



BELIEVE STL Academy

March 2025 Board Meeting

Published on March 24, 2025 at 7:40 PM CDT

Amended on March 25, 2025 at 4:15 PM CDT

Date and Time

Tuesday March 25, 2025 at 5:00 PM CDT

Location

BELIEVE STL Academy

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Record Attendance		Paris Woods	1 m
B. Call the Meeting to Order		Paris Woods	1 m
II. Approval of Board Meeting Minutes - February			5:02 PM
A. Approve February Board Meeting Minutes	Vote	Paris Woods	5 m
III. Public Comment			

	Purpose	Presenter	Time
IV. Principal Report (Academic, Culture, Data, etc)			5:07 PM
A. Principal's Report	Discuss	Jawn Manning	20 m
B. School Culture Celebration	FYI	Tambra Pendleton	10 m
V. Topic for Discussion: Industry Partnerships			5:37 PM
A. Ranken Training - Industry Partners	Discuss	Kimberly Neal-Brannum	15 m
VI. Approval of SY25/26 Academic Calendar			5:52 PM
A. Vote: SY25/26 Academic Calendar	Vote	Paris Woods	5 m
VII. DESE CSIP Guidance			5:57 PM
A. DESE CSIP Guidance Overview	Discuss	Kimberly Neal-Brannum	10 m
VIII. Committee Updates			6:07 PM
A. Finance Committee	FYI	Danielle Thomas	5 m
B. Academic Committee	FYI	Tiara Jordan	5 m
C. Development Committee	FYI	Madeline Hantak	5 m
D. Governance Committee	FYI	Steven Harmon	5 m
• Governance Training & Sunshine Law Compliance update from Paris			
IX. Closing Items			6:27 PM
A. Upcoming Deadlines & Things to Know	FYI	Paris Woods	2 m
<ul style="list-style-type: none"> • Commission Site Visit - April 8th & 9th - Board focus group will take place after a condensed April Meeting - Prep Requested • Budget Approval - April Board Meeting 			

	Purpose	Presenter	Time
	• Arc of the Year Overview - TBD for Spring/Summer Approval		
B.	Adjourn Meeting	Vote	
X.	Closed Session: Executive Director/Network Team Update		

Coversheet

Approve February Board Meeting Minutes

Section:	II. Approval of Board Meeting Minutes - February
Item:	A. Approve February Board Meeting Minutes
Purpose:	Vote
Submitted by:	
Related Material:	2025_02_25_board_meeting_minutes.pdf

DRAFT



BELIEVE STL Academy

Minutes

February Board Meeting

Date and Time

Tuesday February 25, 2025 at 5:00 PM

Directors Present

D. Thomas (remote), L. Douglas (remote), L. Voellinger (remote), M. Johnson (remote), R. Whitley (remote), S. Harmon (remote), S. Williams (remote), T. Wells (remote)

Directors Absent

J. Boone, K. Martin-Johnson, M. Hantak, P. Woods

Guests Present

H. Harshman

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Thomas called a meeting of the board of directors of BELIEVE STL Academy to order on Tuesday Feb 25, 2025 at 5:05 PM.

II. Approval of Board Meeting Minutes - January

A. Approve January Board Meeting Minutes

S. Harmon made a motion to approve the minutes from January January 2024 Board Meeting on 01-28-25.

M. Johnson seconded the motion.

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

III. Principal Report (Academic, Culture, Data, etc)

A. Principal's Report

- T. Pendleton shared updates on enrollment, attendance, academics, events, and programs/partnerships.
- R. Whitley requested % of 9th grade students planning to return in 10th grade year.

IV. BELIEVE Middle College

A. Vote: Adding Building for BELIEVE Middle College to the Charter

- T. Simmons shared the overview of the BELIEVE Middle College programming vision including:
 - Mission & vision
 - Core programming components
 - Academic structure
 - Measures of success
- T. Vonderheit added that since its such a small number of students, it will co-exist with STL Academy, requiring no additional overhead or facilities costs.

S. Harmon made a motion to Approve submission of the application for BELIEVE Middle College.

D. Thomas seconded the motion.

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

V. Committee Updates

A. Finance Committee

- T. Vonderheit shared finance - board overview documentation re: budget v. actuals
 - K. Neal added context around a potential grant with Bloomberg to diversify funds and obtain additional funding to drive program impact
 - R. Whitley asked if there is a direct impact on BELIEVE with the updates on federal educational funding
 - K. Neal and T. Vonderheit shared the organizations plan to understand impacts down the road and are working with national experts on budgeting and forecasting

- K. Neal also added that we are following the national guidelines/mandates around DEI.

B. Academic Committee

No academic committee updates for February

C. Development Committee

No development committee updates for February

D. Governance Committee

No governance committee updates for February

VI. Goal 4 w/ MCPSC

A. Vote: Goal 4 Amendment

- J. Manning provided context around the contract goals with our authorizer. She shared that the one goal under review is Contract Goal 4. The request for vote is to amend to remove gradespecific language and change targets to School Year targets vs. student cohort targets. This has been due to conversations with the commission and prioritizing a thoughtful assessment plan and to plan for students to take the eoc when students are fully prepared for success on that eoc.

S. Harmon made a motion to Approve the amendment proposal to Goal 4.

L. Douglas seconded the motion.

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

VII. Closing Items

A. Upcoming Deadlines

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:43 PM.

Respectfully Submitted,
H. Harshman

Documents used during the meeting

- 2025_01_28_board_meeting_minutes (1).pdf
- February_2025-_BELIEVE_Academy_Board_Report.pdf

- BELIEVE_Middle_College_Overview_Deck__4_.pdf
- TanesiaResume2025__1_.pdf
- BELIEVE_Middle_College_Staffing_Plan.pdf
- BELIEVE_Middle_College_Statement_of_Need.pdf
- BELIEVE_Middle_College_Curriculum_Plan.pdf
- Student_Recruitment_Plan_for_BELIEVE_Middle_College__1_(1).pdf
- BELIEVE_Middle_College_budget_100_students_20250221.xlsx
- FY25_BSTL_Amendment_clarified_goal_language.docx

Coversheet

Vote: SY25/26 Academic Calendar

Section:	VI. Approval of SY25/26 Academic Calendar
Item:	A. Vote: SY25/26 Academic Calendar
Purpose:	Vote
Submitted by:	
Related Material:	STL Academic Calendar 25-26.pdf



