



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

Phone: (508) 854-8400 Fax: (508) 854-8484

www.akfcs.org

Board of Trustees Meeting Agenda

Wednesday, January 27, 2021 / 6:30 p.m.

https://akfcs-org.zoom.us/webinar/register/WN_6YDqBXrZSUOAFdTQYGd6jw

- I. Call to Order Celia Blue, Chair
- II. Attendance Recorded
- III. Faithfulness to Charter
 - a. Reading of the AKF Mission; “The Mission of the Abby Kelley Foster Charter Public School is to assist parents in their role as primary educators of their children by providing a classical liberal arts education grounded in the great works of Western Civilization and aimed at academic excellence, musical competence and character formation.”
 - b. Public Comments / Open Forum
 - c. Old Business
- IV. Review of the Meeting Minutes from December 2, 2020
 - a. **Motion:** To accept the meeting minutes from December 2, 2020.
- V. Executive Director’s Report- Ms. Paluk
- VI. Board/Committee Updates
 - a. Trustee Update
 - i. Resignation of Randy Schmid PP’19
 - ii. Presentation of Amy Vernon P’29, ’31 as a Board of Trustee Candidate
 - iii. Board Member Recruitment
 - b. Education Committee- Ms. Yarnie
 - c. Educational Foundation- Ms. Zabage-Ndiku
 - d. Facilities and Finance- Mr. Royce
 - e. DEI Committee Update- Ms. Blue
- VII. Upcoming Board and Committee Meetings
 - a. **Education Committee**
 - i. Thursday, February 11th, 7:45 a.m.,
 - ii. Thursday March 11th, 7:45 a.m.
 - b. **Facilities and Finance Committee**
 - i. Friday, February 26th, 8:00 a.m.
 - ii. Friday, March 19th, 8:00 a.m.

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



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Page 2

c. Board of Trustees

- i. Wednesday, February 24th, 6:30 p.m.
- ii. Wednesday, March 31st, 6:30 p.m.

VIII. Adjournment

- a. **Motion:** To adjourn the meeting.



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Board of Trustees Meeting Minutes- DRAFT

DRAFT

Wednesday, December 2, 2020 / 6:30

p.m.

https://akfcs-org.zoom.us/webinar/register/WN_WPXlwCntRrCJu3g4-toQVg

The meeting was Called to Order by Celia Blue, Chair at 6:32 p.m.

Attendance Recorded and included with these minutes.

Ms. Blue read the Abby Kelley Mission statement in faithfulness to our charter. There were no public comments or old business.

Ms. Blue asked the Board to review of the Meeting Minutes from November 5, 2020 and November 20, 2002. Ms. Blue ask for a Motion to accept the meeting minutes from November 5, 2020. Mr. Royce made the Motion, Ms. Zagabe-Ndiku seconded the Motion. Mr. Royce, Ms. Zagabe-Ndiku, Ms. Blue, Ms. Park and Mr. Schmid approve the minutes. Ms. Yarnie abstained. Ms. Blue then noted that the minutes from November would be tabled until 1.27.

Ms. Paluk delivered her Executive Director update. Ms. Paluk mentioned fundraising initiatives within the District. She shared an update about the District's Professional Development session on December 2nd, which was the first full District PD.

Following the Thanksgiving break the Elementary School will return to the Hybrid Model; the Gold group comes in on December 3rd, Maroon Group on December 7th. The District remains on track to open in 2021 with full District Hybrid, adding grades 4-12. Mr. Schmid noted that this is a lot of work on the part of everyone involved, teachers especially. He encouraged everyone to find balance with fears and safety, encouraging everyone to be safe.

Ms. Paluk shared that Abby Kelley has been approved as an SSO Meal Program site, through June. This means Abby Kelley will be able to provide free meals to any students (from any district).

The District's PAC Group for families of student with special needs, had a presentation by Jim Dunn, an Executive Function Coach. Mr. Dunn's presentation was well received and will be presented to all families in January. Ms. Little noted that the Special Education Department had a successful review of their policies and procedures and no significant issues arose the Department is ensuring equity when in the areas of race and ethnicity.

Ms. Little announced that DESE would do their on-site visit in May which was postponed from April 2020.

Mr. Grennon alerted the Board to a new sink hole at the High School. This is a new hole, but it is in line with the hole the parking area had last year. He said there would be some relocation of cars, efforts made to re-route busses to keep traffic in that area to a minimum.

Ms. Paluk and the Attorney DiDonna brought to the Board handbook updates for Title IX. Ms.

DiDonna explained for the Board what he changed would mean, how things would go in due process. Ms. Blue asked Attorney DiDonna to look at who the language around the “decision maker” identity, should that person be defined. The Board presented questions for Attorney DiDonna which were answered. Ms. Blue then asked for a Motion to approve the changes to the student handbook as presented. As this was happening, Ms. Blue’s internet connection was lost. Mr. Royce made the motion, Ms. Yarnie provided a second. The Motion was unanimously approved as Ms. Blue was able to return to the meeting just as this vote was ending.

The Board, Ms. Carpino and Ms. Paluk then entered into discussion on faculty/staff appreciation gift. The result of this conversation was a Motion to approve \$10,000 to be used for the purchase of gift cards for faculty and staff. Ms. Zagabe-Ndiku made the motion, it was seconded by Ms. Yarnie. The Board unanimously approve the Motion.

Ms. Blue noted the upcoming meetings for the Board and Committees **Education Committee:** Thursday, December 10th / 7:45 a.m. and **Facilities and Finance Committee;** Friday, December 18th / 8:00 a.m. Ms. Blue then asked for Motion to Adjourn. The Motion was made by Ms. Zagabe-Ndiku, seconded by Ms. Yarnie and the meeting ended at 9:04 p.m.

disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



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Board of Trustees Meeting Minutes - DRAFT

Friday, November 20, 2020 / 8:00 a.m.

https://akfcs-org.zoom.us/webinar/register/WN_0R0e1l-FR8KtoMvGKber2Q

The meeting was called to order by Celia Blue, Board Chair at 8:01 a.m. The Board members in attendance were Celia Blue, Patrick Royce, Jie Park, Bibiche Zagabe-Ndiku, and Randy Schmid. Shelly Yarnie was not present. Additional attendees are included with these minutes.

Ms. Blue read the Abby Kelley Mission Statement to begin the meeting. Ms. Blue noted that the Board had received a public comment for this meeting from Erin Wilson, a current AKF parent. Ms. Blue read the message from Ms. Wilson, which included a brief statement and a petition of names from AKF families asking for the Board to reconsider conducting a search for a Executive Director at this time given the pandemic, the understanding that Ms. Paluk was doing a good job for the District, and it was the position of the families that the cost was significant for a search process, given the fact that Ms. Paluk was such a strong candidate. (The public comments are not included with these minutes as this time.)

Ms. Blue asked the Board to review the Meeting Minutes from October 28, 2020 and noted that the minutes from November 5, 2020 would be tabled until the December meeting. Ms. Blue asked for a motion to accept the meeting minutes from October 28, 2020. Mr. Royce made the motion, Ms. Zagabe-Ndiku seconded the motion. The Board approved the minutes.

An Executive Director Update was given by Ms. Paluk. She updated the Board on cases of CoVID within the District. There had been only one cluster (of four cases) at the Elementary School as of today's meeting (11.20). It was due to that cluster that the State's Response Unit came to Abby Kelley. Of the 40 staff tested, two additional cases of CoVID were detected in staff (not connected to the cluster). Of the 26 students tested, one student was positive for CoVID (who was added to the cluster.) As a result of a number of staff who were now in quarantine as possible close contacts with those who tested positive, the Elementary School had to go to a full remote model. This model will be in place through Wednesday, December 2nd, on Thursday, December 3rd the Elementary School will resume the Hybrid Model. Ms. Paluk noted that all decisions are made with safety at the leading factor, but care and thought, as well as flexibility is needed at all times.

Ms. Paluk also noted that the High School held their National Honor Society inductions on November 19th.

Ms. Paluk noted that the District is looking to purchase Air Purifiers, with a focus on the Middle School. The cost is \$250-300 per unit, the District anticipates needing 40 air purifiers. Mr. Schmid noted that the



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Page 2

Middle School is the priority with this purchase, but this was a temporary fix. Ms. Paluk noted that Mr. Grennon is collecting HVAC quotes.

Ms. Paluk also shared with the Board that Mr. Grennon has been looking at the staffing needs within the Facilities Department. With the return of more students in January, there will be increased demands and needs within that department.

The District's Finances were highlighted by Ms. Carpino and were included for the Board in their packet.

At Ms. Paluk's request Ms. Blue agreed to table discussion and any motions relative to the Handbook updates regarding Title IX.

Ms. Blue then began to address the Board and the earlier public comments by explaining how the Board had come to the decision to conduct a search to fill the Executive Director position, in a permanent capacity. She noted that search that was started in January 2020 and which was ultimately suspended due to CoVID in March. From there the Board moved to appoint an interim Executive Director, conducted a search for that position and ultimately Ms. Paluk was hired. Now the Board finds itself in a similar situation as they were in back in March, CoVID cases are climbing, students are doing remote learning and it would be difficult to gather the input and feedback from all stakeholders to conduct a proper search at this time. Ms. Blue recommended to the Board that they vote to suspend the search at this time and work with Ms. Paluk to extend her contact.

Ms. Blue then allowed the members of the Board to provide their thoughts on the matter. Mr. Schmid asked that the "Interim" part of the title be dropped from Ms. Paluk's title, allowing her to be "Executive Director.

Mr. Royce commented that a search was important and necessary to allow transparency in that decision and it was not clear at this time who the long term leader of the District would be. Mr. Royce stated that he would like to see the Board continue with their internal work to keep the process going and be ready for Fall 2021.



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Page 3

Ms. Zagabe-Ndiku noted that given all the unknowns at this time; are students going back to school, will there be a vaccine and if so who gets it when, all the time families and staff were already putting into their student's learning while at home; all of these things would limited the involvement and focus of the very stakeholders the Board and search firm wants to speak with.

Ms. Park also commented that people are stretched thin in this pandemic, noting that a proper search under normal conditions is a challenging process. She went on to say that it made sense for the community and the possible candidate pool time to stabilize with all that's taking place right now. She was in favor of suspending the search until the Fall, but wanted to assure the Board does not lose site of that date, and can begin the process in September 2021.

Mr. Schmid reiterated his request to see the "Interim" portion of Ms. Paluk's title removed. Ms. Blue noted that without a search there would be no permanent appointment of an Executive Director. Ms. Blue then asked the Board if they were in agreement if someone would make a motion to suspend the search. Mr. Royce asked if the Board could hear from Ms. Paluk prior to any motions.

Ms. Paluk said she would be happy to stay on as Interim Executive Director, the title did not cause her any issue. She asked if the Board though having an "Interim" Executive Director would create any impression of instability given the upcoming Charter renewal and site visit in the spring. Ms. Blue noted that as the person in that role would have stability, there wasn't a succession of different people in the role that was not a concern. Ms. Zagabe-Ndiku noted that this could be documented and explained to the reviewing committee.

Ms. Blue then asked for a motion to postpone the search until September 2021. Ms. Zagabe-Ndiku made that motion, it was seconded by Ms. Park. The Board voted as follows: Mr. Schmid abstained from the vote because of the "Interim" remaining as part of Ms. Paluk's title. Mr. Royce, Ms. Park, Ms. Zagabe-Ndiku and Ms. Blue all voted in favor of suspending the search until September 2021.

Following the vote, Ms. Blue noted next steps; opportunities to hear from families, faculty and staff to allow the Board to be prepared for the search process. She spoke of the development of an engagement strategy and the need to work Ms. Paluk to extend her contact.



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Page 3

Mr. Schmid announced he needed to leave the meeting at 8:58 a.m. Following that Ms. Blue asked for a motion to adjourn the meeting. Mr. Royce made that motion, Ms. Zagabe-Ndiku seconded the motion. The meeting adjourned at 9:00 a.m.



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Education Committee Meeting Minutes - DRAFT

Thursday, January 7, 2021/ 7:45 a.m.

<https://akfcs-org.zoom.us/j/98609414991?pwd=WWJLeGhjZVhqZjMvdmEzRXpabXpuUT09>

Meeting ID:986 0941 4991 **Passcode:** 194133

By phone: 1-929-205-6099 **Meeting ID:** 986 0941 4991

The meeting was Called to Order by Shelly Yarnie, Committee Chair at 7:50 pm.

Attendance Recorded: Shelly Yarnie, Bibiche Zagabe-Ndiku, Celia Blue, Amy Emma, Amy Puliafico, Heidi Paluk, Amanda Durkin, Siby Adina, AnnMarie Little, Amelie Tambolleo, Jenn Giusto, Chris Kursonis, Rob Kerr. Committee Members not present: Jie Park

Ms. Yarnie asked the committee to review the December 10, 2020 Meeting Minutes and the October 6, 2020 Meeting Minutes. There was an addition to the minutes from December 10th to include Amelie Tambolleo. Ms. Yarnie then asked for a Motion to approve the minutes from the December 10, 2020 Education Committee Meeting with that correction. Ms. Blue made the Motion, Ms. Zagabe-Ndiku seconded the motion. The minutes were approved.

Ms. Yarnie then asked for a Motion to approve the minutes from the October 6, 2020 Education Committee Meeting. Ms. Zagabe-Ndiku made the Motion, Ms. Blues seconded. The minutes were approved.

