



Roberto Clemente Charter School

Board of Trustees

May 17, 2022

7:00PM

Agenda

1. Review of Agenda
2. Review of Minutes
 - 4/19/22 Minutes (motion)
3. Public Input
4. CEO Office
 - COVID-19 Update
 - 2022-2025 Comprehensive Plan
 - 2022 Summer School
 - 2022-2023 Contract Renewal List (motion)
5. Principals' Offices
 - Elementary School Report
 - Secondary School Report
6. Human Resources
 - HR Report
 - Hires/Appointments (motion)
 - Paid Time Off Policy (motion)
 - Probationary Period Policy (1st reading)
7. Business Office
 - May Business Report
 - April Financial Report
 - April Payment List (motion)
 - 2021 IRS Form 990
 - Contracts & Agreements
 - Flynn O'Hara (motion)
 - Administration Building Renovations (motion)
 - 2022/23 Health Insurance
 - Pareto Captive/Highmark (motion)
 - 2022/23 School Budget (1st Reading)



Roberto Clemente Charter School

8. New Business
9. Adjourn (motion)

**Roberto Clemente Charter School
Board of Trustees Meeting Minutes
April 19, 2022**

Attendees: John Bassler, Dr. Lynn Columba, Dr. Kathy Dolgos, Agustín García, Alex Rolón

RCCS Staff: Brighid Abbott, Charles Boger, Alyssa Mace, Krista Maugle, José Molina, Jr., Michael Rodríguez, Cory Snyder

EXECUTIVE SESSION:

The Board entered executive session at 6:03 p.m. to discuss personnel and legal issues. The Board left executive session at 7:02 p.m.

Dr. Columba called the meeting to order at 7:06 p.m.

MINUTES:

The minutes of the March 2022 BoT meeting were reviewed. A motion was made to approve the March minutes by Mr. Bassler and seconded by Mr. García. The motion carried unanimously.

PUBLIC COMMENT:

No public input.

CEO's REPORT:

Mrs. Mace presented the CEO's Report.

An updated COVID-19 report was provided by Mrs. Mace.

A motion to approve the RCCS Induction Plan K-12 was made by Mr. García and seconded by Dr. Dolgos. The motion carried unanimously.

A motion to approve the Charter Amendment #1 to update the start of the 2022-2023 Academic Year in the Master Calendar was made by Mr. Bassler and seconded by Mr. García. The motion carried unanimously.

A motion to approve the recommendation for Michelle Penoyer and Emily Mulcahy to receive compensation for acting pay was made by Mr. Bassler and seconded by Mr. García. The motion carried unanimously.

PRINCIPALS' REPORTS:

Ms. Maugle and Mr. Snyder presented their respective reports for the secondary and elementary schools.

Mr. Snyder acknowledged the following 5th grade students:

- Elliana Hernández recipient of the Edgar and June Baum Memorial Award (Merit Scholarship Award)
- Heidi Tenempaugy recipient of the Edgar and June Baum Memorial Award (Honorable Mention Award)

HUMAN RESOURCES REPORT:

Mr. Rodríguez presented the Human Resources Report.

A motion to approve the new hires as presented in the HR Report was made by Mr. García and seconded by Dr. Dolgos. The motion carried unanimously.

A motion to approve the resignations as presented in the HR Report was made by Mr. García and seconded by Mr. Bassler. The motion carried unanimously.

A motion to approve temporary amendments to the teacher aides' employment contracts for substituting services was made by Mr. García and seconded by Dr. Dolgos. The motion carried unanimously.

The Paid Time Off Policy was presented to the Board for review and formal approval action is to be taken at the May BoT meeting.

BUSINESS & FINANCIAL REPORTS:

The Business Report for the month of April was presented by Mr. Boger. The March 2022 Financial Report, and the March 2022 payment list were presented by Mr. Boger for discussion.

A motion to approve the March 2022 payment list was made by Mr. García and seconded by Mr. Bassler. The motion carried unanimously.

A motion to approve the purchase of one mini split air unit was made by Mr. Bassler and seconded by Mr. García. The motion carried unanimously.

A motion to assign an additional \$600,000 to the Assigned Fund for the new school building was made by Mr. García and seconded by Dr. Dolgos. The motion carried unanimously.

A motion to approve the contracts for staffing and recruitment with GHR Education, ProCare Therapy, and Soliant Health LLC was made by Mr. Bassler and seconded by Dr. Dolgos. The motion carried unanimously.

A motion to approve Valley Youth House for mental health services was made by Mr. Bassler and seconded by Dr. Dolgos. The motion carried unanimously.

NEW BUSINESS:

No new business.

There being no further business, Mr. Rolón moved to adjourn the meeting, seconded by Mr. García. The motion carried unanimously.

The RCCS Board meeting was adjourned at 7:43 p.m. **The next regular Board meeting will be May 17, 2022, at 7:00 p.m.**

Dr. Lynn Columba, President

Date

Mr. Alexander Rolón, Secretary

Date



Roberto Clemente Charter School

CEO Report

Tuesday, May 17, 2022

Mrs. Alyssa Mace

1. COVID-19 Update

- RCCS' positivity rate remains at 0% organizationally.

2. 2022-2025 Comprehensive Plan

- The RCCS Comprehensive Plan covering the years 2022-2025 has been posted on the RCCS website for a 28 day public review. A required component of the Comprehensive Plan is the Professional Development Plan (Act 48) which has also been posted for public review. The school community is invited to provide feedback on these plans to info@myrccs.com.
- Both plans will be submitted for board approval at the June meeting.

3. 2022 Summer School

- Summer School will be held June 27- July 22, 2022 K-12. Families will be notified the week of May 23rd if their child is required to attend.

3. 2022-2023 Contract Renewal List (motion)

ROBERTO CLEMENTE CS

131 W Hamilton St

Schoolwide Title 1 Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

Roberto Clemente Charter School is a small learning community that inspires and educates students to maximize their success. We provide students with a rigorous academic foundation using a holistic approach. We challenge students to excel and to acquire the knowledge and skills that they will need to be successful in college, secondary level studies, and as life-long learners.

VISION STATEMENT

Future State/What We Envision: We aspire to be an early college model school. We have a school community in which students, teachers, administrators, parents, and community members are all learners and share common values, ideas, and commitment. Our school community embraces a multicultural perspective and a collaborative approach to maximize our students' success. We have a professional community that uses reflective dialogue, develops relationships among teachers by being mentors and advisors, promotes professional collaboration, shares norms and values, has a collective focus on student learning, and integrates technology across subject areas. Our curriculum and instruction aims to provide small classroom sizes, individualized instruction, academic rigor with an emphasis in standards-based learning, an emphasis on reading and writing across content areas, and proper assessments to verify progress. We engage in lively discussions and critical thinking as we actively problem-solve. We take interest in character development and increasing social skills through project-based learning and early college opportunities. We strive to support students who are responsible, abide by rules and expectations, and treat adults, other students, school property, and others with respect. We expect students to participate in class, and to complete and turn in their classwork and homework. We envision students who are motivated, engaged in meaningful activities, able to work independently and in groups, and are engaged in the social and political world. We strive for parents to work cooperatively with the school to support the school's rules, policies, and expectations while providing the time and support at home for their child's academic work. Parents are encouraged to promptly inform

their child's teachers and school of any pertinent medical, family, home, and/or learning problems. Parents need to ensure that their child attends school daily, on time, in uniform, and ready to learn. Our school provides a welcoming, caring, and exciting atmosphere that uses collaboration and multiculturalism to promote school pride. Our school climate is safe and supportive while setting high expectations for all.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Students are expected to be responsible, abide by rules and expectations, and treat adults, students, school property, and others with respect. We expect students to participate in class, and to complete and turn in their classwork and homework. We envision students who are motivated, engaged in meaningful activities, able to work independently and in groups, and engage in the social and political worlds.

STAFF

Staff are encouraged to use reflective dialogue, develop relationships among teachers by being mentors and advisors, promote professional collaboration, share norms, and values, have a collective focus on student learning, and integrate technology across subject areas.

ADMINISTRATION

Administration is expected to create a climate that is welcoming, safe, and supportive for everyone. They are also responsible for facilitating collaboration and professional learning with the staff. In addition, they are tasked with promoting high expectations for all students.

PARENTS

Parents are expected to work cooperatively with the school, support the school's rules, policies, and expectations, and provide time and support at home for their child's academic work. Parents should promptly inform the teachers and the school of any pertinent information regarding their child. They must ensure that their child attends school daily, on time, in uniform, and ready to learn.

COMMUNITY

The community is expected to promote the idea that we are all learners, share common values, ideas, and commitments, and embrace a multicultural perspective and a collaborative approach to maximize student success.

STEERING COMMITTEE

Name	Position	Building/Group
Alyssa Mace	Administrator	Roberto Clemente Charter School
Charles Boger	Administrator	Roberto Clemente Charter School
Michael Rodriguez	Administrator	Roberto Clemente Charter School
Cory Snyder	Administrator	Roberto Clemente Charter School
Krista Maugle	Administrator	Roberto Clemente Charter School
Lara Ashworth	Staff Member	Roberto Clemente Charter School
Sarah Hart	Staff Member	Roberto Clemente Charter School
Jessica Kamber	Staff Member	Roberto Clemente Charter School
Judy Maginnis	Staff Member	Roberto Clemente Charter School
Dee Wimmer	Administrator	Roberto Clemente Charter School
Michelle Penoyer	Teacher	Roberto Clemente Charter School
Jessica Italiani	Teacher	Roberto Clemente Charter School

Name

Position

Building/Group

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
In order to promote proficiency on the Pennsylvania State Assessment, RCCS will refine its instructional programming to promote student engagement and achievement including the development of responsive intervention programs.	Essential Practices 1: Focus on Continuous Improvement of Instruction
To promote student engagement and achievement, RCCS re-establish its schoolwide positive behavior interventions and supports to define, educate, and support students in displaying the appropriate learning behaviors to be successful students and citizens.	Essential Practices 3: Provide Student-Centered Support Systems
In order to support the learning needs of staff, RCCS will develop a professional development program that is rich in diversity and approach.	Essential Practices 4: Foster Quality Professional Learning

ACTION PLAN AND STEPS

Evidence-based Strategy	
Designing Coherent Instruction	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

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Promoting Instructional Consistency	Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will be provided expectations and training related to designing coherent instruction that promotes structure and predictability.	2022-08-18 - 2023-06-08	CEO Building Principals Instructional Coaches	observational notes and documentations, instructional coaching agendas, PLC agendas, pacing calendars, professional development agendas

Anticipated Outcome

Teachers will implement consistent instructional routines and procedures that allows for effective pacing and promotes student engagement and achievement.

Monitoring/Evaluation

instructional walkthroughs, formal observations, lesson plan reviews, data analysis

Evidence-based Strategy

Positive Behavior Strategies

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Targeted Professional Development	Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities.
Promoting Instructional Consistency	Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency.
Positive Behavior Interventions and Supports	Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports.	2022-07-01 - 2025-06-30	Building Administrators Special Education Coordinator School Counselors Instructional Coaches	professional development, training, supplemental programs such as individualized or small group counseling

Anticipated Outcome
Teachers and staff will grow their repertoire of positive behavior strategies to promote student engagement and achievement while

reducing disciplinary incidents and referrals.

Monitoring/Evaluation

Analysis of disciplinary data, analysis of student attendance and achievement data

Evidence-based Strategy

Targeted professional development

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Targeted Professional Development	Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities.
Promoting Instructional Consistency	Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency.
Positive Behavior Interventions and Supports	Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement.

Action Step

Anticipated
Start/Completion

Lead
Person/Position

Materials/Resources/Supports Needed

RCCS will create and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities

2022-07-01 -
2023-06-15

CEO Building
Principals
Instructional
Coaches

Master Calendar Instructional
resources/guides local/classroom
assessment data benchmarking data
standardized assessment data

Anticipated Outcome

Teachers and staff will participate in regular and routine discussion-based professional learning activities rooted in data analysis and successful instructional practices.

Monitoring/Evaluation

agendas, professional learning activities, data analysis

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development)	Positive Behavior Strategies	Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports.	07/01/2022 - 06/30/2025
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)			
Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development)	Targeted professional development	RCCS will create and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities	07/01/2022 - 06/15/2023
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)			
Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)	Designing Coherent Instruction	Teachers will be provided expectations and training related to designing coherent instruction that promotes structure and predictability.	08/18/2022 - 06/08/2023

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.

School Board Minutes or Affirmation Statement

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school

Organize programmatic, human, and fiscal capital resources aligned with the school improvement plan and needs of the school community

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices

Meeting Annual Academic Growth Expectations (PVAAS)

Regular Attendance

In 2020-2021, 99.3% of RCCS students exceeded the Career Standards Benchmark.

In 2019-2020, RCCS students exceeded the Four-Year Cohort 2030 Statewide Goal as evidenced by a 100% graduation rate.

Communication across the K-12 continuum is growing allowing for improved alignment.

Challenges

Provide frequent, timely, and systematic feedback and support on instructional practices

Implement an evidence-based system of schoolwide positive behavior interventions and supports

Use multiple professional learning designs to support the learning needs of staff

Proficient or Advanced on Pennsylvania State Assessments

Early Indicators of Success

In 2020-2021, 31% of RCCS participated in courses of rigorous study which is lower than the state average of 57%.

In 2018-2019, 78% of graduating students transitioned to school, military, or work which is slightly lower than the state average of 79.9%.

Allocating the time necessary to promote the needed collaboration and communication is difficult.

As the EL and special education populations continue to grow,

Strengths

Parents are being provided resources for the community and at-home to support their children academically, socially, and emotionally.

Career Standards Benchmark

Following the 2020-2021 WIDA assessments, 73% of English Learners have exited the "1-Entering" proficiency level.

During the 2021-2022 school year, over 70% of students in grades 2- 5 displayed growth in English Language Arts from the first benchmark to the second benchmark (September to January/February).

During the 2021-2022 school year, over 40% of students in grades 6-8 displayed growth in English Language Arts from the first benchmark to the second benchmark (September to January/February).

During the 2021-2022 school year, over 30% of students in grades 9-12 displayed growth in English Language Arts from the first benchmark to the second benchmark (September to January/February).

During the 2021-2022 school year, over 80% of students in grades 1- 5 displayed growth in Mathematics from the first benchmark to the second benchmark (September to January/February).

Challenges

there are instructional impacts that require targeted professional development.

During the 2021-2022 school year, approximately 42% of students in grades 2-5 are performing on grade level in English Language Arts following the 2nd benchmark.

During the 2021-2022 school year, approximately 48% of students in grades 1-5 are performing on grade level in Mathematics following the 2nd benchmark.

In 2021-2022, 11.9% of RCCS students earned proficient or advanced in Science/Biology compared to the statewide average of 63.7%.

Following the 2020-2021 WIDA assessments, 27% of English Learners are considered "1- Entering" proficiency level.

With the exception of 1 student earning basic on the 3rd-grade math PSSA, students with disabilities in grades 3-8 earned below basic on the 2020-2021 math PSSA.

During the 2021-2022 school year, approximately 11% of students in grades 6-8 are performing on grade level in English Language Arts following the 2nd benchmark.

During the 2021-2022 school year, approximately 18% of students in grades 9-12 are performing on grade level in English Language

Strengths

However, of those students, only approximately 48% are performing on grade level following the 2nd benchmark.

During the 2021-2022 school year, over 50% of students in grades 6-8 displayed growth in Mathematics from the first benchmark to the second benchmark (September to January/February).

During the 2021-2022 school year, over 35% of students in grades 9-12 displayed growth in Mathematics from the first benchmark to the second benchmark (September to January/February).

According to the 2018-2019 PVAAS scores, RCCS students earned an academic growth score of 81.0 in Science/Biology which is greater than the statewide average of 75.1.

In 2020-2021, 38% of students with disabilities earned basic on the English PSSA in grades 3-8.

Challenges

Arts following the 2nd benchmark.

During the 2021-2022 school year, approximately 1% of students in grades 6-8 are performing on grade level in Mathematics following the 2nd benchmark.

During the 2021-2022 school year, approximately 2% of students in grades 9-12 are performing on grade level in Mathematics following the 2nd benchmark.

RCCS and its students would benefit from routine Science benchmarking to better plan for Science instruction based on achievement.

Most Notable Observations/Patterns

According to the last published PVAAS scores, RCCS students are exceeding the statewide growth standard which indicates students are making progress towards the mastery of state standards. More recently, students are showing growth on local benchmarking. However, the growth is not enough to approach grade level achievement, especially in the middle and high school levels. The growing EL and special education populations, in addition to remediating learning loss caused by the COVID-19 pandemic, will require targeted professional development opportunities to bolster instruction and programming at all levels.

Challenges	Discussion Point	Priority for Planning
Proficient or Advanced on Pennsylvania State Assessments	The COVID-19 pandemic and subsequent shutdown of schools greatly impacted student achievement at all levels. Virtual instruction provided challenging for a number of students as they struggled to successfully engage in the virtual environment.	
Early Indicators of Success		
Implement an evidence-based system of schoolwide positive behavior interventions and supports	The COVID-19 pandemic and subsequent shutdown of school greatly impacted the social and emotional development of students. Previously implemented positive behavior support plans need to be adjusted to address the change in student behavior upon the return to in-person learning.	
Use multiple professional learning designs to support the learning needs of staff	The return to in-person learning has proved challenging for school community as the needs of students have changed and have increased in severity.	
As the EL and special education populations continue to grow, there are instructional impacts that require targeted professional development.		

