



Crossroads Charter Schools

Crossroads Charter Schools Board Meeting

Date and Time

Monday February 26, 2024 at 5:00 PM CST

Location

Virtual Meeting

<https://us06web.zoom.us/j/85765954867>

This Agenda has been posted on Friday, February 23rd, 2024

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Call the Meeting to Order		Greg Valdovino	
B. Record Attendance		Greg Valdovino	1 m
C. Approve Meeting Agenda	Vote	Greg Valdovino	2 m
D. Approve January Board Meeting Minutes	Approve Minutes	Greg Valdovino	2 m
II. Public Forum			5:05 PM
A. Public Comment	FYI	Greg Valdovino	10 m

	Purpose	Presenter	Time
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Up to 3 guests will have the opportunity to provide public comment. Each individuals comment will be limited to three minutes.

III.	School Spotlight		5:15 PM
A.	Quarterly Board Data	FYI	Karis Parker 10 m
IV.	Board Governance		5:25 PM
A.	10-Month Salary Schedule	Vote	Gail Taylor 10 m
B.	Transportation Discussion	FYI	Trevor Steinbacher 10 m
V.	Finance		5:45 PM
A.	November, December and January Check Register	Vote	Jillian Linn 5 m
B.	January Financials	FYI	Trevor Steinbacher 10 m
VI.	Closing Items		6:00 PM
A.	Adjourn Meeting	Vote	Greg Valdovino 1 m

Coversheet

Approve January Board Meeting Minutes

Section: I. Opening Items
Item: D. Approve January Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Crossroads Charter Schools Board Meeting on January 22, 2024

APPROVED



Crossroads Charter Schools

Minutes

Crossroads Charter Schools Board Meeting

Date and Time

Monday January 22, 2024 at 5:00 PM

Location

Virtual Meeting

<https://us06web.zoom.us/j/85765954867>

This Agenda has been posted on Friday, January 19th, 2024

Trustees Present

B. Riley (remote), D. Charity (remote), G. Valdovino (remote), J. Linn (remote), J. Schwartz (remote), J. Williams (remote), L. Weekly (remote), P. Hardwick (remote), S. Bookhart (remote)

Trustees Absent

None

Trustees who arrived after the meeting opened

J. Williams

Guests Present

K. Parker, M. Strohschein (remote), T. McDowell (remote)

I. Opening Items

A. Call the Meeting to Order

L. Weekly called a meeting of the board of trustees of Crossroads Charter Schools to order on Monday Jan 22, 2024 at 5:06 PM.

B. Record Attendance

C. Approve Meeting Agenda

D. Charity made a motion to Approve agenda with amendment to deferring check register to February and reorder the agenda.

J. Schwartz seconded the motion.

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

D. Approve December Board Meeting Minutes

J. Schwartz made a motion to approve the minutes from Crossroads Charter Schools Board Meeting on 12-11-23.

P. Hardwick seconded the motion.

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

II. School Spotlight

A. School Spotlight - Nikki Bates - Director of Diverse Learners

Nikki provided updates on programs she supports. McKinney Vento, University Health, Diverse Learners

III. Board Governance

A. 12-Month Academic Leadership Salary Scale

J. Williams arrived.

J. Williams made a motion to approve 12-month Academic leadership salary scale.

J. Schwartz seconded the motion.

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

IV. Finance

A. November and December Check Register

This was omitted from the agenda per vote at beginning of meeting.

B. December Financials

V. Educational Excellence

A. 2024-25 School Calendar

P. Hardwick made a motion to Approve the 2024-25 school calendar.

J. Williams seconded the motion.

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

VI. Closed Session

A. Closed Session Pursuant RSMo Section 610.021(3)

J. Williams made a motion to enter closed session pursuant RSMO Section 610.021 (3).

P. Hardwick seconded the motion.

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

Roll Call

D. Charity Aye

J. Williams Aye

P. Hardwick Aye

J. Schwartz Aye

J. Linn Aye

G. Valdovino Aye

L. Weekly Aye

B. Riley Aye

S. Bookhart Aye

P. Hardwick made a motion to end close session.

J. Schwartz seconded the motion.

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

Roll Call

D. Charity Aye

S. Bookhart Aye

L. Weekly Aye

J. Williams Aye

J. Linn Aye

B. Riley Aye

J. Schwartz Aye

P. Hardwick Aye

G. Valdovino Aye

VII. Closing Items

A. Adjourn Meeting

P. Hardwick made a motion to adjourn meeting.

J. Williams seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,

M. Stroschein

Coversheet

Quarterly Board Data

Section: III. School Spotlight
Item: A. Quarterly Board Data
Purpose: FYI
Submitted by:
Related Material: CCS Board of Directors' Q2 Data Story.pdf

CCS Board of Directors' Quarterly Data Story (Q1)
2023-2028

**This is not the format in which this information will be shared. We will prepare a slide show presentation for the quarterly reports. This is just a list of everything that will be shared.*

Measures	Point person	Descriptors	Actual (baseline year FY24)	Goal	Why Track this Data?
Academics					
RWL Experiences	Principals	Percent of students participating in Real World Learning experiences (learning expeditions, guest speakers, college tours, etc.)	95% completed 1 53% completed 2	2 per student	Indicator of college and career exposure
Student Showcases	Principals	Number of events where students showcase their work	CPA planned for semester 2 Elementary 50% completed 1	2 per student	Indicator of student connection with broader community
NWEA ELA (growth fall to winter)	Director of Data and Assessments	Average growth in English Language Arts on the nationally normed NWEA assessment.	33% of students on track for 1 yr growth	.5	Indicator of student achievement
NWEA Math (growth fall to winter)	Director of Data and Assessments	Average growth in Math on the nationally normed NWEA assessment.	38% of students on track for 1 yr of growth	.5	Indicator of student achievement
Grade Point Average	Director of Data and Assessments	The average GPA for 9th-12th grade students.	2.8	2.5	Indicator of student achievement
Diversity and Equity					
Students of Color	Director of Data and Finance	Percent of students that identify as a person of color	80%	60%	Indicator of diversity
Staff of Color	Director of Human Resources	Percent of staff that identify as a person of color	40%	Equal to % students of color	Indicator of representation Research has shown that representation increases student

					achievement, graduation, and college entrance
Free and Reduced Lunch	Director of Finance	Percent of students that qualify for free and reduced lunch	502 / 47%	60%	Indicator of school diversity and indicates additional supports required for students in need
Suspensions	Principals	Decrease in percent of discipline incidents that result in an Out of School suspension	35% decrease from Q2 22-23 to Q2 23-24	20% decrease	Indicator of equity and positive school culture
Engagement and Satisfaction					
Average Daily Attendance	Director of Data and Assessments	The total hours of student attendance divided by the number of instructional hours for the specified time period	88.2%	90%	Indicator of student engagement. ADA is also how schools are funded.
Enrollment/Open Seats	Community Engagement Manager	Total number of students enrolled for the specific time period	1078 (as of 2/26) 64 open seats	1101	Indicator of family satisfaction and/or accessibility Open seats also has a negative impact on funding
Student Retention	Community Engagement Manager	Percent of students that remain from the previous year	72.3%	80%	Indicator of family satisfaction and/or accessibility
Extracurricular Participation	Director of Athletics	Percent of 7th-12th grade students participating in athletics, clubs, and other extracurricular activities.	43 %	50%	Indicator of student involvement and positive school culture
Buses on Time	Director of Operations	Percent of transportation routes that arrive on time (with 10-minute grace period)	88%	100%	Indicator of customer service

