

# Application: Equality Charter School

Jen Pasek - jen@pasekconsulting.com  
2021-2022 Annual Report

## Summary

**ID:** 0000000141  
**Last submitted:** Nov 1 2022 07:06 PM (EDT)  
**Labels:** NYC DOE

## Entry 1 School Info and Cover Page

**Completed** Nov 1 2022

### Instructions

#### **Required of ALL Charter Schools**

Each Annual Report begins with a completed School Information and Cover Page. The information is collected in a survey format within Annual Report portal. When entering information in the portal, some of the following items may not appear, depending on your authorizer and/or your responses to related items.

## Entry 1 School Information and Cover Page

**(New schools that were not open for instruction for the 2021-2022 school year are not required to complete or submit an annual report this year).**

Please be advised that you will need to complete this cover page (including signatures) before all of the other tasks assigned to you by your school's authorizer are visible on your task page. While completing this cover page task, please ensure that you select the correct authorizer **(as of June 30, 2022)** or you may not be assigned the correct tasks.

## BASIC INFORMATION

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**a. SCHOOL NAME**

(Select name from the drop down menu)

EQUALITY CHARTER SCHOOL 800000064235

**a1. Popular School Name**

Equality

**b. CHARTER AUTHORIZER (As of June 30th, 2021)**

Please select the correct authorizer as of June 30, 2022 or you may not be assigned the correct tasks.

NEW YORK CITY CHANCELLOR OF EDUCATION

**d. DISTRICT / CSD OF LOCATION**

CSD #11 - BRONX

**e. DATE OF INITIAL CHARTER**

1/2009

**f. DATE FIRST OPENED FOR INSTRUCTION**

9/2009



**c. School Unionized**

Is your charter school unionized?

No

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

MISSION STATEMENT

To ensure each scholar reaches individual academic and personal success through a nurturing scholar centered approach.

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

KEY DESIGN ELEMENTS (Briefly describe each Key Design Elements (KDE) as presented in the schools approved charter. KDEs are those general aspects of the school that are innovative or unique to the school's mission and goals, are core to the school's overall design, and are critical to its success.

KDE 1	Rigorous standards-based curriculum: Common core aligned curriculum with a focus on teaching for depth, not breadth
KDE 2	Full inclusion model: All scholars are educated in full inclusion classrooms with equal access to high education for all
KDE 3	Career focus: Focusing scholars on learning about different careers at a young age to connect with careers first, then to see college as a mechanic, with which to attain their dream careers
KDE 4	Nurturing school environment: Nurturing and supportive school environment that values social development alongside academic achievement
KDE 5	Proactive and positive behavioral model: Proactively teaching behavioral expectations
KDE 6	Proactive and positive behavioral model: Proactively teaching behavioral expectations
KDE 7	Parents as partners: Working with families to create the best school environment possible
KDE 8	(No response)
KDE 9	(No response)
KDE 10	(No response)

**Need additional space for variables**

No

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

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

**i. Total Approved Charter Enrollment for 2021-2022 School Year (exclude Pre-K program enrollment)**

650

**j. Total Enrollment on June 30, 2022 (exclude Pre-K program enrollment)**

625

**k. Grades Served during the 2021-2022 School Year (exclude Pre-K program students)**

Check all that apply

Grades Served

6, 7, 8, 9, 10, 11, 12

**l1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?**

No

# FACILITIES INFORMATION

## m. FACILITIES

Will the school maintain or operate multiple sites in 2022-2023?

	Yes, 2 sites
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### EQUALITY CHARTER SCHOOL 800000064235

#### School Site 1 (Primary)

## m1. SCHOOL SITES

Please provide information on Site 1 for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades to be Served at Site for coming year (K-5, 6-9, etc.)	Receives Rental Assistance for Which Grades (If yes, enter the appropriate grades. If no, enter No).
Site 1	2141 Seward Avenue Bronx, NY 10473	718-459-9597	NYC CSD 11	9-12	No

**m1a. Please provide the contact information for Site 1.**

	Name	Title	Work Phone	Alternate Phone	Email Address
School Leader	Caitlin Franco	Executive Director	718-459-9597		<a href="mailto:caitlin.franco@equalitycharter school.org">caitlin.franco@equalitycharter school.org</a>
Operational Leader	Florisca Carter	District Director of Operations	718-459-9597		<a href="mailto:florisca.carter@equalitychart erschool.org">florisca.carter@equalitychart erschool.org</a>
Compliance Contact	Gabriel Park	Chief Financial Officer	718-459-9597		<a href="mailto:gabriel.park@equalitycharters chool.org">gabriel.park@equalitycharters chool.org</a>
Complaint Contact	Gabriel Park	Chief Financial Officer	718-459-9597		<a href="mailto:gabriel.park@equalitycharters chool.org">gabriel.park@equalitycharters chool.org</a>
DA A Coordinator	Gene Johnson	Asst Principal	718-459-9597		<a href="mailto:gene.johnson@equalitycharter school.org">gene.johnson@equalitycharter school.org</a>
Phone Contact for After Hours Emergencies	Caitlin Franco	Executive Director	347-882-0700		<a href="mailto:caitlin.franco@equalitycharter school.org">caitlin.franco@equalitycharter school.org</a>

**m1b. Is site 1 in public (co-located) space or in private space?**

Private Space

## IF LOCATED IN PRIVATE SPACE IN NYC OR IN DISTRICTS OUTSIDE NYC

**m1d. Upload a current Certificate of Occupancy (COO) and the annual Fire Inspection Report for school site 1 if located in private space in NYC or located outside of NYC .**

**Certificate of Occupancy and Fire Inspection. Provide a copy of a current and non-expired certificate of occupancy (if outside NYC or in private space in NYC). For schools that are not in district space (NYC co-locations), provide a copy of a current and non-expired certificate of occupancy, and a copy of the current annual fire inspection results, which should be dated on or after July 1, 2021.**

- **Fire inspection certificates must be updated annually. For the upcoming school year 2022-2023, the fire inspection certificate must be dated after July 1, 2021.**
- **If the fire inspection certificate is dated after the August 1, 2022 submission of the Annual Report, please submit the new certificate with the Annual Report entries due on November 1, 2022.**

### **Site 1 Certificate of Occupancy (COO)**

[CO ECS Seward Ave.pdf](#)

**Filename:** CO ECS Seward Ave.pdf **Size:** 27.1 kB

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### **Site 1 Fire Inspection Report**

[ECS Fire Inspection Rpt Seward Ave.pdf](#)

**Filename:** ECS Fire Inspection Rpt Seward Ave.pdf **Size:** 164.1 kB

### **Equality**

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### **School Site 2**

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**m2. SCHOOL SITES**

Please provide information on Site 2 for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades to be Served at Site for coming year (K-5, 6-9, etc.)	Receives Rental Assistance for Which Grades (If yes, enter the appropriate grades. If no, enter No).
Site 2	4140 Hutchinson River Pkwy. East Bronx, NY 10475	718-517-3169	NYC CSD 8	6-8	6-8

**m2a. Please provide the contact information for Site 2.**

	Name	Title	Work Phone	Alternate Phone	Email Address
School Leader	Caitlin Franco	Executive Director	718-459-9557		<a href="mailto:caitlin.franco@equalitycharter school.org">caitlin.franco@equalitycharter school.org</a>
Operational Leader	Florisca Carter	District Director of Operations	718-459-9557		<a href="mailto:florisca.carter@equalitychart erschool.org">florisca.carter@equalitychart erschool.org</a>
Compliance Contact	Gabriel Park	Chief Financial Officer	718-459-9557		<a href="mailto:gabriel.park@equalitycharters chool.org">gabriel.park@equalitycharters chool.org</a>
Complaint Contact	Gabriel Park	Chief Financial Officer	718-459-9557		<a href="mailto:gabriel.park@equalitycharters chool.org">gabriel.park@equalitycharters chool.org</a>
DA A Coordinator	Anil Edwards		718-459-9557		<a href="mailto:anil.edwards@equalitycharter school.org">anil.edwards@equalitycharter school.org</a>
Phone Contact for After Hours Emergencies	Caitlin Franco	Executive Director	347-882-0700		<a href="mailto:caitlin.franco@equalitycharter school.org">caitlin.franco@equalitycharter school.org</a>

**m2b. Is site 2 in public (co-located) space or in private space?**

Co-located Space



**m2c. Please list the terms of your current co-location.**

	Date school will leave current co-location	Is school working with NYCDOE to expand into current space?	If so, list year expands on will occur.	Is school working with NYCDOE to move to separate space?	If so, list the proposed space and year planned for move	School at Full Capacity at Site
Site 2	NA	No		No		Yes

**CHARTER REVISIONS DURING THE 2021-2022 SCHOOL YEAR**

**n1. Were there any revisions to the school's charter during the 2021-2022 school year? (Please include approved or pending material and non-material charter revisions).**

No

**o. Has your school's Board of Trustee's approved a budget for the 2021-2022 FY?**

Yes

**ATTESTATIONS**

**p. Individual Primarily Responsible for Submitting the Annual Report. (To write type in a phone number with an extension, please use this format: 123-456-7890-3. The dash and number 3 at the end of the phone number refers to the individual's phone extension. Do not type in the work extension or the abbreviation for it just the dash and the extension number after the phone number).**

Name	Caitlin Franco
Position	Executive Director
Phone/Extension	718-459-9597-3253
Email	<a href="mailto:caitlin.franco@equalitycharterschool.org">caitlin.franco@equalitycharterschool.org</a>

**p. Our signatures (Executive Director/School Leader/Head of School and Board President) below attest that our school has reviewed, understands and will comply with the employee clearance and fingerprint requirements as outlined in Entry 10 and found in the [NYSED CSO Fingerprint Clearance Oct 2019 Memo](#). Click **YES** to agree.**

**Responses Selected:**

Yes

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

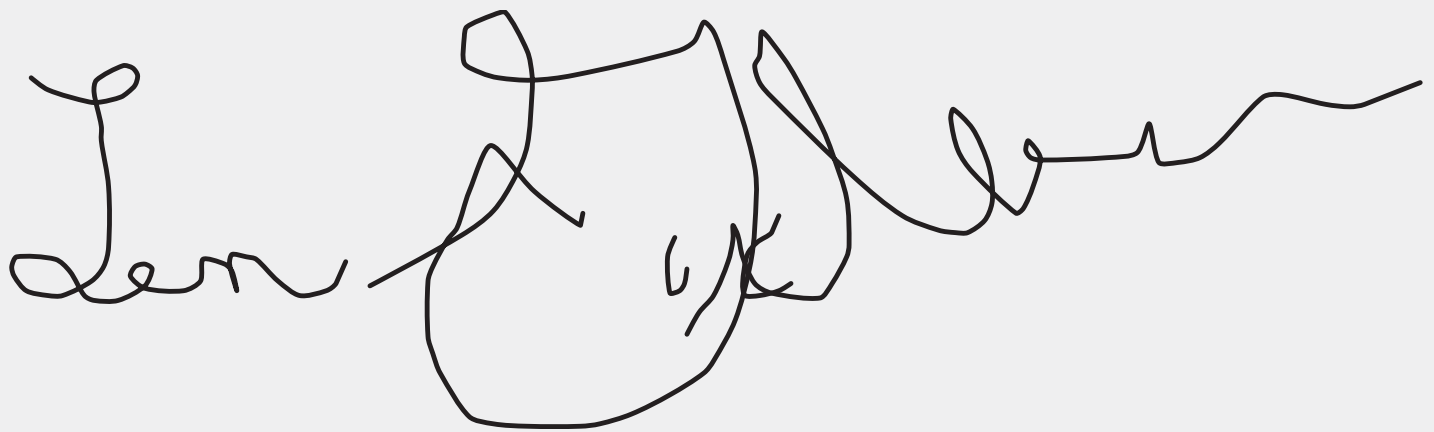
**Responses Selected:**

Yes

**Signature, Head of Charter School**

A handwritten signature in black ink on a light gray background. The signature is stylized and appears to consist of two main parts: a large, rounded initial on the left and a more complex, cursive-like structure on the right.

**Signature, President of the Board of Trustees**

A handwritten signature in black ink on a light gray background. The signature is highly stylized and cursive, with a large, prominent initial in the center.

**Date**

Nov 1 2022

**Thank you.**



## **Entry 3 Progress Toward Goals**

**Completed** Nov 1 2022

## **Instructions**

**Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY**

The following tables reflect formatting in the online portal required for Board of Regents, NYCDOE, and Buffalo BOE authorized charter schools only. These charter schools should report all Progress Toward Charter Goals per their currently approved charters no later than **November 1, 2022**.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

**Entry 3 Progress Toward Goals**

**PROGRESS TOWARD CHARTER GOALS**

**Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY**

Complete the tables provided. List each goal and measure as contained in the school’s currently approved charter, and indicate whether the school has met or not met the goal. Please provide information for all goals no later than November 2, 2022.

**EQUALITY CHARTER SCHOOL 800000064235**

**1. ACADEMIC STUDENT PERFORMANCE GOALS**

**Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY**

The following tables reflect formatting in the online portal required for Board of Regents, NYCDOE, and Buffalo BOE authorized charter schools only. These charter schools should report all Progress Toward Charter Goals as per their currently approved charters no later than **November 1, 2022**.

**2021-2022 Progress Toward Attainment of Academic Goals**

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Not Met or Unable to Assess	If not met, describe efforts the school will take to meet goal. If unable to assess goal, type N/A for Not Applicable

Academic Goal 1	For each year of the school's renewal charter term, the percentage of the school's students who score at or above Level 3 on the New York State ELA examination meets or exceeds such percentage for the Community School District(s) (CSD) in which the school is located.	<p>NYS ELA Exam School &amp; District Gr.   ECS   CSD #11</p> <p>6) 41%   46%  7) 40%   43%  8) 43%   44%  All 42%   44%</p>	Not Met	<p>Efforts include:</p> <ul style="list-style-type: none"> <li>- 30 minutes of the 90 minute daily Humanities block period is focused on data-informed stations to support word work, independent reading and comprehension</li> <li>- decoding small-groups run by reading intervention teachers as additional pull-out support</li> <li>- comprehension small-groups run by ELA teachers in class or as pull-out support</li> <li>- use of Learning Ally to support struggling readers (access to audio text)</li> </ul>
Academic Goal 2	For each year of the school's renewal charter term, the percentage of the school's students who score at or above Level 3 on the New York State ELA examination meets or exceeds such percentage for New York City.	<p>NYS ELA Exam School &amp; NYC Gr.   ECS   NYC</p> <p>6) 41%   56%  7) 40%   53%  8) 43%   53%  All 42%   54 %</p>	Not Met	
	For each year of	NYS Math Exam School & District		

Academic Goal 3	the school's renewal charter term, the percentage of the school's students who score at or above Level 3 on the New York State Mathematics examination meets or exceeds such percentage for the Community School District(s) (CSD).	Gr.   ECS   CSD #11  6) 23%   24% 7) 34%   27% 8) 8%   16% All 6-8) 25%   23% 8R) 80%   Regents Unavail All 35%   Unavail  *Overall 46% grade 8 tested proficient in math (NYS and Algebra 1 combined)	Met	
Academic Goal 4	For each year of the school's renewal charter term, the percentage of the school's students who score at or above Level 3 State Mathematics examination meets or exceeds such percentage for New York City.	NYS Math Exam School & NYC Gr.   ECS   NYC  6) 23%   34% 7) 34%   36% 8) 8%   25% All 6-8) 25% / 33% 8R) 80% Unavailable All 35%   Unavailable	Not Met	"Efforts include: -20 minutes of the 90 minute daily math block period is focused on premodule assessment struggles, in small groups -math remediation groups meet 3x/wk outside of the regular math class period (individual needs related to prerequisite and current content are determined and addressed using Great Mind's Equip platform"
	For each year of the school's renewal charter term, at least 75% of students in the relevant NYSED			

<p>Academic Goal 5</p>	<p>four-year graduation accountability cohort will earn at least a mark of 75 on an English Regents Exam (Comprehensive English or Common Core English Language Arts) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one English Regents Exam during the time they were actively enrolled at the school, and only English Regents Exams taken during the time they were actively enrolled at the school will be counted.</p>	<p>Unable to Assess as this cohort received exempt on for the ELA Regents</p>	<p>Unable to Assess</p>	
	<p>For each year of the school's renewal charter term, at least 75% of students in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75 on an on a math Regents Exam</p>			

<p>Academic Goal 6</p>	<p>(Common Core Algebra I, Common Core Geometry, Common Core Algebra II, Integrated Algebra, Geometry, Algebra 2/Trigonometry) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one math Regents Exam during the time they were actively enrolled at the school, and only math Regents Exams taken during the time they were actively enrolled at the school will be counted.</p>	<p>The 2018 Cohort received a math exempt on for the Regents due to the pandemic.</p>	<p>Unable to Assess</p>	
	<p>For each year of the school's renewal charter term, at least 75% of students with disabilities in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75 on an English Regents Exam (Comprehensive English or</p>			



<p>Academic Goal 7</p>	<p>Common Core English Language Arts) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one English Regents Exam during the time they were actively enrolled at the school, and only English Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered students with disabilities for the purposes of this goal if they were classified as a student with a disability in ATS on 10/31 of any of the four cohort high school years.</p>	<p>ELA Regents</p>	<p>Unable to Assess</p>	
	<p>For each year of the school's renewal charter term, at least 75% of students with disabilities in the relevant NYSED four-year graduation accountability cohort will earn at</p>			

Academic Goal 8	<p>least a mark of 75 on a math Regents Exam (Common Core Algebra I, Common Core Geometry, Common Core Algebra II, Integrated Algebra, Geometry, Algebra 2/Trigonometry) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one math Regents Exam during the time they were actively and only math Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered students with disabilities for the purposes of this goal if they were classified as a student with a disability in ATS on 10/31 of any of the four cohort high school years.</p>	SWD Performance on Math Regents	Unable to Assess	
	For each year of the school's renewal charter			

Academic Goal 9

term, at least 75% of English language learners in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75 on an English Regents Exam (Comprehensive English or Common Core English Language Arts) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one English Regents Exam during the time they were actively enrolled at the school, and only English Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered English language learners for the purposes of this goal if they were classified as an English language learner in ATS on 10/31 of any of the four cohort high

ELL on ELA Regents

Unable to Assess

	school years.			
Academic Goal 10	<p>For each year of the school's renewal charter term, at least 75% of English language learners in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75 on a math Regents Exam (Common Core Algebra I, Common Core Geometry, Common Core Algebra II, Integrated Algebra, Geometry, Algebra 2/Trigonometry) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one math Regents Exam during the time they were actively enrolled at the school, and only math Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered</p>	ELL on Math Regents	Unable to Assess	

	English language learners for the purposes of this goal if they were classified as an English language learner in ATS on 10/31 of any of the four cohort high school years.			
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**2. Do have more academic goals to add?**

Yes

**2021-2022 Progress Toward Attainment of Academic Goals**

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Not Met or Unable to Assess	2019-2020 progress toward attainment of goal Met/Not Met/Unable to Assess During Due to Closure
	For each year of the school's renewal charter term, at least 75% of students qualified for the Free or Reduced Price Lunch program in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75			

<p>Academic Goal 11</p>	<p>on an English Regents Exam (Comprehensive English or Common Core English Language Arts) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one English Regents Exam during the time they were actively enrolled at the school, and only English Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered qualified for the Free or Reduced Price Lunch program for the purposes of this goal if they were classified as such in ATS on 10/31 of any of the four cohort high school years.</p>	<p>FRPL on ELA Regents</p>	<p>Unable to Assess</p>	
	<p>For each year of the school's renewal charter term, at least 75% of students qualified for the</p>			

Academic Goal 12

Free or Reduced Price Lunch program in the relevant NYSED four-year graduation accountability cohort will earn at least a mark of 75 on a math Regents Exam (Common Core Algebra I, Common Core Geometry, Common Core Algebra II, Integrated Algebra, Geometry, Algebra 2/Trigonometry) by the end of June of their fourth year in the cohort. A student will be counted toward this goal if they have taken at least one math Regents Exam during the time they were actively enrolled at the school, and only math Regents Exams taken during the time they were actively enrolled at the school will be counted. Students will be considered qualified for the Free or Reduced Price Lunch program for the purposes of this

FRPL on Math Regents

Unable to Assess

	goal if they were classified as such in ATS on 10/31 of any of the four cohort high school years.			
Academic Goal 13	In each year of the charter term, the school will demonstrate increased proficiency rates on the New York State ELA examination.	NYS ELA Exam - New baseline in 2021-22	Unable to Assess	
Academic Goal 14	In each year of the charter term, the school will demonstrate increased proficiency rate on the New York State Math examination.	NYS Math Exam - New baseline in 2021-22	Unable to Assess	
Academic Goal 15	In each year of the charter term, the school will demonstrate increased pass rates on either the Comprehensive or Common Core English Regents Exam. This goal will be applicable if, for at least two consecutive years, six or more students take either exam.	ELA Regents Pass Rates - New baseline in 2021-22	Unable to Assess	
	In each year of the charter term, the school will			



Academic Goal 16	demonstrate increased pass rates on either the Integrated Algebra or Common Core Algebra I Regents Exam. Goal will be applicable if six or more students take either exam, and the same exam meets that threshold for at least two consecutive years.	Algebra Regents Pass Rates- New baseline in 2021-22	Unable to Assess	
Academic Goal 17	In each year of the charter term, the school will demonstrate increased pass rates on either the Geometry or Common Core Geometry Regents Exam. Goal will be applicable if six or more students take either exam, and the same exam meets that threshold for at least two consecutive years.	Geometry Regents Pass Rates - New baseline in 2021-22	Unable to Assess	
Academic Goal 18	In each year of the charter term, the school will demonstrate increased pass rates on either the Algebra II/Trigonometry or Common Core Algebra II Regents	Algebra 2 Regents Pass Rates - New	Unable to Assess	

	Exam. Goal will be applicable if six or more students take either exam, and the same exam meets that threshold for at least two consecutive years.	baseline in 2021-22		
Academic Goal 19	In each year of the charter term, the school will demonstrate increased pass rates on at least one history Regents Exam. Goal will be applicable if six or more students take either exam, and the same exam meets that threshold for at least two consecutive years.	US History or World History Regents Pass Rates - New baseline in 2021-22	Unable to Assess	
Academic Goal 20	In each year of the charter term, the school will demonstrate increased pass rates on at least one science Regents Exam. Goal will be applicable if six or more students take the same science Regents Exam in each year of the charter term, and the same exam meets	Science Regents Pass Rates - New baseline in 2021-22	Unable to Assess	

that threshold for at least two consecutive years.			
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**3. Do have more academic goals to add?**

Yes

**2021-2022 Progress Toward Attainment of Academic Goals**

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Not Met or Unable to Meet	If not met, describe efforts the school will take to meet goal. If unable to assess goal, type N/A for Not Applicable
Academic Goal 21	Where the school has an eligible subgroup population (deemed as six or more students) of English language learners, the school will demonstrate positive academic growth on New York State ELA examination proficiency rates for that applicable population in each year of the charter term.	ELL on NYS ELA Exam - Unable to Assess - 2021-22 is Baseline Year	Unable to Assess	
	Where the school has an eligible			