ADDENDUM B: ACTION PLAN

Action Plan: Designing Coherent Instruction

Action Steps	Anticipated Start/Completion Date		
Teachers will be provided expectations and training related to designing coherent instruction that promotes structure and predictability.	08/18/2022 - 06/08/2023		
Monitoring/Evaluation	Anticipated Output		
instructional walkthroughs, formal observations, lesson plan reviews, data analysis	Teachers will implement consistent instructional routines and procedures that allows for effective pacing and promotes student engagement and achievement.		
Material/Resources/Supports Needed		PD Step	Comm Step
observational notes and documentations, instructional coaching agendas, PLC agendas, pacing calendars, professional development agendas		yes	yes

Action Plan: Positive Behavior Strategies

Action Steps		Anticipated Start/Completion Date	
Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports.		07/01/2022 - 06/30/2025	
Monitoring/Evaluation		Anticipated Output	
Analysis of disciplinary data, analysis of student attendance and achievement data		Teachers and staff will grow their repertoire of positive behavior strategies to promote student engagement and achievement while reducing disciplinary incidents and referrals.	
Material/Resources/Supports Needed		PD Step	Comm Step
professional development, training, supplemental programs such as individualized or small group counseling		yes	yes

Action Plan: Targeted professional development

Action Steps		Anticipated Start/Completion Date	
RCCS will create and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities		07/01/2022 - 06/15/2023	
Monitoring/Evaluation		Anticipated Output	
agendas, professional learning activities, data analysis		Teachers and staff will participate in regular and routine discussion-based professional learning activities rooted in data analysis and successful instructional practices.	
Material/Resources/Supports Needed		PD Step	Comm Step
Master Calendar Instructional resources/guides local/classroom assessment data benchmarking data standardized assessment data		yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development)	Positive Behavior Strategies	Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports.	07/01/2022 - 06/30/2025
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)			
Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)			
Over the course of three years, RCCS will offer its instructional staff targeted	Targeted	RCCS will create	07/01/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development) Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency) Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)	professional development	and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities	- 06/15/2023
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)	Designing Coherent Instruction	Teachers will be provided expectations and training related to designing coherent instruction that promotes structure and predictability.	08/18/2022 - 06/08/2023

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Instructional Expectations	Teachers K-12	Lesson plan expectations, pacing expectations, lesson sequence/instructional activities expectations, data analysis
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Review of lesson plans, instructional walkthroughs, informal and formal observations, learning walks	08/22/2022 - 06/08/2023	Building principals/assistant principals Instructional Coaches

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1e: Designing Coherent Instruction

4e: Growing and Developing Professionally

2b: Establishing a Culture for Learning

4d: Participating in a Professional Community

1e: Designing Coherent Instruction

4e: Growing and Developing Professionally

2b: Establishing a Culture for Learning

1e: Designing Coherent Instruction

4d: Participating in a Professional Community

4d: Participating in a Professional Community

4e: Growing and Developing Professionally

2b: Establishing a Culture for Learning

1e: Designing Coherent Instruction

Teaching Diverse Learners in an Inclusive Setting

Teaching Diverse Learners in an Inclusive Setting

Teaching Diverse Learners in an Inclusive Setting

Language and Literacy Acquisition for All Students

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Over the course of three years, RCCS will offer its instructional staff targeted professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development) Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency) Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)	Positive Behavior Strategies	Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports.	2022-07-01 - 2025-06-30
Over the course of three years, RCCS will offer its instructional staff targeted	Targeted	RCCS will create	2022-07-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
professional development related to English Language Arts and mathematics instruction in addition to meeting the needs of English Learners and students with disabilities. (Targeted Professional Development) Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency) Over the next three years, RCCS will develop and implement responsive schoolwide positive behavior interventions and supports to decrease disciplinary referrals and to support student engagement and achievement. (Positive Behavior Interventions and Supports)	professional development	and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities	- 2023-06-15
Over the next three years, RCCS will develop, implement, and refine instructional expectations in order to promote instructional consistency. (Promoting Instructional Consistency)	Designing Coherent Instruction	Teachers will be provided expectations and training related to designing coherent instruction that promotes structure and predictability.	2022-08-18 - 2023-06-08

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Parent Training	K-12 Parents	Positive behavior expectations for students, Menu of positive behavior supports in each school building
Anticipated Timeframe	Frequency	Delivery Method
08/29/2022 - 06/08/2023	4x per year (beginning of each marking period)	Email Letter Posting on district website
Lead Person/Position		
Building principals/assistant principals School Counselors		
Communication Step	Audience	Topics/Message of Communication
PLC Calendars/Agendas	Instructional staff	meeting dates and times, agenda of learning activities

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 06/08/2023	Throughout the school year	Email Presentation
Lead Person/Position		
Building Principals Assistant Principals Instructional COaches		

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline

ROBERTO CLEMENTE CS

131 W Hamilton St

Professional Development Plan (Act 48) | 2022 - 2025

ACT 48

Chapter 4 establishes that each school entity shall submit to the Secretary for approval a professional education plan every 3 years as required under Chapter 49, Section 17(a). A school entity shall make its professional education plan available for public inspection and comment for a minimum of 28 days prior to approval of the plan by the school entity's governing board and submission of the plan to the Secretary.

Chapter 49.17, Continuing professional education, establishes that every school entity shall develop a continuing education plan that addresses the following requirements:

- a. Includes options for professional development including, but not limited to, activities such as: (i) graduate level coursework; (ii) obtaining a professionally related master's degree; (iii) department-approved in-service courses; (iv) curriculum development work; and (v) attendance at professional conferences.
- b. Defines terms used including, but not limited to, the following: (i) Professionally related graduate level coursework. (ii) Professionally related master's degree. (iii) Curriculum development work. (iv) Professional conferences.
- c. Developed as specified in section 1205.1 of the act in which the plan describes the persons who developed the plan and how the persons were selected.
- d. Submitted to the Secretary shall be approved by both the professional education committee and the board of the school entity.
- e. Includes a section which describes how the professional education needs of the school entity, including those of diverse learners, and its professional employees are to be met through implementation of the plan. The plan must describe how professional development activities will improve language and literacy acquisition for all students and contribute to closing achievement gaps among students.
- f. Includes a description of how the school entity will offer all professional employees opportunities to participate in continuing education focused on teaching diverse learners in inclusive settings.

g. A school district that contracts with a community provider to operate a prekindergarten program shall address in the school district's professional education plan how the school district will offer professional education opportunities to teachers in the community provider's prekindergarten program.

LEA provided professional education meets the education needs of that school entity and its professional employees, so that they may meet the specific needs of students. Professional education for all levels of an LEA should be based on sound research and promising practices that promotes educators' skills over the long term.

Exemplary professional education for staff:

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- Increases the educator's teaching skills based on research on effective practice, with attention given to interventions for struggling students.
- Provides educators with a variety of classroom-based assessment skills and the skills needed to analyze and use data in instructional decision-making.
- Empowers educators to work effectively with parents and community partners.

PROFILE AND PLAN ESSENTIALS

Roberto Clemente Charter School
121393330
131 W. Hamilton Street, Allentown, PA 18101

Alyssa Mace
anewman@myrccs.com
6104395181 X 554

Alyssa Mace
anewman@myrccs.com

STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Alyssa Mace	CEO	Alyssa Mace	School Board of Directors
Michael Rodriguez	Human Resources Administrator	Michael Rodriguez	Administration Personnel
Cory Snyder	Elementary Principal	Cory Snyder	Administration Personnel
Brittani Ricketts	Elementary Instructional Coach	Brittani Ricketts	Teacher
Dina Boyer	Middle/High School Instructional Coach	Dina Boyer	Teacher
Lara Ashworth	High School Counselor	Lara Ashworth	Administration Personnel

Name	Title	Committee Role	Appointed By
Sarah Hart	Middle School Counselor	Sarah Hart	Administration Personnel
Jessica Kamber	Elementary School Counselor	Jessica Kamber	Administration Personnel
Judy Maginnis	Certified School Nurse	Judy Maginnis	Administration Personnel
Dee Wimmer	Special Education Coordinator	Dee Wimmer	Administration Personnel

DESCRIBE HOW MANY TIMES THE COMMITTEE MEETS IN A GIVEN YEAR, ANY SUBCOMMITTEES THAT ARE FORMED AND ANY OTHER RELEVANT INFORMATION REGARDING THE FUNCTION OF THE COMMITTEE.

The CEO Leadership Team meetings monthly. Building leadership meets with their instructional coaches regularly.

PROFESSIONAL EDUCATION PLAN (PEP) (22 PA CODE, 49.17)

Professional Education Plan Guidelines	Yes/No
Are the professional development activities aligned with the current and applicable Pennsylvania Core Standards or Pennsylvania Academic Standards? (22 Pa Code, Chapter 4)	Yes
Are the effectiveness of offerings evaluated through multiple measures of student achievement within the context of educator effectiveness to determine impact on student learning, educator effectiveness, and/or school performance? (Act 82 of 2012) aka (22 Pa Code, 19)	Yes
Does the professional education plan contain a committee consisting of teacher representatives divided equally among elementary, middle and high school teachers chosen by the teachers, educational specialist representatives chosen by educational specialists and administrative representatives chosen by the administrative personnel? (Act 48, Section 1205.1)	Yes
Does the committee include parents of children attending a school in the district, local business representatives and other individuals representing the community appointed by the board of directors? (Act 48, Section 1205.1)	Yes
Was the professional education plan approved by the professional education committee and the board of the school entity? (22 pa Code, 49.16)	Yes
Does the professional development plan align with educator needs? (Act 48, Section 2)	Yes
Do the implementation steps cover at least a three-year implementation horizon?	Yes

ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

INSTRUCTIONAL EXPECTATIONS

Action Step	Audience	Topics to be Included	Evidence of Learning
Because positive behavior strategies often promote effective and engaging instruction, these strategies will be incorporated into targeted professional development opportunities that also promote instructional consistency, professional learning, and positive behavior interventions and supports. RCCS will create and implement a schedule formalizing professional learning communities (PLC) including formalized agendas and professional learning activities	Teachers K-12	Lesson plan expectations, pacing expectations, lesson sequence/instructional activities expectations, data analysis	Review of lesson plans, instructional walkthroughs, informal and formal observations, learning walks
Lead Person/Position		Anticipated Timeline	
Building principals/assistant principals Instructional Coaches		08/22/2022 - 06/08/2023	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Coaching (peer-to-peer; school leader-to-	As needed	1e: Designing Coherent	Teaching Diverse Learners in an

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
teacher; other coaching models)		Instruction	Inclusive Setting
Learning walk	As needed	4e: Growing and Developing Professionally 2b: Establishing a Culture for Learning 4d: Participating in a Professional Community 1e: Designing Coherent Instruction	Teaching Diverse Learners in an Inclusive Setting
Inservice day	Once per year/Orientation	2b: Establishing a Culture for Learning 4e: Growing and Developing Professionally 4d: Participating in a Professional Community 1e: Designing Coherent Instruction	Teaching Diverse Learners in an Inclusive Setting
Professional Learning Community (PLC)	Once per month	4e: Growing and Developing	Language and Literacy Acquisition

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
		Professionally	for All Students
		4d: Participating in a Professional Community	
		2b: Establishing a Culture for Learning	
		1e: Designing Coherent Instruction	

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

ACT 44 TRAINING

Audience	Topics to be Included	Evidence of Learning
All staff	Situational awareness, Trauma-informed education awareness, Behavioral health awareness, Suicide and bullying awareness, Substance use awareness, Emergency training drills, including fire, natural disaster, active shooter, hostage situation, and bomb threat.	Agendas, evaluations
Lead Person/Position		Anticipated Timeline
School Safety Coordinator CEO Building Principals		07/01/2022 - 06/30/2027

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Once per year	2c: Managing Classroom Procedures 1b: Demonstrating Knowledge of Students 2e: Organizing Physical Space 2a: Creating an Environment of Respect	Trauma Informed Training (Act 18)

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
		and Rapport 4d: Participating in a Professional Community	
Independent study	Once every 5 years	4d: Participating in a Professional Community 1b: Demonstrating Knowledge of Students 4e: Growing and Developing Professionally 2a: Creating an Environment of Respect and Rapport 2d: Managing Student Behavior	School Safety including Trauma-informed Education Awareness (Act 44)

ANNUAL FISCAL (APSEM, CONTINGENCY, ACT 16, SIGNIFICANT DISPROPORTIONALITY, IDEA-B) TRAINING

Audience	Topics to be Included	Evidence of Learning
Business Office, Special Education Coordinator	special education law, special education leadership	training materials,
Lead Person/Position	Anticipated Timeline	
Director of Business Administration Special Education Coordinator	07/01/2022 - 06/30/2023	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Conference	Once per school year	4b: Maintaining Accurate Records	Annual Fiscal (APSEM, Contingency, Act 16, Significant Disproportionality, IDEA-B) Training

INDICATOR 14 PENNSYLVANIA POST SCHOOL OUTCOMES TRAINING

Audience		Topics to be Included	Evidence of Learning
Special Education Coordinator High School Special Education Teachers		Post-school outcome surveys	agenda, handouts
Lead Person/Position		Anticipated Timeline	
Special Education Coordinator		06/01/2022 - 06/30/2025	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	As required	4b: Maintaining Accurate Records 1b: Demonstrating Knowledge of Students	Indicator 14 Pennsylvania Post School Outcomes Training

INDICATOR 13 EFFECTIVE PRACTICES IN TRANSITION TRAINING

Audience	Topics to be Included	Evidence of Learning
Special Education Coordinator Middle/High School Special Education Teachers	effective practices in secondary transition, an overview of the seven areas required by Indicator 13 for compliant, secondary transition practices.	agenda, handouts
Lead Person/Position	Anticipated Timeline	
Special Education Coordinator	07/01/2022 - 06/30/2025	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	as required/needed	1b: Demonstrating Knowledge of Students 4b: Maintaining Accurate Records	Indicator 13 Effective Practices in Transition Training

PASA ADMINISTRATION TRAINING

Audience	Topics to be Included	Evidence of Learning
Anyone administering the PASA Assessment	how to prepare to administer the PASA DLM Assessment, how to administer the PASA DLM Assessment	agenda, handouts
Lead Person/Position	Anticipated Timeline	
Special Education Coordinator	07/01/2022 - 06/30/2025	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Independent study	Once per school year		PASA Administration Training

EVALUATION AND REVIEW

DESCRIBE IN THE BOX BELOW THE PROCEDURES FOR EVALUATING AND REVIEWING THE PROFESSIONAL EDUCATION PLAN.

Professional Development Plans are reviewed by the following: 1. RCCS Leadership team who in turn meet with elementary, middle, and high school teachers and staff to offer input regarding professional development needs 2. Teacher Surveys are used to solicit anonymous feedback on trainings and professional development needs 3. Professional Learning Communities review student data as it pertains to growth, acquisition of skills and the correlation to pedagogical practices 4. Grade/Team/Department Meetings to discuss students' and curricular strengths and needs 5. Adhering to all new state mandates 6. Professional Development activities such as trainings, webinars, professional learning communities, workshops, seminars, etc.

PROFESSIONAL EDUCATION PLAN ASSURANCES

We affirm that this Professional Education Plan focuses on the learning needs of each staff member to ensure all staff members meet or exceed high academic standards in each of the core subject areas.

Professional Education Committee Chairperson:

Date

I affirm that this Professional Education Plan provides staff learning that improves the learning of all students as outlined in the National Staff Development Council’s Standards for Staff Learning.

Superintendent or Chief Administrative Officer:

Date

2022-2023 Recommended Contract Renewals

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>
Central Administration		
Boger	Charles	Director of Business Administration
Maginnis	Judith	Certified School Nurse/Health Services Coordinator
Rodriguez	Michael	Human Resources Administrator
Wimmer	Dierdre	Special Education Coordinator
Financial Dept.		
Koshiya	Pinalben	Purchasing & Financial Asst.
Martinez	Maoly	Payroll & Financial Asst.
Watt	Corin	Asst. Financial Manager
IT Dept.		
Charles	Cantave	Level I Help Desk Technician
Kadzielawski	Arkadiusz	Asst. IT Manager
Lunsford II	Christopher	Level I Help Desk Technician
Molina Jr.	Jose	IT Manager
Facilities Dept.		
Acosta	Felix	Custodian
Breiner	William	Facility Manager
Figueroa III	Jose	Custodian
Jackson	Brenda	Custodian
Martinez Montero	Manuel	Custodian
Martinez	Efrain	Custodian
Sepulveda	Dennis	Asst. Facility Manager
Food Service Dept.		
Albino-Perez	Lymarie	Asst. Food Service Manager
Rodriguez	Glenys	Cafeteria Aide
Suriel	Ramona	Cafeteria Aide/Cook
Perez Vega	Marianela	Cafeteria Aide
Velez	Ruth	Food Service Manager
Elementary School		
Beaver	Amber	2nd Grade
Burke	Juliana	1st Grade
Cruz	Keila	Spanish
Davila-Jafar	Einis	Spanish
Detweiler	Ashley	ESL
Fisher	Elizabeth	ESL
Frey	Tracy	2nd Grade
Gonzalez	Jensy	Receptionist

Henry	Linda	Art
Huey	Amy	4th Grade
Italiani	Jessica	Special Education
Kamber	Jessica	School Counselor
Maginnis	Judith	Certified School Nurse
Martinez	Isabela	Teacher's Aide/Substitute
Mendoza	Andrea	3rd Grade
Michaylira	Jennifer	5th Grade
Miller	Michael	Phys. Ed
Ortiz-Dilan	Doralees	Teacher's Aide/Substitute
Pena	Angela	3rd Grade
Perez	Marlene	Teacher's Aide/Substitute
Ricketts	Brittani	Instructional Coach
Robles	Yessica	1st Grade
Sabo	Megan	Math Instructional Support
Schneider	Alena	Music
Snyder	Cory	Principal
Stanley	Corinne	5th Grade
Straka	Allyson	Reading Instructional Support
Traynor	Susan	Kindergarten
Vargas	Luis	Teacher's Aide/Substitute
Vicenty	Stephanie	Administrative Assistant
Wetzel	Madison	Kindergarten
Yarborough	Anna	4th Grade
Young	Audra	Special Education

Middle/High School

Ambler	Derek	Health/Phys. Ed.
Ashworth	Lara	School Counselor
Blair	Michael	Social Studies
Boice	Adrianna	Science
Boyer	Dinamichele	Instructional Coach
Burak	Joshua	6th Grade
Burgermeister	John	Social Studies
Centeno	Joshua	Social Studies
Charon	Mary Elizabeth	Teacher's Aide/Substitute
DeCamp	Katherine	Mathematics
Gallagher	Ian	English
Gonzalez	Wanda	Receptionist
Greco	Michelle	English
Harstine	Healther	Computer Science
Hart	Sarah	School Counselor
Land	Brian	Mathematics
Maugle	Krista	Assistant Principal
McVicker	Mackenzie	Science
Meynardi	Karen	English

Mulcahy	Emily	ESL
Ordinola	Limaris	Administrative Assistant
Penoyer	Michelle	Science
Perlaza	Teresita	Spanish
Pilny	Jeremy	Music
Rodriguez	Jessica	Teacher's Aide/Substitute
Santos	Vicky	Teacher's Aide/Substitute
Tarantella	Laura	ESL
Taylor	Raquel	Mathematics
Thomas-Reid	Yolande	Teacher's Aide/Substitute
Torres	Rebecca	Registered Nurse
Usher	Lauren	English
Valentine	Scott	Science
Vargas-Maldonado	Michelle	Mathematics
Wiersch	Cassandra	Mathematics
Ybarra	Kirsten	Library
Young	Gable	Art



DUAL LANGUAGE PROGRAM - COLLEGE: IT'S WHAT WE DO!

Elementary Principal's Report

Tuesday, May 17, 2022

Mr. Cory Snyder

Enrollment (As of 5.12.22)

Kindergarten	50
Grade 1	49
Grade 2	51
Grade 3	48
Grade 4	50
Grade 5	49
Total	297

Student Attendance (4.1.22 to 4.30.22)

Kindergarten	94.36%
Grade 1	95.46%
Grade 2	94.66%
Grade 3	96.15%
Grade 4	95.56%
Grade 5	94.86%
Total	95.17%

2021-2022

Student Discipline (4.1.22 to 4.30.22)

- Twenty-three discipline reports were submitted.
 - Inappropriate Behavior (10)
 - Insubordination/Defiance (2)
 - Unsafe Behavior (4)
 - Irresponsible Behavior (3)
 - Bus misconduct (1)
 - Disrespectful Behavior (1)
 - Physical Confrontation (1)
 - *Out of School Suspension (1)*

School Counselor

- Consistent student counseling needs being seen
- Greif group started again 5.13.22
- Safer Smarter lessons in kindergarten
- Restorative Circles in Second Grade
- Zones of Regulation (Small Group Counseling)
 - Last day is 5.27.22



DUAL LANGUAGE PROGRAM - COLLEGE: IT'S WHAT WE DO!

