PRIDE ACADEMY
CHARTER SCHOOL

REGULAR PUBLIC BOARD MEETING

WEDNESDAY, JULY 22, 2026 at 6:30pm

FOR

PRIDE ACADEMY CHARTER SCHOOL

117 ELMWOOD AVENUE, EAST ORANGE, NJ 07018

(VIRTUAL)

PRIDE ACADEMY
BOARD OF TRUSTEES MEETING AGENDA

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this act, The Pride Academy Charter School Board of Trustees has caused notice of this meeting to be published by having the date, time, and place thereof posted in the Star Ledger and on NJ.COM under Legal Notices and posted on the school website on July 21, 2026.

Regular Board Meeting

A public meeting of the Pride Academy Charter School Board of Trustees will convene a virtual Regular Board meeting on July 22, 2026, at 6:30pm.

A. Call to Order .... Ashley Taylor

B. Roll Call .... Ashley Taylor

C. The Pledge of Allegiance.. Ashley Taylor

D. Announcement of Publication.. Ashley Taylor

E. Approval of Board Agenda.. Ashley Taylor

F. Approval of the Minutes from June 11, 2026 Special Meeting and June 23, 2026, Reorganization/Regular Board Meeting…Ashley Taylor (Attachments)

G. Principal's Report... Dr. Crystal Covington (Attachment)

H. Educational Report
   1. Approval of Organizational Structure (Attachment H1)
   2. Approval of Revised School Calendar for 2026-2027 (Attachment H2)
   3. Approval of Essex Regional Educational Services Commission for Special Education Training, 2 hours a week, No Cost to District.
   4. Approval of the following subscriptions:

Vendor	Description	Cost	Comments
DeansList	List Core Features/ License Fee	**$6,150.00**	
PowerSchool	Student Information Systems Subscription/Certificate/School Messenger	$5694.43 + $1898.65	
Fishtank Learning	ELA Curriculum	$3900.00	

No Red Ink Corp	Subscription	$5735.21	
Blooket LLC	Site Certification	$550.00	
LinkIt	LinkIt Suite	$16,335.00	
Delta Math Solutions	Schoolwide License	$760.00	
IXL Learning	Math, ELA, Science and SS Subscription	$7,350.00	
Able Space	Subscription	$1,500.00	
Frontline	Evaluation Management (Stronge)	$2,394.64	

5. Approval Back to School Bash Proposal – Proposed Day August 29, 2026, from 10am to 2pm. (Attachment H5)
6. Approval of Young Audiences of New Jersey Performance - Trekking Mexico; Date: September 23, 2026. Cost: $$2245.

I. Personnel
   a. Approval of Karen C Johnson Employment Contract for 2026-2027
   b. Approval of Staff Salaries for the 2026-2027 School Year (Attachment IB)
   c. Establishment of Hiring Committee- Dr. Crystal Covington, Marcia Wilson, Rose Mary Dumenigo, Asgeir Ofstad, Amanda Birt, Peter Zabor

J. Business Office Report .... Karen Johnson

1. Approval of the Bills List for General and Special Revenue Funds for July 22, 2026, in the amount of $80,735.75. (Attachment **J1)**
2. Approval of the Monthly Board Secretary for the month ending May 31, 2026 (Attachment J2)
3. Approval of the Treasurers' Reports for the month ending May 31, 2026 (Attachment J3)
4. Approval of Equitable, 403b provider (Attachment J4)
5. Approval of Treasurer of School Monies Agreement with Chris Lessard. $475 per month. (Attachment J5)
6. Approval for VelvetSpeech LLC Agreement to provide Speech-Language Services for the 2026-2027 school year; Rate $125/hour. (Attachment J6)

J. Professional Development

Staff	Location/Date	Date	Account Code
Dr. Crystal Covington	Kean University	July 28 – July 30, 2026	No Cost to the School.
Dr. Crystal Covington and Karen C. Johnson	NJ Ed. Cert Virtual Certification Training	July 21, 2026	No Cost to the School.
Dr. Crystal Covington Rosemary Dumenigo Karen C. Johnson	NJ Public Charter Association – 30Th Anniversary, Hyatt New Brunswick, NJ	September 28-29, 2026	Registration - $350 per person. Total $1050
Board Members Dr. Crystal Covington Karen C Johnson	NJ School Boards Conference, Atlantic City NJ	October 19 – 22, 2026	Registration - $2400 Lodging Mileage and Tolls

Dr. Crystal Covington Asfegir Ofstad Rose Dumenigo Marcia Wilson	Stronge PD-Virtual	September 30, 2026	$275 per person; Total $1100.00

K. Comments from the Public.. Ashley Taylor
(2 Minutes per person)

L. Closed Session (Executive Session)

M. New Business.. Ashley Taylor
1. Imani Baptist Church Lease Renewal
2. Change in Title

N. Adjournment.. Ashley Taylor

The Next Regular Board Meeting is scheduled for August 19, 2026.
The Board may adjourn to Executive Session
to discuss personnel and individual student matters.

Attachment

G

PRIDE ACADEMY
CHARTER SCHOOL

Pride Academy Charter School

Principal's Board Report

Dr. Covington, Principal

Reporting Period: July 1, 2026 – July 22, 2026

Board Meeting: Wednesday, July 22, 2026

Mission, Vision, and Core Values

- Successfully launched the summer academy and summer school program, creating a positive and structured learning environment aligned with Pride Academy's mission and core values. (Program facilitated by Mrs. Wilson, Dean of Curriculum and Instruction)
- Welcomed incoming fifth-grade scholars through the 5th-grade summer academy, providing students with an early introduction to Pride Academy's culture, expectations, and traditions.

Ethics and Professional Responsibility

- Re-introduced the STRONGE Effectiveness Performance Evaluation System as Pride Academy's instructional evaluation framework to the administrative team.
- Developed and communicated an escalation process for professional performance, accountability, and staff support through the evaluation system.
- Finalized the organizational structure to establish clear reporting relationships and leadership responsibilities within the school/district.
- Established school leadership team norms during the first leadership meeting to strengthen collaboration and accountability.
- Implemented standardized operational procedures (Staff attendance and late arrival expectations, personal leave procedures, technology request process, special education communication protocols, general operational systems and workflows)
- Conducted the admin leadership team's first normative teacher observation, followed by a collaborative debrief session to discuss trends and nuances

---

PRIDE ACADEMY CHARTER SCHOOL

Equity and Cultural Responsiveness

- Evaluated building equitable systems that ensure all students have access to high-quality instruction and appropriate supports. (Special education department, NJTSS-tiered levels of supports and the I&RS process)
- Collaborated across departments to prepare incoming fifth-grade scholars for a successful transition into Pride Academy (School Social Workers, Special Education Department, and Enrollment)
- Evaluated and discussed modifications and implementations around strengthening inclusive practices that support Pride Academy's diverse student population. (Special Education Department, ELL, Social and Emotional Learning, Implementation of Empowerment Fridays)

Curriculum, Instruction, and Assessment

- Developed the comprehensive 2026–2027 Assessment Calendar, completed and submitted by Mr. Ofstad and Mrs. Wilson.
- Began aligning instructional systems to support data-driven decision-making and continuous academic improvement. (reviewed grading policy and an equitable approach utilizing district grading norms from 5^{th}-8^{th} grade)
- Initiated a comprehensive review of instructional software to improve instructional effectiveness, maximize fiscal resources, and better support student achievement.

Programs Recommended for Discontinuation

- i-Ready
- NWEA MAP
- BrainPOP
- MobyMax
- DBA Gold Book
- Generation Genius
- Teachers Pay Teachers

Programs for Adoption

- MindPlay
- Dean's List

PRIDE ACADEMY CHARTER SCHOOL

Data: Current Enrollment

- Grade 5 – 71 Students
- Grade 6 – 75 Students
- Grade 7 – 75 Students
- Grade 8 – 74 Students

Community of Care and Support for Students

- Implemented the Pride School GroupMe communication platform to strengthen internal communication among staff. (communication tool for all teachers and staff)
- Increased administrative visibility throughout the building to foster positive relationships and reinforce school expectations. (daily periodic walkthroughs, morning greetings, morning meeting, and admin. presence at dismissal)
- Began strengthening systems that prioritize student wellness, safety, and belonging. (assessment of current SEL program, social workers' roles/responsibilities, school nurse impact, school safety plan analysis, creation of the BTAM team (NJDOE-Behavioral Threat and Assessment Team), re-connection with school resource officer-Captain Berreout)

Professional Community for Teachers and Staff

- Began development of the comprehensive teacher and staff orientation and in-service plan for August
- Implemented the required NJDOE 20-hour professional development training requirement and monitoring for all teachers and building staff
- Began developing a yearlong professional development calendar aligned with school priorities.
- Launched the school admin leadership book study using *Great by Choice* by Jim Collins.
- Developed the school-wide coaching framework to support instructional growth and continuous improvement.
- Implementation of the pathway to teacher certification initiative to support teacher certification compliance and professional growth.

PRIDE ACADEMY
CHARTER SCHOOL

Meaningful Engagement of Families and Community

- Successfully hosted Parent Orientation on June 22, 2026, welcoming new and returning families. (facilitated by Ms. Dumenigo, Mrs. Wilson, and Ms. Critchlow)
- Planning to establish a foundation for meaningful partnerships with families and communities for the 2026–2027 school year. (Back to School Bash: facilitated by Ms. Dumenigo)

Operations and Management

- The Summer Food Program Inspection was completed. Pride Academy passed inspection (facilitated by Ms. Caldwell/Donaldson)
- A continuation of refining operational systems to improve organizational efficiency and school readiness will continue to occur over July and August.
- Reviewed school-wide systems and procedures with school admin staff, main office, school nurse, and social workers to ensure a successful opening of the school year.

School Improvement

Charter Renewal

- Implementation of the Charter Renewal process through a structured executive leadership committee and school committees. (facilitated by: Dr. Covington, Ms. Johnson, Ms. Dumenigo, and Mrs. Wilson)
- Established Charter Renewal Committee for parents, students, teachers, and community (facilitated by Mr. Ofstad, with support from the executive charter renewal team)
- Engaged executive leadership and founding members in evidence collection for the renewal process.
- Conducted a deep dive and review of all school systems, policies, and practices with charter renewal expectations and accountability measures.

PRIDE ACADEMY
CHARTER SCHOOL

Principal's Reflection

The first twenty-two days have been focused on establishing a strong leadership foundation centered on systems, structure, relationships, accountability, and instructional excellence. Considerable progress has been made in strengthening school culture, improving communication, increasing leadership visibility, and developing systems that will support both staff and students throughout the school year.

As we prepare to welcome all scholars for the 2026–2027 school year, our school admin team remains committed to transparency, collaboration, continuous improvement, and ensuring every decision reflects Pride Academy's mission, vision, and core values. I am grateful for the partnership and support of the Board of Trustees and colleagues as we continue building a culture of excellence together.

Upcoming Priorities before the Next Board Meeting

- Complete Teacher and Staff Orientation and In-Service.
- Finalize all school-wide operational systems and procedures.
- Finalize/Launch the 2026–2027 Professional Development Calendar.
- Begin the leadership observation and instructional coaching cycle.
- Finalize Charter Renewal documentation and committee deliverables.
- Continue student recruitment and enrollment efforts.
- Complete all facility readiness projects before the opening of school.
- Finalize instructional technology and assessment platform recommendations.
- Prepare for the opening of school with a continued focus on culture, climate, instructional excellence, and operational readiness.

