



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

Board Agenda

6:00 p.m. October 28, 2019

Meeting Location: 1555 40th Avenue NE, 2nd Floor, Columbia Heights, MN 55421

Mission

Through a global-minded education, we empower and prepare all students with the empathy, knowledge, and skills to take risks and pursue goals that contribute meaningfully to their community.

1.0 CALL TO ORDER -

Motion by: Second Amir Yea 0 Nay 0

2.0 APPROVAL OF AGENDA

Motion to approve the agenda.

Motion by: Seconded by: Yea: 0 Nay: 0

3.0 COMMENTS FROM CITIZENS PRESENT

Visitors attending the meeting who wish to address the school board may do so at this time.

4.0 APPROVAL OF THE CONSENT AGENDA

Consent items, August 19, 2019 – School Board Agenda as warranted including approval of:

- Minutes – Regular Meeting Minutes of September 23, 2019
- Personnel Recommendations

The Executive Director recommends the School Board approve the Consent Items as detailed in the enclosure.

Motion to approve consent agenda.

Motion by: Seconded by: Yea: 0 Nay: 0



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

5.0 Monthly Financials - August 2019

5.01 Approval of September Financial Report and Payment of Bills
(Current ADM 194 Current Enrollment 186)

Motion to approve August financials.

Motion by: Seconded by: Yea: 0 Nay: 0

6.0 Presentations and Discussion Items

6.01 Collaborative and Proactive Solutions

6.02 Partnership Exploration

7.0 ACTION ITEMS

7.01 Approve MetLife Employee Benefits Proposal

7.02 October FY20 Budget Revision

Motion: Second: Yea: 0 No: 0

7.0 ADJOURNMENT

Motion to adjourn meeting.

Motion by: Seconded by: Yea 0 Nay: 0

Personnel Recommendations:

The following personnel items are recommended for approval at the October 28, 2019, school board meeting.

Hire:

Mahlet Berhane 1.0 Special Education Paraprofessional Special Education
Paraprofessional @ \$23.00 per hour effective October 21, 2019.

Termination:

Muktar Adow 1.0 FTE Special Education Paraprofessional Special Education
Paraprofessional effective October 11, 2019.



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

Board Minutes

6:00 p.m. September 23, 2019

Meeting Location: 1555 40th Avenue NE, 2nd Floor, Columbia Heights, MN 55421

Mission

Through a global-minded education, we empower and prepare all students with the empathy, knowledge, and skills to take risks and pursue goals that contribute meaningfully to their community.

1.0 CALL TO ORDER - Appoint new board member Elizabeth Robertson to fill the open “teacher position” on the board.

Motion by: John Second Amir Yea 4 Nay 0

2.0 APPROVAL OF AGENDA

Motion to approve the agenda.

Motion by: Amir Seconded by: John Yea: 4 Nay: 0

3.0 COMMENTS FROM CITIZENS PRESENT

Visitors attending the meeting who wish to address the school board may do so at this time.

Rod Haenke - VOA -

4.0 APPROVAL OF THE CONSENT AGENDA

Consent items, August 19, 2019 – School Board Agenda as warranted including approval of:

- Minutes – Regular Meeting Minutes of August 19, 2019
- Personnel Recommendations

The Executive Director recommends the School Board approve the Consent Items as detailed in the enclosure.

Motion to approve consent agenda.



Tesfa International School
Financial Dashboard for:

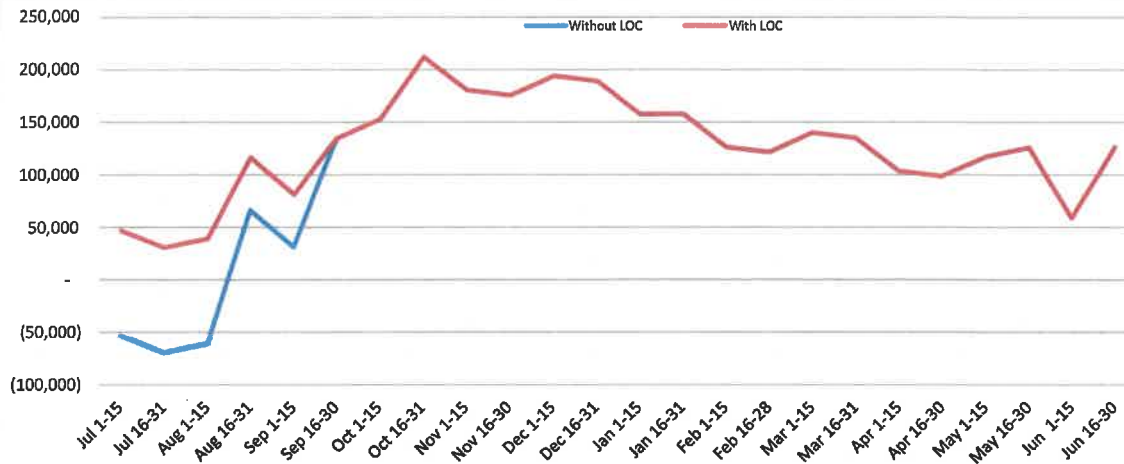
9/30/2019

Student Count

Actual Current ADM:	<input type="text" value="196.00"/>	ADM from Budget:	<input type="text" value="180.00"/>
Actual Current WADM:	<input type="text" value="196.00"/>	WADM from Budget:	<input type="text" value="180.00"/>

	YTD Actual		YTD Budget Target	
Revenue	\$669,808.95	23%	\$739,534.43	25%
Expense	\$463,238.02	16%	\$708,558.42	25%
Change in Fund Balance	\$206,570.93		\$30,976.01	25%

Cash Balance Projection



Grants and Other Awards:

Description	Award	Expensed PFY	Expensed CFY	Remaining	Expiration Date
-------------	-------	--------------	--------------	-----------	-----------------

Comments:

General:

- **The September financials show the FY20 Original Budget which is based on 180 ADM, however the state is paying off of 196 ADM.
- **The School has a reconciled cash balance of \$147,254.
- **The state aid holdback is at 10%, which is estimated at \$44,423 through August.

Revenue:

- **Year-to-date revenue of \$690,444 represents 23% of the approved revenue budget.

Expenses:

- **The School has spent \$463,238 which is 16% of the approved expenditure budget.

Cash Flow:

- **The cash flow reflects the 10% holdback of state aid and 24 payment schedule.



Tesfa International School
Financial Dashboard for:

9/30/2019

Financial Ratios:

	YTD Actual	FY20 Budget	Required
(A) Unrestricted Cash and Investments	147,254	126,416	
(B) Total Operating Expenses	463,238	2,834,234	
Cash on Hand Ratio ((A x 365) / B)	29.01	16.28	45
(A) Beginning Fund Balance	143,024	143,024	
(B) Revenues	669,809	2,958,138	
(C) Expenditures	(463,238)	(2,834,234)	
(D) Ending Fund Balance	349,595	266,928	
Fund Balance as a % of Expenditures (-C / D)	75.5%	9.4%	25%
(A) Annual Net Income	206,571	123,904	
(B) Lease Payment	262,800	262,800	
Debt Service Coverage Ratio (A + B) / B	1.79	1.47	1.1

Upcoming Deadlines:

Task	Due Date
FY19 Audit	August 2019
Quarterly Financial Reports of School and Building Company	45 Days After Quarter End
Quarterly Current Student Waiting List	45 Days After Quarter End
All Required Applications to MDE for Title, Special Education, Other	June 30th, 2019
Apply for Building Lease Aid	June 30th, 2019
Prior Year Audited Financials	November 30th, 2019
Carry Automobile and Workers Compensation Insurance	Ongoing Renewals

These financials were compiled from information supplied by school management. They are unaudited and should be used for management purposes only.

**Tesfa International School
Balance Sheet
9/30/2019**

Descriptions	General	Food	Fixed	Total
Assets				
Current Assets				
Checking Accounts	141,373	5,881	-	147,254
Accounts Receivable	-	-	-	-
Due from State	170,291	-	-	170,291
Due from Federal	-	(456)	-	(456)
Due to Other Funds	-	(10,511)	-	(10,511)
Due from Other Funds	10,511	-	-	10,511
Estimated Audit Accrual	5,128	-	-	5,128
Prepaid AP Expenditures	-	-	-	-
Total Current Assets	327,302	(5,086)	-	322,216
Fixed Assets				
Equipment	-	-	162,692	162,692
Property & Equipment under Cap. Lease	-	-	-	-
Accum Depr Buildings	-	-	(119,220)	(119,220)
Accum Depr On Equip.	-	-	-	-
Total Fixed Assets	-	-	43,471	43,471
Total Assets	327,302	(5,086)	43,471	365,688

Liabilities & Fund Balance

Current Liabilities

Accounts Payable	-	-	-	-
Payroll Liabilities	(27,379)	-	-	(27,379)
Short Term Indebtedness	-	-	-	-
Total Current Liabilities	(27,379)	-	-	(27,379)

Fund Balance

Investment Fixed Assets	-	-	43,471	43,471
Restricted Fund Balance	-	-	-	-
Unassigned Fund Balance - 6/30/2019	143,024	-	-	143,024
Net Income/(Loss) - FY20	211,657	(5,086)	-	206,571
Total Fund Balance	354,681	(5,086)	43,471	393,067

Total Liabilities & Fund Balance	327,302	(5,086)	43,471	365,688
---	----------------	----------------	---------------	----------------

State Holdback Calculation:

**Total Fiscal Year School Budgeted State Revenues	2,671,933
Prorated Fiscal Year-to-Date (3 of 12 months)	25%
Total Fiscal Year-to-Date Budget (September 2019)	667,983
State Holdback Percentage	10%
Total Estimated Year-to-Date Holdback	<u><u>66,798</u></u>

*Based on the assumptions that actual ADMs and state aid payments are based on an ADM of 180

**Tesfa International School
Summary Income Statement
Fiscal Year 2020
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
GENERAL FUND 01			<i>Targeted Percent</i>	25%
REVENUE				
State Aid Revenue				
Endowment Fund Apportionment	3,641	3,641	6,171	59%
General Education Aid	208,818	627,540	1,865,318	34%
Long Term Facility Maintenance	-	-	-	N/A
Literacy Incentive Aid	-	-	4,900	0%
Lease Aid	-	-	236,520	0%
State Special Education	-	-	559,024	0%
Total State Aid Revenue	212,459	631,181	2,671,933	24%
State Audit Accrual	-	38,628	-	N/A
Federal Aid Revenue				
Title I	-	-	67,352	0%
Title II	-	-	9,828	0%
Title III	-	-	14,325	0%
Title IV	-	-	18,000	0%
Federal Special Education	-	-	35,787	0%
Total Federal Aid Revenue	-	-	145,293	0%
Other Revenue				
Donations	-	-	125	0%
Misc. Revenue/E-Rate	-	-	3,089	0%
Total Other Revenue	-	-	3,214	0%
TOTAL REVENUE	212,459	669,809	2,820,440	24%
EXPENDITURE				
Administration				
Salaries	14,727	44,249	227,800	19%
Benefits	4,548	14,458	81,751	18%
Purchased Services	14,793	29,356	124,020	24%
Supplies	306	7,406	10,416	71%
Equipment	-	-	-	N/A
Dues/Membership	-	9,500	29,000	33%
Total Administration	34,374	104,969	472,987	22%

**Tesfa International School
Summary Income Statement
Fiscal Year 2020
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
General Education				
Salaries	61,738	90,575	579,200	16%
Benefits	13,911	26,076	184,493	14%
Purchased Services	778	778	3,500	22%
Supplies	384	12,177	28,281	43%
Equipment	1,942	5,826	23,304	25%
Dues/Memberships	-	-	-	N/A
Total General Education	78,752	135,431	818,778	17%
Salaries Payable Accrual	-	33,500	-	N/A
Title Programs				
Title I	4,499	6,748	67,352	10%
Title II	1,032	2,021	9,828	21%
Title III	4,926	6,568	32,325	20%
Total Title Programs	10,457	15,337	109,506	14%
State Special Education				
Salaries	34,678	41,128	294,630	14%
Benefits	10,351	13,752	127,439	11%
Purchased Services	267	267	141,000	0%
Supplies	1,443	1,443	-	N/A
Equipment	-	-	-	N/A
Total State Special Education	46,739	56,590	563,069	10%
Federal Special Education				
Purchased Services	-	5,000	29,787	17%
Supplies	-	-	6,000	0%
Total Federal Special Education	-	5,000	35,787	14%
Instructional Support				
Salaries	-	-	-	N/A
Benefits	-	-	-	N/A
Purchased Services	-	-	-	N/A
Total Instructional Support	-	-	-	N/A
Student Support				
Salaries	12,569	13,010	53,280	24%
Benefits	1,904	1,971	9,234	21%
Purchased Services	8,000	8,000	288,300	3%
Supplies	-	-	200	0%
Total Student Support	22,473	22,980	351,014	7%
Facility				
Purchased Services	8,617	20,931	75,095	28%
Facility Lease	21,138	63,414	262,800	24%
Supplies/Equipment	-	-	7,500	0%
Total Facility	29,755	84,345	345,395	24%
TOTAL EXPENDITURE	222,550	458,152	2,696,536	17%
NET INCOME/LOSS - GENERAL FUND 01	(10,091)	211,657	123,904	

**Tesfa International School
Summary Income Statement
Fiscal Year 2020
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
FOOD SERVICE FUND 02				
REVENUE				
Local Revenue	-	-	-	N/A
State Aid	-	-	3,300	0%
Federal Aid	-	-	134,398	0%
TOTAL REVENUE	-	-	137,698	0%
EXPENDITURE				
Salaries	-	-	-	N/A
Benefits	-	-	-	N/A
Purchased Services	-	-	420	0%
Supplies	5,086	5,086	137,278	4%
Equipment	-	-	-	N/A
TOTAL EXPENDITURE	5,086	5,086	137,698	4%
NET INCOME/LOSS - FOOD SERVICE FUND 02	(5,086)	(5,086)	-	
NET INCOME/LOSS - ALL FUNDS	(15,177)	206,571	123,904	

Tesfa International School
 Payment Register - September 2019
 Fiscal Year 2019-2020