Volunteer Hours	Community Engagement Manager	Increase in number of volunteer hours	265 hours	20% increase	Indicator of community engagement
Parent Engagement Events	Principals	Number of whole school/district family events	3	4	Indicator of community engagement
Sustainability					
Open Positions	Director of Human Resources	Percent of positions not filled	6%	Less than 5%	Indicator of staff sustainability
Local Grants and Donations	Director of External Affairs	Amount of funding received	\$357,242	\$1.6M	Indicator of financial health
State Grants and Funding	Director of External Affairs	Amount of funding received	\$8,399,554	\$16,648,265	Indicator of financial health
National/Federal Grants and Funding?	Director of External Affairs	Amount of funding received	\$554,199	\$1,817,810	Indicator of financial health

- Q1 report presented in November board meeting
- Q2 report presented in the February board meeting
- Q3 report presented in the April board meeting
- Q4 report presented in the June board meeting

Coversheet

10-Month Salary Schedule

Section: IV. Board Governance
Item: A. 10-Month Salary Schedule
Purpose: Vote
Submitted by:
Related Material:
10-month Salary Grid Board Review Document Updated 2 2.22.2024.docx
2024-2025 Compensation Philosophy 10 Month Draft 2.26.2024.pdf

2024-2025 Proposed Teacher Salary Scale for Board Review

2023-2024 Crossroads Charter Schools Teacher Scale				
Step	Para	Bachelor's Degree Teacher	Master's Degree Teacher	Dr/Spec Degree Teacher
0		\$36,299	\$46,524	\$51,125
1		\$36,810	\$47,035	\$51,636
2		\$37,321	\$47,546	\$52,148
3		\$37,833	\$48,058	\$52,659
4		\$38,344	\$48,569	\$53,170
5		\$38,855	\$49,080	\$53,681
6		\$39,366	\$49,591	\$54,193
7		\$39,878	\$50,103	\$54,704
8		\$40,389	\$50,614	\$55,215
9		\$40,900	\$51,125	\$55,726
10		\$41,411	\$52,148	\$56,749
11		\$41,923	\$53,170	\$57,771
12		\$42,434	\$54,193	\$58,794
13		\$42,945	\$55,215	\$59,816
14		\$43,456	\$56,238	\$60,839
15		\$43,968	\$57,260	\$61,861
16		\$44,479	\$58,283	\$62,884
17		\$44,990	\$59,305	\$63,906
18		\$45,501	\$60,328	\$64,929
19		\$46,013	\$61,350	\$65,951
20		\$46,524	\$62,373	\$66,974
21		\$47,035	\$63,395	\$67,996
22		\$47,546	\$64,418	\$69,019
23		\$48,058	\$65,440	\$70,041
24		\$48,569	\$66,463	\$71,064
25		\$49,080	\$67,485	\$72,086

2023-2024 KC Area Average			
Average Para	Average BA	Average MA	Average SPEC
\$33,741	\$45,692	\$49,685	\$53,589
\$34,456	\$46,513	\$50,674	\$54,571
\$35,186	\$47,303	\$51,630	\$55,573
\$35,932	\$48,108	\$52,605	\$56,596
\$36,695	\$48,926	\$53,599	\$57,639
\$37,473	\$49,759	\$54,638	\$58,736
\$38,268	\$50,558	\$55,699	\$59,856
\$39,079	\$51,369	\$56,782	\$61,000
\$39,906	\$52,196	\$57,887	\$62,167
\$40,759	\$52,838	\$59,014	\$63,359
\$41,621	\$53,636	\$60,193	\$64,571
\$42,508	\$54,334	\$61,398	\$65,808
\$43,351	\$55,044	\$62,737	\$67,072
\$44,220	\$55,768	\$63,884	\$68,330
\$45,107	\$56,814	\$65,168	\$69,681
\$45,899	\$57,410	\$66,510	\$71,069
\$46,700	\$58,477	\$68,036	\$72,489
\$47,528	\$59,660	\$69,453	\$73,940
\$48,357	\$56,841	\$68,702	\$75,423
\$49,213	\$57,024	\$70,219	\$76,987
\$49,957	\$58,570	\$71,712	\$78,588
\$50,721	\$59,376	\$73,240	\$80,206
\$51,486	\$60,206	\$74,609	\$81,812
\$52,279	\$61,061	\$76,009	\$83,252
\$53,074	\$61,942	\$77,304	\$84,765
	\$62,395	\$78,214	\$85,869

Proposed 2024-2025 Crossroads Charter Schools Teacher Scale			
Para	Bachelor's Degree Teacher	Master's Degree Teacher	Dr/Spec Degree Teacher
	\$36,299	\$46,524	\$51,125
	\$37,049	\$47,035	\$51,636
	\$37,799	\$47,546	\$52,148
	\$38,549	\$49,108	\$53,605
	\$39,299	\$49,926	\$54,599
	\$40,049	\$50,759	\$55,638
	\$40,799	\$51,558	\$56,699
	\$41,549	\$52,369	\$57,782
	\$42,299	\$53,196	\$58,887
	\$43,049	\$53,838	\$60,014
	\$43,799	\$54,636	\$61,193
	\$44,549	\$55,334	\$62,398
	\$45,299	\$56,044	\$63,737
	\$46,049	\$56,768	\$64,884
	\$46,799	\$57,814	\$66,168
	\$47,549	\$58,410	\$67,510
	\$48,299	\$59,060	\$69,036
	\$49,049	\$59,483	\$70,453
	\$49,799	\$60,505	\$69,702
	\$50,549	\$61,528	\$71,219
	\$51,299	\$62,550	\$72,712
	\$52,049	\$63,573	\$74,240
	\$52,799	\$64,595	\$75,609
	\$53,549	\$65,618	\$77,009
	\$54,299	\$66,640	\$78,304
	\$55,049	\$67,663	\$79,214

No Change in Step 0

Para: \$750 between all steps (up from \$511 last year)

BA Teachers: \$1,000 above average between steps 3-15. Step 16 and higher is \$1,200 above current step this year to next step next year.

MA & PhD/Spec Teachers: \$1,000 above average between steps 3-25. Step 26 and higher is \$1,023 between steps.

These changes help us to become closer to the market average for Steps 3-15 BA and above step 2 for MA and PhD/Spec

Notice anomaly in the data for BA averages starting at step 16 where we lose data points as several school districts stop their scale at that point.

Data Available for Teacher Comparison: Hickman Mills, Kauffman, KCKPS, KCPS & Lee's Summit Public Schools

Data Available for Para Comparison: KCPS and KIPP

Please note comparisons data was provided for the previous (2023-2024) School Year

Last year we requested approximately a 4.5% increase in 10-month salary. This year we are requesting approximately a 6.2% increase.

The annual average COLA in 2022 is 8% and 3.8% for 2023. Our increase did not keep pace with COLA last year causing a less than competitive salary.