Attachment

H1

PRIDE ACADEMY
CHARTER SCHOOL

Pride Academy Charter School Organizational Structure

- **Board of Trustees**: Non-profit governing body; provides fiscal oversight, sets policy, and hires and evaluates the principal/lead administrator.
- **Principal/Chief School Administrator:** Reports to the Board; serves as the chief instructional and operational leader; supervises school leaders, compliance, and overall school/ district/executive leadership functions. (Administrative, School Leadership & Executive Leadership)
- **School Business Administrator:** Oversees the district's finance, budgeting, business operations, facilities, transportation, food services, and board governance. Supervises the assistant school business administrator and business while collaborating closely with the principal/chief school administrator. (District/Executive Leadership)
- **Vice-Principals:** Manage building operations, student discipline in collaboration with dean(s), daily operations, and staff supervision; report to the principal. Oversees grading with dean of academics; support the special education coordinator, social workers, and dean of behavior (Administrative & School Leadership)
- **Special Education Coordinator:** Leads special education, RTI (response to intervention) /NJTSS (New Jersey Tiered Systems of Support), and I&RS (Intervention and Referral Services); supervises special education staff; reports to the principal. Provides ongoing support to the special education team and collaborates with principal on related or special services matters. (Administrative & School Leadership)
- **Dean of Behavior:** Oversees, monitors, and provides behavior and behavioral intervention supports; reports to the principal/vice- principals. Is responsible for monthly lunch accountabilities/Saturday accountabilities and programming around school culture and discipline effectiveness. (School Leadership)
- **Dean of Academics:** Oversees ESL (English Language Learner) /ELL (English as a Second Language) instruction, grading with vice principals, school culture, Gifted & Talented, and any instructional program in collaboration with vice principals. Reports to the principal. (Administrative & School Leadership)
- **School Social Workers**: Supports SEL(Social and Emotional Learning), RTI, BIPs(Behavior Intervention Plans), and student interventions; collaborate with

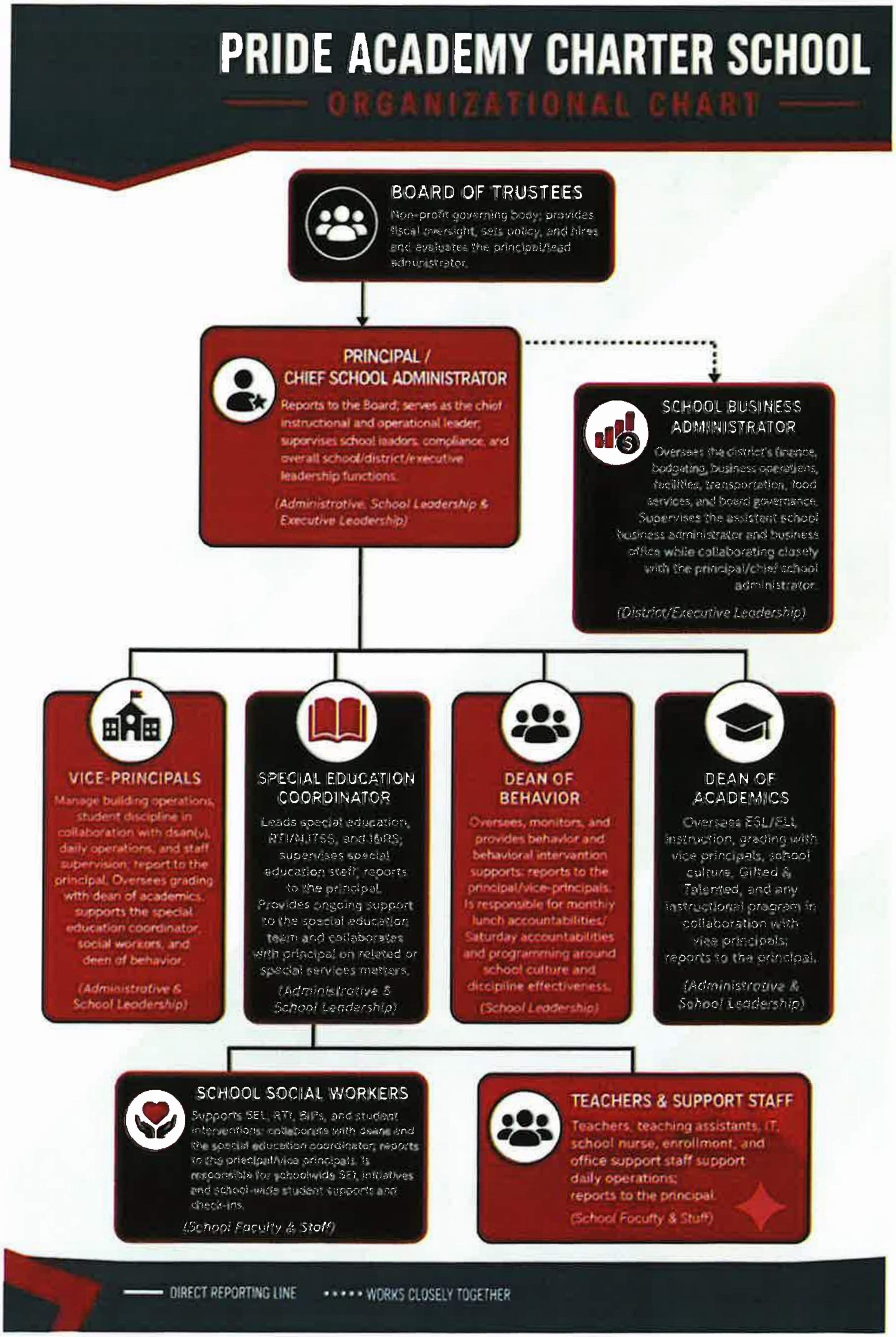
deans and the special education coordinator; reports to the principal/vice principals. Is responsible for schoolwide SEL initiatives and school-wide student supports and check-ins. (School Faculty and Staff)

- **Teachers & Support Staff:** Teachers, teaching assistants, IT (Information/Technology), school nurse, enrollment, and office support staff support daily operations; reports to the principal or vice principal. (School Faculty and Staff)

Published: 7/14/2026

Board Approved:

PRIDE ACADEMY
CHARTER SCHOOL



Attachment

H2

PRIDE ACADEMY CHARTER SCHOOL

March 18, 2026 Board Approved

August (10 teacher, 0 student)

M	T	W	TH	F
17 NEW STAFF ORIENTATION	18 Staff Orientation	19 Staff Orientation	20 Staff Orientation	21 Staff Orientation
24 Staff Orientation	25 Staff Orientation	26 Staff Orientation	27 Staff Orientation	28 Staff Orientation
31 Staff Orientation				

September 21 teacher, 21 student)

M	T	W	TH	F
	1 **First day of school Half day**	2	3	4 Half day Labor Day Weekend
7 No School: Labor Day	8	9	10	11
14	15 School Wide IA #1	16 School Wide IA #1	17 School Wide IA #1 **Back to School Night**	18 Gifted and Talented test 5th grade + new students
21	22 Half Day Prof. Dev Data day	23 High School Night 5:30PM	24	25
28	29	30		

October (21 teacher, 21 student)

M	T	W	TH	F
			1	2
5 **Respect Week**	6 Respect Week	7 Respect Week	8 1st Trimester Progress Report Night Respect Week	9 Respect Week Half Day Healthy Kids Walk
12 School Closed *Indigenous Peoples' Day*	13	14	15 **Hispanic Heritage Celebration 5:30PM**	16
19	20	21	22	23
26	27	28	29	30

November (19 teacher, 19 student)

M	T	W	TH	F
2	3	4	5	6
9	10	11 Veterans Day Regular school day GUEST SPEAKER	12	13
16	17	18	19	20
23	24	25 End of 1st Trimester Half Day	27 ***Thanksgiving Break***	28 ***Thanksgiving Break***
30 School Reopens				

December (14 teacher, 14 student)

M	T	W	TH	F
	1	2	3	4
7	8 School Wide IA#2	9 School Wide IA#2	10 School Wide IA#2 **First Trimester Report Card Sent home**	11
14	15 Half Day Prof. Dev Data day	16	17 **Kwanzaa Celebration 5:30PM**	18 Pajama Day/ Half Day befor Winter Break
21 Winter Break	22 Winter Break	23 Winter Break	24 Winter Break	25 Winter Break
29 Winter Break	30 Winter Break	31 Winter Break		

January (19 teacher, 19 student)

M	T	W	TH	F
				1 School Closed New Year's Da
4 School reopens	5	6	7	8
11	12 **************** <u>PHILANTHROPY DAY</u> Half Day -Prof Dev	13	14 2nd Trimester Progress Report Night	15
18 *ML King Day* School Closed	19	20	21	22
25	26	27	28	29

PRIDE ACADEMY CHARTER SCHOOL

February (18 teacher, 18 student)

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12 Half Day Prof. Dev
15 School Closed *President's Day*	16 School Closed Winter Break	17	18	19
22	23	24	25	26

March (22 teacher, 22 student)

M	T	W	TH	F
1	2	3	4	5 End of 2^{nd} Trimester
8	9	10 **School closed Eid**	11	12
15	16	17	18 **2^{nd} Trimester Report Cards Sent home**	19
22	23	24	25	26 School closed Good Friday
29 **Spring Break**	30 Spring Break	31 Spring Break		

April (16 teacher, 16 student)

M	T	W	TH	F
			1 Spring Break	2 Spring Break
5 School Reopens	6 School-Wide IA #3	7 School-Wide IA #3	8 School-Wide IA #3	9
12	13 Half Day Prof. Dev Data day	14	15	16
19	20	21	22	23
26	27	28	29 3rd Trimester Progress Report Night	30

May (20 teacher, 20 student)

M	T	W	TH	F
3	4	5	6	7
10 NJSLA	11 NJSLA	12 NJSLA	13 NJSLA	14 NJSLA
17 MAKE UP TESTING	18 MAKE UP TESTING	19 MAKE UP TESTING 5^{th} & 8^{th} grade SCIENCE	20 MAKE UP TESTING 5^{th} & 8^{th} grade SCIENCE	21 MAKE UP TESTING
24 MAKE UP TESTING	25 MAKE UP TESTING	26 MAKE UP TESTING	27 MAKE UP TESTING	28 HALF DAY
31 School Closed *Memorial Day*				

June (13 teacher, 12 student)

M	T	W	TH	F
	1	2	3	4
7	8 End of 3^{rd} Trimester	9 PRIDE SPIRIT GAMES	10 PRIDE SPIRIT GAMES	11 PRIDE SPIRIT GAMES *8TH GRADE TRIP*
14 **Half Day:**	15 **Half day 8^{th} Grade Dance**	16 **Half Day: ---------------- Graduation**	17 Teacher Wrap up	18
24	25	26	27	

Total Days in Session:
Students - 183 (includes 3 snow days)
Teachers - 194 (includes 3 snow days)

If extra snow days are needed:
April 9th, June 17^{th}.

Snow days given back (if we do not use them) in order:
May 28th, June 1st, March 29th

Marking Period Lengths:
1^{st} Trimester - 60 days
2^{nd} Trimester - 57 days
3^{rd} Trimester - 59 days
Spirit week + Graduation: 6 days

(Subject to emergency-related changes)

Attachment

H5

Back to School Bash 2026

Proposed Date: Saturday, August 29th from 10am to 2pm
Location: Great Room
Staff Involved: Ms. Dumenigo, Mr. Paul, custodial staff, any other staff that would like to attend

EVENT DETAILS

Barbers & Braiders will be provided by Divine Barber & Beauty Academy. There are guidelines that must be followed in order to serve as many Pride families as possible.

