RCCS
Roberto Clemente
CHARTER SCHOOL

Board of Trustees

October 20, 2026
7:00 PM

Agenda

1. Review of Agenda
2. Review of Minutes
   - 9/15/26 Minutes (motion)
3. Public Input
4. CEO Office
   - CEO Report
   - Resolution No. 2026-003 (motion)
   - Legal Services (motion)
   - Generative Artificial Intelligence Policy (first reading)
5. Principal Offices
   - Secondary School
   - Elementary School
6. Human Resources
   - HR Report
   - New Hires (motion)
   - Appointments (motion)
   - Resignations (motion)
7. Business Office
   - Reports
     - October Business Report
     - September Financial Reports
     - September Payment List (motion)
   - 2026/27 Ready to Learn Grant (motion)
   - Contracts & Agreements
     - Staffing Service (motion)
     - Fundraising Service (motion)
   - Non-Budget Expenditures
     - Steam Condensate Tank (motion)
     - Legal Fees (motion)
   - New Building Bridge Loan (motion)
8. Public Input
9. New Business
10. Adjourn (motion)

ADMINISTRATION BUILDING
131 W HAMILTON STREET, ALLENTOWN, PA 18101
610-439-5814 FAX: 610-351-3619

Roberto Clemente Charter School
Board of Trustees Meeting Minutes (BoT)
September 15, 2026

Board Attendees: Dr. Lynn Columba, Dr. Kathy Dolgos, Agustín García, Raymond Lahoud, Alex Rolón, Ruth Vélez-Font

Board Absentees: John Bassler, Dr. Jill Sperandio

RCCS Staff: Ralph Andrews, Charles Boger, Joshua Burak, Arkadiusz Kadzielawski, Alyssa Mace, Brittani Ricketts, Michael Rodríguez, Cory Snyder

The Independent Audit Committee met on September 11, 2026, to discuss the audit for the 2025/26 fiscal year.

EXECUTIVE SESSION:
The Board entered Executive Session at 6:11 PM to discuss legal and real estate matters. The Board left the Executive Session at 6:43 PM.

Dr. Columba called the meeting to order at 7:00 PM.

MINUTES:
The minutes of the August 2026 BoT meeting were reviewed. A motion to approve the August minutes was made by Dr. Dolgos and seconded by Mr. García. The motion carried unanimously.

PUBLIC COMMENT I:
No public input.

CEO's REPORT:
Mrs. Mace presented the CEO's Report.

A motion to approve the Anti-Bullying and Anti-Hazing Policy was made by Mr. García and seconded by Mrs. Vélez-Font. The motion carried unanimously.

PRINCIPALS' REPORTS:
Mr. Snyder presented the elementary school report. Mr. Burak and Mr. Andrews presented a combined secondary school report.

HUMAN RESOURCES REPORT:
Mr. Rodríguez presented the Human Resources Report.

A motion to ratify 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. Lahoud and seconded by Mr. García. The motion carried unanimously.

A motion to approve the Elevator Safety Policy was made by Mr. García and seconded by Dr. Dolgos. The motion carried unanimously.

BUSINESS & FINANCIAL REPORTS:
The September Business Report, the July and August Financial Reports, and the August Payment List were presented for discussion by Mr. Boger.

A motion to approve the August Payment List was made by Mr. Lahoud and seconded by Ruth Vélez-Font. The motion carried unanimously.

A motion to approve submitting the 2026/2027 School Safety and Mental Health Grant application was made by Dr. Dolgos and seconded by Mrs. Vélez-Font. The motion carried unanimously.

PUBLIC COMMENT II:
No public input.

NEW BUSINESS:
There being no further business, Mr. Lahoud moved to adjourn the meeting, and it was seconded by Mrs. Vélez-Font. The motion carried unanimously.

The RCCS Board meeting was adjourned at 7:35 PM.

The next Board of Trustees meeting is scheduled for October 20, 2026, at 7:00 PM, in the RCCS Administration Building.

_____ _____
Dr. Lynn Columba, President Date

_____ _____
Mr. Alexander Rolón, Secretary Date

CEO Report

Tuesday, October 20, 2026

Alyssa Mace, Ed.S.

1. Resolution No. 2026-003 (motion)
    - Approval to purchase 2236-2280 S. 12th Street, Allentown, Lehigh County, Pennsylvania.

2. Legal Services (motion)
    - Ratify the engagement of Kleinbard LLC as special counsel in connection with the Whitehall-Coplay School District charter school transportation matter.

3. Generative Artificial Intelligence Policy (first reading)
    - The Education Committee met on Tuesday, October 13, 2026, to further discuss a Generative Artificial Policy.
    - This policy establishes guidelines for using Generative AI across the school setting. It includes the provision of professional development for teachers and staff along with AI literacy education for students.

4. Bureau of Special Education: Table 8A Monitoring
    - RCCS will undergo monitoring for its initial special education evaluations during the 2026-2027 school year, specifically to ensure all evaluations are completed within the required 60-day timeframe.

5. Professional Development
    - Transitioned-Focused IEP Writing Workship
        - Provided by Carbon Lehigh Intermediate Unit #21
        - September 21, 2026
        - Attended by our secondary special education teachers, secondary principals, CLIU#21 speech therapist and CEO
    - Paving the Way Conference
        - Sponsored by the Pennsylvania Department of Education programs Education for Children and Youth Experiencing Homelessness (ECYEH)
        - October 6-7, 2026, in Lancaster, PA
        - Attended by our school social worker

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6. Health Services
    - The mobile dentist visited the elementary school on Thursday, September 17, 2026.

7. Celebrations
    - Thank you to our after-school teachers and staff for offering extending learning opportunities for our students.
    - Thank you to Arkadiusz Kadzielawski and the IT department for facilitating Pictures Days across both campuses. Everyone's picture looks fantastic!

Board of Trustees

Generative Artificial Intelligence Policy

Introduction

Generative Artificial Intelligence (AI) represents a groundbreaking technological advancement that has the potential to revolutionize various aspects of education. By leveraging generative AI, educators can enhance teaching methodologies, customize learning experiences, and facilitate creativity among students. However, the adoption of generative AI also introduces a range of ethical, legal, and pedagogical considerations that necessitate careful attention and management.

Purpose

The primary objective of this policy is to establish clear guidelines for the responsible utilization of generative AI within Roberto Clemente Charter School (the "Charter School"). These guidelines aim to ensure that the integration of generative AI aligns with the Charter School's educational values, promotes student safety and privacy, upholds ethical standards, fosters transparency and accountability, and supports equitable access to educational opportunities.

Scope

This policy applies to all stakeholders involved in the use of generative AI within the Charter School including, but not limited to, educators, administrators, IT personnel, students, and external vendors. It encompasses the deployment, management, and oversight of generative AI technologies across various educational contexts and settings, including classrooms, extracurricular activities, and administrative functions.

The availability of access to generative AI tools and resources by students and staff does not imply endorsement by the Charter School nor does the Charter School guarantee the accuracy of the information received from generative AI tools or resources. The Charter School shall not be responsible for any information that may be lost, damaged or unavailable when using a generative AI tool or resource. The Charter School shall not be responsible for the dissemination, replication or alteration of the information or data input by any student or staff into any generative AI took or resource. Nothing in this policy is intended to limit the Charter School's obligations under applicable law or regulations.

This policy is intended to promote standards for Internet safety and compliance with the Children's Internet Protection Act, Pub. L. No. 106-554 and 47 USC 254(h) ("CIPA").

Definition

For purposes of this Policy, "generative artificial intelligence" or "generative AI" means technology that creates or materially modifies text, images, audio, video, code, data, or other content in response to user instructions or information.

Guidelines for the Use of Generative AI

In line with the Charter School's educational mission, generative AI should primarily serve to augment teaching and learning experiences, foster creativity, and support academic achievement. Educators are encouraged to integrate generative AI tools into the curriculum in a manner that enhances instructional delivery, accommodates diverse learners, and promotes student engagement and critical thinking skills.

In safeguarding student privacy and data protection, all data collected or generated by generative AI systems must adhere to relevant privacy laws, regulations, and Charter School policies. Personally identifiable information ("PII") of students or staff should be handled with utmost care and used only for legitimate educational purposes with explicit consent. Use of AI may not implicate or compromise student records and/or information protected by any laws or regulations, including the rights to privacy ensured by the United States and Pennsylvania constitutions, the Family Educational Rights and Privacy Act ("FERPA"), Children's Internet Protection Act ("CIPA"), Children's Online Privacy Protection Act ("COPPA"), Americans with Disabilities Act ("ADA"), The Individuals with Disabilities in Education Act ("IDEA"), the Right-to-Know Law ("RTKL"), the Pennsylvania Personnel Files Act, and the Pennsylvania Breach of Personal Notification Data Act.

Ethical considerations are paramount in the use of generative AI. Content generated by these systems should not propagate hate speech, bullying, violence, discrimination, invasions of privacy, plagiarism, cheating, or any other unethical behavior. Educators must be vigilant in identifying and mitigating potential biases inherent in AI algorithms to ensure fair and equitable outcomes for all students.

Respect for intellectual property rights is essential. Users of generative AI should adhere to copyright laws and intellectual property regulations when creating or modifying content. Students should be educated about the importance of respecting the

rights of original creators and properly attributing sources when using generative AI tools for creative projects.

It is essential to stress the limitations on students' use of generative AI unless expressly authorized by their teacher. Unauthorized use may lead to unintended consequences, including ethical breaches, academic dishonesty, or legal implications. Students are expected to seek guidance and approval from their teachers before utilizing generative AI tools for educational purposes.

Board Policy

Educational and Operational Purpose. Generative AI may be used only for lawful and appropriate educational or operational purposes consistent with the Charter School's mission, curriculum, policies, and the user's assigned responsibilities.

Human Responsibility and Review. Generative AI is a support tool and not a substitute for professional judgment, independent analysis, or personal responsibility. Users remain responsible for reviewing and verifying AI generated content for accuracy, relevance, bias, appropriateness, and compliance before it is used or distributed. Final decisions concerning students, employees, or Charter School operations shall be made by authorized personnel and shall not be based solely on generative AI output.

Privacy, Confidentiality, and Security. Users shall protect student, employee, and Charter School information in accordance with applicable law and Charter School policy. Personally identifiable, confidential, privileged, proprietary, or otherwise protected information shall not be entered into a generative AI system unless the system and the proposed use have been approved by the Charter School.

Student Use and Academic Integrity. Students may use generative AI only as authorized by the Charter School or the responsible teacher. Teachers may establish assignment specific requirements concerning permitted use, verification, attribution, and disclosure. Generative AI shall not be used to evade learning objectives, misrepresent authorship, engage in academic dishonesty, or violate the Student Code of Conduct.

Equity, Nondiscrimination, and Accessibility. Generative AI shall be used in a manner consistent with the Charter School's nondiscrimination and accessibility obligations. Users shall consider the potential for inaccurate, biased, discriminatory, or inaccessible output and shall take reasonable steps to prevent such output from affecting educational or employment decisions.

Intellectual Property and Transparency. Users shall respect copyright, licensing, attribution, and other intellectual property requirements. AI generated or AI assisted

work shall be identified or attributed when required by the Charter School, an instructor, applicable law, or the terms governing the tool.

Prohibited Uses. Generative AI shall not be used to engage in unlawful conduct; harass, threaten, discriminate against, exploit, or impersonate another person; create materially deceptive content; circumvent security or access controls; disclose protected information; or otherwise violate Charter School policy.

Approved Tools and Vendors. The Charter School may limit use to approved tools, accounts, and services. Generative AI products that will access protected information, integrate with Charter School systems, or be used institutionally shall be subject to appropriate administrative, privacy, security, contractual, and educational review.

Delegation of Responsibility

The CEO or designee is authorized to develop, maintain, and enforce administrative procedures necessary to implement this Policy. Those procedures may address approved tools and accounts, age and access requirements, staff and student guidance, training, assignment level expectations, disclosure and attribution, data handling, vendor review, record retention, incident reporting, prohibitions on plagiarism, academic dishonesty, and other operational matters.

The CEO or designee may suspend or restrict the use of a generative AI tool or practice when necessary to protect safety, privacy, security, academic integrity, legal compliance, or the educational interests of the Charter School.

Implementation and Oversight

To facilitate effective implementation, the Charter School will provide comprehensive training and professional development opportunities for staff on the ethical use of generative AI and relevant Charter School policies. Educators will receive guidance on integrating generative AI tools into instructional practices in alignment with educational objectives and standards.

Students will receive age-appropriate instruction on AI literacy, including fundamental principles such as the necessity of proper human supervision, critical thinking, and skepticism regarding accuracy. Such instruction should aim to empower students with the knowledge and skills needed to navigate the increasingly prevalent presence of AI tools or resources in their academic and personal lives.

Mechanisms for monitoring and evaluating the use of generative AI will be established to ensure compliance with this policy. Regular reviews and assessments will be conducted to identify any ethical or privacy concerns associated with its use and

address them promptly. Additionally, feedback mechanisms will be established to solicit input from stakeholders and continuously improve the implementation of generative AI technologies.

