



Crossroads Charter Schools

March Board Meeting

Date and Time

Monday March 30, 2020 at 5:00 PM CDT

Location

Google Hangouts:

<https://meet.google.com/epr-ogzv-xwx>

1-585-666-7643

PIN: 367 721 990#

This Agenda has been posted on Thursday, March 26th, 2020

Agenda

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Approve Minutes

Approve minutes for February TOWN HALL Board Meeting on February 18, 2020

II. Finance

A. February Financials

B. February Check Register

III. Educational Excellence

A. COVID-19 Contingency Planning

B. Remote Learning

C. 2020-2021 School Calendar

IV. Operations

A. Updated Compensation Philosophy

B. Staff Hiring Update

V. Facilities

A. Crossroads Prep - Capital Campaign Updates

VI. Other Business

A. Closed Session

In pursuant to RSMo. 610.021(1) and RSMo. 610.021(13)

VII. Closing Items

A. Adjourn Meeting

Coversheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for February TOWN HALL Board Meeting on February 18, 2020

APPROVED



Crossroads Charter Schools

Minutes

February TOWN HALL Board Meeting

Date and Time

Tuesday February 18, 2020 at 5:00 PM

Location

816 Broadway Blvd. Kansas City, MO

Trustees Present

C. Benner, D. Yoder, G. Valdovino, J. Williams, L. Weekly, P. Hardwick, R. Cattelino

Trustees Absent

B. Sweetman

Guests Present

C. Hughley, D. Johnson, Lindsay Yates, R. Uptergrove, T. McDowell

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

R. Cattelino called a meeting of the board of trustees of Crossroads Charter Schools to order on Tuesday Feb 18, 2020 at 5:01 PM.

Principal Update

Kirsten Brown, CPA Principal, key items mentioned included:

Teachers and scholars engaging in real-world experiences/projects across the campus. Scholars have continued to engage in real-life opportunities with MindDrive, Arts Asylum, etc.

Expanding on the passport to freedom - a partnership with MCC Athletics Director - next year will be hired!

Lindsay Yates, Quality Hill Principal, key items mentioned included:

Excited about the KC Royals grant!

6th Grade Center - Prep KC Career Day and CPA shadow days

3rd Graders working with 6th graders for a special service project in honor of late ultra volunteer, Harvey Freed.

Followed by Q&A from various guests.

II. Facilities

A. Crossroads Preparatory Academy - Facilities Capital Campaign

Dean Johnson shared draft images and design options for the future CPA gymnasium. As this is a capital campaign, the timeline for this project will be determined at a later time. However, Crossroads Administration, design team, and community look forward to this site in the future!

Followed by Q&A from guests.

III. Educational Excellence

A. Charter School Funding Equity

Dean Johnson discussed the funding equity glitch with public charter schools and thanked the many parents who have volunteered their time to advocate for Crossroads and all public charter schools.

Followed by Q&A from guests.

B. 2020-2021 Calendar Discussion

Courtney Hughley discussed the 2020-2021 school year calendar. With the recent change in required hours, rather than days, Crossroads Admin. is seeking staff feedback prior to releasing the 2020-2021 draft calendar. A final calendar will be provided in the near future.

For the current school year, Mrs. Hughley announced that June 2nd, 2020 will be the last day of school.

Followed by Q&A from guests.

IV. Other Business

A. Q & A

Many guests had questions and comments regarding a variety of school operations.

V. Operations

A. Approve Minutes

P. Hardwick made a motion to approve the minutes from January Board Meeting on 01-27-20.

C. Benner seconded the motion.

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

VI. Finance

A. January Financial Report

Daniel Yoder provided an update on the current financials and mentioned this month they had a great finance committee meeting.

Current Revenue: \$8,223,198

Current Expenses: \$9,026,059

Net: (802,862)

B. January Check Register

P. Hardwick made a motion to approve.

G. Valdovino seconded the motion.

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

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:30 PM.

Respectfully Submitted,

R. Uptergrove

Coversheet

February Financials

Section: II. Finance
Item: A. February Financials
Purpose: FYI
Submitted by:
Related Material: CCS - Monthly Presentation - February 2020.pdf



February 2020 Financials

PREPARED **MARCH 2020** BY

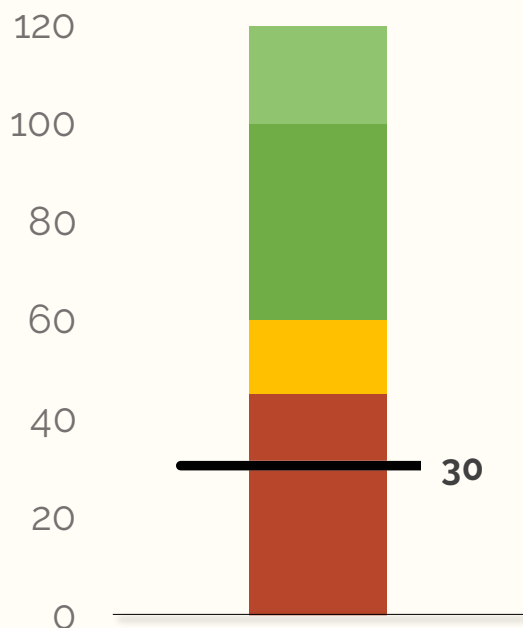


- **Key Performance Indicators**
- **Forecast Overview**
- **Cash Forecast**
- **Forecast History**
- **Appendix: Financials**

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

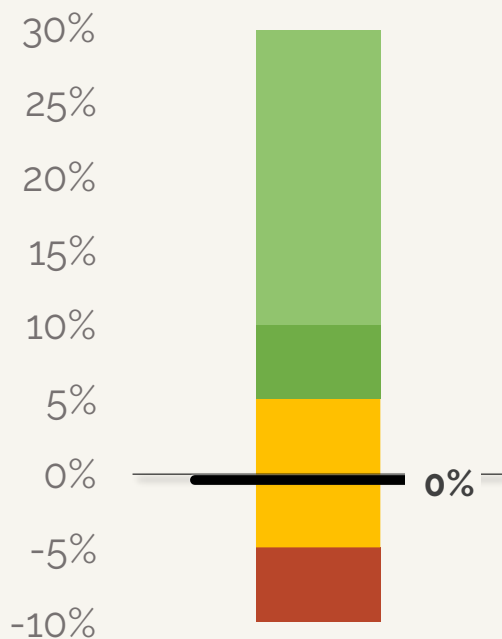


30 DAYS OF CASH AT YEAR'S END

The school will end the year with 30 days of cash. This is below the recommended 60 days, and 0 more day(s) than last month

Gross Margin

Revenue less expenses, divided by revenue



0% GROSS MARGIN

The forecasted net income is -\$63k, which is \$219k below the budget. It yields a 0% gross margin.

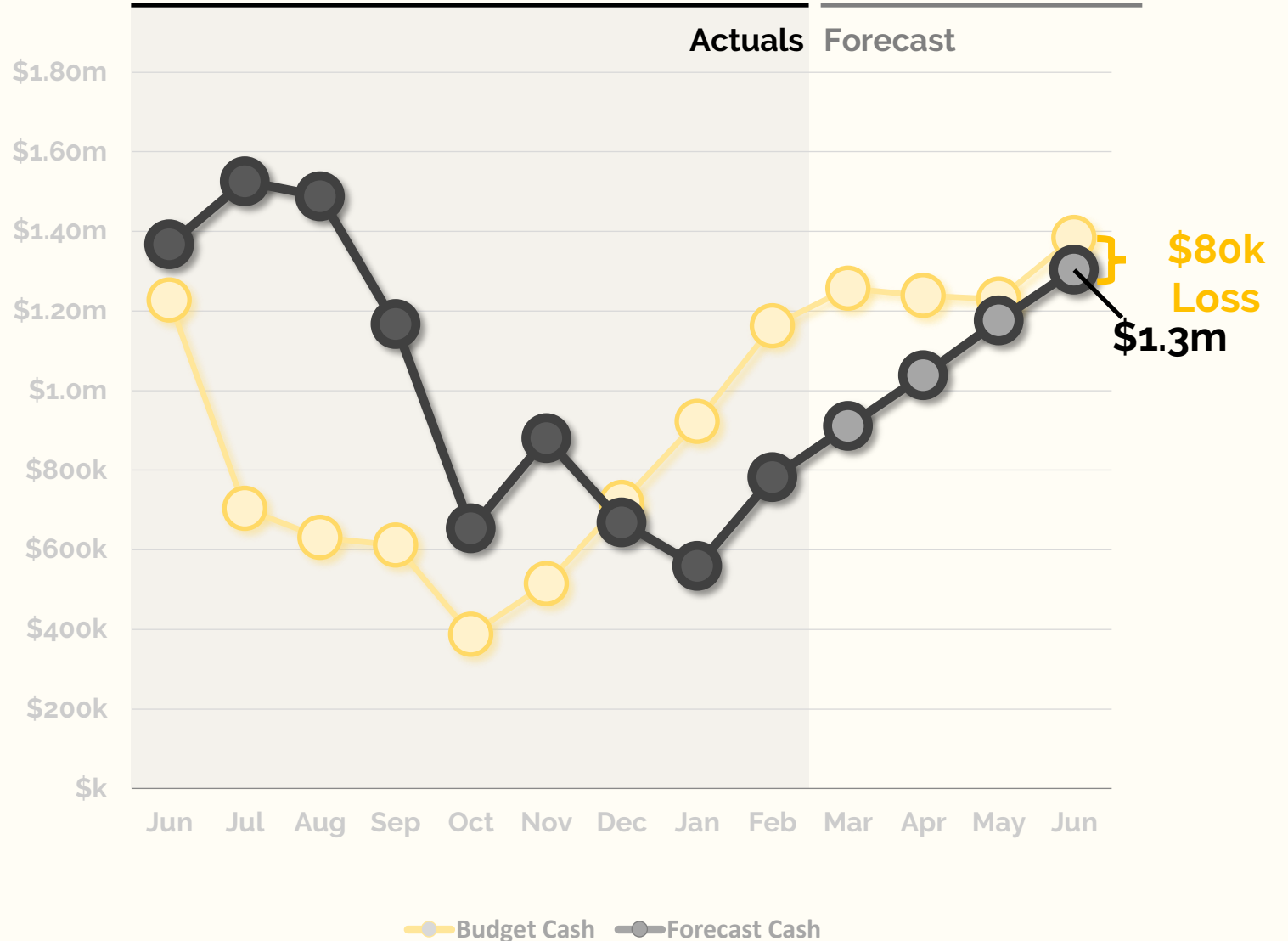
Forecast Overview

	Forecast	Budget	Variance	Variance Graphic	Comments
Revenue	\$15m	\$14m	\$1.1m		Driven by YTD adjustments to projected capital, fundraising and State Revenue
Expenses	\$15m	\$14m	-\$1.3m		Driven by Capital expense projection included in forecast and transportation adjusted
Net Income	-\$63k	\$156k	-\$219k		
Cash Flow Adjustments	-41.72	0	-41.72		Driven by ...
Change in Cash	-\$63k	\$156k	-\$219k		


