Reach Cyber Charter School Board of Trustees

Reach Cyber Charter School - Board Meeting

Published on September 15, 2026 at 3:10 PM EDT

Date and Time

Wednesday September 16, 2026 at 9:00 AM EDT

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 with any materials they want to have distributed to the Board. Individuals who wish to address the Board telephonically must contact the CEO 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 CEO 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.

Presenter

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 CEO 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 the Agenda — David Taylor

IV. Oral Reports

A. CEO Report — Jane Swan

B. Human Resources Update — Michael Garman

1. Staffing Report as of September 9, 2026

2. HR Committee Update — On August 28, 2026, the HR Committee of the Board of Trustees met and discussed the attached September committee meeting agenda items. Verbal update to follow.

C. Financial Report — Karen Yeselavage

V. Consent Items

A. Approval of Staffing Report

B. Approval of the Minutes from the August 2026 Board Meeting.

C. Approval of the August Finance Meeting Meeting

VI. Action Items

A. Approval of Annual Healthcare Benefits — Lisa Blickley

Review and approve the attached annual benefit renewal recommendations for medical, dental, and vision coverage, along with proposed changes to select ancillary benefits, for implementation effective January 1, 2027.

B. Approval of One World Rental — Rachel Graver

Last year, we partnered with One World Rental for our state testing technology support. We were pleased with that partnership and would like to work with them again for state testing this spring (2027). The contract covers the cost of laptops for testing (including delivery, set-up and pickup)

		Presenter

as well as networking and connectivity support at all of our testing sites. Through some adjustments to the agreement and negotiation from our state testing team, we were able to bring the overall cost of state testing technology support down by over $63,000.

VII. Information Items

A.	Government Affairs Update	Jessica Hickernell
B.	Career Experience: Return on Investment Presentation	JD Smith

VIII. Executive Session

A. Executive Session

IX. Closing Items

A. Adjourn Meeting

Coversheet

CEO Report

Section:	IV. Oral Reports
Item:	A. CEO Report
Purpose:	
Submitted by:	
Related Material:	2026 September Board memo.docx

REACH
CYBER CHARTER SCHOOL
Reach your potential

To: Reach Board of Trustees

Fr: Jane Swan, CEO

Date: September 16, 2026

Reach welcomed nearly 5400 students on day one, September 8th, of the 2026-2027 school year! Students continue to enroll and take advantage of school choice in Pennsylvania!

Prior to the first day, Thursday, September 3rd, Reach administration led a Back to School Parent Meeting from 6:30-7:30 with nearly 500 in attendance! The agenda included introductions, school code changes, student safety, back to school events announcements and outreach opportunities for families such as signing up to be a Reach Ambassador and the school store!

September 14, 15 and 16 Reach hosted Back to School events, Build Your Best Year Ever, across the state in Philadelphia, Pittsburgh, Harrisburg, Allentown, Erie, Williamsport and Carbondale! Approximately 500 signed up to attend! Reach staff also signed up to support and facilitate activities at all the venues!

Senior Team will meet with our Educational Consultant for School Improvement, Wynter Jones, to review our school improvement goals and progress on the afternoon of September 16th. Like last year, we will review the following goals on a monthly and quarterly basis: **Career Standards Benchmark:** *By September 30th, 10% of students will have completed 2 artifacts in grades 5, 8, & 11.* ***English Language Arts:*** *100% of teachers will administer the baseline benchmark assessment.* **Mathematics:** *100% of teachers will administer the baseline benchmark assessment.* **Tiered Support:** *At least 50% of students meet T1 targets for curriculum based assessments.* **Regular Attendance:** *70% of Full Academic Year students will demonstrate active engagement in their schoolwork through lesson completion and eyes-on contacts.* **Graduation Rate:** *100% of senior stakeholders are provided information regarding ACT 158 graduation requirements by September 30.* **Instructional Coaching:** *25% of teachers will engage in targeted instructional coaching cycles focused on evidence-based practices.*

Coversheet

Human Resources Update

Section:	IV. Oral Reports
Item:	B. Human Resources Update
Purpose:	FYI
Submitted by:	
Related Material:	Board Staffing Report-September 2026.pdf September_2026-HR Committee Meeting Agenda .pdf

REACH Staffing Report September 16, 2026

25-26 School Year Budgeted Staff = 862

	Current Staff	Hires SYTD	Departures SYTD
10-month Staff	689 (710)	3 (18)	12 (15)
12-month Staff	149 (148)	1 (1)	2 (2)
Grand Total	**838 (858)**	**4 (19)**	**14 (17)**

Position Changes

First Name	Last Name	Former Position	New Position	Salary	Start Date
Claudia	Gaskill	Career Readiness Coordinator	Agricultural Program Coordinator	$77,700	08/16/2026
Ashlee	Kerle	Elementary Teacher	Math Interventionist	$73,956	08/16/2026
Jen	Cole	Middle School Teacher	Curriculum Writer	$82,365	08/16/2026
Jenn	Baker	Elementary Teacher	Curriculum Writer	$81,786	08/16/2026
Jen	Efinger	Elementary Teacher	Curriculum Writer	$75,795	08/16/2026
Chrissy	Mills	Elementary Teacher	Curriculum Writer	$76,730	08/16/2026
Amy	Woods	Elementary Teacher	Middle School Teacher	$78,044	08/16/2026
Charlene	Cooper-Martin	Manager of Family Services	Director of Family Services	$95,000	09/01/2026
Alison	Eberly	Elementary Teacher	Curriculum Writer	$78,395	09/01/2026
Phil	Anzelmo	Curriculum Coordinator	Supervisor of Curriculum Writing	$91,520	09/01/2026
Stacey	Martin	Special Ed Floater Teacher	High School Life Skills Teacher	$74,604	09/08/2026

New Hires

First Name	Last Name	Job Title	Compensation	Start Date
Shelby	Lance	Paraprofessional	$43,921	09/10/2026

Departing Employees

First Name	Last Name	Job Title	Last Day Worked
Christine	Vander Valk	Family Mentor	08/15/2026
Moshe	Jenkins	Director of Family Services	08/21/2026
Jacklyn	McGonigal	High School Life Skills Teacher	08/26/2026
Haley	Beckey	Special Education Floater Teacher	09/02/2026
Jobi	Campbell	Desktop Support Specialist	09/11/2026

REACH
CYBER CHARTER SCHOOL
Reach your potential

Reach Cyber Charter School
1826 Good Hope Road
Enola, PA 17025
(717) 704-8437
reachcyber.org