2025-26 ACADEMIC CALENDAR

CALENDAR KEY

Mandatory Instructional Day	Semester 1 – Aug. -Dec.
No School for Scholars	Quarter 1 – Aug 13 - Oct 9
No School - Scholars & Staff	Quarter 2 – Oct 13 - Dec 18
Important Date	Semester 2 – Jan. -May
Early Dismissal	Quarter 3 – Jan 7 - Mar 13
Purpose Pathway - No School	Quarter 4 – Mar 23 - Jun 5

SEMESTER 1 81 Days / 547.5 Hours

JULY 2025							JULY 2025	OCTOBER							OCTOBER
Su	M	Tu	W	Th	F	Sa	4 – Fourth of July, School Closed	Su	M	Tu	W	Th	F	Sa	17 Full Days, 1 Early Dismissal, 2 Freedom Fridays = 135.5 Hours
		1	2	3	4	5	16 – Network Leadership Professional Development				1	2	3	4	7-9 – Q1 Assessments (Midterm Exams)
							21 – New Staff Pre-Work Day (Virtual)								9 – Quarter 1 Ends
6	7	8	9	10	11	12	22-25 – New Staff Onboarding	5	6	7	8	9	10	11	10 – All Staff Professional Development (No School for Scholars)
13	14	15	16	17	18	19	28-30 – All Staff Professional Development	12	13	14	15	16	17	18	13 – Quarter 2 Begins
20	21	22	23	24	25	26	7/31-8/1 – All Network Professional Development	19	20	21	22	23	24	25	17 – October Break, School Closed
27	28	29	30	31				26	27	28	29	30	31		23 – Early Dismissal for Purpose Pathway Conferences
															24 – Purpose Pathway Conferences (No School for Scholars)
AUGUST							AUGUST	NOVEMBER							NOVEMBER
Su	M	Tu	W	Th	F	Sa	10 Full Days, 3 Freedom Fridays = 86.5 Hours	Su	M	Tu	W	Th	F	Sa	12 Full Days, 2 Freedom Fridays = 95 Hours
					1	2	1 – All Network Professional Development							1	14 – Instructional Planning Day
3	4	5	6	7	8	9	4-7 – All Staff Professional Development	2	3	4	5	6	7	8	24-28 – Thanksgiving Break, School Closed
10	11	12	13	14	15	16	8 – Purpose Pathway Conferences (No School for Scholars)	9	10	11	12	13	14	15	
17	18	19	20	21	22	23	11-12 – All Staff Professional Development	16	17	18	19	20	21	22	
24	25	26	27	28	29	30	13-14 – In-Person Learning Begins for 9th Grade Only	23	24	25	26	27	28	29	
31							15 – First Day of In-Person Learning for All Grades	30							
SEPTEMBER							SEPTEMBER	DECEMBER							DECEMBER
Su	M	Tu	W	Th	F	Sa	17 Full Days, 3 Freedom Fridays = 135.5 Hours	Su	M	Tu	W	Th	F	Sa	12 Full Days, 2 Freedom Fridays = 95 Hours
	1	2	3	4	5	6	1 – Labor Day, School Closed		1	2	3	4	5	6	4 – Middle of Year (M.O.Y.) Testing Day
7	8	9	10	11	12	13	10 – Beginning-of-Year (B.O.Y.) Testing Day	7	8	9	10	11	12	13	16-18 – Q2 Assessments (Final Exams)
14	15	16	17	18	19	20	12 – Instructional Planning (No School for Scholars)	14	15	16	17	18	19	20	19 – Campus Professional Development
21	22	23	24	25	26	27		21	22	23	24	25	26	27	22-31 – Winter Break, School Closed
28	29	30						28	29	30	31				

SEMESTER 2 96 days / 642 Hours

JANUARY 2026							JANUARY 2026	APRIL							APRIL
Su	M	Tu	W	Th	F	Sa	12 Full Days, 1 Early Dismissal, 3 Freedom Fridays = 106 Hours	Su	M	Tu	W	Th	F	Sa	17 Full Days, 4 Freedom Fridays = 141 Hours
				1	2	3	1-2 & 5 – Winter Break, School Closed				1	2	3	4	6 – April Break, School Closed
4	5	6	7	8	9	10	6 – All Network Professional Development (No School for Scholars)	5	6	7	8	9	10	11	22 – End-of-Year (E.O.Y.) Testing Day
							7 – First Day of Semester 2, Quarter 3 Begins								
11	12	13	14	15	16	17	8 – Early Dismissal for Purpose Pathway Conferences	12	13	14	15	16	17	18	
18	19	20	21	22	23	24	9 – Purpose Pathway Conferences (No School for Scholars)	19	20	21	22	23	24	25	
25	26	27	28	29	30	31	19 – Rev. Dr. Martin Luther King Jr. Day, School Closed	26	27	28	29	30			
FEBRUARY							FEBRUARY	MAY							MAY
Su	M	Tu	W	Th	F	Sa	14 Full Days, 4 Freedom Fridays = 120 Hours	Su	M	Tu	W	Th	F	Sa	15 Full Days, 5 Freedom Fridays = 132.5 Hours
1	2	3	4	5	6	7	16 – Presidents' Day, School Closed						1	2	4-7 – End of Course Assessments
8	9	10	11	12	13	14	17 – Instructional Planning (No School for Scholars)	3	4	5	6	7	8	9	25 – Memorial Day, School Closed
15	16	17	18	19	20	21		10	11	12	13	14	15	16	
22	23	24	25	26	27	28		17	18	19	20	21	22	23	
								24	25	26	27	28	29	30	
								31							
MARCH							MARCH	JUNE							JUNE
Su	M	Tu	W	Th	F	Sa	14 Full Days, 2 Freedom Fridays = 109 Hours	Su	M	Tu	W	Th	F	Sa	4 Full Days, 1 Freedom Friday = 33.5 Hours
1	2	3	4	5	6	7	10-12 – Quarter 3 Assessment Window (Midterm Exams)		1	2	3	4	5	6	2-4 – Q4 Assessments (Final Exams)
8	9	10	11	12	13	14	13 – Quarter 3 Ends	7	8	9	10	11	12	13	5 – Quarter 4 Ends, Last Day of School Year
							16-20 – Spring Break, School Closed								8 – Network Professional Development Day (No School for Scholars)
15	16	17	18	19	20	21	23 – Quarter 4 Begins	14	15	16	17	18	19	20	9 – Campus Professional Development Day
22	23	24	25	26	27	28	27 – Campus PD Day (No School for Scholars)	21	22	23	24	25	26	27	10 – Purpose Pathway Conferences
29	30	31						28	29	30					19 – Juneteenth, School Closed

2025-2026 School Year | Total Days = 177 | Total Hours = 1,189.5

1 day of instruction (M-Th) = 7.5 hours - .5 hour for lunch = 7 hours that count towards 1,044 minimum requirement
 1 day of instruction (Freedom Friday) = 6 hours - .5 hour for lunch = 5.5 hours that count towards 1,044 minimum requirement

Coversheet

DESE CSIP Guidance Overview

Section:	VII. DESE CSIP Guidance
Item:	A. DESE CSIP Guidance Overview
Purpose:	Discuss
Submitted by:	
Related Material:	FY25_Guidance_on_CSIP_to_Commission_Schools.pdf

CSIP Guidance

March 20, 2025

The Department of Elementary and Secondary Education (DESE) has asked Commission-sponsored schools to complete a Continuous School Improvement Plan (CSIP). And the Missouri Charter Public School Association sent guidance regarding Annual Performance Reports (APR) and CSIP to all charter public schools. This guidance is intended to assist Commission sponsored schools deciding how to respond to these developments.