Cash Flow Forecast

30 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$1.30m**, **\$80k** below budget.
Actual YTD Cash is \$781k



Forecast History of June 30, 2020 Cash Balance

Source	Days of Cash at 6/30/20	Change	Description of change
Budget	35		From SY18-19 Budget
Jul	38	3	FY19 cash higher than forecast
Aug	35	-3	Adjustment to Student Direct and Capital Expenses
Sep	38	2	Adjusted forecast to include Capital Revenue and Expense, adjusted state WADA...
Oct	37	-1	ADJ ADA and Facilities expense
Nov	38	1	Adjusted local and state revenue
Dec	30	-7	Adjusted ADA and staffing
Jan	30	0	Increased Revenue and Expense balanced by decreased capital expenses.
 Feb	30	0	
Mar			
Apr			
May			
Jun			

Annotated Financials

	Actual	Budget	Variance	Forecast	Budget	Variance	Remaining
Revenue							
Local Revenue	1,975,153	2,138,942	(163,789)	3,720,934	2,643,447	1,077,487	1,745,781
State Revenue	6,990,262	6,770,092	220,169	10,409,472	10,878,837	(469,365)	3,419,210
Federal Revenue	634,783	407,584	227,199	1,219,569	706,737	512,832	584,786
Total Revenue	9,600,197	9,316,618	283,579	15,349,975	14,229,021	1,120,954 1	5,749,778
Expenses							
Salaries	3,966,011	3,986,916	20,905	5,966,097	5,980,375	14,278	2,000,086
Benefits and Taxes	1,191,650	1,234,124	42,474	1,825,616	1,851,186	25,570	633,966
Staff-Related Costs	56,118	87,333	31,215	131,100	131,000	(100)	74,982
Rent	392,942	377,270	(15,672)	565,905	565,905	(0)	172,963
Occupancy Service	862,958	778,461	(84,496)	1,253,239	1,167,692	(85,547)	390,281
Student Expense, Direct	1,538,664	1,661,426	122,761	2,567,986	2,492,138	(75,847)	1,029,321
Student Expense, Indirect	169,057	192,667	23,610	291,132	289,000	(2,132)	122,076
Office & Business Expense	539,301	485,461	(53,840)	758,853	728,192	(30,661)	219,552
Transportation	444,224	434,803	(9,421)	780,205	652,205	(128,000)	335,981
Total Ordinary Expenses	9,160,925	9,238,462	77,537	14,140,133	13,857,693	(282,440)	4,979,208
Net Operating Income	439,273	78,156	361,116	1,209,842	371,328	838,515	770,570
Extraordinary Expenses							
Interest and Capital Expenses	1,020,483	143,333	(877,150)	1,272,907	215,000	(1,057,907)	252,424
Total Extraordinary Expenses	1,020,483	143,333	(877,150)	1,272,907	215,000	(1,057,907)	252,424
Total Expenses	10,181,408	9,381,795	(799,613)	15,413,040	14,072,693	(1,340,347) 2	5,231,632
Net Income	(581,211)	(65,177)	(516,034)	(63,065)	156,328	(219,392) 3	518,146
Cash Flow Adjustments	(3,674)	-	(3,674)	(42)	-	(42) 4	3,632
Change in Cash	(584,885)	(65,177)	(519,708)	(63,107)	156,328	(219,434) 5	521,778

1 REVENUE: \$1.1M AHEAD

Local Revenue Variance:

- Capital revenue forecast at \$852k
- 1.5 mil operational fundraising.
- Charter School Equity funds \$320k

State/Fed Variance:

- Reduced DESE Basic formula to reflect ADA and updated FRL.
- Fed forecast \$551k, CSP funds

2 EXPENSES: \$1.3M BEHIND

- Salaries and benefits adjusted to positions and insurance elections.
- Occupancy services adjusted
- Student expense: summer school deferred one month
- Extraordinary Expenses include \$1.05 mil capital expense, decrease \$24k form last month.

3 NET INCOME: \$219K behind budget

4 CASH ADJ:\$0K BEHIND

5 NET CHANGE IN CASH: \$219K BEHIND

	Actual								Forecast				
Income Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
Revenue													
Local Revenue	450,804	182,434	132,423	169,978	468,935	298,718	147,047	124,814	436,445	436,445	436,445	436,445	3,720,934
State Revenue	640,128	868,578	1,100,747	883,136	841,015	852,981	899,250	904,427	854,803	854,803	854,803	854,803	10,409,472
Federal Revenue	4,889	0	0	113,318	69,121	60,815	38,881	347,759	146,197	146,197	146,197	146,197	1,219,569
Total Revenue	1,095,821	1,051,011	1,233,170	1,166,432	1,379,070	1,212,514	1,085,179	1,377,000	1,437,444	1,437,444	1,437,444	1,437,444	15,349,975
Expenses													
Salaries	440,012	480,259	509,587	531,586	495,993	519,538	492,738	496,298	501,423	502,034	494,524	502,105	5,966,097
Benefits and Taxes	133,738	147,012	148,478	153,782	149,569	151,290	153,862	153,918	158,689	158,809	157,333	159,135	1,825,616
Staff-Related Costs	9,575	3,561	7,842	4,205	691	26,914	992	2,338	18,746	18,746	18,746	18,746	131,100
Rent	38,757	61,162	37,492	71,104	31,214	49,427	70,588	33,199	43,241	43,241	43,241	43,241	565,905
Occupancy Service	91,372	100,314	174,546	106,748	61,093	132,815	101,109	94,959	97,570	97,570	97,570	97,570	1,253,239
Student Expense, Direct	121,935	67,823	166,943	393,784	213,622	232,760	153,829	187,968	257,330	257,330	257,330	257,330	2,567,986
Student Expense, Indirect	0	172	30,875	35,592	20,596	43,234	11,463	27,125	30,519	30,519	30,519	30,519	291,132
Office & Business Expense	100,905	54,029	54,521	82,183	42,982	81,912	61,508	61,261	54,888	54,888	54,888	54,888	758,853
Transportation	7,979	2,976	69,560	76,924	8,071	155,158	61,831	61,726	83,995	83,995	83,995	83,995	780,205
Extraordinary Expense	28,475	108,554	368,468	222,409	138,737	32,733	84,552	36,557	63,106	63,106	63,106	63,106	1,272,907
Total Expenses	972,749	1,025,861	1,568,312	1,678,316	1,162,568	1,425,781	1,192,472	1,155,349	1,309,507	1,310,238	1,301,252	1,310,634	15,413,040
Total Expenses	972,749	1,025,861	1,568,312	1,678,316	1,162,568	1,425,781	1,192,472	1,155,349	1,309,507	1,310,238	1,301,252	1,310,634	15,413,040
Net Income	123,073	25,150	-335,142	-511,884	216,502	-213,267	-107,293	221,651	127,937	127,206	136,192	126,810	-63,065
Cash Flow Adjustments	35,763	-62,509	13,527	-1,113	9,960	2,251	-2,855	1,303	908	908	908	908	-42
Change in Cash	158,836	-37,359	-321,615	-512,997	226,462	-211,016	-110,149	222,954	128,845	128,114	137,101	127,718	-63,106

	<i>Previous Year End</i>	<i>Current</i>
	<i>6/30/2019</i>	<i>2/29/2020</i>
Assets		
Current Assets		
Intercompany Transfers	0	0
Cash	1,366,542	781,657
Accounts Receivable	0	42
Total Current Assets	1,366,542	781,699
Total Assets	1,366,542	781,699
Liabilities and Equity		
Liabilities		
Current Liabilities		
Other Current Liabilities	-29,264	-32,896
Total Current Liabilities	-29,264	-32,896
Total Long-Term Liabilities	0	0
Total Liabilities	-29,264	-32,896
Equity		
Unrestricted Net Assets	1,395,804	1,395,804
Net Income	0	-581,211
Total Equity	1,395,804	814,593



QUESTIONS?

