APPENDIX A: 2025-26 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 St.	Bridgeport, CT 06608
School Director:	School Director Contact Information:
Tyrone Elliott	tyrone.elliott@bridgeacademy.org / 203-336-9999
Grades Authorized to Serve in 2025-2026:	Charter Term:
7-12	2025-2029

School Performance Best Practices

1. In 250 words or less, what best practices are employed by the school that have contributed significantly to the academic success of students?

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 and all juniors take a College Success Seminar. Our early college program is free to students, which helps families afford college; several 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 280 students. At our orientation for incoming students we administer a social emotional benchmark survey that we created with Catalyst: ED. We use the results of this survey to help schedule well-balanced classes and to identify students who may need immediate and/or extra social work attention. 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.

We offer stipend positions to teachers 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. In our spring Family School Climate survey, 93% of families agreed that they knew their child's progress or problems before progress reports and report cards are sent home; 93% agreed that Bridge is caring and supportive, and 90% said that their child has someone they can go to if they have a problem.

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 each year. We received high marks on our end of year Parent School Climate Survey on which 87% of families agreed or strongly agreed that we offer opportunities for parent involvement and 96.5% of families said that they feel welcome at Bridge, and 91% saying that they would recommend Bridge to other families. Our employees reflect our student population with people of color making up 42.3% of our certified staff compared to the state average of 12.6% (Edsight). We also have a successful "grow your own" philosophy, with eight alumni working full or part time at Bridge last year.
2. What is the school intended to improve through its best practices? Our best practices are intended to improve instruction, and therefore achievement outcomes, as well as to create a positive, responsive school environment that both staff and students want to be in thereby lowering rates of chronic absenteeism and raising attendance rates. We were successful in our goals this year. Our SBAC, MAP and SAT scores showed significant improvement as did our attendance rates.
3. How does the school provide evidence that the best practices are yielding an improvement? We use test data from the SBA, NWEA MAP and SAT's, suspension rates and attendance data from Edsight to determine if our best practices are working.

Next Generation Accountability, 2024-25 – The Bridge Acade
School Category: 2

CONNECTICUT

Indicator	Index/Rate	Target	Points Earned	Max Points	% Points Earned	State % Points Earned
1a. ELA Performance Index - All Students	49.9	75	33.3	50	**66.5**	**86.3**
1b. ELA Performance Index - High Needs Students	49.0	75	32.7	50	**65.4**	**73.2**
1c. Math Performance Index - All Students	46.0	75	30.6	50	**61.3**	**81.5**
1d. Math Performance Index - High Needs Students	44.8	75	29.9	50	**59.8**	**67.5**
1e. Science Performance Index - All Students	48.1	75	32.1	50	**64.1**	**83.5**
1f. Science Performance Index - High Needs Students	46.6	75	31.1	50	**62.2**	**69.5**
2a. ELA Academic Growth - All Students	60.9%	100%	60.9	100	**60.9**	**60.6**
2b. ELA Academic Growth - High Needs Students	61.4%	100%	61.4	100	**61.4**	**55.7**
2c. Math Academic Growth - All Students	46.8%	100%	46.8	100	**46.8**	**62.3**
2d. Math Academic Growth - High Needs Students	44.9%	100%	44.9	100	**44.9**	**55.9**
2e. Progress Toward English Proficiency - Literacy	.	100%	.	.	**.**	**58.7**
2f. Progress Toward English Proficiency - Oral	.	100%	.	.	**.**	**55.7**
4a. Chronic Absenteeism - All Students	25.0%	<=5%	10.0	50	**20.0**	**51.3**
4b. Chronic Absenteeism - High Needs Students	27.1%	<=5%	5.8	50	**11.7**	**20.8**
5. Preparation for CCR - Percent Taking Courses	94.9%	75%	50.0	50	**100.0**	**100.0**
6. Preparation for CCR - Percent Passing Exams	66.7%	75%	44.4	50	**88.9**	**62.9**
7. On-track to High School Graduation	93.0%	94%	49.5	50	**99.0**	**91.4**
8. 4-year Graduation: All Students (2024 Cohort)	92.5%	94%	98.4	100	**98.4**	**94.6**
9. 6-year Graduation: High Needs Students (2022 Cohort)	89.7%	94%	95.4	100	**95.4**	**92.9**
10. Postsecondary Entrance (Graduating Class 2024)	66.7%	75%	88.9	100	**88.9**	**89.3**
11. Physical Fitness (estimated participation rate = 96.9%)	50.5%	75%	33.7	50	**67.4**	**65.4**
12. Arts Access	71.8%	60%	50.0	50	**100.0**	**91.9**
Accountability Index	.		929.9	1350	**68.9**	**71.8**

Gap Indicators

Indicator	Non-High Needs Rate	High Needs Rate	Size of Gap	State Gap Mean +1 Standard Deviation	Is Gap an Outlier?
ELA Performance Index Gap	55.0	49.0	5.9	16.9	**N**
Math Performance Index Gap	52.8	44.8	8.0	18.4	**N**
Science Performance Index Gap	.	46.6	.	18.2	
Graduation Rate Gap (2022 Cohort)	.	89.7	.	8.6	

If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for Graduation Rate), the ultimate target is used for gap calculations.
If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

Assessment Participation Rates

Indicator	Participation Rate (%)
ELA - All Students	100.0
ELA - High Needs Students	100.0
Math - All Students	100.0
Math - High Needs Students	100.0
Science - All Students	100.0
Science - High Needs Students	100.0

Minimum participation standard is 95%.

SECTION 1: SCHOOL PERFORMANCE

1. **School Goals:** State the school's mission/vision or value statement. Provide the school's mission-specific, measurable goals. Describe your signature approach to family engagement and community outreach that has successfully diversified your student population and ensured meaningful inclusion of underrepresented groups. Describe your efforts to address and improve chronic absenteeism. Describe school progress toward these goals and analyze the effects of providing data as appropriate.

MISSION STATEMENT

Bridge 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 the 2025-2026 school year: ★ 92 Bridge Academy HS students took college courses (up from 86 last year and 66 the previous year) ★ Students took a total of 129 classes (compared to 162 last year and 106 the previous year) with a pass rate of 83% ★ Students earned 315 credits in total, with an average GPA of 2.44 ★ 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. **DONE**

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

We continue to do regular walkthrough observations using the Classroom Visit Tool (CVT) which allows us to rate instruction on ten indicators that teaching staff have been trained in. Both administrators and teachers conduct observations. Walkthrough trend data is used to inform professional development and coaching conversations. Please see the CVT trend data below:

Indicator		Dec 2021 SQR	Mar 2023 SQR	Mar 2024 SQR	2024-25 Averages	2026 Average
1a	ELA Common Core	2.0	2.4	2.3	3.2	3.2
1b	Math Common Core	2.2	3	2.8	3.3	3.6
2	Behavior	3.4	3.7	3.8	3.4	3.7
3	Structured Environment	2.3	3.1	3	3.2	3.5
4	Supportive Environment	3.4	3.5	3.9	3.6	3.8
5	Focused instruction	2.0	2.8	2.8	2.9	3.1
6	Instructional Strategies	2.1	3.1	2.7	2.9	3.1
7	Participation / Engagement	2.8	3	2.8	2.9	3.0
8	HOT	1.9	2.5	2.2	2.7	3.0
9	Assessment	2.6	2.9	3	2.6	2.8
10	Feedback	2.1	2.8	2.9	2.7	3.1

On our spring Staff Climate Survey, 81.3% of staff agreed or strongly agreed that the professional development they received this year “provided me with strategies to better meet the needs of my students.”

DONE

2. **School Performance:** Summarize the key practices and strategies that have contributed to student achievement, as measured by the Next Generation Accountability Index. Identify the achievement indicators that remain areas for continuous improvement based on the school's performance on the Next Generation Accountability Index.

Achievement Performance:

Our recent work with our school improvement partner, SchoolWorks, inspired us to start a teacher-led Teaching and Learning Committee which is charged with improving instruction and creating meaningful professional development (PD); that committee continued its work this year.

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. This year, 81.3% of staff agreed or strongly agreed that the professional development they received provided them strategies to better meet the needs of their students.

Special Education teachers continue to meet with all classroom teachers twice a month to review student 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 Sonday, a specialized reading instruction program, for those middle school students who struggle with decoding and fluency.

The majority of our incoming students test below grade level in reading and math. To address this need, we again received a grant from the Peter and Carmen Lucia Buck Foundation (PCLB), that enables 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 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.

We give more IAB's each year, in more subject areas, in order to prepare students for the state assessments in reading, math and science.

These initiatives seem to be paying dividends: Our end of year NWEA MAP Data, SBA Data: 2022-2026, and Grade 11 SAT Data show strong growth trends over time.