CHECK DATE	VENDOR	INVOICE DESCRIPTION	CHECK NUMBER	AMOUNT
Regular Checks				
09/05/19	CPI	Staff Development	11608	989.00
09/05/19	Dieci School Finance	August Finance Services	11609	3,707.82
09/05/19	FIRST LUTHERAN CHURCH	September Rent, Utilities, Custodial, Playground Lease	11610	25,979.21
09/05/19	HANDYMAN HOME SERVICES LLC	Repair/Maintenance Services - August	11611	1,761.75
09/05/19	HANDYMAN HOME SERVICES LLC	Repair/Maintenance Services - August	11611	(1,761.75)
09/05/19	HEALTH PARTNERS	September Health & Dental	11612	19,800.38
09/05/19	HILLER COMMERCIAL FLOORS	Repairs and Maintenance	11613	1,978.00
09/05/19	Office Depot	Office Supplies	11614	305.60
09/05/19	Pitney Bowes, Inc	Postage Machine Lease	11615	154.54
09/05/19	Pitney Bowes, Inc	Postage Machine Lease	11615	(154.54)
09/05/19	Robert Procaccini, CPA	Completion & Filing of 2017 990	11616	750.00
09/05/19	SAFAARI TRANSPORTATION LLC	August Regular	11617	8,000.00
09/10/19	Unum Life Insurance Company of America	June-September Life, AD&D, STD & LTD	11618	4,146.08
09/19/19	HANDYMAN HOME SERVICES LLC	Repair/Maintenance Services - August	11619	1,007.75
09/19/19	PURCHASE POWER	Postage Machine Lease	11620	154.54
08/20/19	ABBY HENDRICKS	Nonviolent Crisis Intervention Workbook	11621	42.74
09/20/19	Blue Bell Enterprises, Inc	August Breakfast, Lunch, Food Supplies	11622	5,058.76
09/20/19	Children's Theatre Company	Field Trip on 10/16	11622	275.00
09/20/19	Clifton Larson Allen	FY19 Audit Billing	11624	3,000.00
09/20/19	Columbia Heights Library	Books	11625	372.12
09/20/19	CONSOLIDATED COMMUNICATIONS	Phone Service - August	11626	449.84
09/20/19	Dieci School Finance	September Finance Services	11627	3,709.87
09/20/19	JONAS BEUGEN	Milk	11628	27.00
09/20/19	Literacy Matters Foundation	Educator Coaching Services to Support Literacy	11629	1,644.44
09/20/19	MACMH	Registration - On Demand Webinar	11630	267.00
09/20/19	Manissa Wynja	Class Supplies	11631	11.99
08/20/19	Many Kay Higgins	Clerical Services Contractor	11632	238.00
09/20/19	TECHNOLOGY BY DESIGN LLC	Tech Services & Sophos	11633	2,725.00
09/20/19	WELLS FARGO VENDOR FIN SERV	Apple iPad Lease	11634	1,941.84
09/20/19	Yasin Abdullahi	Arabic Teacher Contractor	11635	502.50
09/27/19	SpEd Forms Inc.	MA Forms, SpEd Forms Plus	11636	1,443.00
Wires				
09/04/19	Propel Nonprofits	LOC	WX	50,000.00
09/04/19	Alerus	08/31/19 HSA	WX	416.67
08/06/19	Alerus	HSA Deductions	WX	800.00
09/10/19	Sumrise Bank	Service Charge	WX	18.00
09/13/19	IRS	FICA & FEDERAL	WX	14,582.46
09/13/19	PERA	Payroll Deductions	WX	3,735.22
09/13/19	TEACHERS RETIREMENT ASSOCIATION	Payroll Deductions TRA	WX	6,164.25
09/13/19	Alerus	09/15/19 HSA	WX	766.67
09/13/19	American Funds	Payroll Deductions	WX	402.50
09/13/19	MN Dept of Rev	Garnishment	WX	153.60
09/13/19	MN Dept of Rev	State Taxes	WX	2,596.90
09/16/19	THE HANOVER INSURANCE GROUP	Commercial Package Ins	WX	763.47
09/26/19	Alerus	HSA Fee	WX	40.00
09/30/19	IRS	FICA & FEDERAL	WX	13,438.25

Tesfa International School
 Payment Register - September 2019
 Fiscal Year 2019-2020

CHECK DATE	VENDOR	INVOICE DESCRIPTION	CHECK NUMBER	AMOUNT
09/30/19	PERA	Payroll Deductions	WX	2,958.90
09/30/19	TEACHERS RETIREMENT ASSOCIATION	Payroll Deductions TRA	WX	6,469.34
09/30/19	Alenus	PAYROLL DEDUCTS / GENERAL	WX	766.67
09/30/19	American Funds	Payroll Deductions	WX	402.50
09/30/19	MN Dept of Rev	State Taxes	WX	2,184.87
09/04/19	SFM	Workers Comp	WX	846.00
09/30/19	Propel Nonprofits	Interest on Loc	WX	26.71
09/13/19	Sunrise Bank	09/13/19 Payroll	WX	46,844.74
09/30/19	Sunrise Bank	09/30/19 Payroll	WX	44,927.15
Total September 2019 Disbursements				287,632.35

V = Void Check
 * = Break in sequence

Tesla International School
FY20 Cash Flow Projection

	Estimated Receipts by Revenue Category						Estimated Disbursements				Line of Credit	Estimated Cash Balance	
	Current YR State Aid	Current YR Federal Aid	Prior YR State Aid	Prior YR Federal Aid	Other Revenue	Total Receipts	Estimated Payroll	Building Lease	Estimated A/P	Total Disbursements			Estimated Cash Balance
FY20 Beginning Cash Balance													
Jul 1-15	99,410	-	3,900	1,558	-	104,869	62,377	25,979	1,621	89,977	(68,133)	31,867	
Jul 16-31	100,932	-	-	-	-	100,932	51,613	-	65,314	116,927	(53,242)	46,758	
Aug 1-15	100,275	-	-	-	-	120,726	76,547	30,820	4,985	112,352	(69,237)	30,763	
Aug 16-31	118,106	-	71,804	20,452	-	189,709	51,914	-	10,488	62,401	(60,863)	39,137	
Sep 1-15	107,785	-	-	-	-	107,785	100,409	25,979	16,594	142,983	66,445	116,445	
Sep 16-30	104,674	-	93,634	-	-	198,308	71,448	-	23,702	94,849	31,247	81,247	
Oct 1-15	104,674	50,000	-	-	350	155,024	69,001	26,581	40,952	136,534	134,705	134,705	
Oct 16-31	104,674	-	63,929	-	350	168,953	69,001	-	40,952	109,953	153,195	153,195	
Nov 1-15	104,674	-	-	-	350	105,024	69,001	26,581	40,952	136,534	212,196	212,196	
Nov 16-30	104,674	-	-	-	350	105,024	69,001	-	40,952	109,953	180,686	180,686	
Dec 1-15	104,674	50,000	-	-	350	155,024	69,001	26,581	40,952	136,534	175,757	175,757	
Dec 16-31	104,674	-	-	-	350	105,024	69,001	-	40,952	109,953	194,247	194,247	
Jan 1-15	104,674	-	-	-	350	105,024	69,001	26,581	40,952	136,534	189,319	189,319	
Jan 16-31	104,674	-	5,133	-	350	110,157	69,001	-	40,952	136,534	157,809	157,809	
Feb 1-15	104,674	-	-	-	350	105,024	69,001	26,581	40,952	109,953	168,013	168,013	
Feb 16-28	104,674	-	-	-	350	105,024	69,001	-	40,952	136,534	126,503	126,503	
Mar 1-15	104,674	50,000	-	-	350	155,024	69,001	26,581	40,952	109,953	121,575	121,575	
Mar 16-31	104,674	-	-	-	350	105,024	69,001	-	40,952	136,534	140,065	140,065	
Apr 1-15	104,674	-	-	-	350	105,024	69,001	26,581	40,952	109,953	135,136	135,136	
Apr 16-30	104,674	-	-	-	350	105,024	69,001	-	40,952	136,534	103,626	103,626	
May 1-15	104,674	50,000	-	-	350	155,024	69,001	26,581	40,952	136,534	98,698	98,698	
May 16-30	104,674	-	13,789	-	350	118,813	69,001	-	40,952	109,953	117,188	117,188	
Jun 1-15	-	-	-	-	350	350	69,001	26,581	40,952	67,533	126,048	126,048	
Jun 16-30	211,462	34,691	-	-	350	246,503	138,002	26,581	40,952	178,954	58,866	58,866	
Total Estimated	2,517,422	234,691	251,988	22,010	6,308	3,032,420	1,656,025	322,010	859,835	2,837,871	-	126,416	
FY20 Budget	2,675,233	279,691	-	-	3,214	2,958,138	1,215,110	318,373	1,300,751	2,834,234		123,904	
FY19 Actuals	-	-	321,415	6,824	3,094	331,333	133,992	-	25,000	158,992			
FY20 Actuals	(267,523)	(45,000)	-	-	-	(312,523)	(133,992)	-	(25,000)	(158,992)			
Budget Variance	2,407,710	234,691	321,415	6,824	6,308	2,976,947	1,215,110	318,373	1,300,751	2,834,234			
	109,712	0	(69,426)	15,166	(0)	55,472	440,915	3,637	(440,915)	3,637			

Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
EXPENDITURE				
Salaries				
02 E 005 770 000 701 170	-	-	-	N/A
Total Salaries	-	-	-	N/A
Benefits				
02 E 005 770 000 701 210	-	-	-	N/A
02 E 005 770 000 701 214	-	-	-	N/A
Total Benefits	-	-	-	N/A
Purchased Services				
02 E 005 770 000 701 305	-	-	420.00	0%
Total Purchased Services	-	-	420.00	0%
Supplies				
02 E 005 770 000 701 490	2,927.64	2,927.64	92,277.54	3%
02 E 005 770 000 703 495	27.00	27.00	-	N/A
02 E 005 770 000 705 490	2,131.12	2,131.12	45,000.00	5%
Total Supplies	5,085.76	5,085.76	137,277.54	4%
Equipment				
02 E 005 770 000 701 530	-	-	-	N/A
Total Equipment	-	-	-	N/A
TOTAL EXPENDITURES	5,085.76	5,085.76	137,697.54	4%
NET INCOME/LOSS - FOOD SERVICE FUND 02	(5,085.76)	(5,085.76)	-	
NET INCOME/LOSS - ALL FUNDS	(15,177.17)	206,570.93	123,904.04	

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
FOOD SERVICE FUND 02				
REVENUE				
Local Revenue				
02 R 005 770 000 701 601	-	-	-	N/A
Total Local Revenue	-	-	-	N/A
State Aid Revenue				
02 R 005 770 000 701 300	-	-	2,800.00	0%
02 R 005 770 000 705 300	-	-	-	N/A
02 R 005 770 000 703 300	-	-	500.00	0%
Total State Aid Revenue	-	-	3,300.00	0%
Federal Aid Revenue				
02 R 005 770 000 701 471	-	-	9,964.59	28%
02 R 005 770 000 701 472	-	-	73,719.02	0%
02 R 005 770 000 701 473	-	-	-	N/A
02 R 005 770 000 705 476	-	-	43,025.93	0%
02 R 005 770 000 706 400	-	-	7,688.00	0%
02 R 005 950 000 701 649	-	-	-	N/A
Total Federal Aid Revenue	-	-	134,397.54	0%
TOTAL REVENUE	-	-	137,697.54	0%

Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Facility				
Purchased Services				
01 E 005 810 000 000 305	4,841.21	10,580.47	34,436.00	31%
01 E 005 810 000 000 330	-	3,943.16	23,659.00	17%
01 E 005 810 000 000 350	2,985.75	2,985.75	2,000.00	149%
01 E 005 920 000 000 740	26.71	1,130.82	7,500.00	15%
01 E 005 940 000 000 340	763.47	2,290.45	7,500.00	31%
Total Purchased Services	8,617.14	20,930.65	75,095.00	28%
Facility Lease				
01 E 005 850 000 348 370	21,138.00	63,414.00	262,800.00	24%
Total Facility Lease	21,138.00	63,414.00	262,800.00	24%
Supplies/Equipment				
01 E 005 810 000 000 401	-	-	7,500.00	0%
01 E 005 850 000 000 530	-	-	-	N/A
Total Supplies/Equipment	-	-	7,500.00	0%
Total Facility	29,755.14	84,344.65	345,395.00	24%
TOTAL EXPENDITURES	222,550.04	458,152.26	2,696,536.14	17%
NET INCOME/LOSS - GENERAL FUND 01	(10,091.41)	211,656.69	123,904.04	

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Student Support				
Salaries				
01 E 005 760 000 720 170	-	-	-	N/A
01 E 005 790 000 000 143	12,568.50	13,009.50	53,280.00	24%
Total Salaries	<u>12,568.50</u>	<u>13,009.50</u>	<u>53,280.00</u>	<u>24%</u>
Benefits				
01 E 005 760 000 720 210	-	-	-	N/A
01 E 005 790 000 000 210	961.50	995.24	4,075.92	24%
01 E 005 760 000 720 214	-	-	-	N/A
01 E 005 790 000 000 214	942.63	975.71	3,996.00	24%
01 E 005 790 000 000 218	-	-	-	N/A
01 E 005 790 000 000 220	-	-	-	N/A
01 E 005 790 000 000 230	-	-	-	N/A
01 E 005 790 000 000 235	-	-	-	N/A
01 E 005 790 000 000 240	-	-	1,161.60	0%
01 E 005 790 000 000 299	-	-	-	N/A
Total Benefits	<u>1,904.13</u>	<u>1,970.95</u>	<u>9,233.52</u>	<u>21%</u>
Purchased Services				
01 E 005 720 000 000 305	-	-	1,500.00	0%
01 E 005 760 000 720 360	8,000.00	8,000.00	240,800.00	3%
01 E 005 760 000 723 360	-	-	41,000.00	0%
01 E 005 760 000 733 360	-	-	5,000.00	0%
Total Purchased Services	<u>8,000.00</u>	<u>8,000.00</u>	<u>288,300.00</u>	<u>3%</u>
Supplies				
01 E 005 720 000 000 401	-	-	200.00	0%
Total Supplies	<u>-</u>	<u>-</u>	<u>200.00</u>	<u>0%</u>
Total Student Support	<u>22,472.63</u>	<u>22,980.45</u>	<u>351,013.52</u>	<u>7%</u>

Testa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Federal Special Education				
Purchased Services				
01 E 010 401 000 419 393	-	-	-	N/A
01 E 010 420 000 419 303	-	5,000.00	29,787.00	17%
Total Purchased Services	-	5,000.00	29,787.00	17%
Supplies				
01 E 010 420 000 419 401	-	-	-	N/A
01 E 010 420 000 419 433	-	-	6,000.00	0%
Total Supplies	-	-	6,000.00	0%
Total Federal Special Education	-	5,000.00	35,787.00	14%
Instructional Support				
Salaries				
01 E 010 610 000 000 143	-	-	-	N/A
Total Salaries	-	-	-	N/A
Benefits				
01 E 010 610 000 000 210	-	-	-	N/A
01 E 010 610 000 000 218	-	-	-	N/A
01 E 010 610 000 000 220	-	-	-	N/A
01 E 010 610 000 000 235	-	-	-	N/A
01 E 010 610 000 000 299	-	-	-	N/A
Total Benefits	-	-	-	N/A
Purchased Services				
01 E 010 640 000 000 366	-	-	-	N/A
Total Purchased Services	-	-	-	N/A
Total Instructional Support	-	-	-	N/A

Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
01 E 010 420 000 740 220	3,248.96	4,707.44	56,736.00	8%
01 E 010 407 000 740 230	-	-	-	N/A
01 E 010 420 000 740 230	-	-	-	N/A
01 E 010 407 000 740 235	121.14	181.71	-	N/A
01 E 010 420 000 740 235	256.22	367.88	-	N/A
01 E 010 407 000 740 240	-	-	919.92	0%
01 E 010 420 000 740 240	-	-	1,622.04	0%
01 E 010 407 000 740 299	-	-	-	N/A
01 E 010 420 000 740 299	-	-	-	N/A
Total Benefits	10,351.20	13,751.87	127,439.37	11%
Purchased Services				
01 E 010 420 000 740 305	-	-	500.00	0%
01 E 010 420 000 740 366	267.00	267.00	-	N/A
01 E 010 401 000 740 394	-	-	40,500.00	0%
01 E 010 420 000 740 394	-	-	100,000.00	0%
Total Purchased Services	267.00	267.00	141,000.00	0%
Supplies				
01 E 010 420 000 372 401	1,443.00	1,443.00	-	N/A
01 E 010 420 000 740 433	-	-	-	N/A
Total Supplies	1,443.00	1,443.00	-	N/A
Equipment				
01 E 010 420 000 740 530	-	-	-	N/A
01 E 010 420 000 740 555	-	-	-	N/A
Total Equipment	-	-	-	N/A
Total State Special Education	46,738.95	56,589.95	563,069.37	10%

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Title III				
01 E 010 205 000 417 143	2,700.00	4,050.00	10,000.00	41%
01 E 010 205 000 417 210	206.32	309.48	765.00	40%
01 E 010 205 000 417 214	62.50	93.75	-	N/A
01 E 010 205 000 417 280	-	-	-	N/A
01 E 010 205 000 417 218	147.84	221.76	792.00	28%
01 E 010 205 000 417 220	157.28	235.92	2,121.79	11%
01 E 010 205 000 417 230	-	-	-	N/A
01 E 010 205 000 417 235	8.10	12.15	-	N/A
01 E 010 205 000 417 240	-	-	-	N/A
01 E 010 206 000 433 303	-	-	8,000.00	0%
01 E 010 205 000 417 430	-	-	646.64	0%
01 E 010 206 000 433 430	1,644.44	1,644.44	10,000.00	16%
Total Title III	4,926.48	6,567.50	32,325.43	20%
Total Title Programs	10,457.15	15,336.63	109,505.99	14%

State Special Education

Salaries				
01 E 010 407 000 740 140	8,116.66	12,174.99	111,000.00	11%
01 E 010 420 000 000 140	-	-	-	N/A
01 E 010 420 000 740 161	26,561.09	28,953.09	180,090.00	16%
01 E 010 420 000 740 185	-	-	2,800.00	0%
01 E 010 420 000 740 186	-	-	740.00	0%
Total Salaries	34,677.75	41,128.08	294,630.00	14%
Benefits				
01 E 010 407 000 740 210	583.46	875.18	8,491.50	10%
01 E 010 420 000 740 210	1,871.79	2,031.85	14,047.70	14%
01 E 010 420 000 740 214	1,992.09	2,171.50	13,562.25	16%
01 E 010 407 000 740 218	642.84	964.26	8,791.20	11%
01 E 010 420 000 740 218	-	-	221.76	0%
01 E 010 407 000 740 220	1,634.70	2,452.05	23,047.00	11%

Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Dues/Memberships				
01 E 010 203 000 000 820	-	-	-	N/A
Total Dues/Memberships	-	-	-	N/A
Total General Education	78,752.34	168,931.36	818,777.92	21%

Elementary - Dues, Memberships, Licenses and Certain Fees

Title Programs

Title I				
01 E 010 216 000 401 110	-	-	-	N/A
01 E 010 216 000 401 140	3,333.32	4,999.98	50,200.00	10%
01 E 010 216 000 401 210	254.09	381.13	3,840.30	10%
01 E 010 216 667 401 210	-	-	-	N/A
01 E 010 216 000 401 214	250.00	375.00	-	N/A
01 E 010 216 000 401 218	-	-	3,975.84	0%
01 E 010 216 000 401 220	629.12	943.68	8,487.17	11%
01 E 010 216 000 401 230	-	-	-	N/A
01 E 010 216 000 401 235	32.40	48.60	-	N/A
01 E 010 216 000 401 240	-	-	-	N/A
01 E 010 216 000 401 299	-	-	-	N/A
01 E 010 216 000 401 401	-	-	500.00	0%
01 E 010 216 000 401 430	-	-	349.00	0%
Total Title I	4,498.93	6,748.39	67,352.31	10%

Title II

01 E 010 204 000 414 140	-	-	-	N/A
01 E 010 204 000 414 143	-	-	-	N/A
01 E 010 204 011 414 143	-	-	-	N/A
01 E 010 204 000 414 366	1,031.74	2,020.74	9,828.25	21%
Total Title II	1,031.74	2,020.74	9,828.25	21%

Title II - Travel, Conventions and Conferences (Staff Development)

Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Benefits				
01 E 010 201 000 000 210	-	-	-	N/A
01 E 010 203 000 000 210	4,623.26	6,793.96	44,308.80	15%
01 E 010 203 000 000 214	-	-	-	N/A
01 E 010 201 000 000 218	-	-	-	N/A
01 E 010 203 000 000 218	4,889.66	7,173.54	45,872.64	16%
01 E 010 203 000 000 220	3,240.98	4,861.47	68,661.00	7%
01 E 010 203 000 000 230	-	-	-	N/A
01 E 010 203 000 000 235	310.90	466.35	-	N/A
01 E 010 203 000 000 240	-	-	5,400.48	0%
01 E 010 203 000 000 270	846.00	2,538.00	8,600.00	30%
01 E 010 203 000 000 280	-	4,243.00	11,650.00	36%
01 E 010 203 000 000 299	-	-	-	N/A
Total Benefits	13,910.80	26,076.32	184,492.92	14%
Purchased Services				
01 E 010 203 000 000 305	502.50	502.50	1,000.00	50%
01 E 010 203 000 000 369	275.00	275.00	2,500.00	11%
Total Purchased Services	777.50	777.50	3,500.00	22%
Supplies				
01 E 010 203 000 000 401	11.99	11.99	12,000.00	0%
01 E 010 203 000 000 406	-	6,644.00	10,000.00	66%
01 E 010 203 000 000 430	372.12	372.12	2,000.00	19%
01 E 010 203 000 000 460	-	-	-	N/A
01 E 010 203 000 000 466	-	2,367.89	1,500.00	158% <i>TUS?</i>
01 E 010 203 000 000 461	-	2,781.00	2,781.00	100% <i>file</i>
Total Supplies	384.11	12,177.00	28,281.00	43%
Equipment				
01 E 010 203 000 000 535	1,941.84	5,825.52	23,304.00	25%
01 E 010 203 000 000 555	-	-	-	N/A
Total Equipment	1,941.84	5,825.52	23,304.00	25%

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
Total Purchased Services	14,793.07	29,355.59	124,020.00	24%
01 E 005 110 000 000 320	449.84	906.27	5,400.00	17%
01 E 005 110 000 000 329	-	58.71	1,500.00	4%
01 E 005 110 000 000 370	154.54	2,958.20	16,000.00	18%
Supplies	305.60	305.60	7,000.00	4%
01 E 005 110 000 000 401	-	7,100.73	3,416.00	208%
01 E 005 110 000 000 405	305.60	7,406.33	10,416.00	71%
Equipment	-	-	-	N/A
01 E 005 105 000 000 530	-	-	-	N/A
01 E 005 105 000 000 555	-	-	-	N/A
Dues/Memberships	-	-	-	N/A
01 E 005 105 000 000 820	-	9,500.00	29,000.00	33%
01 E 005 950 000 000 910	-	-	-	N/A
Total Interfund Transfer	-	9,500.00	29,000.00	33%
Total Administration	34,373.83	104,969.22	472,987.34	22%
General Education				
Salaries				
01 E 010 201 000 000 140	-	-	-	N/A
01 E 010 203 000 000 140	59,238.09	88,075.02	574,000.00	15%
01 E 010 203 000 000 145	2,500.00	2,500.00	-	N/A
01 E 010 203 000 000 185	-	-	5,200.00	0%
Total Salaries	61,738.09	90,575.02	579,200.00	16%
Salaries Payable Accrual	-	33,500.00	-	N/A
Estimated Audit Accrual	-	-	-	-

Review

AM

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
EXPENDITURES				
Administration				
Salaries				
01 E 005 050 000 000 110	Director	35,131.57	189,800.00	19%
01 E 005 105 000 000 170	General Administrative Support - Non-Instructional Support	8,680.25	38,000.00	23%
01 E 005 110 000 000 170	Business Office - Non-Instructional Support	437.00	-	N/A
Total Salaries		44,248.82	227,800.00	19%
Benefits				
01 E 005 050 000 000 210	Director - FICA	2,581.22	14,519.70	18%
01 E 005 105 000 000 210	General Administrative Support - FICA	654.28	2,907.00	23%
01 E 005 110 000 000 210	FICA	33.43	-	N/A
01 E 005 105 000 000 214	General Administrative Support - PERA	651.02	2,850.00	23%
01 E 005 110 000 000 214	PERA	32.78	-	N/A
01 E 005 050 000 000 218	Director - TRA	2,782.42	15,032.16	19%
01 E 005 050 000 000 220	Director - Health	6,062.16	37,425.00	16%
01 E 005 105 000 000 220	General Administrative Support - Health Insurance	1,184.44	6,821.00	17%
01 E 005 050 000 000 230	Director - Life	-	-	N/A
01 E 005 105 000 000 230	General Admin - Life	-	-	N/A
01 E 005 050 000 000 235	Director - Dental	379.28	-	N/A
01 E 005 105 000 000 235	General Administrative Support - Dental	97.45	-	N/A
01 E 005 050 000 000 240	Director - LTD	-	1,839.24	0%
01 E 005 105 000 000 240	General Admin - LTD	-	357.24	0%
01 E 005 050 000 000 299	Director - STD	-	-	N/A
01 E 005 105 000 000 299	General Admin - STD	-	-	N/A
Total Benefits		14,458.48	81,751.34	18%
Purchased Services				
01 E 005 105 000 000 305	General Administrative Support - Consulting Fees for Services	-	5,000.00	0%
01 E 005 108 000 000 305	Technology Services	8,175.00	40,000.00	20%
01 E 005 110 000 000 305	Business Fees	17,257.41	56,120.00	31%

**Tesfa International School
Detailed Income Statement
For Period Ending September 30, 2019**

	Month Activity	Year-to-Date Activity	FY20 Original Budget 180 ADM	% of Budget
GENERAL FUND 01				25%
REVENUE				
State Aid Revenue				
01 R 005 000 000 000 201	3,641.10	3,641.10	6,171.20	59%
01 R 005 000 000 000 211	208,817.53	627,540.11	1,865,318.17	34%
01 R 005 000 000 317 211	-	-	-	N/A
01 R 005 000 000 000 212	-	-	4,900.00	0%
01 R 005 000 000 348 300	-	-	236,520.00	0%
01 R 005 000 000 740 360	-	-	559,023.82	0%
Total State Aid Revenue	212,458.63	631,181.21	2,671,933.19	24%
State Audit Accrual	-	38,627.74	-	N/A
Federal Aid Revenue				
01 R 005 216 000 401 400	-	-	67,352.31	0%
01 R 005 204 000 414 400	-	-	9,828.25	0%
01 R 005 205 000 417 400	-	-	14,325.43	0%
01 R 005 206 000 433 400	-	-	18,000.00	0%
01 R 005 000 000 419 400	-	-	35,787.00	0%
Total Federal Aid Revenue	-	-	145,292.99	0%
Other Revenue				
01 R 005 000 000 000 096	-	-	125.00	0%
01 R 005 000 000 000 099	-	-	3,089.00	0%
Total Other Revenue	-	-	3,214.00	0%
TOTAL REVENUE	212,458.63	669,808.95	2,820,440.18	24%

**Testa International Academy
FY20 Draft Budget**

Description	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
GENERAL FUND 01 REVENUES				
State Revenue				
01 R 005 000 000 000 201	3,641.10	6,171.20	6,171.20	-
01 R 005 000 000 000 211	627,540.11	1,885,318.17	1,995,885.12	130,566.95
01 R 005 000 000 317 211	-	-	25,344.00	25,344.00
01 R 005 000 000 000 212	-	4,900.00	4,900.00	-
01 R 005 000 000 348 300	-	236,520.00	228,290.40	(8,229.60)
01 R 005 000 000 740 360	-	559,023.82	716,261.39	157,237.57
Total State Revenue	631,181.21	2,671,933.19	2,976,852.11	304,918.92
Federal Revenue				
01 R 005 216 000 401 400	-	67,352.31	63,381.66	(3,970.65)
01 R 005 204 000 414 400	-	9,828.25	9,828.25	-
01 R 005 205 000 417 400	-	14,325.43	14,367.11	41.68
01 R 005 206 000 433 400	-	18,000.00	20,000.00	2,000.00
01 R 005 000 000 419 400	-	35,787.00	29,524.22	(6,262.78)
Total Federal Revenue	-	145,292.99	137,101.24	(8,191.75)
Other Revenue				
01 R 005 000 000 000 370	-	-	-	-
01 R 005 000 000 000 096	-	125.00	125.00	-
01 R 005 000 000 000 099	-	3,089.00	7,000.00	3,911.00
01 R 005 000 111 000 370	-	-	-	-
Total Other Revenue	-	3,214.00	7,125.00	3,911.00
TOTAL REVENUES	631,181.21	2,820,440.18	3,121,078.35	300,638.17
EXPENDITURES				
Administration				
Salaries/Wages				
01 E 005 050 000 000 110	35,131.57	189,800.00	127,007.00	(62,793.00)
01 E 005 105 000 000 170	8,680.25	38,000.00	38,000.00	-
01 E 005 110 000 000 170	437.00	-	-	-
Total Salaries/Wages	44,248.82	227,800.00	165,007.00	(62,793.00)

