

APPENDIX A: 2024-25 CHARTER SCHOOL ANNUAL REPORT

PART 1: SCHOOL INFORMATION AND EXECUTIVE SUMMARY	
Name of Charter School:	Year School Opened:
The Bridge Academy	1997
Street Address:	City/Zip Code:
160 Pulaski Street	Bridgeport, CT 06608
School Director:	School Director Contact Information:
Tyrone Elliott	tyrone.elliott@bridgeacademy.org / 203-336-9999
Grades Authorized to Serve in 2022-2023:	Charter Term:
7-12	2025-2029
<p>1. School Performance Best Practices: In 250 words or less, describe the practice or practices in use at the school that have resulted in strong student outcomes and a positive school climate during the 2024-2025 school year. Explain the rationale for establishing the practice(s) and the issue(s) it was intended to address. Describe the impact of the practice(s) on the student outcomes, providing evidence to substantiate effectiveness (i.e. quantitative, qualitative data). Provide evidence of collaboration with local school districts as appropriate.</p>	
<p>Four years ago we wrote a grant in order to engage a school improvement partner to support us in our mission of continuous growth for all stakeholders. The grant allowed us to work with SchoolWorks, an international organization devoted to supporting schools in moving from “good to great”. Our work with Schoolworks ended last year. Please see the Case Study that summarizes this work.</p> <p>Our work with SchoolWorks inspired us to start a teacher-led Teaching and Learning Committee which is charged with improving instruction and creating meaningful professional development (PD). We continue to use teacher surveys and trend data based on walkthrough observations using the Classroom Visit Tool (CVT), which rates instruction using ten indicators, to inform what PD we offer. For example, both surveys and CVT trend data indicated that we needed to work on supporting teachers in raising the rigor of their lessons so we held several PD’s around that. On our most recent Staff Climate Survey, 86% of respondents said they found the PD they participated in last year provided them with strategies to better meet the needs of their students.</p> <p>As part of our work around teacher learning and growth, Special Education teachers meet with all classroom teachers twice a month to review progress toward IEP goals and to discuss next steps. Our instructional coach also meets with all teachers twice a month to review student work and reinforce the learning from PD. We also continued to implement Sunday, a specialized reading instruction program, for those middle school students who struggle with decoding and fluency.</p> <p>Data shows that incoming 7th graders perform poorly on standardized tests and therefore need extra support on average. This was especially true last year. Normally, around 40% of our incoming 7th graders score in the lowest range on their 6th grade ELA SBAC, and around 49% on the Math SBAC; last year those percentages were 67 and 79, respectively. To address this need, we received a grant from the Peter and Carmen Lucia Buck Foundation (PCLB), that enabled us to hire paraprofessionals for every middle school classroom. These extra adults support the learning of all students in the room but pay particular attention</p>	

to those that testing and observation show struggle the most. Classroom interventions by these support teachers are documented so that we can track student growth over time. This initiative seems to be paying dividends: Our end of year [NWEA MAP Data](#) shows strong fall to spring growth in both Reading and Math.

We offer a robust early college program. All high school students with a GPA of 3.0 or higher are invited to take an 8 week college class with either Housatonic Community College or Post University. For the past several years, all seniors have taken a college level Financial Literacy class. Starting last year, all juniors took a College Success Seminar. Our early college program is free to students, which helps families afford college; two of our graduates have been able to graduate college a year early due to the many credits they earned in high school. A future goal of this program is for students to be able to obtain an Associate's Degree by the time they graduate from Bridge.

We continue to prioritize the social emotional learning and mental health of our students. Toward that end, we have three social workers and one school counselor for a population of under 300 students. In addition, with the help of a grant from the CT Department of Education Bureau of Health, Nutrition and Family Services, we were able to contract with ACES to employ a behavior analyst twice a week. Three years ago another grant enabled us to work with Catalyst: Ed to create a social emotional benchmark survey that we administer to all incoming students in order to learn their social emotional strengths and needs. Our social workers then use this information to identify students who may need their attention as soon as the school year begins in order to support their learning and prevent issues such as misbehavior in the classroom.

We offer stipend positions in the areas of family engagement and school climate to encourage staff leadership and ensure positive growth in these areas. Among other things, these coordinators organize assemblies, family barbecues, clothing giveaways, visits to the state capital to lobby for more funding, quarterly newsletters, student focus groups, dances, and Parent Teacher Home Visits, all of which had a positive effect on culture, climate and family engagement this past year. On our spring Family School Climate survey, 93.9% of families said that they would recommend Bridge Academy to others, 97% of families agreed that good teaching is important at Bridge; 94% of families agreed that they knew their child's progress or problems before progress reports and report cards are sent home; 94% said they felt well-informed about what is going on at school; and 100% said that their child's teachers encourage them to develop to their full potential.

In order to create positive school connections we continue to offer a robust after school program, with 17 clubs including piano, violin, Anime, Media, Student Council, basketball and flag football. All clubs and sports are free for families. We also partner with organizations such as Earthplace Nature Center in Westport, the Maritime Aquarium in Norwalk, and the Beardsley Zoo in Bridgeport to offer students free field trips to places they may not otherwise have access to.

To ensure that Bridge is a welcoming place for parents as well as students, we held two family barbecues and an Honors Night. We continue to offer parent conferences both in person and online. Several parents participate on our Governing Council. We received high marks on our end of year Parent School Climate Survey on which 96.9% of families agreed or strongly agreed that they feel welcome at Bridge, 96.7% agreed or strongly agreed that our climate is caring and supportive, and 93.9% saying that they would recommend Bridge to other families.

Our employees reflect our student population with people of color making up 30.8% of our certified staff (compared to 10.2% for the state - Edsight). Counting support staff, 47% of those working at Bridge Academy are Black or Hispanic and four of those staff are Bridge Academy alumni.

PART 2: SCHOOL PERFORMANCE

1. School Goals: State the school’s mission statement. Provide the school’s mission-specific, measurable goals. Analyze school progress toward these goals, providing data as appropriate. Add/Remove rows as necessary.

MISSION STATEMENT

The Bridge Academy is a small, caring public charter school with a rigorous learning environment. All members of the Bridge Academy community listen to and communicate with each other, are able to respond to diverse needs, and give the consistent effort necessary for personal and academic growth.

Goal Statement:

Evidence of Progress Toward Target Goals:

All high school students will be offered an early college experience and all Bridge Academy seniors will have the option of attending college.

In order to provide students experience with college level classes and offer them the opportunity to earn free college credits, we provide early college classes for our high school students through partnerships with Housatonic Community College and Post University. Below, please find information on our early college experience from year 2024-2025 school year:

- ★ 86 Bridge Academy HS students took college courses (up from 66 the previous year)
- ★ Students took a total of 162 classes (up from 106 the previous year) with a pass rate of 93%
- ★ Students earned 486 credits (up from 318 the previous year) in total, with an average GPA of 2.81
- ★ 21% of participating students have an IEP or 504

Bridge Academy has been recognized more than once for having the highest monthly FAFSA completion rate of any public school in Connecticut.

For the past several years all 12th graders have taken a college-level Financial Literacy course. This year all 11th graders took a College Success Seminar through Post University.

All staff will be offered high quality professional development, including a robust system of observations, in order to improve instruction and student achievement.

Though our partnership with our school improvement partner, SchoolWorks, ended in the 2023-2024 school year, we continue to build on the improvements we made through our work with them. Part of that work included adopting a walkthrough observation rubric called the Classroom Visit Tool (CVT), which is made up of ten instructional indicators. The majority of our staff have been trained and certified in the use of this tool, the benefit of which is common expectations and language around good instructional practice.

- ★ We conducted an average of 8 CVT

observations per teacher in the 2024-2025 school year (up from 7 per teacher the previous year)

- ★ We used CVT trend data, as well as staff needs surveys, to inform professional development
- ★ We saw our biggest increases in the areas in which we held professional development sessions (e.g. Higher Order Thinking). Below are CVT trend ratings for our priority areas (on a 1 to 4 scale):

	2022	2023	2024	2025
Focused Instruction	2.0	2.8	2.8	2.9
Instructional Strategies	2.1	3.1	2.7	2.9
Higher Order Thinking	1.9	2.5	2.2	2.7
Assessment	2.6	2.9	3.0	2.6

- ★ In the spring 2025 staff climate survey, 86.6% of staff agreed that the professional development they received provided them with strategies that helped support student learning; this is up from 75% the previous year.

2. Student Achievement: The data below summarizes the school’s performance from the 2023-24 school year. Please review the data using [EdSight](#) to ensure its accuracy.

Performance Metric	2023-2024
1.1. Academic Achievement	
a. ELA Performance Index – All Students	52.0
b. ELA Performance Index – High Needs Students	49.8
c. Math Performance Index – All Students	51.7
d. Math Performance Index – High Needs Students	49.1
e. Science Performance Index – All Students	46.2
f. Science Performance Index – High Needs Students	45.0
1.2. Academic Growth	
a. ELA Academic Growth – All Students	54.7%
b. ELA Academic Growth – High Needs Students	53.7%
c. Math Academic Growth – All Students	78.8%
d. Math Academic Growth – High Needs Students	73.9%
e. Progress Toward English Language Proficiency – Literacy	*
f. Progress Toward English Language Proficiency - Oral	*

1.3. Participation Rates-ELA, Math, Science (a. All Students, b. High Needs Students)		
1.4. Chronic Absenteeism	a. All Students	18.7%
	b. High Needs Students	20.7%
1.5. Preparation for CCR – Percent Taking Courses		89.6%
1.6. Preparation for CCR – Percent Passing Exams		53.2%
1.7. On-track to High School Graduation		94.9%
1.8. 4-year Graduation—All Students (2023 Cohort)		97.2%
1.9. 6-year Graduation—High Needs Students (2021 Cohort)		87.9%
1.10. Postsecondary Entrance (Graduating Class 2023)		73.0%
1.11. Physical Fitness (estimated participation rate = 98.9%)		53.8%
1.12. Arts Access		21.3%
School Category: 2		*
Charter School Accountability Index:		72.5%

3. Legal Compliance Best Practices: Describe your charter school's systematic approach to maintaining regulatory compliance across all operational domains. Highlight your most effective frameworks for ensuring adherence to laws governing special education services, multilingual learner supports, and protection of student and employee rights. Detail specific compliance mechanisms—including policy development processes, staff training programs, and internal monitoring systems—that have proven especially successful in your school context. Present relevant compliance metrics, audit outcomes, and stakeholder feedback demonstrating your commitment to legal obligations and ethical practices. Include examples of productive collaborations with local districts that have enhanced your compliance efforts through resource sharing, professional development, or coordinated service delivery. Focus on distinctive practices rather than exhaustive documentation, prioritizing evidence-based insights within the 250-word limit.