Crossroads Charter Schools 2024-2025 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 Yrs of Certified/Licensed Experience	Para	Bachelor's Degree Teacher	Master's Degree Teacher	Doctorate/Specialist Degree Teacher
0	\$36,299	\$46,524	\$51,125	\$55,726
1	\$37,049	\$47,035	\$51,636	\$56,238
2	\$37,799	\$47,546	\$52,148	\$56,749
3	\$38,549	\$49,108	\$53,605	\$57,596
4	\$39,299	\$49,926	\$54,599	\$58,639
5	\$40,049	\$50,759	\$55,638	\$59,736
6	\$40,799	\$51,558	\$56,699	\$60,856
7	\$41,549	\$52,369	\$57,782	\$62,000
8	\$42,299	\$53,196	\$58,887	\$63,167
9	\$43,049	\$53,838	\$60,014	\$64,359
10	\$43,799	\$54,636	\$61,193	\$65,571
11	\$44,549	\$55,334	\$62,398	\$66,808
12	\$45,299	\$56,044	\$63,737	\$68,072
13	\$46,049	\$56,768	\$64,884	\$69,330
14	\$46,799	\$57,814	\$66,168	\$70,681
15	\$47,549	\$58,410	\$67,510	\$72,069
16	\$48,299	\$59,060	\$69,036	\$73,489
17	\$49,049	\$59,483	\$70,453	\$74,940
18	\$49,799	\$60,505	\$69,702	\$76,423
19	\$50,549	\$61,528	\$71,219	\$77,987
20	\$51,299	\$62,550	\$72,712	\$79,588
21	\$52,049	\$63,573	\$74,240	\$81,206
22	\$52,799	\$64,595	\$75,609	\$82,812
23	\$53,549	\$65,618	\$77,009	\$84,252
24	\$54,299	\$66,640	\$78,304	\$85,765
25	\$55,049	\$67,663	\$79,214	\$86,869
26	\$55,799	\$68,685	\$80,237	\$87,892
27	\$56,549	\$69,708	\$81,260	\$88,915
28	\$57,299	\$70,731	\$82,283	\$89,938
29	\$58,049	\$71,754	\$83,306	\$90,961
30	\$58,799	\$72,777	\$84,329	\$91,984
31	\$59,549	\$73,800	\$85,352	\$93,007
32	\$60,299	\$74,823	\$86,375	\$94,030
33	\$61,049	\$75,846	\$87,398	\$95,053
34	\$61,799	\$76,869	\$88,421	\$96,076
35	\$62,549	\$77,892	\$89,444	\$97,099

Starting Pay	
	Amount
Para	\$36,299
Teacher	\$46,524

Additional Pay *	
Certification/Skill/Training	Amount
Math/Science Cert (7-12)/ELL/SPED	\$1,000
Instructional Coach	\$5,000
4-6 Year Contract with CCS	\$1,000
7-9 Year Contract with CCS	\$1,500
10+ Year Contract with CCS	\$2,000

Longevity bonus is awarded as staff begins the contract year corresponding to the level above (e.g., the \$1,000 additional pay is awarded to staff who have completed their 3rd contract with CCS and beginning the 4th contract.

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

Stipend Pay **	
Duty	Amount
Bus Monitor	\$25 per hour
Before/After Care	\$25 per hour
Home Visits	\$20 per visit
Sub Pay (10-month staff only)	\$30 per class
Sub Pay (10-month staff only)	\$90 per half day
Sub Pay (10-month staff only)	\$180 per full day
Middle School Athletic Coach	\$3,000 annually
High School Head Coach	\$3,500-\$6,000 annually
High School Asst/JV Coach	\$2,000-\$4,000 annually
High School Asst Coach	\$1,500-\$2,500 annually
Instructional Leadership Team	\$2,000 annually
Athletic Coordinator	\$5,000 annually
Department Chair	\$5,000 annually

**Stipend Pay is currently under review and may change for the current School Year

The salary scale extends beyond step 35. Staff members are placed on the step commensurate with their years of experience. Any returning para staff member with more than 35 years of experience will receive an additional \$750 for every year over the scale maximum of 35 years. Any other returning staff member with more than 35 years of experience will receive an additional \$1,023 for every year over the scale maximum of 35 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.

All salary changes take place at the beginning of the next fiscal year.

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>	~\$6,781
<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>	\$371
<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 \$500 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>	\$500
<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>	~\$72
<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>	~\$117
<p>Supplemental Voluntary Retirement</p> <p>Crossroads offers you the opportunity to participate in a 403(b) Retirement Savings Plan – Help put your future on the path toward financial security by enrolling!</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 22/23 school year. Updated amounts will be available each spring.</p>	~\$14,424

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	\$2,400
Sick Time	66 hours	\$2,400
Total	132 hours	\$4,800

*Dollar amounts based on average 10-month staff salary per contract hour (185 contract days at 8.5 hours per day for a total of 1,572.5 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.

Coversheet

Transportation Discussion

Section: IV. Board Governance
Item: B. Transportation Discussion
Purpose: FYI
Submitted by:
Related Material: Transportation Survey Results (1).pdf

