



STEM School Highlands Ranch

Board of Director's Meeting

Published on November 9, 2024 at 10:56 AM MST

Date and Time

Tuesday November 12, 2024 at 5:30 PM MST

Location

8920 Barrons Blvd
P-TECH Mechatronics Room
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPxxWnRc2lY.1>

Passcode: 631204

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A.	Record Attendance		2 m
B.	Call the Meeting to Order		1 m
C.	Pledge of Allegiance	Erin Quigley	1 m
D.	Reciting of the Mission Statement	Gina Wing	1 m

	Purpose	Presenter	Time
<p>Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.</p>			
II. Approve Meeting Minutes			5:35 PM
A. Approve Minutes	Approve Minutes	Carla Gustafson	2 m
Approve minutes for Board of Director's Meeting on October 1, 2024			
B. Approve Minutes	Approve Minutes	Carla Gustafson	2 m
Approve minutes for Board Meeting - Special Session on October 8, 2024			
C. Approve Minutes	Approve Minutes	Carla Gustafson	5 m
Approve minutes for Board Meeting - Special Meeting on October 16, 2024			
D. Approve Minutes	Approve Minutes	Carla Gustafson	5 m
Approve minutes for Board Meeting - Special Session on October 22, 2024			
III. STEM School Highlands Ranch Updates			5:49 PM
A. Oct Count, Enrollment update, and 24/25 Calendar Update	FYI	LynAnn Kovalesky	10 m
B. 25/26 School Calendar Update	Vote	LynAnn Kovalesky	5 m
Proposed update to 2025/26 Calendar to add 2 Professional Development days for Elementary only. The proposed changes are presented to the Board for discussion and approval. The revised calendar is due to DCSD by November 13th.			
IV. KOSON Schools			6:04 PM
A. Board Strategy Implications related to CIO Update	Discuss	Matt Cartier	5 m

	Purpose	Presenter	Time
B. 23/24 Financial Audit Report Presentation and Q&A	Discuss	Matt Cartier	30 m
External Auditor - Jim Hinkle will present results of audit. CFO team and Finance Committee will be available to support Q&A.			
C. 24/25 Budget Update Presentation	Discuss	Darrell Lomelino	45 m
Matt Cartier with Darrell Lomelino with Finance Committee will present updated budget based on October count data. Presentation will also address new budgeting and book accounting approach.			
V.			7:24 PM
A. CIO Support and Evaluation	FYI	Erin Quigley	10 m
<ul style="list-style-type: none"> • CIO Mid year Check-in - Reminder of process/schedule 			
B. Governance Committee	Discuss	Carla Gustafson	15 m
<ul style="list-style-type: none"> • Present Board on Track 2024 Board Assessment Results Summary 			
VI.			7:49 PM
A. Vote for all Consent Agenda items	Vote	Carla Gustafson	10 m
B. Confirm the Board Committees and Chair assignments for 2024/2025			
<ul style="list-style-type: none"> • Academic Excellence, Chair - Ishmeet Kalra • CIO Support and Evaluation, Chair - Erin Quigley • Advancement Committee, Chair - Greg Shick • Finance Committee, Chair - Darrell Lomelino • Governance Committee, Chair - Carla Gustafson • Legal Committee, Chair - Carla Gustafson 			
C. Confirm the following Board Committee One Pagers:			

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Academic Excellence • Advancement Committee • CIO Support and Evaluation • Governance Committee <p>Not included - Finance Committee One Pager - Will address in future meeting</p>			
D. Confirm the following policies - no updates needed:			
<ul style="list-style-type: none"> • Procedures for Selecting Instructional Materials • Selection of Controversial Learning Resources • Viewpoint Neutrality • Opt-in and Opt-out Procedures 			

VII. Board of Director's Updates 7:59 PM

A. General Update	Discuss	Carla Gustafson	5 m
Carla Gustafson will present Chair updates			
<ul style="list-style-type: none"> • Describe/Highlight alignment with Strategic Plan in presentations • Any upcoming events for Board attendance • CDE Nondiscrimination Training Certificates 			
B. Preview of Next Meeting	FYI	Carla Gustafson	5 m
<ul style="list-style-type: none"> • Finance - Board vote on updated 24/25 Budget • Finance - Committee One Pager on Consent Agenda • CIO Support and Evaluation - Mid year Check-in Board Evaluation • Academic - Fall Survey Results • Governance - Present Staff Handbook updates 			

VIII. Public Comment 8:09 PM

This is the time to voice opinions and provide feedback about specific agenda item(s) prior to any Board action. Speakers must complete the Public Comment Form and submit it electronically no later than 12 p.m. the day of each Board meeting. If written testimony or a

	Purpose	Presenter	Time
handout is submitted, presenters are asked to supply one (1) copy via email to communications@stemk12.org			
A.	Public Comment Sign up link https://forms.gle/xjYxbDmtekd7PC7B6		5 m
IX.	Closing Items		8:14 PM
A.	Adjourn Meeting Adjournment	Vote Carla Gustafson	

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Coversheet

Approve Minutes

Section: II. Approve Meeting Minutes
Item: A. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Director's Meeting on October 1, 2024

APPROVED



STEM School Highlands Ranch

Minutes

Board of Director's Meeting

Date and Time

Tuesday October 1, 2024 at 5:30 PM

Location

8920 Barrons Blvd
P-TECH Mechatronics Room
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. [https://zoom.us/j/96916599576?](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1)

[pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1)

Passcode: 631204

Directors Present

C. Gustafson, D. Lomelino, E. Quigley, G. Shick, G. Wing (remote), I. Kalra, K. Reyna, L. Davison, R. Lukez

Directors Absent

None

Ex Officio Members Present

M. Cartier

Non Voting Members Present

M. Cartier

Guests Present

A. Westfall, L. Kovalesky (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Oct 1, 2024 at 5:38 PM.

C. Pledge of Allegiance

D. Reciting of the Mission Statement

II. Approve Meeting Minutes

A. Approve Minutes

E. Quigley made a motion to approve the minutes from Board of Director's Meeting on 09-10-24.

R. Lukez seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

I. Kalra	Aye
G. Wing	Aye
L. Davison	Aye
C. Gustafson	Aye
K. Reyna	Aye
G. Shick	Abstain
D. Lomelino	Aye
R. Lukez	Aye
E. Quigley	Aye

III. STEM School Highlands Ranch Updates

A. 2025/26 Academic Calendar Approval

G. Shick made a motion to Approve the proposed calendar for 2025-2026 academic year and dismissal times.

E. Quigley seconded the motion.

Approving dismissal times as well as calendar. In future, discussion will happen in Academic Excellence Board Committee

The board **VOTED** unanimously to approve the motion.

B.

SAC 23/24 Academic Data and Proposed UIP Presentation

Explained SPF/UIP process and timeline. Discussion around benchmark data, academic achievement and growth and proposed systems of support going forward. Clarification around some disaggregated data. Feedback requested from board, if any, to be incorporated before vote at next board meeting. Final UIP due to state 10/15.

C. Enrollment Policy updates and Q&A

Carla provided summary changes about updates to enrollment policy. Now more aligned with changes in district enrollment policy and process.

IV. KOSON Schools

A. Strategic Plan Approval

Matt provided update on sharing Strategic Plan with community at STEM Blastoff, administrative coffee. Will also be sharing with Colorado League, Colorado Schools Fund (providing seed funding for charter schools). High level points on 6 specific targets for board approval.

K. Reyna made a motion to Approve the strategic plan.

G. Shick seconded the motion.

Note to correct 5A for bond ballot initiative

The board **VOTED** unanimously to approve the motion.

V. Board Committee Updates

A. Meeting Plan and Committee Updates

Erin updated on board feedback on meeting and committee processes; and proposal.

Major takeaways: better committee structure will provide clarification and streamline board meetings.

Proposal: Calendar major votes and updates; preview upcoming events at each meeting; review key documents and continuing to be prepared (propose to provide updates a week before board meeting - Wednesday before the next meeting)

Discussion around updating bylaws to reflect committee structure and processes. Linda and Ish will discuss changes and recommend to board this year.

Committee reports will update board every month, but not necessarily presentation at every meeting.

B. Academic Excellence Committee

Discussion around board academic excellence one pager and goals.

Question around what to vote on...Michelle provided that board needs to vote on programming, not on individual courses. Will incorporate feedback received

C. CIO Support and Evaluation

Discussion and feedback on board CIO support and evaluation one pager and goals.
Question around changes in job responsibilities and providing recommendation

R. Lukez made a motion to To approve 2024-2025 CIO Goals.

D. Lomelino seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. Advancement Committee

Update on Advancement committee and subcommittee structures. Had 6 parents and 1 teachers participated.

E. Finance Committee

Update on one-pager, yearly goals. Discussion around clarifying scope of work.
Update on Moody's credit rating agency will review school, good feedback and advocated for an upgrade in future; refining financial processes for check approval - implementing bill.com; auditor search will follow RFP.

Clarification on changes on marketing budget and payment and what that includes

Clarification on CFO hiring and timing

F. Governance Committee

Update and feedback on one-pager. Clarification on bylaws subcommittee and a request for a working session to discuss any proposed changes.

One pagers will be on November meeting consent agenda

CE waiver will go away, want to confirm with Academic Excellence to recommend changes

VI. Board of Directors Updates

A. Consent Agenda

None this month.

No updates needed for IT and Student Data Privacy or Electronic Device Monitoring

E. Quigley made a motion to Approve Consent Agenda regarding IT and Student Data Privacy or Electronic Device Monitoring.

L. Davison seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Preview of Next Meeting

Vote on UIP

Audit report - due 10/31 to district; no board approval needed
BOT assessment results

VII. Public Comment

A. Public Comment Sign up link

No public comment

VIII. Closing Items

A. Adjourn Meeting

K. Reyna made a motion to Adjourn.

R. Lukez seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:16 PM.

Respectfully Submitted,

I. Kalra

Documents used during the meeting

- Proposed 25-26 Calendar.pdf
- Proposed 25-26 Calendar - New Start-Dismissal times.pdf
- SAC 2023-24 School Academic Data Presentation.pdf
- 2024 STEM Prelim School Performance Framework.pdf
- SAC 24-25 STEM Proposed UIP Goals Presentation.pdf
- Policy_Enrollment_Proposed Changes 20241001.pdf
- Policy_Enrollment_Proposed Changes Redline 20241001.pdf
- Presentation - Enrollment Policy Updates 10-2024.pdf
- STEM Strategic Plan For Approval 20241001.pdf
- 2024-2025 CIO Goals for Board approval.pdf
- Advancement Committee One Pager 24-25.pdf
- Policy_IT-Student Data Privacy_2022.pdf
- Policy_Electronic Device Monitoring_2022.pdf

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Coversheet

Approve Minutes

Section: II. Approve Meeting Minutes
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting - Special Session on October 8, 2024

DRAFT



STEM School Highlands Ranch

Minutes

Board Meeting - Special Session

Date and Time

Tuesday October 8, 2024 at 5:30 PM

Location

Zoom Webinar

Public Session Access:

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. [https://zoom.us/j/96571602369?](https://zoom.us/j/96571602369?pwd=b7Q5TvhFXolOFFPt4F7XauKn7RAPBdv.1)

[pwd=b7Q5TvhFXolOFFPt4F7XauKn7RAPBdv.1](https://zoom.us/j/96571602369?pwd=b7Q5TvhFXolOFFPt4F7XauKn7RAPBdv.1)

Passcode: 990343

Directors Present

C. Gustafson (remote), D. Lomelino (remote), E. Quigley (remote), G. Shick (remote), G. Wing (remote), I. Kalra (remote), K. Reyna (remote), L. Davison (remote), R. Lukez (remote)

Directors Absent

None

Ex Officio Members Present

M. Cartier (remote)

Non Voting Members Present

M. Cartier (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Oct 8, 2024 at 5:31 PM.

II. STEM School Highlands Ranch Updates

A. 2024/25 UIP Approval

L. Davison made a motion to Approve the UIP.

R. Lukez seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Enrollment Policy Approval

R. Lukez made a motion to Approve the updated enrollment policy.

G. Shick seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. Board Committee Updates

A. Finance Committee

DL updated board on audit process and timeline, and a recommendation to formally vote and authorize Board treasurer (DL) to accept the audit on board's behalf.

Discussion to add to bylaws as treasurer duties.

L. Davison made a motion to Grant the treasurer the authority to accept the audit on Board's behalf.

R. Lukez seconded the motion.

The board **VOTED** unanimously to approve the motion.

IV. Executive Session

A. Executive Session Discussions

K. Reyna made a motion to Recess into executive session.

I. Kalra seconded the motion.

The Board voted to recess into executive session pursuant to C.R.S. § 24-6-402(4)(b) to obtain advice from the School's attorney related to specific legal questions regarding a lawsuit against the School, as well as pursuant to C.R.S. 24-6-402(4)(e) to determine positions relative to matters that may be subject to negotiations and to instruct negotiators regarding the lawsuit against the School.

The board **VOTED** unanimously to approve the motion.

V. Closing Items

A. Adjourn Meeting

R. Lukez made a motion to Adjourn.

K. Reyna seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:17 PM.

Respectfully Submitted,

I. Kalra

Documents used during the meeting

- SAC 24-25 STEM Proposed UIP Goals Presentation.pdf
- Policy_Enrollment_2024.pdf

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Coversheet

Approve Minutes

Section: II. Approve Meeting Minutes
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting - Special Meeting on October 16, 2024

DRAFT



STEM School Highlands Ranch

Minutes

Board Meeting - Special Meeting

Date and Time

Wednesday October 16, 2024 at 5:30 PM

Location

Zoom Webinar

Public Session Access:

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. [https://zoom.us/j/93869040346?](https://zoom.us/j/93869040346?pwd=jZT1LiHr8NZgabSwyF15LrOgF1UQSb.1)

[pwd=jZT1LiHr8NZgabSwyF15LrOgF1UQSb.1](https://zoom.us/j/93869040346?pwd=jZT1LiHr8NZgabSwyF15LrOgF1UQSb.1)

Passcode: 076889

Directors Present

C. Gustafson (remote), D. Lomelino (remote), E. Quigley (remote), I. Kalra (remote), K. Reyna (remote), L. Davison (remote), R. Lukez (remote)

Directors Absent

G. Shick, G. Wing

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Wednesday Oct 16, 2024 at 5:34 PM.

Clay Wire, guest

II. Executive Session

A. Executive Session Discussions

R. Lukez made a motion to move to executive session.

K. Reyna seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. Public Session

A. Possible board vote on items related to instructing settlement negotiators.

The Board returned to public session at 6:39.

Carla noted that a vote was not required.

IV. Closing Items

A. Adjourn Meeting

I. Kalra made a motion to Adjourn.

L. Davison seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:40 PM.

Respectfully Submitted,

I. Kalra

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Coversheet

Approve Minutes

Section: II. Approve Meeting Minutes
Item: D. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting - Special Session on October 22, 2024

DRAFT



STEM School Highlands Ranch

Minutes

Board Meeting - Special Session

Date and Time

Tuesday October 22, 2024 at 5:15 PM

Location

Zoom Webinar

Public Session Access:

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://zoom.us/j/94067300162?pwd=WLMZbtDBuYqbSxnHCZgElflc7B918k.1>

Passcode: 168941

Directors Present

C. Gustafson (remote), D. Lomelino, E. Quigley (remote), G. Shick (remote), G. Wing (remote), I. Kalra (remote), K. Reyna (remote), L. Davison (remote), R. Lukez

Directors Absent

None

Directors who arrived after the meeting opened

D. Lomelino, R. Lukez

Ex Officio Members Present

M. Cartier (remote)

Non Voting Members Present

M. Cartier (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Oct 22, 2024 at 5:18 PM.

II. Executive Session

A. Executive Session Discussions

I. Kalra made a motion to Enter executive session.

L. Davison seconded the motion.

The board **VOTED** unanimously to approve the motion.

R. Lukez arrived at 5:32 PM.

D. Lomelino arrived at 5:41 PM.

III. Public Session

A. Possible board vote on items related to instructing settlement negotiators.

Rudy dropped off the call at 6:29.

The Board returned to public session at 6:30.

Carla noted that a vote was not required.

IV. Closing Items

A. Adjourn Meeting

L. Davison made a motion to Adjourn.

G. Shick seconded the motion.

Adjourned at 6:34

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:44 PM.

Respectfully Submitted,

C. Gustafson

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Coversheet

Oct Count, Enrollment update, and 24/25 Calendar Update

Section: III. STEM School Highlands Ranch Updates
Item: A. Oct Count, Enrollment update, and 24/25 Calendar Update
Purpose: FYI
Submitted by:
Related Material: ED Board Presentation 2024112.pdf

November 12, 2024

Executive Director Presentation

Calendar Update

Change/Update

Elementary has significantly more additional calendar hours than secondary. They would like to add 1 team planning day to each semester that is elementary only.

- We currently allow all teachers, K-12, to take a planning day each semester. This requires sub coverage.
- Elementary requires team planning which is 4 subs in the building on a given day. Secondary does not do team planning, only individual planning.
- By having an elementary team planning day we would eliminate the need for sub coverage in elementary for those days
- It would also provide the teachers access to our admin and coaches who struggle to attend our current team planning days due to student needs in the building.
- Finally, it will allow elementary to work on much needed alignment work that can only be done when the entire elementary is together.

[Link to the calendar](#)

**The calendar is due to the District on November 13th.



ENROLLMENT

2024 - 25 Count (10/1)

	DCSD Report	STEM Requested
Elementary School	508	508
Middle School	472	474
High School	415	416
Total	1,395	1,397

Kindergarten	75 (74)
First	65
Second	76 (77)
Third	95
Fourth	80
Fifth	117

Sixth	133 (134)
Seventh	162
Eighth	177 (178)

Ninth	114
Tenth	105
Eleventh	96 (97)
Twelveth	87
13/14	13

11/7/24 Enrollment

Elementary School	510
Middle School	474
High School	416
Total	1,400

Kindergarten	74
First	65
Second	77
Third	96
Fourth	81
Fifth	117

Sixth	134
Seventh	162
Eighth	178

Ninth	114
Tenth	105
Eleventh	97
Twelveth	87
13/14	13

2025 - 26 Open Enrollment Applications*

Elementary School	120
Middle School	49
High School	43
Total	212

Kindergarten	65
First	9
Second	9
Third	10
Fourth	18
Fifth	9

Sixth	28
Seventh	17
Eighth	4

Ninth	42
Tenth	1
Eleventh	0
Twelveth	0
13/14	0

**As of 11/4*

Coversheet

25/26 School Calendar Update

Section: III. STEM School Highlands Ranch Updates
Item: B. 25/26 School Calendar Update
Purpose: Vote
Submitted by:
Related Material:
2025-2026 STEM Academic Calendar to match DCSD with extended times- ends before Memorial Day with ES PD.pdf

STEM School Highlands Ranch 2025-26 Academic Calendar

July 2025						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

New Teachers 4 +2

October 2025						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9*	10*	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

18 Student: 18 Teacher Days

January 2026						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

18 Student: 19 Teacher Days

April 2026						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

22 Student: 22 Teacher Days

August 2025						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

14 Student: 19 Teacher Days

November 2025						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

15 Student: 15 Teacher Days

February 2026						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

18 Student: 19 Teacher Days

May 2026						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20*	21**	22	23
24	25	26	27	28	29	30
31						

13 Student: 14 Teacher Days

September 2025						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

20 Student: 21 Teacher Days

December 2025						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

14 Student: 15 Teacher Days

March 2026						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12*	13*	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

17 Student: 17 Teacher Days

June 2026						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 Teacher Days

School Closed/Holidays

First/Last Day of School

Summer Office Hours/Tours

Planning/Professional Development

Tentative Graduation Day - School Closed

Elementary Only- No School

New Teachers Only

Early Release Day

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.