Other

- College and Career Celebrations “Dream.Do.Work.” (5.16.22 to 6.3.22)
 - Fridays: Dress for Success, Dress in What You Want to Be, and School Spirit Dress Down
 - KONA ICE Day—5.26.22
 - Career Speakers
 - See attached list at the end of the board report
 - May 16, 2022—Lehigh Valley Phantoms Mascot
 - May 17, 2022—Doctor Presentation (1st grade)
 - May 18, 2022—LCCC Presentation (5th grade)
 - May 19, 2022—Miss PA, Mayor Tuerk, Officer Garcia, Ms. Juanita Renay Gray
 - May 20, 2022—Athletic Trainer Presentation (4th and 5th grade)
 - June 3, 2022—Lehigh Valley Iron Pigs Mascot
 - Vehicle Days for K,1,2
 - May 25th and June 1st
- Mobile Dentist
 - May 11, 12, and 13—Approximately 100 students were seen
- K-KIDS
 - Cleaning up around the Elementary School



- Social Media Presentation for 5th Grade with Officer Garcia



- Kindergarten Butterfly Release



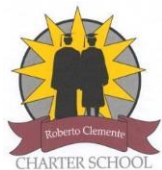


DUAL LANGUAGE PROGRAM - COLLEGE: IT'S WHAT WE DO!

- **Career Speakers**—These individuals have committed to come during College and Career Month. We are still working with some of them to determine specific dates and times for when they will be at the Elementary School.
 - Personal Trainer (Tiffone Porter)
 - Author (Amanda Helman)
 - Mayor (Matt Tuerk)
 - Police Officer (Luiz Garcia)
 - Firefighter (Chief John Christopher)
 - Ambulance Driver (Bryan Fritz)
 - Actress/Actor (Juanita Renay Gray)
 - CEO (RCCS Alyssa Mace)
 - Good Guy Clothing (Taquil Mason)
 - Doctor (Amanda Rosenfeld)
 - Lehigh County Sheriff (Office Hanna & Lieutenant L.)
 - Ms. Pennsylvania (Megan Siniski)
 - City Planner (Brandon Jones)
 - Lanta Bus (Darrel S.)
 - Red Cross (Danielle)
 - Jaciel Cordoba (WFMZ Reporter)

Calendar

- 5.30.22—School Closed: Memorial Day
- 6.10.22—5th grade talent show
- 6.13.22—Kindergarten Graduation @ 9:00 am at the Middle/High School
- 6.14.22—5th grade moving up @ 9:00 am at the Middle/High School
- 6.15.22—Last day for students



Roberto Clemente Charter School

Middle/High School Principal's Report
Tuesday, May 17, 2022
Mrs. Alyssa Mace

ENROLLMENT (as of 5/13/22)

Grade 6	49
Grade 7	48
Grade 8	47
Grade 9	40
Grade 10	46
Grade 11	41
Grade 12	42
Total	313

COUNSELORS' UPDATES

- **High School**
 - 11th and 12th grade special education students visited a transition fair at LCCC on April 29.
 - 6 students visited the Automotive Training Center on May 12.
 - Academic performance meetings continue to be held with students as needed.
 - Classroom lessons continue to be conducted as requested.
- **Middle School**
 - Academic performance meetings continue to be held with students as needed.
 - Lehigh Valley Therapy Dogs will visit RCCS on June 2.
 - Classroom lessons continue to be conducted as requested.
- **College & Career Kiosk**
 - Through Workforce Board Lehigh Valley, RCCS now has a mobile kiosk which is aimed at keeping students, teachers, administrators, and guidance/career counselors updated on job and labor market information, business and industry employability skills, the knowledge, skills and abilities required within high priority occupations, individual employer career pathways, summer jobs, internships, work experiences and connections to business and industry for work based learning opportunities.

SENIOR CLASS

- Senior Project make-ups were held Monday, May 9.
- Senior/Junior Prom will be held Saturday, May 21 from 6- 10 p.m. in the RCCS gym.
- Graduation will be held Monday, June 13 at 5:30 p.m. in the RCCS gym.



Roberto Clemente Charter School

PSSA/KEYSTONE EXAMS

- Students in grades 6, 7, and 8 completed the ELA and Math PSSA exams on April 25-27 and May 2-3, 2022. Students in grade 8 completed the Science PSSA on May 4-5, 2022.
- Students in grades 9 and 10 will take the Algebra 1 Keystone Exam on May 16-17, 2022.
- Students in grades 10 and 11 will take the Biology Keystone Exam on May 18-29, 2022.
- Students in grade 11 will take the Literature Exam on May 23-24, 2022.

STUDENT NEWS

- March Students of the Month
 - 6th grade: Angel Fuentes Garcia
 - 7th grade: Elijah Lopez
 - 8th grade: Angel Candelaria
 - 9th grade: Ashley Marte
 - 10th grade: Angel Hernandez
 - 11th grade: Giovanny Figueroa
 - 12th grade: Angel Soto Diaz

DISCIPLINE

- 84 referrals
 - Tardy to class
 - Cutting class
 - Cell phone violations
 - Cheating
 - Inappropriate behavior
- 4 Suspensions

CALENDAR

- May 17: Board of Trustees Meeting
- May 18: 12PM Early Dismissal
- May 21: Senior Prom
- May 30: School Closed- Memorial Day
- June 6: 8th Grade Field Trip
- June 13: 12th Grade Graduation 5:30 p.m.
- June 14: 8th Grade Moving Up Ceremony 5:30 p.m.
- June 15: Last day of school
- June 27-July 22: Summer School/ESY



Roberto Clemente Charter School

131 W Hamilton Street, Allentown, PA 18101 | Phone: 610-439-5181 | www.myrccs.com

Human Resources Report

May 17, 2022

I. Personnel Updates for board approval, including addenda:

a. Personnel Appointments and New Hires

Name	Job Title	Date	Status
Marlene Perez	Teacher Aide – Elementary School	4/21/2022	New Hire – Full-time
Diana Ortiz-Morrabal	Cafeteria Aide	4/25/2022	New Hire – Part-time
Arkadiusz Kadzielawski	I.T. Assistant Manager	4/29/2022	New Hire – Full-time
Joshua Centeno	Social Studies Teacher – Middle/High School	5/2/2022	New Hire – Full-time
Adrianne Boice	Science Teacher – Middle/High School	5/5/2022	New Hire – Full-time
Miriam Medrano-Bautista	Cafeteria Aide	5/16/2022	New Hire – Part-time

b. Personnel Resignations and Dismissals

Name	Job Title	Date	Status
Brenda Valles	Teacher Aide – Elementary School	5/9/2022	Resignation

II. Current and Future Job Postings:

Title	Department
Maintenance – Full-time	Facilities



Roberto Clemente Charter School

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Teacher Aide - Part-time (3)	Elementary School
Registered Nurse/Substitute - Part-time (1)	Health Services
Mathematics Teacher	Middle/High School
Special Education Teacher (2)	Middle/High School
Teacher Aide – Part-time (3)	Middle/High School
Cafeteria Aide – Part-time (1)	Food Service

III. Policies (first reading)

- a. Probationary Period Policy
 - Probation Evaluation Form

IV. Policies (second reading)

- a. Paid Time Off Policy

V. Employment Agreements (for approval vote)



Roberto Clemente Charter School

Paid Time Off Policy

Effective Date	7/1/2022
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PURPOSE

To provide a policy on employee paid time off eligibility and use. This policy is only applicable to covered employees of RCCS and those not eligible for Paid Time Off.

Applicable to	Full-time and Part-time (>30 hrs./wk.) employees
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Eligibility Requirements:

1. Full and part-time employees who normally work a minimum of 30 hours a week are eligible. Part-time employees who normally work less than thirty (30) hours a week and on-call employees are not eligible.
2. Full-time and part-time employees will earn paid time off in accordance with the following eligibility tables:

Salaried Employees: 12-month Contract, full-time

Amount Earned (fiscal year July to June)	Roll-Over (fiscal year July to June)
20 days vacation; new hires after 3 months of service.	NONE – Must be used by June 30th
10 days sick; new hires after 3 months of service.	Accumulated time may not exceed 30 days
2* days personal; new hires after 3 months of service.	NONE – Must be used by June 30th
*1 day if hired after February 1 st .	

Salaried Employees: 10-month Contract, full-time

Amount Earned (academic year)	Roll-Over (academic year)
10 days sick; new hires after 2 months of service.	Accumulated time may not exceed 30 days
2* days personal; new hires after 2 months of service.	NONE – Must be used by the last day of school
*1 day if hired after February 1 st .	



Roberto Clemente Charter School

Hourly Employees: 12-month Contract, full-time

Amount Earned (fiscal year July to June)	Roll-Over (fiscal year July to June)
10 days vacation; new hires after 3 months of service.	NONE – Must be used by June 30th
10 days sick; new hires after 3 months of service.	Accumulated time may not exceed 30 days
2* days personal; new hires after 3 months of service. *1 day if hired after February 1st.	NONE – Must be used by June 30th

Hourly Employees: 10-month, full-time

Amount Earned (academic year)	Roll-Over (academic year)
4 days sick; new hires after 2 months of service.	Accumulated time may not exceed 30 days
8 days personal; new hires after 2 months of service. *1 day if hired after February 1st.	NONE – Must be used by the last day of school

Hourly Employees: 12-month, part-time (>30 hrs./wk.)

Amount Earned (semiannually on July 1 and Jan. 1)	Roll-Over (fiscal year July to June)
3 days sick; new hires after 3 months of service.	NONE – Must be used by June 30th

Hourly Employees: 10-month, part-time (>30 hrs./wk.)

Amount Earned (semiannually at the beginning of the Academic Semesters)	Roll-Over (academic year)
3 days sick; new hires after 2 months of service.	NONE – Must be used by the last day of school

3. For purposes of determining length of continuous service, the following will apply:

a. Leaves of absence will not be considered as interruptions in service; however, paid time off will not be earned during such periods of unpaid absence as permitted by state and federal law.

b. Paid time off hours will be earned in accordance with the eligibility table



Roberto Clemente Charter School

above. Employee service must cover a full month (up to and including the anniversary day of hire) before that month's increment is earned. Example: Hired on June 16; must work through the 16th of any month to earn that month's increment.

c. Employees who reclassify from on-call to part- or full-time employment will be credited with continuous service from their original hire date for purposes of determining annual accrual amounts.

4. Paid time off hours may be used as they are earned, except as follows:

a. New employees may not use paid time off until they have been employed as the minimum period stated above. At that time, they may use the time they have earned.

b. Employees placed on furlough status may not substitute paid time off during the furlough period.

c. Employees will not be eligible to take any paid sick, vacation or personal days after a resignation notice has been given.

Procedure:

1. Vacation paid time off schedules must be approved by a manager with at least a two (2) weeks' notice. Conflicts in paid time off scheduling will be resolved by management giving priority based on seniority, work performance and no pending disciplinary actions.

2. Paid time off must be used in increments of at least fifteen (15) minutes. A day's paid time off will equal the number of hours the employee is scheduled to work.

If an employee takes paid time off on a day, they are scheduled to work a ten (10) or twelve (12) hour shift, they must record ten (10) or twelve (12) hours respectively as paid time off on their request.

Exempt employees will only be required to use up to forty hours of paid time off in a work week even if they regularly work more than forty hours.

3. Employees are not permitted to use paid time off on a day in which they have worked their full scheduled shift.

4. Paid time off pay will be computed at the straight-time hourly rate for each hour of paid time off used. Paid time off taken during the workweek will not be considered as time worked in the computation of overtime.

5. Paid time off hours cannot be converted into payment in lieu of actually taking paid time off.

6. Unused accrued paid time off hours will be forfeited under the following reasons:

a. Termination (Voluntary or Involuntary; with or without notice)



Roberto Clemente Charter School

- b. After June 30th for 12-month contract employees and after the last day of school for 10-month contract employees.
 - c. If a full-time or benefit-earning part-time employee reclassifies to an on-call or part-time employee regularly scheduled to work less than thirty (30) hours per week, thus losing eligibility for paid time off benefits, unused accrued paid time off as of the date of reclassification.
7. Vacation and Personal Top-Off: Employees may not carry over the amount of paid time off earned during a year to the next year. Any paid time off hours which an employee qualifies for must be used by no later than the cut-off June 30th for 12-month contract employees or by the last day of school for 10-month contract employees. If all excess hours are not used by that date, any hours remaining will be topped-off and the employee's balance adjusted down to their allowed annual accrual for the upcoming fiscal/academic year.
8. Special Extension Requests for Paid time off Use - Special extension requests to allow an employee to use excess paid time off hours beyond the top-off date (based on work-related reasons preventing the use of excess paid time off time) must be requested and approved by the CEO in writing and prior to May 1st of each year to be exempt from the annual top-off.
9. Unless prohibited by law, if a leave of absence is required by an employee, they must use all earned sick and paid time off hours. This constitutes a paid leave of absence. Once this paid leave time is exhausted, the employee will be put on an unpaid leave of absence.
10. Short-term and long-term disability insurance benefit eligible employees will be required to utilize disability insurance in accordance with policy eligibility guidelines and will not be permitted to combine that income with paid time off offered by RCCS.
11. Management reserves the right to schedule earned paid time off during a facility shutdown or holiday period.
12. Continuous application of this policy is subject to the continuation of and the availability of funding.

Paid time Off restitution

The Roberto Clemente Charter School reserves the right to prorate the use of paid time off to recover paid benefits offered to any employee who separates from their job before the end of their year contract.

Severe Weather/Emergency Cancellations

- 1. All full-time employees will be paid for cancellation workdays due to inclement weather or emergencies if no other PTO have previously been approved by the supervisor.



Roberto Clemente Charter School

2. Part-time employees working 30 or more hours per week, will receive pay for any cancelled time beyond the second day of events, need not be consecutive, on an academic year period.

Board Approval Date	
Approval Signatures on file	

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE SCHOOL'S CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE CHARTER AND/OR APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.

The above policy update will replace/update former related policies and procedures per RCCS Policies and Procedures Manual of 2011-2012.



Roberto Clemente Charter School

Probationary Period Policy

Effective Date	7/1/2022
PURPOSE	
To establish a policy which allows a probationary period for all newly hired employees and employees who reclassify from on-call status to a part-time or full-time position or from one position to another.	
Applicable to	All newly hired or reclassified employees
Internal Forms	Probation Evaluation Form
<i>Your employment with the Roberto Clemente Charter School "RCCS" is entered into voluntarily and can be terminated, with or without cause and with or without notice, at any time at the option of either the RCCS or yourself. In addition, the charter school may make decisions regarding other terms of employment (including demotion, promotion, compensation, benefits, and job duties) at any time, with or without cause or advanced notice. Nothing in RCCS' policies or its employee handbook or this policy creates or is intended to create a promise or representation of continued employment by you or any contractual or legally enforceable obligation on the part of the charter school. No representative of the charter school other than the Board of Trustees has the authority to enter into any agreement for employment for a specified duration or to make any agreement for employment other than at-will. Any such agreement that changes your at-will employment status must be explicit, in writing, and signed by you and the president of the Board.</i> The staff probationary period is 90 days for all new hires or reclassified staff. The probationary period is intended for employees to assure they are still interested in and suited for the position they have accepted with the charter school, and for the charter school to determine whether or not the employee should be retained. During this period, employees will not be considered for promotion or transfer unless an exception is approved by the Chief Executive Officer (CEO) in writing to Human Resources (HR). During the probationary period, the charter school's usual disciplinary and conflict resolution procedures will apply. The probationary period does not limit the charter school's ability to discipline or terminate employment prior to the end of the probationary period. Procedure Human Resources Responsible to ensure all newly hired employees sign and date an acknowledgement which officially notifies them of their probationary period. 45 days before the end of an employee's probationary period, HR will notify the supervisor that the employee's probationary period is ending and provide them with the Probation Evaluation Form. HR will be responsible to review and approve the supervisor's comments and will obtain all necessary management signatures BEFORE it is discussed with the employee.	



Roberto Clemente Charter School

Supervisor

Schedule an evaluation before the probationary period expires.

Retention Recommended

1. Within 45 days prior to the expiration of an employee's probationary period, the supervisor will complete a probation evaluation form. HR will review BEFORE it is given to the employee.
2. The supervisor will meet and review it with the employee. This evaluation will give the employee an idea of how well they are doing and may identify problems and areas where additional training may be needed.
3. Once complete, the supervisor and the employee will sign and date the evaluation form and return it to HR for the employee's personnel file within 7 days of the employee providing their signature.
4. Should the employee complete their probationary period prior to April 30th of the contract year, they must participate in the evaluation process as dedicated by policy.

Dismissal or Demotion Recommended

1. Prior to any discussion with the employee, the supervisor will discuss the matter with HR and make a written recommendation for termination or demotion 40 days before the expiration of the probationary period. It will include the reasons and supporting documentation. HR will submit to the CEO for consideration.
2. If an employee commits a violation of the Rules of Conduct that would result in termination of a non-probationary employee, discipline should be administered in accordance with the charter school's employee discipline policy to include involuntary termination, as opposed to probationary termination.
3. The CEO will obtain the approval from the Board of Trustees.
4. There should be no documentation given to the employee regarding reasons or justification for dismissal. HR must prepare the probationary termination letter. In the event of a probationary dismissal, the only justification that will be provided to the employee, both verbally and in writing, is "the Board of Trustees has elected not to continue the employment relationship."

All steps above, including formal notification to the employee, must be completed prior to the expiration of the probationary period. Otherwise, the employee will be considered to have automatically "passed" the probationary period.

Board Approval Date	
Approval Signatures on file	

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE SCHOOL'S CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE CHARTER AND/OR APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.



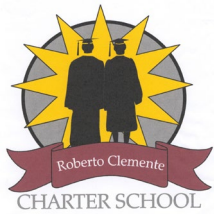
Probation Evaluation Form

Employee Name	Title	Department
Date of Hire/Reclassification	Date Assessment Period Ends	Date Completed

Listed below are performance factors pertinent to continued employment. Please fill the comments section of the table.

PERFORMANCE FACTORS	COMMENTS
JOB KNOWLEDGE - knowledge of work gained through experience, education and training. Attends scheduled staff training to meet all requirements.	
QUANTITY/QUALITY - volume and accuracy of work.	
DEPENDABILITY - on time; follows instructions; accepts call-ins or unscheduled overtime. Follows call out procedures. Attendance	
RESPONSIBILITY - willingness to accept and achieve assigned tasks economically, practically, and timely; safe worker.	
SOCIAL SKILLS - positive intervention skills; acts as a role model of respectful behaviors for others; promotes teamwork.	
ADAPTABILITY - quickness to learn new duties and adjust to new situations.	
INITIATIVE - desire and ability to recommend new course of action.	
OVERALL COMMENTS	

Supervisor Signature/Date	Manager Signature/Date	Director Signature/Date
Human Resources Signature/Date	Employees Signature/Date	CEO Signature/Date



Roberto Clemente Charter School

Business Report: May 17, 2022

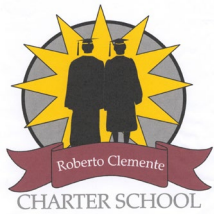
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Financial Activity (4/1-4/30/22)

- Finance Committee meeting (May-13).
- 628 Students: Non-Special Ed (576), Special Ed (52)
Allentown SD (593), Bethlehem Area SD (10), Catasauqua Area SD (3), East Penn SD (6), Northampton SD (1), Parkland SD (1), Salisbury Township SD (7), Saucon Valley SD (1), Whitehall/Coplay SD (6)
- Total grant funds spent: ESSER II (21%); ESSER III (17%).
- \$27,227 General contractor charges. (*Administration Building*)
- \$900 Architect fees. (*Administration Building*)
- \$438 Container rental. (*Administration Building*)
- \$853 Miscellaneous construction supplies. (*Administration Building*)
- \$3,073 Electrical installation. (*Administration Building*)
- \$114,539 Received in accrued ESSER III funds.
- Assigned \$600,000 to the Capital Expenses & Projects Fund-New School Building.
- Released \$32,650 in Assigned Funds/Capital Expenses & Projects Fund:
 - Administration Building renovations-\$32,491
 - School Isolation Rooms-\$159 (Project complete/reallocated back to Un-Assigned FB)
- Un-Assigned General Fund balance \$773,603 / 7.7% of the operating budget.
- \$746,077 Total disbursements.
- Progress bill #3 for building renovations. (*Bracy Construction*)
- Final installment on liability insurance package. (*Philadelphia Insurance Co.*)
- Partial payment on 3rd Quarter ER state pension contributions. (*PSERS*)

Grants, Donations, & Reports

- Approved (Feb-14) 20/21 ARP ESSER Application.
- Submitted (Apr-21) 21/22 Consolidated Application funding adjustments.
- Submitted (Apr-22) 20/21 Title IV Final Expenditure Report.
- Received (Apr-23) E-rate FY 2022 Funding Commitment Decision Letter (\$46,332).
- Filed (Apr-27) E-rate FY 2022 Form 486.
- Submitted (Apr-28) 20/21 LEA ESSER funding status report.
- Approved (Apr-29) 21/22 ARP ESSER Homeless Children & Youth Set-Aside Application.
- Filed (May-9) 22/23 Paid Lunch Equity Compliance Form.
- Filed (May-10) 1st Quarter/2022 Multi-Site Work Report.
- Filed (May-11) IRS Form 990.



