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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public
▶ Information about Form 990 and its instructions is at *www IRS gov/form990*

OMB No 1545-0047

2016

Open to Public Inspection

A For the 2016 calendar year, or tax year beginning 07-01-2016 , and ending 06-30-2017

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization
BOARD OF CONTROL FOR SOUTHERN
REGIONAL EDUCATION

Doing business as

Number and street (or P O box if mail is not delivered to street address) | Room/suite
592 TENTH STREET NW

City or town, state or province, country, and ZIP or foreign postal code
ATLANTA, GA 303185776

D Employer identification number
58-0566141

E Telephone number
(404) 875-9211

G Gross receipts $ 33,433,117

F Name and address of principal officer
DAVID SPENCE
592 TENTH STREET NW
ATLANTA, GA 303185776

H(a) Is this a group return for subordinates? ☐ Yes ☑ No
H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW SREB ORG

K Form of organization ☐ Corporation ☐ Trust ☐ Association ☑ Other ▶ COMPACT

L Year of formation 1948 **M** State of legal domicile GA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
THE BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION SHALL BE DEVOTED TO THE TASK OF ASSISTING STATES, INSTITUTIONS AND AGENCIES CONCERNED WITH HIGHER EDUCATION IN THEIR EFFORTS TO ADVANCE KNOWLEDGE AND TO IMPROVE THE SOCIAL AND ECONOMIC LEVEL OF THE SOUTHERN REGION IN AIDING SUCH STATES, INSTITUTIONS AND AGENCIES, THE BOARD SHALL EXPLORE FULLY, RECOMMEND WHERE DESIRABLE, AND DEVELOP WHERE NEEDED, INTERSTATE COLLABORATION IN THE SUPPORT, EXPANSION OR ESTABLISHMENT OF REGIONAL SERVICES OR SCHOOLS FOR GRADUATE, PROFESSIONAL AND TECHNICAL EDUCATION

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	80
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	80
5	Total number of individuals employed in calendar year 2016 (Part V, line 2a)	**5**	168
6	Total number of volunteers (estimate if necessary)	**6**	80
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	0
b	Net unrelated business taxable income from Form 990-T, line 34	**7b**	0

Section			Prior Year	Current Year
Revenue	**8**	Contributions and grants (Part VIII, line 1h)	25,220	30,569
	9	Program service revenue (Part VIII, line 2g)	31,534,085	32,969,580
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	325,247	432,968
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,884,552	33,433,117
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,638,299	3,133,972
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	13,556,471	13,064,444
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	17,267,552	16,953,505
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	32,462,322	33,151,921
	19	Revenue less expenses Subtract line 18 from line 12	-577,770	281,196

Net Assets or Fund Balances			Beginning of Current Year	End of Year
	20	Total assets (Part X, line 16)	45,715,229	40,018,668
	21	Total liabilities (Part X, line 26)	17,426,581	11,531,991
	22	Net assets or fund balances Subtract line 21 from line 20	28,288,648	28,486,677

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

****** 2017-10-13
Signature of officer Date

BARBARA CHANNELL DIRECTOR FINANCE & FACILITIES
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
Rachel M Skypek	Rachel M Skypek	2017-10-13		P00966186
Firm's name ▶ Warren Averett LLC			Firm's EIN ▶ 45-4084437	
Firm's address ▶ Six Concourse Parkway Suite 600 Atlanta, GA 30328			Phone no (770) 396-1100	

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III . . . . ☑

1 Briefly describe the organization's mission

THE BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION SHALL BE DEVOTED TO THE TASK OF ASSISTING STATES, INSTITUTIONS AND AGENCIES CONCERNED WITH HIGHER EDUCATION IN THEIR EFFORTS TO ADVANCE KNOWLEDGE AND TO IMPROVE THE SOCIAL AND ECONOMIC LEVEL OF THE SOUTHERN REGION IN AIDING SUCH STATES, INSTITUTIONS AND AGENCIES, THE BOARD SHALL EXPLORE FULLY, RECOMMEND WHERE DESIRABLE, AND DEVELOP WHERE NEEDED, INTERSTATE COLLABORATION IN THE SUPPORT, EXPANSION OR ESTABLISHMENT OF REGIONAL SERVICES OR SCHOOLS FOR GRADUATE, PROFESSIONAL AND TECHNICAL EDUCATION

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ Yes ☑ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ Yes ☑ No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 12,943,623 including grants of $ 3,133,972) (Revenue $ 12,943,623)

See Additional Data

4b (Code) (Expenses $ 1,958,738 including grants of $) (Revenue $ 2,786,084)

See Additional Data

4c (Code) (Expenses $ 1,538,925 including grants of $) (Revenue $ 762,115)

See Additional Data

(Code) (Expenses $ 15,046,459 including grants of $) (Revenue $ 16,477,758)