Important Dates:

July 28	New Faculty Starts	January 5	Teacher Work Day - NO SCHOOL
August 5	Faculty Returns	January 16	Early Release Day- Gold Day
August 12	First Day of School-All Students	January 19	Martin Luther King Jr Day - SCHOOL CLOSED
August 29	Early Release Day- Blue Day	January 30	Elementary Team Planning- No School elementary only
September 1	Labor Day - SCHOOL CLOSED	February 13	Professional Development for Staff - NO SCHOOL
September 18	Elementary Team Planning- No School elementary only	February 16	President's Day - SCHOOL CLOSED
September 19	Professional Development for Staff - NO SCHOOL	*March 12	Evening Conferences (Open House) - REG. SCHOOL DAY
*October 9	Evening Conferences (Open House) - REG. SCHOOL DAY	*March 13	Parent/Teacher Conferences- Early Release Day- Blue Day
*October 10	Parent/Teacher Conferences- Early Release Day- Gold Day	March 16-20	Spring Break - SCHOOL CLOSED
October 13-17	Fall Break - SCHOOL CLOSED	April 10	Early Release Day- Gold Day
November 14	Early Release Day- Blue day	April 24	Teacher Work Day - NO SCHOOL
November 24-28	Thanksgiving Break - SCHOOL CLOSED	May 7	STEM Shares: NO SCHOOL
December 19	Teacher Work Day - NO SCHOOL	*May 20	Half Day/Last Day Elementary only
Dec 22-Jan. 2	Winter Break - SCHOOL CLOSED	**May 21	Half Day/Last Day Secondary only
		May 22	Teacher Work Day- NO SCHOOL

	STEM	DCSD
Student Contact Days	168 (secondary) 166 (elementary)	173
New Teacher Contract Days	186	186
Teacher Contract Days	180	184
Professional Development/Teacher Work Days	10 Professional Development +1 graduation day/+6 New Teacher Days	5 Work Days 5 Professional Development
Compensation Days (parent conference compensation)	May 7th	2 (Nov 26/April 27)
Students Days per semester	81/87	80/93

Early Release Day Schedule
Friday August 29, Nov 14,
& March 13
Blue

2	8:00-8:40
4	8:45-9:25
6	9:30-11:10 Grab and Go lunch A- lunch 9:30-10:00 B- lunch 10:05-10:35 C- lunch 10:40-11:10
8	11:15-11:55

Gold Day Schedule
Friday Oct 10, Jan. 16
& April 10
Gold

3	8:00-8:40
5	8:45-9:25
7	9:30-11:25 Grab and Go lunch A- lunch 9:30-10:00 B- lunch 10:05-10:35 C- lunch 10:40-11:10
9	11:15-11:55

Elementary Early Release

K/1- 8:10-11:20- Grab and Go lunch in the classroom (20 minutes)

2-5th- 8:10-11:30- Grab and Go lunch in the classroom (20 minutes)

Instructional Minutes

Grades	Start Time	End Time	Total Minutes Per Day	Total Days	Total Instr. Hours	Min. Instr. Hour Requirement (CDE)	Hours Above Minimum	Days Above Minimum
K-1st (6.33)	8:10 AM	3:00 PM	380	160	1013	990	39.5	6.24
K-1 Early Release	8:10 AM	11:20 AM	165	6	16.5			

Day ** (2.83)								
2nd-5th (6.5)	8:10 AM	3:10 PM	390	160	1040	990	67.5	10.38
2nd- 5th early release (3)	8:10 AM	11:30 PM	175	6	17.5			
Secondary (6th-12th) (6.92)	8:00 AM	3:30 PM	415	162	1120.5	1080	60.5	8.74
Secondary Early release days (3)	8:00 AM	11:55 PM	200	6	20			

****Not serving lunch**

Coversheet

23/24 Financial Audit Report Presentation and Q&A

Section: IV. KOSON Schools
Item: B. 23/24 Financial Audit Report Presentation and Q&A
Purpose: Discuss
Submitted by:
Related Material: 2024 KOSON Schools Financial Statements and Audit Report.pdf

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE. 1)

Financial Statements
with Independent Auditor's Report

June 30, 2024



KOSON Schools
dba STEM School Highlands Ranch
 (A Component Unit of Douglas County School District RE.1)
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 June 30, 2024

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Independent Auditor's Report

Board of Directors
KOSON Schools
dba STEM School Highlands Ranch
Highlands Ranch, Colorado

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and each major fund of KOSON Schools, *dba STEM School Highlands Ranch* (the School), a component unit of Douglas County School District RE. 1), as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the School's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the School, as of June 30, 2024, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the School and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

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Board of Directors
KOSON Schools
dba STEM School Highlands Ranch
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Responsibilities of Management for the Financial Statements

The School's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the School's ability to continue as a going concern for one year after the date that the financial statements are issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the School's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



Board of Directors
KOSON Schools
dba STEM School Highlands Ranch
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Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the required supplementary information listed in the table of contents, such as management's discussion and analysis and budgetary comparison information as noted in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Hick & Company, PC

Englewood, Colorado
October 31, 2024



KOSON SCHOOLS
DBA STEM SCHOOL HIGHLANDS RANCH
MANAGEMENT'S DISCUSSION AND ANALYSIS
FOR FISCAL YEAR ENDED
JUNE 30, 2024

As management of KOSON Schools dba STEM School Highlands Ranch (School) we offer readers of the School's annual financial report this narrative overview and analysis of the financial activities of the School for the fiscal year ended June 30, 2024. Readers are encouraged to consider the information presented here in conjunction with the annual financial report.

FINANCIAL HIGHLIGHTS

- As of June 30, 2024, net position increased by \$1,340,585 to \$(9,604,793).
- The School's total net pension liability at June 30, 2024 was \$23,527,028 which had an impact on the ending net pension. The Net OPEB liability was \$568,083.
- As of the close of the current fiscal year, the School's general fund reported an ending fund balance of \$18,077,993, an increase of \$1,242,266.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis serve as an introduction to the School's basic financial statements. The School's basic financial statements consist of three components: (1) government-wide financial statements, (2) fund financial statements, and (3) notes to the financial statements. This report also contains required and other supplementary information in addition to the basic financial statements.

Government-wide Financial Statements

The *government-wide financial statements* are designed to provide readers with a broad overview of the School's finances as a whole, in a manner similar to a private-sector business and include two statements:

The *statement of net position* presents information on all of the School's assets and liabilities, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the School is improving or deteriorating.

The *statement of activities* presents information reporting how the School's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will result in cash flows in future fiscal periods. Accrued interest expense is an example of this type of item.

Both government-wide financial statements distinguish functions of the School that are principally supported by taxes and intergovernmental revenues (governmental activities) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). The governmental activities of the School include general government of running a K-12 charter school authorized by Douglas County School District (DCSD) and include instruction and supporting services.

Fund Financial Statements

A fund is a grouping of related accounts used to maintain control over resources segregated for specific activities or objectives. The fund financial statements provide more detailed information about the School's operations, focusing on its most significant funds, not the School as a whole. The School keeps track of these monies to ensure and demonstrate compliance with finance-related legal requirements. The School has a general fund, which is a governmental fund.

Governmental Funds: The School's basic services are included in this governmental fund, which focuses on (1) how money flows into and out of the fund and (2) the balances left at year-end that are available for spending or reserves. Consequently, the governmental fund statements provide a detailed short-term view that helps determine the status of financial resources that can be spent in the near future to finance the School's programs.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. Thus, readers may better understand the long-term impact of the School's near-term financing decisions. To facilitate this comparison between governmental funds and governmental activities, reconciliations are provided for both the governmental fund balance sheet and the statement of revenues, expenditures, and changes in fund balance.

Notes to the Basic Financial Statements

The notes to the basic financial statements provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Required Supplementary Information

In addition to the basic financial statements and accompanying notes, this report also presents required supplementary information concerning the School. The School adopts an annual appropriated budget for the general fund. A budgetary comparison schedule has been provided to demonstrate compliance with the budget. Other schedules have also been included to report certain pension and OPEB information.

GOVERNMENT-WIDE FINANCIAL ANALYSIS

As noted earlier, net position may serve over time as a useful indicator of the School's financial position. In the case of the School total liabilities and deferred inflows of resources exceeded assets and deferred outflows of resources by \$9,604,793 as of June 30, 2024, resulting in a negative net position. This includes long-term liabilities and related assets that are not due and payable in the current period. This liability includes net pension (\$23,527,028), net OPEB liability (\$568,083), deferred outflows related to pensions \$6,642,204, deferred outflows related OPEB \$89,495, deferred inflows related to pensions (\$1,903,035), and deferred inflows related to OPEB (\$235,045).

Net Position

	Governmental Activities	
	2024	2023
ASSETS		
Cash and Investments	\$15,373,505	\$14,348,485
Restricted Cash and Investments	3,402,464	4,022,826
Accounts/Grants Receivable	63,497	139,321
Prepaid Expenses	46,013	133,715
Capital Assets, Net	28,893,094	29,446,705
Total Assets	47,778,573	48,091,052
DEFERRED OUTFLOW OF RESOURCES		
Related to Pensions	6,642,204	4,857,487
Related to OPEB	89,495	117,938
Total Deferred Outflows	6,731,699	4,975,425
LIABILITIES		
Current Liabilities	1,121,664	2,126,275
Noncurrent Liabilities	36,760,210	37,147,702
Net Pension Liability	23,527,028	19,649,753
Net OPEB Liability	568,083	670,081
Total Liabilities	61,976,985	59,593,811
DEFERRED INFLOW OF RESOURCES		
Related to Pensions	1,903,035	4,125,216
Related to OPEB	235,045	292,828
	2,138,080	4,418,044
NET POSITION		
Net Investment in Capital Assets	(7,867,116)	29,446,705
Restricted for Emergencies	4,032,464	4,532,256
Unrestricted	(5,770,141)	(44,924,339)
TOTAL NET POSITION	\$(9,604,793)	\$(10,945,378)

Change in Net Assets
For the Years Ended June 30, 2024 and June 30, 2023

	<u>6/30/2024</u>	<u>6/30/2023</u>
Program Revenue:		
Charges for Services	\$283,008	\$321,781
Operating Grants and Contributions	478,680	955,415
Total Program Revenue	<u>761,688</u>	<u>1,277,196</u>
General Revenue:		
Per Pupil Operation Revenue	14,217,846	13,576,974
Mill Levy Override	3,219,547	1,917,288
Other	6,961,909	1,385,874
Total General Revenue	<u>24,399,302</u>	<u>16,880,136</u>
Total Revenue	25,160,990	18,157,332
Expenses:		
Instruction	8,768,946	8,655,170
Supporting Services	13,436,900	7,258,671
Interest and Fiscal Charges	1,614,559	1,630,925
Total Expenses	<u>23,820,405</u>	<u>17,544,766</u>
Increase (Decrease) in Net Assets	1,340,585	612,566
Beginning Net Assets, June 30 as Restated	(10,945,378)	(11,557,944)
Ending Net Assets, June 30, 2022	<u><u>\$(9,604,793)</u></u>	<u><u>\$(10,945,378)</u></u>

ANALYSIS OF THE SCHOOL'S FUNDS

As noted earlier, the School is obligated under fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

The focus of the School's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the School's financing requirements. In particular, unassigned fund balance may serve as a useful measure of the School's net resources available for spending at the end of the fiscal year.

The general fund is the operating fund of the School. The fund balance for the general fund is \$18,885,479 at the end of the current fiscal year.

BUDGETARY HIGHLIGHTS

The School's budget is prepared in accordance with state law. During the year the School amended its General Fund budget primarily to reflect the following changes:

- True up of October pupil count of 1,374 FTE students which is an increase from the FY22 school year. Enrollment is steadily increasing for the growing school.

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

Capital assets include all capital outlays related to building improvements and equipment. Capital assets net of depreciation was \$28,893,094 as of June 30, 2024. There were not significant capital outlays during the year. See Note 3 for more information.

Debt Administration

As of June 30, 2024 the school's obligated debt under a lease agreement to make monthly payments to the Building Corporation equal to the Corporation's loan obligations for using the education facilities of \$36,760,210. See Note 4 for more information.

ECONOMIC FACTORS

- STEM School Highlands Ranch is located in Highlands Ranch, in southern Colorado. The State economy was stabilizing after the recent recession, and the recovery for the Douglas County region had been on a steady increase of economic outlook. Forecasts from the Governor's Budget Office prior to COVID19 were for continued slow growth. FY24 budget requests by the governor includes another increase in school funding.

SCHOOL INFORMATION

- STEM School Highlands Ranch is a K-12 charter school operating under the authorization of the Douglas County School District since 2011.
- It is anticipated that the full capacity of the school could be approx. 1,400 students, which are the enrollment assumptions used for budgeting purposes. This number may fluctuate slightly on student count day causing the annual operating budget to be originally based on slightly fewer students and then adjusted to actual enrollment at mid-year.
- STEM is a locally recognized high achieving school, earning seven consecutive John Irwin School of Excellence Awards and finishing with a 95.6% Achievement Rating with the Colorado Department of Education.

REQUESTS FOR INFORMATION

This financial report is designed to provide the School's taxpayers and creditors with a general overview of the School's finances and to demonstrate the School's accountability for the money it receives. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the School:

Koson Schools dba STEM School in Highlands Ranch
8773 S Ridgeline Blvd
Highlands Ranch, CO 80129

Basic Financial Statements

KOSON Schools
dba STEM School Highlands Ranch
 (A Component Unit of Douglas County School District RE.1)
 Statement of Net Position
 June 30, 2024

	<u>Governmental Activities</u>
Assets	
Cash and Investments	\$ 15,373,505
Restricted Cash and Investments	3,402,464
Accounts Receivable	63,497
Prepaid Expenses	46,013
Capital Assets, <i>Not Being Depreciated</i>	2,370,970
Capital Assets, <i>Net of Accumulated Depreciation</i>	<u>26,522,124</u>
Total Assets	<u>47,778,573</u>
Deferred Outflows of Resources	
Pensions, <i>Net of Accumulated Amortization</i>	6,642,204
OPEB, <i>Net of Accumulated Amortization</i>	<u>89,495</u>
Total Deferred Outflows of Resources	<u>6,731,699</u>
Liabilities	
Accounts Payable	69,207
Accrued Liabilities	113,239
Accrued Salaries and Benefits	625,040
Accrued Interest Payable	314,178
Noncurrent Liabilities	
Due Within One Year	365,000
Due in More Than One Year	36,395,210
Net Pension Liability	23,527,028
Net OPEB Liability	<u>568,083</u>
Total Liabilities	<u>61,976,985</u>
Deferred Inflows of Resources	
Pensions, <i>Net of Accumulated Amortization</i>	1,903,035
OPEB, <i>Net of Accumulated Amortization</i>	<u>235,045</u>
Total Deferred Inflows of Resources	<u>2,138,080</u>
Net Position	
Net Investment in Capital Assets	(7,867,116)
Restricted for:	
Debt Service	3,062,546
Repair and Replacement	339,918
Emergencies	630,000
Unrestricted	<u>(5,770,141)</u>
Total Net Position	<u>\$ (9,604,793)</u>

See Notes to the Financial Statements.

KOSON Schools
dba STEM School Highlands Ranch
 (A Component Unit of Douglas County School District RE.1)
 Statement of Activities
 For the Year Ended June 30, 2024

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Change in Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	
Primary Government					
<i>Governmental Activities</i>					
Instruction	\$ 8,768,946	\$ 283,008	\$ 303,814	\$ -	\$ (8,182,124)
Supporting Services	13,436,900	-	15,935	-	(13,420,965)
Interest on Long-Term Debt	1,614,559	-	-	-	(1,614,559)
Total Governmental Activities	<u>\$ 23,820,405</u>	<u>\$ 283,008</u>	<u>\$ 319,749</u>	<u>\$ -</u>	<u>(23,217,648)</u>
General Revenues					
Per Pupil Revenue					14,217,846
District Mill Levy					3,219,547
Capital Construction					593,515
Grants and Contributions not Restricted to Specific Programs					106,312
Investment Income					909,614
Other					1,492,661
Transfers					<u>4,018,738</u>
Total General Revenues and Transfers					<u>24,558,233</u>
Change in Net Position					1,340,585
Net Position, Beginning of Year					<u>(10,945,378)</u>
Net Position, End of Year					<u>\$ (9,604,793)</u>

KOSON Schools
dba STEM School Highlands Ranch
 (A Component Unit of Douglas County School District RE.1)
 Balance Sheet
 Governmental Fund
 June 30, 2024

	General	Building	Total
Assets			
Cash and Investments	\$ 15,373,505	\$ -	\$ 15,373,505
Restricted Cash and Investments	-	3,402,464	3,402,464
Accounts Receivable	63,497	-	63,497
Prepaid Expenses	46,013	-	46,013
Total Assets	\$ 15,483,015	\$ 3,402,464	\$ 18,885,479
Liabilities and Fund Balance			
<i>Liabilities</i>			
Accounts Payable	\$ 69,207	\$ -	\$ 69,207
Accrued Liabilities	113,239	-	113,239
Accrued Salaries and Benefits	625,040	-	625,040
Total Liabilities	807,486	-	807,486
<i>Fund Balance</i>			
Nonspendable Prepaid Expenditures	46,013	-	46,013
Restricted for:			
Emergencies	630,000	-	630,000
Debt Service	-	3,062,546	3,062,546
Repair and Replacement	-	339,918	339,918
Unrestricted, Unassigned	13,999,516	-	13,999,516
Total Fund Balance	14,675,529	3,402,464	18,077,993
Total Liabilities and Fund Balance	\$ 15,483,015	\$ 3,402,464	\$ 18,885,479

Amounts Reported for Governmental Activities in the Statement of Net Position are Different Because:

Total Fund Balance of the Governmental Fund	\$ 18,077,993
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in governmental funds.	28,893,094
Long-term liabilities and related items are not due and payable in the current year and, therefore, are not reported in governmental funds.	
Accrued Interest Payable	(314,178)
Long Term Debt	(36,760,210)
Net pension liability	(23,527,028)
Pension-related deferred outflows of resources	6,642,204
Pension-related deferred inflows of resources	(1,903,035)
Net OPEB liability	(568,083)
OPEB-related deferred outflows of resources	89,495
OPEB-related deferred inflows of resources	(235,045)
Total Net Position of Governmental Activities	\$ (9,604,793)

See Notes to the Financial Statements.