Attendance:

This year the high school made changes to their grading policy that held students more accountable for their attendance (for example, students had to come after school to make up work and had just a limited number of days to do that). Desirable outcomes, such as dress down days, were also made contingent upon good attendance metrics. We also sent more communications home about how the school was doing with attendance overall, posted positive attendance metrics around the school and rewarded students when everyone from their grade was in school that day.

We continued to celebrate students who had perfect attendance each marking period with certificates and special breakfast, offered Uber rides to school for students who needed them, and generally worked to make Bridge a place students wanted to be. These strategies contributed to our improved chronic absence rate of 14% this year compared to 25% in the 24-25 school year.

SECTION 2: 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 2024-2025 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 2025-2026 budget; and (4) provide a FY 2026-2027 board-approved budget.	
2. **Financial Condition:** Provide the following financial data for FY 2024-2025	
Total margin (net income/total revenue):	**-0.38%**
Debt to asset ratio (total liabilities/total assets):	**41.94%**
Debt service coverage ratio (net income + depreciation + interest expense)/ (annual principal + interest, and lease payments):	**0.81**
Current asset ratio (current assets/current liabilities):	**1.76**
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	**31**
Cash flow (change in cash balance):	**$314,319**

Budget 26-27	Budget
Income:	2026/2027
Federal Income	$407,500
School Income	$1,043,300
State Income	$3,991,800
Total Income:	$5,442,600
	Budget
Expenses:	2026/2027
1100000 · Instruction	$2,534,900
1210000 · Support Serv. - Students	$929,600
1221000 · Improve Instr. Services	$20,000
1230000 · Support Serv. - Gen. Admin.	$50,000

124000 · Administration School-Based	$962,300
125000 · Support Serv. - Administration	$36,500
1260000 · Plant Maintenance	$419,500
127000 · Student Trans.	$25,000
1310000 · Food Service	$191,300
9999999 · Contingency / Scholarships	$150,000
Total Expenses:	$5,319,100
Net Income:	$123,500

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☐ Yes ☐ No
Kit Kaolian	People's United Bank, Retired	Vice President	kit@prodigy.net	X☐ Yes ☐ No
Michael Grabowski	Financial Manager, retired	Treasurer	mgrabowski@sbcglobal.net	X☐ Yes ☐ No
Craig Hoffman	Industrial Engineer, Quality Manager, retired	Secretary	craighoff@gmail.com	X☐ Yes ☐ No
Albert Benejan	Charter School/BPS Board Liaison	Director	abenejan@bridgeportedu.net	X☐ Yes ☐ No
Brenden Bish	Bridgeport Firefighter and former Bridge Academy student and employee	Director	bbish49@gmail.com	X☐ Yes ☐ No
Peggy Bud	Special Education Consultant	Director	Peggy@peggybud.com	X☐ Yes ☐ No
Heather Dwyer	Senior Vice President Global Finance and Administration, The RCS Group iHeartMedia Inc.	Director	hdwyer@rcsworks.com	X☐ Yes ☐ No
Asia Stewart	Bridge Alumni	Director	redju8@icloud.com	X☐ Yes ☐ No

4. **Stewardship, Governance, and Management Best Practices:**
Describe your charter school's most effective organizational systems that ensure financial sustainability, operational excellence, and robust accountability. We have improved our financial position over the last few years. Specifically, we have seen our cash flow switch to positive as well as increasing our days of unrestricted cash. The Bridge Academy's Board of Directors has increased its involvement in the budgeting process and ensured that we finished the year with a reserve fund to improve our overall margins. The Board of Directors monitors the budget monthly, independently prepares the financial report and reports on the budget at every meeting so that all Board members are apprised of the financial state of the school. We have become less reliant on the State's per pupil funding by securing more funding from private sources. We are doing this by continuing to investigate and apply for outside funding through grants. For example, this past year we received $260,000 from PCLB for general operating costs (this grant was renewed at $420,000 for the 2026-2027 school year). We have used this funding to ensure that every middle school classroom has a second support teacher and to help pay for our college classes. In recent years we have also received a Mental Health Workers grant from the CT Department of Education that allowed us to hire a second school counselor and 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 as well as add a panic button in our main office. We also received funding through the CT Department of Education Bureau of Health, Nutrition and Family Services for a part time behavioral analyst, and received funding from the 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 bi-annually 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. We received funds through the DRIP program that we are using to renovate a student bathroom. However, The Bridge Academy needs to seek out additional private funding sources as the school relies primarily on one foundation. To this end, the Board of Directors has hired consultants to investigate other sources of funding. We will also fully pay for our building through a twenty-five year capital lease ending in 2033. At the conclusion of the lease, for the cost of $1 we will own our portion of the building that we share with a local YMCA. This means that The Bridge Academy has gained considerable equity at its current location. This equity bolsters The Bridge Academy's overall financial position.
Detail your governance structures, fiscal oversight mechanisms, and management practices that have demonstrably strengthened the school's health and performance outcomes. We currently have a board of nine members and are actively working to recruit more. We have been successful at recruiting members with backgrounds in finance, business and education. It is a goal to find members with legal and fund raising experience as well. We continue to prioritize diversity on our Board which is made up of 44% Black and Hispanic members. Our Board has several committees, including one devoted to Finance which consists of our school superintendent, Business Manager and Board members. At these meetings the members analyze the budget

and report their findings and recommendations to the whole Board each month. The Board votes to approve the budget each month and approves the annual budget in May.

In addition to our Board we have a Governing Council that is made up of parents, students, staff and community members that oversees the day to day operations of the school including staff professional development, climate and culture, and food service.

Bridgeport Public Schools has been paying our special education bills regularly as we continue to honor their request to submit a detailed, itemized invoice and a Bridgeport Public Schools Board member continues to serve on our Board. We feel we have a good working relationship with the district.

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.

We have implemented these particular management strategies in order to ensure a healthy financial future for our school so that we may continue to serve our students and community well.

Due to careful fiscal management, Bridge Academy concluded the 2025–2026 school year with revenues exceeding expenses by approximately $170,000, compared with the original budgeted surplus of $2,000. (This is based on unaudited data from our financial programs. This data does not include depreciation expenses)

Our most recent renewal and audits found no significant issues with legal or financial compliance. We continue to send out RFP's for new auditors in order to comply with best practices and ensure the "robust accountability" expected by the state.

Stakeholder feedback, including surveys given to staff, parents and students, was overwhelmingly positive in all areas including climate, instruction and general operations. Some highlights:

- 87% of parents and students agree or strongly agree that staff are accessible if they have a question or concern
- 80% of parents and students agree or strongly agree that order and discipline are consistently maintained
- 88% of parents and students agree or strongly agree that students are challenged to meet high expectations
- 94% of staff agree or strongly agree that students are receiving a high-quality education
- 88% of staff agree or strongly agree that morale is high
- 95% of staff agree or strongly agree that they have the resources/technology they need to support their students

Include examples of productive partnerships with local districts that have enhanced your governance practices or operational efficiency.

This year we joined a group of Connecticut charter school leaders organized by a school improvement partner, The Mind Trust (TMT). This group meets regularly to visit each other's schools and share best practices. The contacts we have made in this group have acted as thought partners on topics ranging from curricula to the best device for making ID badges.

Both the high school and middle school principals served on the state's attendance advisory committee where school leaders and state officials discussed the best ways to support high attendance. We continue to have a good working relationship with Bridgeport Public Schools, particularly in the area of supporting our special education students.
Focus on high-impact initiatives rather than comprehensive coverage, limiting your response to 500 words while providing specific, evidence-based insights.

SECTION 3: STUDENT POPULATION			
1. Enrollment and Demographic Data: Provide 2025-2026 student demographic and enrollment information.			
Grades Served:	7-12	Percentage of American Indian or Alaska Native:	
Student Enrollment:	280	Percentage of Asian:	
Percentage of students identified as EL/ML:	7.8	Percentage of Black/African American:	48.8
Percentage of students eligible for Free/Reduced-Price Meals:	77.2	Percentage of Hispanic/Latino: of any race:	47.3
		Percentage of Native Hawaiian or Pacific Islander:	
Percentage of students with disabilities:	15.7	Percentage of Two or More Races:	
		Percentage of White:	

2025-2026 Enrollment by Grade Level:

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
								53	49	52	41	47	39	**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 2025-2026 school year, 15.7% of our students qualified for special education and 77.2% qualified for free or reduced lunch. 48.8% of our students are Black, 47.3%. 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 year we raised that number to 7.8% which is better but still below the state average of 11.1%. 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 14.7% of our staff compared to 7.6% for the state and 6.3% for Bridgeport (Edsight). We also work to hire staff that reflect our student population. Toward that end, 42.3% of our certified staff are Black or Hispanic, compared to Bridgeport at 27.5% and the state at 10.7%.

