312,973	

Reach Cyber Charter School
Year to Date Expenses- 10/31/23 vs. 10/31/22

	Year to date 10/31/23	Year to date 10/31/22	Change from Prior Year
Function 1000- Instructional Programs			
100- Salaries	\$ 7,421,599	\$ 6,270,315	\$ 1,151,284
200- Employee Benefits	\$ 2,457,687	\$ 2,297,971	\$ 159,716
300- Purchased Professional and Tech Svcs	\$ 535,185	\$ 1,117,733	\$ (582,548)
300- Purchased Professional and Tech Svcs (Pearson Fees)	\$ -	\$ 6,664,107	\$ (6,664,107)
400- Purchased Property Services	\$ 85,622	\$ 41,638	\$ 43,984
500- Other Purchased Services	\$ 1,350,331	\$ 543,399	\$ 806,932
600- Supplies	\$ 4,870,750	\$ 320,147	\$ 4,550,603
600- Supplies (Pearson Fees)	\$ -	\$ 488,530	\$ (488,530)
700- Property	\$ -	\$ 254,394	\$ (254,394)
800- Dues, Fees, Other	\$ 2,243	\$ 2,021	\$ 222
Subtotal 1000- Instructional Programs	\$ 16,723,417	\$ 18,000,255	\$ (1,276,838)
Function 2000- Support Services			
100- Salaries	\$ 5,922,521	\$ 4,747,937	\$ 1,174,584
200- Employee Benefits	\$ 1,775,754	\$ 1,655,213	\$ 120,541
300- Purchased Professional and Tech Svcs	\$ 1,345,444	\$ 529,204	\$ 816,240
300- Purchased Professional and Tech Svcs (Pearson Fees)	\$ -	\$ 259,490	\$ (259,490)
400- Purchased Property Services	\$ 140,686	\$ 373,461	\$ (232,775)
400- Purchased Property Services (Pearson Fees)	\$ -	\$ 8,333	\$ (8,333)
500- Other Purchased Services	\$ 1,873,396	\$ 300,395	\$ 1,573,001
600- Supplies	\$ 388,745	\$ 677,566	\$ (288,821)
700- Property	\$ 1,184,836	\$ 10,247,617	\$ (9,062,781)
800- Dues, Fees, Other	\$ 121,962	\$ 75,519	\$ 46,443
Subtotal 2000- Support Services	\$ 12,753,344	\$ 18,874,735	\$ (6,121,391)
Function 3000- Non Instructional/ Community Services			
100- Salaries	\$ 84,514	\$ -	\$ 84,514
200- Employee Benefits	\$ 23,737	\$ -	\$ 23,737
300- Purchased Professional and Tech Svcs	\$ 1,500	\$ 233	\$ 1,267
400- Purchased Property Services	\$ 9,535	\$ 5,842	\$ 3,693
500- Other Purchased Services	\$ 25,264	\$ 10,682	\$ 14,582
600- Supplies	\$ 123,220	\$ 4,168	\$ 119,052
800- Dues, Fees, Other	\$ 23,242	\$ 56,400	\$ (33,158)
Subtotal 3000- Non Instructional/ Community Services	\$ 291,012	\$ 77,325	\$ 213,687
Total Expenditures	\$ 29,767,773	\$ 36,952,315	\$ (7,184,542)
Less: Pearson Fees	\$ -	\$ (7,420,460)	\$ 7,420,460
TOTAL EXPENDITURES NET OF PEARSON FEES	\$ 29,767,773	\$ 29,531,855	\$ 235,918

Reach Cyber Charter School
October 2023- Checks and ACH Disbursements greater than or equal to \$20,000

Date	Payee	Document no.	Amount	Description
10/3/2023	V1055--VERIS Benefits Consortium, LLC		838,419.02	Health Insurance
10/3/2023	V1220--Media Ed-Tech Institute	4266	25,000.00	Podcasting Course 10/16-12/22/23 for 10-20 students
10/4/2023	V0773--Logistics Plus, Inc.	31312730000958	458,452.49	Materials storage, order processing, shipping
10/4/2023	V0020--Charter Choices, Inc.	31312730000957	158,311.65	July-September district billing and consulting services
10/11/2023	V0369--UKG Inc.	31312730000964	74,532.00	Ultipro Core HR/Payroll Subscription Fees Oct-Dec 2023
10/13/2023	V1058--Accelerate Education Incorporated	4273	32,320.00	101 School Supply Kits
10/18/2023	V1232--North Lane Technologies, Inc	31312730000972	55,000.00	Prefund Account for STR Reimbursements
10/18/2023	V1058--Accelerate Education Incorporated	4289	29,120.00	91 School Supply Kits
10/23/2023	V1217--AXIS Teletherapy LLC	4295	55,800.00	September 2023 Mental Health Counseling
10/23/2023	V0399--Harrisburg City School District	4299	29,591.24	22/23 Tuition Settlement Refund
10/24/2023	V1232--North Lane Technologies, Inc	31312730000988	400,000.00	Prefund Account for STR Reimbursements
10/24/2023	V1122--Crane Communications, Inc.	31312730000986	142,960.00	Oct Connected TV and Digital Campaigns, Search Engine Mktg
10/25/2023	V1058--Accelerate Education Incorporated	4301	29,184.00	2,199 K-5 Grade Level Workbook bundles
10/30/2023	V0430--Zoom Video Communications, Inc.	31312730000993	50,285.09	Oct-Dec 2023 Zoom One for Education
10/30/2023	V0078--Union Deposit Corporation	31312730000990	42,058.25	Monthly Building Rent
10/30/2023	V0772--LMNG Consulting DBA Maplewoodshop	31312730000996	22,457.11	Student Tools/ Project Materials
10/30/2023	V0426--New York Life	31312730000991	22,271.16	October Employee Life Insurance

Reach Cyber Charter School

Balance Sheet

October 31, 2023

ASSETS

Cash and Short Term Investments:

Cash and Money Market Funds	\$	6,339,736
Mutual Funds	\$	605,402
Other Cash Equivalents	\$	3,467,952
Fixed Income Treasury Bonds	\$	39,488,238

<i>Total Cash and Short Term Investments</i>	\$	<u>49,901,328</u>
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Other Current Assets:

Local District Receivables	\$	18,645,404
Federal and State Program Receivables	\$	25,515
Allowance for Doubtful Accounts	\$	(2,806)
Prepaid Expenses	\$	2,026,820

<i>Total Other Current Assets</i>	\$	<u>20,694,933</u>
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Other Non-current Assets:

Security Deposit	\$	8,917
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<i>Total Other Non-current Assets</i>	\$	<u>8,917</u>
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Fixed Assets:

Furniture	\$	110,720
Computer Hardware	\$	12,077,103
Leasehold Improvements	\$	178,090
Equipment	\$	1,003,234
Right to Use- Building Lease	\$	549,076
Accum Depr: Furniture	\$	(90,475)
Accum Depr:Computer Hardware	\$	(3,379,338)
Accum Depr:Leasehold Improvements	\$	(78,657)
Accum Depr: Equipment	\$	(181,127)
Accum Depr: Right to Use Building	\$	(470,637)

<i>Net Fixed Assets</i>	\$	<u>9,717,989</u>
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<i>Total Assets</i>	\$	<u>80,323,167</u>
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LIABILITIES

Current Liabilities:

Accounts Payable	\$	351,879
Accrued Payroll, Taxes, Pension, Withholdings	\$	307,158
Due to Local Districts	\$	1,112,655
Operating Lease Liability- Short Term	\$	79,922
Other Current Liabilities	\$	1,617

<i>Total Current Liabilities</i>	\$	<u>1,853,231</u>
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Non-Current Liabilities:

Other Non-Current Liabilities	\$	156,963
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<i>Total Liabilities</i>	\$	<u>2,010,194</u>
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FUND BALANCE

Invested in Capital	\$	9,717,989
Reserved Fund Balance	\$	31,979,456
Undesignated Fund Balance	\$	36,615,528

<i>Ending Fund Balance</i>	\$	<u>78,312,973</u>
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<i>Total Liabilities and Fund Balance</i>	\$	<u>80,323,167</u>
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Coversheet

Approval of Minutes from the October 18, 2023 Board Meeting

Section: V. Consent Items
Item: A. Approval of Minutes from the October 18, 2023 Board Meeting
Purpose:
Submitted by:
Related Material: 2023_10_18_board_meeting_minutes.pdf



Reach Cyber Charter School Board of Trustees

Minutes

Reach Cyber Charter School

Board Meeting

Date and Time

Wednesday October 18, 2023 at 9:00 AM

Location

Meeting Location:

800 East Park Drive

Harrisburg, PA 17111

Trustees Present

Anthony Alexander, David Taylor, Gail Hawkins Bush, Leigh Kraemer-Naser, Marcella Arline, Matthew Ryan, Paul Donecker

Trustees Absent

None

Guests Present

Alicia Swope, Andy Gribbin, April Kretchman (remote), Brandie Karpew, Corey Groff, Dan Daley (remote), Danielle Marsicano (remote), Devin Meza-Rushanan, Erica Carroll (remote), Gregory McCurdy, Jane Swan, Josh Hicks (remote), Karen Yeselavage, Katherine Rutkowski, Kelly McConnell, LeeAnn Ritchie, Lisa Blickley, Maurine Hockenberry (remote), Michael Garman, Mike Hinshaw (remote), Rachel Graver, Scott Shedd, Scott Stuccio

I. Opening Items

A. Roll Call

B. Call the Meeting to Order

David Taylor called a meeting of the board of trustees of Reach Cyber Charter School Board of Trustees to order on Wednesday Oct 18, 2023 at 9:11 AM.

II. Public Comment

A. Comments from the Public

There were no comments from the public at this time.

III. Routine Business

A. Approval of Agenda

David Taylor, Board President, asked the board to review the agenda distributed prior to the meeting and asked if any changes were needed. There were no changes to the agenda at this time.

Marcella Arline made a motion to approve the agenda.

Paul Donecker seconded the motion.

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

IV. Oral Reports

A. CEO's Report

Jane Swan, Chief Executive Officer, shared an update about recent events that have occurred since the last meeting of the Board of Trustees.

1. Charter Renewal Update: Ms. Swan shared that based on a thorough review of Reach Cyber Charter School's renewal application and other documentation and a mutual agreement concerning enrollment parameters, the Pennsylvania Department of Education is renewing Reach's charter. The renewed charter shall be effective for a term of five years, beginning July 1, 2024, and ending June 30, 2029.

2. Enrollment Report: Current enrollment is at 6,277 students. Concentration of students is highest in Philadelphia County. The report also included a graph showing enrollment by grade level, student demographic, and specialized instruction.

B. Human Resources Update

1. Staffing Report: Michael Garman, Director of Human Resources, reviewed current staffing levels with the Board highlighting the 852 current staff members and 82% of staff who are 10-month staff.

There have been 87 new hires this school year and 16 departures.

2. 2024 Benefits Renewal: Mr. Garman introduced Lisa Blickley to provide an overview of the benefits renewal. Ms. Blickley highlighted key data relevant to the renewal.

C. Financial Report (to follow)

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

V. Consent Items

A. Approval of Consent Items

Mr. Taylor asked if there were any items from the Consent Items that should be moved to Action Items for discussion, or tabled. No changes were noted.

- Approval of Minutes from the September 20, 2023 Board Meeting
- Approval of Staffing Report
- Approval of Invoice from Board on Track
- Approval of Staff Professional Enhancement Payments
- Approval of Updates to Parent and Family Engagement Policy

Anthony Alexander made a motion to approve the consent items for October 2023.

Gail Hawkins Bush seconded the motion.

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

VI. Action Items

A. Approval of Charter Agreement with PA Department of Education

This item represents a vote to approve the proposed charter agreement for the period July 1, 2024, and ending June 30, 2029, as shared during the CEO Report.

Marcella Arline made a motion to approve the charter agreement with PA Department of Education.

Paul Donecker seconded the motion.

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

B. Approval of Resolution to Execute Charter Agreement with PA Dept of Education

This item authorizes the execution of the charter by the President of the Board of Trustees and the delivery of the performance of the charter.

Anthony Alexander made a motion to authorize the resolution the execute the charter agreement.

Marcella Arline seconded the motion.

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

C. Approval of 2024 Benefits Renewal

This item approves the 2024 Benefits Renewal plan shared by Ms. Blickley as part of the Human Resources update.

Gail Hawkins Bush made a motion to approve the 2024 Benefits Renewal Summary.

Matthew Ryan seconded the motion.

Marcella Arline abstained from voting.

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

D. Approval of 7th and 8th Grade Oyster Kits

Jane Swan requested approval of a proposal to provide Oyster Kits, career kits that drive instruction at the middle school level with hands on experience, to 7th and 8th grade students.

Gail Hawkins Bush made a motion to approve the purchase of Oyster Kits for 7th and 8th grade students.

Marcella Arline seconded the motion.

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

E. Approval of Agreement with Fabric 1-9-6-8

Jane Swan requested approval to expand the existing contract with Fabric 1-9-6-8. Items included in the expansion include a small sewing machine which students get to keep.

Gail Hawkins Bush made a motion to approve the agreement with Fabric 1-9-6-8.

Anthony Alexander seconded the motion.

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

VII. Information Items

A. Legislative Update

Brandie Karpew, Board and Legislative Liaison, shared an update on recent government affairs, specifically highlighting the recent Basic Education Funding Commission hearings.

Mrs. Karpew additionally shared updates about the government affairs team's ideas to combat HB1422.

VIII. Strategic Planning

A. Strategic Planning Retreat (detailed agenda to be provided separately) – Full Board

School staff provided an update to the Board regarding the status of the school's 2023-24 SY Strategic Goals.

Marcella Arline made a motion to extend the existing media plan.

Paul Donecker seconded the motion.