Reach Cyber Charter School
HR Subcommittee Agenda
August 28, 2026

1. **Call to Order**
2. **Review/Approval of Prior Meeting Minutes**
3. **Discuss 2027 Benefit Renewal and Recommendations**
4. **Items for Board Consideration**
5. **Action Items and Next Steps**
6. **Adjournment**

Coversheet

Financial Report

Section: IV. Oral Reports
Item: C. Financial Report
Purpose:
Submitted by:
Related Material: Aug 2026 Treas Report.pdf

BACKGROUND:

Report Highlights and Key Issues

- **Year to date through the end of August, the only revenue that has been recognized is investment income and a nominal amount of miscellaneous income. Note that our largest revenue source, school district tuition revenue, is not recognized until billing commences for the new school year in September. Therefore any 26/27 tuition that is received prior to September is deferred until 9/8/26.**
- **On Wednesday September 9 we successfully issued the September 2026 invoices to school districts under our new in-house billing process.**
- **Beginning fund balance is unaudited and will not be finalized until the 25/26 fiscal year audit is issued. The audit is expected to commence in late September/ early October of 2026, and the final audit report is expected to be completed no later than March 31, 2027.**
- **Administration released $10 million from “Fund Balance Reserved for Anticipated Funding Reductions” to “Undesignated Fund Balance” for the purpose of providing available funds to support approximately one month of school expenditures. After this and other usual spend downs of reserves, the ending Reserved Fund Balance totals $48,632,650 as of August 31, compared to $58,664,132 as of July 31.**

Reach Cyber Charter School
Revenue and Expense Statement- Budget to Actual
2026-2027 Year to Date as of 8/31/26

	Fiscal YTD through 8/31/26	2026/2027 Approved Budget
Revenues:		
Function 6000- Local Sources	$ 183,332	$ 107,464,423
Function 7000- State Sources	$ -	$ 146,000
Function 8000- Federal Sources	$ -	$ 3,355,326
TOTAL REVENUES	**$ 183,332**	**$ 110,965,749**
Expenditures:		
Function 1000- Instructional Programs		
100- Salaries	$ 2,758,531	$ 40,246,901
200- Employee Benefits	$ 1,562,530	$ 13,744,317
300- Purchased Professional and Tech Svcs	$ 1,277,410	$ 3,315,145
400- Purchased Property Services	$ 72,813	$ 671,000
500- Other Purchased Services	$ 416,926	$ 4,245,632
600- Supplies	$ 148,882	$ 2,196,038
800- Dues, Fees, Other	$ 695	$ 2,800
Subtotal 1000- Instructional Programs	$ 6,237,787	$ 64,421,833
Function 2000- Support Services		
100- Salaries	$ 1,606,738	$ 24,358,292
200- Employee Benefits	$ 1,237,201	$ 8,318,357
300- Purchased Professional and Tech Svcs	$ 493,799	$ 2,358,918
400- Purchased Property Services	$ 21,174	$ 390,000
500- Other Purchased Services	$ 1,236,255	$ 4,354,524
600- Supplies	$ 223,393	$ 2,855,908
800- Dues, Fees, Other	$ 51,678	$ 243,200
Subtotal 2000- Support Services	$ 4,870,238	$ 42,879,198
Function 2000- Non Cash Support Services		
700- Depreciation (non-cash)	$ 182,148	$ -
Function 3000- Non Instructional/ Community Services		
100- Salaries	$ 410,734	$ 5,960,667
200- Employee Benefits	$ 195,781	$ 2,035,567
300- Purchased Professional and Tech Svcs	$ -	$ 50,000
400- Purchased Property Services	$ 13,725	$ 86,000
500- Other Purchased Services	$ 1,306	$ 109,750
600- Supplies	$ 9,669	$ 2,510,000
800- Dues, Fees, Other	$ 14,874	$ 83,000
Subtotal 3000- Non Instructional/ Community Servic	$ 646,089	$ 10,834,984
TOTAL EXPENDITURES	**$ 11,936,262**	**$ 118,136,015**
NET INCREASE/ (DECREASE)	**$ (11,752,930)**	**$ (7,170,266)**
Beginning Fund Balance (Unaudited)	$ 77,688,213	
ENDING FUND BALANCE	**$ 65,935,283**	

Reach Cyber Charter School
Year to Date Revenue and Expenditures- 8/31/26 vs. 8/31/25

	Fiscal YTD through 8/31/26	Fiscal YTD through 8/31/25	Change from Prior Year
Revenues:			
Function 6000- Local Sources	$ 183,332	$ 612,153	$ (428,821)
Function 7000- State Sources	$ -	$ 30,989	$ (30,989)
Function 8000- Federal Sources	$ -	$ -	$ -
TOTAL REVENUES	**$ 183,332**	**$ 643,142**	**$ (459,810)**
Expenditures:			
Function 1000- Instructional Programs			
100- Salaries	$ 2,758,531	$ 2,687,639	$ 70,892
200- Employee Benefits	$ 1,562,530	$ 1,437,198	$ 125,332
300- Purchased Professional and Tech Svcs	$ 1,277,410	$ 1,138,328	$ 139,082
400- Purchased Property Services	$ 72,813	$ 63,683	$ 9,130
500- Other Purchased Services	$ 416,926	$ 289,262	$ 127,664
600- Supplies	$ 148,882	$ 119,415	$ 29,467
800- Dues, Fees, Other	$ 695	$ 170	$ 525
Subtotal 1000- Instructional Programs	$ 6,237,787	$ 5,735,695	$ 502,092
Function 2000- Support Services			
100- Salaries	$ 1,606,738	$ 1,550,441	$ 56,297
200- Employee Benefits	$ 1,237,201	$ 952,604	$ 284,597
300- Purchased Professional and Tech Svcs	$ 493,799	$ 518,385	$ (24,586)
400- Purchased Property Services	$ 21,174	$ 284,440	$ (263,266)
500- Other Purchased Services	$ 1,236,255	$ 1,118,765	$ 117,490
600- Supplies	$ 223,393	$ 520,269	$ (296,876)
700- Property and Depreciation	$ 182,148	$ 762,350	$ (580,202)
800- Dues, Fees, Other	$ 51,678	$ 29,589	$ 22,089
Subtotal 2000- Support Services	$ 5,052,386	$ 5,736,843	$ (684,457)
Function 3000- Non Instructional/ Community Services			
100- Salaries	$ 410,734	$ 418,491	$ (7,757)
200- Employee Benefits	$ 195,781	$ 196,731	$ (950)
300- Purchased Professional and Tech Svcs	$ -	$ -	$ -
400- Purchased Property Services	$ 13,725	$ 14,995	$ (1,270)
500- Other Purchased Services	$ 1,306	$ 3,744	$ (2,438)
600- Supplies	$ 9,669	$ 1,715	$ 7,954
800- Dues, Fees, Other	$ 14,874	$ 4,871	$ 10,003
Subtotal 3000- Non Instructional/ Community Services	$ 646,089	$ 640,547	$ 5,542
TOTAL EXPENDITURES	**$ 11,936,262**	**$ 12,113,085**	**$ (176,823)**
Net Increase/Decrease in Fund Balance/Equity	**$ (11,752,930)**	**$ (11,469,943)**	**$ (282,987)**
Beginning Fund Balance (Unaudited)	$ 77,688,213		
ENDING FUND BALANCE	**$ 65,935,283**		