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits				
01 E 005 050 000 000 210	2,581.22	14,519.70	9,716.04	(4,803.66)
01 E 005 105 000 000 210	654.28	2,907.00	2,907.00	-
01 E 005 110 000 000 210	33.43	-	-	-
01 E 005 105 000 000 214	651.02	2,850.00	2,850.00	-
01 E 005 110 000 000 214	32.78	-	-	-
01 E 005 050 000 000 218	2,782.42	15,032.16	10,058.95	(4,973.21)
01 E 005 105 000 000 220	1,184.44	6,821.00	7,505.00	684.00
01 E 005 050 000 000 220	6,062.16	37,425.00	25,916.75	(11,508.25)
01 E 005 105 000 000 235	97.45	-	-	-
01 E 005 050 000 000 240	-	1,839.24	1,022.27	(816.97)
01 E 005 105 000 000 240	-	357.24	357.24	-
01 E 005 050 000 000 235	379.28	-	-	-
01 E 005 105 000 000 230	-	-	-	-
01 E 005 105 000 000 299	-	-	-	-
01 E 005 050 000 000 280	-	-	-	-
01 E 005 105 000 000 280	-	-	-	-
Total Benefits	14,458.48	81,751.34	60,333.25	(21,418.09)
Purchased Services				
01 E 005 050 000 000 366	-	-	-	-
01 E 005 105 000 000 305	-	5,000.00	5,000.00	-
01 E 005 105 000 000 370	-	-	-	-
01 E 005 110 000 000 370	2,958.20	16,000.00	16,000.00	-
01 E 005 105 000 000 320	-	-	-	-
01 E 005 108 000 000 305	8,175.00	40,000.00	32,700.00	(7,300.00)
01 E 005 110 000 000 305	17,257.41	56,120.00	63,120.00	7,000.00
01 E 005 110 000 000 320	906.27	5,400.00	5,400.00	-
01 E 005 110 000 000 329	58.71	1,500.00	1,500.00	-
Total Purchased Services	29,355.59	124,020.00	123,720.00	(300.00)

**Testa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Supplies/Materials				
01 E 005 110 000 000 405	7,100.73	3,416.00	9,663.00	6,247.00
01 E 005 110 000 000 401	305.60	7,000.00	7,000.00	-
01 E 005 105 000 000 401	-	-	-	-
Total Supplies/Materials	7,406.33	10,416.00	16,663.00	6,247.00
Equipment				
01 E 005 110 000 000 555	-	-	-	-
01 E 005 105 000 000 555	-	-	-	-
Total Equipment	-	-	-	-
Other Expenditures				
01 E 005 105 000 000 820	9,500.00	29,000.00	29,000.00	-
01 E 005 950 000 000 910	-	-	-	-
Total Other Expenditures	9,500.00	29,000.00	29,000.00	-
Total Administration	104,969.22	472,987.34	394,723.25	(78,264.09)
General Education				
Salaries/Wages				
01 E 010 201 000 000 140	-	-	-	-
01 E 010 203 000 000 140	88,075.02	574,000.00	635,482.80	61,482.80
01 E 010 203 000 000 145	2,500.00	-	16,500.00	16,500.00
01 E 010 203 000 000 141	-	-	-	-
01 E 010 230 000 000 140	-	-	-	-
01 E 010 240 000 000 141	-	-	-	-
01 E 010 203 000 000 185	-	5,200.00	17,000.00	11,800.00
Total Salaries/Wages	90,575.02	579,200.00	668,982.80	89,782.80
Benefits				
01 E 010 203 000 000 210	6,793.96	44,308.80	51,177.18	6,868.38
01 E 010 203 000 000 214	-	-	1,237.50	1,237.50
01 E 010 203 000 000 218	7,173.54	45,872.64	51,676.64	5,804.00
01 E 010 203 000 000 220	4,861.47	68,661.00	78,583.47	9,922.47
01 E 010 203 000 000 230	-	-	-	-
01 E 010 203 000 000 235	466.35	-	-	-
01 E 010 203 000 000 240	-	5,400.48	8,673.36	3,272.88

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
01 E 010 203 000 000 270				
01 E 010 203 000 000 299	2,538.00	8,600.00	8,600.00	-
01 E 010 203 000 000 280	4,243.00	11,650.00	11,650.00	-
Total Benefits	26,076.32	184,492.92	211,598.16	27,105.24
Purchased Services				
01 E 010 203 000 000 305	502.50	1,000.00	15,000.00	14,000.00
01 E 010 203 000 000 369	275.00	2,500.00	3,000.00	500.00
Total Purchased Services	275.00	3,500.00	18,000.00	14,500.00
Supplies/Materials				
01 E 010 203 000 000 401	11.99	12,000.00	11,000.00	(1,000.00)
01 E 010 203 000 000 406	6,644.00	10,000.00	11,702.00	1,702.00
01 E 010 203 000 000 430	372.12	2,000.00	2,000.00	-
01 E 010 201 000 000 430	-	-	-	-
01 E 010 203 000 000 466	2,367.89	1,500.00	2,538.05	1,038.05
01 E 010 203 000 000 461	2,781.00	2,781.00	2,800.00	19.00
Total Supplies/Materials	12,177.00	28,281.00	30,040.05	1,759.05
Equipment				
01 E 010 203 000 000 530	-	-	-	-
01 E 010 203 000 000 535	5,825.52	23,304.00	23,304.00	-
01 E 010 203 000 000 555	-	-	-	-
Total Equipment	5,825.52	23,304.00	23,304.00	-
Other Expenditures				
01 E 010 203 000 000 820	-	-	-	-
Total Other Expenditures	-	-	-	-
General Education	134,928.86	818,777.92	951,925.01	133,147.09
State - Special Education Salaries/Wages				
01 E 010 407 000 740 140	12,174.99	111,000.00	156,071.20	45,071.20
01 E 010 420 000 740 161	28,953.09	180,090.00	257,500.00	77,410.00
01 E 010 420 000 740 185	-	2,800.00	2,800.00	-
01 E 010 420 000 740 186	-	740.00	-	(740.00)
Total Salaries/Wages	41,128.08	294,630.00	416,371.20	121,741.20

Testa International Academy
FY20 Draft Budget

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits				
01 E 010 407 000 740 210	875.18	8,491.50	11,939.45	3,447.95
01 E 010 408 000 740 210	-	-	-	-
01 E 010 407 000 740 230	-	-	-	-
01 E 010 407 000 740 235	181.71	-	-	-
01 E 010 407 000 740 240	-	919.92	2,167.92	1,248.00
01 E 010 420 000 740 230	-	-	-	-
01 E 010 420 000 740 235	367.88	-	-	-
01 E 010 420 000 740 240	-	1,622.04	2,934.84	1,312.80
01 E 010 420 000 740 210	2,031.85	14,047.70	19,912.95	5,865.26
01 E 010 407 000 740 214	-	-	-	-
01 E 010 420 000 740 214	2,171.50	13,562.25	19,312.50	5,750.25
01 E 010 407 000 740 299	-	-	-	-
01 E 010 407 000 740 218	964.26	8,791.20	12,360.84	3,569.64
01 E 010 420 000 740 218	-	221.76	221.76	-
01 E 010 407 000 740 220	2,452.05	23,047.00	45,733.31	22,686.31
01 E 010 420 000 740 220	4,707.44	56,736.00	59,025.00	2,289.00
01 E 010 407 000 740 280	-	-	-	-
01 E 010 420 000 740 299	-	-	-	-
Total Benefits	13,751.87	127,439.37	173,608.57	46,169.20

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Purchased Services				
01 E 010 420 000 740 305	-	500.00	3,500.00	3,000.00
01 E 010 420 000 740 366	267.00	-	-	-
01 E 010 401 000 740 394	-	40,500.00	40,500.00	-
01 E 010 420 000 740 394	-	100,000.00	100,000.00	-
Total Purchased Services	267.00	141,000.00	144,000.00	3,000.00
Supplies/Materials				
01 E 010 420 000 372 401	1,443.00	-	-	-
01 E 010 420 000 740 433	-	-	-	-
Total Supplies/Materials	1,443.00	-	-	-
Equipment				
01 E 010 420 000 740 530	-	-	-	-
01 E 010 420 000 740 555	-	-	-	-
Total Equipment	-	-	-	-
Total State - Special Education	56,589.95	563,069.37	733,979.77	170,910.40
Federal Funds				
Title I				
01 E 010 216 000 401 140	4,999.98	50,200.00	49,000.00	(1,200.00)
01 E 010 216 000 401 210	381.13	3,840.30	3,748.50	(91.80)
01 E 010 216 000 401 214	375.00	-	-	-
01 E 010 216 000 401 218	-	3,975.84	3,880.80	(95.04)
01 E 010 216 000 401 220	943.68	8,487.17	5,903.36	(2,583.81)
01 E 010 216 000 401 235	48.60	-	-	-
01 E 010 216 000 401 401	-	500.00	500.00	-
01 E 010 216 000 401 430	-	349.00	349.00	-
Total Title I	6,748.39	67,352.31	63,381.66	(3,970.65)

**Testa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Title II				
01 E 010 204 000 414 366	2,020.74	9,828.25	9,828.25	-
Total Title II	<u>2,020.74</u>	<u>9,828.25</u>	<u>9,828.25</u>	<u>-</u>
Title III				
01 E 010 205 000 417 143	4,050.00	10,000.00	11,872.00	1,872.00
01 E 010 205 000 417 210	309.48	765.00	908.21	143.21
01 E 010 205 000 417 214	93.75	-	-	-
01 E 010 205 000 417 235	12.15	-	-	-
01 E 010 205 000 417 218	221.76	792.00	940.26	148.26
01 E 010 205 000 417 220	235.92	2,121.79	-	(2,121.79)
01 E 010 205 000 417 430	-	646.64	646.64	-
Total Title III	<u>4,923.06</u>	<u>14,325.43</u>	<u>14,367.11</u>	<u>41.68</u>
Title IV				
01 E 010 206 000 433 303	-	8,000.00	-	(8,000.00)
01 E 010 206 000 433 430	1,644.44	10,000.00	20,000.00	10,000.00
Total Title IV	<u>1,644.44</u>	<u>18,000.00</u>	<u>20,000.00</u>	<u>2,000.00</u>
Federal - Special Education				
01 E 010 420 000 419 303	5,000.00	29,787.00	23,524.22	(6,262.78)
01 E 010 420 000 419 433	-	6,000.00	6,000.00	-
Total Federal Special Education	<u>5,000.00</u>	<u>35,787.00</u>	<u>29,524.22</u>	<u>(6,262.78)</u>
Total Federal Funds	<u>18,692.19</u>	<u>127,292.99</u>	<u>117,101.24</u>	<u>(10,191.75)</u>
Instructional Support				
Purchased Services				
01 E 010 640 000 000 366	-	-	-	-
01 E 010 640 000 306 490	-	-	-	-
Total Purchased Services	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Instructional Support	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Student Support Services				
Salaries/Wages				
01 E 005 720 000 000 143	-	-	-	-
01 E 005 790 000 000 143	13,009.50	53,280.00	121,223.00	67,943.00
01 E 005 710 000 000 185	-	-	-	-
Total Salaries/Wages	<u>13,009.50</u>	<u>53,280.00</u>	<u>121,223.00</u>	<u>67,943.00</u>

**Testa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits				
01 E 005 790 000 000 210	995.24	4,075.92	9,273.56	5,197.64
01 E 005 790 000 000 214	975.71	3,996.00	9,091.73	5,095.73
01 E 005 790 000 000 220	-	-	10,388.64	10,388.64
01 E 005 790 000 000 230	-	-	-	-
01 E 005 790 000 000 235	-	-	-	-
01 E 005 790 000 000 299	-	-	-	-
01 E 005 790 000 000 240	-	1,161.60	1,757.28	595.68
Total Benefits	<u>1,970.95</u>	<u>9,233.52</u>	<u>30,511.20</u>	<u>21,277.68</u>
Purchased Services				
01 E 005 720 000 000 305	-	1,500.00	3,500.00	2,000.00
01 E 005 760 000 720 360	8,000.00	240,800.00	288,000.00	47,200.00
01 E 005 760 000 723 360	-	41,000.00	41,000.00	-
01 E 005 760 000 733 360	-	5,000.00	5,000.00	-
Total Purchased Services	<u>8,000.00</u>	<u>288,300.00</u>	<u>337,500.00</u>	<u>49,200.00</u>
Supplies/Materials				
01 E 005 720 000 000 401	-	200.00	200.00	-
Total Supplies/Materials	<u>-</u>	<u>200.00</u>	<u>200.00</u>	<u>-</u>
Total Student Support Services	<u>22,980.45</u>	<u>351,013.52</u>	<u>489,434.20</u>	<u>138,420.68</u>
Operations				
Salaries/Wages				
01 E 005 810 000 000 170	-	-	-	-
Total Salaries/Wages	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Benefits				
01 E 005 810 000 000 210	-	-	-	-
01 E 005 810 000 000 214	-	-	-	-
Total Benefits	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Purchased Services				
01 E 005 810 000 000 305	10,580.47	34,436.00	34,436.00	-
01 E 005 810 000 000 370	-	-	-	-
01 E 005 810 000 000 330	3,943.16	23,659.00	23,659.00	-
01 E 005 810 000 000 350	2,985.75	2,000.00	3,500.00	1,500.00
01 E 005 850 000 000 370	-	-	-	-
Total Purchased Services	<u>17,509.38</u>	<u>60,095.00</u>	<u>61,595.00</u>	<u>1,500.00</u>

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Building Lease				
01 E 005 850 000 348 370 Building Lease	63,414.00	262,800.00	253,656.00	(9,144.00)
Total Building Lease	<u>63,414.00</u>	<u>262,800.00</u>	<u>253,656.00</u>	<u>(9,144.00)</u>
Supplies/Materials				
01 E 005 810 000 000 401 Non-Instnl Supplies - Operations and Maintenance	-	7,500.00	7,500.00	-
Total Supplies/Materials	<u>-</u>	<u>7,500.00</u>	<u>7,500.00</u>	<u>-</u>
Equipment				
01 E 005 850 000 000 530 Equipment - Operations and Maintenance	-	-	-	-
Total Equipment	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Operations	<u>80,923.38</u>	<u>330,395.00</u>	<u>322,751.00</u>	<u>(7,644.00)</u>
Fiscal and Other Fixed Costs				
01 E 005 920 000 000 740 Loans and Interest Expense	1,130.82	7,500.00	3,000.00	(4,500.00)
01 E 005 940 000 000 340 Property and Liability Insurance	2,290.45	7,500.00	7,500.00	-
Total	<u>3,421.27</u>	<u>15,000.00</u>	<u>10,500.00</u>	<u>(4,500.00)</u>
TOTAL EXPENDITURES	<u>422,505.32</u>	<u>2,678,536.14</u>	<u>3,020,414.47</u>	<u>341,878.33</u>
GENERAL FUND 01 - NET INCOME(LOSS)	<u>208,675.89</u>	<u>141,904.04</u>	<u>100,663.88</u>	<u>(41,240.16)</u>
FOOD SERVICE FUND 02 REVENUES				
State Revenue				
02 R 005 770 000 701 300 State - Lunch Revenue	-	2,800.00	2,800.00	-
02 R 005 770 000 703 300 State - Milk Revenue	-	500.00	500.00	-
02 R 005 000 000 705 476 State - Breakfast Revenue	-	-	-	-
Total State Revenue	<u>-</u>	<u>3,300.00</u>	<u>3,300.00</u>	<u>-</u>

