

THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Db:

Amount of State Funds Requested: \$ 304,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

Horizons Academy of Maui requests funds for recruitment, hiring, and training additional staff that are necessary to provide ABA therapy services to individuals with Autism and Home and Community Based Waiver supports to individuals with Developmental and Intellectual Disabilities.

Amount of Other Funds Available:

State: \$ 0
Federal: \$ 0
County: \$ 0
Private/Other: \$ 0

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 0
Unrestricted Assets:
\$ \$172,573.64

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:
 501(C)(3) Non Profit Corporation
 Other Non Profit
 Other


Mailing Address:
PO BOX 171
City: State: Zip:
Kihei HI 96753

Contact Person for Matters Involving this Application

Name: Crystal Thomas	Title: Operations Director
Email: crystal@horizonsacademy.org	Phone: 808-444-3309

Federal Tax ID#:

State Tax ID#


Authorized Signature

Crystal Thomas Operations Director
Name and Title

1/24/2022
Date Signed

2022-2023 GIA Application for your
consideration for Horizons Academy of Maui

Contact information

Crystal Thomas, Operations Director

crystal@horizonsacademy.org

808-444-3309

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

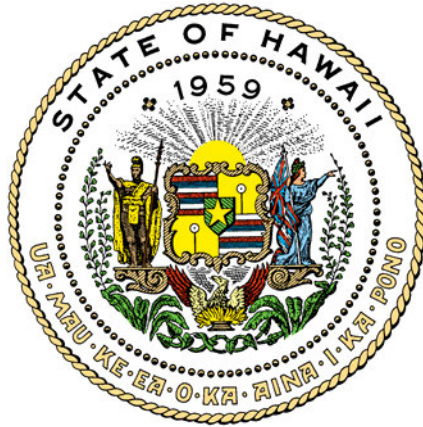
- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



AUTHORIZED SIGNATURE

Crystal Thomas, Operations Director
PRINT NAME AND TITLE

1/19/2022
DATE



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

HORIZONS ACADEMY OF MAUI, INC.

was incorporated under the laws of Hawaii on 02/21/1997 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: December 14, 2021

Director of Commerce and Consumer Affairs

Declaration statement affirming compliance with Section 42F-103, Hawaii Revised Statutes.

§42F-103 Standards for the award of grants. (a) Grants shall be awarded only to individuals who, and organizations that:

(1) Are licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;

(2) Comply with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;

(3) Agree not to use state funds for entertainment or lobbying activities; and

(4) Allow the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.

(b) In addition, a grant may be made to an organization only if the organization:

(1) Is incorporated under the laws of the State; and

(2) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.

(c) Further, a grant may be awarded to a nonprofit organization only if the organization:

(1) Has been determined and designated to be a nonprofit organization by the Internal Revenue Service; and

(2) Has a governing board whose members have no material conflict of interest and serve without compensation.

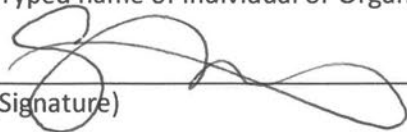
(d) If a grant is used by an organization for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land. This restriction shall be registered, recorded, and indexed in the bureau of conveyances or with the assistant registrar of the land court as an encumbrance on the property. Amounts received from the repayment of a grant under this subsection shall be deposited into the general fund. [L 1997, c 190, pt of §3; am L 2007, c 184, §1; am L 2014, c 96, §7]

I, the authorized representative, certify this statement is true and correct to the best of the applicant's knowledge

Horizons Academy of Maui

(Typed name of Individual or Organization)

(Signature)



1/19/2022

(Date)

Crystal Thomas

(Typed Name)

Operations Director

(Title)

Application for Grants

If any item is not applicable to the request, the applicant should enter “not applicable”.

I. Certification – Please attach immediately after cover page

1. Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2021.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

(1) The name of the requesting organization or individual;

Horizons Academy of Maui

(2) The public purpose for the grant;

Increase staff needed to provide Applied Behavior Analysis and Home and Community Based Waiver Services to individuals with developmental and intellectual disabilities, and to provide well paying Career Paths for Maui County residents.

(3) The services to be supported by the grant;

Retention, Recruitment, and Training of Horizons Academy of Maui Staff to increase out capacity to provide Applied Behavior Analysis and Home and Community Based Waiver Services.

(4) The target group; and

Individuals with developmental and intellectual disabilities and their staff.