Reach Cyber Charter School
Balance Sheet
August 31, 2026

ASSETS	
Cash and Short Term Investments:	
Cash and Money Market Funds	$ 6,972,006
Mutual Funds	$ 8,273,252
Other Cash Equivalents	$ 2,984,667
Fixed Income Treasury Bonds	$ 43,458,002
Total Cash and Short Term Investments	***$ 61,687,927***
Other Current Assets:	
Local District Receivables	$ 3,508,783
Federal and State Program Receivables	$ 91,205
Allowance for Doubtful Accounts	$ (233,265)
Prepaid Expenses	$ 1,414,612
Other Current Receivables	$ 725
Total Other Current Assets	***$ 4,782,060***
Fixed Assets:	
Furniture	$ 11,864
Computer Hardware	$ 2,207,032
Equipment	$ 1,114,581
Right to Use- Building Lease	$ 1,287,352
Software Subscription Assets	$ 2,223,252
Building	$ 4,465,996
Building Improvements	$ 307,938
Accum Depr: Furniture	$ (4,809)
Accum Depr:Computer Hardware	$ (1,005,416)
Accum Depr: Equipment	$ (805,676)
Accum Amortization: Right to Use Building	$ (1,198,166)
Accum Amortization: Software Subscriptions	$ (896,001)
Accum Depr: Building	$ (124,055)
Accum Depr: Building Improvements	$ (19,549)
Net Fixed Assets	***$ 7,564,343***
Total Assets	***$ 74,034,330***
LIABILITIES	
Current Liabilities:	
Accounts Payable	$ 375,488
Accrued Payroll, Taxes, Pension, Withholdings	$ 379,860
Due to Local Districts	$ 1,069,625
Operating Lease Liability- Short Term	$ 81,717
Software Subscription Liability- Short Term	$ 625,218
Other Current Liabilities	$ 1,806
Unearned Revenue	$ 4,680,947
Total Current Liabilities	***$ 7,214,661***
Non-Current Liabilities:	
Operating Lease Liability- Long Term	$ 18,207
Software Subscription Liability- Long Term	$ 628,099
Other Non-Current Liabilities	$ 238,080
Total Non-Current Liabilities	***$ 884,386***
Total Liabilities	***$ 8,099,047***
FUND BALANCE	
Invested in Capital	$ 7,564,343
Reserved Fund Balance	$ 48,632,650
Undesignated Fund Balance	$ 9,738,290
Ending Fund Balance	***$ 65,935,283***
Total Liabilities and Fund Balance	***$ 74,034,330***

Coversheet

Approval of the Minutes from the August 2026 Board Meeting.

Section:	V. Consent Items
Item:	B. Approval of the Minutes from the August 2026 Board Meeting.
Purpose:	
Submitted by:	
Related Material:	2026_08_19_board_meeting_minutes.pdf

Reach Cyber Charter School Board of Trustees

Minutes

Reach Cyber Charter School - Board Meeting

Date and Time
Wednesday August 19, 2026 at 9:00 AM

Trustees Present
Leigh Kraemer-Naser (remote), Marcella Arline (remote), Matthew Ryan (remote), Paul Donecker (remote), Ralph Woodard (remote)

Trustees Absent
Anthony Alexander, David Taylor, Gail Hawkins Bush

Guests Present
Alex Lewis (remote), Alex Vidal (remote), Alicia Swope, Andy Gribbin, Brandie Karpew, Cody Smith, Danielle Leibig, Danielle Marsicano (remote), Gregory McCurdy, JD Smith, Jackie Hershey (remote), Jane Swan, Jessica Hickernell (remote), Josh Hicks (remote), Karen Yeselavage, Kathy Nagle (remote), Lisa Blickley (remote), Michael Garman, Nate Laird, Rachel Graver, Ryann Leonard (remote)

I. Opening Items

A. Roll Call

B. Call the Meeting to Order

Marcella Arline called the meeting of the Reach Cyber Charter School Board of Trustee to order on Wednesday, August 19, 2026 at 9:02am.

II. Public Comment

A. Comments from the Public

There were not comments from the public at this time.

III. Routine Business

A. Approval of the Agenda

Ms. Arline asked the Board to review the agenda that had been distributed prior to the meeting and inquired whether any changes were needed.

Jane Swan, CEO, requested that Consent Item L: Attendance Policy and Consent Item M: Wellness Policy be moved from the Consent Agenda to the Action Items section.
Ralph Woodard made a motion to to approve the agenda for August 19, 2026.
Matthew Ryan seconded the motion.
The board **VOTED** to approve the motion.

IV. Oral Reports

A. CEO Report

Jane Swan, CEO, provided an update to the Board, noting that Reach successfully concluded its 10th school year and graduation ceremonies in June. She reported that preparations were underway for staff to return August 24-26 for in-person Professional Development Days in Pittsburgh.

Ms. Swan also shared that Reach experienced strong participation in its summer programs, with more than 1,000 students completing coursework through the ESY, Accelerated, Year-Round, and Remediation programs. Completion totals included 65 graduating seniors, 111 middle school promotions, and 60 elementary course completions.

Additionally, leadership finalized Act 20 weekly benchmarks with the Pennsylvania Department of Education and successfully submitted the Charter School Annual Report through the collaborative efforts of the Human Resources, Finance, and Special Education teams.

Ms. Swan announced the promotion of Greg McCurdy to Chief of Special Education and Diverse Learners.