Please contact your EdOps Finance Specialist:

Paul Greenwood

paul@ed-ops.com

415-359-3995

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Coversheet

February Check Register

Section: II. Finance
Item: B. February Check Register
Purpose: Vote
Submitted by:
Related Material: CheckRegisterbyCheckingAccount.pdf

Crossroads Charter Schools
03/25/2020 11:58 AM

Check Register by Checking Account

Page: 1
User ID: PAUL

Checking Account ID: 1

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
1603980	02/03/2020	X			CAKCESTAT	CROSSROADS REAL ESTATE COMPANY	27,899.00
1603981	02/03/2020	X			COMMERCE	COMMERCE BANK	3,261.61
1603982	02/11/2020	X			ATT	AT&T	1,851.50
1603983	02/04/2020	X			BCBS	BLUE CROSS AND BLUE SHELDF OF KANSAS CITY	63,665.69
1603984	02/28/2020	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	3,317.53
1603985	02/29/2020	X			HVH	HISTORIC VIRGINIA HOTEL, LLC	0.00
1603986	02/21/2020	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	1,516.21
1603987	02/25/2020	X			HANOVER	THE HANOVER INSURANCE CO	7,377.90
1603988	02/14/2020	X			GOOGLEF	GOOGLE FIBER	130.00
1603989	02/29/2020	X			PAYLOCITY	PAYLOCITY	1,098.82
1603990	02/27/2020	X			EVERGY	EVERGY	16,039.06
1603991	02/24/2020	X			BENEFLEX	BENEFLEX	169.45
1603992	02/19/2020	X			COMMERCE	COMMERCE BANK	939.09
1604012	02/11/2020	X			COMMERCECC	COMMERCE BANK - COMMERCIAL CARDS	11,166.36
Check Type Total:		Automatic Payment		Void Total:	0.00	Total without Voids:	138,432.22

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
1790	02/06/2020	X			DAQANM	MALIK DAQUAN	65.00
1791	02/18/2020	X			NICHOLSV	VICTORIA NICHOLS	130.00
73914301	01/31/2020	X			CRAWFORDC	CHARISSA J CRAWFORD	114.00
73918894	02/04/2020	X			CENTER	CENTER FOR CONFLICT RESOLUTION	483.00
73918895	02/04/2020	X			CBOPROP	CBO PROPERTIES LLC	50.00
73918896	02/04/2020	X			GREENWORKS	GREENWORKS LENDING LLC	591.00
73918897	02/04/2020	X			GREENWORKS	GREENWORKS LENDING LLC	958.00
73918898	02/04/2020	X			GREENWORKS	GREENWORKS LENDING LLC	475.18
73918899	02/04/2020	X			OTIS	OTIS ELEVATOR	1,630.98
73918900	02/04/2020	X			GOODWINC	CHARLES GOODWIN	152.00
73918901	02/04/2020	X			STRASSER	STRASSER TRUE VALUE	91.49
73918902	02/04/2020	X			STRASSER	STRASSER TRUE VALUE	29.69
73918903	02/04/2020	X			BLACKMCDON	BLACK AND MCDONALD ELECTRIC	1,462.82
73918904	02/04/2020	X			ISS	ISS FACILITY SERVICES - KC	2,545.28
73918905	02/04/2020	X			OMEGA	OMEGA DOOR AND HARDWARE INC.	115.00
73918906	02/04/2020	X			ISS	ISS FACILITY SERVICES - KC	2,140.25
73918907	02/04/2020	X			OMEGA	OMEGA DOOR AND HARDWARE INC.	1,778.02
73918908	02/04/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,967.25
73918909	02/04/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,699.75
73918910	02/04/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,885.00
73918911	02/04/2020	X			ROBERTSM	MELVIN ROBERTS	500.00
73918912	02/04/2020	X			OTIS	OTIS ELEVATOR	116.49
73919122	02/04/2020	X			YARDI	YARDI MARKETPLACE	10.68
73919123	02/04/2020	X			YARDI	YARDI MARKETPLACE	487.00
73919124	02/04/2020	X			YARDI	YARDI MARKETPLACE	967.38
73919125	02/04/2020	X			SCHOLASTIC	SCHOLASTIC INC.	26.26
73919394	02/04/2020	X			LEXINGTON	LEXINGTON PLUMBING & HEATING CO INC	235.00
73919395	02/04/2020	X			STASON	STASON, LLC	1,577.85
73919396	02/04/2020	X			ARTSASYLUM	The Arts Asylum	10,425.00
73919397	02/04/2020	X			AMMICRO	American Micro Digital Document Management	45.00
73919398	02/04/2020	X			OGLETREE	OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.	1,190.00
73919625	02/04/2020	X			BUCKALL	ALLISON BUCKLEW	29.99
73919626	02/04/2020	X			SCHOOLSP	SCHOOL SPECIALTY	104.98
73919627	02/04/2020	X			ATRONIC	ATRONIC ALARMS INC	108.00
73919628	02/04/2020	X			KELLY	KELLY SERVICES, INC	174.00
73919629	02/04/2020	X			RICHARDSON	KEVIN RICHARDSON	266.00
73919630	02/04/2020	X			CRAWFORDC	CHARISSA J CRAWFORD	266.00
73919631	02/04/2020	X			DSTREALITY	DST REALITY	300.00

Crossroads Charter Schools
03/25/2020 11:58 AM

Check Register by Checking Account

Page: 2
User ID: PAUL

Checking Account ID: 1

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
73919632	02/04/2020	X			DATAMAX	DATAMAX, INC	1,342.28
73919633	02/04/2020	X			GORDONSYLV	SYLVESTER TODD GORDON	1,350.00
73919634	02/04/2020	X			DATAMAX	DATAMAX, INC	4,228.18
73919635	02/04/2020	X			UICS	UNITED INNER CITY SERVICES	9,329.63
73919636	02/04/2020	X			ATRONIC	ATRONIC ALARMS INC	463.00
73919637	02/04/2020	X			AMAZON	AMAZON	2,558.85
73931464	02/11/2020	X			KCAV	KANSAS CITY AUDIO-VISUAL	660.00
73931465	02/11/2020	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	260.00
73932047	02/11/2020	X			GOPHER	GOPHER	336.78
73932316	02/11/2020	X			AMAZON	AMAZON	1,286.47
73934886	02/12/2020	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	3,536.85
73934887	02/12/2020	X			MARIADIC	MARIA DICKSON	600.00
73934888	02/12/2020	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	510.00
73934889	02/12/2020	X			MYCHIEF	MY CHIEF PEOPLE OFFICER	4,331.25
73934890	02/12/2020	X			SWOPE	SWOPE CORRIDOR RENAISSANCE/UPPER ROOM, INC.	76,025.76
73934891	02/12/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	471.25
73934892	02/12/2020	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	7,657.88
73935080	02/12/2020	X			SIEMENS	SIEMENS INDUSTRY, INC	5,205.00
73935081	02/12/2020	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	209.50
73935082	02/12/2020	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	342.47
73935271	02/12/2020	X			SOLI	SOLI AND SOLI INC	58.00
73935272	02/12/2020	X			QHA	QUALITY HILL ASSOCIATES LLC	1,100.00
73935543	02/12/2020	X			PAYPOOL	PAYPOOL	794.00
73948474	02/14/2020	X			TURNER	TURNER CONSTRUCTION	28,885.68
74010831	02/21/2020	X			WILLARD	WILLARD, LEAH	266.00
74016943	02/25/2020	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	6,548.75
74016944	02/25/2020	X			STRASSER	STRASSER TRUE VALUE	22.97
74016945	02/25/2020	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
74016946	02/25/2020	X			OMEGA	OMEGA DOOR AND HARDWARE INC.	460.24
74016947	02/25/2020	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	5,190.02
74016948	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,057.25
74016949	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	3,744.00
74016950	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,544.75
74016951	02/25/2020	X			BRIDGGI	Bridging the Gap Interpreting	152.70
74016952	02/25/2020	X			MCREALTY	MC REALTY GROUP, LLC	2,000.00
74016953	02/25/2020	X			TSIGEO	TSI Geotechnical Inc	4,708.00
74016954	02/25/2020	X			SCHOOLECON	School of Economics	480.00
74016955	02/25/2020	X			BISTCOR	BIST / Cornerstones of Care	35.00
74016956	02/25/2020	X			MYBRIDGE	MY BRIDGE	400.00
74016957	02/25/2020	X			JVSCONSUL	JVS CONSULTING	4,050.00
74016958	02/25/2020	X			BUSIMPACT	BUSINESS IMPACT GROUP	890.21
74016959	02/25/2020	X			BUSIMPACT	BUSINESS IMPACT GROUP	625.09
74016960	02/25/2020	X			OPERBREAK	OPERATION BREAKTHROUGH	28,050.15
74016961	02/25/2020	X			OPERBREAK	OPERATION BREAKTHROUGH	2,000.00
74016962	02/25/2020	X			ONVOLUNTEE	ONVOLUNTEER SOFTWARE	1,098.00
74016963	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,873.00
74016964	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,612.00
74016965	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,972.75
74016966	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016967	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016968	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016969	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016970	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016971	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016972	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	450.00
74016973	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016974	02/25/2020	X			PLAZAACADE	THE PLAZA ACADEMY	950.00
74016975	02/25/2020	X			K12ITC	K12 ITC, INC.	13,304.32