Ms. Paluk shared with the Committee the Hybrid Model for the District. Safety comes first, social distance is a must and Abby Kelley will resume the Hybrid Model to now include grades 4-12 beginning January 11th. Ms. Paluk spoke about staff concerns, while watching numbers in Worcester and the State. Ms. Zagabe-Ndiku asked if testing is an option, but Ms. Paluk explained that is not sustainable with costs and our nursing staff. Ms. Paluk explained that going forward is important to our students who are struggling here and across the state due to the pandemic and being out of school since March 2020.

There is a concern for staffing as there is not a “pool” of substitutes at this time and other ideas for substitutes have not worked out. It was noted that School Administration will have to step in to cover classes as needed. Ms. Paluk again noted that masks, social distance, hand washing and all other protocols in the District are key.

The topic of vaccines for teachers came up. At this time teachers are in Phase II and it looks like mid- February.



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Ms. Paluk brought to the Committee attention the need for a larger discussion around Regional Planning and Enrollment, as Abby Kelley has learned that to keep Holden in our footprint we need to open enrollment potentially to the Wachusett District. The Committee discussed a timeline of conversations and will discuss this at a to be planned Education Committee Meeting, and at the Finance Committee Meeting.

Ms. Yarnie asked for a Motion to adjourn. Ms. Blue made the Motion, Ms. Zagabe-Ndiku seconded it and the meeting was adjourned at 9:04 a.m.



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Education Committee Meeting Agenda

Thursday, January 7, 2021/ 7:45 a.m.

<https://akfcs-org.zoom.us/j/98609414991?pwd=WWJLeGhjZVhqZjMvdmEzRXpabXpuUT09>

Meeting ID:986 0941 4991 **Passcode:** 194133

By phone: 1-929-205-6099 **Meeting ID:** 986 0941 4991

- I. Call to Order- Shelly Yarnie, Committee Chair
- II. Attendance Recorded
- III. Review of the December 10, 2020 Meeting Minutes and the October 6, 2020 Meeting Minutes
 - a. **Motion:** To approve the minutes from the December 10, 2020 Education Committee Meeting.
 - b. **Motion:** To approve the minutes from the October 6, 2020 Education Committee Meeting.
- IV. AKF Hybrid Model for the District
- V. Regional Planning and Enrollment
- VI. Motion to Adjourn

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Education Committee Meeting Agenda

Thursday, December 10, 2020 / 7:45 a.m.

<https://akfcs-org.zoom.us/j/95971612826?pwd=bUJ2Ui9PNkRISVM5UVdGaUNMcWN4QT09>

Meeting ID: 959 7161 2826 **Passcode:** 720053

By phone: 1-929-205-6099 **Meeting ID:** 959 7161 2826

- I. The Meeting was Called to Order by Shelly Yarnie, Committee Chair at 7:51 a.m.
- II. Committee members in attendance: Celia Blue, Shelly Yarnie, Bibiche Zagabe-Ndiku.
Committee members not in attendance: Jie Park
Staff in attendance: Heidi Paluk, Amy Emma, Chris Kursonsis, Amy Pulifico, AnnMarie Little, Rob Kerr, Siby Adina, Jess Regan,
- III. Ms. Yarnie asked for a motion to approve the minutes from November 12, 2020. Ms. Blue made the motion and Ms. Zagabe-Ndiku seconded the motion. Ms. Yarnie abstained from the vote. The Motion was approved by Ms. Blue and Ms. Zagabe-Ndiku.
- IV. Ms. Paluk presented to the Committee AKF's Hybrid Model Plans to begin in January. The anticipated start date for the Hybrid Model is Monday, January 11th. Classes will resume remotely January 4-8th for all students.

Families at each school have been contacted. The Elementary School anticipated approximately 240 students to return, 225 at the Middle School and 175 at the High School. Student bussing needs to be worked out, there will not be regional transportation, stops have been consolidated.

Staffing is a concern for the District, but the Principals are seeing teachers stepping up who are able with creative solutions to support the needs of our students.

MCAS have been postponed at this time for the eleventh graders who missed their tenth grade MCAS. DESE will continue to communicate with Districts over next steps.

Ms. Paluk shared a forthcoming mandate coming from DESE regarding STL (Student Learning Time). The mandate will require a certain number of hours of live instruction for students over the course of a two week period. Students will not be allowed full asynchronous learning time. AKF should be already meeting this mandate, if not, adjustments will be minor. We anticipate that confirmation in the next day or two.

Ms. Paluk explained this mandate is the result of students who are struggling with mental health issues, and DESE wants to assure students are being checked in with by a trusted adult.

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Teachers are concerned about returning to the buildings in person, with students. Ms. Paluk noted PPE is available for stay, air purifiers have been purchased for the Middle School, masks are required by all and social distancing is in place.

Ms. Zagabe-Ndiku asked if there was a sense of how students were doing within each school. Mr. Kursonsis began by saying they have seen a slide since progress reports. Any student with less than a 75% must attend help sessions in the afternoons. He noted that students are not completing their require work at home and there are some groups of students who are struggling with online learning, but are being worked with and are working to improve. Mr. Kursonsis noted that the students who are struggling will not be coming in to school during the Hybrid switch.

Ms. Pulifico noted they are seeing more struggles from students in grades 6 & 7, and these students have been given supported study hall sessions. Teachers are working hard to get students on the right path academically. As the Middle School moves to the Hybrid Model, there will be some movement among student homerooms. Staff will work to build these new classroom communities prior to the holiday break in anticipation of students coming in in-person.

Ms. Emma spoke about the Elementary School saying remote learning is a work in progress and they have experienced better success with students when in person. Equity is a struggle among students as some get help at home and some do not. There have been attendance issues specifically with students who are supposed to be coming in and are not. Ms. Emma credits the teachers with their flexibility between moving from model to model.

Ms. Yarnie noted a personal example of her daughter's teacher giving additional support and the impact and difference that has made.

Ms. Yarnie then asked for a motion to Adjourn. Ms. Zagabe-Ndiku made the Motion, Ms. Blue seconded the motion. The meeting was adjourned at 8:35 a.m.



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Education Committee Meeting Minutes DRAFT

Tuesday, October 6, 2020 / 7:45 a.m.

<https://us02web.zoom.us/j/89154021470?pwd=aEtpWnVVRm5ja1FDNlpyMVpBYTEwZz09>

Meeting ID: 891 5402 1470 **Password:** 2RFR0y

By Phone: 1-929-205-6099 **Meeting ID:** 891 5402 1470

The meeting was Called to Order by Shelly Yarnie, Committee Chair at 7:54 a.m. Attendance recorded (see attached). **Committee Members:** Shelly Yarnie, Bibiche Zagabe-Ndiku, Celia Blue

Ms. Yarnie asked for a review of the September 9, 2020 Meeting Minutes. She then asked for a Motion to approve the minutes from the September 9, 2020 Education Committee Meeting. Ms. Blue made the Motion, Ms. Zagbe-Ndiku provided a second to the motion. The Committee approved the minutes.

Ms. Paluk began the conversation with where the District stands with evaluating bringing additional students back to school. It was noted that if this is possible, the District was looking at the middle of October as the target date. Right now, the additional students to come in would be at the Elementary school, grades 1-3 using the Maroon and Gold group designations.

At the High School and Middle School, at this time the only students coming in and who will continue to come in are students with high needs. Progress reports are coming out in a few weeks and those will be looked at to see if more students should be coming in.

Ms. Paluk and the Committee acknowledged the work of the teachers and staff for making a challenging educational model work, for getting the kids involved and making this school year happen.

Mr. Kerr shared the details of the MCAS schedule (attached) and noted that there will be logistics to figure out to bring students in to take the test in person later this year.

Ms. Tambolleo updated the Committee on the ELL Program. The District received a Title 3 Grant for ESL families to support family engagement. She noted there are opportunities for families to receive training from staff at AKF on the tools being used by students at home for Distance Learning. Ms. Tambolleo noted that the topics for the training for families came about as a result of staff interactions and experiences with families.

The District continues to improve the translations offered to families, and noted that the translation budget of \$5,000 has already been spent one month into the school year. Ms. Tambolleo detailed how things are translated using local companies and some AKF staff who have agreed to help.

ELPAC has a meeting on October 13th which will offer interpretations for families.



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Ms. Yarnie asked for a motion to Adjourn, which was made by Ms. Blue, seconded by Ms. Zagabe-Ndiku. The meeting was adjourned at 8:36 a.m. DRAFT

Name (Original Name)	User Email
Michelle Vigneux	mvigneux@akfcs.org
Ann Marie M	annmarie2008@gmail.com
Mr. Kerr	rkerr@akfcs.org
Amelie Tambolleo	atambolleo@akfcs.org
Jessica Regan	jregan@akfcs.org
Mr. Kursonis	ckursonis@akfcs.org
AnnMarie Little	
Heidi Paluk she/her/hers	hpaluk@akfcs.org
Shelly Yarnie (syarnie@wpi.edu)	
Amy Emma	
Amy Puliafico	apuliafico@akfcs.org
Siby Adina	
Bibiche Zagabe-Ndiku	gpc.pastor@live.com
Celia.Blue	
Maria Correa	mreyna1129@gmail.com

2020-2021 MCAS Schedule

DESE has released a tentative schedule for MCAS.

Grades 3-8

Normal testing schedule

Math and ELA 3-8

Science for grades 5 and 8

Testing will take place in April & May

Grade 9

Biology test will take place in June

State still deciding on Legacy or Next Gen. test

Grade 10

Normal testing schedule

Math and ELA

Testing will take place May 18-27

**Biology requirement from last year has been waived

Grade 11

Required to take Math & ELA missed last year

Testing options-January or May (Still deciding best option logistically)

Test will be the Legacy MCAS exam

***At this time, all testing is in person. Depending on the COVID situation we will have to plan for multiple groups to come in safely to take the tests.



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Facilities and Finance Committee Meeting Agenda

Friday, January 22, 2021 / 8:00 a.m.

<https://akfcs-org.zoom.us/j/91373293837?pwd=R1pHaHdvTk1mK1E5N0EvZDVlU3UzZz09>

Meeting ID: 913 7329 3837

Passcode: 051417

By Phone: 1-929-205-6099

Meeting ID: 913 7329 3837

- I. Call to Order- Patrick Royce, Treasurer
- II. Attendance Recorded
- III. Review of Meeting Minutes
 - a. Motion: To approve the minutes from the December 18, 2020 Facilities and Finance Meeting
- IV. Financial Overview- Alisha Carpino
- V. Facilities Update - Mike Grennon
- VI. Next Meeting Friday, February 26, 2021
- VII. Adjournment



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Facilities and Finance Committee Meeting Minutes- DRAFT

Friday, December 18, 2020 / 8:00 a.m.

<https://akfcs-org.zoom.us/j/96062121266?pwd=cVRacVFTEUhwN21KT0czOTc4MHVoUT09>

Meeting ID: 960 6212 1266

Password: 723237

By Phone: 1-929-205-6099

Meeting ID: 960 6212 1266

Mr. Royce Called the meeting to Order at 8:03 a.m. Committee Members in attendance: Patrick Royce, Celia Blue and Randy Schmid. Staff in attendance: Heidi Paluk, Alisha Carpino, Michelle Vigneux, Michael Grennon. Mr. Schmid noted he would have to leave the meeting at 8:30 a.m. and his official exit was 8:31 a.m.

Mr. Royce asked the committee to review the Meeting Minutes from June 12, 2020 and September 18, 2020. Mr. Royce asked for a Motion to approve the minutes from the June 12, 2020 Facilities and Finance Meeting. Ms. Blue made the Motion, Mr. Schmid seconded the motion. The Committee approved the motion.

Mr. Royce asked for a Motion to approve the minutes from the September 18, 2020 Facilities and Finance Meeting. Ms. Blue made the Motion, Mr. Schmid seconded the motion. The Committee approved the Motion.

Ms. Carpino presented the committee with a Financial Overview. Abby Kelley had received two CoVID grants which needS to be spent by the end of the calendar year. Some of this grant money was directed toward the Kitchen for their needs, the purchase of Air Purifiers for the Middle School, and throughout the district rolling desks for teachers.

Ms. Carpino noted there was the possibility of an additional \$100k in grant money potentially for Charter Schools. She will participate in a Webinar to learn more.

Mr. Grennon's Facilities updated shared with the Committee that he is looking at the possibility of outsourcing the custodial work. He is talking to companies and looking at options. He will bring this back to the Facilities and Finance Committee at the January meeting.

Mr. Schmid asked if the concept of a Board Executive Committee was an option. This committee would meet with Ms. Paluk on a monthly basis to ensure the Board was supporting Abby Kelley to the best of their abilities with more frequent contact between the Board and Ms. Paluk. Ms. Blue said this was already "on the table" with Ms. Yarnie, Mr. Royce and Ms. Blue being that Executive Committee.

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

Phone: (508) 854-8400 Fax: (508) 854-8484

www.akfcs.org

Facilities and Finance Committee Meeting Minutes- DRAFT

Friday, December 18, 2020 / 8:00 a.m.

<https://akfcs-org.zoom.us/j/96062121266?pwd=cVRacVFTEUhwN21KT0czOTc4MHVoUT09>

Meeting ID: 960 6212 1266

Password: 723237

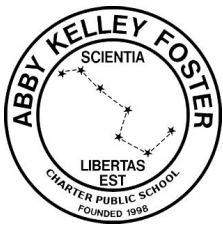
By Phone: 1-929-205-6099

Meeting ID: 960 6212 1266

Ms. Paluk and Ms. Carpino updated the Committee on the District's transportation costs given the District is mostly Remote and operating a limited number of busses. Ms. Carpino noted that the District, as this time, is only paying for the busses being used. However, there have been some conversations about paying for what we would have used this school year, without possibly even using these busses this school year, to balance our 2021/2022 school year Transportation reimbursement. This is a grey area for the District as there has not been a clear directive from the State. Ms. Paluk and Ms. Carpino will reach out to members of the Charter School Association to hear more about what others are doing to help guide AKF in the decision. It was noted that the District has to renew the bus contact for the upcoming school year as well.