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Federal Revenue				
02 R 005 770 000 701 471	-	9,964.59	9,964.59	-
02 R 005 770 000 701 472	-	73,719.02	73,719.02	-
02 R 005 770 000 705 476	-	43,025.93	43,025.93	-
02 R 005 000 000 706 400	-	-	-	-
02 R 005 770 000 706 400	-	7,688.00	7,688.00	-
Total Federal Revenue	-	134,397.54	134,397.54	-
Other				
02 R 005 770 000 701 601	-	-	-	-
02 R 005 000 000 000 649	-	-	-	-
TOTAL REVENUES	-	137,697.54	137,697.54	-
EXPENDITURES				
Salaries/Wages				
02 E 005 770 000 701 170	-	-	-	-
Total Salaries/Wages	-	-	-	-
Benefits				
02 E 005 770 000 701 210	-	-	-	-
02 E 005 770 000 701 214	-	-	-	-
Total Benefits	-	-	-	-
Purchased Services				
02 E 005 770 000 701 305	-	420.00	420.00	-
02 E 005 770 000 709 305	-	-	-	-
02 E 005 770 000 709 330	-	-	-	-
02 E 005 770 000 709 370	-	-	-	-
Total Purchased Services	-	420.00	420.00	-

**Testa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Supplies/Materials				
02 E 005 770 000 703 495	27.00			
02 E 005 770 000 701 490	2,927.64	92,277.54	92,277.54	
02 E 005 770 000 705 490	2,131.12	45,000.00	45,000.00	
02 E 005 770 000 706 490	-	-	-	
Total Supplies/Materials	5,085.76	137,277.54	137,277.54	
Other Finance Uses				
02 E 005 770 000 701 820	-	-	-	
Total Other Finance Uses	-	-	-	
TOTAL EXPENDITURES	5,085.76	137,697.54	137,697.54	
FOOD SERVICE FUND 02 - NET INCOME(LOSS)	(5,085.76)	-	-	
ALL FUNDS - NET INCOME(LOSS)	203,590.13	141,904.04	100,663.88	(41,240.16)

Tutoring Times

	Mon.	Tue.	Wed.	Thu.
Tutor	Doris P.	Phil M.	John H.	Karen P.
9:30-10:00				
10:00-10:30				
10:30-11:00				
11:00-11:30				
(Lunch)				
12:30-1:00				
1:00-1:30				
1:30-2:00				
2:00-2:30				

Tesfa International School

Basic Life, Basic AD&D, Employer Sponsored Dental, Short Term Disability, Long Term Disability

Proposal produced on October 21, 2019
This quote is valid for 90 days from date of proposal

Tesfa International School Rate Summary

Coverage	Participating Lives	Covered Volume	Rates	Annual Premium
New Life Option 5456935				
Basic Life <i>(per \$1,000 of Covered Volume)</i>	24	\$1,188,200	\$0.091	\$1,298
Rates are guaranteed from January 1, 2020 - August 31, 2022				
Basic AD&D <i>(per \$1,000 of Covered Volume)</i>				
	24	\$1,188,200	\$0.017	\$242
Rates are guaranteed from January 1, 2020 - August 31, 2022				
New Dental Option 5456934				
Employer Sponsored Dental <i>(per Employee Per Month)</i>	24			\$20,936
Employee Only	17		\$54.10	
Employee + 1 Dependent	2		\$108.25	
Employee + Family	5		\$121.69	
Rates are guaranteed from January 1, 2020 - August 31, 2020				
2 nd year Rate Cap: The first year's renewal rates will not be increased by more than 5.0% above the current rates.				
3 rd year Rate Cap: The second year's renewal rates will not be increased by more than 5.0% above the prior plan year's rates.				
New Short Term Disability Option 5456936				
Short Term Disability <i>(per \$10 Covered Weekly Benefit)</i>	24	\$15,210	\$0.450	\$8,213
Rates are guaranteed from January 1, 2020 - August 31, 2022				
New Long Term Disability Option 5456937				
Long Term Disability <i>(per \$100 Covered Monthly Payroll)</i>	24	\$99,390	\$0.252*	\$3,006
Rates are guaranteed from January 1, 2020 - August 31, 2022				
* Please note that the fee for EAP services will be payable in combination with your Disability or Life Insurance premium. Upon agreement of these fees, MetLife will attach an EAP overview summary to the end of the Disability or Life insurance certificate and this attachment will constitute your agreement to purchase EAP services from MetLife.				
Employee Assistance Program services are provided by LifeWorks US under an agreement with MetLife.				

Summary of Benefits

Life / AD&D Insurance - New Life Option

Basic Life	
All Active Full Time Employees (30 Hours)	<ul style="list-style-type: none"> • 1 times pay to a maximum of \$100,000 • A minimum benefit of \$5,000 • Medical Evidence Level: \$100,000 • Reduces by: 35% at Age 65, 50% at Age 70 • Waiver of Premium (disabled prior to 60, waiting period 9 months, coverage continues to 65) • Conversion and Portability are included in this quote • Accelerated Benefit Option: 12 months or less to live, up to 80.0% of coverage, to a maximum of \$500,000
<p>Age Reduction*: The Employer is responsible for making sure that the offer of insurance to its Employees under the program described complies, if applicable, with the Age Discrimination in Employment Act of 1967, as amended, ("ADEA"), and the regulations thereunder. The Employer should seek the advice of counsel as to whether ADEA applies to the program and, if so, whether it is in compliance with ADEA and other applicable laws. MetLife is required to comply with insurance age discrimination laws where applicable.</p>	
*All reductions are applied to the original benefit amount	

Basic AD&D	
All Active Full Time Employees (30 Hours)	<ul style="list-style-type: none"> • 100% of the Basic Life benefit. • Waiver of Premium (disabled prior to 60, waiting period 9 months, coverage continues to 65) • Portability is included in this quote
<p>Age Reduction*: The Employer is responsible for making sure that the offer of insurance to its Employees under the program described complies, if applicable, with the Age Discrimination in Employment Act of 1967, as amended, ("ADEA"), and the regulations thereunder. The Employer should seek the advice of counsel as to whether ADEA applies to the program and, if so, whether it is in compliance with ADEA and other applicable laws. MetLife is required to comply with insurance age discrimination laws where applicable.</p>	
*All reductions are applied to the original benefit amount	

	Rate per \$1,000 of Covered Volume	Est Volume	Est Monthly Premium	Est Annual Premium
Basic Life	\$0.091	\$1,188,200	\$108	\$1,298
Rates are guaranteed from January 1, 2020 - August 31, 2022 (32 months)				
Basic AD&D	\$0.017	\$1,188,200	\$20	\$242
Rates are guaranteed from January 1, 2020 - August 31, 2022 (32 months)				

Plan Features and Limitations

Portability: Option to continue term insurance under a different policy when coverage terminates. Minimums, maximums, and other conditions apply. Portability is not available for residents of Alaska.

Grief Counseling: Automatically included with Basic Life at no additional cost to the employer or employee. Available in all situs states on Basic Life except ND. Automatically included with Supplemental Life at no additional cost to the employee. Available in all situs states on Supplemental Life except for FL and ND.

Grief counseling is offered by LifeWorks US Inc.¹. Grief counseling provides eligible beneficiaries a form of counseling that aims to help people cope with grief and mourning following the death of a loved one.

¹ Grief Counseling services are provided through an agreement with LifeWorks US Inc.. LifeWorks US Inc. is not an affiliate of MetLife and the services LifeWorks US Inc. provides are separate and apart from the insurance provided by MetLife.

Funeral Discounts and Planning Services*:

As a MetLife group life policyholder, you and your family may have access to funeral discounts, planning and support to help honor a loved one's life - at no additional cost to you. Dignity Memorial provides you and your loved ones access to discounts of up to 10% off of funeral, cremation and cemetery services through the largest network of funeral homes and cemeteries in the United States.

When using a Dignity Memorial Network you have access to convenient planning services - either online at www.finalwishesplanning.com, by phone (1-866-853-0954), or by paper - to help make final wishes easier to manage. You also have access to assistance from compassionate funeral planning experts to help guide you and your family in making confident decisions when planning ahead as well as bereavement travel services - available 24 hours, 7 days a week, 365 days a year - to assist with time-sensitive travel arrangements to be with loved ones.

* Services and discounts are provided through a member of the Dignity Memorial® Network, a brand name used to identify a network of licensed funeral, cremation and cemetery providers that are affiliates of Service Corporation International (together with its affiliates, "SCI"), 1929 Allen Parkway, Houston, Texas. The online planning site is provided by SCI Shared Resources, LLC. SCI is not affiliated with MetLife, and the services provided by Dignity Memorial members are separate and apart from the insurance provided by MetLife. Not available in some states. Planning services, expert assistance, and bereavement travel services are available to anyone regardless of affiliation with MetLife. Discounts through Dignity Memorial's network of funeral providers are pre-negotiated. Not available where prohibited by law. If the group policy is issued in an approved state, the discount is available for services held in any state except KY and NY, or where there is no Dignity Memorial presence (AK, MT, ND, SD, and WY). For TN, the discount is available for "At Need" services only. Not approved in AK, FL, KY, MT, ND, NY and WA.

Total Control Account (TCA):

Death claim proceeds paid via the TCA Settlement Option - an interest-bearing account with draft-writing privileges

Relieves beneficiaries of the need to make immediate decisions about what to do with a lump-sum check, while giving them the flexibility to access funds as needed and earn interest on the proceeds as they assess their financial situation

Provides full and immediate access to the death proceeds

Principal and interest earned are guaranteed by the financial strength and claims paying ability of the Metropolitan Life Insurance Company

Beneficiary receives a draftbook, along with a Customer Agreement and other materials describing the Account

<p>Unlimited draft writing privileges</p> <p>No charges for processing TCA drafts, no monthly maintenance fees, and no charge for ordering additional TCA drafts</p> <p>Accountholders receive periodic statements itemizing account activity and a free Life Advice newsletter</p> <p>Information about the TCA is available electronically through MetLife's easy to use eSERVICE web site</p> <p>Customer Service Representatives specially trained to provide service to beneficiaries are available through a special toll-free number</p> <p>At their convenience, Accountholders are able to touch or speak their requests into the phone such as, "hear account balance", "get recent transactions", and "order drafts."</p> <p>Subject to state law, and/or group policyholder direction, the TCA is provided for all Life and AD&D benefits of \$5,000 or more. The TCA is not insured by the Federal Deposit Insurance Corporation or any government agency. The assets backing the TCA are maintained in the Metropolitan Life Insurance Company (MetLife) general account and are subject to MetLife's creditors. MetLife bears the investment risk of the assets backing the TCA, and expects to receive a profit. Regardless of the investment experience of such assets, the interest credited to Total Control Accounts will never fall below the guaranteed minimum rate. Guarantees are subject to the financial strength and claims paying ability of MetLife.</p>
<p>Accelerated Benefits Option: If included, the minimum that can be accelerated is \$20,000.</p>
<p>The definition of earnings used to define benefits will be Basic Monthly Earnings.</p>
<p>Waiver of Premium: Group life coverage is continued for an employee meeting the contractual definition of total disability. No further premium payment for that employee is required. The onset of the disability must occur prior to the age as defined in the Summary of Benefits. The disability must last continuously through the defined waiting period, and the employee must submit a request for the extension within 12 months of the onset of the total disability.</p>
<p>Enrolling in the Plan:</p> <ul style="list-style-type: none"> ▪ A statement of health will need to be submitted by employees who: <ul style="list-style-type: none"> • Request coverage amounts during their initial 31-day enrollment that exceed the stated MEOI level. • Apply for coverage after the period which begins on the first day on which they are eligible for the coverage (or the first day following a qualifying event, if applicable) and ends at the earlier of the next following annual enrollment period or the day before the next following Policy Anniversary. In no event will this period be more than a year, or less than 31 days. Have indicated a medical condition on their enrollment form.
<p>Benefit Increases:</p> <ul style="list-style-type: none"> ▪ Employees who experience a pay increase that generates a benefit, for the first time, which exceeds the stated MEOI level, will have to submit a statement of health. ▪ Basic Life: Employees, Actively at Work, who are participating in the plan and want to increase their coverage by any amount will have to submit a statement of health.
<p>The coverage will be subject to a contestability clause in accordance with the law.</p>
<p>No eligible individual may be covered more than once under this plan. If a person is covered as an employee, he/she cannot be covered as a spouse or dependent. If an employee and spouse are employed by the same employer, their eligible dependents may be insured as dependents of only one employee.</p>

Table of Covered Losses for AD&D	
Covered Loss	Basic AD&D
Life	100%
Hand	50%
Foot	50%
Arm	75%
Leg	75%
Sight of One Eye	50%
Combination of a Hand, Foot, and/or Eye	100%
Thumb & Index Finger on the Same Hand	25%
Speech and Hearing	100%
Speech	50%
Hearing	50%
Paralysis of Both Arms and Both Legs	100%
Paralysis of Both Legs	50%
Paralysis of the Arm & Leg on Either Side of the Body	50%
Paralysis of One Arm or Leg	25%
Brain Damage	100%
Coma	1% monthly up to 60 months
* Maximum Amount payable for all Covered Losses sustained in one accident is capped at 100% of the Full Amount	
Additional Benefits	
Benefit	Basic AD&D
Air Bag Use	5% up to \$10,000
Seat Belt Use	10% up to \$25,000
Common Carrier	100% of Full Amount
Child Care Center	\$5,000 per year for 4 Yrs up to 12% of Full Amount

Limitations and Exclusions	
Limitations	<ul style="list-style-type: none"> The Accidental Death & Dismemberment loss must occur within 365 days after the date of the accident and be a direct result of bodily injury sustained from that accident, independent of other causes.
Exclusions	<p>Accidental Death & Dismemberment insurance does not include payment for any loss which in any way results from or is caused by or contributed to by:</p> <ul style="list-style-type: none"> physical or mental illness or infirmity, or the diagnosis or treatment of such illness or infirmity; infection, other than infection occurring in an external accidental wound; suicide or attempted suicide; intentionally self-inflicted injury; service in the armed forces of any country or international authority. However, service in reserve forces does not constitute service in the armed forces, unless in connection with such reserve service an individual is on active military duty as determined by the applicable military authority other than weekend or summer training. For purposes of this provision reserve forces are defined as reserve forces of any branch of the military of the United States or of any other country or international authority, including but not limited to the National Guard of the United States or the national guard of any other country; any incident related to: 1) travel in an aircraft as a pilot, crew member, flight student or while acting in any capacity other than as a passenger; 2) travel in an aircraft for the purpose of parachuting or otherwise exiting from such aircraft while it is in flight; 3) parachuting or otherwise exiting from an aircraft while such aircraft is in flight except for self preservation; 4) travel in an aircraft or device used for testing or experimental purposes; by or for any military authority; or for travel or designed for travel beyond the earth's atmosphere; committing or attempting to commit a felony; the voluntary intake or use by any means of: 1) any drug, medication or sedative, unless it is: taken or used as prescribed by a Physician, or an "over the counter" drug, medication or sedative, taken as directed; 2) alcohol in combination with any drug, medication, or sedative; or 3) poison, gas, or fumes; war, whether declared or undeclared; or act of war, insurrection, rebellion, riot; driving a vehicle or operating another device while intoxicated as defined by the laws of the jurisdiction in which the vehicle or other device was being operated.