Crossroads Charter Schools
03/25/2020 11:58 AM

Check Register by Checking Account

Page: 3
User ID: PAUL

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
74016976	02/25/2020	X			VEOLIA	VEOLIA ENERGY	2,685.67
74016977	02/25/2020	X			NILESHOME	NILES HOME FOR CHILDREN	4,160.00
74016978	02/25/2020	X			LITLAB	The Literacy Lab	2,500.00
74016979	02/25/2020	X			RSC	RSC	456.00
74016980	02/25/2020	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	380.00
74016981	02/25/2020	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	130.00
74016982	02/25/2020	X			GENERALFIR	GENERAL FIRE SPRINKLER COMPANY, LLC	318.00
74016983	02/25/2020	X			FBKCSports	FBKC SPORTS TENANT, LLC	932.62
74016984	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,199.25
74016985	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,151.50
74016986	02/25/2020	X			AMERDINING	AMERICAN FOOD & VENDING CORP	1,443.00
74016987	02/25/2020	X			PROGRESSIV	PROGRESSIVE ELECTRONICS, INC.	84.00
74016988	02/25/2020	X			STRASSER	STRASSER TRUE VALUE	22.40
74016989	02/25/2020	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	130.00
74016990	02/25/2020	X			KLEMPPELE	Klomp Electric Machinery Co. Inc.	106.50
74016991	02/25/2020	X			ISS	ISS FACILITY SERVICES - KC	805.79
74016992	02/25/2020	X			ISS	ISS FACILITY SERVICES - KC	2,924.21
74016993	02/25/2020	X			KENTON	KENTON BROTHER'S INC	18.95
74017254	02/25/2020	X			SCHOLASTIC	SCHOLASTIC INC.	178.20
74017255	02/25/2020	X			SCHOLASTIC	SCHOLASTIC INC.	67.58
74017256	02/25/2020	X			YARDI	YARDI MARKETPLACE	210.42
74017257	02/25/2020	X			YARDI	YARDI MARKETPLACE	410.80
74017258	02/25/2020	X			ACCOBRA	ACCOBRA	595.00
74017259	02/25/2020	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
74017260	02/25/2020	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
74017261	02/25/2020	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
74017262	02/25/2020	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	955.20
74017263	02/25/2020	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	638.69
74017264	02/25/2020	X			CONCENTRA	CONCENTRA	128.00
74017265	02/25/2020	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	7.25
74017266	02/25/2020	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	33.92
74017553	02/25/2020	X			FOLLY	FOLLY THEATER BUSINESS OFFICE	3,000.00
74017554	02/25/2020	X			SHERWINWM	SHERWIN WILLIAMS	35.43
74017555	02/25/2020	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	67.50
74017556	02/25/2020	X			KCMETRO	KC METRO CONFERENCE	500.00
74017868	02/25/2020	X			FERGUSON	Ferguson Enterprises Inc # 215	2.07
74017869	02/25/2020	X			MILLMOL	MOLLY MILLER	8.70
74017870	02/25/2020	X			MCMAKEA	Keaton McManamy	65.90
74017871	02/25/2020	X			GREENCRY	CRYSTALLE GREEN	1,000.00
74017872	02/25/2020	X			GORDONSYLV	SYLVESTER TODD GORDON	1,350.00
74017873	02/25/2020	X			21STCENT	21ST CENTURY THERAPY, P.C.	1,482.50
74017874	02/25/2020	X			MIDCON	MID-CON MANAGEMENT LLC	4,200.00
74017875	02/25/2020	X			DONALD	DONALD E MAXWELL, LLC	5,269.57
74017876	02/25/2020	X			EDOPS	EdOps	10,250.00
74017877	02/25/2020	X			APPLEBUS	APPLE BUS COMPANY	59,725.86
74017878	02/25/2020	X			TIERNEY	TIERNEY OFFICE PRODUCTS	854.88
74017879	02/25/2020	X			HIGENE	HI-GENE'S JANITORIAL	22,112.88
74017880	02/25/2020	X			AMAZON	AMAZON	1,832.30
74017881	02/25/2020	X			KELLY	KELLY SERVICES, INC	8,488.05
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 433,104.19
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 571,536.41
Grand Total:					Void Total:	0.00	Total without Voids: 571,536.41

Coversheet

2020-2021 School Calendar

Section: III. Educational Excellence
Item: C. 2020-2021 School Calendar
Purpose: Vote
Submitted by:
Related Material: CCS School 2020-2021 Calendar DRAFT.pdf

Crossroads Charter Schools

2020-2021 School Calendar

July 2020						
Su	M	Tu	W	Th	F	Sa
			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	

August 2020						
Su	M	Tu	W	Th	F	Sa
						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					

September 2020						
Su	M	Tu	W	Th	F	Sa
		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			

October 2020						
Su	M	Tu	W	Th	F	Sa
				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

November 2020						
Su	M	Tu	W	Th	F	Sa
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					

December 2020						
Su	M	Tu	W	Th	F	Sa
		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		

January 2021						
Su	M	Tu	W	Th	F	Sa
					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						




February 2021						
Su	M	Tu	W	Th	F	Sa
	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						



March 2021						
Su	M	Tu	W	Th	F	Sa
	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			



April 2021						
Su	M	Tu	W	Th	F	Sa
				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	

May 2021						
Su	M	Tu	W	Th	F	Sa
						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					

June 2021						
Su	M	Tu	W	Th	F	Sa
		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			

-  Jumpstart Session
-  No School/Teacher PD or workday
-  Parent-Teacher-Student Conferences

-  Early Release Day
-  Tentative Last Day of School

-  School closed for holiday or break
-  School make up days

CACS Hours: 8:30-4:00, 8:30-12:30 early release days

CAQH Hours: 8:30-4:00, 8:30-12:30 early release days

CPA Hours: 7:30-2:45, 7:30-11:30 early release days

School Make-Up Plan: First we will use any remaining early release days as school make-up hours. Then we will use make-up days at the end of the year. We reserve the right to change the school schedule to make-up school hours.

Q1 ends 10/15

Q2 ends 12/18

Q3 ends 3/5

Q4 ends 5/28 or last day

Notes:

Total Student Days: 186
20 jumpstart
166 regular school term

Total Staff Days: 198, plus July 27-31 for new staff orientation
20 jumpstart days
166 regular school term student days
5 beginning year PD (Aug 3-7)
1 PD for Oct 16
1.5 workday for Oct conferences
1 PD on Jan 4
1.5 workday for Mar conferences
1 day for working two Family Nights
1 PD/workday on June 1 (or day after student's last day)

Notes:

Staff have a 9-hr work day
CS and QH will have RTI on T, W, Th
CPA 7th/8th will have RTI M-Th

Quarters and Grades Due:

Q1- ends 10/15, grades due 10/19
Q2- ends 12/18, grades due 1/4
Q3- ends 3/5, grades due 3/8
Q4- ends 5/28, grades due 6/1 or teacher's last day

Coversheet

Updated Compensation Philosophy

Section: IV. Operations
Item: A. Updated Compensation Philosophy
Purpose: Vote
Submitted by:
Related Material: Compensation Philosophy 10 Month FINAL.pdf
Compensation Philosophy 12 Month Final.pdf



Crossroads Charter Schools Compensation Philosophy

At Crossroads Charter Schools, we pride ourselves on the talent of our team members and believe in fair pay based on several factors, including external market data, education, and skills. Our compensation philosophy is based on a total rewards strategy where multiple factors make up your total rewards package. We believe each of the following components play a part in making Crossroads a rewarding place to work.

- Base Compensation
- Additional Pay Opportunities
- Stipend Pay Opportunities
- Comprehensive Benefits Package
- Wellness Program
- Paid Time Off
- Culture

We strive to be a competitive employer of choice that attracts and retains top talent in our market who have a voice in our specialized programming and use creativity in their classroom to advance our mission, vision and core values.

Our Mission

Crossroads Charter Schools prepare and inspire students to build a better tomorrow by providing an academically rigorous K-12 education in a creative, collaborative, community-focused environment.

Our Vision

Crossroads Charter Schools will be the premier school system in Kansas City and a destination for other educators seeking inspiration and best practices. Graduates of Crossroads Charter Schools will be scholarly, culturally literate and service-oriented individuals who will pursue their dreams relentlessly and have a positive impact on their family, their community and the world.

Core Values

- High Expectations
- Authentic Learning
- Creative Culture
- Educational Equity

Base Compensation: 10-Month Staff Model

Our 10-Month Staff Model of compensation is a salary schedule that helps us determine equitable pay based on your education, certifications, experience, and any special skills.

Full Years of Certified/Licensed Experience	Para	Bachelor's Degree Teacher	Master's Degree Teacher	Doctorate/Specialist Degree Teacher
0	\$35,500	\$45,500	\$50,000	\$54,500
1	\$36,000	\$46,000	\$50,500	\$55,000
2	\$36,500	\$46,500	\$51,000	\$55,500
3	\$37,000	\$47,000	\$51,500	\$56,000
4	\$37,500	\$47,500	\$52,000	\$56,500
5	\$38,000	\$48,000	\$52,500	\$57,000
6	\$38,500	\$48,500	\$53,000	\$57,500
7	\$39,000	\$49,000	\$53,500	\$58,000
8	\$39,500	\$49,500	\$54,000	\$58,500
9	\$40,000	\$50,000	\$54,500	\$59,000
10	\$40,500	\$51,000	\$55,500	\$60,000
11	\$41,000	\$52,000	\$56,500	\$61,000
12	\$41,500	\$53,000	\$57,500	\$62,000
13	\$42,000	\$54,000	\$58,500	\$63,000
14	\$42,500	\$55,000	\$59,500	\$64,000
15	\$43,000	\$56,000	\$60,500	\$65,000
16	\$43,500	\$57,000	\$61,500	\$66,000
17	\$44,000	\$58,000	\$62,500	\$67,000
18	\$44,500	\$59,000	\$63,500	\$68,000
19	\$45,000	\$60,000	\$64,500	\$69,000
20	\$45,500	\$61,000	\$65,500	\$70,000
21	\$46,000	\$62,000	\$66,500	\$71,000
22	\$46,500	\$63,000	\$67,500	\$72,000
23	\$47,000	\$64,000	\$68,500	\$73,000
24	\$47,500	\$65,000	\$69,500	\$74,000
25	\$48,000	\$66,000	\$70,500	\$75,000

Starting Pay	
	Amount
Para	\$35,500
Teacher	\$45,500

Additional Pay *	
Certification/Skill/Training	Amount
Bilingual	\$3,000
Math/Science Cert (7-12)	\$1,000
Instructional Coach	\$5,000
4-6 Year Contract with CCS	\$500
7+ Year Contract with CCS	\$1,000

*Additional pay opportunities must be discussed and approved in advance and may not be implemented until employees have been able to apply new skills

Stipend Pay **	
Duty	Amount
Bus Monitor	\$40.00 per ride
Before Care	\$25.00 per day
Home Visits	\$20.00 per visit
Sub Pay (P/T employees only)	\$120.00 per day
Middle School Athletic Co-Coach	\$1,500 annually
High School Athletic Co-Coach	\$2,500 annually
Instructional Leadership Team	\$2,000 annually
Athletic Coordinator	\$5,000 annually
Department Chair	\$5,000 annually

**Sports with only one coach will be paid both co-coach stipends

Any current 2019-2020 staff returning for the 2020-2021 school year who have more than 25 years of experience will receive an additional \$250 for every year over the scale maximum of 25 years. This credit will be added to those staff members' base salaries and will be carried forward each year that staff member is employed with Crossroads Charter Schools. If that base salary is ever less than the scale maximum, the base salary will be adjusted to bring it in line with the scale.

