

APPENDIX A: 2025-26 CHARTER SCHOOL ANNUAL REPORT

PART 1: SCHOOL INFORMATION AND EXECUTIVE SUMMARY	
Name of Charter School:	Year School Opened:
Odyssey Community School	1997
Street Address:	City/Zip Code:
579 West Middle Turnpike	Manchester, CT 06040
School Director:	School Director Contact Information:
Sally Dastoli	sdastoli@odysseyschool.org /860-645-1234 x156
Grades Authorized to Serve in 2025-2026:	Charter Term:
PK-8	2025-2030
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? This year, Odyssey continued to strengthen instructional coherence, teacher capacity, and whole-child development. Instructional Walkthroughs focused on alignment and implementation in literacy and mathematics, with teachers actively engaged in collaborative debriefs and translating feedback into classroom practice. This work contributed to more consistent implementation of CKLA literacy units and Illustrative Mathematics. In literacy, Odyssey partnered with CSDE and TNTP to strengthen implementation of our K-3 state-approved literacy program. Through a literacy visioning process, monthly Communities of Practice, individualized strategic advising, and calibrated walkthroughs, staff deepened their understanding of evidence-based literacy practices and strengthened implementation. In mathematics, grades 4-8 focused on Building Thinking Classrooms, supported through professional learning, coaching, and peer collaboration. K-8 teachers also engaged in professional learning and book study around the Five Practices for Orchestrating Productive Mathematics Discussions, strengthening our capacity to provide rigorous, student-centered mathematical learning. We also expanded Tier 1 social-emotional and behavioral supports through restorative practices and RULER. Staff strengthened their use of circles, restorative conversations, affective language, and active listening to build relationships, repair harm, and support student accountability. A highlight of the year was Morning Mindset, which gave students opportunities to begin their day through choice-based activities including reading, play, STEM, art, music, and physical activity. We also expanded purposeful play-based learning from preschool and kindergarten into first grade, integrating CKLA content into immersive, hands-on experiences that support both academic and social-emotional development.	
2. What is the school intended to improve through its best practices? Odyssey intended to improve instructional consistency and rigor, student engagement, and whole-child development through the implementation of evidence-based best practices. Specifically, we aimed to strengthen teachers' use of effective literacy and mathematics practices, increase student-centered and rigorous learning opportunities, and provide more consistent Tier 1 social-emotional and behavioral	

supports. We also sought to strengthen relationships, student agency, sense of belonging, and opportunities for purposeful play and choice. Ultimately, these efforts were intended to translate into improved student outcomes, including increased achievement and growth in literacy and mathematics, stronger student engagement, reduced disciplinary incidents, and decreased chronic absenteeism.

3. How does the school provide evidence that the best practices are yielding an improvement?

Evidence that these best practices are contributing to improvement is reflected across three key areas: attendance, school culture and climate, and student achievement.

Attendance: Odyssey's chronic absenteeism rate continued to decline, reaching 9.1% in 2025–2026, compared with 16.2% in 2021–2022. We believe strengthened Tier 1 support, increased opportunities for connection and belonging, and initiatives such as Morning Mindset have contributed to this continued improvement.

Culture and Climate: Student, staff, and family survey results indicate a strong and improving sense of belonging. 94.5% of staff agreed or strongly agreed that they feel a sense of belonging at Odyssey, while 99.4% of families agreed or strongly agreed that their child belongs at the school. Students rated their agreement with the statement, "Adults at school care about my learning and well-being," at 4.33 out of 5.00.

Student Achievement: We monitor both formative and summative measures to assess progress. In early literacy, 79% of K-1 students and 70% of K-3 students met or exceeded benchmark on mCLASS/DIBELS. While our goal remains 100%, these results reflect continued progress toward that target. On the 2026 SBA, 53% of students in grades 3-8 achieved Level 3 or 4 in both mathematics and ELA, while 55% of students in grades 5 and 8 achieved Level 3 or 4 on NGSS. We are particularly encouraged by results in grades where Building Thinking Classrooms has been implemented; notably, 73.6% of fourth-grade students achieved Level 3 or 4 on the SBA Mathematics assessment.

Together, these data demonstrate positive trends while also highlighting areas for continued improvement and refinement of our practices.

Next Generation Accountability, 2024-25 – Odyssey Community School (Grades: PK-8)
School Category: 2



Indicator	Index/Rate	Target	Points Earned	Max Points	% Points Earned	Points Earned
1a. ELA Performance Index - All Students	70.4	75	47.0	50	93.9	86.3
1b. ELA Performance Index - High Needs Students	67.4	75	44.9	50	89.9	73.2
1c. Math Performance Index - All Students	66.7	75	44.5	50	89.0	81.5
1d. Math Performance Index - High Needs Students	63.7	75	42.5	50	84.9	67.5
1e. Science Performance Index - All Students	65.2	75	43.5	50	86.9	83.5
1f. Science Performance Index - High Needs Students	62.1	75	41.4	50	82.7	69.5
2a. ELA Academic Growth - All Students	64.6%	100%	64.6	100	64.6	60.6
2b. ELA Academic Growth - High Needs Students	63.5%	100%	63.5	100	63.5	55.7
2c. Math Academic Growth - All Students	60.3%	100%	60.3	100	60.3	62.3
2d. Math Academic Growth - High Needs Students	58.0%	100%	58.0	100	58.0	55.9
2e. Progress Toward English Proficiency - Literacy	88.6%	100%	44.3	50	88.6	58.7
2f. Progress Toward English Proficiency - Oral	74.7%	100%	37.4	50	74.7	55.7
4a. Chronic Absenteeism - All Students	10.0%	<=5%	40.0	50	80.0	51.3
4b. Chronic Absenteeism - High Needs Students	13.1%	<=5%	33.9	50	67.7	20.8
5. Preparation for CCR - Percent Taking Courses	.	75%	.	.	.	100.0
6. Preparation for CCR - Percent Passing Exams	.	75%	.	.	.	62.9
7. On-track to High School Graduation	94.3%	94%	50.0	50	100.0	91.4
8. 4-year Graduation: All Students (2024 Cohort)	.	94%	.	.	.	94.6
9. 6-year Graduation: High Needs Students (2022 Cohort)	.	94%	.	.	.	92.9
10. Postsecondary Entrance (Graduating Class 2024)	.	75%	.	.	.	89.3
11. Physical Fitness (estimated participation rate = 98.1%)	52.9%	75%	35.3	50	70.5	65.4
12. Arts Access	.	60%	.	.	.	91.9
Accountability Index	.		750.9	1000	75.1	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	75.0	67.4	7.6	16.9	N
Math Performance Index Gap	72.4	63.7	8.7	18.4	N
Science Performance Index Gap	69.5	62.1	7.5	18.2	N
Graduation Rate Gap (2022 Cohort)	.	.	.	.	

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.

Odyssey is committed to developing the whole child through a rigorous, student-centered education grounded in our CIRCLE values: Courage, Integrity, Respect, Curiosity, Leadership, and Excellence. Our goals focus on increasing student achievement, strengthening social-emotional and leadership skills, fostering a strong sense of belonging, and reducing chronic absenteeism. Odyssey engages families through multiple avenues, including ParentSquare, which provides accessible communication with translation capabilities; surveys; conferences; individual meetings; and in-person school and community events throughout the year. We prioritize two-way communication and opportunities for families to share feedback and participate in school life. Continued partnerships with the Town of Manchester and community organizations provide additional resources and connections for families and support meaningful inclusion of all students and families. Odyssey uses a proactive, data-driven approach to improving attendance. The Student Support Team meets bi-weekly to review attendance data, identify students at risk, and develop individualized supports. Staff connect with families through letters, phone calls, and home visits when needed to identify and address barriers to attendance. Odyssey also maintains a supportive school climate with access to two school counselors and a CHC clinician to address students' academic, social-emotional, behavioral, and other needs.

MISSION STATEMENT

At Odyssey, we strive to support the development of our students into successful, well-respected members of their community by promoting academic excellence, self-confidence, and the internalization of our core values: Courage, Integrity, Respect, Curiosity, Leadership, and Excellence.

Goal Statement	Evidence of Progress Toward Target Goals
Teaching and Learning Develop a shared vision for high-quality Tier 1 instruction and continue to strengthen staff capacity to implement evidence-based practices consistently across all classrooms.	● All 4 Odyssey preschool classrooms became NAEYC recognized ● Partnership with TNTP for K-3 Literacy Instruction to refine implementation of CKLA ○ Evidence of impact on students: ■ 70% of all K-3 students scored at or above benchmark on Spring mCLASS/DIBELS assessment ● K-8 staff engaged in Mathematical professional learning around the 5 Practices (<i>Select, Anticipate, Monitor, Sequence, Connect</i>) for Orchestrating Productive Mathematics Discussions & Grades 4-8 implemented <i>Building Thinking Classrooms</i> ○ Evidence of impact on students: ■ K-2 MAP Math Data: Average RIT Score

			Fall 2025	Spring 2026	National Spring Norm	
		K	145	164	157.11	
		1	161	181	176.40	
		2	177	193	189.42	
	■ 2025-2026 Math School Average: 53% ● Staff used AI to revise the middle school social studies and science curriculum to align to standards and a clear scope and sequence of skills. ○ Evidence of impact on students: ■ 2025-2026 NGSS Grades 5 & 8 Average: 55% ● Through professional learning, staff increase their understanding and application of strategies related to: Restorative mindset, cultural competency, courageous conversations, and fostering restorative conversations. ○ Evidence of impact on students: ■ In the Spring 2026 Climate Survey, students in grades 3-8 responded with an average score of 4.07 on a scale of 1-5 that “Students are taught skills to respectfully resolve issues.”					
Efficient Operations and Safety and Security	● Improved two way parent communication with expanding the tools found in ParentSquare ● In collaboration with Erin McGurk, stakeholders engaged in the development of a long-term Strategic Plan, Vision of a learner, and Odyssey’s Beliefs about Learning. The Strategic Plan defines the school’s organizational direction, priorities and goals for the next 3-5 years, along with how success will be measured. ● Investigated facility options that provide ample space for strong curricular and programmatic development and engaged learners. ● Odyssey’s school nurse became trained to be a CPR Certified Trainer. 6 staff members were trained at the end of the school year. ● Staff and students continued to enhance safety drills by participating in increasingly complex drills. ● Continued to develop standardized processes and devoted time to cross train operations staff to ensure effectiveness and efficiencies.					
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. Odyssey’s results reflect the impact of our focus on evidence based practices, targeted student support, and increased instructional leadership. Key practices contributing to these outcomes include the use of high-quality standards aligned curricula (K-8 Amplify CKLA/ELA and K-8 Illustrative Mathematics), expanded Building Thinking Classrooms practices and mathematical coaching, strengthened Science of Reading implementation through literacy coaching, and continued use of OpenSciEd. Odyssey also intentionally connects academic learning with student engagement and development. Play-based learning expanded through first grade, with CKLA literacy content intentionally integrated into meaningful, hands-on experiences. Across the school, restorative practices,						

CIRCLE values, executive function development, and a focus on student choice, contribute to a positive learning environment that support academic success.

Areas for growth include continuing to increase the percentage of students meeting the state achievement targets in ELA, mathematics, and science as well as continuing to strengthen practices to increase growth rates for all students. Chronic absenteeism continues to be an area of improvement as we work with families to ensure students are in school. Finally, physical fitness remains an area for continued attention, with both of our PE teachers, working diligently to identify ways to incorporate fitness and healthy lifestyles into students' lives in and outside of school.

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):	(767,950/6,901,958) 11%
Debt to asset ratio (total liabilities/total assets):	(3,346,856/5,273,334) 0.6
Debt service coverage ratio (net income + depreciation + interest expense)/ (annual principal + interest, and lease payments):	3.0
Current asset ratio (current assets/current liabilities):	(294,962/1,248,877) 1.8
Days of (unrestricted cash/((total expenditures-depreciation)/365)):	(1,955,058/6,134,008 - 85,041) 118 Days
Cash flow (change in cash balance):	(1,072,080/345,267/32,895) 693,918

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:
Shelley Buonacquist	Teacher	Vice President 2024-2026	sbuonacquist@odysseyschool.org	X Yes ☐ No
Stephanie Donahue	Teacher,	President	sdonahue@odyssey	X Yes ☐ No

	Parent Representative	2024-2026	school.org	
Meghan Scavone	Teacher	2024-2026	mfoley@odysseyschool.org	X Yes ☐ No
Erica Frechette	Paraeducator	2024-2026	efrechette@odysseyschool.org	X Yes ☐ No
Wendy Garlitz	Paraeducator	2024-2026	wgarlitz@odysseyschool.org	X Yes ☐ No
Cynthia Merrill	CPA, Community Representative	Treasurer 2024-2026	cmerrill@odysseyschool.org	X Yes ☐ No
Ramana Mula	Director of Data Engineering, Parent Representative	2025-2027	rmula@odysseyschool.org	X Yes ☐ No
Kara Neidhardt	Education and Nonprofit Leader and Consultant, Community Representative	2025-2027	kneidhardt@odysseyschool.org	X Yes ☐ No
Marie Wesson	Small Business Owner, Parent Representative	Secretary 2025-2027	mwesson@odysseyschool.org	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.