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

IX. 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 3:22 PM.

Respectfully Submitted,
Brandie Karpew

Coversheet

Approval of Reach Ambassador Program

Section: VI. Action Items
Item: A. Approval of Reach Ambassador Program
Purpose:
Submitted by:
Related Material: Outreach Board Slides Nov 2023.pdf

Ambassador Program

Scott Stuccio

Director of Outreach

Doug Miedel

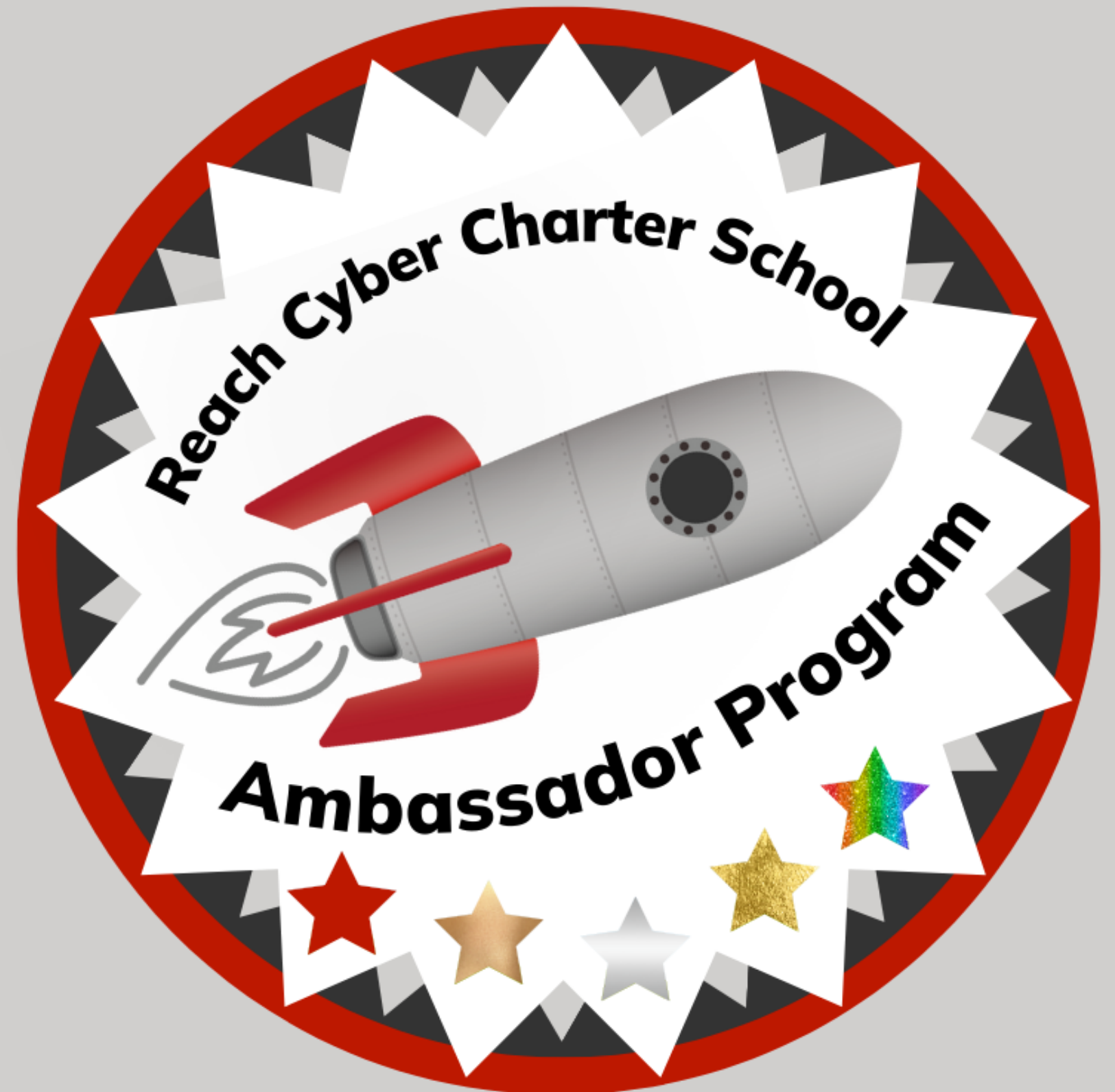
Manager of External Outreach

Christin Sankey

Manager of School Outreach

Jessica Rice

Supervisor of Social Media





Purpose and Goals:

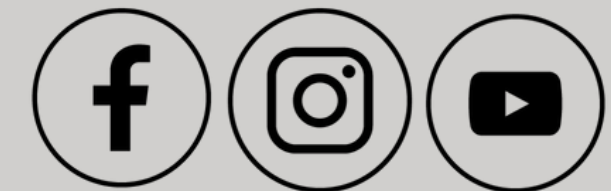
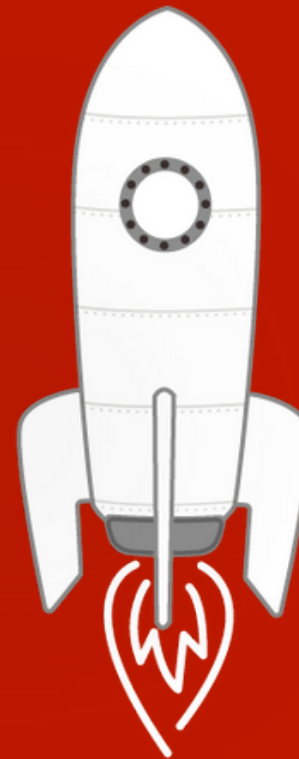
- Refer prospective families for enrollment
- Utilize enrolled Learning Coaches to promote upcoming Virtual Information Sessions
- Provide resources and answer questions for prospective families to have questions answered
- Attend Outreach tabling events as a spokesperson for the organization
- Connect with other Learning Coaches for networking and build community

Star Levels

- Rocketeer, Bronze, Silver, Gold, and All-Star
- Monthly meetings for information and prizes
- Everyone starts by receiving a box with materials to help them promote Reach and provide others with necessary information
- Each participant will have the opportunity to “level up” when participating in tabling events or when they successfully refer a student for enrollment at Reach
- Each level will have incentives such as specialty swag that can be worn and used to promote Reach during interactions and events

Reach Cyber Charter School

**750 East Park Drive
Suite 204
Harrisburg, PA 17111
(717) 704-8437
reachcyber.org**



@reachcyber



Reach Cyber Charter School

REACH

CYBER CHARTER SCHOOL

Reach your potential

Coversheet

Approval of Agreement with Salesforce and Elevation

Section: VI. Action Items
Item: B. Approval of Agreement with Salesforce and Elevation
Purpose:
Submitted by:
Related Material:
ReachCyber_MCAE_Oct18.pdf
ReachCyber_CRM_Oct18.pdf
Reach Cyber Charter School - Elevation Solutions SOW Implementation.pdf
Reach Cyber Charter School - Elevation Solutions MSA.pdf
Reach Cyber - Elevation Solutions SOW Comprehensive Consulting Services.pdf



Salesforce, Inc.
Salesforce Tower
415 Mission Street, 3rd Floor
San Francisco, CA 94105
United States

ORDER FORM for Reach Cyber Charter School Enrollment
Offer Valid Through: 10/31/2023
Proposed by: Jennifer Eyden
Email: jeyden@salesforce.com
Quote Number: Q-07813921

ORDER FORM

Address Information

Bill To:
750 E Park Dr
Harrisburg
PA, 17111-2758
US - United States

Ship To:
750 E Park Dr
Harrisburg
PA, 17111-2758
US - United States

Billing Company Name: Reach Cyber Charter School Enrollment
Billing Contact Name: Scott Stuccio
Billing Email Address: sstuccio@reachcyber.org

Billing Phone: 856-430-9624
Billing Fax:
Billing Language: English

Terms and Conditions

Contract Start Date*: 10/18/2023
Contract End Date*: 10/17/2026
Billing Frequency: Annual

Payment Method: Check
Payment Terms: Net 30
Billing Method: Email

Services

Services	Order Start Date*	Order End Date*	Order Term (months)*	Monthly/ Unit Price**	Quantity	Total Price
Force.com - Unlimited Edition (Administrator) - Cross Product	10/18/2023	10/17/2026	36	USD 0.00	1	USD 0.00
Marketing Cloud Account Engagement - Plus	10/18/2023	10/17/2026	36	USD 1,100.00	1	USD 39,600.00
						Total: USD 39,600.00

*If this Order Form is executed and/or returned to Salesforce by Customer after the Order Start Date above, Salesforce may adjust the Order Start Date and Order End Date, without increasing the Total Price, based on the date Salesforce activates the products and provided that the total term length does not change. Following activation, any adjustments to such Order Start Date and Order End Date may be confirmed by logging into Your Account, by reference to an order confirmation sent by Salesforce, and/or by contacting customer support. **The Monthly/Unit Price shown above has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. The totals for this order were calculated using the actual price, rather than the Monthly/Unit Price displayed above, and are the true and binding totals for this order. Prices shown above do not include any taxes that may apply. Any such taxes are the responsibility of Customer. This is not an invoice. For customers based in the United States, any applicable taxes will be determined based on the laws and regulations of the taxing authority(ies) governing the "Ship To" location provided by Customer on this Order Form.

Annual Pricing Summary

Fees	Aggregate Price #
10/18/2023 - 10/17/2024	USD 13,200.00
10/18/2024 - 10/17/2025	USD 13,200.00
10/18/2025 - 10/17/2026	USD 13,200.00
Total: USD 39,600.00	

The Annual Pricing Summary is provided for informational purposes only and is not a payment schedule. Please refer to the Terms and Conditions section of this Order Form for payment-related information.

Pricing Schedule

Product	Monthly/ Unit Price**	Quantity For
Force.com - Unlimited Edition (Administrator) - Cross Product	USD 0.00	1+
Marketing Cloud Account Engagement - Plus	USD 1,100.00	1+

The pricing in the Pricing Schedule above ("Pricing Schedule") reflects the monthly per-subscription fees for the applicable Service. In the event the Pricing Schedule sets forth tiered pricing, any such tiered pricing levels are based upon the Aggregate Total Number of active subscriptions of the relevant Service purchased. "Aggregate Total Number" as it relates to a subscription, is the aggregate total number of active subscriptions, purchased by the Customer executing this Order Form, commencing on the Contract Start Date of this Order Form, as measured at the time of execution of the applicable Order Form. If a single additional order raises the aggregate number of subscriptions for any Service listed in the Pricing Schedule above the threshold limits specified therein, only those subscriptions exceeding the new threshold are entitled to the reduced pricing. Only additional orders by Customer that are associated with this Order Form, for purchase of subscriptions to the same Service and edition as set forth in the Pricing Schedule, during the period commencing on the Contract Start Date and ending on the Contract End Date of this Order Form, are eligible for the applicable volume pricing levels under the Pricing Schedule. For clarity, restricted use subscriptions (those subscriptions that either have the term "Restricted Use" in the Service name, or are indicated as a Restricted Use Subscription in a Quote Special Term) are not included when determining the Aggregate Total Number of a full use subscription, and full use subscriptions are not included when determining the Aggregate Total Number of a restricted use subscription. Any price decreases shall have no effect on previously purchased subscriptions. Volume discounts do not accumulate across different Services or editions. Any renewals of the subscriptions purchased under this Order Form are not eligible for the Pricing Schedule unless expressly agreed to in writing between the parties in an applicable renewal Order Form.

Quote Special Terms

This Order Form may be rejected by SFDC if not delivered contemporaneously with the fully-executed co-requisite Order Form(s) bearing quote number(s) Q-07390127.

Customer acknowledges that these subscriptions are also subject to the Supplemental Terms for Eligible Nonprofits and Educational Institutions available at <https://www.salesforce.com/company/legal/agreements.jsp>, which are hereby made part of this Order Form.

Tenant Information

Org Type	Org Details	Services	Quantity
Salesforce Platform	00DHu000001Oce2MAC	Force.com - Unlimited Edition (Administrator) - Cross Product	1
		Marketing Cloud Account Engagement - Plus	1

Purchase Order Information

Is a Purchase Order (PO) required for the purchase or payment of the products on this Order Form?(Customer to complete)

[] No

[] Yes - Please complete below

PO Number:

PO Amount:

Upon signature by Customer and submission to Salesforce, this Order Form shall become legally binding unless this Order Form is rejected by Salesforce for any of the following reasons: (1) the signatory below does not have the authority to bind Customer to this Order Form, (2) changes have been made to this Order Form (other than completion of the purchase order information and the signature block), or (3) the requested purchase order information or signature is incomplete or does not match our records or the rest of this Order Form. Subscriptions are non-cancelable before their Order End Date. This Order Form is governed by the terms of the Salesforce MSA found at <https://www.salesforce.com/company/msa.jsp>, unless (i) Customer has a written MSA executed by Salesforce for such Services as referenced in the Documentation, in which case such written Salesforce MSA will govern or (ii) otherwise set forth herein. Additional information related to the Services may be found in the Documentation at <https://sfdc.co/ptd>. For the avoidance of doubt, the applicable MSA takes precedence over the Documentation.

Customer: Reach Cyber Charter School Enrollment

Signature

Name

Business Title

Date

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Salesforce, Inc.
Salesforce Tower
415 Mission Street, 3rd Floor
San Francisco, CA 94105
United States

ORDER FORM for Reach Cyber Charter School Enrollment
Offer Valid Through: 10/31/2023
Proposed by: Kimberly Combatti
Email: kcombatti@salesforce.com
Quote Number: Q-07390127

ORDER FORM

Address Information

Bill To:
750 E Park Dr Suite 204
Harrisburg
PA, 17111-2758
US - United States

Ship To:
750 E Park Dr Suite 204
Harrisburg
PA, 17111-2758
US - United States

Billing Company Name: Reach Cyber Charter School Enrollment
Billing Contact Name: Scott Stuccio
Billing Email Address: sstuccio@reachcyber.org

Billing Phone: 856-430-9624
Billing Fax:
Billing Language: English

Terms and Conditions

Contract Start Date*: 10/18/2023
Contract End Date*: 10/17/2026
Billing Frequency: Annual

Payment Method: Check
Payment Terms: Net 30
Billing Method: Email

Services

Services	Order Start Date*	Order End Date*	Order Term (months)*	Monthly/ Unit Price**	Quantity	Total Price
Education Cloud - Unlimited Edition	10/18/2023	10/17/2026	36	USD 87.50	3	USD 9,450.00
						Total: USD 9,450.00

*If this Order Form is executed and/or returned to Salesforce by Customer after the Order Start Date above, Salesforce may adjust the Order Start Date and Order End Date, without increasing the Total Price, based on the date Salesforce activates the products and provided that the total term length does not change. Following activation, any adjustments to such Order Start Date and Order End Date may be confirmed by logging into Your Account, by reference to an order confirmation sent by Salesforce, and/or by contacting customer support. **The Monthly/Unit Price shown above has been rounded to two decimal places for display purposes. As many as eight decimal places may be present in the actual price. The totals for this order were calculated using the actual price, rather than the Monthly/Unit Price displayed above, and are the true and binding totals for this order. Prices shown above do not include any taxes that may apply. Any such taxes are the responsibility of Customer. This is not an invoice. For customers based in the United States, any applicable taxes will be determined based on the laws and regulations of the taxing authority(ies) governing the "Ship To" location provided by Customer on this Order Form.

Annual Pricing Summary

Fees	Aggregate Price #
10/18/2023 - 10/17/2024	USD 3,150.00
10/18/2024 - 10/17/2025	USD 3,150.00
10/18/2025 - 10/17/2026	USD 3,150.00
Total: USD 9,450.00	

The Annual Pricing Summary is provided for informational purposes only and is not a payment schedule. Please refer to the Terms and Conditions section of this Order Form for payment-related information.

Pricing Schedule

Product	Monthly/ Unit Price**	Quantity For
Education Cloud - Unlimited Edition	USD 87.50	3+

The pricing in the Pricing Schedule above ("Pricing Schedule") reflects the monthly per-subscription fees for the applicable Service. In the event the Pricing Schedule sets forth tiered pricing, any such tiered pricing levels are based upon the Aggregate Total Number of active subscriptions of the relevant Service purchased. "Aggregate Total Number" as it relates to a subscription, is the aggregate total number of active subscriptions, purchased by the Customer executing this Order Form, commencing on the Contract Start Date of this Order Form, as measured at the time of execution of the applicable Order Form. If a single additional order raises the aggregate number of subscriptions for any Service listed in the Pricing Schedule above the threshold limits specified therein, only those subscriptions exceeding the new threshold are entitled to the reduced pricing. Only additional orders by Customer that are associated with this Order Form, for purchase of subscriptions to the same Service and edition as set forth in the Pricing Schedule, during the period commencing on the Contract Start Date and ending on the Contract End Date of this Order Form, are eligible for the applicable volume pricing levels under the Pricing Schedule. For clarity, restricted use subscriptions (those subscriptions that either have the term "Restricted Use" in the Service name, or are indicated as a Restricted Use Subscription in a Quote Special Term) are not included when determining the Aggregate Total Number of a full use subscription, and full use subscriptions are not included when determining the Aggregate Total Number of a restricted use subscription. Any price decreases shall have no effect on previously purchased subscriptions. Volume discounts do not accumulate across different Services or editions. Any renewals of the subscriptions purchased under this Order Form are not eligible for the Pricing Schedule unless expressly agreed to in writing between the parties in an applicable renewal Order Form.

Quote Special Terms

Customer acknowledges that these subscriptions are also subject to the Supplemental Terms for Eligible Nonprofits and Educational Institutions available at <https://www.salesforce.com/company/legal/agreements.jsp>, which are hereby made part of this Order Form.

Product Special Terms

Salesforce Inbox

In order to use Salesforce Inbox, it must first be activated by the Customer's system administrator via the following link:
<https://appexchange.salesforce.com/listingDetail?listingId=a0N3000000CNj52EAD>

Tenant Information

Org Type	Org Details	Services	Quantity
Salesforce Platform	00D1Q000001pubhUAA	Education Cloud - Unlimited Edition	3

Purchase Order Information

Is a Purchase Order (PO) required for the purchase or payment of the products on this Order Form?(Customer to complete)

[☐] No

[☐] Yes - Please complete below

PO Number:

PO Amount:

Upon signature by Customer and submission to Salesforce, this Order Form shall become legally binding unless this Order Form is rejected by Salesforce for any of the following reasons: (1) the signatory below does not have the authority to bind Customer to this Order Form, (2) changes have been made to this Order Form (other than completion of the purchase order information and the signature block), or (3) the requested purchase order information or signature is incomplete or does not match our records or the rest of this Order Form. Subscriptions are non-cancelable before their Order End Date. This Order Form is governed by the terms of the Salesforce MSA found at <https://www.salesforce.com/company/msa.jsp>, unless (i) Customer has a written MSA executed by Salesforce for such Services as referenced in the Documentation, in which case such written Salesforce MSA will govern or (ii) otherwise set forth herein. Additional information related to the Services may be found in the Documentation at <https://sfdc.co/ptd>. For the avoidance of doubt, the applicable MSA takes precedence over the Documentation.