Highlights
Broker Commissions included in the rate: Flat 15.00%
Expected Participation: 100%
Employee Contributions: 0%
Situs is PENNSYLVANIA
Financial Arrangement: Non-retrospectively Experience Rated
Final rates will be based on actual enrollment and contribution levels.
Submit complete enrollment materials by the 15 th of the month preceding the effective date to ensure prompt Underwriting review.
Benefits terminate at retirement for: Basic Life Basic AD&D
AD&D Benefits terminate when the corresponding Life Benefits terminate.
Actively at Work This quote assumes and is only valid if all covered employees will be Actively At Work on the Contract effective date. If you are or become aware of employees who will not be Actively at Work on the Contract effective date, please advise and provide us with a listing of Non-Actively at Work employees in a non-individually identifiable manner, that includes age, gender, amount of insurance, date of, and reason for disability of all such disabled individuals, for risk evaluation.

Summary of Benefits Dental Insurance - New Dental Option

Class Description	All Active Full Time Employees (30 Hours)	
	In-Network	Out-of-Network
Reimbursement	Negotiated Fee Schedule	R&C 90th Percentile
Type A – Preventive	100%	100%
Type B – Basic	80%	80%
Type C – Major	50%	50%
Calendar Year Deductible applies to:	B & C	B & C
▪ Individual	\$25	\$25
▪ Family	\$75	\$75
	Aggregate	Aggregate
Calendar Year Maximum (applies to A,B,C services)	\$1,500	\$1,500
<p>* Out of Network benefits are payable for services rendered by a dentist who is not a participating provider. The Reasonable and Customary charge is based on the lowest of (1) the dentist's actual charge (the 'Actual Charge'), (2) the dentist's usual charge for the same or similar services (the 'Usual Charge') or (3) the charge of most dentists in the same geographic area for the same or similar services as determined by MetLife (the 'Customary Charge'). Services must be necessary in terms of generally accepted dental standards.</p>		

Employer Sponsored Dental	Rate per Employee	Lives	Est Monthly Premium	Est Annual Premium
Employee Only	\$54.10	17	\$1,745	\$20,936
Employee + 1 Dependent	\$108.25	2		
Employee + Family	\$121.69	5		
Total		24		
Rates are guaranteed from January 1, 2020 - August 31, 2020 (8 months)				
2 nd year Rate Cap: The first year's renewal rates will not be increased by more than 5.0% above the current rates.				
3 rd year Rate Cap: The second year's renewal rates will not be increased by more than 5.0% above the prior plan year's rates.				

Frequency & Allocations / Exclusions

(Custom Primary (Flex) - Custom Standard (Flex))

Class Description: All Active Full Time Employees	
TYPE A	
<i>Benefits are payable immediately from the start date of an individual's benefits</i>	
Examinations	<ul style="list-style-type: none"> ▪ 1 time in 6 months
Examinations – Problem Focused	Combined with Examinations Limit
Prophylaxis: Cleanings	1 time in 6 months
Sealants	<ul style="list-style-type: none"> ▪ 1 per molar in 60 months for a child under age 16
Space Maintainers	No Limit for a child under age 19
Fluoride	<ul style="list-style-type: none"> ▪ 1 time in 12 months for a dependent child under age 14
Full Mouth X-Rays	Once in 60 months
Bitewing X-Rays	<ul style="list-style-type: none"> ▪ For a child under 19: 1 time in 12 months ▪ Adult: 1 time in 12 months
Periapical X-Rays	
Other X-Rays	
TYPE B	
<i>Benefits are payable immediately from the start date of an individual's benefits</i>	
Amalgam Fillings	1 replacement per surface in 24 Months
Root Canal	1 in 24 months
Periodontal Maintenance	<ul style="list-style-type: none"> ▪ 4 perio. Treatments in 1 calendar yr, includes 2 cleanings (total comb: 4)
Scaling & Root Planing	1 per quadrant in any 24 month period
Occlusal Adjustments	1 in 24 months
Labs & Other Tests	
Emergency Palliative Treatment	
<ul style="list-style-type: none"> ▪ Resin Composite Fillings(includes coverage for composite fillings on molars) 	
Pulpotomy	
Pulp Capping	
Pulp Therapy	
Apexification & Recalcification	
Periodontics – Non-Surgical	
Oral Surgery: Simple Extractions	
General Services	
TYPE C	
<i>Benefits are payable immediately from the start date of an individual's benefits</i>	
Consultations	1 in 12 months
Periodontal Surgery	1 per quadrant in any 36 month period
Prefabricated Crowns	1 per tooth in 10 calendar years
Crown Buildups / Post Core	1 per tooth in 10 calendar years
Repairs	1 in 24 months
Recementations	1 in 24 months
Dentures	1 in 10 calendar years
<ul style="list-style-type: none"> ▪ Immediate Temporary Dentures – Complete / Partial 	1 replacement in 12 months
Dentures – Rebases / Relines	1 in 60 months

Denture Adjustments	1 in 12 months
Fixed Bridges	1 in 10 calendar years
Inlays / Onlays /Crowns	1 replacement per tooth in 10 calendar years
Implant Services	1 per tooth position in 10 calendar years
Implant Repairs	1 per tooth in 12 months
Implant Supported Prosthetic	1 per tooth in 10 calendar years
Tissue Conditioning	1 in 60 months
General Anesthesia	
▪ Periodontal Surgery – Soft & Connective Tissue Grafts	
Oral Surgery: Surgical Extractions	
Other Oral Surgery	
TMJ	

Exclusions
All Active Full Time Employees
<ul style="list-style-type: none"> ▪ Services which are not dentally necessary, those which do not meet generally accepted standards of care for treating the particular dental condition, or which we deem experimental in nature. ▪ Services for which a covered person would not be required to pay in the absence of dental insurance. ▪ Services or supplies received by a covered person before the insurance starts for that person. ▪ Services which are neither performed nor prescribed by a dentist except for those services of a licensed dental hygienist which are supervised and billed by a dentist and which are for scaling or polishing of teeth or fluoride treatment. ▪ Services which are primarily cosmetic. (For residents of Texas: Services which are primarily cosmetic unless required for the treatment or correction of a congenital defect of a newborn child). ▪ Services or appliances which restore or alter occlusion or vertical dimension. ▪ Restoration of tooth structure damaged by attrition, abrasion or erosion unless caused by disease. ▪ Restorations or appliances used for the purpose of periodontal splinting. ▪ Counseling or instruction about oral hygiene, plaque control, nutrition and tobacco. ▪ Personal supplies or devices including, but not limited to: water piks, toothbrushes, or dental floss. ▪ Initial installation of a Denture to replace one or more teeth which were missing before such person was insured for Dental Insurance, except for congenitally missing natural teeth. ▪ Decoration or inscription of any tooth, device, appliance, crown or other dental work. ▪ Missed appointments. ▪ Services covered under any workers' compensation or occupational disease law. ▪ Services covered under any employer liability law. ▪ Services for which the employer of the person receiving such services is not required to pay. ▪ Services received at a facility maintained by the Policyholder, labor union, mutual benefit association, or VA hospital. ▪ Services covered under other coverage provided by the Policyholder. ▪ Temporary or provisional restorations. ▪ Temporary or provisional appliances. ▪ Prescription drugs. ▪ Services for which the submitted documentation indicates a poor prognosis. ▪ Services, to the extent such services, or benefits for such services, are available under a government plan. This exclusion will apply whether or not the person receiving the services is enrolled for the government plan. We will not exclude payment of benefits for such services if the government plan

requires that Dental Insurance under the group policy be paid first.

- The following when charged by the dentist on a separate basis - Claim form completion; infection control such as gloves, masks, and sterilization of supplies; or local anesthesia, non-intravenous conscious sedation or analgesia such as nitrous oxide.
- Dental services arising out of accidental injury to the teeth and supporting structures, except for injuries to the teeth due to chewing and biting of food.
- Caries susceptibility tests.
- Precision attachments associated with fixed and removable prostheses.
- Adjustment of a denture made within 6 months after installation by the same dentist who installed it.
- Duplicate prosthetic devices or appliances.
- Replacement of a lost or stolen appliance, cast restoration or denture.
- Intra and extraoral photographic images.
- Fixed and removable appliances for correction of harmful habits.
- Appliances or treatment for bruxism (grinding teeth), including but not limited to occlusal guards and night guards.
- Orthodontia services or appliances.
- Repair or a replacement of an orthodontic appliance.
- Implants supported prosthetics to replace one or more teeth which were missing before such person was insured for Dental Insurance, except for congenitally missing natural teeth.

Highlights	
Broker Commissions included in the rate: Flat 10.00%	
Expected Participation: 100% and at least 10 covered lives.	
Employee Contributions: 1%	
Financial Arrangement: Non-retrospectively Experience Rated	
Situs is PENNSYLVANIA	
Only those residing in the United States are eligible for benefits	
Dependent Child Definition: A Child is covered up to age 26, A student is covered up to age 26.	
This quote assumes the plan is not a Section 125 plan.	
Late Entrant	
Employees who do not elect coverage during their 31-day application period may still elect coverage later.	
Dental coverage would be subject to the following waiting periods:	
Type A Services	No waiting period
Type B Services (Fillings)	6 month waiting period
Type B Services – All Other Services	12 month waiting period
Type C Services	12 month waiting period
Orthodontic Services (if applicable)	12 month waiting period

Summary of Benefits

Short Term Disability - New Short Term Disability Option

Class Description	All Active Full Time Employees (30 Hours)
Weekly Benefit Amount	66 2/3%
Maximum Weekly Benefit	\$1,000
Minimum Weekly Benefit*	\$25
Elimination Period	Accident – 7 days Sickness – 7 days
Benefit Duration	12 weeks
Rehabilitation Incentives included in quote (details in limitations and definitions)	Work Incentive Rehabilitation Program Incentive Family Care Incentive Moving Expense Incentive
* The minimum weekly benefit is subject to overpayment situations and any applicable rehabilitation incentives.	

Short Term Disability	Rate per \$10 Of Covered Weekly Benefit	Covered Weekly Benefit	Est Monthly Premium	Est Annual Premium
STD	\$0.450	\$15,210	\$684	\$8,213
Rates are guaranteed from January 1, 2020 - August 31, 2022 (32 months)				

All Active Full Time Employees	
Limitations and Definitions	
Definition of Disability	<p>Due to a Sickness, or as a direct result of accidental injury:</p> <ul style="list-style-type: none"> ▪ the employee is receiving Appropriate Care and Treatment and complying with the requirements of such treatment, and ▪ is unable to earn more than 80% of their predisability earnings at their Own Occupation for any employer.
Pre-Existing Condition	None
Pre-Existing Condition Limitation	None
Reduction of Benefits:	<p>Benefits will be reduced by income and recoveries from certain other sources including but not limited to: Social Security disability or retirement benefits received or eligible to receive because of Disability; any state, public or federal employee retirement or disability plan benefits received or eligible to receive because of Disability, including State Teachers Retirement System (STRS), Public Employee Retirement System (PERS) or Federal Employee Retirement System (FERS); group insurance policies; certain early retirement plans; no-fault auto laws; governmental compulsory benefit plan or program; other disability programs or plans; Workers' Compensation benefits; occupational disease laws; maritime maintenance and cure; third party recoveries; and unemployment insurance laws or programs.</p> <p>If there is a reasonable basis for You to apply for benefits under the Federal Social Security Act, a government compulsory plan or program, or STRS, PERS or FERS Benefit Plans or Programs, We expect You to apply for them. To apply for Social Security benefits means to pursue such benefits until You receive approval from the Social Security Administration, or a notice of denial of benefits from an administrative law judge. With respect to benefits under a government compulsory plan or program, or STRS, PERS or FERS Benefit Plans or Programs, to apply means to pursue such benefits through all applicable levels of appeal provided for under such benefit plans or programs.</p> <p>We will reduce the amount of Your Disability benefit by the amount of Social Security benefits, We estimate that You, Your Spouse or child(ren) are eligible to receive because of Your Disability or retirement. We will reduce Your Disability benefits by such estimated Social Security benefits starting with the first Disability benefit payment coincident with the date You were eligible to receive Social Security benefits</p> <p>We will reduce Your Disability benefit by the amount of such government compulsory benefit plan or program benefit, or STRS, PERS or FERS benefit that We estimate You are eligible to receive, provided that We have the reasonable means to make such an estimate. We will start to do this with the first Disability benefit payment under this certificate coincident with the date You were eligible to receive such government compulsory benefit plan or program benefit, or STRS, PERS or FERS benefits under any such plans or programs.</p>
Occupational Benefits:	Non-Occupational Coverage

Definition of Predisability Earnings	<p>The amount of the employee's gross salary or wages from his/her employer as of the day before his/her disability began. Predisability earnings includes: Basic earnings only.</p> <p>The term does not include:</p> <ul style="list-style-type: none"> • The grant, award, sale, conversion, and/or exercise of shares of stock or stock options; • The Employer's contributions on Your behalf to any deferred compensation arrangement or pension plan; or • Any other compensation from the Employer.
Work Incentive	While disabled and receiving a Weekly Benefit, employees may receive up to 100% of Predisability Weekly Earnings, including family care expense reimbursement, Rehabilitation incentive, return-to-work earnings, and other income benefits.
Rehabilitation Incentive	10% increase in the Weekly Benefit if participating in an approved Rehabilitation Program.
Family Care Incentive	If the employee works or participates in a Rehabilitation Program while they are Disabled, starting with the 4th Weekly Benefit payment, reimbursement may be provided for up to \$100 per week for eligible Family Care expenses incurred by an employee for each eligible family member during the benefit period.
Moving Expense Incentive	If the employee participates in a Rehabilitation Program while they are Disabled, reimbursement may be provided for expenses incurred in order to move to a new residence if recommended as part of the Rehabilitation Program.
Temporary Recovery	If the employee returns to Active Work before completing the Elimination Period and then becomes Disabled, they will have to complete a new elimination period. If the employee returns to Active Work, after they begin to receive Weekly Benefits, for a period of 20 days or less than becomes Disabled again due to the same or related condition, they will not have to complete a new Elimination Period.
Continuity of Coverage	Provided for groups where this plan will replace an inforce insured plan in force on the day immediately preceding the effective date of this plan.
Organ Donor Benefit	10% increase in the Weekly Benefit if Disability is a result of an Organ Transplant Procedure.