The Facilities and Finance Committee asked that Ms. Carpino and Ms. Paluk provide for them an update and understanding of the liability insurance for Directors and Officers at Abby Kelley.

Mr. Royce noted for the Committee the next meeting is planned for Friday, January 22, 2021 and asked for a Motion to Adjourn. Mrs. Blue made the Motion, Mr. Royce seconded the Motion and the Committee adjourned at 8:55 a.m.



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL
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Facilities and Finance

1-22-2021

Cleaning:

I am still down a few staff members. I still need to focus on the day to day cleaning. It was best to move staff around and make a few minor changes. Recently I have brought in an outside cleaning company to clean the HS building. They are providing 3 part timers that come in and clean the building nightly. There are no extra charges and the fee for them is pretty much a break even. I have the flexibility to move them into another building if needed. I am in the process of determining where I need them most.

As for the inhouse staff I am monitoring them daily and taking the appropriate steps to document everything. They are all receiving a performance review and if needed they will be given performance plans. There are still several day to day issues I am working out.

Air Purification:

All MS classrooms Air purifiers have been installed.

Work order system:

I am currently rolling out a new computerized work order, preventive maintenance and Asset based system. This will help manage the requests coming into the Facilities department. It also sends out reminders to complete preventive maintenance on filters and other equipment.



Response to Request for Proposal
for
Heidi Paluk, Interim Executive Director
Abby Kelley Foster Charter Public School



12/05/2020

Revision History

Version Number	Date	Author(s)	Description
1.0	12/5/20	J. Danahey, D. Sullivan	Initial Proposal for Consulting Services
1.1	12/7/2020	J. Danahey, D. Sullivan	Updates to Initial Proposal to include Written Information Security Plan

Table of Contents

Do You Know the Biggest Risk to Your Organization?	4
Critical Risks Exposing SMBs to Cyberattacks	4
Understand Your Security Position with a Cybersecurity Risk Assessment	5
Objectives	6
Alternatives:	6
Recommendation:	6
Why us?	7
Solutions:	8
Our Standard Services Agreement Includes:	8
<i>NIST Cybersecurity Risk Assessment (CRA) - Essentials</i>	8
<i>NIST Cybersecurity Risk Assessment (CRA) – Comprehensive</i>	8
<i>Systems Engineering Services – Bridging the Technical and Procedural Gaps</i>	8
<i>Project Management Services – Navigating Change</i>	8
<i>Periodic Reassessments – Maintaining the Course and Objectives</i>	8
Pricing:	9
About Us	10
About the Managing Partner Dan Sullivan	10
About the Managing Partner John Danahey	11

Do You Know the Biggest Risk to Your Organization?

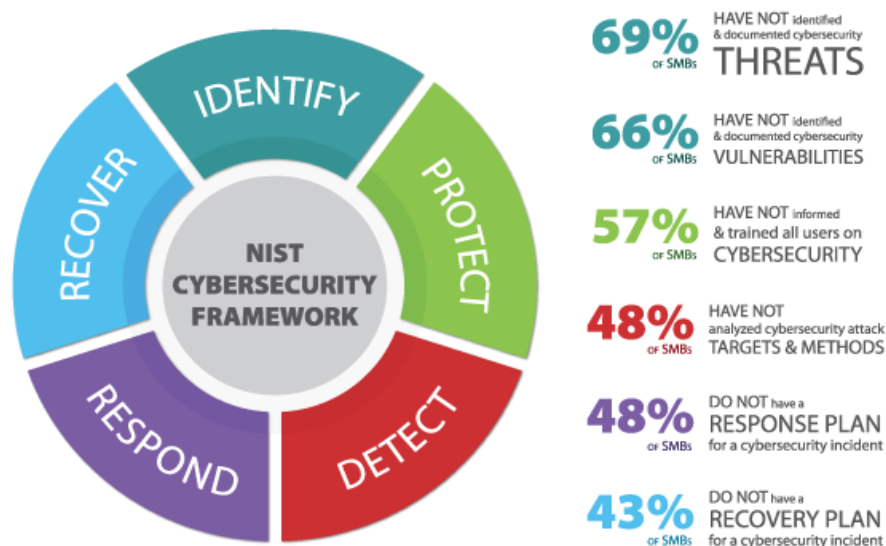
We're in the business of keeping your operations running at an optimal level. However, there's a serious new risk that's becoming more prominent every day: cybersecurity attacks.

Cybersecurity isn't just a buzzword designed to create fear. Even as a small to midsize business, your company, employee, and customer data is one of your most valuable assets. For example, how would you feel if your price book was leaked to your customers? Or your customers' sensitive credit card data was stolen from your database? These are real situations that can cripple your reputation and business. In fact, 60% of SMBs go out of business within six months of a cyberattack.

The smartest thing we can do as your service provider is to identify your greatest areas of risk for a security data breach. The most critical risks are not only within your IT environment, but in the processes, policies, and procedures that can leave you open to popular phishing and social engineering attacks.

Critical Risks Exposing SMBs to Cyberattacks

We can't afford to find out after a breach where you are vulnerable. By running a security risk assessment, we can identify critical areas to strengthen your security and develop a roadmap that fits your budget. Enterprise organizations pay upwards of \$50,000 to have their risk assessed. Today, it's very affordable for us to perform an enterprise-quality assessment of your business's risk.



*Based on anonymous data of over 1,000 risk assessments, March 2019

Understand Your Security Position with a Cybersecurity Risk Assessment

In today's complex security landscape, it's impossible to prevent all threats. Just like your insurance policy, security is all about managing your risks. With a cybersecurity risk posture assessment, we can evaluate and mitigate risky activities that leave you vulnerable to a cyberattack damaging your operations.



A Holistic View of Your Security Health

Our approach to security starts with a global view of your security health. Like a 100-point inspection on your car, we take a proactive assessment of your policies, procedures, and technology to assess all possible security gaps and their level of severity. Together, we'll discuss the gaps found, why they matter, and how to address each risk.



Backed by a Trusted Cybersecurity Framework

While there are many approaches to cybersecurity, we believe in standardizing on an industry-wide framework. Our risk assessment is based on the NIST Cybersecurity Framework, developed and backed by the U.S. government. This framework enables us to apply the best practices of risk management across your entire organization to improve our ability to prevent, detect, and respond to cyberthreats.



Allocate Your Security Budget Wisely

We know you have a limited budget to allocate to IT and security measures, and we want you to spend it wisely. We'll show you which gaps, if left unaddressed, would cause the greatest financial and operational impact. This allows us to determine where your budget can be most impactful.



A Roadmap to Mitigate Your Top Risks

Customers who have a lot of issues—and don't take your advice—can put your business at risk. By performing a risk assessment, you gain a clearer picture of how risky customers (or prospective customers) are to your business, putting you in the driver's seat of the partnership.

Objectives

Abby Kelley Foster Charter Public School is seeking a qualified Information Technology Service provider that can assist assessing organizational effectiveness and exposures. We appreciate the time spent with us explaining your technology environment. We pointed out a few areas of improvement during our conversation and are very pleased to present the following proposal to meet your needs. We at Digital Tech Partners, Inc. (DTP) provide businesses with effective services to protect, defend, and manage their systems. Ultimately your success is our success, and we are passionate about leveraging our expertise to your benefit. We are pleased to present our solution to your computer, network, and security needs.

Alternatives:

1. **Doing nothing** is not an option for many important reasons therefore it is understood that this initiative is critical for the protection of your business.
2. **Doing the work internally**, is not viable as it would increase your overhead, potentially expose the business to unnecessary risks associated with gaps in knowledge and best practices. The best-case scenario is that it would distract a scarce resource (employee) from doing what they do best.... focus on your core business.
3. **Outsourcing** is the only viable option. An outsourcing initiative with Digital Tech Partners will enable AKFC to focus on strategy and core competencies, while Digital Tech Partners brings skills to critical IT functions such as Cybersecurity and Disaster Recovery. Access to innovation best practices and thought leadership mean greater efficiency and peace of mind for AKFC.

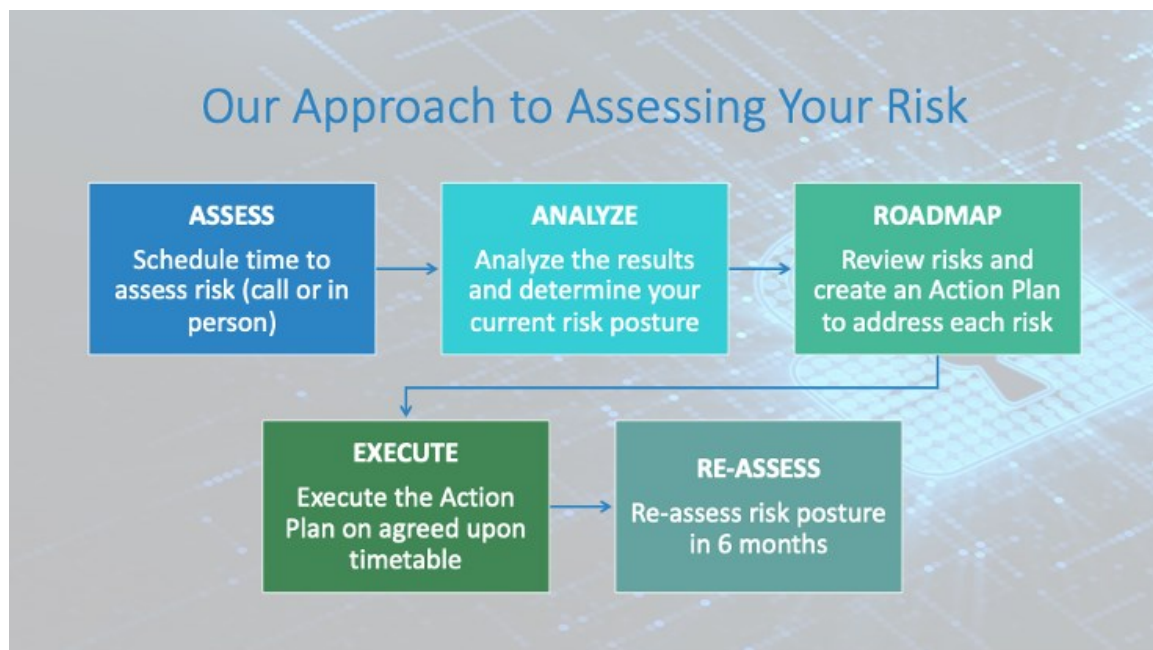
Recommendation:



Why us? ...

Digital Tech Partners, Inc. is the best choice for your Information Technology needs. We are a local Veteran owned business that delivers expert solutions to your most pressing issues. Offering over 60 years of Information Technology experience, both hands-on and in senior managerial positions for Fortune 1000 companies. We partner with local best of breed providers to talent to meet our customer needs in areas where deep technical skills and capabilities are necessary. What sets us apart from other service providers is our experience in Information Security. Our services identify and document your existing practices, compare those to best practices as defined by the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). This gap analysis results in detail report of findings and remediation recommendations.

Our Holistic Approach



- Measure your operations against the NIST Cybersecurity Framework
- Show gaps, risk areas and measures the level of compliance to industry standards
- This effort will generate a sense of urgency for the customer by design
- Our cybersecurity risk assessment (CRA) tells how prepared you are for a cyberattack
- We will then take action to close the gaps
- Next, we seal your data for safe and secure operations
- We harden security & deliver compliance to Industry-Standards, like PCI & HIPAA

Solutions:

Our Standard Services Agreement Includes:

NIST Cybersecurity Risk Assessment (CRA) - Essentials

The journey toward cybersecurity resilience begins with a high-level analysis of existing business and technology practices. This analysis is led by the “best practices” established in the NIST CSF framework. Our analysis focuses on your industry and the resulting assessment report provides management with a “heat map” outlining all areas of concern. The assessment report not only outlines where variances lie, it also organizes these shortcomings in order of importance. A further benefit of the report is overall standing of your assessment compared to your peers nationally.

NIST Cybersecurity Risk Assessment (CRA) – Comprehensive

This assessment is valuable to organizations that are working with the NIST CSF at the essentials level, and due to the risks to the organization need to analyze their practices at a lower level. Consider this assessment the “advanced” version of our CRA.

Systems Engineering Services – Bridging the Technical and Procedural Gaps

As the gaps in business and technology practices are identified, our complimentary service in Systems Engineering enables the closure of gaps. This work includes policy formulation, systems analysis and design, and identification of role or skills gaps in the Information Technology organization.

Project Management Services – Navigating Change

Our project management services establish the roadmap for success from the existing state to the future state with specific milestones, tasks, and responsibilities. The plan can be managed by DTP or the customer at their discretion. We offer expert project management services with decades of successful enterprise level projects.

Periodic Reassessments – Maintaining the Course and Objectives

As an impartial third party we offer re-assessment services to ensure that all of our services rendered are operating as designed. Change management is often a catalyst to breach or outages, we assist our customers in the realization of change before it becomes a critical problem.

Pricing:

We at Digital Tech Partners, Inc. are proud to offer Abby Kelley Foster Charter Public School the following capabilities that will ensure the best possible outcomes. We understand that Information Technology investment decisions are a business management function, and we stand ready to help you prioritize your “get-well” activities that are respectful of your goals and budget.

