



BELIEVE STL Academy

June 2025 Board Meeting

Published on June 23, 2025 at 7:54 AM CDT

Date and Time

Tuesday June 24, 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	
B. Call the Meeting to Order		Paris Woods	
II. Approval of Board Meeting Minutes - May			
A. Approve April Board Meeting Minutes	Approve Minutes	Paris Woods	
III. Public Comment			

	Purpose	Presenter	Time
IV. Principal's Update			
V. Approval - BELIEVE Schools Inc. MOU			5:00 PM
A. MOU Approval	Vote	Paris Woods	5 m
VI. General Updates			5:05 PM
A. New Building Update	FYI	Kimberly Neal-Brannum	5 m
B. Executive Director Report	FYI	Kimberly Neal-Brannum	10 m
VII. Committee Updates			5:20 PM
A. Finance Committee	FYI	Danielle Thomas	5 m
• Committee Updates			
B. Academic Committee	FYI	Paris Woods	1 m
Committee Updates			
C. Development Committee	FYI	Madeline Hantak	1 m
• Committee Updates			
D. Governance Committee	FYI	Steven Harmon	1 m
• Committee Updates			
VIII. Closing Items			5:28 PM
A. Upcoming Deadlines & Things to Know	FYI	Paris Woods	2 m
• Evaluation next steps hitting your inboxes this week			

	Purpose	Presenter	Time
B. Adjourn Meeting	Vote		

Coversheet

Approve April Board Meeting Minutes

Section:	II. Approval of Board Meeting Minutes - May
Item:	A. Approve April Board Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for May 2025 Board Meeting on May 27, 2025

APPROVED



BELIEVE STL Academy

Minutes

May 2025 Board Meeting

Date and Time

Tuesday May 27, 2025 at 4:00 PM

Location

<https://us02web.zoom.us/j/87864083978?pwd=aVI2R0N0NnFGT3dDTs4ZU0tCZ0dVdz09>

Directors Present

D. Thomas, J. Boone, L. Douglas (remote), L. Voellinger (remote), M. Hantak, M. Johnson (remote), P. Woods, R. Whitley (remote), S. Harmon (remote), S. Williams (remote)

Directors Absent

None

Guests Present

H. Harshman, T. Vonderheit (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Hantak called a meeting of the board of directors of BELIEVE STL Academy to order on Tuesday May 27, 2025 at 4:17 PM.

S. Harmon called a meeting of the board of directors of BELIEVE STL Academy to order on Tuesday May 27, 2025 at 4:17 PM.

II. Approval of Board Meeting Minutes - April

A. Approve April Board Meeting Minutes

S. Harmon made a motion to approve the minutes from April April 2025 Board Meeting on 04-29-25.

L. Douglas seconded the motion.

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

S. Harmon made a motion to approve the minutes from April 2025 Board Meeting on 04-29-25.

L. Douglas seconded the motion.

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

Roll Call

P. Woods	Aye
J. Boone	Aye
L. Voellinger	Aye
M. Hantak	Aye
R. Whitley	Aye
D. Thomas	Aye
S. Harmon	Aye
L. Douglas	Aye
M. Johnson	Aye
S. Williams	Aye

III. Votes

A. Vote: FY25 Budget Amendment

S. Harmon made a motion to Approve FY 25 Budged.

S. Williams seconded the motion.

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

Roll Call

L. Douglas	Aye
S. Harmon	Aye
M. Hantak	Aye
M. Johnson	Aye
R. Whitley	Aye
J. Boone	Aye
S. Williams	Aye
P. Woods	Aye
L. Voellinger	Aye
D. Thomas	Aye

S. Harmon made a motion to approve FY25 amended budget.

S. Williams seconded the motion.

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

B. Vote: Updated FY26 w/ BELIEVE Middle College

S. Harmon made a motion to Updated FY26 w/ BMC.

S. Williams seconded the motion.

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

Roll Call

S. Harmon Aye

S. Williams Aye

P. Woods Aye

R. Whitley Aye

D. Thomas Aye

M. Hantak Aye

J. Boone Aye

L. Voellinger Aye

L. Douglas Aye

M. Johnson Aye

S. Harmon made a motion to approve FY26 budget with BELIEVE Middle College.

S. Williams seconded the motion.

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

IV. General Updates

A. New Building Update

T. Vonderheit shared updates on the building renovations.

B. Executive Director Report

K. Neal shared board shout outs and also gave highlight updates on the end of the year regarding the new building and its readiness for the SY25/26.