These efforts have made a demonstrable difference in student outcomes:

	Bridge	State	Bpt.
4 yr graduation: 24-25	97	91.2	79.5
Demonstrating Post Secondary Readiness: 24-25	66.7	47.2	28.8
Six-Year High Needs Graduation Rate: 21-22	89.7	87.3	78.6
College Entrance: 23-24	66.7	67	49.7

2026-2027 Waitlist:	2027-2028 Waitlist:
223	38

3. Student Population Best Practices: Outline your charter school's most effective strategies for advancing educational equity through targeted recruitment, enrollment, and retention initiatives. Present specific evidence of impact through enrollment demographics, retention statistics 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 space provided below.

The Bridge Academy's high needs population for the 2025-2026 school year was 82.6% (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.

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. Students in our middle school have two ELA and two Math classes daily in order to address the skill needs demonstrated by intake and 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.

This year we increased our multilingual (ML) learner percentage from 5% to 7.8%. For our multilingual learners (ML), we provide a sheltered instruction model. This year we contracted with CES to conduct training with all of our staff on how to support ML learners.

The fact that 97% (Edsight) of our high needs students graduated in four years in the last year that data was available (24-25), compared to the state average of 91.2 and Bridgeport's average of 79.5, is a testament to the success of the support we offer our students.

SECTION 4: STUDENT POPULATION

1. **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 thirty 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 a member of our Board of Directors. Our Board regularly participates in a training conducted by such organizations as CABE and Schoolworks.

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 2025-2026 school year is being conducted by a firm we hired last year 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.

When in doubt about anything to do with legal compliance we confer with our lawyers at Pullman and Comley.

5. 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	Renewal Conditions and Terms:	Progress Update:
Academic Achievement	In 2025, the SBE required **The Bridge Academy** to develop and implement a corrective action plan to address academic underperformance as a condition of renewal. The Bridge Academy's 2023-24 Next Generation Accountability Index was 72.5, the state's index was 70.8. The school's 2024-25 Next Generation Accountability Index was 68.9, whereas the state index was 71.8. The school should continue efforts to improve student outcomes.	The 25-26 Accountability Index has not yet been released. That said, we continue to work to address all areas of the index and anticipate a rise in our score due to improved achievement and attendance outcomes this year.
Demographic Representation	In the 2023–24 school year, English learners/multilingual learners (ELs/MLs) made up 3.9% of the student population. In the 2024-25 school year, EL/ML students made up 5.0% of the student population. To more accurately reflect the demographics of the surrounding community, the school needs to increase enrollment of students who have been identified as English or multilingual learners.	This past year we increased our multilingual learner rate from 5% to 7.8%.
Chronic Absenteeism	In 2025, the SBE required The Bridge to develop and implement a corrective action plan in chronic absenteeism as a condition of renewal. The Bridge Academy's chronic absenteeism rate for the 2023-24 school year was 18.7%, whereas the state rate was 17.7%. The school's rate for the 2024-2025 school year was 25.0%, whereas the state rate was 17.2%. The school should continue efforts to lower the chronic absenteeism rate.	By implementing strategies such as incentives and grading policies around attendance, as well as maintaining previous attendance initiatives including robust school connection activities and using Ubers to get students to school, we were able to lower our rate of chronic absenteeism from 25% in the 2024-2025 school year to 14.25% this past year and to raise our attendance rate from 92.4% to 94.1%. (self reported)
Teacher/Staff Credentials	As of April 2026, the Bureau of Educator Standards and Certification reported no staff identified in the Educator Data System as out of compliance for the 2025-26 school year. There are 0 staff out of compliance.	We continue to work with teachers to ensure they are properly certified including coaching them pass the Praxis test in their subject areas when necessary.

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:
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?

Performance Standards:	Performance Indicators:
1. School Performance	1.1. Academic Achievement 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 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 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
2. Stewardship, Governance, and Management	2.1. Financial Management 2.2. Financial Reporting 2.3. Financial Viability 2.4. Governance and Management 2.5. Facility
3. Student Population	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
4. Legal Compliance	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: JRawlins Jr

Name of Board Chairperson: JAMES RAWLINS JR

Date: 7/24/2026

Bridge Academy Financial Report
Data as of: 06/30/2026
(Fiscal Year Start Date: 1-July-2025)

	1	2	3	4	5	6	7	
	2025/2026 Year-To-Date				2025/2026 Total Year		2024/2025	
Income:	YTD Actuals as of 06/30/26	YTD Baseline Budget	$ Better / (Worse) Than Budget	YTD Actuals as % of YTD Budget	Full Year Budget	YTD Actuals as % of Budget	Prior Year Audited Actuals	Comments
Federal Income	$519,348	$409,000	**$110,348**	126.98%	$409,000	126.98%	$633,026	*Reimbursement for ARP behaviorist & summer support services*
School Income	$1,085,528	$745,000	$340,528	145.71%	$745,000	145.71%	$765,623	*Higher PLCB **grant plus incremental reading grant ($150K)***
State Income	$3,796,674	$3,800,000	($3,326)	99.91%	$3,800,000	99.91%	$3,805,001	*Lower Charter School Funding partially offest by School Building Construction $50K*
Total Income:	**$5,401,550**	**$4,954,000**	**$447,550**	**109.03%**	**$4,954,000**	**109.03%**	**$5,203,650**	

Expenses:	YTD Actuals as of 06/30/26	YTD Baseline Budget	$ Better / (Worse) Than Budget	YTD Actuals as % of YTD Budget	2025/2026 Full Year Budget	YTD Actuals as % of Budget	Prior Year Audited Actuals	Comments (SY 24/25 vs. budget, unless noted)
1100000 · Instruction	$2,450,386	$2,402,500	($47,886)	101.99%	$2,402,500	101.99%	$2,376,142	*Mind Trust Expenses $50K, higher salary expense $32K; higher supplies expense $17K, offset by lower health insurance costs; $56K.*
1210000 · Support Serv. - Students	$1,058,130	$945,400	($112,730)	111.92%	$945,400	111.92%	$1,044,149	*Higher salary expense $64K, higher health insurance costs $14K, APR summer support services $37K (reimbursed)*
1221000 · Improve Instr. Services	$15,926	$22,000	$6,074	72.39%	$22,000	72.39%	$43,819	
1230000 - Suppport Serv. - Gen. Admin.	$48,324	$50,000	$1,676	96.65%	$50,000	96.65%	$42,144	
124000 · Administration School-Based	$980,178	$868,700	($111,478)	112.83%	$868,700	112.83%	$875,320	*Grant consultant (RJMA Associates) $48K; higher state unemployment insurance 35K, higher salary expense $16K, higher health insurance costs $17K.*
125000 · Support Serv. - Administration	$38,411	$41,500	$3,089	92.56%	$41,500	92.56%	$36,358	
1260000 · Plant Maintenance	$432,152	$405,600	($26,552)	106.55%	$405,600	106.55%	$536,434	*Higher oil costs - $22K*
127000 · Student Transportation	$20,381	$25,000	$4,619	81.52%	$25,000	81.52%	$19,158	
1310000 · Food Service	$186,346	$181,600	($4,746)	102.61%	$181,600	102.61%	$192,570	
9999999 · Contingency / Scholarships	$0	$10,000	$0	NM	$10,000	0.00%	$11,055	
Total Expenses:	**$5,230,234**	**$4,952,300**	**($277,934)**	**105.61%**	**$4,952,300**	**105.61%**	**$5,177,149**	*Salary expense $127K overbudget; health insurance $30K favorable to plan.*
POST TAX AFLA							($833)	
Net Income:	**$171,316**	**$1,700**	**$169,616**	**NM**	**$1,700**	**NM**	**$27,334**	

The Bridge Academy

Bridge Academy Financial Report

Data as of: 7/31/2026

(Fiscal Year Start Date: 1-July-25)

