

Appendix 7: Health Care Benefits

The Academy will provide the same employee health care benefits as those currently provided to the Public Schools employees through the Health Alliance Plan (HAP).

Appendix 8: Demographic Characteristics of Proposed Service Population

Demographics of Population in Designated Areas

Parameters	Hampton R0ads	School Districts
Population Total	12,066	16,636
Ethnicity		
African American	8,973	13,465
Caucasians	2,527	1,869
Asian	780	482
Hispanic	246	0
Native Americans	81	48
Married Couples with Children	207	801
Single Parent Households	849	1,759
Education Levels	(%)	(%)
High School or Higher	78.5	81.3
Bachelor's Degree or Higher	24.9	19.9
Graduate or Professional Degree	14.3	9.6
Unemployed	21.7 %	24.3 %

When conducting demographic research and questionnaires in Hampton Roads that Bertha B. Williams Academy plans to serve, the following statistical descriptions for each area are used to identify their particular needs. (Data in the table is in comparison to the state's average.)

Hampton Roads	
Median household income significantly below	Median household income significantly below
Unemployed percentage above	Unemployed percentage above
Black race population percentage	Black race population percentage

significantly above state average.	significantly above state average.
Median value below	Median value below
Hispanic race population percentage below	Hispanic race population percentage below
Renting percentage significantly above	Renting percentage significantly above
Length of stay since moving is significantly below state average.	Length of stay since moving is significantly above state average.
Number of rooms per house below	Number of rooms per house below
House age above state average.	House age above state average
24.9% of residence with Bachelor's degree and higher	19.9% of residence with Bachelor's degree and higher

The following table provides more demographic data regarding student characteristics. This will assist the Bertha B. Williams Academy with providing for the needs of students.

School	Total Population	% African American	% Limited	% Special Education	% Free/Reduced Lunch
	741	85%	10%	9%	79%
Elementary School	174	97%	0%	5%	68%
Elementary School	279	96%	None Reported	9.7%	100%
Educational Center	131	100%	0.4%	11%	84%
Elementary-Middle School	705	99%	0.5%	12%	88%
Elementary School	405	99%	None Reported	7.6%	90%