Customer: Reach Cyber Charter School Enrollment

Signature _____

Name _____

Business Title _____

Date _____

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EXHIBIT B - STATEMENT OF WORK (IMPLEMENTATION)

SOW #: 505716

Effective Date: Sep 29, 2023

Requested By: Douglas Miedel

This Statement of Work ("**SOW**"), including any appendices, schedules, exhibits, and/or attachments is entered into as of 9/29/23 (the "**Effective Date**"), by and between Elevation Solutions, Inc. ("**Elevation Solutions**") and Reach Cyber Charter School ("**Client**"), with respect to services to be performed by Elevation Solutions related to CRM Implementation. These Services shall be provided under the provisions of this SOW, the Master Services Agreement (including, without limitation the Standard Business Terms and all other exhibits attached thereto) which, together, describe our understanding with respect to the Services.

Understanding of Value Created:

Reach Cyber Charter School has decided to move forward with an implementation of the Salesforce CRM platform to meet the needs of the marketing and communications departments.

The following objectives have been established for this project:

- One stable and well architected platform that allows for flexibility and increased support with marketing, communications and campaigns
- Premier digital experience for parents, students, and administration make their processes and engagement seamless
- Centralize processes and migrate off of point solutions and google sheets to refine communications and constituent experience with sustainable tools for engagement
- Provide tools needed to empower people with easy, accurate and tailored prospect flow, reporting, and metrics for all audiences

This Statement of Work describes the services required for successful implementation, including both the technical work and the human-focused work required for successful implementation and maximum system adoption.

Project Scope & Deliverables: Elevation Solutions will perform the following for Client (the "**Services**");

PROJECT INTEGRITY

- Facilitation of the following meetings:
 - Project logistics meeting with Client Project Team
 - Project kickoff meeting with Client Project Team, Sponsors, End Users, and IT
 - Weekly project operations meetings with Client Project Team
 - Detailed discovery meetings
 - Monthly Sponsor check-in
- Facilitation of meetings with Salesforce and 3rd party providers
- Monitoring of Asana board for project status, collaboration, and to answer questions from client
 - Weekly status updates
- Deliverable sign-off management

DISCOVERY & DESIGN

- Discovery meetings for the following processes:
 - Student Communications
 - Parent Communications
 - Analytics & Intelligence
- Documentation of solution design
 - Solution design review and sign-off by Client Project Team
- Iterative Build Demos
 - Demo completed build of each process



- Collect feedback and ask clarifying questions
- Obtain sign-off on solution for each process

CORE PLATFORM BUILD

- Delivery of the following services in order to build the solution:
 - Salesforce Configuration
 - Salesforce
 - Core configuration (Leads, Accounts, Contacts, Campaigns)
 - Salesforce Marketing Engagement
 - Core Technical Setup & Branding
 - Up to:
 - 15 Email Templates using responsive layout
 - 10 Prospect Lists
 - 2 Forms/Form Handlers
 - 3 Engagement Programs
 - 1 Landing Page
 - Assumes no custom code or HTML
 - System Testing
 - Deployment to Production

DATA MIGRATION

- Data Migration
 - One-Time Data Migration
 - Facilitation of data migration mapping meetings with client
 - Creation of data migration mapping documents from all external sources
 - Guidance through data cleanup and formatting process as needed (to be completed by Client)
 - Data Loading for Contacts/Prospects from legacy systems
 - Data Quality Audit View/Report Creation
 - Creation of data validation reports & views
 - Handoff of reports to client for validation and sign-off
- Integration
 - Assumes integration with SIS, LMS, or other external systems is out of scope for this project

TRAINING & ADOPTION

- Administrator Skill Development
 - Guidance on Best Practices
 - Salesforce Account Engagement overview and advisory session
- Creation of Tailored End-User Training Guide
- End-User Training
 - Up to six hours of training
- Follow-On Training & Adoption Support
 - Facilitation of up to 1 follow-on Q&A / refresher webinars (60 min)

Time Logging: Elevation Solutions shall log time to Client's project according to the following guidelines:

- Virtual: time logged in 15 minute increments
- Onsite (Local): time logged in ½ day (4-hour) increments
- Onsite (Travel): time logged in 2-day (16-hour) increments

Project Schedule: Elevation Solutions estimates a timeline of 3-4 months from Project Kickoff meeting to go-live of the solution. Following acceptance of this SOW and payment of the initial services fee as defined in the table below, Elevation Solutions will assign Client its project team, establish the project start date, and begin project planning activities.



Payment Schedule:

- This project is a time and materials project.
- The hourly rate for services under this SOW is \$225.
- The estimated services amount for this SOW is \$23,625.
- Should travel for onsite training be requested by Client, Elevation Solutions shall bill for travel expenses per the terms in the MSA that governs this agreement.

Service Provider shall invoice Client per the table below. In the event that an invoice becomes overdue, Service Provider will stop all work on Client's project until payment is received. Amounts prepaid shall expire 12 months from payment and shall not be refundable. Should Client terminate this SOW due to no fault of Elevation Solutions, no refund will be given for unused, prepaid time.

Amount	Invoiced	Due
\$11,812 (initial services fee)	Upon full execution of this SOW	Upon receipt. Project start date will be established and the project team will be committed after receipt.
\$9,450	30 days prior to due date	60 days after project start date
\$2,363	30 days prior to go-live	Net 15
Variable	Bi-weekly, only in the event that the time and materials estimated amount paid has been exhausted, based upon actual time at the project rate specified above, billed in 15-minute increments	Net 15

SOW Acceptance: The client named below verifies that the terms of this Statement of Work is acceptable. The parties hereto are each acting with proper authority by their respective companies.

ELEVATION SOLUTIONS, INC.

REACH CYBER CHARTER SCHOOL

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date Signed: _____

Date Signed: _____



MASTER SERVICES AGREEMENT

SERVICE PROVIDER:

Elevation Solutions, Inc.
2591 Dallas Parkway, Suite 300
Frisco, TX 75034
720.446.6033

CLIENT:

Reach Cyber Charter School
750 E Park Dr #204,
Harrisburg, PA 17111
(866) 732-2416

This Master Services Agreement (including all exhibits attached hereto, this "Agreement"), dated as of the last date on which this cover sheet is signed below (the "Effective Date"), is made by and between Elevation Solutions, Inc. ("Elevation Solutions" or "Service Provider"), and Reach Cyber Charter School ("Client"), for the services further described in the Statement(s) of Work attached hereto as Exhibit B (as may be amended, revised or added by the Parties) (collectively, the "Services"). Each of Elevation Solutions and Client may be referred to herein individually as a "Party" or collectively as "Parties". Capitalized terms appearing in this cover sheet or Exhibit B, but not otherwise defined herein or therein, will have the meanings specified in the Standard Business Terms attached hereto as Exhibit A.

By signing this Agreement below, the Parties agree to be bound by and comply with the following:

THIS COVER SHEET**EXHIBIT A - STANDARD BUSINESS TERMS****EXHIBIT B - STATEMENT(S) OF WORK**

Counterparts. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages by e-mail transmission or other electronic means shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes. Signatures of the parties transmitted by e-mail or other electronic means shall be deemed to be their original signatures for any purposes whatsoever.

Authority. The person signing this Agreement represents and warrants that he or she has authority to enter into this Agreement on behalf of his or her organization and bind such organization to the terms of this Agreement.

No Third Party Beneficiaries. This Agreement is for the sole benefit of the parties hereto and their respective permitted successors and permitted assigns. No provision of this Agreement, express or implied, is intended to or shall confer upon any other person any legal or equitable right, benefit, or remedy of any nature whatsoever.



IN WITNESS WHEREOF, each Party has caused this Agreement to be executed by its duly authorized representative as of the Effective Date.

ELEVATION SOLUTIONS, INC.

REACH CYBER CHARTER SCHOOL

By: _____

By: _____

Name: _____

Name: _____

Title_____

Title: _____

Date Signed: _____

Date Signed: _____



EXHIBIT A - STANDARD BUSINESS TERMS

These Standard Business Terms ("**Terms**") shall govern the Services provided by Elevation Solutions, as set forth in the Statement(s) of Work ("**SOW**") attached and incorporated into the Master Services Agreement ("**Agreement**") executed by Client and Elevation Solutions to which these Terms are attached. These Terms, together with the Agreement (and all exhibits), constitute the entire understanding and agreement between Client and Elevation Solutions with respect to the Services described in the SOW(s), supersede all prior oral and written communications, and may be amended, or changed (including changes in scope or nature of the Services or fees, only in writing when approved by both parties. If there is a conflict between these Terms and the terms of any SOW, these Terms shall govern.

Section 1: Fees, Rates & Terms

For all Services performed under a SOW, approved expenses incurred related to the Agreement, or other request for Services that references the Agreement, Client shall pay Elevation Solutions according to the fees, rates and payment terms set forth in each SOW, subject to Section 2 below.

Section 2: Invoices and Payments

For all Services, fees, expenses, amounts owed and reimbursements described in the Agreement, including any SOW, Elevation Solutions shall prepare and submit invoices to Client and Client will pay Elevation Solutions' invoices based on the schedule in the SOW. In the event payment is not made within such period, Elevation Solutions, at its option, may charge interest on all sums owing after such due date at a rate equal to the lesser of 1.5% per month or the highest lawful rate. If Client in good faith disputes any portion of any invoice, Client shall submit full payment to Elevation Solutions of the undisputed portion of the invoice and written documentation identifying and supporting the dispute. Each party will maintain complete and accurate records relating to any amounts invoiced or paid in connection with the Services provided under the Agreement.

Section 3: Expenses

Unless otherwise identified in an attached SOW, Client shall reimburse Elevation Solutions for all expenses associated with travel related to the Services identified in the SOW, including but not limited to airfare, lodging, ground transportation, rental car, rental car fuel, and baggage fees. Daily reimbursement for meals and lodging while traveling for the Services identified in this SOW shall be invoiced at the published IRS rates for the city of the Client site being visited at the time of travel. Mileage for Elevation Solutions' staff members based farther than 50 miles from onsite meeting location(s) shall be invoiced at the published IRS mileage rates at the time of travel. Air travel for Elevation Solutions' staff members shall be invoiced as billable time at four (4) hour per flight at the project rate identified in the SOW.

Section 4: Confidentiality

With respect to information supplied in connection with this Agreement and designated by the disclosing party as confidential, the recipient agrees to: (i) protect the Confidential Information in a reasonable and appropriate manner or in accordance with applicable professional standards; (ii) use Confidential Information only to perform its obligations under this Agreement; and (iii) reproduce Confidential Information only as required to perform its obligations under this Agreement. This section shall not apply to information which is (i) publicly known, (ii) already known to the recipient; (iii) disclosed to a third party without restriction; (iv) independently developed; or (v) disclosed pursuant to a legal requirement or order. Subject to the foregoing, Elevation Solutions may disclose Client's Confidential Information to its subcontractors and affiliates.

As used herein, "**Confidential Information**" means, any and all information, regardless of whether it is in tangible form, disclosed by a Party (the "**Disclosing Party**") to the other Party (the "**Receiving Party**") that is either (a) marked as confidential or proprietary, (b) identified in writing as confidential or proprietary within thirty (30) days of disclosure, or (c) would be reasonably understood by the Receiving Party as the Disclosing Party's Confidential Information at the time of disclosure; provided however, that, software, trade secrets, databases, designs and techniques, engine protocols, models, displays and manuals shall be deemed Confidential Information, regardless of whether such information was disclosed intentionally or unintentionally or marked as confidential or proprietary. Information shall not be deemed Confidential Information if such information: (i) is known to the Receiving Party prior to receipt from the Disclosing Party directly or indirectly from a source other than one having an obligation of confidentiality to the



Disclosing Party known to the Receiving Party; (ii) becomes known (independently of disclosure by the Disclosing Party) to the Receiving Party directly or indirectly from a source other than one having an obligation of confidentiality to the Disclosing Party known to the Receiving Party; (iii) becomes publicly known or otherwise ceases to be secret or confidential, except through a breach of this Agreement by the Receiving Party; or (iv) is independently developed by the Receiving Party without use of or reference to the Confidential Information. The Receiving Party shall use reasonable measures to protect the secrecy of and avoid disclosure and unauthorized use or reproduction of the Disclosing Party's Confidential Information. The Receiving Party shall not use any part of the Disclosing Party's Confidential Information except in performing its obligations or exercising its rights under this Agreement. Confidential Information of the Disclosing Party may be disclosed by the Receiving Party only to: (A) such employees and agents of the Receiving Party as may have a need to know such information in the course of their duties; and (B) legal or financial advisors or potential acquirers or financing sources of the Receiving Party on a need to know basis, provided, that, in each case, such recipients are bound by professional ethical duties or confidentiality obligations at least as restrictive as those set forth herein. Confidential Information of the Disclosing Party may also be disclosed by the Receiving Party if required by law or valid order of a court or other governmental authority (provided that the Receiving Party delivers reasonable written notice to the Disclosing Party and uses commercially reasonable efforts to cooperate with Disclosing Party's attempt to obtain a protective order). Upon written request of the Disclosing Party, the Receiving Party agrees to promptly return to Disclosing Party or destroy all Confidential Information of the Disclosing Party that is in the possession of the Receiving Party. Notwithstanding the foregoing, a Receiving Party that has received a written request to return or destroy Confidential Information may retain a copy of such Confidential Information as required to satisfy legal, regulatory and/or compliance obligations, provided that any such retained Confidential Information shall remain subject to the terms of this Agreement.

Section 5: Deliverables

Client may, solely for its internal business purposes, use, copy, distribute internally, and modify the deliverables described under Elevation Solutions Scope & Deliverables in the SOW (the "**Deliverables**"). Client shall not, without Elevation Solutions' prior written consent, disclose to a third party, publicly quote or make reference to the Deliverables. Elevation Solutions shall retain all rights, title and interest in and to all methodologies, processes, techniques, ideas, concepts, trade secrets and know-how embodied in the Deliverables or that Elevation Solutions may develop or supply in connection with this Agreement ("**Elevation Solutions Knowledge**"). Subject to the confidentiality restrictions contained in Section 4, Elevation Solutions may use the Deliverables and the Elevation Solutions Knowledge for any purposes.

Section 6: Assumptions

- A. The Deliverables are based upon the commercially available functionality of Salesforce.com and any other applications included in this project as of the Effective Date. Elevation Solutions is not responsible for changes made by any software vendor that in any way impacts the Statement(s) of Work or limits the ability of Elevation Solutions to perform the Services. Elevation Solutions will do its best to provide workarounds or alternative solutions with minimal financial or timeline impact to Client.
- B. The scope of the Services as set forth in the Statement(s) of Work is based upon known information as of the Effective Date. Further discovery and requirements gathering occurs once each project is launched, which may reveal a different level of complexity or undiscovered scope that may change the cost, time, or scope of the overall project.
- C. Any software application pricing provided to Client by Elevation Solutions is a reference based on published list prices by application vendors and may not accurately reflect the final purchase price. Elevation Solutions does not guarantee any application pricing and is not responsible for any application costs for Client's solution.
- D. Elevation Solutions is not responsible for Client's hardware, mobile devices, operating systems, software applications, or network.

Section 7: Client Responsibilities

For All Projects:

- A. Client shall include all required stakeholders in meetings whenever necessary or appropriate.
- B. Client shall make available any and all personnel and other resources necessary to keep the project on schedule as per the Project Schedule referenced in the SOW.
- C. Client shall notify Elevation Solutions at least 24 hours in advance if a meeting requires rescheduling.
- D. Upon request from Elevation Solutions, Client shall provide materials including but not limited to forms, data



samples, current system access, images and graphics, content, user lists, process flow diagrams, org charts, and document templates to the Elevation Solutions in the format requested.