Given that the Executive Director is now full time, financial and operational systems were evaluated and updated as needed to ensure seamless support for the staff and the organization. We improved student and parent data systems by implementing an annual update process asking parents to validate address, phone numbers and emergency pick up contacts. We also refined the onboarding and offboarding process for staff to ensure seamless transitions. We also improved the use of ParentSquare by expanding the use of features including adding ParentPay, allowing parents to pay online.

Detail your governance structures, fiscal oversight mechanisms, and management practices that have demonstrably strengthened the school's health and performance outcomes.

Odyssey Community School has established governance, fiscal oversight, and management practices designed to ensure that the school remains financially sound, operationally effective, and focused on continuous improvement. These structures provide clear accountability between the Board of Trustees, Executive Director, school leadership, and staff while keeping student outcomes at the center of decision-making.

Governance and Board Oversight

The Board establishes the school's strategic priorities, approves the annual budget, monitors financial performance, and evaluates the Executive Director.

The Board and administration maintain clearly defined roles: the Board focuses on governance, policy, fiscal stewardship, and long-term strategy, while the Executive Director and administrative team are responsible for day-to-day operations and implementation. This distinction supports effective oversight while allowing school leaders to respond efficiently to student and organizational needs.

Fiscal Oversight and Stewardship

Strong fiscal controls are an essential component of Odyssey's organizational health. The Board, Treasurer, and administration work collaboratively to develop and monitor the annual operating budget. Expenditures are reviewed against approved budget allocations, and financial reports are regularly provided to leadership and the Board to support informed decision-making.

Budget development considers enrollment, staffing, student needs, instructional priorities, facilities, technology, professional learning, and required services. When resources are constrained, leadership and the Board prioritize expenditures that have the greatest direct impact on students and the school's core mission.

Management and Continuous Improvement

Odyssey's management practices emphasize data-informed decision-making, regular monitoring, and continuous improvement. School leadership uses multiple sources of information—including student achievement data, attendance, school climate information, special education and intervention data, staff feedback, and family feedback to identify areas of strength and areas requiring additional attention.

Demonstrated Impact

These governance and management practices have helped create an organization that is positioned for sustainable growth while maintaining a strong focus on students. Most importantly, governance is not viewed as compliance alone. The Board and administration use governance, fiscal oversight, and management systems as tools to ensure that resources are aligned with mission, leaders are accountable for results, and decisions consistently support improved outcomes for students and the long-term health of the school.

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.

Odyssey implemented these governance, fiscal oversight, and management practices to ensure that decisions consistently advance its mission of academic excellence, equity, inclusion, student well-being, and long-term

sustainability. School Improvement Plan goals guide initiatives, resource allocation, and continuous improvement.

Fiscal oversight was strengthened to ensure that limited public resources are aligned with the highest-priority student needs. The Board and administration regularly monitor budgets and expenditures and use enrollment, staffing, instructional, and operational data to inform decisions.

Management practices emphasize data-informed decision-making. Leaders examine achievement, attendance, school climate, intervention, special education, and stakeholder data to identify needs and monitor progress. This is particularly important as Odyssey serves a diverse populations

Long-term planning has also produced measurable organizational progress, including the Board's partnership with the Town of Manchester toward securing a permanent school facility. Together, these practices create a continuous improvement cycle in which data, stakeholder voice, fiscal stewardship, and governance decisions directly inform strategic action and student outcomes.

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

The Executive Director was part of a professional learning cohort with approximately 15 other charter school leaders. The monthly meetings, emails and phone calls allowed the leaders to collaborate and enhance practices at schools.

The Board engaged in a shared professional development on Board roles and responsibilities. Some board members also attended additional state wide training for board members.

Focus on high-impact initiatives rather than comprehensive coverage, limiting your response to 500 words while providing specific, evidence-based insights.

Strategic Governance: Board and leadership has started to develop a Strategic Plan in addition to the annual School Improvement Plan, creating clear accountability for student and organizational outcomes.

Fiscal Stewardship: Board and administration monitor budgets and prioritize resources for instruction, student services, staffing, and long-term sustainability along with the opportunity for future growth.

Data-Driven Improvement: Leaders use achievement, attendance, climate, intervention, and student-support data to identify needs and measure progress.

Stakeholder Voice: Staff, students and caregivers participated in the School Climate Survey, providing actionable feedback for improvement.

Long-Term Sustainability: Board and administration have advanced a partnership with Manchester toward securing a permanent school facility.

SECTION 3: STUDENT POPULATION

1. Enrollment and Demographic Data: Provide 2025-2026 student demographic and enrollment information.

Grades Served:	PK-8	Percentage of American Indian or Alaska Native:	1%
Student Enrollment:	420	Percentage of Asian:	25%
Percentage of students identified as EL/ML:	9%	Percentage of Black/African American:	21%
Percentage of students eligible for Free/Reduced-Price Meals:	43%	Percentage of Hispanic/Latino: of any race:	22%
		Percentage of Native Hawaiian or Pacific Islander:	0
Percentage of students with disabilities:	14%	Percentage of Two or More Races:	6%
		Percentage of White:	24%

2025-2026 Enrollment by Grade Level:

PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
72	36	38	38	38	38	40	40	40	40	0	0	0	0	420

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.

Odyssey Community School continually experiences strong community support noted by a very high student retention rate from year to year. In spring 2026, over 89% of our students made the decision to return to Odyssey for the 2026-27 school year. During our annual spring lottery in 2026 we had fewer than 56 available seats, which included naturally occurring kindergarten and pre-k openings. Additionally, we had more than 475 applications in each year's lottery and we maintain a robust waitlist of more than 450 applicants as we enter the 2026-27 school year. Both our high retention rate and the total number of annual lottery applicants illuminates our success as a pre-k grade 8 school. Furthermore, our school demographics continue to demonstrate our success in maintaining a school population that accurately represents the surrounding Harford County Communities.

We have seen a notable increase in the percentage of students with disabilities at Odyssey. As a result, we have a full-time Director of Student Services and four certified special education teachers. Odyssey is better equipped to meet the needs of all students as a result of these supports. In addition, we have a full-time TESOL teacher who ensures that the needs of our ML/EL population are consistently met.

We strongly believe that our partnership with families has been the foundation of our growth. During our lottery application process many new families express that they heard about Odyssey through current Odyssey families.

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

2025-2026 Waitlist:	2026-2027 Waitlist:
384	450

4. 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.

Odyssey advances educational equity by creating an inclusive school community in which students and families from many towns feel welcomed, represented, and connected from preschool through eighth grade. We support equitable enrollment and retention through accessible family communication, relationship-based practices, culturally responsive learning experiences, and opportunities for every student to participate as a leader.

ParentSquare continues to strengthen two-way communication by allowing families to receive information in their preferred language, access newsletters and school media, and communicate directly with staff. This helps reduce language and communication barriers and ensures that all families can participate meaningfully in their child's education.

Our All School Exploration (ASE) program provides mixed-grade learning experiences that promote belonging, curiosity, and access to learning beyond the traditional classroom. During the executive-functioning unit, students learned how the brain develops and practiced planning, organization, sustained attention, flexible thinking, task initiation, and emotional control. A schoolwide exploration of India deepened students' cultural awareness through art, music, history, and traditions, culminating in performances involving students and family members. During the community-helpers unit, younger students participated in a "Touch-a-Truck" event with local partners, while middle school students completed a virtual field trip highlighting community heroes and service-related careers.

Restorative practices also strengthened students' sense of voice and belonging. Staff and students participated in circles, restorative conversations, and community-building activities. Through Odyssey's Leadership Lab, middle school students were trained to serve as circle keepers and facilitate conversations with their peers.

Community partnerships further expanded access to diverse experiences. Through an EASTCONN interdistrict grant, sixth-grade students built relationships and participated in shared learning with peers from other Connecticut communities. Odyssey also partnered with UConn's Neag School of Education through the Rogers Educational Innovation Fund to present *Boogie Chillun: The History of American Roots Music*. Civic-learning opportunities included participation in Connecticut's Kid Governor program, representation on the Kid Governor's Cabinet, and two sixth-grade students serving as Town Clerk for the Day.

Together, these practices help families remain connected to Odyssey and ensure that students from varied backgrounds have equitable access to culturally responsive learning, leadership opportunities, community partnerships, and a strong sense of belonging. Finally, we remain committed to recruiting and retaining a diverse staff.

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.

Systematic Compliance Framework: Odyssey maintains Board-approved policies aligned with federal and Connecticut requirements, with regular policy review and updates as laws and regulations change. Odyssey uses model policies provided by legal and reviewed by the Executive Director before BOT approval.

Special Education Compliance: The Director of Student Services oversees IEP implementation, timelines, evaluations, service delivery, and documentation. Regular case reviews and collaboration with sending districts support continuity and compliance for students receiving special education services.

Multilingual Learner Supports: Student identification, assessment, programming, and progress monitoring are coordinated through established procedures provided by the Department of Education

Staff Training & Rights: Annual training addresses mandated reporting, harassment/discrimination prevention, student and employee rights, mandated safety requirements, and Title IX.

Internal Monitoring: Leadership uses monthly task lists and check lists to regularly review attendance, student achievement, IEP/504 timelines, personnel documentation for new hires, required training, and other compliance indicators to identify and address issues proactively.

Fiscal & Operational Accountability: Board oversight, financial controls, required reporting, and external audits provide additional layers of accountability and transparency.

District Collaboration: Odyssey works with sending districts to coordinate special education, transportation, records, student transitions, and related services, supporting both compliance and continuity of services.

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:
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.	On April 2, 2025, the CT State Board of Education approved the renewal for a period of FIVE (5) years from July 1, 2025, through June 30, 2030.

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:	
School Performance: Is the school a successful model resulting in strong student outcomes and a positive school climate? Stewardship, Governance, and Management: Is the school financially and organizationally healthy and viable? Student Population: Is the school promoting equity by effectively attracting, enrolling, and retaining students, particularly among targeted populations? Legal Compliance: Is the school acting in compliance with applicable laws and regulations?	
Performance Standards:	Performance Indicators:
1. School Performance	1.1. Academic Achievement - ELA Performance Index–All Students - ELA Performance Index–High Needs Students - Math Performance Index–All Students - Math Performance Index–High Needs Students - Science Performance Index–All Students - Science Performance Index–High Needs Students 1.2. Academic Growth - ELA Academic Growth–All Students - ELA Academic Growth–High Needs Students - Math Academic Growth–All Students - Math Academic Growth–High Needs Students - Progress toward English Language Proficiency–Literacy - 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 **Odyssey Community School**, 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 **Odyssey Community School** and available for random audit by the Connecticut State Department of Education (CSDE).
5. Pursuant to C.G.S.A. § 10-66oo, **Odyssey Community School** 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 **Odyssey Community School** serves on the board of another charter school or CMO.

7. All public funds received by **Odyssey Community School** 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 **Odyssey Community School** 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. **Odyssey Community School** 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. **Odyssey Community School** 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 **Odyssey Community School**, 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 **Odyssey Community School** may be subject to random audit by the CSDE to verify these statements.

Signature:



Name of Board Chairperson:

__Stefanie Donahue__

Date:

__8/20/26__

Odyssey Community School, Inc.

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

June 30, 2024 and 2023

Odyssey Community School, Inc.

**Financial Statements and State Single Audit
Together With Independent Auditors' Reports
June 30, 2024 and 2023**

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Independent Auditors' Report

**Board of Trustees
Odyssey Community School, Inc.**

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Odyssey Community School, Inc. (the "School"), which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the School as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the 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 audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The 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 schedule of expenditures of state financial assistance 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 30, 2024, 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 30, 2024

Odyssey Community School, Inc.

Statements of Financial Position

	June 30,	
	2024	2023
ASSETS		
Current Assets		
Cash	\$ 1,261,140	\$ 1,100,694
Accounts receivable	202,605	130,676
Grant receivable	31,553	4,214
Prepaid expenses	61,433	9,240
Total Current Assets	1,556,731	1,244,824
Non-Current Assets		
Property and equipment, net	470,056	461,324
Security deposit	15,780	15,780
Finance lease right-of-use asset	72,106	104,652
Operating lease right-of-use asset	2,364,460	2,531,620
	<u>\$ 4,479,133</u>	<u>\$ 4,358,200</u>
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	\$ 85,886	\$ 3,454
Accrued expenses and other current liabilities	404,117	332,863
Refundable advance	351,885	350,591
Current portion of finance lease liability	32,894	31,964
Current portion of operating lease liability	151,668	147,117
Total Current Liabilities	1,026,450	865,989
Non-Current Liabilities		
Finance lease liability, net of current portion	41,278	74,172
Operating lease liability, net of current portion	2,252,877	2,404,545
Total Liabilities	3,320,605	3,344,706
Net Assets		
Without donor restriction	1,158,528	1,013,494
	<u>\$ 4,479,133</u>	<u>\$ 4,358,200</u>

See notes to financial statements

Odyssey Community School, Inc.

