

# Exhibit D

## Describe, in detail, your scholarship process

AlphaBEST proposes a FLEXIBLE annual guaranteed pool of funds, in the amount of \$170,000, to be set aside for scholarships. These funds will be issued at the discretion of PSD and/or the school principal, in close coordination with the AlphaBEST Regional Director. AlphaBEST will work with the District on how scholarships are distributed by school location, criteria, amount, and/or percentages, based on family needs. This would include before school only, after school only, before and after school, summer, etc. Students selected for a scholarship would receive a credit/discount billed against their weekly fee in our student management system.

As an example, funding could be used as follows:

		Weekly Rate	Scholarships
Before and After	40 wks	\$ 118.00	36
After	40 wks	\$ 83.00	51
Before	40 wks	\$ 48.00	89
Summer	9 wks	\$ 150.00	126

Scholarships are provided in addition to the discounts shown in the following fee scale:

SLIDING SCALE						
0%	10%	12%	15%	30%	100%	100%
Full Tuition	Sibling	Reduced Lunch	Free Lunch or Active Military	Poudre School District	Subsidy Voucher	Scholarship
5 Day After School Weekly Rate						
\$ 83.00	\$ 74.70	\$ 73.04	\$ 70.55	\$ 58.10	\$ -	\$ -

## Provide a detailed breakdown of your revenue sharing

AlphaBEST proposes a 10% annual revenue share arrangement with Poudre School District, with a **guaranteed annual minimum of \$600,000**. AlphaBEST calculates revenue share on net revenue, which represents tuition less discounts, refunds, and card processing fees for both school year and summer programming. Revenue share reports and payment will be paid on the 15th of each month. Should the District wish to negotiate this arrangement further, we are happy to engage in that conversation.

## Describe your extra enrichment/club program structure, if applicable. Is the cost for the extra enrichment/club program included with the fees or is there an additional cost to families?

The key feature of the AlphaBEST program is that ALL of the world class enrichment curriculum is included **at no additional cost**. This is different from our peers who often provide enrichment as 'add-ons' for a fee. AlphaBEST students participate in daily, 60-90 minute enrichment blocks that include **coding, engineering, robotics, maker spaces, world languages & culture, drama, visual arts, stop-motion animation, and physical fitness and sports**. In addition to the daily enrichment block, students have a choice of late-afternoon Clubs, built around special interests. Our exclusive relationships with curriculum providers such as *FIRST Lego League*, *Ozobots*, *Bloxels*, *Art in Action*, *Drama Notebook*, *Global Language Project*, *Time to Sign*, *USTA*, and *Chance to Shine Cricket* make our programs unique and provide our students with experiences unmatched by any other after school program. All of this, we believe, should be made available to every student at no additional fee and is the core of our program design.

## Discuss your communication strategies with school and District offices

AlphaBEST Education prioritizes its relationship with district and school building administrators and works in close partnership utilizing appropriate levels of communication. We have developed communication strategies to promote direct, open and respectful interactions so that problems and concerns can be worked out quickly and efficiently. Regular meetings will be scheduled between AlphaBEST leadership and school principals/PSD, as appropriate. Communications start with the team member closest to the situation, as that person will usually have the most information. When a significant issue arises, the first communication is with the building Principal, so that he/she is never unaware of issues being discussed with others, including parents and authorities. Appropriate communication channels for a variety of topics are listed below. AlphaBEST encourages any and all questions from parents, school staff and district leadership regarding AlphaBEST matters. AlphaBEST Leadership, including the CEO and COO, are always available to district and school leaders for any issues, information or concerns.

Point of Contact	Information and Assistance Requested
Site Director	<ul style="list-style-type: none"> <li>• Student Issues</li> <li>• Request a conference</li> <li>• Questions about student behavior</li> <li>• Questions about specific activities related to the program</li> <li>• Notice of withdrawal</li> <li>• Change in programming/contract</li> <li>• Repeated late pick up</li> </ul>
Area Manager	<ul style="list-style-type: none"> <li>• Program policies and procedures</li> <li>• Unresolved issues after Site Director contact</li> <li>• Security or safety issue related to school, program, or student</li> <li>• Feedback and/or suggestions about program-wide issues</li> </ul>
Regional Office	<ul style="list-style-type: none"> <li>• Unresolved issues following Area Manager contact</li> <li>• Unresolved security or safety related to school, program, or student</li> <li>• Feedback and/or suggestions about program-wide issues</li> </ul>

