



# Entry 1 School Information

Created: 07/11/2016

Last updated: 08/01/2016

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## Page 1

### a. SCHOOL NAME AND BEDS#

(Select name from the drop down menu)

PAVE ACADEMY CS (NYC CHANCELLOR) 331500860927

### b. CHARTER AUTHORIZER

(For technical reasons, please re-select authorizer name from the drop down menu).

NYCDOE-Authorized Charter School

### c. DISTRICT / CSD OF LOCATION

NYC CSD 15

### d1. SCHOOL INFORMATION

	PRIMARY ADDRESS	PHONE NUMBER	FAX NUMBER	EMAIL ADDRESS
	732 Henry Street, Brooklyn, NY 11231	718-858-7813	718-858-7814	<a href="mailto:info@paveschools.org">info@paveschools.org</a>

### d2. PHONE CONTACT NUMBER FOR AFTER HOURS EMERGENCIES

Contact Name	Nadir Romo
Title	Director of Operations

Emergency Phone Number (###-###-####)

323-638-3264

**e. SCHOOL WEB ADDRESS (URL)**

[www.paveschools.org](http://www.paveschools.org)

**f. DATE OF INITIAL CHARTER**

01/2008

**g. DATE FIRST OPENED FOR INSTRUCTION**

09/2008

**h1. APPROVED SCHOOL MISSION (Regents, NYCDOE, and Buffalo BOE authorized schools only)**

MISSION STATEMENT

PAVE Schools prepares Kindergarten to 8th grade students to thrive in competitive high schools and four-year colleges. PAVE provides its students with a rigorous academic program and a community built on the school’s core values of Perseverance, Achievement, Vibrance and Excellent Character (PAVE).

**h2. KEY DESIGN ELEMENTS (Regents, NYCDOE, and Buffalo BOE authorized schools only)**

KEY DESIGN ELEMENTS (Brief description)

Variable 1

Elementary School: ELA - Literacy and a love of language are at the core of student achievement and lifelong learning. At PAVE, we cultivate literacy by implementing a program that not only teaches students to read and write but also challenges them to think critically about the topics and questions explored in great texts. Through explicit instruction in language development, reading fluency and vocabulary, scholars at PAVE build a strong foundation as confident readers capable of in-depth literary analyses. Inter-curricular units of study enable scholars to master the skills necessary to

	<p>comprehend complex texts and encourage critical thought as well as acquire important knowledge. PAVE intentionally develops thoughtful readers who have a strong balance of content knowledge and reading skills.</p>
Variable 2	<p>Elementary School: Math - Problem solving and investigation provide the foundation for mathematics at PAVE. PAVE develops scholars who employ numerical reasoning to do the 'heavy lifting' when problem solving. We expect our scholars to develop systematic strategies from a knowledge base of deep number sense, practical application, and fluency regarding operations as well as math content. All PAVE teachers utilize and receive training in an approach called Cognitively Guided Instruction. Our school-wide balanced math curriculum includes Investigations, a daily math meeting, and story problems. PAVE expects children to do more than simple learn math. We expect them to deeply understand the subject.</p>
Variable 3	<p>Elementary School: Data and Assessment - PAVE staff knows that continuous improvement in both teaching and learning is the key to achievement for our scholars. Ongoing analysis of scholar performance data acts as the key driver to improve these two integral, interrelated instructional foundations. PAVE employs several practices to ensure that we keep the bar high for our scholars and move them towards achieving at high levels. PAVE believes that all results should be motivating – no matter how scholars are performing – and each performance is viewed as a new starting point from which they can improve. PAVE's unique school-wide systems support the use of data as an engine for improving instructional practice and scholar learning. Instructional Leadership and Grade Teams hold regular data meetings to examine formative assessments and adjust teaching practices. Our Team constantly and closely examines academic progress to ensure our scholars maintain a college trajectory.</p>
Variable 4	<p>Elementary School: Teacher Training and Professional Development - Research shows that teachers have the single greatest influence over scholar achievement. PAVE values its teachers as professionals and provides a variety of outlets for continuous teacher training and development. Our staff participates in a two-week summer institute that focuses on foundational practices in classroom management and culture as well as curriculum and instruction. PAVE's Instructional Leadership Team collaborates with expert consultants to lead</p>

	<p>workshops to ensure that teachers are prepared for the school year. Regular coaching and support continue throughout the year as we constantly reevaluate and improve pedagogical practices. Through classroom observations and weekly one-on-one coaching meetings, teachers work with their coach to implement feedback and hone instructional techniques. In addition to the Instructional Leadership Team, PAVE teachers often cite their colleagues as critical in their learning and growth as educators.</p>
Variable 5	<p>Elementary School: Inclusive Education - PAVE strongly believes that every child has unique strengths and that all of our scholars can succeed academically with the right supports in place. By balancing good instruction with a deep knowledge of how children learn, we ensure that all scholars experience rich literature, challenging mathematics, stimulating content, and meaningful social growth. To provide comprehensive support for all learners, the elementary school invests in:</p> <ul style="list-style-type: none"> <li>• Co-teaching: Each classroom in Kindergarten – 4th grade has two full time, certified teachers. They work to differentiate learning for all scholars and ensure that scholars receive the individualized attention needed to achieve at high levels.</li> <li>• Response to Intervention: We believe that academic struggles should be addressed as soon as possible. PAVE’s elementary school holds daily intervention groups led by trained intervention teachers to ensure that scholars receive remediation and support right when they need it.</li> <li>• English as a Second Language (ESL): To ensure that our ELL scholars are successful, PAVE’s intervention team employs a model that balances support both in and out of the classroom. This model balances support both in and out of the classroom. By collaborating with classroom teachers and interventionists, the ESL Coordinator supports ELL scholars in becoming proficient English speakers, readers, and writers.</li> </ul>
Variable 6	<p>Middle School: ELA - We believe that, in order to become great readers, scholars must love and have a passion for reading. PAVE uses a multi-faceted approach that includes a 70-minute Literature class as well as daily writing and guided reading. To guarantee scholars’ access to grade-appropriate reading, each student receives a copy of every novel assigned in Literature to annotate in class and keep at home. This affords scholars the opportunity to re-read novels, read to others, and build their home libraries. PAVE Middle School scholars read, write, and listen to complex texts. By using an integrated</p>

	Social Studies curriculum, all literature is examined through a nuanced cultural and historical perspective.
Variable 7	Middle School: Math - Problem solving and investigation provide the foundation for mathematics learning at PAVE. PAVE develops scholars who reason mathematically and do the 'heavy lifting' when problem solving. We expect our scholars to develop systematic strategies using their knowledge of deep number sense, practical application, and fluency regarding operations as well as math content. All PAVE teachers utilize and receive training in an approach called Cognitively Guided Instruction, and we implement a balanced, cumulative review. PAVE expects children to do more than simply learn math. We expect them to deeply understand the subject.
Variable 8	Middle School: Academic Passion and Rigor - Research shows that teachers have the single greatest influence over scholar achievement. PAVE incorporates a passion for core content areas, data review protocols, and common core standards to ensure that our scholars are getting a top-notch education. Scholars in grades 5-8 attend departmentalized classes in core content areas led by teachers who are specialized in those subjects. PAVE thereby promotes scholars to be passionate about their work and allows teachers to teach rigorously. The Middle School team regularly reviews scholar achievement data and assessments to ensure that we are pushing scholars to perform at high levels. Teachers use their in-depth, nuanced knowledge to ignite a passion for all subjects. Because our teachers are the key factor in providing a high caliber education to our scholars, PAVE provides a variety of opportunities for both on and off-site professional development.
Variable 9	Middle School: Competitive High School Preparation - We know that in order to ensure that our scholars are successful in college and beyond, PAVE must prepare our scholars for competitive high schools. In order to achieve this goal, we prepare all PAVE scholars to take the Specialized High School Exam in 7th grade and help them through the high school admissions process.
Variable 10	(No response)

## **i. TOTAL ENROLLMENT ON JUNE 30, 2016**

**j. GRADES SERVED IN SCHOOL YEAR 2015-16**

Check all that apply

Grades Served

K, 1, 2, 3, 4, 5, 6, 7, 8

**k1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?**

Yes

**k2. NAME OF CMO/EMO AND ADDRESS**

NAME OF CMO/EMO	PAVE Schools
PHYSICAL STREET ADDRESS	238 Conover Street
CITY	Brooklyn
STATE	NY
ZIP CODE	11231
EMAIL ADDRESS	<a href="mailto:info@paveschools.org">info@paveschools.org</a>

Page 2**I1. FACILITIES**

Does the school maintain or operate multiple sites?

No, just one site.

**I2. SCHOOL SITES**

Please list the sites where the school will operate for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades Served at	School at Full Capacity at	Facilities Agreement
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				Site	Site	
Site 1 (same as primary site)	732 Henry Street, Brooklyn, NY 11231	718-858-7813	CSD 15	K-8	Yes	Own
Site 2						
Site 3						

**I2a. Please provide the contact information for Site 1.**

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Nadir Romo	718-858-7813	323-638-3264	<a href="mailto:nromo@paveschools.org">nromo@paveschools.org</a>
Operational Leader	Nadir Romo	718-858-7813	323-638-3264	<a href="mailto:nromo@paveschools.org">nromo@paveschools.org</a>
Compliance Contact	Cooper Westendarp	718-858-7813	917-803-0380	<a href="mailto:cwestendarp@paveschools.org">cwestendarp@paveschools.org</a>
Complaint Contact	Spencer Robertson	718-858-7813	347-218-2684	<a href="mailto:srobertson@paveschools.org">srobertson@paveschools.org</a>

**m1. Is the school or are the school sites co-located?**

No

Page 3

**n1. Were there any revisions to the school's charter during the 2015-16 school year? (Please include approved or pending material and non-material charter revisions).**

Yes

**n2. Summary of Charter Revisions**

	Category (Select Best Description)	Specific Revision (150 word limit)	Date Approved by BOT (if applicable)	Date Approved by Authorizer (if applicable)

1	Change in Maximum Approved Enrollment	PAVE Academy Charter School requested a material revision to increase its capped total enrollment from 454 students to 490 students, a 7.9% increase. On average, the proposed revision translates to 27 students per classroom and 2 sections in each grade K-8, and increase from 25 students per classroom. This material change is in response to the revised NYC Department of Education policy no longer allowing schools to invoice for students above the total number included in the charter within the 15% enrollment float goal. As such, in order to receive funding for the students PAVE is actually serving, a material change to the charter was requested and approved.	11/10/15	3/21/16
2				
3				
4				
5				

**o. Name and Position of Individual(s) Who Completed the 2015-16 Annual Report.**

Cooper Westendarp, Chief Operating and Financial Officer

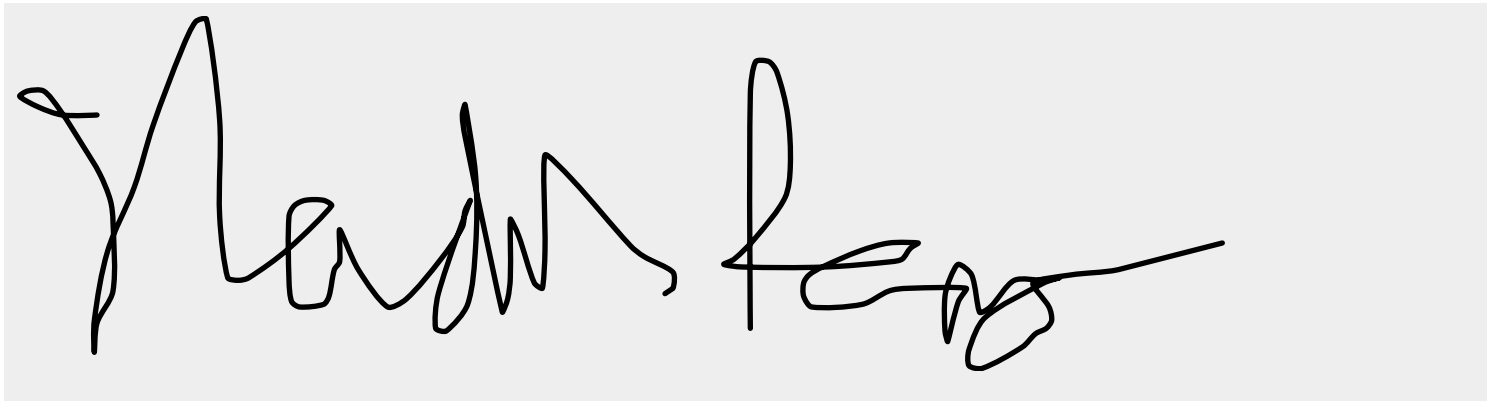


p. Our signatures below attest that all of the information contained herein is truthful and accurate and that this charter school is in compliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand that if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Check **YES** if you agree and then use the mouse on your PC or the stylist on your mobile device to sign your name).

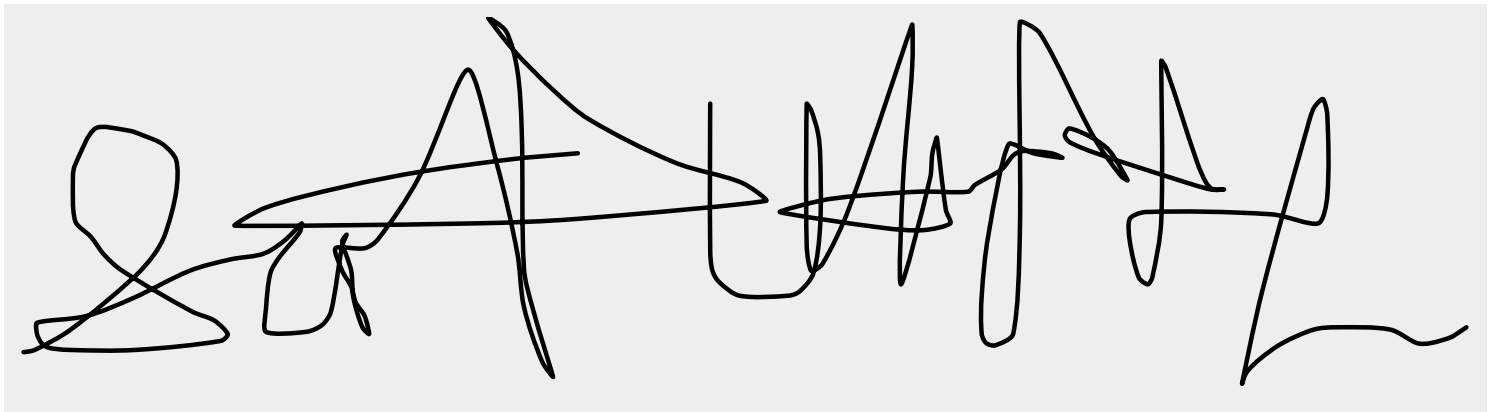
Responses Selected:

Yes

Signature, Head of Charter School

A handwritten signature in black ink on a light gray background. The signature is cursive and appears to read "Meador Lewis".

Signature, President of the Board of Trustees

A handwritten signature in black ink on a light gray background. The signature is highly stylized and cursive, appearing to read "John A. Lewis".

Date

2016/08/01

**Thank you.**



# Entry 2 Link

Last updated: 07/12/2016

## Page 1

### **1. NEW YORK STATE REPORT CARD**

**Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See <https://reportcards.nysed.gov/>).**

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

<https://data.nysed.gov/reportcard.php?instid=800000061098&year=2015&createreport=1&allchecked=1&enrollment=1&avgclasssize=1&freelunch=1&attendance=1&suspensions=1&teacherqual=1&teacherturnover=1&staffcounts=1&38ELA=1&38MATH=1&48SCI=1&naep=1&elemELA=1&elemMATH=1&elemSci=1&unweighted=1>



# Entry 3 Progress

Created: 07/12/2016

Last updated: 11/01/2016

## Page 1

### **PROGRESS TOWARD CHARTER GOALS**

The following tables reflect formatting in the online portal required for Board of Regents-authorized charter schools and NYCDOE-authorized charter schools only. Schools should list Progress Toward Charter Goals by August 1, 2016. If the goals are based on student performance data that the school will not have access to before August 1, 2016 (e.g., the NYS Assessment results), explain this in the "2015-2016 Progress Toward Attainment of Goal" column. The information can be updated when available. Please complete and submit no later than November 1, 2016.