B. Human Resources Update

Michael Garman, Director of Human Resources, presented an overview of current staffing levels to the Board. He reported an authorized staffing complement of 862 positions, with 841 employees on staff as of August 1.

Mr. Garman also provided an update on the Human Resources Committee meeting. There were no items requiring Board consideration.

C. Financial Report

Karen Yeselavage, Chief Financial Officer, reviewed the school's financial statement with the Board. She presented the revenue and expense statement, highlighting variances and changes since the prior month's report. Ms. Yeselavage also reviewed the school's balance sheet and discussed the current financial forecast.

V. Consent Items

A. Approval of Consent Items

Ms. Arline requested that the board members review the items listed under the Consent Items.

A. Approval of Staffing Report
B. Approval of the Minutes from the June 2026 Board Meeting
C. Approval of the Minutes from the June 2026 Finance Committee Meeting
D. Approval of Renew Agreement with Brolly
E. Approval to Renew Agreement with DaVinci Science Center
F. Approval to Renew Agreement with the Kamin Science Center
G. Approval to Renew Agreement with The Franklin Institute
H. Approval to Renew Agreement with The Reading Science Center
I. Approval to Renew Agreement with The Lancaster Science Factory
J. Approval to Renew Agreement with Carahsoft
K. Approval to Renew Agreement with Linkit
L. Approval to Renew Agreement with Finishing Trades Institute
M. Approval to Renew Agreement with Big Picture Alliance
O. Approval to Renew the Agreement with IU13
P. Approval to Renew Agreement with GDC

Matthew Ryan made a motion to approve the minutes from Reach Cyber Charter School Board meeting on June 17, 2026 and the Consent Items.
Paul Donecker seconded the motion.
The board **VOTED** to approve the motion.

VI. Action Items

A. Approval for the Agreement with Magic Hour

JD Smith, Director of Careers and Belonging, requested approval for an agreement with Magic Hour Academy, a nonprofit creative studio in Pittsburgh, PA, offering year-round mentoring for teens (grades9-12) in film, podcasting, and digital storytelling.
Ralph Woodard made a motion to approve the agreement with Magic Hour.

Matthew Ryan seconded the motion.
The board **VOTED** to approve the motion.

B. Approval of Acceptable Use Policy

Nate Laird, Director of IT, requested approval of the Acceptable Use Policy which would establish expectations for the secure, responsible, and professional use of Reach technology resources, including devices, networks, software, email, internet access, and information systems. The policy defines acceptable and prohibited activities, outlines security and date protection requirements and formalizes employee responsibilities to protect school information and maintain compliance with applicable laws and regulations.
Matthew Ryan made a motion to approve the Acceptable Use Policy.
Leigh Kraemer-Naser seconded the motion.
The board **VOTED** to approve the motion.

C. Approval for the Staff Bonus for the Successful Completion of Annual School Goals

Ms. Swan requested approval of the annual staff bonuses for the successful completion of annual school goals.
Matthew Ryan made a motion to approve the staff bonus for the successful completion of annual school goals.
Paul Donecker seconded the motion.
The board **VOTED** to approve the motion.

D. Approval of Attendance Policy

Rachel Graver requested approval of the Attendance Policy. She explained that the policy formalizes existing practices and aligns them with updated Pennsylvania Department of Education (PDE) requirements.
Ralph Woodard made a motion to approve the attendance policy.
Paul Donecker seconded the motion.
The board **VOTED** to approve the motion.

E. Approval of Wellness Policy

Ms. Graver requested approval of the Attendance Policy. She explained that the policy formalizes existing practices to align with the updated PDE requirements.
Paul Donecker made a motion to approve the wellness policy.
Ralph Woodard seconded the motion.
The board **VOTED** to approve the motion.

VII. Information Items

A. Government Affairs Update

Jessica Hickernell, Lobbyist, provided the Board with an update on the recent passage of the state budget and its implications.

VIII. Executive Session

A. Executive Session

The Board entered into an Executive Session at 9:50 a.m.

The Board entered into an Executive Session upon a motion being made, seconded and confirmed via roll call vote of all Board members present.

The Board cited the following for entering into the Executive Session: Pursuant to 65 Pa. C.S. §§ 708(a) (1) – to discuss any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee and 65 Pa. C.S. §§ 708(a)(5) – To review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law.

Board members present were: Paul Donecker, Marcella Arline, Ralph Woodard, Leigh Ann Kraemer-Naser and Matt Ryan. Guests present at the request of the Board were: Jane Swan, Michael Garman, and Kathy Nagle. All others left the meeting at this time.

No action was taken during Executive Session. The Board of Trustees returned to full session at 10:12 AM.

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 10:12 AM.

Respectfully Submitted,
Brandie Karpew

Coversheet

Approval of the August Finance Meeting Meeting

Section: V. Consent Items
Item: C. Approval of the August Finance Meeting Meeting
Purpose:
Submitted by:
Related Material: 20260818 Reach Finance Committee Minutes.docx

Reach Cyber Charter School Board of Trustees

Minutes

Reach Cyber Charter School - Finance Committee

Date and Time
Tuesday August 18, 2026 at 1:30 PM

Location
1826 Good Hope Road
Enola, PA 17025

Trustees Present
Matthew Ryan (remote), Marcella Arline (remote), Ralph Woodard (remote)

Trustees Absent
None

Management Present
Jane Swan, Rachel Graver (remote), Karen Yeselavage (remote)

Guests Present
None

A regular meeting of the Reach Cyber Charter School (the School) Finance Committee of the Board of Trustees (the Committee) convened at 1:30 pm, on August 18, 2026, at the School's executive conference room. Matthew Ryan presided as meeting Chairman.

Meeting materials were furnished to the Committee, copies of which will be placed in the Committee's file.

A quorum being present, the Chairman called the meeting to order.

The Committee reviewed the unaudited 2025/2026 financial statements, the Treasurer's monthly report and monthly disbursements in excess of $20,000 for June and July 2026. Management also explained the external auditor kick-off and audit process for the year.

At future meetings, the Committee will:

- Review the School's investment policy and procurement policy
- Have a presentation on setting up a school foundation
- Review designated and undesignated fund balances
- Review insurance renewals
- Review capital expenditure plans, including technology refreshes

There being no further business, the Committee adjourned.