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
Statement of Revenues, Expenditures and Changes in Fund Balance
Governmental Fund
For the Year Ended June 30, 2024

	<u>General</u>	<u>Building</u>	<u>Total</u>
Revenues			
Local Sources	\$ 20,068,054	\$ 2,170,303	\$ 22,238,357
State Sources	<u>904,280</u>	<u>-</u>	<u>904,280</u>
Total Revenues	<u>20,972,334</u>	<u>2,170,303</u>	<u>23,142,637</u>
Expenditures			
Instruction	8,995,574	-	8,995,574
Supporting Services	10,454,014	445,255	10,899,269
Debt Service			
Principal	-	355,000	355,000
Interest	<u>-</u>	<u>1,650,568</u>	<u>1,650,568</u>
Total Expenditures	<u>19,449,588</u>	<u>2,450,823</u>	<u>21,900,411</u>
Net Change in Fund Balance	1,522,746	(280,520)	1,242,226
Other Financing Sources (Uses)			
Transfers In(Out)	<u>(235,425)</u>	<u>235,425</u>	<u>-</u>
Net Change in Fund Balance	1,287,321	(45,095)	1,242,226
Fund Balance, Beginning of Year	<u>13,388,208</u>	<u>3,447,559</u>	<u>16,835,767</u>
Fund Balance, End of Year	<u>\$ 14,675,529</u>	<u>\$ 3,402,464</u>	<u>\$ 18,077,993</u>

See Notes to the Financial Statements.

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
**Reconciliation of the Statement of Revenues, Expenditures and Changes
in Fund Balance of the Governmental Fund to the Statement of Activities
For the Year Ended June 30, 2024**

Amounts Reported for Governmental Activities in the Statement of Activities are Different Because:

Net Change in Fund Balance of the Governmental Fund	\$ 1,242,226
<p>Governmental funds report capital outlays as expenditures. However, in the statement of activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense.</p>	
Capital outlay	739,087
Depreciation expense	(1,292,698)
<p>Debt proceeds provide current financial resources to governmental funds, but issuing debt increases long-term liabilities in the statement of net position and does not affect the statement of activities. Repayments of debt principal are expenditures in governmental funds, but they reduce long-term liabilities in the statement of net position and do not affect the statement of activities.</p>	
Loan Payments	387,492
<p>Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds. This includes changes in the following.</p>	
Net pension liability	(3,877,275)
Pension-related deferred outflows of resources	1,784,717
Pension-related deferred inflows of resources	2,222,181
Net OPEB liability	101,998
OPEB-related deferred outflows of resources	(28,443)
OPEB-related deferred inflows of resources	57,783
Accrued Interest Payable	<u>3,517</u>
Change in Net Position of Governmental Activities	<u>\$ 1,340,585</u>

KOSON Schools
dba STEM School Highlands Ranch
 (A Component Unit of Douglas County School District RE.1)
 Notes to Financial Statements
 June 30, 2024

Note 1: Summary of Significant Accounting Policies

The Science Technology Engineering and Math (STEM) School Highlands Ranch, *dba* STEM School Highlands Ranch (the School) was organized pursuant to the Colorado Charter Schools Act to form and operate a charter school within the Douglas County School District (the District). Effective September 6, 2022, the School officially changed its name to KOSON Schools *dba* STEM School Highlands Ranch.

The financial statements of the School have been prepared in conformity with generally accepted accounting principles (GAAP) as applicable to governmental entities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. Following is a summary of the School's more significant accounting policies.

Reporting Entity

The financial reporting entity consists of the School, organizations for which the School is financially accountable, and organizations that raise and hold economic resources for the direct benefit of the School. All funds, organizations, institutions, agencies, departments, and offices that are not legally separate are part of the School. Legally separate organizations for which the School is financially accountable are considered part of the reporting entity. Financial accountability exists if the School appoints a voting majority of the organization's governing board and is able to impose its will on the organization, or if there is a potential for the organization to provide benefits to, or impose financial burdens on, the School.

The School includes the LightHouse Building Corporation (the Corporation) within its reporting entity. The Corporation was organized to own property or interests therein to be leased to the School. The Corporation is blended into the School's financial statements as a Special Revenue Fund and does not issue separate financial statements.

The School is a component unit of the District. The School's charter was authorized by the District and the majority of the School's funding is provided by the District.

Government-wide and Fund Financial Statements

The government-wide financial statements (i.e., the Statement of Net Position and the Statement of Activities) report information on all activities of the School and its component units. For the most part, the effect of interfund activity has been removed from these statements. Exceptions to this general rule are charges for interfund services that are reasonably equivalent to the services provided. Governmental activities, which normally are supported by taxes and intergovernmental revenues, are reported separately from business-type activities, which rely to a significant extent on fees and charges for support. The primary government is reported separately from the legally separate component unit for which the School is financially accountable.

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Note 1: Summary of Significant Accounting Policies (Continued)

Government-wide and Fund Financial Statements (Continued)

The Statement of Activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include 1) charges to students or others who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Unrestricted revenues not properly included among program revenues are reported instead as general revenues. Internally dedicated resources are reported as general revenues rather than as program revenues.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Major individual funds are reported as separate columns in the fund financial statements. Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be *available* when they are collected within the current year or soon enough thereafter to pay liabilities of the current year. For this purpose, the School considers revenues to be available if they are collected within 60 days of the end of the current year. Intergovernmental revenues, grants and interest associated with the current year are considered to be susceptible to accrual and so have been recognized as revenues of the current year. All other revenues are considered to be measurable and available only when cash is received by the School. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures are recorded only when payment is due.

When both restricted and unrestricted resources are available for a specific use, it is the School's policy to use restricted resources first and the unrestricted resources as they are needed.

The School reports the following major funds:

General Fund - This fund is the general operating fund of the School. It is currently used to account for all financial activities of the School.

Special Revenue Fund - This fund is used to account for the financial activities of the Corporation, including facilities acquisition and construction, and the related debt service.

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Note 1: Summary of Significant Accounting Policies (Continued)

Assets, Liabilities and Net Position/Fund Balance

Cash and Cash Equivalents - For purposes of the statement of cash flows, cash equivalents include investments with original maturities of three months or less.

Account Receivables - All receivables are reported at their gross value and, where appropriate, are reduced by the estimated portion that is expected to be uncollectible.

Prepaid Expenses - Certain payments to vendors reflect costs applicable to future years and are reported as prepaid expenses.

Capital Assets - Capital assets, which include land, buildings, and equipment, are reported in the government-wide financial statements. Capital assets are defined as assets with an initial, individual cost of \$5,000 or more and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value on the date of donation.

Depreciation or amortization of exhaustible capital assets is charged as an expense against operations, and accumulated depreciation or amortization is reported in the Statement of Net Position in the government-wide financial statements. Depreciation or amortization has been provided over the following estimated useful life of the capital assets or related lease agreement using the straight-line method.

Land Improvements	10 years
Buildings	40 years
Building Improvements	10 - 15 years
Equipment	2 - 10 years

Accrued Salaries and Benefits - Salaries and retirement benefits of certain contractually employed personnel are paid over a twelve-month period from August to July but are earned during a school year of approximately nine to ten months. The salaries and benefits earned, but unpaid, are reported as a liability of the General Fund.

Compensated Absences - The School's policy allows licensed eligible employees to use nine days of personal and sick leave annually. Employees are compensated for any unused leave at \$150 per day and unused personal time is paid out at an employee's daily rate. Upon termination, employees are paid for any unused sick and personal leave. No liability for these compensated absences is reported in the financial statements because employees are compensated for any unused leave prior to the end of each fiscal year.

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Note 1: Summary of Significant Accounting Policies (Continued)

Assets, Liabilities and Net Position/Fund Balance (Continued)

Long-Term Debt - In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities. Debt premiums, discounts and accounting losses resulting from debt refunding's are deferred and amortized over the life of the debt using the straight-line method. In the governmental fund financial statements, the face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts are reported as other financing uses. Issuance costs, whether or not withheld from the debt proceeds, are reported as current expenses or expenditures.

Pensions – The School participates in the School Division Trust Fund (SCHDTF), a cost-sharing multiple-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position (FNP), and additions to/deductions from the FNP of the SCHDTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Postemployment Benefits Other Than Pensions (OPEB) - The School participates in the Health Care Trust Fund (HCTF), a cost-sharing multiple-employer defined benefit OPEB fund administered by the Public Employees' Retirement Association of Colorado (PERA). The net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, OPEB expense, information about the fiduciary net position (FNP), and additions to/deductions from the FNP of the HCTF's have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefits paid on behalf of health care participants are recognized when due and/or payable in accordance with the benefit terms. Investments are reported at fair value.

Net Position/Fund Balance - In the government-wide and fund financial statements, net position and fund balance are restricted when constraints placed on the use of resources are externally imposed. The Board of Directors is authorized to establish a fund balance commitment through passage of a resolution and may assign fund balances to a specific purpose through an informal action.

The School has not established a formal policy for its use of restricted and unrestricted fund balances. However, if both restricted and unrestricted fund balances are available for a specific purpose, the School uses restricted fund balance first, followed by committed, assigned and unassigned balances.

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Note 1: Summary of Significant Accounting Policies (Continued)

Risk Management

The School is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters. The School carries commercial insurance for these risks of loss.

Subsequent Events

The School has evaluated subsequent events through October 31, 2024, the date the financial statements were available to be issued.

Note 2: Deposits and Investments

A summary of cash and investments at June 30, 2024, follows:

Petty Cash	\$	150
Deposits		15,373,355
Investments		<u>3,402,464</u>
Total	\$	<u>18,775,969</u>

Cash and investments are reported in the financial statements as follows:

Cash and Investments	\$	15,373,505
Restricted Cash and Investments		<u>3,402,464</u>
Total	\$	<u>18,775,969</u>

Deposits

The Colorado Public Deposit Protection Act (PDPA) requires all local government entities to deposit cash in eligible public depositories. Eligibility is determined by State regulations. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. The PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution or held in trust for all uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits. At June 30, 2024, the School had bank deposits of \$1,191,235 collateralized with securities held by the financial institution's agent but not in the School's name.

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Note 2: Deposits and Investments (Continued)

Investments

The School is required to comply with State statutes which specify investment instruments meeting defined rating, maturity, and concentration risk criteria in which local governments may invest, which include the following. State statutes do not address custodial risk.

- Obligations of the United States and certain U.S. Agency securities
- Certain international agency securities
- General obligation and revenue bonds of U.S. local government entities
- Bankers' acceptances of certain banks
- Commercial paper
- Written repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts
- Local government investment pools

Fair Value Measurements - At June 30, 2024, the School's investment in Colotrust and the Corporation's investment in a money market fund were reported at the net asset value per share.

Interest Rate Risk - State statutes generally limit investments to an original maturity of five years from the date of purchase unless the governing board authorizes the investment for a period in excess of five years.

Credit Risk - State statutes limit investments in money market funds to those that maintain a constant share price, with a maximum remaining maturity in accordance with the Securities and

Exchange Commission's Rule 2a-7, and either have assets of one billion dollars or the highest rating issued by one or more nationally recognized statistical rating organizations. At June 30, 2024, the Corporation had \$12,287,603, invested in a money market fund rated AAAM by Standard and Poor's.

Concentration of Credit Risk - State statutes do not limit the amount the School may invest in a single issuer, except for corporate securities.

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Note 2: Deposits and Investments (Continued)

Investments (Continued)

Local Government Investment Pool - At June 30, 2024, the School had \$14,622,061 invested in the Colorado Local Government Liquid Asset Trust (Colotrust), an investment vehicle established for local government entities in Colorado to pool surplus funds for investment purposes. The Colorado Division of Securities administers and enforces the requirements of creating and operating Colotrust. Colotrust operates in conformity with the Securities and Exchange Commission's Rule 2a-7, with each share valued at \$1. Colotrust is rated AAAM by Standard and Poor's. Investments of Colotrust are limited to those allowed by State statutes. A designated custodial bank provides safekeeping and depository services in connection with the direct investment and withdrawal functions. The custodian's internal records identify the investments owned by the participating governments.

Restricted Cash and Investments

At June 30, 2024, the Corporation held investments of \$3,402,464 restricted for future debt service and building repair and replacement.

Note 3: Capital Assets

Capital asset activity for the year ended June 30, 2024, is summarized below. Depreciation and amortization are combined in the following table.

Governmental Activities	Balance 06/30/23	Additions	Deletions	Balance 06/30/24
<i>Capital Assets, Not Being Depreciated</i>				
Land	\$ 2,370,970	\$ -	\$ -	\$ 2,370,970
<i>Total Capital Assets, Not Being Depreciated</i>	<u>2,370,970</u>	<u>-</u>	<u>-</u>	<u>2,370,970</u>
<i>Capital Assets, Being Depreciated</i>				
Land Improvements	190,078	59,366	-	249,444
Buildings	14,630,234	-	-	14,630,234
Building Improvements	17,567,252	470,813	-	18,038,065
Equipment	1,050,251	208,908	-	1,259,159
<i>Total Capital Assets, Being Depreciated</i>	<u>33,437,815</u>	<u>739,087</u>	<u>-</u>	<u>34,176,902</u>

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Note 3: Capital Assets (Continued)

	Balance 06/30/23	Additions	Deletions	Balance 06/30/24
Governmental Activities (Continued)				
<i>Less Accumulated Depreciation</i>				
Land Improvements	(57,023)	(19,998)	-	(77,021)
Buildings	(2,326,935)	(392,198)	-	(2,719,133)
Building Improvements	(3,039,632)	(799,773)	-	(3,839,405)
Equipment	(938,490)	(80,729)	-	(1,019,219)
Total Accumulated Depreciation	<u>(6,362,080)</u>	<u>(1,292,698)</u>	<u>-</u>	<u>(7,654,778)</u>
Total Capital Assets, <i>Being Depreciated</i> , Net	<u>27,075,735</u>	<u>(553,611)</u>	<u>-</u>	<u>26,522,124</u>
Governmental Activities Capital Assets, <i>Net</i>	<u>\$ 29,446,705</u>	<u>\$ (553,611)</u>	<u>\$ -</u>	<u>\$ 28,893,094</u>

Depreciation and amortization expense of the governmental activities was charged to the supporting services program of the School.

Note 4: Long-Term Debt

Following is a summary of long-term debt transactions for the year ended June 30, 2024:

	Balance 6/30/23	Additions	Payments	Balance 6/30/24	Due Within One Year
Governmental Activities					
2014 Building Loan	\$ 13,005,000	\$ -	\$ (250,000)	\$ 12,755,000	\$ 260,000
2014 Loan Discount	(99,247)	-	3,817	(95,430)	-
2019 Building Loan	10,580,000	-	(80,000)	10,500,000	85,000
2019 Bond Premium	698,263	-	(22,226)	676,037	-
2021 Building Loan	12,425,000	-	(25,000)	12,400,000	20,000
2021 Bond Premium	538,686	-	(14,083)	524,603	-
	<u>\$ 37,147,702</u>	<u>\$ -</u>	<u>\$ (387,492)</u>	<u>\$ 36,760,210</u>	<u>\$ 365,000</u>

On November 1, 2019, CECFA issued \$10,795,000 Charter School Revenue Bonds, Series 2019. Proceeds in the amount of \$2,650,000 were used to pay in full the previously issued Charter School Taxable Revenue Bonds, Series 2016. Additional proceeds of \$8,145,000 were loaned to the Corporation to finance the acquisition of the School's educational facilities, funding a Reserve Fund and Paying costs associated with the issuance of 2019 Bond. Interest accrues on the bonds at rates ranging from 4% to 5% per annum and is payable semi-annually on May 1 and November 1. Principal payments are due annually on November 1, through 2054.

On November 20, 2014, the Colorado Educational and Cultural Facilities Authority (CECFA) issued \$14,670,000 Charter School Refunding Revenue Bonds, Series 2014. Bond proceeds were used to refund the outstanding Charter School Revenue Bonds, Series 2012 and 2013, originally loaned to the Corporation to acquire land and a building and to construct improvements to the building for use as an educational facility. Interest accrues on the bonds at rates ranging from 4% to 5.125% per annum and is payable semi-annually on May 1 and November 1. Principal payments are due annually on November 1, through 2049.

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Note 4: Long-Term Debt (Continued)

On October 1, 2021, the Colorado Educational and Cultural Facilities Authority (CECFA) issued \$12,425,000 Charter School Revenue Bonds, Series 2021. Bond proceeds are to be used to construct and improve the Facilities in two phases, adding a gymnasium, theater in the gymnasium, classrooms and a lobby/connector. Interest accrues on the bonds at rates ranging from 4% per annum and is payable semi-annually on April 1 and October 1. Principal payments are due annually on October 1, through 2061.

The School is obligated under lease agreements to make monthly payments to the Corporation for using the facilities. The Corporation is required to make equal loan payments to the bond trustee for payment of the bonds.

Future debt service requirements for the bonds are as follows:

Year Ended June 30,	Principal	Interest	Total
2025	\$ 365,000	\$ 1,638,268	\$ 2,003,268
2026	375,000	1,622,681	1,997,681
2027	400,000	1,606,081	2,006,081
2028	415,000	1,588,318	2,003,318
2029	430,000	1,569,881	1,999,881
2030-2034	2,495,000	7,530,793	10,025,793
2035-2039	3,170,000	6,858,603	10,028,603
2040-2044	4,040,000	5,980,635	10,020,635
2045-2049	5,180,000	4,851,262	10,031,262
2050-2054	6,635,000	3,492,557	10,127,557
2055-2059	6,595,000	1,991,200	8,586,200
2060-2062	5,555,000	450,200	6,005,200
Total	<u>\$ 35,655,000</u>	<u>\$ 39,180,479</u>	<u>\$ 74,835,479</u>

Note 5: Defined Benefit Pension Plan**General Information**

Plan Description - Eligible employees of the School are provided with pensions through the SCHDTF - a cost-sharing multiple-employer defined benefit pension plan administered by PERA. Plan benefits are specified in Title 24, Article 51 of the Colorado Revised Statutes (C.R.S.), administrative rules set forth at 8 C.C.R. 1502-1, and applicable provisions of the federal Internal Revenue Code. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

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Note 5: Defined Benefit Pension Plan (Continued)

General Information (Continued)

Benefits provided as of December 31, 2023 - PERA provides retirement, disability, and survivor benefits. Retirement benefits are determined by the amount of service credit earned and/or purchased, highest average salary, the benefit structure(s) under which the member retires, the benefit option selected at retirement, and age at retirement. Retirement eligibility is specified in tables set forth at C.R.S. § 24-51-602, 604, 1713, and 1714.

The lifetime retirement benefit for all eligible retiring employees under the PERA benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- The value of the retiring employee's member contribution account plus a 100 percent match on eligible amounts as of the retirement date. This amount is then annualized into a monthly benefit based on life expectancy and other actuarial factors.

The lifetime retirement benefit for all eligible retiring employees under the Denver Public Schools (DPS) benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- \$15 times the first 10 years of service credit plus \$20 times service credit over 10 years plus a monthly amount equal to the annuitized member contribution account balance based on life expectancy and other actuarial factors.