Statements of Activities

	Years ended June 30,	
	2024	2023
REVENUE AND OTHER SUPPORT		
State grants	\$ 4,522,548	\$ 4,468,167
Local school systems	558,900	367,644
Federal grants	303,462	361,440
Contributions	349,750	300,000
Interest income	36,133	9,262
Other income	11,405	16,340
Total Revenue and Support	<u>5,782,198</u>	<u>5,522,853</u>
EXPENSES		
Program services	4,662,467	4,493,905
Management and general	974,697	1,054,981
Total Expenses	<u>5,637,164</u>	<u>5,548,886</u>
Change in Net Assets	145,034	(26,033)
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Beginning of year	<u>1,013,494</u>	<u>1,039,527</u>
End of year	<u>\$ 1,158,528</u>	<u>\$ 1,013,494</u>

See notes to financial statements

Odyssey Community School, Inc.

Statement of Functional Expenses
Year Ended June 30, 2024

	Program Services	Management and General	Total
Salaries and related expenses			
Salaries and wages	\$ 3,342,497	\$ 499,454	\$ 3,841,951
Employee benefits	503,302	75,206	578,508
Payroll taxes	114,163	17,059	131,222
Total salaries and related expenses	3,959,962	591,719	4,551,681
Rent and related expense	200,181	66,727	266,908
Supplies and curriculum	149,122	-	149,122
Repairs and maintenance	53,428	17,810	71,238
Utilities	49,746	16,582	66,328
Office supplies and expense	-	83,832	83,832
Professional development	2,590	-	2,590
Professional fees	-	86,419	86,419
Purchased services	94,629	-	94,629
Technology	1,138	170	1,308
Field trips	14,882	-	14,882
Insurance	34,495	11,498	45,993
Interest expense	1,911	637	2,548
Other expense	3,528	67,017	70,545
Depreciation and amortization	96,855	32,286	129,141
Total Expenses	\$ 4,662,467	\$ 974,697	\$ 5,637,164

See notes to financial statements

Odyssey Community School, Inc.

Statement of Functional Expenses
Year Ended June 30, 2023

	Program Services	Management and General	Total
Salaries and related expenses			
Salaries and wages	\$ 3,035,846	\$ 453,632	\$ 3,489,478
Employee benefits	463,413	69,246	532,659
Payroll taxes	95,327	14,244	109,571
Total salaries and related expenses	3,594,586	537,122	4,131,708
Rent and related expense	181,781	60,593	242,374
Supplies and curriculum	124,629	-	124,629
Repairs and maintenance	76,522	25,507	102,029
Utilities	47,997	15,999	63,996
Office supplies and expense	-	103,639	103,639
Professional fees	-	103,151	103,151
Purchased services	193,177	-	193,177
Field trips	12,604	-	12,604
Insurance	28,280	9,426	37,706
Interest expense	2,588	863	3,451
Other expense	6,505	123,603	130,108
Depreciation and amortization	225,236	75,078	300,314
Total Expenses	\$ 4,493,905	\$ 1,054,981	\$ 5,548,886

See notes to financial statements

Odyssey Community School, Inc.

Statements of Cash Flows

	Years ended June 30,	
	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 145,034	\$ (26,033)
Adjustments to reconcile change in net assets to net cash from operating activities		
Depreciation and amortization	129,141	300,314
Amortization of right-of-use asset - finance lease	582	1,484
Amortization of right-of-use asset - operating lease	20,043	20,042
Changes in operating assets and liabilities		
Accounts receivable	(71,929)	5,128
Grants receivable	(27,339)	35,994
Prepaid expenses	(52,193)	103,041
Accounts payable	82,432	(16,937)
Accrued expenses and other current liabilities	71,254	69,588
Refundable advance	1,294	50,591
Net Cash from Operating Activities	298,319	543,212
CASH FLOWS FROM INVESTING ACTIVITY		
Purchases of property and equipment	(137,873)	(205,798)
Net Change in Cash	160,446	337,414
CASH		
Beginning of year	1,100,694	763,280
End of year	\$ 1,261,140	\$ 1,100,694

See notes to financial statements

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

1. Description of School

Odyssey Community School, Inc. (the "School"), is a not-for-profit established to operate a charter school authorized by the State of Connecticut Public Act 97-214, as amended by Sections 56 and 57 of Public Act 96-244. Located in Manchester, Connecticut, the School's income from activities is received primarily from the Connecticut State Department of Education through a per pupil reimbursement grant. The School provides education for students from pre-k through eighth grade with an emphasis on media literacy to develop analytical thinking, communication skills, and experiential learning that connects students with the world outside of school.

The Board of Education of the State of Connecticut has granted the School's charter through June 30, 2025.

2. Summary of Significant Accounting Policies

Adoption of New Accounting Pronouncement

In June 2016, the Financial Accounting Standards Board issued an accounting pronouncement related to the measurement of credit losses on financial instruments. This pronouncement and subsequently issued Accounting Standards Updates, clarified certain provisions of the new guidance, changes the impairment model for most financial assets and require the use of an "expected loss" model for instruments measured at amortized cost. Under this model, entities are required to estimate the lifetime expected credit losses on such instruments and record an allowance to offset the amortized cost basis of the financial asset resulting in a net presentation of the amount expected to be collected on the financial asset. The adoption of this guidance on July 1, 2023 expanded the School's required disclosures for its expected credit losses for accounts receivable but did not have a material impact on its financial statements.

Basis of Presentation

The accompanying financial statements 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 revenue 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. As of June 30, 2024 and 2023, The School exceeded federally insured limits by approximately \$892,000, and \$666,000 respectively.

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

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

Accounts Receivable and Allowance for Credit Losses

Prior to July 1, 2023, accounts receivable were stated at the amount management expects to collect from outstanding balances. An allowance for doubtful accounts is provided for those receivables considered to be uncollectible based on historical information and current economic conditions. Receivables were considered to be past due if the full payments were not received in accordance with contractual terms. Bad debts were written off against the allowance when identified. No allowance for bad debt was recorded at June 30, 2023 as management believed all accounts are fully collectible. The School does not charge interest on outstanding receivables.

Subsequent to July 1, 2023, accounts receivable are recorded at amortized cost less an allowance for credit losses that are not expected to be recovered. The amount of accounts receivable and corresponding allowance for credit losses are presented on the statement of financial position. The School maintains allowances for credit losses resulting from the expected failure or inability of its customers to make required payments. The School recognizes the allowance for credit losses at inception and reassesses at every reporting date based on the asset's expected collectability. The allowance is based on multiple factors including historical experience with bad debts, the credit quality of the customer base, the aging of such receivables and current macroeconomic conditions, as well as expectations of conditions in the future, if applicable. The School's allowance for credit losses is based on the assessment of the collectability of assets pooled together with similar risk characteristics.

The School records a provision for expected credit losses using a historical loss-rate method based on the ratio of its historical write-offs to its average trade accounts receivable adjusted for current and expected future macroeconomic conditions. At each reporting period, the School assesses whether financial assets in a pool continue to display similar risk characteristics. If particular receivables no longer display risk characteristics that are similar to those of the receivables in the pool, the School may determine that it needs to move those receivables to a different pool or perform an individual assessment of expected credit losses for those specific receivables.

At June 30, 2024, no allowance for credit losses has been deemed necessary. Accounts receivable, as of July 1, 2022, representing the opening balance for the year ended June 30, 2022, amounts to \$176,012.

Property and Equipment

Property and equipment are stated at cost less accumulated depreciation. Depreciation is computed using the straight-line method over estimated useful lives of the assets.

Expenditures for maintenance and repairs are charged to expense as incurred, while expenditures which significantly increase values or extend useful lives are capitalized. The School capitalizes all expenditures in excess of \$1,000 for property and equipment with a useful life greater than 12 months. Upon the disposition of property and equipment, the cost and related accumulated depreciation are eliminated from the accounts and the gain or loss thereon is reflected in the statement of activities.

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

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

Net Asset Presentation

Net assets without donor restrictions – net assets without donor restrictions are available for use at the discretion of the Board of Trustees (“Board”) and/or management for general operating purposes. From time to time the Board designates a portion of these net assets for specific purposes which makes them unavailable for use at management’s discretion. As of June 30, 2024, the Board has not designated any funds for specific purposes.

Net assets with donor restrictions – net assets with donor restrictions consist of assets whose use is limited by donor-imposed, time and/or purpose restrictions. No gifts of cash or other assets with donor restrictions were released in 2024.

The School records contributions as net assets with donor restrictions if they are received with donor stipulations that limit their use either through purpose or time restrictions. When a donor restriction expires, that is, when a time restriction ends or a purpose restriction is fulfilled, net assets with donor restrictions are classified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. However, if a restriction is fulfilled in the same time period in which the contribution or grant is received, the contribution is reported as without donor restrictions in the year received.

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.

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.

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.

Odyssey Community School, Inc.

Notes to Financial Statements
June 30, 2024 and 2023

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

Revenue and Support (continued)

Support

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. 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.

Contributed Goods and Services

The School reports gifts of property and equipment as unrestricted support 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 and are reported as support without donor restrictions unless explicit donor stipulations specify how donated assets must be used. The School recognizes the estimated fair value of contributed services if such services meet the following criteria:

- 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.

Many individuals volunteered their time and performed a variety of tasks to assist the School in carrying out its mission during the year ended June 30, 2024. These services do not meet the recognition criteria for contributed services. Accordingly, a value for these services has not been reflected in the accompanying financial statements. There were no reportable in-kind donations during the years ended June 30, 2024 and 2023.

Odyssey Community School, Inc.

Notes to Financial Statements
June 30, 2024 and 2023

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

Functional Expense

The costs of providing programs and supporting activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present expenses by function and natural classification. The School allocates its expenses on a functional basis among its various programs and support services. Expenses that can be identified with a specific program and support service are allocated directly according to their natural expense classification, while other expenses are allocated based on management's systematic and rational policy as follows:

<u>Expense</u>	<u>Method of Allocation</u>
Salaries and wages	Time and effort
Employee benefits	Time and effort
Payroll taxes	Time and effort
Depreciation and amortization	Square footage/Usage
Rent and related expenses	Square footage/Usage
Repairs and maintenance	Square footage/Usage
Utilities	Square footage/Usage
Insurance	Square footage/Usage

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 2021.

Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which date is December 30, 2024.

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

3. Property and Equipment

Property and equipment at June 30 consisted of the following:

	2024	2023	Estimated Useful Life
Leasehold improvements	\$ 4,462,570	\$ 4,394,591	4-10 years
Computers and equipment	350,285	341,330	4-16 years
Furniture and fixtures	407,062	355,340	3-6 years
Construction in progress	9,217	-	
	5,229,134	5,091,261	
Accumulated depreciation and amortization	(4,759,078)	(4,629,937)	
	<u>\$ 470,056</u>	<u>\$ 461,324</u>	

4. Commitments

The School leases equipment and operating facilities under noncancellable finance and operating leases expiring at various dates through 2027.

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

	2024		2023	
	Finance	Operating	Finance	Operating
Weighted Average Remaining Lease Term (in years)	2.29	11.67	3.27	12.67
Weighted Average Discount Rate	2.87%	3.05%	2.87%	3.05%

The maturities of lease liabilities as of June 30, 2024 are as follows:

Year ending June 30	Finance	Operating
2025	\$ 34,512	\$ 222,332
2026	34,512	228,261
2027	7,524	240,119
2028	-	240,119
2029	-	240,119
Thereafter	-	1,696,836
	76,548	2,867,786
Less: imputed interest	(2,376)	(463,241)
	<u>\$ 74,172</u>	<u>\$ 2,404,545</u>

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

4. Commitments (*continued*)

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

	<u>2024</u>	<u>2023</u>
Lease Expense		
Finance lease expense		
Amortization of ROU assets	\$ 32,545	\$ 32,545
Interest on lease liabilities	2,548	3,452
Operating lease expense	<u>242,374</u>	<u>242,375</u>
	<u>\$ 277,467</u>	<u>\$ 278,372</u>

The following summarizes cash flow information related to leases for the years ended June 30:

	<u>2024</u>	<u>2023</u>
Supplemental cash flows		
Cash paid for amounts included in the measurement of lease liabilities		
Operating cash flows from finance leases (interest)	\$ 2,624	\$ 3,198
Financing cash flows from finance leases (principal portion)	31,888	31,314
Operating cash flows from operating leases	<u>222,332</u>	<u>222,332</u>
	<u>\$ 256,844</u>	<u>\$ 256,844</u>

5. Contingencies and Uncertainties

Government Grants

The School has various grants with governmental agencies. Expenditure 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.