- Braiders will not be able to do braiding with extensions. Natural hair only.
- Families are asked to bring their own rubber bands and any beads that they would like.
- Children must have their hair washed before arriving for the appointment.
- Parents sign up their children for appointments using Calendy

- **Lessons Learned from Last Year:** Since these are students who are not getting paid, we want to show our appreciation for their service and also encourage more students to volunteer. Therefore, we would like to implement these changes.
    - Move the time up from 10am to 2pm, so that they can still enjoy the rest of their Saturday or participate in any other family commitments they may have. (Volunteers would be asked to arrive around 9am to set up their stations and have breakfast)
    - Provide a light breakfast and lunch for the barbers and braiders.
    - Provide tip cups and let parents know ahead of time that tips would be appreciated. This would allow our students to hopefully leave with a little extra money in their pockets after their four hours of service.

School supplies will be provided by The Life Christian Church and Imani Baptist Church.

- When parents arrive they will receive a copy of the Pride School Supplies list and then be able to go around to the different tables that will be set up with school supplies and get what they need with the assistance of TLCC volunteers to ensure that we have enough supplies for other families arriving later in the day.

- **Lessons Learned from Last Year:** There was a miscommunication with TLCC last year and we learned just the week before that they were only contributing the ice cream. Therefore, we only had some supplies from Imani Baptist Church, the 365 Foundation, and the staff and board members who gave what they could. Unfortunately, we ran out of supplies quickly which was not good for our families.
    - When we last communicated, TLCC was planning on donating school supplies for this year's Back to School Bash.
    - Imani Baptist Church is also planning on hosting their own School Supplies Drive for us. With an earlier start date, we hope to be able to get more supplies from them.
    - I would like to start an Amazon Wish List using the school's Amazon account, which I can make public and share through our social media.
    - Once I have a date, I can also solicit donations online through potential donors.

Logistics:

- We will use the Great Room and have someone posted at the door to sign people in and confirm hair appointments.
- We will ask families to bring their own tote bags to carry their supplies home.
- We will use the staff bathroom (and common rooms if necessary) for those attending the event.
- We will continue to show movies on one of the smart boards for children who are waiting to get their hair done.
- Custodians will be present, as required by school law, and will help with putting away any leftover supplies.
- Any leftover supplies can be made available to teachers who can identify students who do not have their school supplies for the first day of school. They can also be stored in the supply closet for students who may need them throughout the year.

Potential Expenses:

- The barber and braiding services, school supplies, and ice cream are being donated by our sponsors listed above.
- I would like to create an Amazon Wish List for “Back to School Bash School Supplies” using Pride Academy’s Prime Account. This would allow any supporters to purchase and donate school supplies using a link and have those school supplies shipped directly to Pride Academy. We did this for our 15th Anniversary Philanthropy Day Celebration and got over 75% of the materials we needed donated from friends and family.
- Although parents are being asked to bring their own tote bags to carry home school supplies, I have several bags in my office from previous Shop Rite deliveries that I will have available to parents and families. I will also invite teachers and staff to donate any bags they may have.
- As explained above, I would like to provide breakfast and lunch for our volunteer barbers and braiders. I know that food is not an allowable expense for an event such as this, but I believe that I can get one of our regular food vendors to donate the pizza. Now that I have received approval, I will apply for other donations. For example, Costco has donated a $75 gift card for a previous Philanthropy Day. If I get approved again, we can cover the costs of the refreshments, breakfast food, and other items for the 6 to 10 barbers and braiders that we are expecting as volunteers.
- Marketing will be done online and I will be using the Learning Resource Center free printing services to create the necessary signage.
- We will need a custodian to be present from 9am to approximately 2:30pm, which includes set up and clean up time. Given that our custodians are working hard at that time to get the building ready, this will probably involve overtime pay.

Attachment

Ib

	FirstName	LastName	MI	Title	Salary	Additional Teaching Stipend	Total
1	Kande	Agbere	L	Nurse	$94,719.00		$94,719.00
2	Oswaldo	Altamirano	G	Physical Education Teacher	$79,650.00		$79,650.00
3	Ayodeji	Bakare	O	Math Teacher	$74,160.00		$74,160.00
4	Amanda	Birt	L	Special Education Coordinator	$86,108.00		$86,108.00
5	Robin	Brower	S	Dean of Students	$106,029.00		$106,029.00
6	Messiah	Brown	S	Dance Teacher	$56,650.00		$56,650.00
7	Tiffany	Caldwell	D	Food Service Coodinator/Main Office	$56,650.00		$56,650.00
8	Nadine	Cauthen	M	ELA Teacher	$78,574.00		$78,574.00
9	Jumoke	Charles	J	Social Worker	$82,400.00		$82,400.00
10	Shayla	Cooper	C	Resource Room Teacher	$77,765.00		$77,765.00
11	Crystal	Covington		Principal	$148,000.00		$148,000.00
12	LaShonda	Dockery	M	Assistant SBA	$107,532.00		$107,532.00
13	Ianta	Dos Santos	O	Math Support Teacher	$53,560.00	$15,000.00	$68,560.00
14	Nasyia	Drayton		Math Support Teacher	$53,560.00	$15,000.00	$68,560.00
15	Rose Mary	Dumenigo	M	Vice Principal	$125,145.00		$125,145.00
16	Oluwabusayo	Femi-Olayemi		Math Support Teacher	$74,560.00		$74,560.00
17	Sabrina	Fevry		Academic Support	$48,000.00		$48,000.00
18	Andrew	Fitzpatrick		Social Studies Teacher	$66,950.00		$66,950.00
19	Cristian	Gardner	R	Math Teacher	$77,250.00		$77,250.00
20	Evan	Geiger	K	Social Studies Teacher/High School Placement	$107,952.00		$107,952.00
21	Jeffrey	Hagan		IT Coodinator/Academic Support	$54,590.00		$54,590.00
22	Karen	Johnson	C	Interim School Business Administrator	$130,000.00		$130,000.00
23	Donna	Kalemba	M	Spanish Teacher	$46,350.00		$46,350.00
24	Kaydia	King-Morris		Science Teacher	$80,726.00		$80,726.00
25	Lora	Lobello	A	ELA Teacher	$72,100.00		$72,100.00
26	Lina	Lopez		Business Office Assistant	$56,650.00		$56,650.00
27	Paola	Lopez Rodriguez	M	Science Teacher	$77,497.00		$77,497.00
28	Rachel	Loria	F	Math Teacher	$74,160.00		$74,160.00
29	Braima	Mane		Custodian	$45,320.00		$45,320.00
30	Ashley	Medina		Science Teacher	$75,000.00		$75,000.00
31	Malcolm	Nelson	R	ELA Teacher	$85,250.00		$85,250.00
32	Khuyen	Nguyen		Social Studies Teacher	$69,010.00		$69,010.00
33	Nanayaa	Nketia	P	Social Worker	$85,490.00		$85,490.00
34	Asgeir	Ofstad	L	Vice Principal	$128,750.00		$128,750.00
35	David	Paul		Math Teacher	$75,345.00		$75,345.00
36	Guadalupe	Perlera	S	Spanish Teacher	$61,800.00		$61,800.00
37	Amanda	Quinn	C	ELA Teacher	$69,963.00		$69,963.00

38	Mariam	Sarwari		ELA Teacher	$66,950.00		$66,950.00
39	Bolove	Simon		Math Teacher	$82,400.00		$82,400.00
40	Sara	Siegel	B	Art Teacher	$73,192.00		$73,192.00
41	Carolyn	Tynes		Academic Support	$48,410.00		$48,410.00
42	Maricia	Wilson	J	Dean of Academics	$107,635.00		$107,635.00
43	Peter	Zabor	D	ELA Teacher	$83,344.00		$83,344.00

Attachment

J1

Check#	Date	Vendor (Payee)/Check Line Comments	Amount	PO or Bal Sht	Exp. Acct. or Balance Sheet Title
A:04303	7/21/26	ACSA Group Insurance			
		Dental Benefits SY 26-27	2,714.00	P202700039	11-000-291-270-000-054
A:04321	7/21/26	Amazon Capital Services			
		Annual Membershit Fee (Inv:1YFG-C1MC-9CXI	129.00	P202600515	10-421: A/P
		Portable AC for Office SY 25-26	240.42	P202600481	10-421: A/P
		Total Check Amount:	369.42		
A:04322	7/21/26	Amazon Capital Services, Inc.			
		Certificate Holders, Paper Stock And Certificates	56.44	P202600489	10-421: A/P
		Student Markers and Masking Tape-Spirit Week	162.94	P202600487	10-421: A/P
		Student Laptop-Prize Reward for SOARS SY 25-	339.99	P202600490	20-421: A/P
		Total Check Amount:	559.37		
A:04323	7/21/26	Arrow Sewer and Drain LLC			
		Water Fountain Repair	685.00	P202600436	10-421: A/P
A:04301	7/21/26	ARTHUR J. GALLAGHER RISK MANAGEME			
		School Insurance SY 26-27	477.00	P202700022	11-000-260-520-000-070
A:04302	7/21/26	ARTHUR J. GALLAGHER RISK MANAGEME			
		School Insurance SY 26-27	4,600.00	P202700022	11-000-260-520-000-070
		School Insurance SY 26-27	4,995.00	P202700022	11-000-260-520-000-070
		School Insurance SY 26-27	1,557.00	P202700022	11-000-260-520-000-070
		Total Check Amount:	11,152.00		
A:04304	7/21/26	Bianca Cenac			
		Yoga Class For Staff PD	350.00	P202700035	11-000-230-890-000-063
A:04324	7/21/26	Building Security Services, Inc.			
		Building Security SY 25-26	3,512.39	P202600319	10-421: A/P
A:04306	7/21/26	CANON FINANCIAL SERVICES INC.			
		Contract Printer and Copier SY 26-27	899.89	P202700004	11-000-230-500-000-056
A:04325	7/21/26	Clad Design Workshop			
		Vestibule-SY 25-26	2,650.00	P202600418	10-421: A/P
A:04326	7/21/26	Delta-T Group North Jersey, Inc.			
		Elliot Fant-Classroom Teachers SY 25-26	1,066.80	P202600311	10-421: A/P
		Elliot Fant-Classroom Teachers SY 25-26	4,344.48	P202600311	10-421: A/P
		Total Check Amount:	5,411.28		
A:04307	7/21/26	East Orange Water Commission			
		Water Costs SY 26-27	356.95	P202700006	11-000-260-620-000-074
A:04327	7/21/26	Essex Regional Educational Serv. Com			
		Child Study Team Evaluations(Inv#:20261326)	486.20	P202600509	10-421: A/P
A:04308	7/21/26	Horizon BC/BS of NJ			
		Health Benefits (873303952)	23,986.43	P202700061	11-000-291-270-000-054

Pride Academy Charter School Check Register from 7/1/2026 to 7/31/2026 for Fund(s)10,20,60
All Bank Accounts Included, Non-Checks Excluded