Transportation Survey

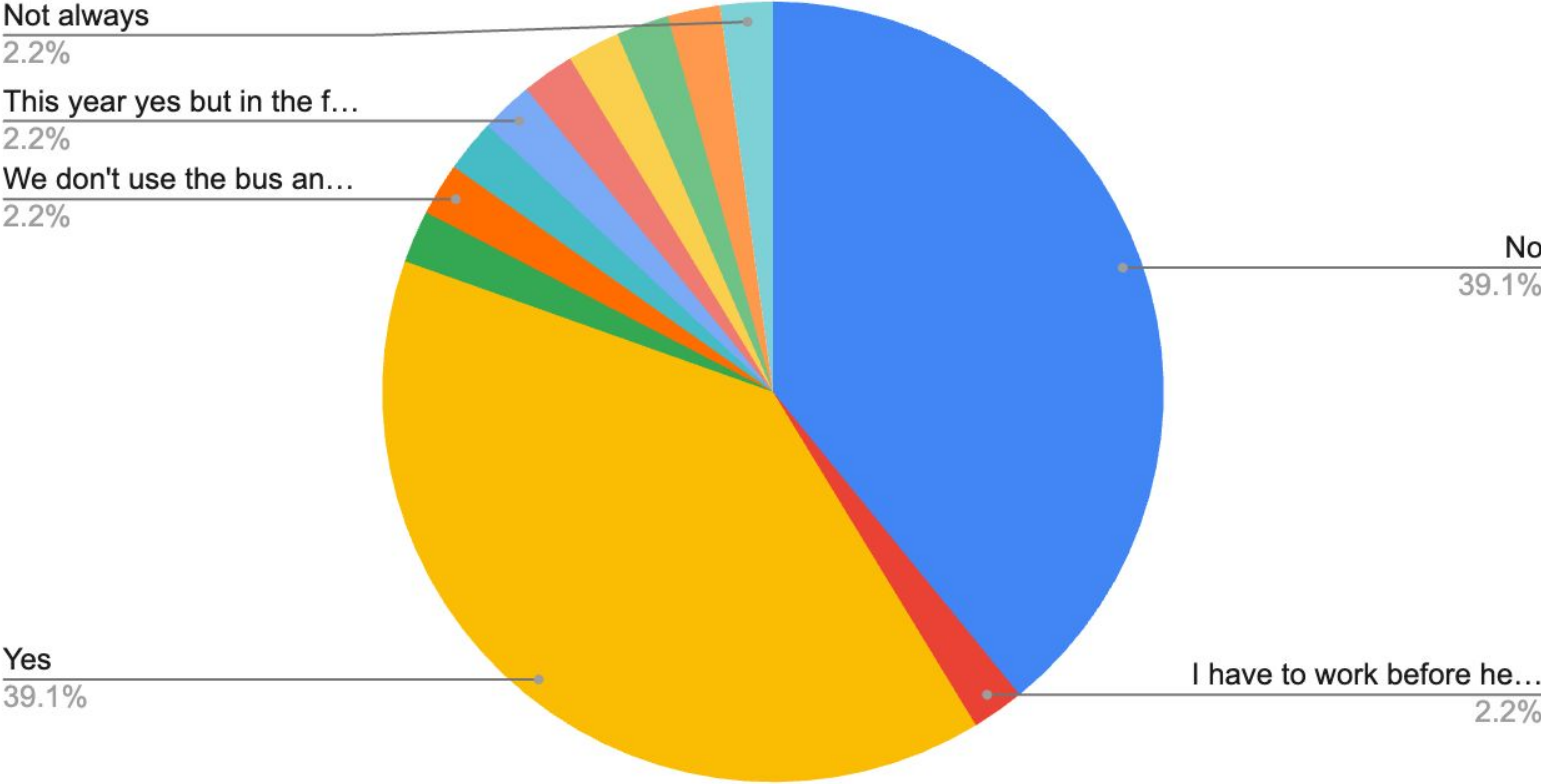
Bus Rider Stats

- Currently 234 students within 3.5miles utilize the bus service.
 - 131 Elementary students
 - 103 CPA students
- Approximately 715 total bus riders (changes weekly)
- 33% of bus riders
- We have multiple partners within this range:
 - Amethyst Place
 - Boys and Girls Clubs
 - KC Parks and Rec
 - Operation Breakthrough

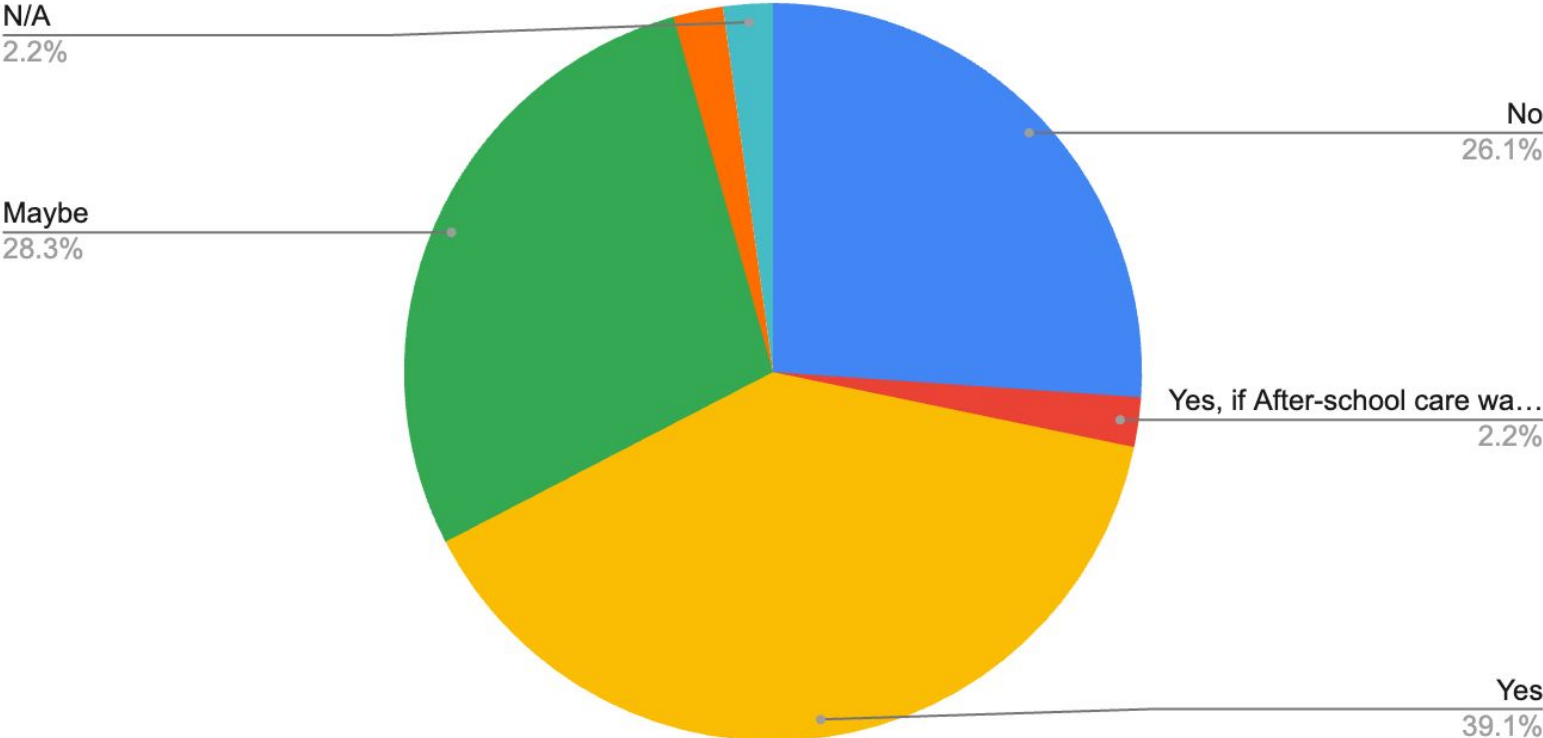
Survey Stats

- Surveyed all current bus riders within 3.5 miles
 - 172 families -> 234 students
 - 46 families responded 26.75%
 - 76 students - 32.5%