We have operated with the highest levels of integrity and compliance with the law in all areas throughout our twenty-seven year history.

We have two very committed Boards (Governing Council and Board of Directors) made up of many members who have served for over five years, and some for over ten.

Our Board minutes and handbooks are revised every year and posted on our website ensuring transparency and clear communication with our community.

We have a member of the Bridgeport Board of Education serving as an active member of our Board of Directors. In the summer of 2022-2023, the entire Board participated in a training conducted by CABE. Last year we received a grant from PCLB for our school improvement partner, SchoolWorks, to conduct training for our Board as well. This training focused on strategic planning and administrator evaluation.

We have five committees of the Board of Directors. These committees are: Finance, Special Education, Teaching and Learning, Attendance and Climate, and the Governing Council, which is made up of staff, parents and community members. The committees meet each month, then report to the full Board at the next meeting. The minutes for every committee meeting are linked in the Board of Directors minutes. These committees allow us to better engage and inform our members and ensure greater oversight of our operations.

We have several Board members who were recruited specifically for their experience with financial statements and budgets.

As a best practice, we continue to change auditors every three years. The audit for the 2024-2025 school year is being conducted by a new firm after sending out several requests for proposals.

The Bridge Academy follows all state recommendations for Teacher Evaluation, having adopted the most recent Leader and Teacher Evaluation Support Plan.

All beginning teachers are assigned a mentor and supported through the state's Teacher Education and Mentoring (TEAM) Program.

All teachers at Bridge Academy are certified in their subject area or have been granted Charter School Certification, Durational Shortage Area Permits, Emergency Certification or long term substitute certification until their state certification is complete.

PART 3: STEWARDSHIP, GOVERNANCE, AND MANAGEMENT

1. Financial Documents: As required by C.G.S. § 10-66cc(b)(2) and 10-66pp, the charter school, and if applicable, the charter school management organization of the state or local charter school, (1) shall submit FY 2023-2024 certified audit statements, including the statement of activities showing all revenues from public and private sources, expenditures, and net operating gain/loss, balance sheet and statement of cash flows; (2) the charter school and if applicable, the charter school management organization of the state or local charter school, shall submit a complete copy of the most recently completed Internal Revenue Service form 990, including all parts and schedules, **other than Schedule B** of such form; (3) provide the FY 2024-2025 budget; and (4) provide a FY 2025-2026 board-approved budget.

2. Financial Condition: Provide the following financial data for FY 2023-2024

Total margin (net income/total revenue):	$(-\$19,861)/\$5,164,210 = -0.38\%$
Debt to asset ratio (total liabilities/total assets):	$\$1,297,094/\$3,092,785 = 41.94\%$
Debt service coverage ratio (net income + depreciation + interest expense)/ (annual principal + interest, and lease payments):	$\$129,942/\$159,793 = .81$
Current asset ratio (current assets/current liabilities):	$\$581,731/\$330,145 = 1.76$
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	$\$425,599/\$13,763 = 31$
Cash flow (change in cash balance):	$+\$314,319$

3. Governing Board: Consistent with C.G.S. § 10-66bb(d)(3)(A), provide the information below for all governing board members. The governing board should include teachers, parents, guardians of students enrolled in the school, and the chairperson of the local or regional board of education of the town in which the charter school is located and which has jurisdiction over a school that resembles the approximate grade configuration of the charter school, or the designee of such chairperson, provided such designee is a member of the board of education or the superintendent of schools for the school district, or the superintendent’s designee.

Name:	Occupation:	Board Role/Term:	Mailing/Email:	Background Check:
James Rawlins	Director of Data Analytics and Insights, Fidelity	President	rawlinsjl@gmail.com	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Kit Kaolian	People’s United Bank, Retired	Vice President	kit@prodigy.net	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Michael Grabowski	Financial Manager, retired	Treasurer	mgrabowski@sbcglobal.net	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Craig Hoffman	Industrial Engineer, Quality Manager, retired	Secretary	craighoff@gmail.com	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Albert Benejan	Charter School/BPS Board Liaison	Director	abenejan@bridgeportedu.net	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Brenden Bish	Bridgeport Firefighter and former Bridge Academy student and employee	Director	bbish49@gmail.com	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Peggy Bud	Special Education Consultant	Director	Peggy@peggybud.com	X <input type="checkbox"/> Yes <input type="checkbox"/> No
Heather Dwyer	Senior Vice President Global Finance and Administration, The RCS Group iHeartMedia Inc.	Director	hdwyer@rcsworks.com	X <input type="checkbox"/> Yes <input type="checkbox"/> No

4. Renewal Conditions and Terms: Detail your charter school's advancement toward fulfilling the renewal conditions established during your most recent charter renewal process or addressing specific terms identified by the Connecticut State Department of Education. Present a comprehensive overview of implemented initiatives, strategic actions, and measurable outcomes that demonstrate your institution's meaningful progress toward resolving these identified areas for improvement. Include relevant performance metrics and evidence-based results that substantiate your school's efforts and commitment to addressing each condition. The section below contains a pre-populated chart of your school's specific renewal conditions or terms, which you should reference when documenting both completed work and forthcoming strategic plans designed to satisfy outstanding requirements.

Standard/Indicator:	Renewal Conditions and Terms:	Progress Update:
1.1 Academic Achievement	<p>The Bridge Academy's 2023-24 Next Generation Accountability Index was 72.5, the state's index was 70.8.</p> <p>The school should continue efforts to improve student outcomes.</p>	<p>Note: this information has not been released by the state yet.</p>
3.3 Demographic Representation	<p>In 2023-24, the school's English Learner/Multilingual Learners (ELs/MLs) population was 3.9%. To better reflect the demographics of the surrounding community, the school must seek to enroll more students who are English/Multilingual learners.</p>	<p>We continue to work to enroll more Multilingual Learners. Each year we advertise our school on the local Spanish radio station with a Spanish language ad. Our application is on our website in both English and Spanish, and all of our enrollment materials are readily available in Spanish. We paid for our Spanish teacher to earn a graduate certificate in Educating Bi-lingual Learners. Multiple staff speak Spanish, including both secretaries and our school nurse. This past year our percentage of multilingual learners rose to 5% from 3.9% in the 23-24 school year and 3.2% in the 22-23 school year.</p>
3.5 Chronic Absenteeism	<p>The Bridge Academy's chronic absenteeism rate for the 2022-23 school year was 21.0%, whereas the state average was 20.0%. The school's rate for the 2023-2024 school year was 18.7%, whereas the state average was 17.7%.</p> <p>The school should continue efforts to lower the chronic absenteeism rate.</p>	<p>Chronic Absenteeism Through June (Edsight):</p> <ul style="list-style-type: none"> ● Bridge: 25% ● Bridgeport: 33.1% ● State: 17.2% <p>Attendance Rates Through June (Edsight):</p> <ul style="list-style-type: none"> ● Bridge: 92.4% ● Bridgeport: 90% ● State: 93.2%

		<p>We continue to use multiple strategies to get students to school every day. These include: calling the families of students who struggled with attendance the year before to see how we can help; regular attendance meetings at which teams consisting of teachers, admin, the school nurse and secretaries discuss struggling students and decide on next steps; calls and ParentSquare messages sent to every absent student daily; attendance “nudge” letters sent every five weeks detailing struggling students’ attendance compared to that of peers; parent meetings; Uber rides for students without a ride to school (with parent permission); a high level of emotional support from staff including our three social workers and school counselor; a positive, engaging school climate including a robust after school program and lots of trips. As our chronic absenteeism rose this past year, we have made improving attendance a part of our state Corrective Action Plan. Among other things, we will make attendance an agenda topic at every bi-weekly grade level meeting, we will work to recognize improved attendance rather than just perfect attendance, and will consider such things at home visits for students struggling with attendance.</p>
<p>4.5 Teacher/Staff Credentials</p>	<p>As of May 1, 2024, the Bureau of Educator Standards and Certification reported 0 staff identified in the Educator Data System as out of compliance for the 2023-24 school year.</p> <p>Per state statute, it is the school’s responsibility to take steps to ensure 100% of school staff hold appropriate certificates, permits, or authorizations for positions.</p>	<p>All teachers at Bridge Academy are certified in their subject area or have been granted Charter School Certification, Long Term Sub Certification, Emergency Certification or Durational Shortage Area Permits until their official state certification is complete.</p>

5. Stewardship, Governance, and Management Best Practices: Describe your charter school's most effective organizational systems that ensure financial sustainability, operational excellence, and robust accountability. Detail your governance structures, fiscal oversight mechanisms, and management practices that have demonstrably strengthened institutional health and performance outcomes. Explain why these specific approaches were implemented, connecting them to your school's mission and strategic priorities. Present concrete evidence of their effectiveness using key performance indicators, audit results, operational metrics, and stakeholder feedback that demonstrate measurable improvements. Include examples of productive partnerships with local districts that have enhanced your governance practices or operational efficiency. Focus on high-impact initiatives rather than comprehensive coverage, limiting your response to 250 words while providing specific, evidence-based insights.

Our most recent renewal and audits found no significant issues with legal or financial compliance. Last year we sent out an RFP and changed auditors in order to comply with best practices and continually have “fresh eyes” analyzing our finances.