Respectfully Submitted,

Matthew Ryan

Coversheet

Approval of Annual Healthcare Benefits

Section:	VI. Action Items
Item:	A. Approval of Annual Healthcare Benefits
Purpose:	Vote
Submitted by:	
Related Material:	2027 Benefit Renewal Board Recommendation Summary.pdf

2027 Renewal Proposal Summary

Historical

Reach implemented fully insured benefits through Capital Blue Cross in 2021 and moved to self-funded in 2023. Over the course of this time Reach has absorbed close to 4.3M and staff received their first increase to premiums in 2026, covering approximately 143K.

Current Position

The 2026 estimated gross premium spend for Reach was $13.4M and we are running at approximately 104% with an estimated medical renewal increase between 16 – 20%, while dental and vision remain on a rate hold.

Recommendations

After meeting with Jane and the HR Committee we recommend remaining with are incumbent carrier, Capital Blue Cross, and shift medical contributions to a True Buy Up, where Reach will fund 90% of QHDHP (Qualified High-Deductible Health Plan).

- The chart below reflects this recommendation based on an estimated 16% increase, which translates to ~ 2.2M total increase, where Reach absorbs ~ 1.7M and Staff ~ 568K.
- Final rates will be available in October, where the contribution structure would remain the same at Reach funding 90% of the QHDHP.

Recommendation Buy Up												
Enrolled	Rates		Monthly Contributions					EE Increase		ER Increase		
229	QHDHP	Monthly	Employee	Employer	ER HSA	EE %	ER %	EE Dif	%	ER Dif	%
83	Single	$1,041.19	$104.12	$937.07	$62.50	9.43%	90.57%	$14.67	16%	$134.64	17%
28	EE/Child(ren)	$1,936.70	$193.67	$1,743.03	$125.00	9.39%	90.61%	$26.15	16%	$251.58	17%
25	EE/Spouse	$2,334.69	$233.47	$2,101.22	$125.00	9.49%	90.51%	$31.25	15%	$303.55	17%
93	Family	$3,031.18	$303.12	$2,728.06	$125.00	9.60%	90.40%	$40.18	15%	$394.50	17%
182	PPO 1000	Monthly	Employee	Employer	N/A	EE %	ER %	EE Dif	%	ER Dif	%
65	Single	$1,136.47	$199.40	$937.07		17.55%	82.45%	$66.91	51%	$96.06	11%
35	EE/Child(ren)	$2,113.93	$370.90	$1,743.03		17.55%	82.45%	$121.73	49%	$181.41	12%
17	EE/Spouse	$2,548.36	$447.14	$2,101.22		17.55%	82.45%	$110.70	33%	$254.74	14%
65	Family	$3,308.58	$580.52	$2,728.06		17.55%	82.45%	$142.68	33%	$331.78	14%
194	PPO 500	Monthly	Employee	Employer	N/A	EE %	ER %	EE Dif	%	ER Dif	%
78	Single	$1,175.84	$238.77	$937.07		20.31%	79.69%	$74.90	46%	$93.72	11%
42	EE/Child(ren)	$2,187.12	$444.09	$1,743.03		20.30%	79.70%	$135.74	44%	$177.90	11%
19	EE/Spouse	$2,636.57	$535.35	$2,101.22		20.30%	79.70%	$106.91	25%	$271.18	15%
55	Family	$3,423.14	$695.08	$2,728.06		20.31%	79.69%	$137.41	25%	$353.48	15%
238	No Plan										
843			Total Annual Premium								

Summary		
Current Annual Cost	$13,737,639	
Est. Trend Projection Annual Cost	$15,990,370	
Difference:	$2,252,732	16.4%
Current ER Annual Cost	$11,845,473	
Est. Trend Projection Annual Cost	$13,529,816	
Difference:	$1,684,343	14.2%
Current EE Annual Cost	$1,892,166	
Est. Trend Projection Annual Cost	$2,460,554	
Difference:	$568,389	30.0%

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2027 Renewal Proposal Summary

Recommendations (Continued)

Conversation with Jane and the HR Committee also include recommending shifts in our ancillary coverage to include:

- Moving LTD to Voluntary vs Employer Paid (~$55K savings)
- Adjusting Life/ADD coverage to 50K for staff and 1X salary for C-Suite vs 2X salary for All (~$51K savings)
- Adjusting STD & Maternity Coverage (~$353K savings), where the chart below reflects STD moving to 60% first 8 weeks vs 100% and Maternity to 8 weeks paid vs 12 weeks paid.

<table>
<tr><th>Wk1</th><th>Wk2</th><th>Wk3</th><th>Wk4</th><th>Wk5</th><th>Wk6</th><th>Wk7</th><th>Wk8</th><th>Wk9</th><th>Wk10</th><th>Wk11</th><th>Wk12</th></tr>
<tr><td colspan="12">Family Medical Leave Act (FMLA) 12 Wks Unpaid Job Protection</td></tr>
<tr><td>STD
Elimin. Pd
PTO/Unpaid</td><td colspan="7">STD 60%</td><td colspan="4">STD 50%</td></tr>
<tr><td colspan="8">Maternity Leave - 100%
Combination of STD and MAT leave codes</td><td colspan="4">FMLA PTO/Unpaid</td></tr>
</table>

Reasoning

The True Buy Up recommendation provides a consistent contribution strategy and staff messaging, while bringing contributions in alignment with the market; both which were expressed desires from the Finance Committee during last year's conversations, This will also create staff to become more engaged with their plan elections and by providing multiple plans gives staff the opportunity to change plans if desired.

Ancillary recommendations optimize our benefit portfolio while aligning ourselves with the market and allow us to remain competitive.

Under Review

Prescription drug conversations continue with Capital Blue Cross and outside PBM (Pharmacy Benefit Managers) where a closed formulary is under consideration as well as possibility carving out specialty drugs. This has the potential of saving between $900K – $2M is Rx claims. These changes are behind the scenes and would impact on our claims experience and potential decrease 2028's renewal increase.

Future Consideration

Conversation with the HR Committee continues as we explore a Wellness Surcharge. This program would include staff completing simple health related requirements during a defined period and if not completed a monthly surcharge would be applied the following benefit plan year. This drives staff to get preventive checkups and adopt healthier habits, which catches medical issues early and ultimately reduces the organization's long-term healthcare claims.