(5) The cost of the grant and the budget. [L 1997, c 190, pt of §3; am L 2014, c 96, §6]

Horizons Academy of Maui is requesting \$304,000 to increase capacity for Applied Behavior Analysis and Home and Community Based Waiver Services

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;
Our Mission: Empowering, challenging and supporting our students to achieve educational, life, social, and vocational goals towards becoming an active and productive member of their community. Relying on the principles of applied behavior analysis and databased decision making.
Horizons Academy of Maui was founded in 1997 by a group of parents who wanted and needed a more developed special education program to meet the needs of their children which was not being met by the department of education. From that small group of parents Horizons was started and has grown into what it is today. Today, Horizons Academy has three separate programs that cater to the different needs that families with special needs require. The programs we have are the Medicaid waiver program, which is funded through the state; our Applied Behavior Analysis program, which is insurance funded; and our Special Education program which is privately funded by parents, who either pay out of pocket or have had to go through Due process to get their needed education funded. We are a Hawaii Council of Private Schools (HCPS) Licensed School and Accredited by The Behavioral Health Center of Excellence (BHCOE). The Medicaid waiver program at Horizons Academy focuses on home and community-based services for children and adults with disabilities. We work closely with parents, guardians, participants and case managers to develop goals that meet their daily needs. Throughout the year we carry out these goals. Examples of some of the goals we work on that are home based are daily living skills such as assisting the participant with washing their face and hair, brushing their teeth as well as providing support for cleaning, learning to wash dishes, vacuum, make the bed and do laundry. Some may need support in cooking meals or picking healthy meals to eat. Community-based services in this program can be anything from assisting the participants with learning to catch the bus, make purchases, balance a check book, or even discover new places in the community.

Our Applied Behavior Analysis (ABA) program works closely with families to help support with specific communication, social, adaptive and behavior skills. Either an intensive or comprehensive program can be arranged. The intensive program is focused on a few goals that are a main concern and area of need for the family, and the family will have 10-12 hours a week of services. This could be to focus on socials skills, to work on communication, or to help decrease problem behaviors. The comprehensive program works on all areas (cognitive, social, communication, adaptive, and behavior) and is usually between 20-30 hours of week of services. This program also includes monthly parent training meeting to ensure that interventions being worked on during our therapy time is carried over

into the family's everyday routine. This program requires the supervision of a Board-Certified Behavior Analyst (BCBA) and in the State of Hawaii the BCBA needs to be licensed as well. The therapists working in this program are required to be Registered Behavior Technicians (RBTS).

The Special Education Program at Horizons focuses on the whole child, and what they will need to be able to function as independently as possible in society. This program, as well as the other programs at Horizons is accredited by the Behavior Health Center of Excellence (BHCOE) which assesses organizations on the standards put forth by the Behavior Analyst Certification Board (BACB). Our school program services those from kindergarten age to 12th grade. We also provide extended education for those up to 22 years of age as needed and covered under special education. This program functions a bit differently than your traditional school as we do not have grade levels; every student enters at the level that they are assessed at and we continue to grow from there based on their improvements and or regressions. We also do not provide standard grades; we develop goals and report on the progress made on those goals and when the goals are met, we develop new ones that will get the student closer to independence.

When clients first enroll at Horizons Academy there is a lengthy intake process so that we can get a good starting point and picture of what the client's needs are. We begin with a parent interview where we go over all of their concerns for their child, we look at academics, social skills, communication, behavior skills, adaptive skills and vocational skills (depending on age). Once we have gathered all of the information, we review what records were made available to us, this can be any previous IEPs, any psychological reports, medication information, anything that parents are willing to share. After reviewing the students records and going over the initial intake, we decide which assessment would be most helpful for us in order to support the student. We have a variety of assessments to choose from, we have the VB-MaPP, and ABLS, AFLS, Essentials for Living, the Vineland-3, social skills improvement system, socially savvy assessments to name a few. This is where we develop our individualized curriculum from, which will look different or every student. If we have an early learner, we will use the VB-MAPP and based on their scores, we will pick the best goals that the assessment suggests to make their program, if we have an older learner, we will use the AFLS, or Essentials for living and do the same for developing their curriculums.

Every client has a 1:1 instructional aide (RBT) to implement the program on a daily basis. We have a special education Teacher on staff, and a BCBA to oversee each client's program. If the client needs additional supports in their areas, of Speech, Occupational therapy, Counseling or any other service, we do contract with these providers to make our students receive all of the needed services.

2. The goals and objectives related to the request;

Horizons Academy of Maui is requesting funding to help us meet our mission goals and support our clients by retaining and obtaining and training highly skilled and motivated staff to meet our current service needs as well as expand our services to others in need of waiver and/or ABA supports.