	1	2	3	4	5	6	7	8	
	2026/2027 Year-To-Date				2025/2026	2026/2027 Total Year		2025/2026	
Income:	YTD Actuals as of 7/31/26	YTD Baseline Budget	$ Better / (Worse) Than Budget	YTD Actuals as % of YTD Budget	Prior Year Actuals as of 7/31/25	Full Year Budget	YTD Actuals as % of Budget	Prior Year UnAudited Actuals	Comments
Federal Income	$0.00	$0.00	$0	NA	$0	$407,500.00	0.00%	$524,808.06	
School Income	$4,678.16	$0.00	$4,678	NA	$1,055	$1,043,300.00	0.45%	$1,085,527.67	*BoA foundation 4k grant*
State Income	$933,730.00	$998,300.00	($64,570)	93.53%	$948,360	$3,991,800	23.39%	$3,791,214.25	*EXTRA FUNDING COMING IN SEPARATE ALLOTMENT NOT SURE WHEN*
Total Income:	**$938,408**	**$998,300**	**($59,892)**	94.00%	**$949,415**	**$5,442,600**	17.24%	**$5,401,550**	
Expenses:	YTD Actuals as of 7/31/26	YTD Baseline Budget	$ Better / (Worse) Than Budget	YTD Actuals as % of YTD Budget	YTD Actuals as of 7/31/25	Full Year Budget	YTD Actuals as % of Budget	Prior Year UnAudited Actuals	Comments
1100000 · Instruction	$102,367.92	$94,000.00	($8,368)	108.90%	$86,072	$2,534,900.00	4.04%	$2,471,180.28	
1210000 · Support Serv. - Students	$11,585.63	$13,000.00	$1,414	89.12%	$18,336	$929,600.00	1.25%	$1,033,689.67	*13k retirement payment for sick days. Checking on balance sheet booking.*
1221000 · Improve Instr. Services	$4,381.62	$0.00	($4,382)	NA	$1,145	$20,000.00	21.91%	$15,946.25	
1230000 · Support Serv. - Gen. Admin.	$40,737.33	$39,000.00	($1,737)	104.45%	$4,341	$50,000.00	81.47%	$48,324.40	
124000 · Administration School-Based	$89,011.52	$83,100.00	($5,912)	107.11%	$73,977	$962,300.00	9.25%	$983,100.40	
125000 · Support Serv. - Administration	$829.28	$1,000.00	$171	82.93%	$1,193	$36,500.00	2.27%	$38,411.05	
1260000 · Plant Maintenance	$47,624.60	$30,100.00	($17,525)	158.22%	$28,158	$419,500.00	11.35%	$544,177.04	*8K bathroom renovation capitol included*
127000 · Student Transportation	$2,109.64	$500.00	($1,610)	421.93%	$476	$25,000.00	8.44%	$20,607.23	
1310000 · Food Service	$16,043.01	$6,700.00	($9,343)	239.45%	$5,367	$191,300.00	8.39%	$187,220.56	*capitol expense of 4k included*
9999999 · Contingency	$13,779.50	$12,500.00	($1,280)	NM	$0	$150,000.00	9.19%	$14,750.00	*13k Instuction (ELA curriculum)*
Total Expenses:	**$328,470**	**$279,900**	**($48,570)**	117.35%	**$219,065**	**$5,319,100**	6.18%	**$5,357,407**	
Net Income:	**$609,938**	**$718,400**	**($108,462)**	84.90%	**$730,350**	**$123,500**	NM	**$44,143**	

Bridge Academy

Expense Analysis

Fiscal Year 25/26

1 Months thru July 2025

	Expense Variance Compared to Budget (thru July)					
	Salaries	**Health Insurance**	**Subtotal**	**Non-Salary Expenses**	**Total**	**Non Salary Expense Drivers**
Instruction	647.35	**(14,046.24)**	(13,398.89)	**6,271.37**	(7,127.52)	Esser 2 Computers not budgeted
Support Services Students	**10,471.80**	**(6,368.88)**	4,102.92	(266.53)	3,836.39	
Improve Instructional Services				144.70	144.70	
Support Services General Admin				(32,659.27)	(32,659.27)	Unbilled Insurance costs
Administration School Based	(2,541.25)	(2,380.78)	(4,922.03)	(2,000.76)	(6,922.79)	
Support Services Administration				692.58	692.58	
Plant Maintenance	(94.00)	(1,629.96)	(1,723.96)	(3,518.13)	(5,242.09)	
Student Transportation				(1,524.01)	(1,524.01)	
Food Services	(1,293.75)	(437.55)	(1,731.30)	598.44	(1,132.86)	
Total	7,190.15	(24,863.41)	(17,673.26)	(32,261.61)	**(49,934.87)**	

The Bridge Academy, Inc.

Financial Statements and
State Single Audit Schedules
Together With Independent Auditors' Reports

June 30, 2025

The Bridge Academy, Inc.

Financial Statements and State Single Audit Schedules
Together With Independent Auditors' Reports
June 30, 2025

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PKF O'CONNOR DAVIES
ACCOUNTANTS AND ADVISORS

Independent Auditors' Report

Board of Directors
The Bridge Academy, Inc.

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of The Bridge Academy, Inc. (the "School") which comprise the statement of financial position as of June 30, 2025, and 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 financial statements present fairly, in all material respects, the financial position of the School as of June 30, 2025, 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the School 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 opinions.

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 School's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' 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 auditors' 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 generally accepted auditing standards and *Government Auditing Standards* 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 generally accepted auditing standards and *Government Auditing Standards*, 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 School'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 School'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 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 state financial assistance as required by the Connecticut State Single Audit Act, is presented for purposes of additional analysis 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 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 December 8, 2025 on our consideration of the School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is 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 the School's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control over financial reporting and compliance.

PKF O'Connor Davies, LLP

Shelton, Connecticut
December 8, 2025

The Bridge Academy, Inc.

Statement of Financial Position
June 30, 2025

ASSETS		
Cash	$	425,599
Accounts and grants receivable		126,511
Prepaid expenses		36,262
Finance leases - right-of-use assets, net		1,292,325
Property and equipment, net		1,218,729
	$	3,099,426
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	$	21,544
Accrued payroll and related expenses		312,094
Finance lease payable		962,620
Total Liabilities		1,296,258
Net Assets		
Without donor restrictions		1,543,168
With donor restrictions		260,000
Total Net Assets		1,803,168
	$	3,099,426

See notes to financial statements

The Bridge Academy, Inc.

Statement of Activities
Year Ended June 30, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
PUBLIC SUPPORT AND REVENUE			
Government grants and contracts	$ 4,855,407	$ -	$ 4,855,407
Contributions	37,975	260,000	297,975
In-kind revenue	31,502	-	31,502
Other income	18,764	-	18,764
Net assets released from restriction	100,000	(100,000)	-
Total Public Support and Revenue	5,043,648	160,000	5,203,648
EXPENSES			
Program services	4,104,471	-	4,104,471
Management and general	1,052,227	-	1,052,227
Fundraising	19,616	-	19,616
Total Expenses	5,176,314	-	5,176,314
Change in Net Assets	(132,666)	160,000	27,334
NET ASSETS			
Beginning of year	1,675,834	100,000	1,775,834
End of year	$ 1,543,168	$ 260,000	$ 1,803,168

See notes to financial statements

The Bridge Academy, Inc.

Statement of Functional Expenses
Year Ended June 30, 2025

	Program Services	Management and General	Fundraising	Total
Salaries and benefits	$ 3,331,391	$ 858,086	$ 16,825	4,206,302
Depreciation	106,809	13,201	-	120,010
Depreciation - right of use assets	94,981	11,739	-	106,720
Program supplies and expenses	355,441	75,856	2,167	433,464
Outside services	11,510	3,438	-	14,948
Utilities	81,657	9,817	275	91,749
Repairs and maintenance	77,006	9,258	260	86,524
Insurance	-	42,144	-	42,144
Interest	26,517	3,188	89	29,794
Professional fees	-	25,500	-	25,500
Transportation expense	19,159	-	-	19,159
	$ 4,104,471	$ 1,052,227	$ 19,616	$ 5,176,314

The Bridge Academy, Inc.

Statement of Cash Flows
Year Ended June 30, 2025

CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	$ 27,334
Adjustments to reconcile change in net assets to net cash from operating activities	
Depreciation - right of use assets	106,720
Depreciation	120,010
Changes in operating assets and liabilities	
Accounts and grants receivable	191,489
Prepaid expenses	(9,784)
Accounts payable and accrued expenses	(112,398)
Accrued payroll and related expenses	95,983
Net Cash from Operating Activities	419,354
CASH FLOWS FROM INVESTING ACTIVITIES	
Purchases of property and equipment	(4,593)
CASH FLOWS FROM FINANCING ACTIVITIES	
Repayment of finance lease	(100,442)
Net Change in Cash	314,319
CASH	
Beginning of year	111,280
End of year	$ 425,599
SUPPLEMENTAL CASH FLOW INFORMATION	
Cash paid for interest	$ 29,794

See notes to financial statements

The Bridge Academy, Inc.

Notes to Financial Statements
June 30, 2025

1. Organization

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 initial charter was granted for a five-year period. 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 last renewed through June 30, 2029, and the School 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, 2025.

2. Summary of Significant Accounting Policies

Basis of Presentation

The financial statements of the School have been prepared in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Cash

From time to time, the School has cash in the bank in excess of the federal deposit insurance amount of $250,000. The School has not experienced any losses to date and believes it is not exposed to any significant credit risk on cash. At June 30, 2025, the School exceeded the federal insured limit by $344,338.

2. Summary of Significant Accounting Policies *(continued)*

Accounts and Grants Receivable

Accounts and grants receivable are stated at the amount management expects to collect from outstanding balances.

Accounts and grants receivable represent the present value of unconditional promises to give. Accounts and grants receivable are all due in less than one year.

The School continuously monitors the creditworthiness of its grantors and establishes an allowance for accounts that may become uncollectible in the future based on current economic trends, historical payment, bad debt write-off experience and any specific grantor related collection issues. Balances that remain outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a reduction in accounts and grants receivable. Management has concluded that an allowance is not required at June 30, 2025.