Academic Goal 22	<p>subgroup population (deemed as six or more students) of students with disabilities, the school will demonstrate positive academic growth on New York State ELA examination proficiency rates for that applicable population in each year of the charter term.</p>	<p>SWD on NYS ELA Exam - Unable to Assess - 2021-22 is Baseline Year</p>	<p>Unable to Assess</p>	
Academic Goal 23	<p>Where the school has an eligible subgroup population (deemed as six or more students) of students eligible for the Free or Reduced Price Lunch program, the school will demonstrate positive academic growth on New York State ELA examination proficiency rates for that applicable population in each year of the charter term.</p>	<p>FRPL on NYS ELA Exam- Unable to Assess - 2021-22 is Baseline Year</p>	<p>Unable to Assess</p>	
	<p>Where the school has an eligible subgroup population (deemed as six or</p>			

Academic Goal 24	<p>more students) of English language learners, the school will demonstrate positive academic growth on New York State Math examination proficiency rates for that applicable population in each year of the charter term.</p>	<p>ELL on NYS Math Exam - Unable to Assess - 2021-22 is Baseline Year</p>	<p>Unable to Assess</p>	
Academic Goal 25	<p>Where the school has an eligible subgroup population (deemed as six or more students) of students with disabilities, the school will demonstrate positive academic growth on New York State Math examination proficiency rates for that applicable population in each year of the charter term.</p>	<p>SWD NYS Math Exam - Unable to Assess - 2021-22 is Baseline Year</p>	<p>Unable to Assess</p>	
	<p>Where the school has an eligible subgroup population (deemed as six or more students) of students eligible for the Free or Reduced Price Lunch program,</p>	<p>FRPL NYS Math</p>		

Academic Goal 26	the school will demonstrate positive academic growth on New York State Math examination proficiency rates for that applicable population in each year of the charter term.	Exam - Unable to Assess - 2021-22 is Baseline Year	Unable to Assess	
Academic Goal 27	For each year of the school's renewal charter term, the school's 4-year graduation rate in June of each year as reported by NYSED will be at or above the citywide averages.	<p>Graduation Rate ECS 2018 Cohort 4-Year Graduation Rate = 86% in June, 91% in Aug 2022</p> <p>2020-21 NYC Grad Rt = 81% 2021-22 NYC Grad Rate Unavailable as of this report</p>	Met	
Academic Goal 28	For each year of the school's renewal charter term, the school's 4-year graduation rate as of June each year for English language learners as reported by NYSED will be at or above the citywide averages.	<p>ELL Graduation Rate "ECS ELL 2018 Cohort 4-Year Graduation Rate = 67% in June, 89% in Aug 2022</p> <p>2020-21 NYC ELL Grad Rt = 60% 2021-22 NYC Grad Rate Unavailable as of this report</p>	Met	
	For each year of the school's renewal charter term, the school's 4-year graduation rate as of June	<p>SWD Graduation Rate ECS SWD 2018 Cohort 4-Year Graduation Rate = 75% in June, 88%</p>		

Academic Goal 29	each year for students with disabilities as reported by NYSED will be at or above the citywide averages.	in Aug 2022  2020-21 NYC SWD Grad Rt = 58% 2021-22 NYC Grad Rate Unavailable as of this report	Met	
Academic Goal 30	For each year of the school's renewal charter term, the school's 4-year graduation rate as of June each year for students eligible for Free or Reduced Price Lunch as reported by NYSED will be at or above the citywide averages.	FRPL Graduation Rate -ECS 2018 ED Cohort 4-Year Graduation Rate = 83% in June, 90% in Aug 2022  2020-21 NYC ED Grad Rt = 81% 2021-22 NYC Grad Rate Unavailable as of this report	Met	
Academic Goal 31	For each year of the school's renewal charter term, the school will show progress towards having 75% of students enrolled in their first year at the school accumulate 10 or more credits towards graduation as reported in the NYC DOE School Quality Report.	1-yr Credit Accumulation = 78%	Met	
				Our guidance counselors are working closely with every scholar who is behind in

<p>Academic Goal 32</p>	<p>For each year of the school's renewal charter term, the school will show progress towards having 75% of students enrolled in their second year at the school accumulate 10 or more credits towards graduation as reported in the NYC DOE School Quality Report.</p>	<p>2-yr Credit Accumulation = 74%</p>	<p>Not Met</p>	<p>credit and developing individual graduation plans that will help scholars get back on track - the plan is then shared with parent and scholar. Some items include:          -attain missing credits through online platform, Edgenuity          -schedule for summer school          -provide ongoing support which include: weekly check in's, academic contracts, office hours attendance plans, organization help for homework and assignments, study habits discussions with counselors, school timeliness plans and supports, increase communication between parents and teachers</p>
	<p>For each year of the school's renewal charter term, the school will show progress towards having 75% of students</p>	<p>3-yr Credit</p>		



Academic Goal 33	enrolled in their third year at the school accumulate 10 or more credits towards graduation as reported in the NYC DOE School Quality Report.	Accumulation =88%	Met	
Academic Goal 34				
Academic Goal 35				
Academic Goal 36				
Academic Goal 37				
Academic Goal 38				
Academic Goal 39				
Academic Goal 40				
Academic Goal 41				
Academic Goal 42				
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Academic Goal 65				
Academic Goal 66				
Academic Goal 67				
Academic Goal 59				
Academic Goal 60				
Academic Goal 61				
Academic Goal 62				

**4. ORGANIZATION GOALS**

**For the 2021-2022 school year, any organization goals that cannot be evaluated due to school closure resulting in a lack of data and changes in testing, surveying, and other usual practices should be reported as “N/A”.**

**2021-2022 Progress Toward Attainment of Organization Goals**

	Organizational	Measure Used to	Goal - Met, Not	If not met,
--	----------------	-----------------	-----------------	-------------

	Goal	Evaluate Progress	Met, or Unable to Assess	describe efforts the school will take to meet goal. If unable to assess goal, type N/A for Not Applicable
Org Goal 1	Each year, the school self-reported average daily student attendance rate shall meet or exceed the average daily attendance for the Community School District (CSD) of location for elementary and middle schools and the citywide average for high schools.	Attendance Rate ECS 89% ECS MS= 93% ECS HS= 86%	Not Met	<ol style="list-style-type: none"> <li>1. The attendance committee will continue holding weekly meetings to review schoolwide data.</li> <li>2. The attendance committee will continue to reach out to parents with communications regarding incremental unexcused absences.</li> <li>3. The school social worker and school counselor have partnered to develop a PAL (Perfect Friends Program) that connects scholars who have perfect attendance with those who are on the Tier 3 level of support. The goal is to provide peer support as an encouragement to those who struggle to get to school.</li> <li>4. Celebration and recognition for perfect</li> </ol>

				attendance. 5. Increase opportunities to enhance the scholars-to-staff relationships to foster a sense of belonging for all scholars. This is done through various activities such as trips, dances, and clubs.
Org Goal 2	Each year, the retention rate will exceed the rate of the Community School District (CSD) of location. The retention rate for a given year is defined as the percentage of students enrolled in ATS on 10/31 of that year who are still enrolled in at the school in AT on 10/31 the following school year, excluding terminating grades.	Retention Rt Unable to Assess ECS Retained 86% of eligible students 2020-21 students in 2021-22.	Not Met	Please refer to Entry 9 for our student retention strategies.
Org Goal 3	Each year, the school will meet or exceed any applicable student enrollment targets, as prescribed by the Board of Regents, for English language	"ECS MS (6-8) ELL Enrollment = 7% CSD 11 (6-8) ELL Enrollment = 13%  ECS HS (9-12) ELL Enrollment = 12% CSD 8 (9-12) ELL Enrollment = 17% * ECS ELL Percent	Not Met	Please refer to Entry 9 for our student retention strategies.

	learners.	includes current ELL and Fmr ELL		
Org Goal 4	Each year, the school will meet or exceed any applicable student enrollment targets, as prescribed by the Board of Regents, for students with disabilities.	ECS MS (6-8) SWD Enrollment = 21% CSD 11 (6-8) SWD Enrollment = 23%  ECS HS (9-12) SWD Enrollment = 29% CSD 8 (9-12) SWD Enrollment = 26%	Not Met	
Org Goal 5	Each year, the school will meet or exceed any applicable student enrollment targets, as prescribed by the Board of Regents, for students eligible for the Free or Reduced Price Lunch program.	ECS MS (6-8) ED Enrollment = 83% CSD 11 (6-8) ED Enrollment = 82%  ECS HS (9-12) ED Enrollment = 85% CSD 8 (9-12) ED Enrollment = 88%	Not Met	
Org Goal 6	Each year, the school will meet or exceed any applicable student retention targets, as prescribed by the Board of Regents, for English language learners.	Yr to Yr BEDS Day Enrollment ECS Retained 79% of eligible ELL students 2020-21 students in 2021-22.	Unable to Assess	
Org Goal 7	Each year, the school will meet or exceed any applicable student retention targets, as prescribed by the Board of Regents, for	Unable to Assess ECS Retained 83% of eligible SWD students 2020-21 students in 2021-22.	Unable to Assess	

	students with disabilities.			
Org Goal 8	Each year, the school will meet or exceed any applicable student retention targets, as prescribed by the Board of Regents, for students eligible for the Free or Reduced Price Lunch program.	Unable to Assess ECS Retained 86% of eligible ED students 2020-21 students in 2021-22.	Unable to Assess	
Org Goal 9	In each year of the charter term, parents will express satisfaction with the school's program, based on the NYC DOE School Survey. The school will have a percentage of parents that meets or exceeds citywide averages in positive responses (i.e., agree/strongly agree, likely/very likely). The school will only have met this goal if at least 50% of parents participate in the survey.	38% of families participated on the NYC DOE survey in 2021-22. While the school did not meet the measure for participation, ECS exceeded the city in 5 of 5 domains for parents.	Not Met	We have streamlined the tracking and collection of surveys org wide to take best practices and ensure a higher level of completion. This includes a robust tracking system by grade to provide individualized follow up and support to parents who need to complete the survey. In past years we always met our completion rate and we attribute our challenges in this past year to other organizational priorities related to COVID that took

				precedent.
Org Goal 10	<p>In each year of the charter term, staff will express satisfaction with the school's program, based on the NYC DOE School Survey. The school will have a percentage of staff that meets or exceeds citywide averages in positive responses (i.e., agree/strongly agree, likely/very likely). The school will only have met this goal if at least 50% of staff participate in the survey.</p>	<p>82% of ECS staff participated on the NYC DOE survey in 2021-22. While the school did not meet the measure, ECS exceeded the city in 7 of 19 domains for staff.</p>	Not Met	<p>We have done a full analysis of our survey results to highlight areas of growth in our staff survey and address them in the current school year.</p>
Org Goal 11	<p>In each year of the charter term, students will express satisfaction with the school's program, based on the NYC DOE School Survey. The school will have a percentage of students that meets or exceeds citywide averages in positive box responses (i.e., agree/strongly agree, likely/very likely). The school</p>	<p>87% of students participated on the NYC DOE survey in 2021-22. ECS met or exceeded the city in 5 of 12 domains for students.</p>	Not Met	<p>We have done a full analysis of our survey results to highlight areas of growth in our student survey and address them in the current school year.</p>

	will only have met this goal if at least 50% of students participate in the survey.			
Org Goal 12				
Org Goal 13				
Org Goal 14				
Org Goal 15				
Org Goal 16				
Org Goal 17				
Org Goal 18				
Org Goal 19				
Org Goal 20				

**5. Do have more organizational goals to add?**

No

**6. FINANCIAL GOALS**



## 2021-2022 Progress Toward Attainment of Financial Goals

	Financial Goals	Measure Used to Evaluate Progress	Goal - Met, Not Met, or Partially Met	If not met, describe efforts the school will take to meet goal.
Financial Goal 1	Each year, the school will maintain a stable cash flow as evidenced by having 60 days of unrestricted cash on hand reported in their yearly independent fiscal audit.	Each year, the school will maintain a stable cash flow as evidenced by having 60 days of unrestricted cash on hand reported in their yearly independent fiscal audit.	Met	
Financial Goal 2	Each year, the school will operate on a balanced budget. A budget will be considered "balanced" if revenues equal or exceed expenditures.	Audit	Met	
Financial Goal 3	Each year, the school will meet or exceed 85% of their authorized enrollment on 10/31 as recorded in ATS.	Authorized Enrollment = 650 BEDS Day = 619 95% of Approved Enrollment Number	Met	
Financial Goal 4				
Financial Goal 5				

## 7. Do have more financial goals to add?

No

Thank you.

## Entry 3 Accountability Plan Progress Reports

**Incomplete** Hidden from applicant

### Instructions

#### **SUNY-Authorized Charter Schools ONLY- Complete Template and Upload to Epicenter**

SUNY-authorized charter schools must download an Accountability Plan Progress Report template at [Accountability Plan Progress Report](#). After completing, SUNY-authorized charter schools must upload the document into the SUNY Epicenter system by **September 15, 2022**. SUNY CSI will forward to NYSED CSO.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

## Entry 4 - Audited Financial Statements

**Completed** Nov 1 2022

#### **Required of ALL Charter Schools**

**ALL SUNY-authorized charter schools** must upload the financial statements and related documents in PDF format into the SUNY Epicenter system no later than **November 1, 2022**. SUNY CSI will forward to NYSED CSO. **SUNY-authorized charter schools** are asked to ensure that security features such as password protection are turned off.

**ALL Regents, NYCDOE, and Buffalo BOE-authorized charter schools** must upload final, audited financial statements to the [Annual Report Portal](#) no later than **November 1, 2022**. Upload the independent auditor's report, any advisory and/or management letter, and the internal controls report one submission, combined into a PDF file, ensuring that security features such as password protections are removed from all school uploaded documents.

**PLEASE NOTE: This task appears as visible and optional task in the online portal until August 1 2022 but will be identified as a required task thereafter and due on November 1, 2022. This is a required task, and it is marked optional for administrative purposes only.**

#### **Equality Charter School - Financial Statements (Unsecured) - June 30, 2022**

**Filename:** Equality Charter School Financia nKmcnw3.pdf **Size:** 472.6 kB

## Entry 4a - Audited Financial Report Template (SUNY)

**Incomplete** Hidden from applicant

## [Instructions - SUNY-Authorized Charter Schools ONLY](#)

SUNY-authorized schools must download the Excel spreadsheet entitled “Audited Financial Report Template” at <http://www.newyorkcharters.org/fiscal/>. After completing, schools must upload the document into the SUNY Epicenter system no later than **November 1, 2022**. SUNY CSI will forward to NYSED CSO.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

## **Entry 4b - Audited Financial Report Template (BOR/NYC/BOE)**

**Completed** Nov 1 2022

## [Instructions - Regents-Authorized Charter Schools ONLY](#)

Regents-authorized schools must download and complete the Excel spreadsheet entitled “Audited Financial Report Template” from the online portal or the [2021-2022 Annual Reports](#) webpage. Upload the completed file in Excel format and submit by **November 1, 2022**.

**EDUCATION CORPORATIONS WITH MORE THAN ONE SCHOOL SHOULD COMPLETE THE EXCEL SPREADSHEET FOR THE EDUCATION CORPORATION AS A WHOLE, NOT FOR THE INDIVIDUAL SCHOOLS. PLEASE SUBMIT THE SAME EXCEL SPREADSHEET FOR EACH OF THE SCHOOLS.**

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

## [ECS 202122 AuditedFinancialReportTemplate-nysed](#)

**Filename:** ECS 202122 AuditedFinancialReport TaYZ46B.xlsx **Size:** 78.2 kB

## **Entry 4c - Additional Financial Documents**

**Completed** Nov 1 2022

**Instructions - Regents, NYCDOE and Buffalo BOE authorized schools** must upload financial documents and submit by **November 1, 2022**. The items listed below should be uploaded, with an explanation if not applicable or available. For example, “federal Single Audit was not required because the school did not expend federal funds of more than the \$750,000 Threshold.”

1. Advisory and/or Management letter
2. Federal Single Audit
3. CSP Agreed-Upon Procedure Report
4. Evidence of Required Escrow Account for each school<sup>[1]</sup>
5. Corrective Action Plan for Audit Findings and Management Letter Recommendations

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<sup>[1]</sup> Note: For BOR schools chartered or renewed after the 2017-2018 school year, the escrow account per school is \$100,000.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

## [Equality Charter School - Audit Wrap-Up Report - June 30, 2022](#)

**Filename:** Equality Charter School Audit Wr 3AQjgsw.pdf **Size:** 759.6 kB

## Entry 4d - Financial Services Contact Information

Completed Nov 1 2022

**Regents, NYCDOE, and Buffalo BOE authorized schools** should enter financial contact information directly into the form within the portal by **November 1, 2022**.

### Form for "Financial Services Contact Information"

#### 1. School Based Fiscal Contact Information

	School Based Fiscal Contact Name	School Based Fiscal Contact Email	School Based Fiscal Contact Phone
	Gabriel Park	<a href="mailto:gabriel.park@equalitycharterschool.org">gabriel.park@equalitycharterschool.org</a>	718-490-1011

#### 2. Audit Firm Contact Information

	School Audit Contact Name	School Audit Contact Email	School Audit Contact Phone	Years Working With This Audit Firm
	Marc Taub, BDO			14

#### 3. If applicable, please provide contact information for the school's outsourced financial services firm.

	Firm Name	Contact Person	Mailing Address	Email	Phone	Years With Firm
	CSBM	Karen Daniels	237 W 35th St #301, New York, NY 10001			13

## Entry 5 - Fiscal Year 2022-2023 Budget

Completed Nov 1 2022

**SUNY-authorized charter schools** should download the [2022-23 Budget and Quarterly Report](#)



[Template and the 2022-23 Budget Narrative Questionnaire](#) from the SUNY website and upload the completed template into Epicenter. SUNY CSI will forward to NYSED CSO. **Due November 1, 2022.**

**Regents, NYCDOE, and Buffalo BOE authorized charter schools** should upload a copy of the school's FY22 Budget using the [2022-2023 Budget Template](#) in the portal or from the Annual Report website. **Due November 1, 2022.**

The assumptions column should be completed for all revenue and expense items unless the item is self-explanatory. Where applicable, reference the page number or section in the application narrative that indicates the assumption being made. For instance, student enrollment would reference the applicable page number in Section I, C of the application narrative.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

### **[Final2022-2023ARBudgetTemplate SR copy 09](#)**

**Filename:** Final2022 2023ARBudgetTemplate SR yx9sQrm.xlsx **Size:** 40.7 kB

## **Entry 6 - Board of Trustees Disclosure of Financial Interest Form**

**Completed** Nov 1 2022

Due on August 1, 2022, each member of the charter school's Board of Trustees who served on a charter school education corporation governing one or more charter schools for any period during the 2021-2022 school year must complete and sign a [Trustee Disclosure of Financial Interest Form](#). Acceptable signature formats include:

- Digitally certified PDF signature (i.e., DocuSign)
- Manual signature (1. download to print, 2. manually sign, 3. scan signed document to PDF, and 4. upload into portal)

All completed forms must be collected and uploaded in .PDF format for each individual member. **The education corporation is responsible for completing the form for trustees who left the board during the reporting year.**

Forms completed from past years will not be accepted. **Only the latest version of the form** (updated in April, 2022) is acceptable.).

Trustees serving on an education corporation that governs more than one school are not required to complete a separate disclosure for each school governed by the education corporation. In the Disclosure of Financial Interest Form, trustees must disclose information relevant to any of the schools served by the governing education corporation.

### **[Aufses ECS](#)**

**Filename:** Aufses ECS.pdf **Size:** 524.1 kB

### **[Gilbert ECS](#)**

**Filename:** Gilbert ECS.pdf **Size:** 523.7 kB

### **[Bardowell ECS](#)**

**Filename:** Bardowell ECS.pdf **Size:** 525.4 kB

## [Ardian Hasko ECS](#)

**Filename:** Ardian Hasko ECS.pdf **Size:** 534.2 kB

## [James Stringfellow ECS](#)

**Filename:** James Stringfellow ECS.pdf **Size:** 534.0 kB

## [Ayisha Lee ECS](#)

**Filename:** Ayisha Lee ECS.pdf **Size:** 524.9 kB

## [Ed Hubbard ECS](#)

**Filename:** Ed Hubbard ECS.pdf **Size:** 525.1 kB

## [Roberta Osorio ECS](#)

**Filename:** Roberta Osorio ECS.pdf **Size:** 524.9 kB

## [Palak Forbes ECS](#)

**Filename:** P lak Forbes ECS.pdf **Size:** 534.0 kB

## **Entry 7 BOT Membership Table**

**Completed** Nov 1 2022

## **Instructions**

### **Required of ALL charter schools**

ALL charter schools or education corporations governing multiple schools must complete the Board of Trustees Membership Table within the online portal. Please be sure to include and identify parents who are members of the Board of Trustees and indicate whether parents are voting or non-voting members.

## **Entry 7 BOT Table**

1. SUNY-AUTHORIZED charter schools are required to provide information for VOTING Trustees only.
2. REGENTS, NYCDOE, and BUFFALO BOE-AUTHORIZED charter schools are required to provide information for all --VOTING and NON-VOTING-- trustees.

**EQUALITY CHARTER SCHOOL 800000064235**

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**Authorizer:**

Who is the authorizer of your charter school?

NYCDOE

**1. 2021-2022 Board Member Information (Enter info for each BOT member)**

	Trustee Name	Trustee Email Address	Position on the Board	Committee Affiliations	Voting Member Per By-Laws (Y/N)	Number of Terms Served	Start Date of Current Term (MM/DD/YYYY)	End Date of Current Term (MM/DD/YYYY)	Board Meetings Attended During 2021-2022
1	Ed Hubbard		Chair	Finance; Governance	Yes	3	08/01/2019	08/01/2022	11
2	Erika King		Trustee/Member	Development; Academic Accountability	Yes	2	08/01/2018	08/01/2024	9
3	Roberta Osorio		Trustee/Member	Academic Accountability; Finance	Yes	1	08/01/2020	08/01/2023	11
4	Len Gilbert		Secretary	Finance, Governance	Yes	1	08/01/2020	08/01/2023	11
	Robin		Trustee/	Development, Academic			08/01/2	08/01/2	

5	Aufses		Member	ic Account ability	Yes	1	022	025	8
6	Edison Bardow ell		Trustee/ Member	Finance; Academ ic Account ability	Yes	1	08/01/2 020	08/01/2 023	8
7	Palak Forbes		Trustee/ Member	Develop ment; Finance	Yes	1	08/01/2 020	08/01/2 023	10
8	Ardian Hasko		Vice Chair	Develop ment; Finance	Yes	2	08/01/2 021	08/01/2 024	10
9	James Stringfel low		Treasure r	Finance; Academ ic Account ability	Yes	1	08/01/2 020	08/01/2 023	11

**1a. Are there more than 9 members of the Board of Trustees?**

Yes



**1b. Board Member Information**

	Trustee Name	Trustee Email Address	Position on the Board	Committee Affiliations	Voting Member Per By-Laws (Y/N)	Number of Terms Served	Start Date of Current Term (MM/DD/YYYY)	End Date of Current Term (MM/DD/YYYY)	Board Meetings Attended During 2021-2022
10	Ayisha Lee	[REDACTED]	Trustee/Member	Finance; Governance; Academic Accountability	Yes	2	08/01/2019	02/20/2022	5 or less
11									
12									
13									
14									
15									

**1c. Are there more than 15 members of the Board of Trustees?**

No

## 2. INFORMATION ABOUT MEMBERS OF THE BOARD OF TRUSTEES

1. SUNY-AUTHORIZED charter schools provide response relative to VOTING Trustees only.
2. REGENTS, NYCDOE, and BUFFALO BOE-AUTHORIZED charter schools provide a response relative to all trustees.

a. Total Number of BOT Members on June 30, 2022	9
b.Total Number of Members Added During 2021-2022	1
c. Total Number of Members who Departed during 2021-2022	1
d.Total Number of members, as set in Bylaws, Resolution or Minutes	9

### 3. Number of Board meetings held during 2021-2022

12

### 4. Number of Board meetings scheduled for 2022-2023

12

### Total number of Voting Members on June 30, 2022:

9

### Total number of Voting Members added during the 2021-2022 school year:

1

**Total number of Voting Members who departed during the 2021-2022 school year:**

1

**Total Maximum Number of Voting members in 2021-2022, as set by the board in bylaws, resolution, or minutes:**

9

**Total number of Non-Voting Members on June 30, 2022:**

0

**Total number of Non-Voting Members added during the 2021-2022 school year:**

0

**Total number of Non-Voting Members who departed during the 2021-2022 school year:**

0

**Total Maximum Number of Non-Voting members in 2021-2022, as set by the board in bylaws, resolution or minutes:**

--

## Board members attending 8 or fewer meetings during 2021-2022

3

Thank you.