Exclusions

We will not pay for any Disability caused or contributed to by:

- War, whether declared or undeclared, or act of war, insurrection, rebellion, or terrorist act;
- Your active participation in a riot;
- Intentionally self-inflicted injury;
- Any injury for which You are entitled to benefits under Workers' Compensation or a similar law
- Attempted suicide; or
- Commission of or attempt to commit a felony.

We will not pay Short Term Benefits for any Disability caused or contributed to by elective treatment or procedures, such as:

- Cosmetic surgery or treatment primarily to change appearance;
- Reversal of sterilization;
- Liposuction;
- Visual correction surgery; and
- In vitro fertilization, embryo transfer procedure, or artificial insemination.

However, pregnancies and complications from any of these procedures will be treated as a Sickness.

Short Term Disability Coverage Highlights
Broker Commissions included in the rate: Flat 15.00%
Expected Participation: 100%
Employee Contributions: 0%
Financial Arrangement: Non-retrospectively Experience Rated
Situs is PENNSYLVANIA
<p>States With Mandated Employees: This quote specifically addresses short-term disability coverage that is supplemental to any state mandated benefits and does not replace the employers responsibility to provide state mandated benefits coverage for non-occupational disabilities to their employees in these states: STD</p>
<p>All Active Full Time Employees: Actively at Work provision applies</p>
<p>Employer FICA Match: MetLife is not the agent for purposes of remitting the Employer share of FICA. MetLife is not the agent for tax remitting, therefore the Employer is responsible for issuing W-2s, remitting and reporting the Employer share of FICA, reporting wages and taxes on their Form 941 and state or federal unemployment tax remitting and reporting. If requested, MetLife will automatically withhold and remit federal and state taxes and the employee share of FICA from taxable benefit payments. MetLife will issue the W-2s for taxable benefits using the Employer's name and EIN at no charge if requested by the Employer, but we are not the agent, therefore the Employer still retains all the responsibilities noted above minus the W-2 responsibility. If the Employer uses the services of a payroll vendor, they should discuss this with the vendor to determine if it will cause any reporting issues.</p>
<p>Rehabilitation Program Participation: Disability benefit payments will end on the date the employee ceases or refuses to participate in a Rehabilitation Program that MetLife requires.</p>
<p>MetLife has made every effort to quote a plan that matches the substance of the requested plan design to the best of our ability, based on the plan documentation made available at the time of quote. The actual language used in the contracts will reflect what is filed in the applicable jurisdictions. Our rates are based on the plan design illustrated in this Cost & Benefit Summary.</p>

Summary of Benefits Long Term Disability - New Long Term Disability Option

Class Description	All Active Full Time Employees (30 Hours)	
Monthly Benefit	66.667% of Predisability Earnings	
Maximum Monthly Benefit	\$5,000.00	
Minimum Monthly Benefit*	\$100.00	
Elimination Period	90 Days or until the end of the STD Maximum Benefit Period.	
Own Occupation Period	24 months	
Social Security Integration	Family Social Security	
Benefit Duration	RBD w/ SSNRA	
	The later of Your Normal Retirement Age as defined by Social Security or the period shown below:	
	<u>Age on Date of Your Disability</u>	<u>Benefit Duration</u>
	less than 60	to age 65
	60	60 months
	61	48 months
	62	42 months
	63	36 months
	64	30 months
	65	24 months
	66	21 months
	67	18 months
	68	15 months
	69 and over	12 months
Rehabilitation Incentives included in quote (details in limitations and definitions)	Work Incentive Rehabilitation Program Incentive Family Care Incentive Moving Expense Incentive	
Employee Assistance Program	Option 1, 5 sessions.	
Survivor Benefit	Included in this quote	
Cost of Living Adjustment	Cost of Living Adjustment does not apply.	
*The minimum monthly benefit is subject to overpayment situations and any applicable rehabilitation incentives.		

Long Term Disability	Rate per \$100 Of Covered Monthly Payroll	Covered Monthly Payroll	Est Monthly Premium	Est Annual Premium
Standalone	\$0.252	\$99,390	\$250	\$3,006
Rates are guaranteed from January 1, 2020 - August 31, 2022 (32 months)				

Limitations and Definitions	
Definition of Disability	<p>Due to a Sickness, or as a direct result of accidental injury:</p> <ul style="list-style-type: none"> • The employee is receiving Appropriate Care and Treatment and complying with the requirements of such treatment, and • During the elimination period and the next 24 months is unable to earn more than 80% of predisability earnings at their Own Occupation for any employer in their Local economy, and • After such period, is unable to earn more than 80% of their predisability earnings from any employer in their Local economy at any gainful occupation for which they are reasonably qualified taking into account their training, prior education and experience.
Definition of Predisability Earnings	<p>The amount of the employee's gross salary or wages from his/her employer as of the day before his/her disability began. Predisability earnings includes: Basic earnings only.</p> <p>The term does not include:</p> <ul style="list-style-type: none"> • The grant, award, sale, conversion, and/or exercise of shares of stock or stock options; • The Employer's contributions on Your behalf to any deferred compensation arrangement or pension plan; or • Any other compensation from the Employer.
Pre-Existing Condition	3/12
Pre-Existing Condition Limitation	<p>Pre-existing Condition means a Sickness or accidental injury for which the employee:</p> <ul style="list-style-type: none"> • Received medical treatment, consultation, care, or services; or • Took prescription medication or had medications prescribed in the 3 months before insurance or any increase in the amount of insurance under the certificate takes effect. <p>We will not pay benefits, or any increase in benefit amount due to an elected increase in the amount of insurance for a Disability that results for a Pre-existing Condition, if the employee has been Actively at Work for less than 12 consecutive months after the date their Disability insurance or the elected increase in the amount of such insurance takes effect under the certificate.</p>
Work Incentive	<p>While disabled and receiving a Monthly Benefit, employees may receive up to 100% of Predisability Monthly Earnings, including family care expense reimbursement, Rehabilitation incentive, return-to-work earnings, and other income benefits. After the first 24 months following the employees return to work, MetLife will reduce the employees Monthly Benefit by 50% of the amount the employee earns from working while Disabled.</p>
Rehabilitation Incentive	10% increase in the Monthly Benefit if participating in an approved Rehabilitation Program.

Family Care Incentive	If the employee works or participates in a Rehabilitation Program while they are Disabled, reimbursement may be provided for up to \$400 per month for eligible Family Care expenses incurred by an employee for each eligible family member during the first 24 months of benefit payments.
Moving Expense Incentive	Moving Expense Incentive: If the employee participates in a Rehabilitation Program while they are Disabled, reimbursement may be provided for expenses incurred in order to move to a new residence if recommended as part of the Rehabilitation Program.
Temporary Recovery	<p>If the employee returns to Active Work before completing the Elimination Period and then becomes Disabled again due to the same or related condition, a new Elimination Period is not required provided the return to full time work is within a period of 30 work days or less. MetLife will count the days worked while Disabled toward the satisfaction of the Elimination Period. If the return to Active Work is greater than 30 work days, a new Elimination Period is required.</p> <p>If the employee returns to Active Work, after they begin to receive Monthly Benefits, for a period of 180 continuous days or less and becomes Disabled again due to the same or related condition, they will not have to complete a new Elimination Period.</p>
Zero Day Residual	If the employee continues to meet the Definition of Disability, the elimination period may be satisfied during part-time employment.
Survivor Benefit	If the employee dies while they are Disabled, a single sum payment equal to 3 times the employee's last net Monthly Benefit is made to the employee's survivor.
Continuity of Coverage	Provided for groups where this plan will replace an inforce insured plan in force on the day immediately preceding the effective date of this plan.
Cost of Living Freeze	Cost of Living Freeze is included in this quote.
Waiver of Premium	Premium payments for Disabled employees are waived while benefits are payable.
Indexing	For the purposes of determining whether an employee continues to be Disabled and for calculating the Work Incentive, we will add to the employee's Predisability Earnings an amount equal to the lesser CPI or 7%
Specific Disabilities	
Mental or Nervous Disorders or Diseases unless due to Neurocognitive Disorders	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months. BiPolar I Disorder will also be limited. Schizophrenia will also be limited.</p> <p>Combined monthly maximum limitation from date benefits begin</p>

	with other limited conditions: Yes
Chronic Fatigue Syndrome and Related Disorders	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months.</p> <p>Combined monthly maximum limitation from date benefits begin with other limited conditions: Yes</p>
Neuromuscular, Musculoskeletal or Soft Tissue Disorder	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months.</p> <p>Combined monthly maximum limitation from date benefits begin with other limited conditions: Yes</p>
Alcohol, Drug or Substance Abuse or Addiction	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months.</p> <p>Combined monthly maximum limitation from date benefits begin with other limited conditions: No</p>
Fibromyalgia	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months.</p> <p>Combined monthly maximum limitation from date benefits begin with other limited conditions: Yes</p>
Self-Reported Conditions	<p>If the employee is Disabled, Disability benefits are limited to one occurrence per lifetime maximum of 24 months.</p> <p>Combined monthly maximum limitation from date benefits begin with other limited conditions: Yes</p>

**Tesfa International Academy
FY20 Draft Budget**

Description	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
GENERAL FUND 01				
REVENUES				
State Revenue				
01 R 005 000 000 000 201	3,641.10	6,171.20	6,171.20	-
01 R 005 000 000 000 211	627,540.11	1,865,318.17	1,995,885.12	130,566.95
01 R 005 000 000 317 211	-	-	25,344.00	25,344.00
01 R 005 000 000 000 212	-	4,900.00	4,900.00	-
01 R 005 000 000 348 300	-	236,520.00	228,290.40	(8,229.60)
01 R 005 000 000 740 360	-	559,023.82	716,261.39	157,237.57
Total State Revenue	631,181.21	2,671,933.19	2,976,852.11	304,918.92
Federal Revenue				
01 R 005 216 000 401 400	-	67,352.31	63,381.66	(3,970.65)
01 R 005 204 000 414 400	-	9,828.25	9,828.25	-
01 R 005 205 000 417 400	-	14,325.43	14,367.11	41.68
01 R 005 206 000 433 400	-	18,000.00	20,000.00	2,000.00
01 R 005 000 000 419 400	-	35,787.00	29,524.22	(6,262.78)
Total Federal Revenue	-	145,292.99	137,101.24	(8,191.75)
Other Revenue				
01 R 005 000 000 000 370	-	-	-	-
01 R 005 000 000 000 096	-	125.00	125.00	-
01 R 005 000 000 000 099	-	3,089.00	7,000.00	3,911.00
01 R 005 000 111 000 370	-	-	-	-
Total Other Revenue	-	3,214.00	7,125.00	3,911.00
TOTAL REVENUES	631,181.21	2,820,440.18	3,121,078.35	300,638.17
EXPENDITURES				
Administration				
Salaries/Wages				
01 E 005 050 000 000 110	35,131.57	189,800.00	127,007.00	(62,793.00)
01 E 005 105 000 000 170	8,680.25	38,000.00	38,000.00	-
01 E 005 110 000 000 170	437.00	-	-	-
Total Salaries/Wages	44,248.82	227,800.00	165,007.00	(62,793.00)

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits				
01 E 005 050 000 000 210	2,581.22	14,519.70	9,716.04	(4,803.66)
01 E 005 105 000 000 210	654.28	2,907.00	2,907.00	-
01 E 005 110 000 000 210	33.43	-	-	-
01 E 005 105 000 000 214	651.02	2,850.00	2,850.00	-
01 E 005 110 000 000 214	32.78	-	-	-
01 E 005 050 000 000 218	2,782.42	15,032.16	10,058.95	(4,973.21)
01 E 005 105 000 000 220	1,184.44	6,821.00	7,505.00	684.00
01 E 005 050 000 000 220	6,062.16	37,425.00	25,916.75	(11,508.25)
01 E 005 105 000 000 235	97.45	-	-	-
01 E 005 050 000 000 240	-	1,839.24	1,022.27	(816.97)
01 E 005 105 000 000 240	-	357.24	357.24	-
01 E 005 050 000 000 235	379.28	-	-	-
01 E 005 105 000 000 230	-	-	-	-
01 E 005 105 000 000 299	-	-	-	-
01 E 005 050 000 000 280	-	-	-	-
01 E 005 105 000 000 280	-	-	-	-
Total Benefits	14,458.48	81,751.34	60,333.25	(21,418.09)
Purchased Services				
01 E 005 050 000 000 366	-	-	-	-
01 E 005 105 000 000 305	-	5,000.00	5,000.00	-
01 E 005 105 000 000 370	-	-	-	-
01 E 005 110 000 000 370	2,958.20	16,000.00	16,000.00	-
01 E 005 105 000 000 320	-	-	-	-
01 E 005 108 000 000 305	8,175.00	40,000.00	32,700.00	(7,300.00)
01 E 005 110 000 000 305	17,257.41	56,120.00	63,120.00	7,000.00
01 E 005 110 000 000 320	906.27	5,400.00	5,400.00	-
01 E 005 110 000 000 329	58.71	1,500.00	1,500.00	-
Total Purchased Services	29,355.59	124,020.00	123,720.00	(300.00)

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Supplies/Materials				
01 E 005 110 000 000 405	7,100.73	3,416.00	9,663.00	6,247.00
01 E 005 110 000 000 401	305.60	7,000.00	7,000.00	-
01 E 005 105 000 000 401	-	-	-	-
Total Supplies/Materials	7,406.33	10,416.00	16,663.00	6,247.00
Equipment				
01 E 005 110 000 000 555	-	-	-	-
01 E 005 105 000 000 555	-	-	-	-
Total Equipment	-	-	-	-
Other Expenditures				
01 E 005 105 000 000 820	9,500.00	29,000.00	29,000.00	-
01 E 005 950 000 000 910	-	-	-	-
Total Other Expenditures	9,500.00	29,000.00	29,000.00	-
Total Administration	104,969.22	472,987.34	394,723.25	(78,264.09)
General Education				
Salaries/Wages				
01 E 010 201 000 000 140	-	-	-	-
01 E 010 203 000 000 140	88,075.02	574,000.00	635,482.80	61,482.80
01 E 010 203 000 000 145	2,500.00	-	16,500.00	16,500.00
01 E 010 203 000 000 141	-	-	-	-
01 E 010 230 000 000 140	-	-	-	-
01 E 010 240 000 000 141	-	-	-	-
01 E 010 203 000 000 185	-	5,200.00	17,000.00	11,800.00
Total Salaries/Wages	90,575.02	579,200.00	668,982.80	89,782.80
Benefits				
01 E 010 203 000 000 210	6,793.96	44,308.80	51,177.18	6,868.38
01 E 010 203 000 000 214	-	-	1,237.50	1,237.50
01 E 010 203 000 000 218	7,173.54	45,872.64	51,676.64	5,804.00
01 E 010 203 000 000 220	4,861.47	68,661.00	78,583.47	9,922.47
01 E 010 203 000 000 230	-	-	-	-
01 E 010 203 000 000 235	466.35	-	-	-
01 E 010 203 000 000 240	-	5,400.48	8,673.36	3,272.88