The policy will be subject to periodic review to ensure its continued relevance and alignment with evolving technological advancements, educational practices, and regulatory requirements. Amendments may be proposed based on feedback from stakeholders, emerging issues related to generative AI, or changes in legal or policy frameworks.

Compliance and Enforcement

All stakeholders are expected to adhere to this policy and related procedures governing the use of generative AI within the Charter School. Failure to comply may result in disciplinary action, up to and including termination of employment or student expulsion, in accordance with Charter School policies and applicable laws.

Any concerns or incidents related to the use of generative AI should be promptly reported to appropriate Charter School officials for investigation and resolution. Confidentiality will be maintained throughout the investigative process to protect the interests of all parties involved, while ensuring transparency and accountability in addressing issues related to generative AI use.

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

ADOPTED this day _____ of _____, 2026

_____
President

_____
Secretary

Board of Trustees Principal Reports

October 20, 2026

- Attendance

6th	96.98%	9th	95.47%
7th	97.58%	10th	95.50%
8th	96.76%	11th	95.65%
		12th	93.81%

- Academic Achievement
  - **English**

Grade	At/Above	On Watch	Intervention	Urgent Intervention
6	16 (34%)	6 (13%)	14 (30%)	11 (23%)
7	16 (33%)	9 (19%)	8 (17%)	15 (31%)
8	10 (20%)	11 (22%)	15 (31%)	13 (27%)
9	20 (40%)	4 (8%)	8 (16%)	18 (36%)
10	26 (58%)	5 (11%)	5 (11%)	9 (20%)
11	20 (57%)	2 (6%)	6 (17%)	7 (20%)
12	17 (41%)	7 (17%)	9 (22%)	8 (20%)

  - **Math**

Grade	At/Above	On Watch	Intervention	Urgent Intervention
6	20 (42%)	5 (10%)	11 (23%)	12 (25%)
7	14 (29%)	9 (18%)	9 (18%)	17 (35%)
8	9 (18%)	11 (22%)	16 (32%)	14 (28%)
9	17 (34%)	7 (14%)	11 (22%)	15 (30%)
10	18 (40%)	9 (20%)	10 (22%)	8 (18%)
11	15 (43%)	5 (14%)	8 (23%)	7 (20%)
12	25 (63%)	4 (10%	7 (18%)	4 (10%)

  - First test of the year determines potential loss of content over the summer
  - English on 9/8, Math on 9/9

- Discipline for month of September
    - MS
        - Level II (15), Level III (13), Level IV (0)
    - HS
        - Level II (31), Level III (2), Level IV (2)
    - Consequences
        - Students received, restorative conversations, lunch detentions, after school detentions, In-school suspensions
    - Positive Office Referrals
        - 88 Positive Office Referrals - 48 MS, 40 HS
- College & Career Activities/Events/Information
    - Have had multiple colleges visit RCCS to provide information to interested HS students. So far: Automotive Training Center, Kutztown, Alvernia, Elizabethtown, York College, Northampton Community College, Cedar Crest College. Have more scheduled throughout October, November and December.
    - Trip to Kutztown on 10/13/26. Took 40 Juniors and Seniors.
    - Hosting a Career Fair on 10/23/26, approximately 20 outside people coming in to talk to HS students about their careers and what education was required to get into their careers.
    - Upcoming trip to DeSales on 10/30/26.
- Bilingual Activities/Events/Information
    - 10/21 - RCCS Day of service
        - Students will be collaborating and participating in our day of service at the following locations:
            - Allentown Art Museum, RCECS, Lehigh Valley Conference of Churches, Allentown Rescue Mission, Heartland Hospice, Camelot for Children, The Neighborhood Center, the HAO, and community clean up.
- Professional development/learning activities/Teacher & staff collaboration activities
    - CLIU presented to special education team on transitional plans for IEPs on September 21st.
    - CLIU presented to our entire staff on English Language Learners on September 16th.
    - Staff participated in a full day Professional development on October 12th with a focus on Classroom Engagement Strategies, Positive Behavior Interventions and Strategies, Small Group Testing Accommodations, Special Education Referral Process, and STAR Data review and comparison.
- Any other important information/updates/events/activities, especially related to schoolwide expectations and initiatives
    - 10/02 - MHS Dismissed early due to power outage

- 10/16 - Class of 2028 Bake Sale in the Cafeteria raised over $600
- 11/3 & 11/04 - MS SFA Coaching days were postponed. They have been rescheduled for Nov 3rd and Nov 4th

- Celebrations
  - Celebrated Students of the Month for September with a certificate and reward.
  - MHS would like to welcome Dr. Angela Muzzicato as she joins our ESL Team.
  - Shout out to our new staff, Ms. Johnson, Mr. Ramos, Mr. Briggs, Ms. Cabrera, Ms. Cope, who've been doing a great job learning their roles, taking initiative, and being great additions to our staff
  - Shout out to our LTS, Mr. Cruz, who has done a great job covering for Mrs. Watson who was out on maternity leave.
- Upcoming calendar of events
  - 10/21 - PLC Day, Early Dismissal for Students
  - 10/23 - HS Career and College Fair
  - 10/26-10/30 - Spooky Spirit Week
  - 10/27 & 10/28 - MS STAR Testing for Social Studies and ELA & Math and Science
  - 10/28 - End of 1st Quarter
  - 10/30 - PBIS Celebration on Friday, Oct 30th
  - 11/1 - HS Trip to Northampton Community College
  - 11/2 - Professional Development Day - No School for Students
  - 11/3 - Security Lockdown Drill
  - 11/9 - 2nd Quarter Progress Reports Sent Home
  - 11/9 - 1st Quarter Honor Roll Breakfast for HS
  - 11/10 - 1st Quarter Honor Roll Breakfast for MS
  - 11/11 - HS STAR Testing for Math and Science
  - 11/16 - HS Visit to Manor College

"BILINGUALISM, BILITERACY, AND BEYOND"

Elementary Principal's Report
Tuesday, October 20, 2026
Mr. Cory Snyder and Mrs. Brittani Ricketts

Attendance (September)

Grade	Attendance
Kindergarten	93.69%
Grade 1	94.20%
Grade 2	95.40%
Grade 3	95.90%
Grade 4	96.03%
Grade 5	96.90%
Total	95.40%

Academic Achievement

- End of marking period benchmark testing is scheduled for October 5th through October 19th.
  - Marking Period One ends on October 28th.

Discipline (September)

Infractions by Level	Total
Level II	1
Level III	3
Level IV	0

- Positive Office Referrals (September)
  - Three hundred two (302)
- PBIS Newsletter
  - Monthly newsletter from the Dean of Students is included at the end of this report.

College & Career Activities/Events/Information

- Safer Smarter Lessons
  - Completed in 5th grade
  - Scheduled to start in 4th grade on October 13th
- College and Career Lessons
  - Ongoing lessons in 5th grade
    - Focus is on values
      - Students completed a value self-discovery sheet.
      - Discussed goals as well as what makes them excited and motivated.
      - Students identified core values and rated their top three.
      - Students identified values for their family, community, and larger society.
  - Scheduled to start in 4th grade later this month

Bilingual Activities/Events/Information

- Fiesta Latina (Friday, October 23rd)
  - Preparation for the event celebrating Hispanic heritage through student performances, cultural activities, traditional food, family and community participation.

Professional Development/Learning Activities/Teacher & Staff Collaboration Activities

- September 16th, 2026 – 1:00 Early Dismissal/Staff Development
  - Cooperative Learning: What Should We See and Hear
- Common Planning Meetings
  - Cooperative learning implementation and use
  - Classroom data collection

Other Information/Activities/Events/Updates

- Fiesta Latina – October 23rd, 2026
- Parent Teacher Conferences – November 24th, 2026

Celebrations

- Reading teachers are incorporating instructional digital media and interactive whiteboards into their lessons.
- Positive reinforcements for student behavior and achievements are consistently being recognized and celebrated.
- Instructional Aides for their time and attention with administering the Reading Roots Assessment.

Upcoming calendar of events

- 10/21/2026—1:00 Dismissal Day
- 10/23/2026—Fiesta Latina
- 10/28/2028—End of Marking Period 1
- 10/29/2026—Start of Marking Period 2
- 10/30/2026—Fall Festival
- 11/3/2026—School Closed: Professional Development
- 11/18/2026—1:00 Dismissal Day
- 11/24/2026—School Closed: Parent Teacher Conferences
- 11/25/2026—School Closed: Professional Development
- 11/26/2026 – 11/30/2026—School Closed: Thanksgiving Holiday

PBIS
Sepemeber
FROM: MRS. RICKETTS
POSITIVE OFFICE REFERRALS
302
KINDERGARTEN
13
FIRST GRADE
26
SECOND GRADE
92
THIRD GRADE
50
FOURTH GRADE
50
FIFTH GRADE
71
WHAT'S HAPPENING
LEVEL 1- 40
LEVEL 2- 1
LEVEL 3- 3
LEVEL 4- 0
The 3 Tiers of PBIS Support
Tier 1: Universal Support
Tier 2: Targeted Group Support
Tier 3: Intensive Individual Support
Dream Plan Try Succeed
SHOUT OUT TO MRS. SABO FOR GUIDING STUDENTS TO THEIR FUTURE!
SHOUT OUT TO MRS.TRAYNOR FOR CELEBRATING STUDENT ACHIEVEMENT
STOP AND THINK
Are you reviewing expectations daily?
Are you maintaining consistent routines?
Are you reinforcing POSITIVE behaviors with classroom incentives or Positive Office Referrals?
Are you actively monitoring behaviors?

Roberto Clemente Charter School

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Human Resources Report

October 20, 2026

I. Personnel Updates for board approval, including addenda:

a. New Hires (motion)

Date	Name	Location	Job Title	Status
9/28/2026	Karen Vasquez-Ruiz	ES	Instructional Assistant/Substitute	Part-time
9/30/2026	Maria Worthington	Food Service	Cook	Part-time
10/7/2026	Chris D. Robinson	ADM	Level 1 Helpdesk Technician	Full-time
10/12/2026	Angela Muzzicato	MHS	Secondary School Teacher - ESL	Full-time
10/28/2026	Robyn Farnsworth	ADM	LPN/Nurse Assistant	Full-time

b. Personnel Appointments to Existing Vacancies for Current Employees (motion)

Date	Name	Location	Job Title	Status
11/16/2026	Mateo Cruz*	HS	Instructional Assistant/Substitute	Full-time
3/1/2027	Spencer LaRiviere*	HS	Girls Volleyball Head Coach	Part-time, Seasonal

*current employee

c. Personnel Resignations and Dismissals (motion)

Name	Location	Job Title	Date	Status
Mohamed Moawad	MS	Long-term Substitute Teacher	11/16/2026	Resignation
Rebecca Torres	ADM	Registered Nurse	12/18/2026	Resignation

II. Current and Future Job Postings:

Title	Location	Status
Registered Nurse	ADM	Full-time, recruiting
Athletic Coordinator	HS	Part-time, recruiting and interviewing
Instructional Asst/Substitute	HS	Full-time, recruiting

Custodian, 2nd Shift	Facilities	Full-time, recruiting
Girls Volleyball Asst. Coach	HS	Seasonal part-time, recruiting
Boys Basketball Head Coach	HS	Seasonal part-time, recruiting
Boys Basketball Asst. Coach	HS	Seasonal part-time, recruiting

III. Upcoming

- 10/20/2026 – Fall 2026 Career and Internship Expo – Northampton Community College, Bethlehem, PA
- 11/6/2026 – Fall 2026 College of Education and Human Development Education Expo – Temple University, Philadelphia, PA
- 11/12/2026 – Fall 2026 Job Fair for Educators – Kutztown University, Kutztown, PA
- 11/12/2026 – HR Committee Meeting
- 11/17/2026 – Lehigh Valley Campus-to-Career Fair- ArtsQuest, Bethlehem, PA

Roberto Clemente Charter School

Business Report: October 20, 2026

Financial Activity (9/1-9/30/26)

- Finance Committee meeting (Oct-16).
- 620 Students: Non-Special Ed (549), Special Ed (71)
  Allentown SD (601), Bethlehem Area SD (6), Catasauqua Area SD (4), East Penn SD (3), Northampton Area SD (1), Salisbury Township SD (2), Whitehall/Coplay SD (3)
- 2026/27 PDE 363 Forms not received/posted:
  - Allentown SD, Bethlehem Area SD, Catasauqua Area SD, Salisbury Township SD, Whitehall/Copay SD
- 2025/26 Title IV funds fully expended ($34,314).
- $6,640 Auditor progress billing.
- $3,440 Natural gas regulator installation. *(Elementary School)*
- $4,958 HVAC repairs. *(Secondary School)*
- $5,493 Router replacements. *(All Buildings)*
- $47,683 Architect fees. *(New School)*
- Received ($16,741) accrued 24/25 School Safety & Mental Health grant funds.
- Received ($91,256) accrued 25/26 lease reimbursements.
- Assigned Funds released- $56,231
  - Capital Expenses & Projects Fund
    - New school project- legal, architect, engineering, construction management costs.
- Un-Assigned General Fund balance $2,147,285 / 17.4% of the operating budget.
- 25/26 Depreciation, amortization, GASB 68/75/87/96/101 entries not posted as of yet.
- $792,523 Total monthly disbursements.
  - Text books order. *-Savvas Learning Company LLC*
  - Architect fees. *-Alloy5 Architecture*
  - Construction management services. *-CHA Consulting Inc.*

Grants, Donations, & Reports

- Allocated (Sep-14) 2026/27 Fresh Fruit & Vegetable Program funding ($22,200).
- Submitted (Sep-28) 2026/27 School Safety & Mental Health Grant application.
- Approved (Sep-28) 2025 IRS Form 8868/Extension to File a Return.
- Submitted (Sep-30) 2025/26 SHARRS report.
- Completed (Oct-5) 2026/27 IDEA Risk Assessment Survey.
- Submitted (Oct-5) 2026/27 Comparability Assurance Report.