Bottom line up front

Charter schools are not required to complete a CSIP. The Commission's accountability decisions will not be affected by a school exercising its statutory autonomy and choosing not to complete a CSIP. Schools choosing not to complete a CSIP may have a lower APR score based not on academic performance, but on the school's choice to exercise its statutory autonomy to operate and govern the school in ways different than the operations and governing procedures of a local school district.

Glossary

APR: The Annual Performance Report (APR) is produced by DESE and use to classify school districts as accredited, provisionally accredited and unaccredited. It is also used to determine eligibility for a 10-year charter.

DESE determines what is included in the APR. The APR score in MSIP 6 is totaled from two scores:

- Performance (70%): academic achievement, growth, and career-readiness.
- Continuous Improvement (30%): organizational processes and inputs, including planning materials, a CSIP, data collection, and self-evaluation.

MSIP: The Missouri School Improvement Program (MSIP) is the mechanism DESE uses to meet DESE's statutory mandate to accredit school districts and to make "suggestions for improvement."

Missouri statutes clearly distinguish between "districts" and "charter schools." The statutes make MSIP only applicable to "districts." However, DESE's rule on MSIP and CSIP, promulgated just prior to the legislature's shutdown because of COVID, treats "districts" and "charter schools" the same.

CSIP: Continuous School Improvement Plan (CSIP) is only mentioned in statutes for "priority schools." However, DESE's rule requires submission of a CSIP when DESE determines, through the MSIP, that a school district needs improvement.

Guidance on CSIP for Commission schools – March 2025

Situational Overview

Charter public schools are not required to develop and submit a CSIP. The Commission does not require its schools to submit a CSIP or consider CSIPs in its oversight or renewal decisions. Instead, the Commission focuses on academic performance and financial and operational viability as outlined in statute, the Commission's Performance Framework and policies, and performance contracts.

In December 2022, DESE stated that charter schools could choose whether to produce CSIPs. For charter schools exercising their option to not participate, the CSIP points would be made unavailable. In November 2024, days before the public release of the FY24 APR, DESE declared the APR for charter schools that do not submit CSIPs will receive zero points. This was contrary to the 2022 letter sent to sponsors and the 20 years of past practice by DESE of removing inapplicable metrics from APR calculations for charter schools.

In February 2025, DESE stated APR points for FY25 will be the same as those awarded for FY24. In FY26, all CI points will be awarded to all schools. In FY27, CI points awarded will be based on reviewed submissions.

Considerations for Decisionmakers

Charter school boards must decide whether to participate in the CSIP process. Each board's decision should be articulated to DESE and the Commission. Boards should consider questions like these when deciding whether to participate:

- How will creating a CSIP increase students' academic performance?
- Is the 30 points for paperwork on the APR important to our board?
 - How much time will leadership spend developing these materials?
 - How many hours of meetings will be required by participating?
 - What interventions will DESE require based on participation in CSIP? Which of those interventions will contribute to school success? Which will erode the charter school's autonomy?
 - How will the leadership and board assure coordination with the charter, strategic plan, and performance contract already in place?
- What communications may be necessary if the school gets a zero on the CI portion of the APR?

Dig Deeper: Visit MCPSC's website for more information and frequently asked questions: [Current Operating Schools Resources](#).

Coversheet

Finance Committee

Section:	VIII. Committee Updates
Item:	A. Finance Committee
Purpose:	FYI
Submitted by:	
Related Material:	<div><div>1. Balance Sheet BSTL 20250228.pdf</div><div>2. Believe STL P&L 20250228.pdf</div><div>3. Believe STL BvA 20250228.pdf</div><div>3a. Believe STL BvA Detail 20250228.pdf</div><div>4. Believe STL Finance Dashboard 20250228.pdf</div></div>

Believe Schools

Statement of Financial Position

As of February 28, 2025

	TOTAL		
	AS OF FEB 28, 2025	AS OF JAN 31, 2025 (PP)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
1111 Cash Checking - Chase	500.00	500.00	0.00
CHASE BUS PREM SAV (1997) - 3	29.23	29.23	0.00
Merchants Checking	255,799.32	256,228.95	-429.63
Merchants Checking 2	407,185.87	354,808.02	52,377.85
PLAT BUS CHECKING (3323) - 2	220,859.09	323,265.36	-102,406.27
Savings	10,034.98	60,033.93	-49,998.95
Total Bank Accounts	\$894,408.49	\$994,865.49	\$ -100,457.00
Accounts Receivable			
1200 Accounts Receivable (A/R)	3,452.00	3,452.00	0.00
Total Accounts Receivable	\$3,452.00	\$3,452.00	\$0.00
Other Current Assets			
1411 Prepays and Other Assets	81,052.89	87,854.60	-6,801.71
Total Other Current Assets	\$81,052.89	\$87,854.60	\$ -6,801.71
Total Current Assets	\$978,913.38	\$1,086,172.09	\$ -107,258.71
Fixed Assets			
1521 Buildings and Remodeling	359,452.69	346,744.69	12,708.00
1541 Fixed Assets - Furniture, Fixtures & Other	88,635.61	88,635.61	0.00
1542 Fixed Assets - Capitalized Equipment	450,844.84	450,844.84	0.00
Total Fixed Assets	\$898,933.14	\$886,225.14	\$12,708.00
Other Assets			
1800 Security Deposits	13,875.00	13,875.00	0.00
Total Other Assets	\$13,875.00	\$13,875.00	\$0.00
TOTAL ASSETS	\$1,891,721.52	\$1,986,272.23	\$ -94,550.71
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2111 Accounts Payable (A/P)	119,936.38	33,798.36	86,138.02
Total Accounts Payable	\$119,936.38	\$33,798.36	\$86,138.02
Credit Cards			
2040 Credit Card	14,150.00	24,122.14	-9,972.14