Check#	Date	Vendor (Payee)/Check Line Comments	Amount	PO or Bal Sht	Exp. Acct. or Balance Sheet Title
A:04309	7/21/26	Imani Baptist Church			
		Rent Fees SY 26-27	56.65	P202700007	11-000-260-441-000-069
		Rent Fees SY 26-27	1,940.64	P202700007	11-000-260-441-000-069
		Rent Fees SY 26-27	427.50	P202700007	11-000-260-441-000-069
		Total Check Amount:	2,424.79		
A:04310	7/21/26	LEAF Telephone Service SY 26-27	978.89	P202700024	11-000-230-530-000-057
A:04328	7/21/26	LEAF Telephone Service SY 25-26	147.95	P202600015	10-421: A/P
A:04305	7/21/26	Lightpath Fiber Infrastructure LLC Internet Services SY 26-27	1,160.00	P202700014	11-000-230-530-000-057
A:04329	7/21/26	Lightpath Fiber Infrastructure LLC Internet Services-Acct#: 106795 SY 25-26	1,285.00	P202600385	10-421: A/P
A:04311	7/21/26	Louis T. Roselle, Inc. Waste Disposal SY 26-27	810.33	P202700062	11-000-260-420-000-068
A:04330	7/21/26	NJ Advance Media Advertisement Fees SY 25-26	133.50	P202600017	10-421: A/P
A:04312	7/21/26	Orkin LLC Monthly Pest Control SY 26-27	689.79	P202700028	11-000-240-500-000-068
A:04313	7/21/26	Orkin LLC Monthly Pest Control SY 26-27	110.00	P202700028	11-000-240-500-000-068
A:04331	7/21/26	Orkin LLC			
		Pest Treatment /1 Time Treatment SY 25-26	110.00	P202600474	10-421: A/P
		Pest Treatment /1 Time Treatment SY 25-26	185.00	P202600474	10-421: A/P
		Total Check Amount:	295.00		
A:04314	7/21/26	Pitney Bowes Bank Inc Purchase Power	35.00	P202700038	11-000-230-530-000-057
A:04332	7/21/26	Pitney Bowes Bank Inc Purchase Power Late Charge (Inv#: 3322816411)	176.76	P202600510	10-421: A/P
A:04315	7/21/26	PITNEY BOWES INC Postage Supplies SY 26-27	14.51	P202700063	11-000-230-530-000-057
A:04333	7/21/26	PSE&G CO Gas Services(#6587486207)	980.41	P202600383	10-421: A/P
A:04334	7/21/26	PSE&G CO	4,682.76	P202600383	10-421: A/P
A:04335	7/21/26	Public Consulting Group LLC EDPlan (Inv#:CIV-10042841)	6,887.00	P202600512	10-421: A/P
A:04316	7/21/26	Quench USA, Inc. Water Cooler Lease SY 26-27	187.39	P202700020	11-000-260-420-000-068

Check#	Date	Vendor (Payee)/Check Line Comments	Amount	PO or Bal Sht	Exp. Acct. or Balance Sheet Title
A:04317	7/21/26	SPECTROTEL			
		12 Month Phone Service SY 26-27	297.28	P202700026	11-000-230-530-000-057
A:04336	7/21/26	Staples			
		Staff Supplies SY 25-26	4.80	P202600050	10-421: A/P
		Staff Supplies SY 25-26	724.68	P202600050	10-421: A/P
		Staff Supplies SY 25-26	201.98	P202600050	10-421: A/P
		Total Check Amount:	931.46		
A:04337	7/21/26	Staples			
		Student Supplies SY 25-26	63.92	P202600011	10-421: A/P
		Student Supplies SY 25-26	143.80	P202600011	10-421: A/P
		Total Check Amount:	207.72		
A:04338	7/21/26	State Of New Jersey			
		NJ Unemployment Payment	531.03	P202600514	10-421: A/P
A:04318	7/21/26	Stronge & Associates			
		Virtual Training For School Leadership Team	1,100.00	P202700037	11-190-100-320-000-045
A:04319	7/21/26	T-MOBILE USA, INC.			
		Hotspot Service for 7 Devices SY 26-27	140.00	P202700019	11-000-230-530-000-057
A:04320	7/21/26	Verizon Wireless			
		Wireless Phone Services (886831457-00001)	369.25	P202700064	11-000-230-530-000-057
A:04339	7/21/26	Young Audiences of New Jersey, Inc.			
		3-Photography Workshop(INV016970)	1,025.00	P202600513	10-421: A/P
		3- Origami Workshop(INV016970)	800.00	P202600513	10-421: A/P
		3-Soul Step Workshop(INV016970)	725.00	P202600513	10-421: A/P
		Total Check Amount:	2,550.00		

The Grand Total of all Checks from Fund 10 is:	32,142.26
The Grand Total of all Checks from Fund 11 is:	48,253.50
The Grand Total of all Checks from Fund 20 is:	339.99
The Grand total of all checks for this period is:	80,735.75

Attachment

J2

Interim Balance Sheet

ASSETS AND RESOURCES

ASSETS		
101 Cash in checking account	$ 2,162,763.54	
102-106 Other cash equivalents	$ 302,844.37	
Total cash		$ 2,465,607.91
111 Investments		$ 0.00
114 Investment interest receivable		$ 0.00
121 Tax levy receivable		$ 2,217,951.57
Accounts receivable		
132 Interfund	$ 308,028.48	
141 Intergovernmental - state	$ 161,992.09	
142 Intergovernmental - federal	$ 0.00	
143 Intergovernmental - other	$ 0.00	
153 Other Accounts Receivable	$ 0.00	
		$ 470,020.57
Loans receivable		
131 Interfund	$ 161,926.58	
151 Other Loans Receivable	$ 0.00	
		$ 161,926.58
181 Prepaid Expenses		$ 56,362.50
199 Other current assets		$ 0.00
RESOURCES		
301 Estimated revenues (from adjusted budget)	$ 6,263,708.00	
302 Less: revenues collected or accrued	$(6,358,087.67)	
		$(94,379.67)
TOTAL ASSETS AND RESOURCES		$ 5,277,489.46

LIABILITIES AND FUND EQUITY

LIABILITIES	
401 Interfund loans payable	$ 70,735.99
402 Interfund accounts payable	$ 0.00
411 Intergovernmental accounts payable - state	$ 0.00
412 Intergovernmental accounts payable - federal	$ 0.00
413 Intergovernmental accounts payable - other	$ 17,985.00
421 Accounts payable	$ 0.00
422 Judgments payable	$ 0.00
430 Compensated absences payable	$ 0.00
431 Contracts payable	$ 0.00
451 Loans payable	$ 0.00
471 Payroll deductions and withholdings	$ 99,207.00
481 Deferred revenues	$ 0.00
499 Other current liabilities	$(600.00)
Total liabilities	$ 187,327.99

FUND EQUITY				
Appropriated:				
753 Reserve for encumbrances - current year			$ 911,836.61	
754 Reserve for encumbrances - prior year			$ 0.00	
760 Other reserves			$ 0.00	
771 Designated Fund Balance			$ 0.00	
772 Designated Fund Balance - ARRA/SEMI			$ 0.00	
601 Appropriations		$ 6,348,230.00		
602 Less: expenditures	$ 4,803,400.87			
603 Less: encumbrances	$ 911,836.61	$(5,715,237.48)	$ 632,992.52	
Appropriations less expenditures				$ 1,544,829.13
Unappropriated:				
770 Fund Balance, July 1, 2025			$ 3,629,854.34	
303 Less: budgeted fund balance			$(84,522.00)	
Unappropriated fund balance				$ 3,545,332.34
Total fund equity				$ 5,090,161.47
TOTAL LIABILITIES AND FUND EQUITY				$ 5,277,489.46

RECAPITULATION OF FUND BALANCE - CURRENT YEAR ACTIVITY	Budgeted	Actual	Variance
Appropriations	$ 6,348,230.00	$ 5,715,237.48	$ 632,992.52
Less: Revenues	$(6,263,708.00)	$(6,358,087.67)	$ 94,379.67
Subtotal	$ 84,522.00	$(642,850.19)	$ 727,372.19
Less: adjustment to appropriations for Prior Year Encumbrances	$ 0.00	$ 0.00	$ 0.00
Total current year budgeted fund balance	$ 84,522.00	$(642,850.19)	$ 727,372.19
Add: Unappropriated fund balance			$ 3,545,332.34
Total of budgeted and unappropriated fund balance			$ 4,272,704.53

Revenues/Sources of Funds

Acct Group	Group Title	Budgeted Est.	Transfers	Adj. Budget	Act to Date	Unrealized Under/(Over)
Recap	From Recap of Fund Balance	57,429.00	27,093.00	84,522.00	(642,850.19)	727,372.19
52xx	From Transfers	0.00	0.00	0.00	0.00	0.00
1xxx	From Local Sources	5,782,058.00	0.00	5,782,058.00	5,901,302.67	(119,244.67)
2xxx	From Intermediate Sources	0.00	0.00	0.00	0.00	0.00
3xxx	From State Sources	481,650.00	0.00	481,650.00	456,785.00	24,865.00
4xxx	From Federal Sources	0.00	0.00	0.00	0.00	0.00
5xxx	From Other Sources	0.00	0.00	0.00	0.00	0.00
Grand Totals		6,321,137.00	27,093.00	6,348,230.00	5,715,237.48	632,992.52

Fund 11 (Current Expense Fund)

Account Group	Group Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
Regular Programs-Instruction		2,621,898.00	(436,233.00)	2,185,665.00	1,654,639.80	378,182.03	152,843.17	0.00
Regular Programs-Undistrib Instruction		642,028.00	93,825.00	735,853.00	431,809.81	241,422.55	62,620.64	0.00
Support Svc-General Admin		1,042,143.00	234,140.68	1,276,283.68	1,104,482.90	49,000.20	122,800.58	1,202.57
Support Svc-School Admin		384,685.00	110,365.72	495,050.72	436,982.71	5,952.24	52,115.77	1,584.00
Central Services		0.00	81,000.00	81,000.00	25,671.25	49,478.75	5,850.00	0.00
Operation and Maintenance of Plant Srvc		741,666.00	321,153.83	1,062,819.83	690,562.75	163,694.37	208,562.71	2,000.00
Student Transportation Svcs		20,000.00	3,000.00	23,000.00	20,933.32	25.00	2,041.68	0.00
Unallocated Benefits		868,717.00	(380,159.23)	488,557.77	438,318.33	24,081.47	26,157.97	139,157.90
	Grand Totals for fund 11:	6,321,137.00	27,093.00	6,348,230.00	4,803,400.87	911,836.61	632,992.52	143,944.47

Fund 12 (Capital Outlay Fund)

Account Group	Group Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
	Grand Totals for fund 12:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Grand Totals for all Subfunds of Fund 10:	6,321,137.00	27,093.00	6,348,230.00	4,803,400.87	911,836.61	632,992.52	143,944.47