V. Closing Items

A. Upcoming Deadlines & Things to Know

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:38 PM.

Respectfully Submitted,

S. Harmon

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:38 PM.

Respectfully Submitted,

H. Harshman

Coversheet

MOU Approval

Section:	V. Approval - BELIEVE Schools Inc. MOU
Item:	A. MOU Approval
Purpose:	Vote
Submitted by:	
Related Material:	2025-2026 CMO Agreements-BELIEVE Schools Network_STL.pdf



BELIEVE Schools Inc., Network Management Framework and Agreement

Organizational Design

We are a growing network of schools with a single mission and vision. To best achieve our shared goals, we organize ourselves around the concept of **“Agency.Acceleration.Autonomy.”** Empowered campus leadership team members make decisions within a framework of non-negotiable BELIEVE Schools, Inc. principles and practices, but our organizational structure is not primarily a centralized, top-down structure. We define the set of things that must be true at all BELIEVE Schools, Inc. campuses and then we empower Campus Leadership Team members to make decisions about how to best fulfill our mission within the context of those network-wide practices.

BELIEVE Academy and its Charter Management Organization (CMO), BELIEVE Schools, acknowledge and agree to comply with all terms and conditions outlined in the school’s charter agreement as authorized by the Missouri Charter Public School Commission (MCPSC).

Both the governing board and the management organization understand that:

- The charter agreement establishes the school’s legal, academic, and operational responsibilities;
- The school is held accountable for meeting performance expectations as defined in the charter, including those related to academic achievement, financial health, and organizational viability.
- The governing board retains ultimate legal and fiduciary responsibility for the school and will ensure that all decisions made in partnership with the CMO are consistent with the charter and applicable state and federal laws.

The CMO further acknowledges that its role in supporting school operations does not supersede or replace the board’s authority and that all services provided under the MOU must align with the expectations and obligations outlined in the school’s charter contract.

High Expectation/High Support Framework

BELIEVE Schools, Inc. has a High Expectation/High Support framework to help clarify how our campuses interact with our Network Leadership Team.

To define some terms: that which is held *“high expectations”* at BELIEVE is the set of things that we want to be true at every single one of our schools. When we want consistency across schools about high expectations both academically and culturally, the Network

Last updated- 4/21/2025



Leadership Team will serve as the decision-making body and the Network Leadership Team will play a leading role in supporting the “*expectation.*” With high expectations comes autonomy. These autonomous activities provide campus leadership teams’ discretion and decision-making based on their regional and community needs. These are areas guided by the Campus Leadership Team and Network Leadership Team.

In all things, there are likely interactions that take place between Campus Leadership Teams and members of the Network Leadership Team. Because of this, we need to clarify norms of collaboration and mutual accountability and establish clear ownership over initiatives to ensure our shared success. Establishing clear ownership and two-way support and partnership go hand-in-hand. What follows below is a framework for what falls in the CMO ***High Expectations/High Support*** Framework:



ACADEMIC MODEL & PROGRAM	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Establishes a network-wide academic vision and student culture expectations. • Ensures quality and alignment across instruction, curriculum, assessment, grading practices, and course offerings. • Oversees academic professional development, including the design of PD frameworks, mentorship, and coaching structures. • Sets policies for instructional leadership and leads implementation across schools. • Oversees intervention models to ensure students receive timely and effective academic support. • Sets and defines long-term and annual academic performance goals, ensuring alignment with state and national standards.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Approves the academic framework to ensure alignment with the organization's mission. • Reviews student achievement data and monitors progress toward network-wide academic goals and assessment benchmarks. • Evaluates the effectiveness of academic interventions and long-term performance outcomes. • Holds the Executive Director accountable for implementing the academic model and achieving academic goals.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Provides direct coaching and instructional support to teachers. • Facilitates school-based professional learning communities (PLCs). • Identifies and implements intervention strategies for struggling students. • Implements instructional strategies and classroom methodologies to achieve network-defined academic goals. • Monitors student progress and adjusts instructional methods accordingly. • Ensures teachers receive strong support and training at the school level.
<i>School Board of Directors</i>	<ul style="list-style-type: none"> • Reviews school-level academic data and supports intervention efforts when outcomes fall short. • Provides feedback on curriculum and instructional strategies to ensure alignment with community needs. • Oversees school-based professional development and instructional leadership initiatives. • Reviews school-specific performance data and supports leadership in achieving network goals.