### **1. ACADEMIC STUDENT PERFORMANCE GOALS**

#### **2015-16 Progress Toward Attainment of Academic Goals**

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
				<p>As we strive to improve student achievement in ELA in the 2016-17 school year, we are implementing the following strategies:</p> <ol style="list-style-type: none"> <li>1. Continued use of interim assessments that are aligned to the common core standards and curriculum so that the student data gathered accurately reflects student mastery.</li> </ol>

<p>Academic Goal 1</p>	<p>ELA - 75% of NYS Tested students in at least their second year (cohort) will be proficient with a score of a 3 or 4.</p>	<p>NYS ELA exam scores</p>	<p>This goal was not met. The percentages of students in at least their second year at the school who scored a 3 or 4 on the ELA exam are as follows:</p> <p>3rd Grade - 62%  4th Grade - 57%  5th Grade - 20%  6th Grade - 26%  7th Grade - 54%  8th Grade - 42%  Overall - 43%</p>	<p>Unit tests and quizzes are also realigned in this manner.</p> <p>2. Increased use of small group interventions and remedial instruction purposefully planned and targeted to at risk students in literacy.</p> <p>3. Extensive and ongoing professional development for key instructional staff who then turnkey this training from highly regarded and qualified providers to the remainder of the team. All educators are united around the paramount effort to increase ELA scores.</p> <p>4. Visits to high performing charter schools that have demonstrated significant growth and achievement on the state ELA assessments. Based on key insights gleaned from these visits, PAVE will quickly and adaptively adjust its ELA program.</p>
			<p>This goal cannot be fully measured as the NYC Department of Education no longer provides</p>	

Academic Goal 2	<p>ELA- The percent of all tested students who are enrolled in at least their second year and performing at or above Level 3 on the State ELA exam will be greater than that of all students in the same tested grades in similar schools.</p>	NYS ELA exam scores	<p>information in this format. With the information that is available to us, however, we feel that PAVE's proficiency scores compare favorably to charter schools in the city with similar student demographics. In addition,PAVE outperformed black/hispanic students citywide by 16 percentage points, as well as other schools in Red Hook, on average, by 18 percentage points.</p>	Not Applicable
Academic Goal 3	<p>ELA - Each grade-level cohort will reduce by one-half the gap between the percent at or above Level 3 on the previous year's exam and 75 percent at or above Level 3 on the State ELA exam.</p>	NYS ELA exam scores	<p>This goal has not been fully met.</p> <p>The goal was met in 3rd Grade, which increased by 29 percentage points, and 4th Grade, which increased by 33 percentage points. Scores in the 5th, 6th and 7th Grades were consistent from 2015. The school did not have an 8th Grade in 2014-15, so this grade cannot be compared to last year.</p>	Please see the response to Academic Goal 1.
				<p>To increase math performance in the 2016-17 school year, the school is implementing several program improvements, including:</p> <ol style="list-style-type: none"> <li>1. Furthering our</li> </ol>

<p>Academic Goal 4</p>	<p>Math - 75% of NYS Tested students in at least their second year (cohort) will be proficient with a score of a 3 or 4.</p>	<p>NYS Math exam scores</p>	<p>This goal was not met. The percentages of students in at least their second year at the school who scored a 3 or 4 on the Math exam are as follows:</p> <p>3rd Grade - 63%  4th Grade - 60%  5th Grade - 24%  6th Grade - 20%  7th Grade - 41%  8th Grade - 29%  Overall - 41%</p>	<p>teachers' competency in Cognitively Guided Instruction, the core of PAVE's math program through increased professional development and coaching, and</p> <p>2. Providing targeted remedial instruction and additional supports for our students.</p> <p>3. Increasing instruction related to student fluency of core math facts: multiplication, division, etc. to augment the school's investment in the use of Cognitively Guided math systems.</p> <p>4. Revising the Middle School Math curriculum to address areas of deficiency identified by an analysis of state exams and internal assessments.</p>
<p>Academic Goal 5</p>	<p>Math - The percent of all tested students who are enrolled in at least their second year and performing at or above Level 3 on the State Math</p>	<p>NYS Math exam scores</p>	<p>This goal cannot be fully measured as the NYC Department of Education no longer provides information in this format. With the information that is available to us, however, we feel that PAVE's proficiency scores compare favorably to charter schools in the city with</p>	<p>Not Applicable</p>

	exam will be greater than that of all students in the same tested grades in similar schools.		similar student demographics. In addition,PAVE outperformed black/hispanic students citywide by 21 and 17 percentage points respectively, as well as other schools in Red Hook, on average, by 11 percentage points.	
Academic Goal 6	Math - Each grade-level cohort will reduce by one-half the gap between the percent at or above Level 3 on the previous year's exam and 75 percent at or above Level 3 on the State Math exam.	NYS Math exam scores	This goal has not been met.  The 3rd and 4th grades saw an increase of 5 and 18 percentage points respectively, and the 5th 6th, and 7th grades saw decreases of 11, 17 and 2 percentage points. The school did not serve 8th grade in 2014-2015.	Please see the response to Academic Goal 4.
Academic Goal 7	Science - 75% of NYS Tested students in at least their second year (cohort) will be proficient with a score of a 3.	NYS Science exam scores	This goal has been partially met. Of all students who have attended the school for at least two years, 100% of 4th Graders and 50% of 8th grades scored a Level 3 or 4 on the Science exam.	PAVE's Middle School is building out its Science Curriculum to address areas of weakness, as demonstrated in 8th Grade data and other internal assessments. In addition, we have hired a few key teachers with deeper science expertise in order to address content gaps. Finally, we will continue to employ a series of formative assessments throughout the school year which



				will provide student data to drive instruction.
Academic Goal 8	Science - The percent of all tested students who are enrolled in at least their second year and performing at or above Level 3 on the State science exam will be greater than that of all students in the same tested grades in similar schools.	NYS Science exam scores	This goal cannot be fully measured as the NYC Department of Education no longer provides information in this format. With the information that is available to us, however, we feel that PAVE's proficiency scores compare favorably to charter schools in the city with similar student demographics.	Not Applicable

## 2. Do have more academic goals to add?

Yes

## 2015-16 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
	Beginning in the 1 Grade, students will maintain writing portfolios (3 meaningful examples per year). Through the use of commonly applied writing rubrics that are standards-driven and externally vetted, these portfolios will demonstrate strong student writing growth each		This goal has been met. PAVE continues to maintain writing portfolios for each of their students beginning in 1st Grade. The writing rubrics used are aligned to Common Core standards, and PAVE continues to refine and improve the alignment of	

Academic Goal 9	academic year. To quantifiably demonstrate that students have shown 'strong writing growth', a standards-driven rubric will be developed prior to PAVE's opening. Teachers will understand the rubric, and writing samples that are in a student's portfolio will demonstrate specific areas of growth in a student's writing ability.	Internally created rubrics	rubrics across the organization to better reflect maturity of PAVE's curriculum. Teachers understand the rubric and play an active role in the improvement process of PAVE's writing rubrics. Student writing samples are passed on as part of the students overall portfolio when they matriculate to the next grade.	
Academic Goal 10				
Academic Goal 11				
Academic Goal 12				
Academic Goal 13				
Academic Goal 14				
Academic Goal 15				
Academic Goal 16				

### 3. Do have more academic goals to add?

No

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### 4. ORGANIZATIONAL GOALS

#### 2015-16 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will
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				Take
Org Goal 1	Each year, PAVE will have a daily attendance rate that exceeds 95%.	ATS Attendance Data	This goal was not met. The attendance rate was 93% for the 2015-16 school year.	<p>Due to budgetary restrictions in 2015-16, PAVE had to eliminate its Dean of Students position, which had been the primary school leader communicating with families around attendance issues in years past. PAVE recognized this gap in its program and has added the position back to both elementary and middle school for the 16-17 school year, now that funding has increased and the school was able to increase its total enrollment via a material revision request.</p> <p>In addition, the school will use the following efforts to increase attendance rates in the upcoming school year:</p> <ul style="list-style-type: none"> <li>- Operations Team will send daily communication to academic leadership and student support team (comprised of social workers and dean's office staff) with roster of absent students and attendance rates broken down by grade level.</li> <li>- Social workers will</li> </ul>

				<p>track aggregate attendance statistics and work with families individually to find and implement improvement strategies.</p> <ul style="list-style-type: none"> <li>- Social workers will be stationed at front doors to greet families during morning arrival. They talk to parents as they drop off their scholars and address any concerns then.</li> <li>- Deans Office staff will create attendance incentive programs that include event auctions and prizes.</li> <li>- The School will partner with social services providers to coordinate related services through community service center.</li> </ul>
Org Goal 2	Each year, 95% of students enrolled at the conclusion of the previous school year will return the following September.	Enrollment records for June 2016 and September 2016	With a 95.1% retention rate, this goal has been met.	
	Each year, student		PAVE achieved this measure. PAVE's charter contract as of 15-16 allowed for a maximum K-8 billable enrollment to be 454. At the end of the year, PAVE's actual FTE of students enrolled	

Org Goal 3	enrollment will be within 15% of full enrollment as defined by PAVE's contract. This will be maintained on an ongoing basis and monitored bi-monthly.	Enrollment records	<p>was 459.293; however, PAVE only billed for 454 per the charter maximum. Enrollment was within 15% of full enrollment throughout the year.</p> <p>Worth noting, PAVE's enrollment including pre-k-8th grade was 490, as reflected in the expenditure per child report.</p>	
Org Goal 4	Each year, 2/3 of PAVE Parents will respond to the DOE Parent Survey. Parents will communicate at least 80% satisfaction in the survey.	NYC Learning Environment Parent Surveys	This goal was partially met. 18% of PAVE parents responded to the NYC DOE Parent Survey. Of those who responded, however, positive responses ranged from 92%-93%.	To increase parent participation in the NYC DOE survey in the coming school year, the Leadership Team and Operations staff will offer incentives to parents to complete the survey, send more frequent reminders through notices sent home, school newsletters, and the automated call system.
	Each year PAVE will comply with all applicable laws, rules, regulations and contract terms, including but not limited to the New		PAVE achieved this measure. PAVE has generally and substantially complied with all applicable laws, rules and regulations. The Board takes legal compliance matters very seriously and has retained outside counsel to ensure compliance with all relevant laws. PAVE has in place and	

Org Goal 5	York Charter Schools Act, the Freedom of Information Law, the New York Open Meetings Law, the federal Individuals with Disabilities Act, and federal Family Educational Rights and Privacy Act.	Board approved policies and meetings	maintains effective systems, policies, procedures and other controls for ensuring that legal and charter requirements are met. PAVE's staff has been trained with respect to all applicable procedures and systems. The staff is empowered to identify and address any possible legal or compliance issues and report these matters to the Board or its counsel.	
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**5. Do you have more organizational goals to add?**

No

**6. FINANCIAL GOALS**

**2015-16 Progress Toward Attainment of Financial Goals**

	Financial Goals	Measure Used to Evaluate Progress	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Financial Goal 1	Budgets for each school year will exhibit effective allocation of financial resources to ensure adherence to the school mission as measured by yearly balanced budgets submitted to NYC Public Schools. The budget will be reviewed month to	Monthly financials reviewed by the Finance Committee of the Board of Trustees	PAVE achieved this measure. The school maintained a positive operating and cash surplus throughout the year and kept within the limits of the budget of operating expenses throughout the	

	month by the Finance Committee of the Board of Trustees.		school year.	
Financial Goal 2	An annual audit will be conducted by an external entity and will demonstrate no major findings and that PAVE meets or exceeds Generally Accepted Accounting Practices.	Independent Audit conducted by: Fruchter, Rosen & Company, P.C. Certified Public Accountants; New York, NY	This goal has been met. The FY16 audit was completed, with no major findings.	
Financial Goal 3				
Financial Goal 4				
Financial Goal 5				



# Entry 4 Expenditures per Child

Created: 07/22/2016

Last updated: 07/27/2016

## Page 1

### Financial Information

This information is required of ALL charter schools. Provide the following measures of fiscal performance of the charter school in Appendix B (Total Expenditures and Administrative Expenditures Per Child):

### 1. Total Expenditures Per Child

To calculate **'Total Expenditures per Child'** take total expenditures (from the unaudited 2015-16 Schedule of Functional Expenses) and divide by the year end FTE student enrollment. (Integers Only. No dollar signs or commas).

**Note:** *The information on the Schedule of Functional Expenses on pages 41-43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations:* <http://www.p12.nysed.gov/psc/AuditGuide.html>

Line 1: Total Expenditures	8021399
Line 2: Year End FTE student enrollment	490
Line 3: Divide Line 1 by Line 2	16373

### 2. Administrative Expenditures per Child

To calculate **'Administrative Expenditures per Child'** To calculate "Administrative Expenditures per Child" first *add* together the following:

1. Take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the unaudited 2015-16 Schedule of Functional Expenses)
2. Any contracted administrative/management fee paid to other organizations or corporations
3. Take the total from above and divide it by the year-end FTE enrollment. The relevant portion that



must be included in this calculation is defined as follows:

**Administrative Expenditures:** Administration and management of the charter school includes the activities and personnel of the offices of the chief school officer, the finance or business offices, school operations personnel, data management and reporting, human resources, technology, etc. It also includes those administrative and management services provided by other organizations or corporations on behalf of the charter school for which the charter school pays a fee or other compensation. Do not include the FTE of personnel whose role is to directly support the instructional program.

**Notes:**

***The information on the Schedule of Functional Expenses on pages 41-43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations:***

**<http://www.p12.nysed.gov/psc/AuditGuide.html>.**

**Employee benefit costs or expenditures should not be reported in the above calculations.**

Line 1: Relevant Personnel Services Cost (Row)	441120
Line 2: Management and General Cost (Column)	280179
Line 3: Sum of Line 1 and Line 2	721300
Line 5: Divide Line 3 by the Year End FTE student enrollment	1472

***Thank you.***



# Entry 6a Audited Statements

Last updated: 10/31/2016

Regents, NYCDOE and Buffalo BOE authorized schools should enter the financial contact information requested and upload the independent auditor's report and internal controls reports as one combined file.

## Page 1

### School Based Fiscal Contact Information

	School Based Fiscal Contact Name	School Based Fiscal Contact Email	School Based Fiscal Contact Phone
	Cooper Westendarp, Chief Operating and Financial Officer	<a href="mailto:cwestendarp@paveschools.org">cwestendarp@paveschools.org</a>	917-803-0380

### Audit Firm Contact Information

	School Audit Contact Name	School Audit Contact Email	School Audit Contact Phone	Years Working With This Audit Firm
	Gus Saliba, Fructer, Rosen & Company, PC	<a href="mailto:gsaliba@frcpas.com">gsaliba@frcpas.com</a>	212-957-3600	7

### If Applicable:

	Outsourced Financial Services Firm Name	Outsourced Financial Services Contact	Outsourced Financial Services Email	Outsourced Financial Services Phone	Years Working With This Firm

### Please upload as one combined file:

- a. the independent auditor's report on financial statements and notes; and**
- b. reports on internal controls over financial reporting and compliance**

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PAVE ACADEMY CHARTER SCHOOL  
FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

PAVE ACADEMY CHARTER SCHOOL  
FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

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FRUCHTER ROSEN & COMPANY, P.C.

CERTIFIED PUBLIC ACCOUNTANTS

156 WEST 56<sup>TH</sup> STREET

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INDEPENDENT AUDITORS' REPORT

TO THE BOARD OF TRUSTEES OF  
PAVE ACADEMY CHARTER SCHOOL

***Report on the Financial Statements***

We have audited the accompanying financial statements of PAVE Academy Charter School (the "School") (a not-for-profit corporation), which comprise the statement of financial position as of June 30, 2016, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

***Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the School's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## ***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the School as of June 30, 2016, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## ***Report on Summarized Comparative Information***

We have previously audited the School's 2015 financial statements, and our report dated September 12, 2015, expressed an unmodified opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2015, is consistent, in all material respects, with the audited financial statements from which it has been derived.

## ***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated September 27, 2016, on our consideration of the School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control over financial reporting and compliance.

  
FRUCHTER ROSEN & COMPANY, P.C.  
Certified Public Accountants

New York, New York  
September 27, 2016

PAVE ACADEMY CHARTER SCHOOL  
STATEMENTS OF FINANCIAL POSITION  
JUNE 30, 2016  
(with comparative financial information as of June 30, 2015)

	2016	2015
<b>ASSETS</b>		
Current assets:		
Cash and cash equivalents	\$ 2,062,098	\$ 1,485,114
Grants and contracts receivable	418,829	174,778
Due from related party	-	79,540
Prepaid expenses and other current assets	86,562	80,771
Total current assets	2,567,489	1,820,203
Other assets:		
Property and equipment, net of accumulated depreciation and amortization of \$379,168 and \$321,672 respectively	124,103	105,088
Restricted cash	76,099	75,985
Total other assets	200,202	181,073
<b>TOTAL ASSETS</b>	<b>\$ 2,767,691</b>	<b>\$ 2,001,276</b>
<b>LIABILITIES AND UNRESTRICTED NET ASSETS</b>		
Current liabilities:		
Accounts payable and accrued expenses	\$ 293,819	\$ 121,767
Accrued payroll and payroll taxes	282,111	231,172
Due to related party	428,227	-
Refundable advances	-	45,563
Total current liabilities	1,004,157	398,502
Unrestricted net assets	1,763,534	1,602,774
<b>TOTAL LIABILITIES AND UNRESTRICTED NET ASSETS</b>	<b>\$ 2,767,691</b>	<b>\$ 2,001,276</b>

The accompanying notes are an integral part of the financial statements.



PAVE ACADEMY CHARTER SCHOOL  
STATEMENTS OF ACTIVITIES  
FOR THE YEAR ENDED JUNE 30, 2016  
(with summarized comparative financial information for the year ended June 30, 2015)

	<u>2016</u>	<u>2015</u>
Revenue and support:		
State and local per pupil operating revenue	\$ 7,581,258	\$ 6,283,382
Federal grants	486,074	485,185
Federal grants - E-Rate and IDEA	83,413	74,345
State and city grants	39,817	20,657
Contributions and grants	5,098	56,326
Donated services	1,155	15,107
Rental income	77,128	91,872
Interest and other income	<u>2,065</u>	<u>1,111</u>
Total revenue and support	<u>8,276,008</u>	<u>7,027,985</u>
Expenses:		
Program services		
Regular education	6,124,069	5,004,707
Special education	<u>1,166,794</u>	<u>964,912</u>
Total program expenses	7,290,863	5,969,619
Supporting services		
Management and general	824,385	643,390
Fundraising	<u>-</u>	<u>34,459</u>
Total expenses	<u>8,115,248</u>	<u>6,647,468</u>
Changes in unrestricted net assets	160,760	380,517
Unrestricted net assets - beginning of year	1,602,774	1,258,018
Refund of temporarily restricted donation	<u>-</u>	<u>(35,761)</u>
Unrestricted net assets - end of year	<u><u>\$ 1,763,534</u></u>	<u><u>\$ 1,602,774</u></u>

The accompanying notes are an integral part of the financial statements.

PAVE ACADEMY CHARTER SCHOOL  
STATEMENTS OF FUNCTIONAL EXPENSES  
FOR THE YEAR ENDED JUNE 30, 2016

(with summarized comparative financial information for the year ended June 30, 2015)

	2016				Total	2015
	Regular Education	Special Education	Total Program Services	Management and General		
Salaries and wages	\$ 2,946,746	\$ 562,609	\$ 3,509,355	\$ 441,121	\$ 3,950,476	\$ 3,607,479
Employee benefits and payroll taxes	658,595	125,057	783,652	98,997	882,649	788,835
Outside services and consulting	259,338	49,244	308,582	38,983	347,565	210,000
Instructional materials	99,698	19,035	118,733	-	118,733	106,166
Professional development	60,376	11,465	71,841	9,076	80,917	199,740
Student meals	335,456	64,047	399,503	-	399,503	373,235
Classroom and office supplies	389,693	74,403	464,096	-	464,096	283,683
Management fee	539,796	102,499	642,295	81,138	723,433	-
Legal	19,411	3,686	23,097	2,918	26,015	30,231
Donated legal services	862	164	1,026	130	1,156	15,107
Auditing and accounting fees	-	-	-	29,650	29,650	18,300
Recruiting and marketing	35,818	6,801	42,619	5,384	48,003	38,930
Insurance	3,995	759	4,754	600	5,354	129,642
Facility expenses	588,275	111,705	699,980	88,426	788,406	582,154
Non-capitalized equipment and technology	33,055	6,277	39,332	4,969	44,301	29,857
Postage, printing and shipping	2,623	498	3,121	395	3,516	9,119
Staff lunches and team building	28,666	5,443	34,109	4,309	38,418	34,512
Telephone and internet	18,432	3,500	21,932	2,771	24,703	51,472
Travel and conference	38,908	7,388	46,296	5,848	52,144	50,984
Depreciation and amortization	42,901	8,146	51,047	6,449	57,496	59,084
Technology	21,233	4,032	25,265	3,191	28,456	26,008
Miscellaneous	192	36	228	30	258	2,930
	<u>\$ 6,124,069</u>	<u>\$ 1,166,794</u>	<u>\$ 7,290,863</u>	<u>\$ 824,385</u>	<u>\$ 8,115,248</u>	<u>\$ 6,647,468</u>

The accompanying notes are an integral part of the financial statements.