Advanced Career - Income Stream $536,515 Arkansas Dept of Career Education $15,244 Alternative Certification for CTE Teachers $179,313 Advanced Careers General $614,910 Advanced Careers New Jersey $53,396 Advanced Careers Ohio Automated Technology $184,063 SREB-AGEP Doctoral Scholars Program $48,912 Alabama Contracts $126,750 University of Alabama at Birmingham $269,774 Alabama Huntsville City Schools $94,249 Camdenton Schools, Missouri $117,769 Council for Collegiate Nursing $64,453 Compact Faculty Institute $913,824 Compact for Faculty Diversity $527,069 LDC/MDC Open-Invitation Conference $168,699 Contracted Professional Development Services $107,750 Dale County Board of Education $7,340 District of Columbia Dept of Ed $19,416 Dooly County School District $59,814 Dover High School $9,401 Dalton Public Schools GA $48,480 Direct Services Developmental $16,898 Distance Learning Policy Laboratory $2,698 Dothan City Schools, Alabama $174,886 Doctoral Scholars Professional Dev $13,570 State of Florida Department of Education $90,823 Camden County GA Public Schools $47,296 Georgia Contracts $54,359 Georgia Fulton County Schools $12,159 Gates Award Post Secondary Education $200,245 Gates Student Surveys $130,696 Geneva County Board of Education $32,061 Gwinnett County Schools, GA $207,143 General Fund $2,114,172 Go Alliance $122,400 Collaborative Counselor Training Initiative $184,847 State of Pennsylvania $20,558 State of Pennsylvania $447,746 HSTW Special Publication Grant $2 IT Technology Fund $22,404 Jefferson County Alabama $283,924 Jefferson County Public Schooks, Kentucky $154,401 Kentucky Educational Development Corporation $23,295 Kentucky Louisville Middle Schools $214,398 Louisiana High School Redesign Initiative $6,688 Leadership State Initiatives $227,876 Lumina Foundation for Education $184,825 The Springfield Public Schools $79,022 Doctoral Scholars Program $313 Middle Grades Consortium $56,814 Bd of Sch Commissioners of Mobile County, Al $158,286 Kansas City Missouri School District $357 Mississippi Contracted Sites $104,187 Nat'l Assessment Ed Progress $238,676 NASA 2 $240 North Carolina Advanced Manufacturing Skills $9,077 North Carolina Brunswick County School Distri $3,714 NC Guilford County Schools $4,904 Hoke County Schools, NC $80,450 Hoke County School District $71,381 North Carolina Roanoke Rapids $23,794 North Carolina Robeson County Schools $41,987 NC Stanly County Schools $82,797 North East Florida Consortium of Schools $49,213 New Jersey East Orange School District $13,528 New Jersey Lakewood School District $428,164 Albuquerque Public Schools, New Mexico $40,494 New Mexico Contracts $16,917 New Mexico Teach $372 New Orleans Urban Initative $4,798 National Research Center Customize Profession $87,524 National Research Center Conf Presentations $2,645 National Research Center Manhattan Strategy $40,242 National Research New Mexico Cooperative Edu $63,775 National Council State Authorization Reciproc $480,230 National-Staff Devel Project $75,063 New York Boards of Cooperative Educational Se $3,393 Buffalo Public Schools $303,999 New York City Small Learning Communities $172,692 Oklahoma Contracts $17,944 Oklahoma Department of Education $48,175 Pinellas County Schools $80,919 Principal Preparation for Excellence & Equity $76,653 Quitman County School District $50,534 Richland County School District One, SC $95,269 Readiness Courses $2,234 Gates - State Authorizaiton Reciprocity Agree $3,000 South Carolina Contracts $63,074 South Carolina Department of Education $26,036 South Carolina Jasper county Schools $29,035 Sharable Content Object Repositories for Ed $5,712 South Carolina Department of Education $16,999 Sumter County School District $210,767 Union County School District $25,291 SC Williamsburg County School District $87,100 State Educa-Tech Co-Operative $126,246 Technology Centers That Work $529,389 Technology Centers Alabama $100,379 Technology Centers that Work Kentucky $55,702 Technology Centers That Work Philadelphia $50,696 Tennessee First to the Top Schools $139,255 Metropolitan Government of Nashville $222,641 Texas Enhanced Network $264,580 Texas San Antonio Independent School District $142,375 US Prep National $42,459 Virginia Project Based Learning $1,197 Vocational Education Consortium $101,381 Vermont Agency of Education $12,425 WICHE Pass $1,468 WV High Schools, Tech Centers & Advanced Car $287,864 WV Literacy/Math Design Collaborative $84,937 West Virginia STEM Benedum Foundation $133,686 Wetzel County School District $14,478

4d Other program services (Describe in Schedule O)

(Expenses $ 15,046,459 including grants of $) (Revenue $ 16,477,758)

4e **Total program service expenses ▶** 31,487,745

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?*If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I* (see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No

Part IV **Checklist of Required Schedules** *(continued)*

			Yes	No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b	Yes	
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

Check if Schedule O contains a response or note to any line in this Part V . . . . ☐

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . .	**1a**	343			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	**1b**	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			**1c**	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a**	168			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year? . . .			**3a**		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O* . . .			**3b**		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . .			**4a**		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .			**5a**		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . .			**6a**		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . .			**7f**		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			**8**		
9a	Did the sponsoring organization make any taxable distributions under section 4966? . . .			**9a**		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .			**9b**		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	**10a**				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	**11a**				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	**11b**				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	**12b**				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			**13a**		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	**13b**				
c	Enter the amount of reserves on hand	**13c**				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			**14a**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .			**14b**		

Part VI Governance, Management, and Disclosure *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions*

Check if Schedule O contains a response or note to any line in this Part VI . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 80			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O				
b	Enter the number of voting members included in line 1a, above, who are independent	1b 80			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		No
6	Did the organization have members or stockholders?		6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		9		No

Section B. Policies (*This Section B requests information about policies not required by the Internal Revenue Code.*)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed▶ GA

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year

20 State the name, address, and telephone number of the person who possesses the organization's books and records
▶BARBARA CHANNELL 592 Tenth Street NW Atlanta, GA 30318 (404) 875-9211

Part VII **Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII . . . . ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
See Additional Data Table										

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	1,979,846	0	284,311

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 31

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
EDUCATION FIRST CONSULTING LLC PO BOX 22871 SEATTLE, WA 98122	CONSULTING	298,388
BENJAMIN FELDMAN 5504 ST ALBANS WAY BALTIMORE, MD 21212	CONSULTING	137,500
LESLIE TEXAS CONSULTING 2430 TRADITION CIRCLE LOUISVILLE, KY 40245	CONSULTING	135,400
DAVID COLLINS PO Box 540346 ORLANDO, FL 32854	CONSULTING	121,200
DAWN PERKS DBA PERKS INVESTMENTS 1012 MAPLE RIDGE COURT BURLINGTON, NC 27217	CONSULTING	103,950