6. Concentrations of Revenue and Support

The School receives funding through grants with the Connecticut State Department of Education. The funding received represented 78%, and 81% of revenue and support for the years ended June 30, 2024 and 2023 respectively.

Odyssey Community School, Inc.

Notes to Financial Statements June 30, 2024 and 2023

7. 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 a specific capital or equipment project using no more than 5% of state funding which is unexpended. 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, 2024 and 2023.

8. Retirement Plan

The School has established a retirement plan under Section 403(b) of the IRC covering substantially all employees. The School may elect to provide a discretionary employer match contribution. For the years ended June 30, 2024 and 2023, the School made employer matching contributions of \$97,807 and \$86,471, respectively.

9. Connecticut Teachers' Retirement Plan

All certified administrators and teachers participate in the Connecticut Teachers' Retirement System that is administered by the State of Connecticut (the "State"). The Plan requires mandatory contributions by employees of 8.25% of their eligible annual compensation. The State provides the remaining funding of retirement benefits and 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. The School has no obligation under this plan.

10. Liquidity and Available Financial Assets

Financial assets available within one year of the statement of financial position date for general expenditure at June 30 consist of the following:

	2024	2023
Cash	\$ 1,261,140	\$ 1,100,694
Account receivable	202,605	130,676
Grant receivable	31,553	4,214
	<u>\$ 1,495,298</u>	<u>\$ 1,235,584</u>

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. Donor restricted net assets are not available for general expenditures as they are restricted for specific purposes by the donor.

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.

Odyssey Community School, Inc.
State Single Audit Schedules and Reports

June 30, 2024

Odyssey Community School

**Schedule of Expenditures of State Financial Assistance
Year Ended June 30, 2024**

<u>State Grantor/Pass-Through Grantor/Program Title</u>	<u>State Grant Program Core-CT Number</u>	<u>Passed Through to Subrecipients</u>	<u>Expenditures</u>
Department of Education			
State Charter Schools	11000-SDE64000-16119	\$ -	\$ 4,522,140
Talent Development - TEAM	11000-SDE64000-12552	-	<u>408</u>
Total Expenditures of State Financial Assistance		<u>\$ -</u>	<u>\$ 4,522,548</u>

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

Odyssey Community School, Inc.

Notes to Schedule of Expenditures of State Financial Assistance Year Ended June 30, 2024

1. Summary of Significant Accounting Policies

The accompanying Schedule of Expenditures of State Financial Assistance includes the state grant activity of Odyssey Community School, Inc. (the "School") under programs of the State of Connecticut for the year ended June 30, 2024. Various departments and agencies of the State of Connecticut have provided financial assistance through grants and other authorizations in accordance with the General Statutes of the State of Connecticut. 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.

The accounting policies of the School conform to accounting principles generally accepted in the United States of America as applicable to not-for-profit organizations.

The information in the Schedule is presented based on regulations established by the State of Connecticut, Office of Policy and Management.

2. Basis of Presentation

The expenditures reported on the Schedule of Expenditures of State Financial Assistance 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.

**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 Trustees of
Odyssey Community School, 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 Odyssey Community School, Inc. (the "School"), which comprise the statement of financial position as of June 30, 2024, 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 30, 2024.

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 audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, we do not express an opinion on the effectiveness of the School's internal control.

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

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

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 organization'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 30, 2024

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

Independent Auditors' Report

**Board of Trustees
Odyssey Community School, Inc.**

Report on Compliance for Each Major State Program

Opinion on Each Major State Program

We have audited Odyssey Community School, Inc.'s (the "School") compliance with the types of compliance requirements identified as subject to audit in the Office of Policy and Management's *Compliance Supplement* that could have a direct and material effect on each of the School's major state programs for the year ended June 30, 2024. The School's major state programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the 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, 2024.

Basis for Opinion on Each Major State Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; 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.

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 30, 2024

Odyssey Community School, Inc.

Schedule of Findings and Questioned Costs Year Ended June 30, 2024

I. Summary of Auditors' Results

Financial Statements

Type of auditors' opinion issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? ☐ Yes ☒ no
- Significant deficiency(ies) identified? ☐ Yes ☒ none reported
- Noncompliance material to financial statements noted? ☐ Yes ☒ no

State Financial Assistance

Internal control over major programs:

- Material weakness(es) identified? ☐ Yes ☒ no
- Significant deficiency(ies) identified? ☐ Yes ☒ none reported

Type of auditors' opinion issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with Section 4-236-24 of the regulations to the State Single Audit Act? ☐ Yes ☒ no

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

<u>State Grantor and Program</u>	<u>State Core – CT Number</u>	<u>Expenditures</u>
Connecticut Department of Education		
Charter Schools	11000-SDE64000-16119	\$4,522,140

- Dollar threshold used to distinguish between type A and type B programs: \$200,000

II. Financial Statement Findings

There were no findings or questioned costs relating to the Financial Statements.

III. State Financial Assistance Findings and Questioned Costs

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

Odyssey Community School, Inc.

Summary of Prior Audit Findings Year Ended June 30, 2024

IV. Financial Statement Findings

2023-001 Fixed Assets and Depreciation

Condition: Capitalizable renovation costs were charged to repairs and maintenance expense. Depreciation was not calculated on such costs. In some instances, depreciation was not calculated properly for certain fixed assets.

Status: Condition was resolved.

2023-002 Accrued Payroll

Condition: The accrual for teacher's salaries was calculated incorrectly.

Status: Condition was resolved.

Second Draft FY 2026 Budget for May BOT Meeting	ACTUALS YEAR to DATE 05/22/25	FY 2024 APPROVED BUDGET	FY 2025 APPROVED BUDGET	FY 2026 BUDGET	INCREASE or (DECREASE) from FY25 BUDGET	PERCENTAGE VARIANCE from FY 2025 Budget	Notes
49000 REVENUE	Actuals to Date						
44540 · State Department of Ed. Grants	\$ 5,105,138.00	\$ 4,547,466.00	\$ 5,161,580.00	\$ 5,200,000.00	\$ 38,420	0.74%	includes 8 new seats
44541 · PCL Buck Foundation	\$ 935,000.00	\$ 350,000.00	\$ 350,000.00	\$ 585,000.00	\$ 235,000	67.14%	
44545 · Consolidated Title IA & IIA	\$ 99,377.00	\$ 78,707.00	\$ 95,000.00	\$ 99,377.00	\$ 4,377	4.61%	
44548 · Title III	\$ 5,748.00	\$ 5,616.00	\$ 5,616.00	\$ 5,748.00	\$ 132	2.35%	
44551 · Title IV	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -	0.00%	
44500 · CT Reading Grant		\$ 21,000.00	\$ 0.00	\$ 0.00	\$ -		
44546 · Special Education	\$ 678,528.17	\$ 405,000.00	\$ 667,952.00	\$ 750,602.00	\$ 82,650	12.37%	
44547 · Contributions Unrestricted	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ -	0.00%	
44550 ESSER II		\$ -	\$ -	\$ -	\$ -		
44553 · ARP ESSER		\$ 110,878.00	\$ 0.00	\$ 0.00	\$ -		
44554 · CT Bond Money	\$ 125,516.00		\$ 125,516.00	\$ -	\$ (125,516)	-100.00%	
44555 · Great Schools for CT (CSP Grant)	\$ 115,853.00		\$ 150,000.00	\$ -	\$ (150,000)	-100.00%	
49000 · Interest Income	\$ 40,340.87	\$ 20,000.00	\$ 36,000.00	\$ 36,000.00	\$ -	0.00%	Endowment Actual -283.89
46430 · Miscellaneous Revenue	\$ 89,172.77	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -	0.00%	
46431 · Field Trip Revenue	\$ 8,312.75	\$ -	\$ -	\$ -	\$ -		
TOTAL 49000 REVENUE	\$ 7,212,986.56	\$ 5,550,917.00	\$ 6,603,914.00	\$ 6,688,977.00	\$ 85,063	1.29%	
52000 · SALARIES	Actuals to Date						
52100 · Administration	\$ 454,397.49	\$ 360,231.00	\$ 385,203.00	\$ 598,700.00	\$ 213,497.00	55.42%	
52200 · Administrative Assistants	\$ 110,619.45	\$ 185,620.00	\$ 201,877.00	\$ 199,899.00	\$ (1,978.00)	-0.98%	
52300 · Teacher	\$ 2,109,039.16	\$ 2,286,288.00	\$ 2,660,942.00	\$ 2,740,371.00	\$ 79,429.00	2.98%	
52301 · Stipend (Student Services Coordinator)	\$ 7,692.25	\$ 2,708.00	\$ 8,000.00	\$ -	\$ (8,000.00)	-100.00%	
52302 · Stipend (PD)	\$ -	\$ 750.00	\$ 750.00	\$ 1,500.00	\$ 750.00	100.00%	
52303 · Stipend (Para Coverage)	\$ 31,496.80	\$ 10,000.00	\$ 15,000.00	\$ 20,000.00	\$ 5,000.00	33.33%	
52304 · Stipend (Summer Program)	\$ -	\$ 75,000.00	\$ -	\$ 0.00	\$ -		
52305 · Stipend- Technology	\$ 2,177.50	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%	
52400 · School Counselors	\$ 129,139.76	\$ 142,992.00	\$ 159,107.00	\$ 165,014.00	\$ 5,907.00	3.71%	
52500 · Paraeducators	\$ 453,957.87	\$ 333,454.00	\$ 483,777.00	\$ 535,220.00	\$ 51,443.00	10.63%	
52600 · Librarian	\$ 35,244.25	\$ 33,431.00	\$ 41,255.00	\$ 42,277.00	\$ 1,022.00	2.48%	
52700 · Nurse	\$ 67,977.64	\$ 68,959.00	\$ 71,028.00	\$ 73,159.00	\$ 2,131.00	3.00%	
52800 · Custodians	\$ 181,577.73	\$ 168,824.00	\$ 187,386.00	\$ 211,218.00	\$ 23,832.00	12.72%	
52801 · Custodian Summer Staff	\$ 7,304.10	\$ 12,000.00	\$ 7,300.00	\$ 4,500.00	\$ (2,800.00)	-38.36%	
52802 · Custodian Substitute	\$ 10,266.50	\$ 4,000.00	\$ 4,000.00	\$ -	\$ (4,000.00)	-100.00%	
52900 Stipends	\$ 19,863.39	\$ 6,600.00	\$ 18,140.00	\$ 14,100.00	\$ (4,040.00)	-22.27%	
52901 · Building Substitute	\$ -	\$ 31,000.00	\$ -	\$ 0.00			
TOTAL 52000 · SALARIES	\$ 3,620,753.89	\$ 3,724,357.00	\$ 4,246,265.00	\$ 4,608,458.00	\$ 362,193.00	8.53%	
53000 · BENEFITS							
53100 · Dental Insurance	\$ 16,129.38	\$ 19,861.00	\$ 22,000.00	\$ 18,000.00	\$ (4,000.00)	-18.18%	
53101 · Medical Insurance	\$ 418,055.27	\$ 463,675.00	\$ 497,659.00	\$ 557,724.00	\$ 60,065.00	12.07%	
53102 · 403(B) Match	\$ 99,091.53	\$ 95,000.00	\$ 125,188.00	\$ 125,188.00	\$ -	0.00%	
53103 · Health Reimbursement/HSA	\$ 31,000.00	\$ 36,000.00	\$ 39,000.00	\$ 37,000.00	\$ (2,000.00)	-5.13%	
53104 · Short Term/Long Term Disability	\$ 9,705.65	\$ 10,398.00	\$ 10,250.00	\$ 10,250.00	\$ -	0.00%	
53105 · Workers' Compensation	\$ 33,657.60	\$ 15,946.00	\$ 17,500.00	\$ 28,356.00	\$ 10,856.00	62.03%	