We are committed to following the state recommendation that we work to find additional revenues and ensure that we meet the NACSA minimum threshold of 60 days of unrestricted cash and work to budget a surplus. We are doing this in part by reducing staff (we laid off four staff at the end of the 23-24 school year) but also by continuing to investigate and apply for outside funding through grants. For example, this past year we received \$100,000 from PCLB for general operating costs (this grant was renewed at \$260,000 for the 2025-2026 school year. We have used this funding to ensure that every middle school classroom has a second support teacher. Two years ago we received a Mental Health Workers grant from the CT Department of Education that allowed us to hire a second school counselor and in the 23-24 school year we received a Multi Media and Security Grant funded by the CT Department of Emergency Services & Public Protection which allowed us to replace all of the cameras inside and outside the school and add a panic button in our office.

We have received funding for a part time behavioral specialist through the CT Department of Education Bureau of Health, Nutrition and Family Services, and received another through ARPA Summer Mental Health Supports that allows us to offer college counseling and mental health services through the summer. In the 2023-2024 school year we received a small Dual Credit Expansion grant that allows us to support our early college program. We also receive funding through the Bridgeport Rotary Club that supports our Independent Reading Program. We continue to receive a summer counseling grant, which we used this year in part to offer a summer arts program. Lastly, we are waiting to hear back about a building grant that would allow us to reinforce our gym floor, upgrade all locks, renovate the middle school boys bathroom, repair broken doors, and help us install an intercom system.

We continue to prioritize diversity on our Governing Board which is made up of 43% Black and Hispanic members.

Bridgeport Public Schools has been paying our special education bills regularly as we continue to honor their request to submit a detailed, itemized invoice.

PART 4: STUDENT POPULATION

1. Enrollment and Demographic Data: Provide 2024-2025 student demographic and enrollment information.

Grades Served:	7-12	American Indian or Alaska Native:	
Student Enrollment:	280	Asian:	
Percentage of students identified EL/ML:	3.9	Black/African American:	49.8
Percentage of students identified for Free/Reduced-Price Meals:	85.4	Hispanic/Latino: of any race:	45.2
		Native Hawaiian or Pacific Islander:	
Percentage of students with disabilities:	17.4	Two or More Races:	2.5
		White:	

2024-2025 Enrollment by Grade Level:

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
								50	50	48	51	46	36	281

2. Enrollment Efforts: Summarize the school’s efforts to attract, enroll, and retain a diverse student population that reflects the demographics of the community. Describe strategies aimed at reaching and serving students of color, low-income families, English learners/Multilingual learners and students with disabilities. Include outreach initiatives, inclusive enrollment practices and support systems designed to promote equitable access.

The Bridge Academy does a good job of enrolling high needs students. For the 2024-2025 school year, 17.4 % of our students qualified for special education and 85.4% qualified for free or reduced lunch. 49.8% of our students are Black, 45.2% are Hispanic with the remainder identifying as mixed race. These demographics reflect the community we serve.

One population we will continue to work to attract is that of multilingual learners; in the 2024-2025 school year, only 5% of our learners were identified as multilingual; this is an increase from past years but is still lower than we would like. This may be in part because of the nature of charter school enrollment, which requires that we work from our waitlist to enroll new students rather than being able to accept students who just arrived from a Spanish speaking country. We will continue to put out radio ads in Spanish and to offer our application and enrollment forms in Spanish. We also use ParentSquare as a communication tool; ParentSquare translates messages into the user’s preferred language, which we think has helped us maintain positive relationships with families that speak other languages.

The Bridge Academy has effectively served our special populations for many years. Knowing that many of our families qualify for free and reduced lunch, and that even those who do not qualify may struggle financially, we offer breakfast and lunch free to all students every day. Families of students who qualify for special education are attracted to The Bridge Academy’s small size, safe atmosphere and push-in support model. Our general education teachers meet bi-weekly with each student’s special education teacher in order to analyze their progress and discuss support and next steps. Our community recognizes that The Bridge Academy offers a different, more inclusive approach for these students than they sometimes receive in the larger schools in our district.

We prioritize the social emotional support and learning of our students: we employ three first time social workers and a school counselor for our population of under 280 students. This means that student support service personnel make up 13.76% of our staff compared to 7.58% for the state and 7.1% for Bridgeport (Edsight).

Our four year graduation rate for students who are eligible for free lunch is 87.5%, higher than that of Bridgeport (75.5%) and the state (81.9%) and our six year graduation rate for high needs students, 87.9%, is higher than that of Bridgeport's (78.7%) and the state's (86.6%) (Edsight). This is a testament to the work we do to support special populations in realizing their full potential.

Our families appreciate the support we give their students; in our 2025 school climate survey, 93.9% of families surveyed said that they would recommend Bridge to other families.

3. Waitlist Data: Provide waitlist totals below, illustrating demand and community support for the school.

2024-2025 Waitlist:	2025-2026 Waitlist:
326	403

4. Student Population Best Practice: Outline your charter school's most effective strategies for advancing educational equity through targeted recruitment, enrollment, and retention initiatives. Describe your signature approach to family engagement and community outreach that has successfully diversified your student population and ensured meaningful inclusion of underrepresented groups. Connect these practices to your school's distinctive educational model, explaining how they align with your core mission and values. Present specific evidence of impact through enrollment demographics, retention statistics, and stakeholder testimonials that demonstrate measurable progress toward equity goals. Include any notable collaborations with local districts that have enhanced your ability to serve diverse learners effectively. Focus on your most innovative and impactful practices rather than attempting comprehensive coverage, keeping your response focused and within the 250-word limit.

The Bridge Academy's high needs population for the 2024-2025 school year was 87.5%(Edsight). It is therefore extremely important that we create a school culture that is sensitive to and supportive of high needs students. Last year we employed three social workers and a school counselor. We also received a grant from the PCLB Foundation that enabled us to put a paraprofessional in every classroom in the middle school in order to ensure that our students have access to the social, emotional, mental health and academic support they need to thrive. In recognition of the socio-economic status of most of our families, we serve free breakfast and lunch to all students daily and for the first time this summer offered a free breakfast and lunch to all children under 18.

We received a grant that allows us to have a second adult in every middle school classroom to give students the extra help they need. We also added a writing course to the middle school class schedule in order to address the skill needs demonstrated by standardized test scores.

We employ three full-time special education teachers. Using the push-in model, our special education students spend the majority of their school time in classes with their general education peers. We have worked hard over the last few years to improve the writing, implementation and progress-analysis of IEP goals and objectives. Toward that end, the special education teachers and an administrator meet bi-weekly with each general education teacher to look at individual student data and discuss next steps and support. Bridgeport Public Schools runs our PPT meetings and those have gone smoothly. In addition, our lead SPED teacher and our school director attend regular meetings hosted by our host district's Department of Special Education.

For our multilingual learners, we provide a sheltered instruction model. We also paid for one of our staff members to earn her graduate certificate in Educating Bi-lingual Learners and she serves as our consultant on supporting our multilingual students.

The fact that 96.6% (Edsight) of our high needs students graduated in four years in the last year that data was available is a testament to the success of the support we offer our students.

APPENDIX B: CHARTER SCHOOL PERFORMANCE FRAMEWORK

The Connecticut State Department of Education's charter school performance framework establishes transparent accountability standards aligned with both state law and National Association of Charter School Authorizers' best practices. These four comprehensive performance standards—with their specific indicators—serve as the foundation for evaluating charter school effectiveness and sustainability. This robust framework guides all phases of the CSDE's oversight process, from initial charter approval through annual monitoring and renewal decisions, ensuring consistent, evidence-based evaluation of each school's educational impact and organizational viability.

Performance Standards:	Performance Indicators:
<ol style="list-style-type: none"> 1. School Performance: Is the school a successful model resulting in strong student outcomes and a positive school climate? 2. Stewardship, Governance, and Management: Is the school financially and organizationally healthy and viable? 3. Student Population: Is the school promoting equity by effectively attracting, enrolling, and retaining students, particularly among targeted populations? 4. Legal Compliance: Is the school acting in compliance with applicable laws and regulations? 	
<ol style="list-style-type: none"> 1. School Performance 	<ol style="list-style-type: none"> 1.1. Academic Achievement <ol style="list-style-type: none"> a. ELA Performance Index–All Students b. ELA Performance Index–High Needs Students c. Math Performance Index–All Students d. Math Performance Index–High Needs Students e. Science Performance Index–All Students f. Science Performance Index–High Needs Students 1.2. Academic Growth <ol style="list-style-type: none"> a. ELA Academic Growth–All Students b. ELA Academic Growth–High Needs Students c. Math Academic Growth–All Students d. Math Academic Growth–High Needs Students e. Progress toward English Language Proficiency–Literacy f. Progress toward English Language Proficiency–Oral 1.3. Participation Rates–ELA, Math, Science (a. All Students, b. High Needs) 1.4. Chronic Absenteeism (a. All Students, b. High Needs) 1.5. Postsecondary Preparation 1.6. Postsecondary Readiness 1.7. On-track to High School Graduation

	<ul style="list-style-type: none"> 1.8. 4-year Adjusted Cohort Graduation (All Students) 1.9. 6-year Adjusted Cohort Graduation (High Needs Students) 1.10. Postsecondary Entrance Rate 1.11. Physical Fitness 1.12. Arts Access
<p>2. Stewardship, Governance, and Management</p>	<ul style="list-style-type: none"> 2.1. Financial Management 2.2. Financial Reporting 2.3. Financial Viability 2.4. Governance and Management 2.5. Facility
<p>3. Student Population</p>	<ul style="list-style-type: none"> 3.1. Recruitment and Enrollment Process 3.2. Waitlist and Enrollment Data 3.3. Demographic Representation 3.4. Family and Community Support 3.5. School Culture and Climate
<p>4. Legal Compliance</p>	<ul style="list-style-type: none"> 4.1. Open Meetings and Information Management 4.2. Students with Disabilities 4.3. English Learners 4.4. Rights of Students 4.5. Teacher/Staff Credentials 4.6. Employee Rights

APPENDIX C: STATEMENT OF ASSURANCES

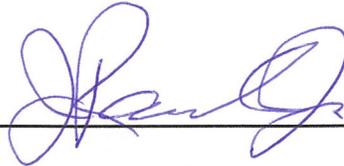
It is imperative that charter schools—as with all other public schools—adopt and uphold the highest ethical and legal standards while delivering excellent academic opportunities for students and their families.