Revenues Summary

Acct Group	Group Title	Budgeted Est.	Transfers	Adj. Budget	Act to Date	Unrealized Under/(Over)
Recap	From Recap of Fund Balance	57,429.00	27,093.00	84,522.00	(642,850.19)	727,372.19
10-1200-000-011	Equalization/Lcl Lvy Aid-Local	1,044,782.00	0.00	1,044,782.00	1,061,255.00	(16,473.00)
10-1200-000-012	Equalization/Lcl Lvy Aid-State	4,737,276.00	0.00	4,737,276.00	4,830,219.00	(92,943.00)
10-1200-001-011	Equalizn Aid - East Orange	0.00	0.00	0.00	0.00	0.00
10-1200-002-011	Equalizn Aid - Orange	0.00	0.00	0.00	0.00	0.00
10-1200-003-011	Equalizn Aid - Newark	0.00	0.00	0.00	0.00	0.00
10-1200-004-011	Equalizn Aid - Bloomfield	0.00	0.00	0.00	0.00	0.00
10-1510-000-023	Interest Revenue	0.00	0.00	0.00	6,978.82	(6,978.82)
10-1900-000-023	Other Sources	0.00	0.00	0.00	423.53	(423.53)
10-1920-000-023	Contributions/Donations	0.00	0.00	0.00	0.00	0.00
10-1980-000-023	Refund of Prior Yr Exp	0.00	0.00	0.00	0.00	0.00
10-1990-000-023	Miscellaneous Revenue	0.00	0.00	0.00	2,426.32	(2,426.32)
10-3100-000-000	Equalization/State Aid	0.00	0.00	0.00	0.00	0.00
10-3132-000-015	Categorical Special Ed Aid	331,179.00	0.00	331,179.00	299,872.00	31,307.00
10-3132-001-015	Special Ed Aid - East Orange	0.00	0.00	0.00	0.00	0.00
10-3132-002-015	Special Ed Aid - Orange	0.00	0.00	0.00	0.00	0.00
10-3132-003-015	Special Ed Aid - Newark	0.00	0.00	0.00	0.00	0.00
10-3132-004-015	Special Ed Aid - Bloomfield	0.00	0.00	0.00	0.00	0.00
10-3177-000-016	Categorical Security Aid	141,033.00	0.00	141,033.00	151,014.00	(9,981.00)
10-3177-001-016	Security Aid - East Orange	0.00	0.00	0.00	0.00	0.00
10-3177-002-016	Security Aid - Orange	0.00	0.00	0.00	0.00	0.00
10-3177-003-016	Security Aid - Newark	0.00	0.00	0.00	0.00	0.00
10-3177-004-016	Security Aid - Bloomfield	0.00	0.00	0.00	0.00	0.00
10-3178-000-020	Adjustment Aid	0.00	0.00	0.00	0.00	0.00
10-3190-000-021	Other State Revenue	9,438.00	0.00	9,438.00	5,899.00	3,539.00
10-3256-000-000	St Reimb-Sec Our Chld Fut Bond	0.00	0.00	0.00	0.00	0.00
Grand Totals		6,321,137.00	27,093.00	6,348,230.00	5,715,237.48	632,992.52

Minimum Expense General Ledger Report

Fund 11 (Current Expense Fund)

Expend. Account #	Account Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
Regular Programs-Instruction								
11-130-100-101	Salaries Grades 5-8	2,621,898.00	(436,233.00)	2,185,665.00	1,654,639.80	378,182.03	152,843.17	0.00
Regular Programs-Instruction Totals:		2,621,898.00	(436,233.00)	2,185,665.00	1,654,639.80	378,182.03	152,843.17	0.00
Regular Programs-Undistrib Instruction								
11-190-100-106	Oth Sal for Inst	422,500.00	(110,000.00)	312,500.00	129,337.49	173,162.51	10,000.00	0.00
11-190-100-320	Purch Prof/Tech Svs	107,528.00	208,000.00	315,528.00	255,029.99	58,467.24	2,030.77	0.00
11-190-100-500	Other Purchased Services (400-500 Series)	5,000.00	825.00	5,825.00	5,825.00	0.00	0.00	0.00
11-190-100-610	General Supplies	60,000.00	0.00	60,000.00	27,021.33	9,107.30	23,871.37	0.00
11-190-100-640	Textbooks	20,000.00	(5,000.00)	15,000.00	12,475.00	0.00	2,525.00	0.00
11-190-100-800	Miscellaneous Expense	27,000.00	0.00	27,000.00	2,121.00	685.50	24,193.50	0.00
Regular Programs-Undistrib Instruction Totals:		642,028.00	93,825.00	735,853.00	431,809.81	241,422.55	62,620.64	0.00
Support Svc-General Admin								
11-000-230-100	Salaries	836,193.00	66,358.00	902,551.00	822,282.11	350.00	79,918.89	0.00
11-000-230-320	Purch Prof/Tech Svc	73,200.00	(13,200.00)	60,000.00	56,459.56	2,650.00	890.44	0.00
11-000-230-331	Legal Services	5,000.00	10,000.00	15,000.00	8,257.50	0.00	6,742.50	0.00
11-000-230-332	Audit Fees	44,800.00	(4,800.00)	40,000.00	35,273.00	0.00	4,727.00	0.00
11-000-230-339	Purch Tech Services	0.00	110,700.36	110,700.36	78,254.71	31,113.48	1,332.17	0.00
11-000-230-530	Communications/Telephone	35,250.00	17,000.00	52,250.00	43,906.43	8,045.67	297.90	50.86
11-000-230-585	BOE Other Purchased Services	0.00	680.75	680.75	680.75	0.00	0.00	0.00
11-000-230-590	Other Purchased Services (400-500 Series)	19,400.00	0.00	19,400.00	16,184.70	1,707.20	1,508.10	208.62
11-000-230-610	Supplies & Materials	10,000.00	7,331.09	17,331.09	15,091.15	1,943.85	296.09	943.09
11-000-230-890	Miscellaneous Expense	10,000.00	39,520.48	49,520.48	20,892.99	1,540.00	27,087.49	0.00
11-000-230-895	BOE Memb/Dues & Fees	8,300.00	550.00	8,850.00	7,200.00	1,650.00	0.00	0.00
Support Svc-General Admin Totals:		1,042,143.00	234,140.68	1,276,283.68	1,104,482.90	49,000.20	122,800.58	1,202.57
Support Svc-School Admin								
11-000-240-100	Salaries	333,685.00	112,366.00	446,051.00	404,403.51	0.00	41,647.49	0.00
11-000-240-300	Purchased Professional & Tech Services	21,000.00	0.00	21,000.00	10,624.60	2,600.00	7,775.40	0.00
11-000-240-500	Other Purchased Services (400-500 Series)	30,000.00	(2,000.28)	27,999.72	21,954.60	3,352.24	2,692.88	1,584.00
Support Svc-School Admin Totals:		384,685.00	110,365.72	495,050.72	436,982.71	5,952.24	52,115.77	1,584.00
Central Services								
11-000-251-320	Purch Prof Svs	0.00	81,000.00	81,000.00	25,671.25	49,478.75	5,850.00	0.00
Central Services Totals:		0.00	81,000.00	81,000.00	25,671.25	49,478.75	5,850.00	0.00
Operation and Maintenance of Plant Srvc								
11-000-260-420	Clean/Repair/Maint Svs	0.00	270,153.00	270,153.00	37,942.97	30,479.94	201,730.09	0.00
11-000-260-441	Rental of Land & Bldgs	594,416.00	2,000.00	596,416.00	500,715.23	93,916.07	1,784.70	0.00
11-000-260-520	Insurance	81,000.00	(2,000.00)	79,000.00	68,028.56	8,318.04	2,653.40	2,000.00
11-000-260-610	Gen Supplies Maint/Bldg	22,250.00	26,000.83	48,250.83	31,874.10	13,982.21	2,394.52	0.00
11-000-260-620	Energy Costs	44,000.00	25,000.00	69,000.00	52,001.89	16,998.11	0.00	0.00
Operation and Maintenance of Plant Srvc Totals:		741,666.00	321,153.83	1,062,819.83	690,562.75	163,694.37	208,562.71	2,000.00
Student Transportation Svcs								
11-000-270-512	Transportation Svs	20,000.00	3,000.00	23,000.00	20,933.32	25.00	2,041.68	0.00
Student Transportation Svcs Totals:		20,000.00	3,000.00	23,000.00	20,933.32	25.00	2,041.68	0.00
Unallocated Benefits								
11-000-291-220	Social Sec & Employer	220,000.00	(175,000.00)	45,000.00	26,280.45	0.00	18,719.55	69,913.15
11-000-291-233	TPAF/PERS - Special Assessment	147,000.00	4,314.00	151,314.00	151,313.15	0.00	0.85	0.00
11-000-291-250	Unemployment Comp	30,000.00	527.00	30,527.00	19,266.81	10,000.00	1,260.19	0.00
11-000-291-290	Other Employee Benefits	471,717.00	(210,000.23)	261,716.77	241,457.92	14,081.47	6,177.38	69,244.75
Unallocated Benefits Totals:		868,717.00	(380,159.23)	488,557.77	438,318.33	24,081.47	26,157.97	139,157.90
	Grand Totals for fund 11:	6,321,137.00	27,093.00	6,348,230.00	4,803,400.87	911,836.61	632,992.52	143,944.47

Fund 12 (Capital Outlay Fund)

Expend. Account #	Account Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
	Grand Totals for fund 12:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Grand Totals for all Subfunds of Fund 10:	6,321,137.00	27,093.00	6,348,230.00	4,803,400.87	911,836.61	632,992.52	143,944.47

Pursuant to N.J.A.C. 6A:23A-16.10(c)3, I certify that as of the date of this report no budgetary line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of 6A:23A-16.10(a).

Karen Johnson, SBA/Board Secretary

Date

Interim Balance Sheet

ASSETS AND RESOURCES

ASSETS		
101 Cash in checking account	$(94,500.12)	
102-106 Other cash equivalents	$ 0.00	
Total cash		$(94,500.12)
111 Investments		$ 0.00
114 Investment interest receivable		$ 0.00
121 Tax levy receivable		$ 0.00
Accounts receivable		
132 Interfund	$ 0.00	
141 Intergovernmental - state	$ 0.00	
142 Intergovernmental - federal	$ 0.00	
143 Intergovernmental - other	$ 0.00	
153 Other Accounts Receivable	$ 0.00	
		$ 0.00
Loans receivable		
131 Interfund	$ 0.00	
151 Other Loans Receivable	$ 0.00	
		$ 0.00
199 Other current assets		$ 0.00
RESOURCES		
301 Estimated revenues (from adjusted budget)	$ 384,152.00	
302 Less: revenues collected or accrued	$(139,677.00)	
		$ 244,475.00
TOTAL ASSETS AND RESOURCES		$ 149,974.88

LIABILITIES AND FUND EQUITY

LIABILITIES	
401 Interfund loans payable	$ 0.00
402 Interfund accounts payable	$ 0.00
411 Intergovernmental accounts payable - state	$ 0.00
412 Intergovernmental accounts payable - federal	$ 0.00
413 Intergovernmental accounts payable - other	$ 0.00
421 Accounts payable	$ 0.00
422 Judgments payable	$ 0.00
430 Compensated absences payable	$ 0.00
431 Contracts payable	$ 0.00
451 Loans payable	$ 0.00
481 Deferred revenues	$ 0.00
499 Other current liabilities	$ 0.00
Total liabilities	$ 0.00

FUND EQUITY				
Appropriated:				
753 Reserve for encumbrances - current year			$ 1,405.23	
754 Reserve for encumbrances - prior year			$ 0.00	
760 Other reserves			$ 0.00	
771 Designated Fund Balance			$ 0.00	
601 Appropriations		$ 384,152.00		
602 Less: expenditures	$ 234,177.12			
603 Less: encumbrances	$ 1,405.23	$(235,582.35)	$ 148,569.65	
Appropriations less expenditures				$ 149,974.88
Unappropriated:				
770 Fund Balance, July 1, 2025			$ 0.00	
303 Less: budgeted fund balance			$ 0.00	
Unappropriated fund balance				$ 0.00
Total fund equity				$ 149,974.88
TOTAL LIABILITIES AND FUND EQUITY				$ 149,974.88