Second Draft FY 2026 Budget for May BOT Meeting	ACTUALS YEAR to DATE 05/22/25	FY 2024 APPROVED BUDGET	FY 2025 APPROVED BUDGET	FY 2026 BUDGET	INCREASE or (DECREASE) from FY25 BUDGET	PERCENTAGE VARIANCE from FY 2025 Budget	Notes
53106 · Tuition Reimbursement	\$ 600.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%	
53107 · Life Insurance	\$ 1,609.40	\$ 3,459.00	\$ 3,250.00	\$ 3,000.00	\$ (250.00)	-7.69%	
66100 · CT Unemployment	\$ -	\$ 10,000.00	\$ 3,000.00	\$ 2,500.00	\$ (500.00)	-16.67%	
66200 · Social Security	\$ 64,778.20	\$ 55,000.00	\$ 69,157.00	\$ 68,936.13	\$ (220.87)	-0.32%	
66300 · Medicare	\$ 50,035.29	\$ 46,000.00	\$ 61,240.00	\$ 67,050.33	\$ 5,810.33	9.49%	
53000 · Benefits - Other	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTAL 53000 · BENEFITS	\$ 724,662.32	\$ 758,339.00	\$ 851,244.00	\$ 921,004.46	\$ 69,760.46	8.20%	
62100 · SCHOOL PURCHASED SERVICES	Actuals to Date						
62110- Accounting Fees	\$ 28,768.00	\$ 22,400.00	\$ 20,900.00	\$ 26,000.00	\$ 5,100.00	24.40%	
62120- Consulting		\$ 1,000.00	\$ -	\$ -	\$ -		
62130 · Medical Advisor	\$ 1,600.00	\$ 500.00	\$ 1,500.00	\$ 1,500.00	\$ -	0.00%	
62140 · Legal Fees	\$ 6,333.00	\$ 7,500.00	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%	
62150 · Purchased services	\$ 14,030.41	\$ 70,045.00	\$ 60,632.00	\$ 42,911.00	\$ (17,721.00)	-29.23%	
62160 · Payroll Service	\$ 8,920.59	\$ 12,000.00	\$ 12,000.00	\$ 10,000.00	\$ (2,000.00)	-16.67%	
66000 · Payroll Expenses	\$ 3,258.02	\$ -	\$ 2,000.00	\$ 3,500.00	\$ 1,500.00	75.00%	
62100 - Purchase Services Other	\$ 476.87			\$ -	\$ -		
TOTAL 62100 · SCHOOL PURCHASED SERVICES	\$ 63,386.89	\$ 113,445.00	\$ 102,032.00	\$ 88,911.00	\$ (13,121.00)	-12.86%	
62800 · FACILITIES	Actuals to Date						
62180- Building Maintenance	\$ 37,698.54	\$ 35,000.00	\$ 51,380.00	\$ 36,380.00	\$ (15,000.00)	-29.19%	
62820 · Building Repairs	\$ 5,832.12	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -	0.00%	
62830- Equipment Purchase		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -	0.00%	
62840-Supplies	\$ 32,828.59	\$ 28,000.00	\$ 25,000.00	\$ 32,000.00	\$ 7,000.00	28.00%	
62800 · Facilities - Other	\$ -	\$ -	\$ -	\$ -	\$ -		
Total 62800 · FACILITIES	\$ 76,359.25	\$ 74,000.00	\$ 87,380.00	\$ 79,380.00	\$ (8,000.00)	-9.16%	
63000 · TECHNOLOGY	Actuals to Date						
63001 Tech Equip	\$46,690.47	\$ 41,841.00	\$ 9,000.00	\$ 5,000.00	\$ (4,000.00)	-44.44%	
63002 · Supplies	\$383.31	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ -	0.00%	
63003 Licenses and Subscriptions	\$49,730.95	\$ 44,000.00	\$ 46,000.00	\$ 52,368.00	\$ 6,368.00	13.84%	
63000 · Technology Repairs		\$ -	\$ -	\$ 1,000.00	\$ 1,000.00		
Total 63000 · TECHNOLOGY	\$ 96,804.73	\$ 86,841.00	\$ 55,500.00	\$ 58,868.00	\$ 3,368.00	6.07%	
65000 · OPERATIONS	Actuals to Date						
65010 · Liability Insurance	\$ 26,450.66	\$ 18,000.00	\$ 22,000.00	\$ 27,768.00	\$ 5,768.00	26.22%	
65020 · Building Lease	\$ 266,859.71	\$ 246,332.00	\$ 246,242.00	\$ 278,539.00	\$ 32,297.00	13.12%	
65030 · Copier Lease	\$ 14,220.69	\$ 7,524.00	\$ 10,000.00	\$ 13,000.00	\$ 3,000.00	30.00%	
65040 · Copier Service	\$ -	\$ 4,900.00	\$ 2,000.00	\$ 2,000.00	\$ -	0.00%	
65050 · CubeSmart (Storage)		\$ 2,040.00	\$ -	\$ -	\$ -	#DIV/0!	
65060 · Electricity	\$ 46,590.29	\$ 35,000.00	\$ 40,000.00	\$ 53,010.00	\$ 13,010.00	32.53%	
65061 · Gas	\$ 14,913.41	\$ 18,000.00	\$ 16,000.00	\$ 16,000.00	\$ -	0.00%	
65070 · CEN Internet	\$ 1,308.30	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%	
65071 · Telephone	\$ 2,652.65	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%	
65080 · Water & Sewer	\$ 5,423.79	\$ 3,300.00	\$ 4,600.00	\$ 5,300.00	\$ 700.00	15.22%	

Second Draft FY 2026 Budget for May BOT Meeting	ACTUALS YEAR to DATE 05/22/25	FY 2024 APPROVED BUDGET	FY 2025 APPROVED BUDGET	FY 2026 BUDGET	INCREASE or (DECREASE) from FY25 BUDGET	PERCENTAGE VARIANCE from FY 2025 Budget	Notes
65081- Trash Removal	\$ 8,342.52	\$ 9,500.00	\$ 9,000.00	\$ 7,065.00	\$ (1,935.00)	-21.50%	
65090 · Office Supplies	\$ 3,375.84	\$ 7,861.00	\$ 7,500.00	\$ 5,000.00	\$ (2,500.00)	-33.33%	
65091 · Promotional Materials	\$ 532.48	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	0.00%	
65092 · Advertising	\$ 1,145.98	\$ 739.00	\$ 700.00	\$ 700.00	\$ -	0.00%	
65093 · Printing	\$ 99.50	\$ 250.00	\$ 250.00	\$ 250.00	\$ -	0.00%	
65094 · Postage	\$ 4,275.86	\$ 3,750.00	\$ 3,500.00	\$ 4,500.00	\$ 1,000.00	28.57%	
65095 · Security Monitoring	\$ 4,234.79	\$ 1,600.00	\$ 3,500.00	\$ 5,000.00	\$ 1,500.00	42.86%	
65096 · Health Supplies	\$ 3,151.35	\$ 2,685.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%	
65097- Admin Fund	\$ 6,978.26	\$ 4,500.00	\$ 4,500.00	\$ 5,000.00	\$ 500.00	11.11%	
65098 · ESS	\$ 95,128.35	\$ 70,000.00	\$ 70,000.00	\$ 70,000.00	\$ -	0.00%	
Total 65000 · OPERATIONS	\$ 505,684.43	\$ 441,981.00	\$ 448,292.00	\$ 501,632.00	\$ 53,340.00	11.90%	
65100 · OTHER TYPES OF EXPENSES	Actuals to Date						
65110 · Stipends (Clubs)	\$ 6,500.00	\$ 9,000.00	\$ 7,500.00	\$ 7,500.00	\$ -	0.00%	
65120 · Supplies (Clubs)	\$ 724.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	0.00%	
65125 · Bank Fee	\$ 149.38	\$ -	\$ -	\$ -	\$ -		
65130 · Interest Expense - General	\$ -	\$ -	\$ -	\$ -	\$ -		
65140- PD Staff	\$ 27,409.02	\$ 24,035.00	\$ 33,765.00	\$ 11,998.00	\$ (21,767.00)	-64.47%	
65150 · Dues	\$ -	\$ -	\$ -	\$ -	\$ -		
65160- Membership	\$ 5,272.50	\$ 5,674.00	\$ 5,500.00	\$ 2,000.00	\$ (3,500.00)	-63.64%	
65170 · Conferences/Prof. Development	\$ 1,400.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ -	0.00%	
65180 · Supplies	\$ -	\$ -	\$ -	\$ -	\$ -		
65190 · Travel	\$ 76.38	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	0.00%	
65131 · Miscellaneous/Contngency	\$ 1,142.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -	0.00%	
65100 · TOTAL OTHER TYPES OF EXPENSES	\$ 42,673.28	\$ 42,209.00	\$ 50,265.00	\$ 24,998.00	\$ (25,267.00)	-50.27%	
68300 · INSTRUCTIONAL PROGRAMS	Actuals to Date						
68310 · ASE (All School Exploration)/CIRCLE	\$ 4,652.23	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	\$ -	0.00%	
68320- Field Trips	\$ 11,586.44	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00	\$ -	0.00%	
68321 · 8th Grade Field Trip	\$ 8,569.61	\$ 6,779.00	\$ 7,500.00	\$ 7,500.00	\$ -	0.00%	
68330 · Physical Education Equipment	\$ 1,019.18	\$ 800.00	\$ 700.00	\$ 700.00	\$ -	0.00%	
68340 · Physical Education Supplies	\$ 113.79	\$ 250.00	\$ 250.00	\$ 250.00	\$ -	0.00%	
68350 · Art Supplies	\$ 2,720.23	\$ 3,500.00	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%	
68355 · ELA Supplies	\$ 2,661.97	\$ 28,212.00	\$ 32,553.00	\$ 20,000.00	\$ (12,553.00)	-62.77%	
68360 · Math Supplies -/Illustrative	\$ 869.21	\$ 11,500.00	\$ 2,500.00	\$ 11,205.00	\$ 8,705.00	77.69%	
68370 · Music Supplies	\$ 1,487.57	\$ 1,835.00	\$ 1,835.00	\$ 1,835.00	\$ -	0.00%	
68380 · Science Supplies	\$ 2,134.67	\$ 300.00	\$ 3,000.00	\$ 2,000.00	\$ (1,000.00)	-50.00%	
68384 · Social Emotional Learning	\$ 1,000.00	\$ 5,000.00	\$ 1,000.00	\$ 3,000.00	\$ 2,000.00	66.67%	
68385 · Textbooks	\$ 99.00	\$ 2,200.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%	
68386 · Classroom Libraries	\$ 2,443.54	\$ 500.00	\$ 1,000.00	\$ 2,500.00	\$ 1,500.00	60.00%	
68390 · Preschool and Kindergarten/Exec. Function	\$ 69,932.82	\$ 9,200.00	\$ 90,000.00	\$ 10,000.00	\$ (80,000.00)	-800.00%	
68391 · General Supplies	\$ 16,940.81	\$ 18,000.00	\$ 25,000.00	\$ 22,000.00	\$ (3,000.00)	-13.64%	
68392 · SPED Supplies	\$ 2,033.43	\$ 5,000.00	\$ 2,500.00	\$ 5,700.00	\$ 3,200.00	56.14%	
68393 · Library Supplies/Books	\$ 1,968.84	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%	
68394- Summer Programming	\$ 451.74	\$ 10,000.00	\$ 500.00	\$ 2,500.00	\$ 2,000.00	80.00%	

Second Draft FY 2026 Budget for May BOT Meeting	ACTUALS YEAR to DATE 05/22/25	FY 2024 APPROVED BUDGET	FY 2025 APPROVED BUDGET	FY 2026 BUDGET	INCREASE or (DECREASE) from FY25 BUDGET	PERCENTAGE VARIANCE from FY 2025 Budget	Notes
68301 - Instructional Programs - Other	\$ 2,960.00	\$ -	\$ 3,000.00	\$ 5,000.00	\$ 2,000.00	40.00%	Cultural Programs/Presenters
TOTAL 68300 - INSTRUCTIONAL PROGRAMS	\$ 133,645.08	\$ 118,076.00	\$ 191,838.00	\$ 114,690.00	\$ (77,148.00)	-67.27%	
68400 - CAPITAL IMPROVEMENTS	Actuals to Date						
68401 - Renovation	\$ 377,630.00	\$ -	\$ -	\$ -	\$ -		
68402 - Equipment	\$ 12,205.44	\$ 17,143.00	\$ 5,430.00	\$ 5,000.00	\$ (430.00)	-7.92%	
68400 - Capital Improvements - Other	\$ 43,297.28	\$ 25,307.00	\$ 283,207.00	\$ 200,000.00	\$ (83,207.00)	-29.38%	
68890 - Miscellaneous/Emergency	\$ -	\$ -	\$ 10,000.00	\$ 10,000.00	\$ -	0.00%	
TOTAL 68400 - CAPITAL IMPROVEMENTS	\$ 433,132.72	\$ 42,450.00	\$ 298,637.00	\$ 215,000.00	\$ (83,637.00)	-28.01%	
TOTAL FY 26 BUDGET EXPENSE	\$ 5,697,102.59	\$ 5,401,698.00	\$ 6,331,453.00	\$ 6,612,941.46	\$ 281,488.46	4.45%	
Surplus / (Deficit) from Operations				\$ 76,035.54			
Estimated Depreciation Expense FY 26				\$ 75,000.00			
Projected Budgeted Surplus / (Deficit)				\$ 1,035.54			