PAVE ACADEMY CHARTER SCHOOL  
STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED JUNE 30, 2016  
(with summarized comparative financial information for the year ended June 30, 2015)

	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in unrestricted net assets	\$ 160,760	\$ 380,517
Adjustments to reconcile changes in unrestricted net assets to net cash provided by operating activities:		
Depreciation and amortization	57,496	59,084
Refund of temporarily restricted donation	-	(35,761)
Changes in certain assets and liabilities:		
(Increase) in grants and contracts receivable	(244,051)	(52,546)
Decrease (Increase) in due from related party	79,540	(79,540)
(Increase) Decrease in prepaid expenses and other current assets	(5,791)	136,107
Increase (Decrease) in accounts payable and accrued expenses	172,052	(68,277)
Increase in accrued payroll and payroll taxes	50,939	220,940
Increase (Decrease) in due to related party	428,227	(1,000)
(Decrease) Increase in refundable advances	(45,563)	27,321
	653,609	586,845
NET CASH PROVIDED BY OPERATING ACTIVITIES		
CASH FLOWS FROM INVESTING ACTIVITIES:		
(Increase) in restricted cash	(114)	(114)
Purchase of property and equipment	(76,511)	(71,177)
	(76,625)	(71,291)
NET CASH (USED IN) INVESTING ACTIVITIES		
NET INCREASE IN CASH AND CASH EQUIVALENTS	576,984	515,554
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	1,485,114	969,560
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 2,062,098	\$ 1,485,114

The accompanying notes are an integral part of the financial statements.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

NOTE 1 - ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Organization

PAVE Academy Charter School (the "School") is a New York State, not-for-profit educational corporation that was incorporated on January 15, 2008 to operate a charter school pursuant to Article 56 of the Education Law of the State of New York. The School was granted a provisional charter on January 15, 2008 valid for a term of five years and renewable upon expiration by the Board of Regents of the University of the State of New York. The School renewed its charter for additional five-year terms expiring June 30, 2018. The School will prepare kindergarten to eighth grade students to thrive in competitive high schools and four year colleges. The School will provide the children of Brooklyn with a rigorous academic program and a school community built on the School's core values of Perseverance, Achievement, Vibrance, and Excellent character (PAVE). Classes commenced in Red Hook, Brooklyn, New York, in August 2008 and the School provided education to approximately 454 students in kindergarten through eighth grade in the 2015-2016 academic year.

The School was approved to enter into a three year contract with the New York City Department of Education commencing with the 2015-2016 school year to operate a pre-kindergarten program. This contract is separate from the School's charter and is administered from the Department of Education's Division of Early Childhood. The pre-kindergarten program provided education to 36 students and is located in a separate, privately-owned facility in Brooklyn, New York.

Transportation Services

The New York City Department of Education provides free transportation directly to some of the School's students. Such costs are not included in these financial statements.

Tax Status

The School is exempt from Federal income tax under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) and a similar provision under New York State income tax laws. The School has also been classified as an entity that is not a private foundation within the meaning of Section 509(a) and qualifies for deductible contributions as provided in Section 170(b)(1)(A)(ii). The School is subject to income taxes only on net unrelated business income. The School did not have any unrelated business income for the years ended June 30, 2016 and 2015.

The School's accounting policy provides that a tax expense or benefit from an uncertain tax position may be recognized when it is more likely than not that the position will be sustained upon examination, including resolutions of any related appeals or litigation processes, based on the technical merits. The School has no uncertain tax position resulting in an accrual of tax expense or benefit.

IRS Forms 990 filed by the School are subject to examination by the Internal Revenue Service up to three years from the extended due date of each return. Forms filed by the School are no longer subject to examination for the fiscal years ended June 30, 2012, and prior.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

NOTE 1 - ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES  
(Continued)

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Basis of Presentation

The School's financial statements have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America. The financial statement presentation follows the requirements of the Financial Accounting Standards Board ("FASB") in its Accounting Standards Codification ("ASC") No. 958-205 which provides guidance for the classification of net assets. The amounts for each of the three classes of net assets are based on the existence or absence of donor-imposed restrictions described as follows:

Unrestricted

Net assets of the School whose use has not been restricted by an outside donor or by law. The unrestricted net assets represent the portion of expendable funds that are available for the support of the operations of the School.

Temporarily Restricted

Net assets of the School whose use has been limited by donor-imposed stipulations that either expire with the passage of time or can be fulfilled and removed by actions of the School. When such stipulations end or are fulfilled, such temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Permanently Restricted

Net assets of the School whose use has been permanently limited by donor-imposed restrictions. Such assets include contributions required to be invested in perpetuity, the income from which is available to support charitable purposes designated by the donors.

The School had no temporarily or permanently restricted net assets at June 30, 2016 and 2015.

Revenue and support

Contributions are recognized when the donor makes a promise to give to the School that is, in substance, unconditional. Grants and other contributions of cash are reported as temporarily restricted support if they are received with donor stipulations. Restricted contributions and grants that are made to support the School's current year activities are recorded as unrestricted revenue. Contributions of assets other than cash are recorded at their estimated fair value at the date of donation.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

NOTE 1 - ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES  
(Continued)

Revenue and support (Continued)

Revenue from the state and local governments resulting from the School's charter status and based on the number of students enrolled is recorded when services are performed in accordance with the charter agreement. Federal and other state and local funds are recorded when expenditures are incurred and billable to the government agency.

Cash and Cash Equivalents

The School considers all highly liquid financial instruments purchased with a maturity of three months or less to be cash equivalents.

Concentration of Credit Risk

Financial instruments which potentially subject the School to concentrations of credit risk are cash and cash equivalents. The School places its cash and cash equivalents on deposit in what it believes to be highly credited financial institutions. Cash balances may exceed the FDIC insured levels of \$250,000 per institution at various times during the year. At June 30, 2016 account balances exceeded insured levels by approximately \$1,782,000. The School believes that there is little risk in any losses and has not experienced any losses in such accounts.

Restricted Cash

Under the provisions of its charter, the School established an escrow account to pay for legal and audit expenses that would be associated with a dissolution should it occur.

Property and Equipment

Purchased property and equipment are recorded at cost. Maintenance and repairs are expensed as incurred. All property and equipment purchased with government funding, whereas the government agency retains legal title to the long lived asset is expensed as incurred. Depreciation and amortization is provided on the straight line method over the estimated useful lives as follows:

Computers and Equipment	3 and 5 years
Furniture and Fixtures	7 years
Software	3 years

Refundable Advances

The School records certain government operating revenue as refundable advances until related services are performed, at which time they are recognized as revenue.

Comparative Financial Information

The accompanying statements of activities and statement of functional expenses are presented with summarized comparative information. Such prior year information is not presented by net asset class in the statements of activities or by functional category in the Statement of Functional Expenses. Accordingly, such information should be read in conjunction with the School's 2015 financial statements from which the summarized information was derived.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016

(with comparative financial information for June 30, 2015)

NOTE 1 - ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES  
(Continued)

Reclassifications

Certain 2015 accounts have been reclassified to conform to the 2016 financial statement presentation. The reclassifications have no effect on 2015 total assets, liabilities, net assets and change in net assets.

NOTE 2 - GRANTS AND CONTRACTS RECEIVABLE

Grants and contracts receivable consist of federal, state, and city entitlements and grants. The School expects to collect these receivables within one year.

NOTE 3 - PROPERTY AND EQUIPMENT

Property and equipment consisted of the following as of June 30,

	2016	2015
Computers and Equipment	\$ 347,560	\$ 320,816
Furniture and Fixtures	72,456	22,689
Software	83,255	83,255
	503,271	426,760
Less: Accumulated depreciation and amortization	(379,168)	(321,672)
Total	\$ 124,103	\$ 105,088

Depreciation and amortization expense was \$57,496 and \$59,084 for the years ended June 30, 2016 and 2015, respectively.

NOTE 4 - RELATED PARTY TRANSACTIONS

The School is an affiliate of PAVE Schools, Inc. (“PAVE Schools”) (F/K/A Friends of PAVE Academy Inc.), a New York State not-for-profit corporation. PAVE Schools supported the School through financial, fundraising and facility development efforts. Effective July 1, 2015, PAVE Schools acted as a Charter Management Organization. For the years ended June 30, 2016 and 2015, the School paid on behalf of PAVE Schools for shared expenses in the amount of \$171,213 and \$1,118,578 respectively. The net balance due (to)/from PAVE Schools at June 30, 2016 and 2015, was \$(428,227) and \$79,540, respectively.

During the year ended June 30, 2015, the School refunded PAVE Schools \$35,761 for a 2014 temporarily restricted donation whose purpose will be fulfilled by PAVE Schools.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

NOTE 4 - RELATED PARTY TRANSACTIONS (CONTINUED)

Facility Lease

On March 13, 2014, the School entered into a sub-sublease agreement with PACS 732 Henry LLC (“PACS 732”) (a single member LLC under PAVE Schools Inc., a related party) to occupy a new facility located at 732 Henry Street in Brooklyn, New York. The School pays for all facility expenses, upkeep, and insurance. The sub-sublease agreement will terminate on March 13, 2034. PACS 732’s sublease with Civic Builders, a non-profit charter school developer, expires on March 13, 2113 and it is envisioned that the School will continue to periodically renew its sub-sublease agreement with PACS 732. Rent is payable at \$1 per year, pursuant to the Ultimate Prime Lease that PACS 732 has with Civic Builders and the New York City School Construction Authority. On May 21, 2014, the School paid \$20 to PACS 732 as prepayment of its 20 year lease. The School did not record an amount for donated use of facilities.

Management Agreement

On June 15, 2015, the School entered into a management agreement with PAVE Schools to provide the School with educational management services and designs that expires June 30, 2018. Pursuant to the agreement, which was effective July 1, 2015, PAVE Schools selected and implemented educational programs, coaching and professional development to school-based leadership, manage the School’s business administration and support the Board in all governance issues. As compensation to PAVE Schools for these services, the School paid an annual fee of 10% of the School’s funding provided by the State of New York and the New York City Department of Education. Management fee expense for the years ended June 30, 2016 and 2015 was \$723,433 and \$-0-, respectively.

Lease Agreement-Pre-K Program

On May 18, 2015, PAVE Schools entered into a lease agreement with Bumblebee Child Care for classroom space for the School’s Pre-K program expiring July 31, 2017. The School pays monthly rent to one of PAVE School’s wholly owned subsidiaries equal to the rent under the lease agreement. For the years ended June 30, 2016 and 2015, rent expense was \$65,448 and \$-0-, respectively.

Future minimum lease payments under the preceding lease are as follow,

Year ending June 30, 2017	\$	93,454
2018		8,000
		\$ 101,454



PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016

(with comparative financial information for June 30, 2015)

NOTE 5 - CONTINGENCY

Certain grants and contracts may be subject to audit by the funding sources. Such audits might result in disallowances of costs submitted for reimbursements. Management is of the opinion that such cost disallowances, if any, will not have a material effect on the accompanying financial statements. Accordingly, no amounts have been provided in the accompanying financial statements for such potential claims.

NOTE 6 - REVENUE CONCENTRATION

The School receives a substantial portion of its support and revenue from the New York City Department of Education. If the charter school laws were modified, reducing or eliminating these revenues, the School's finances could be materially adversely affected.

NOTE 7 - FUNCTIONAL ALLOCATION OF EXPENSES

Directly identifiable expenses are charged to programs and supporting services. Expenses related to more than one function are charged to programs and supporting services on the basis of periodic time and expense studies. Management and general expense includes those expenses that are not directly identifiable with any other specific function, but provide for the overall support and direction of the School.

NOTE 8 - DONATED SERVICES

Donated services are recognized as contributions in accordance with ASC 958-605, *Contributed Services*, if the services (a) create or enhance non-financial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the School and (c) are measurable. One entity has provided legal services to the School at no charge. The value of these services meets the criteria for recognition in the financial statements and is recorded at fair value. For the years ended June 30, 2016 and 2015, the value of such donated services amounted to \$1,155 and \$15,107, respectively.

The value of these donated goods and services is allocated accordingly between program, management and general services in the accompanying statements of activities and statement of functional expenses.

NOTE 9 - PENSION PLAN

The School maintains a pension plan qualified under Internal Revenue Code 401(k) for the benefit of its eligible employees. Under the plan, the School provided matching contributions of 2% to the plan. The amount charged to operations for fees and matching contributions to this plan amounted to \$48,661 and \$50,934 for the years ended June 30, 2016 and 2015, respectively.

PAVE ACADEMY CHARTER SCHOOL  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2016  
(with comparative financial information for June 30, 2015)

NOTE 10 - SUBSEQUENT EVENTS

In preparing these financial statements, the School has evaluated events and transactions for potential recognition or disclosure through September 27, 2016, the date the financial statements were available to be issued.

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INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING  
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL  
STATEMENTS PERFORMED IN ACCORDANCE WITH  
*GOVERNMENT AUDITING STANDARDS*

TO THE BOARD OF TRUSTEES OF  
PAVE ACADEMY CHARTER SCHOOL

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of PAVE Academy Charter School (the "School"), which comprise the statement of financial position as of June 30, 2016, and the related statements of activities, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated September 27, 2016.

***Internal Control Over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the School's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, we do not express an opinion on the effectiveness of the School's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

TO THE BOARD OF TRUSTEES OF  
PAVE ACADEMY CHARTER SCHOOL

***Compliance and Other Matters***

As part of obtaining reasonable assurance about whether the School's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

***Purpose of this Report***

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the School's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

  
FRUCHTER ROSEN & COMPANY, P.C.  
Certified Public Accountants

New York, New York  
September 27, 2016



# Entry 6b Additional Financial Docs

Created: 07/22/2016

Last updated: 10/31/2016

The additional items listed below should be uploaded if applicable. Please explain the reason(s) if the items are not included. Examples might include: a written management letter was not issued; the school did not expend federal funds in excess of the Single Audit Threshold of \$750,000; the corrective action plan will be submitted by the following date (should be no later than 30 days from the submission of the report); etc.

## Page 1

### 1. Management Letter

(No response)

#### Explanation for not uploading the Management Letter.

Not Applicable. The audit firm did not issue a management letter.

### 2. Form 990

<https://nysed-cso-reports.fluidreview.com/media/assets/survey-uploads/84010/6252161-FINDqRIBTE/2015%20PAVE%20FORM%20990%20WITH%20SCHEDULE%20B.pdf>

#### Explanation for not uploading the Form 990.

(No response)

### 3. Federal Single Audit

Note: A copy of the Federal Single Audit must be filed with the Federal Audit Clearinghouse. Please refer to OMB Uniform Guidelines for the federal filing requirements.

(No response)

## **Explanation for not uploading the Federal Single Audit.**

The school did not expend federal funds in excess of the Single Audit Threshold of \$750,000.

## **4. CSP Agreed Upon Procedure Report**

(No response)

## **Explanation for not uploading the procedure report.**

A CSP AUP report is not required as the school did not expend any CSP funding in FY16.

## **5. Evidence of Required Escrow Account**

[https://nysed-cso-reports.fluidreview.com/media/assets/survey-uploads/84010/6252161-pN6H0Nalce/Bank%20Stmt\\_Citi-4229\\_063016\\_FY16\\_PAVE%20RH\\_9ERWBQj.pdf](https://nysed-cso-reports.fluidreview.com/media/assets/survey-uploads/84010/6252161-pN6H0Nalce/Bank%20Stmt_Citi-4229_063016_FY16_PAVE%20RH_9ERWBQj.pdf)

## **Explanation for not uploading the Escrow evidence.**

(No response)

## **6. Corrective Action Plan**

A **Corrective Action Plan** for Audit Findings and Management Letter Recommendations, which must include:

- a. The person responsible
- b. The date action was taken, or will be taken
- c. Description of the action taken
- d. Evidence of implementation (if available)

(No response)

## **Explanation for not uploading the Corrective Action Plan.**

A Corrective Action Plan was not required.