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Business Report: October 20, 2026

Grants, Donations, & Reports (continued)

- Submitted (Oct-7) 2026/27 Ready To Learn Grant application-$28,546.
  - Summer/After School Programs- $16,020
  - Math/STEAM Programs- $8,780
  - Reading & Literacy Program- $546
  - College & Career Program- $1,800
  - Library- $1,400

Contracts & Agreements

- Staffing agency. *-Humanus Corporation*
  - 10/21/26-9/30/27
  - Education Services ($45-$55/hr); Behavioral Specialists ($27/hr); Counseling Services ($60-$62/hr); Nursing Services ($42-$52/hr); Therapy Services ($82/hr); Psychology Services ($89/hr, $1,068/evaluation)
  - Non-Exclusive; 30 Day termination notice
- Legal services. *-Kleinbard LLC*
  - Whitehall-Coplay SD busing litigation.
  - Partner ($390/hr); Senior Associates ($330/hr); Junior Associates ($300/hr); Paralegals ($240/hr)
- Fundraising. *-Funds2Orgs LLC*
  - Student council shoe drive; kits (bags) provided.
  - New/gently used shoe collection; $.40/lb
  - Collection pick-up:
    - $125 deducted from proceeds; fee waived if +2,250 lbs.
    - Less than 313 lbs- no fee/no proceeds
- Building purchase bridge loan. *-Fidelity Bank*
  - 2236 S 12th Street-new elementary school.
  - $4.4 million; Closing on 10/23
  - 15 Months; 5.30% Fixed Rate

Technology Update

- Department manager's meeting (9/15).
- 310 Service tickets received between 9/10-10/10.
- Star and Roots testing schedule coordination underway. COS technology updates under review.
- Collaborated with school administrators on the Home Technology Survey.

Roberto Clemente Charter School

Business Report: October 20, 2026

Technology Update (continued)

- Conducted school wide staff and student photo days, including a retake day.
- Student ID cards produced for students and support services. Staff ID card production is in progress.
- PrimeroEdge updates implemented for the Food Service Dept.
- Prepared laptops for AP Precalculus class.
- Working with the HR Committee on the Acceptable Use and Internet Safety Policy.
- Collaborated with the Facilities Dept to install a doorbell/intercom system for deliveries at the Elementary School. Work at the Secondary School is ongoing.
- Researching new line of air quality sensors that integrate directly with the school's UniFi network management platform.
- Working with administration, architects, and engineers on new school IT & security infrastructure.
- Preparations are underway to support Fiesta Latina, FAFSA Night, and Virtual Career Exploration Events.

Facilities Update

- Department manager's meeting (9/15).
- 86 Service tickets received between 9/10-10/10.
- Secondary School gym and cafeteria electrical work completed (9/10).
- Finished the doorbell/intercom system for deliveries at the Elementary School.
- Conducted fire drills at the Elementary School (9/18) and Secondary School (10/8).
- Meeting (9/30) with New Elementary School Project team.
- Concluded schoolwide lead water testing (10/2). Results are posted on the school's website.

Food Service Update

- Department manager's meeting (9/15).
- Started running the Afterschool Snack and Fresh Fruit & Vegetable programs.
- Provided support for the Super Student breakfast at the Elementary School (9/30).
- Food Facility Inspection conducted at the Secondary School (10/1).

General Updates

- 2025/26 LEA annual audit ongoing.
- 2025/26 Workers' compensation audit closed (9/23).
- 10/1 RTK Request satisfied (10/5).

Business Office
131 W Hamilton Street, Allentown PA 18101
610-439-5814 Fax: 610-351-3619

Roberto Clemente Charter School

Financial Report for the Month Ending September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Revenue-General Fund					
6000/9000 Local Sources & Other Sources					
6500 Interest	$ 6,794.14	$ 19,158.69	$ 7,500.00	$ 11,658.69	$ 30,000.00
6700 School Activities	208.40	208.40	530.00	(321.60)	5,300.00
6830 PassThru Federal Funds (IU)	0.00	0.00	6,900.00	(6,900.00)	69,000.00
6920 Grants & Contributions-Private Sources	0.00	0.00	0.00	0.00	500.00
6944 Regular Education Funding	626,889.09	1,878,143.19	1,970,062.50	(91,919.31)	7,880,250.00
6944 Special Education Funding	214,036.12	659,834.53	689,400.00	(29,565.47)	2,757,600.00
6990 Refunds & Miscellaneous	350.92	443.63	374.97	68.66	1,500.00
9000 Other Sources	0.00	0.00	0.00	0.00	0.00
Total Local Sources	*848,278.67*	*2,557,788.44*	*2,674,767.47*	*(116,979.03)*	*10,744,150.00*
7000 State Sources					
7200 Specific Educational Programs	0.00	0.00	40.00	(40.00)	40.00
7320 Lease Reimbursement	0.32	0.32	0.00	0.32	89,000.00
7330 Health Services	0.00	0.00	0.00	0.00	11,000.00
7360 Safe Schools	6,303.78	9,469.26	3,000.00	6,469.26	71,090.00
7530 Ready To Learn Grant	8,252.24	8,252.24	2,854.60	5,397.64	28,546.00
Total State Sources	*14,556.34*	*17,721.82*	*5,894.60*	*11,827.22*	*199,676.00*
8000 Federal Sources					
8514 Title I	50,970.85	76,342.07	89,601.34	(13,259.27)	504,009.00
8515 Title II	3,214.61	14,592.11	10,000.00	4,592.11	35,000.00
8516 Title III	4,450.66	4,450.66	7,910.00	(3,459.34)	38,000.00
8517 Title IV	5,472.12	9,098.01	3,500.00	5,598.01	35,000.00
Total Federal Sources	*64,108.24*	*104,482.85*	*111,011.34*	*(6,528.49)*	*612,009.00*
Revenue-Other Funds					
Athletic Program					
6710 Admission	0.00	0.00	0.00	0.00	0.00
6740 Sales & Fees	0.00	0.00	0.00	0.00	0.00
6750 Fundraising	0.00	0.00	200.00	(200.00)	2,000.00
Total Athletic Program	*0.00*	*0.00*	*200.00*	*(200.00)*	*2,000.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

		Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Food Service						
6620	Sales (Non-Reimbursable Programs)	$ 496.40	$ 715.70	$ 850.00	($ 134.30)	$ 8,000.00
6920	Grants & Contributions-Private Sources	0.00	0.00	0.00	0.00	0.00
6990	Refunds & Miscellaneous	0.00	0.00	0.00	0.00	0.00
7600	State Sources	1,887.74	2,526.96	2,350.00	176.96	17,500.00
8530	Federal Sources	70,781.32	94,210.68	82,880.00	11,330.68	623,800.00
	Total Food Service	*73,165.46*	*97,453.34*	*86,080.00*	*11,373.34*	*649,300.00*
	Total Revenue	**1,000,108.71**	**2,777,446.45**	**2,877,953.41**	**(100,506.96)**	**12,207,135.00**