## Entry 8 Board Meeting Minutes

Completed Nov 1 2022

### **Instructions - Required of Regents, NYCDOE, and Buffalo BOE Authorized Schools ONLY**

Schools must upload a complete set of monthly board meeting minutes (July 2021-June 2022), which should match the number of meetings held during the 2021-2022 school year, as indicated in the above table. The minutes provided must be the final version approved by the school's Board of Trustees and may be uploaded individually or as one single combined file. Board meeting minutes must be submitted by **August 1, 2022**.

### **Equality 2021-22 meeting minutes**

Filename: Equality 2021 22 meeting minutes.pdf Size: 14.6 MB

## Entry 9 Enrollment & Retention

Completed Nov 1 2022

### **Instructions for submitting Enrollment and Retention Efforts**

#### **Required of ALL Charter Schools**

Describe the good faith efforts the charter school has made in 2021-2022 toward meeting targets to attract and retain the enrollment of Students with Disabilities (SWDs), English Language Learners (ELLs), and students who are economically disadvantaged. In addition, describe the school's plans for meeting or making progress toward meeting its enrollment and retention targets in 2022-2023.

## Entry 9 Enrollment and Retention of Special Populations

### **Recruitment/Attraction Efforts Toward Meeting Targets**

	Describe Recruitment Efforts in 2021-2022	Describe Recruitment Plans in 2022-2023
	To recruit economically disadvantaged (ED) students, we	



Economically Disadvantaged	<p>work with organizations that serve families in need and provide information about our program. All application materials are distributed electronically. To recruit students in every subgroup, we rolled out a multi-faceted approach. Prior to our lottery in February and March, Spanish and English advertisements were run in the Bronx Times, New York Post and Bronx Family Magazine as well as at the Riverbay Plaza Mall. Spanish and English advertisements were in Mall at Riverbay Plaza. Targeted ads in both languages ran on social media. Families were awarded incentives for referrals. Finally, the confirmed families were given Equality Charter School swag after our lottery.</p>	In 2021-22, our percentage of ED students was 84%. Going forward, we will continue to work with local organizations and advertise to recruit ED students.
English Language Learners	<p>Spanish-speaking staff from Equality conduct community outreach during a week-long recruitment period in sections of the Bronx with high populations of ELLs. In addition, we advertise our program in a Spanish language newspaper, and provide recruitment and promotional materials in English, Spanish, French, Arabic, and Bengali. Our application is posted in Spanish, and our website includes an extensive description of our ELL program.</p>	In 2021-22 our percentage of ELLs was 10%. We have a weight for ELLs in our lottery.
	<p>We recruit at schools and centers that serve students with disabilities. Our special</p>	We have an admissions

Students with Disabilities	population coordinator conducts virtual informational sessions with parents to review services that their child needs. Our website also describes our strategies for supporting SWD at our school.	preference for Students with Disabilities and in 2021-22 our percentage of SWD was 26% of enrollment.
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### Retention Efforts Toward Meeting Targets

	Describe Retention Efforts in 2021-2022	Describe Retention Plans in 2022-2023
Economically Disadvantaged	<p>We ship uniforms and school supplies at no cost to families experiencing financial hardship. Our social workers work with families to coordinate referrals to outside social service providers using an internally created Community Resource Directory. We also provide additional fee reductions for exams, beyond state reductions, to economically disadvantaged families.</p>	<p>Our retention rate for ED students was 86% between 2020-21 and 2021-22. Going forward, we will continue the programming outlined to the left.</p>
English Language Learners	<p>To support the retention of ELLs, we offer daily English for Speakers of Other Languages (ESOL) classes and classes with a high volume of beginning ELLs are co-taught by an ELL teacher. The school provides signs in multiple languages throughout the building. Scholars also have access to Imagine Learning, an online instructional system that allows language progress to take place both at school and at home. In the spring, instructional staff reach out to families to solicit feedback on our services for their children.</p>	<p>Our retention rate for ELLs/Former ELLs was 79% between 2020-21 and 2021-22. Going forward, we will continue current programs.</p>

<p>Students with Disabilities</p>	<p>We support SWD through integrated co-teaching (ICT) and special education teacher support services (SETSS). ICT is provided for all core classes because we believe this is the best setting for the vast majority of SWDs. Students benefit from this structure through the support of two teachers in the mainstream classroom - a general education teacher, who is the content specialist, and a special education teacher, who is the learning specialist. This instructional approach allows all scholars to get what they need while learning together in one environment. In addition, we provide a SETSS setting for students who are placed in general education classes and need another period of small group support to supplement the mainstream instruction. We also communicate frequently with families of SWD so that they can provide feedback and express any concerns they may have.</p>	<p>Our retention rate for SWD was 83% between 2020-21 and 2021-22.</p>
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## Entry 10 - Teacher and Administrator Attrition

Completed Nov 1 2022

### Form for "Entry 10 - Teacher and Administrator Attrition" Revised to Employee Fingerprint Requirements Attestation

## **A. TEACH System - Employee Clearance**

Charter schools must ensure that all prospective employees<sup>[1]</sup> receive clearance through [the NYSED Office of School Personnel Review and Accountability](#) (OSPRA) prior to employment. **This includes paraprofessionals and other school personnel who are provided or assigned by the district of location, or related/contracted service providers.** After an employee has been cleared, schools are required to maintain proof of such clearance in the file of each employee. For the safety of all students, charter schools must take immediate steps to terminate the employment of individuals who have been denied clearance. Once the employees have been terminated, the school must terminate the request for clearance in the TEACH system.

In the Annual Report, charter schools are asked to confirm that all employees have been cleared through the NYSED TEACH system; and, if denied clearance, confirm that the individual or employee has been removed from the TEACH system, and is not employed by the school.

<sup>[1]</sup> Employees who must be cleared include, but are not limited to, teachers, administrative staff, janitors, security personnel and cafeteria workers, and other staff who are present when children are in the school building. **This includes paraprofessionals and other school personnel that are provided or assigned by the district of location, as well as related/contracted service providers.** See NYSED memorandum dated October 1, 2019 at <http://www.nysed.gov/common/nysed/files/programs/charter-schools/employeefingerprintoct19.pdf> or visit the NYSED website at: <http://www.highered.nysed.gov/tsei/ospra/fingerprintingcharts.html> for more information regarding who must be fingerprinted. Also see, 8 NYCRR §87.2.

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## **B. Emergency Conditional Clearances**

### **Emergency Conditional Clearances**

Charter schools are **strongly discouraged** from using the emergency conditional clearance provisions for prospective employees. This is because the school must request clearance through NYSED TEACH, and the school's emergency conditional clearance of the employee terminates automatically once the school receives notification from NYSED regarding the clearance request. Status notification is provided for all prospective employees through the NYSED TEACH portal within 48 hours after the clearance request is submitted. Therefore, at most, a school's emergency conditional clearance will be valid for only 48 hours after approval by the board.

Schools are not permitted to renew or in any way re-establish a prospective employee's emergency conditional clearance after status notification is sent by NYSED through the TEACH portal.

Schools are asked to attest that they have reviewed and understand these requirements. More information can be found in the memo at [NYSED CSO Employee Clearance and Fingerprint Memo 10-2019](#).

### **Attestation**

#### **Responses Selected:**

I hereby attest that the school has reviewed, understands, and will comply with these requirements.

## **Entry 11 Percent of Uncertified Teachers**

**Completed** Nov 1 2022

### **Instructions**

#### **Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools ONLY**

The table below reflects the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Uncertified teachers are those not certified pursuant to the State Certification Requirements established by the NYSED Commissioner of Education.

Enter the relevant full-time equivalent (FTE) count of teachers in each column. For example, a school with 20 full-time teachers and 5 half-time teachers would have an FTE count of 22.5.

## **Entry 11 Uncertified Teachers**

**School Name:**

# Instructions for Reporting Percent of Uncertified Teachers

## Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools

The table below reflects the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Uncertified teachers are those not certified pursuant to the State Certification Requirements established by the NYSED Commissioner of Education. Enter the relevant full-time equivalent (FTE) count of teachers in each column. For example, a school with 20 full-time teachers and 5 half-time teachers would have an FTE count of 22.5.

If more than one line applies to a teacher, please include in only one FTE uncertified category. Please do not include paraprofessionals, such as teacher aides.

### **CATEGORY A. 30% OR 5 UNCERTIFIED TEACHERS WHICHEVER IS LESS**

	FTE Count
i. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (as of June 30, 2022)	5
ii. FTE count of uncertified teachers who are tenured or tenure track college faculty (as of June 30, 2022)	
iii. FTE count of uncertified teachers with two years of Teach for America experience (as of June 30, 2022)	
iv. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (as June 30, 2022)	
Total Category A: 5 or 30% whichever is less	5.0

**CATEGORY B. PLUS FIVE UNCERTIFIED TEACHERS IN MATHEMATICS, SCIENCE, COMPUTER SCIENCE, TECHNOLOGY OR CAREER AND TECHNICAL EDUCATION.**

	FTE Count
i. Mathematics	5
ii. Science	
iii. Computer Science	
iv. Technology	
v. Career and Technical Education	0
<b>Total Category B: not to exceed 5</b>	<b>5.0</b>

**CATEGORY C: PLUS 5 ADDITIONAL UNCERTIFIED TEACHERS**

	FTE Count
i. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (as of June 30, 2022)	5
ii. FTE count of uncertified teachers who are tenured or tenure track college faculty (as of June 30, 2022)	
iii. FTE count of uncertified teachers with two years of Teach for America experience (as of June 30, 2022)	
iv. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (as June 30, 2022)	
<b>Total Category C: not to exceed 5</b>	<b>5.0</b>



## TOTAL FTE COUNT OF UNCERTIFIED TEACHERS (Sum of Categories A, B AND C)

(Include teachers who do not fit in one of these categories or if did fit would exceed the numerical limits for that category)

	FTE Count
Total	15

## CATEGORY D: TOTAL FTE COUNT OF UNCATEGORIZED, UNCERTIFIED TEACHERS

(Include teachers who do not fit in one of these categories or if did fit would exceed the numerical limits for that category)

	FTE Count
Total Category D	18

## CATEGORY E: TOTAL FTE COUNT OF CERTIFIED TEACHERS

	FTE Count
Total Category E	27

## CATEGORY F: TOTAL FTE COUNT OF ALL TEACHERS

Please do not include paraprofessionals, such as teacher aides.

	FTE Count
Total Category F	59

Thank you.



## Entry 12 Organization Chart

Completed Nov 1 2022

## Instructions

### **Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools ONLY**

Upload the 2021-2022 **Organization Chart**. The organization chart should include position titles and reporting relationships. Employee names should **not** appear on the chart.

### **2021-22 Org Chart**

**Filename:** 2021 22 Org Chart E3HceNj.pdf **Size:** 30.6 kB

## Entry 13 School Calendar

**Completed** Nov 1 2022

### Instructions for submitting School Calendar

#### **Required of ALL Charter Schools**

If the charter school has tentative calendar based on available information and guidance at the time, please submit with the August 1, 2022 submission. Charter schools must upload final school calendar into the portal and may do so at any time but no later than **September 15, 2022**.

School calendars must meet the [minimum instructional requirements](#) required of other public schools *"... unless the school's charter requires more instructional time than is required under the regulations."*

Board of Regents-authorized charter schools also are required to submit school calendars that clearly indicate the start and end date of the instructional year AND the number of instructional hours and/or instructional days for each month. See an example of calendar showing the requested information. Schools are encouraged to use calendar template and ensure there is monthly tally of instructional days.

**PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.**

### **ECHS School Calendar 2022-2023 PDF**

**Filename:** ECHS School Calendar 2022 2023 PDF.pdf **Size:** 898.7 kB

## Entry 14 Links to Critical Documents on School Website

**Completed** Nov 1 2022

### Instructions

#### **Required of ALL Charter Schools noting that SUNY-authorized charter schools are not required to submit item 5: Authorizer-approved DASA policy and NYSED-Approved School Discipline Policy**

By law, each charter school is required to maintain certain notices and policies listed on its website. Please insert the [link](#) from the school's website for each of the items:

1. Current Annual Report (i.e., 2021-2022 Annual Report);[\[1\]](#)
2. Board meeting notices, agendas and documents;
3. New York State School Report Card;
4. Authorizer-approved DASA Policy and NYSED-Approved School Discipline Policy **(For Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY)**;

5. District-wide safety plan, not building level safety plan (as per the September 2021 [Emergency Response Plan Memo](#));
6. Authorizer-approved FOIL Policy; and
7. Subject matter list of FOIL records. (Example: See [NYSED Subject Matter List](#))

[1] Each charter school is required to make the Annual Report publicly available by August 1 and to post on their respective charter school website. Each school should post an updated and complete version to include accountability data and financial statements that are not or may not be available until after the August deadline (i.e., Repost when financials have been submitted in November.)

## **Form for Entry 14 Links to Critical Documents on School Website**

**School Name:** Equality Charter School

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**Required of ALL Charter Schools noting that SUNY-authorized charter schools are not required to submit item 4: Authorizer-approved DASA policy and NYSED-Approved School Discipline Policy**

**By law, each charter school is required to maintain certain notices and policies listed on its website. Please insert the link from the school’s website for each of the items:**

	Link to Documents
1. Current Annual Report (i.e., 2021-2022 Annual Report)	<a href="https://www.equalitycharterschool.org/our-results/">https://www.equalitycharterschool.org/our-results/</a>
2. Board meeting notices, agendas and documents	<a href="https://www.equalitycharterschool.org/our-programs/middle-school/">https://www.equalitycharterschool.org/our-programs/middle-school/</a>
3. New York State School Report Card	<a href="https://www.equalitycharterschool.org/our-results/">https://www.equalitycharterschool.org/our-results/</a>
4. Authorizer-approved DASA Policy and NYSED-Approved School Discipline Policy (For Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY)	<a href="https://www.equalitycharterschool.org/our-programs/middle-school/">https://www.equalitycharterschool.org/our-programs/middle-school/</a>
5. District-wide safety plan, not a building level safety plan (as per the September 2021 Emergency Response Plan Memo	<a href="https://www.equalitycharterschool.org/our-programs/middle-school/">https://www.equalitycharterschool.org/our-programs/middle-school/</a>
6. Authorizer-approved FOIL Policy	<a href="https://www.equalitycharterschool.org/our-programs/middle-school/">https://www.equalitycharterschool.org/our-programs/middle-school/</a>
7. Subject matter list of FOIL records. (Example: See NYSED Subject Matter List)	<a href="https://www.equalitycharterschool.org/our-programs/middle-school/">https://www.equalitycharterschool.org/our-programs/middle-school/</a>

Thank you.



## Entry 15 Staff Roster

Completed Nov 1 2022

### INSTRUCTIONS

**Required of Regents and NYCDOE-authorized Charter Schools ONLY**

Please click on the MS Excel [Faculty/Staff Roster Template](#) and provide the following information for **ANY and ALL** instructional and non-instructional employees.

**Use of the 2021-2022 Annual Report Faculty/Staff roster template is required. Each of the data**

**elements, with the exception of the Notes, are required, and use of the drop-down options, when provided, is also required. Reminders:** Please use the notes section provided to add any additional information deemed necessary. Failure to adhere to the guidelines and validations in the Staff Roster Template will result in resubmission of fully corrected roster.

Please note the roster should include all staff employed any point from July 1, 2021 to June 30, 2022, including those employed on June 30th.

### **[faculty-staff-roster-template-2022](#)**

**Filename:** faculty staff roster template 202 5f6KyHB.xlsx **Size:** 28.5 kB

## **Optional Additional Documents to Upload (BOR)**

**Incomplete**





## Annual Financial Statement Audit Report

for Board of Regents Authorized Charter Schools

<b>School Name:</b>	<b>Charter School Name</b>
Date (Report is due Nov. 1):	November 1, 2022
Primary District of Location (If NYC select NYC DOE):	New York City Department of Education
If located in NYC DOE select CSD:	NYCSD #11
School Fiscal Contact Name:	Gabriel Park
School Fiscal Contact Email:	<a href="mailto:gabriel.park@equalitycharterschool.org">gabriel.park@equalitycharterschool.org</a>
School Fiscal Contact Phone:	718 490 1011
School Audit Firm Name:	BDO
School Audit Contact Name:	Marc Taub
School Audit Contact Email:	
School Audit Contact Phone:	
Audit Period:	2021-22
Prior Year:	2020-21

**The following items are required to be included:**

- 1.) The independent auditor's report on financial statements and notes.
- 2.) Excel template file containing the Financial Position, Statement of Activities, Cash Flow and Functional Expenses worksheets.
- 3.) Reports on internal controls over financial reporting and on compliance.

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

Item	If not included, state the reason(s) below (if not applicable fill in N/A):
Management Letter	
Management Letter Response	
Form 990	
Federal Single Audit (A-133)	
Corrective Action Plan	

**Charter School Name**  
**Statement of Financial Position**  
**as of June 30**

	<u>2022</u>	<u>2021</u>
<b><u>CURRENT ASSETS</u></b>		
Cash and cash equivalents	\$ 5,064,814	\$ 6,752,461
Grants and contracts receivable	73,418	73,381
Accounts receivables	1,903,606	1,100,603
Prepaid Expenses	695,341	199,591
Contributions and other receivables	839,350	562,000
Other current assets	-	-
<b>TOTAL CURRENT ASSETS</b>	<u>8,576,529</u>	<u>8,688,036</u>
<b><u>NON-CURRENT ASSETS</u></b>		
Property, Building and Equipment, net	\$ 2,460,165	\$ 2,768,675
Restricted Cash	-	-
Security Deposits	-	-
Other Non-Current Assets	-	-
<b>TOTAL NON-CURRENT ASSETS</b>	<u>2,460,165</u>	<u>2,768,675</u>
<b>TOTAL ASSETS</b>	<u><b>11,036,694</b></u>	<u><b>11,456,711</b></u>
<b><u>CURRENT LIABILITIES</u></b>		
Accounts payable and accrued expenses	\$ 258,769	\$ 332,900
Accrued payroll, payroll taxes and benefits	897,097	782,327
Current Portion of Loan Payable	-	-
Due to Related Parties	44,352	82,334
Refundable Advances	-	-
Deferred Revenue	-	-
Other Current Liabilities	-	-
<b>TOTAL CURRENT LIABILITIES</b>	<u>1,200,218</u>	<u>1,197,561</u>
<b><u>LONG-TERM LIABILITIES</u></b>		
Loan Payable; Due in More than One Year	\$ -	\$ -
Deferred Rent	137,820	136,690
Due to Related Party	-	-
Other Long-Term Liabilities	-	-
<b>TOTAL LONG-TERM LIABILITIES</b>	<u>137,820</u>	<u>136,690</u>
<b>TOTAL LIABILITIES</b>	<u>1,338,038</u>	<u>1,334,251</u>
<b><u>NET ASSETS</u></b>		
Unrestricted	\$ 9,698,656	\$ 10,122,460
Temporarily restricted	-	-
Permanently restricted	-	-
<b>TOTAL NET ASSETS</b>	<u>9,698,656</u>	<u>10,122,460</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><b>11,036,694</b></u>	<u><b>11,456,711</b></u>

**Charter School Name**  
**Statement of Activities**  
**as of June 30**

	2022			2021
	Unrestricted	Temporarily Restricted	Total	Total
<b>OPERATING REVENUE</b>				
State and Local Per Pupil Revenue - Reg. Ed	\$ 10,390,190	\$ -	\$ 10,390,190	\$ 9,993,406
State and Local Per Pupil Revenue - SPED	2,707,130	-	2,707,130	2,844,530
State and Local Per Pupil Facilities Revenue	-	-	-	-
Federal Grants	3,389,194	-	3,389,194	2,949,133
State and City Grants	-	-	-	-
Other Operating Income	-	-	-	-
Food Service/Child Nutrition Program	-	-	-	-
<b>TOTAL OPERATING REVENUE</b>	16,486,514	-	16,486,514	15,787,069
<b>EXPENSES</b>				
Program Services				
Regular Education	\$ 9,258,181	\$ -	\$ 9,258,181	\$ 8,121,733
Special Education	5,581,673	-	5,581,673	5,110,309
Other Programs	-	-	-	-
Total Program Services	14,839,854	-	14,839,854	13,232,042
Management and general	2,127,231	-	2,127,231	1,821,222
Fundraising	135,517	-	135,517	69,282
<b>TOTAL EXPENSES</b>	17,102,602	-	17,102,602	15,122,546
<b>SURPLUS / (DEFICIT) FROM OPERATIONS</b>	(616,088)	-	(616,088)	664,523
<b>SUPPORT AND OTHER REVENUE</b>				
Interest and Other Income	\$ 176,985	\$ -	\$ 176,985	\$ 181,820
Contributions and Grants	-	-	-	-
Fundraising Support	15,299	-	15,299	16,881
Investments	-	-	-	-
Donated Services	-	-	-	-
Other Support and Revenue	-	-	-	1,782,380
<b>TOTAL SUPPORT AND OTHER REVENUE</b>	192,284	-	192,284	1,981,081
<b>Net Assets Released from Restrictions / Loss on Disposal of Assets</b>	\$ -	\$ -	\$ -	\$ -
<b>CHANGE IN NET ASSETS</b>	(423,804)	-	(423,804)	2,645,604
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$ -	\$ -	\$ -	\$ -
<b>PRIOR YEAR/PERIOD ADJUSTMENTS</b>	-	-	-	-
<b>NET ASSETS - END OF YEAR</b>	\$ (423,804)	\$ -	\$ (423,804)	\$ 2,645,604

**Charter School Name**  
**Statement of Cash Flows**

**as of June 30**

	<u>2022</u>	<u>2021</u>
<b>CASH FLOWS - OPERATING ACTIVITIES</b>		
Increase (decrease) in net assets	\$ (423,804)	\$ 2,645,604
Revenues from School Districts		
Accounts Receivable	(803,003)	29,313
Due from School Districts	-	9,397
Depreciation	540,214	555,790
Grants Receivable	-	-
Due from NYS	(37,982)	82,334
Grant revenues	-	(1,782,380)
Prepaid Expenses	(495,750)	14,482
Accounts Payable	(74,131)	(76,266)
Accrued Expenses	-	-
Accrued Liabilities	114,770	52,473
Contributions and fund-raising activities	-	-
Miscellaneous sources		
Deferred Revenue	1,130	46,307
Interest payments	-	-
Other		
Other	(277,350)	(659,211)
<b>NET CASH PROVIDED FROM OPERATING ACTIVITIES</b>	<b>\$ (1,455,906)</b>	<b>\$ 917,843</b>
<b>CASH FLOWS - INVESTING ACTIVITIES</b>		
Purchase of equipment	(231,704)	(196,788)
Other	-	-
<b>NET CASH PROVIDED FROM INVESTING ACTIVITIES</b>	<b>\$ (231,704)</b>	<b>\$ (196,788)</b>
<b>CASH FLOWS - FINANCING ACTIVITIES</b>		
Principal payments on long-term debt	-	-
Other	-	-
<b>NET CASH PROVIDED FROM FINANCING ACTIVITIES</b>	<b>\$ -</b>	<b>\$ -</b>
<b>NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS</b>	<b>\$ (1,687,610)</b>	<b>\$ 721,055</b>
Cash at beginning of year	6,825,842	6,104,787
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	<b>\$ 5,138,232</b>	<b>\$ 6,825,842</b>