Form **990**

**Return of Organization Exempt From Income Tax**  
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

**2014**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.

Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**A For the 2014 calendar year, or tax year beginning JUL 1, 2014 and ending JUN 30, 2015**

<b>B</b> Check if applicable:  <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C Name of organization</b> PAVE ACADEMY CHARTER SCHOOL Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 732 HENRY STREET City or town, state or province, country, and ZIP or foreign postal code BROOKLYN, NY 11231 <b>F Name and address of principal officer:</b> SCOTT WHITWORTH 732 HENRY STREET, BROOKLYN, NY 11231	<b>D Employer identification number</b> 26-2272858 <b>E Telephone number</b> 718-858-7813 <b>G Gross receipts \$</b> 7,012,878. <b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) <b>H(c)</b> Group exemption number ▶
<b>I Tax-exempt status:</b> <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
<b>J Website:</b> ▶ WWW.PAVEACADEMY.ORG		
<b>K Form of organization:</b> <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
<b>L Year of formation:</b> 2008		<b>M State of legal domicile:</b> NY

**Part I Summary**

<b>Activities &amp; Governance</b>	1 Briefly describe the organization's mission or most significant activities: <b>PREPARES STUDENTS TO THRIVE IN COMPETITIVE HIGH SCHOOLS AND FOUR YEAR COLLEGES.</b> 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) ..... <b>3</b> 9 4 Number of independent voting members of the governing body (Part VI, line 1b) ..... <b>4</b> 9 5 Total number of individuals employed in calendar year 2014 (Part V, line 2a) ..... <b>5</b> 92 6 Total number of volunteers (estimate if necessary) ..... <b>6</b> 0 7a Total unrelated business revenue from Part VIII, column (C), line 12 ..... <b>7a</b> 0. 7b Net unrelated business taxable income from Form 990-T, line 34 ..... <b>7b</b> 0.	
<b>Revenue</b>	8 Contributions and grants (Part VIII, line 1h) ..... <b>Prior Year</b> 1,435,641. <b>Current Year</b> 636,513. 9 Program service revenue (Part VIII, line 2g) ..... 5,416,479. 6,283,382. 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) ..... 1,168. 1,111. 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) ..... 75,117. 91,872. 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ..... <b>6,928,405.</b> <b>7,012,878.</b>	
<b>Expenses</b>	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) ..... 0. 0. 14 Benefits paid to or for members (Part IX, column (A), line 4) ..... 0. 0. 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) ..... 4,586,549. 4,396,314. 16a Professional fundraising fees (Part IX, column (A), line 11e) ..... 0. 0. 16b Total fundraising expenses (Part IX, column (D), line 25) ▶ <b>34,459.</b> 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) ..... 2,033,536. 2,236,047. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) ..... <b>6,620,085.</b> <b>6,632,361.</b> 19 Revenue less expenses. Subtract line 18 from line 12 ..... <b>308,320.</b> <b>380,517.</b>	
<b>Net Assets or Fund Balances</b>	20 Total assets (Part X, line 16) ..... <b>Beginning of Current Year</b> 1,477,536. <b>End of Year</b> 2,001,276. 21 Total liabilities (Part X, line 26) ..... 219,518. 398,502. 22 Net assets or fund balances. Subtract line 21 from line 20 ..... <b>1,258,018.</b> <b>1,602,774.</b>	

**Part II Signature Block**

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

<b>Sign Here</b>	Signature of officer SCOTT WHITWORTH, BOARD CHAIR Type or print name and title	Date
<b>Paid Preparer Use Only</b>	Print/Type preparer's name GUS SALIBA Preparer's signature GUS SALIBA Date 03/03/16 Check if self-employed <input type="checkbox"/> PTIN P01243493 Firm's name ▶ FRUCHTER ROSEN & CO., P.C. Firm's address ▶ 156 WEST 56TH STREET STE 1804 NEW YORK, NY 10019 Firm's EIN ▶ 06-1671819 Phone no. 212-957-3600	

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:
PAVE ACADEMY PREPARES STUDENTS IN VARIOUS GRADES TO THRIVE IN COMPETITIVE HIGH SCHOOLS, AND FOUR YEAR COLLEGES. THE SCHOOL PROVIDES THE CHILDREN OF BROOKLYN WITH A RIGOROUS ACADEMIC PROGRAM, AND A SCHOOL COMMUNITY BUILT ON THE SCHOOL'S CORE VALUES OF PERSEVERANCE,

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: ) (Expenses \$ 5,956,227. including grants of \$ ) (Revenue \$ 6,283,382. )
EXPENSES DIRECTLY ASSOCIATED WITH THE OPERATIONS OF THE CHARTER SCHOOL AND THE RELATED CURRICULUM COSTS. FOR THE 2014-2015 SCHOOL YEAR, WE SERVED APPROXIMATELY 403 STUDENTS IN GRADES KINDERGARTEN THROUGH SEVENTH.

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 5,956,227.



**Part IV Checklist of Required Schedules**

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

**Part IV Checklist of Required Schedules** (continued)

		Yes	No
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> .....		X
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> .....		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .....	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....		
25a	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i> .....		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....		X
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> .....		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? .....		
	<b>Note.</b> All Form 990 filers are required to complete Schedule O .....	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Input box for Schedule O check

Main table with columns for question numbers (1a-14b), descriptions, and Yes/No columns. Includes sub-questions for various IRS forms and financial reporting.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

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

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [ ] Own website [ ] Another's website [X] Upon request [ ] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: J SPENCER ROBERTSON - 718-858-7813 732 HENRY STREET, BROOKLYN, NY 11231

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) SCOTT WHITWORTH BOARD CHAIR	1.00	X		X				0.	0.	0.
(2) MELISA MELLING TRUSTEE	1.00	X						0.	0.	0.
(3) ALLIE SWEENEY TRUSTEE	1.00	X						0.	0.	0.
(4) MICHAEL HEALY TRUSTEE	1.00	X						0.	0.	0.
(5) JAMIE GREENTHAL TRUSTEE	1.00	X						0.	0.	0.
(6) EMILY STONE GELB TRUSTEE	1.00	X						0.	0.	0.
(7) DANIEL GREENBLATT TRUSTEE	1.00	X						0.	0.	0.
(8) NOAH GREEN PRINCIPAL	40.00			X				78,546.	0.	4,874.
(9) J SPENCER ROBERTSON EXECUTIVE DIRECTOR	40.00			X				123,488.	0.	29,371.
(10) HENRY COOPER WESTENDARP CHIEF FINANCIAL AND OPERATING OFFICE	40.00			X				139,676.	0.	12,840.
(11) JILL GLASSBROOK CHIEF CURRICULUM OFFICER	40.00			X				138,065.	0.	3,173.
(12) KATHRYN FABIAN PRINCIPAL	40.00			X				65,003.	0.	4,874.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
<b>1b Sub-total</b> .....							544,778.	0.	55,132.	
<b>c Total from continuation sheets to Part VII, Section A</b> .....							0.	0.	0.	
<b>d Total (add lines 1b and 1c)</b> .....							544,778.	0.	55,132.	

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **3**

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> .....		X
<b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> .....	X	
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i> .....		X

**Section B. Independent Contractors**

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

(A) Name and business address	NONE	(B) Description of services	(C) Compensation

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

**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>				
	<b>b</b> Membership dues .....	<b>1b</b>				
	<b>c</b> Fundraising events .....	<b>1c</b>				
	<b>d</b> Related organizations .....	<b>1d</b>				
	<b>e</b> Government grants (contributions) .....	<b>1e</b>	580,187.			
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above .....	<b>1f</b>	56,326.			
	<b>g</b> Noncash contributions included in lines 1a-1f: \$ .....					
	<b>h Total.</b> Add lines 1a-1f .....		636,513.			
<b>Program Service Revenue</b>	<b>2 a</b> GOV'T PER-PUPIL REV. ....	<b>Business Code</b> 900099	6,283,382.	6,283,382.		
	<b>b</b> .....					
	<b>c</b> .....					
	<b>d</b> .....					
	<b>e</b> .....					
	<b>f</b> All other program service revenue .....					
	<b>g Total.</b> Add lines 2a-2f .....		6,283,382.			
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....		1,111.		1,111.	
	<b>4</b> Income from investment of tax-exempt bond proceeds .....					
	<b>5</b> Royalties .....					
	<b>6 a</b> Gross rents .....	(i) Real	91,872.			
		(ii) Personal				
		<b>b</b> Less: rental expenses .....	0.			
	<b>c</b> Rental income or (loss) .....		91,872.			
	<b>d</b> Net rental income or (loss) .....		91,872.		91,872.	
	<b>7 a</b> Gross amount from sales of assets other than inventory .....	(i) Securities				
		(ii) Other				
		<b>b</b> Less: cost or other basis and sales expenses .....				
		<b>c</b> Gain or (loss) .....				
	<b>d</b> Net gain or (loss) .....					
	<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<b>a</b>				
		<b>b</b> Less: direct expenses .....	<b>b</b>			
<b>c</b> Net income or (loss) from fundraising events .....						
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>a</b>					
	<b>b</b> Less: direct expenses .....	<b>b</b>				
	<b>c</b> Net income or (loss) from gaming activities .....					
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>a</b>					
	<b>b</b> Less: cost of goods sold .....	<b>b</b>				
	<b>c</b> Net income or (loss) from sales of inventory .....					
<b>Miscellaneous Revenue</b>		<b>Business Code</b>				
<b>11 a</b> .....						
	<b>b</b> .....					
	<b>c</b> .....					
	<b>d</b> All other revenue .....					
	<b>e Total.</b> Add lines 11a-11d .....					
<b>12 Total revenue.</b> See instructions. ....		7,012,878.	6,283,382.	0.	92,983.	

**Part IX Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	773,618.	687,110.	80,454.	6,054.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,897,478.	2,573,923.	300,916.	22,639.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	50,934.	45,151.	5,378.	405.
9 Other employee benefits	405,503.	359,466.	42,813.	3,224.
10 Payroll taxes	268,781.	238,267.	28,377.	2,137.
11 Fees for services (non-employees):				
a Management				
b Legal	30,231.	26,799.	3,432.	
c Accounting	18,300.		18,300.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	415,638.	369,177.	46,461.	
12 Advertising and promotion	38,930.	35,124.	3,806.	
13 Office expenses	60,591.	53,712.	6,879.	
14 Information technology	26,008.	23,056.	2,952.	
15 Royalties				
16 Occupancy	582,154.	516,061.	66,093.	
17 Travel	50,984.	48,985.	1,999.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	59,084.	52,376.	6,708.	
23 Insurance	129,642.	114,924.	14,718.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <b>STUDENT MEALS</b>	373,235.	373,235.		
b <b>CLASSROOM AND OFFICE SU</b>	283,683.	278,933.	4,750.	
c <b>INSTRUCTIONAL MATERIALS</b>	100,268.	100,268.		
d <b>STAFF LUNCHES AND TEAM</b>	34,512.	30,594.	3,918.	
e All other expenses	32,787.	29,066.	3,721.	
25 <b>Total functional expenses.</b> Add lines 1 through 24e	6,632,361.	5,956,227.	641,675.	34,459.
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here  if following SOP 98-2 (ASC 958-720)



**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	637,609.	<b>1</b>	1,152,241.
	<b>2</b> Savings and temporary cash investments .....	331,951.	<b>2</b>	332,873.
	<b>3</b> Pledges and grants receivable, net .....	122,232.	<b>3</b>	174,778.
	<b>4</b> Accounts receivable, net .....	49,972.	<b>4</b>	125,096.
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	166,906.	<b>9</b>	35,215.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 426,760.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 321,672.	92,995.	<b>10c</b> 105,088.
	<b>11</b> Investments - publicly traded securities .....		<b>11</b>	
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	75,871.	<b>15</b>	75,985.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) .....	1,477,536.	<b>16</b>	2,001,276.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	201,276.	<b>17</b>	352,939.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....	18,242.	<b>19</b>	45,563.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....		<b>25</b>	
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	219,518.	<b>26</b>	398,502.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets .....	1,216,840.	<b>27</b>	1,602,774.
	<b>28</b> Temporarily restricted net assets .....	41,178.	<b>28</b>	0.
	<b>29</b> Permanently restricted net assets .....		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds .....		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>32</b>	
	<b>33</b> Total net assets or fund balances .....	1,258,018.	<b>33</b>	1,602,774.
	<b>34</b> Total liabilities and net assets/fund balances .....	1,477,536.	<b>34</b>	2,001,276.

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	7,012,878.
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,632,361.
3	Revenue less expenses. Subtract line 2 from line 1	3	380,517.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,258,018.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-35,761.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,602,774.

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

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

Form 990 (2014)

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

**Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.**  
▶ **Attach to Form 990 or Form 990-EZ.**

OMB No. 1545-0047

**2014**

**Open to Public Inspection**

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization **PAVE ACADEMY CHARTER SCHOOL** Employer identification number **26-2272858**

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

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see Instructions)	(vi) Amount of other support (see Instructions)
			Yes	No		
<b>Total</b>						

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge ...						
<b>4 Total.</b> Add lines 1 through 3 .....						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) .....						
<b>6 Public support.</b> Subtract line 5 from line 4.						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>7</b> Amounts from line 4 .....						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ...						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on ...						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>11 Total support.</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f)) .....	14	%
<b>15</b> Public support percentage from 2013 Schedule A, Part II, line 14 .....	15	%
<b>16a 33 1/3% support test - 2014.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>b 33 1/3% support test - 2013.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2014.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2013.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....		<input type="checkbox"/>

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge ...						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ...						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ..... ►

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2013 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2014 (line 10c, column (f) divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2013 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2014.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ..... ►

**b 33 1/3% support tests - 2013.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ..... ►

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ..... ►

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No" describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2) (B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations; (b) individuals that are part of the charitable class benefited by one or more of its supported organizations; or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer (b) below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV Supporting Organizations** (continued)

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

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

**Section D. Type III Supporting Organizations**

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

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions).		
<b>2</b> Activities Test. Answer (a) and (b) below.		
<b>a</b> Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI</b> identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
<b>b</b> Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
<b>3</b> Parent of Supported Organizations. Answer (a) and (b) below.		
<b>a</b> Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in <b>Part VI</b> .		
<b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in <b>Part VI</b> the role played by the organization in this regard.		

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

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

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

<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by .035	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	

<b>Section C - Distributable Amount</b>		(A) Prior Year	Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b>	Enter 85% of line 1	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b>	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions).		



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

Section D - Distributions	Current Year
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions.	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions.	
<b>9</b> Distributable amount for 2014 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
<b>1</b> Distributable amount for 2014 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2014 (reasonable cause required-see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2014:			
<b>a</b>			
<b>b</b>			
<b>c</b>			
<b>d</b>			
<b>e</b> From 2013			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2014 distributable amount			
<b>i</b> Carryover from 2009 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
<b>4</b> Distributions for 2014 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2014 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from 4.			
<b>5</b> Remaining underdistributions for years prior to 2014, if any. Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions).			
<b>6</b> Remaining underdistributions for 2014. Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions).			
<b>7 Excess distributions carryover to 2015.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b>			
<b>b</b>			
<b>c</b>			
<b>d</b> Excess from 2013			
<b>e</b> Excess from 2014			

Schedule A (Form 990 or 990-EZ) 2014



**Schedule B**

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

**2014**

Name of the organization

PAVE ACADEMY CHARTER SCHOOL

Employer identification number

26-2272858

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)( 3 ) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

**Note.** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

**General Rule**

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Do not complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ..... ▶ \$ \_\_\_\_\_

**Caution.** An organization that is not covered by the General Rule and/or the Special Rules does not file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2014)

Name of organization <b>PAVE ACADEMY CHARTER SCHOOL</b>	Employer identification number <b>26-2272858</b>
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**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	NEW YORK STATE EDUCATION DEPARTMENT - GRANTS FINANCE  89 WASHINGTON AVENUE, ROOM 510W EB  ALBANY, NY 12234	\$ 165,097.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	NYC DEPARTMENT OF EDUCATION  IDEA UNIT, 65 COURT STREET, ROOM 1001  BROOKLYN, NY 11201	\$ 48,634.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	UNIVERSAL SERVICE ADMINISTRATIVE COMPANY  P.O. BOX 7026  LAWRENCE, KS 66044	\$ 25,711.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	NYC DEPARTMENT OF EDUCATION  52 CHAMBERS STREET, ROOM 405  NEW YORK, NY 10007	\$ 29,016.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	MALCOLM AND JENNIFER NOLEN  114 WEST 47TH STREET  NEW YORK, NY 10036	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	THE MARC HAAS FOUNDATION  135 WEST 50TH STREET  NEW YORK, NY 10020	\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization <b>PAVE ACADEMY CHARTER SCHOOL</b>	Employer identification number <b>26-2272858</b>
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**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	BLUEBELL FOUNDATION 7 BOBOLINK LANE GREENWICH, CT 06830-3801	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	THE HOLLYHOCK FOUNDATIONS INC 55 EAST 59TH STREET NEW YORK, NY 10022	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	JAMIE RENWICK 27 ACADEMY LANE BELLPORT, NY 11713	\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10	NEW YORK STATE EDUCATION DEPARTMENT 89 WASHINGTON AVE, 3RD FLOOR EBA ALBANY, NY 12234	\$ 326,957.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11	COMMEO FIDENTER FOUNDATION 118 WILLOW STREET BROOKLYN, NY 11201	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
12	HARRIS FAMILY FOUNDATION 12 BYFIELD ROAD NEWTON, MA 02468	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  <b>PAVE ACADEMY CHARTER SCHOOL</b>	Employer identification number  <b>26-2272858</b>
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**Part II Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization  <b>PAVE ACADEMY CHARTER SCHOOL</b>	Employer identification number  <b>26-2272858</b>
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**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ \_\_\_\_\_  
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

**SCHEDULE D**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

OMB No. 1545-0047

**2014**

Open to Public Inspection

▶ Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization **PAVE ACADEMY CHARTER SCHOOL** Employer identification number **26-2272858**

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .....		
2 Aggregate value of contributions to (during year) .....		
3 Aggregate value of grants from (during year) .....		
4 Aggregate value at end of year .....		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No

**Part II Conservation Easements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).  
 Preservation of land for public use (e.g., recreation or education)     Preservation of a historically important land area  
 Protection of natural habitat     Preservation of a certified historic structure  
 Preservation of open space

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

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register .....	2d

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

4 Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

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

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

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included in Form 990, Part VIII, line 1 .....

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

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included in Form 990, Part VIII, line 1 .....

b Assets included in Form 990, Part X .....



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

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

- a  Public exhibition
- b  Scholarly research
- c  Preservation for future generations
- d  Loan or exchange programs
- e  Other \_\_\_\_\_

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

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

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

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

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

	Amount
c Beginning balance	<b>1c</b>
d Additions during the year	<b>1d</b>
e Distributions during the year	<b>1e</b>
f Ending balance	<b>1f</b>

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

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

**Part V Endowment Funds.** Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

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

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

- a Board designated or quasi-endowment  \_\_\_\_\_ %
- b Permanent endowment  \_\_\_\_\_ %
- c Temporarily restricted endowment  \_\_\_\_\_ %

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

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

	Yes	No
(i) unrelated organizations	<b>3a(i)</b>	
(ii) related organizations	<b>3a(ii)</b>	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	<b>3b</b>	

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

**Part VI Land, Buildings, and Equipment.**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		320,816.	235,003.	85,813.
e Other		105,944.	86,669.	19,275.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				<b>105,088.</b>

**Part VII Investments - Other Securities.**

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

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

**Part VIII Investments - Program Related.**

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

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

**Part IX Other Assets.**

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

**Part X Other Liabilities.**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

Complete if the organization answered "Yes" to Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements		<b>1</b>	7,027,985.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>		
<b>b</b>	Donated services and use of facilities	<b>2b</b>	15,107.	
<b>c</b>	Recoveries of prior year grants	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>	15,107.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>	7,012,878.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>	0.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)		<b>5</b>	7,012,878.