Revenues/Sources of Funds

Acct Group	Group Title	Budgeted Est.	Transfers	Adj. Budget	Act to Date	Unrealized Under/(Over)
Info Only	Revenue Req'd to Balance	0.00	0.00	0.00	95,905.35	(95,905.35)
52xx	From Transfers	0.00	0.00	0.00	0.00	0.00
1xxx	From Local Sources	0.00	0.00	0.00	0.00	0.00
2xxx	From Intermediate Sources	0.00	0.00	0.00	0.00	0.00
3xxx	From State Sources	105,283.00	0.00	105,283.00	139,677.00	(34,394.00)
4xxx	From Federal Sources	278,869.00	0.00	278,869.00	0.00	278,869.00
5xxx	From Other Sources	0.00	0.00	0.00	0.00	0.00
Grand Totals		384,152.00	0.00	384,152.00	235,582.35	148,569.65

Fund 20 (Special Revenue Fund)

Account Group	Group Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
Ungrouped Accounts		105,283.00	0.00	105,283.00	103,844.98	1,405.23	32.79	0.00
Title I		171,739.00	0.00	171,739.00	81,241.74	0.00	90,497.26	0.00
Title II		16,650.00	0.00	16,650.00	0.00	0.00	16,650.00	0.00
Title IV		11,850.00	0.00	11,850.00	1,148.40	0.00	10,701.60	0.00
IDEA Part B		78,630.00	0.00	78,630.00	47,942.00	0.00	30,688.00	0.00
	Grand Totals for fund 20:	384,152.00	0.00	384,152.00	234,177.12	1,405.23	148,569.65	0.00

Revenues Summary

Acct Group	Group Title	Budgeted Est.	Transfers	Adj. Budget	Act to Date	Unrealized Under/(Over)
Info Only	Revenue Req'd to Balance	0.00	0.00	0.00	95,905.35	(95,905.35)
20-3257-000-031	SDA Emerg. Needs & Cap. Maint.	105,283.00	0.00	105,283.00	139,677.00	(34,394.00)
20-4411-231-032	ESEA Title I	171,739.00	0.00	171,739.00	0.00	171,739.00
20-4420-250-031	IDEA Basic	78,630.00	0.00	78,630.00	0.00	78,630.00
20-4451-270-031	Title II A	16,650.00	0.00	16,650.00	0.00	16,650.00
20-4471-280-031	Title IV	11,850.00	0.00	11,850.00	0.00	11,850.00
20-4530-477-035	CARES Act	0.00	0.00	0.00	0.00	0.00
20-4531-478-031	Digital Divide	0.00	0.00	0.00	0.00	0.00
20-4532-479-036	Corona Relief Fund (CRF)	0.00	0.00	0.00	0.00	0.00
20-4534-483-000	CRRSA Act - ESSER II	0.00	0.00	0.00	0.00	0.00
20-4535-484-000	CRRSA - Learning Accel. Grant	0.00	0.00	0.00	0.00	0.00
20-4536-485-000	CRRSA - Mental Health Grant	0.00	0.00	0.00	0.00	0.00
20-4540-487-000	ARP-ESSER	0.00	0.00	0.00	0.00	0.00
20-4541-488-000	ESSER-Accel Lrn Coach&Ed Suppt	0.00	0.00	0.00	0.00	0.00
20-4542-489-000	ESSER Summer Learn&Enrich Act.	0.00	0.00	0.00	0.00	0.00
20-4543-490-000	ESSER-Cmpr Beyond Sch Day Act.	0.00	0.00	0.00	0.00	0.00
20-4544-491-000	ESSER-NJTSS Mnt Hlth Sppt Stff	0.00	0.00	0.00	0.00	0.00
Grand Totals		384,152.00	0.00	384,152.00	235,582.35	148,569.65

Minimum Expense General Ledger Report

Fund 20 (Special Revenue Fund)

Expend. Account #	Account Title	Original Bgt	New App/Trnsf	Revised Bgt	Expenditures	Encumbrances	Avail Balance	Refunds
Ungrouped Accounts								
20-492-262-420	SDA Emerg. Needs & Cap. Maint.	105,283.00	0.00	105,283.00	103,844.98	1,405.23	32.79	0.00
Ungrouped Accounts Totals:		105,283.00	0.00	105,283.00	103,844.98	1,405.23	32.79	0.00
Title I								
20-231-100-100	TI: Salaries for Inst	40,000.00	0.00	40,000.00	40,000.00	0.00	0.00	0.00
20-231-100-300	TI: Inst. Purch Srvs	39,135.00	0.00	39,135.00	0.00	0.00	39,135.00	0.00
20-231-100-600	TI: Instr. Supplies	3,000.00	0.00	3,000.00	1,017.49	0.00	1,982.51	0.00
20-231-200-100	TI: Salaries for Support	51,000.00	0.00	51,000.00	27,445.85	0.00	23,554.15	0.00
20-231-200-200	TI: Benefits	25,604.00	0.00	25,604.00	0.00	0.00	25,604.00	0.00
20-231-200-800	TI:Other Objects-Support	13,000.00	0.00	13,000.00	12,778.40	0.00	221.60	0.00
Title I Totals:		171,739.00	0.00	171,739.00	81,241.74	0.00	90,497.26	0.00
Title II								
20-270-200-300	TIIA: Purch Instr Svcs	16,650.00	0.00	16,650.00	0.00	0.00	16,650.00	0.00
Title II Totals:		16,650.00	0.00	16,650.00	0.00	0.00	16,650.00	0.00
Title IV								
20-280-100-300	TIV: Instructional Services	11,850.00	0.00	11,850.00	1,148.40	0.00	10,701.60	0.00
Title IV Totals:		11,850.00	0.00	11,850.00	1,148.40	0.00	10,701.60	0.00
IDEA Part B								
20-250-100-100	IDEA B: Instr. Salaries	47,942.00	0.00	47,942.00	47,942.00	0.00	0.00	0.00
20-250-200-200	IDEA B: Benefits	30,688.00	0.00	30,688.00	0.00	0.00	30,688.00	0.00
IDEA Part B Totals:		78,630.00	0.00	78,630.00	47,942.00	0.00	30,688.00	0.00
	Grand Totals for fund 20:	384,152.00	0.00	384,152.00	234,177.12	1,405.23	148,569.65	0.00

Pursuant to N.J.A.C. 6A:23A-16.10(c)3, I certify that as of the date of this report no budgetary line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of 6A:23A-16.10(a).

Karen Johnson, SBA/Board Secretary Date

Attachment

J3

Pride Academy Charter School
ALL FUNDS
May 31, 2026

	(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Net Cash Disbursements & Adjustments This Month	(4) Ending Cash Balances (1) + (2) - (3)
GOVERNMENTAL FUNDS				
Fund 10/11 - General Fund	2,023,433.04	643,889.77	504,559.27	2,162,763.54
Fund 10 - Health Reimb. Acct.	4,694.71	5,329.49	5,517.71	4,506.49
Fund 10 - Money Market Acct.	297,125.02	616.98	(595.88)	298,337.88
Sub-Total Fund 10 - GeneralFund	**2,325,252.77**	**649,836.24**	**509,481.10**	**2,465,607.91**
Fund 20 - Special Revenue Fund	(90,266.04)	0.00	4,234.08	(94,500.12)
Total Govermental Funds	**2,234,986.73**	**649,836.24**	**513,715.18**	**2,371,107.79**
ENTERPRISE FUNDS				
Fund 60 - Enterprise Fund(Cafateria)	84,539.65	13,575.10	14,550.54	83,564.21
Total Enterprise	**84,539.65**	**13,575.10**	**14,550.54**	**83,564.21**
TRUST AND AGENCY FUNDS				
Payroll	22,581.98	194,252.79	194,252.79	22,581.98
Payroll Agency	254,068.64	154,818.79	154,818.79	254,068.64
Student Activity	18,314.96	27,937.60	25,121.96	21,130.60
Total Trust & Agency Funds	**294,965.58**	**377,009.18**	**374,193.54**	**297,781.22**
Total All Funds	**2,614,491.96**	**1,040,420.52**	**902,459.26**	**2,752,453.22**

Prepared and Submitted By:

Christopher M. Lessard, Treasurer of School Monies

Add/(Subtract)-due from/(to) bank				
Deposits in Transit				
Description	Amount			
Due (From)to Enterp	$ 371.49			
		$ 371.49		
			$ 371.49	
Deductions				
Outstanding Checks				
Checks		$ 72,014.70		
Due to Payroll		$ -		
Due to Agency		$ -		
Misc ADJ		$ 292.26		
Total Deductions			$ 72,306.96	
Net Reconciling Items				$ (
usted Balance per Bank				$ 2,(
ance per Board Secretary's Records				$ 2,(

Difference	

Gov't Fund Ending Balances

Cash 10-101	2,1
Cash 20-101	(
Cash 30-101	
Cash 40-101	
Total	2,(

2,1

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
31.55	Apr-23	4248 Total	300.00	May-26
'5.00	Apr-23	4249 Total	546.00	May-26
;2.96	May-23			
)5.29	Nov-23			
)8.00	Mar-24			
;7.27	May-24			
;7.04	Jun-24			
)0.00	Nov-24			
)0.00	Dec-24			
35.00	Jan-25			
31.50	Feb-25			
)6.00	Mar-25			
'6.78	Mar-25			
10.00	Aug-25			
;0.00	Sep-25			
38.76	Nov-25			
19.17	Jan-26			
)5.00	Mar-26			
21.31	Apr-26			
)4.99	May-26			
)7.82	May-26			
;3.19	May-26			
;0.77	May-26			
;7.74	May-26			
35.00	May-26			
)9.89	May-26			
38.77	May-26			
)0.00	May-26			
15.45	May-26			
10.00	May-26			
39.60	May-26			
;2.50	May-26			
'4.23	May-26			
.0.83	May-26			
'5.00	May-26			
30.00	May-26			
29.82	May-26			
)5.90	May-26			
)5.00	May-26			
;2.46	May-26			
31.44	May-26			
)0.00	May-26			
;0.96	May-26			
10.00	May-26			
'8.00	May-26			
37.50	May-26			
)5.54	May-26			
26.51	May-26			
)2.00	May-26			
)7.60	May-26			
)7.91	May-26			

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by:	C. Lessard
Account Number	...6687		
Statement Date	5/31/2026		

Unemployment

1	**Balance per Bank**					298,337.88
	Reconciling Items					
	Additions					
	Deposits in Transit					
		Date	Amount			
2a						
2b						
2c						
2d						
2e						
2				0.00		
3					0.00	
	Outstanding Checks					
	Per List			0.00		
5	**Due to**			0.00		
6	**Total Deductions**				0.00	
7	**Net Reconciling Items**					0.00
8	**Adjusted Balance per Bank**					**$298,337.88**
9	**Balance per Board Secretary's Records**					**298,337.88**

Difference	**0.00**

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by:	C. Lessard
Account Number	...5150		
Statement Date	5/31/2026		

Unemployment

1	**Balance per Bank**				4,506.49
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
2a					
2b					
2c					
2d					
2e					
2			0.00		
3				0.00	
	Outstanding Checks				
	Per List		0.00		
	Deposits				
	Claims				
5			0.00		
6	**Total Deductions**			0.00	
7	**Net Reconciling Items**				0.00
8	**Adjusted Balance per Bank**				**$4,506.49**
9	**Balance per Board Secretary's Records**				**4,506.49**

Difference	**0.00**

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by:	C. Lessard
Account Number	...5141, 7970		
Statement Date	5/31/2026		

Cafeteria

		Date	Amount			
1	**Balance per Bank**					84,055.15
	Reconciling Items					
	Additions					
	Deposits in Transit					
		Date	Amount			
2a		Due FROm (TO)	(371.49)			
2b		Due to GF				
2c						
2d						
2e						
2	Total DIT:			(371.49)		
3					(371.49)	
	Outstanding Checks					
4	Per List			124.45		
5	Misc Adj.			(5.00)		
6	Total Deductions				119.45	
7	Net Reconciling Items					(490.94)
8	**Adjusted Balance per Bank**					$83,564.21
9	**Balance per Board Secretary's Records**				60-101	83,564.21