Priority Key



Cybersecurity Risk Assessment cost: \$5,000

Value:

As there are several changes in staff and roles within the Abby Kelley Foster Charter Public School management team, it is our professional opinion that a Cybersecurity Risk Assessment be conducted as soon as practical. Upon completion of this assessment the Interim Executive Director will have the information necessary to make critical decisions that will payoff for many years to come. A further benefit to this engagement will help reduce the urgent need to replace the Director of Information technology.



Written Information Security Plan cost: \$5,000

Value:

As an information security plan is not available, we are offering this service to define and develop the plan. The benefits of the information security plan are two-fold; first it establishes the policies that govern acceptable use of organization assets, and second it is informed by and informs other organizational policies that may or may not be available.

About Us

About the Managing Partner Dan Sullivan

Digital Tech Partners, Inc.

Managing Partner – Cybersecurity Services Practice

Digital Equipment Corporation/Compaq/HP:

Sr. Software Engineer – Manufacturing Shop Floor Control Systems

Project Leader – VAX Systems Engineering

Program Manager – Strategic Accounts

Led a team for a custom solution for NYPD 911/CAD; a 2-year, \$65M Project

VMware:

Start-up Employee (#500) Now a \$8.97B Company

Sr. Account Manager – Sales & Business Development, driving new Logo attainment

Sr. Partner Business Manager – Strategic Accounts Enablement

Education:

Thayer Academy – Graduated with Distinction

Bryant University – Dean's List

Streetwise MBA – VETRN PROGRAM

Certifications:

ITIL, VMS, NSK, Sixteen VMware Technical Certifications

Awards:

Member of team that was recognized as the 1st MRP II Class A Manufacturing Plant in the U.S.

Two-time VMware President's Club; Top Sales Account Manager in 2009

Environmental Protection Agency National Wastewater Excellence Award for Innovation

Talking Values

QUALITY

Digital Tech Partners has always believed that the quality of its services are its greatest strength. We do customer audits to substantiate this.

HONESTY

A person's word is all it takes to make a commitment for work in this company. This value is a hiring criterion and how we work with our customers.

DO THE RIGHT THING

- Decide what is right for the customer -- commit to that right thing and do it.

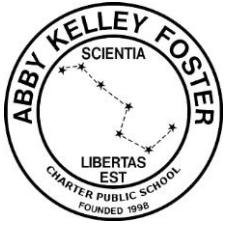
About the Managing Partner John Danahey

John J. Danahey, Jr. is the Managing Partner – Systems Engineering. John brings 30 years of management experience in all aspects of I.T. from small start-ups to Fortune 1000 companies. He concluded his “corporate world” career as the Department Head of I.T. Systems Engineering at MITRE Corporation. MITRE manages Federally Funded Research and Development Centers (FFRDC) for the United States Government and is leader in Cybersecurity for National Security and Defense. John is currently enrolled in the Master of Science, Systems Engineering program at Worcester Polytechnic Institute where he expects to graduate in 2021.

Deploying as the Battery First Sergeant for Echo Battery (Target Acquisition), 101st Field Artillery Regiment based in Rehoboth Massachusetts, he earned the Bronze Star and The Order of Saint Barbara for his service in combat. He led the second highest deployed unit in the state of Massachusetts during Operations Iraqi and Enduring Freedom. The unit deployed eight times in six years. His leadership skills have been developed through decades of practice in the real world.



“My role as a “Trusted Advisor” goes back over decades in both civilian and military roles, I pride myself in delivering honesty, integrity, and value.” – John Danahey, Jr.



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

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January 22, 2020

Notes to Draft Financial Statements dated December 31, 2020:

Attached are unaudited financial statements for the 6-month period ending December 31, 2020.

Following are explanations of various budget items and variances: The enclosed Statement of Activities includes a column titled 2020-2021 Revised Forecast. This column has been updated to reflect the projected numbers for FY2021. The Annual Budget column continues to reflect the budget that was approved by the board in April.

Revenue from State Sources- The Department of Elementary and Secondary Education now shows Abby Kelley projected to receive \$19,373,530 in tuition revenue. This amount is \$126,470 below the budgeted \$19,500,000 and \$186,224 above the projected number from August. This projection is reflected in both the forecast column and the actual revenue.

In District Transportation- We are still receiving our full In-District transportation payment this year, which is paid out monthly in the amount of \$99,436 (which is included in Revenue from State Sources) and a yearly projected amount of \$1,193,228. I have updated the financials to reflect this and this has also been reflected in the new forecasted number. Our regional transportation (outside of Worcester) payment is much smaller and will come in the spring and will also be based on last year's transportation numbers. I have forecasted this number for the year at \$40,000. We do not know yet the impact this year will have on 2021-2022 transportation numbers but are working to figure this out.

Meal Program Revenues – Since AKFCS has received its SSO designation, we have been able to bill for meals provided. This has been reflected in the financials and a new number of 79,207 has been added to the revised forecast. This projected number was based on the meals served from October – December. We could see a rise in this number with the hybrid model in place and I will reflect the forecast accordingly as changes happen.

Federal Grant Funding- In addition to the standard entitlement grants (which remain in line with budget), the school was awarded \$822,246 in COVID related funding in the beginning of the school year and has been awarded another \$104,777 for the second half. The new grant will be used to cover facilities and technology costs. With these grants the new forecasted number for FY21 COVID funding has been updated to 927,023. Medicaid revenue is still below budget due to the pandemic and the forecasted number for revenue from state sources reflects this.

Staffing Costs- The FY2021 approved budget included the addition of 8 new positions. These positions remain in the revised forecast at this time, however, they have not all been filled. They will be staffed as needed.

Benefits and Other Fixed Charges- Retirement & Fringe Benefits is running above the budgeted amount. This is still due to the large HSA payment of \$18,500 made in October. The new projected number for FY21 retirement and fringe benefits is \$2,364,375 due to high insurance costs in the first half of the year. I plan to monitor this closely and update the projected number accordingly as the year goes on.

COVID Related Costs: \$374,610 has been spent to date for items related to COVID. \$356,928 of that has been spent in FY2021. This includes items and supplies for facilities and nutrition, and technology and instructional items to support remote learning, hybrid learning and making sure AKFCS was ready to bring grades 4 – 12 this month. I have added a forecasted number of \$771,115, but don't not foresee this much being spent with what has been purchased in the first half the year, but wanted to make sure we planned for anything that may come up.

Financing- The FY21 Debt Service Coverage Ratio is 2.07:1, compared to a required ratio of 1.15:1 as of December 31. All three of the school's Certificates of Deposit have matured and been closed out. This money was transferred into our Middlesex money market account. The plan is to keep the money here accruing some interest until better options arise. Due to the Certificates of Deposit maturing the forecasted number for interest income has been updated to \$27,053 for FY21.

Abby Kelley Foster Charter Public School
Statement of Activities - unaudited
July 2020 - December 2020

	Actual	Budget	YTD	YTD Budget	Budget	FY2021 Annual	2020-2021	
	July 1, 2020 - December 31, 2020	July 1, 2020 - December 31, 2020	Budget Variance \$ as of 10/31/2020	Variance \$ as of 12/31/2020	Variance %	Budget	Revised Forecast	Difference
Revenues:								
Revenue from State Sources	10,031,164	10,210,266	(207,264)	(179,102)	-2%	20,420,534	20,606,758	186,224
State Grants	23,802	26,364	(1,708)	(2,562)	-10%	52,733	47,603	(5,130)
Revenue from Federal Sources	420,211	452,490	(20,112)	(32,279)	-7%	904,969	852,180	(52,789)
CoVID Funding	633,955	-	422,636	633,955		-	927,023	927,023
Meal Program Revenues	40,107	287,916	(143,958)	(247,809)	-86%	719,792	79,207	(640,585)
Private Grants/Fundraising	-	-	-	-		-	-	-
Private Grants AKF Ed Foundation	-	-	-	-		20,000	-	(20,000)
E-Rate Reimbursement	-	-	-	-		-	10,592	10,592
Other Revenues	6,725	36,657	(10,003)	(29,932)	-82%	91,419	6,725	(84,694)
Total Revenue	11,155,963	11,013,693	39,591	142,270	1%	22,209,446	22,530,088	320,641
Operating Expenses:								
<u>Administration:</u>								
Salaries- Leadership & Administration (non-instructional)	450,727	483,162	(17,908)	(32,435)	-7%	966,319	953,308	(13,011)
Contracted Services- Business & Finance	85,178	77,988	6,342	7,190	9%	155,984	171,741	15,757
Contracted Services- Legal	41,694	25,002	10,715	16,692	67%	50,000	60,000	10,000
Information Management & Technology	49,858	18,702	1,763	31,156	167%	37,406	65,148	27,741
Recruitment & Advertising	3,713	1,377	2,795	2,336	170%	2,748	9,674	6,926
Other Administrative Expenses	68,697	69,968	10,705	(1,271)	-2%	110,497	139,667	29,170
Depreciation	6,075	8,130	(1,370)	(2,055)	-25%	14,119	12,150	(1,969)
Total Administration	705,943	770,986	13,043	(65,043)	-8%	1,337,073	1,411,688	74,615
<u>Instructional Services:</u>								
Salaries- Instructional	4,842,119	5,017,150	(31,507)	(175,031)	-3%	11,002,488	10,709,566	(292,921)
Contracted Services- Instructional	67,948	67,800	(20,828)	148	0%	169,500	169,500	-
Professional Development	24,409	34,400	(3,760)	(9,991)	-29%	86,000	90,658	4,658
Supplies & Materials	234,950	374,769	(67,980)	(139,819)	-37%	348,074	400,227	52,152
International Baccalaureate Program	902	33,874	(28,835)	(32,972)	-97%	60,560	33,874	(26,686)
Depreciation	62,028	82,956	(13,952)	(20,928)	-25%	167,912	124,056	(43,855)
Total Instructional Services	5,232,356	5,610,949	(166,862)	(378,592)	-7%	11,834,533	11,527,882	(306,652)
<u>Pupil Services-Other</u>								
Salaries- Other Student Services	204,472	189,552	16,103	14,919	8%	458,379	478,030	19,651
Student Transportation	175,595	529,752	(191,454)	(354,157)	-67%	1,324,377	1,307,547	(16,830)
Food Services	33,161	187,148	(70,793)	(153,987)	-82%	467,865	281,383	(186,482)
Nursing Supplies	1,414	3,009	(1,595)	(1,595)	-53%	3,009	3,009	0
Athletic Programs	10,754	76,348	(32,352)	(65,595)	-86%	190,872	72,994	(117,878)
Other Student Services	9,329	28,738	(10,773)	(19,409)	-68%	67,633	55,432	(12,201)
Total Pupil Services	434,724	1,014,547	(290,865)	(579,823)	-57%	2,512,134	2,198,396	(313,739)
<u>Operation and Maintenance of Plant:</u>								
Salaries	280,059	303,708	(16,884)	(23,649)	-8%	607,421	560,119	(47,302)
Maintenance of Buildings, Grounds & Equipment	225,615	201,582	(10,201)	24,033	12%	469,500	417,598	(51,902)
Security of Buildings	-	-	-	-		-	-	-
Environmental Costs	7,946	1,500	6,946	6,446	430%	3,000	7,946	4,946
Utilities	380,372	376,608	(1,977)	3,764	1%	753,214	793,264	40,049
Depreciation	702,418	710,004	(5,057)	(7,586)	-1%	1,420,007	1,404,836	(15,171)
Total Operation & Maintenance of Plant	1,596,410	1,593,402	(27,174)	\$ 3,008	0%	3,253,142	3,183,763	(69,379)
<u>Benefits and Other Fixed Charges</u>								
Retirement & Fringe Benefits	1,162,469	1,149,342	18,027	13,127	1%	2,298,687	2,364,375	65,689
Rental/Lease of Buildings, Grounds & Equipment	44,335	45,324	117	(989)	-2%	90,645	88,669	(1,976)
Insurance (non-employee)	72,007	74,502	(1,663)	(2,495)	-3%	149,003	144,014	(4,989)
Total Benefits and Other Fixed Charges	1,278,811	1,269,168	16,481	9,642	1%	2,538,335	2,597,058	58,723
Total Operating Expenses	9,248,244	10,259,052	(455,378)	(1,010,809)	-10%	21,475,218	20,918,787	(556,432)
Non-Operating Expenses:								
COVID Related Costs	385,558	-	282,322	385,558		-	771,115	771,115
Interest Expense- Long Term Debt	372,721	366,066	6,347	6,655	2%	732,129	732,132	3
MDFA Guaranty Fee/Letter of Credit Fee	3,742	2,502	2,074	1,240	50%	5,000	5,004	4
Total Non-Operating Expenses	762,020	86,657	279,216	393,452	454%	737,129	1,508,251	771,122
Non-Operating Revenue:								
Interest Income	25,553	(50,000)	(11,526)	75,553	-151%	100,000	27,053	(72,947)
Total Non-Operating Revenue	25,553	(50,000)	(11,526)	75,553	-151%	100,000	27,053	(72,947)
Total Expenses	\$ 10,010,264	\$ 10,345,710	\$ (176,162)	\$ (617,356)	-6%	\$ 22,212,347	\$22,427,038	\$ 214,691
Change in Net Position	\$ 1,171,252	\$ 617,984	\$ 204,227	\$ 835,179	135%	\$ 97,099	\$ 130,103	\$ 33,004