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

Complete if the organization answered "Yes" to Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements		<b>1</b>	6,647,468.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
<b>a</b>	Donated services and use of facilities	<b>2a</b>	15,107.	
<b>b</b>	Prior year adjustments	<b>2b</b>		
<b>c</b>	Other losses	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>	15,107.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>	6,632,361.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>	0.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.)		<b>5</b>	6,632,361.

**Part XIII Supplemental Information.**

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

**PART X, LINE 2:**

THE SCHOOL'S ACCOUNTING POLICY PROVIDES THAT A TAX EXPENSE OR BENEFIT FROM AN UNCERTAIN TAX POSITION MAY BE RECOGNIZED WHEN IT IS MORE LIKELY THAN NOT THAT THE POSITION WILL BE SUSTAINED UPON EXAMINATION, INCLUDING RESOLUTIONS OF ANY RELATED APPEALS OR LITIGATION PROCESSES, BASED ON THE TECHNICAL MERITS. THE SCHOOL HAS NO UNCERTAIN TAX POSITION RESULTING IN AN ACCRUAL OF TAX EXPENSE OR BENEFIT.

**SCHEDULE E**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Schools**

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**

▶ **Attach to Form 990 or Form 990-EZ.**

OMB No. 1545-0047

**2014**

**Open to Public Inspection**

▶ **Information about Schedule E (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).**

Name of the organization

**PAVE ACADEMY CHARTER SCHOOL**

Employer identification number

**26-2272858**

**Part I**

	YES	NO
<b>1</b> Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body? .....	<b>X</b>	
<b>2</b> Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships? .....	<b>X</b>	
<b>3</b> Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II .....	<b>X</b>	
<b>THE SCHOOL INCLUDES A NON-DISCRIMINATORY POLICY IN ITS PUBLICATION MATERIALS.</b>		
<b>4</b> Does the organization maintain the following?		
<b>a</b> Records indicating the racial composition of the student body, faculty, and administrative staff? .....	<b>X</b>	
<b>b</b> Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? .....	<b>X</b>	
<b>c</b> Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? .....	<b>X</b>	
<b>d</b> Copies of all material used by the organization or on its behalf to solicit contributions? .....	<b>X</b>	
If you answered "No" to any of the above, please explain. If you need more space, use Part II.		
<b>5</b> Does the organization discriminate by race in any way with respect to:		
<b>a</b> Students' rights or privileges? .....		<b>X</b>
<b>b</b> Admissions policies? .....		<b>X</b>
<b>c</b> Employment of faculty or administrative staff? .....		<b>X</b>
<b>d</b> Scholarships or other financial assistance? .....		<b>X</b>
<b>e</b> Educational policies? .....		<b>X</b>
<b>f</b> Use of facilities? .....		<b>X</b>
<b>g</b> Athletic programs? .....		<b>X</b>
<b>h</b> Other extracurricular activities? .....		<b>X</b>
If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.		
<b>6a</b> Does the organization receive any financial aid or assistance from a governmental agency? .....	<b>X</b>	
<b>b</b> Has the organization's right to such aid ever been revoked or suspended? .....		<b>X</b>
If you answered "Yes" to either line 6a or line 6b, explain on Part II.		
<b>7</b> Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II .....	<b>X</b>	

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or Form 990-EZ.

Schedule E (Form 990 or 990-EZ) (2014)

**Part II** **Supplemental Information.** Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable.

Also provide any other additional information.

**LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:**

THE SCHOOL RECEIVES PER-PUPIL FUNDING FROM THE NYC BOARD OF EDUCATION UNDER THEIR CHARTER AGREEMENT. THE SCHOOL ALSO RECEIVES VARIOUS FEDERAL, STATE, AND CITY FUNDS INCLUDING FEDERAL ENTITLEMENTS TO ASSIST WITH COVERING THE COST OF CERTAIN PROGRAMS.

Multiple horizontal lines for supplemental information.

**SCHEDULE J  
(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**2014**

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

Name of the organization

**PAVE ACADEMY CHARTER SCHOOL**

Employer identification number

**26-2272858**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |  |  |
|--|--|
| <input type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account            | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain .....

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line 1a? .....

**3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |  |   |
|--|---|
| <input type="checkbox"/> Compensation committee              | <input checked="" type="checkbox"/> Written employment contract                     |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                               |
| <input type="checkbox"/> Form 990 of other organizations     | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? .....
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan? .....
- c** Participate in, or receive payment from, an equity-based compensation arrangement? .....
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? .....
- b** Any related organization? .....
- If "Yes" to line 5a or 5b, describe in Part III.

**6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? .....
- b** Any related organization? .....
- If "Yes" to line 6a or 6b, describe in Part III.

**7** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III .....

**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III .....

**9** If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		<b>X</b>
<b>4b</b>		<b>X</b>
<b>4c</b>		<b>X</b>
<b>5a</b>		<b>X</b>
<b>5b</b>		<b>X</b>
<b>6a</b>		<b>X</b>
<b>6b</b>		<b>X</b>
<b>7</b>		<b>X</b>
<b>8</b>		<b>X</b>
<b>9</b>		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2014

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

**Note.** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) J SPENCER ROBERTSON EXECUTIVE DIRECTOR	(i)	123,488.	0.	0.	2,646.	26,725.	152,859.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) HENRY COOPER WESTENDARP CHIEF FINANCIAL AND OPERATING OFFICE	(i)	139,676.	0.	0.	2,904.	9,936.	152,516.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							





**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

**2014**

Open to Public  
Inspection

Name of the organization

PAVE ACADEMY CHARTER SCHOOL

Employer identification number

26-2272858

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ACHIEVEMENT, VIBRANCE, AND EXCELLENT CHARACTER (PAVE).

FORM 990, PART VI, SECTION B, LINE 11:

FORM 990 IS REVIEWED BY MANAGEMENT AND THE FINANCE COMMITTEE OF THE BOARD OF TRUSTEES FOR APPROVAL. IF CHANGES ARE REQUIRED, THE SCHOOL WILL THEN FORWARD TO THE AUDITING FIRM AND A FINAL VERSION WILL BE DISTRIBUTED TO ALL BOARD MEMBERS PRIOR TO THE IRS SUBMISSION.

FORM 990, PART VI, SECTION B, LINE 12C:

THE SCHOOL SHARES ITS CONFLICT OF INTEREST POLICY WITH BOARD MEMBERS AND OFFICERS ON AN ANNUAL BASIS. OFFICERS, DIRECTORS, AND KEY EMPLOYEES ARE EXPECTED TO DECLARE IF AT ANY POINT A CONFLICT OF INTEREST ARISES.

FORM 990, PART VI, SECTION B, LINE 15:

COMPARABLE DATA IS USED BY THE BOARD WHEN DETERMINING THE COMPENSATION OF OFFICERS AND KEY EMPLOYEES.

FORM 990, PART VI, SECTION C, LINE 19:

THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND THE FINANCIAL STATEMENTS, ARE ALL AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

REFUND OF TEMPORARILY RESTRICTED DONATION.

-35,761.

FORM 990, PART XII, FINANCIAL STATEMENTS AND REPORTING, LINE 2C:

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2014)

432211  
08-27-14



Asset No.	Description	Date Acquired	Method	Life	Line No.	Unadjusted Cost Or Basis	Bus % Excl	* Reduction In Basis	Basis For Depreciation	Accumulated Depreciation	Current Sec 179	Current Year Deduction
21	ITEM #668AF-DD DELUXE REVERSIBLE B	101210	SL	7.00	16	1,986.			1,986.	1,065.		284.
37	NETWORK EQUIPMENT - WALTON	062508	SL	5.00	16	25,780.			25,780.	25,780.		0.
39	MISC NETWORKING EQUIP AND INSTALL S	082308	SL	5.00	16	2,489.			2,489.	2,489.		0.
40	NETWORKING EQUIPMENT	082308	SL	5.00	16	5,597.			5,597.	5,597.		0.
41	NETWORKING EQUIPMENT	082308	SL	5.00	16	2,642.			2,642.	2,642.		0.
42	NETWORKING EQUIPMENT (WALTON)	082308	SL	5.00	16	3,000.			3,000.	3,000.		0.
43	NETWORKING EQUIPMENT	101008	SL	5.00	16	2,750.			2,750.	2,750.		0.
46	BUFFALO TERASTATION III NAS 8TB 4X2TB	050311	SL	5.00	16	3,200.			3,200.	2,027.		640.
47	PE R610 WITH CHASSIS FOR IP TO S	110311	SL	5.00	16	5,386.			5,386.	2,872.		1,077.
48	KODAK I1310 PLUS SCANNER	121611	SL	5.00	16	1,334.			1,334.	690.		267.
49	VPN GATEWAY HARDWARE AND CONFIG	041312	SL	5.00	16	3,911.			3,911.	1,760.		782.
60	PARALLELS DESKTOP FOR MAC	070908	SL	3.00	16	1,170.			1,170.	1,170.		0.
61	WINDOWS VISTA; AGGREGATE	080408	SL	3.00	16	3,000.			3,000.	3,000.		0.
62	MICROSOFT OFFICE 2010 FOR STAFF	021111	SL	3.00	16	1,396.			1,396.	1,396.		0.
63	003MB403LL/10 TEACHER MAC BOOKS,	062508	SL	3.00	16	17,037.			17,037.	17,510.		0.
64	MACBOOK PRO; ITEM #MC372LL/A; QUANTIT	102210	SL	3.00	16	4,176.			4,176.	4,176.		0.
65	APPLE MACBOOK PRO	051011	SL	3.00	16	2,255.			2,255.	2,255.		0.
66	MACBOOK 13-IN., 2.4GHZ INTEL CORE	2071411	SL	3.00	16	41,306.			41,306.	40,834.		0.

Asset No.	Description	Date Acquired	Method	Life	Line No.	Unadjusted Cost Or Basis	Bus % Excl	* Reduction In Basis	Basis For Depreciation	Accumulated Depreciation	Current Sec 179	Current Year Deduction
67	STAFF COMPUTERS	032612	SL	3.00	16	4,180.			4,180.	3,250.		930.
68	STUDENT MOBILE LEARNING LAB	062508	SL	3.00	16	25,197.			25,197.	25,197.		0.
75	STUDENT COMPUTERS	011812	SL	3.00	16	2,372.			2,372.	1,972.		400.
76	11 IPADS & APPLE CONTRACTS FOR STUDE	060112	SL	3.00	16	7,678.			7,678.	5,331.		2,345.
77	20 IPADS & APPLE CONTRACTS FOR STUDE	060412	SL	3.00	16	9,160.			9,160.	6,360.		2,799.
78	SUCCESS MAKER SOFTWARE (DYCD)	062309	SL	3.00	16	14,950.			14,950.	14,950.		0.
79	WATERFORD FULL CURRICULUM & LICENS	071408	SL	3.00	16	44,563.			44,563.	44,563.		0.
85	FUSCO MATERIAL FOR FACILITY START UP	013113	SL	7.00	16	11,545.			11,545.	2,336.		1,649.
86	FACILITY START UP MATERIALS	020113	SL	7.00	16	1,528.			1,528.	309.		218.
87	VA SPAM FILTER FOR EXCHANGE MIGRATION	022713	SL	5.00	16	2,479.			2,479.	661.		496.
88	KAPERSKY SECURITY FILESERVERS	031213	SL	5.00	16	1,058.			1,058.	283.		212.
89	SOFTWARE LICENSING FOR NETWORK BUILDOU	121312	SL	3.00	16	7,574.			7,574.	3,998.		2,525.
90	STAFF COMPUTERS	072312	SL	3.00	16	12,179.			12,179.	7,781.		4,060.
91	STAFF COMPUTERS	031913	SL	3.00	16	16,485.			16,485.	7,327.		5,495.
92	MACBOOK PROS	060113	SL	3.00	16	5,910.			5,910.	2,134.		1,970.
93	F&P MATERIALS FOR GUIDED READING	081512	SL	3.00	16	6,882.			6,882.	4,403.		2,288.
94	WAYFAIR - MAIL STATION	040414	SL	7.00	16	1,247.			1,247.	46.		178.
95	SQUARE FLOOR MATS AND RUNNER MATS	020514	SL	7.00	16	1,991.			1,991.	119.		119.

Asset No.	Description	Date Acquired	Method	Life	Line No.	Unadjusted Cost Or Basis	Bus % Excl	* Reduction In Basis	Basis For Depreciation	Accumulated Depreciation	Current Sec 179	Current Year Deduction
96	WINPRO 8.1 SNGL UPGRADE LICENSE	120513	SL	3.00	16	3,720.			3,720.	723.		723.
97	15 MACBOOK PRO & APPLE CARE	032614	SL	3.00	16	17,730.			17,730.	1,478.		5,910.
98	IPAD 2 WITH WI-FI 16GB- BLACK; APPLE	080613	SL	3.00	16	2,988.			2,988.	913.		996.
99	LENOVO LAPTOPS STUDENT 60	081513	SL	3.00	16	20,940.			20,940.	6,398.		6,980.
100	DOCUMENT CAMERA	091313	SL	3.00	16	2,732.			2,732.	754.		911.
101	SMART RESPONSE PE SYSTEM WITH RECEIVE	012914	SL	3.00	16	2,080.			2,080.	289.		693.
102	ROOM PARTITION	070114	SL	7.00	16	2,881.			2,881.			412.
103	CARVAIR CHAIRS	080214	SL	7.00	16	1,512.			1,512.			198.
104	12 AVER INFORMATION VISION CAMERA VISI	080814	SL	5.00	16	1,968.			1,968.			361.
105	OPEN STAGE 15G AND V2 COMFORT PLUS USE	091214	SL	5.00	16	4,366.			4,366.			728.
106	STEREO SYSTEM	010415	SL	5.00	16	1,000.			1,000.			100.
107	LEXMARK MXSII COPIER/SCANNER	020315	SL	5.00	16	1,032.			1,032.			86.
108	BUFFALO TERASTATION III HARDWARE AND B	020615	SL	5.00	16	7,100.			7,100.			592.
109	STAFF COMPUTERS	082814	SL	3.00	16	11,820.			11,820.			3,283.
110	16GB IPAD BUNDLES	011015	SL	3.00	16	3,740.			3,740.			623.
111	6 MACBOOK PRO AND APPS	011415	SL	3.00	16	7,092.			7,092.			1,182.
112	10 MACBOOK PRO AND PROTECTION PLANS	042115	SL	3.00	16	10,638.			10,638.			591.
113	POWERSYNC CART, 3 YEAR WARRANTY FOR I	070814	SL	3.00	16	17,020.			17,020.			5,673.



Department of the Treasury  
Internal Revenue Service (99)

▶ Attach to your tax return.

▶ Information about Form 4562 and its separate instructions is at [www.irs.gov/form4562](http://www.irs.gov/form4562).

Attachment  
Sequence No. **179**

Name(s) shown on return <b>PAVE ACADEMY CHARTER SCHOOL</b>	Business or activity to which this form relates <b>FORM 990 PAGE 10</b>	Identifying number <b>26-2272858</b>
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**Part I Election To Expense Certain Property Under Section 179** Note: If you have any listed property, complete Part V before you complete Part I.

1 Maximum amount (see instructions) .....	<b>1</b>	500,000.
2 Total cost of section 179 property placed in service (see instructions) .....	<b>2</b>	
3 Threshold cost of section 179 property before reduction in limitation .....	<b>3</b>	2,000,000.
4 Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0- .....	<b>4</b>	
5 Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions .....	<b>5</b>	
<b>6</b> (a) Description of property (b) Cost (business use only) (c) Elected cost		
7 Listed property. Enter the amount from line 29 .....	<b>7</b>	
8 Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7 .....	<b>8</b>	
9 Tentative deduction. Enter the smaller of line 5 or line 8 .....	<b>9</b>	
10 Carryover of disallowed deduction from line 13 of your 2013 Form 4562 .....	<b>10</b>	
11 Business income limitation. Enter the smaller of business income (not less than zero) or line 5 .....	<b>11</b>	
12 Section 179 expense deduction. Add lines 9 and 10, but do not enter more than line 11 .....	<b>12</b>	
13 Carryover of disallowed deduction to 2015. Add lines 9 and 10, less line 12 .....	<b>13</b>	

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.

**Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property.)**

14 Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year .....	<b>14</b>	
15 Property subject to section 168(f)(1) election .....	<b>15</b>	
16 Other depreciation (including ACRS) .....	<b>16</b>	59,084.

**Part III MACRS Depreciation (Do not include listed property.) (See instructions.)**

**Section A**

17 MACRS deductions for assets placed in service in tax years beginning before 2014 .....	<b>17</b>	
18 If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here <input type="checkbox"/>		

**Section B - Assets Placed in Service During 2014 Tax Year Using the General Depreciation System**

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only - see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs.		S/L	
h Residential rental property	/		27.5 yrs.	MM	S/L	
	/		27.5 yrs.	MM	S/L	
i Nonresidential real property	/		39 yrs.	MM	S/L	
	/			MM	S/L	

**Section C - Assets Placed in Service During 2014 Tax Year Using the Alternative Depreciation System**

20a Class life					S/L
b 12-year			12 yrs.		S/L
c 40-year	/		40 yrs.	MM	S/L

**Part IV Summary (See instructions.)**

21 Listed property. Enter amount from line 28 .....	<b>21</b>	
22 Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations - see instr. ....	<b>22</b>	59,084.
23 For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs .....	<b>23</b>	

Part V Listed Property (Include automobiles, certain other vehicles, certain aircraft, certain computers, and property used for entertainment, recreation, or amusement.)

Note: For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete only 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.

Section A - Depreciation and Other Information (Caution: See the instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed? Yes No 24b If "Yes," is the evidence written? Yes No

Table with 9 columns: (a) Type of property, (b) Date placed in service, (c) Business/investment use percentage, (d) Cost or other basis, (e) Basis for depreciation, (f) Recovery period, (g) Method/Convention, (h) Depreciation deduction, (i) Elected section 179 cost.

25 Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use 25

26 Property used more than 50% in a qualified business use: Table with 9 columns for property details.

27 Property used 50% or less in a qualified business use: Table with 9 columns for property details.

28 Add amounts in column (h), lines 25 through 27. Enter here and on line 21, page 1 28

29 Add amounts in column (i), line 26. Enter here and on line 7, page 1 29

Section B - Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person. If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles.

Table for Section B with 6 main rows (30-36) and 12 columns for vehicle usage metrics (a-f) and availability (Yes/No).