Roberto Clemente Charter School

Business Report: May 17, 2022

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Contracts & Agreements

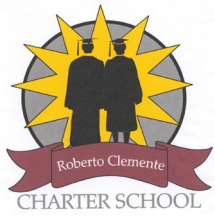
- Student uniforms. -*Flynn O'Hara*
 - 7/1/22-6/30/24; automatic annual renewals.
 - 10% Rebate
 - Exclusive/12-Month termination notice.

Technology Update

- Department meeting (4/18).
- 110 Service tickets received between 4/10-5/10.
- Evaluating WPA Enterprise Systems upgrade.
- Upgrades related to the administration building renovations is ongoing.
- Networking of parking lot surveillance devices at the Administration Building is complete.
- System test operations for Keystone Testing complete. Tech support to begin 5/16.
- Deployment of Blue Iris servers (schoolwide security devices) complete.
- Beginning schoolwide resiliency upgrades.
- Year-end department preparations underway.

Facilities Update

- Administration Building Renovations Project YTD: \$403,328/Actual; \$693,500/Approved Budget
 - Parking Lot
 - Electric service (PPL) activated.
 - Security devices installed and networked.
 - Surface leveling/parking block installation/line painting 60% complete.
 - Building
 - Electrical installation 95% complete and inspected.
 - Mechanical (HVAC) installation 95% complete and inspected.
 - Plumbing 80% complete and inspected. Fixtures to be installed the week of June 6.
 - Main waterline work completed. Final street repair (Hamilton St.) to be scheduled in 2 months.
 - Sheetrock/spackling/painting 50% complete.
 - Ceiling grid and door installations to begin the week of May 23.
 - Flooring to begin the week of June 6.
 - Final inspection scheduled for 6/13.



Roberto Clemente Charter School

Business Report: May 17, 2022

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General Updates

- Delivery driver and food supply shortages are ongoing issues.
- Budget meetings: 5/13, 6/17.
- 2022-2023 School Budget 1st Reading (5/17)
- Annual LEA financial audit scheduled for the week of Aug-15.

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
Revenue-General Fund					
6000/9000 Local Sources & Other Sources					
6500 Interest	\$ 146.76	\$ 1,352.48	\$ 0.00	1,352.48	\$ 0.00
6700 Student Activities	0.00	102.80	8,080.00	(7,977.20)	10,100.00
6832 PassThru Federal Funds (IU)	15,153.33	58,790.27	49,731.20	9,059.07	62,164.00
6920 Other Local Grants & Contributions	0.00	2,160.00	0.00	2,160.00	0.00
6944 Regular Education Subsidies	548,094.70	5,391,267.91	4,884,000.00	507,267.91	5,860,800.00
6944 Special Education Subsidies	147,557.28	1,299,798.92	1,317,500.00	(17,701.08)	1,581,000.00
6990 Miscellaneous	101.25	3,061.59	1,416.50	1,645.09	1,700.00
<i>Total Local Sources</i>	<i>711,053.32</i>	<i>6,756,533.97</i>	<i>6,260,727.70</i>	<i>495,806.27</i>	<i>7,515,764.00</i>
7000 State Sources					
7320 Lease Reimbursement	0.00	0.00	0.00	0.00	98,500.00
7330 Health Services Reimbursement	0.00	262.00	0.00	262.00	11,000.00
7505 Ready To Learn Grant	5,378.75	24,702.08	22,836.80	1,865.28	28,546.00
<i>Total State Sources</i>	<i>5,378.75</i>	<i>24,964.08</i>	<i>22,836.80</i>	<i>2,127.28</i>	<i>138,046.00</i>
8000 Federal Sources					
8514 Title I	33,269.59	272,900.77	354,400.00	(81,499.23)	443,000.00
8515 Title II	(486.16)	33,910.69	39,920.00	(6,009.31)	49,900.00
8516 Title III	0.00	22,080.64	20,400.00	1,680.64	25,500.00
8517 Title IV	179.97	36,984.98	31,440.00	5,544.98	39,300.00
8740 ESSER	106,385.65	1,001,315.99	1,054,540.50	(53,224.51)	1,250,304.00
<i>Total Federal Sources</i>	<i>139,349.05</i>	<i>1,367,193.07</i>	<i>1,500,700.50</i>	<i>(133,507.43)</i>	<i>1,808,004.00</i>
Revenue-Enterprise Fund					
Food Service					
6620 Sales	0.00	0.00	640.00	(640.00)	800.00
6920 Local Grants & Contributions	0.00	0.00	0.00	0.00	0.00
6990 Miscellaneous	0.00	0.00	0.00	0.00	0.00
7600 State Sources	1,775.28	13,200.12	17,000.00	(3,799.88)	21,000.00
8531 Federal Sources	57,362.83	494,436.75	393,380.00	101,056.75	490,725.00
<i>Total Food Service</i>	<i>59,138.11</i>	<i>507,636.87</i>	<i>411,020.00</i>	<i>96,616.87</i>	<i>512,525.00</i>
Total Revenue	914,919.23	8,656,327.99	8,195,285.00	461,042.99	9,974,339.00

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
Expenses-General Fund					
Instructional Services					
1100-Regular Programs					
100 Salaries/Wages	\$ 219,285.24	\$ 1,870,652.97	\$ 2,090,167.74	(219,514.77)	\$ 2,580,454.00
200 Benefits	97,865.25	800,022.71	994,102.64	(194,079.93)	1,227,287.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
400 Property Services-Maintenance/Repairs/Rentals	1,869.46	19,088.86	21,103.36	(2,014.50)	25,324.00
500 Other Services	0.00	0.00	4,800.00	(4,800.00)	6,000.00
600 Supplies/Books/Subscriptions	1,285.79	104,238.68	111,294.54	(7,055.86)	130,784.00
800 Miscellaneous	0.00	0.00	2,400.00	(2,400.00)	3,000.00
<i>Total Regular Programs</i>	<i>320,305.74</i>	<i>2,794,003.22</i>	<i>3,223,868.28</i>	<i>(429,865.06)</i>	<i>3,972,849.00</i>
1200-Special Programs					
100 Salaries/Wages	26,315.40	248,168.91	296,468.00	(48,299.09)	365,323.00
200 Benefits	12,229.99	98,025.37	138,394.26	(40,368.89)	170,394.00
300 Contracted Professional & Technical Services	17,460.00	22,260.00	0.00	22,260.00	0.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	0.00	0.00	0.00
600 Supplies/Books/Subscriptions	267.83	6,427.97	8,691.66	(2,263.69)	10,430.00
<i>Total Special Programs</i>	<i>56,273.22</i>	<i>374,882.25</i>	<i>443,553.92</i>	<i>(68,671.67)</i>	<i>546,147.00</i>
1400/1691/1700-Other Programs & Adult Education					
100 Salaries/Wages	12,745.00	147,498.24	206,384.00	(58,885.76)	237,980.00
200 Benefits	3,441.06	39,564.95	59,458.00	(19,893.05)	68,035.00
300 Contracted Professional & Technical Services	600.00	22,559.28	26,000.00	(3,440.72)	30,000.00
500 Other Services	0.00	0.00	0.00	0.00	0.00
566 Tuition/Higher Education	0.00	0.00	4,000.00	(4,000.00)	5,000.00
600 Supplies/Books/Subscriptions	0.00	865.97	12,000.00	(11,134.03)	14,000.00
<i>Total Other Programs & Adult Education</i>	<i>16,786.06</i>	<i>210,488.44</i>	<i>307,842.00</i>	<i>(97,353.56)</i>	<i>355,015.00</i>
Support Services					
2100-Student Support (Guidance/Child Accounting/Special Ed)					
100 Salaries/Wages	12,568.85	128,985.47	129,344.16	(358.69)	155,213.00
200 Benefits	5,246.56	50,825.75	38,269.18	12,556.57	45,923.00
300 Contracted Professional & Technical Services	5,378.75	10,272.50	8,000.00	2,272.50	10,000.00
336 Contracted Evaluations & Special Ed Services	4,815.00	148,509.75	80,000.00	68,509.75	100,000.00
500 Other Services	0.00	0.00	3,550.00	(3,550.00)	4,400.00
600 Supplies & Subscriptions	0.00	6,792.48	13,358.92	(6,566.44)	15,300.00
<i>Total Student Support</i>	<i>28,009.16</i>	<i>345,385.95</i>	<i>272,522.26</i>	<i>72,863.69</i>	<i>330,836.00</i>

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
2200-Instructional Support (Technology/Library/Curriculum/Staff Development)					
100 Salaries/Wages	\$ 15,519.95	\$ 170,790.38	\$ 214,107.04	(43,316.66)	\$ 266,072.00
200 Benefits	8,036.64	92,412.10	118,351.56	(25,939.46)	144,808.00
240 Tuition Reimbursement	2,700.00	11,136.33	20,000.00	(8,863.67)	24,000.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
320 Contracted Staff Development Services	0.00	18,220.00	33,266.96	(15,046.96)	41,167.00
400 IT Equipment-Maintenance/Repairs/Rentals	0.00	0.00	2,000.00	(2,000.00)	2,000.00
400 Library Equipment-Maintenance/Repairs/Rentals	0.00	116.25	966.66	(850.41)	1,160.00
500 Other Services	12.19	1,735.45	5,097.34	(3,361.89)	6,330.00
600 IT Supplies & Subscriptions	735.27	13,421.01	15,833.32	(2,412.31)	19,000.00
600 Library Supplies & Subscriptions	0.00	9,414.66	13,414.98	(4,000.32)	16,150.00
600 Curriculum Supplies & Subscriptions	0.00	13,740.37	9,833.34	3,907.03	11,800.00
600 Staff Development Supplies & Subscriptions	0.00	5,392.04	9,185.00	(3,792.96)	11,102.00
800 Miscellaneous	0.00	0.00	0.00	0.00	0.00
<i>Total Instructional Support</i>	<i>27,004.05</i>	<i>336,378.59</i>	<i>442,056.20</i>	<i>(105,677.61)</i>	<i>543,589.00</i>
2310/2360-Administration (Board/CEO's Office/Legal & Accounting)					
100 Salaries/Wages	9,252.87	95,563.02	95,833.34	(270.32)	115,000.00
200 Benefits	6,880.57	58,940.38	59,923.34	(982.96)	71,908.00
300 School Board Professional Development Services	0.00	0.00	1,666.66	(1,666.66)	2,000.00
330 Legal & Accounting Services	0.00	23,969.04	38,833.34	(14,864.30)	43,000.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	0.00	0.00	0.00
500 Other Services	0.00	0.00	1,499.98	(1,499.98)	1,800.00
600 Supplies & Subscriptions	11.99	1,167.78	1,249.98	(82.20)	1,500.00
800 Dues/Miscellaneous	583.60	3,753.60	4,416.66	(663.06)	4,500.00
<i>Total Board/CEO's Office/Legal & Accounting</i>	<i>16,729.03</i>	<i>183,393.82</i>	<i>203,423.30</i>	<i>(20,029.48)</i>	<i>239,708.00</i>
2380-Administration (Principal's Office)					
100 Salaries/Wages	38,109.35	383,153.15	429,669.16	(46,516.01)	515,603.00
200 Benefits	16,132.25	183,216.84	248,404.16	(65,187.32)	298,085.00
400 Property Services-Maintenance/Repairs/Rentals	1,155.14	11,545.98	11,463.32	82.66	13,576.00
500 Other Services	0.00	1,416.93	3,750.00	(2,333.07)	4,500.00
600 Supplies & Subscriptions	604.56	6,256.86	10,375.00	(4,118.14)	12,450.00
800 Miscellaneous	1,107.10	2,089.92	2,500.00	(410.08)	3,000.00
<i>Total Principal's Office</i>	<i>57,108.40</i>	<i>587,679.68</i>	<i>706,161.64</i>	<i>(118,481.96)</i>	<i>847,214.00</i>

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
2400-Pupil Health					
100 Salaries/Wages	\$ 10,950.00	\$ 100,545.00	\$ 138,318.64	(37,773.64)	\$ 167,945.00
200 Benefits	8,859.18	64,849.28	66,704.46	(1,855.18)	80,861.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	3,000.00
500 Other Services	0.00	0.00	166.66	(166.66)	200.00
600 Supplies & Subscriptions	131.71	593.69	5,833.34	(5,239.65)	7,000.00
<i>Total Pupil Health</i>	<i>19,940.89</i>	<i>165,987.97</i>	<i>211,023.10</i>	<i>(45,035.13)</i>	<i>259,006.00</i>
2500-Business					
100 Salaries/Wages	15,655.54	167,191.51	175,961.66	(8,770.15)	211,154.00
200 Benefits	8,779.02	95,306.53	92,344.16	2,962.37	110,813.00
300 Contracted Professional & Technical Services	1,668.95	23,810.00	22,916.66	893.34	26,500.00
400 Property Services-Maintenance/Repairs/Rentals	578.88	4,404.18	5,733.32	(1,329.14)	6,880.00
500 Other Services	19.08	695.44	1,416.66	(721.22)	1,700.00
600 Supplies & Subscriptions	302.05	3,269.67	5,166.66	(1,896.99)	6,200.00
800 Taxes/Fees/Miscellaneous	25.00	1,065.86	1,833.34	(767.48)	2,200.00
<i>Total Business</i>	<i>27,028.52</i>	<i>295,743.19</i>	<i>305,372.46</i>	<i>(9,629.27)</i>	<i>365,447.00</i>
2600/2900-Plant Operations & Maintenance					
100 Salaries/Wages	18,901.61	217,052.83	244,955.84	(27,903.01)	293,947.00
200 Benefits	7,492.43	80,495.95	101,288.34	(20,792.39)	121,546.00
300 Contracted Professional & Technical Services	2,577.96	81,872.65	76,299.00	5,573.65	94,210.00
400 Property Services-Maintenance/Repairs/Rentals	36,190.41	172,238.91	95,808.34	76,430.57	110,635.00
441 Building Leases	57,133.52	571,335.20	571,335.84	(0.64)	685,603.00
500 Other Services	45.58	497.14	416.66	80.48	500.00
520 Property Insurance	3,384.90	33,814.27	34,290.00	(475.73)	41,148.00
538 Telecommunications	1,319.09	12,717.35	14,033.32	(1,315.97)	16,840.00
600 Supplies & Subscriptions	4,098.47	79,787.99	75,416.70	4,371.29	90,500.00
620 Utilities & Fuel	5,814.31	62,032.82	64,763.36	(2,730.54)	75,100.00
800 Miscellaneous	0.00	469.00	833.34	(364.34)	1,000.00
810 Property Taxes	0.00	2,621.94	2,622.00	(0.06)	2,622.00
<i>Total Plant Operations & Maintenance</i>	<i>136,958.28</i>	<i>1,314,936.05</i>	<i>1,282,062.74</i>	<i>32,873.31</i>	<i>1,533,651.00</i>

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
2800-Central (Human Resources/Information & Data/Grant Administration)					
100 Salaries/Wages	\$ 5,491.37	\$ 201,794.20	\$ 56,875.00	144,919.20	\$ 68,250.00
200 Benefits	2,213.01	55,474.66	17,646.66	37,828.00	21,176.00
300 Contracted Professional & Technical Services	0.00	9,900.00	9,900.00	0.00	9,900.00
324 Contracted Staff Development Services	0.00	37,252.00	50,043.42	(12,791.42)	53,336.00
500 Other Services	(432.63)	3,454.92	15,157.26	(11,702.34)	18,407.00
600 Supplies & Subscriptions	3,284.24	43,213.53	41,346.98	1,866.55	48,060.00
800 Miscellaneous	100.00	960.00	583.34	376.66	700.00
<i>Total Central (HR/Information & Data/Grants)</i>	<i>10,655.99</i>	<i>352,049.31</i>	<i>191,552.66</i>	<i>160,496.65</i>	<i>219,829.00</i>
Non-Instructional Services					
3200/3400-Student Activities & Community Services					
100 Salaries/Wages	879.19	15,284.92	32,465.84	(17,180.92)	38,127.00
200 Benefits	378.25	6,449.92	10,980.78	(4,530.86)	12,895.00
300 Contracted Professional & Technical Services	0.00	80.00	0.00	80.00	0.00
500 Other Services	1,200.00	14,088.68	13,121.60	967.08	16,002.00
600 Supplies/Books/Subscriptions	2,148.14	7,553.70	11,482.94	(3,929.24)	14,187.00
800 Fundraisers/Miscellaneous	221.00	2,644.00	9,255.00	(6,611.00)	11,255.00
<i>Total Student Activities & Community Services</i>	<i>4,826.58</i>	<i>46,101.22</i>	<i>77,306.16</i>	<i>(31,204.94)</i>	<i>92,466.00</i>
Expenses-Enterprise Fund					
Non-Instructional Services					
3100-Food Services					
100 Salaries/Wages	10,133.79	99,351.68	139,065.60	(39,713.92)	171,332.00
200 Benefits	2,926.10	29,839.73	42,869.60	(13,029.87)	52,837.00
300 Contracted Professional & Technical Services	420.00	4,165.00	9,166.66	(5,001.66)	11,000.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	4,166.66	(4,166.66)	5,000.00
500 Other Services	0.00	0.00	833.34	(833.34)	1,000.00
600 Supplies & Subscriptions	5,470.13	39,441.83	32,480.00	6,961.83	39,500.00
630 Food & Dairy	24,609.60	193,460.00	273,420.00	(79,960.00)	339,025.00
800 Miscellaneous	0.00	55.50	145.84	(90.34)	175.00
<i>Total Food Services</i>	<i>43,559.62</i>	<i>366,313.74</i>	<i>502,147.70</i>	<i>(135,833.96)</i>	<i>619,869.00</i>
Total Expenses	765,185.54	7,373,343.43	8,168,892.42	(795,548.99)	9,925,626.00
Net Operating Income (Loss)	\$ 149,733.69	\$ 1,282,984.56	\$ 26,392.58	\$ 1,256,591.98	\$ 48,713.00