In all cases the service retirement benefit is limited to 100 percent of highest average salary and cannot exceed the maximum benefit allowed by the federal Internal Revenue Code.

Members may elect to withdraw their member contribution accounts upon termination of employment with all PERA employers; waiving rights to any lifetime retirement benefits earned. If eligible, the member may receive a match of either 50 percent or 100 percent on eligible amounts depending on when contributions were remitted to PERA, the date employment was terminated, whether 5 years of service credit has been obtained and the benefit structure under which contributions were made.

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Note 5: Defined Benefit Pension Plan (Continued)

General Information (Continued)

Upon meeting certain criteria, benefit recipients who elect to receive a lifetime retirement benefit generally receive post-retirement cost-of-living adjustments, referred to as annual increases in the C.R.S. Subject to the automatic adjustment provision (AAP) under C.R.S. § 24-51-413, eligible benefit recipients under the PERA benefit structure who began membership before January 1, 2007, and all eligible benefit recipients of the DPS benefit structure will receive the maximum annual increase (AI) or AI cap of 1.00% unless adjusted by the AAP. Eligible benefit recipients under the PERA benefit structure who began membership on or after January 1, 2007, will receive the lesser of an annual increase of the 1.00% AI cap or the average increase of the Consumer Price Index for Urban Wage Earners and Clerical Workers for the prior calendar year, not to exceed a determined increase that would exhaust 10% of PERA's Annual Increase Reserve (AIR) for the SCHDTF. The AAP may raise or lower the aforementioned AI cap by up to 0.25% based on the parameters specified in C.R.S. § 24-51-413.

Disability benefits are available for eligible employees once they reach five years of earned service credit and are determined to meet the definition of a disability. The disability benefit amount is based on the lifetime retirement benefit formula(s) shown above considering a minimum of 20 years of service credit, if deemed disabled.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure(s) in place under which service credit was obtained, and the qualified survivor(s) who will receive the benefits.

Contributions provisions as of June 30, 2024 - Eligible employees of the School and the State are required to contribute to the SCHDTF at a rate set by Colorado statute. The contribution requirements for the SCHDTF are established under C.R.S. § 24-51-401, *et seq.* and § 24-51-413. Eligible employees are required to contribute 11.00% of their PERA-includable salary during the period of July 01, 2023 through June 30, 2024. The School's contribution rate was 21.40% of covered salaries for July 01, 2023 through June 30, 2024. However, a portion of the School's contribution (1.02% of covered salaries) is allocated to the Health Care Trust Fund (See Note 6). Contribution rates for the SCHDTF are expressed as a percentage of salary as defined in C.R.S. § 24-51-101(42).

Employer contributions are recognized by the SCHDTF in the period in which the compensation becomes payable to the member and the School is statutorily committed to pay the contributions to the SCHDTF. Employer contributions recognized by the SCHDTF from the School were \$1,962,795, for the year ended June 30, 2024.

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Note 5: Defined Benefit Pension Plan (Continued)

General Information (Continued)

For purposes of GASB 68 paragraph 15, a circumstance exists in which a nonemployer contributing entity is legally responsible for making contributions to the SCHDTF and is considered to meet the definition of a special funding situation. As specified in C.R.S. § 24-51-414, the State is required to contribute \$225 million (actual dollars) direct distribution each year to PERA starting on July 1, 2018. A portion of the direct distribution payment is allocated to the SCHDTF based on the proportionate amount of annual payroll of the SCHDTF to the total annual payroll of the SCHDTF, State Division Trust Fund, Judicial Division Trust Fund, and Denver Public Schools Division Trust Fund. The direct distribution from the State was suspended in 2020. To compensate PERA for the suspension, C.R.S. § 24-51-414(6-8) required restorative payment by providing an accelerated payment in 2022. In 2022, the State Treasurer issued payment for the direct distribution of \$225 million plus an additional amount of \$380 million. Due to the advanced payment made in 2022, the State reduced the distribution in 2023 to \$35 million. Additionally, the newly added C.R.S. § 24-51-414(9) providing compensatory payment of \$14.561 million for 2023 only.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

The net pension liability for the SCHDTF was measured at December 31, 2023, and the total pension liability (TPL) used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2022. Standard update procedures were used to roll forward the TPL to December 31, 2023. The School's proportion of the net pension liability was based on the School's contributions to the SCHDTF for the calendar year, 2023 relative to the total contributions of participating employers and State as a nonemployer contributing entity.

At June 30, 2024, the School reported a liability of \$23,527,028, for its proportionate share of the net pension liability that reflected a reduction for support from the State as a nonemployer contributing entity. The amount recognized by the School as its proportionate share of the net pension liability, the related support from the State as a nonemployer contributing entity, and the total portion of the net pension liability that was associated with the School were as follows:

Proportionate share of the net pension liability	\$ 24,042,906
State's proportionate share of the net pension liability as a nonemployer contributing entity associated with the School	<u>(515,878)</u>
School's proportionate share of net pension liability	<u>\$ 23,527,028</u>

At December 31, 2023, the School's proportion was 0.1330456749%, which was an increase of 0.0251361176% from its proportion measured at December 31, 2022.

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Note 5: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

For the year ended June 30, 2024, the School recognized pension expense of \$1,965,359 and benefit of \$48,289 for support from the State as a nonemployer contributing entity. At June 30, 2024, the School reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 1,115,628	\$ -
Net difference between projected and actual earnings on plan investments	1,686,522	-
Changes in proportion	2,685,362	1,903,035
Contributions subsequent to the measurement date	<u>1,154,692</u>	<u>-</u>
Total	<u>\$ 6,642,204</u>	<u>\$ 1,903,035</u>

\$1,154,692 reported as deferred outflows of resources related to pensions, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

<u>Year Ended June 30,</u>	
2025	\$ 167,089
2026	1,932,123
2027	1,955,516
2028	<u>(470,251)</u>
Total	<u>\$ 3,584,477</u>

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Note 5: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Actuarial Assumptions - The TPL in the December 31, 2022, actuarial valuation was determined using the following actuarial assumptions and other inputs.

Actuarial cost method	Entry age
Price inflation	2.3%
Real wage growth	0.7%
Wage inflation	3.0%
Salary increases, including wage inflation	3.8% - 11.5%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Post retirement benefit increases:	
Hired prior to 1/1/2007	1.00%
Hired after 12/31/2006	ad hoc

The mortality tables described below are generational mortality tables developed on a benefit-weighted basis.

Pre-retirement mortality assumptions were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions were based upon the PubT-2010 Healthy Retiree Table, adjusted as follows:

- Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled beneficiary mortality assumptions were based upon the PubT-2010 Contingent Survivor Table, adjusted as follows:

- Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
- Females: 105% of the rates for all ages, with generational projection using scale MP-2019.

Disabled mortality assumptions were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

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Note 5: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The actuarial assumptions used in the December 31, 2022, valuation were based on the 2020 experience analysis, dated October 28, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by the PERA Board on November 20, 2020.

The long-term expected return on plan assets is reviewed as part of regularly scheduled experience studies prepared at least every five years and asset/liability studies performed every three to five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation.

The PERA Board first adopted the 7.25 percent long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	54.00%	5.60%
Fixed Income	23.00%	1.30%
Private Equity	8.50%	7.10%
Real Estate	8.50%	4.40%
Alternatives	6.00%	4.70%
Total	<u>100.00%</u>	

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected rate of return assumption of 7.25%.

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Note 5: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Discount Rate - The discount rate used to measure the TPL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employee contributions were assumed to be made at the member contribution rates in effect for each year, including the scheduled increases in Senate Bill (SB) 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employee contributions for future plan members were used to reduce the estimated amount of total service costs for future plan members.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law for each year, including the scheduled increase in SB 18-200, required adjustments resulting from the 2018 and 2020 AAP assessments. Employer contributions also include the current and estimated future AED and SAED, until the actuarial value funding ratio reaches 103%, at which point, the AED and SAED will each drop 0.50% every year until they are zero. Additionally, estimated employer contributions reflect reductions for the funding of the AIR and retiree health care benefits. For future plan members, employer contributions were further reduced by the estimated amount of total service costs for future plan members not financed by their member contributions.
- As specified in law, the State, as a nonemployer contributing entity, will provide an annual direct distribution of \$225 million (actual dollars), commencing July 1, 2018, that is proportioned between the State, School, Judicial, and DPS Division Trust Funds based upon the covered payroll of each Division. The annual direct distribution ceases when all Division Trust Funds are fully funded.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- The AIR balance was excluded from the initial FNP, as, per statute, AIR amounts cannot be used to pay benefits until transferred to either the retirement benefits reserve or the survivor benefits reserve, as appropriate. AIR transfers to the FNP and the subsequent AIR benefit payments were estimated and included in the projections.
- Benefit payments and contributions were assumed to be made in the middle of the year.
- Beginning with the December 31, 2023 measurement date and thereafter, the FNP as of the current measurement date is used as a starting point for the GASB 67 projection test.

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Note 5: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Based on the above assumptions and methods, the SCHDTF's FNP was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on pension plan investments was applied to all periods of projected benefit payments to determine the TPL. The discount determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Sensitivity of the School's proportionate share of the net pension liability to changes in the discount rate - The following presents the proportionate share of the net pension liability calculate using the discount rate of 7.25%, as well as what the proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net pension liability	\$ 31,459,551	\$ 23,527,028	\$ 16,912,265

Pension plan fiduciary net position - Detailed information about the SCHDTF's FNP is available in PERA's ACFR which can be obtained at www.copera.org/investments/pera-financial-reports.

Note 6: Postemployment Healthcare Benefits (OPEB)

General Information

Plan description - Eligible employees of the School are provided with OPEB through the HCTF - a cost-sharing multiple-employer defined benefit OPEB plan administered by PERA. The HCTF is established under Title 24, Article 51, Part 12 of the Colorado Revised Statutes (C.R.S.), as amended, and sets forth a framework that grants authority to the PERA Board to contract, self-insure, and authorize disbursements necessary in order to carry out the purposes of the PERACare program, including the administration of the premium subsidies. Colorado State law provisions may be amended by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

General Information (Continued)

Benefits provided - The HCTF provides a health care premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans, however, the subsidy is not available if only enrolled in the dental and/or vision plan(s). The health care premium subsidy is based upon the benefit structure under which the member retires and the member's years of service credit. For members who retire having service credit with employers in the Denver Public Schools (DPS) Division and one or more of the other four Divisions (State, School, Local Government and Judicial), the premium subsidy is allocated between the HCTF and the Denver Public Schools Health Care Trust Fund (DPS HCTF). The basis for the amount of the premium subsidy funded by each trust fund is the percentage of the member contribution account balance from each division as it relates to the total member contribution account balance from which the retirement benefit is paid.

C.R.S. § 24-51-1202 *et seq.* specifies the eligibility for enrollment in the health care plans offered by PERA and the amount of the premium subsidy. The law governing a benefit recipient's eligibility for the subsidy and the amount of the subsidy differs slightly depending under which benefit structure the benefits are calculated. All benefit recipients under the PERA benefit structure and all retirees under the DPS benefit structure are eligible for a premium subsidy, if enrolled in a health care plan under PERACare. Upon the death of a DPS benefit structure retiree, no further subsidy is paid.

Enrollment in the PERACare health benefits program is voluntary and is available to benefit recipients and their eligible dependents, certain surviving spouses, and divorced spouses and guardians, among others. Eligible benefit recipients may enroll into the program upon retirement, upon the occurrence of certain life events, or on an annual basis during an open enrollment period.

PERA Benefit Structure

The maximum service-based premium subsidy is \$230 per month for benefit recipients who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for benefit recipients who are over 65 years of age or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for benefit recipients with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The benefit recipient pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

General Information (Continued)

For benefit recipients who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, C.R.S. § 24-51-1206(4) provides an additional subsidy. According to the statute, PERA cannot charge premiums to benefit recipients without Medicare Part A that are greater than premiums charged to benefit recipients with Part A for the same plan option, coverage level, and service credit. Currently, for each individual PERACare enrollee, the total premium for Medicare coverage is determined by assuming plan participants have both Medicare Part A and Part B and the difference in premium cost is paid by the HCTF or the DPS HCTF on behalf of benefit recipients not covered by Medicare Part A.

DPS Benefit Structure

The maximum service-based premium subsidy is \$230 per month for retirees who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for retirees who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum subsidy, in each case, is for retirees with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The retiree pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For retirees who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, the HCTF or the DPS HCTF pays an alternate service-based premium subsidy. Each individual retiree meeting these conditions receives the maximum \$230 per month subsidy reduced appropriately for service less than 20 years, as described above. Retirees who do not have Medicare Part A pay the difference between the total premium and the monthly subsidy.

Contributions - Pursuant to Title 24, Article 51, Section 208(1)(f) of the CRS, as amended, certain contributions are apportioned to the HCTF. PERA-affiliated employers of the State, School, Local Government, and Judicial Divisions are required to contribute at a rate of 1.02% of PERA-includable salary into the HCTF.

Employer contributions are recognized by the HCTF in the period in which the compensation becomes payable to the members and the School is statutorily committed to pay the contributions. Employer contributions recognized by the HCTF from the School were \$98,236, for the year ended June 30, 2024.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2024, the School reported a liability of \$568,083 for its proportionate share of the net OPEB liability. The net OPEB liability for the HCTF was measured as of December 31, 2023, and the total OPEB liability (TOL) used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2022. Standard update procedures were used to roll forward the TOL to December 31, 2023. The School's proportion of the net OPEB liability was based on the School's contributions to the HCTF for the calendar year ended December 31, 2023, relative to the total contributions of participating employers to the HCTF.

At December 31, 2023, the School's proportion was 0.0795939353%, which was a decrease of 0.0024756363% from its proportion measured at December 31, 2022.

For the year ended June 30, 2024, the School recognized OPEB benefit of \$26,647. At June 30, 2024, the School reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 116,433
Changes in assumptions and other inputs	6,681	60,236
Net difference between projected and actual earnings on plan investments	17,571	-
Changes in proportion	7,452	58,376
Contributions subsequent to the measurement date	57,791	-
Total	<u>\$ 89,495</u>	<u>\$ 235,045</u>

\$57,791 reported as deferred outflows of resources related to OPEB, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net OPEB liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

<u>Year Ended June 30,</u>	
2025	\$ (78,058)
2026	(48,664)
2027	(24,877)
2028	(36,337)
2029	(12,167)
Thereafter	<u>(3,238)</u>
Total	<u>\$ (203,341)</u>

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Actuarial Assumptions - The TOL in the December 31, 2022 actuarial valuation was determined using the following actuarial cost method, actuarial assumptions and other inputs:

Actuarial cost method	Entry age
Price inflation	2.3%
Real wage growth	0.7%
Wage inflation	3.0%
Salary increases, including wage inflation	3.4% - 11.0%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Health care cost trend rates:	
<i>PERA Benefit Structure</i>	
Service-based premium subsidy	0.0%
PERACare Medicare plans	
7.0% in 2023, 6.0% in 2022, gradually decreasing to 4.5% in 2033	
Medicare Part A premiums:	
3.50% in 2023, gradually increasing to 4.5% in 2035	
<i>DPS Benefit Structure</i>	
Service-based premium subsidy	0.0%
PERACare Medicare plans	N/A
Medicare Part A premiums:	N/A

Each year the per capita health care costs are developed by plan option; currently based on 2023 premium rates for the UnitedHealthcare Medicare Advantage Prescription Drug (MAPD) PPO plan #1, the UnitedHealthcare MAPD PPO plan #2, and the Kaiser Permanente MAPD HMO plan. Actuarial morbidity factors are then applied to estimate individual retiree and spouse costs by age, gender, and health care cost trend. This approach applies for all members and is adjusted accordingly for those not eligible for premium-free Medicare Part A for the PERA benefit structure.

The 2023 Medicare Part A premium is \$506 per month.

All costs are subject to the health care cost trend rates, as discussed below.

Health care cost trend rates reflect the change in per capita health costs over time due to factors such as medical inflation, utilization, plan design, and technology improvements. For the PERA benefit structure, health care cost trend rates are needed to project the future costs associated with providing benefits to those PERACare enrollees not eligible for premium-free Medicare Part A.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Health care cost trend rates for the PERA benefit structure are based on published annual health care inflation surveys in conjunction with actual plan experience (if credible), building block models and industry methods developed by health plan actuaries and administrators. In addition, projected trends for the Federal Hospital Insurance Trust Fund (Medicare Part A premiums) provided by the Centers for Medicare & Medicaid Services are referenced in the development of these rates. Effective December 31, 2022, the health care cost trend rates for Medicare Part A premiums were revised to reflect the current expectation of future increases in rates of inflation applicable to Medicare Part A premiums.

The PERA benefit structure health care cost trend rates used to measure the TOL are summarized in the table below:

<u>Year</u>	<u>PERACare Medicare Plans</u>	<u>Medicare Part A Premiums</u>
2023	7.00%	3.50%
2024	6.75%	3.50%
2025	6.50%	3.75%
2026	6.25%	3.75%
2027	6.00%	4.00%
2028	5.75%	4.00%
2029	5.50%	4.00%
2030	5.25%	4.25%
2031	5.00%	4.25%
2032	4.75%	4.25%
2033	4.50%	4.25%
2034	4.50%	4.25%
2035+	4.50%	4.50%

Mortality assumptions used in the December 31, 2022, valuation for the determination of the total pension liability for each of the Division Trust Funds as shown below, reflect generational mortality and were applied, as applicable, in the determination of the TOL for the HCTF, but developed on a headcount-weighted basis. Affiliated employers of the State, School, Local Government, and Judicial Divisions participate in the HCTF.

Pre-retirement mortality assumptions for the State and Local Government Divisions (members other than Safety Officers) were based upon the PubG-2010 Employee Table with generational projection using scale MP-2019.

Pre-retirement mortality assumptions for Safety Officers were based upon the PubS-2010 Employee Table with generational projection using scale MP-2019.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

The pre-retirement mortality assumptions for the School Division were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Pre-retirement mortality assumptions for the Judicial Division were based upon the PubG-2010(A) Above-Median Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for the State and Local Government Divisions (members other than Safety Officers) were based upon the PubG-2010 Healthy Retiree Table, adjusted as follows:

- Males: 94% of the rates prior to age 80 and 90% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- Females: 87% of the rates prior to age 80 and 107% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for Safety Officers were based upon the unadjusted PubS-2010 Healthy Retiree Table, with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for the School Division were based on the upon the PubT-2010 Healthy Retiree Table, adjusted as follows:

- Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for the Judicial Division were based upon the unadjusted PubG-2010(A) Above-Median Healthy Retiree Table with generational projection using scale MP-2019.

Post-retirement non-disabled beneficiary mortality assumptions were based upon the Pub-2010 Contingent Survivor Table, adjusted as follows:

- Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
- Females: 105% of the rates for all ages, with generational projection using scale MP-2019.

Disabled mortality assumptions for members other than Safety Officers were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Disabled mortality assumptions for Safety Officers were based upon the unadjusted PubS-2010 Disabled Retiree Table with generational projection using scale MP-2019.