AlphaBEST to Inform: When the Following Occurs:	
Principal/Building Administrator	<ul style="list-style-type: none"> <li>• Child abuse and neglect report is filed</li> <li>• Severe behavior incident, accident, or parent concern</li> <li>• Facilities concern that involves licensing</li> </ul>
District Liaison	<ul style="list-style-type: none"> <li>• There is a recommended change in policies</li> <li>• There is a change in Management staff</li> <li>• There is an unresolved issue at a school site</li> </ul>

## Describe your substitute program

AlphaBEST plans to hire 31 substitutes (one per site) to ensure full coverage at all Poudre programs. The Regional Director would work with each school's administration to recruit and hire willing staff to work on an as needed basis, such as Teacher Assistants, support staff and/or Food Service Staff. Local hiring resources will be utilized as well. This position will have a higher hourly rate than a regular position, since their hours will be inconsistent and 'on call.' Within the first month of our program, ten substitutes that have proven to be extremely reliable and have a successful curriculum implementation track record would be considered for our "floater" position. Floaters will have a home base at a program with a high enrollment and/or special needs population. The floaters would report to their home base during daily program hours unless they were needed somewhere else to substitute for that day. Floaters would be stationed in the four regions of the district and would work only in the corresponding schools within that region. Each Area Manager will work with their substitute pool to be sure they are cleared and receive orientation prior to the first day of school. All substitutes/floaters will be paid to attend all curriculum and operations trainings so that they prepared to step in at a moment's notice. Our Area Managers, Behavior Specialists and Program Specialists will be "site director qualified" so that they can take over a program in the absence of the site director and understand that they will fill this position until a replacement site director is hired and trained.

## Describe your wage structure

Based on a compensation analysis of the Ft. Collins region, AlphaBEST is proposing the following wage structure:

Program Assistant \$11.00 to \$13.00 per hour  
 Group Leader/Substitute: \$13.50 to \$16.50  
 Site Director \$16.50 to \$20.50  
 Area Manager \$40,000 to \$51,000  
 Behavior Specialist/Program Specialist \$19.00 to \$23.00  
  
 Area Manager Performance Bonus: up to \$1,800 per year\*  
 Site Director Performance Bonus: up to \$1,200 per year\*  
 \*based on key performance indicators

## Why should Poudre School District select your company as its before and after school childcare provider? What sets your company apart from the other childcare providers?

After learning more about PSD, and your mission to “support and inspire every child to think, to learn, to care...,” we believe that our vision “to lead the way in shaping the future generation to be problem solvers and collaborators, to be thoughtful and curious...” is an ideal alignment. We have experience with large district start-up and we have the necessary infrastructure for large scale, turn-key implementation. Our ability to get licensed in a new district is unsurpassed. We will become fully integrated into the Poudre community and AlphaBEST staff will be full participants in Poudre schools, providing additional support, as appropriate. What sets AlphaBEST apart from others is our unique approach to, and investment in, innovative, exciting curriculum and talented, enthusiastic staff. We are proud to have been recognized with the **Forbes Best Employers for New Grads award**, demonstrating our commitment to our team, culture, and excellence. We will bring that standard of excellence to the Poudre School District.

## If selected as the District’s before and after school childcare provider, what might present the biggest hurdle to your company?

Coming into a new community can be considered a “hurdle.” For AlphaBEST, gaining the district’s and the parent’s trust and partnership is critical to overcoming this challenge. Our top priority is to become a true partner and member of the Poudre community, and we go above and beyond to make that happen. Using our Core Values of ‘Leading with a Yes Mindset’ and ‘We Make it Right,’ AlphaBEST will be flexible and accommodating, working with the existing provider and district on a smooth transition plan, including hiring the strongest possible local staff. We will then follow our comprehensive timeline for start-up, introduction and licensing. We have accomplished this in 45 school districts and have never lost a contract to date! This is a testament to AlphaBEST’s ability to integrate into a new community and become a strong partner.

## After your visit to Poudre School District, what are your final thoughts?

After visiting Poudre School District, our team left even more excited about this opportunity. The culture and goals of the school district are nicely aligned with those of AlphaBEST. Poudre is a ‘best in class’ school district that needs a ‘best in class’ after school program. This opportunity feels like a great fit and we are confident this would be a true partnership. Clearly, this is a very important decision for PSD, as evidenced by the individuals present at the interview, and we are impressed by the value the Administration places on after school. We would be honored to be selected as Poudre School District’s partner for before and after school programs.

# Exhibit E

Please fill out the following for proposed Poudre School District fees. Note any discounts offered, including percentage amounts, in the space indicated below.  
Use "N/A" for spaces not applicable to your organization.

Company Name: AlphaBEST Education, Inc.