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Expenses-General Fund					
Instructional Services					
1100-Regular Programs					
100 Salaries	$ 275,411.90	$ 407,228.08	$ 440,797.35	($ 33,569.27)	$ 2,938,649.00
200 Benefits	112,194.91	166,544.08	219,139.27	(52,595.19)	1,460,928.00
300 Contracted Professional & Technical Services	6,420.60	8,732.70	0.00	8,732.70	0.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	1,875.00	(1,875.00)	7,500.00
500 Other Services	0.00	0.00	7,895.00	(7,895.00)	24,495.00
600 Supplies	49,097.86	102,936.08	120,026.60	(17,090.52)	242,920.00
730 Capitalized Right To Use	1,690.29	5,070.87	5,100.09	(29.22)	20,400.00
800 Fees/Miscellaneous	0.00	5,470.00	5,720.00	(250.00)	13,300.00
Total Regular Programs	*444,815.56*	*695,981.81*	*800,553.31*	*(104,571.50)*	*4,708,192.00*
1200-Special Programs					
100 Salaries	27,990.38	46,254.38	60,000.60	(13,746.22)	338,804.00
200 Benefits	6,128.61	8,882.69	24,409.68	(15,526.99)	147,386.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
336 Contracted Support Services	619.24	619.24	0.00	619.24	318,000.00
500 Other Services	0.00	0.00	0.00	0.00	0.00
600 Supplies	1,113.16	2,905.66	4,650.09	(1,744.43)	11,475.00
Total Special Programs	*35,851.39*	*58,661.97*	*89,060.37*	*(30,398.40)*	*815,665.00*
1400/1691/1700-Other Programs & Adult Education					
100 Salaries	0.00	51,152.50	69,448.00	(18,295.50)	82,300.00
200 Benefits	0.00	11,893.55	17,247.30	(5,353.75)	20,472.00
300 Contracted Professional & Technical Services	0.00	0.00	390.00	(390.00)	3,900.00
500 Other Services	0.00	0.00	0.00	0.00	0.00
566 Tuition/Higher Education	0.00	0.00	8,500.00	(8,500.00)	17,000.00
600 Supplies	0.00	0.00	1,300.00	(1,300.00)	2,270.00
Total Other Programs & Adult Education	*0.00*	*63,046.05*	*96,885.30*	*(33,839.25)*	*125,942.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Support Services					
2100-Student Support (Guidance/Therapy/Counseling/Social Service/Child Accounting)					
100 Salaries	$ 25,163.78	$ 55,170.15	$ 58,421.74	($ 3,251.59)	$ 285,922.00
200 Benefits	7,881.70	19,600.16	25,798.40	(6,198.24)	120,490.00
300 Contracted Professional & Technical Services	0.00	0.00	1,000.00	(1,000.00)	10,000.00
500 Other Services	0.00	0.00	219.97	(219.97)	1,200.00
600 Supplies	2,690.20	7,422.17	6,325.21	1,096.96	22,500.00
Total Student Support	*35,735.68*	*82,192.48*	*91,765.32*	*(9,572.84)*	*440,112.00*
2200-Instructional Staff Support (Technology)					
100 Salaries	23,299.07	64,906.42	67,442.87	(2,536.45)	287,782.00
200 Benefits	11,639.91	31,330.35	44,218.82	(12,888.47)	184,083.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	500.00	(500.00)	2,000.00
500 Other Services	0.00	0.00	124.97	(124.97)	500.00
600 Supplies	879.78	2,503.41	3,900.09	(1,396.68)	15,600.00
730 Capitalized Right To Use	0.00	0.00	0.00	0.00	0.00
800 Fees/Miscellaneous	0.00	0.00	125.06	(125.06)	500.00
Total Staff Support (Technology)	*35,818.76*	*98,740.18*	*116,311.81*	*(17,571.63)*	*490,465.00*
2200-Instructional Staff Support (Library/Curriculum & Staff Development)					
100 Salaries	12,505.00	22,065.00	21,354.50	710.50	134,630.00
200 Benefits	2,911.27	4,850.83	10,800.89	(5,950.06)	67,100.00
240 Tuition Reimbursement	0.00	900.00	9,000.00	(8,100.00)	36,000.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
360 Contracted Staff Development	5,900.00	9,200.00	17,665.24	(8,465.24)	72,765.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	0.00	0.00	0.00
500 Other Services	21.20	21.20	675.00	(653.80)	2,700.00
600 Library Supplies & Subscriptions	0.00	0.00	500.15	(500.15)	3,500.00
600 Curriculum Development Supplies & Subscriptions	0.00	0.00	675.00	(675.00)	2,000.00
600 Staff Development Supplies & Subscriptions	8,258.43	10,053.84	4,475.06	5,578.78	17,550.00
800 Fees/Miscellaneous	0.00	0.00	0.00	0.00	0.00
Total Staff Support (Library/Curriculum & Staff Dvlp)	*29,595.90*	*47,090.87*	*65,145.84*	*(18,054.97)*	*336,245.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
2310/2360-Administration (Board/CEO's Office/Legal & Accounting)					
100 Salaries	$ 11,091.34	$ 34,937.72	$ 36,185.53	($ 1,247.81)	$ 144,742.00
200 Benefits	5,968.31	18,841.70	24,713.81	(5,872.11)	98,855.00
300 School Board Professional Development Services	0.00	0.00	2,000.00	(2,000.00)	2,000.00
330 Legal & Accounting Services	17,744.52	23,632.52	23,500.03	132.49	72,000.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	0.00	0.00	0.00	0.00
500 Other Services	0.00	0.00	1,050.03	(1,050.03)	1,800.00
600 Supplies	184.25	555.60	1,295.24	(739.64)	5,180.00
800 Fees/Miscellaneous	240.00	494.27	325.03	169.24	1,300.00
Total Board/CEO's Office/Legal & Accounting	*35,228.42*	*78,461.81*	*89,069.67*	*(10,607.86)*	*325,877.00*
2380-Administration (Principal's Office)					
100 Salaries	42,988.37	120,178.92	123,404.53	(3,225.61)	526,586.00
200 Benefits	17,493.54	50,509.74	80,259.49	(29,749.75)	321,291.00
400 Property Services-Maintenance/Repairs/Rentals	0.00	1,369.77	1,453.00	(83.23)	5,812.00
500 Other Services	376.00	781.00	1,125.27	(344.27)	4,500.00
600 Supplies	2,060.19	3,489.34	3,075.00	414.34	12,300.00
730 Capitalized Right To Use	1,737.71	5,213.13	5,217.09	(3.96)	20,868.00
800 Fees/Miscellaneous	0.00	312.75	799.97	(487.22)	4,000.00
Total Principal's Office	*64,655.81*	*181,854.65*	*215,334.35*	*(33,479.70)*	*895,357.00*
2400-Pupil Health					
100 Salaries	14,160.00	24,170.00	32,632.25	(8,462.25)	196,015.00
200 Benefits	6,921.43	10,763.02	22,439.45	(11,676.43)	140,496.00
300 Contracted Professional & Technical Services	0.00	0.00	1,150.00	(1,150.00)	12,500.00
500 Other Services	0.00	0.00	100.00	(100.00)	500.00
600 Supplies	461.54	676.88	1,750.03	(1,073.15)	7,000.00
Total Pupil Health	*21,542.97*	*35,609.90*	*58,071.73*	*(22,461.83)*	*356,511.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
2500-Business					
100 Salaries	$ 19,529.33	$ 61,463.44	$ 64,154.72	($ 2,691.28)	$ 256,619.00
200 Benefits	9,750.43	29,657.80	43,449.56	(13,791.76)	173,798.00
300 Contracted Professional & Technical Services	1,508.42	4,107.95	10,250.00	(6,142.05)	26,000.00
400 Property Services-Maintenance/Repairs/Rentals	1,288.74	2,727.24	2,770.12	(42.88)	11,080.00
500 Other Services	0.00	0.00	500.06	(500.06)	2,000.00
600 Supplies	459.24	1,096.40	2,000.06	(903.66)	8,000.00
730 Capitalized Right To Use	387.18	1,161.54	1,164.00	(2.46)	4,656.00
800 Fees/Miscellaneous	168.45	680.77	604.97	75.80	1,700.00
Total Business	*33,091.79*	*100,895.14*	*124,893.49*	*(23,998.35)*	*483,853.00*
2600/2900-Plant Operations & Maintenance					
100 Salaries	27,478.52	87,445.29	102,081.75	(14,636.46)	408,327.00
200 Benefits	7,969.71	9,051.28	44,678.91	(35,627.63)	178,716.00
300 Contracted Professional & Technical Services	16,054.14	28,310.13	31,902.03	(3,591.90)	203,220.00
400 Property Services-Maintenance/Repairs/Rentals	16,881.85	45,182.39	45,655.12	(472.73)	220,770.00
500 Other Services	0.00	0.00	400.03	(400.03)	1,600.00
520 Property Insurance	3,856.65	11,570.15	11,650.03	(79.88)	46,600.00
538 Telecommunications	1,370.36	4,111.08	4,380.00	(268.92)	17,520.00
600 Supplies	3,925.89	8,709.62	18,827.44	(10,117.82)	75,310.00
620 Utilities & Fuel	7,973.94	21,949.12	19,949.97	1,999.15	97,500.00
730 Capitalized Right To Use	63,080.03	189,240.09	189,240.47	(0.38)	756,962.00
800 Fees/Miscellaneous	0.00	0.00	125.06	(125.06)	500.00
810 Property Taxes	0.00	0.00	0.00	0.00	0.00
Total Plant Operations & Maintenance	*148,591.09*	*405,569.15*	*468,890.81*	*(63,321.66)*	*2,007,025.00*
2800-Central (Planning/Staff Services/Information & Data)					
100 Salaries	6,303.76	19,856.84	20,566.03	(709.19)	277,264.00
200 Benefits	5,457.86	22,936.31	12,069.47	10,866.84	70,996.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
360 Contracted Staff Development Services	2,660.00	9,500.00	9,800.21	(300.21)	18,600.00
500 Other Services	2,649.59	6,183.77	8,250.30	(2,066.53)	33,950.00
600 Supplies	1,328.53	6,714.38	8,600.03	(1,885.65)	38,000.00
730 Capitalized Right To Use Payments	2,121.83	6,365.53	6,365.53	0.00	25,462.00
800 Fees/Miscellaneous	320.00	1,570.65	1,489.94	80.71	3,200.00
Total Central	*20,841.57*	*73,127.48*	*67,141.51*	*5,985.97*	*467,472.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Non-Instructional Services					
3200/3300/3400-Student Activities & Community Services					
100 Salaries	$ 0.00	$ 0.00	$ 2,492.00	($ 2,492.00)	$ 27,420.00
200 Benefits	0.00	0.00	625.20	(625.20)	6,879.00
300 Contracted Professional & Technical Services	0.00	0.00	0.00	0.00	0.00
500 Other Services	393.49	1,180.31	1,815.00	(634.69)	8,100.00
600 Supplies	817.20	2,509.45	3,785.06	(1,275.61)	18,900.00
800 Fees/Miscellaneous	0.00	0.00	500.00	(500.00)	4,750.00
Total Student Activities & Community Services	*1,210.69*	*3,689.76*	*9,217.26*	*(5,527.50)*	*66,049.00*
Expenses-Other Funds					
Non-Instructional Services					
3250 Athletic Program					
100 Salaries/Wages	0.00	0.00	0.00	0.00	14,000.00
200 Benefits	0.00	0.00	0.00	0.00	2,544.00
300 Contracted Professinal/Technical Ser	0.00	0.00	0.00	0.00	2,000.00
500 Other Services	0.00	0.00	0.00	0.00	4,000.00
600 Supplies/Books/Subscriptions	0.00	0.00	300.00	(300.00)	3,000.00
800 Fees/Miscellaneous	0.00	0.00	550.00	(550.00)	1,500.00
Total Athletic Program	*0.00*	*0.00*	*850.00*	*(850.00)*	*27,044.00*
3100-Food Services					
100 Salaries	18,396.81	32,988.19	45,347.82	(12,359.63)	214,521.00
200 Benefits	2,995.97	5,920.10	9,485.86	(3,565.76)	42,781.00
300 Contracted Professional & Technical Services	770.00	1,820.00	4,500.00	(2,680.00)	10,500.00
400 Property Services-Maintenance/Repairs/Rentals	1,307.20	1,807.20	1,249.97	557.23	5,000.00
500 Other Services	2.65	177.38	1,000.00	(822.62)	1,500.00
600 Supplies	961.77	13,332.54	9,774.85	3,557.69	39,100.00
630 Food & Dairy	34,333.39	52,522.25	61,489.48	(8,967.23)	341,600.00
800 Fees/Miscellaneous	0.00	0.00	100.00	(100.00)	100.00
Total Food Services	*58,767.79*	*108,567.66*	*132,947.98*	*(24,380.32)*	*655,102.00*

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

	Current Month	2026-2027 Y-T-D	Budget Y-T-D	Variance	2026-2027 Budget
Other Expenditures & Financing Uses					
5110/5140/9200-Debt Service & Financing Uses					
700 Leases/Right To Use	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
770 Amortization	0.00	0.00	0.00	0.00	0.00
810 Fees	0.00	0.00	0.00	0.00	0.00
830 Interest	0.00	0.00	0.00	0.00	0.00
910 Principal	0.00	0.00	0.00	0.00	0.00
913 Lease Payments	0.00	0.00	0.00	0.00	0.00
914 Other Right To Use Payments	0.00	0.00	0.00	0.00	0.00
000 Proceeds	0.00	0.00	0.00	0.00	0.00
Total Debt Service & Financing Uses	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*
Total Expenses Less Capital Outlay	**965,747.42**	**2,033,488.91**	**2,426,138.75**	**(392,649.84)**	**12,200,911.00**
Net Operating Income (Loss) Less Capital Outlay	**$ 34,361.29**	**$ 743,957.54**	**$ 451,814.66**	**$ 292,142.88**	**$ 6,224.00**
Capital Outlay (450/700)					
1000 Instructional-Equipment & Furniture	0.00	14,305.00	38,000.00	(23,695.00)	58,000.00
2100 Student Support-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2200 Instructional Staff Support-Equipment & Furniture	5,493.99	5,493.99	0.00	5,493.99	0.00
2300 Administrative-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2400 Health-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2500 Business-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
2600 Plant Operations-Equipment & Furniture	0.00	7,479.34	0.00	7,479.34	65,000.00
2800 Central Services-Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
3100 Food Service- Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
3200 NonInstructional Equipment & Furniture	0.00	0.00	0.00	0.00	0.00
4000 Facilities Acquisition/Construction/Improvements	55,170.00	69,072.08	0.00	69,072.08	0.00
Total Capital Outlay	*60,663.99*	*96,350.41*	*38,000.00*	*58,350.41*	*123,000.00*
Total Expenses	**1,026,411.41**	**2,129,839.32**	**2,464,138.75**	**(334,299.43)**	**12,323,911.00**
Total Net Income (Loss)	**($ 26,302.70)**	**$ 647,607.13**	**$ 413,814.66**	**$ 233,792.47**	**($ 116,776.00)**

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

ASSETS

Current Assets		
Cash		
Main Operating Accounts	$ 1,998,795.18	
Payroll Account	633,211.22	
HIC Account	24,624.39	
Executive Account	803.90	
Principals' Accounts	922.85	
Money Market Account	4,032,431.81	
Petty Cash	1,200.00	
Total Cash		*6,691,989.35*
Accounts Receivable		
School Districts	853,740.62	
State Sources	1,887.74	
Federal Sources	66,809.00	
Other Sources	0.00	
Total Accounts Receivable		*922,437.36*
Other Current Assets		
Deposits	25,000.00	
Capital Contribution- Pareto	65,419.41	
Accrued Revenue	126,491.99	
PrePaid Expenses	66,119.01	
Food Service PrePaid Expenses & Accrued Revenue	0.00	
Total Other Current Assets		*283,030.41*
Fixed Assets		
Buildings & Equipment		
131 Hamilton Street Building (Administration)	1,148,775.87	
850 N 5th Street Building (Elementary School)	602,729.67	
136 S 4th Street Building (Secondary School)	864,312.28	
Acquisition Costs & Construction In Progress	104,553.36	
Computer Equipment	1,136,439.48	
Furniture & Equipment	1,083,201.54	
Accumulated Depreciation	(3,080,521.50)	
Food Service Equipment & Furniture	66,237.53	
Food Service Accumulated Depreciation	(53,764.59)	
Building Leases	4,923,720.78	
Equipment Leases	205,664.38	
Other Right-To-Use Assets	129,764.36	
Accumulated Amortization	(2,685,073.18)	
Total Buildings & Equipment		*4,446,039.98*
Total Assets		**$ 12,343,497.10**

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

LIABILITIES AND CAPITAL

Liabilities		
Current Liabilities		
Short-Term Payables		
Accounts Payable	$ 170,938.13	
PSERS-Employer Contributions	155,975.05	
403 B-Employer Contributions	0.00	
Payroll Taxes & Deductions	(4.95)	
Retirement-Employee Contributions	10,969.12	
Total Short-Term Payables		*337,877.35*
Accrued Expenses & Other Current Liabilities		
Accrued Salaries & Benefits	237,611.86	
Other Accrued Expenses	3,700.00	
Interfund Payable	0.00	
UnEarned Revenue & Deposits	8,829.69	
Scholarship Funds	0.00	
Total Accrued Expenses & Other Current Liabilities		*250,141.55*
NonCurrent Liabilities		
Lease Obligations-Buildings	1,875,778.58	
Lease Obligations-Equipment	26,974.92	
Other Right To Use Obligations	(27,186.41)	
Compensated Absences	189,499.00	
Total NonCurrent Liabilities		*2,065,066.09*
Total Liabilities		2,653,084.99
Capital		
Assigned General Funds		
Assigned Funds-Operating Reserves	2,140,000.00	
Assigned Funds-Capital Expenses & Projects	2,652,033.22	
Assigned Funds-Technology Replacement	50,000.00	
Assigned Funds-Scholarships & Awards	2,000.00	
Assigned Funds-Budget Shortfall	152,000.00	
Assigned Funds-Board Designated Emergency	100,000.00	
Total Assigned Funds		*5,096,033.22*
Other Fund Balances & Net Positions		
Non-Spendable	66,119.01	
Net Investments & Other Net Positions	2,380,973.89	
UnAssigned General Funds	1,499,678.86	
Net Income (Loss)	647,607.13	
Total Other Fund Balances & Net Positions		*4,594,378.89*
Total Capital		9,690,412.11
Total Liabilities & Capital		**$ 12,343,497.10**