The following health care costs assumptions were updated and used in the roll-forward calculation for the HCTF:

- Per capita health care costs in effect as of the December 31, 2022, valuation date for those PERACare enrollees under the PERA benefit structure who are expected to be age 65 and older and are not eligible for premium-free Medicare Part A benefits have been updated to reflect costs for the 2023 plan year.
- The morbidity rates used to estimate individual retiree and spouse costs by age and by gender were updated effective for the December 31, 2022 actuarial valuation. The revised morbidity rate factors are based on a review of historical claims experience by age, gender, and status (active versus retired) from actuary's claims data warehouse.
- The health care cost trend rates applicable to health care premiums were revised to reflect the then-current expectation of future increases in those premiums.

Actuarial assumptions pertaining to per capita health care costs and their related trend rates are analyzed and updated annually by PERA Board's actuary, as discussed above.

The actuarial assumptions used in the December 31, 2022, valuation were based on the results of the 2020 experience analysis, dated October 28, 2020 and November 4, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by PERA's Board on November 20, 2020.

The long-term expected return on plan assets is reviewed as part of regularly scheduled experience studies performed at least every five years, and asset/liability studies, performed every three to five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized as presented previously (See Note 5).

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected nominal rate of return assumption of 7.25%.

Discount Rate - The discount rate used to measure the TOL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Updated health care cost trend rates for Medicare Part A premiums as of the December 31, 2023, measurement date.
- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law and effective as of the measurement date.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- Estimated transfers of dollars into the HCTF representing a portion of purchase service agreements intended to cover the costs associated with OPEB benefits.
- Benefit payments and contributions were assumed to be made in the middle of the year.
- Beginning with the December 31, 2023 measurement date and thereafter, the FNP as of the current measurement date is used as a starting point for the GASB 74 projection test.
- As of the December 31, 2023, measurement date, the FNP and related disclosure components for the HCTF reflect payments related to the disaffiliation of Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022. As of the December 31, 2023, year-end, PERA recognized two additions for accounting and financial reporting purposes: a \$24 million payment received on December 4, 2023, and a \$2 million receivable. The employer disaffiliation payment and receivable allocations to the HCTF and Local Government Division Trust Fund were \$1.033 million and \$24.967 million, respectively.

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Note 6: Postemployment Healthcare Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Based on the above assumptions and methods, the FNP for the HCTF was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Sensitivity of the School's proportionate share of net OPEB liability to changes in the Discount Rate - The following presents the proportionate share of the net OPEB liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate, as follows:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net OPEB liability	\$ <u>670,977</u>	\$ <u>568,083</u>	\$ <u>480,056</u>

Sensitivity of the School's proportionate share of the net OPEB liability to changes in the Healthcare Cost Trend Rates - The following presents the net OPEB liability using the current healthcare cost trend rates applicable to the PERA benefit structure, ranging from 3.00% to 7.25%, as well as if it were calculated using healthcare cost trend rates that are one percentage point lower or one percentage point higher than the current rates, as follows:

	1% Decrease	Current Healthcare Cost Trend Rates	1% Increase
Proportionate share of the net OPEB liability	\$ <u>551,778</u>	\$ <u>568,083</u>	\$ <u>585,819</u>

OPEB plan fiduciary net position - Detailed information about the HCTF's FNP is available in PERA's ACFR which can be obtained at www.copera.org/investments/pera-financial-reports.

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Note 7: Commitments and Contingencies

Claims and Judgments

The School participates in a number of federal and state programs that are fully or partially funded by revenues received from other governmental entities. Expenditures financed by these revenues are subject to audit by the appropriate government. If expenditures are disallowed due to noncompliance with program regulations, the School may be required to reimburse the other government. At June 30, 2024, significant amounts of related expenditures have not been audited but management believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the School.

TABOR Amendment

In November 1992, Colorado voters approved the TABOR Amendment to the State Constitution which limits state and local government taxing powers and imposes spending limitations. The Amendment is subject to interpretation, but the School believes it is in substantial compliance with the requirements of the Amendment. In accordance with the Amendment, the School has established an emergency reserve, representing 3% of qualifying expenditures. At June 30, 2024, the reserve was reported as restricted fund balance in the General Fund, in the amount of \$630,000.

Required Supplementary Information

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 Required Supplementary Information
 Schedule of Proportionate Share of the Net Pension Liability and Contributions
 Public Employees' Retirement Association of Colorado
 School Division Trust Fund
 For the Year Ended June 30, 2024

Measurement Date	12/31/23	12/31/22	12/31/21	12/31/20	12/31/19
Proportionate Share of the Net Pension Liability					
School's Proportion of the Net Pension Liability	0.1330456749%	0.1079095573%	0.1343198136%	0.1532250824%	0.1297788195%
Net Pension Liability					
School's Proportionate Share	\$ 23,527,028	\$ 19,649,753	\$ 15,631,288	\$ 23,164,542	\$ 19,388,674
State's Proportionate Share	515,878	5,726,129	1,791,928	-	2,459,206
Net Proportionate Share	<u>\$ 24,042,906</u>	<u>\$ 25,375,882</u>	<u>\$ 17,423,216</u>	<u>\$ 23,164,542</u>	<u>\$ 21,847,880</u>
School's Covered-Employee Payroll	\$ 8,795,509	\$ 8,328,134	\$ 8,394,521	\$ 8,193,595	\$ 7,626,357
School's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll	267%	236%	186%	283%	254%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	65%	62%	75%	67%	65%
Reporting Date	6/30/24	6/30/23	6/30/22	6/30/21	6/30/20
School Contributions					
Statutorily Required Contribution	\$ 1,962,795	\$ 1,741,697	\$ 1,709,512	\$ 1,645,812	\$ 1,532,742
Contributions in Relation to the Statutorily Required Contribution	<u>(1,962,795)</u>	<u>(1,741,697)</u>	<u>(1,709,512)</u>	<u>(1,645,812)</u>	<u>(1,532,742)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
School's Covered-Employee Payroll	\$ 9,630,987	\$ 8,137,728	\$ 8,565,028	\$ 8,278,706	\$ 7,908,884
Contributions as a Percentage of Covered-Employee Payroll	20.38%	21.40%	19.96%	19.88%	19.38%

This schedule is presented to show information for 10 years.

(Continued)

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net Pension Liability and Contributions
 Public Employees' Retirement Association of Colorado
 School Division Trust Fund
 For the Year Ended June 30, 2024
 (Continued)

Measurement Date	12/31/18	12/31/17	12/31/16	12/31/15	12/31/14
Proportionate Share of the Net Pension Liability					
School's Proportion of the Net Pension Liability	0.1328656657%	0.1446067250%	0.1187612728%	0.0865195772%	0.0700334985%
Net Pension Liability					
School's Proportionate Share	\$ 23,526,595	\$ 46,760,676	\$ 35,359,823	\$ 13,232,559	\$ 9,491,891
State's Proportionate Share	3,216,934	-	-	-	-
Net Proportionate Share	\$ 26,743,529	\$ 46,760,676	\$ 35,359,823	\$ 13,232,559	\$ 9,491,891
School's Covered-Employee Payroll	\$ 7,304,336	\$ 6,670,537	\$ 5,328,712	\$ 3,763,936	\$ 2,933,901
School's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll	322%	701%	664%	352%	324%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	57%	44%	43%	59%	63%
Reporting Date	6/30/19	6/30/18	6/30/17	6/30/16	6/30/15
School Contributions					
Statutorily Required Contribution	\$ 1,397,320	\$ 1,330,870	\$ 1,146,299	\$ 806,138	\$ 539,534
Contributions in Relation to the Statutorily Required Contribution	(1,397,320)	(1,330,870)	(1,146,299)	(806,138)	(539,534)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
School's Covered-Employee Payroll	\$ 8,086,030	\$ 7,047,143	\$ 6,232,956	\$ 4,544,302	\$ 3,196,033
Contributions as a Percentage of Covered-Employee Payroll	17.28%	18.89%	18.39%	17.74%	16.88%

This schedule is presented to show information for 10 years.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions June 30, 2024

Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information

2023 Changes in Plan Provisions Since 2022

- Senate Bill (SB) 23-056, enacted and effective June 2, 2023, intended to recompense PERA for the remaining portion of the \$225 million direct distribution originally scheduled for receipt July 1, 2020, suspended due to the enactment of House Bill (HB) 20-1379, but not fully repaid through the provisions within HB 22-1029. Pursuant to SB 23-056, the State Treasurer issued a warrant consisting of the balance of the PERA Payment Cash Fund, created in § 24-51-416, plus \$10 million from the General Fund, totaling \$14.561 million.
- As of the December 31, 2023, measurement date, the total pension liability (TPL) recognizes the change in the default method applied for granting service accruals for certain members, from a "12-pay" method to a "non-12-pay" method. The default service accrual method for positions with an employment pattern of at least eight months but fewer than 12 months (including, but not limited to positions in the School and DPS Divisions) receive a higher ratio of service credit for each month worked, up to a maximum of 12 months of service credit per year.

2022 Changes in Plan Provisions Since 2021

- HB 22-1029, effective upon enactment in 2022, required the State Treasurer to issue, in addition to the regularly scheduled \$225,000,000 direct distribution, a warrant to PERA in the amount of \$380,000,000 with reductions to future direct distributions. The July 1, 2023, direct distribution will be reduced by \$190,000 to \$35,000,000. The July 1, 2024, direct distribution will not be reduced from \$225,000 due to a negative investment return in 2022.

2021 Changes in Plan Provisions Since 2020

- The following changes reflect the anticipated adjustments resulting from the 2020 automatic adjustment provision (AAP) assessment, statutorily recognized July 1, 2021, and effective July 1, 2022:
 - Member contribution rates increase by 0.50%.
 - Employer contribution rates increase by 0.50%.
 - Annual increase (AI) cap is lowered from 1.25% per year to 1.00% per year.

2020 Changes in Plan Provisions Since 2019

- HB 20-1379, enacted on June 29, 2020, suspended the \$225,000,000 direct distribution payable on July 1, 2020 for the State's 2020-21 fiscal year.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions June 30, 2024

Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information (Continued)

2019 Changes in Plan Provisions Since 2018

- SB 18-200 was enacted on June 4, 2018, which included the adoption of the AAP. The following changes reflect the anticipated adjustments resulting from the 2018 AAP assessment, statutorily recognized July 1, 2019, and effective July 1, 2020:
 - Member contribution rates increase by 0.50%.
 - Employer contribution rates increase by 0.50%.
 - AI cap is lowered from 1.50% per year to 1.25%.

2018 Changes in Plan Provisions Since 2017

- The following changes were made to the plan provisions as part of SB 18-200:
 - Member contribution rates increase by 0.75% effective July 1, 2019, an additional 0.75% effective July 1, 2020, and an additional 0.50% effective July 1, 2021.
 - Employer contribution rates increase by 0.25% effective July 1, 2019 for State, School, Judicial, and DPS Divisions.
 - An annual direct distribution of \$225,000,000 from the State of Colorado, recognized as a non-employer contributing entity, is distributed between the State, School, Judicial, and DPS Divisions proportionally based on payroll.
 - AI cap is lowered from 2.00% per year to 1.50% per year.
 - Initial AI waiting period is extended from one year after retirement to three years after retirement.
 - AI payments are suspended for 2018 and 2019.

2017 Changes in Plan Provisions Since 2016

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

2016 Changes in Plan Provisions Since 2015

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

2015 Changes in Plan Provisions Since 2014

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

2014 Changes in Plan Provisions Since 2013

- There were no changes made to the plan provisions applicable to the School Division Trust Fund.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions
June 30, 2024

Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information

2023 Changes in Assumptions or Other Inputs Since 2022

- There were no changes made to the actuarial methods or assumptions.

2022 Changes in Assumptions of Other Inputs Since 2021

- There were no changes made to the actuarial methods or assumptions.

2021 Changes in Assumptions of Other Inputs Since 2020

- The assumption used to value the AI cap benefit provision was changed from 1.25% to 1.00%.

2020 Changes in Assumptions of Other Inputs Since 2019

- The price inflation assumption was lowered from 2.40% to 2.30%.
- The wage inflation assumption was lowered from 3.50% to 3.00%.
- The real rate of investment return assumption was increased to 4.95% per year, net of investment expenses from 4.85% per year, net of investment expenses.
- Salary scale assumptions were revised to align with revised economic assumptions and to more closely reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The pre-retirement mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Employee Table with generational projection using scale MP-2019.
- The post-retirement non-disabled mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Healthy Retiree Table, adjusted as follows:
 - Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
 - Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- The disabled mortality assumption for the Division Trust Funds (members other than Safety Officers) was changed to the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.
- The mortality tables are generational mortality tables developed on a benefit-weighted basis.

2019 Changes in Assumptions of Other Inputs Since 2018

- The assumption used to value the AI cap benefit provision was changed from 1.50% to 1.25%.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions
June 30, 2024

Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)

2018 Changes in Assumptions of Other Inputs Since 2017

- The single equivalent interest rate (SEIR) for the School Division was increased from 4.78% to 7.25% to reflect the changes to the projection's valuation basis which no longer resulted in a projected year of depletion of the FNP, thereby eliminating the need to apply the municipal bond index rate.

2017 Changes in Assumptions of Other Inputs Since 2016

- The SEIR for the School Division was lowered from 5.26% to 4.78% to reflect the changes to the projection's valuation basis, a projected year of depletion of the FNP, and the resulting application of the municipal bond index rate.

2016 Changes in Assumptions of Other Inputs Since 2015

- The investment return assumption was lowered from 7.50% to 7.25%.
- The price inflation assumption was lowered from 2.80% to 2.40%.
- The wage inflation assumption was lowered from 3.90% to 3.50%.
- The post-retirement mortality assumption for healthy lives for the School, Judicial, and DPS Divisions was changed to the RP-2014 White Collar Healthy Annuitant Mortality Table with adjustments for credibility and gender adjustments of a 93% factor applied to ages below 80 and a 113% factor applied to age 80 and above, projected to 2018, for males, and a 68% factor applied to ages below 80 and a 106% factor applied to age 80 and above, projected to 2020, for females.
- For disabled retirees, the mortality assumption was changed to reflect 90% of RP-2014 Disabled Retiree Mortality Table.
- The mortality assumption for active members was changed to RP-2014 White Collar Employee Mortality Table, a table specifically developed for actively working people. To allow for an appropriate margin of improved mortality prospectively, the mortality rates incorporate a 70% factor applied to male rates and a 55% factor applied to female rates.
- The rates of retirement, withdrawal, and disability were revised to reflect more closely actual experience.
- The estimated administrative expense as a percentage of covered payroll was increased from .35% to .40%.
- The SEIR for the State and School Divisions was lowered from 7.50% to 5.26% to reflect the changes to the projection's valuation basis, a projected year of depletion of the FNP, and the resulting application of the municipal bond index rate of 3.86% on the measurement date.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net Pension Liability and Contributions
June 30, 2024

Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)

2015 Changes in Assumptions of Other Inputs Since 2014

- The following programming changes were made:
 - Valuation of the full survivor benefit without any reduction for possible remarriage.
 - Reflection of the employer match on separation benefits for all eligible years.
 - Reflection of one year of service eligibility for survivor annuity benefit.
 - Refinement of the 18-month AI timing.
 - Refinements to directly value certain and life, modified cash refund and pop-up benefit forms.
- The following methodology changes were made:
 - Recognition of merit salary increases in the first projection year.
 - Elimination of the assumption that 35% of future disabled members elect to receive a refund.
 - Removal of the negative value adjustment for liabilities associated with refunds of future terminating members.
 - Adjustments to the timing of the normal cost and UAAL payment calculations to reflect contributions throughout the year.

2014 Changes in Assumptions of Other Inputs Since 2013

- There were no changes made to the actuarial methods or assumptions.

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions
 Public Employees' Retirement Association of Colorado
 Health Care Trust Fund
 For the Year Ended June 30, 2024

Measurement Date	12/31/23	12/31/22
Proportionate Share of the Net OPEB Liability		
School's Proportion of the Net OPEB Liability	0.0795939353%	0.0820695716%
School's Proportionate Share of the Net OPEB Liability	\$ 568,083	\$ 776,822
School's Covered Payroll	\$ 8,795,509	\$ 8,328,134
School's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	6%	9%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	46%	39%
Reporting Date	6/30/24	6/30/23
School Contributions		
Statutorily Required Contribution	\$ 98,236	\$ 83,005
Contributions in Relation to the Statutorily Required Contribution	(98,236)	(83,005)
Contribution Deficiency (Excess)	\$ -	\$ -
School's Covered Payroll	\$ 9,630,987	\$ 8,137,728
Contributions as a Percentage of Covered Payroll	1.02%	1.02%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

(Continued)

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions
 Public Employees' Retirement Association of Colorado
 Health Care Trust Fund
 For the Year Ended June 30, 2024
 (Continued)

Measurement Date	12/31/21	12/31/20	12/31/19	12/31/18	12/31/17
Proportionate Share of the Net OPEB Liability					
School's Proportion of the Net OPEB Liability	0.0877002037%	0.0886037309%	0.0848135508%	0.0863633965%	0.0821649891%
School's Proportionate Share of the Net OPEB Liability	\$ 756,243	\$ 841,935	\$ 953,303	\$ 1,175,010	\$ 1,067,816
School's Covered Payroll	\$ 8,394,521	\$ 8,193,595	\$ 7,626,357	\$ 7,304,336	\$ 6,670,537
School's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	9%	10%	13%	16%	16%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	39%	33%	24%	0%	18%
Reporting Date	6/30/22	6/30/21	6/30/20	6/30/19	6/30/18
School Contributions					
Statutorily Required Contribution	\$ 87,363	\$ 84,443	\$ 80,671	\$ 74,504	\$ 71,881
Contributions in Relation to the Statutorily Required Contribution	(87,363)	(84,443)	(80,671)	(74,504)	(71,881)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
School's Covered Payroll	\$ 8,086,030	\$ 8,278,706	\$ 7,908,884	\$ 8,086,030	\$ 8,685,021
Contributions as a Percentage of Covered Payroll	1.08%	1.02%	1.02%	0.92%	0.83%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions
June 30, 2024

Note 1: Significant Changes in Plan Provisions Affecting Trends in Actuarial Information

2023 Changes in Plan Provisions Since 2022

- As of the December 31, 2023, measurement date, the fiduciary net position (FNP) and related disclosure components for the Health Care Trust Fund (HCTF) reflect payments related to the disaffiliation of Tri-County Health Department (Tri-County Health) as a PERA-affiliated employer, effective December 31, 2022. As of the December 31, 2023, year-end, PERA recognized two additions for accounting and financial reporting purposes: a \$24 million payment received on December 4, 2023, and a \$2 million receivable. The employer disaffiliation payment and receivable allocations to the HCTF and Local Government Division Trust Fund were \$1.033 million and \$24.967 million, respectively.