Abby Kelley Foster Charter Public School

Statement of Net Position

As of December 31, 2020

	December 31, 2020	December 31, 2019	Prior Year Change \$	Prior Year Change %
<u>Assets</u>				
Current Assets:				
Cash and Cash Equivalents	\$ 8,005,322	\$ 3,459,069	\$ 4,546,252	131%
Cash - Board Designated Capital Improve. Acct	\$ -	\$ -	\$ -	
Accounts Receivable	\$ 572,671	\$ 340,325	\$ 232,346	68%
Environmental Settlement Receivable	\$ -	\$ 589,000	\$ (589,000)	-100%
Prepaid Expenses	\$ 173,050	\$ 81,846	\$ 91,204	111%
Total Current Assets	\$ 8,751,043	\$ 4,470,241	\$ 4,280,802	96%
Non-Current Assets:				
Cash and Cash Equivalents- Restricted	\$ -	\$ -	\$ -	
Certificate of Deposit	\$ -	\$ 4,102,566	\$ (4,102,566)	-100%
Capital Assets (net of accumulated depreciation):	\$ 24,017,503	\$ 20,979,431	\$ 3,038,073	
Land	\$ 2,996,500	\$ 2,816,500	\$ 180,000	6%
Buildings & Improvements	\$ 31,665,858	\$ 31,034,769	\$ 631,089	2%
Construction in Progress	\$ 974,110	\$ 268,041	\$ 706,069	263%
Land Improvements	\$ 1,845,849	\$ 2,066,464	\$ (220,615)	-11%
Musical Instruments	\$ -	\$ -	\$ -	
Computers and Peripherals	\$ 172,745	\$ 180,344	\$ (7,598)	-4%
Text/Library/Instructional	\$ 12,929	\$ 28,978	\$ (16,049)	-55%
Furniture, Fixtures & Equipment	\$ 205,096	\$ 272,711	\$ (67,615)	-25%
Automobiles	\$ 14,123	\$ 16,187	\$ (2,064)	-13%
Total Non-Current Assets	\$ 61,904,713	\$ 61,765,990	\$ (3,505,429)	-5%
Total Assets	\$ 70,655,756	\$ 66,236,231	\$ 630,925	1%
<u>Liabilities and Net Assets</u>				
Current Liabilities				
Current Maturities of Long Term Debt	\$ 2,611,560	\$ 1,260,930	\$ 1,350,630	107%
Accounts Payable	\$ 458,081	\$ 271,019	\$ 187,062	69%
Accrued Payroll and Related Expenses	\$ 977,594	\$ 1,141,611	\$ (164,017)	-14%
Other Accrued Expenses	\$ 19,198	\$ 29,105	\$ (9,907)	-34%
Accrued Interest and Bond Costs	\$ 0	\$ 65,741	\$ (65,741)	-100%
Other Current Liabilities	\$ 42,970	\$ 56,966	\$ (13,996)	-25%
Total Current Liabilities	\$ 4,109,402	\$ 2,825,371	\$ 400,917	11%
Non-Current Liabilities				
Long-Term Debt (net of current maturities)	\$ 18,213,443	\$ 20,923,517	\$ (2,710,073)	-13%
Environmental Liability	\$ 296,897	\$ 528,482	\$ (231,585)	-44%
Total Non-Current Liabilities	\$ 18,510,341	\$ 21,451,999	\$ (2,111,490)	-10%
Total Liabilities	\$ 22,619,743	\$ 24,277,370	\$ (1,710,573)	-7%
Net Position	\$ 48,036,013	\$ 41,958,861	\$ 2,341,499	5%

Abby Kelley Foster Charter Public School
Middlesex Savings Bank
Covenant Compliance Certificate
For the Period Ending December 31, 2020 (unaudited)

Debt Service Coverage Ratio: Tested Semi-Annually

CASH FLOW AVAILABLE FOR DEBT SERVICE:

Change in Net Position	\$ 1,171,252
<i>Plus:</i>	
Depreciation	\$ 770,521
Amortization	\$ -
Interest Expense	\$ 376,463
<i>Minus/Plus:</i>	
Unrealized Gains/(Losses) on Investments	
Extraordinary Gains/(Losses)	
Net Operating Cash Flow	<u>\$ 2,318,236</u>

DEBT SERVICE:

Interest Expense	\$ 376,463
Current Maturities of Long Term Debt (ytd)	<u>\$ 742,157</u>
Total Debt Service	<u>\$ 1,118,619</u>
 Required Ratio	 1.15
Actual Ratio (unaudited YTD)	2.07
Compliance	yes

Abby Kelley Foster Charter Public School
Statement of Cash Flows (unaudited)

July 1, 2020 thru December 31, 2020

OPERATING ACTIVITIES

Change in Net Position	1,171,252.26
Adjustments to reconcile Net Income to net cash provided by Operations:	
Accounts Receivable	(388,219.60)
Prepaid Expenses	(108,984.44)
Certificate of Deposit- Middlesex Savings Bank	4,140,652.58
Accounts Payable	(189,959.11)
Fundraising Liabilities	(5,061.97)
Accrued Payroll Related Liabilities	(666,900.08)
Accrued Interest and Bond Costs	(61,823.97)
Accrued Environmental Expenses	(42,847.59)
Other Accrued Expenses	(1,824.04)
Net cash provided by operating activities	<u>3,846,284.04</u>

INVESTING ACTIVITIES

Purchase of Capital Items:	
Automobiles	-
Building Improvements	(47,671.00)
Computers & Peripherals	(98,824.01)
Construction in Progress	(89,003.51)
FF&E	-
Land Improvements	-
Musical Instruments	-
Textbooks & Other Instructional	-
Accumulated Depreciation Expense:	770,521.20
Net cash provided by investing activities	<u>535,022.68</u>

FINANCING ACTIVITIES

Principal Payments for Bond Payable	(742,156.72)
Amortization of Bond Costs	-
Hedging Instrument	
Net cash provided by financing activities	<u>(742,156.72)</u>

Net cash increase (decrease) for period (7/1/2020-12/31/2020)	3,639,150.00
Cash Balance @ Beginning of Period (7/1/2020)- unrestricted	4,366,171.71
Cash Balance @ End of Period (12/31/2020)- unrestricted	<u><u>\$ 8,005,321.71</u></u>

Abby Kelley Foster Charter Public School

COVID Related Expenses

Type	Date	Num	Source Name	Memo	Amount
Bill	03/13/2020	S369070	IXL Learning	Service Site License Upgrade take from k-12 PD budget	1,250.00
Bill	06/29/2020	0013669792	ASCD	1 Year District License 6/29/2020-6/30/2021(Funds taken)	3,600.00
Bill	06/01/2020	221305	Next Gen Supply Group	Masks	312.00
Bill	06/02/2020	221474	Next Gen Supply Group	Masks	2,080.00
Bill	06/23/2020	224489	Next Gen Supply Group	Masks	3,480.00
Bill	06/24/2020	224355	Next Gen Supply Group	Disposable Protective Masks	6,960.00
					17,682.00

Type	Date	Num	Source Name	Memo	Amount
Bill	07/06/2020	ZHX1450	CDW Government, Inc.	ACAD GOOGLE CHROME EDU LICManufacturer Part N	10,000.00
CC	07/08/2020	M. Grennon	Home Depot	ES build out and wall repair	244.82
CC	07/13/2020	M. Grennon	Home Depot	Sheetrock and blades	264.60
CC	07/25/2020	M. Grennon	Clearmasks.com		1,273.94
CC	07/30/2020	M. Grennon	Amazon	Sneeze Guards	309.98
Bill	07/30/2020	228841	Next Gen Supply Group	Covid Supplies	6,410.32
CC	08/02/2020	M. Grennon	Amazon	Floor and window decals	199.54
CC	08/02/2020	M. Grennon	Amazon	Floor and window decals	33.98
Bill	08/04/2020	2020303	Mark's Moving & Storage	Moving Furniture from ES to HS	3,080.00
CC	08/04/2020	M. Grennon	Custom Ink	Custodian, Admin and food service masks	408.45
Bill	08/05/2020	ZQR1715	CDW Government, Inc.	Chromebooks	41,078.01
Bill	08/05/2020	229685	Next Gen Supply Group	Masks	4,640.00
Bill	08/11/2020	ZRZ5503	CDW Government, Inc.		29,218.00
Bill	08/12/2020	ZSH9586	CDW Government, Inc.	Chromebooks	48,703.50
Bill	08/12/2020	ZSD1570	CDW Government, Inc.	Laptops	7,304.50
Bill	08/13/2020	2020309	Mark's Moving & Storage	Moving Furniture from ES to HS	1,820.00
CC	08/14/2020	S. Collins	Webstaurant Store	Storage racks for student bottled water	196.69
Bill	08/18/2020	23994465	Sweetwater	JBL Lifestyle Bluetooth On-Ear Headphones, Black	9,395.30
Bill	08/21/2020	INV/20-21/0099	Callido Learning Private	Subscription to Extended Essay Companion (USD)Charge	1,160.00
CC	08/28/2020	S. Collins	Webstaurant Store	Meal delivery classroom bags	685.11
Bill	08/29/2020	3455037845	Staples Advantage		68.90
CC	08/29/2020	S. Collins	Staples Advantage	Bag sealer, tap, ice packs etc for remote meal pick up	288.82
Bill	08/31/2020	ZXK3895	CDW Government, Inc.		13,860.00
Bill	08/31/2020	INV39074493	Zoom Video Communications	Annual web-based video conferencing 8/31/2020-8/31/2021	14,000.00
Bill	09/01/2020	233082	Next Gen Supply Group		777.60
CC	09/01/2020	M. Grennon	Amazon Marketplace	Plexiglass sneeze guards	162.48
CC	09/01/2020	M. Grennon	Amazon Marketplace	Plexiglass Sneeze Guards	445.80
CC	09/01/2020	M. Grennon	Buy Masks Direct	Masks	147.42
CC	09/01/2020	M. Grennon	Amazon Marketplace	Face Shields	148.52
CC	09/01/2020	M. Grennon	Amazon Marketplace	Hand Sanitizer	233.74
CC	09/01/2020	M. Grennon	Home Depot	Mask and hand sanitizer for classrooms	197.82
CC	09/01/2020	M. Grennon	Amazon Marketplace	Gowns for nurses	159.36
CC	09/01/2020	M. Grennon		Gloves for Nurses	428.88
Bill	09/14/2020	232458A	Next Gen Supply Group	Disinfectant wipes and micro fiber wipes	2,700.00
Bill	09/15/2020	10965	EDS Mechanical Inc	Service rooftops	7,412.50
Bill	09/17/2020	10967	EDS Mechanical Inc	Replace motors on exhaust fans	5,394.02
Bill	09/17/2020	10968	EDS Mechanical Inc	Replace motors on exhaust fans @ HS	4,674.64
Bill	09/17/2020	221475	Next Gen Supply Group	Foaming Hand Sanitizer	459.69
Bill	09/25/2020	1949702	CDW Government, Inc.	Teacher Laptops	3,920.80
Bill	09/29/2020	B12360182	SHI International	WC-1080 Web Cam (100)	5,670.00
Bill	09/29/2020	EC8451	Bulbs. com inc	PPE Supplies	774.20
Bill	09/29/2020	216704-01	Next Gen Supply Group	Electrostatic Sprayer	718.75