**Charter School Name**  
**Statement of Functional Expenses**  
**as of June 30**

	No. of Positions	2022				2021				
		Program Services		Total	Supporting Services		Total			
		Regular Education	Special Education		Other Education	Fundraising		Management and General		
Personnel Services Costs		\$	\$	\$	\$	\$	\$	\$	\$	
Administrative Staff Personnel	19.00	447,366	79,280	-	526,646	5,663	1,155,283	1,160,946	1,687,592	1,456,520
Instructional Personnel	91.00	-	-	-	-	-	-	-	-	6,289,145
Non-Instructional Personnel	2.00	-	-	-	-	-	-	-	-	1,192,173
Total Salaries and Staff	112.00	447,366	79,280	-	526,646	5,663	1,155,283	1,160,946	1,687,592	8,937,838
Fringe Benefits & Payroll Taxes		1,034,795	750,733	-	1,785,528	20,290	223,191	243,481	2,029,009	1,712,194
Retirement		214,613	155,701	-	370,314	4,208	46,289	50,497	420,811	387,129
Management Company Fees		-	-	-	-	-	-	-	-	-
Legal Service		-	-	-	-	-	60,281	60,281	60,281	77,372
Accounting / Audit Services		-	-	-	-	-	120,050	120,050	120,050	171,822
Other Purchased / Professional / Consulting Services		195,689	130,267	-	325,956	3,192	334,050	337,242	663,198	541,328
Building and Land Rent / Lease		1,408,592	370,682	-	1,779,274	18,534	55,602	74,136	1,853,410	1,853,410
Repairs & Maintenance		-	-	-	-	-	-	-	-	9,689
Insurance		59,542	43,198	-	102,740	1,168	12,843	14,011	116,751	148,870
Utilities		58,179	42,208	-	100,387	1,141	12,548	13,689	114,076	56,759
Supplies / Materials		260,219	132,169	-	392,388	738	8,124	8,862	401,250	208,332
Equipment / Furnishings		5,692	3,513	-	9,205	78	854	932	10,137	9,198
Staff Development		103,253	50,365	-	153,618	671	15,454	16,125	169,743	110,347
Marketing / Recruitment		90,475	39,284	-	129,759	321	3,530	3,851	133,610	126,918
Technology		69,502	34,506	-	104,008	485	5,337	5,822	109,830	47,179
Food Service		609	225	-	834	-	-	-	834	1,227
Student Services		130,400	48,230	-	178,630	-	-	-	178,630	79,564
Office Expense		64,810	47,018	-	111,828	73,626	14,371	87,997	199,825	87,220
Depreciation		275,509	199,879	-	475,388	5,402	59,424	64,826	540,214	555,790
OTHER		-	-	-	-	17,758	-	17,758	17,758	9,004
<b>Total Expenses</b>		\$ 4,419,245	\$ 2,127,258	\$ -	\$ 6,546,503	\$ 153,275	\$ 2,127,231	\$ 2,280,506	\$ 8,827,009	\$ 15,131,190

ECS Board Meeting, July 12, 2021

Called to Order - 6:32pm

**Members Present:** Mr. Ed Hubbard, Ms. Erica King, Mr. Len Gilbert, Mr. Ardian Hasko, Ms. Palak Forbes

**Members Present (Zoom video):** Mr. Jim Stringfellow, Ms. Roberta Osorio, Ms. Ayisha Lee, Mr. Edison Bardowell

**Members Present (phone):** none

**Members Absent:** none

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#### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

#### **Development Update**

Ms. Megan Benway updated the board on this month's development efforts, and on feedback that the school received from recent racial equality training regarding ensuring racial equality in development efforts. Moving forward ECS will run fundraising videos through the Racial Equity Committee (comprised of ECS staff and faculty) to ensure fair representation.

#### **Real Estate Update**

Ms. Caitlin Franco updated the board on negotiations with Blessed Sacrament for the elementary school lease. Work also continues on an outline of the Landlord's scope of work and detailed cost estimates from a number of general contractors. In addition, conversations have begun with lenders around financing for the project.

#### **Governance Update**

Ms. Franco, updated the board on desire and efforts to recruit additional board members, and on efforts to try to identify people from the Bronx area.

#### **Finance Update**

Mr. Gabriel Park reviewed the May finances and discussions from the June 25, 2021 Finance Committee meeting. He updated the board that, as expected the PPP loan from 2020 has been forgiven. Next Finance Committee meeting will be held on Friday, July 30, 2021.

#### **Academic Accountability Update**

Dr. Anil Edward updated the board on End of Year Assessments for the Middle School. There were no increases or decreases of more than 10% for any of the grades from the previous academic year.



He also discussed some of the challenges in comparing the results to last year's results given that the tests are very different than in previous years (due to virtual testing and other pandemic-related issues). Mr. Favrol Philemy then updated the board on End of Year Assessments for the High School. Similar to circumstances at the middle school, he discussed the challenge of comparing results with previous non-pandemic years and questioned the reliability of the results of exams that have been primarily administered virtually. Mr. Philemy then updated the board on '20/'21 graduation rates. Graduation rates were very similar to the previous 3 years and outpaced District 11 - MS, District 8 - HS, NYC, and NYC.

Ms. Joclyn Kelly then updated the board on instructional spending decisions made possible by the allocation of COVID relief money and the desire to extend ECS's relationship with Jamilah Pitts, who conducted Racial Equity Initiatives in June, 2021.

Lastly, Ms. Roberta Osorio updated the board on a strategic assessment conducted by the Academic Accountability Committee around reducing the school day by one hour so that ECS's day is more comparable to other charter schools. This time reduction affects teachers more than students and the current length of the day is seen as a retention deterrent. Mr. Hubbard then called for a resolution.

- *Resolution to adjust staff workday: Whereas it is the responsibility of the Board to approve any changes to the staff work day, the Board authorizes the ECS staff work day to be shortened by 1 hour. Mr. Hasko moved to approve the motion, with Ms. Erika King seconding. All approved, no one opposed, the motion passed.*

#### **Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned - 7:54pm

 8/13/21

ECS Board Meeting, August 16, 2021

Called to Order - 6:30pm

**Members Present:** Mr. Jim Stringfellow, Ms. Palak Forbes, Ms. Roberta Osorio, Mr. Len Gilbert, Mr. Ardian Hasko

**Members Present (Zoom video):** Mr. Ed Hubbard

**Members Present (phone):** none

**Members Absent:** Ms. Erica King, Ms. Ayisha Lee, Mr. Edison Bardowell

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**Meeting Called to Order**

Ms. Roberta Osorio opened up the meeting and welcomed everyone.

**Development Update**

Ms. Megan Benway updated the board that we again received a \$25,000 grant from Sexauer. She also updated that 6 people are currently contributing to the Friends of Equality Scholarship and that a paid alumni internship position is being created to work over winter break to assist with ECS graduate student data collection.

**Real Estate Update**

Ms. Caitlin Franco updated the board on continued negotiations with Blessed Sacrament for the elementary school lease and plans for the build-out.

**Governance Update**

Ms. Franco introduced a prospective board member, Ms. Robin Aufses, who attended the board meeting.

She then updated the board on the hiring of Gareth Daley as Equality's new COO. Start date is August 20, 2021. In addition, Ms. Franco called for 2 resolutions:

- *Resolution for the board to authorize the approval of the ECS 2021-22 calendar. Ms. Osorio moved to approve the motion, with Mr. Len Gilbert seconding. All approved, no one opposed, the motion passed.*
- *Resolution for the board to authorize the changes as listed in the "Handbook/ Document Changes for '21-'22" to the MS Safety Plan, HS Safety Plan, Code of Conduct, Personnel Handbook, FPP, Board Manual, and the Organizational Chart. Ms. Osorio moved to approve the motion, with Mr. Ardian Hasko seconding. All approved, no one opposed, the motion passed.*

Ms. Franco also updated the board on the results of the most recent yearly board member survey results.





**Finance Update**

Mr. Gabriel Park reviewed the June finances and discussions from the July 30, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, August 27, 2021.

**Academic Accountability Update**

Ms. Jocelyn Kelly updated the board that contract negotiations with Jamilah Pitts (Racial Equity consultant) are ongoing and should be completed by the end of August.

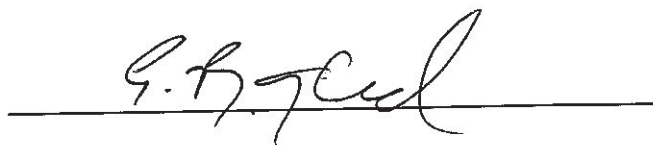
Ms. Osorio then updated the board on Strategic Instructional Goals for Year 3 of the Strategic Plan and a draft of the objectives being evaluated for to achieve those goals.

Ms. Osorio then updated the board on school plans regarding COVID. There will not be a full-time remote option and all members will be required to produce a negative test before start of school.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned - 7:45pm



ECS Board Meeting, September 20, 2021

Called to Order - 6:30pm

**Members Present:** Mr. Len Gilbert, Mr. Ed Hubbard

**Members Present (Zoom video):** Mr. Ardian Hasko, Ms. Erica King, Mr. Jim Stringfellow, Ms. Palak Forbes, Mr. Edison Bardowell

**Members Present (phone):** none

**Members Absent:** Ms. Ayisha Lee, Ms. Roberta Osorio

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#### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

#### **Development Update**

Ms. Megan Benway updated the board that we have submitted our annual Hyde & Watson Application and that the Annual Appeal will take place in November, prior to Giving Tuesday on November 30, 2021.

#### **Real Estate Update**

Ms. Caitlin Franco updated the board on continued negotiations with Blessed Sacrament for the elementary school lease and plans for the build-out, including shared space issues and upcoming discussions on the delineation between landlord and tenant work.

#### **Governance Update**

Ms. Franco introduced Mr. Gareth Daley as Equality's new COO. Ms. Franco then called for 3 resolutions:

- *Resolution for the board to elect Robin Aufses to the Equality Charter School board. Mr. Len Gilbert moved to approve the motion, with Mr. Edison Bardowell seconding. All approved, no one opposed, the motion passed.*
- *Resolution for the board to approve the ECS District Wide Safety Plan '21-'22. Mr. Gilbert moved to approve the motion, with Mr. Stringfellow seconding. All approved, no one opposed, the motion passed.*
- *Resolution for the board to approve the change in the staff work day for Equality staff by reducing the overall work day by 1 hour each day and for the board to provide authority to Caitlin Franco, Executive Director, to submit the charter revision to reduce the staff work day by the same 1 hour. Mr. Bardowell moved to approve the motion, with Ms. Erika King seconding. All approved, no one opposed, the motion passed.*

Ms. Franco also updated the board on the results of the most recent yearly board attendance survey.

#### **Finance Update**

Ms. Sasha Richiez reviewed the July finances and discussions from the August 27, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, September 24, 2021.

#### **Academic Accountability Update**

Ms. Franco updated the board on updated vaccination policy conversation and staff acceptance. She then called for a resolution.

- *Resolution for the board to approve the Equality Charter School Vaccination Policy – September, 2021. Mr. Hasko moved to approve the motion, with Mr. Gilbert seconding. All approved, no one opposed, the motion passed.*

Ms. Franco also updated the board on discussions regarding student vaccination policies.

Mr. Favrol Philemy the updated the board on '20-'21 high school graduation rates, which were all above or well above NYS rates.

Ms. Amanda Huza then updated the board on middle school summer school outcomes – all 40 students successfully completed the program and were promoted.

Mr. Hubbard then asked for executive session.

The board then returned to open session and Mr. Hubbard called for 2 resolutions:

- *Resolution for the board to approve a 2% increase to Ms. Caitlin Franco, increasing her base salary from \$218,790 to \$223,166 retroactive to July 1<sup>st</sup>, 2021. Mr. Hasko moved to approve the motion, with Mr. Stringfellow seconding. All approved, no one opposed, the motion passed.*
- *Resolution for the board to approve a 20% bonus of \$43,758 for Ms. Franco for her work in the '20-'21 academic school year. Mr. Hasko moved to approve the motion, with Ms. Palak Forbes seconding. All approved, no one opposed, the motion passed.*

#### **Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned - 7:40pm



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ECS Board Meeting, October 18, 2021

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Len Gilbert, Ms. Robin Aufses, Ms. Roberta Osorio, Mr. Ed Hubbard, Mr. Jim Stringfellow, Ms. Erica King, Ms. Palak Forbes

**Members Present (phone):** none

**Members Absent:** Ms. Ayisha Lee, Mr. Ardian Hasko, Mr. Edison Bardowell

---

**Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

**Development Report**

Ms. Megan Benway updated the board that the Annual Appeal will take place in November, launching earlier to allow for more time for donations, and focusing on the Saturday School program.

**Real Estate Report**

Ms. Caitlin Franco updated the board that the potential deal with Blessed Sacrament has come to an end and additional properties are now being evaluated.

**Governance Report**

Ms. Franco updated the board on the 2019-2022 Strategic Plan Spreadsheet and goals for 2021-2022.

**Finance Report**

Mr. Gabe Park reviewed the August finances and discussions from the September 24, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, October 22, 2021. He then asked for a resolution for the board to delegate authority to the finance committee to review and accept the audited financial statements of behalf of Equality for FY '2021.

- *Resolution - to delegate authority to the Finance Committee to review and accept the audited financial statements on behalf of Equality for FY21 (2020-2021). Ms. Roberta Osorio moved to approve the motion, with Ms. Erika King seconding. All approved, no one opposed, the motion passed.*

**Academic Accountability Update**

Ms. Osorio updated the board on updated quarantine and closure data, scholar vaccine data, and staffing vaccinations from the fall term to date.

Ms. Amanda Huza updated the board on the reworking of the middle school strategic '21-'22 plan goals to be more closely aligned with prioritized standards for scholar outcomes in both math and humanities.

Mr. Favrol Philemy then updated the board the reworking of the high school strategic '21-'22 plan goals to be more clearly tied to prioritized Success Measurements for both students and teachers.

Lastly, Ms. Franco discussed the response to the DOE survey for family and scholars (ECS vs. comparison to other Bronx schools).

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned - 7:35pm

E. B. Theod 11/14/21

ECS Board Meeting, November 15, 2021

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Len Gilbert, Ms. Roberta Osorio, Mr. Ed Hubbard, Ms. Erica King, Ms. Palak Forbes, Ms. Robin Aufses, Ms. Ayisha Lee, Mr. Edison Bardowell, Mr. Jim Stringfellow, Mr. Ardian Hasko

**Members Present (phone):** none

**Members Absent:** none

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#### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

#### **Development Report**

Ms. Megan Benway updated the board that the Annual Appeal will begin on November 17, 2021, and shared materials and timeline. She also shared thoughts on a different venue for next year's Spring Reception (Bronx Brewery), refocusing efforts back to a traditional fundraiser.

#### **Governance Report**

Ms. Franco updated the board on the 2019-2022 Strategic Plan and goals for 2021-2022, and also communicated that work on the 2022-2025 Strategic Plan will begin in Spring, 2022 and include stakeholder groups of parents, staff, scholars, and board members.

#### **Finance Report**

Mr. Gabe Park reviewed the September finances and discussions from the October 22, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, November 19, 2021.

#### **Academic Accountability Update**

Ms. Roberta Osorio introduced the board to the Racial Equity Committee (REC). Ms. Joclyn Kelly then continued the introductions and Mr. Matt Schwartz took the board through a presentation on the importance of touchpoints between scholars, staff, and the board in racial equity work. Ms. Gina Wright then covered REC goals for Year 1 – increasing empathy, creating and promoting a school slogan/ motto, and working with HR to identify support needed for hiring, retention, and restorative/ mediation practices. Mr. Gene Johnson then spoke about how he thought the board could best support the REC initiative – primarily through increased presence and connection. Ms. Chanda Williams then updated the board on the November 2, 2021 Professional Development session that was conducted by Racial Equity consultant Ms. Jamilah Pitts.



Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned - 7:55pm

E. B. Hubbard 12/18/21



ECS Board Meeting, December 13, 2021

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Len Gilbert, Mr. Ed Hubbard, Ms. Robin Aufses, Mr. Ardian Hasko, Ms. Ayisha Lee, Ms. Erica King, Ms. Roberta Osorio

**Members Present (phone):** none

**Members Absent:** Mr. Jim Stringfellow, Ms. Palak Forbes, Mr. Edison Bardowell

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**Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

**Development Report**

Ms. Megan Benway updated the board that the Annual Appeal has surpassed the \$15,000 goal. Stakeholder engagement continued with meetings with local Senator Jamaal Bailey, Assemblywoman Reyes, Bronx Borough President Vanessa Gibson, and Regent Aramina Ferrer. Council Member Riley awarded ECS with a \$20,000 grant for the '21-'22 FY. Spring Reception will be on 5/19/22 at Bronx Brewery.

**Finance Report**

Ms. Sasha Richiez reviewed the October finances and discussions from the November 19, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Thursday, December 23, 2021.

**Academic Accountability Update**

Ms. Amanda Huza updated the board on Middle School Interim 1 results for Humanities and Math.

Ms. Caitlin Franco then updated the board on COVID cases, which are rising significantly at both the MS and HS. Both schools are now fully remote as of today (HS is remote through December 21, 2021, MS is remote for December 14, 2021). All students will be tested the first day back from the holiday break, with in-person classes beginning 2 days later.

Ms. Roberta Osorio then discussed the Racial Equity Initiative as it impacts the work of the board. An ad hoc committee will be formed to discuss this in more detail moving forward.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session.



**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 8:15pm

E. B. Ghed 1/7/22



ECS Board Meeting, January 10, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Len Gilbert, Mr. Ed Hubbard, Mr. Ardian Hasko, Ms. Erica King, Ms. Roberta Osorio, Mr. Edison Bardowell, Mr. Jim Stringfellow, Ms. Palak Forbes

**Members Present (phone):** none

**Members Absent:** Ms. Robin Aufses, Ms. Ayisha Lee

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### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

### **Development Report**

Ms. Megan Benway updated the board that the Annual Appeal raised over \$22,000, well over the \$15,000 goal. Hyde & Watson Grant was submitted. Spring Reception will be on 5/19/22 at Bronx Brewery, planning starts this month.

### **Governance Report**

Ms. Caitlin Franco updated the board that a consultant is being hired to complete a compensation analysis for the executive team.

### **Finance Report**

Mr. Gabriel Park reviewed the November finances and discussions from the December 23, 2021 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, January 28, 2022.

### **Academic Accountability Update**

Ms. Caitlin Franco updated the board on COVID cases, which are rising significantly at both the MS and HS, with 60 positives between January 7 and 9 (screening before returning to in-person classes). Both schools were remote through today. Staff returned on 1/10 and scholars will be returning tomorrow, January 11<sup>th</sup>. ECS is using a temp agency to help mitigate the additional work needed around management of COVID issues.

37% of scholars have recently filled out a survey on vaccine status. Of those, approximately two thirds are vaccinated and one third are not. Staff are currently working on getting more scholars to fill out the survey.



Ms. Franco then updated the board on recent conversations around requiring boosters for staff and options for handling testing of vaccinated scholars (potentially no testing) vs those who are not vaccinated (requiring weekly tests).

Mr. Favrol Philemy then updated the board on the HS Interim 1 exams. Scores were roughly in line with previous years, which is encouraging given the disruption of this school year.

Ms. Roberta Osorio then discussed the Racial Equity Initiative as it impacts the work of the board and the establishment of an ad hoc committee that will brainstorm about how the board can best become involved.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 7:40pm

 1/24/22

ECS Board Meeting, February 7, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Ed Hubbard, Mr. Edison Bardowell, Mr. Ardian Hasko, Ms. Erica King, Mr. Jim Stringfellow, Ms. Palak Forbes, Ms. Robin Aufses, Ms. Ayisha Lee, Ms. Roberta Osorio, Mr. Len Gilbert

**Members Present (phone):** none

**Members Absent:** none

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### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

### **Development Report**

Mr. Anil Edward, ECS MS Assistant Principal, updated the board on the school's Black History Month activities – focused on Black Health & Wellness. Mr. Gene Johnson, ECS HS Assistant Principal, updated the board on the Black History Month activities taking place at the High School. Ms. Megan Benway then updated the board on recent fundraising activities and some statistical breakdowns of roles etc. that donated. She also discussed recent stakeholder engagement.

### **Governance Report**

Ms. Caitlin Franco, ECS Executive Director, updated the board ongoing work for Governance around Executive Compensation benchmarking.

### **Finance Report**

Mr. Gabriel Park, ECS CFO, reviewed the December finances and discussions from the January 28, 2022 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, February 18, 2022. Two resolutions were presented.

*Resolution 1: Equality's Board approves contracting with Charter Technology Solutions for the school's tech consultant / Managed Service Provider needs.*

Mr. Edison Bardowell motioned to approve the resolution, with Mr. Ardian Hasko seconding. All approved, no one opposed.

*Resolution 2: Equality's Board approves the filing of IRS Tax Form 990 for the 2020-2021 school year.*



Mr. Bardowell motioned to approve the resolution, with Ms. Aufes seconding.  
All approved, no one opposed.

**Academic Accountability Update**

Ms. Jocelyn Kelly, ECS Director of Curriculum & Instruction, then updated the board on a recent Social Emotional Wellness Screener survey that was delivered this school year at both the MS and HS. The screeners showed increased number of students measuring at high and moderate risk, and also outlined the interventions that have been enacted to try to help impacted students.

Ms. Franco updated the board on recent attempts to both understand current COVID vaccination rates and overall case rates.

Ms. Franco also updated the board on the recent PTA meeting that discussed the move in February back to in-person learning only, rather than concurrent virtual learning.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session. A resolution was presented.

*Resolution 3: Equality's Board motioned to approve a real estate matter discussed in Executive Session.*

Mr. Hasko motioned to approve the resolution, with Mr. Bardowell seconding. All approved, no one opposed.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 7:41pm

A handwritten signature in black ink, appearing to read "E. B. Hasko", is written over a horizontal line. To the right of the signature, the date "3/11/22" is handwritten.



ECS Board Meeting, March 14, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (Zoom video):** Mr. Ardian Hasko, Mr. Jim Stringfellow, Ms. Palak Forbes, Ms. Robin Aufses, Ms. Roberta Osorio

**Members Present (phone):** none

**Members Absent:** Mr. Ed Hubbard, Ms. Erika King, Mr. Len Gilbert, Mr. Edison Bardowell

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### **Meeting Called to Order**

Ms. Roberta Osorio opened up the meeting and welcomed everyone.

### **Development Report**

Ms. Megan Benway, ECS Executive Assistant, shared details for our upcoming Career Week that will be held at both our middle and high schools. Also, Ms. Megan Benway updated our board on the plans for our upcoming Spring Reception/celebration as well as updated our board on planning for our fundraising 2023 goals.