2022 Changes in Plan Provisions Since 2021

- The total OPEB liability for the HCTF, as of the December 31, 2022, measurement date, was adjusted to reflect the disaffiliation, allowable under C.R.S. 24-51-313, of Tri-County Health, effective December 31, 2022. As of the close of the 2022 fiscal year, no disaffiliation payment associated with Tri-County Health was received, and therefore no disaffiliation dollars were reflected in the FNP as of the December 31, 2022, measurement date.

2021 Changes in Plan Provisions Since 2020

- There were no changes made to plan provisions.

2020 Changes in Plan Provisions Since 2019

- There were no changes made to plan provisions.

2019 Changes in Plan Provisions Since 2018

- There were no changes made to plan provisions.

2018 Changes in Plan Provisions Since 2017

- There were no changes made to plan provisions.

2017 Changes in Plan Provisions Since 2016

- There were no changes made to plan provisions.

Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information

2023 Changes in Assumptions or Other Inputs Since 2022

- There were no changes made to the actuarial methods or assumptions.

KOSON Schools

dba STEM School Highlands Ranch

(A Component Unit of Douglas County School District RE.1)

Notes to Schedule of Proportionate Share of the Net OPEB Liability and Contributions
June 30, 2024

Note 2: Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information (Continued)

2022 Changes in Assumptions or Other Inputs Since 2021

- The timing of the retirement decrement was adjusted to middle-of-year.

2021 Changes in Assumptions or Other Inputs Since 2020

- There were no changes made to the actuarial methods or assumptions.

2020 Changes in Assumptions or Other Inputs Since 2019

- The price inflation assumption was lowered from 2.40% to 2.30%.
- The wage inflation assumption was lowered from 3.50% to 3.00%.
- The real rate of investment return assumption was increased to 4.95% per year, net of investment expenses from 4.85% per year, net of investment expenses.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- The pre-retirement mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Employee Table with generational projection using scale MP-2019.
- The post-retirement non-disabled mortality assumption for the School and DPS Divisions was changed to the PubT-2010 Healthy Retiree Table, adjusted as follows:
 - Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
 - Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- The post-retirement non-disabled beneficiary mortality assumption for the Division Trust Funds was changed to the Pub-2010 Contingent Survivor Table, adjusted as follows:
 - Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
 - Females: 105% of the rates for all ages, with generational projection using scale MP-2019.
- The disabled mortality assumption for the Division Trust Funds (members other than Safety Officers) was changed to the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.
- The mortality tables are generational mortality tables developed on a head-count weighted basis.

2019 Changes in Assumptions or Other Inputs Since 2018

- There were no changes made to the actuarial methods or assumptions.

2018 Changes in Assumptions or Other Inputs Since 2017

- There were no changes made to the actuarial methods or assumptions.

2017 Changes in Assumptions or Other Inputs Since 2016

- There were no changes made to the actuarial methods or assumptions.

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
 Budgetary Comparison Schedule
 General Fund
 For the Year Ended June 30, 2024

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
Revenues				
<i>Local Sources</i>				
Per Pupil Revenue	\$ 15,082,500	\$ 13,966,003	\$ 14,217,846	\$ 251,843
District Mill Levy	1,761,000	3,212,559	3,219,547	6,988
Student Fees and Activities	308,513	285,998	283,008	(2,990)
Contributions and Donations	50,000	461,752	1,598,973	1,137,221
Investment Income	425,000	560,000	748,680	188,680
Total Local Sources	<u>17,627,013</u>	<u>18,486,312</u>	<u>20,068,054</u>	<u>1,581,742</u>
<i>State Sources</i>				
Categorical Revenue	<u>998,000</u>	<u>1,342,644</u>	<u>904,280</u>	<u>(438,364)</u>
Total State Sources	<u>998,000</u>	<u>1,342,644</u>	<u>904,280</u>	<u>(438,364)</u>
Total Revenues	<u>18,625,013</u>	<u>19,828,956</u>	<u>20,972,334</u>	<u>1,143,378</u>
Expenditures				
Salaries	9,759,000	9,920,000	10,026,461	(106,461)
Employee Benefits	2,784,890	2,888,100	2,728,281	159,819
Purchased Services	5,126,432	5,311,511	5,697,766	(386,255)
Supplies	527,322	630,100	536,912	93,188
Property	261,000	495,000	399,406	95,594
Other	155,000	205,000	60,762	144,238
Total Expenditures	<u>18,613,644</u>	<u>19,449,711</u>	<u>19,449,588</u>	<u>123</u>
Excess of Revenues Over (Under) Expenditures	11,369	379,245	1,522,746	1,143,501
Other Financing Sources (Uses)				
Transfers	<u>-</u>	<u>-</u>	<u>(235,425)</u>	<u>(235,425)</u>
Total Other Financing Sources (Uses)	<u>-</u>	<u>-</u>	<u>(235,425)</u>	<u>(235,425)</u>
Net Change in Fund Balance	11,369	379,245	1,287,321	908,076
Fund Balance, Beginning of year	<u>13,942,654</u>	<u>13,942,654</u>	<u>13,388,208</u>	<u>(554,446)</u>
Fund Balance, End of year	<u>\$ 13,954,023</u>	<u>\$ 14,321,899</u>	<u>\$ 14,675,529</u>	<u>\$ 353,630</u>

See Accompanying Independent Auditor's Report.

KOSON Schools
dba STEM School Highlands Ranch
(A Component Unit of Douglas County School District RE.1)
Notes to Budgetary Comparison Schedule - General Fund
June 30, 2024

Note 1: Stewardship, Compliance and Accountability

Budgets and Budgetary Accounting

A budget is adopted for the School on a basis consistent with generally accepted accounting principles.

Management submits to the Board of Directors a proposed budget for the fiscal year commencing the following July 1, for their approval. The budget includes proposed expenditures and the means of financing them.

Expenditures may not legally exceed appropriations at the fund level. Revisions that alter the total expenditures of any fund must be approved by the Board of Directors.

All appropriations lapse at fiscal year-end.

Coversheet

24/25 Budget Update Presentation

Section: IV. KOSON Schools
Item: C. 24/25 Budget Update Presentation
Purpose: Discuss
Submitted by:
Related Material: STEM FY25 Revised Budget_Draft.pdf
STEM School - 11-12-24 Interim CFO Process Recap.pdf

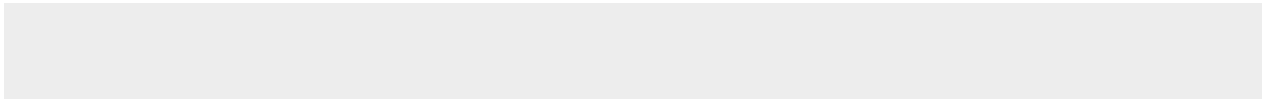
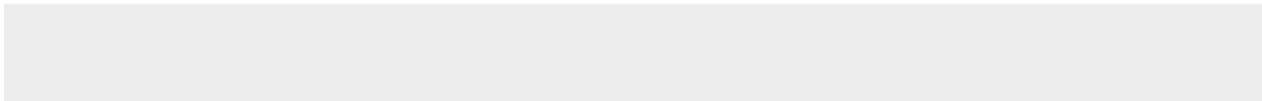
STEM School Highlands Ranch
Douglas County School District RE-1
Douglas County
2024 - 2025
ADOPTED BUDGET
December 31, 2024

APPROPRIATION RESOLUTION
ANNUAL BUDGET
ANNUAL BUDGET IN UNIFORM BUDGET SUMMARY FORMAT

APPROPRIATION RESOLUTION

Be it resolved by the Board of Education of STEM School Highlands Ranch located in Douglas County School District RE-1 in Douglas County that the amounts shown in the following schedule be appropriated to each fund as specified in the ADOPTED BUDGET for the ensuing fiscal year beginning July 1, 2024 and ending June 30, 2025.

Be it further resolved, in accordance with C.R.S. 22-44-105, the Board of Education authorizes the use of a portion of the Fiscal Year 2024 25 Beginning Fund Balance from the General Fund in the amount of \$ 1,402,735
 Be it further resolved, that the use of this portion of the beginning fund balance for the purposes set forth above will not lead to an ongoing deficit, provided the use of funds from fund balance is one time.



FUND	APPROPRIATION AMOUNT	EXPENDITURES + APPROPRIATED RESERVES
1. General Fund	1 22,307,775	22,307,775
1a. Charter Schools	1a. -	-
1b. Insurance Reserve Fund	1b. -	-
1c. Pre-School Fund	1c. -	-
Special Revenue Funds:		
2. Capital Reserve Special Revenue Fund	2 -	-
3. Governmental Designated-Purpose Grants Fund	3 -	-
4. Pupil Activity Special Revenue Fund	4 -	-
5. Full Day Kindergarten Mill Levy Override Fund	5 -	-
6. Transportation Fund	6 -	-
7. Other Special Revenue Funds	7 -	-
8. Bond Redemption Fund	8 2,011,268	2,011,268
Capital Projects Funds:		
9. Building Fund	9 -	-
10. Special Building and Technology Fund	10 -	-
11. Capital Reserve Capital Projects Fund	11 -	-
Enterprise Funds:		
12. Food Service Fund	12 -	-
13. Other Enterprise Funds	13 -	-
Internal Service Funds:		
14. Risk-Related Activity Fund	14 -	-
15. Other Internal Service Funds	15 -	-
Trust/Agency Funds:		
16. Fiduciary Fund	16 -	-
17. Private Purpose Trust Funds	17 -	-
18. Agency Fund	18 -	-
19. Pupil Activity Agency Fund	19 -	-
20. Foundations	20 -	-
21. Component Units	21 -	-
TOTAL APPROPRIATION	22 24,319,043	24,319,043

 Date of Adoption Signature of Board President

**STEM School Highlands Ranch
2024 - 2025 ADOPTED BUDGET
GENERAL FUND BOARD SUMMARY**

ANNUAL BUDGET				
	FY24AUDIT	FY25 ADOPTED BUDGET	FY25 WORKING BUDGET	Change (%)
Revenue				
Local Revenue	5,895,392	4,323,263	4,868,879	13%
State Revenue	774,819	695,250	1,106,422	59%
Federal Revenue	129,461	-	-	n/a
Capital Lease Proceeds	-	-	-	n/a
Per Pupil Funding & MLO	14,217,846	14,851,568	14,929,739	1%
Total Revenue	21,017,517	19,870,081	20,905,040	5%
Expenditures				
Salaries	10,026,461	10,819,770	10,697,857	-1%
Employee Benefits	2,728,281	3,119,338	3,616,892	16%
Purchased Professional and Technical Services	240,844	270,253	458,836	70%
Purchased Property Services	3,082,202	3,041,468	2,848,747	-6%
Other Purchased Services	2,216,800	1,394,680	2,140,483	53%
Supplies	694,934	871,088	748,888	-14%
Property	399,406	195,364	1,771,672	807%
Other Objects	60,762	119,420	24,400	-80%
Other Uses of Funds	(102)	-	-	n/a
Total Expenditures	19,449,588	19,831,381	22,307,775	12%
Transfers To/From General Fund	(235,425)	-	-	-100%
Transfers To/From Building Corp	-	-	-	n/a
Transfers To/From Fund 43	-	-	-	n/a
Other Sources	-	-	-	n/a
Loan Proceeds	-	-	-	-
Change in Fund Balance	\$ 1,332,504	\$ 38,700	\$ (1,402,735)	-3725%
Beginning Fund Balance	\$13,388,208	\$ 14,675,529	\$ 14,675,529	0%
Nonspendable Fund Balance	46,013	-	-	-100%
Restricted Fund Balance	-	-	-	-
TABOR Reserve	630,000	502,203	502,685	-20%
Committed Fund Balance	-	-	-	n/a
Assigned Fund Balance	-	-	139,700	n/a
Unassigned Fund Balance	14,044,699	14,212,026	12,630,409	-10%
Ending Fund Balance	\$14,675,529	\$ 14,678,467	\$ 13,272,794	-10%
MAJOR ASSUMPTIONS				
Total Enrollment	1,375.0	1,375.0	1,397.0	
Funded Pupil Count	1,375.0	1,375.0	1,397.0	
Per Pupil Revenue (PPR)	10,003	10,682	10,687	
Change in PPR			0.05%	
Staff (FTE)	167.00	167.00	167.00	
OPERATING METRICS				
Debt Burden Ratio (DBR)	10.39	9.92	10.37	
Operating Reserve Ratio (ORR)	0.75	0.74	0.59	
Operating Margin Ratio (OMR)	0.06	0.00	(0.07)	
Change in Fund Balance Ratio (CFBR)			(0.10)	
Days of Unassigned Reserves Hand	263.57	261.57	206.66	
Debt Service Coverage Ratio			1.05	
Facility Payment as % of Revenue	10%	10%	10%	
Total Facility Costs as % of Revenue	14%	15%	13%	
Instructional Spending			52%	
Support Services Spending			48%	
Salaries & Benefits as % of Total Budget	66%	70%	64%	
Student:Staff Ratio	8.23	8.23	8.37	

		FY25 WORKING BUDGET	FY25 WORKING BUDGET	FY25 WORKING BUDGET
		10	Building	43 CRCP
STEM School Highlands Ranch		General Fund	Corporation	Fund
ADOPTED BUDGET				
Adopted December 31, 2024				
Budgeted Pupil Count		Object Source		
Beginning Fund Balance (Includes All Reserves)		14,675,529	-	-
Revenues				
Local Sources	1000 - 1999	4,868,879	2,011,268	-
Intermediate Sources	2000 - 2999	-	-	-
State Sources	3000 - 3999	1,106,422	-	-
Federal Sources	4000 - 4999	-	-	-
Total Revenues		5,975,301	2,011,268	-
Total Beginning Fund Balance and Reserves		20,650,830	2,011,268	-
Total Allocations To/From Other Funds				
Transfers To/From Other Funds	5600,5700, 5800	14,929,739	-	-
Other Sources	5200 - 5300, 5100,5400, 5500,5900, 5990, 5991	-	-	-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And Transfers)		35,580,569	2,011,268	-
Expenditures				
Instruction - Program 0010 to 2099				
Salaries	0100	7,595,983	-	-
Employee Benefits	0200	2,568,164	-	-
Purchased Services	0300,0400, 0500	755,693	-	-
Supplies and Materials	0600	522,788	-	-
Property	0700	225,531	-	-
Other	0800, 0900	24,400	-	-
Total Instruction		11,692,559	-	-
Supporting Services				
Students - Program 2100				
Salaries	0100	233,472	-	-
Employee Benefits	0200	78,936	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	42,500	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Students		354,908	-	-
Instructional Staff - Program 2200				
Salaries	0100	330,193	-	-
Employee Benefits	0200	111,637	-	-
Purchased Services	0300,0400, 0500	396,662	-	-
Supplies and Materials	0600	3,500	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Instructional Staff		841,992	-	-
General Administration - Program 2300, including Program 2303 and 2304				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	1,443,537	-	-
Supplies and Materials	0600	5,000	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total School Administration		1,448,537	-	-
School Administration - Program 2400				
Salaries	0100	1,195,243	-	-
Employee Benefits	0200	404,106	-	-
Purchased Services	0300,0400, 0500	208,977	-	-
Supplies and Materials	0600	100	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total School Administration		1,808,425	-	-
Business Services - Program 2500, including Program 2501				
Salaries	0100	1,011,218	-	-
Employee Benefits	0200	341,888	-	-

		FY25 WORKING BUDGET	FY25 WORKING BUDGET	FY25 WORKING BUDGET
		10	Building	43 CRCP
		General Fund	Corporation	Fund
STEM School Highlands Ranch				
ADOPTED BUDGET				
Adopted December 31, 2024				
	Object			
Purchased Services	0300,0400, 0500	98,229	-	-
Supplies and Materials	0600	-	-	-
Property	0700	46,141	-	-
Other	0800, 0900	-	-	-
Total Business Services		1,497,476	-	-
Operations and Maintenance - Program 2600				
Salaries	0100	331,747	-	-
Employee Benefits	0200	112,162	-	-
Purchased Services	0300,0400, 0500	2,544,968	-	-
Supplies and Materials	0600	175,000	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Operations and Maintenance		3,163,877	-	-
Student Transportation - Program 2700				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Student Transportation		-	-	-
Central Support - Program 2800, including Program 2801				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Central Support		-	-	-
Other Support - Program 2900				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Other Support		-	-	-
Food Service Operations - Program 3100				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Other Support		-	-	-
Enterprise Operations - Program 3200				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Enterprise Operations		-	-	-
Community Services - Program 3300				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Community Services		-	-	-
Education for Adults - Program 3400				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-

		FY25 WORKING BUDGET	FY25 WORKING BUDGET	FY25 WORKING BUDGET
		10	Building	43 CRCP
		General Fund	Corporation	Fund
STEM School Highlands Ranch				
ADOPTED BUDGET				
Adopted December 31, 2024				
	Object			
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	-	-
Total Education for Adults Services		-	-	-
Total Supporting Services		9,115,215	-	-
Property - Program 4000				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	1,500,000	-	-
Other	0800, 0900	-	-	-
Total Property		1,500,000	-	-
Other Uses - Program 5000s - including Transfers Out and/or Allocations Out as an expenditure				
Salaries	0100	-	-	-
Employee Benefits	0200	-	-	-
Purchased Services	0300,0400, 0500	-	-	-
Supplies and Materials	0600	-	-	-
Property	0700	-	-	-
Other	0800, 0900	-	2,011,268	-
Total Other Uses		-	2,011,268	-
Total Expenditures		22,307,775	2,011,268	-
APPROPRIATED RESERVES				
Other Reserved Fund Balance (9900)	0840	-	-	-
Other Restricted Reserves (932X)	0840	-	-	-
Reserved Fund Balance (9100)	0840	-	-	-
District Emergency Reserve (9315)	0840	-	-	-
Reserve for TABOR 3% (9321)	0840	-	-	-
Reserve for TABOR - Multi-Year Obligations (9322)	0840	-	-	-
Total Reserves		-	-	-
Total Expenditures and Reserves		22,307,775	2,011,268	-
BUDGETED ENDING FUND BALANCE				
Non-spendable fund balance (9900)	6710	-	-	-
Restricted fund balance (9990)	6720	-	-	-
TABOR 3% emergency reserve (9321)	6721	502,685	-	-
TABOR multi year obligations (9322)	6722	-	-	-
District emergency reserve (letter of credit or real estate) (9323)	6723	-	-	-
Colorado Preschool Program (CPP) (9324)	6724	-	-	-
Full day kindergarten reserve (9325)	6725	-	-	-
Risk-related / restricted capital reserve (9326)	6726	-	-	-
BEST capital renewal reserve (9327)	6727	-	-	-
Committed fund balance (9900)		-	-	-
Committed fund balance (15% limit) (9200)	6750	-	-	-
Assigned fund balance (9900)	6760	139,700	-	-
Unassigned fund balance (9900)	6770	12,630,409	-	-
Net investment in capital assets (9900)	6790	-	-	-
Restricted net position (9900)	6791	-	-	-
Unrestricted net position (9900)	6792	-	-	-
Total Ending Fund Balance		13,272,794	-	-
Total Available Beginning Fund Balance & Revenues Less Total Expenditures & Reserves Less Ending Fund Balance (Shall Equal Zero (0))		-	-	-
Use of a portion of beginning fund balance resolution required?		Yes	No	No

Phase 1 - July

- Organizational On-Board
- Strategic Plan Review
- Historical Financials Analysis
- FY25 Budget Analysis
- Cortney Budget Document & Audit Process
- Uncovered several odd accounting methods and processes that needed to be re-strategized and handled moving forward.