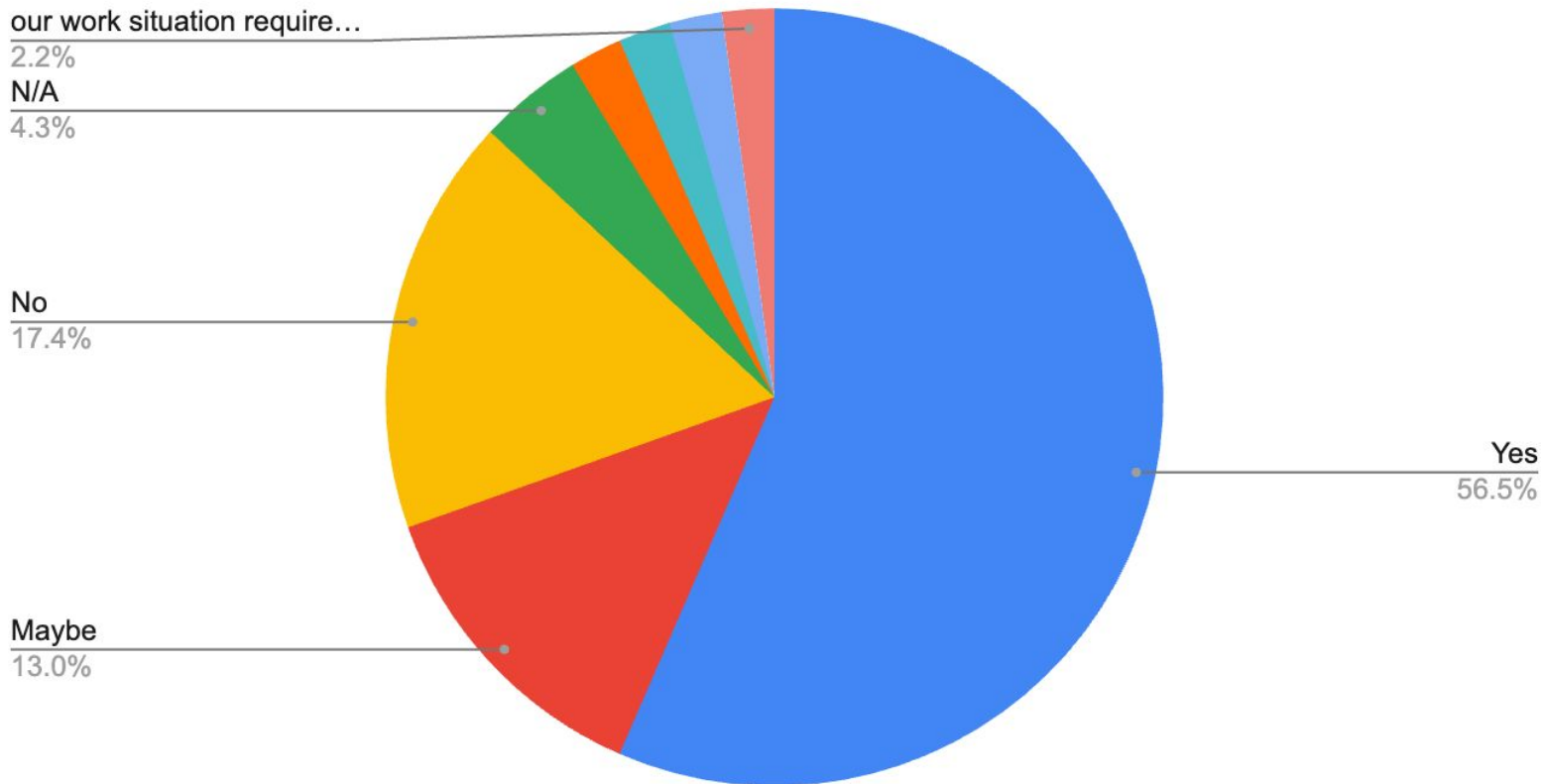
If you consistently use bus transportation, do you have other means of transportation for your student(s)?



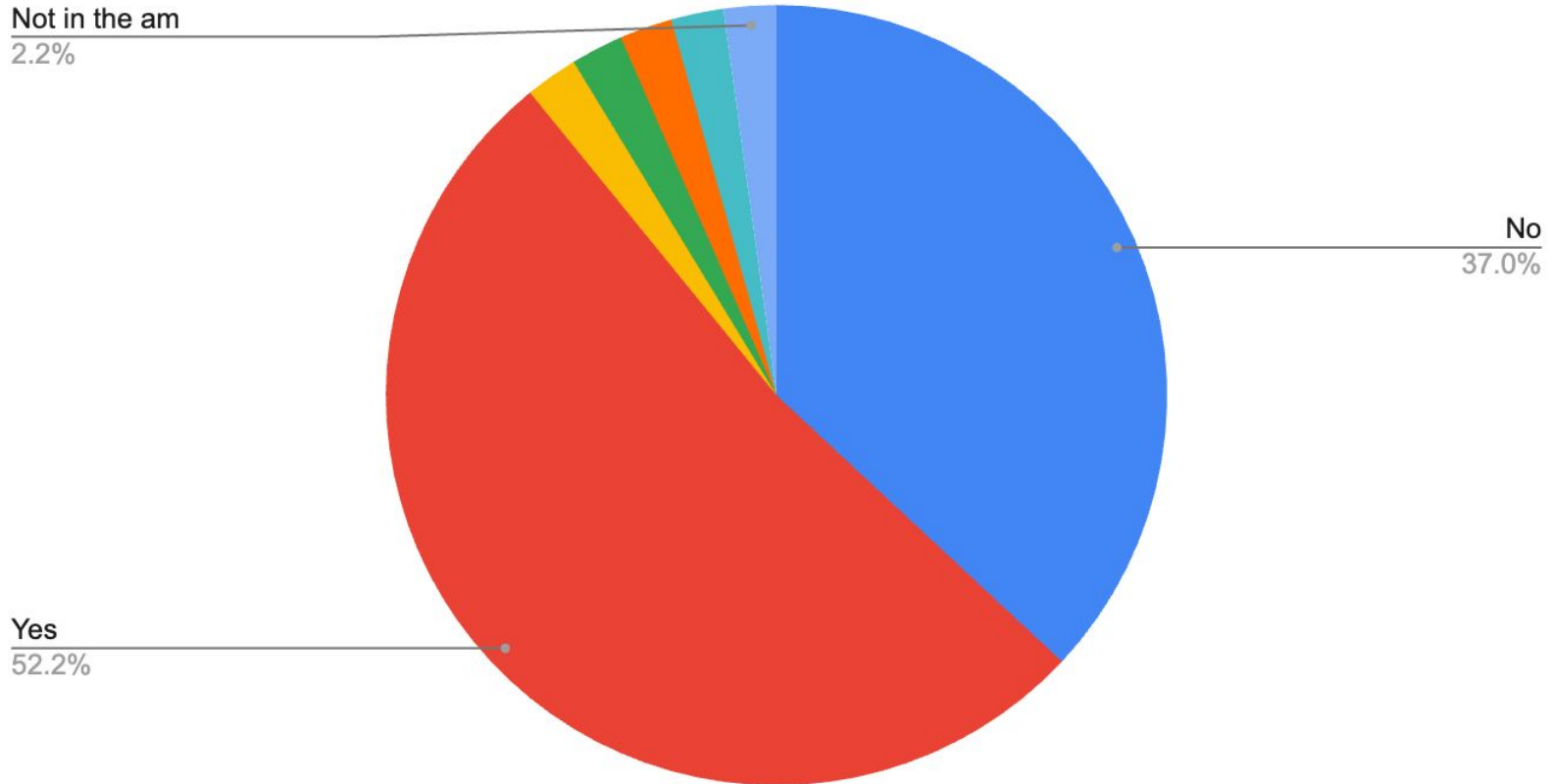
Whether or not you consistently use it, if Crossroads was UNABLE to offer you bus transportation, would you still send your student(s) to Crossroads?



If you received a monthly gas card from Crossroads in lieu of using bus transportation, would you still send your student(s) to Crossroads?