Property and Equipment

Property and equipment is carried at cost and includes expenditures which substantially increase their estimated useful lives. The cost of property and equipment purchased in excess of $1,000 and a estimated useful life of greater than a year is capitalized. Depreciation is provided using the straight-line method over the estimated useful lives of the related asset, which are generally between 5 and 27.5 years. Purchases or donations of property and equipment of less than $1,000 are generally expensed.

Net Assets

Net assets of the School are classified based on the presence or absence of donor-imposed restrictions. Net assets are comprised of two groups as follows:

Net assets without donor restrictions – Net assets without donor restrictions are available for use at the discretion of the Board of Directors ("Board") and/or management for general operating purposes. From time to time the Board may designate a portion of these net assets for specific purposes which makes them unavailable for use at management's discretion. At June 30, 2025, the Board has not designated any funds for specific purposes.

Net assets with donor restrictions – Net assets with donor restrictions consist of net assets whose use is limited by donor-imposed, time and/or purpose restrictions. Restrictions may be met by passage of time or by actions of the School.

Revenue and Support

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

2. Summary of Significant Accounting Policies *(continued)*

Revenue and Support (Continued)

State and Federal Grants (continued)

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

Federal and state contracts and grants are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Refundable government grants consists of government grants received for which performance requirements or incurrence of allowable qualifying expenses have not yet been met or incurred. Conditional grants received prior to meeting the conditions are presented as refundable advances on the statements of financial position.

Local School Systems
The local communities are required by the State Board of Education to provide certain services to the students from their district attending the School, and the revenue and expenses for these services is recognized when services are provided.

Other Income
Other Income revenues are recognized as services are provided.

Contributions
The School recognizes contributions when cash, securities, or other assets; an unconditional promise to give; or a notification of a beneficial interest is received. Conditional promises to give – that is, those with measurable performance or other barriers and right of return – are not recognized until the conditions on which they depend have been met. Contributions are reported as revenue without donor restrictions or revenues with donor restrictions if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified in the statement of activities to net assets without donor restrictions. Contributions with donor restrictions that are used for the purpose specified by the donor in the same year as the contribution is received are recognized as revenues without donor restrictions.

Contributed Goods and Services
The School reports gifts of property and equipment as revenue without donor restrictions unless explicit donor stipulations specify how the donated assets must be used. Absent donor stipulations about how long those assets must be maintained, the School reports expirations of donor restrictions when the assets are placed in service.

The School's policy related to gifts-in-kind is to utilize the assets given to carry out its mission. If an asset is provided that does not allow the School to utilize it in its normal course of business, the asset will be sold. In-kind contributions are reflected as contributions at their estimated fair value at the date of donation. The School recognizes the estimated fair value of contributed services if such services meet the following criteria:

2. Summary of Significant Accounting Policies *(continued)*

Contributed Goods and Services (continued)

- The services or goods received either create or enhance nonfinancial assets, or
- The services received require specialized skills and are provided by individuals possessing those skills, and the services received would typically need to be purchased if not contributed.

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.

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. Allocations are based on time and square footage.

Income Taxes

The School is a nonprofit School, which is exempt from federal and state income taxes under Section 501(c)(3) of the Internal Revenue Code ("IRC") and is a public charity according to Section 170(b)(1)(A)(iv) of the IRC. Accordingly, no provision for income taxes has been recorded in the accompanying financial statements.

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 2022.

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. 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.

The Bridge Academy, Inc.

Notes to Financial Statements
June 30, 2025

2. Summary of Significant Accounting Policies *(continued)*

Subsequent Events Evaluation by Management

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 December 8, 2025 .

3. Property and Equipment

Property and equipment consist of the following:

		Estimated Useful Life
Building and improvements	$ 2,350,532	10-27.5 years
Equipment	294,714	7-5 years
	2,645,246	
Accumulated depreciation	(1,426,517)	
Net	$ 1,218,729	

5. Net Assets

Net assets with donor restrictions are restricted for the following purposes or periods as follows:

	2025
Passage of time:	
Charter school operations	$ 260,000

The Bridge Academy, Inc.

Notes to Financial Statements
June 30, 2025

6. Liquidity and Availability of Financial Assets

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of the statement of financial position date, are comprised of the following at June 30, 2025:

Financial assets at year end:		
Cash	$	425,599
Accounts and grants receivable		126,511
Total financial assets	$	552,110

The School is substantially supported by per pupil grant funding through the Connecticut State Department of Education. The financial assets listed above are not subject to grant or other contractual restrictions that make them unavailable for general expenditure within one year of the statement of financial position date. As part of the School's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The School has a $200,000 line of credit as of the year ended June 30, 2025.

7. Commitments

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 3.4% with a bargain purchase option of $1 at end of term through August 2033, which management intends to exercise.

The following summarizes the weighted average remaining lease term and discount rate as of June 30:

Weighted Average:	
Discount rate	3.40%
Remaining lease term in years	9.00

7. Commitments (continued)

The maturities of lease liabilities as of June 30, 2025 are as follows:

2026	$ 129,996
2027	129,996
2028	129,996
2029	129,996
2030	129,996
Thereafter	459,146
Total future minimum lease payments	1,109,126
Less Imputed interest	(146,506)
Total Lease Liability	$ 962,620

The following summarizes the line items in the statements of functional expense which include the components of lease expense for the year ended June 30, 2025:

Lease Expense	
Finance lease expense	
Amortization of ROU assets	$ 106,720
Interest on lease liabilities	29,794
	$ 136,514

The following summarizes cash flow information related to leases for the year ended June 30, 2025:

Supplemental cash flows	
Cash paid for amounts included in the measurement of lease liabilities	
Operating cash flows from finance leases (Interest)	$ 29,794
Financing cash flows from finance leases (principal portion)	100,442
	$ 130,236

8. Revolving Line of Credit

The School has a $200,000 revolving demand note ("Note") with a bank expiring in September 2026. 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 Note grants the bank security interest in substantially all assets of the School and requires the maintenance of certain financial covenants (as defined). There are no outstanding amounts as of June 30, 2025.

9. Surplus Revenue Retention

The School is allowed to keep a maximum of 10% of state funds received which are unexpended at the end of the fiscal year, which must be spent in the next fiscal year. In addition, if there are unexpended state funds at the end of the fiscal year, the School may create a reserve fund to finance specific capital or equipment project using no more than 5% of unexpended state funding. This reserve fund is calculated on a different basis of accounting which does not capitalize expenditures and allows for encumbrances payable to be expensed. The School did not have unexpended state funds as of June 30, 2025.

10. Retirement Plan

The School has established a retirement plan under Section 403(b) of the IRC covering substantially all employees. The School has no employer match obligation under this plan.

11. Connecticut's Teachers' 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 8.25% 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.

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 which is included in accounts payable and accrued expenses at June 30, 2025:

2026	12,046
	$ 12,046

12. Concentrations of Public Revenue and Support

The School received approximately 82% of its funding from the State of Connecticut and the Federal government for the year ended June 30, 2025 to fund the operations of the charter school programs.

13. Contingencies and Uncertainties

Government Grants

The School has various grants with governmental agencies. Expenditures of these funds requires compliance with terms and conditions specified in the related grants and agreements. The grants are subject to audit by the respective funding source and could result in the recapture of previously reported revenue due to disallowed costs. Management does not believe that any such disallowance, if found, would be material to the School's financial statements. Accordingly, no provision for any liability that may result has been made in the financial statements.

*****

The Bridge Academy, Inc.

State Single Audit Schedules

Together with Independent Auditors' Reports

June 30, 2025

The Bridge Academy, Inc.

Schedule of Expenditures of State Financial Assistance
Year Ended June 30, 2025

State Grantor/Pass-Through Grantor/Program Title	State Grant Program Core-CT Number	Passed Through to Subrecipients	Expenditures
Connecticut Department of Education			
State Charter Schools	11000-SDE64000-16119	$ -	$ 3,793,440
Child Nutrition State Matching Grant	11000-SDE64000-16211	-	1,256
State School Breakfast	11000-SDE64000-17046	-	2,789
Health Foods Initiative	11000-SDE64000-16212	-	2,400
CT Local Food for Schools	11000-SDE64000-10020	-	1,859
Total Expenditures of State Financial Assistance		$ -	$ 3,801,744

See independent auditors' report and notes to schedule of expenditures of state financial assistance

The Bridge Academy, Inc.

Notes to Schedule of Expenditures of State Financial Assistance
Year Ended June 30, 2025

1. Basis of Presentation

The accompanying Schedule of Expenditures of State Financial Assistance includes state grant activity of The Bridge Academy, Inc. (the "School") under programs of the State of Connecticut for the year ended June 30, 2025. 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. Because the schedule presents only a selected portion of the operations of the School, it is not intended, and does not present the financial position, changes in net assets, or cash flows of the School. These financial assistance programs fund the operation of a state charter school.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accounting policies of The Bridge Academy, Inc. conform to generally 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 upon regulations established by the State of Connecticut, Office of Policy and Management.