Phase 2 – Late July & August

- FY25 Budget Overhaul & Re-Build By Department
- Full re-build and analysis of org chart financials and breakout by department
- Met w/ Every Department Head:
 - Analyzed past financials
 - Understood operational challenges
 - Implemented templates for department level budget build out
 - Completed each department budget for FY25
 - Tackled Operational Challenges expressed by team
- Worked with Matt to analyze personnel expense savings and opportunities for FY25
- Deep dive on income line items and strategies to increase and maintain them both strategically and operationally.

Phase 3 - September

- Buildout of Organizational Budget at Department Level
- Re-architected Accounting Framework and Chart of Accounts for school based on needs and insights goals
- Completed Full Budget template model and collaborated major changes with Matt by department
- Included analysis of every expense and line item, along with analyzing historical financials to ensure accuracy

Phase 4 - October

- Completed final budget version (pre-board approval) with Matt.
 - Included analysis of key items and strategy within Charter school practices with Cortney.
- Rolled out budget to Cortney for input into her model
- Rollout of new accounting framework inside of QuickBooks, including Training of Kathy and Ashley (w/ Cortney)
- Year To Date (Thru 9/30) Accounting Clean Up into new accounting framework (training, strategy, and obstacle resolution)
- Began day to day finance ops management for departments and directors (continued)
- Continued updates of revised cash flow budget as needed

Phase 5 – November to December

- Final Budget Approval with FC and Board
- Follow up budget items from board approval
- Continued implementation of new accounting process through 9/30, then through 10/31. Completed with Kathy, Ashley, and Cortney (as needed).
- Analysis of YTD financials with Matt and Exec team as needed
- Monthly process of sending financials to directors (completed once through 9/30 is cleaned.
- Distribution of final approved budget to directors (process agreed upon with Matt)
- On-Going needs of school, departments, approvals, etc
- On-Boarding of New CFO
 - Introduction to engagement since July that I have had with stem school
 - Walking them through prior year financials, key challenges, etc
 - Sharing new budget process, documents, etc (Cortney and Ryan versions)
 - Bringing up to speed on next phase projects we have identified for finance
 - Additional needs as they on-board to fully transition and bring them up to speed

Coversheet

CIO Support and Evaluation

Section: V. Board Committee Updates
Item: A. CIO Support and Evaluation
Purpose: FYI
Submitted by:
Related Material: CIO Mid-Year Check-In Slide.pdf

CIO Mid-Year Check-In

- **By Nov. 22:** Matt will share with the board his Mid-Year Reflection
- **By Dec. 2nd:** Board members have read and taken their own notes on the Mid-Year Reflection
- **Dec. 3rd Board Meeting:** Board discussion
- **Mid-Dec:** S&E Committee shares Board commendations and recommendations

Coversheet

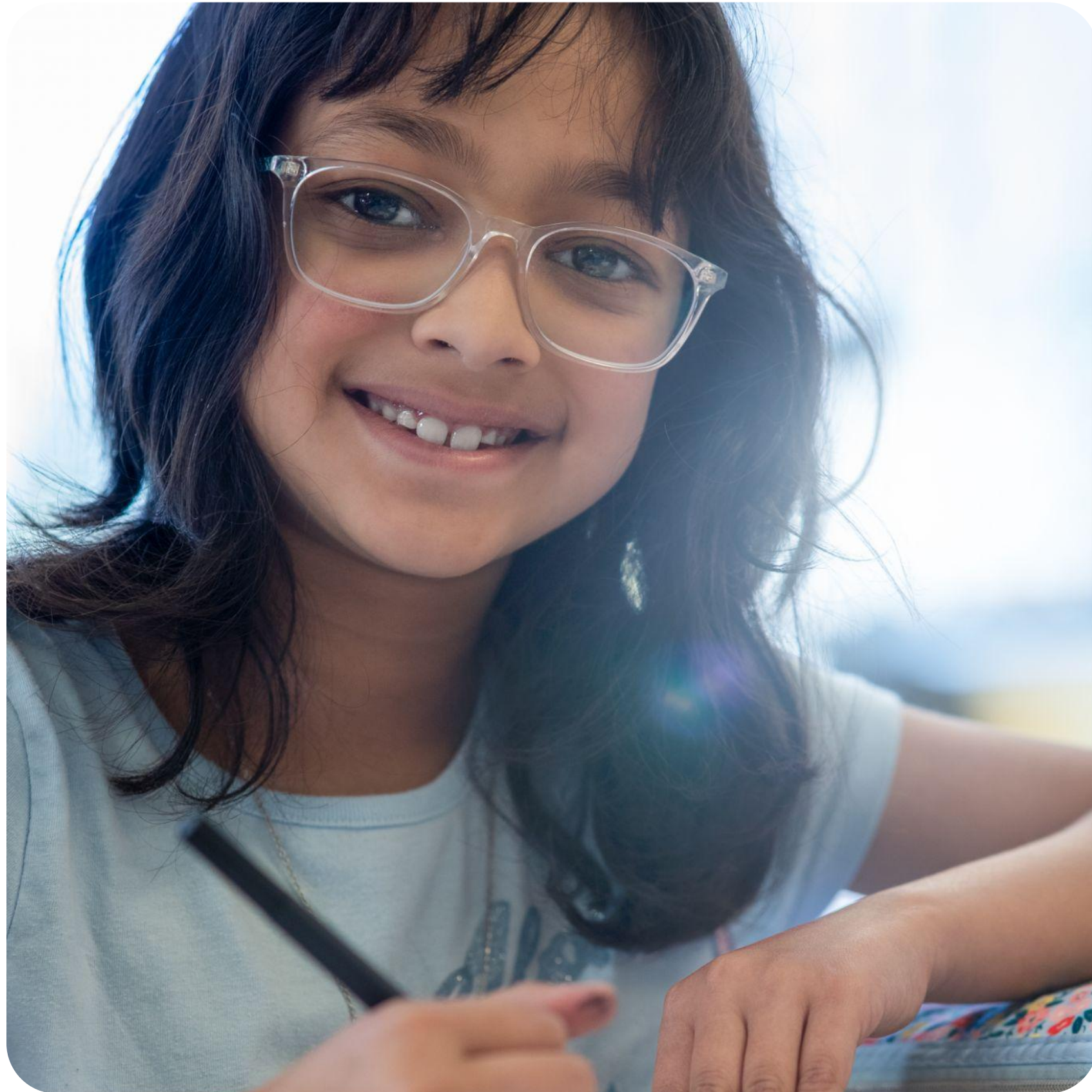
Governance Committee

Section: V. Board Committee Updates
Item: B. Governance Committee
Purpose: Discuss
Submitted by:
Related Material: STEM_Presentation_2024 Board Assessment Results.pdf

Board on Track Assessment

2024 Board Assessment Results

November 2024



Strategic Plan Alignment

3B - Preparing for Growth: Network Model & Governance

Establish a network model and governance structure to support growth, including roles, responsibilities, and decision-making processes.

Board on Track assessment provides feedback on Board structure, capability, and effectiveness.



1 - BASIC



2 - EMERGING



3 - INTERMEDIATE

- Ad Hoc, reactive, heroics
- Desire to understand and improve

- Begin to develop repeatable processes
- Board work connects to results for kids

- Data-driven governance
- Board value-add becomes evident and essential

4 - Advanced, 5 - Excellent

Background - 2023 and 2024 Assessment Reports provided in Board Book

Summary

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Board Meetings				BOARD	CEO
Board Structure				BOARD CEO	
Board Composition	CEO	BOARD			
Board Recruitment	BOARD CEO				
Board Goals & Accountability	BOARD	CEO			
Finance		BOARD	CEO		
Development	BOARD CEO				
Academic Oversight		BOARD CEO			
CEO Support & Evaluation					BOARD CEO
BoardSavvy CEO		BOARD			CEO



Strengths

Most Improvement

CEO Support and Evaluation
Board Structure
Board Savvy CEO

Board Meetings

4 - Advanced

Areas to work on:

Meeting content, facilitation, evaluation, and annual plan

Board Structure

4 - Advanced

Areas to work on:

Job descriptions and committees

CEO Support & Evaluation

5 - Excellent

Areas to work on:

Governance/Management and CEO Support

Emerging

Finance

2 - Emerging

Most categories are level 1 and 2

Areas to work on:

Financial Policies/Procedures, Compliance, and Support of the CEO

Academic Oversight

2 - Emerging

Areas to work on:

Clarity of Vision, Roadmap, Comparative Data, and Academic Excellence Committee

Board Savvy CEO

2 - Emerging

Areas to work on:

Governance knowledge and succession planning





Basic

Board Composition & Recruiting

Basic/Emerging

Areas to work on:

Board size per BOT, previous experience, diversity and recruiting/orientation

Board Goals & Accountability

Basic/Emerging

Areas to work on:

Clear goals and processes, and consistent accountability

Development

Basic

Areas to work on:

Philosophical alignment and fundraising



Disconnected Results

Board Savvy CEO

Board - 2 - Emerging
 CEO - 5 - Excellent

Diverse Board Responses - Overall Average = 2

Questions were "Yes, No, I don't know" and not 1-5.

Appears disconnect is high amount of "I don't know" answers from Board members. Baseline for Matt's first year at STEM.

BoardSavvy CEO
Details

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Governance Knowledge	BOARD 👤👤👤👤 👤👤				CEO 👤👤
Governance Prioritized	👤👤	BOARD 👤👤		👤	CEO 👤👤👤
Board Education	👤👤	👤	BOARD	👤👤	CEO 👤👤👤
Setting Strategic Direction	👤👤	👤👤	BOARD		CEO 👤👤👤👤
Communication	👤👤	👤		BOARD CEO 👤	👤👤👤👤
Succession Planning	BOARD CEO 👤👤👤👤 👤👤	👤			👤



Looking Forward

Work in Progress

Academic Excellence Committee

Advancement Committee

Financial Policy updates

Financial Oversight

Board orientation

Meeting effectiveness

Coversheet

Confirm the following Board Committee One Pagers:

Section: VI. Consent Agenda
Item: C. Confirm the following Board Committee One Pagers:
Purpose:
Submitted by:
Related Material: Academic_Excellence_Committee_One_Pager_2024-2025.pdf
Advancement_Committee_One_Pager_24-25.pdf
CIO_Support_and_Evaluation_Committee_One_Pager_FY24-25.pdf
Governance Committee One Pager 2024-25.pdf

Board Committee One Pager

Committee Name: Academic Excellence

Year: 2024-25

Purpose: The main purpose of the Academic Excellence Committee is to measure the academic results of the organization against the goals laid out in the organization's charter, accountability plan, and annual CIO goals. In order to be effective:

1. The board and CIO have a clear and shared definition of "academic excellence" for the organization.
 - a. Academic excellence includes academic achievement and growth, stakeholder surveys, graduation rate, discipline data, absenteeism, standards based growth and achievement, enrichment, career and technical education
2. The board and CIO have a clear and shared sense of how well the organization is currently performing in reaching that definition of excellence
3. The board and CIO agree on what the next steps the organization will take in order to reach that goal of academic excellence
4. The board understands the charter and accountability plan and understands how well the organization is currently performing
5. The board understands what standardized assessments the school administers, what each one assesses, when each one is administered, and how the data from each is used to inform teaching and programmatic changes
6. The board and CIO have a clear and structured process for updating the board on the organization's performance on key growth indicators (surveys, academic assessments) on a regular basis (at least once per year)
7. When academic-outcome data is presented to the board, it is presented in a comparative context (e.g., against comparables of how the organization has performed in the past, how other schools in the district are performing, and how districts across the state are performing) so that the board can assess the organization's overall strength of performance meaningfully
8. Work with the CIO and governance committee to review and update academic policies as needed.

Scope of Work: For the Academic Excellence Committee, this means measuring organizational outcomes against stated goals for metrics such as:

- Performance on state tests (e.g., CMAS)
- Performance on nationally-normed standardized tests (e.g., PSAT, SAT, etc.)
- Performance on interim assessments (e.g., iReady)
- Attendance, absenteeism, discipline data
- Graduation rates

- Surveys of family, student and staff satisfaction and retention (in partnership with School Accountability Committee, Student Advisory, and Teacher Advisory)

Appointments and Composition: Committee chair and board members are determined as a result of annual Board training and/or summer working sessions and membership confirmed at a Board meeting at the start of each school year, typically August. Committee staff members are assigned/selected by CIO and Executive Director as needed to support committee work. Committee composition typically includes two Board members, CIO, Executive Director, and Director of Instruction and Curriculum, Staff and Parents.

Roles and Responsibilities Members (chair, members, etc): Chair - Ishmeet Kalra (Board member), Gina Wing (Board member), Matt Cartier (CIO), LynAnn Kovalesky (Executive Director), Michelle Gasser (Director of Curriculum and Instruction)

Yearly Goals:

1. Create Committee one page purpose document
2. Create a clear and shared definition of “academic excellence” for the organization.
3. Review a [calendar of assessments](#). Include testing dates and dates that the information will be reviewed in the Academic Committee
4. Review UIP goals and objectives, and family/student surveys in partnership with SAC and Executive Director
 - a. Ask questions to ensure that the goals are (1) ambitious and (2) achievable. (These judgments are made relative to the organization’s charter promises, other schools’ performances, the organization’s own past performance.)
 - b. Review data to assess progress towards goals on agreed-upon timeline
 - c. Sounding board for CIO’s/Executive Director’s ideas on how to improve instructional practices and curricula based on student performance data
5. Recommend finalized UIP goals/reporting timeline to the full board for approval; ensure that the board understand goals
6. Monitor results through annual/biannual staff surveys and through staff retention data
7. Identify Board Policies that require updates and timeline for review/approval in partnership with Board Governance committee
8. Make recommendations to include topics for annual Board training to be held in June 2025
9. **Develop a chart to indicate what types of items are for approval vs. updating. ([RACI Chart - Responsible For, Accountable, Consulted, Informed](#))**

Annual Calendar:

1. [UIP Timeline](#) (Slide 8)
2. Review/update Board at meetings throughout the school year

Scheduled Recurring Meetings: Monthly

Board Committee One Pager

Committee Name: Advancement

Year: 2024-25

Purpose:

The purpose of the Advancement Committee is to assist the Board of Education in overseeing institutional advancement philosophy and policies, providing relationships that will assist and attract private sector support, reviewing proposed gifts and sponsorships that may require full Board consideration or action, providing leadership, guidance, and oversight of Institutional development efforts, including major fund-raising campaigns and projects, and oversee all fundraising efforts throughout the school. The Advancement committee serves to advise, review, and recommend to the school board and ultimately serves at the pleasure of the board.

Scope of Work:

1. Set the annual goals for school fundraising, orchestrate the board members' leadership and participation in the fund-raising program, and oversee all fund-raising activities by the school (including coordinating fund raising by the Parent Teacher Organization, Athletic Boosters, Enrichment, Scholarships, etc.).
2. Develop, coordinate, monitor, and establish leadership for the periodic capital campaigns of the school.
3. Plan and coordinate the ongoing annual-giving programs of the school (Annual Fund, Year End Giving)
4. Oversee fundraising events and initiatives aimed at fundraising and resource generation.
5. Assure appropriate parent, past parent, and alumni communications and programs to facilitate continuing cultivation of the friends and patrons of the school.
6. Enhance the school's visibility and reputation with the local and broader community, including partnerships and collaborations that benefit the school.
7. Oversee the fundraising website page to ensure consistency of message, goals, and overall philosophy.
8. Develop communication strategies that effectively share the school's achievements.
9. Maintain a culture of asking, thanking and reporting throughout the advancement committee and sub-committees.
10. Ensure that accurate and secure giving records are maintained by the business office of the school and that appropriate acknowledgment and recognition for gifts are offered.

Appointments and Composition: Committee chair and board members are determined as a result of annual Board training and/or summer working sessions and membership confirmed at a Board meeting at the start of each school year, typically August. Committee staff members are assigned/selected by CIO as needed to support committee work. Committee composition typically includes two Board members, CIO, and assigned staff. Advancement committee meetings are open to anyone to attend and participate. As the committee is in its initial growth phase, it will operate under consensus vote and will reevaluate for the 2025-2026 school year. Sub-Committee's include the following: Event Sub-Committee, industry partnerships Sub-Committee, Boosters (PTO, Athletic, Enrichment), and Growth Advisory Committee.

Roles and Responsibilities Members (chair, members, etc):

Yearly Goals:

1. Develop systems and processes that support an "ask, thank, report" culture

- a. Determine current asks
 - b. Determine current donations
 - c. Create thanking process
 - d. Create reporting process
2. Establish Advancement structure with sub-committees and events or projects connected to each committee that we can invite parents and partners to participate in.
 3. Leverage marketing team to craft school messages and strategic priorities with a development message.
 4. Create an annual calendar with events, committee meetings, annual fund, etc.
 5. Review and update fundraising philosophy, policies and procedures
 6. Establish sponsorship guidelines and resources
 7. Begin Annual Fund Campaign that is connected to strategic plan, operational plans, teacher needs, etc which is independent of the wish list process historically run through PTO.
 8. Investigate adding human resources to fundraising, specifically in terms of grant writing
 9. Events - This year – Blast Off, Year end giving and begin planning for golf tournament and gala next year.

Annual Calendar:

1. Sept 19th - Blast Off - Launch Advancement / Fundraising Committee
2. Fall - Annual Fund Launch
3. Year End Giving Campaign - Nov 1

Scheduled Recurring Meetings: 4th Tuesday of each month

Board Roster : Chair - Greg Shick, Board Members - Rudy Lukez, Kelly Ryena, CIO - Matt Cartier, includes various at will community members

Board Committee Purpose Document

Committee Name: Support and Evaluation Committee

Year: 2024-25

Revision Date: Sep 30, 2024

Purpose: This committee's purpose is to support, evaluate, and partner with the CIO so the person is able to effectively implement Koson / STEM's strategic priorities.

Scope of Work: The Support and Evaluation Committee is primarily responsible for setting annual goals, establishing needed supports and resources, and overseeing the annual evaluation of the CIO. Specifically,

- Annually review and revise as necessary the CIO's job description.
- Develop an annual timeline, tool, and criteria to evaluate the CIO.
- Develop and implement a CIO support strategy.
- Ensure effective collaboration and communication to the full board on progress toward annual goals.
- Prepare or revise the CIO's contract as necessary.
- Recommend CIO compensation adjustments to the full board, as appropriate.
- Annually evaluate its work as a committee and the objectives it has committed itself to, and report on the same to the board of trustees.

Appointments and Composition: Committee chair and 1 other board member are determined as a result of annual Board training and/or summer working sessions and membership confirmed at a Board meeting at the start of each school year, typically August. Committee composition typically includes two Board members, CIO, and does not include any staff members due to the sensitivity and confidentiality of items addressed in this committee.