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶ 6

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII . . . . ☐

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts					
1a Federated campaigns	1a				
b Membership dues	1b				
c Fundraising events	1c				
d Related organizations	1d				
e Government grants (contributions)	1e				
f All other contributions, gifts, grants, and similar amounts not included above	1f 30,569				
g Noncash contributions included in lines 1a-1f $					
h **Total.** Add lines 1a-1f ▶		30,569			

Program Service Revenue	Business Code	(A)	(B)	(C)	(D)
2a CONTRACT REVENUE	900099	27,858,799	27,858,799		
b APPROPRIATIONS BY STATES	900099	2,991,000	2,991,000		
c REGISTRATION FEES	900099	1,395,997	1,395,997		
d MEMBERSHIP DUES	900099	697,559	697,559		
e ASSESSMENTS	900099	16,077	16,077		
f All other program service revenue		10,148	10,148		
g **Total.** Add lines 2a–2f ▶		32,969,580			

Other Revenue	(i)	(ii)	(A)	(B)	(C)	(D)
3 Investment income (including dividends, interest, and other similar amounts) ▶			432,968			432,968
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties ▶						
	(i) Real	(ii) Personal				
6a Gross rents						
b Less rental expenses						
c Rental income or (loss)						
d Net rental income or (loss) ▶						
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory						
b Less cost or other basis and sales expenses						
c Gain or (loss)						
d Net gain or (loss) ▶						
8a Gross income from fundraising events (not including $ ____ of contributions reported on line 1c) See Part IV, line 18	a					
b Less direct expenses	b					
c Net income or (loss) from fundraising events ▶						
9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses	b					
c Net income or (loss) from gaming activities ▶						
10a Gross sales of inventory, less returns and allowances	a					
b Less cost of goods sold	b					
c Net income or (loss) from sales of inventory ▶						
Miscellaneous Revenue	Business Code					
11a						
b						
c						
d All other revenue						
e **Total.** Add lines 11a–11d ▶						
12 **Total revenue.** See Instructions ▶			33,433,117	32,969,580	0	432,968

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

Check if Schedule O contains a response or note to any line in this Part IX . . . . ☑

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	3,133,972	3,133,972		
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,413,741	506,019	907,722	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	9,546,993	9,357,446	189,547	
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	772,418	772,418		
9 Other employee benefits	546,811	497,143	49,668	
10 Payroll taxes	784,481	715,360	69,121	
11 Fees for services (non-employees)				
a Management				
b Legal	12,834	12,834		
c Accounting	44,320	44,320		
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	48,000		48,000	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	9,199,162	9,078,826	120,336	
12 Advertising and promotion				
13 Office expenses	537,007	502,649	34,358	
14 Information technology	342,494	211,599	130,895	
15 Royalties . .				
16 Occupancy	341,431	189,224	152,207	
17 Travel	2,494,726	2,288,810	205,916	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	3,284,574	3,284,574		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	139,149		139,149	
23 Insurance . . .	72,958	72,958		
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a RETURNS TO GRANTOR	184,825	184,825		
b START-UP PROGRAM EXPENS	111,223		111,223	
c OTHER ADMIN EXPENSES	56,331		56,331	
d DUES AND SUBSCRIPTIONS	41,888	41,888		
e All other expenses	42,583	592,880	-550,297	
25 **Total functional expenses.** Add lines 1 through 24e	33,151,921	31,487,745	1,664,176	0
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X **Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX . . . . ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash-non-interest-bearing		2,377,710	1	3,540,273
	2	Savings and temporary cash investments		12,816,283	2	15,530,266
	3	Pledges and grants receivable, net		12,404,807	3	2,533,240
	4	Accounts receivable, net		1,126	4	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		819,914	9	909,560
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 3,361,402			
	b	Less accumulated depreciation	10b 2,417,158	1,083,393	10c	944,244
	11	Investments—publicly traded securities		16,211,996	11	16,561,085
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11			15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		45,715,229	16	40,018,668
Liabilities	17	Accounts payable and accrued expenses		3,720,623	17	3,329,208
	18	Grants payable		1,808,817	18	1,897,021
	19	Deferred revenue		11,897,141	19	6,305,762
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D			25	
	26	**Total liabilities.** Add lines 17 through 25		17,426,581	26	11,531,991
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		6,750,322	27	6,632,069
	28	Temporarily restricted net assets		21,517,326	28	21,833,608
	29	Permanently restricted net assets		21,000	29	21,000
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		28,288,648	33	28,486,677
	34	Total liabilities and net assets/fund balances		45,715,229	34	40,018,668

Part XI **Reconcilliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI . . . . ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	33,433,117
2	Total expenses (must equal Part IX, column (A), line 25)	2	33,151,921
3	Revenue less expenses Subtract line 2 from line 1	3	281,196
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	28,288,648
5	Net unrealized gains (losses) on investments	5	-83,167
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	28,486,677

Part XII **Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII . . . . ☐

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other ____________ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

Additional Data

Software ID:
Software Version:
EIN: 58-0566141
Name: BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Form 990 (2016)

Form 990, Part III, Line 4a:

SREB made significant progress on each section of these grants, which were separately awarded but funded the same components and program initiatives The Benchmarking component published a report on alignment of instructional materials to state readiness standards in English Language Arts and Math Numerous sites continued to receive SREB training in Literacy and Mathematics Design Collaborative (LDC/MDC) strategies, and a significant number of new sites began to participate in this program as well, as state trainers worked with teacher facilitators across multiple sites on implementation of formative assessment lessons and strategies of assessment for learning Cumulatively, this effort spanned across 162 school districts in 11 states with 6,613 lead teachers having received training directly on either LDC or MDC Individually, MDC training reached a total of 640 schools with 1,254 teachers trained directly and LDC training reached a total of 584 schools with 1,997 teachers trained directly Major activities included training district leaders as LDC/MDC master trainers, recruiting schools to participate in the program, conducting site visits, providing coaching and professional development for schools, and developing school-level action plans to grow and sustain LDC/MDC strategies in the future SREB has trained 865 principals as part of this initiative and has also incorporated online course programming for LDC/MDC to support certified lead trainers and teachers implement these strategies with fidelity The Readiness Course component achieved significant progress During the 2016-17 school year, 111 schools were implementing the senior-year Literacy Ready course across 7 states, and 530 schools were implementing the senior-year Math Ready course across 13 states The courses designed for 8th grade students also witnessed greater implementation across the region, with 28 schools across 6 states utilizing the Ready for High School Literacy course, and 46 schools across 9 states adopting the Ready for High School Math course The rigorous CTE curriculum SREB has developed, known as Advanced Career, has expanded from a handful of test sites in its initial launch to a network of schools across the country that continue to develop in existing partner states and grow with new states added to the program each year Through the end of the 2016-17 school year, 114 School sites are implementing a total of 129 AC course programs across 96 Districts in 22 States SREB has trained 142 teachers as part of this initiative The Educator Effectiveness component has continued its technical assistance partnerships with the Alabama, Arkansas, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, and West Virginia state departments of education to support improvements in the design and implementation of teacher and principal evaluation systems

Form 990, Part III, Line 4b:

1 Supporting Leaders to Enhance or Adopt a Rigorous Program of StudySREB provided direct training and coaching support to the state's four model sites in the promotion of career technical programs of study (POS) The state initiated an application process to select four sites, one from each region of the state, to create model Programs of Study in high needs areas SREB provided on-site coaching to the four sites to analyze regional labor market data, to identify course sequences for POSs and to identify career accelerators (postsecondary credit, industry recognized credentials and work-based learning activities) This work was supported by focused professional development sessions for leadership teams from the four model sites, on-site coaching to review campus specific needs and webinars to showcase National HSTW sites Each school participated in progress monitoring visits each semester to focus the work 2 Using the Enhanced Career Technical Education Design in New MexicoSREB has led face-to-face training sessions to support the design and implementation of rigorous Project Based Learning design Teachers have all designed one PBL unit during the first semester and have presented their units (and related student work) to the state network group and CCRB staff in January The showcase meeting allowed teachers to receive feedback on their projects and student work that included strengths of the project and refinement areas In addition to creating work-place scenarios, the brainstorming teams also identified reading, writing and mathematics connections that students would encounter on the job 3 CT Study and Advanced Careers in New Mexico Moving ForwardSREB concluded the extensive review process to align all Programs of Study to the Common Career Technical Core at the end of 2015 The review included an extensive evaluation of current CTE course sequences (for secondary and postsecondary institutions) and related employment opportunities within the state To support the state's findings, SREB was engaged to create Program of Study Guides to support each of the focused goals of the report The guides are intended to support districts and charters to review and enhance key components of high school and postsecondary programs of study 4 NM TEACHSupporting Quality InstructionSREB has partnered with the New Mexico Public Education Department to support the state's NM TEACH Observation Protocol The NM TEACH system is currently in the fourth year of implementation To support administrators, SREB assisted with the design of one-day focused summer training sessions for administrators that was provided in regions across the state In addition to the trainings, SREB hosted in-district calibration events to support district level implementation of the observation process All administrators who are responsible for observing classrooms participated in the summer trainings On-site calibration events were hosted by various districts and focused on the collection of evidence to support scoring and providing quality feedback to improve instruction

Form 990, Part III, Line 4c:

The High Schools That Work (HSTW) Staff Development Conference provides a platform for elementary, middle grades and high school educators to share innovative and proven school improvement strategies Conference attendees learn how teams of teachers, counselors and leaders prepare academic and career and technical education students with the skills and knowledge needed to succeed in college and the 21st-century workplace In July 2016, the 30th Annual HSTW Staff Development Conference was held in Louisville, Kentucky The conference theme was "Credentials for All Preparing Students for College and Careers" During the four-day conference, SREB staff strived to connect K-12 educators with strategies that work A total of 3,879 educators, representing 43 states, registered for the conference Attendees attended two general sessions, and they could choose from over 600 breakout sessions The sessions addressed one or more of eight objectives 1 Close the engagement gap2 Close the credential gap3 Close the literacy and math readiness gaps4 Close the opportunity gap5 Close the motivation gap6 Close the gap in instructional practices7 Close the school design gap8 Close the school practices gapThroughout the conference, SREB staff attended many of the best practice sessions and wrote reports about the information presented These reports were developed into four best practices newsletters that were distributed periodically throughout the 2016-2017 academic year Educators can learn about best practices by reading the articles in the four newsletters The expenses in the amount of $1,538,925 include $765,000 of transfer funds from VOCEDSP to ACGENERAL for the research and development of Advanced Career curricula The transferred funds draw on the reserves in the VOCEDSP account The Advanced Career model calls for designing, implementing and continuously improving a pathway of four career and technical education courses in a specific career field, with key features to ensure it is rigorous enough for students to meet college- and career-readiness standards Two of the courses are considered foundational, and two are more advanced, with the potential for the student to earn dual (both high school and postsecondary) credit The courses are transportable and scalable across states and schools, with a strong focus on quality, so students are ready for an entry-level job or can move into postsecondary education without remediation To-date, SREB has developed 38 courses within nine emerging, high-demand pathways