As the authorized representative of **The Bridge Academy**, to the best of my knowledge, I affirm that:

1. Pursuant to C.G.S.A. § 10-66rr, all board members and staff have satisfactorily completed background checks, including a state and national criminal record check and a record check of the Department of Children and Families child abuse and neglect registry.
2. Pursuant to C.G.S.A. § 10-66rr, if applicable, all charter school management organization (CMO) governing board members and staff members, who performs a service involving direct student contact have satisfactorily completed background checks, as described in (1).
3. All contractors doing business with the school, who performs a service involving direct student contact have satisfactorily completed background checks, as described in (1).
4. Records of any and all background checks described above, are on file at **The Bridge Academy** and available for random audit by the Connecticut State Department of Education (CSDE).
5. Pursuant to C.G.S.A. § 10-66oo, **The Bridge Academy** Governing Board has adopted written anti-nepotism and conflict of interest policies consistent with state law and best practices in nonprofit corporate governance, and pursuant to 10-66bb(d), that no member or employee of the Governing Board has a personal or financial interest in any asset, real or personal, of the charter school.
6. Pursuant to C.G.S.A. § 10-66oo, each member of a governing council of a state or local charter school shall complete training related to charter school governing council responsibilities and best practices at least once during the term of the charter, and that no board member of **The Bridge Academy** serves on the board of another charter school or CMO.
7. All public funds received by **The Bridge Academy** have been, or are being, expended prudently and in a manner required by law.
8. All Governing Board meetings are open and accessible to the public, and that **The Bridge Academy** has posted, and continues to post, on any Internet website that the Governing Board operates, the schedule, agenda, and minutes of each Governing Board meeting, including any meeting of a subcommittee of the Governing Board.
9. **The Bridge Academy** does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws.
10. **The Bridge Academy** does not operate any school location outside the scope of its approved charter or subsequent State Board of Education approval.

By signing this Statement of Assurances on behalf of the Governing Board of **The Bridge Academy**, I acknowledge that I understand the terms contained herein and affirm the validity of each statement to the best of my knowledge. I further understand that **The Bridge Academy** may be subject to random audit by the CSDE to verify these statements.

Signature:



Name of Board Chairperson:

JAMES RAWLINS JR

Date:

9/26/2025



Bridge Academy Financial Report

Data as of: 6/30/2025

(Fiscal Year Start Date: 1-July-24)

	2024/2025 School Year		
	Audited Results as of 6/30/25	YTD Baseline Budget	\$ Better / (Worse) Than Budget
Income:			
Federal Income	\$629,174	\$564,000	\$65,174
School Income	\$734,121	\$580,000	\$154,121
State Income	\$3,802,212	\$3,783,400	\$18,812
Total Income:	\$5,165,507	\$4,927,400	\$238,107
Expenses:			
1100000 · Instruction	\$2,376,142	\$2,226,600	(\$149,542)
1210000 · Support Serv. - Students	\$1,012,647	\$952,900	(\$59,747)
1221000 · Improve Instr. Services	\$43,819	\$139,500	\$95,681
1230000 · Support Serv. - Gen. Admin.	\$42,144	\$40,000	(\$2,144)
124000 · Administration School-Based	\$875,320	\$844,500	(\$30,820)
125000 · Support Serv. - Administration	\$36,358	\$36,500	\$142
1260000 · Plant Maintenance	\$536,434	\$367,600	(\$168,834)
127000 · Student Transportation	\$19,158	\$25,000	\$5,842
1310000 · Food Service	\$192,570	\$173,000	(\$19,570)
9999999 · Contingency / Scholarships	\$11,055	\$50,000	\$38,945
Total Expenses:	\$5,145,647	\$4,855,600	(\$290,047)
POST TAX AFLA	(\$833.00)		\$833
Net Income:	\$20,693	\$71,800	(\$51,107)



Bridge Academy Financial Report

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Net Income:	\$20,693	\$71,800	(\$51,107)

THE BRIDGE ACADEMY, INC.

FINANCIAL STATEMENTS

AS OF JUNE 30, 2024

THE BRIDGE ACADEMY, INC.
FINANCIAL STATEMENTS
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INDEPENDENT AUDITOR'S REPORT

To the Board of Education of
The Bridge Academy, Inc.
Bridgeport, CT, 06608

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Bridge Academy, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2024, the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Bridge Academy, Inc. as of June 30, 2024, 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.

Basis for Opinion

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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of The Bridge Academy, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit.

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Bridge Academy, Inc.'s ability to continue as a going concern for one year after the date that the financial statements are issued.

CONNECTICUT OFFICES

1340 Sullivan Avenue, South Windsor, CT 06074
Tel: (860) 644-5825, Fax: (860) 644-5731

1 Evergreen Avenue, Suite 22, Hamden, CT 06518
Tel: (203) 288-4144, Fax: (860) 644-5731

UTAH OFFICE

2750 Rasmussen Road, PO Box 681320, Park City, UT 84068-1320
Tel: (435) 645-8362, Fax: (435) 645-8365

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Bridge Academy, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Bridge Academy, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Other Legal and Regulatory Requirements

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying Schedule of Expenditures of Federal Awards, and the Schedule of Expenditures of State Financial Assistance, as required by Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, and State of Connecticut Office of Policy and Management under the Connecticut Single Audit Act (C.G.S. Sections 4-230 to 4-236), are presented for purposes of additional analysis, and are not required parts of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards

generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with Government Auditing Standards, we have also issued our report dated October 4, 2024, on our consideration of The Bridge Academy, Inc.'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 solely 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 the effectiveness of 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 Bridge Academy, Inc.'s internal control over financial reporting and compliance.

HRT Advisors, LLC

HRT Advisors, LLC
South Windsor, Connecticut
October 4, 2024

THE BRIDGE ACADEMY, INC.
STATEMENT OF FINANCIAL POSITION
JUNE 30, 2024

ASSETS	
Cash	\$ 111,280
Accounts and grants receivable	318,000
Prepaid expense	26,478
Finance Leases - Right-of-use assets, net	1,399,045
Property and equipment, net	<u>1,334,146</u>
Total Assets	<u><u>\$ 3,188,949</u></u>
 LIABILITIES AND NET ASSETS	
Accounts payable and accrued expenses	\$ 130,445
Accrued payroll	216,111
Finance lease liabilities	<u>1,066,559</u>
Total Liabilities	<u><u>1,413,115</u></u>
 NET ASSETS	
Without donor restrictions	1,675,834
With donor restrictions	<u>100,000</u>
Total net assets	<u><u>1,775,834</u></u>
Total Liabilities and Net Assets	<u><u>\$ 3,188,949</u></u>

Notes to the financial statements are an integral part of the basic financial statements

THE BRIDGE ACADEMY, INC.
STATEMENT OF ACTIVITIES
JUNE 30, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues and Support:			
Government grants and contracts	\$ 5,322,274	\$ -	\$ 5,322,274
Contributions	133,270	100,000	233,270
In-kind revenue	31,502	-	31,502
Other income	34,709	-	34,709
Total	<u>5,521,755</u>	<u>100,000</u>	<u>5,621,755</u>
Expenses:			
Program services	4,651,202	52,610	4,703,812
Management and general	707,332	-	707,332
Fundraising	19,682	-	19,682
Total	<u>5,378,216</u>	<u>52,610</u>	<u>5,430,826</u>
Change in net assets	143,539	47,390	190,929
Net assets, beginning of year	<u>1,532,295</u>	<u>52,610</u>	<u>1,584,905</u>
Net assets, end of year	<u><u>\$ 1,675,834</u></u>	<u><u>\$ 100,000</u></u>	<u><u>\$ 1,775,834</u></u>

Notes to the financial statements are an integral part of the basic financial statements

THE BRIDGE ACADEMY, INC.
STATEMENT OF CASH FLOWS
JUNE 30, 2024

	<u>Charter School Operations</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Salaries, employee benefits and related expenses	\$ 3,487,366	\$ 418,531	\$ 12,932	\$ 3,918,829
Depreciation	98,813	11,859	366	111,038
Amortization - right of use assets	95,861	11,504	355	107,720
Programs Supplies and expenses	802,109	172,335	5,291	979,735
Outside services	23,027	6,818	96	29,941
Utilities	72,133	8,657	267	81,057
Repairs and maintenance	69,930	8,392	259	78,581
Insurance	-	41,364	-	41,364
Interest	29,391	3,527	109	33,027
Professional fees	123	24,345	7	24,475
Transportation expense	25,059	-	-	25,059
	<u>\$ 4,703,812</u>	<u>\$ 707,332</u>	<u>\$ 19,682</u>	<u>\$ 5,430,826</u>

Notes to the financial statements are an integral part of the basic financial statements

THE BRIDGE ACADEMY, INC.
STATEMENT OF CASH FLOWS
JUNE 30, 2024

Cash flows from operating activities:	
Change in net assets	\$ 190,929
Adjustments to reconcile change in net assets to net cash provided by operating activities	
Amortization - right of use assets	107,720
Depreciation	111,038
(Increase) decrease in operating assets	
Accounts receivable, net	(204,476)
Prepaid expenses	41,039
Increase (decrease) in operating liabilities	
Accounts payable and accrued expenses	(6,040)
Accrued payroll	(8,143)
Net cash provided by operating activities	<u>232,067</u>
Cash flows from investing activities:	
Purchase of property, plant and equipment	<u>(87,842)</u>
Net cash used by investing activities	<u>(87,842)</u>
Cash flows from financing activities	
Principal payments on financing lease	<u>(98,052)</u>
Net cash used by financing activities	<u>(98,052)</u>
Net change in cash	46,173
Cash and cash equivalents, beginning of year	<u>65,107</u>
Cash and cash equivalents, end of year	<u>\$ 111,280</u>
Supplemental Cash Flow Information	
Cash paid for interest expense	\$ 33,027

Notes to the financial statements are an integral part of the basic financial statements

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

Note 1 – Organization and Nature of Activities

Nature of Activities

The Bridge Academy, Inc. (the “School”) was granted a charter to operate Bridge Academy, a public school located in the City of Bridgeport, CT. The School was founded in 1997 to provide a college preparatory curriculum designed to overcome the educational problems typically found in the inner city. The established goals are to be met through the following approaches: parental involvement, a mentor program with professionals from the Bridgeport business community, an introduction to the world outside of Bridgeport that includes the arts, and small enrollment that allows students to foster a sense of community and self-respect.