Believe Schools

Statement of Financial Position

As of February 28, 2025

	TOTAL		
	AS OF FEB 28, 2025	AS OF JAN 31, 2025 (PP)	CHANGE
Total Credit Cards	\$14,150.00	\$24,122.14	\$ -9,972.14
Other Current Liabilities			
2112 Due To / Due From BECICI	0.00	0.00	0.00
2121 Loans Payable	294,026.29	294,026.29	0.00
2158 Retirement Payable - Teacher	3,075.62	11,611.12	-8,535.50
2159 Retirement Payable - Non-Teacher	5,955.06	8,569.49	-2,614.43
Total Other Current Liabilities	\$303,056.97	\$314,206.90	\$ -11,149.93
Total Current Liabilities	\$437,143.35	\$372,127.40	\$65,015.95
Total Liabilities	\$437,143.35	\$372,127.40	\$65,015.95
Equity			
3111 Unrestricted Net Assets	400,870.61	400,870.61	0.00
Net Revenue	1,053,707.56	1,213,274.22	-159,566.66
Total Equity	\$1,454,578.17	\$1,614,144.83	\$ -159,566.66
TOTAL LIABILITIES AND EQUITY	\$1,891,721.52	\$1,986,272.23	\$ -94,550.71

Believe Schools

Statement of Activity

February 2025

	TOTAL		
	FEB 2025	JAN 2025 (PP)	CHANGE
Revenue			
5180 Interest Income	1,949.27	2,356.59	-407.32
5192 Private Foundations / Grants	1,450.00		1,450.00
5198 Local Revenue, Miscellaneous	90.24		90.24
5311 Basic Formula	98,940.00		98,940.00
5312 Student Transportation	7,447.00	7,238.00	209.00
5497 Federal - CSP		264,507.95	-264,507.95
Total Revenue	\$109,876.51	\$274,102.54	\$ -164,226.03
GROSS PROFIT	\$109,876.51	\$274,102.54	\$ -164,226.03
Expenditures			
6111-115101 Certificated - Teachers - Regular	25,666.64	23,583.31	2,083.33
6111-122101 Certificated - Teachers - SPED	10,550.00	10,300.00	250.00
6112-241101 Certificated - Instructional Management	16,375.00	16,375.00	0.00
6112-241102 Certificated - Deans	7,041.27	3,363.80	3,677.47
6151-211301 Classified - Counselors	36.56		36.56
6151-251101 Classified - Non-Instructional Admin	8,074.00	8,074.00	0.00
6151-255201 Classified - Bus Driver	15,269.41	7,595.02	7,674.39
6151-256201 Classified - Food Server	217.74	410.10	-192.36
6161-213401 Classified - Nurse	84.99		84.99
6211-115101 Certificated - Retirement Contribution	5,229.93	4,871.84	358.09
6221-115101 Classified - Retirement Contribution	2,012.11	1,386.32	625.79
6231-115101 Disability Insurance	130.70	130.70	0.00
6232-115101 Social Security / Medicare	5,686.51	4,745.44	941.07
6241-115101 Health Insurance	6,090.32	6,033.72	56.60
6261-115101 Workers' Compensation	403.39	341.47	61.92
6271-115101 State Unemployment	2,415.43	2,921.64	-506.21
6311-115101 Contracted Services - Instructional	250.00		250.00
6311-122101 Contracted Services - Special Ed	1,800.00	1,800.00	0.00
6311-212201 Contracted Services - Therapist / Counselor	4,279.00	2,176.00	2,103.00
6312-221201 Contracted Services - Curriculum		2,675.00	-2,675.00
6316-233101 Contracted Services - Technology	24.99		24.99
6317-231101 Legal		1,000.00	-1,000.00
6319-141101 Contracted Services - Sports & Student Activities	2,000.00	1,023.75	976.25
6319-221301 Professional Development - Instructional Staff	566.92	583.42	-16.50
6319-251101 Bank Fees	2.50		2.50
6319-251102 Management Company Fee		145,461.94	-145,461.94
6319-252401 Payroll Services	1,262.88	1,159.14	103.74
6319-252501 Accounting Services	5,000.00	5,000.00	0.00
6319-259101 Contracted Services - Grant Writing	75,265.00		75,265.00
6319-264401 Professional Development - Non-Instructional Staff		202.54	-202.54
6331-254201 Janitorial Services	4,336.47	1,452.34	2,884.13

Believe Schools

Statement of Activity

February 2025

	TOTAL		
	FEB 2025	JAN 2025 (PP)	CHANGE
6333-254101 Building and Land Rent / Lease	8,875.00	8,875.00	0.00
6341-255101 Student Transportation - To and From School	2,768.16	1,966.62	801.54
6342-255101 Student Transportation - Non-Route	3,622.86	2,373.13	1,249.73
6343-232001 Executive Administrative Services	4,308.34	3,760.00	548.34
6343-241101 Travel - Staff	6,890.87	2,793.79	4,097.08
6351-254101 Property Insurance	2,612.00	8,828.00	-6,216.00
6352-232101 Liability Insurance	117.00	107.25	9.75
6361-233101 Telephone / Internet	1,041.50	233.00	808.50
6362-232201 Student Recruitment / Marketing	2,791.58	13,666.58	-10,875.00
6362-264201 Staff Recruitment	652.04	2,351.33	-1,699.29
6371-241101 Dues & Memberships		304.99	-304.99
6391-254101 Repairs & Maintenance	280.18		280.18
6411-115101 Classroom / Teaching Supplies & Materials	1,021.77	4,165.06	-3,143.29
6411-115102 Student Uniforms	43.00	184.52	-141.52
6411-141101 Student Activities	5,814.25	640.96	5,173.29
6411-251101 Office Supplies	1,583.80	1,073.22	510.58
6412-115101 Technology - Online Curriculum	2,177.56	2,021.06	156.50
6412-115102 Technology - Instructional Software Subscriptions	4,250.00		4,250.00
6412-233101 Technology - Software	3,089.95	3,065.94	24.01
6412-233102 Technology - Hardware	344.03		344.03
6431-115101 Textbook	105.37		105.37
6471-256301 Student Meals	14,071.23	17,615.32	-3,544.09
6481-254101 Utilities - Electricity	1,370.73	1,156.68	214.05
6491-254201 Janitorial Supplies	216.56	527.18	-310.62
6542-115101 Classroom Equipment/Furniture	49.35	14,432.36	-14,383.01
6624-522201 Interest Expense	1,274.28	1,147.23	127.05
Total Expenditures	\$269,443.17	\$343,955.71	\$ -74,512.54
NET OPERATING REVENUE	\$ -159,566.66	\$ -69,853.17	\$ -89,713.49
NET REVENUE	\$ -159,566.66	\$ -69,853.17	\$ -89,713.49