- E. Client shall provide proper facilities for hosting onsite sessions, including Journey Building, discovery, and training sessions, and shall provide access to a projector or monitor for Elevation Solutions to display required presentations and materials.
- F. Client representative shall complete the Salesforce Customer Satisfaction (CSAT) Survey within 7 days of receiving it via email from the following email address: partnerprogram@salesforce.com. CSAT will be triggered upon successful completion of project.

For Implementation Projects:

- A. Client shall be responsible for collecting formal quotes from all software vendors and negotiating pricing. Elevation Solutions shall assist Client with this process upon request.
- B. Client shall provide adequate and timely decisions, testing activities, feedback, and sign-off on questions, user stories, and functionality and features built by Elevation Solutions.
- C. Client shall obtain AppExchange and 3rd party application trials or paid licenses upon request from Elevation Solutions.
- D. Client shall provide Elevation Solutions, at its own expense, a unique login (must not be shared) to its Salesforce CRM environment and provide a login (does not have to be unique) to any AppExchange or 3rd party applications.
- E. For data migration activities, Client shall be responsible for providing previously de-duplicated legacy data unless de-duplication services are in scope in the SOW.
- F. For integration activities, Client shall be responsible for providing to the Elevation Solutions a copy of the database being integrated or a sufficient form of remote access to the test environment of the database.
- G. Regarding data migration and integration, Client shall be responsible for contributing necessary personnel with expertise in the systems to be integrated and/or migrated.

Section 8: Deliverables Acceptance

Upon completion of the Deliverables, Elevation Solutions shall provide to Client a formal project sign-off request and Client shall have ten (10) business days to approve. If, during such 10 day period, Client provides Elevation Solutions with email documentation of any discrepancy in the Deliverables from the Services specified in the SOW, Elevation Solutions shall reasonably address and notify Client upon completion. Upon Client's receipt of such notice of completion, Client shall have ten (10) business days to confirm satisfactory completion via email. If Client does not communicate any deficiencies to Elevation Solutions and/or does not provide signature on the sign-off document in the allotted time window, the Deliverables shall be deemed accepted by Client and the SOW complete.

Section 9: Changes

Changes to any SOW governed by the Agreement that equal 20% or more of the total amount of the SOW shall be subject to an electronic written change order that must be approved via email by the Client's party responsible for acceptance of the change order. Changes equaling less than 20% or more of the total amount of this SOW shall not require approval. Change orders may result in one or more of the following: modification of the deliverables, additional fees, modification to fee schedule, extension of project schedule. Elevation Solutions will make every effort to deliver the Services within the estimated investment provided in the SOW, however additions to scope, unforeseen complexities, or Client delays can result in changes. Elevation Solutions will communicate any changes due to unforeseen complexity in a timely manner as soon as they are identified.

Section 10: Termination

The Agreement (and any SOWs governed by the Agreement) may be terminated by the Client at any time upon thirty (30) days written notice to Elevation Solutions, or by either party upon written notice in the event the other party fails to comply with the terms of the Agreement, and the failure continues for a period of thirty (30) days following receipt of written notice specifying the failure. Should Client terminate a SOW due to no fault of Elevation Solutions, Client shall promptly pay the hourly rate associated with all Services performed on or before the date of termination as specified in the applicable SOW(s).

Section 11: Warranty



- A. Elevation Solutions warrants that the Services shall be performed with reasonable care in a diligent and competent manner.
- B. Elevation Solutions does not warrant and is not responsible for any third party products, devices, or applications. Client's sole and exclusive rights and remedies with respect to any third party products or services are against the third party vendor and not against Elevation Solutions.
- C. THIS SECTION IS ELEVATION SOLUTIONS' ONLY WARRANTY CONCERNING THE SERVICES AND ANY DELIVERABLES, AND IS MADE EXPRESSLY IN LIEU OF ALL OTHER WARRANTIES AND REPRESENTATIONS, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, OR FITNESS FOR A PARTICULAR PURPOSE, OR OTHERWISE.

Section 12: Risk Allocation

- A. Neither Elevation Solutions or Client, or any of their officers, directors, affiliates, employees or agents shall in any event be liable for any special, indirect, incidental, consequential, punitive, exemplary or any other damages regardless of kind or type (whether in contract, tort (including negligence), or otherwise), including but not limited to loss of profits, business interruption, personal injury, property damage, loss of business profits, loss of business information, data, or goodwill, regardless of whether a party knew or should have known of the possibility of such damages. Except for liability arising from (i) Elevation Solutions' indemnification obligations set forth below in this section, (ii) a breach of a party's confidentiality obligations under Section 3, (iii) a breach of Elevation Solutions' obligations, and (iv) a party's gross negligence or willful misconduct. Under no circumstances shall either party's total cumulative liability to the other for all damages, losses, and causes of action (whether in contract, tort (including negligence), or otherwise) relating in any way to this agreement exceed the amounts paid and/or properly payable by Client to Elevation Solutions under this agreement.
- B. As Elevation Solutions is performing the Services solely for the benefit of Client, Client will indemnify Elevation Solutions, its principals and personnel against all costs, fees, expenses, damages and liabilities (including defense costs) relating to or arising as a result of Services, Client's use of the Deliverables, or the Agreement.
- C. Elevation Solutions will indemnify Client against any damage or expense relating to bodily injury or death of any person or damages to real and /or tangible personal property incurred while Elevation Solutions is performing the Services and to the extent caused by the negligent or willful acts or omissions of Elevation Solutions' personnel or agents in performing the Services.
- D. The provisions of this Section 12 are intended to apply in all circumstances, regardless of the grounds or nature of any claims asserted (including contract, statute, any form of negligence, whether of Client, or others, tort, strict liability or otherwise) and whether or not the party seeking indemnification was advised of the possibility of damage or loss asserted, to the extent not contrary to applicable law.
- E. Any action against Elevation Solutions must be brought within eighteen (18) months after the cause of action arises.

Section 13: Dispute Resolution

- A. Elevation Solutions and Client agree to attempt in good faith to resolve any dispute arising out of or relating to this Agreement by negotiation between the parties. Each party shall make available an appropriate person or persons with the authority to resolve the disputed issue, either in person or teleconference, within ten (10) business days of a request from the other party.
- B. If the disputed issue is not resolved within thirty (30) days of the date the disputing party first notified the other party, the disputing party may then submit the disputed issue to mediation. The parties agree to mediation prior to commencing to litigation. Unless otherwise agreed to by the parties, the mediation shall be governed by the following:
 - a. A party desiring mediation shall provide written notice to the other party requesting mediation, and the notice shall provide a description of the disputed issue, the name of the person with authority to attend the mediation, and any supporting documentation supporting the disputing party's position;



- b. Mediation shall take place in a location mutually agreed upon by the parties;
- c. Appropriate representatives of both parties who have the authority to resolve the disputed issues shall be present for the mediation;
- d. The parties agree that any and all disputes, claims or controversies arising out of or relating to this Agreement shall be submitted to JAMS, or its successor, for mediation.
- e. Either party may commence mediation by providing to JAMS and the other party a written request for mediation, setting forth the subject of the dispute and the relief requested.
- f. The parties will cooperate with JAMS and with one another in selecting a mediator from the JAMS panel of neutrals and in scheduling the mediation proceedings. The parties agree that they will participate in the mediation in good faith and that they will share equally in its costs.
- g. All offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by any of the parties, their agents, employees, experts and attorneys, and by the mediator or any JAMS employees, are confidential, privileged and inadmissible for any purpose, including impeachment, in any arbitration or other proceeding involving the parties, provided that evidence that is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation.
- h. Each party shall assume and pay its own costs and fees incurred in for mediation. Notwithstanding the foregoing, the parties agree to share equally the cost for the mediator;
- i. After a party provides its written request for mediation to the other party, the mediation shall be scheduled as soon as practical thereafter, but in no event later than sixty (60) days from the date of the written request unless otherwise mutually agreed by the parties; and
- j. In the event the mediation is not successful and no resolution of the dispute is reached by the parties, then either party shall be entitled to file suit in an appropriate court.
- k. Any action against either Party must be brought within eighteen (18) months after the cause of action arises.

Section 14: Personnel

- A. While Elevation Solutions shall attempt to comply with Client's request for specific individuals, Elevation Solutions shall be responsible for assignment and re-assigning its personnel, as appropriate, to perform the Services.
- B. During the term of this Agreement, and for a period of twelve (12) months following the expiration or termination thereof, neither party will solicit directly or indirectly for hire as an employee or contractor any of the other party's employees, or contractors or agents who have had direct involvement in providing the Services under this Agreement, without the other party's express written consent.

Section 15: General

- A. Neither party shall use the other party's name without the prior consent of the named party.
- B. This Agreement may not be assigned or otherwise transferred without prior express written consent of the other party.
- C. All notices or other communications provided for or permitted to be given pursuant to the Agreement shall be in writing and shall be deemed to have been duly given or made (a) upon delivery if delivered personally (by courier service which tracks deliveries or otherwise), (b) upon delivery if sent by email before 5:00 p.m. (local time of the recipient) on a business day, or, if not, then on the next business day and all legal process with regard hereto shall be validly served when served in accordance with applicable law, in each case to the applicable addresses set forth below (or such other address as the recipient may specify in accordance with this Section). Either Party may change its address by giving notice in writing of the new address to the other Party.
- D. No term of the Agreement shall be deemed waived, and no breach of this Agreement excused, unless the waiver or consent is in writing signed by the party granting such waiver or consent.
- E. If any term or provision of this Agreement is determined to be illegal or unenforceable, such term or provision shall be deemed stricken, and all other terms and provisions shall remain in full force and effect.



- F. This Agreement does not make either party an agent or legal representative of the other party, and does not create a partnership or joint venture. Both parties are independent contractors and principals for their own accounts.
- G. Except for matters related to confidentiality or intellectual property rights, the parties shall first attempt to resolve any dispute or alleged breach internally by escalating it through management and, prior to pursuing litigation, shall use a mutually acceptable alternative dispute resolution process.
- H. Sections 3 through 14 of these Terms shall survive the expiration or termination of this Agreement.
- I. Client shall comply with all applicable laws and regulations, including, but not limited to, those laws and regulations governing its use of the Services and its provision of the Client Data to Elevation Solutions. Elevation Solutions shall comply with applicable laws and regulations in its performance of this Agreement and the provision of the Services.
- J. Neither party shall be liable for delays or failures in performance due to circumstances beyond its reasonable control. Neither Party shall be liable for damage due to any cause beyond its control, including, without limitation, acts of civil or military authority, labor disputes (except arising from a Party's own workforce), failure or delay of suppliers or systems, including general and widespread communications and power systems disruptions, fire, sabotage, war, embargo or acts or omissions of the other Party caused by any of such events ("Force Majeure Event"), provided that the affected Party has taken reasonable precautions, including, where appropriate, the installation, maintenance and operation of suitable back-up systems, consistent with industry standards in order to guard against the event causing such delay. Upon the occurrence of a Force Majeure Event, the affected Party will promptly notify the other party of the Force Majeure Event, including an estimate of its expected duration and probable impact on the performance of the affected party's obligations under this Agreement. In addition, the affected Party will (i) exercise commercially reasonable efforts to mitigate damages to the other party and to overcome the Force Majeure Event and (ii) continue to perform its obligations under this Agreement to the extent it is able. If any failure or delay caused by a Force Majeure Event continues for thirty (30) days or longer, the Party unaffected by the event will have the right to terminate this Agreement without cost or liability upon notice to the affected Party and, if such unaffected Party is Client, to receive a refund of all pre-paid fees for any performance not yet delivered.

Acknowledged & Agreed: _____

Name: _____

Acknowledged Date: _____



INVOICING INFORMATION

Please complete the table below to provide Elevation Solutions with the person responsible for handling invoices and payments. *Please note that we do not issue paper invoices.* All invoices will be sent electronically and will be emailed to the person and email address listed in the table below. A copy of our W-9 will be sent along with your first invoice.

Should you require any additional information or documentation from Elevation Solutions for vendor approval purposes, please request these items from Elevation Solutions upon returning this document to ensure there is no delay in beginning your project.

Invoicing Contact First Name:	
Invoicing Contact Last Name:	
Invoicing Contact Phone Number:	
Invoicing Contact Email:	
Payment Method:	<input type="checkbox"/> ACH <input type="checkbox"/> Wire Transfer <input type="checkbox"/> Credit Card <input type="checkbox"/> Check



EXHIBIT B - STATEMENT OF WORK (COMPREHENSIVE CONSULTING SERVICES)

SOW #: 505718

Effective Date: October 3, 2023

Requested By: Douglas Miedel

This Statement of Work ("**SOW**"), including any appendices, schedules, exhibits, and/or attachments is entered into as of 10/3/23 (the "**Effective Date**"), by and between Elevation Solutions, Inc. ("**Elevation Solutions**") and Reach Cyber Charter School ("**Client**"), with respect to consulting services to be performed by Elevation Solutions. These Services shall be provided under the provisions of this SOW, the Master Services Agreement (including, without limitation the Standard Business Terms and all other exhibits attached thereto) which, together, describe our understanding with respect to the Services.

Project Scope: Elevation Solutions shall provide the following skills to Client (the "**Services**"), which have been identified as necessary to deliver Salesforce consulting requirements and may be modified as the engagement progresses:

- Engagement Management
- Consulting & Guidance
- Salesforce Administration
- Salesforce Development
- Systems Integration
- Training & Adoption

Time Logging: Elevation Solutions shall book time to Client's project according to the following guidelines:

- Time booked in 15 minute increments
- Comprehensive consulting service hours become available upon receipt of payment

Payment Schedule: Elevation Solutions shall invoice Client per the table below. Unused time expires 12 months after the date of purchase and is unable to be refunded.

Hours	Rate	Amount	Invoiced	Due
20	\$225	\$4,500	Upon full execution of this contract	Net 15, and prior to the commencement of services agreed upon in this SOW.

Renewal: Should Client wish to purchase additional support hours, Client can choose to purchase additional comprehensive consulting hours in 20 hour increments. Renewed comprehensive consulting hours become available upon receipt of payment. Client acknowledges that this SOW is open-ended and shall remain active until termination in writing is given by either Party. There is no maximum requirement on the amount of renewals purchased under this SOW.

SOW Acceptance: Client hereby acknowledges and agrees that the terms of this Statement of Work as set forth above are acceptable. The signatories below represent and warrant to each other that each are authorized to execute this SOW on behalf of their respective companies.

ELEVATION SOLUTIONS, INC.

REACH CYBER CHARTER SCHOOL

By: _____

By: _____



Name: _____

Name: _____

Title: _____

Title: _____

Date Signed: _____

Date Signed: _____

Coversheet

Approval of Agreement with UFLI

Section:	VI. Action Items
Item:	C. Approval of Agreement with UFLI
Purpose:	
Submitted by:	
Related Material:	UFLI Proposal Final.docx Ventriss Learning Quote Split Shipping UFLI.pdf

University of Florida Literacy Institute UFLI

Objective:

The objective of this proposal is to increase literacy scores among our elementary students using research based, effective literacy instruction. Implementation of this program will allow students to be provided with consistent, explicit literacy instruction and increase literacy benchmark scores with the goal of moving elementary students into the benchmark or above benchmark domain.

Vision of UFLI:

We envision a time when ALL students experience success in reading, because every teacher has the knowledge, skills, dispositions, and resources required to address individual student needs, and every student and family has access to the necessary support.

Mission of UFLI:

- The University of Florida Literacy Institute promotes equitable, inclusive, and effective teaching and enhanced reading outcomes for all children through transformative teacher and reader development programs.

The Research Of UFLI:

- The primary purpose of UFLI's research initiatives is to study the impact of our work, improving literacy achievement through coordinated efforts in reader development and teacher development.