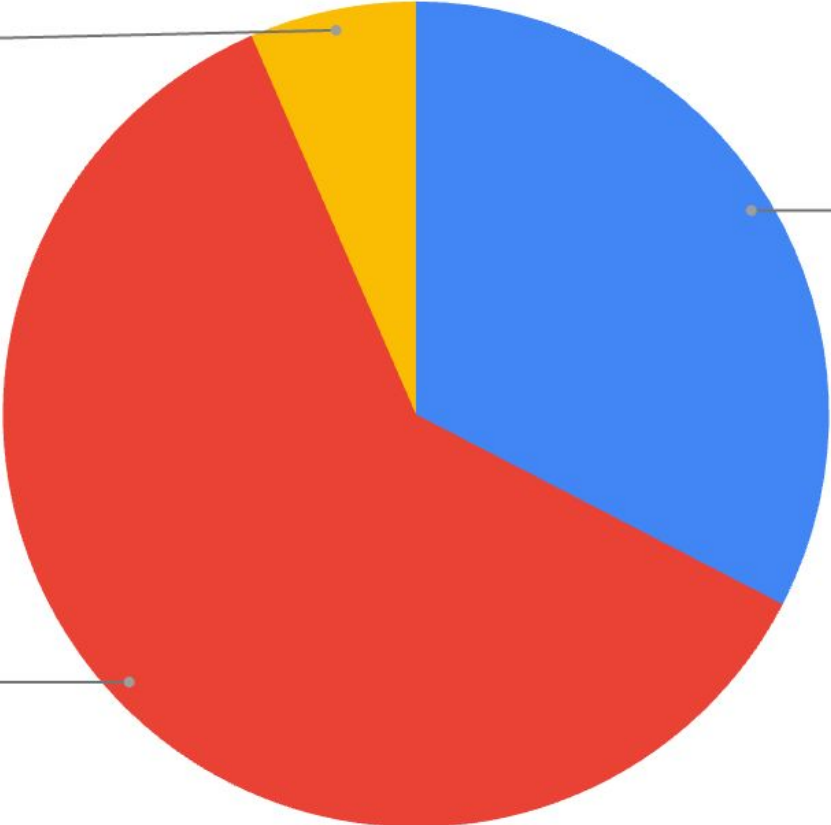


If there were a free/low cost before/after school option for your family, would you be able to transport your student(s) to and from school?



Does your family qualify for free or reduced lunch?

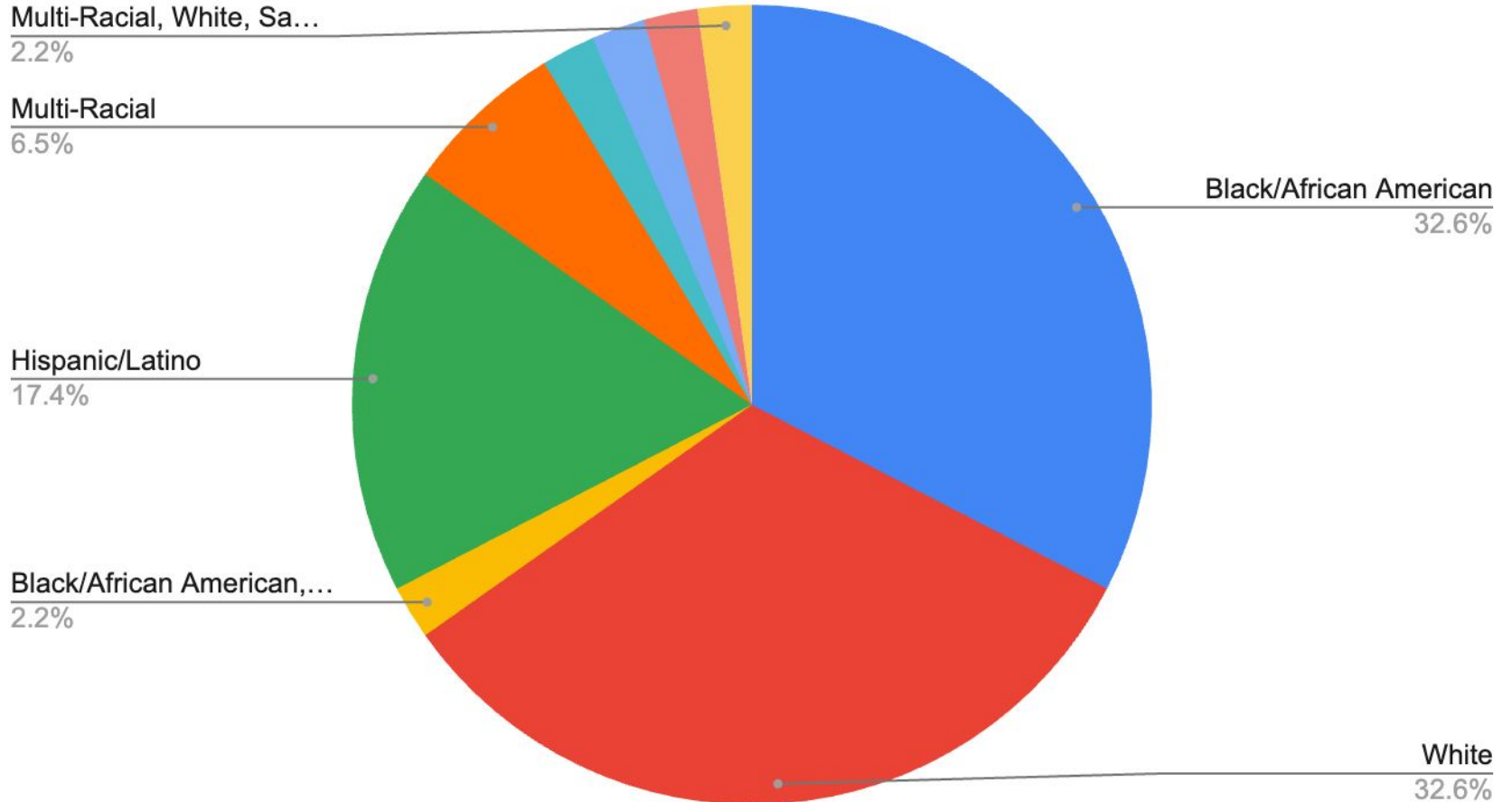
Maybe
6.5%



No
32.6%

Yes
60.9%

Race(s) of your student(s)



2024-2025 Options

With the understanding that each bus cost Crossroads about \$85K per school year we want to provide the Board with the options we have been discussing.

- No change to Transportation
- Decrease our offering from 1 milte to 2 miles
 - We could save 1 bus by doing this. Saving \$85K
 - Would effect less families but
- Decrease our offering from 1 mile away to 3.5 miles away
 - We would most likely create a boundary just inside 3.5 miles away for consistency.
 - This would save us at least 2 buses and potentially a 3rd. Saving \$170K-\$255K

We are also continuing to look at options such as tiering with another school which would lessen the financial burden of bus transportation.