Roberto Clemente Charter School
Financial Report for the Month Ending
September 30, 2026

CUSTODIAL FUNDS

Student Activity Funds

Income & Expenses		
Dues & Other Fees Received	$ 0.00	
Fundraising	1,333.00	
Contracted Services	0.00	
Supplies	0.00	
Other Fees & Miscellaneous	0.00	
Net Income (Loss)		*1,333.00*
Fund Net Position		
Cash Accounts	6,511.55	
Accounts Receivable	0.00	
Total Assets		**$ 6,511.55**
Accounts Payable	0.00	
Fund Balance	5,178.55	
Net Income (Loss)	1,333.00	
Total Liabilities & Capital		**$ 6,511.55**

PA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM:

DEFERRED OUTFLOW OF RESOURCES

Deferred Outflow of Resources-PSERS	726,528.15	
Deferred Outflow of Resources-OPEB	36,258.00	
Total Deferred Outflow of Resources		**$ 762,786.15**

DEFERRED INFLOW OF RESOURCES/LIABILITIES & NET POSITION

Deferred Inflow of Resources-PSERS	1,038,055.00	
Deferred Inflow of Resources-OPEB	110,699.00	
Long-Term Pension Liability	5,190,000.00	
Long-Term OPEB Liability	222,000.00	
Total Deferred Inflow of Resources/Liabilities		6,560,754.00
Pension Fund Net Position		(5,501,526.85)
OPEB Fund Net Position		(296,441.00)
Total Deferred Inflow of Resources/Liabilities & Net Position		**$ 762,786.15**

Roberto Clemente Charter School

9/30/26

New Elementary School Project- S. 12th Street

Building/Land Acquisition	**$**	**25,000.00**	** Deposit*	**Construction Management**	**$**	**5,000.00**	
Legal Costs	**$**	**29,236.50**		**Design & Programming**	**$**	**92,345.36**	
Services	*$*	*28,636.50*		*Architect*	*$*	*56,792.89*	
Pass-Through Fees	*$*	*600.00*		*Civil Engineer*	*$*	*11,244.97*	
				MEP/FP Engineer	*$*	*20,400.00*	
Due Diligence Costs	**$**	**17,214.30**		*Structural Engineer*	*$*	*3,907.50*	
Feasibility Study	*$*	*10,006.30*					
Appraisals	*$*	*3,200.00*		**Construction**	**$**	**-**	
Environmental Studies	*$*	*4,008.00*			*$*	-	
					$	-	
Financing Costs	**$**	**-**					
Raymond James	*$*	-		**Furniture & Equipment**	**$**	**-**	
Bridge Loan Closing	*$*	-		*Classroom Furniture*	*$*	-	
				Classroom Equipment	*$*	-	
Procurement	**$**	**-**		*Security Cameras*	*$*	-	
				Food Service Equipment	*$*	-	
Concurrent Operating Costs	**$**	**-**					
Loan Payments	*$*	-					
Insurance	*$*	-					
Utilities	*$*	-					
Taxes	*$*	-					

Project Total	**$**	**168,796.16**

UnAssigned Funds	*$*	-
Assigned Funds	*$*	*168,796.16*
Bridge Loan (Fidelity Bank)	*$*	-
Funding Source Total	**$**	**168,796.16**

Roberto Clemente Charter School
Payment List
For the Period 9/1/26 through 9/30/26

Ref No.	Ref Date	Vendor	Description		Amount	Issue Date	Cleared
Main Operating Accounts/Checks							
005276	9/1/26	HISPANIC AMERICAN ORG	*136 S 4th Street lease*	$	24,002.19	9/1/26	X
005277	9/1/26	HISPANIC AMERICAN ORG	*850 N 5th Street lease*	$	39,077.84	9/1/26	X
005278	9/2/26	CARBON LEHIGH INTERMEDIATE UNIT #21		$	900.00	9/4/26	X
005279	9/2/26	Axel Cruz	*Student Awards*	$	1,005.00	9/4/26	X
005280	9/2/26	MBI HEATING & AIR CONDITIONING	*Equipment maintenance*	$	1,805.50	9/4/26	X
005281	9/2/26	Rittenhouse & Sons, Inc		$	995.00	9/4/26	X
005282	9/2/26	VIPER PEST SERVICES		$	200.00	9/4/26	X
005283	9/15/26	Anchor Fence Co.		$	295.00	9/18/26	X
005284	9/15/26	Howard Refrigeration		$	547.20	9/18/26	X
005285	9/15/26	Machemer Contracting, Inc.		$	540.00	9/18/26	X
005286	9/15/26	MBI HEATING & AIR CONDITIONING	*Equipment maintenance*	$	1,428.50	9/18/26	X
005287	9/15/26	Rittenhouse & Sons, Inc		$	760.00	9/18/26	X
005288	9/15/26	THE PERK UP TRUCK		$	318.00	9/18/26	X
005289	9/29/26	CARBON LEHIGH INTERMEDIATE UNIT #21		$	400.00	9/30/26	
005290	9/29/26	CCIU		$	235.72	9/30/26	
005291	9/29/26	MBI HEATING & AIR CONDITIONING	*Contracted HVAC preventative maintenance, Unit repair*	$	7,620.00	9/30/26	
005292	9/29/26	PETTY CASH		$	173.85	9/30/26	
005293	9/29/26	T&M Associates	*New building parking layout*	$	2,487.11	9/30/26	
Main Operating Accounts/Electronic							
)3-200548-1012	9/3/26	AMAZON CREDIT PLAN	*Classroom/Maintenance/Office/Technology supplies*	$	6,705.96	9/3/26	X
a7-d122-48b5-9	9/3/26	AMTRUST NORTH AMERICA	*Workers' compensation insurance*	$	9,588.00	9/3/26	X
E_22364781	9/3/26	US FOODS	*Food products*	$	7,567.78	9/3/26	X
_100010286823	9/3/26	UGI UTILITIES, INC.		$	36.44	9/3/26	X
E_21090392	9/3/26	TOSHIBA FINANCIAL SERVICES	*Copier leases*	$	1,023.30	9/3/26	X
E_21090393	9/3/26	TOSHIBA FINANCIAL SERVICES	*Copier leases*	$	1,259.80	9/3/26	X
E_26090329	9/3/26	PPL ELECTRIC UTILITIES		$	949.02	9/3/26	X
E_26090366	9/3/26	PPL ELECTRIC UTILITIES		$	34.31	9/3/26	X
E_6897921569	9/3/26	T- MOBILE		$	501.60	9/3/26	X
E_090426	9/4/26	LINCOLN FINANCIAL SERVICE	*Dental/STD/LTD/LI Insurance premiums*	$	6,379.76	9/4/26	X
E_090426-1	9/4/26	NOCTI	*Testing fees*	$	1,320.00	9/4/26	X
E_82578634	9/4/26	Pitney Bowes Global Financial Services		$	269.19	9/4/26	X
E_82578635	9/4/26	Pitney Bowes Global Financial Services		$	282.93	9/4/26	X
E_82578649	9/4/26	PURCHASE POWER		$	405.00	9/4/26	X
E_26090333	9/4/26	PPL ELECTRIC UTILITIES	*Electric utilities*	$	1,917.28	9/4/26	X
E_10467	9/4/26	Balford Farms	*Dairy products*	$	1,934.60	9/4/26	X
E_10468	9/4/26	Bimbo Bakeries USA		$	254.80	9/4/26	X
E_10471	9/4/26	Kopos Medx, Inc.	*Contracted staffing agency*	$	2,312.10	9/4/26	X
E_10472	9/4/26	SAVVAS LEARNING COMPANY LLC	*Text books*	$	14,678.75	9/4/26	X
E_10473	9/4/26	Standing Stone Consulting Inc.	*Security services*	$	1,897.51	9/4/26	X
E_10474	9/4/26	Venus Supplies and Services	*Food service supplies*	$	11,676.18	9/4/26	X
E_10470	9/4/26	HEALTHNOW ADMINISTRATIVE SERVICES	*Health insurance*	$	36,465.15	9/4/26	X

Roberto Clemente Charter School
Payment List
For the Period 9/1/26 through 9/30/26

Ref No.	Ref Date	Vendor	Description		Amount	Issue Date	Cleared
E_10469	9/4/26	GOLD STAR FOODS		$	5.00	9/4/26	X
E_090826	9/8/26	ACAPA		$	90.00	9/8/26	X
0260908000007	9/8/26	Kutztown University		$	165.00	9/8/26	X
E_20260908	9/8/26	Northampton Community College Job Fair		$	40.00	9/8/26	X
E_20260908-1	9/8/26	Temple University		$	260.00	9/8/26	X
E_2609149913	9/8/26	PA Department of Transportation		$	48.00	9/8/26	X
E_10615	9/16/26	Alloy5 Architecture	*Schematic building design*	$	47,682.89	9/16/26	X
16-135205-ec19	9/16/26	AMAZON CREDIT PLAN	*Classroom/Guidance/Maintenance/Office supplies*	$	5,207.51	9/16/26	X
549df-a52e-495	9/16/26	AMTRUST NORTH AMERICA	*Workers' compensation insurance*	$	8,833.00	9/16/26	X
E_10616	9/16/26	Balford Farms	*Dairy products*	$	2,061.64	9/16/26	X
E_10617	9/16/26	Bimbo Bakeries USA		$	291.20	9/16/26	X
2120579594201	9/16/26	HOME DEPOT CREDIT SERVICES		$	668.09	9/16/26	X
E_10619	9/16/26	Kopos Medx, Inc.	*Contracted staffing agency*	$	2,061.30	9/16/26	X
E_093146	9/16/26	PenTeleData		$	441.30	9/16/26	X
E_10620	9/16/26	Parallel Learning Behavioral Health PC		$	383.52	9/16/26	X
E_82804249	9/16/26	PURCHASE POWER		$	376.00	9/16/26	X
E_26091600	9/16/26	PPL ELECTRIC UTILITIES	*Electric utilities*	$	3,942.23	9/16/26	X
d0-05c8-45c2-a	9/16/26	Primo Brands		$	82.35	9/16/26	X
2364-ef90-4352	9/16/26	Primo Brands		$	65.88	9/16/26	X
E_07097132039	9/16/26	RCN		$	427.46	9/16/26	X
E_7119956356	9/16/26	STAPLES ADVANTAGE	*Classroom/Guidance/Maintenance/Office supplies*	$	1,776.19	9/16/26	X
E_10621	9/16/26	Standing Stone Consulting Inc.	*Security services*	$	6,018.14	9/16/26	X
E_10622	9/16/26	Success For All Foundation Inc.	*Professional development*	$	2,750.00	9/16/26	X
55_16SEP26_1-	9/16/26	TOSHIBA FINANCIAL SERVICES		$	329.55	9/16/26	X
5_16SEP26_10	9/16/26	TOSHIBA FINANCIAL SERVICES	*Copier leases*	$	1,202.53	9/16/26	X
E_22701827	9/16/26	US FOODS	*Food products*	$	3,452.82	9/16/26	X
E_091626	9/16/26	VERIZON		$	37.90	9/16/26	X
E_10614	9/17/26	ABE Laboratories, LLC		$	168.00	9/17/26	X
E_10618	9/17/26	CHA Consulting, Inc	*Construction management services*	$	5,000.00	9/17/26	X
E_091826	9/18/26	ACAPA		$	150.00	9/18/26	X
P-437751425	9/28/26	ZOOM COMMUNICATIONS INC		$	13.59	9/28/26	X
E_9847780231	9/29/26	STAPLES ADVANTAGE		$	358.56	9/29/26	X
Payroll Account							
89 PPE 8/29/26	9/4/26	PA SCDU		$	323.08	9/4/26	X
04 PPE 8/29/26	9/4/26	BERKHEIMER		$	87.40	9/4/26	X
37 PPE 8/29/26	9/4/26	VOYA FINANCIAL		$	623.85	9/4/26	X
AW 9/4/26	9/4/26	PAYROLL/TAXES	*ACH Payroll & taxes*	$	206,852.24	9/4/26	X
E_051969913	9/4/26	Fitzpatrick Lentz & Bubba, P.C	*Legal fees*	$	5,361.00	9/4/26	X
E_051969912	9/4/26	Roba Bozakis	*Contracted dietician*	$	770.00	9/4/26	X
E_3155261778	9/4/26	P.S.E.R.S.EMPLOYEE # 9254	*EE State pension contributions*	$	10,854.44	9/4/26	X
77 PPE 8/29/26	9/8/26	PENSERV PLAN SERVICES INC	*EE/ER 403b contributions*	$	16,043.92	9/8/26	X
PPE 8/29/26-1	9/9/26	PAYROLL/TAXES	*ACH Payroll & taxes*	$	1,320.87	9/9/26	X