Horizons Academy of Maui would use funds from this grant to recruit, hire and train additional Registered Behavior Technicians, Board Certified Associate Behavior Analysts (BCaBAs) and a full time Board Certified Behavior Analyst (BCBA) as well as a Curriculum Development Specialist. Funds would be used for sign on bonuses for new staff, referral bonuses for existing staff who refer a qualified new hire, and for relocation bonuses to assist with staffing for difficult to fill positions. Funds would also be used for tuition reimbursement to encourage current staff to obtain the education necessary to receive credentials that could allow for a career pathway.

3. The public purpose and need to be served;
According to the National Core Indicators survey the turnover rate for Direct Support Professionals (DSP) in 2019 was 42.8%. THE SUPPLY OF DIRECT SUPPORT PROFESSIONALS SERVING INDIVIDUALS WITH INTELLECTUAL DISABILITIES AND OTHER DEVELOPMENTAL DISABILITIES: REPORT TO CONGRESS, in January 2006, reported that the need for DSPs was expected to grow 37% between 2003 and 2020 and the expected labor supply was expected to increase by only 7%. Many agencies across the nation have struggled to keep up with the demand for services. In Hawaii agencies have also struggled to compete with higher paying service industries for both recruitment and retention of staff. Agencies were understaffed prior to the current Federal Health Emergency brought on by Covid-19. Horizons Academy of Maui needs qualified staff to serve a growing population of individuals with developmental and intellectual disabilities.

4. Describe the target population to be served; and
The DSP workforce are service providers for people with intellectual and developmental disabilities, working in many different settings, with a wide spectrum of job duties and expectations. At Horizons Academy of Maui our DSPs are Behavior Technicians (BTs) and Registered Behavior Technicians (RBTs). Our BTs and RBTs work in our ABA clinic, in homes and in the community. Our RBTs must complete training and pass competencies and an examination to qualify for certification through the Behavior Analyst Certification Board (BACB). Our staff work with children and adults with diagnosis such as Autism, Down Syndrome, and other intellectual disabilities. They assist individuals with basic care, activities of daily living, learning, communication, social skills, and navigating the community. The 2006 Report to Congress stated "It is not possible to consider the quality of community services for people with ID/DD without attending to the status of the direct support workforce providing those supports. The quality and stability of DSPs are of fundamental importance to the well-being of people with ID/DD."

5. Describe the geographic coverage.
Horizons Academy of Maui has a School and an ABA Clinic located in Kihei, in south Maui. In addition to our facility, we offer home and community-based services island wide.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;
 - Scope of work/tasks: Development of procedures, forms, and contracts for recruitment programs. Reviewing forms and contract for accurate and complete information and maintaining documentation. Completing timely processing of requests and payments of reimbursements and bonuses. Maintaining recruitment networks and developing and maintaining promotional material.
 - These tasks will be the responsibility of the Operations Director, Office Manager, and Office Assistant.
2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;
 - Upon approval, Horizons will begin an updated marketing and hiring approach to promote our Career Path for qualified employees that includes tuition reimbursement. Current qualified staff who enroll in a career path program will be eligible for tuition reimbursement for classes starting after July 2022. Staff who enter the career path for RBT – BCaBA – BCBA will be eligible for 100% tuition reimbursement for Fall 2022, Spring 2023, and Summer 2023 semesters for classes that directly relate to the certificate and degree programs for BCaBA and BCBA career paths. (Course work for BCaBA can be completed in 4 semesters, BCBA in 5 semesters, and Master's program in 6 semesters.) If funding can be extended beyond the 2022-2023 Fiscal Year, additional reimbursement may be available for students who begin the program in the 2022-2023 Fiscal Year.
 - Upon approval, Horizons will begin updated marketing and recruitment that includes sign on bonuses for new staff, referral bonuses for existing staff who refer new staff, and relocation bonuses for qualified staff who wish to relocate to Maui, this will include the costs of paid advertisements and printed promotional materials.
 - Upon approval, Horizons will begin recruitment for a full time Board Certified Behavior Analyst (BCBA).
 - Upon approval, Horizons will begin recruitment for a full time Curriculum Development Specialist.