What Do We Do:

- The University of Florida Literacy Institute (UFLI – pronounced “you fly”) is an ongoing effort by UF faculty and students to improve literacy outcomes for struggling students by addressing two key areas: reader development and teacher development. UFLI began in 1998 as a tutoring model for struggling beginning readers, but it now encompasses a variety of literacy projects, including tutoring and instructional models for struggling readers, assistance to schools and school districts, and teacher education and professional development.
- Reader Development programs focus on assessment, instruction, and intervention for students.
- Teacher Development programs prepare preservice teachers and practicing educators to use evidence-based instructional practices to serve struggling readers. These programs include graduate coursework, school-based supports, and online professional learning experiences to reach teachers worldwide.

Structure:

- Each teacher will receive a UFLI manual. Teachers will utilize the manual along with the materials located on the website. The website contains resources for teachers that are dedicated to virtual teaching of reading. Teachers will use the manual for Tier 1, Tier 2 or Tier 3 instruction with their students.

Training:

- [UFLI YouTube Channel](#)- Professional Development is provided virtually on the UFLI website and for free.
- The Literacy coach will provide support to teachers utilizing a coaching cycle.

Cost:

\$90/teacher which includes manual and shipping

- 135 manuals for all teachers and interventionists



Quote

Shipping details

Katherine Rutkowski
 krutkowski@reachcyber.org
 Reach Cyber Charter School
 750 East Park Drive, Suite 204
 Harrisburg, PA, 17111

Date: 03-Nov-23
 Ventris Tax ID: 47-1049542

Customer PO#	Salesperson	Quote #	Pmt Terms
n/a	Robert Meyer	987	n/a

Qty	Description Print Materials	Unit Price	Line Total
120	978-1-7320468-2-5	UFLI Foundations Teacher Manual	\$ 70.00 \$ 8,400.00
14	978-1-7320468-2-5	UFLI Foundations Teacher Manual	\$ 70.00 \$ 980.00
120	Shipping & Handling	Individual Manual Shipping	\$20 each \$ 2,400.00
1	Shipping & Handling	14 Manuals Single Address	7.5%/20min \$ 73.50
Sales Tax			\$ -
Total (USD):			\$ 11,853.50

This quote is valid for 180 days.

Ventris Learning PO Box 981, Sun Prairie, WI 53590 PH 608-825-8282 www.ventrislearning.com

Coversheet

Approval of MOU with ArtQuest

Section:	VI. Action Items
Item:	E. Approval of MOU with ArtQuest
Purpose:	
Submitted by:	
Related Material:	ArtsQuest MOU.docx

MEMORANDUM OF UNDERSTANDING

PARTIES

- This Memorandum of Understanding (hereinafter referred to as the “**Agreement**”) is entered into on November 2, 2023 (the “**Effective Date**”), by Reach Cyber Charter School and between ArtsQuest, with an address of 25 W. 3rd Street, Bethlehem, PA 18015 (collectively referred to as the “**Parties**”).

PURPOSE

- This Agreement is entered into for the following reasons:
 1. Provide Reach Cyber Charter School students with ArtsQuest’s Education & Outreach Program: ArtSmart Outreach.
 2. _____
 3. _____
 4. _____
 5. _____

RESPONSIBILITIES OF THE PARTIES

1. Deliver ArtSmart Outreach program facilitated by an ArtsQuest rostered artist for eight (8) weeks. This includes providing supplies for the art-enrichment sessions.
2. The maximum number of students per session would be twenty (20) students, and the minimum to run the program must be ten (10) students.
3. If the supplies need to be shipped, Reach Cyber Charter School is responsible for the total cost of shipment.
4. Reach Cyber Charter School is responsible for the total cost of the program itself, which is \$706.00, including supplies, but not including shipping costs.
5. At the completion of the program, ArtsQuest will invoice Reach Cyber Charter School in the amount of \$706.00 plus shipping costs, if any.
6. Reach Cyber Charter School will pay ArtsQuest’s invoice within ten (10) business days of receipt of same.
7. _____
8. _____

9. _____
10. _____

GOVERNING LAW

- This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

ALTERNATIVE DISPUTE RESOLUTION

- Any dispute or difference whatsoever arising out of or in connection with this Agreement shall be submitted to mediation in accordance with, and subject to the laws of, the Commonwealth of Pennsylvania.

AMENDMENTS

- The Parties agree that any amendments made to this Agreement must be in writing and they must be signed by both Parties to this Agreement.
- As such, any amendments made by the Parties will be applied to this Agreement.

ASSIGNMENT

- The Parties hereby agree not to assign any of the responsibilities in this Agreement to a third party unless consented to by both Parties in writing.

ENTIRE AGREEMENT

- This Agreement contains the entire agreement and understanding among the Parties hereto with respect to the subject matter hereof, and supersedes all prior agreements, understandings, inducements and conditions, express or implied, oral or written, of any nature whatsoever with respect to the subject matter hereof. The express terms hereof control and supersede any course of performance and/or usage of the trade inconsistent with any of the terms hereof.

REPRESENTATION AND WARRANTIES

- The Parties agree and disclose that they are authorized fully for entering this Agreement. Both Parties' performances and obligations are not to violate the rights of any third party or else violate other, if any, agreements made between them and/or any other organization, person, business or law/governmental regulation.

LIMITATION OF LIABILITY

- Under no circumstances will either party be liable for any indirect, special, consequential, or punitive damages (including lost profits) arising out of or relating to this Agreement or the transactions it contemplates (whether for breach of contract, tort, negligence, or other form of action) in case such is not related to the direct result of one party's negligence or breach.

SEVERABILITY

- In an event where any provision of this Agreement is found to be void and unenforceable by a court of competent jurisdiction, then the remaining provisions will remain to be enforced in accordance with the Parties' intention. [OBJ]

SIGNATURE AND DATE

- The Parties hereby agree to the terms and conditions set forth in this Agreement and such is demonstrated throughout by their signatures below:

Reach Cyber Charter School

Name: JD Smith, Career Readiness Director

Signature: _____

Date: _____

Name: _____

Signature: _____

Date: _____

Revised 11/3/2023

Coversheet

Approval of Agreement with Bitsight

Section:	VI. Action Items
Item:	F. Approval of Agreement with Bitsight
Purpose:	
Submitted by:	
Related Material:	Marsh McLennan Study.pdf Reach Cyber Charter School Quote Q-92218-1.pdf Bitsight Security Performance Management, Datasheet.pdf

BITSIGHT

REPORT

Make better cybersecurity decisions with trusted data analytics

Marsh McLennan study finds statistically significant correlation between Bitsight analytics and cybersecurity incidents

Executive summary

The Marsh McLennan Cyber Risk Analytics Center (Marsh McLennan) analyzed Bitsight's cybersecurity performance data to consider its potential benefits for market participants in helping to prioritize resources, address security risks, lower the probability of experiencing a cybersecurity incident, reduce insurance claims, and improve the cyber insurance underwriting and acquisition process.

After comparing the security performance data of thousands of organizations that experienced cybersecurity incidents against those that did not, Marsh McLennan identified 14 Bitsight analytics, including the Bitsight Security Rating and 13 risk vectors, that had statistically significant correlation to reported cybersecurity incidents.

These findings provide actionable insights to help cybersecurity and cyber risk stakeholders focus on which aspects of their organization's security processes need improvement, and inform resource allocation, programmatic decision-making, and cyber insurance underwriting.

Background

Cybersecurity continues to be a top risk for business and government leaders worldwide. Malicious actors continue to find new, innovative methods to harm organizations. The onslaught continues, from creating highly sophisticated phishing campaigns to conducting far-reaching supply chain attacks to exploiting new vulnerabilities across the rapidly expanding universe of software and Internet of Things (IoT) devices. In recent years, ransomware has emerged as a serious threat to organizations of all sizes and sectors, resulting in soaring financial costs and frequent operational disruptions.

The need for trusted data that better enables cybersecurity decision-making and reduces the likelihood of incidents is more critical than ever as security, business, and financial leaders on the front lines are facing significant challenges in addressing these risks.

Stakeholders & challenges

Questions



Each market participant needs quantitative, objective, trusted data and insights regarding cybersecurity program performance to help them make better, more confident decisions. In cybersecurity, a lack of objective, quantitative, and transparent data tied to specific outcomes (e.g. cyber incidents) has limited the ability for market participants to act with greater confidence.

Marsh McLennan's independent analysis of Bitsight's analytics and risk vectors can help market participants:

- Prioritize resources and address security risks.
- Lower the probability of experiencing a cybersecurity incident.
- Improve cyber insurance coverage with better security performance.
- Improve the cyber insurance underwriting and acquisition process.

Key findings

Marsh McLennan identified 14 Bitsight analytics to be statistically significant and correlated with cybersecurity incidents, including the Bitsight Security Rating and 13 risk vectors. Bitsight's Patching Cadence risk vector, which measures the rate at which organizations remediate important vulnerabilities, was most strongly correlated to cybersecurity incidents, followed by risk vectors that measure updated desktop and mobile software and observed exploited devices.

Marsh McLennan concluded that poor performance in these areas increased an organization's risk of experiencing a cybersecurity incident, while strong performance implied a lower risk of incident. Market participants should pay particularly close attention to key findings in these areas when forming a strategy to avoid cybersecurity incidents. A detailed statistical analysis is separately available for readers interested in learning more.

The top14

14 Bitsight Analytics are clearly correlated with the risk of facing a cybersecurity incident

- | | |
|-----------------------------------------|--------------------------------------|
| 01 Bitsight Security Rating | 08 Web Application Headers |
| 02 Patching Cadence | 09 User Behavior |
| 03 Desktop Software | 10 TLS/SSL Configurations |
| 04 Potentially Exploited Systems | 11 Open Ports |
| 05 Mobile Software | 12 TLS/SSL Certificates |
| 06 Botnet Infections | 13 Spam Propagation |
| 07 Insecure Systems | 14 Unsolicited Communications |

The following Bitsight analytics were identified to be statistically significant and correlated with cybersecurity incidents:

01 Bitsight Security Rating

Measures an organization's cybersecurity performance – how effective it is in preventing cybersecurity incidents.

02 Patching Cadence

Measures how many systems within an organization's network are affected by important vulnerabilities, and how quickly the organization remediates them.

03 Desktop Software

Measures whether browser and operating system versions are kept up-to-date for laptops, servers, and other non-tablet, non-phone computers in an organization's network with access to the Internet.

04 Potentially Exploited Systems

Measures devices observed to be running potentially malicious or unwanted programs or software (e.g. greyware or adware).

05 Mobile Software

Measures whether mobile software and associated devices such as phones and tablets are kept up-to-date.

06 Botnet Infections

Measures devices on an organization's network observed participating in botnets as either bots or Command and Control servers.

07 Insecure Systems

Measures endpoints communicating with an unintended destination. Software on these endpoints may be outdated, tampered with, or misconfigured.

08 Web Application Headers

Measures web server traffic by examining security-related fields in the header section of HTTP request and response messages.

09 User Behavior

Measures how often employees at an organization are observed engaging in potentially risky behaviors, including sharing files using peer-to-peer networks (e.g. BitTorrent).

10 TLS/SSL Configurations

Measures whether an organization has correctly configured security encryption software, and whether that software utilizes strong encryption protocols when making encrypted connections to other machines.

11 Open Ports

Measures which port numbers and services are exposed to the Internet.

12 TLS/SSL Certificates

Measures whether an organization has properly obtained and deployed TLS/SSL encryption certificates that are used to secure communication over the Internet.

13 Spam Propagation

Measures if an organization is infected with malware and sending unsolicited commercial or bulk email (spam).

14 Unsolicited Communications

Measures if an organization's devices are seeking to contact a service that is unexpected, unsupported, or not useful on another network, indicating that they may be compromised.

Recommendations for market professionals

Prioritize resources and address security risks.

- Leverage this analysis to prioritize programmatic efforts and investment to reduce your organization's risk of experiencing a cybersecurity incident.

Lower the probability of experiencing a cybersecurity incident.

- Address critical findings in prioritized Bitsight risk vectors and determine if there are underlying programmatic areas that could lead to weaknesses in these risk vectors.

Security program area



Vulnerability
Management



Endpoint Protection
& Malware Detection



Secure
Communications



User Training &
Awareness

Bitsight risk vectors

01.

Patching Cadence
Desktop Software
Mobile Software

Source: Bitsight

02.

Potentially Exploited Systems
Botnet Infections
Insecure Systems
Open Ports
User Behavior
Spam Propagation
Unsolicited Communications

03.

Web Application Headers
TLS/SSL Configurations
TLS/SSL Certificates

04.

User Behavior
Botnet Infections
Potentially Exploited

- Focus on these key risk vectors when assessing the security performance of your third-party ecosystem. Vendors with poor performance across these risk vectors may be at a heightened risk of cybersecurity incidents.

Improve cyber insurance coverage with better security performance.

- Focus your cyber insurance discussions with carriers on the Bitsight analytics that were covered in this analysis to make those efforts more productive and efficient.
- Showcase the effectiveness of your organization's security performance in these areas to negotiate better insurance coverage for your organization. Bitsight data is used by insurers who collectively underwrite more than 50% of cyber insurance premiums globally.

Improve the cyber insurance underwriting and acquisition process.

- Focus risk selection and loss prevention efforts on the Bitsight analytics that are most highly correlated with cybersecurity incidents.

About the Study:

The Marsh McLennan Cyber Risk Analytics Center conducted an independent analysis of Bitsight's data analytics (Security Rating and risk vectors) and Marsh McLennan's reported cybersecurity incident data.

Marsh McLennan leveraged proprietary and licensed cyber claims and incident data for the analysis. Marsh McLennan collects cybersecurity incidents and claims data from thousands of organizations in its customer portfolio. Reports are submitted when an organization has experienced a cyber incident. For purposes of this study, a cybersecurity incident was defined as a malicious attack (e.g. ransomware, business interruption, data breach) resulting in an insurance notification or claim that was logged in Marsh McLennan's proprietary database from 2018 to 2021. The study was conducted without providing Bitsight access to Marsh McLennan's data.

Bitsight provided Marsh McLennan cybersecurity performance data across 365,000 organizations to conduct this study. Bitsight non-intrusively collects unique telemetry into the cybersecurity performance of organizations around the globe, and uses it to create analytics that measure performance over time. The Bitsight Security Rating measures an organization's overall cybersecurity performance. Bitsight risk vectors measure an organization's performance in particular cybersecurity domains (e.g. patching cadence, software updating practices, etc.).

This document and any recommendations, analysis, or advice provided by Marsh McLennan are not intended to be taken as advice regarding any individual situation and should not be relied upon as such. This document and any recommendations, analysis or advice provided herein (i) are based on our experience as insurance and reinsurance brokers or as consultants, as applicable, (ii) are not intended to be taken as advice or recommendations regarding any individual situation, (iii) should not be relied upon as investment, tax, accounting, actuarial, regulatory or legal advice regarding any individual situation or as a substitute for consultation with professional consultants or accountants or with professional tax, legal, actuarial or financial advisors, and (iv) do not provide an opinion regarding the fairness of any transaction to any party.

The opinions expressed herein are valid only for the purpose stated herein and as of the date hereof. We are not responsible for the consequences of any unauthorized use of this report. Its content may not be modified or incorporated into or used in other material, or sold or otherwise provided, in whole or in part, to any other person or entity, without our written permission. No obligation is assumed to revise this report to reflect changes, events or conditions, which occur subsequent to the date hereof. Information furnished by others, as well as public information and industry and statistical data, upon which all or portions of this report may be based, are believed to be reliable but have not been verified. Any modeling, analytics or projections are subject to inherent uncertainty, and any opinions, recommendations, analysis or advice provided herein could be materially affected if any underlying assumptions, conditions, information, or factors are inaccurate or incomplete or should change. We have used what we believe are reliable, up-to-date and comprehensive information and analysis, but all information is provided without warranty of any kind, express or implied, and we disclaim any responsibility for such information or analysis or to update the information or analysis in this report. We accept no liability for any loss arising from any action taken or refrained from, or any decision made, as a result of or reliance upon anything contained in this report or any reports or sources of information referred to herein, or for actual results or future events or any damages of any kind, including without limitation direct, indirect, consequential, exemplary, special or other damages, even if advised of the possibility of such damages. This report is not an offer to buy or sell securities or a solicitation of an offer to buy or sell securities. No responsibility is taken for changes in market conditions or laws or regulations which occur subsequent to the date hereof.