### **Governance Report**

Ms. Caitlin Franco, ECS Executive Director, updated the board's ongoing work for Governance around Executive Compensation benchmarking and Strategic Planning. She narrowed down potential consultants and chose one to work with for each project.

### **Finance Report**

Mr. Gabriel Park, ECS CFO, reviewed the February finances and discussions from the February 18, 2022 Finance Committee meeting. Next Finance Committee meeting will be held on Friday, March 25, 2022. One resolution was presented.

*Resolution 1: The Board approves updating the FPP as follows:*

*As of 3/14/2022, the current FPP states:*

*Credit [/Debit] Card Purchases*

*The School maintains a pre-paid credit card account in the name of the School, with cards issued to the Executive Director. The School will maintain a \$2,000 monthly credit limit.*

*Proposed FPP change:*

*Credit / Debit Card Purchases*

*The School maintains a pre-paid debit card account in the name of the School, with cards issued to the Executive Director.*

*The School will maintain a \$5,000 monthly credit limit.*

Ms. Robin Aufses motioned to approve the resolution, with Mr. Jim Stringfellow seconding. All approved, no one opposed.

**Academic Accountability Update**

Ms. Amanda Huza, ECS MS Principal discussed Interim reports for humanities and math. Results from our 8th graders showed that the longer our students are with us at ECS, the better their grades are. As for the 7th graders, the teachers are working with the students closely to ensure that they see improvement.

Mr. Favrol Philemy, ECS HS Principal, showed the board an overview of HS Semester one grades. Results shown were from 2019 and compared to 2021 grades. Mr. Philemy also updated the board on the launch of our HS mentorship program.

The Racial Equity Committee and AdHoc Committee had previously met where the REC asked if the board can support their 3 notions:

1. Giving less priority to test results
2. Increasing our knowledge of Racial Equity in schools
3. Increasing our knowledge of Racial Equity in all settings, teacher turnover

The board then had a discussion about these topics and agreed that this was just the beginning of the conversation and that these topics would be revisited.

Ms. Gina Wright, MS Social Worker, suggested that we should promote scholars' social and emotional needs ,then see if their grades improve once their mental health is being helped.

Ms. Caitlin Franco updated the board on our current scholar vaccination numbers, changes to our mask policy and shared Covid statistics.

The board then went into Executive Session.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 7:25pm



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ECS Board Meeting, April 11, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (via Zoom video):** Mr. Ed Hubbard, Mr. Ardian Hasko, Ms. Robin Aufses, Ms. Roberta Osorio, Ms. Palak Forbes, Mr. Jim Stringfellow, Ms. Erica King, Mr. Edison Bardowell, Mr. Len Gilbert

**Members Absent:** none

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#### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

#### **Development Report**

Spring Reception set for June 10, 2022 from 6-10pm, will honor staff members who “Stepped Up” as nominated by the ECS community. Career Day was held successfully, at both MS and HS.

#### **Governance Report**

New prospective board member, Ms. Nicole Engel, was in attendance. Additional prospective members being evaluated from a number of sources. Ms. Caitlin Franco, Executive Director, updated the board on the Strategic Plan, being developed with guidance from Pasek Consulting. Formal kick-off to be held on April 27<sup>th</sup>. Marsh & McLennan contracted for Executive Compensation project. Includes executive interviews and peer group benchmarking.

#### **Finance Report**

Ms. Sasha Richiez, ECS Finance Manager, reviewed the February finances and discussions from the Friday, March 25<sup>th</sup> Finance Committee meeting. Next Finance Committee meeting will be held on Friday, April 29, 2022. Ms. Franco then updated the board about a proposed upgrade to all eight bathrooms in the middle school facility. This would be the first of several planned upgrades that would happen over the next few years. The Finance Committee had previously approved the proposal. A resolution was then presented to the board.

*Equality's Board approves Coyle Contracting Corp's bid to renovate the Equality Middle School bathrooms.*

Mr. Ardian Hasko motioned to approve the resolution, with Ms. Robin Aufses seconding. All approved, no one opposed.

#### **Academic Accountability Update**

Ms. Jocelyn Kelly, ECS Director of Curriculum & Instruction, updated the board on the Rise – Remedial Reading Program. Rise is an internally developed reading intervention program. Participation is based on the Reading Composite Score (RCS), a combination of multiple Acadience Reading scores (approximately





50% of the 6<sup>th</sup> grade cohort was below or well below grade level). In the first 6 months of the program a significant number of scholars were able to move benchmark levels.

Ms. Roberta Osorio then updated the board on recent work on the Racial Equity ad hoc committee. She covered the primary goals recommended by ECS's REC. She then covered the ad hoc committee's proposal for Board commitments at the Board, Committee, and Staff/ School levels. After discussion, the ad hoc committee agreed to come back with a revised proposal that was a little more streamlined for the next board meeting.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session.

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 8:04pm



ECS Board Meeting, May 16, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (via Zoom video):** Mr. Ed Hubbard, Ms. Roberta Osorio, Mr. Jim Stringfellow, Mr. Edison Bardowell, Ms. Robin Aufses, Mr. Len Gilbert

**Members Absent:** Mr. Ardian Hasko, Ms. Erica King, Ms. Palak Forbes

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### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

### **Development Report**

Ms. Megan Benway updated the board re: Steppin' Up. Party is set for June 10, 2022, from 6-10pm, will honor 6 staff members who "Stepped Up" as nominated by the ECS community. She also discussed progress and goals around the creation of an ECS Alumni Network. Database is being built out and an ECS senior is helping with outreach – goal of collecting all info by end of summer, 2022. Lastly, Regent Aramina Ferrar visited ECS high school 2 weeks ago.

### **Governance Report**

Ms. Caitlin Franco introduced Ms. Aziza Anderson, a new prospective board member, Additional prospective members are being evaluated from a number of sources, with the goal of bringing in people with experience, talents and skills valued by ECS. Ms. Franco then discussed the process for the 2022-23 Board Slate, which will be presented at the June meeting for a vote. She also reviewed progress on the Executive Compensation processes that are being guided by MMA. Lastly, Ms. Benway and Ms. Franco updated the board on new learnings around Open Meeting Law, which is set to go into effect June 9, 2022.

### **Finance Report**

Mr. Gabe Park reviewed the March finances and discussions from the Friday, April 29th Finance Committee meeting. Next Finance Committee meeting will be held on Friday, May 27th, 2022.

### **Academic Accountability Update**

Ms. Jocelyn Kelly, ECS Director of Curriculum & Instruction, updated the board on an AA committee workshop aimed at how to best measure non-academic goals and alternatives to tests. Ms. Franco then updated the board on a new uniform policy, an exploration that came out of work of the Racial Equity Committee. A uniform will be kept, but it will be adjusted and redesigned. She then updated the board on a rise in COVID cases, primarily at the middle school. Ms. Roberta Osorio then updated the board on the revised Board Racial Equity Mission Statement.

**Time and Space for Public Comment**

No comments or questions.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session:

*Upon motion duly made, seconded and unanimously carried, the members of Board of Trustees present approved the resolution related to the 801 Bartholdi Street lease which resolution is incorporated into these minutes as an attachment.*

**Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 7:48pm

 6/13/22



ECS Board Meeting, June 13, 2022

Called to Order - 6:30pm

**Members Present:** none

**Members Present (via Zoom video):** Mr. Ed Hubbard, Mr. Jim Stringfellow, Mr. Edison Bardowell, Ms. Robin Aufses, Ms. Palak Forbes, Ms. Erica King, Mr. Ardian Hasko, Ms. Roberta Osorio, Mr. Len Gilbert

**Members Absent:** None

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### **Meeting Called to Order**

Mr. Ed Hubbard opened up the meeting and welcomed everyone.

### **Development Report**

Steppin' Up Event was held on June 10<sup>th</sup> and was very successful. Strong attendance from staff, family, parents, and local and Bronx government officials. Last week 7 ECS alumni came back and spoke to 11<sup>th</sup> and 12<sup>th</sup> grade advisory classes about post-secondary lives. Data collection from alums to begin next week.

### **Finance Report**

Mr. Gabe Park informed the board that ECS is a recipient of a Summer Boost Grant aimed at Middle School Summer School. He also reviewed the April finances and discussions from the Friday, May 27th Finance Committee meeting. Next Finance Committee meeting will be held on Friday, June 24th, 2022. He also reviewed the proposed FY23 budget and then asked for the following resolution:

*Draft Resolution: The Equality Board approves the FY23 budget, subject to any material changes to the budget (\$50,000+ net income), which would need to be approved by the Finance Committee by July 1, 2022.*

Mr. Edison Bardowell motioned to approve the resolution, with Mr. Jim Stringfellow seconding. All approved, no one opposed.

### **Governance Report**

Ms. Caitlin Franco introduced Ms. Lisa Chen a new prospective board member, selected with the goal of bringing in people with experience, talents and skills valued by ECS. A second draft of the MMA Executive Compensation Update was shared with the governance committee and that information is now being reviewed. She also updated the board on Open Meeting Law and ECS compliance with the law.

Mr. Hubbard then discussed changes to the operation and mandate of the Executive Committee and the Governance Committee as well as the proposed FY23 Board Slate.

Ms. Franco then introduced 4 draft resolutions:

*Draft Resolution 1: The Equality Board approves Aziza Anderson as a new Board member to Equality Charter School's Board of Trustees.*

Mr. Len Gilbert motioned to approve the resolution, with Mr. Robin Aufses seconding. All approved, no one opposed.

*Draft Resolution 2: The Equality Board resolves to fully comply with the Open Meetings law, including new Public Officers Law 103(c).*

Ms. Roberta Osorio motioned to approve the resolution, with Mr. Bardowell seconding. All approved, no one opposed.

*Draft Resolution 3: The Equality Board approves the non-material charter revision to relocate Equality Charter High School from, CSD 8 to CSD 11. The Equality Board delegates authority to Executive Director Caitlin Franco to submit this revision to the DOE.*

Mr. Gilbert motioned to approve the resolution, with Ms. Aufses seconding. All approved, no one opposed.

*Draft Resolution 4: The Equality Board approves the FY23 Board Slate as recommended by the Governance Committee.*

Ms. Palak Forbes motioned to approve the resolution, with Ms. Aufses seconding. All approved, no one opposed.

#### **Academic Accountability Update**

Mr. Favrol Philemy updated the board on changes to instructional leadership roles and responsibilities, along with role descriptions.

Ms. Franco then updated the board on the board safety meeting that was held last week.

Ms. Amanda Huza then updated the board on Project Based Learning at the middle school.

#### **Time and Space for Public Comment**

No comments or questions.

Mr. Hubbard then asked for an Executive Session.

The board then returned to Open Session.

#### **Adjournment**

There was then a motion and approval for the meeting to adjourn.

Adjourned – 8:12pm



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# **Equality Charter School**

## **Financial Statements**

Years Ended June 30, 2022 and 2021

and Supplemental Schedule of Expenditures  
of Federal Awards

for the Year Ended June 30, 2022

# **Equality Charter School**

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Financial Statements  
Years Ended June 30, 2022 and 2021  
and Supplemental Schedule of Expenditures of Federal Awards  
for the Year Ended June 30, 2022

# Equality Charter School

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## Independent Auditor's Report

To the Board of Trustees  
Equality Charter School  
Bronx, New York

### Report on the Audit of the Financial Statements

#### *Opinion*

We have audited the financial statements of Equality Charter School (the "School"), which comprise the statements of financial position as of June 30, 2022 and 2021, 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 accompanying financial statements present fairly, in all material respects, the financial position of the School as of June 30, 2022 and 2021, 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 (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 issued or available to be issued.

#### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

## **Other Matters**

### ***Supplementary Information***

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, 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. Such information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

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

In accordance with *Government Auditing Standards*, we have also issued our report dated October 31, 2022 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.

*BDO USA, LLP*

New York, New York  
October 31, 2022

## Financial Statements

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**Equality Charter School**  
**Statements of Financial Position**

<i>June 30,</i>	2022	2021
<b>Assets</b>		
Cash	\$ 5,064,814	\$ 6,752,461
Cash - restricted	73,418	73,381
Grants and other receivables	1,903,606	1,100,603
Due from Friends of Equality Charter School	839,350	562,000
Prepaid expenses and other assets	695,341	199,591
Property and equipment, net	2,460,165	2,768,675
<b>Total Assets</b>	<b>\$ 11,036,694</b>	<b>\$ 11,456,711</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	\$ 258,769	\$ 332,900
Accrued salaries and other payroll related expenses	897,097	782,327
Deferred rent	137,820	136,690
Due to New York City Department of Education	44,352	82,334
<b>Total Liabilities</b>	<b>1,338,038</b>	<b>1,334,251</b>
<b>Commitments and Contingencies (Notes 2, 3, 4, 5, 7, 8, 9, 10, and 11)</b>		
<b>Net Assets</b>		
Without donor restrictions	9,698,656	10,122,460
<b>Total Liabilities and Net Assets</b>	<b>\$ 11,036,694</b>	<b>\$ 11,456,711</b>

*See accompanying notes to the financial statements.*

# Equality Charter School

## Statements of Activities

<i>Year ended June 30,</i>	2022	2021
<b>Operating Revenue Without Donor Restrictions</b>		
State and local per pupil operating revenue	\$ 12,882,021	\$ 12,599,945
Other per pupil operating revenue	215,299	237,991
Government grants and contracts	3,389,194	2,949,133
<b>Total Operating Revenue Without Donor Restrictions</b>	<b>16,486,514</b>	<b>15,787,069</b>
<b>Expenses</b>		
Program services:		
General education	9,258,181	8,121,733
Special education	5,581,673	5,110,309
Management and general	2,127,231	1,821,222
Fundraising	135,517	69,282
<b>Total Expenses</b>	<b>17,102,602</b>	<b>15,122,546</b>
<b>Support and Other Income</b>		
Forgiveness of debt - Paycheck Protection Program	-	1,782,380
Interest and miscellaneous income	176,985	181,820
Special events income, net of direct expenses (\$17,758 in 2022, \$9,004 in 2021)	15,299	16,881
<b>Total Support and Other Income</b>	<b>192,284</b>	<b>1,981,081</b>
<b>Change in Net Assets Without Donor Restrictions</b>	<b>(423,804)</b>	<b>2,645,604</b>
<b>Net Assets, beginning of the year</b>	<b>10,122,460</b>	<b>7,476,856</b>
<b>Net Assets, end of the year</b>	<b>\$ 9,698,656</b>	<b>\$ 10,122,460</b>

*See accompanying notes to the financial statements.*

**Equality Charter School**  
**Statement of Functional Expenses**

Year ended June 30, 2022

	No. of Positions	Program Services			Supporting Services			Total
		General Education	Special Education	Total Program	Management and General	Fundraising	Total	
<b>Personnel service costs:</b>								
Administrative staff personnel	19	\$ 447,366	\$ 79,280	\$ 526,646	\$ 1,155,283	\$ 5,663	\$ 1,687,592	
Instructional personnel	91	4,060,278	2,949,414	7,009,692	-	-	7,009,692	
Non-instructional personnel	2	778,658	505,001	1,283,659	-	-	1,283,659	
<b>Total salaries and staff</b>	<b>112</b>	<b>5,286,302</b>	<b>3,533,695</b>	<b>8,819,997</b>	<b>1,155,283</b>	<b>5,663</b>	<b>9,980,943</b>	
Fringe benefits and payroll taxes		1,034,795	750,733	1,785,528	223,191	20,290	2,029,009	
Retirement		214,613	155,701	370,314	46,289	4,208	420,811	
Legal services		-	-	-	60,281	-	60,281	
Accounting and audit services		-	-	-	120,050	-	120,050	
Other purchases of professional and consulting services		195,689	130,267	325,956	334,050	3,192	663,198	
Rent		1,408,592	370,682	1,779,274	55,602	18,534	1,853,410	
Insurance		59,542	43,198	102,740	12,843	1,168	116,751	
Utilities		58,179	42,208	100,387	12,548	1,141	114,076	
Instructional supplies and materials		260,219	132,169	392,388	8,124	738	401,250	
Equipment and furnishings		5,692	3,513	9,205	854	78	10,137	
Staff development		103,253	50,365	153,618	15,454	671	169,743	
Marketing and recruitment		90,475	39,284	129,759	3,530	321	133,610	
Technology		69,502	34,506	104,008	5,337	485	109,830	
Food service		609	225	834	-	-	834	
Student services		130,400	48,230	178,630	-	-	178,630	
Office expense		64,810	47,018	111,828	14,371	73,626	199,825	
Depreciation and amortization		275,509	199,879	475,388	59,424	5,402	540,214	
Cost of direct benefit to donors		-	-	-	-	17,758	17,758	
		<b>9,258,181</b>	<b>5,581,673</b>	<b>14,839,854</b>	<b>2,127,231</b>	<b>153,275</b>	<b>17,120,360</b>	
Less: Expenses deducted directly from support on the statement of activities		-	-	-	-	(17,758)	(17,758)	
		<b>\$ 9,258,181</b>	<b>\$ 5,581,673</b>	<b>\$ 14,839,854</b>	<b>\$ 2,127,231</b>	<b>\$ 135,517</b>	<b>\$ 17,102,602</b>	

See accompanying notes to the financial statements.

**Equality Charter School**  
**Statement of Functional Expenses**

Year ended June 30, 2021

	No. of Positions	Program Services			Supporting Services		
		General Education	Special Education	Total	Management and General	Fundraising	Total
<b>Personnel service costs:</b>							
Administrative staff personnel	18	\$ 429,686	\$ 76,147	\$ 505,833	\$ 945,248	\$ 5,439	\$ 1,456,520
Instructional personnel	76	3,434,799	2,854,346	6,289,145	-	-	6,289,145
Non-instructional personnel	22	767,606	424,567	1,192,173	-	-	1,192,173
<b>Total salaries and staff</b>	<b>116</b>	<b>4,632,091</b>	<b>3,355,060</b>	<b>7,987,151</b>	<b>945,248</b>	<b>5,439</b>	<b>8,937,838</b>
Fringe benefits and payroll taxes		873,219	633,512	1,506,731	188,341	17,122	1,712,194
Retirement		197,436	143,238	340,674	42,584	3,871	387,129
Legal services		-	-	-	77,732	-	77,732
Accounting and audit services		-	-	-	171,822	-	171,822
Other purchases of professional and consulting services		203,152	118,851	322,003	216,915	2,410	541,328
Rent		1,408,592	370,682	1,779,274	55,602	18,534	1,853,410
Repairs and maintenance		4,941	3,585	8,526	1,066	97	9,689
Insurance		75,923	55,082	131,005	16,376	1,489	148,870
Utilities		28,947	21,001	49,948	6,243	568	56,759
Instructional supplies and materials		130,430	73,839	204,269	3,724	339	208,332
Equipment and furnishings		6,210	2,713	8,923	252	23	9,198
Staff development		59,526	27,202	86,728	23,333	286	110,347
Marketing and recruitment		90,674	35,166	125,840	988	90	126,918
Technology		29,597	14,940	44,537	2,422	220	47,179
Food service		896	331	1,227	-	-	1,227
Student services		58,082	21,482	79,564	-	-	79,564
Office expense		38,565	27,982	66,547	7,437	13,236	87,220
Depreciation and amortization		283,452	205,643	489,095	61,137	5,558	555,790
Cost of direct benefit to donors		-	-	-	-	9,004	9,004
		8,121,733	5,110,309	13,232,042	1,821,222	78,286	15,131,550
Less: Expenses deducted directly from support on the statement of activities		\$ 8,121,733	\$ 5,110,309	\$ 13,232,042	\$ 1,821,222	\$ 69,282	\$ 15,122,546
						(9,004)	(9,004)

See accompanying notes to the financial statements.

# Equality Charter School

## Statements of Cash Flows

<i>Year ended June 30,</i>	2022	2021
<b>Cash Flows from Operating Activities</b>		
Cash received from operating revenue	\$ 15,645,529	\$ 15,908,113
Other cash received	192,284	198,701
Cash paid to employees and suppliers	(17,293,719)	(15,188,971)
<b>Net Cash (Used in) Provided by Operating Activities</b>	<b>(1,455,906)</b>	<b>917,843</b>
<b>Cash Flows from Investing Activities</b>		
Purchase of property and equipment	(231,704)	(196,788)
<b>Net (Decrease) Increase in Cash</b>	<b>(1,687,610)</b>	<b>721,055</b>
<b>Cash and Restricted Cash, beginning of year</b>	<b>6,825,842</b>	<b>6,104,787</b>
<b>Cash and Restricted Cash, end of year</b>	<b>\$ 5,138,232</b>	<b>\$ 6,825,842</b>
<b>Reconciliation of change in net assets to net cash (used in) provided by operating activities:</b>		
Change in net assets	\$ (423,804)	\$ 2,645,604
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Depreciation and amortization	540,214	555,790
Forgiveness of debt - Paycheck Protection Program	-	(1,782,380)
Deferred rent	1,130	46,307
Changes in operating assets and liabilities:		
Grants and other receivables	(803,003)	29,313
Due from New York City Department of Education	-	9,397
Prepaid expenses and other assets	(495,750)	14,482
Accounts payable and accrued expenses	(74,131)	(76,266)
Accrued salaries and other payroll related expenses	114,770	52,473
Due to New York City Department of Education	(37,982)	82,334
Due from Friends of Equality Charter School	(277,350)	(659,211)
<b>Net Cash (Used in) Provided by Operating Activities</b>	<b>\$ (1,455,906)</b>	<b>\$ 917,843</b>
<b>Supplemental Disclosure of Cash Flow Information:</b>		
<b>Cash and Cash - Restricted Consist of:</b>		
Cash	\$ 5,064,814	\$ 6,752,461
Cash - restricted	73,418	73,381
<b>Cash and Restricted Cash, end of year</b>	<b>\$ 5,138,232</b>	<b>\$ 6,825,842</b>

*See accompanying notes to the financial statements.*



# Equality Charter School

## Notes to Financial Statements

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### 1. Nature of the Organization

Equality Charter School (the “School”) is a New York State, not-for-profit educational corporation that was incorporated on January 13, 2009 to operate a charter school pursuant to Article 56 of the Educational Law of the State of New York in North Bronx. The School was granted a provisional charter on January 13, 2009 by the Board of Regents of the University of the State of New York. This charter was renewed through June 30, 2025 by the School’s authorizer, the New York City Department of Education (“NYCDOE”).

The School, which opened its doors in the fall of 2009, operates a college preparatory academic program and a highly structured and supportive school culture. While the School is comprised of students from many backgrounds, it is uniquely designed to close the achievement gap in middle school and high school, by preparing students to be successful in college by focusing on the integration of goal setting, critical thinking and problem solving skills.

The School, as determined by the Internal Revenue Service, is exempt from federal income tax under Section 501(a) of the Internal Revenue Code (“IRC”) as an organization described in Section 501(c)(3) of the IRC and under the corresponding provisions of the New York State tax laws. The School has also been classified as an entity that is not a private foundation within the meaning of Section 509(a) of the IRC and qualifies for deductible contributions as provided in Section 170(b)(1)(A)(ii) of the IRC.

The School operates classes for students in sixth through twelfth grades.

### 2. Significant Accounting Policies

#### Financial Statement Presentation

The School’s financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

The classification of the School’s net assets and its support, revenues, and expenses is based on the existence or absence of donor-imposed restrictions. It requires that the amounts for each of the two classes of net assets - with donor restrictions or without donor restrictions - be displayed in a statement of financial position and that the amount of change in each of those classes of net assets be displayed in a statement of activities.

