

Financial Recovery Plan - Initiative Progress Report June 2022

KEY: GREEN – COMPLETED (Revisit Yearly) YELLOW – IN PROGRESS (On-Going) BLUE – TO BE AMENDED (Revision) WHITE – ON HOLD (TBD)

	INITIATIVE	TOPIC	Status as of February 2021		Status as of February 2022		Status as of June 2022
1	CON 1	Garbage Contract	Completed May 2019	Revisit as Needed			
2	CON 2	Insurance Broker	Completed May 2019	Revisit as Needed			Switched Company Same Broker
3	OPE 1	Supplies	Completed June 2019	Revisit Yearly			
4	ACA 12	Supplementals	Completed June 2019	Revisit Yearly			
5	ACA 13	Athletics	Completed June 2019	Revisit Yearly			
6	REV 1	Real Estate Taxes	Incomplete June 2019	TBD To Be Amended			
			Completed* June 2020		Revised June 2021	SEE 2 nd AMENDMENT REV 1.1	See #12 in Second Amendment
7	REV 12	Transitional Loan	Completed June 2019	To Be Amended	In Progress – Repayment \$1.3M Begins 2021-22 \$2M Balance on hold Due to Pandemic (ESSERS)		First Payment \$123,500 in May REDIRECT UNUSED FUNDS – (\$200,000)
8	OPE 9	Time Mgt. System	Completed July 2019	Completed July 2019			
9	HR 1	Resume Assistance	Completed June 2019	Revisit as Needed			
10	OPE 8	Direct Deposit	Completed July 2019	Completed July 2019			
11	ACA 7 (Pt. 1)	Middle School Model New Directions	In Progress August 2019	To Be Amended	Revised June 2021	SEE 2 nd AMENDMENT ACA 7.2 ISS	See #20 in Second Amendment

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12	ACA 10	District Program Plans All Aligned	Completed Sept. 2019	Revisit as Needed	NOTE: Renewals should align moving forward.		
13	OPE 10	Auditor General Report	Completed Sept. 2019	Completed Sept. 2019			
14	CON 4	Solicitor RFP	Completed Sept. 2019	Revisit as Needed			
15	ACA 2	Kindergarten Sections	Completed Oct. 2019	Revisit Yearly	NOTE: Added 1-2 each year As needed		Committed to 10 sections for 22-23
16	OPE 11	Health Care Programs	Completed Oct. 2019	Revisit Yearly			EPO/PPO MOST SIGNIFICANT
17	OPSY 1	Buildings and Grounds Audit	Completed Nov. 2019	To Be Amended	Revised June 2021	SEE 2 nd AMENDMENT OPSY 1.1	See #1 in Second Amendment
18	OPSY 2	Transportation Audit	Completed Nov. 2019	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPSY 2.1	See #2 in Second Amendment
19	CON 6	Transportation Contract	Completed March 2020	Revisit as Needed	Contract Expire: June 2024		
20	CBA 8	Early Retirement Incentive (Pre 2019)	Completed Dec. 2019	Completed Dec. 2019			
21	OPE 3	Administrative Manuals	In Progress Dec. 2019	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPE 3.1	See #10 in Second Amendment
22	OPE 12	Fund Balance Policy	Completed Dec. 2019	Completed Dec. 2019	Revised June 2021	SEE 2 ND AMENDMENT REV 1.1	See #12 in Second Amendment
23	OPSY 3	Cafeteria Audit	On Hold	TBD	Pandemic Pause		Same
24	OPSY 4	Special Education Audit	In Progress	To Be Amended	COMPLETED JANUARY 2022 See OPSY 4.1		See #19 in Second Amendment
25	CON 5	Food Mgt Contract	Completed Jan. 2020	Revisit as Needed			

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26	ACA 9	Forbes Road CTC	Completed Feb. 2020	Revisit Yearly			
27	ACA 7 (Pt. 2)	Middle School Climate Climate Survey/Data Collection	In Progress Feb. 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 7.2 / 7.3	See #20 and #21 in Second Amendment
28	CBA 2	Meet & Discuss	On Hold	TBD	In Progress: Addressed thru negotiations		See #13 and #14 in Second Amendment
29	OPE 2	Close MS Pool	On Hold	TBD	Same		TBD – Repair Costs?
30	OPE 7	Close Middle School	On Hold	TBD	Same		Same
31	OPSY 5	Security Audit	On Hold	TBD	In Progress: YESS / New Direction Data Collection		On-Going Monitoring for Effectiveness
32	OPSY 6	Technology Audit	Completed March 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPSY 6.1	See #3 in Second Amendment
33	CBA 1	Outsource Options	On Hold	TBD	In Progress: Address as Needed		Same
34	CON 3	Security Contract	In Progress April 2020	In Progress	In Progress: YESS / New Direction Data Collection		On-Going Monitoring for Effectiveness
35	CON 7	Technology Contracts	Completed April 2020	Revisit as Needed			
36	OPSY 7	Insurance Audit	Completed May 2020	Revisit as Needed			
37	CBA 3	Teachers Contract	In Progress Jan. 2021	In Progress Jan. 2021	In Progress: See CBA 3.1, 3.2 ACA 3.1, 5.1, 7.1 Impact on Student Achievement - Priority		See #13 and #14 in Second Amendment
38	CBA 4	Support Contract	Completed May 2020	Revisit as Needed	In Progress: January 2022		Same
39	CBA 5	Custodians Contract	Completed May 2020	Revisit as Needed	Expire: 6/30/23		
40	CBA 6	Food Service Contract	In Progress Jan. 2021	In Progress Jan. 2021	Completed June 2021		