Believe Academy St. Louis FY 24-25 Budget Status Report

February

BELIEVE
ACADEMY

Revenue

Local Support

State Revenue - General

State Revenue - Special Purpose

Federal Revenue

Grants & Other Sources

Total Revenue

Expenditures

Salaries

Personnel Taxes & Benefits

Contracted Services

School Operations

Facility Operations & Maintenance

Total Expenditures

Net Operating Revenue

	Actual	Annual Budget	Over/(Under) Budget	% of Budget	Forecast	% of Forecast	Notes
	14,466	20,000	(5,534)	72.3%	21,276	68.0%	Interest & CC Rewards
	1,003,874	1,253,555	(249,681)	80.1%	1,551,315	64.7%	Basic Formula
	87,069	168,130	(81,061)	51.8%	91,100	95.6%	Student Transportation; ARP Trans \$26k
	501,205	1,015,568	(514,363)	49.4%	787,939	63.6%	CSP
	1,496,450	575,000	921,450	260.3%	1,495,000	100.1%	TOT +\$425k, Bloomberg + \$725k, HSSU \$50k,
							NSVF +\$265k , Charter Fund +\$30k
Total Revenue	3,103,063	3,032,253	70,810	102.3%	3,946,630	78.6%	
Expenditures							
Salaries	594,307	806,155	(211,848)	73.7%	880,423	67.5%	
Personnel Taxes & Benefits	154,388	235,190	(80,802)	65.6%	227,006	68.0%	
Contracted Services	88,090	145,508	(57,418)	60.5%	136,690	64.4%	
School Operations	1,102,760	1,144,208	(41,448)	96.4%	1,617,971	68.2%	Bellwether +\$75k (funded by TOT)
Facility Operations & Maintenance	109,810	317,400	(207,590)	34.6%	183,193	59.9%	
Total Expenditures	2,049,356	2,648,461	(599,105)	77.4%	3,045,283	67.3%	Fiscal year elapsed: 67%
Net Operating Revenue	1,053,708	383,792	669,916	274.6%	901,347	116.9%	School year elapsed: 64%

Believe Schools

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

July 2024 - February 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
5179 Sales - Student Activities		20,000.00	-20,000.00	
5180 Interest Income	13,005.51		13,005.51	
5192 Private Foundations / Grants	1,496,450.00	575,000.00	921,450.00	260.25 %
5198 Local Revenue, Miscellaneous	1,460.69		1,460.69	
5311 Basic Formula	1,003,874.00	1,253,555.00	-249,681.00	80.08 %
5312 Student Transportation	87,068.58	167,500.00	-80,431.42	51.98 %
5333 State - Food Service		630.00	-630.00	
5412 Medicaid		10,000.00	-10,000.00	
5441 Federal SPED - IDEA		19,238.00	-19,238.00	
5445 Federal - Food Service (NSLP)		46,800.00	-46,800.00	
5446 Federal - School Breakfast (SBP)		21,600.00	-21,600.00	
5451 Title 1		93,713.00	-93,713.00	
5461 Title 4		2,500.00	-2,500.00	
5462 Title 3		2,500.00	-2,500.00	
5463 Federal - Homeless Ed		25,000.00	-25,000.00	
5465 Title 2		6,278.00	-6,278.00	
5497 Federal - CSP	501,204.71	787,939.00	-286,734.29	63.61 %
Total Revenue	\$3,103,063.49	\$3,032,253.00	\$70,810.49	102.34 %
GROSS PROFIT	\$3,103,063.49	\$3,032,253.00	\$70,810.49	102.34 %
Expenditures				
6111-115101 Certificated - Teachers - Regular	195,717.85	275,000.00	-79,282.15	71.17 %
6111-122101 Certificated - Teachers - SPED	51,036.47	58,500.00	-7,463.53	87.24 %
6112-241101 Certificated - Instructional Management	143,327.50	286,500.00	-143,172.50	50.03 %
6112-241102 Certificated - Deans	46,019.83		46,019.83	
6131-115101 Certificated - Stipends		53,655.00	-53,655.00	
6151-251101 Classified - Non-Instructional Admin	62,790.08	105,000.00	-42,209.92	59.80 %
6151-255201 Classified - Bus Driver	93,951.05		93,951.05	
6151-256201 Classified - Food Server	1,464.41	27,500.00	-26,035.59	5.33 %
6211-115101 Certificated - Retirement Contribution	34,609.12		34,609.12	
6221-115101 Classified - Retirement Contribution	11,921.42	104,800.00	-92,878.58	11.38 %
6231-115101 Disability Insurance	784.20		784.20	
6232-115101 Social Security / Medicare	42,263.55	61,671.00	-19,407.45	68.53 %
6241-115101 Health Insurance	49,396.84	56,627.00	-7,230.16	87.23 %
6261-115101 Workers' Compensation	2,917.21	12,092.00	-9,174.79	24.13 %
6271-115101 State Unemployment	12,496.10		12,496.10	
6311-115101 Contracted Services - Instructional	6,675.00	32,500.00	-25,825.00	20.54 %
6311-115102 Contracted Services - Substitutes		1,200.00	-1,200.00	
6311-122101 Contracted Services - Special Ed	17,050.00	40,000.00	-22,950.00	42.63 %
6311-194101 Contracted Services - Dual Credit	2,239.20	10,000.00	-7,760.80	22.39 %
6311-212201 Contracted Services - Therapist / Counselor	13,560.00	16,700.00	-3,140.00	81.20 %
6312-221201 Contracted Services - Curriculum	13,824.42		13,824.42	
6315-231101 Audit		12,500.00	-12,500.00	