In accordance with the provisions of Section 10-66bb of the Connecticut General Statutes, The Bridge Academy, Inc., was granted their initial charter in 1997. A charter school, as defined by the Connecticut statutes, is a public, nonsectarian school, which is established under a charter granted pursuant to the provisions of the statutes, acts as a public agency, and operates independently of any local or regional board of education in accordance with the terms of its charter and the provisions of the statutes. The charter was renewed through June 30, 2025 and shall be operated in accordance with all applicable state and federal laws and regulations, and the terms of its charter.

The school has grades seven through twelve and was approved for 280 students by the State of Connecticut Department of Education for the year ended June 30, 2024.

Note 2 – Summary of Significant Accounting Policies

Basis of Presentation

The financial statements of The Bridge Academy, Inc. have been prepared in accordance with U.S. generally accepted accounting principles (“US GAAP”), which require The Bridge Academy, Inc. to report information regarding its financial position and activities according to the following net asset classifications:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of The Bridge Academy, Inc.’s management and the board of directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of The Bridge Academy, Inc. or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities.

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

Accounts and Grants Receivable

Accounts and grants receivable are stated at unpaid balances, less an allowance for doubtful accounts. The School provides for losses on accounts and grants receivable using the allowance method. The allowance is based on a combination of write-off history, aging analysis and any specifically known troubled accounts. It is the School's policy to charge off uncollectible accounts and grants receivable when management determines the receivable will not be collected. Management has concluded that an allowance is not required on June 30, 2024.

Property and Equipment

Property and equipment is stated at cost, or, if donated, at fair value at the date of donation. Depreciation of property and equipment is provided using the straight-line method over the estimated useful lives, which are generally between 5 and 27.5 years. Purchases or donations of property and equipment of less than \$1,000 are generally expensed.

The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend assets lives are not included in the general fixed assets account group.

Compensated Absences

Under the School's policies, teachers earn 15 days of sick leave pay in each school year. All unused sick leave accumulates from year to year without limitation for each continuous year of employment. The Board of Directors approved recognition and credit of accumulated unused sick days earned prior to employment at the School. Unused sick leave is paid only upon formal retirement from the School and not at termination of service. Because the payment of non-vested accumulated sick pay benefits depends on retirement, specifically from the School, no liability has been accrued in these financial statements for such payments. Vacation leave vests with the employee and is required to be taken within the fiscal year earned. Expenditures for compensated absences are recognized in the current year to the extent they are paid during the year, or the vested amount is expected to be paid with available resources.

Contributed Goods and Services

Donated goods and services are recognized as contributions if the services either create or enhance non-financial assets, or require specialized skills, are performed by people with those skills and would otherwise be purchased by the School if not donated. Numerous volunteers have donated time to the School's programs. However, the general volunteer services did not meet the criteria for recognition in the financial statements for the year ended June 30, 2024.

Impairment or Disposal of Long-lived Assets

U.S. GAAP requires that long-lived assets and certain identifiable intangible assets be reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of the long-lived assets is measured by a comparison of the carrying amount of the assets to future undiscounted net cash flows expected to be generated by the assets. No impairment losses have been recorded to date.

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

Revenue Recognition

A portion of the Organization's revenue is derived from cost-reimbursable federal and state contracts and grants, which are conditioned upon certain performance requirements and/ or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has incurred expenditures in compliance with specific contract or grant provisions. Amounts received prior to incurring qualifying expenditures are reported as refundable advances in the statement of financial position.

Contributions are recognized when the donor makes a promise to give to the School that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are received. All other donor-restricted contributions are reported as increases in donor restricted net assets depending on the nature of the restrictions. When a restriction expires or is otherwise satisfied, donor restricted assets are reclassified to net assets without donor restrictions.

In-kind Donations

There were \$31,502 in In-kind services for salaries and related benefits from the City of Bridgeport for the year ended June 30, 2024. All donated services were utilized by the School's programs and supporting services. There were no donor-imposed restrictions associated with the donated services and assets.

Functional Expenses

The School allocates its expenses on a functional basis among its program, management and general and fundraising activities. Expenses that can be specifically identified with a program or support service are allocated directly according to their natural classifications. Other expenses that are common to several functions are allocated based on estimates made by management. The School has adopted and follows a cost allocation plan in accordance with Connecticut state regulations.

Accounting for Uncertainty in Income Taxes

The School is generally exempt from income tax under section 501(c)(3) of the U.S. Internal Revenue Code. The School recognizes the effect of income tax positions only if those positions are more likely than not to be sustained. Management has determined that the School had no uncertain tax positions that would require financial statement recognition or disclosure. The School is no longer subject to examinations by the applicable taxing jurisdictions for periods prior to July 1, 2021.

Use of Estimates

Actual results could differ from management's estimates. Some of the more significant estimates required to be made by management include the allowance for uncollectible receivables and allocation of certain functional expenses

Note 3 – Concentrations of Credit Risk

Financial instruments that potentially subject the School to significant concentrations of credit risk consist principally of cash. At times, cash balances held at financial institutions may be in excess of federally insured limits. The School has not experienced any losses in its cash deposits.

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

A significant portion of the School’s support and revenue is from government agencies. As with all government funding, these grants may be subject to reduction or termination in future years. Any significant reduction in these grants could have a negative impact on the School’s program services.

Note 4 – Liquidity and Availability of Financial Assets

The following represents The Bridge Academy, Inc.’s financial assets at June 30, 2024:

Financial assets at year end:

Cash	\$ 111,280
Accounts and grants receivable	318,000
Total financial assets	429,280
Less amounts not available to be used within one year	
Net assets with donor restrictions	100,000
Less net assets with purpose restrictions to be met in less than a year	(100,000)
	-
Financial assets available to meet general expenditures over the next twelve months	\$ 429,280

The Bridge Academy, Inc. manages its liquidity by closely monitoring cash and receivables. Any excess cash is held until it is required for operational use. The Bridge Academy, Inc. has a \$200,000 line of credit as of the year ended June 30, 2024.

Note 5 – Property, plant and equipment, net

Property, plant and equipment, net consisted of the following at June 30, 2024:

	2024
Building and improvements	\$ 2,350,532
Equipment	290,121
	2,640,653
Accumulated depreciation	(1,306,507)
Net	\$ 1,334,146

Note 6 – Financing Lease Obligations

The School entered a finance lease dated March 1, 2005 for land and building in Bridgeport, Connecticut occupied by the School with an original balance of \$2,642,400 and monthly principal and interest payments of \$10,833. The lease has an effective interest rate of 3.395% with a bargain purchase option of \$1 at the end of term through August 2033, which management intends to exercise. Additionally, the School entered into a 60-month financing lease dated November 1, 2022, expiring in November of 2027, in which the School leases a copier. The lease requires monthly payments of \$89 and has an implicit interest rate of 3%.

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

Following is a summary of property held under the finance leases:

	<u>June 30, 2024</u>
Lease Expense	
Finance Lease Expenses	
Amortization of ROU Assets	\$ 107,720
Interest on Lease liabilities	<u>33,027</u>
Total	<u>\$ 140,747</u>

Other Information

Cash paid for amounts included in the measurement of lease liabilities	
Operating cash flows from finance lease (i.e. interest)	\$ 33,027
Financing cash flows from finance lease (i.e. principal)	\$ 98,052
ROU assets obtained in exchange for new finance lease liabilities	\$ -
Weighted-average remaining lease term in years for finance lease	10.00
Weighted-average discount rate for finance leases	3.40%

Maturity Analysis	Finance Lease		
	Payments	Interest	Net
2025	131,000	34,629	96,371
2026	131,000	31,135	99,865
2027	131,000	27,521	103,479
2028	131,446	23,787	107,659
Thereafter	723,724	59,480	664,244
Total Lease Payments	<u>\$ 1,248,170</u>	<u>\$ 176,552</u>	<u>\$ 1,071,618</u>

Note 7 – Revolving Line of Credit

On August 5, 2016, the School obtained a \$200,000 revolving demand note (“Note”) with a bank which was extended from March 1, 2023 to March 1, 2025, under the same terms. The Note requires monthly payments of interest only on outstanding advances equal to 2% above the Wall Street Journal Prime Rate with a minimum rate of 5% per annum. The Bridge Academy, Inc. had no outstanding balance as of June 30, 2024. The Note grants the bank security interest in substantially all assets of the School and requires the maintenance of certain financial covenants (as defined).

Note 8 – Retirement Plan

The faculty and professional personnel of the School are provided with pensions through the State Teachers’ Retirement System (the “System”), a cost-sharing, multiemployer defined benefit pension plan administered by the Connecticut State Teacher’s Retirement Board established under Section 167a of the

Connecticut General statutes. Teachers are required to contribute 7.25% of their annual salary, while the State of Connecticut is required to contribute at an actuarially determined rate, which may be reduced by an act of State Legislature. Administrative costs of the plan are funded by the State of Connecticut. The School has no obligation under this plan.

The risks of participating in a multiemployer defined benefit pension plan are different from single-employer plans because: assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers, if a participating employer stops contributing to the plan, the unfunded obligations of the plan may be required to be borne by the

THE BRIDGE ACADEMY, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2024

remaining participating employers, and if the School chooses to stop participating in one of its multiemployer plans, it may be required to pay a withdrawal liability to the plan. In connection with ongoing renegotiation of collective bargaining agreements, the School may discuss and negotiate for the complete or partial withdrawal from one or more multiemployer pension plan. Depending on the number of employees withdrawn in any future period and the financial condition of the multiemployer plan at the time of withdrawal, the associated withdrawal liabilities could be material to the School's change in net assets in the period of the withdrawal. The School has no plans to withdraw from its multiemployer pension plans.