These classes are defined as follows:

Net Assets with Donor Restrictions consist of contributions and other inflows of assets whose use is subject to donor-imposed restrictions that are more specific than broad limits reflecting the nature of the not-for-profit entity, the environment in which it operates and the purposes specified in its articles of incorporation or bylaws or comparable documents. Donor-imposed restrictions may be temporary in nature, such as stipulating that resources may be used only after a specified date or limited to specific programs or services. Certain donor-imposed restrictions are perpetual in nature.

Net Assets without Donor Restrictions consist of contributions and other inflows of assets whose use is not subject to donor-imposed restrictions. This net asset category includes both contributions not subject to donor restrictions and exchange transactions, and are, therefore, available for general operations.

At June 30, 2022 and 2021, the School had no assets with donor restrictions.

#### Cash - Restricted

At June 30, 2022 and 2021, an escrow account of \$73,418 and \$73,381, respectively, was held aside under the provisions of the School’s charter to pay for legal and audit expenses that would be associated with a dissolution should it occur, as required by the New York State Education Department.

# Equality Charter School

## Notes to Financial Statements

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### 2. Significant Accounting Policies (continued)

#### Grants and Other Receivables

Grants and other receivables represent unconditional promises to give by donors. Grants and other receivables that are expected to be collected within one year and are recorded at net realizable value are \$1,903,606 and \$1,100,603 at June 30, 2022 and 2021, respectively. The School determined that no allowance for uncollectible accounts for grants and other receivables is necessary at June 30, 2022 and 2021. Such estimate is based on management's assessments and historical information, the aged basis of its receivables, as well as current economic conditions.

#### Contributions

Transfers of cash or other assets or settlement of liabilities that are both voluntary and nonreciprocal are recognized as contributions.

Contributions may either be conditional or unconditional. A contribution is considered conditional when the donor imposes both a measurable barrier and a right of return. Conditional contributions are recognized as revenue on the date all donor-imposed barriers are overcome or explicitly waived by the donor. Barriers may include specific and measurable outcomes, limitations on the performance of an activity and other stipulations related to the contribution. A donor has a right of return of any assets transferred or a right of release of its obligation to transfer any assets in the event the School fails to overcome one or more barriers. Assets received before the barrier is overcome are accounted for as refundable advances.

Unconditional contributions may or may not be subject to donor-imposed restrictions. Donor-imposed restrictions limit the use of the donated assets as to time or purpose restrictions.

Contributions subject to donor restrictions are recognized in changes in net assets with donor restrictions. When a purpose restriction is satisfied or when a time restriction expires, the contribution is reported as net assets released from restrictions and is recognized in changes in net assets without donor restrictions in the statement of activities.

#### Revenue Recognition

##### Per-Pupil Revenue

The School recognizes revenues from per-pupil funding in the fiscal year in which the academic programs are provided. Per-pupil revenue is billed and received based on the total number of full-time equivalent ("FTE") students and the basic charter school tuition rate for the school district of residence of the students attending the School in any given fiscal year for general education and special education. The FTE is formula-driven and based on the number of days the student has been with the School as a proportion of the number of days in the entire school year (the calculation is done by using the New York State calculator online). The School's total student population includes general education and special education students. The School has determined that revenue from its students has the same performance obligations, types of contract, and services rendered. As a result, the student body is viewed as one customer base for revenue purposes. The School uses a portfolio approach to account for per-pupil contracts as a collective group rather than recognizing revenue on an individual-contract basis. The School believes that revenue recognized by utilizing the portfolio approach approximates the revenue that would have been recognized if an individual contract approach were used.

# Equality Charter School

## Notes to Financial Statements

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### 2. Significant Accounting Policies (continued)

#### Revenue Recognition (continued)

##### Per-Pupil Revenue (continued)

Per-pupil invoicing is managed on a bi-monthly basis to the funding source (local school district). Billing is a function of student enrollment for the upcoming fiscal year, which is the basis for the first two invoices per-pupil due June 1<sup>st</sup> and July 31<sup>st</sup>, which is a projection. Subsequent invoices are due bi-monthly. With the implementation of an automated-invoicing process through a dedicated website, the submission of each invoice is done online. After the year is complete, the School submits the FTE per-pupil reconciliation, listing every student who attended any part of the year, and the FTE each represents. Based on this final count, it calculates how much should have been paid to the School and included in the reconciliation will be any amounts due from the funding source included in grants and other receivables on the statement of financial position at year end, or any amounts payable to the funding source included as a liability on the statement of financial position at year end, as amounts are tried up to actual based on actual numbers submitted at year end.

Additional funding is also provided to support special education services. All students who are identified to need special education services or settings have an Individualized Education Program (“IEP”), formalized for his or her unique needs. Based on this IEP, the student is categorized into one of three levels of service: 0-20% service, 20-60% service, or 60% or more service required and provided by the School. For a student receiving less than 20% in services, no additional funding is received. For a student receiving services between 20% and 60% and 60% or more services of the school day, additional funding per FTE is received. Billing for this support is incorporated into the per-pupil invoices and is also settled in the same FTE per-pupil reconciliation process.

As the students receive the benefit of these services simultaneously as the School is providing them, the School recognizes per-pupil revenue from these services over time. The School believes that this method provides a reasonable depiction of the transfer of services over the term of the performance obligation based on the services needed to satisfy the obligation. Generally, performance obligations satisfied over time relate to students receiving academic or school services. The School measures the performance obligation from admission or enrollment into the School to the point when the student is discharged or the end of the school year where it is no longer required to provide services to the student, which is generally at the time of discharge or the completion of the school year. All of these services are bundled and considered a single-performance obligation, and as such, the School accounts for these bundled-performance obligations under state and local per pupil operating revenue in the statement of activities and recognizes the per-pupil revenue over time.

##### Government Grants

Revenue from federal, state, and local government grants and contracts is recognized by the School when qualifying expenditures are incurred and billable to the government, or when required services have been provided.

##### Contract Assets and Contract Liabilities

In accordance with Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 606, contract assets are to be recognized when an entity has the right to receive consideration in exchange for goods or services that have been transferred to a customer when that right is conditional on something other than the passage of time. The School does not recognize contract assets, as the right to receive consideration is unconditional in accordance with the passage of time criteria. Also, in accordance with ASC 606, contract liabilities are to be recognized when an entity is obligated to transfer goods or services for which consideration has already been received. The School does not receive consideration prior to the transfer of goods or services and, therefore, does not recognize contract liabilities.

# Equality Charter School

## Notes to Financial Statements

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### 2. Significant Accounting Policies (continued)

#### Special Events

The School conducts special events in which a portion of the gross proceeds paid by the participant represents payment for the direct cost of the benefits received by the participant at the event (such as meals and entertainment). Unless a verifiable, objective means exists to demonstrate otherwise, the fair value of those direct costs provided at special events is measured at the actual cost to the School. All proceeds received in excess of the direct costs are recorded as special events support in the accompanying statements of activities. For the year ended June 30, 2022, the School reported special events income of \$33,057 and expenses of \$17,758. For the year ended June 30, 2021, the School reported special events income of \$25,885 and expenses of \$9,004.

#### Advertising

The School expenses advertising costs as incurred. The School incurred \$133,610 and \$126,918 of advertising costs for the years ended June 30, 2022 and 2021, respectively, which is included in the accompanying statements of functional expenses under marketing and recruitment.

#### Property and Equipment

Property and equipment are stated at cost and are depreciated on the straight-line method over the estimated useful lives of the assets. Leasehold improvements are amortized over the shorter of the useful life of the improvement or term of the lease. The School has established a \$1,000 threshold above which assets are evaluated to be capitalized. Property and equipment acquired with certain government contract funds are recorded as an expense pursuant to the terms of the contract in which the government funding source retains ownership of the property. Maintenance and repairs are charged to expense as incurred; major renewals and betterments are capitalized.

#### Impairment

The School reviews long-lived assets to determine whether there has been any permanent impairment whenever events or circumstances indicate the carrying amount of an asset may not be recoverable. If the sum of the expected future undiscounted cash flows is less than the carrying amount of the assets, the School recognizes an impairment loss. No impairment losses were recognized for the years ended June 30, 2022 and 2021.

#### Functional Allocation of Expenses

The costs of providing programs and other activities have been summarized on a functional basis in the accompanying statement of activities. Accordingly, certain costs have been allocated among the respective programs and activities according to the functional categories, as follows:

Program Services - This category represents expenses related to general education and special education for certain students requiring additional attention and guidance. These costs are allocated based on the FTE allocation method.

Management and General - This category represents expenses related to the overall administration and operation of the School that are not specific to any program services or development. These costs are allocated based on time and effort.

Fundraising - This category represents expenses directly associated with the School's effort to raise funds to support the operations for the School. These costs are allocated based on time and effort.

# Equality Charter School

## Notes to Financial Statements

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### 2. Significant Accounting Policies (continued)

#### Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### Income Taxes

The School is exempt from federal, state and local income taxes under Section 501(c)(3) of the Internal Revenue Code (the “IRC”) and, therefore, has made no provision for income taxes in the accompanying financial statements. In addition, the School has been determined by the Internal Revenue Service not to be a “private foundation” within the meaning of Section 509(a) of the IRC. There was no unrelated business income for the years ended June 30, 2022 and 2021.

Under U.S. GAAP, an organization must recognize the tax benefit associate with tax positions taken for tax-return purposes when it is more likely than not that the position will not be sustained upon examination by a taxing authority. The School does not believe it has taken any material uncertain tax positions and, accordingly, it has not recorded any liability for unrecognized tax benefits. The School is subject to routine audits by a taxing authority. As of June 30, 2022, the School was not subject to any examination by a taxing authority.

#### Deferred Rent

In accordance with U.S. GAAP, rent expense is recognized on a straight-line basis over the life of the lease, including future escalations of rent, rather than in accordance with lease payments. Deferred rent represents the adjustment to future rents as a result of using the straight-line method.

#### Recently Adopted Accounting Pronouncements

##### *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets*

In September 2020, the FASB issued Accounting Standards Update (“ASU”) 2020-07, *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets (Topic 958)*. The update requires not-for-profits to present contributed nonfinancial assets as a separate line item on the statement of activities, and to disclose information regarding each type of contributed nonfinancial assets. The update is effective for financial statements issued for fiscal years beginning after June 15, 2021. The School adopted this ASU as of July 1, 2021. The adoption of this ASU did not have a material impact on the financial statements. See Note 5 for additional information.

#### Issued but Not Yet Adopted Accounting Pronouncements

##### *Lease Accounting*

In February 2016, the FASB issued ASU 2016-02, *Leases*, which will require lessees to recognize a lease liability, which is a lessee’s obligation to make lease payments arising from a lease, measured on a discounted basis; and a right-of-use asset, which is an asset that represents the lessee’s right to use, or control the use of, a specified asset for the lease term. The FASB also issued ASU 2020-05, which deferred the effective date for the School until annual periods beginning after December 15, 2021. The School is currently evaluating the impact of the adoption of ASU 2016-02.



**Equality Charter School**  
**Notes to Financial Statements**

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**3. Liquidity and Availability of Resources**

The School maintains a policy of structuring its financial assets to be available as its general expenditures, liabilities and other obligations come due. The School maintains deposit accounts with multiple distinct banks in order to maintain liquidity, benefit from the Federal Deposit Insurance Corporation protection and to collect interest income.

The School's financial assets available within one year of the statements of financial position date for general expenditures are as follows:

<i>June 30,</i>	2022	2021
Cash	\$ 5,064,814	\$ 6,752,461
Cash - restricted	73,418	73,381
Grants and other receivables	1,903,606	1,100,603
<b>Total Financial Assets</b>	<b>7,041,838</b>	<b>7,926,445</b>
Less amounts unavailable for general expenditures within one year due to:		
Restricted by contract	(73,418)	(73,381)
<b>Total Financial Assets Available to Management for General Expenditures Within One Year</b>	<b>\$ 6,968,420</b>	<b>\$ 7,853,064</b>

**4. Related Party Transactions**

Friends of Equality Charter School ("FOECS") is a not-for-profit organization dedicated to providing assistance to Equality Charter School. During the year ended June 30, 2020, the School entered into a sub-lease agreement with FOECS (see Note 12). The School would be responsible should FOECS not make the payments due under the lease through 2028. The maximum potential amount of future payments the School could be required to make under this guarantee is \$4,608,000 as of June 30, 2022.

The balance due from FOECS at June 30, 2022 and 2021 amounted to \$839,350 and \$562,000, respectively which is comprised of reimbursements for utilities, leasehold improvements, and custodial services, offset by rental payments, and is included in due from FOECS in the statements of financial position.

**5. Agreement for School Facility**

The School shares space with P.S. 160, a New York City public school, located at 4140 Hutchinson River Parkway East, Bronx, New York. As part of the New York City Chancellor's Charter School Initiative, the NYCDOE has provided this space to the School at no charge. The services provided by the NYCDOE to the charter school, such as rent, utilities, custodial services, maintenance, and safety services are also provided at no cost.

The School is using a relative valuation model to measure the fair value of the donated space. The NYCDOE has not provided a value for the space and there is no lease or agreement in place. In applying the valuation model, significant inputs include the total square footage of space occupied by the School. Based on such assumptions, the School applies a relative cost per square foot calculated using current lease terms from their similar facility in the Bronx.

The School occupies approximately 23,000 square feet at this location. The value of the space and related utilities and services allocated to the School calculated by applying the relative valuation model is not significant and, therefore, is not recorded in these financial statements.

**Equality Charter School**  
**Notes to Financial Statements**

**6. Property and Equipment**

Property and equipment consist of the following:

<i>June 30,</i>	2022	2021	Estimated Useful Lives
Furniture and fixtures	\$ 1,024,965	\$ 972,575	7 years
Computers	1,213,292	1,035,478	5 years
Equipment	310,452	308,952	5 years
Software	125,577	125,577	3 years
Leasehold improvements	3,535,380	3,535,380	Lesser of the life of the asset or lease term
	6,209,666	5,977,962	
Less: Accumulated depreciation and amortization	(3,749,501)	(3,209,287)	
	\$ 2,460,165	\$ 2,768,675	

Depreciation and amortization expense for the years ended June 30, 2022 and 2021 was \$540,214 and \$555,118, respectively.

**7. Loan Payable - Paycheck Protection Program**

In May 2020, the School received loan proceeds in the amount of \$1,782,380 (the “PPP Loan”), under the Paycheck Protection Program (“PPP”). The PPP was established as part of the Coronavirus Aid, Relief and Economic Security Act (“CARES Act”) which was enacted March 27, 2020. The PPP Loan, which was in the form of a promissory note, dated May 27, 2020, issued by the School, with a maturity date on May 27, 2022, and bear interest at a rate of 1.0% per annum.

The CARES Act and the PPP provide a mechanism for forgiveness of up to the full amount borrowed. The amount of the loan proceeds eligible for forgiveness is based on a formula that takes into account a number of factors, including the amount of loans proceeds used by the School during the 24-week period after the loan origination for certain eligible purposes including payroll costs, interest on certain mortgage obligations, rent payments on certain leases, and certain qualified utility payments, provided that at least 60% of the loan amount is used for eligible payroll costs; the employer maintaining or rehiring employees and maintaining salaries at certain levels; and other factors. Subject to other requirements and limitations on loan forgiveness, only loan proceeds spent on payroll and other eligible costs during a covered eight-week or twenty-four-week period qualify for forgiveness. Any forgiveness of the PPP loan is subject to approval by the Small Business Administration.

On June 23, 2021, the School received notification from the Small Business Administration that the School’s forgiveness application of the PPP Loan and accrued interest was approved in full, and the School has no further obligations related to the PPP Loan. Accordingly, the School recorded a forgiveness of debt of the PPP Loan in the accompanying statements of activities at June 30, 2021.



# Equality Charter School

## Notes to Financial Statements

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### 8. Retirement Plan

The School maintains a defined contribution 401(k) profit sharing plan (the “Plan”) which covers most of the employees. Employees are eligible to enroll in the Plan either the first day of the month that coincides with or next follows the date that one first satisfies the 21-year age requirement. The School’s matching contribution vests as follows:

1st Year:	0%
2nd Year:	50%
3rd Year:	100%

For the years ended June 30, 2022 and 2021, retirement expense for the School was \$420,811 and \$387,129, respectively, which is included in retirement in the accompanying statements of functional expenses.

### 9. Risk Management

The School is exposed to various risks of loss related to torts; thefts of, damage to, and destruction of assets; injuries to employees; and natural disasters. The School maintains commercial insurance to help protect itself from such risks. The School also intends to defend its positions on these matters. As of June 30, 2022, there are no matters for which the School believes the ultimate outcome would have a material adverse effect on the School’s financial position.

The School entered into contractual relationships with certain governmental funding sources. The governmental agencies may request return of funds as a result of noncompliance by the School, as well as additional funds for the use of facilities. The accompanying financial statements make no provision for the possible disallowance or refund. The School is of the opinion that such cost disallowances, if any, will not have a material effect in the School’s financial statements and will record them in the fiscal year they become known.

### 10. Concentration Risks

Financial instruments that potentially subject the School to a concentration of credit risk include cash accounts at a major financial institution that, at times, exceeded the Federal Deposit Insurance Corporation insured limit of \$250,000.

The School received approximately 77% and 71% of its total revenue from per pupil funding from the NYCDOE during the years ended June 30, 2022 and 2021, respectively.

Four major grantors accounted for approximately 94% of grants and other receivables at June 30, 2022 and three major grantors accounted for approximately 97% of grants and other receivables at June 30, 2021.

One major vendor accounted for approximately 23% of accounts payable at June 30, 2022 and three major vendors accounted for approximately 58% of accounts payable at June 30, 2021.

**Equality Charter School**  
**Notes to Financial Statements**

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**11. Commitments**

In July 2019, the School entered into a sub-lease agreement with FOECS, a related party of the School, for the high school premises classified as an operating lease through 2028. FOECS is responsible for utilities, leasehold improvements, and custodial services as per the agreement. The agreement defines payments through fiscal year 2024, and states that FOECS and the School shall agree upon a base rent for fiscal years 2025 through 2028 by January 31, 2024. Future minimum lease payments, pursuant to this sub-lease agreement, are as follows:

*Fiscal year ending June 30,*

2023	\$	1,898,587
2024		1,946,052
	\$	3,844,639

**12. Subsequent Events**

The School has evaluated events through October 31, 2022, which is the date the financial statements were available to be issued.

## Supplementary Information

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# Equality Charter School

## Schedule of Expenditures of Federal Awards

*Year ended June 30, 2022*

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Federal Assistance Listing Number	Pass-Through Entity Identifying Number	Provided To Subrecipients	Total Federal Expenditures
U.S. Department of Education				
Passed through the New York State Education Department:				
Title I Grants to Local Education Agencies (Title I, Part A of the ESEA)	84.010	Not Applicable	\$ -	\$ 330,210
Supporting Effective Instruction State Grants	84.367	Not Applicable	-	43,292
Student Support and Academic Enrichment Program	84.424	Not Applicable	-	24,646
Special Education Cluster (IDEA): Special Education - Grants to States (IDEA, Part B)	84.027	Not Applicable	-	178,178
Coronavirus Response and Relief Supplemental Appropriations Act, 2021 - Emergency Assistance for Non-Public Schools (CRRSA EANS)	84.425R	Not Applicable	-	503,793
American Rescue Plan - Elementary and Secondary School Emergency Relief (ARP ESSER)	84.425U	Not Applicable	-	505,947
<b>Total U.S. Department of Education</b>				<b>1,586,066</b>
<b>Total Expenditures of Federal Awards</b>			<b>\$</b>	<b>1,586,066</b>

*The accompanying notes are an integral part of this schedule.*

# Equality Charter School

## Notes to the Schedule of Expenditures of Federal Awards Year Ended June 30, 2022

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### 1. Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal award activity of Equality Charter School under programs of the federal government for the year ended June 30, 2022. The information in this Schedule is presented in accordance with the requirements of Title 2 *U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* ("Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the School, it is not intended to and does not present the financial position, changes in net assets, or cash flows of the School.

### 2. Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following cost principals contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

### 3. Indirect Cost Rate

The School has elected not to use the 10% de minimis indirect costs rate allowed under the Uniform Guidance.



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## **Independent Auditor’s Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With *Government Auditing Standards***

To the Board of Trustees  
Equality Charter School  
Bronx, New York

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 Equality Charter School (the “School”), which comprise the School’s statements of financial position as of June 30, 2022 and 2021, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements, and have issued our report thereon dated October 31, 2022.

### **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 School's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*BDO USA, LLP*

New York, New York  
October 31, 2022





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## **Independent Auditor’s Report on Compliance For Each Major Federal Program and Report on Schedule of Expenditures of Federal Awards Required by the Uniform Guidance**

To the Board of Trustees  
Equality Charter School  
Bronx, New York

### **Report on Compliance for Each Major Federal Program**

#### **Opinion on Each Major Federal Program**

We have audited Equality Charter School (the “School”) compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the School’s major federal programs for the year ended June 30, 2022. The School’s major federal programs are identified in the summary of auditor’s results section of the accompanying schedule of findings and questioned costs.

In our opinion, the School complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

#### **Basis for Opinion on Each Major Federal Program**

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

We are required to be independent of the 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 federal 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 federal programs.



## Auditor's Responsibilities for the Audit of Compliance

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the 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 Uniform Guidance, 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 federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

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



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

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

*BDO USA, LLP*

New York, New York  
October 31, 2022

# Equality Charter School

## Schedule of Findings and Questioned Costs Year Ended June 30, 2022

### Section I - Summary of Auditor's Results

#### *Financial Statements*

Type of report the auditor issued on whether the financial statements audited were prepared in accordance with U.S. GAAP:

Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? \_\_\_\_\_ Yes  No
- Significant deficiency(ies) identified? \_\_\_\_\_ Yes  None reported
- Noncompliance material to financial statements noted? \_\_\_\_\_ Yes  No

#### *Federal Awards*

Internal control over major federal programs:

- Material weakness(es) identified? \_\_\_\_\_ Yes  No
- Significant deficiency(ies) identified? \_\_\_\_\_ Yes  None reported

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

Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?

\_\_\_\_\_ Yes  No

Identification of major federal programs:

Assistance Listing Number(s)

Name of Federal Program or Cluster

84.425R

Coronavirus Response and Relief Supplemental Appropriations Act, 2021 - Emergency Assistance for Non-Public Schools (CRRSA EANS)

84.425U

American Rescue Plan - Elementary and Secondary School Emergency Relief (ARP ESSER)

Dollar threshold used to distinguish between type A and type B programs:

\$750,000

Auditee qualified as low-risk auditee?

\_\_\_\_\_ Yes  No

# Equality Charter School

## Schedule of Findings and Questioned Costs Year Ended June 30, 2022

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### Section II - Financial Statement Findings

There were no findings related to the financial statements that are required to be reported in accordance with generally accepted government auditing standards.

### Section III - Federal Award Findings and Questioned Costs

There were no findings and questioned costs for federal awards (as defined in 2 CFR 200.516 (a)) that are required to be reported.