Believe Schools

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

July 2024 - February 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6316-233101 Contracted Services - Technology	12,979.22	5,000.00	7,979.22	259.58 %
6317-231101 Legal	1,000.00	10,608.00	-9,608.00	9.43 %
6319-141101 Contracted Services - Sports & Student Activities	20,761.99	17,000.00	3,761.99	122.13 %
6319-221301 Professional Development - Instructional Staff	8,561.74	15,000.00	-6,438.26	57.08 %
6319-231101 Board Expenses	1,500.00	6,000.00	-4,500.00	25.00 %
6319-251101 Bank Fees	7.50	1,694.00	-1,686.50	0.44 %
6319-251102 Management Company Fee	145,461.94	191,032.00	-45,570.06	76.15 %
6319-252401 Payroll Services	8,892.74	20,000.00	-11,107.26	44.46 %
6319-252501 Accounting Services	50,511.43	60,000.00	-9,488.57	84.19 %
6319-259101 Contracted Services - Grant Writing	151,960.00	5,000.00	146,960.00	3,039.20 %
6319-264401 Professional Development - Non-Instructional Staff	12,080.93		12,080.93	
6331-254201 Janitorial Services	20,516.81	42,500.00	-21,983.19	48.27 %
6333-254101 Building and Land Rent / Lease	49,842.73	166,500.00	-116,657.27	29.94 %
6334-251101 Printing	3,246.31	7,500.00	-4,253.69	43.28 %
6336-254101 Utilities - Trash Removal		2,400.00	-2,400.00	
6337-115101 Technology - Repair	499.50	2,445.00	-1,945.50	20.43 %
6341-255101 Student Transportation - To and From School	45,165.09	250,000.00	-204,834.91	18.07 %
6342-255101 Student Transportation - Non-Route	19,819.69	25,000.00	-5,180.31	79.28 %
6343-232001 Executive Administrative Services	24,150.46		24,150.46	
6343-241101 Travel - Staff	49,630.60	2,908.00	46,722.60	1,706.69 %
6351-254101 Property Insurance	24,325.80	10,000.00	14,325.80	243.26 %
6352-232101 Liability Insurance	812.50	10,000.00	-9,187.50	8.13 %
6361-233101 Telephone / Internet	5,332.88	1,500.00	3,832.88	355.53 %
6362-232201 Student Recruitment / Marketing	105,078.27	25,000.00	80,078.27	420.31 %
6362-264201 Staff Recruitment	4,035.51	1,500.00	2,535.51	269.03 %
6371-241101 Dues & Memberships	2,304.99	6,151.00	-3,846.01	37.47 %
6391-115101 Field Trips	2,249.15	31,500.00	-29,250.85	7.14 %
6391-254101 Repairs & Maintenance	54,681.84	5,000.00	49,681.84	1,093.64 %
6391-254601 Security Services	41,424.78	1,800.00	39,624.78	2,301.38 %
6411-115101 Classroom / Teaching Supplies & Materials	30,081.00	22,000.00	8,081.00	136.73 %
6411-115102 Student Uniforms	538.96	6,250.00	-5,711.04	8.62 %
6411-115103 Student Testing & Assessment	2,095.78	3,750.00	-1,654.22	55.89 %
6411-122101 Special Ed Supplies & Materials	545.84	6,278.00	-5,732.16	8.69 %
6411-141101 Student Activities	27,581.19	27,500.00	81.19	100.30 %
6411-251101 Office Supplies	34,667.73	8,000.00	26,667.73	433.35 %
6412-115101 Technology - Online Curriculum	28,218.69	20,000.00	8,218.69	141.09 %
6412-115102 Technology - Instructional Software Subscriptions	8,249.00	15,000.00	-6,751.00	54.99 %
6412-233101 Technology - Software	36,773.86	35,000.00	1,773.86	105.07 %
6412-233102 Technology - Hardware	8,200.74	30,000.00	-21,799.26	27.34 %
6431-115101 Textbook	1,073.50		1,073.50	
6471-141101 Summer School Meals	2,400.00		2,400.00	
6471-256301 Student Meals	90,240.87	80,000.00	10,240.87	112.80 %
6481-254101 Utilities - Electricity	4,512.16	36,000.00	-31,487.84	12.53 %

Believe Schools

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L
July 2024 - February 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6491-254101 Repairs & Maintenance Supplies	884.35	10,000.00	-9,115.65	8.84 %
6491-254201 Janitorial Supplies	4,610.65	6,000.00	-1,389.35	76.84 %
6542-115101 Classroom Equipment/Furniture	95,542.75	265,400.00	-169,857.25	36.00 %
6624-522201 Interest Expense	4,260.21		4,260.21	
Total Expenditures	\$2,049,355.93	\$2,648,461.00	\$ -599,105.07	77.38 %
NET OPERATING REVENUE	\$1,053,707.56	\$383,792.00	\$669,915.56	274.55 %
NET REVENUE	\$1,053,707.56	\$383,792.00	\$669,915.56	274.55 %



Finance Dashboard February 2024

	Metric <i>Description</i>	Result	Goal	Status	Notes
1.	Current Student Recruitment Count <i>Enrollment is the school's primary revenue driver</i>	104%	100%		<i>Current enrollment: enrollment 104 with 125 projected; budgeted 100 students</i>
2.	Public Revenue Received as a % of overall budget <i>Measures rate of receipt of public funds to date</i>	65%	67%		<i>Received \$99k MO basic formula funding in February; Title & IDEA reimbursement request for \$308k expected in April</i>
3.	Private Revenue Received as a % of overall budget <i>Measures progress against fundraising goals</i>	262%	67%		<i>Received \$425k from TOT, \$725k from Bloomberg, \$265k from NSVF, \$50k from HSSU, \$30k from Charter Fund</i>
4.	Expenditures to date as a % of overall budget <i>Measures actual spending against planned spending</i>	77%	67%		<i>Adjusted for Bellwether contract this is 71%; keeping a tight eye on this will protect increased net income from increased private fundraising</i>
5.	Cash on Hand <i>Measures operational and financial stability</i>	Current: 123 days EOY Forecast: 124	60-90 days		<i>Cash on hand is well above target range</i>

Additional notes for discussion:

- **Current FY25 Enrollment?** 104
- **Material variances (10% & \$10k):** Contracted Services – Grant writing (Actuals \$152k; Budget \$5k) due to Bellwether contract (paid for by TOT); Repairs & Maintenance (Actuals \$55k, Budget \$5k) due to flooring and fountain installation – but this will be returned through rent credits; Student Recruitment/Marketing (Actuals \$105k, Budget \$25k); Travel Staff (Actual \$50k, Budget \$2.9k); Office Supplies (Actual \$35k, Budget \$8k); Contracted Services – Curriculum (Actuals \$14k, Budget \$0); Security Services (Actual \$41k, Budget \$2k); Professional Development – Non Instructional Staff (Actual \$12k, Budget \$0); Executive Administrative Services (Actual \$20k, Budget \$0); Property Insurance (Actuals \$24k, Budget \$10k); Student Meals (Actuals \$90k, Budget \$80k)

jg^P

Coversheet

Governance Committee

Section:	VIII. Committee Updates
Item:	D. Governance Committee
Purpose:	FYI
Submitted by:	
Related Material:	MCPSA_ Governing Board Member Training.pdf

Missouri's Sunshine Law



Basics

Missouri's Sunshine Law

- Commitment to open and transparent government.
- “It is the public policy...meetings, records, votes, actions, and deliberations of public governmental bodies be open to the public unless otherwise provided by law...shall be liberally construed and their exceptions strictly construed to promoted this public policy.” §610.011, RSMo.