The expenditures reported on the Schedule are reported on the accrual basis of accounting. In accordance with Section 4-236-22 of the Regulations to the State Single Audit Act, certain grants are not dependent on expenditure activity, and accordingly, are considered to be expended in the fiscal year of receipt. These grant program receipts are reflected in the expenditures column of the Schedule of Expenditures of State Financial Assistance.

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PKF O'CONNOR DAVIES
ACCOUNTANTS AND ADVISORS

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 Auditors' Report

Board of Directors
The Bridge Academy, Inc.

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of The Bridge Academy, Inc. (the "School"), which comprise the statement of financial position as of June 30, 2025, and the related statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated December 8, 2025.

Report on Internal Control Over Financial Reporting

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

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or 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 or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the School's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the 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*.

Board of Directors
The Bridge Academy, Inc.

Purpose of this Report

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

PKF O'Connor Davies, LLP

Shelton, Connecticut
December 8, 20205

PKF O'CONNOR DAVIES
ACCOUNTANTS AND ADVISORS

Report on Compliance for Each Major State Program and on Internal Control Over Compliance Required by the State Single Audit Act

Independent Auditors' Report

Board of Directors
The Bridge Academy, Inc.

Report on Compliance for Each Major State Program

Opinion on Each Major State Program

We have audited The Bridge Academy, Inc.'s (the "School") compliance with the types of compliance requirements described in the Office of Policy and Management's *Compliance Supplement* that could have a direct and material effect on each of School's major state programs for the year ended June 30, 2025. The School's major state programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the School complied, in all material respects, with the types of 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, 2025.

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; 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 School 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 School'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 School's state programs.

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 School'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 generally accepted auditing standards, *Government Auditing Standards*, and the State Single Audit Act 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 School's compliance with the requirements of each major state program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *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 School'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 School'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 School'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.

Board of Directors
The Bridge Academy, Inc.

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.

PKF O'Connor Davies, LLP

Shelton, Connecticut
December 8, 2025

The Bridge Academy, Inc.

Schedule of Findings and Questioned Costs
Year Ended June 30, 2025

I. Summary of Auditors' Results

Financial Statements

Type of auditors' report 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 state programs:		
• Material weakness (es) identified?	____ Yes	X No
• Significant deficiency (ies) identified?	____ Yes	X None reported
Type of auditors' report issued on compliance for the major state program:	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	State Expenditures
Connecticut Department of Education:		
State Charter Schools	11000-SDE64000-16119	$3,793,440

- Dollar threshold used to distinguish between type A and type B programs — $300,000

The Bridge Academy, Inc.

Schedule of Findings and Questioned Costs *(Continued)*
Year Ended June 30, 2025

II. Financial Statement Findings

There were no financial statement findings for the year ended June 30, 2025.

III. State Financial Assistance Findings and Questioned Costs

There were no findings or questioned costs relating to State financial assistance programs.

IV. Prior Year Findings

There were no prior year findings.

PKF O'CONNOR DAVIES ADVISORY, LLC
300 TICE BOULEVARD, SUITE 315
WOODCLIFF LAKE, NJ 07677

THE BRIDGE ACADEMY, INC.
160 PULASKI STREET
BRIDGEPORT, CT 06608

426340
04-01-24

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CLIENT'S COPY

Form **8868**
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

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 File by the due date for filing your return. See instructions.	Name of exempt organization, employer, or other filer, see instructions. THE BRIDGE ACADEMY, INC.	Taxpayer identification number (TIN) 06-1479710
	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	

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	Form 990-T (governmental entities)	15

- 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, FINANCE DIRECTOR
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 26, 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 24, and ending JUN 30, 20 25

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. Form **8868** (Rev. 1-2025)

EXTENDED TO MAY 15, 2026

Form 990 Return of Organization Exempt From Income Tax

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

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.

Department of the Treasury Internal Revenue Service

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning JUL 1, 2024 and ending JUN 30, 2025

B Check if applicable: [ ] Address change [ ] Name change [ ] Initial return [ ] Final return/terminated [ ] Amended return [ ] 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): 160 PULASKI STREET | Room/suite

City or town, state or province, country, and ZIP or foreign postal code: BRIDGEPORT, CT 06608

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 $ 5,172,146.

H(a) Is this a group return for subordinates? [ ] Yes [X] No

H(b) Are all subordinates included? [ ] Yes [ ] No

If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: [X] 501(c)(3) [ ] 501(c) ( ) (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: BRIDGEACADEMY.ORG

K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other

L Year of formation: 1997 M State of legal domicile: CT

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: PROVIDE A COLLEGE PREPARATORY CURRICULUM FOR INNER CITY STUDENTS.

2 Check this box [ ] if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	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 2024 (Part V, line 2a)	5	69
6	Total number of volunteers (estimate if necessary)	6	10
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	5,587,046.	942,560.
9	Program service revenue (Part VIII, line 2g)	34,709.	4,214,534.
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.	15,052.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	5,621,755.	5,172,146.
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	11,055.
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)	3,918,829.	4,174,800.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b	Total fundraising expenses (Part IX, column (D), line 25) 19,490.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,511,997.	958,957.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	5,430,826.	5,144,812.
19	Revenue less expenses. Subtract line 18 from line 12	190,929.	27,334.
Net Assets or Fund Balances		**Beginning of Current Year**	**End of Year**
20	Total assets (Part X, line 16)	3,188,949.	3,099,426.
21	Total liabilities (Part X, line 26)	1,413,115.	1,296,258.
22	Net assets or fund balances. Subtract line 21 from line 20	1,775,834.	1,803,168.

Part II Signature Block

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

Sign Here

Signature of officer | Date

TIMOTHY J DUTTON, FINANCE DIRECTOR

Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check [ ] if self-employed	PTIN
SACHA RICHARDS	SACHA RICHARDS	04/07/26		P01378509

Firm's name PKF O'CONNOR DAVIES ADVISORY, LLC — Firm's EIN 33-1374517

Firm's address 300 TICE BOULEVARD, SUITE 315 WOODCLIFF LAKE, NJ 07677 — Phone no. 201-712-9800

May the IRS discuss this return with the preparer shown above? See instructions [X] 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 $ 4,079,521. including grants of $ 11,055.) (Revenue $ 4,214,534.)

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 STUDENTS IN THE SCHOOL AND AVERAGE DAILY ATTENDANCE WAS 90%. UPON GRADUATION 100% OF THE STUDENTS WERE ACCEPTED TO COLLEGE.

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

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

4d Other program services (Describe on Schedule O.)

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

4e Total program service expenses 4,079,521.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	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? *If "Yes," complete Schedule J*	23	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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? *If "Yes," complete Schedule L, Part I*	25a		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? *If "Yes," complete Schedule L, Part I*	25b		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? *If "Yes," complete Schedule L, Part II*	26		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? *If "Yes," complete Schedule L, Part III*	27		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? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		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? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		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? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	11			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	

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

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 69			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		17		

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

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	1a	10		
b	Enter the number of voting members included on line 1a, above, who are independent	1b	10		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6	Did the organization have members or stockholders?	6			X
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?	7a			X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		X	
b	Each committee with authority to act on behalf of the governing body?	8b		X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*	9			X

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

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

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, FINANCE DIRECTOR - 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): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) RACHEL ALLISON MIDDLE SCHOOL PRINCIPAL	40.00				X			177,166.	0.	0.
(2) KARL KRAUSS TEACHER COACH	40.00					X		163,416.	0.	0.
(3) TIMOTHY DUTTON FINANCE DIRECTOR/TEACHER	40.00			X				154,895.	0.	26,273.
(4) TYRONE ELLIOTT HS PRINCIPAL/SUPERINTENDANT	40.00			X				160,609.	0.	33,276.
(5) BRIDGET KRAUSS HIGH SCHOOL MATH TEACHER	40.00					X		136,714.	0.	33,276.
(6) DENISE MOLLER SOCIAL WORKER	40.00					X		110,028.	0.	0.
(7) JAMES RAWLINS PRESIDENT	1.00	X		X				0.	0.	0.
(8) KIT KAOLIAN VICE-PRESIDENT	1.00	X		X				0.	0.	0.
(9) CRAIG HOFFMAN SECRETARY	1.00	X		X				0.	0.	0.
(10) MICHAEL GRABOWSKI TREASURER	1.00	X		X				0.	0.	0.
(11) ALBERT BENEJAN DIRECTOR	1.00	X						0.	0.	0.
(12) BRENDEN BISH DIRECTOR	1.00	X						0.	0.	0.
(13) PEGGY BUD DIRECTOR	1.00	X						0.	0.	0.
(14) HEATHER DWYER DIRECTOR	1.00	X						0.	0.	0.
(15) SANDRA LEFKOWITZ DIRECTOR	1.00	X						0.	0.	0.
(16) CELESTE MARKLE DIRECTOR	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
1b Subtotal								902,828.	0.	92,825.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								902,828.	0.	92,825.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 6