Coversheet

Approval of One World Rental

Section:	VI. Action Items
Item:	B. Approval of One World Rental
Purpose:	
Submitted by:	
Related Material:	RCCS_2027_Testing_RevisedProposalSep.pdf

Reach Cyber Charter School

ONEWORLDRENTAL

UK• Europe • USA & Canada • Middle East (UAE & GCC) • Asia-Pacific • Oceania

Reach Cyber Charter School

Updated Programme Pricing

Following a detailed review across the full scope of services, One World Group is pleased to present a reduced total programme cost.

HARDWARE
$187,200

2,600 Laptops
1,400 PSSA | 1,200 Keystone
Windows 11 Laptops, Minimum i5, 8GB RAM, 256GB SSD

REDUCTION
-$39,220 (61.4%)

NEW COST
$147,980

NETWORKING & CONNECTIVITY
$13,000

Connectivity Package covering all sites

REDUCTION
-$6,000 (9.4%)

NEW COST
$7,000

STAFFING
$52,020

Set-Up & De-Rig for 60 Sites

REDUCTION
-$6,120 (9.6%)

NEW COST
$45,900

LOGISTICS & HANDLING
$62,500

Timed Delivery and Collections managed by OWR Logistics for 60 Sites

REDUCTION
-$12,500 (19.6%)

NEW COST
$50,000

PROGRAMME COST SUMMARY

SERVICE	ORIGINAL COST (USD)	REDUCTION (USD)	% OF TOTAL REDUCTION	REVISED COST (USD)
Hardware (2,600 Laptops: 1,400 PSSA | 1,200 Keystone) Windows 11 Laptops, Minimum i5, 8GB RAM, 256GB SSD	$187,200	-$39,220	61.4%	$147,980
Networking & Connectivity Connectivity Package covering all sites	$13,000	-$6,000	9.4%	$7,000
Staffing Set-Up & De-Rig for 60 Sites	$52,020	-$6,120	9.6%	$45,900
Logistics & Handling Timed Delivery and Collections managed by OWR Logistics for 60 Sites	$62,500	-$12,500	19.6%	$50,000
TOTAL PROGRAMME COST	**$314,720**	**-$63,840**	**100%**	**$250,880**

TOTAL REDUCTION
-$63,840
20.3% reduction vs. previous proposal

NEW TOTAL PROGRAMME COST
$250,880
All services included

All costs in USD. Excludes applicable taxes.

KEY BENEFITS OF OUR FULLY MANAGED SOLUTION

RELIABLE & SECURE
Enterprise-grade technology and connectivity for a secure, stable testing environment.

TEST-READY SOLUTION
End-to-end services ensure all systems, staff, and logistics are in place and on time.

EXPERT SUPPORT
Experienced professionals supporting set-up, testing, and collection at every site.

SEAMLESS EXECUTION
Coordinated logistics and communication for a smooth, efficient experience.

Reach Cyber Charter School

Proposed Instalment Plan

To support programme delivery and final usage reconciliation, the total estimated cost will be split across three payments.

DEPOSIT
40%
$100,352
On Contract Signature
Secures equipment, staffing and programme capacity.

PRE-TESTING PAYMENT
40%
$100,352
Before Testing Commences
Payable before equipment deployment and testing begins.

FINAL RECONCILIATION
20%
$50,176*
Following Completion of Testing
Estimated balance, adjusted against the services and equipment actually used.

PAYMENT PLAN SUMMARY

INSTALMENT	TIMING	% OF ESTIMATED COST	AMOUNT (USD)
Deposit	On contract signature	40%	$100,352
Pre-Testing Payment	Before testing commences	40%	$100,352
Final Reconciliation*	Following completion of testing	20%	$50,176
TOTAL ESTIMATED PROGRAMME COST		**100%**	**$250,880**

PAYABLE BEFORE TESTING
$200,704
80% of estimated programme cost

ESTIMATED FINAL BALANCE
$50,176*
Subject to final reconciliation

FINAL PAYMENT RECONCILIATION
*The final payment will be adjusted against the agreed equipment quantities, sites, staffing, logistics and additional services actually used.

All costs in USD. Excludes applicable taxes.

CAPACITY SECURED
Deposit reserves programme resources.

PRE-DEPLOYMENT COVER
80% paid before testing.

USAGE RECONCILIATION
Final balance reflects agreed actual usage.

TRANSPARENT BILLING
Adjustments supported by a final usage statement.

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Coversheet

Career Experience: Return on Investment Presentation

Section:	VII. Information Items
Item:	B. Career Experience: Return on Investment Presentation
Purpose:	
Submitted by:	
Related Material:	Career Readiness ROI Board Report - September Meeting.pdf

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Career Experiences

Return On Investment

2025-2026 School Year

Expanding Student Opportunity. Strengthening Career Readiness. Maximizing Resources.

Reach Cyber Charter School's investment in Career Experiences is designed to move students beyond career exploration and into meaningful, hands-on opportunities that connect learning with their futures.

This report examines the return on that investment through student participation, program growth, fiscal responsibility, industry alignment, and access to high-quality career experiences. It highlights how Reach has expanded opportunities for students while strategically managing resources and building programs aligned with Pennsylvania's workforce needs.

- 535 Students Participating in Career Experiences
- Continued Growth in Career Program Enrollment
- Reduced Year-Over-Year Career Experience Costs
- Experiences Aligned to High-Demand Pennsylvania Industries

Preparing students not simply to graduate, but to confidently take their next step.