# New York State Education Department

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

### 2021-2022 Budget & Cash Flow Template

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

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

Equality Charter School

PROJECTED BUDGET FOR 2022-2023

July 1, 2022 to June 30, 2023

Assumptions

DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 165. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	13,387,409	3,644,667	-	76,148	494,962	18,103,186
Total Expenses	11,559,073	4,833,174	-	370,632	2,441,783	18,426,009
Net Income	2,028,337	(1,188,507)	-	(294,484)	(1,946,821)	(322,822)
Actual Student Enrollment	460	170	-	-	-	-
Total Paid Student Enrollment	-	-	-	-	-	-

	PROGRAM SERVICES			SUPPORT SERVICES		
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL

REVENUE						
REVENUES FROM STATE SOURCES						
Per Pupil Revenue						
District of Location	11,122,006	-	-	-	-	11,122,006
School District 2 (Enter Name)	-	-	-	-	-	-
School District 3 (Enter Name)	-	-	-	-	-	-
School District 4 (Enter Name)	-	-	-	-	-	-
School District 5 (Enter Name)	-	-	-	-	-	-
Special Education Revenue	-	2,673,780	-	-	-	2,673,780
Grants	-	-	-	-	-	-
Stimulus	-	-	-	-	-	-
Other	1,126,679	482,862	-	37,871.55	246,165.05	1,883,577
Other State Revenue	-	-	-	-	-	-
<b>TOTAL REVENUE FROM STATE SOURCES</b>	<b>12,248,685</b>	<b>3,156,642</b>	<b>-</b>	<b>37,872</b>	<b>246,165</b>	<b>15,689,363</b>
REVENUE FROM FEDERAL FUNDING						
IDEA Special Needs	76,601	32,829	-	2,575	16,736	128,742
Title I	227,199	97,628	-	7,657	49,771	382,655
Title Funding - Other	40,327	17,283	-	1,356	8,811	67,776
School Food Service (Free Lunch)	-	-	-	-	-	-
Grants	-	-	-	-	-	-
Charter School Program (CSP) Planning & Implementation	-	-	-	-	-	500,000
Other	631,820	270,780	-	21,238	138,045	1,061,882
Other Federal Revenue	-	-	-	-	-	1,061,882
<b>TOTAL REVENUE FROM FEDERAL SOURCES</b>	<b>976,547</b>	<b>418,520</b>	<b>-</b>	<b>32,825</b>	<b>213,363</b>	<b>2,141,255</b>
LOCAL and OTHER REVENUE						
Contributions and Donations, Fundraising	40,983	17,564	-	1,378	8,954	68,879
Erate Reimbursement	47,005	20,145	-	1,580	10,270	79,000
Interest Income, Earnings on Investments, NYC-DYCD (Department of Youth and Community Development)	5,536	2,373	-	186	1,210	9,304
Food Service (Income from meals)	-	-	-	-	-	-
Text Book	-	-	-	-	-	-
Other Local Revenue	68,654	29,423	-	2,308	15,000	115,385
<b>TOTAL REVENUE FROM LOCAL and OTHER SOURCES</b>	<b>162,178</b>	<b>69,505</b>	<b>-</b>	<b>5,451</b>	<b>35,434</b>	<b>272,568</b>
<b>TOTAL REVENUE</b>	<b>13,387,409</b>	<b>3,644,667</b>	<b>-</b>	<b>76,148</b>	<b>494,962</b>	<b>18,103,186</b>

EXPENSES						
ADMINISTRATIVE STAFF PERSONNEL COSTS						
Executive Management	139,169	59,644	-	4,677.96	30,406.75	233,896
Instructional Management	220,281	94,406	-	7,404.41	48,128.69	370,221
Deans, Directors & Coordinators	-	-	-	-	-	-
CFO / Director of Finance	94,026	40,287	-	3,160.54	20,543.50	158,027
Operation / Business Manager	327,332	140,285	-	11,002.77	71,518.02	550,139
Administrative Staff	486,366	208,456	-	16,349	106,271	817,473
<b>TOTAL ADMINISTRATIVE STAFF</b>	<b>1,267,206</b>	<b>543,088</b>	<b>-</b>	<b>42,895</b>	<b>276,868</b>	<b>2,129,757</b>
INSTRUCTIONAL PERSONNEL COSTS						
Teachers - Regular	1,763,341	755,718	-	59,271.96	385,267.77	2,963,598
Teachers - SPED	891,738	382,173	-	29,974.38	194,833.45	1,498,719
Substitute Teachers	-	-	-	-	-	-
Teaching Assistants	-	-	-	-	-	-
Specialty Teachers	284,047	121,735	-	9,547.81	62,060.79	477,391
Aides	252,763	108,327	-	8,496.24	55,225.55	424,812

No. of Positions						
1.00						
2.00						
17.00						
1.00						
5.00						
10.00						
<b>36</b>						
38.00						
18.00						
-						
8.00						
6.00						

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



Equality Charter School

PROJECTED BUDGET FOR 2022-2023

July 1, 2022 to June 30, 2023

Assumptions

DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 165. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	13,387,409	3,844,687	-	76,148	494,962	18,103,186
Total Expenses	11,559,073	4,833,174	-	370,632	2,441,783	18,426,009
Net Income	2,028,337	(1,188,507)	-	(294,484)	(1,946,821)	(322,822)
Actual Student Enrollment	460	170	-	-	-	-
Total Paid Student Enrollment	-	-	-	-	-	-

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Therapists & Counselors	686,390	286,440	-	22,465.89	146,028.26	1,123,284
Other	993,513	425,791	-	33,395	217,070	1,669,769
<b>TOTAL INSTRUCTIONAL</b>	<b>4,853,762</b>	<b>2,080,184</b>	-	<b>163,152</b>	<b>1,060,468</b>	<b>8,157,583</b>

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
NON-INSTRUCTIONAL PERSONNEL COSTS	-	-	-	-	-	-
Nurse	-	-	-	-	-	-
Librarian	-	-	-	-	-	-
Custodian	-	-	-	-	-	-
Security	-	-	-	-	-	-
Other	-	-	-	-	-	-
<b>TOTAL NON-INSTRUCTIONAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
SUBTOTAL PERSONNEL SERVICE COSTS	6,897,022	2,870,182	-	225,110	1,463,216	11,255,499

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
PAYROLL TAXES AND BENEFITS	508,446	217,905	-	17,091	111,089	854,531
Fringe / Employee Benefits	760,888	328,095	-	25,576	166,244	1,278,803
Retirement / Pension	280,302	124,025	-	9,127	63,228	486,373
<b>TOTAL PAYROLL TAXES AND BENEFITS</b>	<b>1,568,725</b>	<b>688,025</b>	<b>-</b>	<b>52,394</b>	<b>340,562</b>	<b>2,619,706</b>

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
TOTAL PERSONNEL SERVICE COSTS	8,255,747	3,558,177	-	277,504	1,803,777	13,875,205

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
CONTRACTED SERVICES	22,338	9,573	-	750.84	4,880.49	37,542
Accounting / Audit	11,955	5,124	-	402	2,612	20,093
Legal	-	-	-	-	-	-
Management Company Fee	-	-	-	-	-	-
Nurse Services	-	-	-	-	-	-
Food Service / School Lunch	26,413	11,320	-	889	5,776	44,391
Payroll Services	-	-	-	-	-	-
Special Ed Services	-	-	-	-	-	-
Titlement Services (i.e. Title I)	-	-	-	-	-	-
Other Purchased / Professional / Consulting	287,297	123,127	-	11,088	71,000	482,653
<b>TOTAL CONTRACTED SERVICES</b>	<b>348,003</b>	<b>149,144</b>	<b>-</b>	<b>13,129</b>	<b>84,268</b>	<b>584,679</b>

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
SCHOOL OPERATIONS	5,950	2,550	-	200	1,300	10,000
Board Expenses	246,206	105,517	-	8,276	53,793	413,791
Classroom / Teaching Supplies & Materials	14,852	6,385	-	499	3,245	24,961
Special Ed Supplies & Materials	-	-	-	-	-	-
Textbooks / Workbooks	-	-	-	-	-	-
Supplies & Materials other	-	-	-	-	-	-
Equipment / Furniture	17,495	7,498	-	588	3,822	29,403
Technology	-	-	-	-	-	-
Student Testing & Assessment	18,448	7,905	-	620	4,030	31,001
Field Trips	24,780	10,611	-	832	5,410	41,613
Transportation (Student)	-	-	-	-	-	-
Student Services- other	-	-	-	-	-	-
Office Expense	127,652	54,708	-	4,291	27,880	214,541
Staff Development	196,053	84,023	-	6,590	42,835	329,500
Staff Recruitment	35,520	15,223	-	1,094	7,761	59,697
Student Recruitment / Marketing	33,806	14,488	-	1,136	7,386	56,817
School Meals / Lunch	-	-	-	-	-	-
Travel (Staff)	6,671	2,859	-	224	1,458	11,212
Fundraising	40,983	17,564	-	1,378	8,954	68,879
Other	420,000	145,000	-	1,500	43,500	41,013
<b>TOTAL SCHOOL OPERATIONS</b>	<b>1,188,392</b>	<b>474,311</b>	<b>-</b>	<b>27,328</b>	<b>211,384</b>	<b>1,332,428</b>

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
FACILITY OPERATION & MAINTENANCE	-	-	-	-	-	-
Insurance (other - action operators expenses not included above)	-	-	-	-	-	-
and memberships, licenses, misc. fees, etc.	-	-	-	-	-	-

Equality Charter School

PROJECTED BUDGET FOR 2022-2023

July 1, 2022 to June 30, 2023

Assumptions

DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 165. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	13,387,409	3,644,667	-	76,148	494,962	18,103,186
Total Expenses	11,359,073	4,833,174	-	370,632	2,441,783	18,426,069
Net Income	2,028,337	(1,188,507)	-	(294,484)	(1,946,821)	(322,822)
Actual Student Enrollment	460	170	-	-	-	-
Total Paid Student Enrollment	-	-	-	-	-	-

	PROGRAM SERVICES			SUPPORT SERVICES		
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Insurance	105,130	45,056	-	3,534	22,970	176,689
Janitorial	-	-	-	-	-	-
Building and Land Rent / Lease	1,240,035	531,443	-	41,682	270,932	2,084,092
Repairs & Maintenance	-	-	-	-	-	-
Equipment / Furniture	-	-	-	-	-	-
Security	-	-	-	-	-	-
Utilities	-	-	-	-	-	-
<b>TOTAL FACILITY OPERATION &amp; MAINTENANCE</b>	<b>1,345,165</b>	<b>576,499</b>	<b>-</b>	<b>45,216</b>	<b>293,901</b>	<b>2,260,781</b>
DEPRECIATION & AMORTIZATION	221,766	95,043	-	7,454	48,453	372,716
DISSOLUTION ESCROW & RESERVES / CONTINGENCY	-	-	-	-	-	-
<b>TOTAL EXPENSES</b>	<b>11,359,073</b>	<b>4,833,174</b>	<b>-</b>	<b>370,632</b>	<b>2,441,783</b>	<b>18,426,069</b>
NET INCOME	(192,079)	(82,320)	-	(6,456)	(41,967)	(322,822)

	REGULAR EDUCATION	SPECIAL EDUCATION	TOTAL ENROLLED
ENROLLMENT - *School Districts Are Linked To Above Entries*			
District of Location	460	170	630
School District 2 (Enter Name)	-	-	-
School District 3 (Enter Name)	-	-	-
School District 4 (Enter Name)	-	-	-
School District 5 (Enter Name)	-	-	-
<b>TOTAL ENROLLMENT</b>	<b>460</b>	<b>170</b>	<b>630</b>
REVENUE PER PUPIL	29,103	21,439	-
EXPENSES PER PUPIL	24,694	28,430	-

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Robin Aufses

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Trustee

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.



6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

**None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

**None**

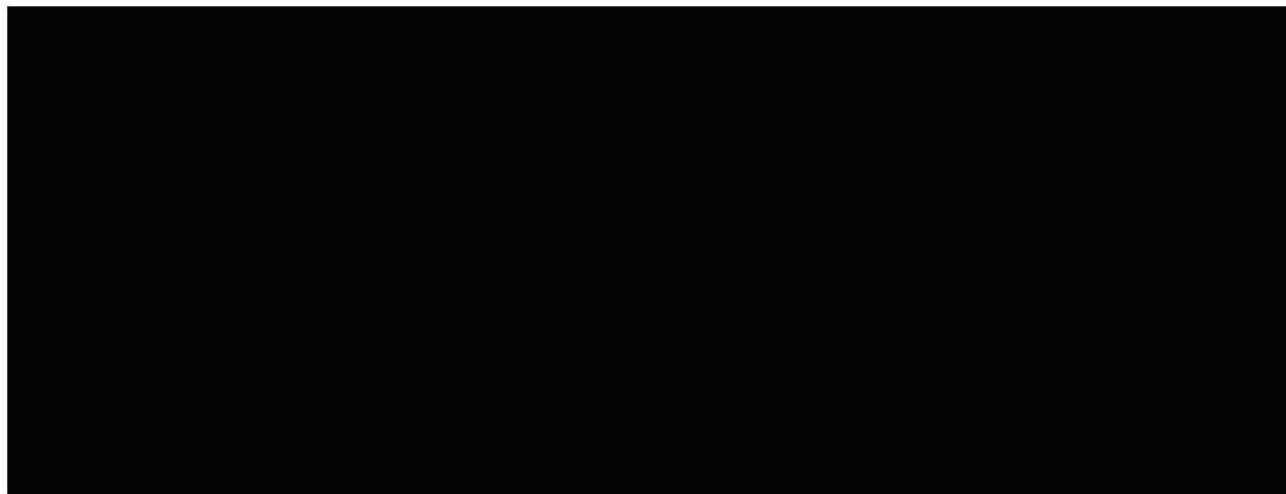
Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

*This document is considered a public record and, as such, may be made available to members of the public upon request under the Freedom of Information Law. The personal contact information provided below will be redacted.*

**Business Telephone:**

\_\_\_\_\_

**Business Address:**



DocuSigned by:  
*Robin Aufses*  
1055ADFFC4F14D8...

6/29/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*



**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Ardian Hasko

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Board Member

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

**None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

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**None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

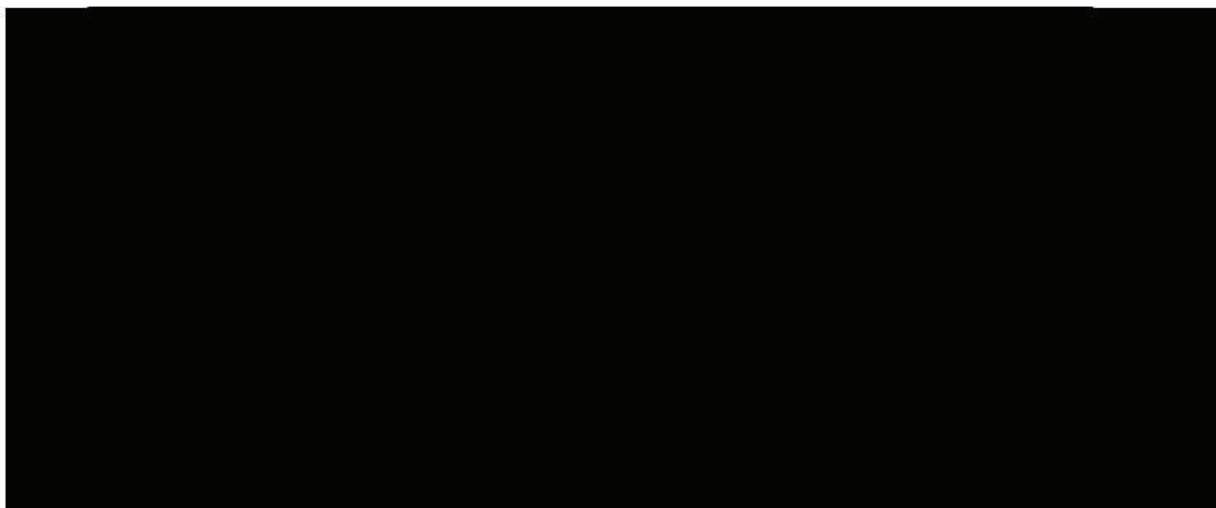


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**Business Telephone:**

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**Business Address:**



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*Ardian Hasko*  
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7/11/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
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*last revised 04/2022*

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Ayisha Lee

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).  
trustee

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

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Yes  No

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Yes  No

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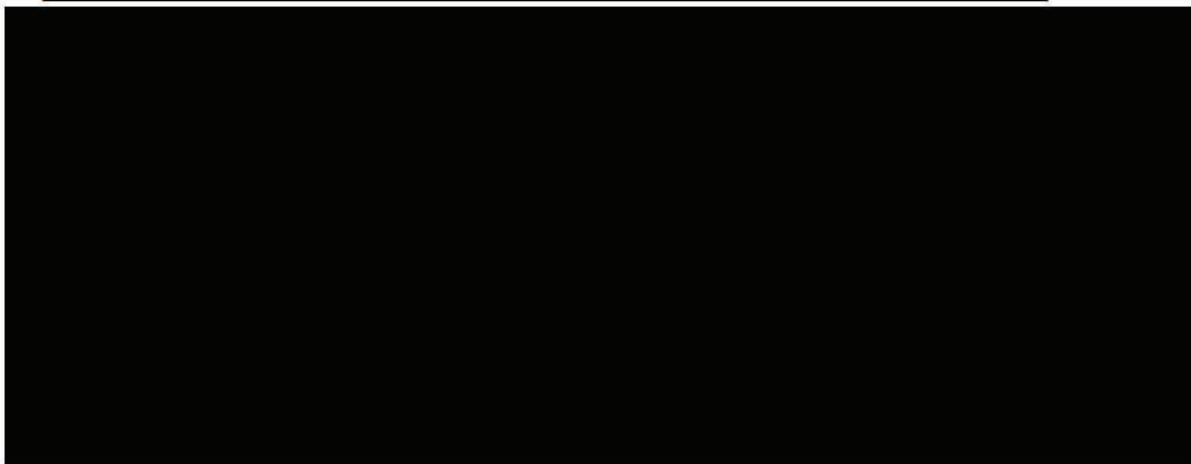
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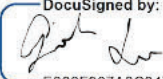
**Business Telephone:**

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**Business Address:**

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7/26/2022

**Signature**

**Date**

Acceptable signature formats include:

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*last revised 04/2022*

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Edison A. Bardowell

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Trustee

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Yes  No

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Yes  No

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Yes  No

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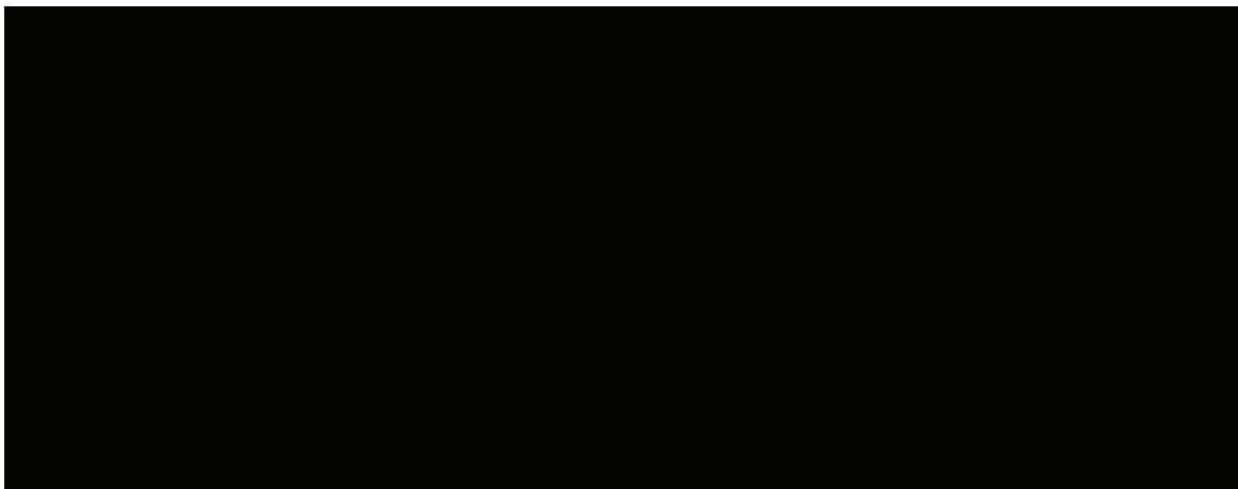
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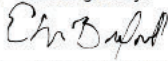
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**Business Telephone:**

\_\_\_\_\_

**Business Address:**



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6/29/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Ed Hubbard

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Board Chair

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

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4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.



6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

**None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

**None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest



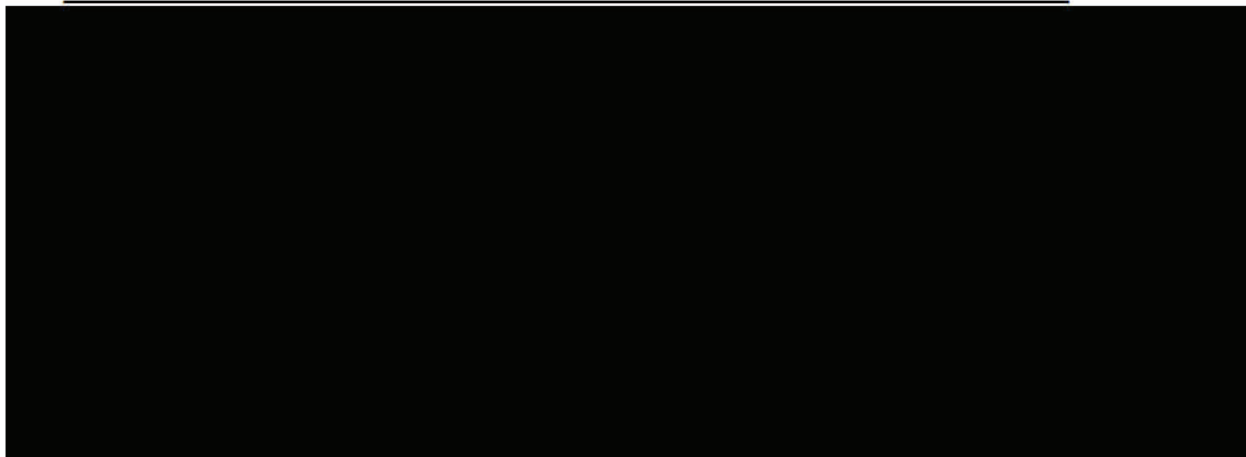
*This document is considered a public record and, as such, may be made available to members of the public upon request under the Freedom of Information Law. The personal contact information provided below will be redacted.*

**Business Telephone:**

\_\_\_\_\_

**Business Address:**

\_\_\_\_\_



DocuSigned by:  
*Ed Hubbard*  
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7/1/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Len Gilbert

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).  
Secretary (2017-2022), Chair (July, 2022-)

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

**None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you



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**None**

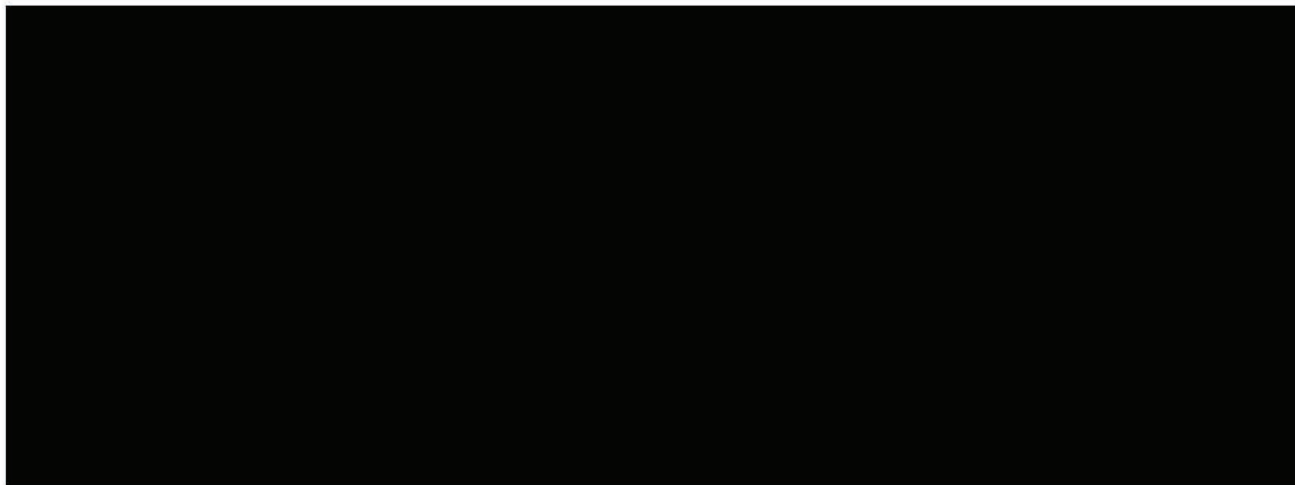
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**Business Telephone:**

\_\_\_\_\_

**Business Address:**



DocuSigned by:  
*Len Gilbert*  
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6/29/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*



**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

James Stringfellow

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Treasurer

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

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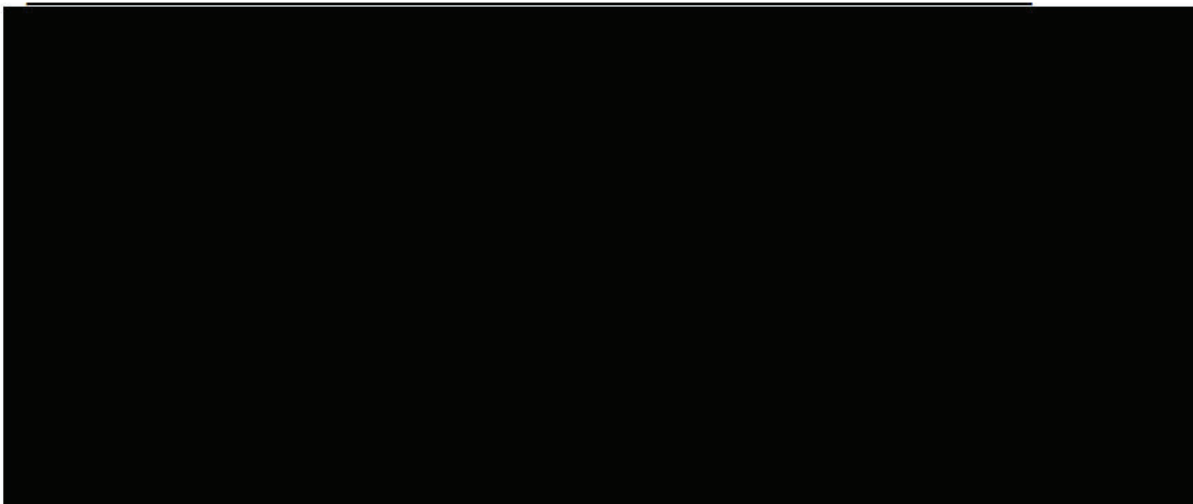


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**Business Telephone:**

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**Business Address:**



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7/5/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*

**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Palak Forbes

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Trustee

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.