Bitsight transforms how companies manage information security risk with objective, verifiable and actionable Security Ratings. Founded in 2011, the company built its Security Ratings Platform to continuously analyze vast amounts of external data on security issues. Seven of the largest 10 cyber insurers, 80 Fortune 500 companies, and 3 of the top 5 investment banks rely on Bitsight to manage cyber risks.

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BITSIGHT

Quotation

BitSight Technologies, Inc.

111 Huntington Ave., Suite 2010
 Boston, MA 02199-1700
 United States
 Phone: (617) 245-0469
 Incorporated in Delaware, USA, under No. 4978215.

Quote #: Q-92218-1
Date: 11/8/2023 10:12 AM
Expires On: 11/20/2023

Bill To

Reach Cyber Charter School
 750 E Park Dr #204
 Harrisburg, Pennsylvania 17111
 United States

Ship To

Reach Cyber Charter School
 750 E Park Dr #204
 Harrisburg, Pennsylvania 17111
 United States
 Scott Sheed
 wshedd@reachcyber.org

SALESPERSON	PHONE	EMAIL	PAYMENT TERMS
Meghan LaTone		meghan.latone@bitsighttech.com	Net 30

QTY	PART #	DESCRIPTION	SUBSCRIPTION TERM	UNIT PRICE	EXTENDED
1.00	BT-20127-C	SPM Essentials C: -External Attack Surface Management Foundation -Your Company Tree -Findings -Issue Tracking -Alerts -Your rating and risk vectors (2 entities) -Reports -Integration Functionality	36 Months	USD 69,000.00	USD 47,916.67
1.00	BT-20131-C	Peer Comparison C: -Peer Analytics -5 Benchmarking Subscriptions	36 Months	USD 39,000.00	USD 27,083.33
TOTAL:					USD 75,000.00

Payment Terms: Year 1 shall be invoiced to Customer in the amount of 25,000.00 immediately upon commencement of this Order and shall be payable within Net 30 of invoice receipt. Subsequent years shall be invoiced to Customer in the amount of 25,000.00 upon the anniversary date of the original invoice and shall be payable within Net 30 of invoice receipt (capitalized terms as defined in the Agreement and the BitSight terms).

Terms & Conditions

This quotation and access to and use of the products and services listed on this quotation are subject to the Main Subscription Terms and Conditions located at <https://service.bitsighttech.com/accounts/tos/> (and any other terms of service or use noted in this quotation above), unless Customer has a separate negotiated agreement or amendment executed by BitSight with an effective date of May 1, 2018 or later covering the products or services set forth herein, in which case such separate negotiated agreement or amendment will govern the covered products or services (the "BitSight Terms").

The email address provided to BitSight for portal administration shall be the initial portal administrator.

By signing this quotation, (i) you are agreeing to the BitSight Terms and the terms hereof and represent and warrant that you have the right to bind your organization to the same, (ii) you acknowledge that any terms and conditions that could apply to the BitSight products or services (for example, subscription start and end dates and payment terms) which are set forth on or in any purchase order ("PO"), vendor portal, acknowledgement or other form or platform are specifically null and void, and (iii) if the "Bill To" and "Ship To" do not match than the "Bill To" entity will make the BitSight Terms available to the "Ship To" entity as Customer for agreement prior to the sale.

In the event that a PO is provided and the entity name and address on the PO do not match the name and/or address on the "Ship To" of this quotation, BitSight shall use the entity name and address on the PO for sales tax purposes ONLY (the "Customer" for purposes of the BitSight Terms shall be the entity set forth on the "Ship To" of this quotation).

If you choose NOT to sign this quotation and ONLY provide us with a PO, please ensure that your PO (or a related email or other document referencing your PO) references this quote number, which signifies that you agree to the BitSight Terms and the terms set forth herein as if you had signed this quotation. Prices are subject to applicable sales tax. Customer may claim exemption from sales tax by providing proper exemption certificate.

BitSight's Privacy Policy <https://www.bitsight.com/privacy-policy> and BitSight's Data Sharing Agreement <https://www.bitsight.com/dsa> are hereby incorporated into the BitSight Terms by reference, except to the extent a separate adequate form of such terms are already included within a negotiated agreement or amendment with Customer.

Please check one of the following boxes and provide the invoice contact details below (required):*

- ☐ A PO will be issued and is required for payment of this order.
- ☐ A PO will not be issued and is not required for payment of this order.

***If both boxes are checked or no box is checked, Customer is indicating that no PO will be issued.**

If the "Bill To" address quoted above is incorrect, please provide the correct details below:

Street: _____

City: _____

State: _____

Zip: _____

Country: _____

Accounts Payable Email (for invoices):

VAT/GST Registration Number
(required for non-U.S. billing addresses):

Signature:

Date:

Please submit this quote through DocuSign, or sign and email to Meghan LaTone at meghan.latone@bitsighttech.com

THANK YOU FOR YOUR BUSINESS

STRENGTHENING ENTERPRISE SECURITY

Security Performance Management

Reduce exposure. Improve performance. Manage risk.

Overcoming New Challenges

Waves of change have disrupted cybersecurity stability and increased cyber risk uncertainty. Massive digital footprints are expanding. Cyber threats are rising. Cyber insurance premiums are up 74 percent¹, and ransomware will cost companies \$265 billion by 2031². Capital markets, regulators, and insurers are paying attention.

CISOs and risk leaders have an opportunity to create meaningful change. To see what an attacker sees and prioritize remediation where they're vulnerable. To harness objective metrics to drive their strategy and improve performance. To efficiently understand financial exposure and take action. And to confidently report results with context. Bitsight Security Performance Management (SPM) empowers security leaders to get there.

Manage Risk and Empower the Business

Bitsight SPM is a cybersecurity governance and exposure management solution that gives CISOs unique analytics insights. Prioritize the right activities to reduce exposure, while also setting the right targets and improvement plans to manage cyber risks. Risk leaders use SPM to confidently tackle cyber risk governance and external attack surface management, then confidently communicate and prove program performance.

Benefits

1
Protect the business from external threats

2
Achieve consistent performance across the organization

3
Make informed cyber risk decisions

4
Assure stakeholders that cyber risk is under control

¹ <https://www.spglobal.com/marketintelligence/en/news-insights/latest-news-headlines/insurers-revisit-cyber-coverage-as-demand-premiums-spike-70880071>

² <https://cybersecurityventures.com/global-ransomware-damage-costs-predicted-to-reach-250-billion-usd-by-2031/>



“You can’t manage what you can’t measure. Bitsight uses externally observable data and converts this insight into measurable values that can be transparently shared to get everyone on the same page.”

Yuriy Goliyad

Head of Global Operations, EPAM



Exposure

Manage the expanding attack surface & monitor for the future



Performance

Instill strong governance with trusted metrics & insights



Risk

Make informed & prioritized risk decisions

External Attack Surface Management

Attack surfaces may be expanding, but cyber risk doesn’t have to. Bitsight’s external attack surface management (EASM) solution provides full visibility into the attack surface so risk leaders can understand where exposure exists today and monitor for the future. Prioritize and protect the most vulnerable areas. And continuously discover new assets to bring into the fold.

Governance and Analytics

Let the right metrics drive the strategy. Bitsight’s governance solution is built on objective, proven metrics correlated to outcomes. Identify areas to focus. Implement improvement plans that make sense. And track performance over time in a meaningful way and report on progress.

Cyber Risk Quantification

Get everyone talking the same language about cyber risk. Bitsight’s solution for cyber risk quantification puts cyber risk in financial terms so leaders can manage risk. Set the right priorities. Calibrate cyber insurance based on unique risk appetites. And prove ROI over time to stakeholders.

Bitsight is a cyber risk management leader transforming how companies manage exposure, performance, and risk for themselves and their third parties. Companies rely on Bitsight to prioritize their cybersecurity investments, build greater trust within their ecosystem, and reduce their chances of financial loss. Built on over a decade of technological innovation, its integrated solutions deliver value across enterprise security performance, digital supply chains, cyber insurance, and data analysis.

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Coversheet

Approval of Agreement with Huntington Learning Centers

Section: VI. Action Items

Item: G. Approval of Agreement with Huntington Learning Centers

Purpose:

Submitted by:

Related Material:

RCC School Proposal - Huntington Learning Center - Harrisburg PA - 10112023 - FINAL[77][59] (1).pdf



October 11, 2023

Reach Cyber Charter School
Joshua Hicks
Federal Programs Manager
750 East Park Drive #204
Harrisburg, PA 17111

Subject: Proposal for Virtual Tutoring Program for the Academic Year 2023-2024

Dear Mr. Hicks,

I hope this letter finds you well. I am writing on behalf of Huntington Learning Center to formally present our proposal for a collaborative virtual tutoring program aimed at enhancing the academic performance of students at Reach Cyber Charter School for the remainder of the 2023-2024 academic year.

As we discussed in our initial conference calls, Reach Cyber Charter School has never executed a program like this in the past. Both parties acknowledged that we must be fluid in quickly understanding the needs of those respondents and work to develop student groups with similar needs and establish a structure for delivery throughout the school year. We will work closely with your team to structure that process and find the most efficient ways to administrate the program for both organizations.

Program Overview:

As a foundational base and keeping in alignment with what we do best at Huntington Learning Center, we would propose the following program and process.

The core of our proposal is to provide a comprehensive tutoring program for the students at Reach Cyber Charter School, focusing primarily on advancing them one full academic year beyond their current grade level in reading and math. Our curriculum is meticulously designed to cater to the individual learning needs of each student, ensuring a robust and effective learning experience.

The attached proposal outlines a scenario of utilizing the 6000 hours of tutoring for 100 students. We view this as a foundational base to work from. With the assistance of Reach Cyber Charter School staff, we would identify those students who would have interest in taking the new digital SAT launching in March 2024. This group of students would be provided math and verbal tutoring and access to online practice tests to prepare for their respective upcoming test dates.

Additionally, we do know some students will need subject tutoring for math and reading. Again, with the support of Reach Cyber Charter School staff, we will work to find the most practical and efficient method to address these needs.

Financial Allocation and Collaboration

We are excited about the prospect of working closely with your team to allocate funds specifically for these groups of students and their varied tutoring needs. The pricing structure addressed in the attached proposal specifically addresses use of the 50-hour program and curriculum of Huntington Learning Center.

For the SAT tutoring sessions, we are pleased to offer a discounted rate of \$65 per hour, down from our standard rate of \$79. These sessions will be conducted in a group format, covering both math and verbal components.

For other "homework group" tutoring sessions focusing on specific areas of reading and math, we propose a rate of \$47 per hour. We do subject tutor in higher math and some science subjects such as biology and chemistry. If these needs arise, we can address them specifically based on the number of students interested in those areas of focus.

Flexibility and Uncertainties

We acknowledge that there are variables and uncertainties concerning the number of students who will participate in these sessions. As such, we are committed to maintaining a fluid approach to adapt to the actual demands as they unfold.

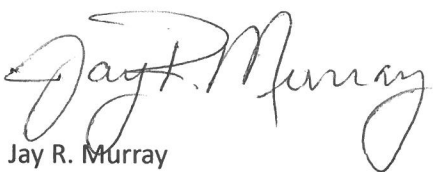
Communication

Weekly communication between Huntington Learning Center and Reach Cyber Charter School staff will be crucial for the successful implementation and delivery of this program. Regular updates will ensure that we are aligned in our objectives and are meeting the educational needs of the students effectively.

We are enthusiastic about the opportunity to collaborate with Reach Cyber Charter School to make a meaningful impact on students' academic achievements. We look forward to discussing this proposal further and are open to any suggestions or modifications you may have.

Thank you for considering Huntington Learning Center as your partner in education. We are excited about the prospect of working together to enrich the academic lives of your students.

Sincerely,

A handwritten signature in black ink, reading "Jay R. Murray". The signature is fluid and cursive, with the first name "Jay" and last name "Murray" clearly legible.

Jay R. Murray
Owner

Huntington Learning Center



Proposal: Huntington Learning Center 2023-24 Virtual Tutoring Program

For:

Reach Cyber Charter School
Attention: Joshua Hicks, Federal Programs Manager
750 E. Park Drive #204
Harrisburg, PA 17111

Submitted by: Jay Murray
Executive Director
717-329-4262
MurrayJ@hlcmail.com

Huntington Learning Center of Harrisburg
5094-D Jonestown Road
Harrisburg, PA 17112

Submitted on: 10/6/2023



Program Terms

Grade level served	K-12 th
Location of service	online
Number of students	100
Student-teacher ratio	3:1 or 4:1
Program dates	Academic Evaluation: TBD Instruction: TBD
Subject areas	Reading or Math foundation skills
Student assessment	<ul style="list-style-type: none"> • Renaissance Star Assessment: Reading • Renaissance Star Assessment: Math • Huntington Sight Word Test • Huntington Math Placement Exam <p>Huntington will administer the Renaissance Star Assessment to measure student progress. Huntington will provide an assessment at the beginning of the program and end of the program.</p>
Length per session	1 hour
Frequency of service	3-4 times per week
Time of service	After school and weekends
Program length	50 hours
Academic Evaluation fee	waived
Technology & Materials fee	waived
Hourly rate	\$47.00
Cost per student seat	\$2,350.00
Total program cost	\$235,000.00
Payment method and frequency	Huntington will invoice monthly by the 5 th of the following month for the previous month's instruction. Reach Cyber Charter School will remit payment 30-days from receiving invoice.
Attendance policy	All scheduled sessions will be charged at the hourly rate. Students will not be offered make-up for any missed sessions.
School provisions	Reach Cyber Charter School will provide relevant student information, including but not limited to first and last name, grade, and contact information to Huntington.
Reporting	Huntington will provide a summary report to Reach Cyber Charter School at the conclusion of the program, including student attendance, beginning Renaissance Star Assessment results and ending results to summarize student progress.
Acknowledgements	Reach Cyber Charter School acknowledges that Huntington's recommendation for Reading and Math instruction is a minimum of 50 hours per subject for students to make substantive improvement.
Additional services	Huntington can also provide Homework Help tutoring and Group SAT or ACT testing to students. Program terms and rates can be discussed. These additional services are not covered in the reading or math proposed program.



About Huntington

Huntington's mission is to give every student the best education possible. We offer high-quality, research-based, supplemental educational testing and instruction in reading, writing, mathematics, study skills, test prep, and homework help. Huntington focuses on filling gaps in students' knowledge and building critical skills that act as a foundation on which students will continue to build. With 46 years of experience, Huntington has built a history of excellence by providing high-quality instruction to thousands of students.

Huntington Learning Center of Harrisburg has been accredited by Middle States Association as a supplemental education provider since 2009.

Huntington's methodology

Our proprietary instructional approach and research-based online curricula permit us to support a wide range of instructional needs, providing supplemental reading and math intervention through customized programs for all students, including students with specialized needs.

Assessment of Student Growth

Huntington administers the Huntington Math Placement Exam (HMPE), a comprehensive math assessment that measures the student's math skills through the current grade level in school. This allows us to pinpoint the student's instructional level, group students into appropriate learning groups, and develop a learning plan for each group.

Huntington also uses a standardized achievement test, Renaissance Star Assessment, as an assessment tool to ensure content validity and eliminate cultural bias from the test items. Star Assessment is administered prior to beginning instruction and again at the end of the student's program. This is done to assess overall progress.

We provide the district with a written report including, but not limited to, student attendance and student assessment results in the form of a summary report at the end of the program.

Curriculum

Huntington's program uses a multitude of instructional materials. We employ research-based, varied, comprehensive curricula and instructional materials to deliver instruction designed to meet New Jersey's Student Learning Standards. Huntington uses over 120 different reading programs across 34 different skill sets.

Reading Instruction

Huntington's instructional methodology in Reading aligns with the findings of the National Reading Panel. This Panel found that a combination of phonemic awareness, phonics, fluency, guided oral reading, vocabulary, and reading comprehension strategies effectively teaches students how to read. We emphasize phonics, phonemic awareness, reading fluency, vocabulary, and reading comprehension strategies.