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

Section B. Independent Contractors

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

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

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

Part VIII **Statement of Revenue**

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
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	644,585.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	297,975.				
	g Noncash contributions included in lines 1a-1f	1g	$				
	h **Total.** Add lines 1a-1f			942,560.			
Program Service Revenue		Business Code					
	2 a PER PUPIL REVENUE	611110		3,793,440.	3,793,440.		
	b SPECIAL EDUCATION	611110		412,715.	412,715.		
	c STUDENT ACTIVITY FEES	611110		8,379.	8,379.		
	d						
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f			4,214,534.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)						
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
		(i) Real	(ii) Personal				
	6 a Gross rents (6a)						
	b Less: rental expenses (6b)						
	c Rental income or (loss) (6c)						
	d Net rental income or (loss)						
		(i) Securities	(ii) Other				
	7 a Gross amount from sales of assets other than inventory (7a)						
	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		Business Code					
	11 a MISCELLANEOUS INCOME	900099		15,052.			15,052.
	b						
	c						
	d All other revenue						
	e **Total.** Add lines 11a-11d			15,052.			
	12 **Total revenue.** See instructions			5,172,146.	4,214,534.	0.	15,052.

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	11,055.	11,055.		
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	521,783.	518,071.	1,856.	1,856.
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	3,014,975.	2,291,474.	711,132.	12,369.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	525,689.	407,912.	115,752.	2,025.
10 Payroll taxes	112,353.	88,984.	22,920.	449.
11 Fees for services (nonemployees):				
a Management				
b Legal	3,990.	3,072.	918.	
c Accounting	25,500.		25,500.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	22,096.	17,518.	4,520.	58.
12 Advertising and promotion				
13 Office expenses	49,003.	47,390.	1,568.	45.
14 Information technology	86,639.	70,636.	15,559.	444.
15 Royalties				
16 Occupancy	91,749.	81,657.	9,817.	275.
17 Travel	19,159.	19,159.		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	29,794.	26,517.	3,188.	89.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	226,730.	201,790.	24,940.	
23 Insurance	42,144.		42,144.	
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 CURRICULUM SUPPLIES	265,089.	208,686.	54,836.	1,567.
b REPAIRS & MAINTENANCE	86,524.	77,006.	9,258.	260.
c FIELD TRIPS	10,540.	8,594.	1,893.	53.
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	5,144,812.	4,079,521.	1,045,801.	19,490.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance 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			111,280.	1	425,599.
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			18,245.	3	35,894.
	4	Accounts receivable, net			299,755.	4	90,617.
	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			26,478.	9	36,262.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	2,645,246.			
	b	Less: accumulated depreciation	10b	1,426,517.	2,733,191.	10c	1,218,729.
	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			0.	15	1,292,325.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)			3,188,949.	16	3,099,426.
Liabilities	17	Accounts payable and accrued expenses			346,556.	17	333,638.
	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			1,066,559.	25	962,620.
	26	**Total liabilities.** Add lines 17 through 25			1,413,115.	26	1,296,258.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**					
	27	Net assets without donor restrictions			1,675,834.	27	1,543,168.
	28	Net assets with donor restrictions			100,000.	28	260,000.
		Organizations that do not follow FASB ASC 958, check here ☐ **and complete lines 29 through 33.**					
	29	Capital stock or trust principal, or current funds				29	
	30	Paid-in or capital surplus, or land, building, or equipment fund				30	
	31	Retained earnings, endowment, accumulated income, or other funds				31	
	32	Total net assets or fund balances			1,775,834.	32	1,803,168.
	33	Total liabilities and net assets/fund balances			3,188,949.	33	3,099,426.

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	5,172,146.
2	Total expenses (must equal Part IX, column (A), line 25)	2	5,144,812.
3	Revenue less expenses. Subtract line 2 from line 1	3	27,334.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,775,834.
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	1,803,168.

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: ☐ Cash ☒ Accrual ☐ 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?	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
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?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		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	3b		

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2024
Open to Public Inspection

Name of the organization	Employer identification number
THE BRIDGE ACADEMY, INC.	06-1479710

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

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☒ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: __________

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: __________

10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations ....

g Provide the following information about the supported organization(s).

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						

12 Gross receipts from related activities, etc. (see instructions) | 12 |

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) | 14 | %

15 Public support percentage from 2023 Schedule A, Part II, line 14 | 15 | %

16a **33 1/3% support test - 2024.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support test - 2023.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10% -facts-and-circumstances test - 2023.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15 %

16 Public support percentage from 2023 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2024** (line 10c, column (f), divided by line 13, column (f)) 17 %

18 Investment income percentage from **2023** Schedule A, Part III, line 17 18 %

19a **33 1/3% support tests - 2024.** 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 - 2023.** 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? *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.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
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)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*	4b		
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)? *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.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *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).*	5a		
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?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
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? *If "Yes," provide detail in* **Part VI.**	6		
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? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
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))? *If "Yes," provide detail in* **Part VI.**	9a		
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? *If "Yes," provide detail in* **Part VI.**	9b		
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? *If "Yes," provide detail in* **Part VI.**	9c		
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)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

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?	11a		
b	A family member of a person described on line 11a above?	11b		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in* **Part VI.**	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? *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.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in* **Part VI** *how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*	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)? *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).*	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?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in* **Part VI** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	2		
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? *If "Yes," describe in* **Part VI** *the role the organization's supported organizations played in this regard.*	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 ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*

c ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

			Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**			
a	*Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in* **Part VI identify those supported organizations and explain** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
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? *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.*	2b		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No," provide details in **Part VI.**	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in **Part VI** the role played by the organization in this regard.	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 ☐ 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 2024 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-2024**	(iii) **Distributable Amount for 2024**
1	Distributable amount for 2024 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3	Excess distributions carryover, if any, to 2024			
a	From 2019			
b	From 2020			
c	From 2021			
d	From 2022			
e	From 2023			
f	**Total** of lines 3a through 3e			
g	Applied to under distributions of prior years			
h	Applied to 2024 distributable amount			
i	Carryover from 2019 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2024 from Section D, line 7: $			
a	Applied to underdistributions of prior years			
b	Applied to 2024 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2024, 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 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7	**Excess distributions carryover to 2025.** Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2020			
b	Excess from 2021			
c	Excess from 2022			
d	Excess from 2023			
e	Excess from 2024			

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

SCHEDULE D (Form 990) (Rev. December 2024) 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

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.

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

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

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

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

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

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

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

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included on line 2a	2c	
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

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

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

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

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

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

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 $ ______

(ii) Assets included in Form 990, Part X $ ______

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

a Revenue included on Form 990, Part VIII, line 1 $ ______

b Assets included in Form 990, Part X $ ______

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

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

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

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

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

Part IV Escrow and Custodial Arrangements

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

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				
b Buildings		2,350,532.	1,276,052.	1,074,480.
c Leasehold improvements				
d Equipment		294,714.	150,465.	144,249.
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B).)*				1,218,729.

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) FINANCE LEASE - ROU	1,292,325.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 15, col. (B))*	1,292,325.

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) FINANCE LEASE PAYABLE	962,620.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	962,620.

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 [X]

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	5,203,648.
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	31,502.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	31,502.
3	Subtract line 2e from line 1			3	5,172,146.
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	5,172,146.

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	5,176,314.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	31,502.		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	31,502.
3	Subtract line 2e from line 1			3	5,144,812.
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	5,144,812.

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 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 2022.

SCHEDULE E (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schools

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: THE BRIDGE ACADEMY, INC.

Employer identification number: 06-1479710

Part I

			YES	NO
1	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1	X	
2	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	X	
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	3	X	

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 WEBSITE.

			YES	NO
4	Does the organization maintain the following:			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	X	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b	X	
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	X	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d	X	

If you answered "No" to any of the above, please explain. If you need more space, use Part II.

			YES	NO
5	Does the organization discriminate by race in any way with respect to:			
a	Students' rights or privileges?	5a		X
b	Admissions policies?	5b		X
c	Employment of faculty or administrative staff?	5c		X
d	Scholarships or other financial assistance?	5d		X
e	Educational policies?	5e		X
f	Use of facilities?	5f		X
g	Athletic programs?	5g		X
h	Other extracurricular activities?	5h		X

If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

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

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

LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:

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

SCHEDULE I
(Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
Open to Public Inspection

Name of the organization: THE BRIDGE ACADEMY, INC.
Employer identification number: 06-1479710

Part I **General Information on Grants and Assistance**

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? [X] Yes [ ] No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II **Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3 Enter total number of other organizations listed in the line 1 table

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule I (Form 990) (Rev. 12-2024)**

LHA 432101 01-02-25

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
SCHOLARSHIPS	10	11,055.	0.		