During 2016, two teachers of the School, meeting certain requirements, opted to participate in the Early Retirement Income Plan ("ERIP") offered by the Connecticut State Teachers' Retirement Board. Under this program the teachers, if approved, are eligible for additional service credit based on the number of years' service. The additional service credit is a liability of the School. The School has the option of paying the liability in one lump sum or installments including interest. The School opted to pay the liability in installments.

The following table represents the payments due under ERIP at June 30, 2024:

2025	\$	12,045
2026		12,046
	\$	<u>24,091</u>

Note 9 - Economic Dependency

The School received approximately 94% of its funding from the State of Connecticut and the Federal government for the year ended June 30, 2024 to fund the operations of the charter school programs.

Note 10 - Risks and Uncertainties

The School's financial position, operations, cash flows and financial performance are recovering from the ongoing coronavirus pandemic which has spread globally and adversely affected economic conditions throughout the world. The amount of the impact to future results of operations, cash flows, or financial conditions, cannot be reasonably estimated at this time. Finances have varied throughout several categories, which would lead to an inaccurate depiction of the school's future results of operations, cash flows, or financial conditions.

Note 11 – Subsequent Events

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date the financial statements were available to be issued, which date is October 4, 2024.

**THE BRIDGE ACADEMY, INC.
FEDERAL SINGLE AUDIT REPORT
JUNE 30, 2024**



**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***

Independent Auditor's Report

To the Board of Education of
The Bridge Academy, Inc.
Bridgeport, CT

We have audited, 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, the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of The Bridge Academy as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise The Bridge Academy's basic financial statements, and have issued our report thereon dated October 4, 2024.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered The Bridge Academy's internal control over financial reporting (internal control) as a basis for designing procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of The Bridge Academy's internal control. Accordingly, we do not express an opinion on the effectiveness of The Bridge Academy'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.

CONNECTICUT OFFICES

1340 Sullivan Avenue, South Windsor, CT 06074
Tel: (860) 644-5825, Fax: (860) 644-5731

1 Evergreen Avenue, Suite 22, Hamden, CT 06518
Tel: (203) 288-4144, Fax: (860) 644-5731

UTAH OFFICE

2750 Rasmussen Road, PO Box 681320, Park City, UT 84068-1320
Tel: (435) 645-8362, Fax: (435) 645-8365

Compliance and Other Matters

As part of obtaining reasonable assurance about whether The Bridge Academy'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 financial statements. 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 entity'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 entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

HRT Advisors, LLC

HRT Advisors, LLC
South Windsor, CT
October 4, 2024



**REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND REPORT ON
INTERNAL CONTROL OVER COMPLIANCE
IN ACCORDANCE WITH THE UNIFORM GUIDANCE**

Independent Auditor's Report

To the Board of Education of
The Bridge Academy, Inc.
Bridgeport, CT

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited The Bridge Academy's compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of The Bridge Academy's major federal programs for the year ended June 30, 2023. The Bridge Academy's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, The Bridge Academy complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2024.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of The Bridge Academy and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of The Bridge Academy's compliance with the compliance requirements referred to above.

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Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to The Bridge Academy's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on The Bridge Academy's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about The Bridge Academy's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding The Bridge Academy's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of The Bridge Academy's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of The Bridge Academy's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a

deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

HRT Advisors, LLC

HRT Advisors, LLC
South Windsor, CT
October 4, 2024

THE BRIDGE ACADEMY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
YEAR ENDED JUNE 30, 2024

<u>Federal Grantor/Pass-Through Grantor/Program or Cluster-Title</u>	<u>Federal Assistance Listing Number</u>	<u>Pass-Through Entity Number</u>	<u>Federal Expenditures</u>
United States Department of Education:			
<i>Pass-through programs from the State of Connecticut Board of Education:</i>			
Student Support and Academic Enrichment Grant - Title IV, Part A	84.424A	12060-22854-2024	\$ 13,813
American Rescue Plan - Elementary and Secondary School Emergency Relief (ARP ESSER)	84.425U	12060-29636-2021	792,160
ARP ESSER Innovation After School	84.425U		112,253
ARP ESSER Homeless Children and Youth (HCY) II	84.425W	12060-29650-2021	3,359
Special Education - IDEA	84.027	12060-20977-2023	5,300
Title I Grants to Local Educational Agencies - Title I, Part A	84.010A	12060-20679-2024	<u>163,438</u>
Total U.S. Department of Education			<u><u>\$ 1,090,323</u></u>
United States Department of Agriculture:			
<i>Passed through the State of Connecticut Department of Education: Child Nutrition Cluster</i>			
School Breakfast Program (SBP)	10.553	12060-20560-2024	\$ 101,762
National School Lunch Program (NLSP)	10.555	12060-20508-2024	34,576
Pandemic EBT Food benefits	10.542	12060-29802-2024	653
Supply Chain Assistance	10.555	12060-23126-2023	<u>11,156</u>
Total United States Department of Agriculture			<u><u>\$ 148,147</u></u>
Federal Communications Commission			
Emergency Connectivity Fund	32.009		<u>\$ 33,010</u>
Total Federal Communications Commission			<u><u>\$ 33,010</u></u>
 Total Expenditures of Federal Awards			 <u><u>\$ 1,271,480</u></u>

Notes to the schedule of expenditures of federal financial assistance are an integral part of this schedule of supplementary information

THE BRIDGE ACADEMY
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
YEAR ENDED JUNE 30, 2024

BASIS OF PRESENTATION

The accompanying Schedule of Expenditures of Federal Awards (the “Schedule”) includes the federal grant activity of The Bridge Academy under programs of the federal government for the year ended June 30, 2024. The information in this Schedule is presented in accordance with the requirements of the Uniform Guidance, *Audit of States, Local Governments, and Non-Profit Organizations*. Because the Schedule presents only a selected portion of the operations of The Bridge Academy, it is not intended to and does not present the financial position, changes in net assets, or cash flows of The Bridge Academy.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, *Cost Principles for Non-Profit Organizations*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Pass-through entity identifying numbers are presented where available.

INDIRECT COST RECOVERY

The Bridge Academy has elected not to use the 10% de minimis indirect cost rate provided under section 200.414 of the Uniform Guidance.

**THE BRIDGE ACADEMY
SCHEDULE OF FINDINGS AND QUESTIONED COSTS – FEDERAL AWARDS
YEAR ENDED JUNE 30, 2024**

Section I - Summary of Auditor's Results

Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? Yes No
- Significant deficiency(ies) identified? Yes none reported

Noncompliance material to financial statements noted? Yes No

Federal Awards

Internal control over major federal programs:

- Material weakness(es) identified? Yes No
- Significant deficiency(ies) identified? Yes none reported

Type of auditor's report issued on compliance for major federal programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with Section 510(a) of the Uniform Guidance? Yes No

Identification of major federal programs:

FAL Number(s):
84.425U – ARP ESSER

Dollar threshold used to distinguish between Type A and Type B programs: \$750,000

Auditee qualified as low-risk auditee Yes No

Section II - Financial Statement Findings

No Findings

Section III - Federal Award Findings and Questioned Costs

No findings

STATE SUPPLEMENTAL REPORTS

**SCHEDULE OF STATE FINANCIAL
ASSISTANCE**



**Independent Auditors' Report on Compliance for Each Major State Program;
Report on Internal Control over Compliance; and Report on the Schedule of
Expenditures of State Financial Assistance Required by the State Single Audit Act**

To the Board of Education of
The Bridge Academy, Inc.
Bridgeport, CT

Report on Compliance for Each Major State Program

Opinion on Each Major State Program

We have audited The Bridge Academy's compliance with the types of compliance requirements identified as subject to audit in the Office of Policy and Management's Compliance Supplement that could have a direct and material effect on each of The Bridge Academy's major state programs for the year ended June 30, 2024. The Bridge Academy's major state programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs. In our opinion, The Bridge Academy complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major state programs for the year ended June 30, 2024.

Basis for Opinion on Each Major State Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the United States; and the State Single Audit Act (C.G.S Sections 4-230 to 4-236). Our responsibilities under those standards and the State Single Audit Act are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report. We are required to be independent of The Bridge Academy and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major state program. Our audit does not provide a legal determination of The Bridge Academy's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to The Bridge Academy's state programs.

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Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on The Bridge Academy's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, Government Auditing Standards, and the State Single Audit will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about The Bridge Academy's compliance with the requirements of each major state program as a whole.

In performing an audit in accordance with GAAS, Government Auditing Standards, and the State Single Audit Act, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding The Bridge Academy's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of The Bridge Academy's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the State Single Audit Act, but not for the purpose of expressing an opinion on the effectiveness of The Bridge Academy's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

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

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the State Single Audit Act. Accordingly, this report is not suitable for any other purpose.

Report on Schedule of Expenditures of State Financial Assistance Required by the State Single Audit Act

We have audited the financial statements of The Bridge Academy as of and for the year ended June 30, 2024, and have issued our report thereon dated October 4, 2024, which contained an unmodified opinion on those financial statements. Our audit was performed for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of state financial assistance is presented for purposes of additional analysis as required by the State Single Audit Act and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of state financial assistance is fairly stated in all material respects in relation to the financial statements as a whole.

HRT Advisors, LLC

HRT Advisors, LLC
South Windsor, CT
October 4, 2024

THE BRIDGE ACADEMY, INC.
SCHEDULE OF EXPENDITURES OF STATE FINANCIAL ASSISTANCE
FOR THE YEAR ENDED JUNE 30, 2024

<u>State Grantor Pass-Through Grantor Program Title</u>	<u>State Grant Program Core-CT Number</u>	<u>Passed through to Subrecipients</u>	<u>Total Expenditures</u>
Connecticut Department of Education			
State Charter Schools	11000-SDE64000-16119	\$ -	\$ 3,587,360
Health Foods Initiative	11000-SDE64000-16212	-	2,109
State lunch matching funds	1100-SDE64000-16212		1,120
State breakfast matching funds	11000-SDE64000-16212	-	<u>2,652</u>
Connecticut Department of Emergency Services and Public Protection			
School Security Infrastructure Competitive Grant	12052-DPS32900-43546	<u>\$ -</u>	<u>\$ 59,202</u>
Total Expenditures of State Financial Assistance		<u><u>\$ -</u></u>	<u><u>\$ 3,652,443</u></u>

Notes to the schedule of expenditures of state financial assistance are an integral part of this schedule of supplementary information

THE BRIDGE ACADEMY, INC.
NOTES TO SCHEDULE OF EXPENDITURES
OF STATE FINANCIAL ASSISTANCE
FOR THE YEAR ENDED JUNE 30, 2024

Note 1 – Basis of Presentation

The accompanying Schedule of Expenditures of State Financial Assistance includes state grant activity of The Bridge Academy, Inc. under programs of the State of Connecticut for the fiscal year ended June 30, 2024. Various departments and agencies of the State of Connecticut have provided financial assistance through grants and other authorizations in accordance with the General Statutes of the State of Connecticut. These financial assistance programs fund the operation of a state charter school.