Section C - Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who are not more than 5% owners or related persons.

Table for Section C with 5 rows (37-41) and 2 columns (Yes/No).

Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles.

Part VI Amortization

Table for Part VI with 6 columns: (a) Description of costs, (b) Date amortization begins, (c) Amortizable amount, (d) Code section, (e) Amortization period or percentage, (f) Amortization for this year.

42 Amortization of costs that begins during your 2014 tax year: Table with 6 columns for amortization details.

43 Amortization of costs that began before your 2014 tax year 43

44 Total. Add amounts in column (f). See the instructions for where to report 44





# New York State Education Department

## Request for Proposals to Establish Charter Schools Authorized by the Board of Regents

### 2015-16 Budget & Cash Flow Template

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#### General Instructions and Notes for New Application Budgets and Cash Flows Templates

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<b>1</b>	Complete ALL SIX columns in <b>BLUE</b>
<b>2</b>	Enter information into the <b>GRAY</b> cells
<b>3</b>	Cells containing <b>RED</b> triangles in the upper right corner in columns B through G contain guidance on that particular item
<b>4</b>	Funding by School District information for all NYS School district is located on the State Aid website at <a href="https://stateaid.nysed.gov/charter/">https://stateaid.nysed.gov/charter/</a> . Refer to this website for per-pupil tuition funding for all school districts. Rows may be inserted in the worksheet to accomodate additional districts if necessary.
<b>5</b>	The Assumptions column should be completed for all revenue and expense items unless the item is self-explanatory. Where applicable, please reference the page number or section in the application narrative that indicates the assumption being made. For instance, student enrollment would reference the applicable page number in Section I, C of the application narrative.

**PAVE ACADEMY CHARTER SCHOOL**

**PROJECTED BUDGET FOR 2016-2017**

							Assumptions
July 1, 2016 to June 30, 2017							DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.							
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
Total Revenue	7,623,114	950,863	371,856	-	-	8,945,833	
Total Expenses	6,711,315	1,068,332	-	-	1,097,531	8,877,178	
Net Income	911,799	(117,468)	371,856	-	(1,097,531)	68,655	
Actual Student Enrollment	526	78					
Total Paid Student Enrollment	-	-					
	PROGRAM SERVICES			SUPPORT SERVICES			
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
<b>REVENUE</b>							
<b>REVENUES FROM STATE SOURCES</b>							
Per Pupil Revenue	CY Per Pupil Rate						
UPK	\$9,621.00		346,356			346,356	
Per Pupil- NYC	\$14,027.00	7,083,930				7,083,930	
Special Education < 20%	\$0.00					-	
Special Education 20%- 59%	\$10,390.00	51,929				51,929	
Special Education >60%	\$19,049.00	761,655				761,655	
	7,083,930	813,584	346,356			8,243,870	
Special Education Revenue							
Grants							
Stimulus							
Other	6,371	1,014				7,385	
Other State Revenue	25,031	3,985				29,016	
<b>TOTAL REVENUE FROM STATE SOURCES</b>	7,115,332	818,583	346,356			8,280,271	
<b>REVENUE FROM FEDERAL FUNDING</b>							
IDEA Special Needs		51,450				51,450	
Title I	142,326	22,656				164,982	
Title Funding - Other	5,623	895				6,518	
School Food Service (Free Lunch)	312,174	49,693				361,867	
Grants							
Charter School Program (CSP) Planning & Implementation							
Other							
Other Federal Revenue							
<b>TOTAL REVENUE FROM FEDERAL SOURCES</b>	460,123	124,694				584,817	
<b>LOCAL and OTHER REVENUE</b>							
Contributions and Donations, Fundraising							
Erate Reimbursement	47,659	7,586				55,245	
Interest Income, Earnings on Investments, NYC-DYCD (Department of Youth and Community Developmt.)							
Food Service (Income from meals)							
Text Book							
Other Local Revenue			25,500			25,500	
<b>TOTAL REVENUE FROM LOCAL and OTHER SOURCES</b>	47,659	7,586	25,500			80,745	
<b>TOTAL REVENUE</b>	7,623,114	950,863	371,856			8,945,833	
<b>EXPENSES</b>							
<b>ADMINISTRATIVE STAFF PERSONNEL COSTS</b>	No. of Positions						
Executive Management	4.00	279,834	44,545		139,020	463,399	
Instructional Management							
Deans, Directors & Coordinators	10.50	539,200	85,832		267,871	892,903	
CFO / Director of Finance							
Operation / Business Manager	3.00	48,809	7,770		132,016	188,594	
Administrative Staff							
<b>TOTAL ADMINISTRATIVE STAFF</b>	18	867,843	138,146		538,906	1,544,896	
<b>INSTRUCTIONAL PERSONNEL COSTS</b>							
Teachers - Regular	36.00	2,033,456	323,693			2,357,149	
Teachers - SPED	5.00	318,418	50,687			369,105	
Substitute Teachers							
Teaching Assistants							

List exact titles and staff FTE's ( Full time equivalent)

**PAVE ACADEMY CHARTER SCHOOL**

**PROJECTED BUDGET FOR 2016-2017**

							Assumptions
July 1, 2016 to June 30, 2017							DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.							
		REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue		7,623,114	950,863	371,856	-	-	8,945,833
Total Expenses		6,711,315	1,068,332	-	-	1,097,531	8,877,178
Net Income		911,799	(117,468)	371,856	-	(1,097,531)	68,655
Actual Student Enrollment		526	78				
Total Paid Student Enrollment		-	-				
		PROGRAM SERVICES			SUPPORT SERVICES		
		REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Specialty Teachers	-	-	-	-	-	-	-
Aides	-	-	-	-	-	-	-
Therapists & Counselors	2.00	128,864	20,513	-	-	-	149,377
Other	4.00	297,090	47,292	-	-	-	344,382
<b>TOTAL INSTRUCTIONAL</b>	<b>47</b>	<b>2,777,828</b>	<b>442,185</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,220,013</b>
<b>NON-INSTRUCTIONAL PERSONNEL COSTS</b>							
Nurse	-	-	-	-	-	-	-
Librarian	-	-	-	-	-	-	-
Custodian	-	-	-	-	-	-	-
Security	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
<b>TOTAL NON-INSTRUCTIONAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>SUBTOTAL PERSONNEL SERVICE COSTS</b>	<b>65</b>	<b>3,645,671</b>	<b>580,331</b>	<b>-</b>	<b>-</b>	<b>538,906</b>	<b>4,764,909</b>
<b>PAYROLL TAXES AND BENEFITS</b>							
Payroll Taxes		278,893	44,395			41,226	364,515
Fringe / Employee Benefits		537,994	85,640			79,527	703,160
Retirement / Pension		46,489	7,400			6,872	60,761
<b>TOTAL PAYROLL TAXES AND BENEFITS</b>		<b>863,376</b>	<b>137,435</b>	<b>-</b>	<b>-</b>	<b>127,625</b>	<b>1,128,436</b>
<b>TOTAL PERSONNEL SERVICE COSTS</b>		<b>4,509,047</b>	<b>717,767</b>	<b>-</b>	<b>-</b>	<b>666,531</b>	<b>5,893,345</b>
<b>CONTRACTED SERVICES</b>							
Accounting / Audit						22,000	22,000
Legal						15,000	15,000
Management Company Fee		604,245	96,186			89,320	789,751
Nurse Services		-	-	-	-	-	-
Food Service / School Lunch		-	-	-	-	-	-
Payroll Services						58,488	58,488
Special Ed Services						-	-
Titlment Services (i.e. Title I)						-	-
Other Purchased / Professional / Consulting		261,667	41,653			38,680	342,000
<b>TOTAL CONTRACTED SERVICES</b>		<b>865,912</b>	<b>137,839</b>	<b>-</b>	<b>-</b>	<b>223,488</b>	<b>1,227,239</b>
<b>SCHOOL OPERATIONS</b>							
Board Expenses		-	-	-	-	-	-
Classroom / Teaching Supplies & Materials		87,993	14,007				102,000
Special Ed Supplies & Materials		-	-	-	-	-	-
Textbooks / Workbooks		10,352	1,648				12,000
Supplies & Materials other		76,511	12,179			11,310	100,000
Equipment / Furniture		22,035	3,508			3,257	28,800
Telephone		15,302	2,436			2,262	20,000
Technology		4,591	731			679	6,000
Student Testing & Assessment		25,880	4,120				30,000
Field Trips		43,134	6,866				50,000
Transportation (student)		30,194	4,806				35,000
Student Services - other		68,095	10,840			10,066	89,000
Office Expense		32,364	5,152			4,784	42,300
Staff Development		87,987	14,006			13,006	115,000
Staff Recruitment		19,128	3,045			2,827	25,000
Student Recruitment / Marketing		6,121	974			905	8,000
School Meals / Lunch		367,206	58,453				425,659
Travel (Staff)		7,651	1,218			1,131	10,000
Fundraising		-	-			-	-

**PAVE ACADEMY CHARTER SCHOOL**

**PROJECTED BUDGET FOR 2016-2017**

PAVE ACADEMY CHARTER SCHOOL PROJECTED BUDGET FOR 2016-2017							Assumptions
July 1, 2016 to June 30, 2017							DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.							
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
Total Revenue	7,623,114	950,863	371,856	-	-	8,945,833	
Total Expenses	6,711,315	1,068,332	-	-	1,097,531	8,877,178	
Net Income	911,799	(117,468)	371,856	-	(1,097,531)	68,655	
Actual Student Enrollment	526	78					
Total Paid Student Enrollment	-	-					
	PROGRAM SERVICES			SUPPORT SERVICES			
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL	
Other	47,066	7,492			6,957	61,516	
<b>TOTAL SCHOOL OPERATIONS</b>	<b>951,610</b>	<b>151,481</b>	<b>-</b>	<b>-</b>	<b>57,185</b>	<b>1,160,275</b>	
<b>FACILITY OPERATION &amp; MAINTENANCE</b>							
Insurance	78,743	12,535			11,640	102,917	
Janitorial	22,953	3,654			3,393	30,000	
Building and Land Rent / Lease					93,454	93,454	
Repairs & Maintenance	45,141	7,186			6,673	59,000	
Equipment / Furniture	-	-	-	-	-	-	
Security	49,732	7,917			7,351	65,000	
Utilities	73,450	11,692			10,858	96,000	
<b>TOTAL FACILITY OPERATION &amp; MAINTENANCE</b>	<b>270,020</b>	<b>42,983</b>	<b>-</b>	<b>-</b>	<b>133,369</b>	<b>446,371</b>	
<b>DEPRECIATION &amp; AMORTIZATION</b>	<b>46,281</b>	<b>7,367</b>			<b>6,841</b>	<b>60,490</b>	
<b>DISSOLUTION ESCROW &amp; RESERVES / CONTIGENCY</b>	<b>68,445</b>	<b>10,895</b>			<b>10,118</b>	<b>89,458</b>	
<b>TOTAL EXPENSES</b>	<b>6,711,315</b>	<b>1,068,332</b>	<b>-</b>	<b>-</b>	<b>1,097,531</b>	<b>8,877,178</b>	
<b>NET INCOME</b>	<b>911,799</b>	<b>(117,468)</b>	<b>371,856</b>	<b>-</b>	<b>(1,097,531)</b>	<b>68,655</b>	
<b>ENROLLMENT - *School Districts Are Linked To Above Entries*</b>	<b>REGULAR EDUCATION</b>	<b>SPECIAL EDUCATION</b>	<b>TOTAL ENROLLED</b>				
UPK	36		36				
Per Pupil- NYC	490		490				
Special Education< 20%		34	34				
Special Education 20%- 59%		5	5				
Special Education >60%		39	39				
<b>TOTAL ENROLLMENT</b>	<b>526</b>	<b>78</b>	<b>604</b>				
<b>REVENUE PER PUPIL</b>	<b>14,493</b>	<b>12,191</b>	<b>616</b>				
<b>EXPENSES PER PUPIL</b>	<b>12,759</b>	<b>13,697</b>	<b>-</b>				



# Entry 9 BOT Table

Created: 07/12/2016

Last updated: 07/28/2016

## Page 1

### 1. Current Board Member Information

	Trustee Name	Email Address	Position on the Board	Committee Affiliations	Voting Member? (Y/N)	Area of Expertise, and/or Additional Role at School (parent, staff member, etc.)	Number of Terms Served and Length of Each (Include election date and term expiration)
1	Scott Whitworth	<a href="mailto:scott@wmcapitalpartners.com">scott@wmcapitalpartners.com</a>	Chair/Board President	Executive and Governance	Yes	Finance	5 Years served; Elected: June 2011
2	Daniel Greenblat	<a href="mailto:danielgreenblatt@gmail.com">danielgreenblatt@gmail.com</a>	Trustee/Member	Executive and Governance; Academic Oversight	Yes	Education	2 years served; Elected: June 2014
3	Jamie Greenthal	<a href="mailto:jgreenthal@kippnyc.org">jgreenthal@kippnyc.org</a>	Vice Chair/Vice President	Executive and Governance; Academic Oversight; Finance	Yes	Education	2 years served; Elected: June 2014
4	Mike Healy	<a href="mailto:mhealy@gardnerstard.com">mhealy@gardnerstard.com</a>	Secretary	Executive and Governance; Community Development	Yes	Finance	2 years served; Elected: June 2014
	Annie	<a href="mailto:annie.hopk">annie.hopk</a>		Academic		HR/Recruit	Less than 1 year

5	Hopkins	<a href="mailto:ins@ymail.com">ins@ymail.com</a>	Treasurer	Oversight; Finance	Yes	ment	served, Elected:
6	Melisa Melling	<a href="mailto:melisa.melling@gmail.com">melisa.melling@gmail.com</a>	Trustee/Member	Finance	Yes	Finance	2 years served; Elected: June 2014
7	Allie Sweeney	<a href="mailto:allieosweeney@gmail.com">allieosweeney@gmail.com</a>	Trustee/Member	Executive and Governance; Academic Oversight	Yes	Finance	2 years served; Elected: June 2014
8	Kim Lumpkin	<a href="mailto:kim@bloomentertainment.com">kim@bloomentertainment.com</a>	Trustee/Member		Yes	Business Management	Less than 1 year served; Elected: January 2016
9	Nicole McLean	<a href="mailto:nicole.k.mclean@gmail.com">nicole.k.mclean@gmail.com</a>	Parent Representative	Community Development	Yes	Parent Engagement	Less than 1 year served; Elected
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							

## 2. Total Number of Members on June 30, 2015

9

**3. Total Number of Members Joining the Board 2015-16 School Year**

3

**4. Total Number of Members Departing the Board during the 2015-16 School Year**

1

**5. Number of Voting Members 2015-16, as set by the by-laws, resolution or minutes**

9

**6. Number of Board Meetings Conducted in the 2015-16 School Year**

10

**7. Number of Board Meetings Scheduled for the 2016-17 School Year**

10

**Thank you.**





**Board Meeting Minutes**  
**238 Conover Street**  
**Brooklyn, NY 11231**  
**6:00-7:30pm**  
**9/8/2015**

**In Person Board Member Attendees:** Jamie Greenthal, Daniel Greenblatt, Mike Healy, Scott Whitworth, Allie Sweeney, Annie Hopkins

**Video Attendee:** Nicole McLean,

**Not Present:** Melissa Melling

**Staff Attendees:** Alex Quigley, Cooper Westendarp, Cooper Westendarp, Kathryn Fabian, Nadir Romo

Jamie proposes to pass May, June minutes

David , Mike 2<sup>nd</sup> .

NYSE Results, SR—Analyzing results.

Theories for results-

Focusing on a talent strategy to develop and keep top quality teachers.

-A number of most experienced teachers who moved into Network and School leadership.

KF- We will see growth based on development from over summer. Number of teachers who stayed.

AQ- Principal vision created fragile dynamic, created additional factor.

SR- CTeam will continue to develop strategy for assessments and curriculum

KF- Editing assessments and lessons will help assist. Thinking about cohorts as they develop across years.

Goals, Priorities, Vision-

SR- Goals should be measurable and student achievement based. Actual numbers factored based on last year's number. IAs are static so goal should be attainable.

We'll be tracking F&P closely to measure growth. 85% of our graduates to get into selective high schools. Need to create a measurement tool to find what that is.

What about NYSE? Will be added soon, creation of document preceded 2015 results.

AQ- Priorities Invested lots of resources on CTeam, plans have been kept from curriculum team as teachers. Jill has implementation priorities including on time lesson delivery, fidelity to curriculum, leveraging leadership. Following protocol as based on Relay model. Data driven instruction, heavy on observation and feedback, and student culture. Adult culture priority from last year, defines the progress of the school, add specific training for staff.

CW- Last year was a basketball team with a game plan but team members who created their own plays in the game.

AQ- Observable actions, behaviors and metrics to keep accountable. Proven model we will need to implement.

KF- School culture metrics, outside consultants for creating rubric for school culture.

DG- Super helpful to keep coming back to priorities and goals throughout the year, bringing in the dashboard to reflect the metric.

CW- Definitely will be included on dashboard as a second page with goal metrics.

Mike- Do we need to do more to attract and retain experienced teachers?

SR- Experienced teachers aren't always successful.

### Principal Report

KF- Fortunate to have experienced ILT and 2<sup>nd</sup> year with Relay. How do we brand the school year to make goals tangible.

Culture of Excellence- Defining what quality teaching is. Student school culture.

Adult culture, facilities beautification.

We sweat the small stuff. All hands on deck. Setting a professional tone, young staff with lots to learn.

Emphasis on culture- worked on it in institute, targeted on feedback, lots of hard work.

4<sup>th</sup> grade teacher resigned. Had 3 years of teaching experience (not at PAVE) interim plan with Academic Dean in the classroom.

AQ- MS Report- No Principal but strong leadership with newer teachers. AQ acting principal. Resetting the expectations for teachers and students. Difficult conversations were had and one teacher left after the reset. How do we create a school environment where students can thrive? Lots of support from ILT for teachers. Student behavior and achievement will reflect the younger teaching staff.

CW- Put faith in people in charge.

AQ- Over six years, we tripled the school size. School hadn't had a lottery or waitlist. Built strong culture, values and accountability. Grew budget, renovated school building, top 1% in student growth statewide. NC state survey for teachers results a complete turnaround. Accept brutal reality but will work very hard.

SW- Who holds teachers accountable if AQ is only there two days a week?

AQ- Managing ILT to hold coaching meetings to address teacher accountability.