Math Instruction

We developed our Math program using many leading materials and grounded in scientifically based research. These include Principles and Standards for School Mathematics (April 2000) by the National Council of Teachers in Mathematics, Third International Mathematics and Science Study (TIMSS), Principles and Standards of School Mathematics (NCTM, 2000), and the National Assessment of Educational Progress Mathematics Framework (NAEP, 2005).



We integrated research-based curricula designed for teaching remedial or functional mathematics in grade 1 through 12. Many of the manipulative resources we utilize allow students to build skills such as hand-eye coordination, basic math concepts such as counting and computation, and the representation of size and quantity. Students in all grades expand their computation skills and are challenged to apply their prior knowledge and experience in new and more difficult situations.

Test Prep Instruction

Huntington prepares students for tests such as the SAT, ACT, and New Jersey Standardized exams by focusing on both skill-building and test-taking strategies to increase student scores. We teach each student Huntington-developed strategies for evaluating question difficulty and question types, managing time effectively, and attacking each test section with subject-specific strategies. We also provide targeted instruction to build math and reading skills to improve the student's content knowledge.

Teacher qualifications and training

All employees at the Huntington Learning Centers must undergo a criminal background check and thorough reference check. Background checks include checking the individual's information against national and state criminal databases and the national sex offenders' databases. All such background checks are completed before individuals have initial contact with students. All applicants are required to complete a W-2 form in addition to the Huntington employment application.

All teachers must hold a minimum of a bachelor's degree. Many of our teachers hold advanced degrees and credentials, usually in education.

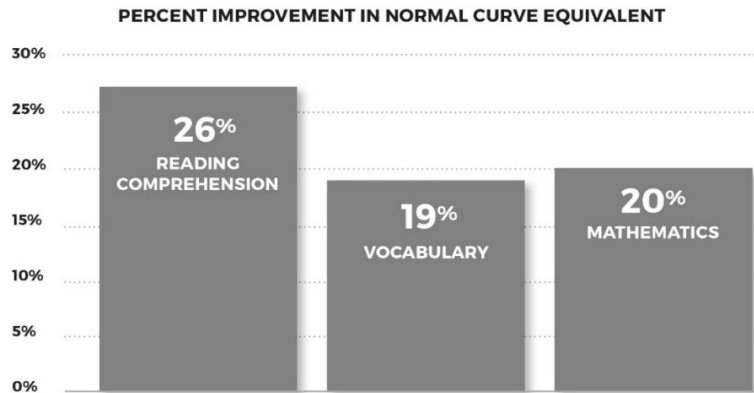
All our tutors are provided with the proper training necessary to ensure that instruction is always offered effectively. As part of our training program, all teachers are instructed in techniques and procedures for working with diverse and unique student populations and receive ongoing training to ensure that these valuable skills continue to be developed. Together with Huntington's customized instruction approach, this training ensures diverse and unique student populations receive services tailored to their individualized academic needs.

Student Data Privacy

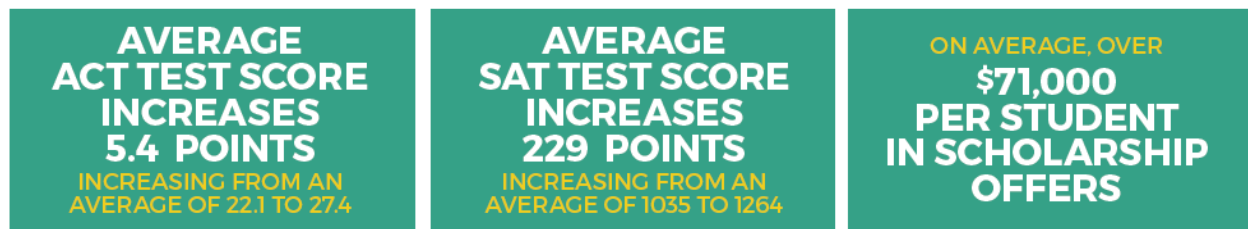
Some student data may be used for research and marketing, including (but not limited to) beginning scores, ending scores, and total increase in scores. No personal data will be used or shared. Huntington may, however, request written permission from the parent(s) to share photos and/or personal narratives about the program for marketing purposes.

Huntington's efficacy and experience

A 2017 analysis of the California Achievement Test, 5th edition (CAT/5) test scores of students who participated in Huntington tutoring programs, conducted by Policy Studies Associates (PSA), concluded that students increased their performance by an average of 26% in reading comprehension, 19% in vocabulary, and 20% in mathematics after completing a total of 50 hours of tutoring at Huntington Learning Center. We converted from the California Achievement Test to Renaissance Star in 2022.



As part of our program of monitoring and continuous improvement, we conducted a 2018 participant survey of ACT and SAT scores, applicant colleges, and the financial-aid package each school offered. We asked Policy Studies Associates to analyze the results. PSA found “substantively meaningful gains between their baseline and final test administrations. This pattern was observed both among those who took the ACT and those who took the SAT. This pattern was also observed on the subtests comprising the ACT (Reading, Math, English, Science) and the SAT (Math, Evidence Based Reading and Writing).” The average student received over \$71,000 in scholarship offers.



Huntington is an experienced provider for publicly funded programs. Beginning in 2001, we provided supplemental education services under No Child Left Behind (NCLB). We have also provided services for Title I students, students awarded compensatory education funding, and beginning in 2021, student programs funded under the American Rescue Plan to address COVID-related learning loss. Over the past three years, Huntington has worked closely with public sector organizations to mitigate the educational damage of COVID on students at most significant risk.

Huntington Learning Centers have provided comparable tutoring services to several districts across the country. Please see the table below for a list of similar programs offered within the past three years.

LEA	Date	Service Description
Energy Institute High School, TX	6/2023	SAT prep instruction for grade 11 students
Warren High School, IL	5/2023	SAT prep instruction for grade 11 students
Schrum Memorial Middle School, IL	5/2023	Small-group Reading and Math instruction for grade 6-8 students
Englewood Public School District, NJ	4/2023	1-1 Reading, Math, and SAT instruction for grade 3-12 district students
Troy School District	3/2023	1-1 Reading and Math instruction for district students
Plymouth-Canton Community Schools, MI	2/2023	Reading and math instruction for grade 1-8 students
Northwest Local School District, OH	2/2023	Reading instruction for grade 3 students
Yeshiva University High School for Boys, NJ	2/2023	SAT prep instruction for grade 11 students



LEA	Date	Service Description
Cowlitz Indian Tribe Youth Services	2/2023	Reading and Math instruction for CITYS students
North College Hill High School, OH	1/2023	Math instruction for high school students
Metropolitan School District of Lawrence Township, IN	12/2022 (ongoing)	Phonics and reading instruction for grade 3 and 5 students
Long Branch High School, NJ	11/2022	Reading and math intervention for grade 1-5 students
Ascend Services NY, Inc	11/2022	1-1 instruction for students subsidized by Medicaid
James N Gamble Montessori, OH	11/2022	Math instruction for middle school students
Lifestyles of Maryland: Services for Life, MD	11/2022	Reading and math support for homeless and transitional housing students
Charles County Youth In Transition, MD	10/2022	Tutoring for homeless and foster care students
Beacon Place Community Center, IL	10/2022	Reading and math tutoring for grade 7-9 students
South Pasadena School District, CA	9/2022	Individualized instruction for special education students
Northwest Local School District, OH	8/2022	Reading program for students in 2 nd grade
Cowlitz Indian Tribe Healing of the Canoe, WA	7/2022	Homework help for youth engaged with CITHC
Lucas County Child Services, OH	7/2022	Reading, math, and test prep services for K-12 students
NOVA National Council of Negro Women, VA	7/2022	Reading and math summer enrichment program
Coastal Georgia Community Action Authority, VA	6/2022	Reading and math summer enrichment program
Bronx Charter School for Excellence, NY	6/2022	Reading and math summer tutoring for K-8 students
Rumson-Fair Haven High School, NJ	6/2022	Reading, math, and test prep summer programs for Title I students in grades 9-12
St Mary Catholic School, TN	6/2022	Reading and math supplemental services for K-8
Simsbury High School, CT	6/2022	Reading and math tutoring for homebound students
Region 18, TX	6/2022	Reading, math, and test prep intervention services
Waller Independent School District, TX	5/2022	K-12 Provider for reading, math, and test prep services
Charles County Public School District, MD	2/2022	Reading and math tutoring for Title I K-5 students
Brandywine School District, DE	1/2022	After-school reading and math tutoring program for 5 th -grade special education students
Franklin D Roosevelt Elementary, OH	1/2022	Reading program for students in grades 4-6 enrolled in the Boys and Girls Club.
Pleasanton Unified School District, CA	1/2022	Early literacy tutoring for K-2 students and math tutoring for 6-8 students
Richmond Heights School, OH	1/2022	Reading tutoring program for students in grades 3-4
Weld RE-4, CO District	1/2022	K-11 learning loss tutoring program in reading and math and grade 12 SAT or ACT prep program
Gwinnett County, GA Public Schools District	9/2021	Tutoring provider for Reading and Math services
West Elementary School, Gulfport, MS	9/2021	Title I ELA support services for K-2 students in the bottom 25% of state test scores
Diocese of Knoxville, TN	8/2021	Reading and math support for students in grades K-8
Harris County, TX Juvenile Probation Department (Houston)	6/2021	Tutoring and test prep for students referred by department
District 102, LaGrange, IL (Chicago)	6/2021	Summer academic support for K-8 students
District 65, Skokie, IL (Chicago)	6/2021	Summer academic support for K-8 students
Indiana Department of Education (Indianapolis)	5/2021	Phonics and reading support for grades 3-6 students
Houston Independent School District, TX	3/2021	Math support for students in grades 9-12
Health Opportunities High School, NYC District 7	3/2021	20-hour SAT prep course for 25 students



LEA	Date	Service Description
Stillwater District, MN	9/2020	Support for special education students in grade 2
Hennepin County, MN (Minneapolis)	9/2020	Academic support for K-12 students
NYC DOE Impartial Hearing Office	1/2020 (ongoing)	Compensatory instruction for students whose schools failed to provide a free and appropriate public education

Coversheet

DEI Council Update

Section:	VII. Information Items
Item:	A. DEI Council Update
Purpose:	
Submitted by:	
Related Material:	Reach DEI Council Updates.pdf

Reach Cyber School's Diversity, Equity, & Inclusion Council



School Board Members

We are honored to provide an update on the diversity, equity, and inclusion efforts of our DEI Council: who we are, what we've done, what we're working on, and what the future holds.

About the Council Meet the Members



What is the DEI Council and who is on the council? How was the DEI Council formed and who are the members?

DEI Council Accomplishments



What has the DEI Council accomplished since its establishment?

Looking Ahead to the Future



What does the DEI Council hope to accomplish in the immediate future?

We thank the support of Reach Cyber School Senior Leadership Team, the School Board of Trustees, and the staff for supporting our efforts to advance equity at our school. We look forward to creating strengthening a culture of inclusion and belonging for our staff, students, and families.

Sincerely,

The DEI Council

DEI Council Members Beginning of the 2023-2024 School Year





DEI Council History



The Diversity Equity and Inclusion Council was established during the 2020-2021 academic year. Learn about our history and the purpose and alignment we established in order to bring systemic change for the Reach community.

DEI Council History Timeline

2020-2021	2020-2022	2022-2023
The DEI Council is formed under the leadership of JD Smith. Deborah Vereen joins Reach to guide them in creating system change.	<p>DEI Level Set Discovery Learning is provided across the organization to begin the DEI efforts.</p> <p>The DEI Council begins to identify the organizational goals.</p>	Manager of Organizational Effectiveness & Belonging is hired to work with the leadership team and DEI Council on its DEI Focus Areas and Initiatives.

DEI Council Purpose and Alignment

Council Purpose	The Council will collaborate with leadership to foster an equitable learning experience for staff and students navigating an evolving global community.
End in Mind	Establish a culture that is receptive to Diversity, Equity and Inclusion which fosters an authentic environment of Belonging.
Council Member Engagement Approach	When collaborating, the Council's end in mind is to arrive at the "best outcome", not the "desired outcome" for systemic change (per DEI Level Set Discovery Learning). DEI Council Members offer their various perspectives from a diverse lens of lived experiences, knowledge, and training; therefore, there are no "right or wrong" answers or judgemental feedback. Utilizing active listening is paramount to enabling best outcome results for Reach.



DEI Council Members



Deborah Vereen

Founder & Principal of THE VEREEN GROUP and Reach's DEI Council Consultant



Ellen Min

Manager of Organizational Effectiveness & Belonging



Enid Melendez

Administrative Assistant
(Stepped down in 2023)



Gregory McCurdy

Director of Special Education



Michael Garman

Director of Human Resources



Katherine Rutkowski

Director of MTSS



Danielle Johnson

RTI Manager
Elementary



JD Smith

Director of Career Readiness



Kwame Ntiamoah

Assistant Principal
Elementary



Lindsay Lester

Assistant Principal
Elementary

Powered by BoardOnTrack

These individuals were the members serving on the council during the 2020-2023 school years.



DEI Council Members



Sarah Herr
STEM Teacher



Marcus Kelly
Middle School Principal



Kayla Schultz
Family Mentor



Nicolette Silverman
Manager of Career Services



Amy Smith
Middle School Counselor
GSA (Gay Straight Alliance) Advisor



Amanda Spofford
Manager of State Reporting

During the 2022-2023 school year, the DEI Council welcomed six new members to advance our DEI work at Reach.



Accomplishments 2020-2023

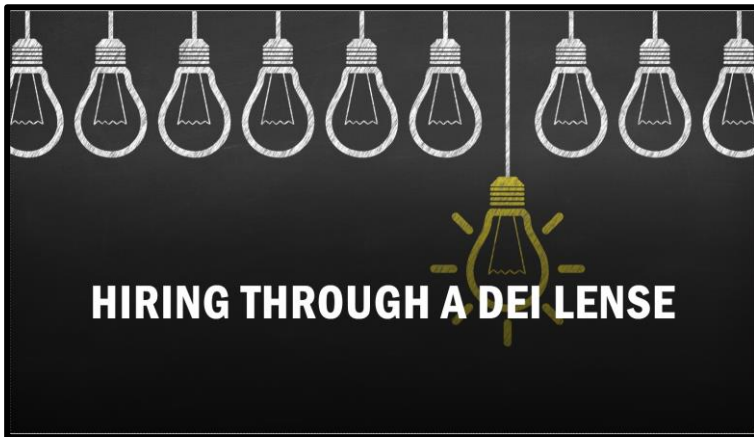


The first three years of the Council has been focused around creating the foundation needed to ensure Equity, Inclusion, and Belonging at Reach.

Year	Accomplishment	Description & Impact
2020-2021	DEI Council forms	Reach makes a formal commitment to its DEI efforts with the creation of the council and partnership with Deborah Vereen
2020-2021	DEI Purpose Statement Creation	The purpose statement was created to guide the work of the DEI Council.
2020-2021	DEI Introduction to Reach	The DEI Council is introduced to the entire organization.
2021 to present	Level Set Discovery Learning	Deborah Vereen provides DEI level set learning opportunity to the entire organization. This Discovery Learning will be continuous and ongoing for all new hires.
2020 to present	Glossary of Key Diverse Terms	A glossary of terms is created and updated to ensure that Reach has consistent language across the organization.
2021-2022	Critical Race Theory - Organizational Response	The DEI Council works with the leadership team to respond to family concerns around Critical Race Theory.
2022-2023	Manager of Organizational Effectiveness and Belonging	A position is created to advance the organization's ongoing DEI efforts.
2022-2023	DEI Statements	The council creates an organizational nondiscrimination statement and employee DEI statement for job descriptions and the website.
2022-2023	Strategic Visioning/Planning	The council works on a strategic visioning for 2022 and the next two years.
2022-2023	Implementing an Inclusive Access & Opportunity Hiring Process	The council partners with the Talent Acquisition Specialist to strengthen the current hiring process.
2022-2023	DEI Council Members	The council used an inclusive access and opportunity process to identify six new council members.