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and
 - Staff entering into a career path with tuition reimbursement will complete an employment contract stating they are committing to a minimum number of years with the organization and agree that reimbursement is contingent upon successful completion of the class.
 - Certificate and degree programs must be active in the Association for Behavior Analysis International (ABAI) Verified Course Sequence (VCS) Directory, confirming they meet the requirements for board certification.
 - Staff participating in bonuses will receive 25% of the bonus upon hire (new hire or referral of new hire) and 75% of the bonus after 90 days of successful employment.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.
 - Reduction in number of vacant positions
 - Reduction of turnover rate
 - Increase in number of individuals served
 - Increase billable shifts

IV. Financial

Budget

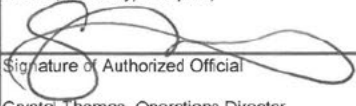
1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds (Link)
 - b. Personnel salaries and wages (Link)
 - c. Equipment and motor vehicles (Link)
 - d. Capital project details (Link)
 - e. Government contracts, grants, and grants in aid (Link)

See Budget Request by source of Funds (page6) next page

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Horizons Academy of Maui

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	225,000			
2. Payroll Taxes & Assessments				
3. Fringe Benefits	15,000			
TOTAL PERSONNEL COST	240,000			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training	64,000			
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	64,000			
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	304,000			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	304,000	Crystal Thomas	808-444-3309	
(b) Total Federal Funds Requested		Name (Please type or print)	Phone	
(c) Total County Funds Requested			1/19/2023	
(d) Total Private/Other Funds Requested		Signature of Authorized Official	Date	
TOTAL BUDGET	304,000	Crystal Thomas, Operations Director		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2022 to June 30, 2023

Applicant: Horizons Academy of Maui

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Board Certified Behavior Analyst	1	\$150,000.00	100.00%	\$ 150,000.00
Curriculum Development Specialist	1	\$75,000.00	100.00%	\$ 75,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				225,000.00
JUSTIFICATION/COMMENTS: After 1st year the BCBA position can become self sustaining, there will be increased need for non-reimbursable supervision while staff are obtaining BCaBA and BCBA certifications . If ongoing curriculum support is necessary CDS position may remain, at this time it is meant to be a temporary position.				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: Horizons Academy of Maui

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A	0.00	\$0.00	\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
N/A	0.00	\$0.00	\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2022 to June 30, 2023

Applicant: Horizons Academy of Maui

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2020-2021	FY: 2021-2022	FY:2022-2023	FY:2022-2023	FY:2023-2024	FY:2024-2025
PLANS	0	0	0	0		
LAND ACQUISITION	0	0	0	0		
DESIGN	0	0	0	0		
CONSTRUCTION	0	0	0	0		
EQUIPMENT	0	0	0	0		
TOTAL:	0	0	0	0		
JUSTIFICATION/COMMENTS: <p style="text-align: center;">No capital projects requested at this time</p>						

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2023.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$100,000	\$100,000	\$54,000	\$50,000	304,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2023.
Not applicable.
4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.
Not applicable
5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2023 for program funding.
Not applicable
6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021.
Balance of unrestricted current assets as of 12/31/2021 was \$172,573.64

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

- Horizons Academy of Maui has a long history of supporting students with special needs in classrooms, clinics, and in communities for over 25 years. Horizons has employed BCBA's and delivered Applied Behavior Analysis based services and therapies for over 10 years. The Current Operations Director has 15 years of experience in providing disability services and supervising Direct Support Workers. Horizons would like to build on our history and continue to provide needed supports to individuals with special needs in the Maui community.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

- Horizons Academy of Maui's main physical location is a two story building that houses a gym, two ABA treatment classrooms, a down stairs conference room, and a main classroom with a kitchenette, upstairs we have a file room, main office, and a conference room. In addition, we currently have two offices in the building next door that could be used as ABA treatment classrooms.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