New teachers to Crossroads Charter Schools with more than 15 years of certified teaching experience will be credited for the first 15 years of experience and receive additional credit in subsequent years for their experience with Crossroads. This provision also applies to new 10-month non-teaching staff who will be credited for experience in their specific fields (i.e. a counselor with 10 years of counseling experience will be paid in accordance with their years of counseling experience) up to 15 years.

Comprehensive Benefits Package

Crossroads Charter Schools is pleased to offer a competitive benefits package for our full-time employees working at least 30 hours per week.

Crossroads Annual Contribution

<p>Medical</p> <p>Crossroads offers you the opportunity to enroll in one of three different medical plan options. You may choose the option that works best for you and your family:</p> <ul style="list-style-type: none"> ▪ Spira Care Plan ▪ High Deductible Health Plan (HDHP) with HSA ▪ Traditional PPO Health Plan <p>We provide coverage for our eligible employees in the Spira Care Plan at no cost to you. The HDHP with HSA and the Traditional PPO Health Plan are available on a cost-sharing basis between you and the school. The school’s contribution towards the HDHP and PPO plans will match the amount of the Spira care premium. You may choose to pay the premium to add your eligible dependents.</p>	~\$6,600
<p>Dental</p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive dental plan at not cost to you and you may choose to pay the premium for coverage on your eligible dependents.</p>	\$324
<p>Vision</p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive vision plan at no cost to you. You may choose to pay the premium for coverage on your eligible dependents.</p>	\$83
<p>Health Savings Account (HSA)</p> <p>If you enroll in the HDHP, the school will also contribute up to \$750 to use toward your out of pocket medical, dental and vision expenses. You can choose to contribute additional pre-tax funds to this account up to the IRS maximum each year.</p>	\$750
<p>Flexible Spending Account (FSA)</p> <p>You also may voluntarily choose to enroll in the Flexible Spending Account where you can set pre-tax funds to pay for medical, dental and vision expenses. If you enroll in the HDHP, you can only use FSA money for eligible dental and vision expenses.</p>	
<p>Basic Life Insurance and Accidental Death & Dismemberment (AD&D)*</p> <p>We provide basic life insurance and AD&D in an amount equal to your annual salary rounded to the next \$1,000 up to \$85,000 at no cost to you. You also have the option to purchase up to an additional \$500,000 for yourself or your spouse and \$10,000 per eligible child.</p>	~\$82
<p>Short-Term Disability</p> <p>You may voluntarily choose to purchase short-term disability insurance which pays a portion of your salary in the event of an injury that prevents you from working or an illness that causes you to miss more than 7 days of work.</p>	
<p>Long Term Disability*</p> <p>As an eligible employee, Crossroads provides you long-term insurance to pay a portion of your salary in the event of an accident or injury that prevents you from working for more than 90 calendar days.</p>	~\$134
<p>Supplemental Voluntary Insurance Coverages</p> <p>You may choose to purchase voluntary coverages through a group discount for additional short-term disability coverage, accident insurance, critical illness insurance and hospital indemnity.</p>	
<p>Retirement*</p>	
<p>All employees who work a minimum of 25 hours a week must become members of the Retirement System as a condition of employment. Your contributions will be the percentage imposed on the school by the state. Crossroads Charter Schools makes contributions to the general reserve account to pay benefits.</p>	~\$6,500
<p>*Basic Life/AD&D, LTD and Retirement estimates based on average salary of a Crossroads employee Overall chart and values based on the average value per employee. There may be difference based on options elected These costs are based on the 19/20 school year. Updated amounts will be available each spring.</p>	~\$14,473

Paid Time Off

Crossroads Charter Schools also prides itself on the high-quality educational opportunities for our students. This caliber of programming requires more days per contract year and more hours per day than a typical school in our area. We take this extra time and dedication into account when offering opportunities for time off.

Employees are offered the following time off as part of their Total Compensation Package:

10-mo Staff		
Category	Amount	Avg Value Per 10-mo Staff
Personal Time	66 hours	\$2,000
Sick Time	66 hours	\$2,000
Total	132 hours	\$4,000

*Dollar amounts based on average 10-month staff salary per contract hour (200 contract days at 9 hours per day for a total of 1,800 hours)

Culture

We believe that work environment is just as important as compensation and benefits. We strive to provide an environment where you can thrive by providing you opportunities to participate in your own growth and development. You not only have a voice in our specialized programming, but your voice is also an integral part of our overall performance model when setting goals and delivering high quality education to students in a way that makes an impact.

Since the work environment is impacted by the relationships with those around you, we're also proud to offer a Culture Committee that hosts voluntary activities throughout the year, such as game nights. The school also celebrates our hard-working staff with various appreciation events including a holiday party and staff breakfasts.

We hope that you will help add value to the culture of Crossroads when you join our team.

Updating the Plan

In order to keep our Compensation Philosophy plan current, we plan to review the plan annually. This will help us remain competitive and relevant. Each year we will update the plan to adjust for applicable cost of living changes, competitive market fluctuations, and/or competition for talent.

In addition to the annual update to the compensation structure, you will continue to move through the plan with your additional year of experience. The most current plan will be posted online.

Grandfathering

As of the implementation of this plan, any employees over the maximum for their current position will be grandfathered into and frozen at their current salary until the salary structure surpasses their salary.

Employee Handbook

Details on other policies, benefits and time off such as bereavement and jury duty can be found in the Employee Handbook. Please note this document does not supersede the Employee Handbook which outlines many policies and procedures for the school



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Core Values

- High Expectations
- Authentic Learning
- Creative Culture
- Educational Equity

Base Compensation 12-Month Staff Model

Our 12-Month Staff Model of compensation is a banded scale with a range assigned to each position based on their internal equity and external market factors. Placement in the band is based on experience, skills, and individual performance.

Central Office Model				
Range	Min	Mid	Max	Positions
1	\$32,200	\$37,000	\$41,800	Admin Assistant
2	\$34,800	\$40,000	\$45,200	Coordinator
3	\$49,700	\$59,600	\$69,500	Manager
4	\$60,900	\$76,100	\$91,300	Director/Assistant Principal
5	\$80,300	\$95,800	\$111,600	Principal
6	\$96,600	\$125,600	\$154,600	COO, CAO, CEO

Comprehensive Benefits Package

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Crossroads Annual Contribution

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<p>Dental</p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive dental plan at not cost to you and you may choose to pay the premium for coverage on your eligible dependents.</p>	\$324
<p>Vision</p> <p>Crossroads also offers you the opportunity to enroll in a comprehensive vision plan at no cost to you. You may choose to pay the premium for coverage on your eligible dependents.</p>	\$83
<p>Health Savings Account (HSA)</p> <p>If you enroll in the HDHP, the school will also contribute up to \$750 to use toward your out of pocket medical, dental and vision expenses. You can choose to contribute additional pre-tax funds to this account up to the IRS maximum each year.</p>	\$750
<p>Flexible Spending Account (FSA)</p> <p>You also may voluntarily choose to enroll in the Flexible Spending Account where you can set pre-tax funds to pay for medical, dental and vision expenses. If you enroll in the HDHP, you can only use FSA money for eligible dental and vision expenses.</p>	
<p>Basic Life Insurance and Accidental Death & Dismemberment (AD&D)*</p> <p>We provide basic life insurance and AD&D in an amount equal to your annual salary rounded to the next \$1,000 up to \$85,000 at no cost to you. You also have the option to purchase up to an additional \$500,000 for yourself or your spouse and \$10,000 per eligible child.</p>	~\$82
<p>Short-Term Disability</p> <p>You may voluntarily choose to purchase short-term disability insurance which pays a portion of your salary in the event of an injury that prevents you from working or an illness that causes you to miss more than 7 days of work.</p>	
<p>Long Term Disability*</p> <p>As an eligible employee, Crossroads provides you long-term insurance to pay a portion of your salary in the event of an accident or injury that prevents you from working for more than 90 calendar days.</p>	~\$134
<p>Supplemental Voluntary Insurance Coverages</p> <p>You may choose to purchase voluntary coverages through a group discount for additional short-term disability coverage, accident insurance, critical illness insurance and hospital indemnity.</p>	
<p>Retirement*</p> <p>All employees who work a minimum of 25 hours a week must become members of the Retirement System as a condition of employment. Your contributions will be the percentage imposed on the school by the state. Crossroads Charter Schools makes contributions to the general reserve account to pay benefits.</p>	~\$6,500

*Basic Life/AD&D, LTD and Retirement estimates based on average salary of a Crossroads employee

Overall chart and values based on the average value per employee. There may be difference based on options elected. These costs are based on the 19/20 school year. Updated amounts will be available each spring.

~\$14,473

Paid Time Off

Crossroads Charter Schools also prides itself on the high-quality educational opportunities for our students. This caliber of programming requires more days per contract year and more hours per day than a typical school in our area. We take this extra time and dedication into account when offering opportunities for time off.