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Career EXPERIENCES

RETURN ON INVESTMENT

2025-2026 SCHOOL YEAR

EXPANDING OPPORTUNITY ● GROWING PARTICIPATION ● MAXIMIZING RESOURCES

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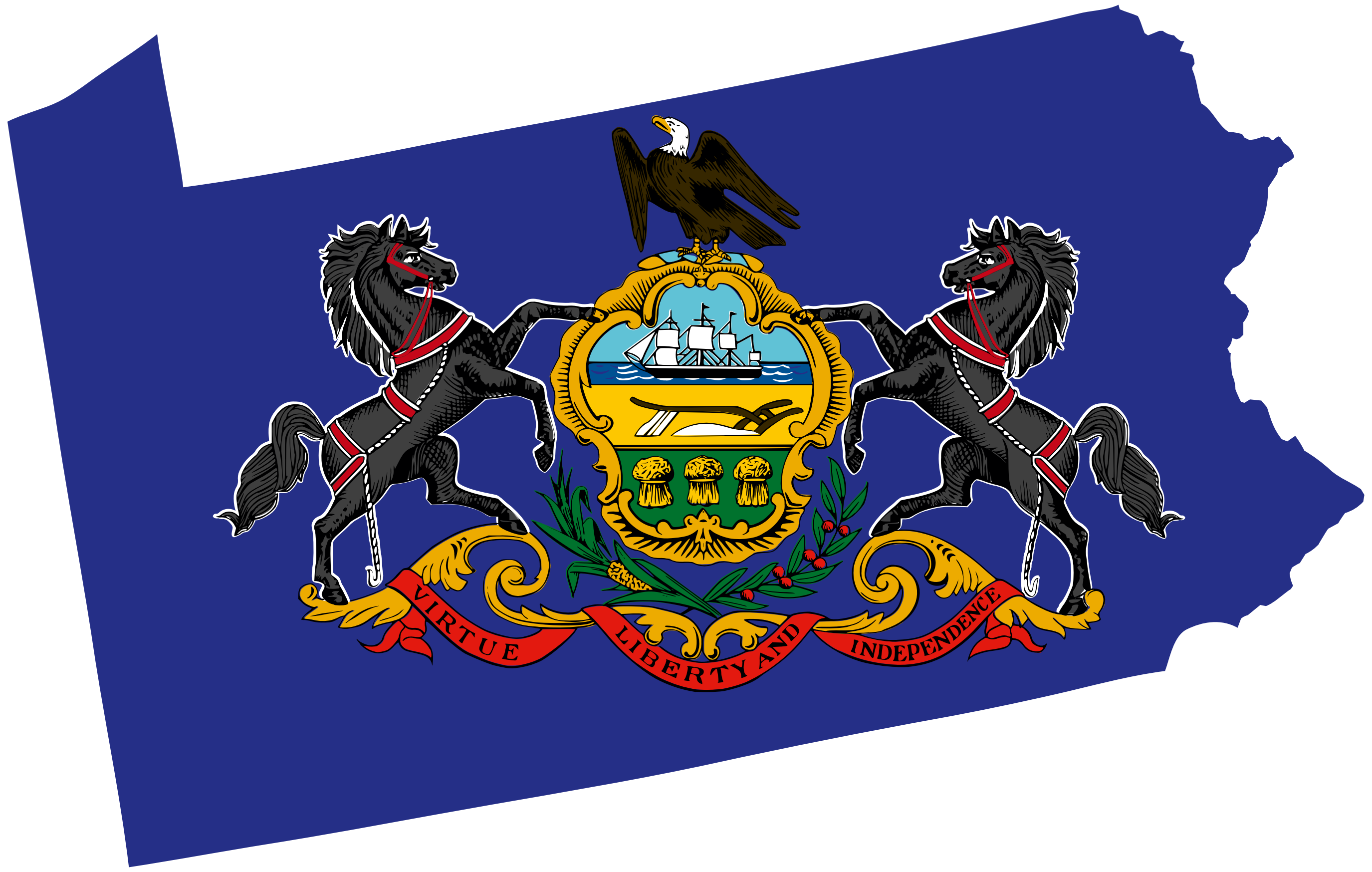
career EXPERIENCES