**Board Meeting Minutes**  
**732 Henry Street**  
**Brooklyn, NY 11231**  
**10/20/2015**

**Attendees:** Scott Whitworth, Melisa Melling, Mike Healy, Daniel Greenblatt, Annie Hopkins, Allie Sweeney (phone)

**Absent:** Jamie Greenthall, Nicole McLean

**RH Strategic Calendar:** Alex Quigley proposed a Board Meeting Calendar along with 'Standing Items' that would be central to all Board Meetings. Several Board Members felt that it would be difficult to host all of our meetings in Red Hook (from a logistics perspective). It was determined that some (approximately half) of future meetings would be held in Red Hook (at the school or Network Office) and that the remainder would be at the Charter Center (or a Manhattan Office accessible to the Red Hook community. Several Board Members expressed an interest in having morning meetings (as opposed to evening). It was determined that the Network would send out a revised meeting schedule following the meeting.

**Review/Approval of 6/30 Audit:** Cooper Westendarp reviewed the findings of PAVE Red Hook's annual audit with the Board- disclosing that for the seventh consecutive year the school received an unqualified audit. The board had no questions.

**School Leader Update:** Kathryn Fabian provided the Board with an update surrounding the first 6 weeks of school. She talked a lot about the strategic work she and her Instructional Leadership Team have been doing around the coaching of teachers. This has been made challenging by the loss of a teacher in 4<sup>th</sup> Grade which has caused one of the Academic Deans to pick up most of those teaching responsibilities. Alex Quigley talked with the Board about the value of having a strong, committed Instructional Leadership Team in the Middle School. It has greatly facilitated his acting as the Principal and has helped to stabilize a team that is largely, overall, inexperienced. At this point the Board moved into Executive Session.

**Hiring of Principal:** Alex Quigley proposed that Stacie Kurtz be named the Middle School Principal. The board went into executive session. The board moved out of executive session and voted to extend the principal offer to Stacie Kurtz.

The Meeting was adjourned at 4:55PM.



**Board Meeting Minutes**  
**732 Henry Street**  
**Brooklyn, NY 11231**  
**11/10/2015**

**Attendees:** Annie Hopkins, Allie Sweeney, Jamie Greenthal, Nicole McLean, Scott Whitworth, Mike Healy

1. Opening and Agenda

- a. Roll
- b. Reading of School Mission
- c. Approve Agenda
  - Mike, Jamie motion to approve
- d. Approve Minutes
- e. Appoint Meeting Time Keeper/Facilitator (if not Chair)

2. Public Comment

-No comments

3. School Leader and Ed Committee Report

a. Review of Data from IA #1  
-AQ review most recent IA data. Questions surfaced related to prediction of state test results. ELA IA#3 scores much higher than State Test. This could be for many different reasons. Passage rate goal for 8<sup>th</sup> grade 2016 ELA results is 50%, higher than other grades. The scoring and test makeup for 8<sup>th</sup> grade is much different than in other grades. Alison Brown, 2<sup>nd</sup> grade teacher explains the work that happens between IA1 and IA2 using the data from the first to measure.

b. Any additional updates from the ED Committee

4. Finance Committee Report

a. Update on Current Budget to Actuals for RH  
-Cooper Westendarp gives a financial update. Higher surplus than we budgeted for. We budgeted for less SPED students than we have and we're still looking to hire teachers.

b. Material Revision Request

-Charter Revision Request- DOE indicated that one part of our charter renewal would no longer apply +/- 15% FTE per pupil maximum is no longer applicable. Charter maximum of 454 is what we're allowed to invoice for on our per pupil reporting. We sent an amendment to increase our maximum from 454 to 490. We should have a response by January, 2016. We found out about this change in May and submitted our amendment. Scott Whitworth- Elected to sign amendment without board approval in order to get it submitted in time. Ratified by Mike and Jamie. Approval passed for Charter Revision.

**MINUTES**  
**PAVE Academy Charter School, Inc.**

*The Board of PAVE Academy Charter School met December 8, 2015 at 6:00 pm for a regular/combined board meeting. The meeting was held at 101 Park Ave. New York, NY.*

**ATTENDEES:**

**Board Members:**

NAME OF DIRECTOR	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY TELEPHONE	UNABLE TO ATTEND
Scott Whitworth	Board Chair	x		
Daniel Greenblat	Trustee	x		
Jamie Greenthal	Trustee	x		
Mike Healy	Trustee			
Annie Hopkins	Trustee			x
Melisa Melling	Trustee		x	
Allie Sweeney	Trustee		x	
Nicole Mclane	Trustee		x	

**Staff and Other Attendees Present:**

NAME	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY TELEPHONE
Nadir Romo	Director of Operations		
Kathryn Fabian	Elementary School Principal		
Stacie Kurtz	Middle School Principal		
Cooper Westendarp	PAVE – COO	x	
Spencer Robertson	PAVE-CEO	x	
Alex Quigley	Executive Director		x
Aminah Abdul-Majeed	Director of Development	x	

**MEETING ITEMS:**

**1. CALL TO ORDER AND ROLL CALL**

Scott Whitworth determined that the meeting was duly noticed, that a quorum was not present and called the meeting to order. The PAVE Academy Charter School mission was read.

Scott Whitworth outlined the objective of the meeting and listed priorities.

Scott Whitworth designated Spencer Robertson as a timekeeper to keep track of time for this meeting and all future meetings.

## **2. APPROVAL OF PRIOR BOARD MEETING MINUTES**

*Approval for November 2015 board meeting minutes was tabled until the next meeting due to not having a voting quorum.*

## **3. DISCUSSION/ACTION ITEM(S)**

### **Public Comment:**

Opportunity was presented for public comment. *No public comments requested or made.*

### **School Leader and Ed Committee Report:**

- Ed Committee Update
- Review Dashboard

*Dashboard was shared. The next board meeting will include a more in depth discussion on School Leader report. Student culture is a huge priority based on the dashboard.*

- Proposed Staffing Structure
- Further discussion deferred to executive session

### **Finance Committee Report:**

- Update on Current Budget to Actuals for RH  
*Cooper gave an update on financials. Financials are on track to hit a surplus. Key variables are special ed funding for hiring of special ed substitute teachers, savings from principal role vacancy in beginning of school year*
- PAVE Prekindergarten  
*Cooper discussed using part of per pupil funding (K-8) to cover Pre-K costs. We can use Title I funding to cover Pre-K. The lawyer is awaiting confirmation from DOE that per-pupil funding can be used.  
Questions arose of whether per-pupil funding can be used to support a Pre-K expansion. Discussion ensued. Cooper proposed that the next few board meetings be used to create a strategic plan for the Pre-K program.*

### **Governance:**

- Draft Committee and Officer List  
*Scott W. distributed a draft list of Committees and Officers. He emphasized that volunteering for a committee or officer role makes for an effective board. Board will revise the charter to reduce the number of committees. Legal requirements for officers discussed. Discussion ensued. Scott will email the list to board members not in attendance after the meeting.*
- Potential New Member

*Scott introduced proposed board member, Kim Lumpkin. Scott proposed a new policy for inviting new board members: implement a trial period before officially being voted on. Daniel G. spoke about his experience using the trial period. Spencer R. discussed Kim's background and relationship with PAVE RH. Scott moved to have Kim voted on the board, but without quorum, the voted will be postponed until the next board meeting.*

*Scott motioned to move into executive session. Scott moved to return to public meeting.*

**CEO Report (w/ PAVE Schools, Inc. Board):**

- Phase 5 and Priorities  
*Spencer summarized CEO Report: operations consultant will reduce hours in new year. A permanent hire is in search. New hire on the curriculum team will support middle school ELA curriculum. Spencer acknowledgment that the curriculum development process is still in growth stage, especially for 8<sup>th</sup> grade.*
- Staff Survey Results  
*Nearly 100% participation. Positive takeaways: increase in feeling that they are getting strong professional development, net promoter score is still strong. Negative takeaways: Behavior management and student culture. Two reset days were implemented to address these issues. The reset days had a positive impact on culture.*
- Q&A  
*Spencer addressed the question of Raleigh vs. Red Hook survey results. Raleigh is slightly stronger. Discussion ensued about challenges and benefits of implementing curriculum across schools*

**CMO vs. School Responsibilities (w/ PAVE Schools, Inc. Board):**

- Presentation: Plan vs. Actual  
*Cooper reviewed of the Management Agreement. The Agreement is currently being enacted. Technology operations will be centralized; personnel records are maintained and managed by the CMO*
- Q&A  
*Scott W. asked clarifying questions on role of school boards: school boards can hire and fire principals*

**Fundraising and Annual Appeal Update (w/ PAVE Schools, Inc. Board)**

Aminah Abdul-Majeed, Director of Development gave an update on the fundraising progress. Emphasis on building foundation support in NYC and NC.

**Announcements:**

**6. MEETING ADJOURNMENT**



A motion was made by Scott Whitworth and seconded by Jamie Greenthal that the meeting be adjourned. The motion was unanimously approved.

Respectfully submitted:

Aminah Abdul-Majeed, Director of Development

Approved on January 12, 2016

**MINUTES**  
**PAVE Academy Charter School, Inc.**

*The Board of PAVE Academy Charter School met January 12, 2016 at 6:00 pm for a regular/combined board meeting. The meeting was held at PAVE Academy Charter School at 732 Henry St. Brooklyn, NY 11231.*

**ATTENDEES:**

**Board Members:**

NAME OF DIRECTOR	TITLE (IF ANY)	PRESENT IN- PERSON	PRESENT BY VIDEO-CONFERENCE	UNABLE TO ATTEND
Scott Whitworth	Board Chair	x		
Daniel Greenblat	Trustee	x		
Jamie Greenthal	Trustee	x		
Mike Healy	Trustee	x		
Annie Hopkins	Trustee	x		
Kim Lumpkin	Trustee	x		
Melisa Melling	Trustee			x (notified)
Allie Sweeney	Trustee		x	

**Staff and Other Attendees Present:**

NAME	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY TELEPHONE
Nadir Romo	Director of Operations	x	
Kathryn Fabian	Elementary School Principal	x	
Stacie Kurtz	Middle School Principal	x	
Cooper Westendarp	PAVE – COO	x	
Spencer Robertson	PAVE-CEO	x	
Alex Quigley	Managing Director	x	
Aminah Abdul-Majeed	Director of Development	x	

**MEETING ITEMS:**

**1. CALL TO ORDER AND ROLL CALL**

Scott Whitworth determined that the meeting was duly noticed, that a quorum was present and called the meeting to order. The PAVE Academy Charter School mission was read.

Scott Whitworth outlined the objective of the meeting and listed priorities.

Scott Whitworth designated himself as a timekeeper to keep track of time for this meeting and all future meetings.

## **2. APPROVAL OF PRIOR BOARD MEETING MINUTES**

*Daniel motioned to approve the November 2015 minutes. Mike seconded. All agreed. Minutes from November 2015 were approved. Scott motioned to approve the December 2015 minutes. Jamie seconded. All agreed. December 2015 minutes were approved.*

## **3. DISCUSSION/ACTION ITEM(S)**

### **Public Comment:**

Opportunity was presented for public comment. *No public comments requested or made.*

### **School Leader and Ed Committee Report:**

- **School Leader Update**
  - *Alex Q. reviewed the school leader update report and dashboard.*
  - *Scott commented on the absence of 3s and 4s on the status ratings*
    - *Kathryn acknowledged that areas of growth have been identified and systematic processes are being implemented to improve ratings*
    - *Stacie responded from the Middle School perspective. Effort and enthusiasm is there to see improvements in the future.*
    - *Alex concurred with Kathryn and Stacie*
  - *Jamie suggested clarifying the meanings of PAVE acronyms for non-educational people*
  - *Scott congratulated the school leaders for their thoroughness on the School Leader Update report*
- **Review Dashboard**
  - *Alex fielded clarifying questions on the dashboard*
  - *Jamie suggested an adjustment of suspension goals*

### **Governance:**

- **Board Attendance**
  - *Scott reviewed the expectations of board attendance. Board members must attend a minimum of 7 (out of 9) meetings.*
- **Vote on Officers**
  - *Daniel motioned to approve proposed officers. Mike seconded. All board officers were approved*
    - *Vice Chair: Jamie Greenthal*
    - *Treasurer: Annie Hopkins*
    - *Secretary: Mike Healy*
- **Vote on Committees**
  - *Proposed committees presented*
  - *Mike motioned to approve proposed committee chairs and members. Jamie seconded. All committee chairs and members were approved.*

- *Executive and Governance:*
    - *Daniel Greenblatt*
    - *Jamie Greenthal*
    - *Michael Healy*
    - *Allie Sweeney*
    - *Scott Whitworth (Chair)*
  - *Academic Oversight:*
    - *Daniel Greenblatt*
    - *Jamie Greenthal*
    - *Annie Hopkins*
    - *Allie Sweeney*
  - *Finance:*
    - *Jamie Greenthal (Chair)*
    - *Annie Hopkins*
    - *Melisa Melling*
  - *Community Development:*
    - *Michael Healy*
    - *Nicole McLean*
- **Vote on Proposed New Members**
  - *Scott motioned to elect Kim Lumpkin onto the board. Jamie seconded. All approved.*

### **High School Placement:**

- **Overview of high school placement program**
  - *Sarah M. gave an overview of the HS placement process*
  - *The goal is for 85% of graduates to matriculate to competitive high schools*
  - *Sarah listed the lessons learned since the start of the HS placement process*
  - *Currently awaiting responses from Parochial schools. By March/April, all responses will be in (parochial, public, specialized public, independent day and boarding schools)*
  - *Focus on life skills for 8<sup>th</sup> grade to prepare for HS and beyond*
  - *Reviewed a sample list of HS to which students are applying*
- **Q&A**
  - *Scott asked if there's merit to beginning the process earlier in 7<sup>th</sup> grade. Sarah informed the board that the current 7<sup>th</sup> graders will begin the process in spring 2016*
  - *Annie asked if we should start even younger (i.e. 6<sup>th</sup> grade). Sarah said that some younger students are already being exposed to the process (Prep for Prep, Dream Program, TEAK, etc.)*
  - *Daniel asked to define what PAVE means by "competitive" schools. Sarah said that the definition will look different based on the individual school/program and student's need*
  - *Allie asked how do we track PAVE's success at placing our students. Spencer welcomed input on how to develop the right metrics. Discussion ensued.*

- *Allie asked that HS Placement Process be put on the agenda for the Academic committee meeting. Jamie concurred.*

*Mike motioned to move into executive session. Annie seconded. After executive session, Mike moved to return to public meeting.*

**Closing, Commitments, and Adjournment**

- Review commitments
- Planning for next meeting

**6. MEETING ADJOURNMENT**

A motion was made by Mike and seconded by Daniel that the meeting be adjourned. The motion was unanimously approved.

Respectfully submitted:

Michael Healy, Board Secretary

Approved on February 9, 2016

**MINUTES**  
**PAVE Academy Charter School, Inc.**

*The Board of PAVE Academy Charter School met February 9, 2016 at 6:00 pm for a regular board meeting. The meeting was held at the New York City Charter School Center at 111 Broadway, New York, NY 10006.*

**ATTENDEES:**

**Board Members:**

NAME OF DIRECTOR	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY VIDEOCHAT	UNABLE TO ATTEND
Scott Whitworth	Board Chair			X
Daniel Greenblat	Trustee		X	
Jamie Greenthal	Trustee	X		
Mike Healy	Trustee	X		
Annie Hopkins	Trustee	X		
Melisa Melling	Trustee			X
Allie Sweeney	Trustee		X	
Kim Lumpkin	Trustee	X		

**Staff and Other Attendees Present:**

NAME	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY TELEPHONE
Nadir Romo	Director of Operations	X	
Kathryn Fabian	Elementary School Principal		X
Stacie Kurtz	Middle School Principal		
Cooper Westendarp	PAVE – COO/CFO	X	
Spencer Robertson	PAVE-CEO		X
Alex Quigley	Executive Director		X
Aminah Abdul-Majeed	Director of Development	X	
Jill Glassbrook	Chief Curriculum Officer	X	
Sarah Overmeyer	Special Assistant	X	
Meg Brown	Prekindergarten Director	X	

## **MEETING ITEMS:**

### **1. CALL TO ORDER AND ROLL CALL**

Jamie Greenthal determined that the meeting was duly noticed, that a quorum was present and called the meeting to order.

Jamie makes motion to approve January board minutes, Mike Healy seconds, all approve. Jamie outlines the objective of the meeting and listed priorities.

### **2. APPROVAL OF PRIOR BOARD MEETING MINUTES**

### **3. DISCUSSION/ACTION ITEM(S)**

#### **Public Comment:**

Opportunity was presented for public comment.

Parent, Jerome White, presents concerns residing in middle school.

Concerns include:

- IA Test Results
- Demerit system
  - Teachers use it as a control mechanism, doesn't feel it helps the scholars
  - Suggest a system called PBIS
- Science – the science lab is going unused.
- Middle school parents would like representation on the board.
- Parents want more access to IA results – want more information, how to prepare, etc.

#### **School Leader and Ed Committee Report:**

##### **School Leader Update**

- Kathryn Fabian goes over the school leader report provided in the meeting material packet.
- Kathryn notes the report includes bright spots, as well as some things teachers need to be working on. Staff is coming together more frequently to talk about the problem areas.
- Stacie Kurtz mentions shortage of staff is the biggest problem in middle school at the moment.
- No questions were presented for Ms. Fabian or Ms. Kurtz

## **Pre-Kindergarten:**

### **Highlights from Pre-Kindergarten Report**

- Jill Glassbrook gives an update on the PreK program. Notes there has been some shifts in our PreK program this year that will be gone over in this meeting and the next
- JG goes over the different ways to measure PreK growth – ECERS (environment), CLASS (scores teachers), TSG (Gold) (spans over both environmental/teachers) – scholars are rated of how they're progressing
- There are also phonological awareness tests that will give a better idea of how kids that attend PAVE PreK do in PAVE down the road.
- Jill addresses curriculum updates to PreK.

### **Q&A**

Jill opens up the questions for PreK – how long has PreK been in existent?

Questions comes up of why is it being brought up now? Is there a decision that is coming up to keep the program?

Discuss how we are looking to keep the program several years out, but longer term sustainability has come in to question.

### **Housekeeping Item:**

- Cooper Westendarp calls for a vote to have the board sign a resolution that will give permission to PAVE Schools to issue contracts for returning staff members on behalf of PAVE RH.