Roberto Clemente Charter School
Payment List
For the Period 9/1/26 through 9/30/26

Ref No.	Ref Date	Vendor	Description		Amount	Issue Date	Cleared
R_730532849	9/11/26	ADP		$	663.95	9/11/26	X
89 PPE 9/12/26	9/18/26	PA SCDU		$	323.08	9/18/26	X
W PPE 9/12/26	9/18/26	PAYROLL/TAXES	*ACH Payroll & taxes*	$	206,541.88	9/18/26	X
R_730779063	9/18/26	ADP		$	68.25	9/18/26	X
64 PPE 9/12/26	9/22/26	VOYA FINANCIAL		$	623.85	9/22/26	X
35 PPE 8/29/26	9/22/26	VOYA FINANCIAL		$	72.65	9/22/26	X
95 PPE 9/12/26	9/24/26	PENSERV PLAN SERVICES INC	*EE/ER 403b contributions*	$	16,053.81	9/24/26	X
R_731520310	9/24/26	ADP		$	44.35	9/24/26	X
R_731517400	9/24/26	ADP		$	731.87	9/24/26	X
Health Insurance Claims (HIC) Account							
E_10462	9/4/26	HEALTH CLAIMS	*Health Claims: PE 8/25/26*	$	13,321.14	9/4/26	X
E_10526	9/11/26	HEALTH CLAIMS	*Health Claims: 9/01/26*	$	9,868.22	9/11/26	X
Bal Adjt 091426	9/14/26	HEALTH CLAIMS	*Health Claims: PE 8/18/26*	$	8,540.73	9/14/26	X
E_10611	9/17/26	HEALTH CLAIMS	*Health Claims: PE 9/08/26*	$	8,354.69	9/17/26	X
CEO's Account (Central Administration)							
c2ab21cb3e824	9/1/26	Pennsylvania Department of Education	*Emergency permit*	$	100.00	9/1/26	X
e6ad9019f8444	9/3/26	Pennsylvania Department of Education	*Emergency permit*	$	100.00	9/3/26	X
E_404947	9/11/26	Little Sal's Italian Restaurant	*Staff refreshments*	$	118.45	9/11/26	X
BB66B16E0	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
779F6218	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
62B7AFA8	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
61F5BBE8	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
65341CD1	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
7910ACEE	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
78F010C8	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
B5084673	9/16/26	COMMONWEALTH OF PENNSYLVANIA	*Driving history check*	$	15.00	9/16/26	X
Principal's Account (Elementary School)							
			No activity	$	-		
Principal's Account (Secondary School)							
			No activity	$	-		
				$	**792,523.74**		

ROBERTO CLEMENTE CHARTER SCHOOL

AGREEMENT FOR CONTRACTOR SERVICES

Humanus
1100 First Ave, Suite 101
King of Prussia, PA 19406
Corp: 484-302-8600
eFax: 484-681-5009

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AGREEMENT FOR CONTRACTOR SERVICES

AGREEMENT dated as of September 01, 2026, between **Humanus Corporation** ("Humanus") and **Roberto Clemente Charter School** ("Client"). Humanus and Client may hereinafter be referred to collectively as the "Parties" or individually as a "Party."
WITNESSETH:

WHEREAS, Humanus is engaged in the business of supplying highly skilled Independent Contractors to Clients in need of such Independent Contractor services on a limited basis; and

WHEREAS, Client desires to engage Humanus to assist Client with its contractor needs for one or multiple locations as required to satisfy overall staffing needs;

NOW, THEREFORE, in consideration of the promises set forth above, and the mutual covenants and undertakings herein contained, and intending to be legally bound hereby, the Parties agree as follows:

TERMS

1. Engagement. Client engages Humanus to provide contracted staffing services to Client on an "as needed" basis throughout the duration of this Agreement as Client requires. Unless otherwise specified and agreed to, Humanus will not require Client to provide a guaranteed number of fixed hours for Independent Contractor services.

2. Duration. The respective duties and obligations of the Parties shall be effective beginning on the date on which Client executed this Agreement and shall continue for a period of 12 months and automatically renew unless it is canceled or modified in writing upon either Party giving the other Party thirty (30) days written notice.

3. Qualifications/Hiring/Supervision. Humanus will only refer to Client-qualified Independent Contractors who possess the requisite skills within the guidelines of their respective governing body and who fulfill professional standards necessary for Client to meet the standards of the Department of Education and any other applicable accrediting agency. It shall be Humanus' responsibility to screen all independent contractors initially to ensure that any referral meets the preceding requirements. It is the decision of Client, not Humanus, whether to hire the Independent Contractor. Humanus shall not be responsible for, control, or supervise the rendition of services by Independent Contractor to Client.

4. Client Policies and Procedures. Client will provide to Independent Contractor all pertinent information concerning Client's policies and procedures, including but not limited to Client's policies in the Independent Contractor's specified department and other clinical areas, general information necessary for Independent Contractor to render services to Client, and all emergency procedures.

5. Proof of Qualifications. Humanus shall require Independent Contractor to produce a valid license or license eligibility, FBI and state background checks, child abuse clearance, and any other documentation or certification needed by Client to satisfy the requirements of their governing body.

Client agrees to notify Humanus of their requirements with each referral order. Humanus agrees to provide a copy of said information to Client within 24 hours from the time of request. If an Independent Contractor subcontracts all or part of the services provided to Client, the Independent Contractor will require all subcontractors to provide the information under paragraph 5 to Humanus.

6. Compensation. Client shall receive invoices from Humanus weekly at the email address provided in Exhibit A. Client agrees to pay such invoices within thirty (30) days of the invoice date; however, Client shall notify Humanus of any disputed amounts within fifteen (15) days. Invoices or amounts not disputed within this time period shall be deemed accepted by Client, and Client shall not withhold payment of any undisputed amounts. Nonpayment or delinquent payment could result in an interest charge of 1.5% monthly to Client and the right of Humanus to discontinue providing referrals under the Agreement until payment is received. The rates and terms to be charged Client for referrals are outlined in Exhibit A. The rates include the compensation to be paid Independent Contractor for their provision of services to Client. In the event that Humanus uses legal counsel to collect any amount owed under the terms of this Agreement, Client agrees to pay all of Humanus' costs and expenses in connection therewith, including attorneys' fees and costs.

7. Independent Contractor Relationship.

A) Humanus and Client hereby agree that the relationship of Humanus to Client is at all times that of an independent contractor and not that of an employee, partner, agent, or joint-venturer of or with Client. Humanus and Client further acknowledge and agree that the relationship between any Independent Contractor and Humanus and any Independent Contractor engaged by Client is at all times that of an independent contractor and not that of an employee, partner, agent, or joint-venturer of or with either Humanus or Client.

B) At no time shall any Independent Contractor possess the authority to charge items or incur debts or other financial obligations on behalf of Humanus or bind Humanus to any contracts, agreements, covenants, or obligations of any kind whatsoever.

C) Each Independent Contractor referred by Humanus shall perform the duties required by Client consistent with their professional obligations. To the extent that any direction or supervision is required, such direction or supervision shall be provided by Client and not Humanus.

D) In recognition of each Independent Contractor's independent contractor status, Client acknowledges that each Independent Contractor is not prohibited from providing his or her services to others or from engaging in other business(es) during the term of this Agreement, so long as such other activities do not unreasonably interfere with the Independent Contractor's obligations to Client.

E) Neither Humanus nor Client assume any liability or responsibility for any liability incurred by or judgments entered against Independent Contractor for their provision of professional services on behalf of Client. Humanus and Client agree to hold each other harmless for any personal injury or property damage directly or indirectly arising out of or relating to the professional services rendered by Independent Contractor to Client.

8. Humanus Insurance. Humanus agrees that during the term of this Agreement, it shall maintain, at its sole cost and expense, liability insurance with minimum limits of $1 million/$3 million. The Certificate of Insurance is available for inspection upon request.

9. Impossibility of Performance. This Agreement is subject to force majeure and is contingent upon strikes, accidents, acts of God, weather conditions, regulations or restrictions imposed by any

government or governmental agency, or other impediments beyond the control of the Parties. If performance hereunder is prevented by any cause of force majeure, then performance of this Agreement shall be excused without penalty to either Party for the performance not rendered.

10. No Conflicting Agreements. Client warrants and represents that the execution and performance of this Agreement does not and will not violate or conflict with any contracts, agreements or restrictions to which Client may be a party, or by which Client may be bound and that Client will indemnify, save, defend and hold Humanus harmless for any liability related to a breach of this warranty.

11. Notice. All notices, requests, demands and other communications hereunder shall be in writing and shall be deemed to have been duly given to a Party hereto if hand-delivered, or if mailed, postage prepaid, by certified mail, return receipt requested, to such Party, or to such other address as such Party shall designate by notice provided herein:

If to Humanus:
HUMANUS CORPORATION
1100 First Avenue, Ste 101
King of Prussia, PA 19406
Attn: Corporate Counsel

AND to contracts@humanus.com

If to Client:
ROBERTO CLEMENTE CHARTER SCHOOL
131 W. Hamilton St.
Allentown, PA 18101
Attn: Alyssa Mace, amace@myrccs.com

12. Governing Law. This Agreement shall be governed in all respects, including without limitation, validity, interpretation, effect, performance, and enforcement, by the laws of the Commonwealth of Pennsylvania (without application of any principles of conflicts or choice of law that may otherwise be applicable).

13. Non-solicitation/Non-circumvention. During the term of this Agreement and for a continuous period of one (1) year thereafter commencing upon expiration or termination of this Agreement for any reason, Client shall not, individually or jointly with others, directly or indirectly, without the express advance written consent of HUMANUS, disturb, hire, entice away, or in any manner induce or persuade (or attempt to do any of the above) any Independent Contractor or agent affiliated with HUMANUS to terminate or circumvent their relationship with HUMANUS. Client acknowledges that a breach of the covenants in this Section 14 will have irreparable material and adverse harm on HUMANUS and that the actual damages arising from such breach would be difficult, if not impossible, to ascertain. Client agrees that each and every violation of this Section 14 shall entitle HUMANUS to compensation equivalent to 100% of the Independent Contractor, agent, or employee's annual employment cost, including annual compensation, plus benefits, with benefits being defined as 30 percent of annualized pay. This fee is to be paid within thirty (30) days from the time such Independent

Contractor severs or modifies their relationship with HUMANUS. Section 14 shall survive termination for any reason.

14. Confidentiality. Humanus understands and agrees that it is subject to all federal and state laws and District rules relating to the confidentiality of student information. Humanus further agrees to comply with the Family Educational Rights and Privacy Act ("FERPA") 34 C.F.R. § 99. Humanus shall regard all student information as confidential. Humanus may disclose student information for the proper management and administration of Humanus, provided that disclosures are Required By Law, or Humanus obtains reasonable assurances from the person to whom the information is disclosed that it will remain confidential and used or further disclosed only as Required By Law, or for the purpose of providing services under this Agreement, and the person notified Humanus of any instances of which it is aware in which the confidentiality of the information has been breached.

Client shall take reasonable security precautions, at least as great as the precautions it takes to protect its own confidential information, but in no event less than reasonable care, to keep confidential the confidential information of Humanus. Client may disclose Confidential Information or Materials, as defined below, only to its employees on a need-to-know-basis. For purposes of this Agreement, "Confidential Information or Materials" means information designated as confidential or which ought to be considered as confidential from its nature or from the circumstances surrounding its disclosure. Confidential Information or Materials includes, without limiting the generality of the foregoing, information: (1) relating to Humanus' methodologies, techniques, tools, or know-how; (2) relating to Humanus' business, marketing, and sales and corporate policies, strategies, operations, finances, plans, or opportunities including the identity of, or particulars about, Humanus' clients or suppliers; and (3) marked or otherwise identified as confidential, restricted, secret, or proprietary including, without limiting the generality of the foregoing, information acquired by inspection or oral or visual disclosure. The Parties shall execute and comply with the terms of the Business Associate Agreement as set forth in Exhibit B attached hereto.

15. Hold Harmless/Indemnification. Client agrees to indemnify and hold Humanus harmless from and against claims, damages, losses, and expenses, including but not limited to attorneys' fees, arising out of or resulting from the negligence or misconduct of an Independent Contractor, or any subcontractor acting on behalf of the Independent Contractor. Client and Humanus shall indemnify, defend, and hold harmless the other against any claims by any Independent Contractor based on the alleged existence of an employment, contractual, or agency relationship with the other, including claims for Worker's Compensation and Unemployment Insurance. Client shall promptly notify Humanus in writing of any claim, loss, or damage to which this indemnity provision may apply.