Pennsylvania's Labor & Industry Projections

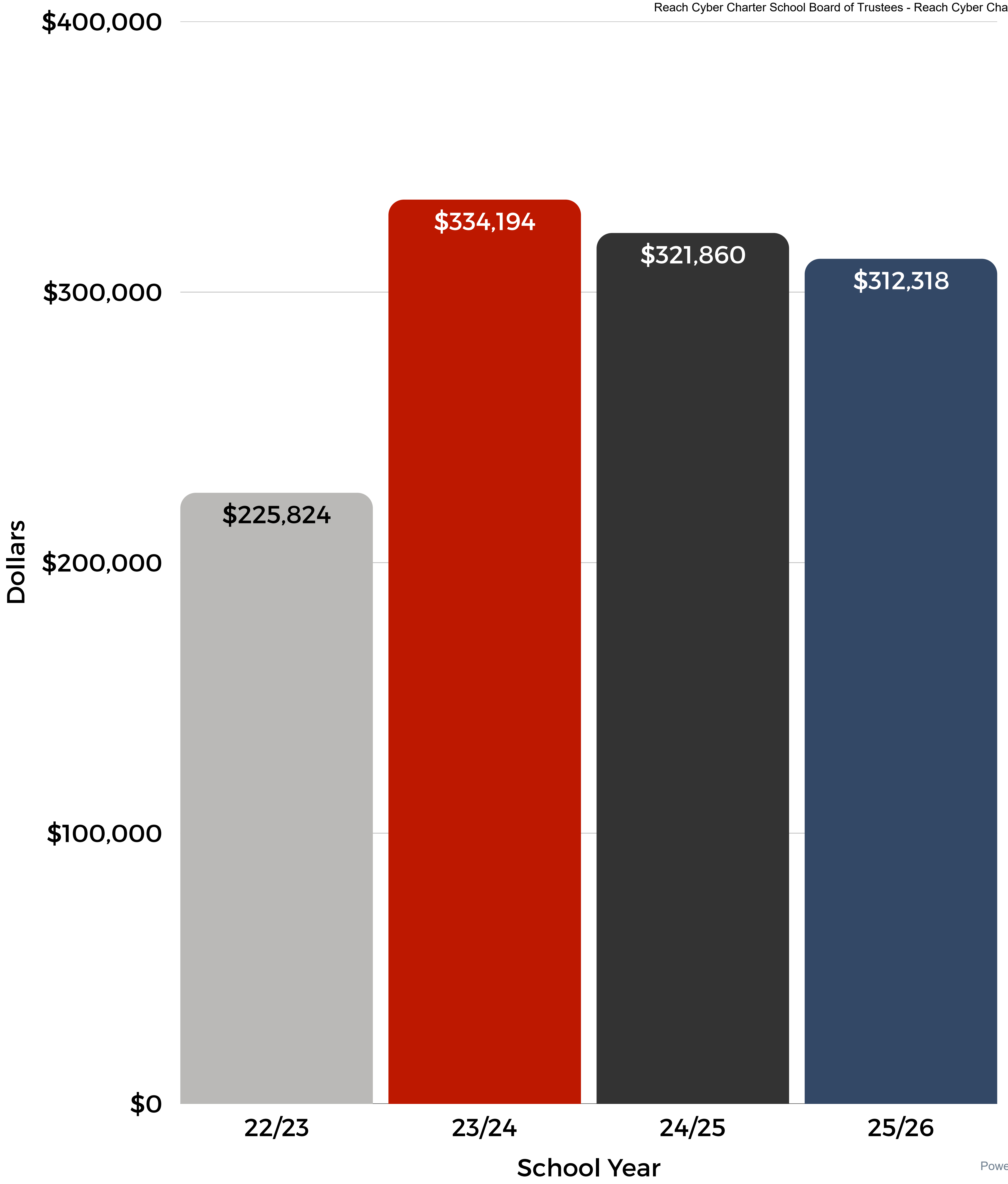


Arts & Entertainment
46.8%

Healthcare
13%

Tech Services
10.4%

Trades
5.2%



career EXPERIENCES

Year-Over-Year Cost Comparison

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career EXPERIENCES

2025/2026

535

Students have completed/completing Experiences

83

Highest Attendance
The Nail Academy: LaLa's Salon & Spa

$62K

Highest Expenditure Total
*Down from $94K last school year

career EXPERIENCES

Year-Over-Year Participation

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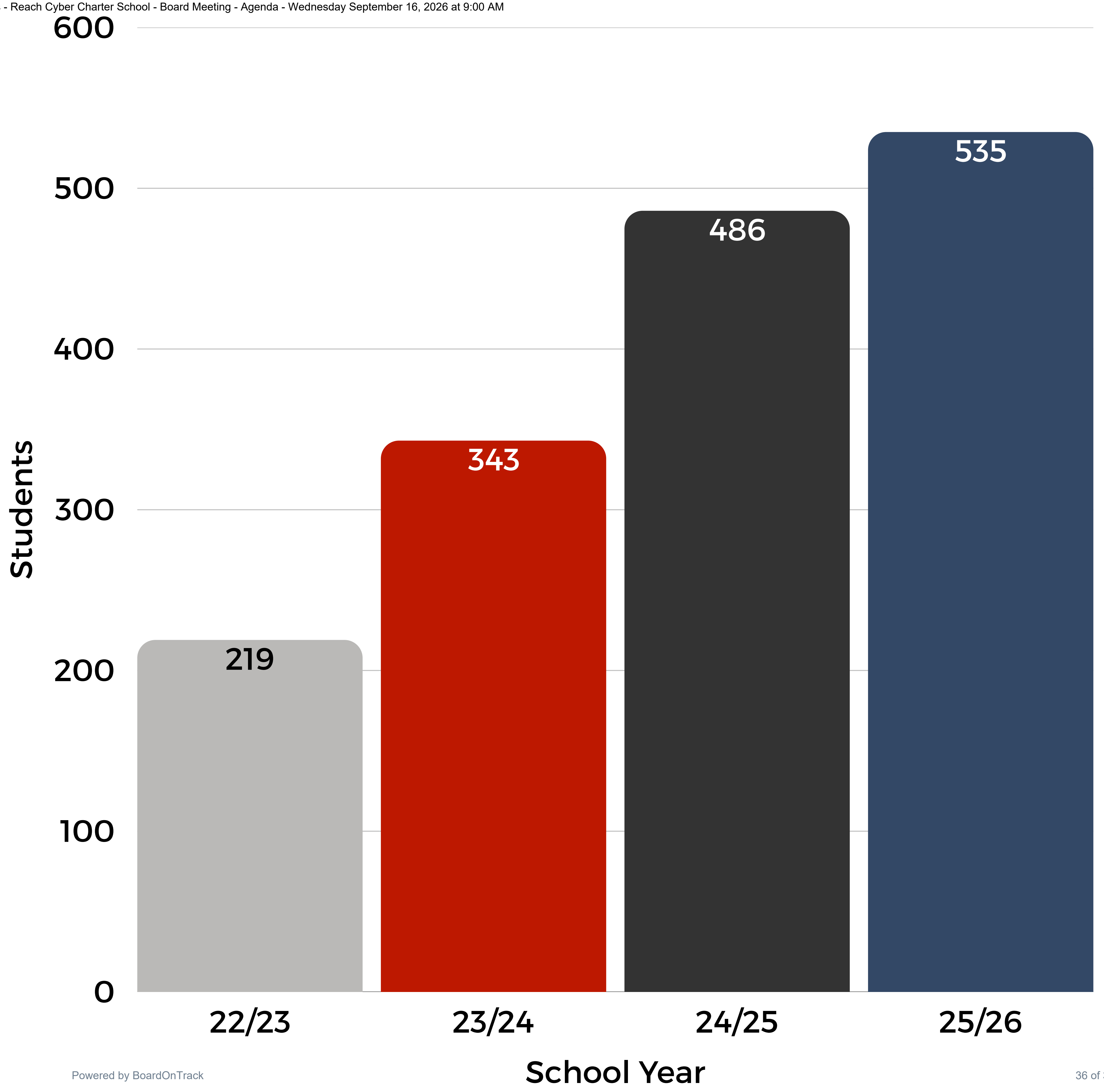

career PROGRAMS

EMPOWERING FUTURES AT REACH CYBER CHARTER SCHOOL

Our innovative, tailor-made programs designed by Reach and led by our dedicated educators, equip students with the critical skills and hands-on experience needed to confidently step into the workforce and shape their futures after graduation.

01 Carpentry

The Virtual Carpentry Program equips students with foundational knowledge in construction, including blueprint reading, safety protocols, and hands-on skills necessary for the skilled trades. Through interactive virtual learning, students engage with real-world applications that prepare them for careers in the industry. As part of their training, students have the opportunity to earn an OSHA 10 certification in construction, ensuring they are well-versed in workplace safety standards.

02 Veterinary Science

The Virtual Veterinary Science Program introduces students to the fundamentals of animal care, medical procedures, and clinic operations. This program provides an engaging and practical approach to learning, helping students develop the skills necessary for careers in veterinary medicine. To enhance their industry readiness, students can earn an OSHA 10 certification in healthcare, reinforcing essential safety protocols in veterinary settings.

03 Cosmetology

The Virtual Cosmetology Program offers students the opportunity to master hairstyling, skincare, and salon management techniques. By providing a strong foundation in cosmetology best practices, this program prepares students for careers in the beauty industry. To further support their career readiness, students have the opportunity to earn an OSHA 10 certification in cosmetology, ensuring they understand workplace safety and sanitation requirements.

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CAREER *program* ENROLLMENT

Reach Cyber Charter School is dedicated to preparing students for the workforce by offering innovative virtual career readiness programs. These programs provide hands-on learning experiences in high-demand industries and ensure students graduate with industry-recognized credentials.