Employees are offered the following time off as part of their Total Compensation Package:

12 Month Staff		
Category	Amount	Avg Value Per 12-mo Staff
Personal Time	66 Hours	\$1,973
Sick Time	66 Hours	\$1,973
Holidays	81 Hours	\$2,421
Vacation Time	135 hours	\$4,035
Total	348 hours	\$10,402

*Dollar amounts based on average salary per hour (9 hours per day during the school year and 8 hours per day during summer for a total of 2,310 hours)

Culture

We believe that work environment is just as important as compensation and benefits. We strive to provide an environment where you can thrive by providing you opportunities to participate in your own growth and development. You not only have a voice in our specialized programming, but your voice is also an integral part of our overall performance model when setting goals and delivering high quality education to students in a way that makes an impact.

Since the work environment is impacted by the relationships with those around you, we're also proud to offer a Culture Committee that hosts voluntary activities throughout the year, such as game nights. The school also celebrates our hard-working staff with various appreciation events including a holiday party and staff breakfasts.

We hope that you will help add value to the culture of Crossroads when you join our team.

Updating the Plan

In order to keep our Compensation Philosophy plan current, we plan to review the plan annually. This will help us remain competitive and relevant. Each year we will update the plan to adjust for applicable cost of living changes, competitive market fluctuations, and/or competition for talent.

In addition to the annual update to the compensation structure, you will continue to move through the plan with your merit increase to your salary tied to your overall performance and effectiveness in your position. The most current plan will be posted online.

Grandfathering

As of the implementation of this plan, any employees over the maximum for their current position will be grandfathered into and frozen at their current salary until the salary structure surpasses their salary.

Employee Handbook

Details on other policies, benefits and time off such as bereavement and jury duty can be found in the Employee Handbook. Please note this document does not supersede the Employee Handbook which outlines many policies and procedures for the school

Coversheet

Crossroads Prep - Capital Campaign Updates

Section: V. Facilities
Item: A. Crossroads Prep - Capital Campaign Updates
Purpose: Discuss
Submitted by:
Related Material: Crossroads Prep - Downtown Innovation Campus - Capital Campaign.pdf
Crossroads Prep - Downtown Innovation Campus - Slide Show.pdf

Crossroads Preparatory Academy: Downtown Innovation Campus

Project Costs	
Phase I: Classroom Building	
Building Acquisition (816 Broadway)	\$6,020,000
2018 and 2019 Renovations	\$2,450,000
Phase I: Sub-Total	\$8,470,000

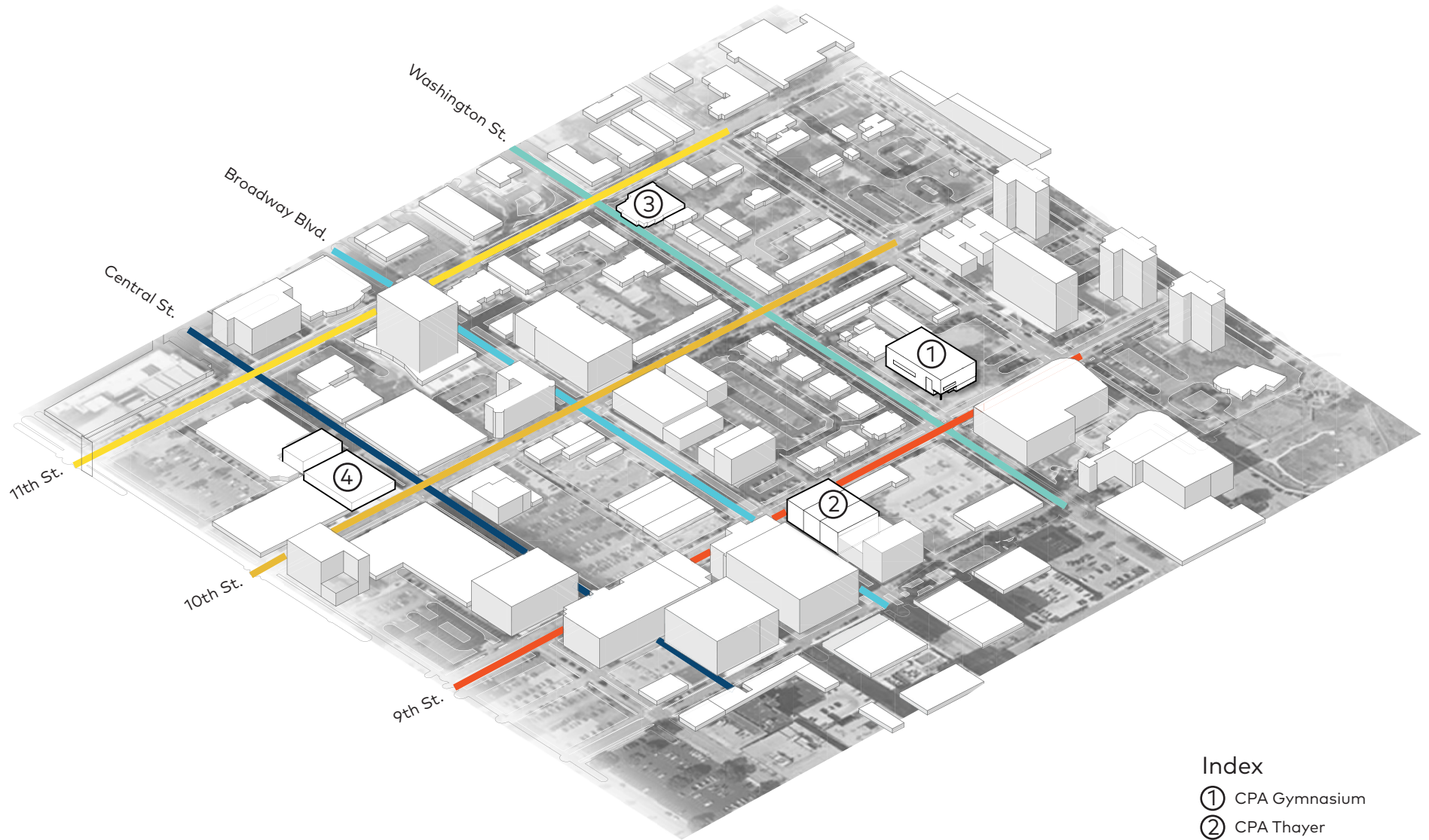
Phase II: Classroom Building	
2020 Renovations	\$980,000
2021-2025 Renovations	\$1,790,000
Contingency	\$200,000
Phase II: Sub-Total	\$2,970,000

Phase II: Gymnasium	
Land Acquisition (900 Washington)	\$1,000,000
Design, Construction, FF&E	\$7,060,000
Contingency	\$500,000
Phase II: Sub-Total	\$8,560,000

Total Project Costs	\$20,000,000
Crossroads Prep Students Served	<i>620</i>
Project Costs Per Student	\$32,258
Total Square Footage of Buildings	<i>86,000</i>
Project Costs Per Square Foot	\$233

Funding Sources	Committed
W.T. Kemper Foundation	\$1,000,000
Sherman Family Foundation	\$725,000
Hall Family Foundation	\$600,000
Anonymous	\$500,000
U.S. Department of Education	\$382,000
Kirk Family Foundation	\$300,000
11th Street Neighborhood Improvement Fund	\$277,500
Francis Family Foundation (D. Francis Discretionary)	\$248,000
Marion and Henry Bloch Family Foundation	\$150,000
Sosland Foundation	\$100,000
Dickinson Family Charitable Foundation	\$50,000
Oppenstein Brothers Foundation	\$25,000
Federal Communications Commission: E-Rate Program	\$23,500
Jedel Family Foundation	\$10,000
Total Grants and Gifts to Date	\$4,391,000
Crossroads Internal Funds	\$4,800,000
Total Project Commitments	\$9,191,000
Current Funding Gap	\$10,809,000
Pending Grant Requests	\$1,713,000





Index

- ① CPA Gymnasium
- ② CPA Thayer
- ③ Existing CCS Quality Hill
- ④ Existing CCS Central

Crossroads Campus

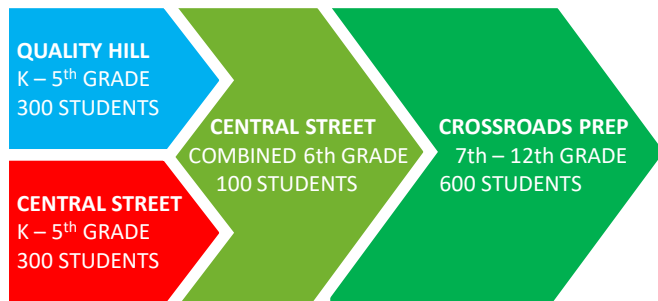


OUR MISSION

Crossroads Charter Schools prepare and inspire students to build a better tomorrow by providing an academically rigorous K-12 education in a creative, collaborative, community-focused environment.

OUR VISION

Crossroads Charter Schools will be the premier school system in Kansas City and a destination for other educators seeking inspiration and best practices. Graduates of Crossroads Charter Schools will be scholarly, culturally literate and service-oriented individuals who will pursue their dreams relentlessly and have a positive impact on their family, their community and the world.



CREATIVE CULTURE

Every member of Crossroads community is a learner and creator. Our students are challenged to be innovative as they solve problems and overcome challenges. Our teachers creatively engage their students, recognizing how much each student individually learns and adjusting their teaching accordingly. Our organization uses cutting-edge research, forging and proving best practices, to give our students an excellent education.

HIGH EXPECTATIONS

We believe our students and teachers are capable of great things and inspire them to actively seek knowledge and understanding, think independently, reason critically and embrace challenges. School-wide goals and expectations are owned by every student, staff member, parent and board member, and equal accountability creates an environment where every student can excel.