Odyssey Community School							
Approved 2026- 2027 Budget							
Approved by the BOT 5/26/27							
	FY 2024 APPROVED BUDGET	FY 2025 APPROVED BUDGET	Actuals 6/30/25	FY 2026 APPROVED BUDGET	DRAFT Proposed Budget FY 27	INCREASE or (DECREASE) from FY26 BUDGET	PERCENTAGE VARIANCE from FY26 BUDGET
49000 REVENUE							
44500 - CT Reading Grant	\$ 21,000.00	\$0.00	\$0.00	\$0.00		\$ -	
44510 - AI Grant			\$ 40,245.00		\$ -		
44520 - Mind Trust					\$ 202,500.00		
44540 - State Department of Ed. Grants	\$ 4,547,466.00	\$ 5,161,580.00	\$ 5,105,138.00	\$ 5,200,000.00	\$ 5,549,104.00	\$ 349,104	6.71%
44541 - PCL Buck Foundation	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00	\$ 585,000.00	\$ 970,000.00	\$ 385,000	65.81%
44545 - Consolidated Title IA & IIA	\$ 78,707.00	\$ 95,000.00	\$ 99,377.00	\$ 99,377.00	\$ 99,377.00	\$ -	0.00%
44548 - Title III	\$ 5,616.00	\$ 5,616.00	\$ 5,748.00	\$ 5,748.00	\$ -	\$ (5,748)	-100.00%
44551 - Title IV	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -	\$ (10,000)	-100.00%
44546 - Special Education	\$ 405,000.00	\$ 667,952.00	\$ 879,945.18	\$ 750,602.00	\$ 620,000.00	\$ (130,602)	-17.40%
44547- Contributions Unrestricted	\$ 250.00	\$ 250.00	\$ 29,000.00	\$ 250.00	\$ 250.00	\$ -	0.00%
44553 - ARPESSEER	\$ 110,878.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ -	
44554 - CT Bond Money		\$ 125,516.00	\$ 125,516.00	\$ -	\$ -	\$ -	
44555- Great Schools for CT (CSP Grant)		\$ 150,000.00	\$ 149,704.67	\$ -	\$ -	\$ -	
44556 - DRIP (CT OPM)					\$ 52,101.46	\$ 52,101	
46430 - Miscellaneous Revenue	\$ 2,000.00	\$ 2,000.00	\$ 50,534.16	\$ 2,000.00	\$ 2,000.00	\$ -	
46431 - Field Trips/Field Day Revenue			\$ 8,662.75		\$ -	\$ -	
47500 - Rentals Revenue			\$ 3,510.00		\$ 3,000.00	\$ 3,000	
49000 - Interest Income	\$ 20,000.00	\$ 36,000.00	\$ 44,577.14	\$ 36,000.00	\$ 55,000.00	\$ 19,000	52.78%
TOTAL 49000 REVENUE	\$ 5,550,917.00	\$ 6,603,914.00	\$ 6,901,957.90	\$ 6,688,977.00	\$ 7,553,332.46	\$ 864,355	12.92%
52000 - SALARIES							
52100 - Administration	\$ 360,231.00	\$ 385,203.00	\$ 496,041.86	\$ 598,700.00	\$ 622,061.00	\$ 23,361	3.90%
52200 - Administrative Assistants	\$ 185,620.00	\$ 201,877.00	\$ 100,084.63	\$ 199,899.00	\$ 205,896.11	\$ 5,997	3.00%
52300 - Teacher	\$ 2,286,288.00	\$ 2,660,942.00	\$2,644,899.21	\$2,740,371.00	\$2,869,332.00	\$ 128,961	4.71%
52301 - Stipend (Student Services Coordi	\$ 2,708.00	\$ 8,000.00	\$ 7,999.94	\$ -	\$ -	\$ -	
52302 - Stipend (PD)	\$ 750.00	\$ 750.00		\$ 1,500.00	\$ 1,500.00	\$ -	0.00%
52303 - Stipend (Para Coverage)	\$ 10,000.00	\$ 15,000.00	\$ 31,826.55	\$ 20,000.00	\$ 31,800.00	\$ 11,800	59.00%

52304 · Stipend (Summer Program)	\$ 75,000.00	\$ -		\$0.00	\$200.00	\$ 200	
52305 · Stipend- Technology	\$ 2,500.00	\$ 2,500.00	\$ 2,177.50	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%
52400 · School Counselors	\$ 142,992.00	\$ 159,107.00	\$ 135,096.92	\$ 165,014.00	\$ 157,124.00	\$ (7,890)	-4.78%
52500 · Paraeducators	\$ 333,454.00	\$ 483,777.00	\$ 476,127.62	\$ 535,220.00	\$ 589,782.68	\$ 54,563	10.19%
52600 · Librarian	\$ 33,431.00	\$ 41,255.00	\$ 36,661.25	\$ 42,277.00	\$ 43,754.23	\$ 1,477	3.49%
52700 · Nurse	\$ 68,959.00	\$ 71,028.00	\$ 81,564.84	\$ 73,159.00	\$ 77,614.00	\$ 4,455	6.09%
52800 · Custodians	\$ 168,824.00	\$ 187,386.00	\$ 188,784.86	\$ 211,218.00	\$ 218,721.00	\$ 7,503	3.55%
52801 · Custodian Summer Staff	\$ 12,000.00	\$ 7,300.00	\$ 7,795.50	\$ 4,500.00	\$ 5,000.00	\$ 500	11.11%
52802 · Custodian Substitute	\$ 4,000.00	\$ 4,000.00	\$ 10,946.50	\$ -	\$ -	\$ -	
52900 Stipends	\$ 6,600.00	\$ 18,140.00	\$ 19,863.39	\$ 14,100.00	\$ 39,100.00	\$ 25,000	177.30%
52901 · Building Substitute	\$ 31,000.00	\$ -	\$0.00	\$0.00	\$0.00	\$ -	
TOTAL 52000 · SALARIES	\$ 3,724,357.00	\$ 4,246,265.00	\$ 4,239,870.57	\$ 4,608,458.00	\$ 4,864,385.02	\$ 255,927	5.55%
53000 · BENEFITS							
53100 · Dental Insurance	\$ 19,861.00	\$ 22,000.00	\$ 15,613.66	\$ 18,000.00	\$ 29,897.03	\$ 11,897	66.09%
53101 · Medical Insurance	\$ 463,675.00	\$ 497,659.00	\$ 415,285.23	\$ 557,724.00	\$ 592,556.32	\$ 34,832	6.25%
53102 · 403(B) Match	\$ 95,000.00	\$ 125,188.00	\$ 103,955.34	\$ 125,188.00	\$ 121,000.00	\$ (4,188)	-3.35%
53103 · Health Reimbursement/HSA	\$ 36,000.00	\$ 39,000.00	\$ 31,000.00	\$ 37,000.00	\$ 38,000.00	\$ 1,000	2.70%
53104 · Short Term/Long Term Disability	\$ 10,398.00	\$ 10,250.00	\$ 9,705.65	\$ 10,250.00	\$ 11,737.20	\$ 1,487	14.51%
53105 · Workers' Compensation	\$ 15,946.00	\$ 17,500.00	\$ 19,882.73	\$ 28,356.00	\$ 28,994.00	\$ 638	2.25%
53106 · Tuition Reimbursement	\$ 3,000.00	\$ 3,000.00	\$ 600.00	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%
53107 · Life Insurance	\$ 3,459.00	\$ 3,250.00	\$ 1,400.83	\$ 3,000.00	\$ 2,878.32	\$ (122)	-4.06%
66100 · CT Unemployment	\$ 10,000.00	\$ 3,000.00	\$ (868.28)	\$ 2,500.00	\$ -	\$ (2,500)	-100.00%
66200 · Social Security	\$ 55,000.00	\$ 69,157.00	\$ 71,869.31	\$ 68,936.13	\$ 70,135.00	\$ 1,199	1.74%
66300 · Medicare	\$ 46,000.00	\$ 61,240.00	\$ 59,939.98	\$ 67,050.33	\$ 69,053.00	\$ 2,003	2.99%
TOTAL 53000 · BENEFITS	\$ 758,339.00	\$ 851,244.00	\$ 728,384.45	\$ 921,004.46	\$ 967,250.87	\$ 46,246	5.02%
62100 · SCHOOL PURCHASED SERVICES			\$ 771.67				
62110- Accounting Fees	\$ 22,400.00	\$ 20,900.00	\$ 28,768.00	\$ 26,000.00	\$ 33,000.00	\$ 7,000	26.92%
62120- Consulting	\$ 1,000.00	\$ -		\$ -	\$ -	\$ -	
62130 · Medical Advisor	\$ 500.00	\$ 1,500.00	\$ 1,600.00	\$ 1,500.00	\$ 1,600.00	\$ 100	6.67%
62140 · Legal Fees	\$ 7,500.00	\$ 5,000.00	/	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
62150 · Purchased services	\$ 70,045.00	\$ 60,632.00	\$ 19,847.81	\$ 42,911.00	\$ 285,500.00	\$ 242,589	565.33%
62160 · Payroll Service	\$ 12,000.00	\$ 12,000.00	\$ 10,571.08	\$ 10,000.00	\$ 10,600.00	\$ 600	6.00%
62100 - Purchase Services Other			\$ 94.30		\$ -	\$ -	
66000 · Payroll Expences	\$ -	\$ 2,000.00	\$ 2,321.97	\$ 3,500.00	\$ 3,000.00	\$ (500)	-14.29%
TOTAL 62100 · SCHOOL PURCHASED SERV	\$ 113,445.00	\$ 102,032.00	\$ 63,974.83	\$ 88,911.00	\$ 338,700.00	\$ 249,789	280.94%
62800 · FACILITIES							

62805 - Facilities Furniture/Rugs					\$ 4,000.00	\$ 4,000	100%
62810- Building Maintenance	\$ 35,000.00	\$ 51,380.00	\$ 39,685.66	\$ 36,380.00	\$ 46,500.00	\$ 10,120	27.82%
62820 - Building Repairs	\$ 10,000.00	\$ 10,000.00	\$ 5,832.12	\$ 10,000.00	\$ 10,000.00	\$ -	0.00%
62830- Equipment Purchase	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -	0.00%
62840-Supplies	\$ 28,000.00	\$ 25,000.00	\$ 32,724.39	\$ 32,000.00	\$ 32,700.00	\$ 700	2.19%
Total 62800 - FACILITIES	\$ 74,000.00	\$ 87,380.00	\$ 78,242.17	\$ 79,380.00	\$ 94,200.00	\$ 14,820	18.67%
						\$ -	
63000 - TECHNOLOGY						\$ -	
63001 Tech Equip	\$ 41,841.00	\$ 9,000.00	\$ 46,690.47	\$ 5,000.00	\$ 33,000.00	\$ 28,000	560.00%
63002 - Supplies	\$ 1,000.00	\$ 500.00	\$ 383.31	\$ 500.00	\$ 500.00	\$ -	0.00%
63003 Licenses and Subscriptions	\$ 44,000.00	\$ 46,000.00	\$ 54,179.08	\$ 52,368.00	\$ 61,000.00	\$ 8,632	16.48%
63000 - Technology Repairs	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -	0.00%
Total 63000 - TECHNOLOGY	\$ 86,841.00	\$ 55,500.00	\$ 101,252.86	\$ 58,868.00	\$ 95,500.00	\$ 36,632	62.23%
65000 - OPERATIONS							
65010 - Liability Insurance	\$ 18,000.00	\$ 22,000.00	\$ 40,826.66	\$ 27,768.00	\$ 36,671.00	\$ 8,903	32.06%
65020 - Building Lease	\$ 246,332.00	\$ 246,242.00	\$ 246,496.51	\$ 278,539.00	\$ 240,119.00	\$ (38,420)	-13.79%
65030 - Copier Lease	\$ 7,524.00	\$ 10,000.00	\$ 14,220.69	\$ 13,000.00	\$ 13,000.00	\$ -	0.00%
65040 - Copier Service	\$ 4,900.00	\$ 2,000.00		\$ 2,000.00	\$ 2,000.00	\$ -	0.00%
65050 - CubeSmart (Storage)	\$ 2,040.00	\$ -		\$ -	\$ 480.00	\$ 480	
65060 - Electricity	\$ 35,000.00	\$ 40,000.00	\$ 54,641.65	\$ 53,010.00	\$ 47,000.00	\$ (6,010)	-11.34%
65061 - Gas	\$ 18,000.00	\$ 16,000.00	\$ 14,913.41	\$ 16,000.00	\$ 10,000.00	\$ (6,000)	-37.50%
65070 - CEN Internet	\$ 2,500.00	\$ 2,500.00	\$ 1,962.45	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%
65071 - Telephone	\$ 3,000.00	\$ 3,000.00	\$ 2,846.43	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%
65080 - Water & Sewer	\$ 3,300.00	\$ 4,600.00	\$ 5,423.79	\$ 5,300.00	\$ 6,000.00	\$ 700	13.21%
65081- Trash Removal	\$ 9,500.00	\$ 9,000.00	\$ 8,342.52	\$ 7,065.00	\$ 9,200.00	\$ 2,135	30.22%
65090 - Office Supplies	\$ 7,861.00	\$ 7,500.00	\$ 2,778.28	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
65091 - Promotional Materials	\$ 500.00	\$ 500.00	\$ 532.48	\$ 500.00	\$ 500.00	\$ -	0.00%
65092 - Advertising	\$ 739.00	\$ 700.00	\$ 1,145.98	\$ 700.00	\$ 700.00	\$ -	0.00%
65093 - Printing	\$ 250.00	\$ 250.00	\$ 99.50	\$ 250.00	\$ 250.00	\$ -	0.00%
65094 - Postage	\$ 3,750.00	\$ 3,500.00	\$ 3,466.11	\$ 4,500.00	\$ 4,000.00	\$ (500)	-11.11%
65095 - Security Monitoring	\$ 1,600.00	\$ 3,500.00	\$ 4,127.68	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
65096 - Health Supplies	\$ 2,685.00	\$ 2,500.00	\$ 3,151.35	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%
65097- Admin Fund	\$ 4,500.00	\$ 4,500.00	\$ 6,024.63	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
65098 - Substitutes	\$ 70,000.00	\$ 70,000.00	\$ 99,470.80	\$ 70,000.00	\$ 90,000.00	\$ 20,000	28.57%
Total 65000 - OPERATIONS	\$ 441,981.00	\$ 448,292.00	\$ 510,470.92	\$ 501,632.00	\$ 482,920.00	\$ (18,712)	-3.73%
65100 - OTHER TYPES OF EXPENSES			\$ 1,471.44				