16. Warranties. HUMANUS WARRANTS THAT THE SERVICES RENDERED BY THE INDEPENDENT CONTRACTOR WILL BE PERFORMED IN ACCORDANCE WITH CURRENTLY ACCEPTED PROFESSIONAL STANDARDS AND PRACTICES FOR SERVICES OF A SIMILAR NATURE. EXCEPT AS SPECIFICALLY STATED HEREIN, HUMANUS MAKES NO OTHER WARRANTIES AND EXPLICITLY DISCLAIMS ALL OTHER WARRANTIES, WHETHER EXPRESS OR IMPLIED BY LAW, USAGE OF TRADE, COURSE OF DEALING OR OTHERWISE, INCLUDING WITHOUT LIMITATION THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.

17. Limitation of Liability. HUMANUS' LIABILITY WITH RESPECT TO ANY CLAIM OF A BREACH OF WARRANTY, BREACH OF CONTRACT, OR FOR INDEMNIFICATION UNDER SECTION 16 HEREUNDER SHALL

BE LIMITED TO THE AMOUNT OF THE SPECIFIC REMEDY STIPULATED IN THIS AGREEMENT, WHERE APPLICABLE, BUT IN NO EVENT SHALL EXCEED THE SERVICE FEES ACTUALLY PAID UNDER THIS AGREEMENT FOR THE MOST RECENT TWELVE-MONTH PERIOD. IN NO EVENT SHALL HUMANUS BE LIABLE FOR ANY INDIRECT, CONSEQUENTIAL, INCIDENTAL, SPECIAL, PUNITIVE, OR EXEMPLARY DAMAGES, HOWSOEVER CAUSED OR ARISING, INCURRED BY CLIENT OR ANY OTHER PERSON EVEN IF HUMANUS HAS BEEN ADVISED OF THE POSSIBILITY OF SAME OR EVEN IF SAME WERE REASONABLY FORESEEABLE.

18. Integration. This Agreement contains and represents the entire understanding and agreement of Humanus and Client with respect to its subject matter, superseding, canceling, and voiding all prior agreements, understandings, negotiations, warranties, commitments, and representations in such regard.

19. Severance. In the event that a specific provision of this Agreement, or any portion thereof, is determined to be invalid by statute or administrative or judicial decision – provided the time for appeal of such decision has expired with no appeal having been made – the Parties shall conform their conduct to satisfy the requirements of such statute or administrative or judicial decision. The remainder of the Agreement shall not be affected by any such determination and shall continue in full force and effect as provided herein.

20. Modification. This Agreement may be modified or amended only in writing executed by both Humanus and Client.

21. Binding Effect and Assignability. The rights and obligations of both Parties under this Agreement shall ensure to the benefit of and shall be binding upon their respective successors, assign, heirs, legal representatives, and devises, but shall not be assigned without the written consent of both Parties.

In Witness Whereof, the Parties hereto have executed this Agreement as of the date written below:

HUMANUS CORPORATION	**ROBERTO CLEMENTE CHARTER SCHOOL**
By:_____	**By:**_____
Name: _____	**Name:** _____
Title: _____	**Title:** _____
Date: _____	**Date:** _____
Authorized Representative	***Authorized Representative***

EXHIBIT A
2026-2027 SCHOOL-YEAR REFERRAL RATES

HUMANUS shall receive payment based upon the following schedule, which is valid under the terms of the Agreement for Contractor Services, dated September 01, 2026. These Exhibit A rates are effective as of the date of the Agreement and continue through June 30th of the second school year referenced above.

Behavioral Specialists:	
ABA	$____27.00__/hour
BCBA	$____90.00__/hour
Behavior Consultant	$_____/hour
Instructional Aide/PCA/Paraeducator	$____28.98__/hour
Counseling Services:	
School Counselor	$____60.00__/hour
Social Worker	$____62.00__/hour
Education:	
Early Childhood Education Teacher	$_____/hour
General Education Teacher	$____45.00__/hour
Special Education Teacher	$____55.00__/hour
Teacher of the Hearing Impaired	$_____/hour
Teacher of the Visually Impaired	$_____/hour
Tutor	$_____/hour
Nursing Services:	
CSN	$_____/hour
RN	$____52.00__/hour
LPN	$____42.00__/hour
Psychology:	
School Psychologist	$____89.00__/hour
Evaluation*	$__1,068.00__/Eval
**Evals will be billed at a flat rate upon completion*	
Therapy:	
OT	$____82.00__/hour
PT	$____82.00__/hour
SLP	$____82.00__/hour
O&M Specialist	$_____/hour

Rates and related Agreement apply to contract services only. Humanus offers permanent hire recruiting on a contingency fee basis under a separate agreement.

EXHIBIT A (continued)

Client designates the following contact to receive our invoices for services provided:

Name: _____ Title: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____ Phone: _____

Email: _____

*(Client MUST provide **at least one** contact who will receive invoices; for additional recipients, send names and addresses to invoices@humanus.com)*

Hourly rates for services apply but are not limited to therapy sessions, consulting, report writing, student assessments, documentation, progress notes, meetings, conferences, billing, breaks, and travel time between locations when necessary. Services may be provided face-to-face or virtual as specified by the Client.

Client agrees to be billed for the scheduled session(s) if the session(s) were canceled or Client was closed, and the assigned Therapist was not notified via mail, telephone, form notice, or electronic mail 4 hours in advance. This cancellation policy does not apply to publicized weather-related cancellations.

Any time the Client engages an Independent Contractor or continues to engage an Independent Contractor after the term of this Exhibit A expires, the new and superseding Exhibit A presented to the Client for the time that the Independent Contractor provides services will be in effect, whether both parties execute the Exhibit or not.

Humanus reserves the right to make CPI market adjustments with 30 days' notice.

EXHIBIT B

BUSINESS ASSOCIATE AGREEMENT

This Business Associate Agreement ("BAA") effective as of the date of AGREEMENT FOR CONTRACTOR SERVICES, ("Effective Date") is entered into by and between **Humanus Corporation** ("Humanus") and **Roberto Clemente Charter School** ("Client".)

RECITALS

The purpose of this BAA is to enable the parties to comply with certain requirements of the "HIPAA Regulations" (as defined below) under the Health Insurance Portability and Accountability Act of 1996 Pub. L. No. 104-191 ("HIPAA") and related provisions of the HITECH Act (as defined below) that involve Protected Health Information (as defined below, and including but not limited to Electronic Protected Health Information) that is used or disclosed by Humanus for or on behalf of Client in connection with those certain services performed by Humanus on behalf of Client pursuant to any oral or written agreement(s) for the provision of services to Client (a "Services Agreement") that has been or may be entered into by the parties.

INTENDING TO BE LEGALLY BOUND, and for satisfactory mutual consideration received, the parties agree as follows.

1. DEFINITIONS

(a) Catch-all definition: Terms used, but not otherwise defined, in this BAA shall have the same meaning as those terms are given when defined in the HIPAA Regulations.

(b) "Availability" shall mean the same as it means at 45 C.F.R. §164.304.

(c) "Breach" shall mean the acquisition, access, use, or disclosure of protected health information in a manner not permitted under the Privacy Regulations, which compromises the security or privacy of the protected health information. For purposes of this definition, "compromises the security or privacy of the protected health information" means poses a significant risk of financial, reputational, or other harm to the individual.

Except that a use or disclosure of protected health information that does not include the identifiers listed at 45 C.F.R. §164.514(e)(2) of the Privacy Regulations, date of birth, and zip codes does not compromise the security or privacy of the protected health information and is deemed not to be a "Breach" for purposes of this BAA.

"Breach" also excludes:

(i) Any unintentional acquisition, access, or use of protected health information by a workforce member or person acting under the authority of Client or Humanus, if such acquisition, access, or use was made in good faith and within the scope

of authority and does not result in further use or disclosure in a manner not permitted under the Privacy Rules.

(ii) Any inadvertent disclosure by a person who is authorized to access protected health information at Client or Humanus to another person authorized to access protected health information at the same Client or Humanus, or organized health care arrangement in which Client participates, and the information received as a result of such disclosure is not further used or disclosed in a manner not permitted under the Privacy Rules.

(iii) Disclosure of protected health information where Client or Humanus has a good faith belief that an unauthorized person to whom the disclosure was made would not reasonably have been able to retain such information.

(d) "Breach Notification Regulations" shall mean the rules set forth primarily at Subpart D of Part 164 of Title 45 of the Code of Federal Regulations.

(e) "Humanus" shall mean the entity so designated in the preamble to this BAA.

(f) "Confidentiality" shall mean the same as it means at 45 C.F.R. §164.304.

(g) "Client" shall mean the entity so designated in the preamble to this BAA.

(h) "Days" shall mean a calendar day unless a provision specifies "business days."

(i) "Discovery of a Breach" means that Humanus, or an employee, officer, or agent of Humanus, has acquired actual knowledge of a Breach or by the exercise of reasonable diligence should have acquired knowledge of a Breach.

(j) "Electronic Protected Health Information" or "EPHI" shall mean the same as it means at 45 C.F.R. §160.103.

(k) "HIPAA Regulations" shall mean the Privacy Regulations, the Security Regulations, the Breach Notification Regulations and such other applicable rules and regulations that are set forth in 45 C.F.R. Parts 160 and 164.

(l) "HITECH Act" shall mean Division A, Title XIII of the American Recovery and Reinvestment Act of 2009, Pub. L. No 111-5.

(m) "Integrity" shall mean the same as it means at 45 C.F.R. §164.304.

(n) "Protected Health Information" or "PHI" shall have the meaning set forth at 45 C.F.R. §160.103.

(o) "Privacy Regulations" shall mean the rules set forth primarily at Subparts A and E of Part 164 of Title 45 of the Code of Federal Regulations.

(p) "Required by Law" shall mean the same as it means at 45 C.R.R. 164.§103.

(q) "Security Incident" shall mean the same as it means at 45 C.F.R. §164.304.

(r) "Security Measures" shall mean the same as it means at 45 C.F.R. §164.304.

(s) "Security Regulations" shall mean the rules set forth primarily at Subparts A and C of Part 164 of Title 45 of the Code of Federal Regulations.

(t) "Unsecured PHI" means protected health information that is not rendered unusable, unreadable, or indecipherable to unauthorized individuals through the use of a technology or methodology specified by the Secretary in the guidance issued under section 13402(h)(2) of the HITECH Act on the HHS Web site.

2. OBLIGATIONS AND ACTIVITIES OF HUMANUS

(a) Humanus agrees not to use or disclose Protected Health Information other than as permitted or required by this BAA or as Required by Law.

(b) Humanus agrees to use appropriate Security Measures to prevent use or disclosure of the Protected Health Information other than as provided for by this BAA. With respect to EPHI, Humanus agrees to develop, implement, maintain and use appropriate and reasonable Administrative, Physical, and Technical Security Measures to ensure the Integrity, Confidentiality, and Availability of, and to prevent non-permitted uses and disclosures of EPHI that it creates, receives, maintains, or transmits on behalf of Client. Humanus acknowledges and agrees that pursuant to section 13401(a) of the HITECH Act [42 USC §17931(a)] that it will implement and document its Security Measures in order to comply with sections 164.308, 164.310, 164.312 and 164.316 of Title 45 of the Code of Federal Regulations in the same manner that Humanus would if it were a covered entity subject to those rules.

(c) Humanus agrees to mitigate, to the extent practicable, any harmful effect that is known to Humanus of a use or disclosure of Protected Health Information by Humanus, or an agent or subcontractor of Humanus, in violation of the requirements of this BAA.

(d) Humanus agrees to report to Client:

(i) Any use or disclosure by the Humanus of Protected Health Information not provided for by this BAA of which it becomes aware.

(ii) Within ten (10) days, any Security Incident of which it becomes aware that results in unauthorized access, use modification, destruction, or disclosure of EPHI or interference with information systems for EPHI.

(iii) Within ten (10) days of receipt of a written request, any Security Incident of which it becomes aware that was an unsuccessful attempt to obtain unauthorized access, use modification, destruction or disclosure of EPHI or interference with information systems for EPHI.

(iv) A Discovery of a Breach of Client's Unsecured PHI that is used or disclosed by Humanus in any manner arising out of this BAA, Humanus shall timely notify Client as provided in subsection 5 of this section 2(d). Prior to notifying Client of the Discovery of a Breach, Humanus shall take reasonable steps to satisfy itself based upon reasonable diligence that the acquisition, access, use, or disclosure of PHI was not unintentional or inadvertent and that it poses a significant risk of financial, reputational, or other harm to the individual.

(v) Following Discovery of a Breach of Client's Unsecured PHI, Humanus without unreasonable delay, but in no case later than thirty (30) days, shall provide written notice to Client setting forth the information described in subsection 2(d).