Current Members: Chair - Erin Quigley (Board member), Kelly Reyna (Board member), Matt Cartier (CIO).

2024/2025 Annual Process Goals (by end of Sept):

1. Create Committee one page purpose document.
2. Update an annual Support and Evaluation process and timeline
3. Complete the evaluation process and contractual renewal
4. Outline the priorities for the 24/25 school year
5. Demonstrate effective communication and trust by
 - a. Meeting regularly
 - b. Discussing highest priority topics
 - c. Provide effective and transparent updates to the board

[2024-2025 Goals](#)

Annual Calendar:

1. June:
 - a. Board training

2. August:
 - a. Board Meeting: Reminder of CIO support and evaluation process
 - b. Committee Meeting: draft CIO goals
3. September:
 - a. Board Meeting: Board feedback on draft CIO goals
 - b. Committee Meeting: Finalize the CIO goals
4. October:
 - a. Board Meeting: Board Vote on CIO goals
 - b. Erin: Edit the Board on Track evaluation tool to reflect what's decided.
 - c. Committee Meeting: Reminder of Mid-year Check-in process
5. November:
 - a. Matt: Begin Mid-Year check-in self reflection
 - b. Board Meeting: CIO Mid-Year Check-In: Reminder of the process
 - c. Matt: Send the Board Mid-Year self-reflection
 - d. Board: Complete individual mid-year check-in feedback
 - e. Committee Meeting:
6. December:
 - a. Board Meeting: Executive Session: Discuss and finalize board feedback on the mid-year check-in.
 - b. Erin & Kelly summarize Board feedback and share it with the CIO
 - c. Committee Meeting: Share feedback with CIO
 - d. Erin: Finalize Mid-Year Check-In Evaluation Report
7. January:
 - a. Board Meeting:
 - i. Vote on CIO's Mid-Year Evaluation Report
 - b. Committee Meeting:
 - i. Review 25-26 CIO contract
 - ii. Plan EOY evaluation plan (includes leadership feedback from Matt's leads, feedback from Board, and reflection from Matt)
8. February:
 - a. Board Meeting:
 - i. Present draft CIO contract for feedback
 - ii. Present EOY Evaluation Plan
 - b. Committee Meeting:
 - i. Finalize CIO contract
 - ii. Launch EOY Evaluation Plan
9. March:
 - a. Board Meeting: Vote on CIO contract
 - b. Committee Meeting: Check in on EOY Evaluation Plan

10. April

- a. Matt: Complete EOY self-reflection
- b. Erin: Collect STEM Leadership feedback on CIO
- c. Board Meeting: CIO EOY Evaluation: Reminder of the process
- d. Board: Complete EOY Evaluation
- e. Erin: Send the Board the EOY Evaluation Packet:
 - i. Mett's self-reflection
 - ii. Matt's self evaluation
 - iii. Leadership feedback
 - iv. Board members' evaluation
- f. Committee Meeting:

11. May:

- a. Board Meeting: Executive Session: Discuss and finalize CIO EOY Evaluation
- b. Erin & Kelly summarize Board CIO EOY Evaluation
- c. Committee Meeting: Share CIO EOY Board Evaluation with CIO
- d. Erin: Finalize CIO EOY Board Evaluation Report

12. June:

- a. Board Meeting: Vote on EOY Evaluation Report

Scheduled Recurring Meetings: 3rd Thursday of the month.

Board Roster : Chair - Erin Quigley, Vice Chair - Kelly Reyna

Board Committee One Pager

Committee Name: Governance

Year: 2024-25

Purpose: The purpose of the Governance Committee is to hold the Board accountable for implementation of Bylaws and ensure that the Board is performing effectively.

Scope of Work: The governance committee has primary responsibility for orientation, training, and evaluation of the board in accordance with the bylaws and policies. The committee is responsible for reviewing and proposing updates to the bylaws, policy documents, and any documents that define board member roles and responsibilities. Recruiting and board officer succession planning is governance committee responsibility.

Appointments and Composition: Committee chair and board members are determined as a result of annual Board training and/or summer working sessions and membership confirmed at a Board meeting at the start of each school year, typically August. Committee staff members are assigned/selected by CIO as needed to support committee work. Committee composition typically includes two Board members, CIO, and assigned staff.

Roles and Responsibilities Members (chair, members, etc): Chair - Carla Gustafson (Board member), Ish Kalra (Board member), Matt Cartier (CIO), LynAnn Kovalesky (Executive Director)

Yearly Goals:

1. Create Committee one page purpose document.
2. Review Student/Parent Handbook and support Board to have handbook approved in June 2025 for next school year.
3. Review Staff Handbook and support Board to have handbook approved in March 2025 for next school year hiring/contract renewal.
4. Identify Board Policies that require updates and timeline for review/approval.
 - a. Support updates to the Board calendar to include regular review/confirmation of all Policies.
 - b. Review approved Waivers and determine if new Board Policies are required, and work to prepare and submit to Board for approval.
 - c. May prepare
5. Review and provide recommended updates for Board Bylaws to Board for approval by March 2025.
6. Coordinate annual Board training to be held in June 2025.
7. Coordinate Board/CEO Assessment after Board training each year.
8. Work to recruit new community board members, and support annual parent member election.
9. Prepare Board member job description and officer job descriptions
10. Assess current state of STEM Board organizational structure. Conduct research, perform external benchmarking, and facilitate internal interviews to determine the best board structure for replication and network.
11. Prepare Roadmap of 3-5 year plan for board of directors in relation to growth and expansion.

Annual Calendar:

1. Bylaws - Discuss during Board training, prepare recommended updates for Board approval in March 2025.

2. Board training - held in June
3. Coordinate Annual Board/CEO Assessment after Board training (BOT), present results in August/September
4. Staff Handbook - Approved at March meeting
5. Student/Parent Handbook - Approved at May/June meeting
6. Review/update Board policies with confirmation at meetings throughout the school year.

Scheduled Recurring Meetings: Initial Meeting - 8/19/24, then 9/19/24, monthly meetings on 3rd Thursday of the month.

Coversheet

Confirm the following policies - no updates needed:

Section: VI. Consent Agenda
Item: D. Confirm the following policies - no updates needed:
Purpose:
Submitted by:
Related Material: Policy_ProceduresSelectingInstrMat_2023.pdf
Policy_SelectionControversialLearningResources_2023.pdf
Policy_Viewpoint Neutrality_2022.pdf
Policy_OptInOptOut_2023.pdf

Procedures for Selecting Instructional Materials Policy

STEM SCHOOL HIGHLANDS RANCH POLICY
Procedures for Selecting Instructional Materials

I. PURPOSE

In its Charter (section 6.1/6.2), STEM School's Vision/Mission provides as follows:

Never Stop Innovating. (We envision) a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.

STEM School Highlands Ranch is responsible to identify, deliver, and monitor curriculum that aligns with the Colorado Academic Standards. Curriculum development, Instructional resources, and course proposals are approved by the STEM School Highlands Ranch Curriculum Committee, a Board Committee, and approved by the STEM Board of Directors. In addition, curriculum development and decision making aligns with the vision and mission of STEM School Highlands Ranch and a model of Problem Based Learning.

Under its Charter with Douglas County School District, section 6.6, STEM School agreed as follows regarding content of its curriculum:

6.6 Curriculum, Instructional Program and Pupil Performance Standards.

A. The School shall have the authority and responsibility for designing and implementing its educational program, subject to the conditions of this Contract. The educational program, pupil performance standards and curriculum designed and implemented by the School shall meet or exceed the Colorado Academic Standards, shall be designed to enable each pupil to achieve such standards, and shall be consistent with the School's vision and mission.

These standards provide general guidance as to the content or selection of curricula at STEM. Under these standards, STEM School has ensured that students will demonstrate proficiency and improvement of skills and content knowledge in relevant areas of study, and that students will demonstrate proficiency in the Colorado Academic Standards at each grade level.

STEM School is also required to provide instruction in those areas as required by Colorado statute.

Subject to these limitations, as a Colorado Charter School, STEM School is free to select curriculum that furthers its Vision/Mission. Therefore, in order to accomplish its Vision/Mission, STEM has adopted this policy relating to selection and adoption of textbook and instructional curriculum materials.

Procedures for Selecting Instructional Materials Policy

II. POLICY

A. General policy.

The review of curriculum shall be led by the STEM Curriculum Committee, which shall be chaired by the Curriculum Director with representation from a Board member. The Curriculum Committee shall be comprised of no less than five additional members, at least two of whom shall be parents of STEM students. The Executive Director shall serve as an ex officio committee member and shall have approval authority as set forth herein.

Subject to STEM policies and oversight of the Executive Director, individual teachers may select curriculum for their classes. The selection of such materials should generally be based upon the process set forth in part B of this policy.

B. Review of particular textbooks or instructional materials.

Proposals for the adoption of particular curriculum may be made to the Curriculum Committee and may originate from the Executive Director or designee, STEM staff and teachers, students or parents of STEM students.

The Curriculum Committee shall follow a consistent review process that may include, but is not limited to, the following:

1. Reviewing materials currently being used in an area of study and determining which of those materials should be retained and which should be replaced.
2. Surveying new materials available for selection. Samples and information should be collected about appropriate products that are currently available.
3. Developing or revising review and evaluation forms to adopt standard criteria (appropriate, equitable, viable, research-based, standards-based, relevant) to the content area.
4. Ensuring the selection to those materials that are otherwise consistent with STEM's Mission.
5. Ensuring that materials are reviewed by relevant stakeholders which may be impacted. Reviewers may include, but not be limited to, parents, community members, students, teachers, building administrators, directors of schools, and central office staff.
6. Calculating and/or negotiating costs with curriculum providers.

Procedures for Selecting Instructional Materials Policy

For any specific curriculum selected, the proposer shall complete an assessment or proposal for the selection that explains why the curriculum is needed, details how it aligns with the above criteria, and documents how reviewers were involved. Any areas of potential controversy should be identified and an explanation of why the materials are appropriate, given those issues, should be included.

After the above steps are complete, the Executive Director may approve the proposal.

Stakeholder complaints regarding selection of materials should be voiced through the chain of authority of STEM School. In most cases, issues or concerns should be raised to individual teachers, then with department heads, then with the Curriculum Committee, then with the Executive Director, and lastly with the Board of Directors, who have final approval authority under the STEM Charter.

At least once annually, the Curriculum Committee shall provide a curriculum selection and adoption report to the Board.

Approved by the STEM School Board on 01/08/2023.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: Michelle Horne (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: 2019

Revised: August 2023

Selection of Controversial Learning Resources Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Selection of Controversial Learning Resources

I. PURPOSE

Controversial Learning Resources include any material or information which a reasonable person in the STEM community (including students, parents of students, and STEM staff) might find (a) controversial and (b) offensive or lacking educational purpose. The effective presentation of Controversial Learning Resources is primarily dependent on classroom teachers. The purpose of this policy is to ensure that such presentation is consistent with the Mission of STEM School.

II. POLICY

Prior to presenting or using any Controversial Learning Resource which has not been specifically approved by the Executive Director, their designee, or the STEM Board; a teacher must preview the resource in its entirety before seeking approval from the Executive Director or their designee. If the Executive Director determines that the material is a Controversial Learning Resource, the Executive Director may deny approval of use based on the, non-exclusive, list of factors set forth below (page 2). Alternatively, the Executive Director may approve use of the resource only if the teacher timely notifies students' parents/caregivers of the nature, the specific controversial content (including reference by page number where available), and educational purpose of the resource, so that parents/caregivers may exercise informed judgment in deciding whether their student will participate in classes or activities using the reference.

Any decision by the Executive Director approving or denying use of a Controversial Learning Resource may be appealed to the STEM Board by a staff member, student, or parent/caregiver of a student.

After a teacher has provided the required notice, a student shall not be allowed to participate in any class or activity using the resource unless the student's parent/caregiver provides prior written permission.

Teachers shall provide suitable alternative activities for students whose parents/caregivers have requested exclusion from the class or activity. Implementation of alternative activities shall be handled in a manner that does not draw attention to the student. Further, any student who does not opt in shall not be penalized for such a decision.

Selection of Controversial Learning Resources Policy

In selecting any Controversial Learning Resource, a teacher shall evaluate the proposed resource to consider the following, non-exclusive, factors:

- Whether the resource will enrich and support the attainment of educational objectives of curriculum and content standards and the STEM Mission, taking into consideration:
 - The varied interests, abilities, age, intellectual development, and maturity levels of the students
 - The standards of the STEM community
 - The availability of other, less controversial, resources adequate to attain the educational objective
 - Whether a reasonable teacher using sound professional judgment would anticipate that use of the resource might engender complaints from students, parents/caregivers, or staff within the STEM community
- Whether the resource is representative of the religious, ethnic, and cultural groups represented in the STEM community
- Whether the resource stimulates growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards
- Whether the resource provides a background of information which will enable students to make intelligent judgements in their daily lives
- Whether the resource contributes to the presentation of opposing sides of controversial issues within the overall curriculum so that young citizens may develop, under guidance, the practice of critical analysis
- Whether the resource promotes the goal of providing a comprehensive education appropriate for the interests and needs of the students, recognizing their right to access a wide range of materials and activities
- Whether the resource presents timely educational and community issues for the school, staff, and community
- Whether adequate time is available to properly prepare, present, and follow up the resource in a reasonably thorough manner

Teachers shall communicate in advance with guest speakers scheduled to appear at STEM. Teachers shall inform such speakers that they will be addressing a diverse, yet captive, audience, and therefore, guest speakers must respect alternative viewpoints, consider the emotional and intellectual level of the students, and design their presentations appropriately. If a teacher determines that any aspect of the presentation might include a Controversial Learning Resource, the teacher shall notify the Executive Director. If the Executive Director deems appropriate, they shall confer with the guest speaker, prior to such presentation, in an attempt to resolve any concerns as to the content of the presentation. If the guest speaker is unwilling to abide by the direction of the Executive Director, the invitation to speak may be withdrawn.

Selection of Controversial Learning Resources Policy

Approved by the STEM School Board on 01/08/2023.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: *Michelle Horne* (*signature on file*)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: 2019
Revised: August 2023

Viewpoint Neutrality Policy

STEM SCHOOL HIGHLANDS RANCH POLICY
Viewpoint Neutrality

I. PURPOSE

The purpose of this policy is to ensure that STEM and its employees treat the voluntary expression of a religious or political viewpoint by a student, on an otherwise permissible subject, in the same manner the School treats a student's voluntary expression of a secular or other viewpoint on a subject, and to ensure, consistent with the Colorado and U.S. Constitution, that the School does not discriminate against any student based on a religious or political viewpoint expressed by the student on an otherwise permissible subject.

II. POLICY

Any student, regardless of race, color, religion, national origin, or disability, may express the student's beliefs about religion or politics in homework, artwork, and other written and oral assignments free from discrimination based on the religious or political content of the student's submission. Homework and classwork containing any such expression shall be judged by ordinary academic standards of substance and relevance, and against other legitimate pedagogical concerns identified by the School. Students may not be penalized or rewarded on account of religious or political content. In any such case of expression, a student's work should be judged on the basis of academic standards, including literary quality, and not penalized or rewarded on account of its religious or political content.

Approved by the STEM School Board on 11/10/2022.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: Michelle Horne (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: March 2013
Revised: December 2021
Revised: October 2022

Opt-in Opt-out Policy

STEM SCHOOL HIGHLANDS RANCH POLICY 'Opt-In and Opt-Out' Procedures

I. PURPOSE

The purpose of this policy is to set forth a consistent standard for use of 'op-in and opt-out' procedures for all STEM activities. Parents can expect the use of consistent standards at STEM School for opting-in and opting-out of programs, events, and activities. Under no circumstances will students opting-in/out be ostracized, nor will parents choosing to exercise their right to opt-in/out be criticized for their decision.

II. POLICY

Opt-out (parent request required for nonparticipation) applies to the Board-approved curriculum and related activities that occur regularly or as a matter of course. Opting-out always requires a showing of a bonafide reason, to avoid violating compulsory attendance rules. Replacement classes or activities may or may not be provided at the school's sole discretion. Opting-out procedures do not apply to matters of health and safety, or state/federal mandates.

Parents shall be notified by the school about upcoming programs, events, or activities in sufficient time and detail to allow time to opt-out if deemed reasonably necessary. Subject to district and state graduation requirements and the compulsory attendance laws, parents may exercise the right on behalf of their child (with bonafide reason) to opt out of:

- Physical Education (requires written request from child's physician)
- Parties or Holiday activities
- Board adopted or approved curriculum
- Student use of Internet for curriculum-related research

Curriculum adopted by the Board or otherwise pursuant to STEM policy is the official curriculum of STEM and comes under the opt-out category. STEM and its teachers will make their best efforts to identify and timely notify parents of the teaching of materials or methods of instruction in the curriculum that may reasonably offend the moral, ethical, religious, or political conscience of individuals, to allow adequate time for parents to review materials and request (in writing) an opt-out.

Student use of the Internet for purposes of research and retrieval of current information related to curricular content areas is a generally accepted practice and is considered an essential instructional tool, and thus comes under the opt-out category.

Opt-in Opt-out Policy

In any case where there is doubt as to whether a program, event, or activity should be treated as opt-in or opt-out, opt-in procedures should be used.

Opt-in (parents permission required for participation) pertains to school offerings and curricula that:

- (i) are not part of the Board-adopted or approved curriculum or involve presentation of Controversial Learning Resources (see STEM Policy on Controversial Learning Resources),
- OR
- ii) are not required by law to meet compulsory attendance or credit standards
- OR
- (iii) are not generally accepted regular matters of course within the school year.

For all opt-in offerings scheduled to take place during regular school hours, replacement classes or other alternatives will be provided for students who do not opt-in. STEM employees will provide timely notice to parents about opt-in programs, events, or activities so parents can make an informed decision about whether their children will participate.

Children will not be allowed to participate in the following programs, events, or activities without parent permission:

- Activities having a potential for increasing liability to the district (e.g., field trips, ropes course, jump rope for life, athletics, dispensing medication)
- Programs, activities, or materials that can be reasonably interpreted as containing religious messages, instruction in values, or controversial moral or ethical principles, involve Controversial Learning Resources, or that may result in invasion of the student's or family's privacy. Including, but not limited to the following:
 - Name in school directory
 - DARE
 - Programs on death, dying, and divorce
 - Educational movies with a PG-13 or more restrictive rating
 - Unrated visual materials, and/or other media that may be reasonably foreseen to cause offense to some individuals and are not part of the Board-approved curriculum
 - Programs where opting-in is a requirement of the law (e.g., special education, federal programs)
 - One-to-one or group counseling situations when counselors, social workers, or psychologists are involved with students (except as required for compliance with state and federal laws concerning the education of students with disabilities, compliance with child abuse and neglect reporting obligations, in emergency situations wherein there is a bona fide concern that the student's safety or health is in jeopardy, and when discussing academics or discipline problems).

Opt-in Opt-out Policy

Approved by the STEM School Board on 10/01/2023.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: *Michelle Horne* (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: March 2013

Revised: December 2021

Revised: January 2023