- Works with the Principal to identify school-specific priorities based on student needs.

COMPLIANCE, STATE REPORTING & FEDERAL PROGRAMS	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Ensures network-wide compliance with state, federal, funder, and authorizer requirements by maintaining consistent policies and reporting practices. • Manages the scheduling and timing of all required reports, providing a comprehensive calendar that outlines reporting deadlines and school-specific responsibilities throughout the year. • Provides strategic guidance and standardized templates to support compliance with all federal program requirements.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Holds Executive Director accountable for ensuring alignment of network and site-level policies and reporting with all state, federal, funder, and authorizer requirements.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Manages daily compliance and reporting at the school level, ensuring adherence to network and regulatory guidelines. • Maintains the Student Information System (SIS) and ensures the accuracy of student data. • Oversees on-site student records and files, and provides required data and information according to the comprehensive calendar established by the network team. • Oversees the implementation of federal programs at the school, ensuring compliance with all requirements. • Maintains thorough records and documentation as evidence of compliance with federal program standards.
<i>School Board of Directors</i>	<ul style="list-style-type: none"> • Supports site-level compliance by ensuring policies and reporting meet state, federal, funder, and authorizer standards.



EXTERNAL AFFAIRS: MARKETING, PARTNERSHIPS, AND COMMUNITY ENGAGEMENT	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Oversees strategy of network branding, website, social media, and shared marketing assets. • Sets strategic priorities/goals for family and community engagement, recruitment, and school-wide communications.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Holds the Executive Director accountable for executing the network-wide branding and communications strategy. • Oversees marketing, fundraising, and community engagement efforts across the network. • Builds relationships on behalf of the network with key stakeholders, including major donors, foundations, and policymakers.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Develops and executes community-specific marketing and recruitment strategies aligned with network branding. • Manages family engagement, oversees school-based recruitment efforts, and coordinates community events.
<i>School Board of Directors</i>	<ul style="list-style-type: none"> • Oversees school-based marketing, recruitment, and fundraising strategies aligned with network branding and goals. • Ensures effective family engagement and community outreach plans are in place and executed. • Ensures school leadership is organizing events, building partnerships, and engaging stakeholders. • Leads annual goal setting for development, engagement, and strategic partnerships. • Leverages personal and professional networks to advance the school's mission and impact.



FINANCE & BUDGET	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Sets and monitors enrollment targets to inform and align with financial planning. • Establishes network-wide financial policies and budgetary guidelines, ensuring fiscal compliance with all state and federal regulations. • Manages and facilitates the network-wide budgeting process in collaboration with campus leadership, maintaining full fiscal autonomy at the school level. • Allocates funding, sets and monitors budget constraints, and advises campuses based on historical spending trends. • Oversees state and federal grant applications, financial audits, and compliance reporting. • Produces timely and accurate monthly financial reports for Board review and responds to financial inquiries from authorizers and funders. • Negotiates multi-campus contracts and provides financial management services under the terms outlined in Appendix 1.A – Financial Controls Agreement.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Approve and oversees the network-wide budget and financial policies to ensure financial sustainability. • Ensures compliance with state and federal funding requirements. • Reviews and approves major financial decisions, including large expenditures and grant applications.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Manages campus-level budgeting and resource allocation within approved financial parameters, ensuring alignment with operational and academic priorities. • Sets staffing and programmatic strategies, including the classification of students by grade and class. • Tracks expenses, manages to the approved bottom line, and submits budget line items for review and approval by the Board of Directors, which retains final authority over the school's budget, financial policies, and major expenditures. • Ensures programmatic compliance with state and federal grant requirements. • Reports monthly to the Network Leadership Team and Finance Committee, sharing key financial and operational updates. • Respond to all compliance, audit, and funder reporting requests from the Network Team within 24 hours (unless otherwise agreed upon) to support timely and accurate submissions. • Operate in alignment with the Financial Controls Agreement outlined in Appendix 1.A.