Contact person's name / email: Judy Nee/ jnee@alphabest.org

Rate	Before School 1 day/week	Before School 3 days/week	Before School 5 days/week	After School 1 day/week	After School 3 days/week	After School 5 days/week	Before & After 1 day/week	Before & After 3 days/week	Before & After 5 days/week	First Hour Only	School Out Day	Spring/Winter Break	Summer Camp
Daily Rate	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$5.00	\$35.00	\$35.00	\$35.00
AlphaBEST Weekly Rate - Full Fee	\$8.00	\$28.00	\$48.00	\$15.00	\$49.00	\$83.00	\$18.00	\$70.00	\$118.00	n/a	n/a	\$150.00	\$150.00
AlphaBEST Weekly Rate - Sibling	\$7.20	\$25.20	\$43.20	\$13.50	\$41.50	\$69.50	\$16.20	\$63.00	\$106.20				
AlphaBEST Weekly Rate - Reduced Lunch (Lvl I)	\$7.04	\$24.64	\$42.24	\$13.20	\$43.12	\$73.04	\$15.84	\$61.60	\$103.84				
AlphaBEST Weekly Rate - Free Lunch (Lvl II)	\$6.80	\$23.80	\$40.80	\$12.75	\$41.65	\$70.55	\$15.30	\$59.50	\$100.30				
AlphaBEST Weekly Rate - Subsidized Scholarship (Lvl III)	\$5.20	\$18.20	\$31.20	\$9.75	\$31.85	\$53.95	\$11.70	\$45.50	\$76.70				

Include any discounts offered and percentage amounts:

Only one (1) discount option may be selected per family

Monthly Pay	5%
Sibling Discount	10%
Reduced Lunch	12%
Free Lunch	15%
Active Military	15%
Poudre School District	50%
Subsidized Scholarship	35%
District Recommended Scholarship	100%
Voucher	100%

# Exhibit F





# Poudre School District 2020-21

## K-12 Student/Teacher Calendar\*\*

### 2020

AUGUST						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	B/W	B/W	T	15
16	★	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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

OCTOBER						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	E	K12	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### 2021

NOVEMBER						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	B/W	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	SB	SB	SB	28
29	30					

DECEMBER						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	SB	SB	SB	SB	SB	26
27	SB	SB	SB	SB		

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

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

MARCH						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	SB	SB	SB	SB	SB	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	K12	17
18	B/W	20	21	22	23	24
25	26	27	28	29	30	

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

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

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

\*\*PreK and Integrated Services Transition Programs may have different calendars. Check with the applicable department for details.

T	Transition day (6th and 9th grade only)
	Student days
	School not in session - staff on duty (B/W = building work day; W = teacher work time)
K12	School not in session - staff exchange day
E	Elementary schools not in session - staff exchange day
★	First and last day for all students
SB	School break - School not in session
	Holiday - PSD closed

○ Board of Education meetings

## K-12 Student Calendar 2020-2021

School Start and End Dates	
August 14	Middle and high school transition day
August 17	First day for all students
May 27	Last day of school
School Holidays/Intermissions	
August 7	First-year teachers on duty
August 12	Building/work day (all licensed staff on duty)
August 13	Building/work day (all licensed staff on duty)
August 14	Transition day for 6th and 9th grade only
September 7	Labor day (no students)
September 25	Building/work day (no students)
October 15	ES (K-5) parent teacher conferences (no students)
October 16	K-12 parent teacher conferences (no students)
November 9	Building/work day
November 25-27	Thanksgiving break (no students)
December 19	Winter break starts
January 4	K-12 staff work day
January 4	Winter break ends (no students)
January 18	Martin Luther King Jr. holiday (no students)
February 15	Building/work day (no students)
March 13-21	Spring break
April 16	K-12 conference exchange day (no students)
April 19	Building/work day (no students)
May 17	Building/work day (no students)
May 27	Last day of school
Special Dates	
TBD	New elementary student registration day
October 15	End of first quarter
December 18	End of first semester/second quarter
January 14	Kindergarten registration
January 15	School of Choice deadline
March 12	End of third quarter
May 21, 22	High school graduations
May 27	End of second semester/fourth quarter
Key Phone Numbers (970 area code)	
Administration Building (JSSC)	482-7420
Transportation Services	490-3155
Customer Support Services (CSC)	490-3333
Child Nutrition	490-3557
Records	490-3142
IT Help Desk	490-3456