65110 · Stipends (Clubs)	\$ 9,000.00	\$ 7,500.00	\$ 6,500.00	\$ 7,500.00	\$ 7,500.00	\$ -	0.00%
65120 · Supplies (Clubs)	\$ 500.00	\$ 500.00	\$ 724.00	\$ 500.00	\$ 500.00	\$ -	0.00%
65125 · Bank Fee	\$ -	\$ -	\$ 153.55	\$ -	/		#DIV/0!
65140- PD Staff	\$ 24,035.00	\$ 33,765.00	\$ 22,809.02	\$ 11,998.00	\$ 11,000.00	\$ (998)	-8.32%
65160- Membership	\$ 5,674.00	\$ 5,500.00	\$ 5,272.50	\$ 2,000.00	\$ 3,200.00	\$ 1,200	60.00%
65170 · Conferences/Prof. Development	\$ 1,500.00	\$ 1,500.00	\$ 1,400.00	\$ 1,500.00	\$ 1,500.00	\$ -	0.00%
65190 · Travel	\$ 500.00	\$ 500.00	\$ 76.38	\$ 500.00	\$ 500.00	\$ -	0.00%
65131 · Miscellaneous/Contngency	\$ 1,000.00	\$ 1,000.00	\$ 6,211.45	\$ 1,000.00	\$ 20,000.00	\$ 19,000	1900.00%
65100 · TOTAL OTHER TYPES OF EXPENSE	\$ 42,209.00	\$ 50,265.00	\$ 44,618.34	\$ 24,998.00	\$ 44,200.00	\$ 19,202	76.81%
68300 · INSTRUCTIONAL PROGRAMS							
68301 · Instructional Programs - Other	\$ -	\$ 3,000.00	\$ 2,960.00	\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
68310 · ASE (All School Exploration)/CIRC	\$ 5,500.00	\$ 5,500.00	\$ 4,652.23	\$ 5,500.00	\$ 5,500.00	\$ -	0.00%
68320- Field Trips	\$ 7,000.00	\$ 7,000.00	\$ 12,632.44	\$ 7,000.00	\$ 3,000.00	\$ (4,000)	-57.14%
68321 · 8th Grade Field Trip	\$ 6,779.00	\$ 7,500.00	\$ 8,569.61	\$ 7,500.00	\$ 7,500.00	\$ -	0.00%
68330 · Physical Education Equipment	\$ 800.00	\$ 700.00	\$ 1,019.18	\$ 700.00	\$ -	\$ (700)	-100.00%
68340 · Physical Education Supplies	\$ 250.00	\$ 250.00	\$ 113.79	\$ 250.00	\$ 1,000.00	\$ 750	300.00%
68350 · Art Supplies	\$ 3,500.00	\$ 3,000.00	\$ 2,720.23	\$ 3,000.00	\$ 3,400.00	\$ 400	13.33%
68355 · ELA Supplies	\$ 28,212.00	\$ 32,553.00	\$ 2,661.97	\$ 20,000.00	\$ 60,000.00	\$ 40,000	200.00%
68360 · Math Supplies -/Illustrative	\$ 11,500.00	\$ 2,500.00	\$ 904.89	\$ 11,205.00	\$ 12,570.00	\$ 1,365	12.18%
68370 · Music Supplies	\$ 1,835.00	\$ 1,835.00	\$ 1,487.57	\$ 1,835.00	\$ 800.00	\$ (1,035)	-56.40%
68380 · Science Supplies	\$ 300.00	\$ 3,000.00	\$ 2,134.67	\$ 2,000.00	\$ 1,500.00	\$ (500)	-25.00%
68384 · Social Emotional Learning	\$ 5,000.00	\$ 1,000.00	\$ 1,000.00	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%
68385 · Textbooks	\$ 2,200.00	\$ 2,500.00	\$ 99.00	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%
68386 · Classroom Libraries	\$ 500.00	\$ 1,000.00	\$ 2,443.54	\$ 2,500.00	\$ 5,000.00	\$ 2,500	100.00%
68390 · Preschool and Kindergarten/Exec. Function	\$ 9,200.00	\$ 90,000.00	\$ 124,812.70	\$ 10,000.00	\$ 6,500.00	\$ (3,500)	-35.00%
68391 · General Supplies	\$ 18,000.00	\$ 25,000.00	\$ 16,916.85	\$ 22,000.00	\$ 21,000.00	\$ (1,000)	-4.55%
68392 · SPED Supplies	\$ 5,000.00	\$ 2,500.00	\$ 2,033.43	\$ 5,700.00	\$ 5,700.00	\$ -	0.00%
68393 · Library Supplies/Books	\$ 2,500.00	\$ 2,500.00	\$ 1,882.68	\$ 2,500.00	\$ 2,500.00	\$ -	0.00%
68394- Summer Programming	\$ 10,000.00	\$ 500.00	\$ 451.74	\$ 2,500.00	\$ 500.00	\$ (2,000)	-80.00%
TOTAL 68300 · INSTRUCTIONAL PROGRAMS	\$ 118,076.00	\$ 191,838.00	\$ 189,496.52	\$ 114,690.00	\$ 146,970.00	\$ 32,280	28.15%
XXXXX - BUILDING PROJECT COSTS							
XXXX Bldg Legal					\$ 20,000.00		
XXXX Bldg Purchaesd Services					\$ 30,000.00		
TOTAL XXXX - Building Project Costs					\$ 50,000.00		

68400 · CAPITAL IMPROVEMENTS							
68400 · Capital Improvements - Other	\$ 25,307.00	\$ 283,207.00	\$ 68,847.22	\$ 200,000.00	\$ 50,000.00	\$ (150,000)	-75.00%
68401 · Building Improvements	\$ -	\$ -		\$ -		\$ -	
68402 · Equipment	\$ 17,143.00	\$ 5,430.00		\$ 5,000.00	\$ 5,000.00	\$ -	0.00%
68890 · Miscellaneous/Emergency	\$ -	\$ 10,000.00		\$ 10,000.00	\$ 10,000.00	\$ -	0.00%
TOTAL 68400 · CAPITAL IMPROVEMENTS	\$ 42,450.00	\$ 298,637.00	\$ 68,847.22	\$ 215,000.00	\$ 65,000.00	\$ (150,000)	-69.77%
TOTAL FY 26 BUDGET EXPENSE	\$ 5,401,698.00	\$ 6,331,453.00	\$ 6,025,157.88	\$ 6,612,941.46	\$ 7,149,125.89	\$ 536,184.43	8.11%
Surplus / (Deficit) from Operations					\$ 404,206.57		
Estimated Depreciation Expense FY 27					\$ 85,000.00		
Projected Budgeted Surplus / (Deficit)					\$ 319,206.57		

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

Department of the Treasury
Internal Revenue Service

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.

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 ODYSSEY COMMUNITY SCHOOL, INC. Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 579 MIDDLE TURNPIKE WEST City or town, state or province, country, and ZIP or foreign postal code MANCHESTER, CT 06040 F Name and address of principal officer: SALLY DASTOLI SAME AS C ABOVE	D Employer identification number 06-1452142 E Telephone number 860-645-1234 G Gross receipts \$ 6,901,958. H(a) Is this a group return for subordinates? ☐ Yes ☒ 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: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527		
J Website: WWW.ODYSSEYSCHOOL.ORG		
K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other		L Year of formation: 1996
M State of legal domicile: CT		

Part I Summary

1	Briefly describe the organization's mission or most significant activities: AT ODYSSEY, WE STRIVE TO SUPPORT THE DEVELOPMENT OF OUR STUDENTS INTO SUCCESSFUL, WELL-RESPECTED		
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	7
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	3
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	8
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
8	Contributions and grants (Part VIII, line 1h)	8	653,712.
9	Program service revenue (Part VIII, line 2g)	9	5,081,198.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10	36,133.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11	11,155.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12	5,782,198.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	13	0.
14	Benefits paid to or for members (Part IX, column (A), line 4)	14	0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	15	4,567,920.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	16a	0.
b	Total fundraising expenses (Part IX, column (D), line 25)	b	0.
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	17	1,069,244.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	18	5,637,164.
19	Revenue less expenses. Subtract line 18 from line 12	19	145,034.
20	Total assets (Part X, line 16)	20	4,479,133.
21	Total liabilities (Part X, line 26)	21	3,320,605.
22	Net assets or fund balances. Subtract line 21 from line 20	22	1,158,528.

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 SALLY DASTOLI, EXECUTIVE DIRECTOR Type or print name and title	Date
Paid Preparer Use Only	Preparer's name SACHA RICHARDS	Preparer's signature SACHA RICHARDS
	Date 04/21/26	Check if self-employed ☐ PTIN P01378509
	Firm's name PKF O'CONNOR DAVIES ADVISORY, LLC	Firm's EIN 33-1374517
	Firm's address ONE CORPORATE DRIVE, SUITE 725 SHELTON, CT 06484-6241	Phone no. 203-929-3535

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X****1** Briefly describe the organization's mission:

AT ODYSSEY, WE STRIVE TO SUPPORT THE DEVELOPMENT OF OUR STUDENTS INTO
 SUCCESSFUL, WELL-RESPECTED MEMBERS OF THEIR COMMUNITY BY PROMOTING
 ACADEMIC EXCELLENCE, SELF-CONFIDENCE, AND THE INTERNALIZATION OF OUR
 CORE VALUES: COURAGE, INTEGRITY, RESPECT, CURIOSITY, LEADERSHIP, AND

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 ☒ 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 ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 5,033,240. including grants of \$ 0.) (Revenue \$ 6,022,482.)

ODYSSEY COMMUNITY SCHOOL PROVIDES A RIGOROUS, STUDENT-CENTERED
 EDUCATIONAL PROGRAM FOR CHILDREN IN PRE-KINDERGARTEN THROUGH EIGHTH
 GRADE. THE SCHOOL FOSTERS ACADEMIC ACHIEVEMENT, PERSONAL
 RESPONSIBILITY, AND COMMUNITY INVOLVEMENT IN A SAFE AND INCLUSIVE
 LEARNING ENVIRONMENT.

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 5,033,240.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? 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? <i>If "Yes," complete Schedule C, Part I</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? <i>If "Yes," complete Schedule C, Part II</i>	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? <i>If "Yes," complete Schedule C, Part III</i>	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? <i>If "Yes," complete Schedule D, Part I</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? <i>If "Yes," complete Schedule D, Part II</i>	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	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? <i>If "Yes," complete Schedule D, Part IV</i>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	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? <i>If "Yes," complete Schedule D, Part VI</i>	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? <i>If "Yes," complete Schedule D, Part VII</i>	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? <i>If "Yes," complete Schedule D, Part VIII</i>	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? <i>If "Yes," complete Schedule D, Part IX</i>	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	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)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	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? <i>If "Yes," complete Schedule F, Parts I and IV</i>	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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	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? <i>If "Yes," complete Schedule F, Parts III and IV</i>	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? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	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? <i>If "Yes," complete Schedule G, Part II</i>	18	X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	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? <i>If "Yes," complete Schedule I, Parts I and II</i>	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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38	X

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

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck 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	0
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	

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? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	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? <i>If "No," provide an explanation on Schedule O</i>	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

☒**Section A. Governing Body and Management**

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	7													
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.														
b Enter the number of voting members included on line 1a, above, who are independent		3												
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.)