<i>School Board of Directors</i>	<ul style="list-style-type: none">• Approves and oversees the school-wide budget and financial policies.• Reviews and ensures school-level budgets align with network-wide financial policies and priorities.• Oversees school-based fundraising efforts and guides strategic resource allocation.• Ensures financial transparency and accurate reporting of school expenditures.
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LEADERSHIP MANAGEMENT, OVERSIGHT, AND EVALUATIONS	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> The Network Leadership Team will conduct biannual evaluations of Campus Leadership Team members to assess their performance, progress toward goals, and overall leadership effectiveness. The Executive Director has the authority to recommend the hiring or dismissal of school Principals and building leaders. Final decisions must be reviewed and approved by the School Board of Directors.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> Evaluates the Executive Director and holds the Executive Director accountable for annual Network and school leader evaluations.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> The School-Based Principal may recommend the hiring or dismissal of school-building leadership team members, but final decisions require written approval from the Executive Director and Human Resources.
<i>School Board of Directors</i>	<ul style="list-style-type: none"> Approves the hiring and removal of the school Principal in partnership with the Executive Director. Ensures the Principal is effectively managing and supporting their leadership team.



HUMAN RESOURCES

HUMAN RESOURCES	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Designs salary structures, benefits packages, and performance evaluation systems while ensuring fair compensation and legal compliance. • Conducts quarterly payroll audits in partnership with HR providers. • Develops professional development opportunities for leadership teams and is responsible for providing school teams with an updated handbook annually. • Develops and implements performance management and evaluation systems, including network-wide methods and processes. • Ensures network-wide compliance with background check policies under Missouri statutes and DESE guidance. Sets and updates the staff handbook, ensures implementation across campuses, and provides guidance on policy enforcement. • Selects benefit providers and educates Campus Leadership Teams on available options.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Oversees network-wide compensation and benefits to ensure fair, equitable pay and legal compliance. Approves salary bands, pay scales, benefits packages, and performance-based compensation policies. • Approves all salary decisions and compensation updates for the Executive Director. • Approves major HR policies and ensures compliance with all state and federal labor laws. • Approves performance management and evaluation systems, including network-wide methods and processes.
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Serves as the employer of all BELIEVE Academy staff and makes salary decisions in alignment with the network-approved budget and bottom-line requirements. • Oversees hiring, performance evaluations, and professional development for all campus staff under the direction of the Network Leadership Team. • Implements network-directed HR policies and ensures effective enforcement of staff handbook procedures. Utilizes performance management tools with direct reports to support staff growth and accountability. • Ensures all staff complete required background checks per Missouri requirements and confirms review of results with a network team member in writing.

Last updated- 4/21/2025



<i>School Board of Directors</i>	<ul style="list-style-type: none">• Ensures the school follows network HR policies effectively.• Provides feedback on school culture and professional development initiatives.
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INTERNAL OPERATIONS

INTERNAL OPERATIONS	
<i>Network Leadership Team</i>	<ul style="list-style-type: none"> • Defines compliance requirements, creates operations policies, and establishes protocols for technology, transportation, the national school lunch program, and shared services. • Ensures adherence to state and federal regulations.
<i>Network Board of Directors</i>	<ul style="list-style-type: none"> • Ensures adherence to state and federal operational regulations. • Approves major operational policies and large vendor contracts over \$100,000.00
<i>School-Based Leadership Team</i>	<ul style="list-style-type: none"> • Implements daily operational policies, selects and manages local vendors, oversees facility management, and ensures smooth administrative functions within the school. • Implements and manages the national school lunch program, including compliance with CEP implementation, daily counts, charging, OvS, etc. • Responsible for charging, tracking, and collecting of student fees according to the network schedule and policy.
<i>School Board of Directors</i>	<ul style="list-style-type: none"> • Ensures the school adheres to operational policies and safety regulations. • Oversees school-based decisions related to facility management and local vendors.