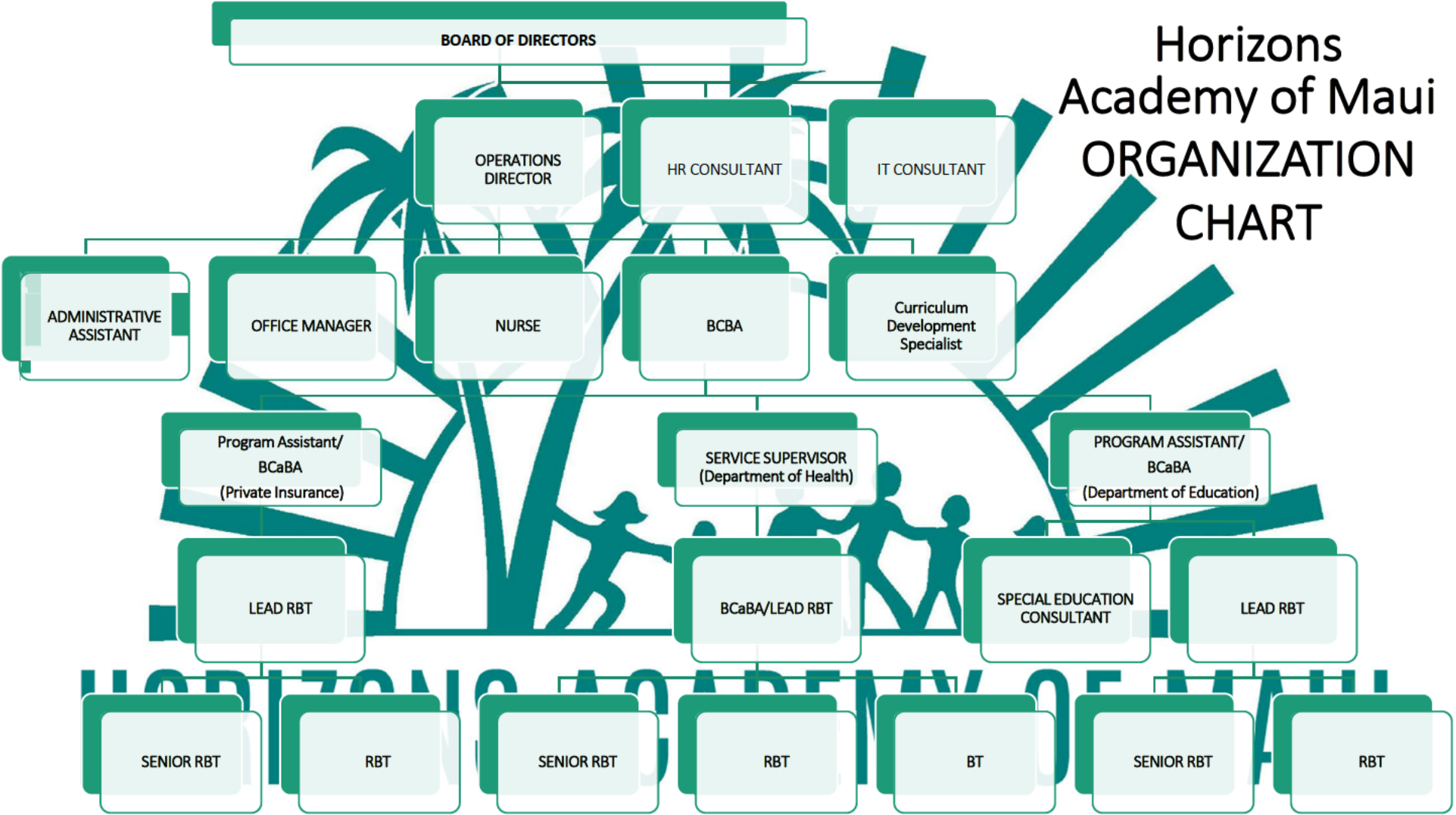
The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

- **Board Certified Behavior Analyst (BCBA):** BCBA's are an essential role, they are needed to conduct assessments, create treatment plans, review and report on treatment plans, and maintain steady supervision for all RBTs and BCaBA's. Depending on the case, a full time BCBA can supervise 3-7 clients. For each BCBA we can increase capacity for the number of clients we can serve.
- **Board Certified Assistant Behavior Analyst (BCaBA):** BCaBA's can assist in assessment and treatment plans as well as supervision of RBT staff. Their work is overseen by the BCBA and often the BCaBA is training to become a BCBA. BCaBA's offer another opportunity to expand services as well as the opportunity for staff to have upward mobility within the company.
- **Curriculum Development Specialist (CDS):** The CDS position would assist in the development and improvement of instructional materials and assist to incorporate new technology in the ABA and waiver settings. This position would also assist the in a transition to mastery criteria curriculum. This position would also be available to source materials needed by the BCBA's and BCaBA's for treatment plans, allowing BCBA's and BCaBA's and RBT's available for staff supervision and billable hours.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

Horizons Academy of Maui ORGANIZATION CHART



3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

- Operations Director: \$80,000
- Part Time BCBA: \$64,220
- Special Education Teacher: \$50,960

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

There is no pending litigation to which Horizons Academy of Maui is a party

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Horizons Academy of Maui is Licensed by the Hawaii Council of Private Schools (HCPS) and Accredited by The Behavioral Health Center of Excellence (BHCOE).

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

Funds will be used to expand Horizons Academy of Maui's ABA and Waiver services through the addition of staffing. Funds will not be used directly for educational services.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2022-23 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2022-23, but
 - (b) Not received by the applicant thereafter.
- Horizons Academy of Maui would use funding the 2022-2023 fiscal year to expand staffing that would allow Horizons to create capacity for more billable service hours for ABA and waiver services. The investment in staffing and staff training would allow for the new positions to be self-sustaining. Our growth potential and the potential to provide much needed services are dependent on our ability to retain and recruit quality staff.