Difference	0.00

Outstanding Checks

Bank Name	Fulton Bank
Account Number	...5141, 7970
Statement Date	5/31/26
Cafeteria	

Ck#	Amount	Date	Comment
121	14.10	11/1/25	
124	5.90	11/1/25	
169	24.25	12/1/25	
170	10.00	12/1/25	
172	10.95	12/1/25	
453	59.25	11/1/25	

Total 124.45

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by:	C. Lessard
Account Number	...5132		
Statement Date	5/31/2026		

Student Activities

1	**Balance per Bank**				21,130.60
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
2a					
2b					
2c					
2d					
2e					
2			0.00		
3				0.00	
	Outstanding Checks				
4	**Per List**		0.00		
5			0.00		
6	**Total Deductions**			0.00	
7	**Net Reconciling Items**				0.00
8	**Adjusted Balance per Bank**				$21,130.60
9	**Balance per Board Secretary's Records**			Book Balance	21,130.60

Difference	**0.00**

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by: C. Lessard
Account Number	...5114	
Statement Date	5/31/2026	
Payroll		

1	**Balance per Bank**				34,360.91
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Due from General	$ -			
2a	Due from. Agency				
2b					
2c					
2d					
2e					
2			0.00		
3				0.00	
	Outstanding Checks				
4	**Per List**		11,778.93		
5	**Due to Agency**		0.00		
6	**Total Deductions**			11,778.93	
7	**Net Reconciling Items**				(11,778.93)
8	**Adjusted Balance per Bank**				**$22,581.98**
9	**Balance per Board Secretary's Records**				**22,581.98**

Difference **0.00**

OUTSTANDING CHECKS

Bank Name	Fulton Bank
Account Number	...5114
Statement Date	5/31/2026
Payroll	
Total	**11,778.93**

			Payroll		
Ck#	**Amount**	**Date**	**Ck#**	**Amount**	**Date**
DD Rev 9/7/23	3,386.24	Sep-23			
M147	2,387.15	Sep-23	Bank Fees		
13038	2,138.92	May-24			
13076	2,981.09	Jun-24			
M135	370.55	Oct-24			
13232	514.94	Oct-25			
MISC ADJ	0.04				
	11,778.93			-	

BANK RECONCILIATION

Bank Name	Fulton Bank	Prepared by:	C. Lessard
Account Number	...5123		
Statement Date	5/31/2026		
Payroll Agency			

1	**Balance per Bank**				345,079.67
	Reconciling Items				
	Additions		0.00		
	Deposits in Transit				
	Date	Amount			
2a	Due fr. Net Pay	0.00			
2b	Due fm. Genera	0.00			
2c					
2d					
2e					
2			0.00		
3				0.00	
	Outstanding Checks				
4	**Per List**		91,010.73		
5	**Misc ADJ**		0.30		
6	**Total Deductions**			91,011.03	
7	**Net Reconciling Items**				(91,011.03)
8	**Adjusted Balance per Bank**				$254,068.64
9	**Balance per Board Secretary's Records**				$ 254,068.64

Difference	**0.00**

OUTSTANDING CHECKS

Bank Name	Fulton Bank
Account Number	...5123
Statement Date	5/31/2026
Payroll Agency	
TOTAL	**91,010.73**

	Ck#	Amount	Date	Ck#	Amount	Date
	Bank Fees	(35.00)	Cumulative			
	Tax Svc Pmt		Cumulative			
DHC		17,545.45				
	10835	273.86	Jul-25			
	10842	1,994.43	Nov-25			
	M123	(1,900.30)	Dec-25			
	10853	1,500.00	Apr-26			
	10855	1,500.00	May-26			
	10856	1,779.76	May-26			
	TEPS	254.17	Q42025			
	TEPS	(156.06)	Q12026			
	TEPS	6,942.17	Q22026			
NJWEB Payment		(69,913.15)	3/16/2025			
	SUMPY SY2025	13,645.06				
	SUMPY SY2026	117,580.34				
		$ 91,010.73			$ -	

Attachment

J4

EQUITABLE

A new kind of retirement plan experience

for 403(b) plans

Supporting plan administration for you and retirement readiness for your employees

Motivating employees to save for a comfortable retirement

Retirement plans should be designed with both you and your employees in mind. That's why we put ease, personalization and choice at the heart of your experience. With effortless management for you, and personalized guidance and certain guaranteed options for your employees, you can both focus on what matters most, now and in the long run.

Equitable Retirement Plan Services℠ provides all of this, and more.

For you: the employer

- A dedicated service team
- Easier, simpler plan administration
- Flexible plan strategies
- Retirement readiness for your employees

For them: the employees

- Personalized guidance
- Helpful digital tools
- Options for additional protection, including retirement certainty
- Financial education resources

The #1 provider of 403(b) plans for K–12 schools[1]

We can help your employees save for retirement while minimizing the effort needed to administer your plan. That's why more teachers, administrators and school staff come to us for their retirement plans than anyone else.

We know how to motivate educators

Equitable spoke with educators across the country to get a deeper understanding of their perspective and why they enroll in a 403(b) plan.[2] Based on those conversations, we've developed educational materials to help motivate them to participate in your plan so they can look forward to a more comfortable retirement.

#1 K–12 Provider
of 403(b)s for educators for
10 YEARS

1 LIMRA, Not-for-Profit Survey, Q3 2024 results, based on 403(b) plan participants and contributions. Survey includes plans issued by Equitable Financial Life Insurance Company (NY, NY) and Equitable Financial Life Insurance Company of America, an AZ stock company with an administrative office located in Charlotte, NC.

2 Equitable Value of the Advisor Study, 2022.

Easier, simpler plan administration for you

We take care of the heavy lifting by handling the ins and outs of getting your plan set up and running, and keeping it going. With our powerfully simple platform and a dedicated team of retirement professionals to help, tools and assistance are available every step of the way. We're here to help you create and maintain a retirement program tailored to fit your organization's goals.

Confidently make decisions and manage your plan

You get a dedicated team of experts to help you, from start to finish. Our retirement experts work with financial professionals to position plans for success. You can expect a straightforward experience when you work with your Equitable team.

- Plan documents
- Plan monitoring and updating to comply with tax law changes
- Audit support
- Plan reporting
- Contribution limit monitoring
- Electronic delivery services

Ease your day-to-day responsibilities

We offer a simple, streamlined experience on an intuitive platform. Whether you're transitioning your plan or in the midst of your plan's administration, our plan sponsor website can help you confidently track your progress and manage the steps you need to take.

From your personalized dashboard, you have access to the information you need, all in one place.

- See how plan participation is progressing, so we can update your communications strategy to make sure employees are on track to meet their goals.
- View a snapshot or drill down by investment options to see how your plan is performing and stay on top of your administrative responsibilities.
- Get real-time notifications and alerts about everything from compliance to participant catch-up eligibility.
- Access standard reports and create customized reports you can download and easily save to run again in the future.
- View overall plan status or dive deeper into the details, such as participant balances, loans and hardship withdrawals.

Personalized guidance for your employees

Retirement is about making the most of what you have to achieve the freedom to pursue your passions. For employees, a retirement plan that offers guidance, flexibility and a degree of certainty is an essential part of their employee benefits package. That's why we provide your employees with the flexibility to customize a savings strategy to meet their needs at every stage of life to help them secure their financial well-being.

Enrollment made simple

We begin by offering your employees the freedom to enroll in a way that works best for them. They can choose from three different options:

Meet with a financial professional for highly personalized guidance.	Call customer service at (855) 205-2494 if telephone support is preferred.	Enroll online with our convenient web-based enrollment tool.[3]

A financial professional can help your employees prepare for retirement

According to a recent Equitable study,[2] participants who use a financial advisor demonstrate measurable financial benefits:

- Earlier and larger plan contributions
- Higher confidence in plan performance
- Higher overall satisfaction with their retirement plan

Ongoing support

After enrollment, we continue to support your employees on an ongoing basis. Whenever they need guidance or have questions, your employees can set up an appointment with their financial professional or use our online tools to make sure they stay on track toward their retirement goals.

Ultimately, Equitable can help more of your employees invest toward the comfortable retirement they deserve.

Online tools can help make retirement planning simple

Our online tools motivate employees to explore, engage and take action. Employees can:

- Determine their estimated retirement income and see how contributing more might help them close the gap and achieve their goal.
- Compare their retirement savings progress to others in the same age and income range using the benchmarking tool.[4]
- Take the next step by increasing their contributions.
- Access short videos and articles that are helpful at each stage of life.

3 Online enrollment may not be available in all plans.
4 May not be available depending on the product(s) selected for the plan.

Flexible retirement plan strategies

We know many educators are looking for a careful balance between growth and security in their retirement plan's investment options. That's why we offer opportunities for savings accumulation while they're building assets during their working years, and predictable income after they retire.

Meeting the diverse needs of your employees

With a broad spectrum of investment products to fund your retirement plan — from variable and fixed annuities to mutual fund options — our investment platform features a high degree of flexibility to help you design a retirement package appropriate for you and your employees.

We offer full-service plan administration

If you are looking for a third-party administrator, we can help. From fundamental tasks, such as payroll remittance, to more complex responsibilities, such as compliance monitoring and audit support, we offer services to help simplify even your most complicated administrative responsibilities.

Options for additional protection:

Guaranteed growth

Options that offer employees an opportunity to earn a minimum fixed interest on their retirement savings, regardless of market performance.[5]

A balance between protection and growth

Options that offer potential for growth while having some protection from market declines for employees who have concerns about market volatility. Available in certain annuity products.[6]

Guaranteed income in retirement

Options that offer employees a way to turn their retirement savings into a stream of guaranteed income payments that can last their lifetime. Available in certain annuity products.[7]

5 Protection options may vary by product. Guarantees are based on the claims-paying ability of Equitable Financial or by Equitable America.

6 Various fixed interest options are available, depending on the product(s) selected for the plan.

7 May not be available in all products or states. Check with your financial professional for details.

Depend on the experience of an industry leader

We know educators are driven by passion. They influence the lives of thousands, helping them prepare for the future. Similarly, Equitable is passionate about helping educators secure their financial well-being so they can plan for the retirement they deserve. For more than 165 years, we've been working with clients across generations, building on what's proven and pursuing what's possible.[8] Trust comes with experience. You can count on ours.

The Equitable difference

Beyond a wide range of retirement products and services designed to give you flexibility, value and ease of administration, we're committed to helping your employees in other ways so they can achieve the retirement they deserve.

Your employees have access to:

Women's programs

Women have unique life circumstances and financial planning needs. Since more than 70% of educators are women, we offer educational programs especially designed for them.

Student loan forgiveness guidance

Many teachers graduate from college with significant student debt. We can help them find out if they are eligible for one or more loan forgiveness programs.[9]

Scholarships and grants

Our signature program, the Equitable Excellence Scholarship®, recognizes remarkable college-bound students and high school teachers with $30m+ in college scholarships and $4.4 million in charitable grants to nonprofits annually.

To learn more about Equitable Excellence®, visit our Equitable Foundation website at equitable.com/foundation.