CC	10/01/2020	S. Collins	Webstaurant Store	Items for remote meal pickup as well as health inspector	312.55
CC	10/01/2020	M. Grennon	Amazon Marketplace	Sneeze Guards	289.34
CC	10/01/2020	M. Grennon	Amazon Marketplace	Safety glasses for nurses	53.82
Bill	10/07/2020	4554	Love Your Lunchroom	SOCIAL DISTANCING GRAPHICS:Package #2 - Paw Pr	150.00
Bill	10/07/2020	4554	Love Your Lunchroom	SOCIAL DISTANCING GRAPHICS:Package #2 - Paw Pr	17.58
Bill	10/07/2020	B12402935	SHI International	SonicWall SonicWave 231C - wireless access	2,571.00
Bill	10/07/2020	B12402594	SHI International	Sony WH-CH510 - headphones with mic	1,200.00
Bill	10/14/2020	3755831020	Lakeshore Learning Materials		3,739.90
Bill	10/14/2020	315930	Bulbs. com inc	PPE Supplies	1,757.80
Bill	10/15/2020	7766486	Spotify USA Inc.	Soundtrap for Education. Renewal 142 seats. Start:2020-	200.68
Bill	10/16/2020	S1235632	Kamco Supply Corp. of	Doors for Covid room and LL offices in ES	4,106.00
Bill	10/16/2020	B12445682	SHI International	Teacher Laptops	10,050.00
Bill	10/19/2020	4901	Davis Advertising	Website Project - 1st of 3 installments	3,000.00
Bill	10/27/2020	207488	Kami	Kami School Plan for School Year until July 31 (for Schor	3,510.00
Bill	10/30/2020	B12526910	SHI International	Kodak NuScan Q500 - document camera	886.00
Bill	10/30/2020	241050	Next Gen Supply Group	Hand Sanitizer	2,875.00
Bill	11/09/2020	59283449	Webstaurant Store	COVID Kitchen Items	1,159.20
Bill	11/17/2020	243170	Facilities Department	Gloves	2,025.00
Bill	11/18/2020	970542208Nov2	T Mobile	Hot Spots Nov 2020	4,909.38
Bill	11/30/2020	970542208Oct2	T-Mobile	Hot Spots October 2020	4,517.29
Bill	11/30/2020	B12673334	IT Budget	Kodak NuScan Q500 - document camera	3,544.00
Bill	11/30/2020	1020-T5	Elem ELL	Translation Services	947.00
Bill	12/01/2020	11091	Facilities Department	Install Glycol in heating system ES	4,454.85
Bill	12/01/2020	399043	Food/Kitchen Supplies		855.89
Credit C	12/01/2020	M. Grennon	Facilities Department	CO2 Monitor	212.49
Credit C	12/01/2020	M. Grennon	Amazon Marketplace	Sneeze guards	337.89
Credit C	12/01/2020	M. Grennon	Facilities Department	Air purifier of ES basement	573.76
Credit C	12/01/2020	S. Colins	Food/Kitchen Supplies	12-1 pick up promotion day latex balloons	8.94
Credit C	12/01/2020	S. Colins	Restaurant Depot	Remote Meal Trays	116.96
Bill	12/02/2020	11095	Facilities Department	Install Glycol in heating system ES	2,988.90
Bill	12/02/2020	11094	Facilities Department	Install Glycol in heating system ES	2,520.00
Bill	12/02/2020	11096	Facilities Department	System drain and refill due to a leak	4,200.00
Bill	12/07/2020	11107	Facilities Department	Portable classroom air purification units	12,400.00
Bill	12/09/2020	7003	Facilities Department	GROUP 1 KEY	18.45
Bill	12/10/2020	334121	Facilities Department	Ballasts for BRM	224.91
Bill	12/10/2020	1-61716-1	Facilities Department	BRM Heat Staff offices behind Nurse for IT and Admin St	12,300.00
Bill	12/11/2020	243170-01	Facilities Department	Covid	675.00
Bill	12/16/2020	EF0805	Facilities Department	Ballasts for BRM	129.80
Bill	12/17/2020	7078	Facilities Department	STOREROOM LEVERSET	470.05
Bill	12/18/2020	970542208Dec2	T-Mobile	Hot Spots 11/18-12/17/2020	5,291.29
Bill	12/18/2020	7083	Facilities Department	Various wire connectors, bushings, and 14/2 wire	406.00
Bill	12/20/2020	11131	Facilities Department	Portable classroom air purification units	12,400.00
Bill	12/22/2020	B53008507	Facilities Department	BRW work	8,866.40
Bill	12/22/2020	5285-6	Facilities Department	Paint for BRM offices	156.74
Bill	12/23/2020	B12786309	Facilities Department	Tech needs for MS Hybrid Model	921.28
Credit C	12/28/2020	60996075	Food/Kitchen Supplies	COVID related kitchen supplies	4,832.78
Bill	12/28/2020	3174633	Learning A-Z	RK-SMALL-SCHOOLRAZ-KIDS LICENSES	673.40

356,928.00

Total: 374,610.00

Abby Kelley Foster Charter Public School
Disbursement Register
November 17 through December 31, 2020

Type	Date	Num	Name	Memo	Amount
Nov 17 - Dec 31, 20					
Check	11/30/2020			Service Charge	-38.64
Check	12/31/2020			Service Charge	-40.04
Bill Pmt -Check	11/17/2020	Bill.com	AA Transportation	https://app.bill.com/BillPay?id=blp01HWC SVU	-46,228.44
Bill Pmt -Check	12/22/2020	Bill.com	AA Transportation	https://app.bill.com/BillPay?id=blp01NSVMEM/	-52,890.40
Bill Pmt -Check	12/04/2020	Bill.com	AAFCPAs, Inc	https://app.bill.com/BillPay?id=blp01HAPNPLC	-5,974.00
Bill Pmt -Check	11/24/2020	Bill.com	Addchieve	https://app.bill.com/BillPay?id=blp01ONETCMI	-813.75
Bill Pmt -Check	12/21/2020	Bill.com	Addchieve	https://app.bill.com/BillPay?id=blp01WIOUPW'	-232.50
Bill Pmt -Check	12/21/2020	Bill.com	Addchieve	https://app.bill.com/BillPay?id=blp01OSSFRTE	-1,007.50
Credit Card Charge	12/03/2020	Heidi 12/3	All Kids Bike.com		-323.00
Credit Card Charge	12/05/2020	Heidi 12/5	All Kids Bike.com		-260.00
Credit Card Charge	12/01/2020	Heidi 11/12	Amazon		-123.31
Credit Card Charge	12/05/2020	Heidi 12/5	Amazon		-27.10
Credit Card Charge	12/05/2020	Heidi 12/5	Amazon		-33.40
Credit Card Charge	12/01/2020	Heidi 11/6	Amazon		-63.52
Credit Card Charge	12/01/2020	Heidi 11/6	Amazon		-27.57
Credit Card Charge	12/01/2020	M. Grennon	Amazon Marketplace		-212.49
Credit Card Charge	12/01/2020	M. Grennon	Amazon Marketplace		-337.89
Credit Card Charge	12/01/2020	M. Grennon	Amazon Marketplace		-573.76
Bill Pmt -Check	12/21/2020	Bill.com	Ascentria Community Services, Inc	https://app.bill.com/BillPay?id=blp01MJNLBSL	-3,845.00
Bill Pmt -Check	12/21/2020	Bill.com	Ascentria Community Services, Inc	https://app.bill.com/BillPay?id=blp01PTGTTQV	-2,526.00
Bill Pmt -Check	12/21/2020	Bill.com	Ascentria Community Services, Inc	https://app.bill.com/BillPay?id=blp01GGUMFZ.	-520.00
Bill Pmt -Check	11/24/2020	Bill.com	Ashdown Technologies	https://app.bill.com/BillPay?id=blp01YSXVDLN	-6.50
Bill Pmt -Check	12/21/2020	Bill.com	Ashdown Technologies	https://app.bill.com/BillPay?id=blp01OGLVGBV	-6.50
Bill Pmt -Check	11/17/2020	Bill.com	Atlantic Charter Insurance Company	https://app.bill.com/BillPay?id=blp01NJTSQSO	-6,081.00
Bill Pmt -Check	12/04/2020	Bill.com	Atlantic Charter Insurance Company	https://app.bill.com/BillPay?id=blp01KMCHRY?	-6,081.00
Bill Pmt -Check	11/24/2020	Bill.com	Avant Assessment, LLC	https://app.bill.com/BillPay?id=blp01FFIEFTXC	-99.50
Credit Card Charge	12/09/2020	Reissue Ck	Bill.com		-28.00
Bill Pmt -Check	12/01/2020	HRK	Blue Cross Blue Shield of MA	4036942/4036943/2316998	-166,898.55
Bill Pmt -Check	12/21/2020	Bill.com	Bulbs. com inc	https://app.bill.com/BillPay?id=blp01PZFYTDY	-880.15
Bill Pmt -Check	12/21/2020	Bill.com	Bureau Of Education & Research Inc.	https://app.bill.com/BillPay?id=blp01BLWYYKC	-1,295.00
Bill Pmt -Check	11/17/2020	Bill.com	C&C Temp Control, Inc.	https://app.bill.com/BillPay?id=blp01UFLQMEI	-345.00
Bill Pmt -Check	11/17/2020	Bill.com	Center for Responsive Schools	https://app.bill.com/BillPay?id=blp01NQDNNDI	-729.00
Bill Pmt -Check	12/11/2020	Bill.com	Central Source, Inc.	https://app.bill.com/BillPay?id=blp01PYPRRXQ	-165.00
Bill Pmt -Check	11/17/2020	Bill.com	Cherry Road Technologies	https://app.bill.com/BillPay?id=blp01VGAKDOX	-3,108.60
Bill Pmt -Check	12/11/2020	Bill.com	Cherry Road Technologies	https://app.bill.com/BillPay?id=blp01REHNGF)	-3,081.95
Bill Pmt -Check	12/29/2020	Bill.com	Chirandu, Diana	https://app.bill.com/BillPay?id=blp01IJJGMCHF	-48.00
Bill Pmt -Check	11/24/2020	Bill.com	Citizens Bank	https://app.bill.com/BillPay?id=blp01IMMGCFH	-7,133.66
Bill Pmt -Check	12/24/2020	Bill.com	Citizens Bank	https://app.bill.com/BillPay?id=blp01VFYNSYZ	-3,972.49
Bill Pmt -Check	11/17/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01IGVCXXNI	-825.12
Bill Pmt -Check	11/24/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01GYRJQLZ	-825.12
Bill Pmt -Check	11/24/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01RWJZLDC	-825.12
Bill Pmt -Check	12/21/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01ZONVXR)	-206.28
Bill Pmt -Check	12/24/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01XLTUNBM	-825.12
Bill Pmt -Check	12/30/2020	Bill.com	City of Worcester Police Dept	https://app.bill.com/BillPay?id=blp01YEQDCXC	-412.56
Bill Pmt -Check	12/28/2020	33623	City of Worcester Inspectional Se	#Multiple	-275.00
Bill Pmt -Check	12/28/2020	33623	City of Worcester Inspectional Se	#Multiple	-275.00
Bill Pmt -Check	12/28/2020	33623	City of Worcester Inspectional Se	#Multiple	-275.00
Bill Pmt -Check	11/24/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01XNQVWO	-591.00
Bill Pmt -Check	11/24/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01IMUOXOF	-827.40
Bill Pmt -Check	11/24/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01WQJHUW	-14.50
Bill Pmt -Check	12/21/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01VWNDFG	-236.40
Bill Pmt -Check	12/21/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01UNJPPKJ	-14.50
Bill Pmt -Check	12/21/2020	Bill.com	City Of Worcester Water/Sewer	https://app.bill.com/BillPay?id=blp01UYDIDOW	-945.60
Bill Pmt -Check	11/17/2020	Bill.com	Cogent	https://app.bill.com/BillPay?id=blp01GEQYEGE	-3,264.00
Bill Pmt -Check	12/11/2020	Bill.com	Cogent	https://app.bill.com/BillPay?id=blp01LJDNMMX	-3,264.00
Bill Pmt -Check	12/04/2020	Bill.com	Constellation NewEnergy -6710892-0	https://app.bill.com/BillPay?id=blp01CLRZIIQM	-382.16
Bill Pmt -Check	12/11/2020	Bill.com	Constellation NewEnergy -6710892-2	https://app.bill.com/BillPay?id=blp01QIDZKUY	-1,143.62
Bill Pmt -Check	11/20/2020	33617	Criollo, Maria		-164.22
Bill Pmt -Check	11/24/2020	Bill.com	Crystal Rock	https://app.bill.com/BillPay?id=blp01QRCUHHI	-172.34
Bill Pmt -Check	12/21/2020	Bill.com	Crystal Rock	https://app.bill.com/BillPay?id=blp01OJZQOXS	-172.34