(vi) Humanus's written notification shall provide the following information:

1. To the extent possible, the names of each individual whose Unsecured PHI has been, or is reasonably believed to have been accessed, acquired, used, or disclosed during the Breach.
2. A brief description of what happened, including the date of the Breach and the date of the discovery of the Breach, if known;
3. A description of the types of unsecured protected health information that were involved in the breach (such as whether full name, social security number, date of birth, home address, account number, diagnosis, disability code, or other types of information were involved);
4. Any steps individuals should take to protect themselves from potential harm resulting from the Breach;
5. A brief description of what Humanus is doing to investigate the Breach, to mitigate harm to individuals, and to protect against any further Breaches; and,
6. Contact procedures for individuals to ask questions or learn additional information, which shall include a toll-free telephone number, an e-mail address, Web site, or postal address.

(vii) If Humanus has been requested orally or in writing by law enforcement officials that notification of affected individuals of a Breach may impede a criminal investigation, Humanus shall so inform Client.

(e) Humanus agrees to ensure that any agent, including a subcontractor, to whom it provides Protected Health Information received from, or created or received by Humanus on behalf of Client, agrees in an enforceable written agreement to the same restrictions and conditions that apply through this BAA to Humanus with respect to such information (including but not limited to the post-termination assurances that are specified in section 5(f) of this BAA). With respect to EPHI, Humanus will ensure that any agent or subcontractor to whom Humanus provides EPHI that it creates, receives, maintains, or transmits on behalf of Client agrees to develop, implement, maintain and use appropriate and reasonable Administrative, Physical, and Technical Security Measures to ensure the Integrity, Confidentiality, and Availability of, and to prevent non-permitted uses and disclosures of, EPHI.

(f) Humanus agrees to provide access to, and copies of Protected Health Information maintained in a Designated Record Set, to Client or, when requested in writing by Client, to an Individual in order for Client to meet the requirements of 45 C.F.R. §164.524. Humanus shall provide access to and copies of Protected Health Information in a reasonable time, not to exceed fifteen (15) days [unless Humanus and Client reasonably agree otherwise in writing]; and, in a reasonable manner.

(g) Humanus agrees to make its internal practices, books and records relating to the use and disclosure of Protected Health Information received from, or created or received by Humanus on behalf of Client, available to the Secretary, in the time and manner designated by the Secretary, for purposes of the Secretary determining Client's compliance with the HIPAA Regulations. Upon receipt of a request from the Secretary, Humanus shall notify Client in writing unless such notification would be contrary to law.

(h) Humanus agrees to make any amendment(s) to Protected Health Information in a Designated Record Set that Client determines is required to enable Client to comply with 45 C.F.R. §164.526. Except for good cause shown in writing to Client, Humanus shall act upon Client's request for an amendment within thirty (30) days of receipt Client's request.

(i) Humanus agrees to identify, track and document such disclosures of Protected Health Information and information related to such disclosures as would be required for Client to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 C.F.R. §164.528. Upon Client's written request, Humanus shall furnish to Client a copy of its policies or procedures that it has, and will maintain, that describe how it carries out its obligations under this subsection.

(j) Humanus agrees to provide to Client or to an Individual, in writing and not later than thirty (30) days after receiving a request under this subsection (i), information collected in accordance with the foregoing subsection (h) of this Section 2 of this BAA, to permit Client to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 C.F.R. §164.528.

3. PERMITTED USES AND DISCLOSURES BY HUMANUS

(a) General Use and Disclosure Provisions.

(i) Except as otherwise provided in this BAA, Humanus shall use or disclose Protected Health Information only in a manner permitted by the Privacy Regulations if done by Client.

(b) Specific Use and Disclosure Provisions

(i) Except as otherwise limited in this BAA, Humanus may use Protected Health Information for the proper management and administration of the Humanus or carry out the legal responsibilities of the Humanus.

(ii) Except as otherwise limited in this BAA, Humanus may disclose Protected Health Information for the proper management and administration of the Humanus, provided that disclosures are Required By Law, or Humanus obtains reasonable assurances from the person to whom the information is disclosed that it will remain confidential and used or further disclosed only as Required By Law, or for the purpose for which it was disclosed to the person, and the person notified the Humanus of any instances of which it is aware in which the confidentiality of the information has been breached.

(iii) Only when specifically authorized by Client in writing separate from this BAA or in accordance with a specific provision of the Services Agreement, Humanus may use Protected Health Information to (i) provide Data Aggregation services to Client as permitted by 45 C.F.R. §164.504(e) (2) (i) (B); or, create de-identified health information in accordance with 45 C.F.R. §164.514.

(iv) Humanus may use Protected Health Information to report violations of law to appropriate Federal and State authorities, consistent with 45 C.F.R. §164.502(j)(1).

4. OBLIGATIONS OF CLIENT

Provisions for Client to Inform Humanus of Privacy Practices and Restrictions.

(a) Client shall notify Humanus of any limitation(s) in its notice of privacy practices, prepared for compliance with 45 C.F.R. §164.520, to the extent that such limitation may affect Humanus's use or disclosure of Protected Health Information.

(b) Client shall notify Humanus of any changes in, or revocation of, permission by Individual to use or disclose Protected Health Information, to the extent that such changes may affect Humanus's use or disclosure of Protected Health Information.

(c) Client shall notify Humanus of any restriction to the use or disclosure of Protected Health Information that Client has agreed to in accordance with 45 C.F.R. §164.522, to the extent that such restriction may affect Humanus use or disclosure of Protected Health Information.

(d) Client shall not request Humanus to use or disclose Protected Health Information in any manner that would not be permissible under the Privacy Regulations if done by Client.

5. TERMS AND TERMINATION

(a) Term. The term of this BAA shall be effective as of **September 01, 2026,** and shall terminate when all of the Protected Health Information provided by Client to Business Associate, or created or received by Humanus on behalf of Client, is destroyed or returned to Client; or, if it is infeasible to return or destroy Protected Health Information, protections are extended to such information, in accordance with the termination provisions in this Section.

(b) Termination by Client. Client may immediately terminate this BAA and any Services Agreement if Client makes the determination that Humanus has breached a material term of this BAA. Alternatively, Client may choose to (i) provide Humanus with 30 days written notice of the existence of an alleged material breach; and (ii) afford Humanus an opportunity to cure said alleged material breach upon mutually agreeable terms. Nonetheless, in the event that mutually agreeable terms cannot be achieved within 30 days, Humanus must cure said breach to the satisfaction of Client. Failure to cure in the manner set forth in this paragraph is grounds for the immediate termination of this BAA and any Services Agreement. Nothing contained in this Section shall be deemed to require Client to terminate this BAA if termination is not feasible, and Client shall have the right to report any such breach to the Secretary as provided for under 45 C.F.R. §164.504(e)(1)(II).

(c) Termination by Humanus. If Humanus makes the determination that a condition, material to the performance of this BAA, has changed under any Services Agreement or this BAA, or that Client has breached a material term of this BAA, Humanus may provide (30) days' notice of its intention to terminate this BAA and the Services Agreement. Humanus agrees, however, to cooperate with Client find a mutually satisfactory resolution to the matter prior to terminating and further agrees that, notwithstanding this provision, it shall not terminate this BAA so long as any Services Agreement is in effect.

(d) Automatic Termination. This BAA will automatically terminate without any further action of the parties upon the termination or expiration of the last Service Agreement in effect between the parties.

(e) Effect of Termination. Upon any termination pursuant to this Section 5, Humanus agrees to return or destroy all Protected Health Information pursuant to 45 C.F.R. §164.504(e)(2)(ii)(I), if it is feasible to do so. Prior to doing so, Humanus further agrees to recover any Protected Health Information in the possession of its subcontractors or agents. If it is not feasible for Humanus to return or destroy said Protected Health Information, Humanus will notify Client in writing. Said notification shall include: (i) a statement that Humanus has determined that it is infeasible to return or destroy the Protected Health Information in its possession, and (ii) the specific reason for such determination, which reasons must be agreed to by Client. Humanus further agrees to extend any, and all protections, limitations, and restrictions contained in this BAA to Humanus's use and/or disclosure of any Protected Health Information retained after the termination of this BAA, and to limit any further uses and/or disclosures to the purposes that make the return or destruction of the Protected Health Information infeasible. If it is infeasible for Humanus to obtain Protected Health Information from a subcontractor or agent, Humanus must provide a written explanation to Client and require the subcontractors and agent to agree to extend any, and all protections, limitations, and restriction contained in this BAA to the subcontractors' and/or agents' use and/or disclosure of any Protected Health Information retained after the termination of this BAA, and to limit any further uses and/or disclosures to the purposes that make the return or destruction of the Protected Health Information infeasible.

SHOE DRIVE AGREEMENT – Roberto Clemente Charter School

Drive Number: 268411

This Shoe Drive Agreement ("SDA") is created this October 13, 2026, by and between FUNDS2ORGS, LLC, a Florida limited liability company, whose address is 6457 Hazeltine National Dr., Ste. 120, Orlando, FL 32822 ("F2O"), and Roberto Clemente Charter School, whose address is 131 W. Hamilton Street, Allentown PA 18101-1911 "(PARTNER)".

WHEREAS, F2O is a BRANDING "social enterprise" company that facilitates the branding, fundraising, and related support services to move through microenterprise organizations around the world through its "fundraising" strategies;

WHEREAS, F2O wishes to purchase gently worn, used, and new shoes collected from shoe drives and other collection efforts that will consist of gently worn, used, and new shoes unsorted from the fundraiser events that the PARTNER executes; and

WHEREAS, PARTNER and F2O wish to engage in a strategic affiliation during which F2O will coordinate fundraising events to collect gently worn, used, and new shoes, unsorted from various churches, schools, nonprofits, and other organizations in the US.

TERMS & CONDITIONS:

1) Term: This SDA shall begin on the day established by PARTNER and F2O before the start of the drive, and remain in effect for 60 days.

2) Payment:

- F2O will pay PARTNER $0.40 per pound plus applicable incentives for gently worn, used, and new shoes collected within 48 hours of receipt. Check will be payable to Roberto Clemente Charter School.
- F2O to provide a starter kit with clear bags and rubber bands.
- F2O will provide transportation for the gently worn, used and new shoes by logistic partner; if under 2,250lbs then PARTNER shall have a fee of $125.00 deducted from the proceeds of the drive. At 2,250 lbs. cumulative this fee shall be waived. Best efforts will be made to pick up no later than 30-45 days after end date. **Pick up location must be accessible to a 26ft straight truck.**
- **We do not accept wet, damaged** (holes in toes, soles falling off, etc.), **worn out shoes or shoes collected via thrift stores**. It is imperative that the product that is collected is reviewed and that only gently worn, used and new shoes are part of your fundraiser. Funds2Orgs has the right to refuse any collected shoes containing any violations of the above.
- PARTNER will communicate with the fundraising coach weekly to update on how many bags of 25 pairs are on hand.

3) Relationship of Parties. Through this SDA, the parties intend to create only an affiliation with one another for the specific and limited purpose described. Each party will act independently and without supervision from the other. Nothing in this SDA is intended to create a partnership, agency, or employer/employee relationship. Each party will be responsible for their own liabilities and will hold the other party harmless from any claims of injury, loss or damage resulting from the activities described in this SDA.

4) Entire Agreement. This SDA and the recitals hereto and all exhibits and schedules hereto contain the entire agreement of the parties with respect to the subject matter hereof and supersede all prior written or oral agreements of the parties.

5) Attorney's Fees. The prevailing party in any action taken to enforce such party's rights under this SDA shall be entitled to reasonable attorney's fees and costs from the non-prevailing party.

6) Jurisdiction. THIS SDA WILL BE DEEMED TO HAVE BEEN MADE IN ORANGE COUNTY, FLORIDA. THE RIGHTS AND LIABILITIES OF THE PARTIES HERETO WILL BE DETERMINED IN ACCORDANCE WITH THE LAWS OF THE STATE OF FLORIDA, REGARDLESS OF ANY CONFLICT OF LAW RULES. EACH OF THE PARTIES AGREES THAT ANY AND ALL ACTIONS AND PROCEEDINGS ARISING DIRECTLY OR INDIRECTLY FROM THIS SDA WILL BE LITIGATED IN COURTS HAVING JURISDICTION IN ORANGE COUNTY, FLORIDA. EACH OF THE PARTIES CONSENTS TO THE JURISDICTION OF AND AGREES THAT VENUE IS EXCLUSIVELY PLACED IN ANY COMPETENT COURT LOCATED WITHIN ORANGE COUNTY, FLORIDA.

7) Notices. All notices, requests, consents and other communications under this SDA sent to F2O will be in writing, addressed to the address of F2O address appearing on the first paragraph of this SDA or to another address as F2O may designate in a notice; and will sent by registered mail, return receipt requested, postage prepaid, or email.

IN WITNESS WHEREOF, this SDA has been executed as of the day and year first written above.

"F2O"	"PARTNER"
FUNDS2ORGS, LLC,	Roberto Clemente Charter School
By:_____	By:_____
Judith Camacho	Alyssa Mace
CFO/COO	CEO