Note 2 – Summary of Significant Accounting Policies

Basis of Accounting

The accounting policies of The Bridge Academy, Inc. conform to accounting principles generally accepted in the United States of America as applicable to not-for-profit organizations. The information in the Schedule is presented based on regulations established by the State of Connecticut Office of Policy and Management.

The financial statements contained in The Bridge Academy, Inc.'s annual audit report are prepared on the accrual basis of accounting. The following is a summary of such basis:

- Revenues are recognized when earned.
- Expenditures are recorded when incurred.

Schedule of Expenditures of State Financial Assistance

The expenditures reported on the Schedule are presented on the accrual basis of accounting. For cost-reimbursement awards, expenditures have been recognized to the extent of allowable costs incurred. For performance-based awards, expenditures reported represent amounts earned.

**THE BRIDGE ACADEMY, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED JUNE 30, 2024**

I. SUMMARY OF AUDITOR’S RESULTS

Financial Statements

Type of auditor’s opinion issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? — Yes X No
- Significant deficiency(ies) identified? — Yes X None reported

Noncompliance material to financial statements noted? — Yes X No

State Financial Assistance

Internal control over major programs:

- Material weakness(es) identified? — Yes X No
- Significant deficiency(ies) identified? — Yes X None reported

Type of auditor’s opinion issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with Section 4-236-24 of the Regulations to the State Single Audit Act? — Yes X No

- The following schedule reflects the major programs included in the audit

State Grantor and Program	State Core-CT Number	Total Expenditures
Connecticut Department of Education:		
State Charter Schools	11000-SDE64000-16119	\$ 3,587,360
School Security Infrastructure Competitive Grant	12052-DPS32900-43546	\$ 59,202
Dollar threshold used to distinguish between Type A and Type B programs		\$ 200,000

II. FINANCIAL STATEMENT FINDINGS

No findings

III. STATE FINANCIAL ASSISTANCE FINDINGS AND QUESTIONED COSTS

No findings

IV. PRIOR PERIOD FINANCIAL STATEMENT FINDINGS

No findings

**Application for Extension of Time To File an Exempt Organization
Return or Excise Taxes Related to Employee Benefit Plans**

Department of the Treasury
Internal Revenue Service

File a separate application for each return.
Go to www.irs.gov/Form8868 for the latest information.

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Type or Print	Name of exempt organization, employer, or other filer, see instructions. The Bridge Academy, Inc.	Taxpayer identification number (TIN) 06-1479710
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 160 Pulaski Street	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. Bridgeport, CT 06608-2310	

Enter the Return Code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 4720 (other than individual)	09
Form 4720 (individual)	03	Form 5227	10
Form 990-PF	04	Form 6069	11
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 8870	12
Form 990-T (trust other than above)	06	Form 5330 (individual)	13
Form 990-T (corporation)	07	Form 5330 (other than individual)	14
Form 1041-A	08		

• After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.

• If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name _____
 Plan Number _____
 Plan Year Ending (MM/DD/YYYY) _____

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of **Timothy J. Dutton**
160 Pulaski Street - Bridgeport, CT 06608

Telephone No. **203-336-9852** Fax No. _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **May 15**, 20 **25**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 calendar year 20 ____ or
 tax year beginning **JUL 1**, 20 **23**, and ending **JUN 30**, 20 **24**

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Return of Organization Exempt From Income Tax

Form **990**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
 Do not enter social security numbers on this form as it may be made public.
 Go to www.irs.gov/Form990 for instructions and the latest information.

2023

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning **JUL 1, 2023** and ending **JUN 30, 2024**

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	C Name of organization The Bridge Academy, Inc. Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 160 Pulaski Street City or town, state or province, country, and ZIP or foreign postal code Bridgeport, CT 06608-2310 F Name and address of principal officer: Timothy J Dutton same as C above	D Employer identification number 06-1479710 E Telephone number 203-336-9852 G Gross receipts \$ 5,621,755. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number
I Tax-exempt status: <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		
J Website: Bridgeacademy.org		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		
L Year of formation: 1997		M State of legal domicile: CT

Part I Summary

	1	Briefly describe the organization's mission or most significant activities: Provide a College Preparatory Curriculum for Inner City Students		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
Activities & Governance	3	Number of voting members of the governing body (Part VI, line 1a)	3	10
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	10
	5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	76
	6	Total number of volunteers (estimate if necessary)	6	0
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
	Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 4,973,922.
9		Program service revenue (Part VIII, line 2g)	22,240.	34,709.
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
11		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0.	0.
12		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4,996,162.	5,621,755.
Expenses		13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	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)	3,929,853.	3,918,829.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25)	19,682.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,104,965.	1,511,997.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	5,034,818.	5,430,826.
	19	Revenue less expenses. Subtract line 18 from line 12	-38,656.	190,929.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 3,110,255.	End of Year 3,188,949.
	21	Total liabilities (Part X, line 26)	1,525,350.	1,413,115.
	22	Net assets or fund balances. Subtract line 21 from line 20	1,584,905.	1,775,834.

Part II Signature Block

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

Sign Here	Signature of officer Timothy J Dutton, Director Type or print name and title	Date
Paid Preparer Use Only	Print/Type preparer's name G. Martin Henry, Jr., CPA	Preparer's signature
	Firm's name HRT Advisors, LLC	Date 11/26/24
	Firm's address 1340 Sullivan Avenue South Windsor, CT 06074	Check if self-employed <input type="checkbox"/> PTIN P00311670
		Firm's EIN 52-2383663 Phone no. 860.644.5825

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: THE BRIDGE ACADEMY, INC. WAS GRANTED A CHARTER TO OPERATE THE BRIDGE ACADEMY, A PUBLIC SCHOOL LOCATED IN THE CITY OF BRIDGEPORT, CT. THE SCHOOL WAS FOUNDED IN 1997 TO PROVIDE COLLEGE PREPARATORY CURRICULUM DESIGNED TO OVERCOME THE EDUCATIONAL PROBLEMS TYPICALLY FOUND IN THE

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 \$ 4,543,620. including grants of \$) (Revenue \$ 34,709.) BRIDGE ACADEMY - CONNECTICUT CHARTER SCHOOL THAT PROVIDES EDUCATION FOR GRADES 7 THROUGH 12 WITH A TOTAL CAPACITY OF 281 STUDENTS. IN THE PAST YEAR THERE WERE 280 OF STUDENTS IN THE SCHOOL AND AVERAGE DAILY ATTENDANCE WAS 90%. UPON GRADUATION 100% OF THE STUDENTS WERE ACCEPTED TO COLLEGE.

4b (Code:) (Expenses \$ 12,984. including grants of \$) (Revenue \$) SUMMER SCHOOL - THIS PROGRAM PROVIDES TUTORING AND CREDIT RECOVERY TO STUDENTS DURING THE MONTH OF JULY. STUDENTS MAKE UP CREDIT IN FAILED CLASSES AS WELL AS ATTENDANCE AT REMEDIATION PROGRAMS IN READING AND MATHEMATICS. STUDENTS SUCCESSFULLY COMPLETING SUMMER SCHOOL ARE PROMOTED TO THE NEXT GRADE. 150 STUDENTS TOOK ADVANTAGE OF THIS PROGRAM DURING THE YEAR.

4c (Code:) (Expenses \$ 147,208. including grants of \$) (Revenue \$) AFTERSCHOOL - PROGRAMS ARE OPEN TO BRIDGE ACADEMY STUDENTS AND PROVIDE STUDENTS WITH POSITIVE OUTLETS OUTSIDE OF THE REGULAR SCHOOL DAY. AFTERSCHOOL PROGRAMS IN BASKETBALL, BOXING, DOMINOS, CHESS, POETRY, DANCE, AND FITNESS ARE PROVIDED. APPROXIMATELY 50 STUDENTS PARTICIPATE IN THE AFTERSCHOOL PROGRAMS.

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

4e Total program service expenses 4,703,812.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21, with sub-questions a-f for questions 11, 12, and 20. 'Yes' and 'No' columns contain 'X' marks indicating responses.

Part IV Checklist of Required Schedules (continued)

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

Note: All Form 990 filers are required to complete Schedule O

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

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

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 10; 1b Enter the number of voting members included... 10; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 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... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? X; b Each committee with authority to act on behalf of the governing body? X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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? X; 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? X; 11b Describe on 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 X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official X; b Other officers or key employees of the organization X; 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? X; 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 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
Timothy J. Dutton - 203-336-9852
160 Pulaski Street, Bridgeport, CT 06608

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) Rachel Allison Middle School Principal	40.00				X		172,406.	0.	0.	
(2) Karl Krauss Instructional Coach	40.00				X		153,201.	0.	0.	
(3) Timothy Dutton Director of Operations	40.00				X		150,582.	0.	0.	
(4) Tryone Elliott High School Principal	40.00				X		148,878.	0.	0.	
(5) Bridget Krauss High School Math Teacher	40.00				X		129,839.	0.	0.	
(6) Peggy Bud Director	1.00	X					0.	0.	0.	
(7) Craig Hoffman Secretary	1.00	X		X			0.	0.	0.	
(8) Celeste Markle Director - Emeritus	1.00	X					0.	0.	0.	
(9) Michael Grabowski Treasurer	1.00	X		X			0.	0.	0.	
(10) Kit Kaolian Vice-President	1.00	X		X			0.	0.	0.	
(11) Sandra Lefkowitz Director - Emeritus	1.00	X					0.	0.	0.	
(12) James Rawlins President	1.00	X		X			0.	0.	0.	
(13) Albert Benejan Director Liason to Bpt BOE	1.00	X					0.	0.	0.	
(14) Brenden Bish Director	1.00	X					0.	0.	0.	
(15) Heather Dwyer Director	1.00	X					0.	0.	0.	