Mike Healy motions to sign the resolution, Jamie Greenthal seconds, all approve.

### **Executive Session:**

Jamie Greenthal votes to go into public session, Mike Healey Seconds, all approve. Board moves in to executive session.

### **Closing, Commitments, and Adjournment**

- Review commitments
- Planning for next meeting



**6. MEETING ADJOURNMENT**

A motion was made by Jamie and seconded by Mike that the meeting be adjourned. The motion was unanimously approved.

Respectfully submitted by Sarah Overmeyer

Approved on March 8, 2016

**MINUTES**  
**PAVE Academy Charter School, Inc.**

*The Board of PAVE Academy Charter School met March 8, 2016 at 6:00 pm for a regular board meeting. The meeting was held at PAVE Academy Charter School (732 Henry St. Brooklyn, NY 11231).*

**ATTENDEES:**

**Board Members:**

NAME OF DIRECTOR	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY VIDEOCHAT	UNABLE TO ATTEND
Scott Whitworth	Board Chair	X		
Daniel Greenblat	Trustee		X	
Jamie Greenthal	Trustee	X		
Mike Healy	Trustee	X		
Annie Hopkins	Trustee	X		
Melisa Melling	Trustee		X	
Allie Sweeney	Trustee	X		
Kim Lumpkin	Trustee	X		
Nicole McLean	Trustee		X	

**Staff and Other Attendees Present:**

NAME	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY TELEPHONE
Nadir Romo	Director of Operations	X	
Kathryn Fabian	Elementary School Principal	X	
Stacie Kurtz	Middle School Principal	X	
Cooper Westendarp	PAVE – COO/CFO	X	
Spencer Robertson	PAVE-CEO	X	
Alex Quigley	Executive Director	X	
Aminah Abdul-Majeed	Director of Development	X	
Sarah Overmeyer	Special Assistant	X	
Meg Brown	Prekindergarten Director	X	

## MEETING ITEMS:

### 1. OPENING, WELCOME, AGENDA PREVIEW

*S. Whitworth determines the meeting was duly noticed, a quorum is present and calls the meeting to order.*

*S. Whitworth outlines the meeting priorities and agenda items.*

### 3. DISCUSSION/ACTION ITEM(S)

#### Public Comment:

*S. Whitworth reads over the public comment guidelines. Notes the board will take notes, take all comments into consideration and respond to the comments/concerns by next meeting.*

*Two parents voice additional concerns regarding the MS science program, behavior systems at PAVE and concerns about the curriculum in general.*

#### School Leader and Ed Committee Report

- **Q & A on Board Materials**
  - **Pre-K Follow-Up**

*No questions re: PreK financials.*

*PreK assessment data will be presented next meeting (including information from recent IA2 data comparing kindergarten and first grade scholars who attended PAVE PreK to those who did not)*

- **MS Parent Concern Response**

*S. Kurtz goes over her memo responding to last meetings public comment. Explains the problems within the science program at PAVE and notes the urgency in which PAVE is searching for a middle school science teacher.*

*To address problems within parent communication, a parent advisory board is in the making. As well as bagel chats for parents in the morning.*

- **Dashboard**

○ **IA Data Report**

*K. Fabian and S. Kurtz take turns explaining the IA2 data across grades in ES and MS. Some positives include tremendous performance of 8<sup>th</sup> grade on their ELA exam – which is contributed to instruction in the 8<sup>th</sup> grade class.*

*Some concern was brought up over the performance of 2<sup>nd</sup> grade on the ELA exam – why is it so much lower than the year before?*

*K. Fabian notes the drop in 2<sup>nd</sup> grade ELA scores could be contributed to the change from having scholars having the tests read to them to having to read them themselves.*

**Governance:**

- **Approve 990**
- **Approve 16-17 School Calendar**
- **Approve Minutes**

*S. Whitworth makes motion to approve January board minutes, M. Healy seconds, all approve.*

*Board votes on and approves the 990 – the prospect was put forward to have the board handle the 990 for years to come, many agree that this should be the procedure.*

*Board votes on and approves the 2016-2017 school calendar under the condition that the key/coloring be fixed to make it clearer.*

- **Vote to Executive Session**

**Adjourn Public Session:**

*S. Whitworth votes to adjourn public session and move into executive sessions – all approve.*

**6. MEETING ADJOURNMENT**

A motion was made by S. Whitworth that the meeting be adjourned. The motion was unanimously approved.

Respectfully submitted by Sarah Overmeyer

Approved on April 12, 2016

**MINUTES**  
**PAVE Academy Charter School, Inc.**

*The Board of PAVE Academy Charter School met April 12, 2016 at 6:00 pm for a regular board meeting. The meeting was held at the NYC Charter Center (111 Broadway New York, NY).*

**ATTENDEES:**

**Board Members:**

NAME OF DIRECTOR	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY VIDEOCHAT	UNABLE TO ATTEND
Scott Whitworth	Board Chair	X		
Daniel Greenblat	Trustee	X		
Jamie Greenthal	Trustee	X		
Mike Healy	Trustee	X		
Annie Hopkins	Trustee	X		
Melisa Melling	Trustee			X
Allie Sweeney	Trustee	X		
Kim Lumpkin	Trustee	X		
Nicole McLean	Trustee			X

**Staff and Other Attendees Present:**

NAME	TITLE (IF ANY)	PRESENT IN PERSON	PRESENT BY VIDEO
Nadir Romo	Director of Operations	X	
Cooper Westendarp	PAVE – COO/CFO	X	
Spencer Robertson	PAVE-CEO	X	
Alex Quigley	Executive Director		X
Aminah Abdul-Majeed	Director of Development	X	
Jill Glassbrook	Chief Curriculum Officer	X	
Sarah Overmeyer	Special Assistant	X	
Meg Brown	Prekindergarten Director	X	

**MEETING ITEMS:**

**1. OPENING, WELCOME, AGENDA PREVIEW**

*Scott Whitworth determines the meeting was duly noticed, a quorum is present and calls the meeting to order.*

*S. Whitworth outlines the meeting priorities and agenda items.*

### **3. DISCUSSION/ACTION ITEM(S)**

#### **Public Comment:**

*Opportunity was presented for public comment. No public comments requested or made.*

#### **Education**

- **Prekindergarten Report**

*Meg Brown gives an overview of the PreK data sheet.*

*Meg notes the changes in this years Math curriculum from last. For example, implementation of the building blocks curriculum as well as additional support from the curriculum team.*

*The presented data shows students who attended prepave on average do better than those that did not attend prepave.*

*In ELA, curriculum has changed with the addition of a Foundations block as well as additional support from C-Team. Foundations places a bigger focus on questioning.*

*Important to note - Phonological awareness from midyear this year is comparable to EOY last year. Obviously, we want to see greater gains – but confident we'll see higher differences in the years to come.*

- **Q&A on Board Materials**
  - **Lottery Results**

*Nadir Romo goes over the lottery results – biggest applicant pool that PAVE has had. There were increases in the number of applications both in and out of district. There were seats available for all siblings who applied. All additional seats were filled with in district.*

*The strategy for the lottery this year included more community outreach. The team spent time walking through the neighborhood and handing out applications. They also attended a charter school fair in Williamsburg. It's hard to gauge the actual # of applications received from each of these endeavors.*

*Did see an increase within district applications. Tried to recruit in the district. Targeting the libraries. As much as possible, get the in-district students.*

*How does the lottery work? First do a lottery with in district and then those coming from out of district.*

- **Dashboard data**

*Annual evaluation – generally good for a healthy check in on self-check of how we are doing. Will do another all-staff survey in May/June.*

**Finance:**

- **First draft 16-17 budget and staffing**

*Quick overview of the draft budget and staffing. This is a high level summary – first draft of the budget – final draft will be in JUNE.*

*Important to note: Hoping to increase student enrollment from 454 to 490, PAVE is moving back to co-teaching model in third and fourth grade.*

**Governance:**

- **Votes**
  - **Approve Minutes**

*Daniel Greenblatt motions to approve the minutes, Mike Healy seconds, all approve.*

- **Vote to Executive Session**

*The board votes to move to executive session. Public session is adjourned.*

**6. MEETING ADJOURNMENT**

*The board moves back into public session. A motion is made by Scott Whitworth and seconded by Mike Healy that the meeting be adjourned. The motion is unanimously approved.*

Respectfully submitted:  
Sarah Overmeyer

Approved on May 10, 2016



## ***Entry 11: Enrollment and Retention Efforts***

In 2015-16, PAVE Academy made a good faith effort to attract and retain students with disabilities, English language learners, and students who are eligible applicants for the free and reduced price lunch program. The following list summarizes the actions taken. We anticipate that these efforts will continue for upcoming years, with increased efforts to recruit ELL students to be determined

Students with Special Needs: 17% of total student population (3.7% below target)

- Direct mail advertising and enrollment outreach that mentions special needs
- School website that mentions special needs
- Other advertising that mentions special needs
- Employed two fulltime Learning Support Coordinators and three interventionists

English Language Learners: 4% of total student population (14.4% below target)

- Direct mail advertising and enrollment outreach in languages other than English
- Other advertising in languages other than English
- Outreach by multi-lingual staff
- Outreach to immigrant communities
- All school wide advertising and school materials are translated in languages other than English
- A Google language translator application installed on the school's website
- School information session(s) are held in trusted cultural centers in the community to attract more families who speak a language other than English
- Translators are available for families at school events, such as parent-teacher conferences, report card nights, etc.
- Employed a fulltime ELL teacher
- Held a "Bi-Lingual Family Night" in the Fall of 2013 and added this parent night to the school's yearly schedule
- Three of the Main Office staff are fluent in languages other than English

Students Eligible for Free and Reduced Lunch Programs: 85% of total student population (20% above target)

- Meal program was covered at school open house, on application, and during tours
- Support is offered to assist families in completing all necessary paperwork to ensure eligible students participate in the lunch program
- Recruitment occurred throughout neighborhoods surrounding the school and in the local district
- PAVE Academy applied for and was granted access to NYSED's Community Eligibility Option, through which 100% of students receive free lunch, breakfast, and snack at no cost to families



- All mass school brochures, mailings, and the enrollment application mention that the school accommodates students with disabilities, English language learners, and participates in the free and reduced lunch program.



# Entry 12 Teacher and Administrator Attrition

Created: 07/13/2016

Last updated: 07/28/2016

Report changes in teacher and administrator staffing.

Page 1

## Instructions for completing the Teacher and Administrator Attrition Tables

The following tables reflect formatting in the online portal required for Regents authorized charter schools. Schools should provide, for teachers and administrators only, the full time equivalent (FTE) of staff on June 30, 2015; the FTE for added staff from July 1, 2015 through June 30, 2016; and the FTE for any departed staff from July 1, 2015 through June 30, 2016 using the two tables provided.

### 2015-16 Teacher Attrition Table

	FTE Teachers on June 30, 2015	FTE Teachers Departed 7/1/15 - 6/30/16	FTE Teachers Filling Vacant Positions 7/1/15 - 6/30/16	FTE Teachers Added in New Positions 7/1/15-6/30/16	FTE of Teachers on June 30, 2016
	35	13	13	2	37

### 2015-16 Administrator Position Attrition Table

	FTE Administrative Positions on June 30, 2015	FTE Administrators Departed 7/1/15 - 6/30/16	FTE Administrators Filling Vacant Positions 7/1/15 - 6/30/16	FTE Administrators Added in New Positions 7/1/15-6/30/16	FTE Administrative Positions on June 30, 2016
	12	6	6	0	12

Thank you



# Entry 13 Uncertified Teachers

Created: 07/13/2016

Last updated: 07/22/2016

## Page 1

**The table below is reflective of the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Enter the relevant full time equivalent (FTE) count of teachers in each column. For example, a school with 20 full time teachers and 5 half time teachers would have an FTE count of 22.5. If more than one column applies to a particular teacher, please select one column for the FTE count.**

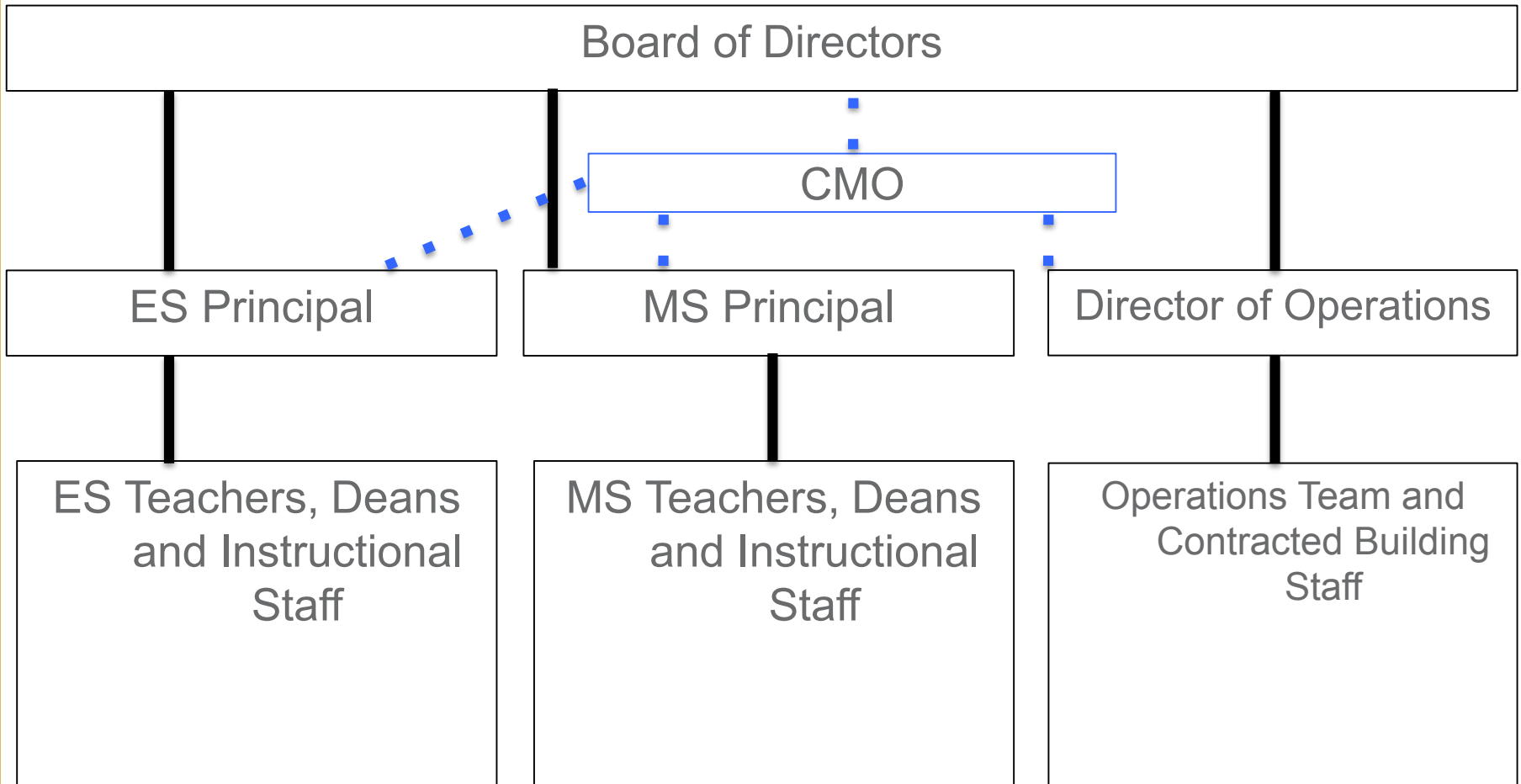
### **Staff Qualifications (June 30, 2016)**

**Note: Columns should sum to the FTE count of Teachers on June 30, 2016, and each teacher should be in only one column.**

1. FTE Count of Uncertified Teachers (6-30-15)	
2. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (6-30-15)	10
3. FTE count of uncertified teachers who are tenured or tenure track college faculty (6-30-15)	0
4. FTE count of uncertified teachers with two years of Teach for America experience (6-30-15)	0
5. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (6-30-15)	1
6. FTE count of uncertified teachers who do not fit into any of the prior four categories	0
Total	11.0

**Thank you.**

# PAVE ACADEMY ORG CHART



— : Formal Reporting Structure  
■ ■ : Support from CMO via Management Agreement

Year:

2016-2017 School Event Calendar

**Color Coding Key**

	First and Last Day of School
	Interim Assessment Days
	State Test Days
	Teacher Workdays
	No School - Vacation
	Report Card Nights
	8th Grade Graduation

**July 2016**

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**August 2016**

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**September 2016**

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**October 2016**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**November 2016**

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**December 2016**

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**August**

10th - 12th	New Staff PD
15th - 26th	All Staff PD
29th	First Day of School
29th-31st	MAP Testing

**September**

1st-16th	NWEA MAP Testing
5th	Labor Day- No School

**October**

3rd	Fall Break - No School
25th-27th	IA #1

**November**

1st-3rd	IA #1
10th	Data Day #1 - No School
11th	Veteran's Day - No School
21st	Report Card Night #1 - Early Release
23rd-25th	Thanksgiving Break- No School

**December**

21st	Early Release
22nd-30th	Winter Break- No School

**January 2017**

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**February 2017**

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

**March 2017**

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**April 2017**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**May 2017**

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**June 2017**

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**January**

2nd	New Year's Day Observed - No School
3rd	Teacher Workday - No School
16th	Martin Luther King Jr. Day- No School
31st-2nd	IA #2 - ELA- Mock State Test

**February**

10th	Teacher Workday - No School - Data Day #2
17th-20th	President's Weekend- No School
27th	Report Card Night #2 - Early Release
28th-3rd	IA #2 - Math - Mock State Test

**March**

10th	Teacher Workday - No School - Data Day #3
28th-30th	ELA NYSE - 2:45 Dismissal (RH ONLY)

**April**

7th-14th	Spring Break
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**May**

2nd-4th	Math NYSE - 2:45 Dismissal (RH ONLY)
23rd-2nd	IA #3
26th-29th	Memorial Day- No School

**June**

5th-16th	NWEA MAP Testing
16th	8th Grade Graduation
20th	Final Report Card Sent Home
21st	Last Day of School - Early Release
22nd-23rd	Teacher Work Days

3  
21  
20  
16  
16  
20  
17  
23  
15  
22  
15