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

SCHOLARSHIPS ARE AWARDED TO STUDENTS WHO PLAN TO ATTEND COLLEGE. RECIPIENTS ARE SELECTED BY A COMMITTEE OF BRIDGE STAFF, INCLUDING THE GUIDANCE COUNSELOR, WHO IS FAMILIAR WITH EACH STUDENT'S COLLEGE PLANS. FUNDS ARE NOT DISTRIBUTED IN THE STUDENT'S NAME UNTIL THE BRIDGE ACADEMY HAS RECEIVED FINAL ENROLLMENT VERIFICATION FROM THE INTENDED COLLEGE, ENSURING THAT THE SCHOLARSHIP IS USED FOR ITS INTENDED EDUCATIONAL PURPOSE.

SCHEDULE J (Form 990)

(Rev. December 2024)

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

Open to Public Inspection

Name of the organization: THE BRIDGE ACADEMY, INC.

Employer identification number: 06-1479710

Part I Questions Regarding Compensation

		Line	Yes	No
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. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ 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	1b		
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?	2		
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. ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study ☐ Form 990 of other organizations ☒ 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?	4a		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		X
c	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	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?	5a		X
b	Any related organization?	5b		X
	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?	6a		X
b	Any related organization?	6b		X
	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	7		X
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	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

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	(i)	177,166.	0.	0.	0.	0.	177,166.	0.
MIDDLE SCHOOL PRINCIPAL	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) KARL KRAUSS	(i)	163,416.	0.	0.	0.	0.	163,416.	0.
TEACHER COACH	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) TIMOTHY DUTTON	(i)	154,895.	0.	0.	0.	26,273.	181,168.	0.
FINANCE DIRECTOR/TEACHER	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) TYRONE ELLIOTT	(i)	160,609.	0.	0.	0.	33,276.	193,885.	0.
HS PRINCIPAL/SUPERINTENDANT	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) BRIDGET KRAUSS	(i)	136,714.	0.	0.	0.	33,276.	169,990.	0.
HIGH SCHOOL MATH TEACHER	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
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	(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.

SCHEDULE O (Form 990) (Rev. December 2024) 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 instructions and the latest information.

OMB No. 1545-0047

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.

FORM 990, PART VI, SECTION B, LINE 11B:
THE 990 IS REVIEWED BY THE SCHOOL'S FINANCE COMMITTEE OF THE BOARD OF DIRECTORS. THE FINANCE COMMITTEE THEN REQUESTS ANY CHANGES WITH THE AUDITOR. ONCE REVIEW BY THE FINANCE COMMITTEE IS COMPLETE; THE 990 IS SENT TO THE BOARD OF DIRECTORS FOR FULL BOARD APPROVAL.

FORM 990, PART VI, SECTION B, LINE 12C:
THE ORGANIZATION MAINTAINS A WRITTEN CONFLICT OF INTEREST POLICY THAT APPLIES TO ITS OFFICERS, DIRECTORS, AND KEY EMPLOYEES. THE POLICY REQUIRES INDIVIDUALS TO ACT IN THE BEST INTERESTS OF THE ORGANIZATION AND TO AVOID ACTIVITIES THAT COULD RESULT IN PERSONAL BENEFIT AT THE EXPENSE OF THE ORGANIZATION.

UNDER THE POLICY, ANY OFFICER, DIRECTOR, OR KEY EMPLOYEE WHO HAS A DIRECT OR INDIRECT FINANCIAL INTEREST IN A TRANSACTION OR ARRANGEMENT MUST DISCLOSE THE EXISTENCE OF THE FINANCIAL INTEREST TO THE GOVERNING BODY PRIOR TO CONSIDERATION OF THE TRANSACTION. SUCH INTERESTS INCLUDE THOSE HELD BY THE INDIVIDUAL, MEMBERS OF THEIR FAMILY, BUSINESS PARTNERS, OR ENTITIES WITH WHICH THEY ARE AFFILIATED.

FOLLOWING DISCLOSURE, THE INTERESTED INDIVIDUAL IS NOT PERMITTED TO PARTICIPATE IN DISCUSSIONS, DELIBERATIONS, OR VOTING ON THE MATTER AND, WHERE APPROPRIATE, IS REQUIRED TO LEAVE THE MEETING DURING SUCH DISCUSSIONS. THE REMAINING DISINTERESTED MEMBERS OF THE GOVERNING BODY DETERMINE WHETHER A CONFLICT EXISTS AND, IF SO, WHETHER THE TRANSACTION IS FAIR, REASONABLE, AND IN THE BEST INTEREST OF THE ORGANIZATION.

THE ORGANIZATION CONTEMPORANEOUSLY DOCUMENTS ALL CONFLICT OF INTEREST DISCLOSURES AND RELATED PROCEEDINGS IN THE MINUTES OF THE GOVERNING BODY, INCLUDING THE NATURE OF THE CONFLICT, THE PERSONS INVOLVED, AND THE ACTIONS TAKEN.

THE POLICY ALSO PROHIBITS THE ACCEPTANCE OF GIFTS, GRATUITIES, OR ITEMS OF MONETARY VALUE FROM VENDORS OR CONTRACTORS, EXCEPT IN THE COURSE OF LEGITIMATE FUNDRAISING ACTIVITIES, AND RESTRICTS PARTICIPATION IN TRANSACTIONS WHERE RELATED PARTIES HAVE A FINANCIAL INTEREST. IN ADDITION, THE ORGANIZATION ENFORCES POLICIES ADDRESSING NEPOTISM AND SUPERVISORY RELATIONSHIPS TO FURTHER MITIGATE POTENTIAL CONFLICTS OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15:
COMPENSATION FOR THE SUPERINTENDENT IS REVIEWED AND APPROVED BY THE BOARD OF DIRECTORS. THE BOARD HAS ADOPTED POLICIES ALIGNING COMPENSATION WITH THAT OF BRIDGEPORT PUBLIC SCHOOLS, THE LOCAL SCHOOL DISTRICT. COMPENSATION IS DETERMINED BASED ON THE BRIDGEPORT PUBLIC SCHOOLS ADMINISTRATIVE CONTRACT, WHICH OUTLINES SALARY SCALES ACCORDING TO YEARS OF EXPERIENCE IN

Name of the organization: THE BRIDGE ACADEMY, INC.

Employer identification number: 06-1479710

A SPECIFIC POSITION AND CURRENT EDUCATIONAL ATTAINMENT. THESE CONTRACTS ARE PUBLICLY AVAILABLE ONLINE. EACH YEAR, EMPLOYEES REPORT THEIR CURRENT STEP, EDUCATION LEVEL, AND CORRESPONDING COMPENSATION BASED ON THESE CONTRACTS. SALARY SCHEDULES AND STEPS ARE ALSO PRESENTED ANNUALLY TO THE BOARD FINANCE COMMITTEE AND THE BOARD OF DIRECTORS AND ARE INCLUDED AS PART OF THE BUDGET APPROVAL PROCESS, WHICH IS FORMALLY DOCUMENTED IN MEETING MINUTES.

990 PART VI, LINE 15B

COMPENSATION FOR OTHER OFFICERS AND KEY EMPLOYEES IS REVIEWED AND APPROVED BY THE BOARD OF DIRECTORS. THE BOARD HAS ADOPTED POLICIES ALIGNING COMPENSATION WITH THAT OF BRIDGEPORT PUBLIC SCHOOLS, THE LOCAL SCHOOL DISTRICT. COMPENSATION IS DETERMINED BASED ON THE BRIDGEPORT PUBLIC SCHOOLS ADMINISTRATIVE CONTRACT, WHICH OUTLINES SALARY SCALES ACCORDING TO YEARS OF EXPERIENCE IN A SPECIFIC POSITION AND CURRENT EDUCATIONAL ATTAINMENT. THESE CONTRACTS ARE PUBLICLY AVAILABLE ONLINE. EACH YEAR, EMPLOYEES REPORT THEIR CURRENT STEP, EDUCATION LEVEL, AND CORRESPONDING COMPENSATION BASED ON THESE CONTRACTS. SALARY SCHEDULES AND STEPS ARE ALSO PRESENTED ANNUALLY TO THE BOARD FINANCE COMMITTEE AND THE BOARD OF DIRECTORS AND ARE INCLUDED AS PART OF THE BUDGET APPROVAL PROCESS, WHICH IS FORMALLY DOCUMENTED IN MEETING MINUTES.

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

THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE. IN ADDITION, THE FINANCIAL STATEMENTS AND GOVERNING DOCUMENTS ARE ALSO AVAILABLE UPON WRITTEN REQUEST.

FORM 990, PART XII, LINE 2C:

THE SCHOOL HAS A FINANCE COMMITTEE THAT IS RESPONSIBLE FOR THE OVERSIGHT OF THE AUDIT AND THE SELECTION OF THE INDEPENDENT ACCOUNTANT. THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.