Last updated- 4/21/2025



Term Length, Termination, and Management Organization Commitments

Term Length

By terms of this agreement, the Campus Leadership Team agrees to the following financial, legal, and compliance-related terms:

- The MOU shall be effective for a term of **one (1) year**, aligning with the academic calendar year, and shall automatically renew on an annual basis unless otherwise modified or terminated as outlined below. The MOU will be revisited annually by both the CMO and Campus Leadership to assess the effectiveness of the partnership and ensure alignment with school needs and student outcomes. During this review:
 - Parties will identify any concerns or areas requiring clarification or revision.
 - Adjustments to the scope of services, roles, or deliverables may be proposed and mutually agreed upon.
 - Any amendments to the MOU must be documented in writing and signed by both parties.
- Campus Leadership Team will designate 10% of annual income to the CMO. Installments will be made in quarterly payments (unless otherwise agreed upon).

Management Organization Commitments

- The Campus Leadership Team commits to providing timely and accurate school-level data and metrics to the CMO upon request to support financial planning, funder reports, and authorizer compliance. These requests may include, but are not limited to:
 - Enrollment and attendance data;
 - Academic achievement and growth metrics;



- Financial statements and budget forecasts;
 - Personnel and staffing reports;
 - Compliance documentation is required by the Office of Education Innovation, the Missouri Department of Elementary and Secondary Education, or other regulatory/funding agencies.
- The CMO commits to:
 - Respecting school autonomy in daily operations while providing high-quality support and oversight.
 - Using data responsibly to inform planning, ensure financial sustainability, and comply with local and state reporting requirements.
 - Supporting Campus Leadership through coaching, capacity-building, and operational resources in alignment with the school's mission and goals;
 - Participating in the annual MOU review and collaborating with school leadership to resolve concerns, improve services, and revise the partnership as needed.

Both parties acknowledge that clear, consistent communication and shared accountability are essential to the success of the partnership and the academic success of all students served.

Both parties acknowledge that clear, consistent communication and shared accountability are essential to the success of the partnership and the academic success of all students served.



Termination of Agreement

This agreement may be terminated under the following conditions:

- Mutual Written Agreement: At any time, by mutual written consent of both the CMO and the school governing board.
- For Cause: By either party with written notice if the other party materially breaches the terms of the MOU and fails to cure such breach within thirty (30) days of receiving written notice.
- Any termination must comply with applicable legal requirements and ensure minimal disruption to school operations, students, and staff.



Signature Page

By signing this document, the undersigned acknowledge that they have read, understood, and agree to the terms outlined in this agreement. The parties commit to upholding their respective responsibilities to ensure the effective operation of BELIEVE Schools, Inc. and its affiliated campuses.

Authorized Signatures

_____	_____
BELIEVE Schools Inc. Executive Director	Date
_____	_____
BELIEVE Schools Inc. Board Chair	Date
_____	_____
BELIEVE Academy Principal	Date
_____	_____
BELIEVE Academy Board Chair	Date

Last updated- 4/21/2025



Appendix A.1 – Financial Controls Agreement

This agreement outlines the financial planning process and control mechanisms between BELIEVE Schools (CMO) and its campuses to ensure fiscal responsibility, transparency, and alignment with organizational goals.

Budget Process & Enrollment-Based Adjustments

Each campus develops and approves an annual baseline budget based on a projected enrollment (e.g., 225 students for BELIEVE Academy).

- **Enrollment > Budgeted**
If actual enrollment exceeds the budgeted projection, revised revenue projections will be completed. An additional expense allocation (e.g., \$25,000) will be granted to the campus with full discretionary use. We then proceed to the financial controls outlined below.
- **Enrollment = Budgeted**
If actual enrollment matches projections, the approved baseline budget remains in effect. Proceed to the financial controls below.
- **Enrollment < Budgeted**
If actual enrollment is lower than projected, the budget will be recast. Modest, proportional expense reductions may be made across selected line items. We then proceed to the financial controls below.

Ongoing Financial Controls

- **Budget Autonomy**
As long as year-to-date and projected expenses remain within the approved (or adjusted) budget, the school leader retains

Last updated- 4/21/2025



full budget autonomy.