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	5,353,776.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	233,270.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 31,502.			
	h	Total. Add lines 1a-1f		5,587,046.			
Program Service Revenue	2 a	Student Activities	Business Code 611600	34,709.	34,709.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		34,709.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)					
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	6a	(i) Real			
				(ii) Personal			
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities			
				(ii) Other			
	b	Less: cost or other basis and sales expenses	7b				
	c	Gain or (loss)	7c				
	d	Net gain or (loss)					
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		5,621,755.	34,709.	0.	0.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
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	3,918,829.	3,487,366.	418,531.	12,932.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
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.)	24,475.	123.	24,345.	7.
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest	33,027.	29,391.	3,527.	109.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	218,758.	194,674.	23,363.	721.
23 Insurance	41,364.		41,364.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a Program Supplies and Ex	979,735.	802,109.	172,335.	5,291.
b Utilities	81,057.	72,133.	8,657.	267.
c Repairs and Maintenance	78,581.	69,930.	8,392.	259.
d Outside Services	29,941.	23,027.	6,818.	96.
e All other expenses	25,059.	25,059.		
25 Total functional expenses. Add lines 1 through 24e	5,430,826.	4,703,812.	707,332.	19,682.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> 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
Assets	1 Cash - non-interest-bearing	65,107.	1	111,280.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	113,524.	3	318,000.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	67,517.	9	26,478.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,069,314.		
	b Less: accumulated depreciation	10b 3,336,123.	10c	2,733,191.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	3,110,255.	16	3,188,949.	
Liabilities	17 Accounts payable and accrued expenses	360,739.	17	346,556.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,164,611.	25	1,066,559.
	26 Total liabilities. Add lines 17 through 25	1,525,350.	26	1,413,115.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,532,295.	27	1,675,834.
	28 Net assets with donor restrictions	52,610.	28	100,000.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,584,905.	32	1,775,834.
	33 Total liabilities and net assets/fund balances	3,110,255.	33	3,188,949.

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	5,621,755.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,430,826.
3	Revenue less expenses. Subtract line 2 from line 1	3	190,929.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,584,905.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,775,834.

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 on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ 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		X
b Were the organization's financial statements audited by an independent accountant? _____ 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	X	
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? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____	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 on Schedule O and describe any steps taken to undergo such audits _____	X	

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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support.

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

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2022 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2022 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2023. 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 - 2022. 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 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<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
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2023		
a	From 2018		
b	From 2019		
c	From 2020		
d	From 2021		
e	From 2022		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2023 distributable amount		
i	Carryover from 2018 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2023 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2023 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2024. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2019		
b	Excess from 2020		
c	Excess from 2021		
d	Excess from 2022		
e	Excess from 2023		

Part VI

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

Horizontal lines for supplemental information.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization The Bridge Academy, Inc. Employer identification number 06-1479710

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose(s) of conservation easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, and non-certified historic structures), and questions 3-9 regarding modifications, states, monitoring, expenses, and reporting requirements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions 1a and 1b regarding reporting requirements for art and historical treasures, and question 2 regarding financial gain reporting.

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 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 | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 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" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
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 Term endowment _____%
- The percentages on 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? | 3a(i) | |
| (ii) Related organizations? | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	488,869.			488,869.
b Buildings	5,290,324.		3,207,907.	2,082,417.
c Leasehold improvements				
d Equipment	290,121.		128,216.	161,905.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				2,733,191.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) Capital Lease Payable	1,066,559.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,066,559.

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

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

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

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

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

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

1	Total expenses and losses per audited financial statements		1	5,430,825.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	5,430,825.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	5,430,825.

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 IS GENERALLY EXEMPT FROM INCOME TAX UNDER SECTION 501(C)(3) OF THE U.S. INTERNAL REVENUE CODE. THE SCHOOL RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY IF THOSE POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT THE SCHOOL HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. THE SCHOOL IS NO LONGER SUBJECT TO EXAMINATIONS BY THE APPLICABLE TAXING JURISDICTIONS FOR PERIODS PRIOR TO JULY 1, 2021.

**SCHEDULE E
(Form 990)**

Schools

OMB No. 1545-0047

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

2023

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization

The Bridge Academy, Inc.

Employer identification number

06-1479710

Part I

- 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?
- 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?
- 3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II
- 4 Does the organization maintain the following?
 - a Records indicating the racial composition of the student body, faculty, and administrative staff?
 - b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
 - c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
 - d Copies of all material used by the organization or on its behalf to solicit contributions?

If you answered "No" to any of the above, please explain. If you need more space, use Part II.
- 5 Does the organization discriminate by race in any way with respect to:
 - a Students' rights or privileges?
 - b Admissions policies?
 - c Employment of faculty or administrative staff?
 - d Scholarships or other financial assistance?
 - e Educational policies?
 - f Use of facilities?
 - g Athletic programs?
 - h Other extracurricular activities?

If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.
- 6a Does the organization receive any financial aid or assistance from a governmental agency?
- 6b Has the organization's right to such aid ever been revoked or suspended?
- 7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain on Part II

	YES	NO
1		X
2	X	
3	X	
4a	X	
4b	X	
4c	X	
4d	X	
5a		X
5b		X
5c		X
5d		X
5e		X
5f		X
5g		X
5h		X
6a	X	
6b		X
7		X

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

Schedule E (Form 990) 2023

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

Line 3 - Explanation of Nondiscrimination Policy:

THE NONDISCRIMINATION POLICY IS POSTED ON THE ORGANIZATIONS
HOMEPAGE AT (WWW.BRIDGEACADEMY.ORG) AS WELL AS PUBLISHED ON
THE STUDENT APPLICATION AND IN THE STUDENT HANDBOOK, AND A
REFERENCE TO THE POLICY IS MADE ON THE SCHOOL LETTERHEAD.
THE STUDENT APPLICATION AND HANDBOOKS ARE POSTED ON THE WEB
SITE.

Line 6 - Explanation of Government Financial Aid:

THE ORGANIZATION RECEIVES FINANCIAL ASSISTANCE FROM THE STATE OF
CONNECTICUT DEPARMENT OF EDUCATION AND BRIDGEPORT PUBLIC SCHOOLS.

Line 7 - Explanation of Racial NonDiscrimination Compliance:

THE ORGANIZATION PUBLICIZED THE RACIALLY NONDISCRIMINATORY POLICY IN THE
SCHOOL HANDBOOKS, ON STUDENT APPLICATIONS, AND A REFERENCE TO THE POLICY
IS MADE ON THE SCHOOL LETTERHEAD. THE RACIALLY NONDISCRIMINATORY POLICY
IS NOT IN THE ORGANIZATION'S GOVERNING DOCUMENTS. THE ORGANIZATION DOES
NOT PUBLICIZE THE POLICY THROUGH THE NEWSPAPER, INTERNET OR RADIO.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

The Bridge Academy, Inc.

Employer identification number

06-1479710

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 on 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 (such as 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 on line 1a?

3 Indicate which, if any, of the following the 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 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 on 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 on 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" on line 5a or 5b, describe in Part III.

6 For persons listed on 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" on line 6a or 6b, describe in Part III.

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

8 Were any amounts reported on 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" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2023

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 on 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 aren't 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 and/or 1099-NEC 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 on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) Rachel Allison Middle School Principal	(i)	172,406.	0.	0.	0.	0.	172,406.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) Karl Krauss Instructional Coach	(i)	153,201.	0.	0.	0.	0.	153,201.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) Timothy Dutton Director of Operations	(i)	150,582.	0.	0.	0.	0.	150,582.	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)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Part I, Line 3:

The board of directors approves all compensation decisions.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization **The Bridge Academy, Inc.** Employer identification number **06-1479710**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (Social Services)	X	0	31,502.	
26 Other (_____)				
27 Other (_____)				
28 Other (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

**SCHEDULE O
(Form 990)**

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 Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

The Bridge Academy, Inc.

Employer identification number

06-1479710

Form 990, Part III, Line 1, Description of Organization Mission:

INNER CITY. THE ESTABLISHED GOALS ARE TO BE MET THROUGH THE FOLLOWING
APPROACHES: PARENTAL INVOLVEMENT, A MENTOR PROGRAM WITH PROFESSIONALS
FROM THE BRIDGEPORT BUSINESS COMMUNITY, AN INTRODUCTION TO THE WORK
OUTSIDE OF BRIDGEPORT THAT INCLUDES THE ARTS, AND A SMALL ENROLLMENT
THAT ALLOWS STUDENTS TO FOSTER A SENSE OF COMMUNITY AND SELF-RESPECT.

Part III - Additional Information

The Bridge Academy received an in-kind donation for the amount of
\$31,502 from the City of Bridgeport that include the services of a
Psychologist and Social Work Services.

Form 990, Part VI, Section B, line 11b:

THE GOVERNING BOARD RECEIVES A DRAFT OF THE FORM 990 FOR REVIEW. THE FORM
990 IS THEN APPROVED AND FILED.

Form 990, Part VI, Section B, Line 12c:

BOARD MEMBERS ARE ASKED TO REVIEW THE CONFLICT OF INTEREST POLICY ON AN
ANNUAL BASIS AND TO DISCLOSE ANY POTENTIAL CONFLICTS.

Form 990, Part VI, Section B, Line 15a:

THE GOVERNING BOARD DETERMINES THE ORGANIZATION'S EXECUTIVE DIRECTOR
COMPENSATION ANNUALLY USING COMPARABILITY DATA. THE COMPENSATION IS VOTED
ON AND APPROVAL IS DOCUMENTED.

Name of the organization

The Bridge Academy, Inc.

Employer identification number

06-1479710

Form 990, Part VI, Section C, Line 19:

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

PART XII LINE 2C

NO CHANGES IN PROCESS FROM PIOR YEARS