Applicability

- Public Governmental Bodies: “any legislative, administrative or governmental entity created by the Constitution or statutes of this state... any department or division of the state, of any political subdivision....school district...and other subdistrict of any political subdivision.” §610.010(4), RSMo.
- “Meetings of the governing board of the charter school shall be subject to the [Sunshine Law].” §160.400, RSMo.
- “Any entity, either public or private, operating, administering, or otherwise managing a charter school shall be considered a quasi-public governmental body and subject to the provisions of [the Sunshine Law].” §160.405, RSMo.

Board Policy

- Every public governmental body must have a written Sunshine Law policy that is available to the public.
 - Covers the board and the LEA.
- “[A]ny member or employee of the public governmental body who complies with the written policy is not guilty of violation of the provisions of [the Sunshine Law] or subject to civil liability for any act arising out of... adherence to the written policy[.]” § 610.028, RSMo.
- The model policies include a Sunshine Law policy.
 - If you make changes to the model policy, please make sure they are changes that comply with the Sunshine Law!

Records

Public Records Are Presumptively Open

- “[A]ll public records of public governmental bodies shall be open to the public for inspection and copying...” § 610.011, RSMo.
- A public record is:
 - “any record...retained by or of any public governmental body including any report, survey, memorandum, or other document or study prepared for the public governmental body by a consultant or other professional service paid for in whole or in part by public funds, including records created or maintained by private contractors under an agreement with a public governmental body or on behalf of a public governmental body.” §610.010, RSMo.
 - “personally identifiable student records maintained by public educational institutions shall be open for inspection by the parents, guardian or other custodian of students under eighteen years.” §610.010, RSMo.

Certain Records May Be Closed

- Exceptions to the open records requirement can be found in Section 610.021, RSMo.
- Records *may* be closed, but it is not a requirement.
- HOWEVER, there may be other laws that require certain records to be maintained confidentially.
 - FERPA (except directory information)



Legal Records

- Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys.
- Legal work product shall be considered a closed record
- EXCEPTION: any minutes, vote or settlement agreement relating to legal actions, causes of action or litigation involving a public governmental body or any agent or entity representing its interests or acting on its behalf or with its authority, including any insurance company acting on behalf of a public government body as its insured, shall be made public upon final disposition of the matter voted upon or upon the signing by the parties of the settlement agreement, unless, prior to final disposition, the settlement agreement is ordered closed by a court after a written finding that the adverse impact to a plaintiff or plaintiffs to the action clearly outweighs the public policy considerations of section [610.011](#), however, the amount of any moneys paid by, or on behalf of, the public governmental body shall be disclosed.

Personnel Records



- Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.
 - **EXCEPTION:** any vote on a final decision, when taken by a public governmental body, to hire, fire, promote or discipline an employee of a public governmental body shall be made available with a record of how each member voted to the public within seventy-two hours of the close of the meeting where such action occurs; provided, however, that any employee so affected shall be entitled to prompt notice of such decision during the seventy-two-hour period before such decision is made available to the public.
 - **Personal Information:** information relating to the performance or merit of individual employees.
- Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment.
 - **EXCEPTION:** that this exemption shall not apply to the names, positions, salaries and lengths of service of officers and employees of public agencies once they are employed as such.

Education Records

- Scholastic probation, expulsion, or graduation of identifiable individuals, including records of individual test or examination scores.
 - EXCEPTION: personally identifiable student records maintained by public educational institutions shall be open for inspection by the parents, guardian or other custodian of students under the age of eighteen years and by the parents, guardian or other custodian and the student if the student is over the age of eighteen years.
 - FERPA
- Testing and examination materials, before the test or examination is given or, if it is to be given again, before so given again.

Bid Documents

- Specifications for competitive bidding, until either the specifications are officially approved by the public governmental body or the specifications are published for bid.
- Sealed bids and related documents, until the bids are opened; and sealed proposals and related documents or any documents related to a negotiated contract until a contract is executed, or all proposals are rejected.

Closed Record Procedures



- Closed records must be separated from open records.
 - Example: personnel records do not include “names, positions, salaries and lengths of service.”
- Certain records may be closed only for a limited time.
 - Example: records relating to the lease, purchase or sale of real estate “shall be made public within seventy-two hours after execution of lease, purchase or sale of the real estate.
- If a request for access is denied, the custodian shall provide, upon request, a written statement of the grounds for such denial. Such statement shall cite the specific provision of law under which access is denied.

Custodian of Records

- Each public governmental body must have a custodian of records who is responsible for maintaining the records.
- The identity and location of the custodian of records must be made available upon request.
- Requests should be directed to the custodian, but failure to do so does not invalidate a request.

Recordkeeping

- The Sunshine Law does not govern record retention.
- But, a public governmental body may not avoid a request by destroying records after it receives a request for those records.
- A member of a public governmental body who sends an email to a majority of the board relating to public business also must send a copy of that email to the custodian of records to be retained as a public record.

Responding To Requests

- Custodian of records must respond to a records request as soon as possible but no later than three business days after the custodian receives it.
- If the records request will take longer than three days to respond to, the custodian must provide an explanation for why and provide the earliest time and date the record(s) will be available for inspection.
- You do not have to create records that do not exist.

Fees

A public governmental body may charge fees (but is not required to):

- 10 cents per page for standard paper copies

- the average hourly rate of pay for clerical staff to duplicate documents

- the actual cost of research time for fulfilling the request

Must use the lowest salaried employee capable of searching, researching, and copying the records.

Cannot charge for attorney time.

Payment may be requested prior to fulfilling a request.



Remember!

- When in doubt, a record should be open.
- The Sunshine Law applies to all public records, regardless of what form they are kept.
- A public governmental body is authorized to close certain records, but is not required to do so.



Meetings

Public meeting

- Any meeting of a public governmental body...at which any public business is discussed, decided, or public policy formulated, whether such meeting is conducted in person or by means of communication equipment.
- Includes a public vote of all or a majority of the members of a public governmental body, by electronic communication or any other means, conducted in lieu of holding an in-person meeting.
- Not an informal gathering of members of a public governmental body for a ministerial or social purpose when there is no intent to avoid the purposes of the Sunshine Law.