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41	CBA 7	Administrators Contract	Completed May 2020	Revisit as Needed	Expire: 6/30/23 (Inc. BM/Supt) HR 6/30/22		HR - Completed
42	CON 8	Vendors Contracts	Completed May 2020	Revisit as Needed			
43	ACA 1	Teacher Furloughs	Completed June 2020	Revisit as Needed			Added Staff-READING (8) SP, ES, ELA, CO-OR
44	ACA 4	Paraprofessional Furloughs	Completed June 2020	Revisit as Needed			
45	ACA 11	Administration Furloughs	Completed June 2020	Revisit as Needed			Added Staff – EDTECH
46	PL 1	Custodians Furloughs	Completed June 2020	Revisit as Needed			
47	SEC 1	Secretaries Furloughs	Completed June 2020	Revisit as Needed			
48	FS 1	Cafeteria Furloughs	Completed June 2020	Revisit as Needed			
49	ACA 8	Staff Absenteeism	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMEND (ACA 8.1)	See #23 in Second Amendment
50	OPE 4	Consortium Options	Completed June 2020	Revisit as Needed			
51	OPE 5	Shared Services	On Hold	TBD	Pandemic Pause		TBD
52	REV 2	Delinquent Taxes	Completed June 2020	Revisit Yearly			
53	REV 3	Earned Income Tax	Completed June 2020	Revisit Yearly			
54	REV 4	ACCESS Reimbursement	Completed June 2020	Revisit Yearly			
55	REV 5	Bussing Reimbursement	Completed June 2020	Revisit Yearly			Tied to #2 in Second Amendment

Financial Recovery Plan - Initiative Progress Report June 2022

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56	REV 6	Cafeteria Revenue	Completed June 2020	Revisit Yearly			
57	REV 7	Event Rates	Completed June 2020	Revisit as Needed			
58	REV 8	PH Cyber Academy	Completed June 2020	Revisit as Needed			Enrollment Increased 116 FT vs 111 Charter
59	REV 9	Special Education Programs (Outplaced)	On Hold	TBD	Pandemic Pause		HS BEST Program to Move in-house
60	REV 10	Grant Writing	In Progress June 2020	In Progress	On-going pandemic grants		On-Going – NEW?
61	REV 11	Public Relations	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT REV 11.1	See #9 in Second Amendment
62	REV 13	Subsidy Increase	Completed June 2020	Revisit Yearly	June 2021 – Subsidy Increased		
63	REV 14	Charter School Tuition	Completed June 2020	Revisit Yearly			
64	REV 15	Legislation Topics	Completed June 2020	Revisit Yearly			
65	REV 16	KOZ Zones	On Hold	TBD	Completed - None		
66	REV 17	Education Foundation	On Hold	TBD	On-Going Activities		Same
67	REV 18	Non-Profit Ideas	On Hold	TBD	Pandemic Pause		TBD
68	REV 19	Leasing Opportunities	Completed June 2020	Revisit Yearly			
69	ACA 3	Academic Coaches	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 3.2, 3.3, 5.3, 7.4,	See #18 and #22 in Second Amendment
70	ACA 5	Achievement Ideas	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 5.2, 3.3, 5.3, 7.4	See #18 and #22 in Second Amendment