- **Overspending Controls**

If projections indicate that spending may exceed the approved budget, any individual expense over \$1,000 must receive prior written approval from the CMO.

Rationale for Oversight

As the CMO fee may need to be adjusted in the event of campus overspending, it is critical that decisions leading to expenses beyond the approved budget are made collaboratively and strategically at the CMO level.

Appendix A.2 Asset, Inventory, and Disposition

1. Asset Ownership Procedures

In accordance with applicable state and federal law, the following procedures shall be used to determine ownership of assets purchased for use at BELIEVE Academy:

1.1 Ownership Determination

- Assets purchased directly by the Organizer using state or federal public funds (e.g., per-pupil tuition support, federal grants, or other government funding) shall be the property of the Organizer.
- Assets purchased by the CMO using its own private funds (e.g., philanthropic donations, general funds not derived from public funds) shall remain the property of the CMO, unless otherwise agreed to in writing.
- For assets acquired through a cost-sharing arrangement, ownership shall be determined in proportion to the contribution made by each party, as documented in an agreement prior to purchase.



1.2 Asset Inventory and Documentation

- All assets valued at \$1,000 or more shall be recorded in a shared inventory management system.
- Each recorded asset shall include the purchase date, purchase price, funding source, location, and designated owner.
- Both parties shall have access to the inventory records for audit and compliance purposes.

1.3 Asset Disposition

- Upon termination or non-renewal of the Charter Management Contract, assets owned by the Organizer shall remain with the school.
- Assets owned by the CMO shall be removed by the CMO within 60 days of contract termination, provided such removal does not disrupt school operations. Any disputes regarding asset ownership shall be resolved through mediation.

2. Oversight and Monitoring Procedures

To ensure transparency and accountability, the following procedures shall be used by the CMO to monitor and oversee the Organizer:

2.1 Annual Performance Review

- The CMO shall conduct an annual review of the Organizer's performance based on key performance indicators aligned with academic outcomes, financial management, operational effectiveness, and compliance with applicable laws and regulations.
- The Organizer shall provide all requested documentation and participate in interviews or site visits as needed.

Last updated- 4/21/2025



2.2 Regular Reporting

- According to the contract agreement, the Organizer and CMO may collaborate on the following reports quarterly. Ultimately, it is up to the Organizer to submit to the appropriate external party (authorizer, state, etc)
 - Financial statements and budget-to-actuals;
 - Updates on academic data and student performance;
 - Staffing and HR compliance metrics;
 - Operational updates, including facilities, enrollment, and technology.

2.3 Site Visits and Observations

- The CMO reserves the right to conduct scheduled and unscheduled site visits to monitor day-to-day operations and ensure contractual compliance. The CMO conducts monthly audits with school building leadership where feedback is scored and shared with the Organizer's board of directors.
- During site visits, the Organizer may review records, observe classrooms, and meet with school leadership and staff.

3. Oversight and Evaluation of the Charter Management Organization (CMO)

The governing board of BELIEVE Academy is responsible for the ongoing monitoring and evaluation of its Charter Management Organization (CMO), BELIEVE Schools, Inc. This oversight ensures that the CMO remains aligned with the school's mission, delivers on agreed-upon outcomes, and maintains legal and financial compliance.

Last updated- 4/21/2025



Monitoring Structures

The board exercises oversight through the following structures:

- **Annual MOU Review:** The Memorandum of Understanding (MOU) between the governing board and the CMO is reviewed annually to assess performance, clarify expectations, and determine if modifications are needed based on the school's evolving needs.
- **Monthly Board Reports:** The CMO provides monthly reports to the board that include updates on academic progress, operational performance, financial status, student enrollment, and compliance metrics.
- **Financial Reviews:** The board treasurer and finance committee conduct regular reviews of financial reports, including comparisons of budget vs. actuals, to ensure responsible fiscal management by the CMO.
- **Dashboard Tracking:** The board and CMO utilize a shared performance dashboard aligned with charter goals, enabling data-driven conversations about progress toward academic, operational, and strategic benchmarks.