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Alan Baker Board Member	0 00	X						0	0	0
Alesa G Johnson Board Member	0 00	X						0	0	0
Asa Hutchinson Board Member	0 00	X						0	0	0
Beth Gorin Cox Board Member	0 00	X						0	0	0
Bill Haslam Board Member	0 00	X						0	0	0
Brandon Gosey Board Member	0 00	X						0	0	0
Caroline Novak Board Member	0 00	X						0	0	0
Chuck Smith Board Member	0 00	X						0	0	0
Cynthia Hedge-Morrell Board Member	0 00	X						0	0	0
Daniel Branch Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Darryl M Scott Board Member	0 00	X						0	0	0
David P Sokola Board Member	0 00	X						0	0	0
Derrick Graham Board Member	0 00	X						0	0	0
Donnie Whitten Board Member	0 00	X						0	0	0
Dr Adeniyi Ojutiku Board Member	0 00	X						0	0	0
Erik Fresen Board Member	0 00	X						0	0	0
Erin Hames Board Member	0 00	X						0	0	0
Francis C Thompson Board Member	0 00	X						0	0	0
Glen D Johnson Vice Chair	0 00	X		X				0	0	0
Gail Bates Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Glenda R Scales Board Member	0 00	X						0	0	0
Greg Abbott Board Member	0 00	X						0	0	0
Harry Ray Brooks Board Member	0 00	X						0	0	0
Henry McMaster Board Member	0 00	X						0	0	0
Jack Hill Board Member	0 00	X						0	0	0
Jack R Smith Board Member	0 00	X						0	0	0
James D Fielder Board Member	0 00	X						0	0	0
Janet D Howell Board Member	0 00	X						0	0	0
Jennifer Monies Board Member	0 00	X						0	0	0
Jim Justice Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jimmie Don Aycock Board Member	0 00	X						0	0	0
Joe H Pickens Board Member	0 00	X						0	0	0
John Bel Edwards CHAIR	0 00	X		X				0	0	0
John C Carney Jr Board Member	0 00	X						0	0	0
John C White Board Member	0 00	X						0	0	0
John Legg Board Member	0 00	X						0	0	0
Johnnie Roebuck Board Member	0 00	X						0	0	0
Joseph U Meyer Board Member	0 00	X						0	0	0
Joyce Elliott Board Member	0 00	X						0	0	0
Karin Hoffman Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Kay Ivey Board Member	0 00	X						0	0	0
Krissy DeAlejandro Board Member	0 00	X						0	0	0
L Anthony Wise Board Member	0 00	X						0	0	0
Larry Hogan Board Member	0 00	X						0	0	0
Laurie Smith Board Member	0 00	X						0	0	0
Leanna Blevins Board Member	0 00	X						0	0	0
Linda P Johnson Board Member	0 00	X						0	0	0
Mardi Montgomery Board Member	0 00	X						0	0	0
Mary Fallin Board Member	0 00	X						0	0	0
Matt Arthur Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Matt Bevin Board Member	0 00	X						0	0	0
Melanie Barton Board Member	0 00	X						0	0	0
Michael Rogers Board Member	0 00	X						0	0	0
Michael Sentance Board Member	0 00	X						0	0	0
Michael L Williams Board Member	0 00	X						0	0	0
Mimmo Parisi Board Member	0 00	X						0	0	0
Mitchell M Zais Board Member	0 00	X						0	0	0
Molly Spearman Board Member	0 00	X						0	0	0
Monty Sullivan Board Member	0 00	X						0	0	0
Nancy C Detert Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Nathan Deal Board Member	0 00	X						0	0	0
Nikki G Setzler Board Member	0 00	X						0	0	0
Paul Hill Board Member	0 00	X						0	0	0
Phil Bryant Board Member	0 00	X						0	0	0
R Edward Edd Houck Board Member	0 00	X						0	0	0
Rene Plasencia Board Member	0 00	X						0	0	0
Rick Scott Board Member	0 00	X						0	0	0
Rita Allison Board Member	0 00	X						0	0	0
Rob Eissler Board Member	0 00	X						0	0	0
Robert Bentley Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Robert H Plymale Treasurer	0 00	X		X				0	0	0
Robert L Caret Board Member	0 00	X						0	0	0
Robert W Rescigno Board Member	0 00	X						0	0	0
Roman W Prezioso Jr Board Member	0 00	X						0	0	0
Roy Cooper Board Member	0 00	X						0	0	0
Susan Bunting Board Member	0 00	X						0	0	0
Steven H Godowsky Board Member	0 00	X						0	0	0
Tamara Barringer Board Member	0 00	X						0	0	0
Teresa Inman Board Member	0 00	X						0	0	0
Terry C Burton Board Member	0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Terry England Board Member	0 00	X						0	0	0
Terry McAuliffe Board Member	0 00	X						0	0	0
Thomas W Campbell Board Member	0 00	X						0	0	0
Tom Friedemann Board Member	0 00	X						0	0	0
Videt Carmichael Board Member	0 00	X						0	0	0
Wayne D Andrews Board Member	0 00	X						0	0	0
David Spence President	36 25			X				225,000	0	49,139
James E Bottoms Senior Vice President	36 25			X				201,667	0	38,592
Andy Baxter VP-Educator Effectiveness	36 25			X				150,000	0	28,970
Joan Lord VP-EDUCATION POLICY	36 25			X				150,750	0	15,103

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Cheryl Blanco VP-POST-SECONDARY EDUCATION	32 00			X				116,815	0	11,082
Gale Gaines VP-STATE SERVICES	36 25			X				128,640	0	13,799
Eula Aiken EXECUTIVE DIRECTOR	36 25			X				36,667	0	11,026
Tricia Avery HR Director	36 25			X				120,400	0	16,611
Lauren Baus HR Director	36 25			X				0	0	0
Barbara Channell CFO	36 25			X				111,555	0	15,739
Robert Scott Warren DIRECTOR, State Initiatives	36 25					X		149,667	0	15,357
Steve Broome Director, State Development	36 25					X		157,708	0	24,490
JAMES STONE III Director, National Research Center	36 25					X		173,144	0	17,395
James Siler Director, Statewide Initiatives	36 25					X		129,000	0	13,192

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
John Squires Director, HS to College Readiness Prog	36 25					X		128,833	0	13,816

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Employer identification number
58-0566141

Part I **Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 12, check only one box)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ))

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170 (b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university

10 ☑ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

11 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11 **Total support.** Add lines 7 through 10						

12 Gross receipts from related activities, etc (see instructions) | 12 |

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . . ▶ ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f)) | 14 |

15 Public support percentage for 2015 Schedule A, Part II, line 14 | 15 |

16a **33 1/3% support test—2016.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

b **33 1/3% support test—2015.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