4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

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Yes  No

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

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**None**

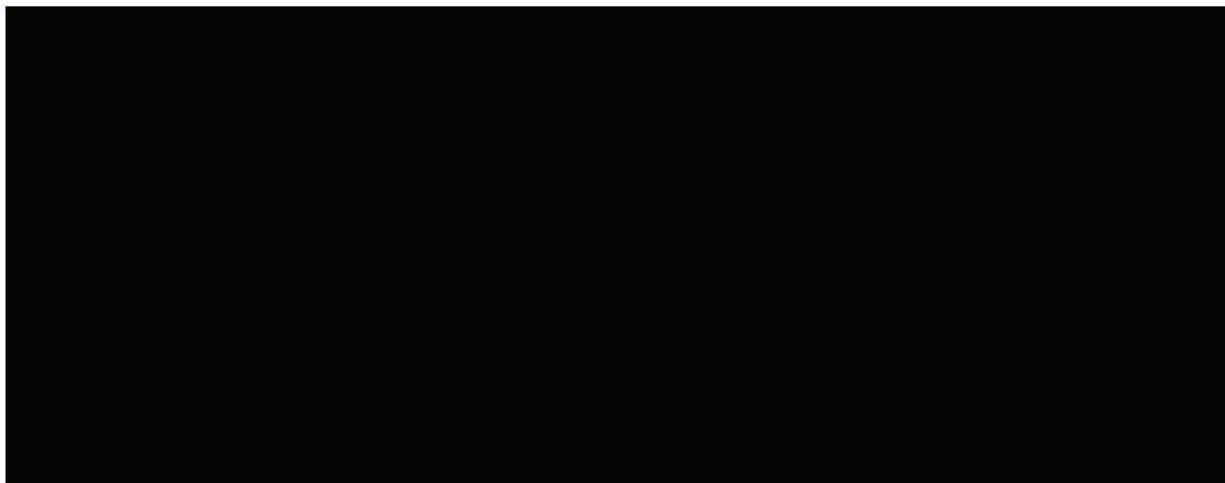
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**Business Telephone:**

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**Business Address:**



DocuSigned by:  
*Palak Forbes*  
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7/11/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*



**Disclosure of Financial Interest by a Current  
or Former Trustee**

**Trustee Name:**

Roberta Osorio

---

**Name of Charter School Education Corporation:**

Equality Charter School

---

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

Trustee, Vice Chair

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

Yes  No

If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

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Yes  No

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

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Yes  No

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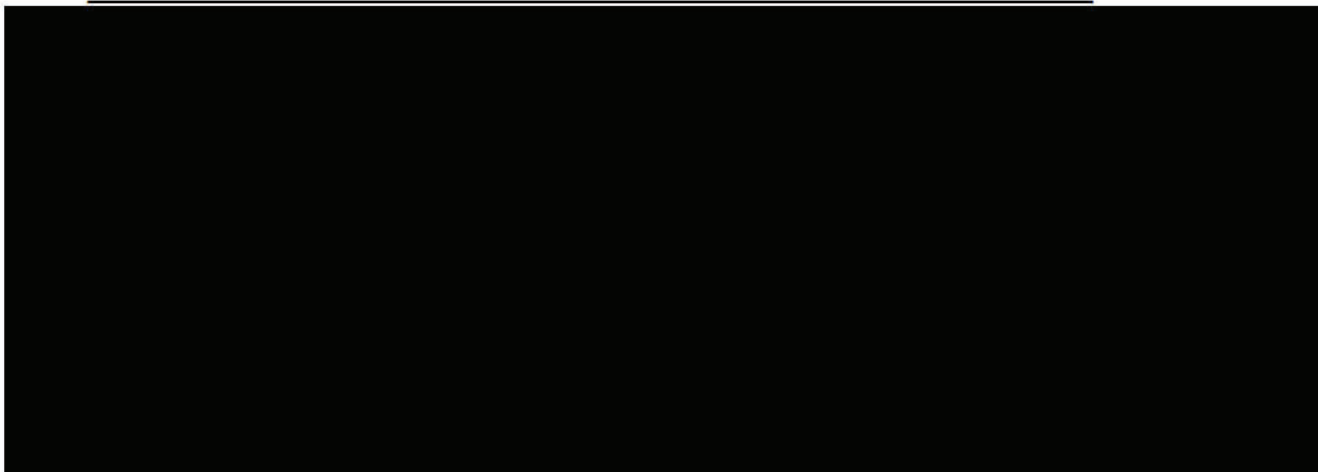
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**Business Telephone:**

\_\_\_\_\_

**Business Address:**

\_\_\_\_\_



DocuSigned by:  
*Roberta Osorio*  
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7/6/2022

**Signature**

**Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

*last revised 04/2022*

*Certificate of Occupancy*

**CO Number: 220421611F**

This certifies that the premises described herein conforms substantially to the approved plans and specifications and to the requirements of all applicable laws, rules and regulations for the uses and occupancies specified. No change of use or occupancy shall be made unless a new Certificate of Occupancy is issued. *This document or a copy shall be available for inspection at the building at all reasonable times.*

<b>A.</b>	<b>Borough:</b> Bronx	<b>Block Number:</b> 03610	<b>Certificate Type:</b> Final
	<b>Address:</b> 2141 SEWARD AVENUE	<b>Lot Number(s):</b> 1	<b>Effective Date:</b> 08/06/2019
	<b>Building Identification Number (BIN):</b> 2094817	<b>Building Type:</b> Altered	
<b>This building is subject to this Building Code: Prior to 1968 Code</b>			
<i>For zoning lot metes &amp; bounds, please see BISWeb.</i>			
<b>B.</b>	<b>Construction classification:</b> 1	(Prior to 1968 Code designation)	
	<b>Building Occupancy Group classification:</b> E	(2014/2008 Code)	
	<b>Multiple Dwelling Law Classification:</b> None		
	<b>No. of stories:</b> 4	<b>Height in feet:</b> 35	<b>No. of dwelling units:</b> 0
<b>C.</b>	<b>Fire Protection Equipment:</b> Fire alarm system		
<b>D.</b>	<b>Type and number of open spaces:</b> None associated with this filing.		
<b>E.</b>	<b>This Certificate is issued with the following legal limitations:</b> None		
<b>Borough Comments:</b> None			




Borough Commissioner



Commissioner

*Certificate of Occupancy*

CO Number: 220421611F

Permissible Use and Occupancy						
All Building Code occupancy group designations below are 2008 designations.						
Floor From To	Maximum persons permitted	Live load lbs per sq. ft.	Building Code occupancy group	Dwelling or Rooming Units	Zoning use group	Description of use
BAS	320	OG	A-3	0	3	
001 001	864	100	E A-3	0	3	
002 002	360	100	E	0	3	
003 003	180	40	E	0	3	
END OF SECTION						



Borough Commissioner



Commissioner





CUSTOMER NAME: EQUALITY CHARTER SCHOOL  
BUILDING NAME: EQUALITY CHARTER SCHOOL  
BUILDING ADDRESS: 2141 SEWARD AVE, BRONX, NY 10473-1752  
INSPECTION TYPE: Fire Alarm-Security Domain v2  
FREQUENCY: Bi-Monthly  
WORK ORDER: 88222959  
INSPECTION END DATE: 05/19/2022

INSPECTORS: Andrew L Miraglia  
INSPECTOR LICENSE: NYC FDNY 88065222  
ACCOUNT NAME: Johnson Controls North America  
OFFICE ADDRESS: 2 Westchester Plaza, Elmsford New York 10523  
OFFICE PHONE: 800-289-2647  
OFFICE LICENSE: 12000327404  
TIMEZONE: GMT-04:00

**FIRE ALARM INSPECTION REPORT**

*General Inspection Notes*

- 1. Inspection complete with no deficiencies

**DEVICE DEFICIENCIES**  
No device deficiencies in this inspection.

INSPECTION RESULTS SUMMARY				
DEVICE TYPE	INVENTORY COUNT	PASSED	FAILED	CANNOT INSPECT
Battery	1	1	0	0
Panel	1	1	0	0
Point of Contact	6	6	0	0
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>

**General Questions**

1.	UL Type	UUFX-Central Station Fire Alarm (FA)
----	---------	--------------------------------------

**Transmission Type**

1.	Type	DACT/A
2.	Primary Communication Tested	Yes
3.	Secondary Communication Tested	Yes

**Monitoring Entity**

1.	Contact	JCI
2.	Telephone	800-289-2647
3.	CS# or Account #	H02-291-7467

**Authority Having Jurisdiction**

1.	Name	FDNY
2.	Telephone	Not Applicable





### Panels/Initiating Devices

CONNECTED DEVICES								
#	LOCATION	DESCRIPTION	ADDRESS	DEVICE TYPE	BARCODE	INSPECTOR	DATE OF TEST	RESULT
3		All heat detectors	Zone 2	Point of Contact	---	Andrew L Miraglia	05/19/2022	Passed
4		All pull stations	Zone 4	Point of Contact	---	Andrew L Miraglia	05/19/2022	Passed
5		All smoke detectors	Zone 1	Point of Contact	---	Andrew L Miraglia	05/19/2022	Passed
6		Water flow	Zone 5	Point of Contact	---	Andrew L Miraglia	05/19/2022	Passed

Inspector Signature  Inspector Name Andrew Miraglia Date 05/19/2022

**DEVICE NOTE IMAGE APPENDICES**

# Equality Charter School

# July 2022

Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
								1		2		3	
4		5		6 1st Day of Summer Program	7 Summer Program in session	8		9		10			
11 Summer Program in session	12 Summer Program in session	13 Summer Program in session	14 Summer Program in session	15		16		17					
18 Summer Program in session	19 Summer Program in session	20 Summer Program in session	21 Summer Program in session	22		23		24					
25 Summer Program in session	26 Summer Program in session	27 Summer Program Intermission Classes NOT In Session	28 Summer Program Intermission Classes NOT In Session	29		30		31					

June '22

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

August '22

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

# Equality Charter School

# August 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<b>1</b> Summer Program in session	<b>2</b> Summer Program in session	<b>3</b> Summer Program in session	<b>4</b> Summer Program in session	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b> Summer Program in session	<b>9</b> Summer Program in session	<b>10</b> Summer Program in session	<b>11</b> Summer Program in session	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b> Last Day of Summer Program Classes	<b>16</b> August Regents Exams	<b>17</b> August Regents Exams	<b>18</b> Rating Day (If Necessary)	<b>19</b> New Staff Orientation	<b>20</b>	<b>21</b>
<b>22</b> 1st Day of August PD	<b>23</b> August PD	<b>24</b> August PD	<b>25</b> August PD	<b>26</b> August PD	<b>27</b>	<b>28</b>
<b>29</b> August PD	<b>30</b> August PD	<b>31</b> August PD				
<b>Student Orientation</b>	<b>Student Orientation</b>	<b>Student Orientation</b>				

July '22

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

September '22

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

# Equality Charter School

# September 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			<b>1</b> August PD	<b>2</b> August PD	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b> Instructional Day Start of Semester 1	<b>7</b> Instructional Day	<b>8</b> Instructional Day	<b>9</b> Instructional Day	<b>10</b>	<b>11</b>
<b>12</b> Instructional Day	<b>13</b> Instructional Day	<b>14</b> Instructional Day	<b>15</b> Instructional Day	<b>16</b> Instructional Day	<b>17</b>	<b>18</b>
<b>19</b> Instructional Day	<b>20</b> Instructional Day	<b>21</b> Instructional Day	<b>22</b> Instructional Day	<b>23</b> Instructional Day	<b>24</b>	<b>25</b>
<b>26</b> Rosh Hashannah School Closed	<b>27</b> Rosh Hashannah School Closed	<b>28</b> Instructional Day	<b>29</b> Instructional Day	<b>30</b> Instructional Day		

August '22

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

October '22

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

# Equality Charter School

# October 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																																			
					1	2																																																																																																			
3 Instructional Day	4 Instructional Day	5 Yom Kippur School Closed	6 Instructional Day	7 Instructional Day	8	9																																																																																																			
10 Italian Heritage Day/Indigenous People's Day School Closed	11 Instructional Day	12 Instructional Day	13 Instructional Day	14 Instructional Day End of T1	15	16																																																																																																			
17 Instructional Day Start of T2	18 Instructional Day	19 Instructional Day	20 Instructional Day Parent Teacher Conference 4:00 pm to 7:30 pm	21 Instructional Day Parent Teacher Conference 12:30 pm to 4:00 pm	22	23																																																																																																			
24 Instructional Day	25 Instructional Day	26 Instructional Day	27 Instructional Day	28 Instructional Day	29	30																																																																																																			
31 Instructional Day	<table border="1"> <thead> <tr> <th colspan="7">September '22</th> <th colspan="7">November '22</th> </tr> <tr> <th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th><th>S</th> <th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th><th>S</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td> <td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td> </tr> <tr> <td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td> <td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td> </tr> <tr> <td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td> <td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td> </tr> <tr> <td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td> <td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td> </tr> <tr> <td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td> <td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>					September '22							November '22							M	T	W	T	F	S	S	M	T	W	T	F	S	S				1	2	3	4			1	2	3	4	5	6	5	6	7	8	9	10	11	7	8	9	10	11	12	13	12	13	14	15	16	17	18	14	15	16	17	18	19	20	19	20	21	22	23	24	25	21	22	23	24	25	26	27	26	27	28	29	30			28	29	30					
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# Equality Charter School

# November 2022

Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
	1	Instructional Day	2	Instructional Day	3	Instructional Day	4	Instructional Day	5	6	Daylight Saving		
7	8	Staff PD Students not in Attendance	9	Instructional Day	10	Instructional Day	11	Veterans Day School Closed	12	13			
14	15	Instructional Day	16	Instructional Day	17	Instructional Day	18	Instructional Day	19	20			
21	22	Instructional Day	23	Thanksgiving Recess School Closed	24	Thanksgiving Recess School Closed	25	Thanksgiving Recess School Closed	26	27			
28	29	Instructional Day	30	Instructional Day									

October '22

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

December '22

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

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1 Instructional Day	2 Instructional Day <b>End of T2</b>	3	4
5 Instructional Day <b>Start of T3</b>	6 Instructional Day	7 Instructional Day	8 Instructional Day	9 Instructional Day	10	11
12 Instructional Day	13 Instructional Day	14 Instructional Day	15 Instructional Day	16 Instructional Day	17	
19 Instructional Day	20 Instructional Day	21 Instructional Day	22 Instructional Day	23 Instructional Day	24	
26 Winter Recess School Closed	27 Winter Recess School Closed	28 Winter Recess School Closed	29 Winter Recess School Closed	30 Winter Recess School Closed	31	

November '22							January '23						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
1	2	3	4	5	6								
7	8	9	10	11	12	13	2	3	4	5	6	7	8
14	15	16	17	18	19	20	9	10	11	12	13	14	15
21	22	23	24	25	26	27	16	17	18	19	20	21	22
28	29	30					23	24	25	26	27	28	29
							30	31					

# Equality Charter School

# January 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																																		
						1																																																																																																		
<b>2</b> New Year's Day Observed School Closed	<b>3</b> Instructional Day	<b>4</b> Instructional Day	<b>5</b> Instructional Day	<b>6</b> Instructional Day	<b>7</b>	<b>8</b>																																																																																																		
<b>9</b> Instructional Day	<b>10</b> Instructional Day	<b>11</b> Instructional Day	<b>12</b> Instructional Day	<b>13</b> Instructional Day	<b>14</b>	<b>15</b>																																																																																																		
<b>16</b> Rev. Dr. Martin Luther King Jr. Day School Closed	<b>17</b> Instructional Day	<b>18</b> Instructional Day	<b>19</b> Instructional Day	<b>20</b> Instructional Day	<b>21</b>	<b>22</b>																																																																																																		
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>																																																																																																		
Last day of regular class instruction End of T3	Regents Administration	Regents Administration	Regents Administration	Regents Administration End of Semester 1																																																																																																				
<b>30</b> Start of T4 Instructional Day Start of Semester 2	<b>31</b> Instructional Day	<table border="1"> <thead> <tr> <th colspan="7">December '22</th> <th colspan="7">February '23</th> </tr> <tr> <th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th><th>S</th> <th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th><th>S</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td> <td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> </tr> <tr> <td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td> <td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td> </tr> <tr> <td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td> <td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td> </tr> <tr> <td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td> <td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td> </tr> <tr> <td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td> <td>27</td><td>28</td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>					December '22							February '23							M	T	W	T	F	S	S	M	T	W	T	F	S	S				1	2	3	4			1	2	3	4	5	5	6	7	8	9	10	11	6	7	8	9	10	11	12	12	13	14	15	16	17	18	13	14	15	16	17	18	19	19	20	21	22	23	24	25	20	21	22	23	24	25	26	26	27	28	29	30	31		27	28					
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# Equality Charter School

# February 2023

Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
				<b>1</b> Instructional Day	<b>2</b> Instructional Day	<b>3</b> Instructional Day	<b>4</b> Instructional Day	<b>5</b>					
<b>6</b> Instructional Day	<b>7</b> Instructional Day	<b>8</b> Instructional Day	<b>9</b> Instructional Day	<b>10</b> Instructional Day	<b>11</b>	<b>12</b>							
<b>13</b> Instructional Day	<b>14</b> Instructional Day	<b>15</b> Instructional Day	<b>16</b> Instructional Day	<b>17</b> Instructional Day	<b>18</b>	<b>19</b>							
<b>20</b> Midwinter Recess School Closed	<b>21</b> Midwinter Recess School Closed	<b>22</b> Midwinter Recess School Closed	<b>23</b> Midwinter Recess School Closed	<b>24</b> Midwinter Recess School Closed	<b>25</b>	<b>26</b>							
<b>27</b> Instructional Day	<b>28</b> Instructional Day												

January '23

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

March '23

M	T	W	T	F	S	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

# Equality Charter School

# March 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 Instructional Day	2 Instructional Day	3 Instructional Day	4	5
6 Instructional Day	7 Instructional Day	8 Instructional Day	9 Instructional Day	10 Instructional Day	11	12
13 Instructional Day	14 Instructional Day	15 Instructional Day	16 Instructional Day	17 Instructional Day End of T4	18	19
20 Instructional Day Start of T5	21 Instructional Day	22 Instructional Day	23 Instructional Day Parent Teacher Conference 4:00 pm to 7:30 pm	24 Instructional Day Parent Teacher Conference 12:30 pm to 4:00 pm	25	26
27 Instructional Day	28 Instructional Day	29 Instructional Day	30 Instructional Day	31 Instructional Day		

February '23

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

April '23

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

# Equality Charter School

# April 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3 Instructional Day	4 Instructional Day	5 Instructional Day	6 First Day of Passover School Closed	7 First Day of Passover/Good Friday School Closed	8	9
10 Spring Recess School Closed	11 Spring Recess School Closed	12 Spring Recess School Closed	13 Spring Recess School Closed	14 Spring Recess School Closed	15	16
17 Instructional Day	18 Instructional Day	19 Instructional Day	20 Instructional Day	21 Eid al-Fitr School Closed	22	23
24 Instructional Day	25 Instructional Day	26 Admin Assist Day	27 Instructional Day	28 Instructional Day	29	30

March '23

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

May '23

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



# Equality Charter School

# May 2023

Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
1	Instructional Day	2	Instructional Day	3	Instructional Day	4	Instructional Day	5	Instructional Day End of T5	6		7	
8	Instructional Day Start of T6	9	Instructional Day	10	Instructional Day	11	Instructional Day	12	Instructional Day	13		14	
15	Instructional Day	16	Instructional Day	17	Instructional Day	18	Instructional Day	19	Instructional Day	20		21	
22	Instructional Day	23	Instructional Day	24	Instructional Day	25	Instructional Day	26	Instructional Day	27		28	
29	Memorial Day School Closed		30	Instructional Day	31	Instructional Day							

April '23

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

June '23

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

# Equality Charter School

# June 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1 Instructional Day	2 June Org-wide Staff PD Asynchronous Instructional Day for Students	3	4
5 Instructional Day	6 Instructional Day	7 Instructional Day	8 Instructional Day	9 Instructional Day	10	11
12 Instructional Day	13 Last day of regular class instruction End of T6	14 Regents Administration	15 Regents Administration	16 Regents Administration	17	18
19 Juneteenth School Closed	20 Regents Administration	21 Regents Administration	22 Regents Administration Report Card Pick-up Rating Day	23 Regents Administration End of Semester 2 ECHS Graduation Day	24	25
26	27	28	29	30		

May '23

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

July '23

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