Evaluation Process

The board conducts a formal evaluation of the CMO at least annually using both quantitative and qualitative data. Key areas of evaluation include:

- **Academic Performance:** Progress toward state and authorizer goals, student achievement data, and subgroup performance.
- **Operational Effectiveness:** Enrollment trends, student and staff retention, facilities management, and operational compliance.
- **Financial Health:** Budget adherence, cash flow management, and financial reporting accuracy.



- Strategic Alignment: The degree to which the CMO's support and leadership align with the school's long-term vision and charter commitments.

The board may engage external consultants or advisors to assist in the evaluation process and ensure objectivity.

Accountability and Corrective Action

If the CMO fails to meet expectations in any of the defined areas, the board will:

- Provide formal feedback and a timeline for improvement;
- Require the development of a corrective action plan in collaboration with campus and network leadership;
- Revisit the terms of the MOU, including potential revisions to the scope of services or financial terms;

The governing board is committed to ensuring that the partnership with the CMO results in high-quality educational outcomes and organizational sustainability, and it uses a transparent, data-informed approach to hold the CMO accountable to those ends.

4. Assurances

BELIEVE Academy, in partnership with its Charter Management Organization (CMO), BELIEVE Schools, Inc., provides the following assurances in accordance with Charter Exhibit D, Section 4:

4. Governance Independence

The governing board of BA is, and will remain, independent of the CMO, BELIEVE Schools, Inc. The board maintains ultimate legal, financial, and academic oversight over the school and is solely responsible for making decisions in the best interest of the school and its students. No more than one member of the governing board is employed by or affiliated with the CMO, and all board members sign annual conflict of interest disclosures, which are reviewed and maintained in accordance with Missouri state law.

Last updated- 4/21/2025



4.b Oversight and Evaluation of the CMO

The governing board conducts ongoing monitoring and formal evaluation of the CMO's performance as outlined in the school's MOU with BELIEVE Schools, Inc. This includes annual reviews of academic achievement, operational effectiveness, financial stewardship, and compliance performance. The board uses quantitative data and qualitative input, including stakeholder feedback, to assess the CMO's impact and to inform contract continuation or modification. The board retains the authority to terminate or revise the agreement if performance expectations are not met.

4.c Retention of Rights and Responsibilities

The governing board retains all rights and responsibilities assigned to it under state and federal law and the terms of the charter agreement. This includes, but is not limited to:

- Approval and oversight of the school's academic program and budget;
- Approval of vendor contracts, including any agreement with the CMO;
- Oversight of compliance with all legal and regulatory obligations.

At no time shall the board delegate or relinquish these core responsibilities to the CMO or any other third-party provider. The board ensures that all decisions serve the interests of the students, families, and broader community.

Coversheet

Finance Committee

Section:	VII. Committee Updates
Item:	A. Finance Committee
Purpose:	FYI
Submitted by:	
Related Material:	Believe Schools GL Review 20250623.xlsx Believe STL Finance Dashboard 25 05.pdf

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

Believe Schools GL Review 20250623.xlsx



Finance Dashboard May 2025

	Metric <i>Description</i>	Result	Goal	Status	Notes
1.	Current Student Recruitment Count <i>Enrollment is the school's primary revenue driver</i>	100%	100%		<i>Current enrollment: enrollment 100 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>	92%	91%		<i>Received \$137k in Basic Formula and \$7.5k in Transportation from DESE in May</i>
3.	Private Revenue Received as a % of overall budget <i>Measures progress against fundraising goals</i>	287%	91%		<i>Received \$610k 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>	88%	91%		<i>Revised Budget gave more room for expenses</i>
5.	Cash on Hand <i>Measures operational and financial stability</i>	Current: 91 days EOY Forecast: 66	60-90 days		<i>Cash on hand is within the target range; drop in cash on hand is due to cash used towards GHW Equity</i>

Additional notes for discussion:

- **Current FY25 Enrollment?** 100
- **Material variances (10% & \$10k):** Certificated Retirement Contribution (Actuals \$72k; Budget \$47k); Repairs & Maintenance (Actuals \$97k; Budget \$80k); Student Activities (Actual \$54k; Budget \$38k); Interest Expense (Actual \$33k; Budget \$22k);

jg^P