School Listing (970 area code)		
Bacon	488-5300	PK-5
Bauder	488-4150	PK-5
Beattie	488-4225	PK-5
Bennett	488-4750	K-5
Bethke	488-4300	K-5
Blevins	488-4000	6-8
Boltz	472-3700	6-8
Cache La Poudre ES	488-7600	PK-5
Centennial	488-4940	9-12
CLP Middle	488-7400	6-8
Dunn	488-4825	K-5
Eyestone	488-8600	PK-5
Fort Collins HS	488-8021	9-12
Fossil Ridge	488-6260	9-12
Harris Bilingual	488-5200	PK-5
Irish	488-6900	PK-5
Johnson	488-5000	PK-5
Kinard	488-5400	6-8
Kruse	488-5625	PK-5
Lab School	488-8260	K-5
Laurel	488-5925	PK-5
Leshner	472-3800	6-8
Lincoln	488-5700	6-8
Linton	488-5850	PK-5
Livermore	488-6520	K-5
Lopez	488-8800	PK-5
McGraw	488-8335	PK-5
O'Dea	488-4450	K-5
Olander	488-8410	PK-5
Polaris	488-8260	6-12
Poudre Community	490-3295	9-12
Poudre HS	488-6000	9-12
Preston	488-7300	6-8
PSD Global Academy	490-3086	K-12
Putnam	488-7700	PK-5
Red Feather	488-6550	PK-5
Rice	488-8700	PK-5
Riffenburgh	488-7935	K-5
Rocky Mountain	488-7023	9-12
Shepardson	488-4525	PK-5
Stove Prairie	488-6575	PK-5
Tavelli	488-6725	PK-5
Timnath	488-6825	PK-5
Traut	488-7500	PK-5
Webber	488-7800	6-8
Wellington	488-6600	6-8
Werner	488-5500	K-5
Zach	488-5100	K-5

# Appendix I

**Facility Use Fee Schedule**  
**Building Rental Fees**

All fees are assessed on an hourly basis unless noted

Elementary Schools		Tier 1 District Groups	Tier 2 Childcare	Tier 3 City/Municipality Youth Groups	Tier 4 Youth Groups (Pre-K-12th Grade)	Tier 5 Adult Groups
	Baseball/Softball Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Classroom	No charge	\$2.25	\$4.50	\$9.00	\$18.00
	Grass Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Gymnasium/Flex Room	No charge	\$4.50	\$9.00	\$18.00	\$36.00
	Kitchen	No charge	\$10.50	\$21.00	\$48.00	\$96.00
	Media Center	No charge	\$4.50	\$9.00	\$18.00	\$36.00
	Pod Space	No charge	\$2.25	\$4.50	\$9.00	\$18.00

Middle Schools		Tier 1 District Groups	Tier 2 Childcare	Tier 3 City/Municipality Youth Groups	Tier 4 Youth Groups (Pre-K-12th Grade)	Tier 5 Adult Groups
	Auditeria	No charge	\$4.50	\$9.00	\$18.00	\$36.00
	Baseball/Softball Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Classroom	No charge	\$3.75	\$7.50	\$15.00	\$30.00
	Grass Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Gymnasium/Flex Room	No charge	\$4.50	\$9.00	\$18.00	\$36.00
	Kitchen	No charge	\$10.50	\$21.00	\$42.00	\$84.00
	Media Center	No charge	\$4.50	\$9.00	\$18.00	\$36.00
	Scoreboard*	No charge	\$3.75	\$7.50	\$15.00	\$30.00
	Tennis Court (per court)	No charge	\$2.25	\$4.50	\$9.00	\$18.00
	Theater	No charge	\$6.00	\$12.00	\$24.00	\$48.00

High Schools		Tier 1 District Groups	Tier 2 Childcare	Tier 3 City/Municipality Youth Groups	Tier 4 Youth Groups (Pre-K-12th Grade)	Tier 5 Adult Groups
	Baseball/Softball Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Classroom	No charge	\$3.75	\$7.50	\$15.00	\$30.00
	Commons	No charge	\$6.00	\$12.00	\$24.00	\$48.00
	Event Center/Mini Theater	No charge	\$6.00	\$12.00	\$24.00	\$48.00
	Grass Field	No charge	\$1.88	\$3.75	\$7.50	\$15.00
	Gymnasium/Flex Room	No charge	\$7.50	\$15.00	\$30.00	\$60.00
	Kitchen	No charge	\$10.50	\$21.00	\$42.00	\$84.00
	Media Center	No charge	\$6.00	\$12.00	\$24.00	\$48.00
	Scoreboard*	No charge	\$3.75	\$7.50	\$15.00	\$30.00
	Tennis Court (per court)	No charge	\$2.25	\$4.50	\$9.00	\$18.00
	Theater	No charge	\$7.50	\$15.00	\$30.00	\$60.00