8 Applies specifically and exclusively to Equitable Financial Life Insurance Company (NY, NY).

9 Student loan forgiveness services are offered through Student Loan Gurus. Student Loan Gurus helps to determine your eligibility for federal student loan forgiveness programs. Student Loan Gurus is not an affiliate of Equitable Advisors, Equitable or its affiliated companies. Neither Equitable Advisors, Equitable Financial nor its affiliates are responsible for the output or enrollment documents provided by Student Loan Gurus.

Strength and stability

Trust is earned.

At Equitable, we work hard to earn yours. We put our experience to work for you. Our financial stability. Our innovative products and services. Our abiding commitment to know you and guide you.[10]

Wherever you are on your journey and whatever financial well-being means to you, you'll be starting with the foundation of security we've been building since 1859.[10]

Along the way, we've gained respect as one of America's leading financial services companies. And we've earned the trust of our clients and their families for generations.

Trust comes with experience. You can count on ours.

Over **165** years and counting[10]

More than

$258b

assets under management[10]

Over **2.8** million clients[10]

10 Equitable is a brand reference to Equitable Financial Life Insurance Company and, overall, the brand name of Equitable Holdings, Inc. and its family of companies, including Equitable Financial Life Insurance Company; Equitable Financial Life Insurance Company of America; Equitable Advisors, LLC (member FINRA, SIPC) (Equitable Financial Advisors in MI & TN); and Equitable Distributors. LLC. The references to $258 billion in assets under management, over 2.8 million clients and the 1859 founding applies exclusively to Equitable Financial Life Insurance Company as of December 31, 2024.

A dedicated team for you and your employees

For employers considering a change from an existing plan provider, we take care of the heavy lifting for you and provide the personalized guidance options your employees may need.

Visit equitable.com/retirement.

Because an annuity contract would be used to fund this qualified employer-sponsored retirement arrangement, it should be purchased for its features and benefits other than tax deferral. For such cases, tax deferral is not an additional benefit of the annuity.

You may also want to consider the relative features, benefits and costs of this annuity with any other investment that you may have in connection with your retirement plan or arrangement.

Please be advised this document is not intended as legal or tax advice. Accordingly, any advice provided in this document is not intended or written to be used, and cannot be used, by any taxpayer for the purpose of avoiding penalties that may be imposed on the taxpayer. Such advice was written to support the promotion or marketing of the transaction(s) or matter(s) addressed, and you should seek advice based on your particular circumstances from an independent tax advisor.

These products are sold through prospectus(es) or disclosure brochures. For a copy of the prospectus(es) or disclosure brochures, which contains more complete information, including investment objectives, risks, charges and expenses, please contact your financial professional. Please read the prospectus(es) or disclosure brochure carefully before you invest or send any money.

This brochure is not a complete description of all material provisions of the contract. Certain types of contracts, investment options and features may not be available in all jurisdictions.

Group variable annuity contracts are issued by Equitable Financial Life Insurance Company (Equitable Financial) (NY, NY) and Equitable Financial Life Insurance Company of America (Equitable America), an AZ stock company with an administrative office located in Charlotte, NC. Co-distributed by affiliates Equitable Advisors, LLC and Equitable Distributors, LLC (NY, NY). Equitable Financial, Equitable America, Equitable Advisors and Equitable Distributors are affiliated companies and do not provide legal or tax advice. Consult with your attorney and/or tax advisor regarding your individual circumstances.

Equitable is the brand name of the retirement and protection subsidiaries of Equitable Holdings, Inc., including Equitable Financial Life Insurance Company (Equitable Financial) (NY, NY); Equitable Financial Life Insurance Company of America (Equitable America), an AZ stock company with an administrative office located in Charlotte, NC; and Equitable Distributors, LLC. Equitable Advisors is the brand name of Equitable Advisors, LLC (member FINRA, SIPC) (Equitable Financial Advisors in MI & TN). The obligations of Equitable Financial and Equitable America are backed solely by their claims-paying abilities.

Annuities and Mutual Funds: • Are Not a Deposit of Any Bank • Are Not FDIC Insured • Are Not Insured by Any Federal Government Agency • Are Not Guaranteed by Any Bank or Savings Association • May Go Down in Value (Variable Annuities and Mutual Funds)

Equitable Financial Life Insurance Company (NY, NY) and Equitable Financial Life Insurance Company of America

EQUITABLE

Attachment

J5

Christopher M. Lessard, SFO
595 Mountain View Avenue, Nazareth, PA 18064
P:973-464-8421 F:484-298-0094
clessard.sba@gmail.com

June 28, 2026

PROFESSIONAL SERVICES AGREEMENT

Pride Academy Charter School (PACS) with central offices located at 117 Elmwood Avenue, East Orange, NJ 07018 agrees to contract the consulting services of Christopher Lessard Treasurer of School Monies for the 2026-2027 fiscal year.

Services Provided

Treasurer of School Monies

- Reconcile school bank accounts and prepare the monthly Treasurer's Reports in cooperation with PACS Business Administrator.

Administrative Consulting Service (as requested by administration):

- Assist PACS Business Administrator in reconciliation of the June 30, 2025 Annual Comprehensive Financial Report (ACFR) closing adjustments to the school's CDK Accounting System.
- Assist Business Administrator in preparation and for the Annual Audit reconciliations for closeout of 2025-2026 school year as requested.
- Assist with the organization and set up of sub-funds within the accounting system.
- Post journal entries and adjustments to accounting system as necessary for reconciliation of historic transaction adjustments.
- Establishment of revenue and expense codes for sub funds in Enterprise, District Activities, Student Activities as necessary to complete the above items
- Other duties as requested by School Business Administrator or school administration.

Compensation

Treasurer of School Monies: $475.00 per month.
Administrative Services: $135.00/hour (including travel if requested for on-site)

Christopher M. Lessard, SFO

Pride Academy Charter School

This agreement may be terminated by either party upon thirty (30) days written notice. A signed copy of this agreement must be returned prior to start of services.

Attachment

J6

VELVETSPEECH L.L.C
224 MOUNTAIN AVENUE
BOUND BROOK, NEW JERSEY 08805
PHONE (845)480-1261
SPSERVICES@VELVETSPEECH.COM

Independent Contractor Agreement for Speech-Language Services

This Independent Contractor Agreement (the **"Agreement"**) is entered into on the **17th day of June 2026** (the **"Effective Date"**), by and between **Pride Academy Charter School District** (the **"District"**) and **Velvetspeech LLC** (the **"Contractor"**). The District and the Contractor may collectively be referred to as "Parties" or individually as a "Party."

1. Term and Termination

- **Term:** This Agreement shall commence on **September 21, 2026**, and shall continue through **June 30, 2027** (the **"Term"**), unless terminated earlier in accordance with this Section.
- **Termination:** Either Party may terminate this Agreement at any time, with or without cause, by providing at least **thirty (30) days' prior written notice** to the other Party.

2. Scope of Services

The Contractor agrees to provide professional Speech-Language Pathology services to the District. Duties may include, but are not limited to:

- Reviewing student academic and medical records.
- Conducting student observations and comprehensive evaluations.
- Writing professional reports, progress notes, and student goals for Individualized Education Programs (IEPs).
- Conducting interviews and consultations with parents, teachers, and service providers.
- Attending multidisciplinary team and IEP meetings as requested by the District.
- Reporting student progress in compliance with District schedules and requests.

3. Independent Contractor Status

- **No Employment Relationship:** The Contractor is engaged solely as an independent contractor. This Agreement does not create an employer-employee relationship, partnership, agency, or joint venture between the Parties for any purpose.
- **Tax Withholding:** The District shall not be responsible for withholding federal, state, or local income taxes, FICA, or any other taxes from the Contractor's compensation. The Contractor is solely responsible for all tax obligations.
- **Benefits Exclusion:** The Contractor shall have no claim against the District for vacation pay, sick leave, retirement benefits, Social Security, worker's compensation, health or disability benefits, unemployment insurance, or any other employee benefits.

4. Professional Standards and Compliance

- **Licensure:** The Contractor agrees to provide a Speech-Language Pathologist (SLP) who holds a valid, current state license. The Contractor must provide a copy of this licensure to the District prior to commencing services.
- **Compliance with Laws:** The Contractor shall render all services in a professional manner and in strict compliance with all applicable federal, state, and local laws, regulations, and the ethical principles of respective professional affiliations.

5. Compensation and Billing

- **Hourly Rate:** The District agrees to compensate the Contractor at a rate of **$125.00 per hour** for all authorized services rendered.
- **On-Campus Services:** The hourly rate covers all on-campus and direct student contact time, including documentation, data entry, IEP meeting participation, and local teacher/parent consultations performed while on-site.
- **Off-Campus & Virtual Services:** Virtual meetings, remote consultations, and off-campus representations shall be billed at the same hourly rate ($125.00/hour), subject to a **minimum billing of thirty (30) minutes per session.**
- **Invoicing and Payment:** The Contractor shall submit itemized invoices to the District by the **12th day of each month** following the month in which services were rendered. The District shall issue payment to the Contractor by the **last day of that same month.**
- **Contractor Indemnification:** The Contractor agrees to indemnify, defend, and hold harmless the District, its board members, officers, and employees from any claims, damages, liabilities, or expenses (including reasonable attorneys' fees) arising out of the negligent acts, omissions, or willful misconduct of the Contractor or its personnel in the performance of services under this Agreement.
- **District Indemnification:** The District agrees to indemnify, defend, and hold harmless the Contractor from any claims, damages, liabilities, or expenses arising out of the negligent acts, omissions, or willful misconduct of the District, its staff, or its representatives.

6. District Responsibilities
The District agrees to:

- Provide a suitable, quiet, and confidential work area to administer speech-language services.
- Provide all necessary student information, educational records, and schedules for students assigned to the Contractor.
- Provide necessary technology, hardware, or software required to access student records, along with prompt technical assistance as needed.

7. Confidentiality and Records Ownership

- **Student Privacy:** Both Parties shall maintain strict confidentiality of all student records, professional reports, and personal identifiable information in compliance with the Family Educational Rights and Privacy Act (FERPA), state laws, and professional standards.
- **District Property:** All reports, logs, files, IEP documentation, and records relating to the business of the district—whether prepared by the Contractor or otherwise coming into the Contractor's possession—shall remain the exclusive property of the District.
- **Contractor Property:** Any generic forms, templates, intellectual property, or specialized methodologies created by the Contractor prior to or independently of this Agreement (outside of student-specific reports completed for the District) shall remain the exclusive property of the Contractor.

VELVETSPEECH L.L.C
224 MOUNTAIN AVENUE
BOUND BROOK, NEW JERSEY 08805
PHONE (845)480-1261
SPSERVICES@VELVETSPEECH.COM

8. Liability and Insurance

- The Contractor shall maintain professional liability insurance throughout the duration of this Agreement.
- The Contractor must provide valid documentation and a Certificate of Insurance (COI) demonstrating this coverage to the District prior to the commencement of services.

9. Miscellaneous

- **Entire Agreement:** This Agreement contains the entire understanding between the Parties regarding the subject matter herein and supersedes all prior discussions or negotiations.
- **Amendments:** Any amendments, modifications, or changes to this Agreement must be made in writing and signed by authorized representatives of both Parties.
-

Signatures

IN WITNESS WHEREOF, the Parties hereto have executed this Independent Contractor Agreement as of the Effective Date written above.

VELVETSPEECH LLC (CONTRACTOR)
Signature: ____________________
Printed Name: Vinnette Williams
Title: **CEO, VELVETSPEECHLLC**
Date: 6/17/26

Pride ACADEMY CHARTER SCHOOL DISTRICT
Signature: ____________________
Printed Name: ____________________
Title: **School District Administrator**