Type	Date	Num	Name	Memo	Amount
Bill Pmt -Check	11/24/2020	Bill.com	Didonna, Amy	https://app.bill.com/BillPay?id=blp01OHSLMEC	-4,120.00
Bill Pmt -Check	12/21/2020	Bill.com	Durkin, Amanda	https://app.bill.com/BillPay?id=blp01DAXBIQH	-96.45
Bill Pmt -Check	11/24/2020	Bill.com	Earthlink Business/Windstream	https://app.bill.com/BillPay?id=blp01UPRPHM	-490.80
Bill Pmt -Check	12/21/2020	Bill.com	Earthlink Business/Windstream	https://app.bill.com/BillPay?id=blp01MYNZPPV	-489.88
Bill Pmt -Check	11/17/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01QGHNYZE	-18,300.00
Bill Pmt -Check	11/17/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01YZCSUKX	-2,001.34
Bill Pmt -Check	11/17/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01NYKPUHL	-2,069.05
Bill Pmt -Check	11/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01IAZHWHC	-2,981.11
Bill Pmt -Check	11/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01PXCAJER	-1,160.14
Bill Pmt -Check	11/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01YCFGABY	-1,785.00
Bill Pmt -Check	11/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01PNTRJUN	-747.44
Bill Pmt -Check	12/11/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01KFLOBTX	-840.00
Bill Pmt -Check	12/11/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01CINGQJF	-1,710.72
Bill Pmt -Check	12/21/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01UAPMRK	-2,520.00
Bill Pmt -Check	12/21/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01BPMYGE	-4,454.85
Bill Pmt -Check	12/21/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01KTBFQL	-2,988.90
Bill Pmt -Check	12/21/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01YQZGIEHL	-4,200.00
Bill Pmt -Check	12/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01VLEHTGE	-12,400.00
Bill Pmt -Check	12/24/2020	Bill.com	EDS Mechanical Inc	https://app.bill.com/BillPay?id=blp01TFVOETB	-12,400.00
Bill Pmt -Check	12/04/2020	Bill.com	Eversource (formally NStar-1639- Elem)	https://app.bill.com/BillPay?id=blp01UAHKGDF	-271.96
Bill Pmt -Check	12/24/2020	Bill.com	Eversource (formally NStar-1639- Elem)	https://app.bill.com/BillPay?id=blp01PWRMVV	-470.02
Bill Pmt -Check	12/24/2020	Bill.com	Eversource (formally NStar-1639- Elem)	https://app.bill.com/BillPay?id=blp01DZJUNLG	-2,229.34
Bill Pmt -Check	11/24/2020	Bill.com	Eversource (formally Nstar-2845- HS)	https://app.bill.com/BillPay?id=blp01EOBQEG	-5,772.54
Bill Pmt -Check	12/21/2020	Bill.com	Eversource (formally Nstar-2845- HS)	https://app.bill.com/BillPay?id=blp01SANVFFT	-11,248.42
Bill Pmt -Check	12/04/2020	Bill.com	Eversource (formerly NStar-1638- MS)	https://app.bill.com/BillPay?id=blp01XRZOYPC	-756.04
Bill Pmt -Check	12/24/2020	Bill.com	Eversource (formerly NStar-1638- MS)	https://app.bill.com/BillPay?id=blp01MNKASUE	-1,406.53
Bill Pmt -Check	12/24/2020	Bill.com	Eversource (formerly NStar-1638- MS)	https://app.bill.com/BillPay?id=blp01LULBFIZA	-3,521.24
Bill Pmt -Check	12/04/2020	Bill.com	Executive Summits	https://app.bill.com/BillPay?id=blp01HCCAEIV	-199.00
Bill Pmt -Check	12/11/2020	Bill.com	F&D Truck Company Inc.	https://app.bill.com/BillPay?id=blp01USGTUEZ	-10,028.45
Bill Pmt -Check	12/21/2020	Bill.com	Fairfax Electrical Service	https://app.bill.com/BillPay?id=blp01ZMRHDVJ	-525.00
Bill Pmt -Check	12/21/2020	Bill.com	Federal Express	https://app.bill.com/BillPay?id=blp01AIWUVJTI	-149.97
Bill Pmt -Check	12/04/2020	Bill.com	Finishing Touches by Dianne	https://app.bill.com/BillPay?id=blp01OFGNIJLJ	-785.53
Bill Pmt -Check	12/11/2020	Bill.com	Finishing Touches by Dianne	https://app.bill.com/BillPay?id=blp01ZWRYHGI	-1,810.00
Bill Pmt -Check	11/17/2020	Bill.com	Follett School Solutions, Inc.	https://app.bill.com/BillPay?id=blp01MKFNDEL	-28.94
Bill Pmt -Check	12/11/2020	Bill.com	Follett School Solutions, Inc.	https://app.bill.com/BillPay?id=blp01HDPQSCF	-145.45
Bill Pmt -Check	11/20/2020	33618	Ford, David		-141.66
Bill Pmt -Check	11/17/2020	Bill.com	French River Ed. System	https://app.bill.com/BillPay?id=blp01AAYKTKW	-9,483.00
Bill Pmt -Check	12/11/2020	Bill.com	French River Ed. System	https://app.bill.com/BillPay?id=blp01UCQECFI	-14,152.00
Bill Pmt -Check	12/21/2020	Bill.com	French River Ed. System	https://app.bill.com/BillPay?id=blp01RBBYOYNF	-17,016.50
Bill Pmt -Check	11/24/2020	Bill.com	Frontline Technologies Group LLC	https://app.bill.com/BillPay?id=blp01FSZQHUY	-1,124.76
Bill Pmt -Check	12/11/2020	Bill.com	Frontline Technologies Group LLC	https://app.bill.com/BillPay?id=blp01FHGAPAF	-748.08
Bill Pmt -Check	12/11/2020	Bill.com	Gopher	https://app.bill.com/BillPay?id=blp01KQMWUE	-327.37
Bill Pmt -Check	12/11/2020	Bill.com	Gopher	https://app.bill.com/BillPay?id=blp01UQFGDXF	-664.10
Bill Pmt -Check	11/25/2020	Oct20Dent	Guardian	Oct20Dental	-515.62
Bill Pmt -Check	12/25/2020	Nov20Dent	Guardian	# DentalClaimsNov2020	-1,002.80
Bill Pmt -Check	12/04/2020	Bill.com	Gurney Water Treatment NE	https://app.bill.com/BillPay?id=blp01MHPMNEI	-180.25
Bill Pmt -Check	12/04/2020	Bill.com	Gurney Water Treatment NE	https://app.bill.com/BillPay?id=blp01KFNEEAU	-382.50
Bill Pmt -Check	11/24/2020	Bill.com	Hanover Insurance Co.	https://app.bill.com/BillPay?id=blp01HGEVKGL	-9,087.40
Bill Pmt -Check	12/21/2020	Bill.com	Hanover Insurance Co.	https://app.bill.com/BillPay?id=blp01BNGTBOF	-9,087.40
Bill Pmt -Check	11/17/2020	Bill.com	Holmes-Shusas Florist	https://app.bill.com/BillPay?id=blp01JNFVAXE	-58.00
Credit Card Charge	12/01/2020	M. Grennon	Home Depot		-26.54
Credit Card Charge	12/01/2020	M. Grennon	Home Depot		-107.46
Credit Card Charge	12/01/2020	M. Grennon	Home Depot		-78.70
Credit Card Charge	12/01/2020	M. Grennon	Home Depot		-138.81
Bill Pmt -Check	11/20/2020	HRK	HR Knowledge Inc.		-3,344.22
Bill Pmt -Check	12/04/2020	HRK	HR Knowledge Inc.		-4,160.70
Bill Pmt -Check	12/18/2020	HRK	HR Knowledge Inc.		-2,939.62
Bill Pmt -Check	12/31/2020	HRK	HR Knowledge Inc.		-3,143.16
Bill Pmt -Check	11/17/2020	Bill.com	Institute for Multi-Sensory Education	https://app.bill.com/BillPay?id=blp01XUEKCPSE	-25.00
Bill Pmt -Check	12/11/2020	Bill.com	Institute for Multi-Sensory Education	https://app.bill.com/BillPay?id=blp01YQLUNAC	-1,275.00
Bill Pmt -Check	12/11/2020	Bill.com	Institute for Multi-Sensory Education	https://app.bill.com/BillPay?id=blp01AGLSESA	-148.85
Credit Card Charge	12/01/2020	Heidi 11/9	Intuit		-434.18
Credit Card Charge	12/01/2020	M. Grennon	Iron Mountain		-1.94
Bill Pmt -Check	12/11/2020	Bill.com	IXL Learning	https://app.bill.com/BillPay?id=blp01ORYSOE\	-180.00
Bill Pmt -Check	12/04/2020	Bill.com	Kuhn Riddle Architects	https://app.bill.com/BillPay?id=blp01SAVKYND	-55.00

Type	Date	Num	Name	Memo	Amount
Bill Pmt -Check	12/21/2020	Bill.com	Learning A-Z	https://app.bill.com/BillPay?id=blp01IOBYFPQ	-808.15
Bill Pmt -Check	12/04/2020	Bill.com	Lesley University Center for Math Achieve	https://app.bill.com/BillPay?id=blp01JGZSVBM	-3,925.00
Bill Pmt -Check	12/21/2020	Bill.com	Lesley University Center for Math Achieve	https://app.bill.com/BillPay?id=blp01BPGEJFY	-314.00
Credit Card Charge	12/01/2020	M. Grennon	Logo Software		-135.92
Credit Card Charge	12/03/2020	M. Grennon	Lowe's		-169.00
Bill Pmt -Check	11/17/2020	Bill.com	M.L. Schmitt	https://app.bill.com/BillPay?id=blp01CWWPJF	-83,250.40
Bill Pmt -Check	12/03/2020	HRK	M.T.R.S.	School ID 445-Agency # 4140	-82,881.79
Bill Pmt -Check	11/17/2020	Bill.com	Mansfield Paper Company, Inc.	https://app.bill.com/BillPay?id=blp01UMXHBB	-641.43
Bill Pmt -Check	12/21/2020	Bill.com	Mansfield Paper Company, Inc.	https://app.bill.com/BillPay?id=blp01NBPEPGY	-827.71
Credit Card Charge	12/01/2020	S. Collins	Market 32		-8.94
Bill Pmt -Check	12/21/2020	Bill.com	Marshall Memo LLC	https://app.bill.com/BillPay?id=blp01YIELYSAE	-140.00
Bill Pmt -Check	12/24/2020	Bill.com	McDonald, Renee	https://app.bill.com/BillPay?id=blp01LNFWLR	-400.00
Bill Pmt -Check	11/24/2020	Bill.com	Mirick O'Connell Attorneys at Law	https://app.bill.com/BillPay?id=blp01YXTKWCF	-572.00
Bill Pmt -Check	11/24/2020	Bill.com	Mirick O'Connell Attorneys at Law	https://app.bill.com/BillPay?id=blp01FXAADBA	-12,435.40
Bill Pmt -Check	12/21/2020	Bill.com	Mirick O'Connell Attorneys at Law	https://app.bill.com/BillPay?id=blp01JVVOSLI	-14,086.00
Bill Pmt -Check	12/11/2020	Bill.com	MSSAA/Mass Secondary School Admin Ass	https://app.bill.com/BillPay?id=blp01VQLDSXE	-110.00
Bill Pmt -Check	11/24/2020	Bill.com	Music & Arts	https://app.bill.com/BillPay?id=blp01XFROJNG	-61.96
Bill Pmt -Check	11/24/2020	Bill.com	Music & Arts	https://app.bill.com/BillPay?id=blp01OFNUANF	-70.00
Credit Card Charge	12/01/2020	Heidi 11/5	NASSP		-195.00
Bill Pmt -Check	11/17/2020	Bill.com	National Assoc of College Admission Couns	https://app.bill.com/BillPay?id=blp01PWFENGI	-112.50
Bill Pmt -Check	11/17/2020	Bill.com	National Grid-6 New Bond	https://app.bill.com/BillPay?id=blp01HFNQCM	-19,612.09
Bill Pmt -Check	12/22/2020	Bill.com	National Grid-6 New Bond	https://app.bill.com/BillPay?id=blp01EEMNRHF	-21,575.74
Bill Pmt -Check	11/17/2020	Bill.com	National Grid 38928-53023	https://app.bill.com/BillPay?id=blp01DZSWFU	-3,521.78
Bill Pmt -Check	12/21/2020	Bill.com	National Grid 38928-53023	https://app.bill.com/BillPay?id=blp01TQNLAVS	-4,257.63
Bill Pmt -Check	11/17/2020	Bill.com	National Grid 69923-82006	https://app.bill.com/BillPay?id=blp01JKIAYZU	-6,123.23
Bill Pmt -Check	12/21/2020	Bill.com	National Grid 69923-82006	https://app.bill.com/BillPay?id=blp01DXFVUCL	-6,310.93
Bill Pmt -Check	11/20/2020	HRK	Nationwide Trust Company, FSB		-24,999.92
Bill Pmt -Check	12/04/2020	HRK	Nationwide Trust Company, FSB		-27,279.05
Bill Pmt -Check	12/18/2020	HRK	Nationwide Trust Company, FSB		-24,285.96
Bill Pmt -Check	12/31/2020	HRK	Nationwide Trust Company, FSB		-23,468.55
Bill Pmt -Check	11/24/2020	Bill.com	NCS Pearson, Inc.	https://app.bill.com/BillPay?id=blp01IGCHWC	-110.00
Bill Pmt -Check	11/24/2020	Bill.com	NCS Pearson, Inc.	https://app.bill.com/BillPay?id=blp01ZTKOEW	-187.00
Bill Pmt -Check	11/24/2020	Bill.com	NCSM	https://app.bill.com/BillPay?id=blp01QINWUX	-85.00
Credit Card Charge	12/03/2020	Heidi 12/3	Netflix		-12.99
Bill Pmt -Check	11/17/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01FIRXVQE	-98.40
Bill Pmt -Check	11/17/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01XLSWQC	-71.96
Bill Pmt -Check	12/04/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01SNOBHUC	-100.69
Bill Pmt -Check	12/04/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01GIYIDVDZ	-112.85
Bill Pmt -Check	12/04/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01KKKUQLV	-148.84
Bill Pmt -Check	12/11/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01VAUTADH	-189.96
Bill Pmt -Check	12/11/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01UBEYHHE	-166.54
Bill Pmt -Check	12/21/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01NHNQZU	-148.94
Bill Pmt -Check	12/21/2020	Bill.com	New England Ice Cream	https://app.bill.com/BillPay?id=blp01PIMOBHA	-50.30
Bill Pmt -Check	11/17/2020	Bill.com	Next Gen Supply Group	https://app.bill.com/BillPay?id=blp01EPGAGFE	-75.52
Bill Pmt -Check	11/17/2020	Bill.com	Next Gen Supply Group	https://app.bill.com/BillPay?id=blp01YBHZXLU	-1,264.38
Bill Pmt -Check	11/17/2020	Bill.com	Next Gen Supply Group	https://app.bill.com/BillPay?id=blp01UBVIHKW	-2,875.00
Bill Pmt -Check	12/11/2020	Bill.com	Next Gen Supply Group	https://app.bill.com/BillPay?id=blp01IYJVRUCE	-2,025.00
Bill Pmt -Check	12/21/2020	Bill.com	Next Gen Supply Group	https://app.bill.com/BillPay?id=blp01NWTVZYJ	-354.81
Bill Pmt -Check	12/21/2020	Bill.com	Nixon Company	https://app.bill.com/BillPay?id=blp01JXPECK	-431.50
Bill Pmt -Check	11/17/2020	Bill.com	OHI Engineering, Inc	https://app.bill.com/BillPay?id=blp01VWTHOG	-1,819.37
Bill Pmt -Check	12/21/2020	Bill.com	OHI Engineering, Inc	https://app.bill.com/BillPay?id=blp01DOYSONF	-9,705.02
Bill Pmt -Check	11/17/2020	Bill.com	Oriental Trading	https://app.bill.com/BillPay?id=blp01EIBTXIKBI	-541.38
Bill Pmt -Check	12/08/2020	Bill.com	Otis Elevator	https://app.bill.com/BillPay?id=blp01TMRRUZS	-22,922.32
Credit Card Charge	12/01/2020	M. Grennon	Peterson Oil		-30.25
Bill Pmt -Check	12/29/2020	Bill.com	Phan, Jackie	https://app.bill.com/BillPay?id=blp01UIVGUFA	-48.00
Bill Pmt -Check	12/24/2020	Bill.com	Poulton Associates, Inc.	https://app.bill.com/BillPay?id=blp01JRJAYMK	-2,814.83
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01OKNSFAJ	-690.46
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01QXLKNJZ	-702.85
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01DHWVOIC	-525.34
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01RABIRYCI	-194.30
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01YRWEEH	-404.60
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01EJUHUQT	-115.95
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01RQWIWW	-72.96
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01KNXVDLH	-497.76
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01AJTJJCFF	-194.30