EDUCATIONAL EQUITY

Crossroads creates an environment where all students flourish. Our welcoming school culture is sought out by families of all racial, ethnic and socioeconomic backgrounds, and we are committed to ensuring that every student succeeds. We are a community that reflects our city and our world, preparing students for a global marketplace.

AUTHENTIC LEARNING

Our teachers work tirelessly to ensure that learning comes to life for students at Crossroads Schools. Through project-based learning and downtown expeditions, students explore real-world issues and problems through hands-on learning experiences. We strive to create a love of learning in all students.



Crossroads Charter Schools

OVERVIEW

Far too often our students leave school without having the authentic experiences they need to help them navigate the world. Too many skills are taught in isolation and students do not see the connection between what they learn in the classroom to what they need in real life. At the same time, Kansas City faces a shortage of innovative workers because many of our young people do not graduate high school with the skills and credentials needed to succeed in the 21st Century economy. A high school diploma without market value assets is no longer enough. Kansas City is the prime location to increase capacity in trade, people, and ideas, yet many young adults do not see this opportunity.

The Crossroads Community Collaborative (CCC) is a group of local organizations committed to solving this workforce challenge. The CCC will supply talent to local businesses and organizations by providing integrated learning opportunities that equip students for the future of work. Through this market-driven approach, students will solve real problems and complete real projects that meet industry and civic needs. The CCC hopes to provide a proof-of-concept for how communities can build sustainable and transformational learning systems that disrupt the disparities in access to high quality career and college preparation in order to elevate innovation and economic growth in our region.

The first phase of the CCC will work to improve the current system of career and college preparation, building symbiotic partnerships with industry that provide value at no cost to our partners and immersive experiences students need to gain employable skills. During this phase, the CCC will build industry-informed career pathways – learning progressions and course sequences that result in an industry recognized credential, opportunities for college credit and a portfolio of work. At the same time, the CCC will be inventing the educational system we need for the future – a financially sustainable model of learning. Over time, student operated businesses will fund the sustainability of the career pathways (Phase 2 of the CCC). We hope the success of Phase 2 serves as a model for the future of learning and encourages innovative education policies and practices.

INDUSTRY BENEFITS

As an industry partner we will play a role in closing the career skills gap and building talent pipelines aligned to the dynamic needs of your own workforce. Partners become end customers of this transformational learning system due to the strategic alignment between the classroom and the marketplace. As part of student training, real-world problems and ideas in our partners' organizations become real opportunities for our students at no cost.



Crossroads Community Collaborative



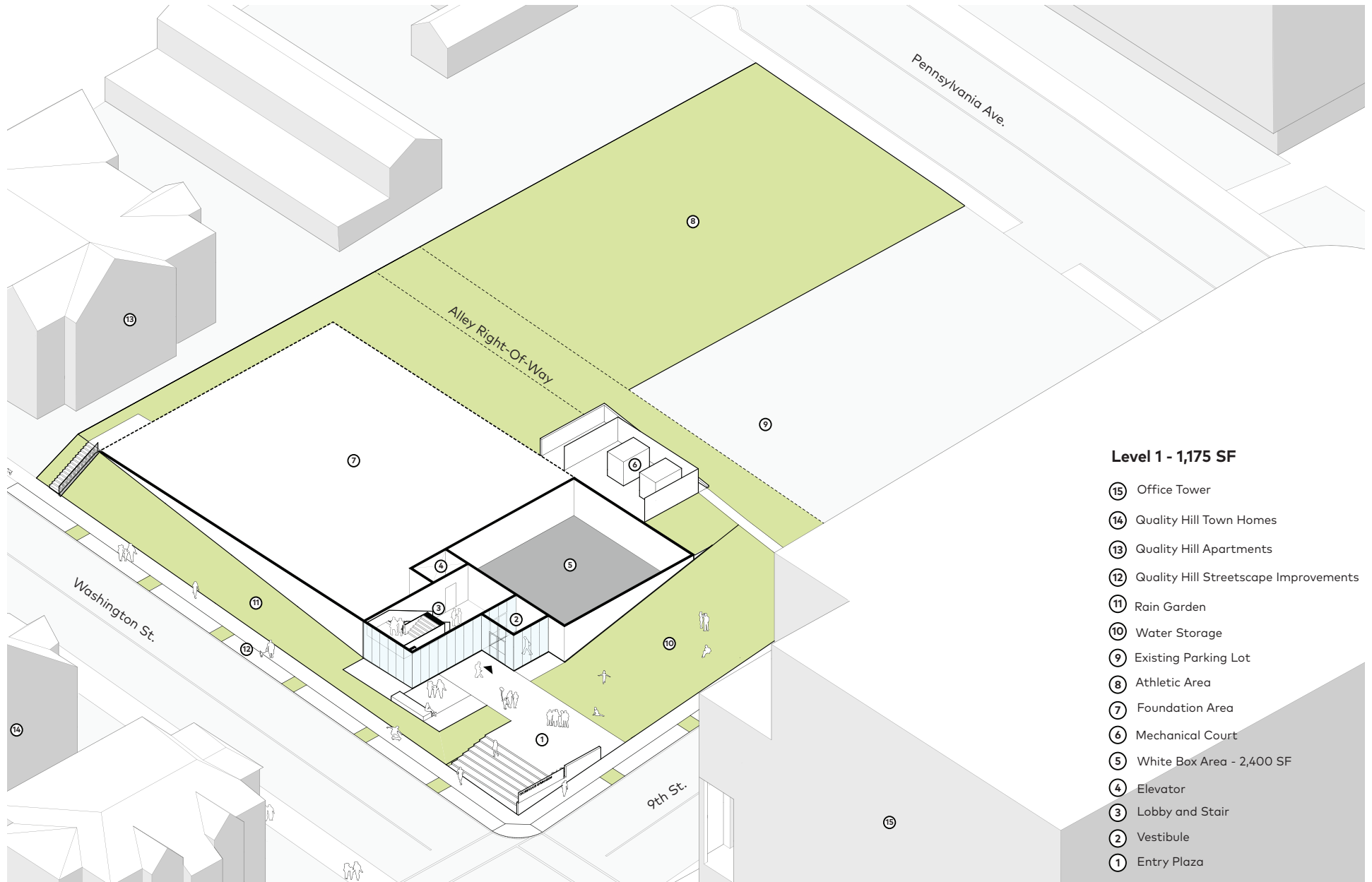
Project Super Structure:

- Steel/metal frame building
- Slab on grade with perimeter grade beams
- Elevated slabs
- Standing seam metal roof

Enclosure:

- Corrugated metal panel
- Aluminum storefront glazing

Gym Exterior View from 9th & Washington - North Lawn



Level 1 - 1,175 SF

- ⑮ Office Tower
- ⑭ Quality Hill Town Homes
- ⑬ Quality Hill Apartments
- ⑫ Quality Hill Streetscape Improvements
- ⑪ Rain Garden
- ⑩ Water Storage
- ⑨ Existing Parking Lot
- ⑧ Athletic Area
- ⑦ Foundation Area
- ⑥ Mechanical Court
- ⑤ White Box Area - 2,400 SF
- ④ Elevator
- ③ Lobby and Stair
- ② Vestibule
- ① Entry Plaza

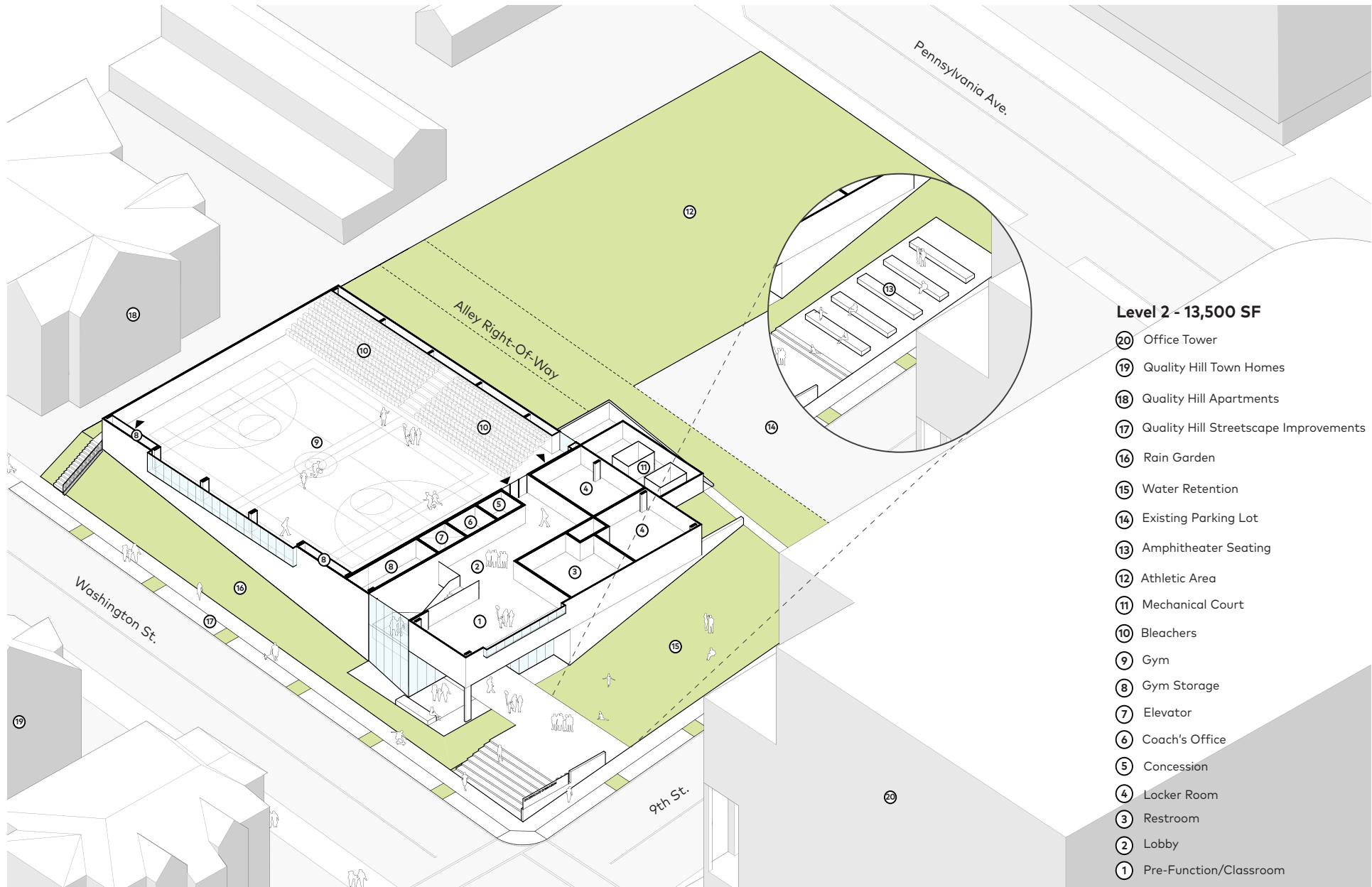
Gym Plan - Level 1 ↻



Finishes:

- Polished concrete floors
- Drywall and wood wall finishes
- Decorative metal stair and elevator
- Operable garage door/panel at classroom

Gym Interior View Looking Through Lobby



Level 2 - 13,500 SF

- ⑳ Office Tower
- ⑒ Quality Hill Town Homes
- ⑓ Quality Hill Apartments
- ⑔ Quality Hill Streetscape Improvements
- ⑕ Rain Garden
- ⑖ Water Retention
- ⑗ Existing Parking Lot
- ⑘ Amphitheater Seating
- ⑙ Athletic Area
- ⑚ Mechanical Court
- ⑛ Bleachers
- ⑜ Gym
- ⑝ Gym Storage
- ⑞ Elevator
- ⑟ Coach's Office
- ① Concession
- ② Locker Room
- ③ Restroom
- ④ Lobby
- ⑤ Pre-Function/Classroom

Gym Plan - Level 2 ↻



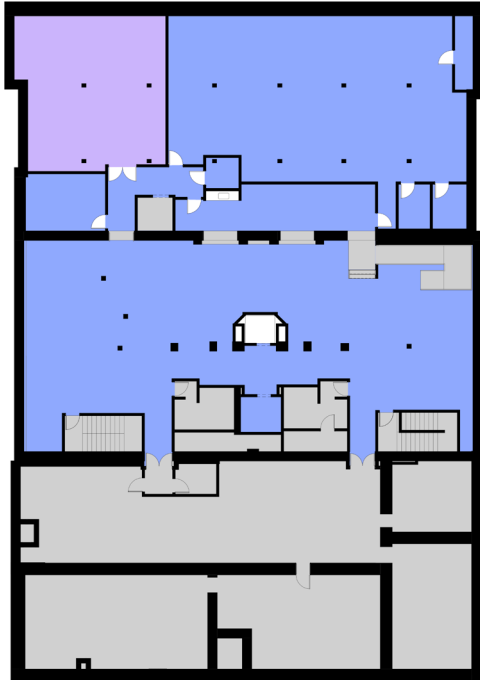
Finishes:

- Wood gym floor
- Durable padding in gym
- Retractable bleachers for 500+ guests
- Metal stud framing with interior painted gypsum

Mechanical:

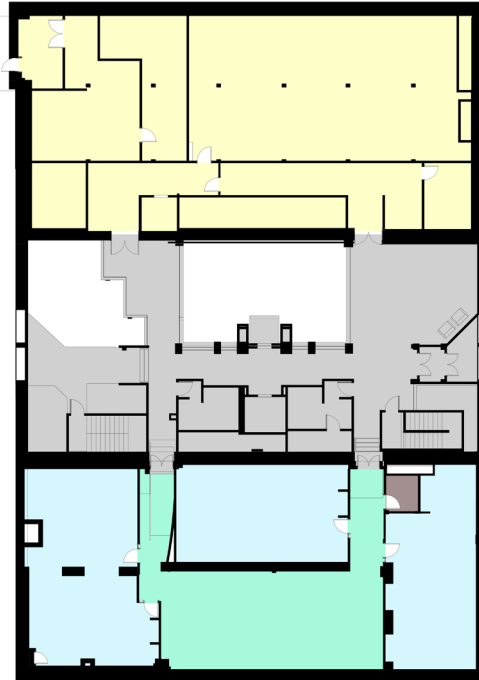
- Forced air with heat recovery

Gym Interior View Inside Gymnasium

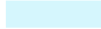
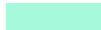




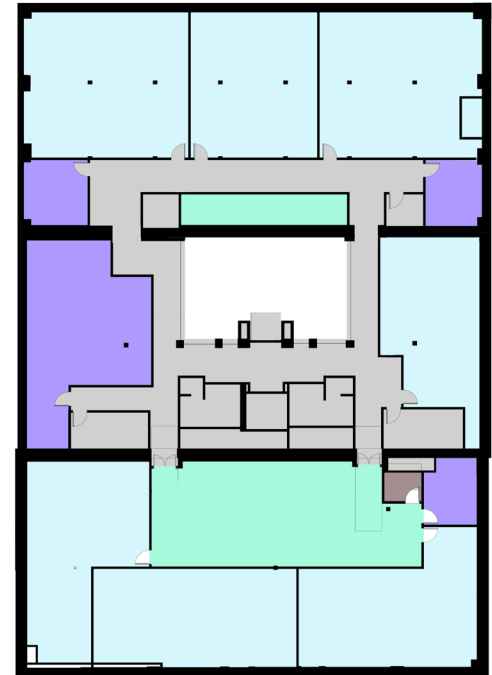
Lower Level

-  Cafeteria
-  Office

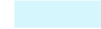
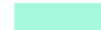




Level 1

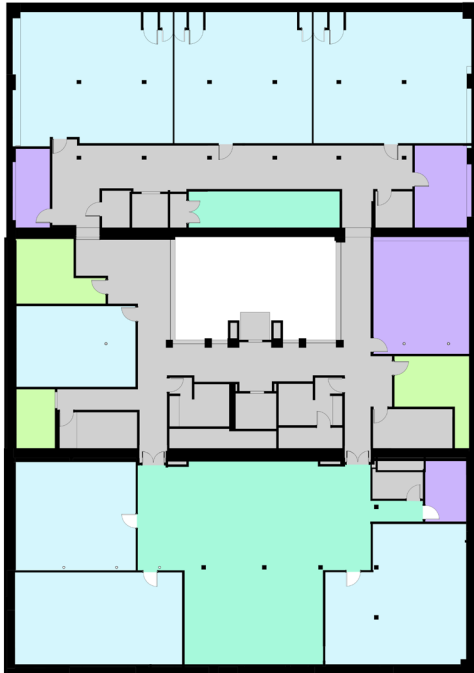
-  Classroom
-  Commons
-  Crossroads Collaborative
-  Restroom




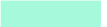

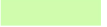
Level 2

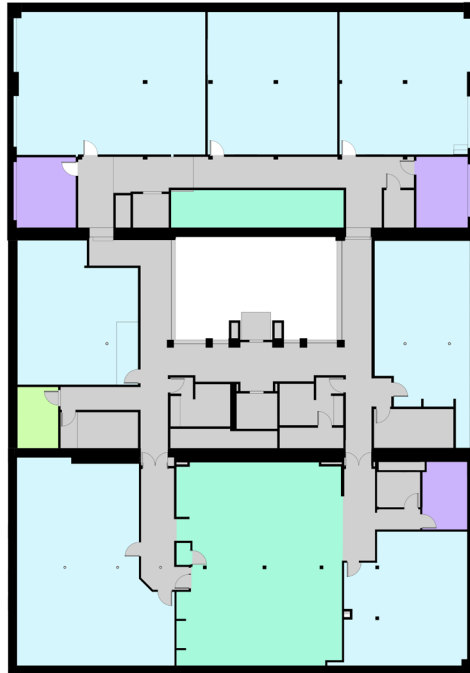
-  Classroom
-  Commons
-  Office
-  Restroom

Thayer Building Plans


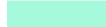

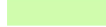


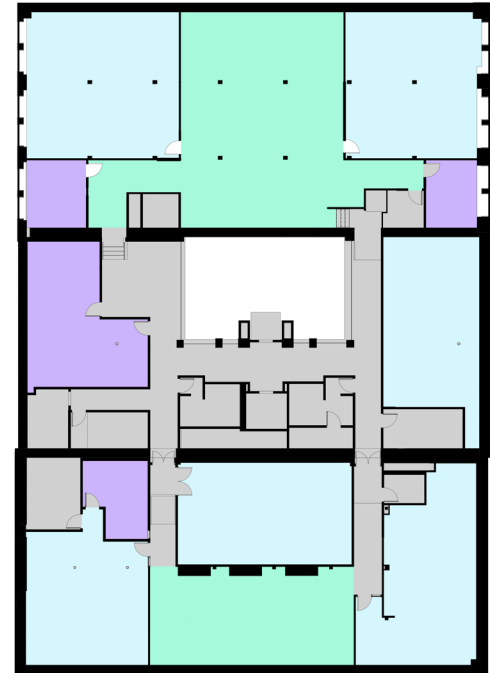
Level 3

-  Classroom
-  Commons
-  Office
-  Break Room


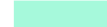

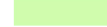


Level 4

-  Classroom
-  Commons
-  Office
-  Break Room



Level 5

-  Classroom
-  Commons
-  Office
-  Break Room

Thayer Building Plans ⓘ