Coversheet

November, December and January Check Register

Section: V. Finance
Item: A. November, December and January Check Register
Purpose: Vote
Submitted by:
Related Material: November Check Register.pdf
December Check Register.pdf
January Check Register.pdf

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Check Register by Type

Page: 1
User ID: SAS

Payee Type: Vendor		Check Type: Automatic Payment			Checking Account ID: 1		
<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>Check Amount</u>
1604949	11/15/2023	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	9,229.08
1604950	11/25/2023	X			BENEFLEX	BENEFLEX	150.00
Checking Account ID: 1					Void Total:	0.00	Total without Voids: 9,379.08

Payee Type: Vendor		Check Type: Automatic Payment			Checking Account ID: 13		
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81103995	11/28/2023	X			EVERGY	EVERGY	14,665.34
81103996	11/03/2023	X			BCBS	BLUE CROSS AND BLUE SHELDF OF KANSAS CITY	103,985.74
81103997	11/21/2023	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	4,760.70
81103998	11/23/2023	X			CIGNA	CIGNA	0.00
81103999	11/02/2023	X			QUALITY	QUALITY STAFF LEASING INC.	2,181.95
81104000	11/22/2023	X			SPIRE	SPIRE	0.00
81104001	11/29/2023	X			WEX	WEX	1,390.33
81104002	11/30/2023	X			HANOVER	THE HANOVER INSURANCE CO	0.00
81104003	11/14/2023	X			GOOGLEF	GOOGLE FIBER	0.00
81104005	11/05/2023	X			CROSSFIRST	CROSSFIRST BANK	39,418.80
81104013	11/10/2023	X			ATT	AT&T	6,356.52
81104016	11/13/2023	X			JACKSONCO	JACKSON COUNTY COLLECTOR	101,916.13
81104028	11/15/2023	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	9,229.08
81104030	11/06/2023	X			CROSSFIRCC	CROSSFIRST CREDIT CARD	32,944.97
Checking Account ID: 13					Void Total:	0.00	Total without Voids: 316,849.56
Check Type Total: Automatic Payment			Void Total:		0.00	Total without Voids:	326,228.64

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1860	11/03/2023	X			LEERON	Ronald Lee	300.00
81660875	11/06/2023	X			UMKC	UMKC PDC	160.00
81665082	11/07/2023	X			KCAV	KANSAS CITY AUDIO-VISUAL	1,180.00
81665083	11/07/2023	X			VELOCITI	Velociti Services	2,467.12
81665084	11/07/2023	X			VELOCITI	Velociti Services	192.41
81665085	11/07/2023	X			VELOCITI	Velociti Services	2,774.13
81665315	11/07/2023	X			SOLI	SOLI AND SOLI INC	576.00
81665598	11/07/2023	X			AMAZON	AMAZON	13.01
81665599	11/07/2023	X			ATRONIC	ATRONIC ALARMS INC	204.00
81665600	11/07/2023	X			DSTREALITY	DST REALITY	300.00
81665601	11/07/2023	X			ATRONIC	ATRONIC ALARMS INC	324.00
81665602	11/07/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
81665603	11/07/2023	X			AMAZON	AMAZON	556.89
81665604	11/07/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	13,174.40
81665605	11/07/2023	X			AMAZON	AMAZON	568.36
81665606	11/07/2023	X			AMAZON	AMAZON	1,009.81
81665607	11/07/2023	X			AMAZON	AMAZON	1,072.53
81671149	11/08/2023	X			NONPROFIT	NONPROFIT CONNECT	1,050.00
81700967	11/14/2023	X			SOUTHTOWN	Southtown Glass Company	347.09
81700968	11/14/2023	X			SOUTHTOWN	Southtown Glass Company	220.65
81700969	11/14/2023	X			CCTMOBILE	T MOBILE	825.00
81700970	11/14/2023	X			CCTMOBILE	T MOBILE	825.00
81700971	11/14/2023	X			PICKATIME	PICKATIME INC	699.00
81700972	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700973	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700974	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700975	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700976	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700977	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700978	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700979	11/14/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,500.00
81700980	11/14/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	345.00

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Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
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81700981	11/14/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	60.50
81700982	11/14/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	29.50
81700983	11/14/2023	X			FERGUSON	Ferguson Enterprises Inc # 215	292.68
81700984	11/14/2023	X			FERGUSON	Ferguson Enterprises Inc # 215	206.70
81700985	11/14/2023	X			KCMOTREAS	KANSAS CITY TREASURER	750.00
81700989	11/14/2023	X			SPARKWHEEL	SparkWheel, Inc.	10,488.83
81700990	11/14/2023	X			GOODKRI	Kristy Goodin	250.00
81700991	11/14/2023	X			WEAVJAM	Jamie L Weaver	3,540.00
81700992	11/14/2023	X			CUSTOM	CUSTOM MTG PLANNERS CUS	250.00
81700993	11/14/2023	X			PROGRESSIV	PROGRESSIVE ELECTRONICS, INC.	84.00
81700994	11/14/2023	X			CODYSALESE	Cody Sales & Engineering	147.23
81700995	11/14/2023	X			CITYOFKC	CITY OF KANSAS CITY	260.00
81700996	11/14/2023	X			BOYKCOU	COURTNEY BOYKIN	150.00
81700997	11/14/2023	X			FIRSTSTUDE	FIRST STUDENT, INC.	99,787.04
81700998	11/14/2023	X			MCC	METROPOLITAN COMMUNITY COLLEGE	363.00
81701165	11/14/2023	X			HANOVER	THE HANOVER INSURANCE CO	1,791.30
81701166	11/14/2023	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	378.88
81701167	11/14/2023	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	378.88
81701168	11/14/2023	X			GRAINGER	GRAINGER	53.69
81701169	11/14/2023	X			YARDI	YARDI MARKETPLACE	525.56
81701170	11/14/2023	X			YARDI	YARDI MARKETPLACE	425.51
81701323	11/14/2023	X			SOLI	SOLI AND SOLI INC	105.00
81701324	11/14/2023	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	533.88
81701801	11/14/2023	X			CANTEMI	EMILY CANTERNA	114.85
81701802	11/14/2023	X			AMAZON	AMAZON	217.38
81701803	11/14/2023	X			SPENCER	SPENCER FANE BRITT & BROWNE LLP	225.00
81701804	11/14/2023	X			WILSTRA	Tracy Wilson	240.00
81701805	11/14/2023	X			FBKCSPORTS	FBK SPORTS TENANT, LLC	378.70
81701806	11/14/2023	X			PAYPOOL	PAYPOOL	1,109.74
81701807	11/14/2023	X			PRAXIS	PRAXIS NONPROFIT STRATEGIES	1,343.75
81701808	11/14/2023	X			LANEYLISA	Lisa Laney	1,818.75
81701809	11/14/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
81701810	11/14/2023	X			DONALD	DONALD E MAXWELL, LLC	5,130.00
81701811	11/14/2023	X			21STCENT	21ST CENTURY THERAPY, P.C.	5,628.50
81701812	11/14/2023	X			AMAZON	AMAZON	86.07
81701813	11/14/2023	X			AMAZON	AMAZON	91.67
81701814	11/14/2023	X			AMAZON	AMAZON	556.53
81701815	11/14/2023	X			YARBLAT	LaTresse Yarbough	975.00
81701816	11/14/2023	X			MARIRAMOS	MARINA CARRIZOSA RAMOS	1,230.00
81701817	11/14/2023	X			AMAZON	AMAZON	361.52
81701818	11/14/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	13,286.60
81701819	11/14/2023	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	60,907.74
81701820	11/14/2023	X			HIGENE	HI-GENE'S JANITORIAL	29,364.15
81701821	11/14/2023	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	53,157.63
81701822	11/14/2023	X			AMAZON	AMAZON	341.18
81701823	11/14/2023	X			AMAZON	AMAZON	1,186.26
81701824	11/14/2023	X			AMAZON	AMAZON	1,776.78
81820696	11/21/2023	X			UMKC	UMKC PDC	5,625.00
81820697	11/21/2023	X			FERGUSON	Ferguson Enterprises Inc # 215	130.24
81820698	11/21/2023	X			SYTENTIC	SYNETIC TECHNOLOGIES	218.00
81820699	11/21/2023	X			KVC	KVC NILES	4,136.00
81820700	11/21/2023	X			FIRSTSTUDE	FIRST STUDENT, INC.	104,051.57
81820983	11/21/2023	X			GRAINGER	GRAINGER	295.79
81820984	11/21/2023	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
81820985	11/21/2023	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	286.30
81820986	11/21/2023	X			HANOVER	THE HANOVER INSURANCE CO	4,632.40
81820987	11/21/2023	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
81820988	11/21/2023	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
81820989	11/21/2023	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	440.40