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71	ACA 6	Testing Options	Completed June 2020	Revisit Yearly		
72	FIN 1	Debt Service	Completed June 2020	Revisit Yearly	See FIN 1.1	See #4 in Second Amendment
73	OPE 6	Board Training	Completed June 2020	Revisit Yearly		See #8 in Second Amendment
74	Amendment	Tax Increase/Balance Budget	Completed * June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT REV 1.1
75	Revision		In Progress Jan. 2021	In Progress	Completed June 2021	
	JUNE 30, 2021	SECOND AMENDMENT APPROVED	Status as of February 2021		Status as of February 2022	
1	OPSY 1.1	PASBO B&G Recommendations	In Progress Jan. 2022	In Progress	Will move forward with new Plant Director (ESSER Funds)	In Progress: Boilers, HVAC, PM, Training, Vehicles, Capital List, Inventory Process
2	OPSY 2.1	PASBO Transportation Recommendations	In Progress Jan. 2022	In Progress	Reviewing in light of pandemic Use of PAT Passes	In Progress: PAT Passes, Control Spending Gap, Right-Size Fleet, CMU
3	OPSY 6.1	PASBO Technology Recommendations	In Progress Jan. 2022	In Progress	Will review during budget planning process (ESSER Funds)	In Progress: Replenish, Insurance, Synchronous
4	FIN 1.1	Debt Service Plan	Completed June 2021	Revisit Yearly	Market Watch On-going Credit Rating Update Due	SEE Moody's Credit Rating Update
5	OPE 13	Procurement/Inventory	Address in Jan. 2022	In Progress	Will move forward with new Plant Director	In Process: New Inventory System
6	OPE 14	Tax Assessments Appeal Process	Address in Jan. 2022	In Progress	PASBO to complete in February 2022	Completed: Board Status Quo
7	OPE 15	Sunshine Act/Public Mtgs.	Completed Sept. 2021	Completed	Completed	

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8	OPE 6.1	Board Training	Address in Spring 2022	Revisit Yearly	Will revisit in Spring	May Training DEI , etc. Revisit Yearly
9	REV 11.1	PR – Charter Enrollment	In Progress June 2021	On-going	PR committee to submit plan in Spring	In Progress: PR Committee Plan; Virtual Plan; Commercial?
10	OPE 3.1	Accounting Manual	Address in Jan. 2022	In Progress	Will address through the Spring with Auditors	To Be Addressed in Summer (Division/Labor)
11	CBA 3.1	Negotiations	In Progress Jan. 2021	In Progress	PHEA Nearing closure Impact on Student Achievement	Completed See #13 and #14
12	REV 1.1	Taxes/ESSERS/ Fund Balance	In Progress Jan. 2022	In Progress	Address during budget planning process	Completed; Revisit Yearly; Process in Place; Sustain 5% FB
13	CBA 3.2, ACA 3.1, 5.1, 7.1	Negotiations – Student Achievement/Walk-thru, Formative assessment, Tech Skills/PD/ Collaboration Time	In Progress Jan. 2021	In Progress	Nearing closure Connect to PD Model Evidence of Success	Completed All to be addressed moving forward. SHARE INFOGRAPH Revisit Yearly
14	CBA 4.1, ACA 1.1, 4.1	Negotiations – Student Achievement/ Walk-thru, Formative assessment, Tech skills/ PD/Collaboration Time	In Progress Jan. 2021	In Progress	Nearing closure Connect to PD Model Evidence of Success	Completed All to be addressed moving forward SHARE INFOGRAPH Revisit Yearly
15	ACA 14	Technology 1:1 Devices	In Progress Jan. 2022	In Progress	Will review during budget planning process (synchronous)	Completed All addressed in Budget
16	ACA 15	Learning Loss Plan	In Progress Jan. 2021	In Progress	On-going ESSER Funds Connect to PD Model Evidence of Success	On-Going Summer school - Conventional
17	ACA 16	Curriculum	In Progress Jan. 2021	In Progress	On-going (Resources)	On-Going New Math Curriculum

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18	ACA 3.2, 5.2	Professional Growth	In Progress Jan. 2022	In Progress	On-going through negotiations Connect to PD Model Evidence of Success	On-Going See #13 and #14 above
19	OPSY 4.1	Special Education Programming	In Progress Oct. 2021	In Progress	Debriefing meeting in January	On-Going Areas of Focus – PD, Sched, IEP, MTSS
20	ACA 7.2	Middle School Concept Climate/PD/PR	In Progress Jan. 2021	In Progress	On-going (Surveys/Data) Evidence of Success	On-Going Common Planning
21	ACA 7.3	YESS Security Model Extend To HS and ES	In Progress Sept. 2021	In Progress	On-going (Data Collection) Evidence of Success	On-Going Tracking Evidence of Success (PH Model)
22	ACA 3.3, 5.3, 7.4	Disciplinary Practices Restorative Justice	In Progress Sept. 2021	In Progress	On-going (Data Collection) Evidence of Success	On-Going Tracking Evidence of Success
23	ACA 8.1	Absenteeism – Staff	To Review in Spring	To Review in Spring	Pandemic Pause	To address in the fall
24	ACA 17	Diversity & Equity	In Progress Jan. 2021	In Progress	On-going Connect to PD Model	On-Going: PD, Resources, Support, Hiring Practices