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

	Current Month	2021-2022 Y-T-D	Budget Y-T-D	Variance	2021-2022 Budget
Capital Outlay (450/700)					
1000 Instructional-Equipment & Furniture	\$ 0.00	\$ 52,054.61	\$ 20,487.00	31,567.61	\$ 20,487.00
2100 Student Support-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2200 Instructional Staff Support-Equipment & Furniture	0.00	17,003.22	0.00	17,003.22	0.00
2300 Administrative-Equipment & Furniture	0.00	569.00	0.00	569.00	0.00
2400 Health-Equipment & Furniture	0.00	1,414.00	0.00	1,414.00	0.00
2500 Business-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2600 Plant Operations-Equipment & Furniture	0.00	37,150.36	20,400.00	16,750.36	20,400.00
2800 Central Services-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
3100 Food Service	0.00	0.00	0.00	0.00	0.00
3200 NonInstructional Equip & Furn	0.00	0.00	0.00	0.00	0.00
4000 Facilities Acquisition/Construction/Improvements	32,491.20	152,226.16	0.00	152,226.16	0.00
<i>Total Capital Outlay</i>	<i>32,491.20</i>	<i>260,417.35</i>	<i>40,887.00</i>	<i>219,530.35</i>	<i>40,887.00</i>
Total Income (Loss)	\$ 117,242.49	\$ 1,022,567.21	(\$ 14,494.42)	\$ 1,037,061.63	\$ 7,826.00

ROBERTO CLEMENTE CHARTER SCHOOL**Financial Report for the Month Ending****April 30, 2022****ASSETS****Current Assets***Cash*

Main Operating Account	\$	1,585,456.48
Auxiliary Account		7,192.76
Payroll Account		391,583.91
Executive Account		855.70
Principals' Accounts		1,347.90
Money Market Accounts		616,723.82
Petty Cash		900.00

Total Cash 2,604,060.57

Accounts Receivable

School Districts	1,339,107.51
State Government	1,775.28
Federal Government	57,362.83
Other	0.00
Food Service	0.00

Total Accounts Receivable 1,398,245.62

Other Current Assets

Deposits	0.00
Accrued Revenue	519,890.04
PrePaid Expenses	55,812.19
Food Service PrePaid Expenses & Accrued Revenue	0.00
Agency Fund-Cash Accounts (Students)	10,200.52

Total Other Current Assets 585,902.75

Fixed Assets*Buildings & Equipment*

131 Hamilton Street Building (Administration)	816,565.97
850 N 5th Street Building (Elementary School)	554,318.61
136 S 4th Street Building (Secondary School)	853,109.78
Computer Equipment	1,017,582.81
Furniture & Equipment	890,372.47
Accumulated Depreciation	(2,252,222.39)
Food Service Equipment & Furniture	49,329.59
Food Service Accumulated Depreciation	(37,415.50)

Total Buildings & Equipment 1,891,641.34

Total Assets **\$ 6,479,850.28**

ROBERTO CLEMENTE CHARTER SCHOOL**Financial Report for the Month Ending****April 30, 2022****LIABILITIES AND CAPITAL****Liabilities****Current Liabilities***Short-Term Payables*

Accounts Payable	\$	72,170.60
PSERS-Employer Contributions		177,419.98
403 B-Employer Contributions		0.00
Payroll Taxes & Deductions		(43.62)
Retirement-Employee Contributions		0.00
Food Service Payables		0.00

Total Short-Term Payables 249,546.96

Accrued Expenses & Other Current Liabilities

Accrued Salaries & Benefits	402,985.68
Other Accrued Expenses	2,400.00
Interfund Payable	0.00
UnEarned Revenue	50,964.83
Scholarship Funds	4,020.00
Food Service Accrued Expenses	0.00

Total Accrued Expenses & Other Current Liabilities 460,370.51

Total Liabilities 709,917.47

Capital**Assigned General Funds**

Assigned Funds-Operating (Budget Impasse)	1,440,000.00
Assigned Funds-Capital Expenses & Projects	1,290,764.97
Assigned Funds-Technology Replacement	35,910.20
Assigned Funds-Budget Shortfall	222,000.00
Assigned Funds-Board Designated Emergency	50,000.00

Total Assigned Funds 3,038,675.17

Other Fund Balances & Net Position

Non-Spendable	55,812.19
Net Investment In Capital Assets	1,891,641.34
Agency Funds (Students)	10,200.52
UnAssigned General Funds	(248,963.62)
Net Income (Loss)	1,022,567.21

Total Other Fund Balances & Net Position 2,731,257.64

Total Capital 5,769,932.81

Total Liabilities & Capital \$ 6,479,850.28

ROBERTO CLEMENTE CHARTER SCHOOL

Financial Report for the Month Ending

April 30, 2022

PA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM:

DEFERRED OUTFLOW OF RESOURCES

Deferred Outflow of Resources-PSERS	\$	2,454,962.15
Deferred Outflow of Resources-OPEB		<u>144,934.00</u>
Total Deferred Outflow of Resources	\$	<u><u>2,599,896.15</u></u>

DEFERRED INFLOW OF RESOURCES/LIABILITIES & NET POSITION

Deferred Inflow of Resources-PSERS	1,387,998.00
Deferred Inflow of Resources-OPEB	107,626.00
Long-Term Pension Liability	8,765,000.00
Long-Term OPEB Liability	<u>385,000.00</u>
Total Deferred Inflow of Resources/Liabilities	10,645,624.00
Pension Fund Net Position	(7,698,035.85)
OPEB Fund Net Position	<u>(347,692.00)</u>
Total Deferred Inflow of Resources/Liabilities & Net Position	\$ <u><u>2,599,896.15</u></u>

Roberto Clemente Charter School
Payment List
For the Period 4/1/22 through 4/30/22

Ref No.	Ref Date	Vendor	Description	Amount	Issue Date	Cleared
001604	4/1/22	HISPANIC AMERICAN ORG	850 N 5th Street lease	\$ 21,739.52	4/1/22	X
001605	4/1/22	HISPANIC AMERICAN ORG	136 S 4th Street lease	\$ 35,394.00	4/1/22	X
001606	4/6/22	Roba Bozakis	Nutritionist	\$ 350.00	4/8/22	X
001607	4/6/22	Susan Kamber	After school art program	\$ 909.28	4/8/22	X
001608	4/6/22	ADAMS GLASS & ALUMINUM, INC		\$ 498.00	4/8/22	X
001609	4/6/22	All City Management Services, Inc		\$ 357.11	4/8/22	X
001610	4/6/22	Lara Ashworth	HRA payout	\$ 30.00	4/8/22	X
001611	4/6/22	Awards & Gift R US		\$ 146.25	4/8/22	X
001612	4/6/22	Bimbo Bakeries USA		\$ 229.66	4/8/22	X
001613	4/6/22	Dinamichele Boyer	Travel reimbursement	\$ 248.04	4/8/22	
001614	4/6/22	CDW GOVERNMENT, INC		\$ 410.88	4/8/22	X
001615	4/6/22	Derstine's	Dairy, food	\$ 1,633.41	4/8/22	X
001616	4/6/22	Digital River GmbH		\$ 279.80	4/8/22	
001617	4/6/22	FISHER SCIENTIFIC		\$ 57.50	4/8/22	X
001618	4/6/22	Gold Star Foods		\$ 162.44	4/8/22	X
001619	4/6/22	Wanda Gonzalez		\$ 30.00	4/8/22	X
001620	4/6/22	GRAHAM SECURITY POLICE, INC	Contracted security	\$ 10,910.00	4/8/22	X
001621	4/6/22	ID Wholesaler		\$ 247.14	4/8/22	X
001622	4/6/22	Kegel's Produce	Fresh produce	\$ 1,307.90	4/8/22	X
001623	4/6/22	MBI Heating & Air Conditioning	HVAC repairs	\$ 1,926.25	4/8/22	X
001624	4/6/22	MetLife-Group Benefits	Dental insurance	\$ 3,052.00	4/8/22	X
001625	4/6/22	Mitza Morales	HRA payout	\$ 10.00	4/8/22	X
001626	4/6/22	ORLANDO DIFENDERFER ELECTRICAL CONTR	Administration building renovations	\$ 1,500.00	4/8/22	X
001627	4/6/22	PETTY CASH		\$ 138.28	4/8/22	X
001628	4/6/22	PLAZA HARDWARE		\$ 572.00	4/8/22	X
001629	4/6/22	Precision Human Resource Solutions	Contracted staffing agency	\$ 1,625.00	4/8/22	X
001630	4/6/22	Quality Services LLC	Contracted janitorial services	\$ 8,359.20	4/8/22	X
001631	4/6/22	Michael Rodriguez	HRA payout	\$ 20.00	4/8/22	X
001632	4/6/22	THE SHERWIN-WILLIAMS CO	Paint-summer maintenance/renovations	\$ 3,446.67	4/8/22	X
001633	4/6/22	School Nutrition Association		\$ 55.50	4/8/22	X
001634	4/6/22	Soliant Health, LLC	Contracted staffing agency	\$ 4,800.00	4/8/22	X
001635	4/6/22	Ryan Stine	HRA payout	\$ 20.00	4/8/22	X
001636	4/6/22	Super Teacher Worksheets		\$ 350.00	4/8/22	X
001637	4/6/22	T-Mobile		\$ 20.00	4/8/22	X
001638	4/6/22	The Queensboro Shirt Company		\$ 266.84	4/8/22	X
001639	4/6/22	Venus Supplies and Services	Janitorial supplies	\$ 1,160.85	4/8/22	X
001640	4/6/22	Stephanie Vicenty	Travel reimbursement	\$ 228.45	4/8/22	X
001641	4/6/22	Cassandra Wiersch	Tuition reimbursement	\$ 2,400.00	4/8/22	X
001642	4/8/22	LEHIGH COUNTY AUTHORITY ALLENTOWN		\$ 646.00	4/8/22	X
001643	4/20/22	Valerie Rodriguez	Contracted special ed support services	\$ 1,250.00	4/22/22	X
001644	4/20/22	Alloy5 Architecture		\$ 900.00	4/22/22	

Roberto Clemente Charter School
Payment List
For the Period 4/1/22 through 4/30/22

Ref No.	Ref Date	Vendor	Description	Amount	Issue Date	Cleared
001645	4/20/22	Lara Ashworth	<i>HRA payout</i>	\$ 10.00	4/22/22	
001646	4/20/22	ATLAS BUILDING MAINTENANCE, INC.	<i>Janitorial supplies</i>	\$ 1,695.38	4/22/22	
001647	4/20/22	Bimbo Bakeries USA		\$ 559.47	4/22/22	X
001648	4/20/22	Charles Boger	<i>HRA payout</i>	\$ 841.73	4/22/22	X
001649	4/20/22	Bracy Construction	<i>Administration building renovations</i>	\$ 27,226.94	4/22/22	X
001650	4/20/22	William Breiner	<i>Travel reimbursement</i>	\$ 85.33	4/22/22	
001651	4/20/22	Derstine's	<i>Dairy, food</i>	\$ 2,997.36	4/22/22	X
001652	4/20/22	Interstate Service Center	<i>Van repairs</i>	\$ 1,170.96	4/22/22	
001653	4/20/22	JP Mascaro & Sons	<i>Refuse/recycling</i>	\$ 1,753.00	4/22/22	
001654	4/20/22	Kegel's Produce	<i>Fresh produce</i>	\$ 1,850.00	4/22/22	X
001655	4/20/22	Christopher J Lunsford II	<i>Travel reimbursement</i>	\$ 12.72	4/22/22	
001656	4/20/22	Alyssa Mace	<i>HRA payout</i>	\$ 1,286.64	4/22/22	
001657	4/20/22	Brighid McDonnell	<i>HRA payout</i>	\$ 100.00	4/22/22	
001658	4/20/22	McMaster-Carr		\$ 362.68	4/22/22	X
001659	4/20/22	MetLife-Group Benefits	<i>Dental insurance</i>	\$ 2,638.02	4/22/22	X
001660	4/20/22	Microsoft	<i>Software licenses</i>	\$ 2,280.00	4/22/22	X
001661	4/20/22	Mo's Eatery LLC		\$ 909.50	4/22/22	
001662	4/20/22	Mitza Morales	<i>HRA payout</i>	\$ 63.54	4/22/22	
001663	4/20/22	Teresita Perlaza	<i>HRA payout</i>	\$ 4,202.15	4/22/22	X
001664	4/20/22	Precision Human Resource Solutions	<i>Contracted staffing agency</i>	\$ 1,475.00	4/22/22	X
001665	4/20/22	PV Business Solutions		\$ 298.50	4/22/22	X
001666	4/20/22	RCN		\$ 413.68	4/22/22	
001667	4/20/22	Michael Rodriguez		\$ 45.05	4/22/22	X
001668	4/20/22	Monica Selliti	<i>HRA payout</i>	\$ 2,312.53	4/22/22	X
001669	4/20/22	Soliant Health, LLC	<i>Contracted staffing agency</i>	\$ 6,360.00	4/22/22	
001670	4/20/22	Rebecca Torres	<i>HRA payout</i>	\$ 1,698.75	4/22/22	X
001671	4/20/22	Venus Supplies and Services		\$ 654.29	4/22/22	X
001672	4/20/22	VERIZON CONNECT NWF, INC		\$ 38.00	4/22/22	X
001673	4/20/22	Janine M Wargo	<i>Contracted special ed support services</i>	\$ 3,340.00	4/22/22	
001674	4/20/22	HAJOCA Corporation		\$ 42.85	4/22/22	X
001675	4/20/22	Wilford Antonio Lebaron	<i>Contracted special ed support services</i>	\$ 225.00	4/22/22	X
001676	4/20/22	Dierdre Wimmer	<i>HRA payout</i>	\$ 40.00	4/22/22	

EFT

756202032022	4/1/22	ReadyRefresh by Nestle		\$ 68.78	4/1/22	X
676725474	4/8/22	AMAZON CREDIT PLAN	<i>Classroom/Principal's Office/IT supplies</i>	\$ 1,111.95	4/8/22	X
676725475-1	4/8/22	AMAZON CREDIT PLAN		\$ 59.95	4/8/22	X
683073019	4/8/22	LEHIGH COUNTY AUTHORITY ALLENTOWN		\$ 410.98	4/8/22	X
100004772580	4/8/22	UGI UTILITIES, INC.		\$ 533.57	4/8/22	X
1156148238	4/11/22	T-Mobile		\$ 417.28	4/11/22	X
173256732	4/11/22	STAPLES ADVANTAGE		\$ 615.61	4/11/22	X
041120225408	4/11/22	Unum Life Insurance Company of America	<i>STD/LTD/LI insurance</i>	\$ 2,458.74	4/11/22	X

Roberto Clemente Charter School
Payment List
For the Period 4/1/22 through 4/30/22

Ref No.	Ref Date	Vendor	Description	Amount	Issue Date	Cleared
57726041122	4/11/22	PHILADELPHIA INSURANCE COMPANIES	<i>Liability insurance package</i>	\$ 7,666.96	4/11/22	X
6007192943493	4/11/22	HOME DEPOT CREDIT SERVICES	<i>Maintenance/Renovation supplies</i>	\$ 1,430.08	4/11/22	X
2852782	4/11/22	US FOODS	<i>Food</i>	\$ 6,078.49	4/11/22	X
3124432580	4/11/22	TFS Leasing A Program of De Lage		\$ 319.47	4/11/22	X
173261108	4/11/22	UNIVERSAL PREMIUM FLEETCARD		\$ 155.86	4/11/22	X
22041104	4/11/22	PPL ELECTRIC UTILITIES		\$ 428.06	4/11/22	X
22041137	4/11/22	PPL ELECTRIC UTILITIES	<i>Electric</i>	\$ 1,182.53	4/11/22	X
768940	4/12/22	International Facility Management Ass		\$ 469.00	4/12/22	X
xfobornvdylez	4/25/22	Highmark Blue Shield		\$ 531.12	4/25/22	X
04252022	4/25/22	Unum Life Insurance Company of America	<i>STD/LTD/LI insurance</i>	\$ 2,694.90	4/25/22	X
3116488014	4/25/22	CAPITAL BLUE CROSS	<i>Health insurance</i>	\$ 52,696.01	4/25/22	X
042522	4/25/22	US FOODS	<i>Food</i>	\$ 6,656.65	4/25/22	X
3124654707	4/25/22	TFS Leasing A Program of De Lage		\$ 579.70	4/25/22	X
47001889	4/25/22	PITNEY BOWES GLOBAL FINANCIAL SERVICES		\$ 259.41	4/25/22	X
100004833711	4/25/22	UGI UTILITIES, INC.		\$ 502.12	4/25/22	X
22042561	4/25/22	PPL ELECTRIC UTILITIES	<i>Electric</i>	\$ 2,325.13	4/25/22	X
100004834718	4/25/22	UGI UTILITIES, INC.		\$ 509.25	4/25/22	X
10820082	4/25/22	TOSHIBA FINANCIAL SERVICES	<i>Copier lease</i>	\$ 1,176.41	4/25/22	X
10820083	4/25/22	TOSHIBA FINANCIAL SERVICES	<i>Copier leases</i>	\$ 1,223.49	4/25/22	X
690075395	4/25/22	LEHIGH COUNTY AUTHORITY ALLENTOWN		\$ 256.79	4/25/22	X
690076741	4/25/22	LEHIGH COUNTY AUTHORITY ALLENTOWN		\$ 319.45	4/25/22	X
691206476	4/25/22	AMAZON CREDIT PLAN	<i>Student Activity/Safety/HR supplies</i>	\$ 1,523.17	4/25/22	X
100004834187	4/25/22	UGI UTILITIES, INC.		\$ 113.67	4/25/22	X
04262022	4/26/22	ReadyRefresh by Nestle		\$ 382.29	4/26/22	X
6697640-45 4/2	4/28/22	PACKRAT		\$ 438.00	4/28/22	X
P-165230940	4/28/22	ZOOM		\$ 11.99	4/28/22	X
Payroll						
94000626	4/5/22	P.S.E.R.S.EMPLOYEE # 9254	<i>EE PSERS contributions</i>	\$ 13,526.82	4/5/22	X
2508909	4/5/22	P.S.E.R.S.EMPLOYER# 9254	<i>ER PSERS 3rd Quarter contributions (partial)</i>	\$ 61,195.89	4/5/22	X
AW 4/08/2022	4/7/22	Payroll/Taxes	<i>ACH payroll & taxes</i>	\$ 197,000.04	4/7/22	X
50594	4/7/22	NYS Child Support Processing Center		\$ 200.00	4/7/22	X
WO102464 PPE	4/13/22	VOYA Financial		\$ 333.05	4/13/22	X
17691634 PPE	4/13/22	PENSERV PLAN SERVICES INC	<i>EE/ER 403b contributions</i>	\$ 10,916.71	4/13/22	X
50605	4/22/22	NYS Child Support Processing Center		\$ 200.00	4/22/22	X
50606	4/22/22	PA SCDU		\$ 293.54	4/22/22	X
AW 4/22/2022 J	4/22/22	JetPay HR & Payroll Services	<i>Payroll processing</i>	\$ 1,668.95	4/22/22	X
AW 4/22/2023	4/22/22	Payroll/Taxes	<i>ACH payroll & taxes</i>	\$ 165,991.52	4/22/22	X
WO103745 PPE	4/25/22	VOYA Financial		\$ 303.80	4/25/22	X
17709261 PPE	4/27/22	PENSERV PLAN SERVICES INC	<i>EE/ER 403b contributions</i>	\$ 10,257.25	4/27/22	X
118000514	4/28/22	P.S.E.R.S.EMPLOYEE # 9254	<i>EE PSERS contributions</i>	\$ 12,867.83	4/28/22	X

Roberto Clemente Charter School
Payment List
For the Period 4/1/22 through 4/30/22

Ref No.	Ref Date	Vendor	Description	Amount	Issue Date	Cleared
CEO's Account (Central Administration)						
312368	4/1/22	Albino Mini Mart LLC	<i>Gas for school van</i>	\$ 114.01	4/1/22	X
1958199	4/13/22	The Queensboro Shirt Company	<i>Shirts for teacher appreciation week</i>	\$ 824.00	4/13/22	X
3284105208	4/22/22	Pennsylvania Department of education	<i>Emergency permit</i>	\$ 100.00	4/22/22	X
Principal's Account (Elementary School)						
<i>No Activity</i>						
Principal's Account (Secondary School)						
<i>No Activity</i>						
				\$ 746,077.31		

Form **8879-EO****IRS e-file Signature Authorization
for an Exempt Organization**

OMB No. 1545-0047

For calendar year 2020, or fiscal year beginning 7/01, 2020, and ending 6/30, 20 2021

▶ Do not send to the IRS. Keep for your records.