	10a	10b	11a	11b	12a	12b	12c	13	14	15a	15b	16a	16b	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.				11b											
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 CT

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 ☒ 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

SALLY DASTOLI - (860) 645-1234

579 MIDDLE TURNPIKE WEST, MANCHESTER, CT 06040

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JESSICA SWANN CO-PRINCIPAL	40.00				X			125,372.	0.	8,764.
(2) MICHELLE BASHAW CO-PRINCIPAL	40.00				X			125,369.	0.	5,125.
(3) PHILIP O'REILLY EXECUTIVE DIRECTOR	40.00			X				123,736.	0.	3,287.
(4) LISA KIMYACHI TEACHER REPRESENTATIVE	40.00				X			105,163.	0.	2,730.
(5) ELLLEN CLIFFORD DIRECTOR OF FINANCE	40.00			X				91,350.	0.	2,781.
(6) SHELLEY BUONACQUISTO TEACHER REPRESENTATIVE	40.00	X						80,707.	0.	2,649.
(7) MEGHAN SCAVONE TEACHER REPRESENTATIVE	40.00	X						63,998.	0.	14,476.
(8) WENDY GARLITZ NON CERTIFIED STAFF REPRESENTATIVE	40.00	X						26,123.	0.	34,468.
(9) ERICA D FRECHETTE NON CERTIFIED STAFF REPRESENTATIVE	40.00	X						27,559.	0.	941.
(10) MIRIAM LEWIS PRESIDENT, THRU 05/2025	2.00	X		X				0.	0.	0.
(11) STEPHANIE DONAHUE VICE PRESIDENT	2.00	X		X				0.	0.	0.
(12) KAREN CHUONG SECRETARY	2.00	X		X				0.	0.	0.
(13) CYNTHIA MERRILL TREASURER	2.00	X		X				0.	0.	0.
(14) KATHERINE FELTES COMMUNITY REPRESENTATIVE, THRU 03/25	2.00	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)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Subtotal								769,377.	0.	75,221.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								769,377.	0.	75,221.

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

4

- 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*
- 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*
- 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*

	Yes	No
3		X
4		X
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	(B) Description of services	(C) Compensation
THE ANDREW ANSALDI COMPANY 186 BIDWELL STREET, MANCHESTER, CT 06040	CONSTRUCTION SERVICES	263,730.
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		1

Form 990 (2024)

Part VIII Statement of RevenueCheck 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	430,591.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	379,000.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f			809,591.			
Program Service Revenue	2 a GOV'T PER PUPIL REV.	Business Code	611710	5,142,537.	5,142,537.		
	b SPECIAL ED SERVICES		611710	879,945.	879,945.		
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			6,022,482.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			45,877.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6 a Gross rents		6a	(i) Real 6,630.				
b Less: rental expenses ...		6b	0.				
c Rental income or (loss)		6c	6,630.				
d Net rental income or (loss)				6,630.			6,630.
7 a Gross amount from sales of assets other than inventory		7a	(i) Securities (ii) Other				
b Less: cost or other basis and sales expenses		7b					
c Gain or (loss)		7c					
d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a					
b Less: direct expenses		8b					
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19		9a					
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a FIELD TRIPS	Business Code	611710	12,118.			12,118.
	b REFUNDS		900002	2,978.			2,978.
	c MISCELLANEOUS		900099	2,282.			2,282.
	d All other revenue						
	e Total. Add lines 11a-11d			17,378.			
	12 Total revenue. See instructions			6,901,958.	6,022,482.	0.	69,885.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	465,021.	399,919.	65,102.	
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	3,823,319.	3,288,054.	535,265.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	91,682.	78,846.	12,836.	
9 Other employee benefits	437,411.	376,257.	61,154.	
10 Payroll taxes	150,824.	127,521.	23,303.	
11 Fees for services (nonemployees):				
a Management				
b Legal	6,500.		6,500.	
c Accounting	28,768.		28,768.	
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.)	151,682.	20,620.	131,062.	
12 Advertising and promotion	1,678.	84.	1,594.	
13 Office expenses	22,785.	22,785.		
14 Information technology	76,226.	38,513.	37,713.	
15 Royalties				
16 Occupancy	349,862.	262,398.	87,464.	
17 Travel	76.		76.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	1,400.	1,400.		
20 Interest	1,617.	1,213.	404.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	117,587.	69,044.	48,543.	
23 Insurance	40,827.	30,620.	10,207.	
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 <u>INSTRUCTIONAL PROGRAMS</u>	128,225.	127,796.	429.	
b <u>SUPPLIES AND CURRICULUM</u>	106,417.	106,417.		
c <u>REPAIRS AND MAINTENANCE</u>	78,242.	58,682.	19,560.	
d <u>STAFF DEVELOPMENT</u>	22,809.	1,140.	21,669.	
e All other expenses	31,050.	21,931.	9,119.	
25 Total functional expenses. Add lines 1 through 24e	6,134,008.	5,033,240.	1,100,768.	0.
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 SheetCheck 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	119,240.	1	117,668.
	2 Savings and temporary cash investments	1,141,900.	2	1,837,390.
	3 Pledges and grants receivable, net	31,553.	3	0.
	4 Accounts receivable, net	202,605.	4	312,916.
	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	61,433.	9	26,988.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 5,574,401.		
	b Less: accumulated depreciation	10b 4,844,119.	10c	730,282.
	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	2,452,346.	15	2,248,090.
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,479,133.	16	5,273,334.	
Liabilities	17 Accounts payable and accrued expenses	490,003.	17	467,701.
	18 Grants payable		18	
	19 Deferred revenue	351,885.	19	585,000.
	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	2,478,717.	25	2,294,155.
	26 Total liabilities. Add lines 17 through 25	3,320,605.	26	3,346,856.
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	1,158,528.	27	1,897,478.
	28 Net assets with donor restrictions		28	29,000.
	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	1,158,528.	32	1,926,478.
	33 Total liabilities and net assets/fund balances	4,479,133.	33	5,273,334.

Form 990 (2024)

Part XI Reconciliation of Net AssetsCheck 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	6,901,958.
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,134,008.
3	Revenue less expenses. Subtract line 2 from line 1	3	767,950.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,158,528.
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	1,926,478.

Part XII Financial Statements and ReportingCheck 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? _____ 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		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

Form 990 (2024)

Department of the Treasury
Internal Revenue Service

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

ODYSSEY COMMUNITY SCHOOL, INC.

Employer identification number

06-1452142

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).

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?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
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		

Schedule A (Form 990) 2024

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

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
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).			
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).		

Schedule A (Form 990) 2024

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 - <i>provide details in Part VI</i>)	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 (<i>provide details in Part VI</i>). 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 - <i>explain in Part VI</i>). 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, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . 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			

Schedule A (Form 990) 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

ODYSSEY COMMUNITY SCHOOL, INC.

Employer identification number

06-1452142

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 \$

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

Schedule D (Form 990) (Rev. 12-2024)

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

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

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:

(i) Unrelated organizations? ☐ Yes ☐ No

(ii) Related organizations? ☐ Yes ☐ No

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

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				
c Leasehold improvements		4,788,322.	4,156,389.	631,933.
d Equipment		604,165.	540,899.	63,266.
e Other		181,914.	146,831.	35,083.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				730,282.

Schedule D (Form 990) (Rev. 12-2024)

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) ROU ASSET OPERATING LEASE	2,192,750.
(2) ROU ASSET FINANCING LEASE	39,560.
(3) SECURITY DEPOSIT	15,780.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	2,248,090.

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.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ROU LIABILITY OPERATING LEASE	2,252,878.
(3) ROU LIABILITY FINANCING LEASE	41,277.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	2,294,155.

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 ... ☒

Schedule D (Form 990) (Rev. 12-2024)

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	6,901,958.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	6,901,958.
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	6,901,958.

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	6,134,008.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	6,134,008.
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	6,134,008.

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 WHEN THEY ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT THE SCHOOL HAS 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 JUNE 30, 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

ODYSSEY COMMUNITY SCHOOL, INC.

Employer identification number

06-1452142

Part I

- 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?
- 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?
- 3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II
- THE ORGANIZATION MAKES ITS NONDISCRIMINATORY POLICY AVAILABLE TO THE PUBLIC BY PUBLISHING IT ON THE SCHOOL'S WEBSITE, INCLUDING IT IN ENROLLMENT AND FAMILY MATERIALS, AND MAKING IT AVAILABLE UPON REQUEST. THE SCHOOL COMPLIES WITH ALL APPLICABLE STATE AND FEDERAL NONDISCRIMINATION LAWS.**
- 4 Does the organization maintain the following:
- a Records indicating the racial composition of the student body, faculty, and administrative staff?
- b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
- c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
- d Copies of all material used by the organization or on its behalf to solicit contributions?
- If you answered "No" to any of the above, please explain. If you need more space, use Part II.
- THE SCHOOL IS FUNDED BY THE STATE OF CONNECTICUT DEPARTMENT OF EDUCATION AND DOES NOT ISSUE SCHOLARSHIPS OR OTHER FINANCIAL ASSISTANCE AWARDS.**
- 5 Does the organization discriminate by race in any way with respect to:
- a Students' rights or privileges?
- b Admissions policies?
- c Employment of faculty or administrative staff?
- d Scholarships or other financial assistance?
- e Educational policies?
- f Use of facilities?
- g Athletic programs?
- h Other extracurricular activities?
- If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.
- 6a Does the organization receive any financial aid or assistance from a governmental agency?
- b Has the organization's right to such aid ever been revoked or suspended?
- 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

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

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

Schedule E (Form 990) (Rev. 12-2024)

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 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

ODYSSEY COMMUNITY SCHOOL, INC.

Employer identification number

06-1452142

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

MEMBERS OF THEIR COMMUNITY BY PROMOTING ACADEMIC EXCELLENCE,
SELF-CONFIDENCE, AND THE INTERNALIZATION OF OUR CORE VALUES: COURAGE,
INTEGRITY, RESPECT, CURIOSITY, LEADERSHIP, AND EXCELLENCE.

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

EXCELLENCE.

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

THE ORGANIZATION'S EXECUTIVE DIRECTOR AND BUSINESS MANAGER REVIEW FORM 990
BEFORE IT IS SENT TO THE BOARD OF DIRECTORS FOR APPROVAL.

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

THE SCHOOL HAS A CONFLICT-OF-INTEREST POLICY THAT COVERS ANY BOARD MEMBER,
OFFICER OF THE BOARD, CORPORATE OFFICER AND CERTAIN OTHER MANAGEMENT LEVEL
EMPLOYEES DETERMINED BY THE BOARD WHO HAS A DIRECT OR INDIRECT FINANCIAL
INTEREST IN THE REAL OR PERSONAL ASSETS OF THE SCHOOL. ALL INTERESTED
PERSONS ANNUALLY COMPLETE (AND UPDATE AS APPROPRIATE) A DISCLOSURE
STATEMENT THAT DESCRIBES A TRANSACTION OR ARRANGEMENT THAT COULD REASONABLY
GIVE RISE TO A CONFLICT OF INTEREST OR THE APPEARANCE OF A CONFLICT. IF THE
POTENTIALLY INTERESTED PERSON IS A BOARD MEMBER, THE DISCLOSURE OF THE REAL
OR POSSIBLE FINANCIAL INTEREST AND ALL MATERIAL FACTS WILL BE BROUGHT TO
THE REMAINING BOARD OR COMMITTEE MEMBERS WHO SHALL DECIDE IF A CONFLICT OF
INTEREST EXISTS. IF THE POTENTIALLY INTERESTED PERSON IS AN EMPLOYEE, THE
DISCLOSURE WILL BE BROUGHT BY THE EXECUTIVE DIRECTOR TO THE BOARD TO
DETERMINE IF A CONFLICT OF INTEREST EXISTS. THE INTERESTED PERSON SHALL
RECUSE THEMSELF DURING THE DISCUSSION OF, AND THE VOTE ON, WHETHER THE
CONFLICT REQUIRES FULL REMOVAL FROM THE BOARD OR EMPLOYMENT WITH THE
SCHOOL. THE MINUTES OF THE BOARD MEETING SHALL CONTAIN THE DETAILS OF THE
CONFLICT, DISCUSSIONS AND DECISIONS.

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

THE EXECUTIVE DIRECTOR'S COMPENSATION IS COMPARED TO COMPENSATION OF
EQUIVALENT POSITIONS IN CHARTER SCHOOLS IN SURROUNDING TOWNS. THE BOARD
APPROVES THE EXECUTIVE DIRECTOR'S COMPENSATION BASED ON REVIEW OF THIS
COMPARABILITY DATA AND IS DOCUMENTED IN THE MINUTES OF THE BOARD.

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

THE ORGANIZATION MAKES ITS FORM 990 AND FORM 1023 AVAILABLE FOR PUBLIC
INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE. THE
RETURN IS AVAILABLE ON GUIDESTAR.ORG AND OTHER SIMILAR WEBSITES. IN
ADDITION, THE FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, ARTICLES
OF INCORPORATION AND BY-LAWS ARE AVAILABLE UPON WRITTEN REQUEST OR BY
CALLING THE ORGANIZATION DIRECTLY.