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
01 E 010 203 000 000 270				
01 E 010 203 000 000 299	2,538.00	8,600.00	8,600.00	-
01 E 010 203 000 000 280	-	-	-	-
Total Benefits	4,243.00	11,650.00	11,650.00	-
	26,076.32	184,492.92	211,598.16	27,105.24
Purchased Services				
01 E 010 203 000 000 305	502.50	1,000.00	15,000.00	14,000.00
01 E 010 203 000 000 369	275.00	2,500.00	3,000.00	500.00
Total Purchased Services	275.00	3,500.00	18,000.00	14,500.00
Supplies/Materials				
01 E 010 203 000 000 401	11.99	12,000.00	11,000.00	(1,000.00)
01 E 010 203 000 000 406				
01 E 010 203 000 000 430	6,644.00	10,000.00	11,702.00	1,702.00
01 E 010 201 000 000 430	372.12	2,000.00	2,000.00	-
01 E 010 203 000 000 466	-	-	-	-
01 E 010 203 000 000 461	2,367.89	1,500.00	2,538.05	1,038.05
Total Supplies/Materials	2,781.00	2,781.00	2,800.00	19.00
	12,177.00	28,281.00	30,040.05	1,759.05
Equipment				
01 E 010 203 000 000 530	-	-	-	-
01 E 010 203 000 000 535	5,825.52	23,304.00	23,304.00	-
01 E 010 203 000 000 555	-	-	-	-
Total Equipment	5,825.52	23,304.00	23,304.00	-
Other Expenditures				
01 E 010 203 000 000 820	-	-	-	-
Total Other Expenditures	-	-	-	-
General Education	134,928.86	818,777.92	951,925.01	133,147.09
State - Special Education Salaries/Wages				
01 E 010 407 000 740 140	12,174.99	111,000.00	156,071.20	45,071.20
01 E 010 420 000 740 161	28,953.09	180,090.00	257,500.00	77,410.00
01 E 010 420 000 740 185	-	2,800.00	2,800.00	-
01 E 010 420 000 740 186	-	740.00	-	(740.00)
Total Salaries/Wages	41,128.08	294,630.00	416,371.20	121,741.20

**Tesfa International Academy
FY20 Draft Budget**

		FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits					
01 E 010 407 000 740 210	FICA - LD	875.18	8,491.50	11,939.45	3,447.95
01 E 010 408 000 740 210	FICA - EBD	-	-	-	-
01 E 010 407 000 740 230	SLD - Life	-	-	-	-
01 E 010 407 000 740 235	SLD - Dental	181.71	-	-	-
01 E 010 407 000 740 240	SLD - LTD	-	919.92	2,167.92	1,248.00
01 E 010 420 000 740 230	Special Education - Aggregate - Life	-	-	-	-
01 E 010 420 000 740 235	Special Education - Aggregate - Dental	367.88	-	-	-
01 E 010 420 000 740 240	Special Education - Aggregate - LTD	-	1,622.04	2,934.84	1,312.80
01 E 010 420 000 740 210	FICA - General SpEd	2,031.85	14,047.70	19,912.95	5,865.26
01 E 010 407 000 740 214	PERA - General SpEd	-	-	-	-
01 E 010 420 000 740 214	PERA - General SpEd	2,171.50	13,562.25	19,312.50	5,750.25
01 E 010 407 000 740 299	SLD - STD	-	-	-	-
01 E 010 407 000 740 218	TRA - LD	964.26	8,791.20	12,360.84	3,569.64
01 E 010 420 000 740 218	TRA - EA	-	221.76	221.76	-
01 E 010 407 000 740 220	Health Insurance - SpEd	2,452.05	23,047.00	45,733.31	22,686.31
01 E 010 420 000 740 220	Health Insurance - SpEd	4,707.44	56,736.00	59,025.00	2,289.00
01 E 010 407 000 740 280	STD / LTD	-	-	-	-
01 E 010 420 000 740 299	Aggregate - STD	-	-	-	-
Total Benefits		13,751.87	127,439.37	173,608.57	46,169.20

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Purchased Services				
01 E 010 420 000 740 305	-	500.00	3,500.00	3,000.00
01 E 010 420 000 740 366	267.00	-	-	-
01 E 010 401 000 740 394	-	40,500.00	40,500.00	-
01 E 010 420 000 740 394	-	100,000.00	100,000.00	-
Total Purchased Services	267.00	141,000.00	144,000.00	3,000.00
Supplies/Materials				
01 E 010 420 000 372 401	1,443.00	-	-	-
01 E 010 420 000 740 433	-	-	-	-
Total Supplies/Materials	1,443.00	-	-	-
Equipment				
01 E 010 420 000 740 530	-	-	-	-
01 E 010 420 000 740 555	-	-	-	-
Total Equipment	-	-	-	-
Total State - Special Education	56,559.95	563,069.37	733,979.77	170,910.40
Federal Funds				
Title I				
01 E 010 216 000 401 140	4,999.98	50,200.00	49,000.00	(1,200.00)
01 E 010 216 000 401 210	381.13	3,840.30	3,748.50	(91.80)
01 E 010 216 000 401 214	375.00	-	-	-
01 E 010 216 000 401 218	-	3,975.84	3,880.80	(95.04)
01 E 010 216 000 401 220	943.68	8,487.17	5,903.36	(2,583.81)
01 E 010 216 000 401 235	48.60	-	-	-
01 E 010 216 000 401 401	-	500.00	500.00	-
01 E 010 216 000 401 430	-	349.00	349.00	-
Total Title I	6,748.39	67,352.31	63,381.66	(3,970.65)

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Title II				
01 E 010 204 000 414 366	2,020.74	9,828.25	9,828.25	-
Total Title II	<u>2,020.74</u>	<u>9,828.25</u>	<u>9,828.25</u>	<u>-</u>
Title III				
01 E 010 205 000 417 143	4,050.00	10,000.00	11,872.00	1,872.00
01 E 010 205 000 417 210	309.48	765.00	908.21	143.21
01 E 010 205 000 417 214	93.75	-	-	-
01 E 010 205 000 417 235	12.15	-	-	-
01 E 010 205 000 417 218	221.76	792.00	940.26	148.26
01 E 010 205 000 417 220	235.92	2,121.79	-	(2,121.79)
01 E 010 205 000 417 430	-	646.64	646.64	-
Total Title III	<u>4,923.06</u>	<u>14,325.43</u>	<u>14,367.11</u>	<u>41.68</u>
Title IV				
01 E 010 206 000 433 303	-	8,000.00	-	(8,000.00)
01 E 010 206 000 433 430	1,644.44	10,000.00	20,000.00	10,000.00
Total Title IV	<u>1,644.44</u>	<u>18,000.00</u>	<u>20,000.00</u>	<u>2,000.00</u>
Federal - Special Education				
01 E 010 420 000 419 303	5,000.00	29,787.00	23,524.22	(6,262.78)
01 E 010 420 000 419 433	-	6,000.00	6,000.00	-
Total Federal Special Education	<u>5,000.00</u>	<u>35,787.00</u>	<u>29,524.22</u>	<u>(6,262.78)</u>
Total Federal Funds	<u>18,692.19</u>	<u>127,292.99</u>	<u>117,101.24</u>	<u>(10,191.75)</u>
Instructional Support				
Purchased Services				
01 E 010 640 000 000 366	-	-	-	-
01 E 010 640 000 306 490	-	-	-	-
Total Purchased Services	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Instructional Support	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Student Support Services				
Salaries/Wages				
01 E 005 720 000 000 143	-	-	-	-
01 E 005 790 000 000 143	13,009.50	53,280.00	121,223.00	67,943.00
01 E 005 710 000 000 185	-	-	-	-
Total Salaries/Wages	<u>13,009.50</u>	<u>53,280.00</u>	<u>121,223.00</u>	<u>67,943.00</u>

Tesfa International Academy
FY20 Draft Budget

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Benefits				
01 E 005 790 000 000 210	995.24	4,075.92	9,273.56	5,197.64
01 E 005 790 000 000 214	975.71	3,996.00	9,091.73	5,095.73
01 E 005 790 000 000 220	-	-	10,388.64	10,388.64
01 E 005 790 000 000 230	-	-	-	-
01 E 005 790 000 000 235	-	-	-	-
01 E 005 790 000 000 299	-	-	-	-
01 E 005 790 000 000 240	-	1,161.60	1,757.28	595.68
Total Benefits	1,970.95	9,233.52	30,511.20	21,277.68
Purchased Services				
01 E 005 720 000 000 305	-	1,500.00	3,500.00	2,000.00
01 E 005 760 000 720 360	8,000.00	240,800.00	288,000.00	47,200.00
01 E 005 760 000 723 360	-	41,000.00	41,000.00	-
01 E 005 760 000 733 360	-	5,000.00	5,000.00	-
Total Purchased Services	8,000.00	288,300.00	337,500.00	49,200.00
Supplies/Materials				
01 E 005 720 000 000 401	-	200.00	200.00	-
Total Supplies/Materials	-	200.00	200.00	-
Total Student Support Services	22,980.45	351,073.52	489,434.20	138,420.68
Operations				
Salaries/Wages				
01 E 005 810 000 000 170	-	-	-	-
Total Salaries/Wages	-	-	-	-
Benefits				
01 E 005 810 000 000 210	-	-	-	-
01 E 005 810 000 000 214	-	-	-	-
Total Benefits	-	-	-	-
Purchased Services				
01 E 005 810 000 000 305	10,580.47	34,436.00	34,436.00	-
01 E 005 810 000 000 370	-	-	-	-
01 E 005 810 000 000 330	3,943.16	23,659.00	23,659.00	-
01 E 005 810 000 000 350	2,985.75	2,000.00	3,500.00	1,500.00
01 E 005 850 000 000 370	-	-	-	-
Total Purchased Services	17,509.38	60,095.00	61,595.00	1,500.00

**Tesfa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Building Lease				
01 E 005 850 000 348 370 Building Lease	63,414.00	262,800.00	253,656.00	(9,144.00)
Total Building Lease	<u>63,414.00</u>	<u>262,800.00</u>	<u>253,656.00</u>	<u>(9,144.00)</u>
Supplies/Materials				
01 E 005 810 000 000 401 Non-Instr' Supplies - Operations and Maintenance	-	7,500.00	7,500.00	-
Total Supplies/Materials	<u>-</u>	<u>7,500.00</u>	<u>7,500.00</u>	<u>-</u>
Equipment				
01 E 005 850 000 000 530 Equipment - Operations and Maintenance	-	-	-	-
Total Equipment	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Operations	<u>80,928.38</u>	<u>330,395.00</u>	<u>322,751.00</u>	<u>(7,644.00)</u>
Fiscal and Other Fixed Costs				
01 E 005 920 000 000 740 Loans and Interest Expense	1,130.82	7,500.00	3,000.00	(4,500.00)
01 E 005 940 000 000 340 Property and Liability Insurance	2,290.45	7,500.00	7,500.00	-
Total	<u>3,421.27</u>	<u>15,000.00</u>	<u>10,500.00</u>	<u>(4,500.00)</u>
TOTAL EXPENDITURES	<u>422,505.32</u>	<u>2,678,536.14</u>	<u>3,020,414.47</u>	<u>341,878.33</u>
GENERAL FUND 01 - NET INCOME(LOSS)	<u>208,675.89</u>	<u>141,904.04</u>	<u>100,663.88</u>	<u>(41,240.16)</u>
FOOD SERVICE FUND 02				
REVENUES				
State Revenue				
02 R 005 770 000 701 300 State - Lunch Revenue	-	2,800.00	2,800.00	-
02 R 005 770 000 703 300 State - Milk Revenue	-	500.00	500.00	-
02 R 005 000 000 705 476 State - Breakfast Revenue	-	-	-	-
Total State Revenue	<u>-</u>	<u>3,300.00</u>	<u>3,300.00</u>	<u>-</u>

**Testa International Academy
FY20 Draft Budget**

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Federal Revenue				
02 R 005 770 000 701 471	-	9,964.59	9,964.59	-
02 R 005 770 000 701 472	-	73,719.02	73,719.02	-
02 R 005 770 000 705 476	-	43,025.93	43,025.93	-
02 R 005 000 000 706 400	-	-	-	-
02 R 005 770 000 706 400	-	7,688.00	7,688.00	-
Total Federal Revenue	-	134,397.54	134,397.54	-
Other				
02 R 005 770 000 701 601	-	-	-	-
02 R 005 000 000 000 649	-	-	-	-
TOTAL REVENUES	-	137,697.54	137,697.54	-
EXPENDITURES				
Salaries/Wages				
02 E 005 770 000 701 170	-	-	-	-
Total Salaries/Wages	-	-	-	-
Benefits				
02 E 005 770 000 701 210	-	-	-	-
02 E 005 770 000 701 214	-	-	-	-
Total Benefits	-	-	-	-
Purchased Services				
02 E 005 770 000 701 305	-	420.00	420.00	-
02 E 005 770 000 709 305	-	-	-	-
02 E 005 770 000 709 330	-	-	-	-
02 E 005 770 000 709 370	-	-	-	-
Total Purchased Services	-	420.00	420.00	-

Tesfa International Academy
 FY20 Draft Budget

	FY20 YTD	FY20 Original Budget	FY20 Revised Budget	Change
Supplies/Materials				
02 E 005 770 000 703 495	27.00	-	-	-
02 E 005 770 000 701 490	2,927.64	92,277.54	92,277.54	-
02 E 005 770 000 705 490	2,131.12	45,000.00	45,000.00	-
02 E 005 770 000 706 490	-	-	-	-
Total Supplies/Materials	5,085.76	137,277.54	137,277.54	-
Other Finance Uses				
02 E 005 770 000 701 820	-	-	-	-
Total Other Finance Uses	-	-	-	-
TOTAL EXPENDITURES	5,085.76	137,697.54	137,697.54	-
FOOD SERVICE FUND 02 - NET INCOME(LOSS)	(5,085.76)	-	-	-
ALL FUNDS - NET INCOME(LOSS)	203,590.13	141,904.04	100,663.88	(41,240.16)