17a **10%-facts-and-circumstances test—2016.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

b **10%-facts-and-circumstances test—2015.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	4,100,491	4,899,585	3,682,282	3,863,629	3,735,205	20,281,192
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	19,621,870	21,990,589	21,321,773	27,695,676	29,266,729	119,896,637
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5	23,722,361	26,890,174	25,004,055	31,559,305	33,001,934	140,177,829
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year	7,732,132	10,717,000	10,605,610	16,644,809	18,451,867	64,151,418
c Add lines 7a and 7b	7,732,132	10,717,000	10,605,610	16,644,809	18,451,867	64,151,418
8 **Public support.** (Subtract line 7c from line 6)						76,026,411

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
9 Amounts from line 6	23,722,361	26,890,174	25,004,055	31,559,305	33,001,934	140,177,829
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	128,577	149,020	270,445	325,247	432,967	1,306,256
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	128,577	149,020	270,445	325,247	432,967	1,306,256
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
13 **Total support.** (Add lines 9, 10c, 11, and 12)	23,850,938	27,039,194	25,274,500	31,884,552	33,434,901	141,484,085

14 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

15	Public support percentage for 2016 (line 8, column (f) divided by line 13, column (f))	15	53 730 %
16	Public support percentage from 2015 Schedule A, Part III, line 15	16	59 900 %

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2016** (line 10c, column (f) divided by line 13, column (f))	17	0 920 %
18	Investment income percentage from **2015** Schedule A, Part III, line 17	18	0 760 %

19a **331/3% support tests—2016.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☑

b **33 1/3% support tests—2015.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I If you checked 12a of Part I, complete Sections A and B If you checked 12b of Part I, complete Sections A and C If you checked 12c of Part I, complete Sections A, D, and E If you checked 12d of Part I, complete Sections A and D, and complete Part V)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* ***Part VI*** *how the supported organizations are designated If designated by class or purpose, describe the designation If historic and continuing relationship, explain*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509 (a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2)*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer (b) and (c) below*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* ***Part VI*** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in* ***Part VI,*** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? *If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in* ***Part VI.***	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* ***Part VI.***	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* ***Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings)*	10b		

Part IV Supporting Organizations (continued)

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	**11a**		
b	A family member of a person described in (a) above?	**11b**		
c	A 35% controlled entity of a person described in (a) or (b) above? *If "Yes" to a, b, or c, provide detail in Part VI*	**11c**		

Section B. Type I Supporting Organizations

			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? *If "No," describe in **Part VI** how the supported organization(s) effectively operated, supervised, or controlled the organization's activities If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year*	**1**		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in **Part VI** how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization*	**2**		

Section C. Type II Supporting Organizations

			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in **Part VI** how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)*	**1**		

Section D. All Type III Supporting Organizations

			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	**1**		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? *If "No," explain in **Part VI** how the organization maintained a close and continuous working relationship with the supported organization(s)*	**2**		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in **Part VI** the role the organization's supported organizations played in this regard*	**3**		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**

- **a** ☐ The organization satisfied the Activities Test Complete **line 2** below
- **b** ☐ The organization is the parent of each of its supported organizations Complete **line 3** below
- **c** ☐ The organization supported a governmental entity Describe in **Part VI** how you supported a government entity (see instructions)

			Yes	No
2	Activities Test **Answer (a) and (b) below.**			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities*	**2a**		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement*	**2b**		
3	Parent of Supported Organizations **Answer (a) and (b) below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in **Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in **Part VI.** the role played by the organization in this regard*	**3b**		

Part V **Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)	8		

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (explain in detail in Part VI)			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

	Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 **Total annual distributions.** Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2016 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2016	(iii) Distributable Amount for 2016
1 Distributable amount for 2016 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2016 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2016			
a			
b			
c From 2013.			
d From 2014.			
e From 2015.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2016 distributable amount			
i Carryover from 2011 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2016 from Section D, line 7 $			
a Applied to underdistributions of prior years			
b Applied to 2016 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 **Excess distributions carryover to 2017.** Add lines 3j and 4c			
8 Breakdown of line 7			
a			
b Excess from 2013.			
c Excess from 2014.			
d Excess from 2015.			
e Excess from 2016.			

Part VI **Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047
2016
Open to Public Inspection

Name of the organization
BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Employer identification number
58-0566141

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ ____________

4 Number of states where property subject to conservation easement is located ▶ ____________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ ____________

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ $ ____________

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ ____________

(ii) Assets included in Form 990, Part X ▶ $ ____________

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenue included on Form 990, Part VIII, line 1 ▶ $ ____________

b Assets included in Form 990, Part X ▶ $ ____________

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
d ☐ Loan or exchange programs
b ☐ Scholarly research
e ☐ Other
c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

			Amount
b	If "Yes," explain the arrangement in Part XIII and complete the following table		
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII . . . . ☐

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	25,122	25,112	25,099	25,080	25,006
b Contributions					
c Net investment earnings, gains, and losses	11	10	13	19	74
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	25,133	25,122	25,112	25,099	25,080

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a Board designated or quasi-endowment ▶ 16 440 %

b Permanent endowment ▶ 83 560 %

c Temporarily restricted endowment ▶ 0 %

The percentages on lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

		Yes	No
(i) unrelated organizations	3a(i)		No
(ii) related organizations	3a(ii)		No
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		1,625,000	1,007,500	617,500
c Leasehold improvements		1,006,609	742,389	264,220
d Equipment		729,793	667,269	62,524
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c))* ▶				944,244

Part VII Investments—Other Securities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* ▶	

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII ☑

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	33,301,950
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains (losses) on investments	2a	-83,167		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	-83,167
3	Subtract line **2e** from line **1**			3	33,385,117
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	48,000		
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	48,000
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	33,433,117

Part XII **Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	33,103,921
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	33,103,921
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	48,000		
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	48,000
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	33,151,921

Part XIII **Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation
See Additional Data Table	