Public Meetings Are Presumptively Open

- “[A]ll public meetings of public governmental bodies shall be open to the public as set forth in section 610.020....and all public votes of public governmental bodies shall be recorded as set forth in section 610.015.”



Quorum

- A public meeting occurs when there is a majority or quorum of a public governmental body gathered to discuss or vote on public business.
- The Sunshine Law will also apply to meetings with less than a quorum if the public governmental body is attempting to evade the sunshine law.

See Colombo v. Buford, 935 S.W.2d 690 (Mo. App. 1996).

Public Business

- All matters which relate in any way to the performance of the public governmental body's functions or the conduct of its business.
- This is a broad definition.
- Do not ignore the requirements of the Sunshine Law because you think you are not conducting public business.

Notice

- A meeting notice must be provided at least 24 hours in advance of the meeting.
- Include the time, date, and place of the meeting and the tentative agenda.
- Must include the mode by which the meeting will be conducted and the designated location where the public may observe and attend the meeting.
- Notice of meetings conducted by internet chat, internet message board, or other computer link must include information for how the public can access the meeting.



Meeting Requirements

- Open to the public for observation.
- Held in a room that is reasonably accessible, including accommodations for the handicapped or disabled.
- Held in a room that is sufficient size to accommodate the anticipated attendance.
- Be at a time reasonably convenient to the public.

Meeting Minutes

- Must keep a journal or minutes of all open and closed meetings.
- Retain the journal or minutes.
- Minutes or journal shall include the date, time, place, members present, members absent, and a record of any votes taken.

Closed Meetings

- A public governmental body may close certain meetings and votes.
 - The exceptions are found in Section 610.021, RSMo.
 - Examples: privileged conversations with attorneys.
- Do not discuss any business in a closed meeting which does not directly relate to the specific reason announced to justify the closed meeting.

Closed Meeting Procedures

- In order to close a meeting, must take a vote and a majority must vote to close the meeting.
- “The vote of each member...and the specific reason for closing...shall be announced publicly at an open meeting...and entered into the minutes.” § 610.022
- Meeting notice must state part of the meeting will be closed and cite to the specific provision allowing that part of the meeting to be closed. § 610.022, RSMo.

Public Vote



- “Any vote, whether conducted in person, by telephone, or by any other electronic means, cast at any public meeting of any public governmental body.” §610.010, RSMo.
- All public votes must be recorded in the minutes.
 - Roll call votes.
- Votes during closed meetings must be taken by roll call and recorded. §610.015, RSMo.

Closed votes

- All votes during a closed meeting must be roll call votes.
- Votes on certain matters may only be closed for a limited period of time.
 - Example: “[A]ny vote on a final decision, when taken by a public governmental body, to hire, fire, promote or discipline an employee...must be made available with a record of how each member voted to the public within seventy-two hours of the close of the meeting where such action occurs...” § 610.021, RSMo.

Recording Meetings

- “A public body shall allow for the recording by audiotape, videotape, or other electronic means of any open meeting.” §610.020, RSMo.
- “A public body may establish guidelines regarding the manner in which such recording is conducted so as to minimize disruption to the meeting.” §610.020, RSMo.

Public Comment

- The Sunshine Law does not require that members of the public be permitted to speak at meetings of a public governmental body.
- You can decide how/if you want to allow public comment, but must comply with any Board policies.
 - Written comments only.
 - Limited speaking time.

Remember!

- When in doubt, a meeting should be open to the public.
- The Sunshine Law applies to all meetings where there is a quorum and public business is being discussed (basically all meetings).
- A public governmental body is authorized to close certain meetings, but is not required to do so.



Penalties

Knowing Violation

- If a public governmental body or member of a public governmental body **knowingly** violates the Sunshine Law, the public governmental body or the member of the public governmental body will be subject to a civil penalty up to \$1,000.
 - Public governmental body knew what it was doing violated the Sunshine Law.
- Other penalties:
 - Order body or member to pay all costs and reasonable attorney fees.
 - Void any action in violation of the Sunshine Law.

Purposeful Violation

- If a public governmental body or member of a public governmental body **purposefully** violates the Sunshine Law, the public governmental body or the member of the public governmental body will be subject to a civil penalty up to \$5,000.
 - Conscious design, intent, or plan to violate the Sunshine Law
- Other penalties:
 - Costs and reasonable attorney fees.
 - Void any action in violation of the Sunshine Law.

Questions?

Mandatory Reporter Requirements



Mandatory Reporters

- Teacher
- Principal or other school official
- Other person with responsibility for the care of children

*Governing Board Members *may* be mandatory reporters if they fall within one of the above categories.*

What to report?

- Abuse (physical injury, sexual abuse, or emotional abuse) and/or Neglect
- Information to provide:
 - Name of the child
 - Name of the parent(s)
 - Name of the alleged abuser
 - Where the child can be located
 - You will also be asked to describe your concerns and for any other helpful information you can provide. This may include a request to provide contact information for the parties involved.

Training

- Teacher and employee training that provides up-to-date and reliable information on:
 - Identifying signs of sexual abuse
 - Danger signs of potentially abusive relationships between children and adults
- Other training requirements:
 - Emphasize importance of mandatory reporting
 - How to establish an atmosphere of trust
 - All mandatory reporters shall, upon finding reasonable cause, directly and immediately report suspected child abuse or neglect as provided in section 210.115;
 - No supervisor or administrator may impede or inhibit any reporting under section 210.115;
 - No person making a report under section 210.115 shall be subject to any sanction, including any adverse employment action, for making such report

Standard for Reporting Child Abuse/Neglect

- When a mandated reporter has reasonable cause to suspect that a child has been or may be subjected to abuse or neglect or observes a child being subjected to conditions or circumstances which would reasonably result in abuse or neglect, that person shall *immediately* report to the appropriate state agency.
- Reasonable cause: Reasonable cause to suspect means a standard of reasonable suspicion, rather than conclusive proof.
 - Low standard
 - Do not need certainty

How to Report

- Reports are to be made *immediately* to the 24 hour, 7 day a week Child Abuse/Neglect Hotline telephone number maintained by the Children's Division.

1-800-392-3738 or 1-844-CAN-TELL

- The hotline is staffed by trained Children's Service Workers who have the responsibility to accept the reported information and determine whether the information constitutes a child abuse/neglect report.

Questions?



Alix Cossette
573-556-3612
alix.cossette@stinson.com

DISCLAIMER: This presentation is designed to give general information only. It is not intended to be a comprehensive summary of the law or to treat exhaustively the subjects covered. This information does not constitute legal advice or opinion. Legal advice or opinions are provided by Stinson LLP only upon engagement with respect to specific factual situations.