2020-2023 Accomplishment Highlights



DEI COUNCIL & HIRING AT REACH




HIRING STATISTICS AND TRENDS 2023

- Companies with a diverse workforce perform 35% better than those without.
- There's a 50% decrease in interviews for applicants of color when they reveal their race on their resumes.
- 89% of hiring managers report making judgments about applicants within the first minutes of the initial interview.
- At least 85% of adults that are autistic are unemployed and have a college education.
- Women are 45% more likely to be excluded from STEM jobs due to bias during the hiring process.
- Applicants aged 40 and above are 46% less likely to receive an interview compared to younger job seekers.

HIRING MANGER SCENARIOS



Hiring Manager's Guide Overview

Overview Video		Watch this short overview video understand how to use this guide and the overview, checklist, intake meeting, and hiring panel tabs.
The Why	As Reach is dedicated to diversity, equity, and inclusion, all hiring managers follow this hiring guidance to ensure equitable access and opportunity for all persons applying to open positions within our organization. We encourage the Hiring Manager and the Hiring Panel to review these helpful resources to understand the "why" behind this guide.	Helpful Resources 5 Best Practices to Create Inclusive and Equitable Interview Processes 7 Practical Ways to Reduce Bias in Your Hiring Process What Does a Truly Equitable Recruiting Process Look Like? Video - Hiring Bias Video - Unconscious Bias in Recruiting The Most Surprising Hiring Bias Statistics and Trends in 2023
The How	Go to <i>File</i> then <i>Save a Copy</i> . Rename your spreadsheet <i>Last Name, Position Hiring, Month, Year</i> . [McCurdy, Special Ed Teacher, Feb, 2023] Share this spread with the Talent Acquisition Specialist (Alison Altland) and your Hiring Panel members Use the checklist to move through the hiring process by marking "x" next to each item as it is completed Reach out to Alison Altland, Talent Acquisition Specialist, with any additional questions/concerns/support/feedback regarding the hiring process. Reach out to Ellen Min, Mgr of Org. Effectiveness & Belonging, with any questions/concerns/support/feedback about this guide.	
To Know	TASAcronym for Talent Acquisition Specialist HMAcronym for Hiring Manager DEIAcronym for Diversity, Equity, Inclusion ApplicantPersons who have completed the application process CandidatePersons who have moved from the application process to the interview process "A good match"The language to use when talking about bringing a candidate to the organization as an employee. "A good fit" has often been used; however, having a person "fit" implies that the organization is fixed, not malleable, and has a culture where an employee must assimilate or change to join that organization.	



2023-2024 DEI Council Goals



The DEI Council established the following goals for the 2023-2024 school year.

Goals	Timeline	Description & Impact
Discovery Learning Level Set for New Hires	August 2023 March 2024	Deborah Vereen provides DEI level set learning opportunity to the entire organization. This Discovery Learning will be continuous and ongoing for all new hires.
Connecting the Dots from Student Demographics to Equitable Engagement	2023-2024 School Year	The DEI Council presented at the Back to School Professional Development Conference. Ellen has presented in the months of September and October to the following departments: Career Readiness, Administrative Assistants, and Outreach. She is scheduled to present to the School Counseling Department and any others who request a team learning opportunity.
DEI Subcommittees	2023-2024 School Year	DEI Subcommittees have been formed and meeting each month. Each subcommittee will be partnering with other teams and individuals on advancing equity and inclusion throughout the school.
DEI Council Convenings	August 2023 November 2023 March 2024 July 2024	The DEI Council will hold four in person convenings to strengthen the team, clarify goals, and take part in learning opportunities.
DEI Council Book Study DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing it Right	2023-2024 School Year	The DEI Council began a book study to better understand system change in the areas of equity, inclusion, and belonging at Reach.



2023-2024 DEI Council Goals Highlights



Connecting the Dots from Student Demographics to Equitable Engagement

Connecting the Dots



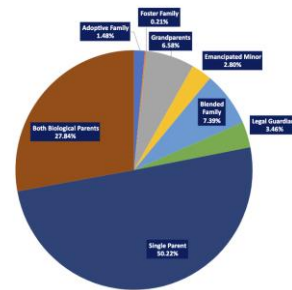
**Student
Demographics**



**The Stories
Behind the Data**

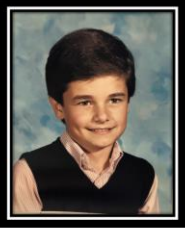


**Equitable
Engagement**



FAMILY INFORMATION

What do you NOTICE? What do you WONDER?



Gregory McCurdy
• 5th Grade
• Mount Joy, PA



Ellen Min
• 1st Grade
• Philadelphia, PA
• Upper Darby School District
• English Language Learner
• Economically Disadvantaged
• Single Parent to Blended Family



Jordann (JD) Smith
• 3rd Grade
• Philadelphia, PA
• Abington School District
• Single Parent Household



What's in a Name?



Kill Two Birds with One Stone

Mailman **Gypped** **Pow Wow**
Guys and Gals **Blacklist**
Ladies and Gentlemen
Crazy **Pull the Trigger**
Minorities **Dreadlocks**
Ninja **Spirit Animal** **Inner-city**
 Stalking

**Inclusive
Language
Strategies**

**Understanding
Historical &
Cultural Contexts**





2023-2024 DEI Council Goals Highlights



DEI Council Book Study

RCCS

Account

Home

Subjects

Calendar

Inbox

History

Mastery

Elevate

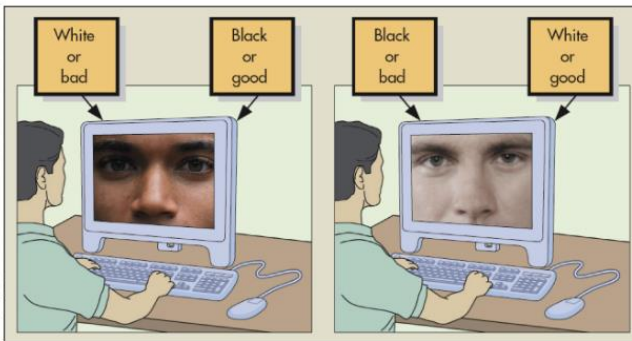
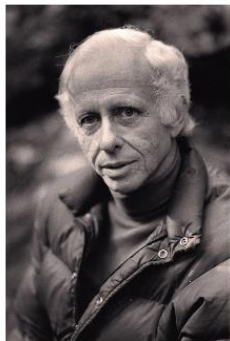
Studio

Help

To What End?

"There's a point I want to make with this history: what we now call the 'DEI Industry' is precisely the result of decades' worth of push and pull between the forces of accountability and avoidance, morals and profits, transparency and opacity, and hope and cynicism. I'll show how every major effort to make DEI and its predecessors accountable, centered on people experiencing injustice and genuinely impactful, has been countered by efforts to prevent and undo that progress, and modern DEI is no exception. Unless we explicitly protect against these counter efforts, our present-day DEI work will be sucked into the same false promised of intentions without accountability, flashy performance over nuance and effectiveness, and polarizing, demoralizing, and unproductive conflict. We don't have the luxury of repeating the worst parts of our industry's history this time around. That means it's on us to avoid making our predecessors' mistakes." Lily Zheng

Chapter 3 provides us with the founding history of the DEI Industry from Leonard and Cobb's work (pictured below) all the way to Harvard's Implicit Association Test by Greenwald, McGhee, and Schwartz. Lily states that their hope is that we can create hope for the future by understanding the past - the failures of the past does not mean failure in the future. So, let's learn about the roots of the problem so that we do not repeat them at Reach.



Discussion Post Instructions

After reading Chapter 3 of DEI Deconstructed, post your response (which has two parts).

Part 1: What part of Chapter 3 caused you to pause, nod, or reflect? Why?

Part 2: Choose one of the questions to answer.

1. Do a quick internet search for publicly available DEI training content, or pull up any you may have from training you've taken. Briefly skim what you find, and try to identify the content you see, given the history of the DEI industry. Which aspects seem inspired by encounter groups? Thomasian managing diversity paradigms? Business case arguments? Knowing what you know now, how does that make you feel?
2. Affirmative action and quotas have significantly dropped in popularity in the US and some other countries despite research showing effectiveness. However, this isn't the case in every country, especially for gender quotas. Research a country that implements a quota system for workplace representation. How effective is this system, and what challenges does it face?
3. Identity denial is an approach to DEI work that deprioritizes the role of identity in creating equity. While many practitioners oppose a rigid interpretation of this approach, people have varying opinions on what to do instead - how much, when, and in what contexts to talk about identity versus not. What feels to you like the right balance of the two? In what circumstances do you believe we should talk about the identity versus not? Why?
4. If DEI work was implemented ideally from your perspective, what might the future look like? Describe a few aspects of the future - it doesn't have to be polished or perfect - that you hope for DEI work to achieve. What might organizations, leaders, and practitioners have to do for DEI work to get there?



2023-2024 DEI Council Goals Highlights



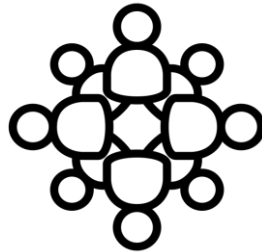
DEI Council Subcommittees

Curriculum



Holistic
Accessibility
Content
Representation

Organizational Culture



Creating awareness,
education, and
facilitating
appreciation

Professional Development



Diversity, Equity, &
Inclusion learning
opportunities for
Reach Staff

Systems & Tools



Student Name in
systems
DEI Metrics
DEI SharePoint Page

Student/Family Engagement



Diverse student/family
representation: social
media, website, materials

Coversheet

Quarterly CSI Update

Section:	VII. Information Items
Item:	B. Quarterly CSI Update
Purpose:	
Submitted by:	
Related Material:	CSI Updates November 2023.pdf

CSI Quarterly Updates November 2023



Career Artifacts Quarterly Target: 10% of students will have completed 1 artifact in grades 5, 8, & 11.

☑ Reach Progress: 17% of students have completed at least one artifact in grades 5, 8, & 11.

ELA Growth Quarterly Target: 100% teachers of Grades 3-8 ELA and English 10 and 11 sections will administer the baseline diagnostic.

☑ Reach Progress: 100% of teachers have administered the baseline diagnostic.

Math Growth Quarterly Target: 100% of Grades 3-8 and Algebra I Math sections will administer the baseline diagnostic.

☑ Reach Progress: 100% of teachers have administered the baseline diagnostic.

Effective Instruction Quarterly Target: At least 50% of students are meeting T1 targets for curriculum-based assessments.

☑ Reach Progress: 58% of students are meeting T1 targets for curriculum-based assessments.

Student Behavior and Participation Quarterly Target: 50% of full academic year students will meet behavior and participation goals as measured by completion of benchmark assessments, regular contact, and weekly module completion.

☑ Reach Progress:

- Benchmark Completion: 70% of students participated in beginning of the year benchmark assessments (92% completion at Elem, 63% completion at MS, and 53% at HS)
- Regular Contact: 74% of students have attended a live lesson within the past 28 days
- Attendance (Module Completion): 93% of students are on track for attendance

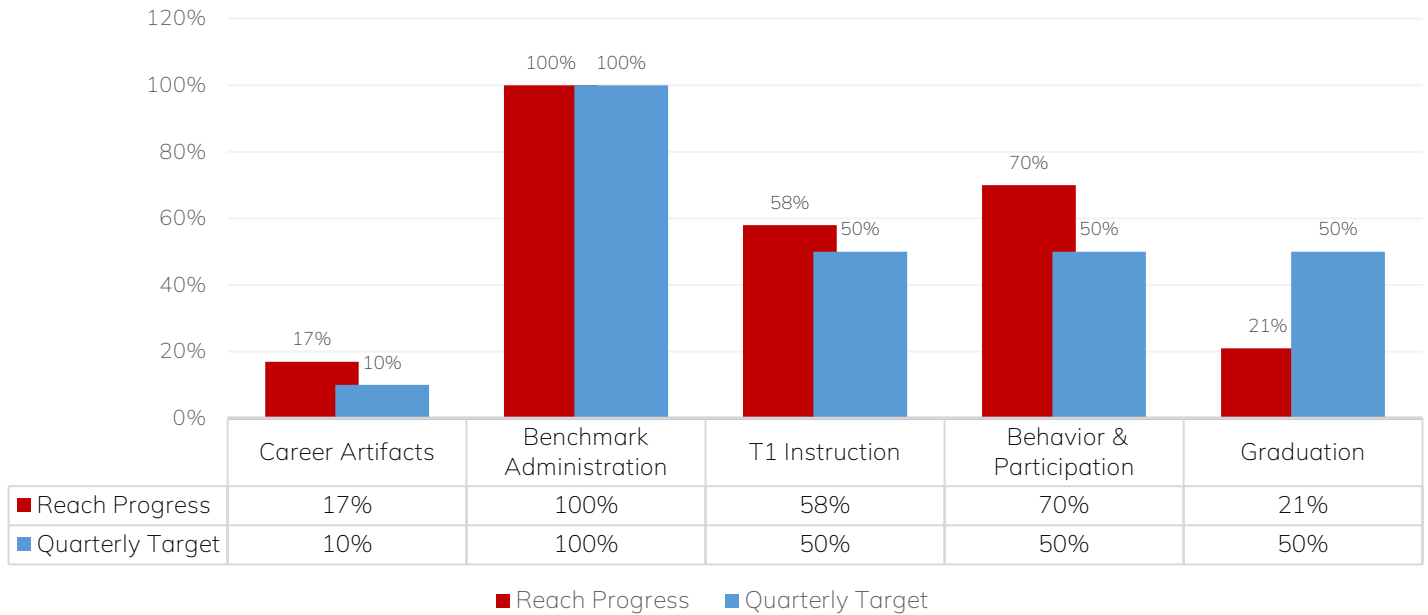
Graduation Quarterly Target: 50% of seniors will have already completed statewide high school graduation requirements prior to October.

🟡 Reach Progress: 21% of seniors have already completed statewide high school graduation requirements.

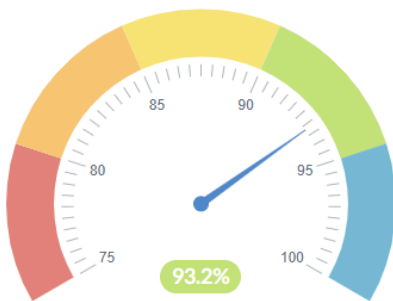
CSI Quarterly Updates November 2023



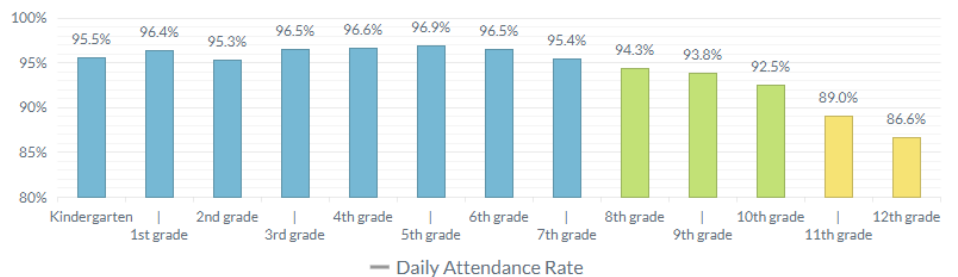
Reach Quarterly Progress 11.8.23



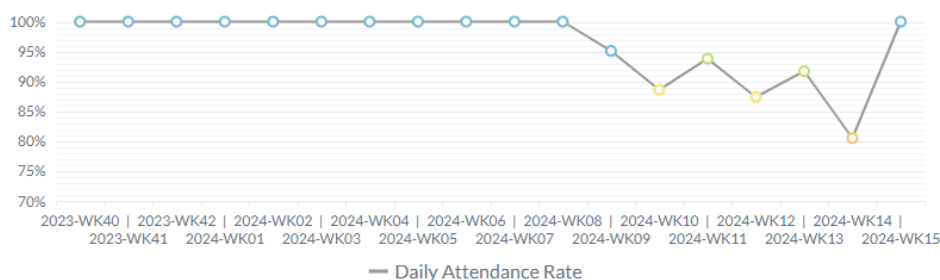
Daily Attendance Rate



Daily Attendance by Grade Level - 2023-2024



Weekly Attendance Trend - 2023-2024



Canvas Assignment Average Score