Part XIII **Supplemental Information *(continued)***

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 58-0566141

Name: BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Supplemental Information

Return Reference	Explanation
Part V, Line 4	The income earned from the endowment funds are used to award outstanding educators in the SREB member states

Supplemental Information

Return Reference	Explanation
Part X, Line 2	The Board is exempt from income taxes under Section 501(c)(3) of the U S Internal Revenue Code and is classified as an organization which is not a private foundation under Section 509(a) of the U S Internal Revenue Code Management does not believe there are any uncer tain tax positions as defined by FASB ASC 740, Income Taxes The Board could be subject to income tax examinations for its U S federal tax filings for the current tax year and pre vious filings for fiscal years 2016, 2015, and 2014 still open under the statute of limita tions

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Employer identification number
58-0566141

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☑ **Yes** ☐ **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000 Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . ▶ 23

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 0

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22
Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
Part I, Line 2	SREB uses an Excel spreadsheet to monitor the fiscal and program health of the SEA sub-grantees Staff update the primary dashboard after each approved request for funding When staff input new budget figures, the dashboard refreshes the amount of funds available for allocation - within a state and across the whole initiative Separate state tabs allow staff to record more detailed information about milestones, goals, and SREB-grantee engagement SREB maintains digital and print versions of contracts, invoices, and partnership agreements SREB regularly monitors the performance of SEA sub-grantees The team reaches out to sub-grantees at least twice monthly Quarterly, grantees produce a report for SREB review Every six months, SREB determines whether grantees have completed the work as outlined in the Letters of Agreement At that time, the Educator Effectiveness team will issue one of three recommendations to grantees 1 Evidence of Impact Offered Proceed without Changes 2 Some Challenges Experienced Proceed with Changes 3 Systemic Challenges Found Approve Corrective Action before Proceeding The first two recommendations will allow for the drafting of the next Letter of Agreement for the next six months as scheduled

Additional Data

Software ID:
Software Version:
EIN: 58-0566141
Name: BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Alabama State Department of Education 50 North Ripley Street PO Box 302101 MONTGOMERY, AL 36104	63-6000619	GOV	101,020				GENERAL OPERATIONAL SUPPORT
Arkansas Department of Education Four Capitol Mall LITTLE ROCK, AR 72201	71-0847443	GOV	543,041				GENERAL OPERATIONAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Maryland State Department of Education 200 W Baltimore Street BALTIMORE, MD 21201	52-6002033	GOV	542,285				GENERAL OPERATIONAL SUPPORT
Mississippi Department of Education PO Box 771 JACKSON, MS 39205	64-0897726	GOV	272,831				GENERAL OPERATIONAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
North Carolina Department of Public Instruction 6301 Mail Service Center Raleigh, NC 27699	56-1310675	GOV	219,776				GENERAL OPERATIONAL SUPPROT
Oklahoma State Department of Education 2500 N Lincoln Boulevard OKLAHOMA CITY, OK 73105	73-6017987	GOV	611,188				GENERAL OPERATIONAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
South Carolina Department of Education 1429 Senate Street COLUMBIA, SC 29201	57-6000286	GOV	589,831				GENERAL OPERATIONAL SUPPORT
West Virginia Department of Education 1900 Kanawha Boulevard East CHARLESTON, WV 25305	55-6000768	GOV	104,000				GENERAL OPERATIONAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Jasper County Board of Education 1411 College Street Monticello, GA 31064	58-6000267	GOV	10,000				Purchase equipment to launch Course 1 of AC Energy and Power
Marion City Schools 420 Presidential Drive Marion, OH 43302	31-6400708	GOV	10,000				Purchase equipment to launch Course 1 of AC Integrated Production Technologi

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Kanawha County Schools Board of Education 200 Elizabeth StreetCharleston WV 25311 / 1 Warrior Way Belle WV 2501 Charleston, WV 25311	55-6000337	GOV	10,000				Purchase equipment to launch Course 1 of AC Clean Energy Technology
Kanawha County Schools Board of Education 200 Elizabeth StreetCharleston WV 25311 / 6100 Sissonville Dr Charles Charleston, WV 25311	55-6000337	GOV	10,000				Purchase equipment to launch Course 1 of AC Innovations in Science and Techn

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Burgin Independent Schools 440 E Main St Burgin Burgin, KY 40310	61-6001391	GOV	10,000				Purchase equipment to launch Course 1 of AC Energy and Power
NE Academy for Aerospace and Advanced Technologies 1810 Weeksville Road Elizabeth City, NC 27909	46-4978300	GOV	10,000				Purchase equipment to launch Course 1 of AC Aerospace Engineering

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Kanawha County Schools Board of Education 200 Elizabeth StreetCharleston WV 25311 / 1500 Greenbrier St Charlest Charleston, WV 25311	55-6000337	GOV	10,000				Purchase equipment to launch Course 1 of AC Energy and Power
Kentucky State Treasurer 1050 US Highway 127 South Suite 100Frankfort Kentucky 40601 / 1704 Frankfort, KY 40601	61-0600439	GOV	10,000				Purchase equipment to launch Course 1 of AC Energy and Power

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Steubenville City Schools 420 N 4th Street Steubenville, OH 43952	34-6002730	GOV	10,000				Purchase equipment to launch Course 1 of AC Aerospace Engineering
Collins Career Technical Center 11627 OH-243 Chesapeake, OH 45619	31-0749724	GOV	10,000				Purchase equipment to launch Course 1 of AC Clean Energy Technology

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Polytech School District 823 Walnut Shade Road Woodside, DE 19980	51-6000279	GOV	10,000				Purchase equipment to launch Course 1 of AC Aerospace Engineering
Mahoning County Career and Technical Center 7300 N Palmyra Road Canfield, OH 44406	34-1058472	GOV	10,000				Purchase equipment to launch Course 1 of AC Clean Energy Technology