▶ Go to www.irs.gov/Form8879EO for the latest information.**2020**Department of the Treasury
Internal Revenue Service

Name of exempt organization or person subject to tax

ROBERTO CLEMENTE CHARTER SCHOOL, INC.

Taxpayer identification number

23-3015568

Name and title of officer or person subject to tax

ALYSSA MACECEO**Part I Type of Return and Return Information (Whole Dollars Only)**

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, or 7a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, or 7b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1 a Form 990 check here	☒	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1 b	<u>9,252,989.</u>
2 a Form 990-EZ check here	☐	b Total revenue, if any (Form 990-EZ, line 9)	2 b	
3 a Form 1120-POL check here	☐	b Total tax (Form 1120-POL, line 22)	3 b	
4 a Form 990-PF check here	☐	b Tax based on investment income (Form 990-PF, Part VI, line 5)	4 b	
5 a Form 8868 check here	☐	b Balance due (Form 8868, line 3c)	5 b	
6 a Form 990-T check here	☐	b Total tax (Form 990-T, Part III, line 4)	6 b	
7 a Form 4720 check here	☐	b Total tax (Form 4720, Part III, line 1)	7 b	

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that ☒ I am an officer of the above organization or ☐ I am a person subject to tax with respect to (name of organization) _____, (EIN) _____

and that I have examined a copy of the 2020 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

☒ I authorize SD ASSOCIATES, P.C. to enter my PIN 30155 as my signature

ERO firm name

Enter five numbers, but
do not enter all zeros

on the tax year 2020 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency (ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer or person subject to tax with respect to the organization, I will enter my PIN as my signature on the tax year 2020 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax ▶

Alyssa Mace

Date ▶

5/11/2022**Part III Certification and Authentication**

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

24400798765

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2020 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature ▶

KEITH J. DROBNES

Date ▶

ERO Must Retain This Form — See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

- ▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2020**Open to Public Inspection**Department of the Treasury
Internal Revenue Service**A** For the 2020 calendar year, or tax year beginning 7/01, 2020, and ending 6/30, 2021**B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C ROBERTO CLEMENTE CHARTER SCHOOL, INC.
131 W. HAMILTON STREET
ALLENTOWN, PA 18101

D Employer identification number

23-3015568

E Telephone number

610-439-5181

G Gross receipts \$ 9,252,989.**H(a)** Is this a group return for subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: WWW.MYRCCS.COM**H(c)** Group exemption number ▶**K** Form of organization: ☐ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation:**M** State of legal domicile:**Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: EDUCATION		
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	9
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	9
	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	122
	6	Total number of volunteers (estimate if necessary)	6	9
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	1,312,618.	1,439,971.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,243,878.	7,812,169.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,153.	849.
	12	Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	8,557,649.	9,252,989.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		
Expenses	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,174,596.	6,801,708.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,232,614.	1,932,340.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	9,407,210.	8,734,048.
	19	Revenue less expenses. Subtract line 18 from line 12	-849,561.	518,941.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	8,338,076.	8,062,358.
	22	Net assets or fund balances. Subtract line 21 from line 20	12,425,995.	11,631,336.
			-4,087,919.	-3,568,978.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date	
	ALYSSA MACE		CEO	
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed PTIN
	KEITH J. DROBNES	KEITH J. DROBNES		P01217127
	Firm's name	Firm's EIN		
	Firm's address	Firm's EIN		
	SD ASSOCIATES, P.C.	23-2585468		
	300 YORKTOWN PLAZA	215-517-5600		
	ELKINS PARK, PA 19027			

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No**BAA** For Paperwork Reduction Act Notice, see the separate instructions.

TEEA0101L 01/19/21

Form 990 (2020)

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☐**1** Briefly describe the organization's mission:EDUCATION**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.**4a** (Code:) (Expenses \$ 7,972,064. including grants of \$) (Revenue \$ 7,812,169.)THE ORGANIZATION EDUCATED REGULAR AND SPECIAL EDUCATION STUDENTS WHO ARE CLASSIFIED AS AT-RISK STUDENTS. THE ORGANIZATION IMPROVED THE COMPETENCIES AND KNOWLEDGE OF THESE STUDENTS BY CREATING VARIOUS PROGRAMS WHICH PROVIDED A SENSE OF BELONGING TO THE STUDENTS.**4b** (Code:) (Expenses \$ including grants of \$) (Revenue \$)**4c** (Code:) (Expenses \$ including grants of \$) (Revenue \$)**4d** Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses **7,972,064.**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors See instructions?		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If 'Yes,' complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI	X	
b Did the organization report an amount for investments – other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII		X
c Did the organization report an amount for investments – program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part IX	X	
e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	X	
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If 'Yes,' complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III		X
20a Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H		X
b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If 'Yes,' complete Schedule I, Parts I and III.</i>		X
23 Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' complete Schedule J.</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No,' go to line 25a.</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If 'Yes,' complete Schedule L, Part I.</i>		X
25b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If 'Yes,' complete Schedule L, Part I.</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If 'Yes,' complete Schedule L, Part II.</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If 'Yes,' complete Schedule L, Part III.</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If 'Yes,' complete Schedule L, Part IV.</i>		X
b A family member of any individual described in line 28a? <i>If 'Yes,' complete Schedule L, Part IV.</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If 'Yes,' complete Schedule L, Part IV.</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If 'Yes,' complete Schedule M.</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If 'Yes,' complete Schedule M.</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If 'Yes,' complete Schedule N, Part I.</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If 'Yes,' complete Schedule N, Part II.</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If 'Yes,' complete Schedule R, Part I.</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1.</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If 'Yes,' complete Schedule R, Part V, line 2.</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If 'Yes,' complete Schedule R, Part V, line 2.</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If 'Yes,' complete Schedule R, Part VI.</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V. ☐

	Yes	No
1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
1 b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
1 c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

	Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. 2a 122		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b	X	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a		X
b If 'Yes,' has it filed a Form 990-T for this year? If 'No' to line 3b, provide an explanation on Schedule O. 3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a		X
b If 'Yes,' enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b		X
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T? 5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a		X
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b		
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a		X
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided? 7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c		X
d If 'Yes,' indicate the number of Forms 8282 filed during the year. 7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8		
9 Sponsoring organizations maintaining donor advised funds.		
a Did the sponsoring organization make any taxable distributions under section 4966? 9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b		
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12. 10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities. 10b		
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders. 11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year. 12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state? 13a		
Note: See the instructions for additional information the organization must report on Schedule O.		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans. 13b		
c Enter the amount of reserves on hand 13c		
14a Did the organization receive any payments for indoor tanning services during the tax year? 14a		X
b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation on Schedule O. 14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? 15		X
If 'Yes,' see instructions and file Form 4720, Schedule N.		
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16		X
If 'Yes,' complete Form 4720, Schedule O.		

Part VI Governance, Management, and Disclosure For each 'Yes' response to lines 2 through 7b below, and for a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.Check if Schedule O contains a response or note to any line in this Part VI. ☒**Section A. Governing Body and Management**

	Yes	No
1 a Enter the number of voting members of the governing body at the end of the tax year. 1 a 9		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b Enter the number of voting members included on line 1a, above, who are independent. 1 b 9		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5	X
6 Did the organization have members or stockholders?	6	X
7 a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7 a	X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7 b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8 a	X
b Each committee with authority to act on behalf of the governing body?	8 b	X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If 'Yes,' provide the names and addresses on Schedule O.	9	X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10 a Did the organization have local chapters, branches, or affiliates?	10 a	X
b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10 b	
11 a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11 a	X
b Describe in Schedule O the process, if any, used by the organization to review this Form 990. SEE SCHEDULE O		
12 a Did the organization have a written conflict of interest policy? If 'No,' go to line 13.	12 a	X
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12 b	X
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this was done. SEE SCHEDULE O	12 c	X
13 Did the organization have a written whistleblower policy?	13	X
14 Did the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official.	15 a	X
b Other officers or key employees of the organization.	15 b	X
If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions).		
16 a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16 a	X
b If 'Yes,' did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16 b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ NONE

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. SEE SCHEDULE O

20 State the name, address, and telephone number of the person who possesses the organization's books and records ▶
CHARLES BOGER 131 W. HAMILTON STREET ALLENTOWN PA 18101 610-439-5181

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII. ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1 a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of 'key employee.'
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOSE MOLINA, SR. CEO	40 0			X				117,770.	0.	14,867.
(2) ALYSSA MACE CEO	40 0			X				93,852.	0.	14,067.
(3) CHARLES BOGER DIR OF BUS. ADM	40 0			X				91,366.	0.	14,069.
(4) NELSON QUINONES TRUSTEE	1 0	X						0.	0.	0.
(5) JOHN BASSLER TREASURER	1 0	X						0.	0.	0.
(6) DR. LYNN COLUMBA PRESIDENT	1 0	X						0.	0.	0.
(7) AGUSTIN GARCIA TRUSTEE	1 0	X						0.	0.	0.
(8) ALEXANDER ROLON SECRETARY	1 0	X						0.	0.	0.
(9) DR. JILL SPERANDIO TRUSTEE	1 0	X						0.	0.	0.
(10) DR. KATHLEEN DOLGOS VICE PRESIDENT	1 0	X						0.	0.	0.
(11)										
(12)										
(13)										
(14)										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) -----	-----									
(16) -----	-----									
(17) -----	-----									
(18) -----	-----									
(19) -----	-----									
(20) -----	-----									
(21) -----	-----									
(22) -----	-----									
(23) -----	-----									
(24) -----	-----									
(25) -----	-----									
1 b Subtotal								302,988.	0.	43,003.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								302,988.	0.	43,003.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **1**

3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If 'Yes,' complete Schedule J for such individual.*

	Yes	No
3		X
4		X
5		X

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If 'Yes,' complete Schedule J for such individual.*

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If 'Yes,' complete Schedule J for such person.*

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1 a					
	b Membership dues	1 b					
	c Fundraising events	1 c					
	d Related organizations	1 d					
	e Government grants (contributions)	1 e 1,439,971.					
	f All other contributions, gifts, grants, and similar amounts not included above	1 f					
	g Noncash contributions included in lines 1a-1f.	1 g					
	h Total. Add lines 1a-1f		1,439,971.				
Program Service Revenue	2 a TUITION		7,809,370.	7,809,370.			
	b OTHER		2,799.	2,799.			
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f		7,812,169.				
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		849.	849.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6 a Gross rents		(i) Real	(ii) Personal				
		6 b Less: rental expenses					
		6 c Rental income or (loss)					
d Net rental income or (loss)							
7 a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other				
		7 b Less: cost or other basis and sales expenses					
		7 c Gain or (loss)					
d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18							
		8 b Less: direct expenses					
		c Net income or (loss) from fundraising events					
9 a Gross income from gaming activities. See Part IV, line 19							
	9 b Less: direct expenses						
	c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances.							
	10 b Less: cost of goods sold.						
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a						
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d						
	12 Total revenue. See instructions		9,252,989.	7,813,018.	0.	0.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX. ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.				
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	299,156.	0.	299,156.	0.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).	0.	0.	0.	0.
7 Other salaries and wages.	4,138,173.	4,098,061.	40,112.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	1,257,449.	1,035,446.	222,003.	
9 Other employee benefits.	746,871.	674,290.	72,581.	
10 Payroll taxes.	360,059.	332,978.	27,081.	
11 Fees for services (nonemployees):				
a Management.				
b Legal.	40,087.		40,087.	
c Accounting.	18,500.		18,500.	
d Lobbying.				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	25,729.		25,729.	
12 Advertising and promotion.	1,387.	1,387.		
13 Office expenses.	12,487.	5,283.	7,204.	
14 Information technology.				
15 Royalties.				
16 Occupancy.	696,245.	696,245.		
17 Travel.	7,631.	7,631.		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.				
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	253,783.	253,783.		
23 Insurance.	38,208.	38,208.		
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>BUILDING REPAIRS AND MAINT</u>	171,193.	171,193.		
b <u>EVALUATIONS AND THERAPY</u>	164,804.	164,804.		
c <u>EDUCATIONAL MATERIALS/SUPPLIES</u>	157,697.	157,697.		
d <u>STUDENT FOOD COSTS</u>	101,063.	101,063.		
e All other expenses.	243,526.	233,995.	9,531.	
25 Total functional expenses. Add lines 1 through 24e.	8,734,048.	7,972,064.	761,984.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X. ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash — non-interest-bearing	1,643,766.	1	2,246,785.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	199,845.	3	238,757.
	4 Accounts receivable, net	1,013,196.	4	1,291,965.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	58,361.	9	53,728.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 3,920,862.		
	b Less: accumulated depreciation	10b 2,289,638.		
		1,650,556.	10c	1,631,224.
	11 Investments — publicly traded securities		11	
	12 Investments — other securities. See Part IV, line 11		12	
	13 Investments — program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	3,772,352.	15	2,599,899.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	8,338,076.	16	8,062,358.	
Liabilities	17 Accounts payable and accrued expenses	946,560.	17	904,346.
	18 Grants payable		18	
	19 Deferred revenue	39,570.	19	81,364.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	11,439,865.	25	10,645,626.
	26 Total liabilities. Add lines 17 through 25	12,425,995.	26	11,631,336.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ▶ ☒ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	-4,087,919.	27	-3,568,978.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	-4,087,919.	32	-3,568,978.
	33 Total liabilities and net assets/fund balances	8,338,076.	33	8,062,358.

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI. ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	9,252,989.
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,734,048.
3	Revenue less expenses. Subtract line 2 from line 1	3	518,941.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	-4,087,919.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	-3,568,978.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII. ☐

		Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____		
If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
2b	Were the organization's financial statements audited by an independent accountant?	X	
If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
2c	If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?		X
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	X	
3b	If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	X	

BAA

TEEA0112L 10/19/20

Form 990 (2020)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Name of the organization

ROBERTO CLEMENTE CHARTER SCHOOL, INC.

Employer identification number

23-3015568

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☒ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 ☐ An organization that normally receives (1) more than 33-1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33-1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations: _____
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants'.)						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	%
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	%
16a 33-1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33-1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization. ☐		
b 33-1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33-1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
17a 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization. ☐		
b 10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization. ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . ☐		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants'.)						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose.						
3 Gross receipts from activities that are not an unrelated trade or business under section 513.						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
5 The value of services or facilities furnished by a governmental unit to the organization without charge.						
6 Total. Add lines 1 through 5.						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons.						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b.						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6.						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources.						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**☐**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f)).	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15.	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)).	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17.	18	%

19a 33-1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization. ☐**b 33-1/3% support tests—2019.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization. ☐**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions. ☐

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If 'No,' describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If 'Yes,' explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If 'Yes,' answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If 'Yes,' describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If 'Yes,' explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ('foreign supported organization')? <i>If 'Yes' and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If 'Yes,' describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If 'Yes,' explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If 'Yes,' answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If 'Yes,' provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If 'Yes,' complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If 'Yes,' complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If 'Yes,' provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If 'Yes,' provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If 'Yes,' provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If 'Yes,' answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described in line 11a above?		
c A 35% controlled entity of a person described in line 11a or 11b above? If 'Yes' to line 11a, 11b, or 11c, provide detail in Part VI .		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If 'No,' describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If 'Yes,' explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If 'No,' describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If 'No,' explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3 By reason of the relationship described in line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If 'Yes,' describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a ☐ The organization satisfied the Activities Test. Complete line 2 below.		
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.		
c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If 'Yes,' then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If 'Yes,' explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If 'Yes' or 'No,' provide details in Part VI .		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If 'Yes,' describe in Part VI the role played by the organization in this regard.		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A – Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B – Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C – Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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Schedule A (Form 990 or 990-EZ) 2020

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)**Section D – Distributions**

		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required – <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E – Distribution Allocations (see instructions)

	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required – <i>explain in Part VI</i>). See instructions.		
3	Excess distributions carryover, if any, to 2020		
a	From 2015		
b	From 2016		
c	From 2017		
d	From 2018		
e	From 2019		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2020 distributable amount		
i	Carryover from 2015 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2020 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2020 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.		
6	Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.		
7	Excess distributions carryover to 2021. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2016		
b	Excess from 2017		
c	Excess from 2018		
d	Excess from 2019		
e	Excess from 2020		

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Schedule A (Form 990 or 990-EZ) 2020

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

**SCHEDULE D
(Form 990)**Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Financial Statements

► Complete if the organization answered 'Yes' on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020**Open to Public
Inspection**

Employer identification number

ROBERTO CLEMENTE CHARTER SCHOOL, INC.

23-3015568

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (for example, recreation or education)	☐ Preservation of a historically important land area
☐ Protection of natural habitat	☐ Preservation of a certified historic structure
☐ Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2 a
b Total acreage restricted by conservation easements	2 b
c Number of conservation easements on a certified historic structure included in (a)	2 c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2 d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►

4 Number of states where property subject to conservation easement is located ►

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 8.

1 a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1. ► \$

(ii) Assets included in Form 990, Part X. ► \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1. ► \$

b Assets included in Form 990, Part X. ► \$

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations
 d ☐ Loan or exchange program
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered 'Yes' on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1 a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If 'Yes,' explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance.....	1 c
d Additions during the year.....	1 d
e Distributions during the year.....	1 e
f Ending balance.....	1 f

2 a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If 'Yes,' explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII. ☐

Part V Endowment Funds. Complete if the organization answered 'Yes' on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1 a Beginning of year balance.....					
b Contributions.....					
c Net investment earnings, gains, and losses.....					
d Grants or scholarships.....					
e Other expenditures for facilities and programs.....					
f Administrative expenses.....					
g End of year balance.....					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ▶ _____ %
 b Permanent endowment ▶ _____ %
 c Term endowment ▶ _____ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3 a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) Unrelated organizations.....	3a(i)	
(ii) Related organizations.....	3a(ii)	
b If 'Yes' on line 3a(ii), are the related organizations listed as required on Schedule R?.....	3b	

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1 a Land.....		1,064.		1,064.
b Buildings.....		663,276.	61,209.	602,067.
c Leasehold improvements.....		1,407,429.	767,930.	639,499.
d Equipment.....		1,849,093.	1,460,499.	388,594.
e Other.....				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.).....				1,631,224.