Type	Date	Num	Name	Memo	Amount
Bill Pmt -Check	11/17/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01DSWZHT	-235.90
Bill Pmt -Check	11/24/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01XXPDLHT	-177.91
Bill Pmt -Check	11/24/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01MKNOMO	-376.21
Bill Pmt -Check	11/24/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01VHEYJCB	-521.76
Bill Pmt -Check	11/24/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01IMDUCYV	-934.73
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01NZWHLR	-500.13
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01NKWXOA	-380.60
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01AIDZVZLC	-1,009.10
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01MFCJHBN	-123.95
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01TAQNATV	-405.39
Bill Pmt -Check	12/04/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01LZKVNKO	-744.44
Bill Pmt -Check	12/30/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01MYEYUES	-475.80
Bill Pmt -Check	12/30/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01DFVRQTN	-293.86
Bill Pmt -Check	12/30/2020	Bill.com	Preferred Meal Systems, Inc.	https://app.bill.com/BillPay?id=blp01MXDAAR	-198.30
Bill Pmt -Check	11/24/2020	Bill.com	PrintResource	https://app.bill.com/BillPay?id=blp01WADLTK	-127.06
Bill Pmt -Check	12/24/2020	Bill.com	PrintResource	https://app.bill.com/BillPay?id=blp01ICSGSJD	-419.00
Bill Pmt -Check	11/17/2020	Bill.com	Quadiant Financial USA, Inc	https://app.bill.com/BillPay?id=blp01WMDDFH	-1,000.00
Bill Pmt -Check	11/20/2020	Bill.com	Quadiant Leasing USA Inc	https://app.bill.com/BillPay?id=blp01NIKJMRQ	-1,323.90
Bill Pmt -Check	12/16/2020	Bill.com	Quadiant Leasing USA Inc	https://app.bill.com/BillPay?id=blp01KPLVTPY	-1,325.07
Bill Pmt -Check	11/17/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01RJRDKZG	-118.00
Bill Pmt -Check	11/17/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01VVKDKST	-118.00
Bill Pmt -Check	11/17/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01NOBPOA	-118.00
Bill Pmt -Check	12/04/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01DUZDFU	-118.00
Bill Pmt -Check	12/04/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01RSUCJQT	-118.00
Bill Pmt -Check	12/04/2020	Bill.com	Ransford Pest Control	https://app.bill.com/BillPay?id=blp01TIMDQGM	-118.00
Bill Pmt -Check	11/17/2020	Bill.com	Rediker Software, Inc.	https://app.bill.com/BillPay?id=blp01YKBYURC	-700.00
Bill Pmt -Check	11/17/2020	Bill.com	REPUBLIC SERVICES	https://app.bill.com/BillPay?id=blp01THFDVUL	-2,248.68
Bill Pmt -Check	12/11/2020	Bill.com	REPUBLIC SERVICES	https://app.bill.com/BillPay?id=blp01WVITUOV	-2,248.68
Credit Card Charge	12/01/2020	S. Collins	Restaurant Depot		-116.96
Credit Card Charge	12/01/2020	S. Collins	Restaurant Depot		-5.76
Credit Card Charge	12/01/2020	Heidi 11/9	Right Networks		-76.29
Bill Pmt -Check	12/04/2020	Bill.com	Roto Rooter Services	https://app.bill.com/BillPay?id=blp01VEPZKPV	-3,407.00
Bill Pmt -Check	12/04/2020	Bill.com	Roto Rooter Services	https://app.bill.com/BillPay?id=blp01YWRLVC	-2,253.00
Bill Pmt -Check	12/04/2020	Bill.com	Rubin and Rudman, LLP	https://app.bill.com/BillPay?id=blp01FCFVBC	-225.00
Bill Pmt -Check	12/22/2020	Bill.com	School Specialty	https://app.bill.com/BillPay?id=blp01ZFSAMM	-68.64
Bill Pmt -Check	12/29/2020	Bill.com	Semidei, Lindiana	https://app.bill.com/BillPay?id=blp01NEEHKO	-48.00
Bill Pmt -Check	11/17/2020	Bill.com	Shapiro Educational & Behavioral Consulta	https://app.bill.com/BillPay?id=blp01GNVCVZ	-2,100.00
Bill Pmt -Check	12/24/2020	Bill.com	Shapiro Educational & Behavioral Consulta	https://app.bill.com/BillPay?id=blp01IGQDAAE	-2,300.00
Credit Card Charge	12/01/2020	S. Collins	Shaw's		-103.03
Bill Pmt -Check	12/11/2020	Bill.com	Sherwin Williams Sturbridge	https://app.bill.com/BillPay?id=blp01OXCEZLH	-20.38
Bill Pmt -Check	12/11/2020	Bill.com	Sherwin Williams Sturbridge	https://app.bill.com/BillPay?id=blp01YGMISKY	-103.83
Bill Pmt -Check	11/17/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01NHRMSH	-886.00
Bill Pmt -Check	11/17/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01WMCPPD	-10,050.00
Bill Pmt -Check	11/24/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01VSXYQC	-195.15
Bill Pmt -Check	12/04/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01KZATZEM	-2,429.00
Bill Pmt -Check	12/11/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01MBNDCM	-3,544.00
Bill Pmt -Check	12/24/2020	Bill.com	SHI International	https://app.bill.com/BillPay?id=blp01MHVWLUI	-8,866.40
Bill Pmt -Check	12/11/2020	Bill.com	Sonova USA, Inc.	https://app.bill.com/BillPay?id=blp01AMRXQFE	-2,684.99
Bill Pmt -Check	12/21/2020	Bill.com	Stan Kaitbenski Inc.	https://app.bill.com/BillPay?id=blp01DFIKNAVI	-18,942.00
Bill Pmt -Check	11/19/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01UHHSJWI	-47.99
Bill Pmt -Check	11/17/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01RKAMEW	-327.74
Bill Pmt -Check	11/24/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01AJHKWN	-234.73
Bill Pmt -Check	12/11/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01JNWFVXZ	-37.65
Bill Pmt -Check	12/11/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01RRQGNPI	-184.20
Bill Pmt -Check	12/21/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01IFEKFXNF	-37.04
Bill Pmt -Check	12/24/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01BEFZKBA	-33.24
Bill Pmt -Check	12/24/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01VJQHKZQ	-18.98
Bill Pmt -Check	12/24/2020	Bill.com	Staples Advantage	https://app.bill.com/BillPay?id=blp01UGUWXG	-39.54
Credit Card Charge	12/01/2020	M. Grennon	Staples Advantage		-348.68
Bill Pmt -Check	11/17/2020	Bill.com	Suburban Propane	https://app.bill.com/BillPay?id=blp01PNDHRQ	-1,902.47
Bill Pmt -Check	12/21/2020	Bill.com	Suburban Propane	https://app.bill.com/BillPay?id=blp01VIJBWEZ	-2,470.93
Bill Pmt -Check	11/24/2020	Bill.com	Symczak, Jessica	https://app.bill.com/BillPay?id=blp01JUCOTH	-5.82
Bill Pmt -Check	12/01/2020	Bill.com	T-Mobile	https://app.bill.com/BillPay?id=blp01SBRTRAY	-4,517.29
Bill Pmt -Check	12/24/2020	Bill.com	T-Mobile	https://app.bill.com/BillPay?id=blp01XOSCSDI	-5,291.29
Bill Pmt -Check	11/24/2020	Bill.com	T Mobile	https://app.bill.com/BillPay?id=blp01YEWMMH	-369.61

Type	Date	Num	Name	Memo	Amount
Bill Pmt -Check	11/24/2020	Bill.com	T Mobile	https://app.bill.com/BillPay?id=blp01YXYRIYRL	-377.01
Bill Pmt -Check	11/25/2020	Bill.com	T Mobile	https://app.bill.com/BillPay?id=blp01WEIFNIJIF	-4,909.38
Bill Pmt -Check	12/24/2020	Bill.com	T Mobile	https://app.bill.com/BillPay?id=blp01OFAAXCZ	-397.00
Bill Pmt -Check	11/24/2020	Bill.com	T. Lee Associates	https://app.bill.com/BillPay?id=blp01RTTLDLSL	-1,600.00
Bill Pmt -Check	12/21/2020	Bill.com	T. Lee Associates	https://app.bill.com/BillPay?id=blp01NGAAEUH	-1,600.00
Bill Pmt -Check	11/20/2020	HRK	TASC- FlexSystem		-3,164.18
Bill Pmt -Check	12/04/2020	HRK	TASC- FlexSystem		-2,962.70
Bill Pmt -Check	12/18/2020	HRK	TASC- FlexSystem		-2,967.68
Bill Pmt -Check	12/31/2020	HRK	TASC- FlexSystem		-2,967.68
Bill Pmt -Check	12/07/2020	HRK	TASC- FlexSystem		-9,250.00
Bill Pmt -Check	12/21/2020	33622	Taylor, Nicole		-88.23
Bill Pmt -Check	12/24/2020	Bill.com	The Learning Center for the Deaf	https://app.bill.com/BillPay?id=blp01VNLGPOH	-396.00
Bill Pmt -Check	12/11/2020	Bill.com	The Main Idea	https://app.bill.com/BillPay?id=blp01KUOBVQJ	-39.00
Bill Pmt -Check	11/17/2020	Bill.com	Thurston Foods, Inc.	https://app.bill.com/BillPay?id=blp01NZCWMB	-668.59
Bill Pmt -Check	12/04/2020	Bill.com	Thurston Foods, Inc.	https://app.bill.com/BillPay?id=blp01YBESCRV	-1,354.42
Bill Pmt -Check	12/21/2020	Bill.com	Thurston Foods, Inc.	https://app.bill.com/BillPay?id=blp01WFAFURI	-668.65
Bill Pmt -Check	12/21/2020	Bill.com	Thurston Foods, Inc.	https://app.bill.com/BillPay?id=blp01MFDFBRE	-400.58
Bill Pmt -Check	11/17/2020	Bill.com	Trane U.S., Inc.	https://app.bill.com/BillPay?id=blp01XZZKIDS#	-926.00
Bill Pmt -Check	12/11/2020	Bill.com	Trane U.S., Inc.	https://app.bill.com/BillPay?id=blp01SDULVLJ	-926.00
Bill Pmt -Check	11/17/2020	Bill.com	US Games	https://app.bill.com/BillPay?id=blp01SUCMEW	-1,729.22
Bill Pmt -Check	11/17/2020	Bill.com	USAbile Life	https://app.bill.com/BillPay?id=blp01KSDRKH#	-656.70
Bill Pmt -Check	12/01/2020	HRK	USAbile Life		-5,456.30
Bill Pmt -Check	12/11/2020	Bill.com	USAbile Life	https://app.bill.com/BillPay?id=blp01GIVQXOQ	-650.10
Bill Pmt -Check	12/04/2020	Bill.com	Verizon	https://app.bill.com/BillPay?id=blp01OEDMEU#	-113.88
Bill Pmt -Check	12/24/2020	Bill.com	Verizon	https://app.bill.com/BillPay?id=blp01AQZKFCC	-113.88
Bill Pmt -Check	11/20/2020	33619	Vivier, Maria		-159.45
Bill Pmt -Check	11/17/2020	Bill.com	Webstaurant Store	https://app.bill.com/BillPay?id=blp01FEALXGO	-1,159.20
Credit Card Charge	12/28/2020	60996075	Webstaurant Store		-4,832.78
Bill Pmt -Check	11/17/2020	Bill.com	Wells Fargo Financial Leasing	https://app.bill.com/BillPay?id=blp01GQUTCBBz	-4,315.00
Bill Pmt -Check	11/17/2020	Bill.com	Wells Fargo Financial Leasing	https://app.bill.com/BillPay?id=blp01JYCMKPA	-2,023.10
Bill Pmt -Check	12/11/2020	Bill.com	Wells Fargo Financial Leasing	https://app.bill.com/BillPay?id=blp01HDIALYIIN	-2,023.10
Bill Pmt -Check	12/11/2020	Bill.com	Wells Fargo Financial Leasing	https://app.bill.com/BillPay?id=blp01CQLYHJQ	-4,315.00
Bill Pmt -Check	12/04/2020	33620	White, Melissa		-842.24
Bill Pmt -Check	12/04/2020	33621	Wilson, Glenn		-803.16
Bill Pmt -Check	11/24/2020	Bill.com	Windstream/Earthlink Business	https://app.bill.com/BillPay?id=blp01GLAICXV	-8,795.07
Bill Pmt -Check	12/21/2020	Bill.com	WoRad Inc.	https://app.bill.com/BillPay?id=blp01ROOXWLI	-65.98
Bill Pmt -Check	12/21/2020	Bill.com	WoRad Inc.	https://app.bill.com/BillPay?id=blp01GVRUNB#	-1,494.00
Bill Pmt -Check	11/17/2020	Bill.com	Worcester County Math League	https://app.bill.com/BillPay?id=blp01HOPHGL	-280.00
					<u>-1,105,761.15</u>