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Richland Two School District 7 / 763 Fashion Drive Columbia, SC 29229	57-0478185	GOV	10,000				Purchase equipment to launch Course 1 of AC Clean Energy Technology
Metro Early College High School 1929 Kenny Road Columbus, OH 43210	90-0838465	GOV	10,000				Purchase equipment to launch Course 1 of AC Energy and Power

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Berkeley County Board of Education 401 S Queen Street Martinsburg, WV 25401	55-6000297	GOV	10,000				Purchase equipment to launch Course 1 of AC Integrated Production Technologi

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Schedule J (Form 990)

Department of the Treasury Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Information about Schedule J (Form 990) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION

Employer identification number
58-0566141

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☐ Compensation committee ☐ Independent compensation consultant ☑ Form 990 of other organizations ☑ Written employment contract ☑ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization?	**5b**		No
	If "Yes," on line 5a or 5b, describe in Part III			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization?	**6b**		No
	If "Yes," on line 6a or 6b, describe in Part III			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 David SpencePresident	(i)	216,600	0	8,400	39,900	9,239	274,139	0
	(ii)	0	0	0	0	0	0	0
2 James E Bottoms Senior Vice President	(i)	201,667	0	0	37,567	1,025	240,259	0
	(ii)	0	0	0	0	0	0	0
3 Andy Baxter VP-Educator Effectiveness	(i)	150,000	0	0	14,400	14,570	178,970	0
	(ii)	0	0	0	0	0	0	0
4 Joan Lord VP-EDUCATION POLICY	(i)	150,750	0	0	14,475	628	165,853	0
	(ii)	0	0	0	0	0	0	0
5 Robert Scott Warren DIRECTOR, State Initiatives	(i)	149,667	0	0	14,367	990	165,024	0
	(ii)	0	0	0	0	0	0	0
6 Steve Broome Director, State Development	(i)	157,708	0	0	15,171	9,319	182,198	0
	(ii)	0	0	0	0	0	0	0
7 JAMES STONE III Director, National Research Center	(i)	173,144	0	0	16,714	681	190,539	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II Also complete this part for any additional information

Return Reference	Explanation

Schedule L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ.
▶Information about Schedule L (Form 990 or 990-EZ) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
BOARD OF CONTROL FOR SOUTHERN
REGIONAL EDUCATION

Employer identification number
58-0566141

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only)

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1 (a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected? Yes	No

2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 . . . ▶ $

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . ▶ $

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
Total				▶ $								

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues? Yes	No
(1) BETSEY D Martin	OFFICER'S CHILD	52,000	FULL-TIME WAGES		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions)

Return Reference	Explanation

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SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

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Name of the organization
BOARD OF CONTROL FOR SOUTHERN
REGIONAL EDUCATION

Employer identification number
58-0566141

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 1	THE GOVERNING BOARD OF THE SOUTHERN REGIONAL EDUCATION BOARD IS MADE UP OF 80 INDEPENDENT MEMBERS TO EXPEDITE DECISION-MAKING, THE BOARD HAS ASSIGNED AUTHORITY TO AN EXECUTIVE COM MITTEE COMPOSED OF 18-20 MEMBERS, ALL OF WHOM ARE GOVERNING BOARD MEMBERS, TO ACT FULLY ON ITS BEHALF DURING THE FISCAL YEAR THE FULL BOARD DOES, HOWEVER, MEETING ANNUALLY AND IS RESPONSIBLE FOR COMPLIANCE WITH ALL SREB POLICIES

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 6	The Board of Control for Southern Regional Education was created in 1948 as an interstate compact comprised of member states Currently there are sixteen states whose governors ser ve as members of the governing board each governor appoints four additional members of th e governing board All board members have equal voting rights

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 7a	Governors of each member state appoint four members of the governing Board The governors and their appointees have equal voting rights

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 11b	The CFO reviews the form 990-- any issues are discussed and resolved with appropriate pers onnel Once all issues are resolved, a copy of the 990 is provided to the Executive Commit tee who are empowered to act on behalf of the entire board The Executive Committee may di rect any questions/issues to the President/CFO for resolution Once the Executive Committe e approves the 990, a copy of the final tax form is sent to all Board members before it is filed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 12c	Officers, directors and key employees are provided copies of the conflict of interest poli cy and a Disclosure Questionnaire which they complete and sign, indicating that they have read and understand the Policy and that their answers are complete and accurate Questionn aires are completed and submitted annually, however, SREB requires disclosure of potential conflicts of interest on a continuous basis The Board/Executive Committee decides if a c onflict of interest exists and, if so, appoints a disinterested person/committee to invest igate alternatives The Board determines appropriate disciplinary/corrective action for an y violations of the policy A Whistleblower Policy provides a mechanism for reporting of a ny suspected violations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 15	The Board of Directors determines the compensation of the President the executive Committ ee, acting on behalf of the Board, reviews compensation benchmarking analyses (including g overnment, education testing, competitive nonprofits and other like organizations) for sim ilar positions and makes recommendations as appropriate, ensuring they are well justified, reasonable and documented The President has not received a pay raise since 2005 COMPENS ATION FOR EXECUTIVE STAFF/KEY EMPLOYEES IS DETERMINED BY THE EXECUTIVE COMMITTEE BASED ON AN ANNUAL PERFORMANCE REVIEW AND RECOMMENDATIONS BY THE PRESIDENT, INCLUDING ATTAINMENT OF PERFORMANCE GOALS AND EXPECTATIONS LAST DATE OF PAY RAISES ARE SENIOR VP (2016), VP FOR POST-SECONDARY EDUCATION (2014), VP FOR EDUCATIONAL POLICIES (2015), VP FOR EDUCATOR EFFE CTIVENESS (2012), CFO (2016), VP FOR STATE SERVICES (2015), DIRECTOR OF HUMAN RESOURCES (2 016)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section C, line 19	Documents are available on an as requested basis

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part IX, line 11g	CONTRACTED SERVICES Program service expenses 9,078,826 Management and general expenses 1 20,336 Fundraising expenses 0 Total expenses 9,199,162