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Schedule D (Form 990) 2020

Part VII Investments – Other Securities.

N/A

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives.....		
(2) Closely held equity interests.....		
(3) Other		
(A) -----		
(B) -----		
(C) -----		
(D) -----		
(E) -----		
(F) -----		
(G) -----		
(H) -----		
(I) -----		
Total. (Column (b) must equal Form 990, Part X, column (B) line 12.) .. ▶		

Part VIII Investments – Program Related.

N/A

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, column (B) line 13.) .. ▶		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) DEFERRED OUTFLOWS OF RESOURCES	2,599,899.
(2) DEPOSITS	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, column (B) line 15.) .. ▶	2,599,899.

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED INFLOWS OF RESOURCES	1,495,626.
(3) NET OPEB LIABILITY	385,000.
(4) NET PENSION LIABILITY	8,765,000.
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, column (B) line 25.) .. ▶	10,645,626.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII. **SEE PART XIII.** ☒

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	9,252,989.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	9,252,989.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b.	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	9,252,989.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	8,734,048.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	8,734,048.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b.	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	8,734,048.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X - FASB ASC 740 FOOTNOTE

THE SCHOOL IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE SERVICE CODE. THE SCHOOL ADOPTED THE PROVISIONS OF ASC 740-10, ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES. MANAGEMENT EVALUATED THE SCHOOL'S TAX POSITIONS AND CONCLUDED THAT THE SCHOOL HAD TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENT TO THE FINANCIAL STATEMENTS TO COMPLY WITH THE PROVISIONS OF THIS GUIDANCE. THE SCHOOL FILES A RETURN OF ORGANIZATIONS EXEMPT FROM INCOME TAX ANNUALLY. THE SCHOOL'S RETURNS FOR 2017, 2018 AND 2019 ARE SUBJECT TO EXAMINATION

BAA

Schedule D (Form 990) 2020

Part XIII Supplemental Information *(continued)*

PART X - FASB ASC 740 FOOTNOTE (CONTINUED)

BY THE IRS, GENERALLY FOR THREE YEARS AFTER THEY WERE FILED.

SCHEDULE E
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Schools**

- **Complete if the organization answered 'Yes' on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**
► **Attach to Form 990 or Form 990-EZ.**
► **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2020**Open to Public Inspection**

Name of the organization

ROBERTO CLEMENTE CHARTER SCHOOL, INC.

Employer identification number

23-3015568

Part I

	YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	X	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	X	
3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its taxable year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If 'Yes,' please describe. If 'No,' please explain. If you need more space, use Part II. <u>THE ROBERTO CLEMENTE CHARTER SCHOOL ALLOWS STUDENTS OF ANY RACE, COLOR, NATIONAL AND ETHNIC ORIGIN ALL OF THE RIGHTS, PRIVILEGES, PROGRAMS, AND ACTIVITIES GENERALLY ACCORDED OR MADE AVAILABE TO STUDENTS AT THE SCHOOL.</u>	X	
4 Does the organization maintain the following? a Records indicating the racial composition of the student body, faculty, and administrative staff?		X
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?		X
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?		X
d Copies of all material used by the organization or on its behalf to solicit contributions?		X
If you answered 'No' to any of the above, please explain. If you need more space, use Part II. <u>SCHOLARSHIPS AND FINANCIAL ASSISTANCE ARE NOT OFFERED; SCHOOL DOES NOT HAVE CATALOGS OR BROCHURES; SCHOOL DOES NOT SOLICIT CONTRIBUTIONS.</u>		
5 Does the organization discriminate by race in any way with respect to: a Students' rights or privileges?		X
b Admissions policies?		X
c Employment of faculty or administrative staff?		X
d Scholarships or other financial assistance?		X
e Educational policies?		X
f Use of facilities?		X
g Athletic programs?		X
h Other extracurricular activities?		X
If you answered 'Yes' to any of the above, please explain. If you need more space, use Part II.		
6 a Does the organization receive any financial aid or assistance from a governmental agency?	X	
b Has the organization's right to such aid ever been revoked or suspended?		X
If you answered 'Yes' on either line 6a or line 6b, explain on Part II.		
7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If 'No,' explain on Part II.	X	

Part II **Supplemental Information.** Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

**Open to Public
Inspection**

ROBERTO CLEMENTE CHARTER SCHOOL, INC.

Employer identification number

23-3015568

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

990 IS REVIEWED BY THE CONTROLLER

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS

IN THE EVENT THAT A CONFLICT OR THE APPEARANCE OF A CONFLICT ARISES, THE MATTER SHALL BE INVESTIGATED BY THE CEO AND THE RESULTS REPORTED TO THE BOARD. IN THE EVENT THAT A CONFLICT OR THE APPEARANCE OF A CONFLICT ARISES REGARDING A BOARD MEMBER, THE SITUATION SHALL BE INVESTIGATED BY A COMMITTEE OF AT LEAST THREE BOARD MEMBERS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

AVAILABLE TO THE PUBLIC UPON REQUEST.



Department of the Treasury
Internal Revenue Service
Ogden, UT 84201

079654.394244.459052.28917 1 AB 0.461 370



ROBERTO CLEMENTE CHARTER SCHOOL INC
% AUSTIN GARCIA
136 S 4TH ST
ALLENTOWN PA 18102-5445



079654

Notice	CP211A
Tax period	June 30, 2021
Notice date	December 6, 2021
Employer ID number	23-3015568
To contact us	Phone 877-829-5500 FAX 877-792-2864

Page 1 of 1

Important information about your June 30, 2021 Form 990

We approved your Form 8868, Application for Extension of Time To File an Exempt Organization Return

We approved the Form 8868 for your
June 30, 2021 Form 990.

Your new due date is May 15, 2022.

What you need to do

File your June 30, 2021 Form 990 by May 15, 2022. We encourage you to use electronic filing—the fastest and easiest way to file.

Visit www.irs.gov/charities to learn about approved e-File providers, what types of returns can be filed electronically, and whether you are required to file electronically.

Additional information

Visit www.irs.gov/cp211a.

- For tax forms, instructions, and publications, visit www.irs.gov/forms-pubs or call 800-TAX-FORM (800-829-3676).
- Keep this notice for your records.

If you need assistance, please don't hesitate to contact us.

Roberto Clemente Charter School

Medical Renewal - Option Summary for Fully Insured

Renewal Effective Date

7/1/2022

Plan	Enrollment	Current	CBC Renewal	UHC	UHC Alt	Highmark	Geisinger
PPO 6000/0/30 Rx 250	65	\$646,951	\$956,430	\$805,256	\$779,433	\$1,392,354	\$975,634
Total	65	\$646,951	\$956,430	\$805,256	\$779,433	\$1,392,354	\$975,634
Vs. Current %			47.84%	24.47%	20.48%	115.22%	50.80%
Vs. Current \$			\$309,479	\$158,305	\$132,482	\$745,403	\$328,683
Vs. Renewal %				-15.81%	-27.36%	45.58%	2.01%
Vs. Renewal \$				(\$151,174)	(\$176,997)	\$435,924	\$19,204

*Cigna, UHC and Aetna declined to Quote.

Medical Administrator	HealthNow
Medical Network	Highmark
Rx Administrator	PRxC - Smith Rx

RCCS	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Estimated Fully-Insured Renewals						
Annual Fully-Insured Premium	\$956,430	\$1,052,073	\$1,157,280	\$1,273,008	\$1,400,309	\$5,839,101

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Estimated Pareto Renewals						
1. Administration	\$43,446	\$43,446	\$43,446	\$43,446	\$43,446	\$217,230
2. Stop Loss Premium	\$260,585	\$281,432	\$303,946	\$328,262	\$354,523	\$1,528,748
3. Expected Claims	\$491,757	\$511,427	\$531,884	\$553,160	\$575,286	\$2,663,513
Total Pareto Annual Cost	\$795,788	\$836,305	\$879,276	\$924,868	\$973,255	\$4,409,492

Vs. Fully-Insured \$	(\$160,642)	(\$215,768)	(\$278,004)	(\$348,141)	(\$427,054)	(\$1,429,609)
Vs. Fully-Insured %	-16.8%	-20.5%	-24.0%	-27.3%	-30.5%	-24.5%

Assumed Fully-Insured Increases		10.0%	10.0%	10.0%	10.0%
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Assumed Pareto Stop Loss Increase		8.0%	8.0%	8.0%	8.0%
Assumed Pareto Claim Trend		4.0%	4.0%	4.0%	4.0%

* All Administrative Fees and Stop Loss Fees are illustrative

* Does not include Capital Contribution - Needs to be made in both Years 1 and 2

Roberto Clemente Charter School

Budget
2022/2023Revenue
General Fund

2021-2022 Budget	2022-2023 Budget	Variance
---------------------	---------------------	----------

6000 Local Sources

6700	Student Activities	\$ 10,100	\$ 10,100	\$ -
6832	Pass-Through Federal Funds	\$ 62,164	\$ 79,256	\$ 17,092
6920	Other Local Sources-Grants & Contributions	\$ -	\$ -	\$ -
6944	Regular Education Subsidies	\$ 5,860,800	\$ 6,390,720	\$ 529,920
6944	Special Education Subsidies	\$ 1,581,000	\$ 1,616,228	\$ 35,228
6990	Miscellaneous	\$ 1,700	\$ 1,700	\$ -
Total Local Sources		\$ 7,515,764	\$ 8,098,004	\$ 582,240

7000 State Sources

				\$ -
7320	Lease Reimbursement	\$ 98,500	\$ 104,556	\$ 6,056
7330	State Health Services Reimbursement	\$ 11,000	\$ 11,000	\$ -
				\$ -
7505	Block Grants	\$ 28,546	\$ 28,546	\$ -
				\$ -
Total State Sources		\$ 138,046	\$ 144,102	\$ 6,056

8000 Federal Sources

		\$ -	\$ -	\$ -
8514	Title I	\$ 443,000	\$ 423,536	\$ (19,464)
8515	Title II	\$ 49,900	\$ 40,982	\$ (8,918)
8516	Title III	\$ 25,500	\$ 22,520	\$ (2,980)
8517	Title IV	\$ 39,300	\$ 31,712	\$ (7,588)
8740	ESSER I/II/III	\$ 1,250,304	\$ 1,719,754	\$ 469,450
8750	ESSER III Set-Aside	\$ -	\$ 58,240	\$ 58,240
Total Federal Sources		\$ 1,808,004	\$ 2,296,744	\$ 488,740

Enterprise Fund

Food Service

6620	Sales	\$ 800	\$ 800	\$ -
6920	Other Local Grants & Contributions	\$ -	\$ -	\$ -
7600	Child Nutrition Program-State	\$ 21,000	\$ 21,000	\$ -
8531	Child Nutrition Program-Federal	\$ 490,725	\$ 513,725	\$ 23,000
Total Food Service		\$ 512,525	\$ 535,525	\$ 23,000

Total Revenue		\$ 9,974,339	\$ 11,074,375	\$ 1,100,036
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Roberto Clemente Charter School

Budget 2022/2023

Expenses-General Fund

Instruction

1100 Regular Programs

		2021-2022 Budget	2022-2023 Budget	Variance
100	Salaries/Wages	\$ 2,580,454	\$ 2,801,400	\$ 220,946
200	Benefits	\$ 1,227,287	\$ 1,314,350	\$ 87,063
300	Contracted Professional & Technical Services	\$ -	\$ -	\$ -
400	Property Services-Maintenance/Repairs/Rentals	\$ 25,324	\$ 26,440	\$ 1,116
500	Other Services	\$ 6,000	\$ 6,000	\$ -
600	Supplies/Books/Subscriptions	\$ 130,784	\$ 169,114	\$ 38,330
800	Student Fees/Other	\$ 3,000	\$ 3,000	\$ -
Total Regular Programs		\$ 3,972,849	\$ 4,320,304	\$ 347,455

1200 Special Programs

100	Salaries/Wages	\$ 365,323	\$ 429,026	\$ 63,703
200	Benefits	\$ 170,394	\$ 206,429	\$ 36,035
300	Contracted Professional & Technical Services	\$ -	\$ 22,000	\$ 22,000
500	Other Services	\$ -	\$ 500	\$ 500
600	Supplies/Books/Subscriptions	\$ 10,430	\$ 14,480	\$ 4,050
Total Special Programs		\$ 546,147	\$ 672,435	\$ 126,288

1400/1691/1700 Other Programs & Adult Education

100	Salaries/Wages	\$ 237,980	\$ 200,480	\$ (37,500)
200	Benefits	\$ 68,035	\$ 54,745	\$ (13,290)
300	Contracted Professional & Technical Services	\$ 30,000	\$ 33,000	\$ 3,000
500	Other Services	\$ 5,000	\$ 5,000	\$ -
600	Supplies/Books/Subscriptions	\$ 14,000	\$ 20,000	\$ 6,000
Total Other & Adult Ed Programs		\$ 355,015	\$ 313,225	\$ (41,790)

Support Services

2100 Student Support Services

100	Salaries/Wages	\$ 155,213	\$ 192,343	\$ 37,130
200	Benefits	\$ 45,923	\$ 84,716	\$ 38,793
300	Contracted Professional & Technical Services	\$ 110,000	\$ 186,000	\$ 76,000
500	Other Services	\$ 4,400	\$ 4,400	\$ -
600	Supplies/Subscriptions	\$ 15,300	\$ 15,100	\$ (200)
Total Student Support Services		\$ 330,836	\$ 482,559	\$ 151,723

2200 Instructional Staff Support Services-Technology/Library/Curriculum & Development

100	Salaries/Wages	\$ 266,072	\$ 296,659	\$ 30,587
200	Benefits	\$ 168,808	\$ 193,798	\$ 24,990
320	Staff Development Services & Fees/Curriculum	\$ 41,167	\$ 55,650	\$ 14,483
400	IT Equipment-Maintenance/Repairs/Rentals	\$ 2,000	\$ 2,000	\$ -
400	Library Equipment-Maintenance/Repairs/Rentals	\$ 1,160	\$ -	\$ (1,160)
500	Other Services	\$ 6,330	\$ 13,500	\$ 7,170
600	IT Supplies/Subscriptions/Fees	\$ 19,000	\$ 20,000	\$ 1,000
600	Library Supplies/Books/Subscriptions	\$ 16,150	\$ 17,150	\$ 1,000
600	Curriculum & Staff Development Supplies/Fees	\$ 22,902	\$ 36,600	\$ 13,698
Total Instructional Staff Support Services		\$ 543,589	\$ 635,357	\$ 91,768

Roberto Clemente Charter School

Budget
2022/2023Expenses-General Fund
Support Services

2021-2022 Budget	2022-2023 Budget	Variance
---------------------	---------------------	----------

2310-2360 Administration-Board/CEO/Legal & Accounting

100	Salaries/Wages	\$ 115,000	\$ 120,750	\$ 5,750
200	Benefits	\$ 71,908	\$ 80,579	\$ 8,671
300	School Board Developmental Services & Training	\$ 2,000	\$ 2,000	\$ -
330	Legal & Accounting Services	\$ 43,000	\$ 45,000	\$ 2,000
400	Property Services-Maintenance/Repairs/Rentals	\$ -	\$ -	\$ -
500	Other Services	\$ 1,800	\$ 1,800	\$ -
600	Supplies/Books/Subscriptions	\$ 1,500	\$ 2,475	\$ 975
810	Dues/Fees/Other	\$ 4,500	\$ 4,500	\$ -
Total Board/CEO/Legal & Accounting		\$ 239,708	\$ 257,104	\$ 17,396

2380 Administration-Principal's Office

100	Salaries/Wages	\$ 515,603	\$ 505,831	\$ (9,772)
200	Benefits	\$ 298,085	\$ 295,480	\$ (2,605)
400	Property Services-Maintenance/Repairs/Rentals	\$ 13,576	\$ 15,844	\$ 2,268
500	Other Services	\$ 4,500	\$ 5,000	\$ 500
600	Supplies/Books/Subscriptions	\$ 12,450	\$ 12,300	\$ (150)
890	Miscellaneous	\$ 3,000	\$ 3,000	\$ -
Total Principal's Office		\$ 847,214	\$ 837,455	\$ (9,759)

2400 Pupil Health Services

100	Salaries/Wages	\$ 167,945	\$ 162,132	\$ (5,813)
200	Benefits	\$ 80,861	\$ 108,569	\$ 27,708
335	Contracted Medical & Dental Services	\$ 3,000	\$ 3,000	\$ -
500	Other Services	\$ 200	\$ 500	\$ 300
600	Supplies/Fees/Subscriptions	\$ 7,000	\$ 10,800	\$ 3,800
Total Pupil Health Services		\$ 259,006	\$ 285,001	\$ 25,995

2500 Business Services

100	Salaries/Wages	\$ 211,154	\$ 222,137	\$ 10,983
200	Benefits	\$ 110,813	\$ 126,793	\$ 15,980
300	Contracted Professional & Technical Services	\$ 26,500	\$ 27,500	\$ 1,000
400	Property Services-Maintenance/Repairs/Rentals	\$ 6,880	\$ 6,880	\$ -
500	Other Services	\$ 1,700	\$ 1,700	\$ -
600	Supplies/Fees/Subscriptions	\$ 6,200	\$ 6,200	\$ -
810	Fees/Penalties	\$ 2,200	\$ 1,700	\$ (500)
Total Business Services		\$ 365,447	\$ 392,910	\$ 27,463

Roberto Clemente Charter School

**Budget
2022/2023**

**Expenses-General Fund
Support Services**

2021-2022 Budget	2022-2023 Budget	Variance
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2600/2900 Plant Operations, Maintenance Services, Taxes

100	Salaries/Wages	\$ 293,947	\$ 329,407	\$ 35,460
200	Benefits	\$ 121,546	\$ 146,322	\$ 24,776
350	Contracted Safety & Security Services	\$ 94,210	\$ 80,054	\$ (14,156)
400	Property Services-Maintenance/Repairs/Water	\$ 110,635	\$ 141,700	\$ 31,065
441	Building Rentals	\$ 685,603	\$ 699,316	\$ 13,713
500	Other Services	\$ 41,648	\$ 44,200	\$ 2,552
538	Telecommunications	\$ 16,840	\$ 15,500	\$ (1,340)
600	Supplies/Fees/Subscriptions	\$ 90,500	\$ 95,300	\$ 4,800
620	Energy-Utilities	\$ 75,100	\$ 80,400	\$ 5,300
800	Taxes & Other Fees	\$ 3,622	\$ 1,000	\$ (2,622)
Total Plant Operations & Maintenance Services		\$ 1,533,651	\$ 1,633,199	\$ 99,548

2800 Central Services-Human Resources/Information & Data/Grant Administration

100	Salaries/Wages	\$ 68,250	\$ 267,363	\$ 199,113
200	Benefits	\$ 21,176	\$ 40,945	\$ 19,769
300	Contracted Professional & Technical Services	\$ -	\$ -	\$ -
320	Staff Development Services	\$ 53,336	\$ 18,500	\$ (34,836)
500	Other Services	\$ 24,007	\$ 16,800	\$ (7,207)
540	Advertising & Public Relations	\$ 4,300	\$ 5,500	\$ 1,200
600	Supplies/Fees/Subscriptions	\$ 48,060	\$ 54,500	\$ 6,440
800	Other Fees	\$ 700	\$ 1,000	\$ 300
Total Central Services		\$ 219,829	\$ 404,608	\$ 184,779

NonInstructional Services

3200-3400 Student Activities, Athletics & Community Services/Awards

100	Salaries/Wages	\$ 38,127	\$ 38,454	\$ 327
200	Benefits	\$ 12,895	\$ 13,121	\$ 226
300	Contracted Professional & Technical Services	\$ -	\$ -	\$ -
500	Other Services	\$ 16,002	\$ 29,600	\$ 13,598
600	Supplies/Fees/Subscriptions	\$ 14,187	\$ 19,500	\$ 5,313
800	Fees/Fundraising/Donations/Awards	\$ 11,255	\$ 11,000	\$ (255)
Total Student Activities		\$ 92,466	\$ 111,675	\$ 19,209

Financing Uses & Other Expenditures

5100 Debt Service

810	Fees	\$ -	\$ -	\$ -
830	Interest	\$ -	\$ -	\$ -
910	Principal	\$ -	\$ -	\$ -
Total Debt Service		\$ -	\$ -	\$ -

Roberto Clemente Charter School

Budget
2022/2023Expenses-Enterprise Fund
NonInstructional Services

2021-2022 Budget	2022-2023 Budget	Variance
---------------------	---------------------	----------

3100 Food Services

100	Salaries/Wages	\$ 171,332	\$ 187,203	\$ 15,871
200	Benefits	\$ 52,837	\$ 49,159	\$ (3,678)
300	Contracted Professional & Technical Services	\$ 11,000	\$ 7,500	\$ (3,500)
400	Property Services-Maintenance/Repairs/Rentals	\$ 5,000	\$ 5,000	\$ -
500	Other Services	\$ 1,000	\$ 1,000	\$ -
600	Non Food Supplies/Fees/Subscriptions	\$ 39,500	\$ 53,000	\$ 13,500
630	Food & Dairy	\$ 339,025	\$ 347,625	\$ 8,600
800	Other Fees	\$ 175	\$ 175	\$ -
Total Food Service		\$ 619,869	\$ 650,662	\$ 30,793

Total Expense	\$ 9,925,626	\$ 10,996,493	\$ 1,070,867
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Surplus (Deficit)	\$ 48,713	\$ 77,882	\$ 29,169
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450/700 Capital Outlay

1000	Instructional-Equipment & Furniture	\$ 20,487	\$ 76,000	\$ 55,513
2100	Student Support-Equipment & Furniture	\$ -	\$ -	\$ -
2200	Instructional Staff Support-Equipment & Furniture	\$ -	\$ -	\$ -
2300	Administrative-Equipment & Furniture	\$ -	\$ -	\$ -
2400	Health-Equipment & Furniture	\$ -	\$ -	\$ -
2500	Business-Equipment & Furniture	\$ -	\$ -	\$ -
2600	Plant Operations-Equipment & Furniture	\$ 20,400	\$ 43,400	\$ 23,000
2800	Central Services-Equipment & Furniture	\$ -	\$ -	\$ -
3100	Food Services-Equipment & Furniture	\$ -	\$ 5,000	\$ 5,000
4000	Facilities-Acquisition/Construction/Improvement	\$ -	\$ -	\$ -
Total Capital Outlay		\$ 40,887	\$ 124,400	\$ 83,513

Roberto Clemente Charter School
Budget
2022/2023

2022/2023 Budget Proposal Highlights

1st Reading (May-17)

Revenue

Local Sources

Federal Pass-Through funding includes IDEA 611 & IDEA 611/ARP

Student Subsidies

Enrollment-634

Regular Ed-576 students

Special Ed-58 students

Rates

Compared to current year (21/22 rates):

Reg Ed/ +1%

Special Ed/ 0% (Level Funding)

State Sources

Lease Reimbursement- Building lease costs to increase 2%

Federal Sources

Title 1-IV Funds-level funded

ESSER funding includes ESSER II, ESSER III, ESSER III/Set-Aside

Food Service- reimbursement rates +5%

Expense

5% Schoolwide wage increase.

\$2,000 Wage increase for PDE-certified staff.

30% Increase in health insurance costs.

PSERS contribution rate increases to 35.26%.

Various new positions added per approved ESSER applications

Centralizing child accounting duties

Secondary School Librarian-10 Month/Full Time

Adjusted starting pay rates for the Food Service Dept

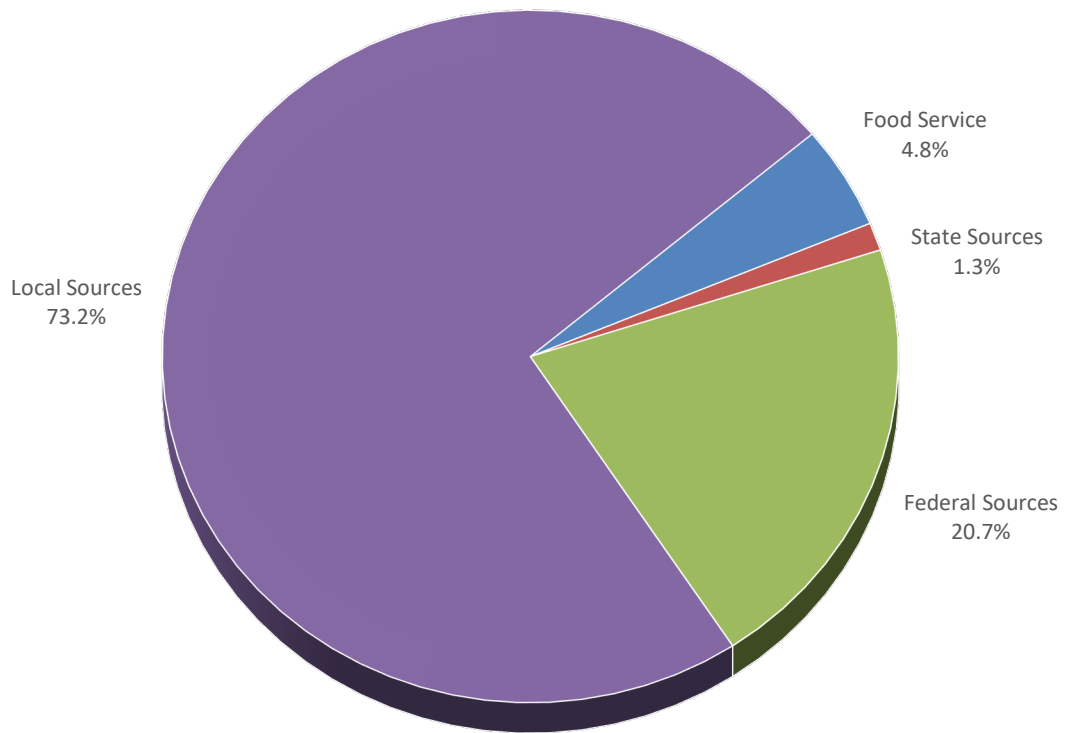
Added years-of-service award program

Summer School-four weeks (both schools)

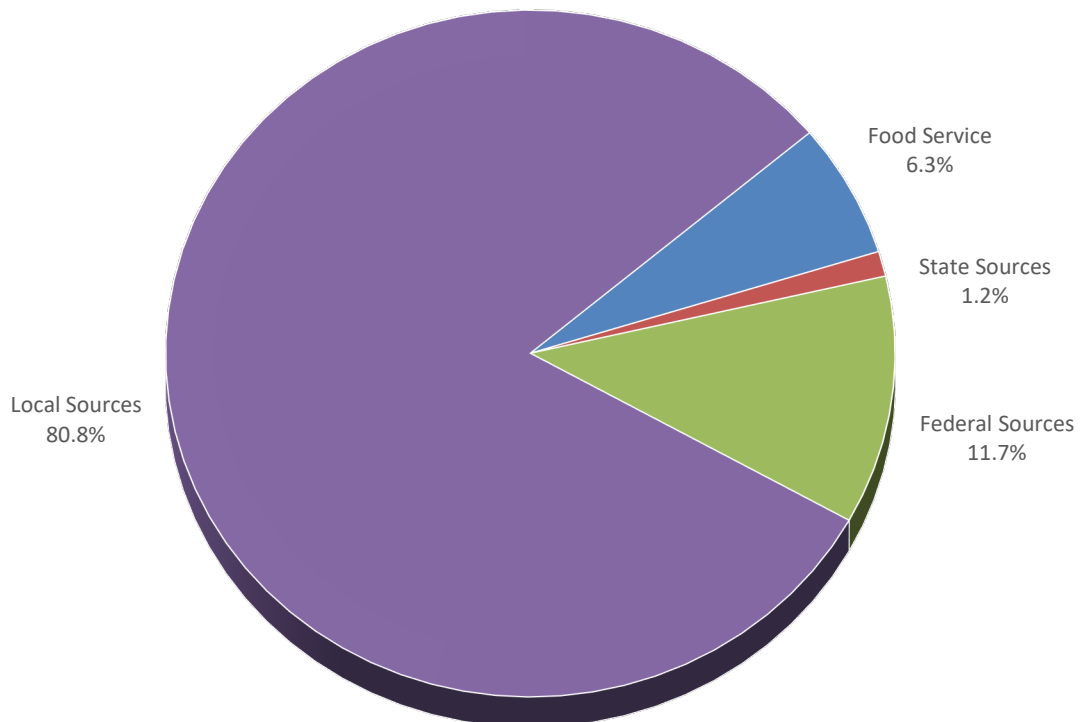
Building leases increase 2%.

Roberto Clemente Charter School
2022/2023 Budget

Total Revenue
2022-2023

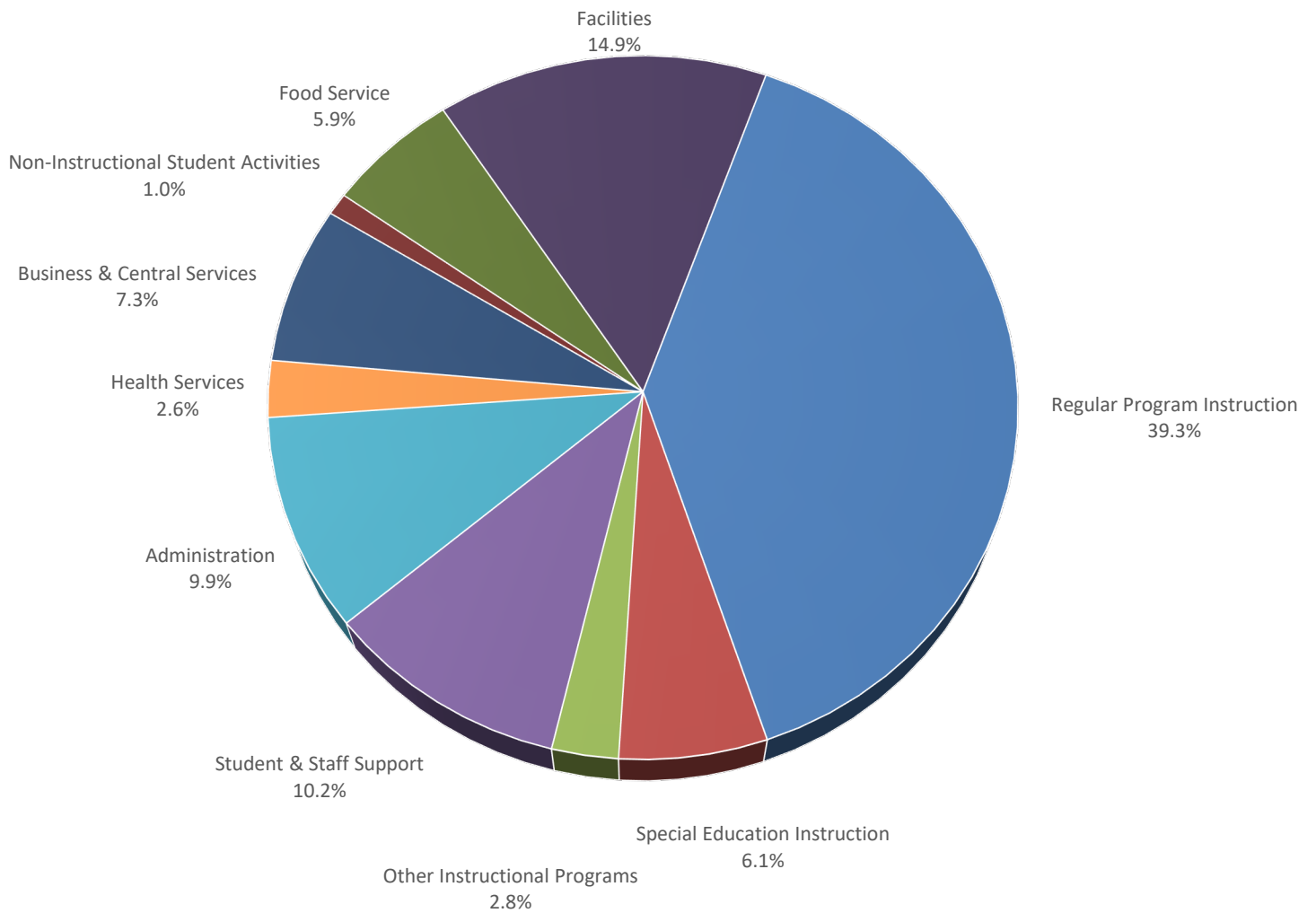


Total Revenue
2015-2020

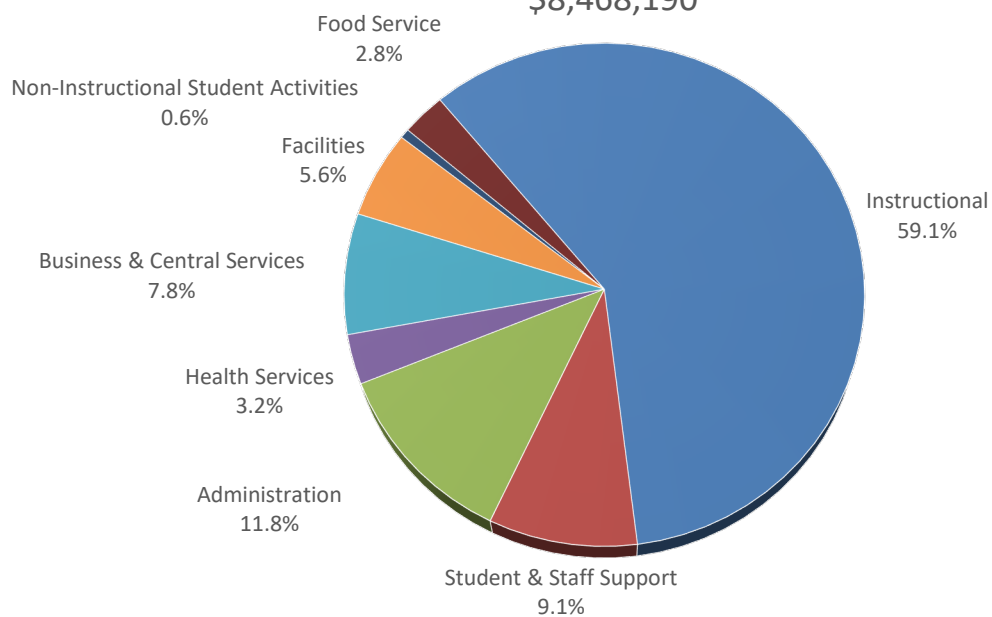


Roberto Clemente Charter School
2022/2023 Budget

Total Expenses



Salaries & Benefits
\$8,468,190



Roberto Clemente Charter School
Years-Of-Service Award

Award Period: 7/1/21-6/30/22

Award Pay Date: 9/9/22

To be eligible, you must be employed with RCCS on 9/1/22 **AND** employed with RCCS on the last day of the Award Period.*

Anniversary Dates that fall between Jul 1-Dec 31.

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
Award		\$ 600	\$ 700	\$ 800	\$ 900	\$ 1,000	\$ 1,300	\$ 1,400	\$ 1,500	\$ 1,600	\$ 1,700	\$ 2,000	\$ 2,100	\$ 2,200	\$ 2,300	\$ 2,400	\$ 2,700	\$ 2,800

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>
Award		\$ 2,900	\$ 3,000	\$ 3,100	\$ 3,400	\$ 3,500	\$ 3,600	\$ 3,700	\$ 3,800	\$ 4,100	\$ 4,200	\$ 4,300	\$ 4,400	\$ 4,500	\$ 4,800	\$ 4,900	\$ 5,000	\$ 5,100

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40</u>	<u>41</u>	<u>42</u>	<u>43</u>	<u>44</u>	<u>45</u>	<u>46</u>	<u>47</u>	<u>48</u>	<u>49</u>	<u>50</u>
Award		\$ 5,200	\$ 5,500	\$ 5,600	\$ 5,700	\$ 5,800	\$ 5,900	\$ 6,200	\$ 6,300	\$ 6,400	\$ 6,500	\$ 6,600	\$ 6,900	\$ 7,000	\$ 7,100	\$ 7,200	\$ 7,300	\$ 7,600

Anniversary Dates that fall between Jan 1-Jun 30.

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>
Award		\$ 500	\$ 600	\$ 700	\$ 800	\$ 900	\$ 1,200	\$ 1,300	\$ 1,400	\$ 1,500	\$ 1,600	\$ 1,900	\$ 2,000	\$ 2,100	\$ 2,200	\$ 2,300	\$ 2,600	\$ 2,700

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>
Award		\$ 2,800	\$ 2,900	\$ 3,000	\$ 3,300	\$ 3,400	\$ 3,500	\$ 3,600	\$ 3,700	\$ 4,000	\$ 4,100	\$ 4,200	\$ 4,300	\$ 4,400	\$ 4,700	\$ 4,800	\$ 4,900	\$ 5,000

		Number of Years Achieved (from most recent hire date) during the Award Period																
		<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40</u>	<u>41</u>	<u>42</u>	<u>43</u>	<u>44</u>	<u>45</u>	<u>46</u>	<u>47</u>	<u>48</u>	<u>49</u>	<u>50</u>
Award		\$ 5,100	\$ 5,400	\$ 5,500	\$ 5,600	\$ 5,700	\$ 5,800	\$ 6,100	\$ 6,200	\$ 6,300	\$ 6,400	\$ 6,500	\$ 6,800	\$ 6,900	\$ 7,000	\$ 7,100	\$ 7,200	\$ 7,500

*Staff is considered employed during furloughs, short-term disability, and summer breaks.

Roberto Clemente Charter School
Years-Of-Service Award

Award Period: 7/1/21-6/30/22
Service Period: 7/1/21-12/31/21
Pay Date: 9/9/22

If you are employed with RCCS on 9/1/22,

AND

you were employed with RCCS during the Award Period without a break in service*,

THEN

your Years-Of-Service award is:

Five hundred dollars (\$500)

PLUS

One hundred dollars (\$100)

PLUS

\$100 for every employment year achieved from your most recent hire date through the anniversary date celebrated during the Service Period

PLUS

\$200 for every 5-years of employment achieved from your most recent hire date through the Service Period

Award Period: 7/1/21-6/30/22
Service Period: 1/1/22-6/30/22
Pay Date: 9/9/22

If you are employed with RCCS on 9/1/22,

AND

you were employed with RCCS during the Award Period without a break in service*,

THEN

your Years-Of-Service award is:

Five hundred dollars (\$500)

PLUS

\$100 for every employment year achieved from your most recent hire date through the anniversary date celebrated during the Service Period

PLUS

\$200 for every 5-years of employment achieved from your most recent hire date through the Service Period

**Furloughs, short-term disability, and summer layoffs are not considered breaks in service.*