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81821199	11/21/2023	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	444.90
81821200	11/21/2023	X			SOLI	SOLI AND SOLI INC	105.00
81821201	11/21/2023	X			K12ITC	K12 ITC, INC.	21,199.29
81821202	11/21/2023	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	50.00
81821203	11/21/2023	X			LEXINGTON	LEXINGTON PLUMBING & HEATING CO INC	145.00
81821204	11/21/2023	X			OTIS	OTIS ELEVATOR	1,775.67
81821804	11/21/2023	X			AMAZON	AMAZON	18.88
81821805	11/21/2023	X			AMAZON	AMAZON	18.99
81821806	11/21/2023	X			AMAZON	AMAZON	39.47
81821807	11/21/2023	X			ATRONIC	ATRONIC ALARMS INC	85.00
81821808	11/21/2023	X			FISCCAR	Carolyn Fischer	500.00
81821809	11/21/2023	X			YARBLAT	LaTresse Yarbough	725.00
81821810	11/21/2023	X			LANEYLISA	Lisa Laney	1,256.25
81821811	11/21/2023	X			OGLETREE	OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.	1,448.55
81821812	11/21/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
81821813	11/21/2023	X			BLUESYMPH	CC - BLUE SYMPHONY LLC	11,000.00
81821814	11/21/2023	X			BISTCOR	BIST / Cornerstones of Care	12,600.00
81821815	11/21/2023	X			EDOPS	EdOps	13,410.00
81821816	11/21/2023	X			AMAZON	AMAZON	49.02
81821817	11/21/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	11,690.50
81821818	11/21/2023	X			AMAZON	AMAZON	202.17
81821819	11/21/2023	X			AMAZON	AMAZON	394.79
81821820	11/21/2023	X			AMAZON	AMAZON	1,097.53
81848967	11/28/2023	X			MCREALTY	MC REALTY GROUP, LLC	796.26
81848968	11/28/2023	X			FERGUSON	Ferguson Enterprises Inc # 215	226.21
81849079	11/28/2023	X			YARDI	YARDI MARKETPLACE	95.54
81849251	11/28/2023	X			AMMICRO	American Micro Digital Document Management	45.00
81849633	11/28/2023	X			AMAZON	AMAZON	14.95
81849634	11/28/2023	X			AMAZON	AMAZON	123.80
81849635	11/28/2023	X			BUCKALL	ALLISON BUCKLEW	1,250.00
81849636	11/28/2023	X			AMAZON	AMAZON	61.85
81849637	11/28/2023	X			AMAZON	AMAZON	80.98
81849638	11/28/2023	X			AMAZON	AMAZON	114.98
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81104017	12/05/2023	X			CROSSFIRST	CROSSFIRST BANK	39,418.80	
81104018	12/28/2023	X			EVERGY	EVERGY	16,411.48	
81104019	12/03/2023	X			BCBS	BLUE CROSS AND BLUE SHELD OF KANSAS CITY	88,746.98	
81104020	12/21/2023	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	3,485.70	
81104021	12/23/2023	X			CIGNA	CIGNA	2,293.20	
81104022	12/02/2023	X			QUALITY	QUALITY STAFF LEASING INC.	2,181.95	
81104023	12/22/2023	X			SPIRE	SPIRE	1,233.17	
81104024	12/29/2023	X			WEX	WEX	1,703.76	
81104025	12/30/2023	X			HANOVER	THE HANOVER INSURANCE CO	0.00	
81104026	12/14/2023	X			GOOGLEF	GOOGLE FIBER	131.30	
81104027	12/10/2023	X			ATT	AT&T	3,146.11	
81104029	12/15/2023	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	3,024.47	
81104035	12/12/2023	X			BRIDGGI	Bridging the Gap Interpreting	4,561.16	
81104036	12/21/2023	X			MODIVEMPLY	MISSOURI DIVISION OF EMPLOYMENT	3,543.48	
81104037	12/06/2023	X			CROSSFIRCC	CROSSFIRST CREDIT CARD	19,662.65	
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Check Type Total: Automatic Payment					Void Total:	0.00	Total without Voids:	189,544.21

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1862	12/05/2023	X			CLAYAND	ANDREA CLAYTON-JONES	900.00
1863	12/12/2023	X			WILLJAM	Jamel Williams	300.00
1866	12/14/2023	X			HERNFAU	Faustino Hernandez	1,770.00
81874826	12/05/2023	X			VELOCITI	Velociti Services	1,736.16
81874827	12/05/2023	X			VELOCITI	Velociti Services	3,099.37
81874828	12/05/2023	X			VELOCITI	Velociti Services	349.39
81874829	12/05/2023	X			VELOCITI	Velociti Services	1,677.50
81874830	12/05/2023	X			SCHOOLECON	School of Economics	546.00
81874831	12/05/2023	X			KENTON	KENTON BROTHER'S INC	305.89
81875085	12/05/2023	X			K12ITC	K12 ITC, INC.	225.00
81875086	12/05/2023	X			DESIGN	DESIGN MECHANICAL	11,611.53
81875374	12/05/2023	X			AMAZON	AMAZON	22.99
81875375	12/05/2023	X			AMAZON	AMAZON	34.50
81875376	12/05/2023	X			AMAZON	AMAZON	92.76
81875377	12/05/2023	X			SUMNER	DATAMAX, INC	150.00
81875378	12/05/2023	X			ATRONIC	ATRONIC ALARMS INC	759.19
81875379	12/05/2023	X			AMAZON	AMAZON	605.15
81884010	12/07/2023	X			NOVA	NOVA CENTER	8,208.50
81884011	12/07/2023	X			GERALIS	Lisa Geraghty	150.00
81884012	12/07/2023	X			GERALIS	Lisa Geraghty	150.00
81884013	12/07/2023	X			EICHLAW	Lawrence Eichner	143.00
81884014	12/07/2023	X			RHONALL	Allisyn Rhone	100.00
81884015	12/07/2023	X			BOYKCOU	COURTNEY BOYKIN	100.00
81884016	12/07/2023	X			ACTFINANCE	ACT FINANCE	3,294.75
81884017	12/07/2023	X			MYBRIDGE	MY BRIDGE	200.00
81884018	12/07/2023	X			CUMPYS	Cumpys	484.00
81884019	12/07/2023	X			AVIDCENTER	AVID CENTER	8,759.00
81884020	12/07/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81884223	12/07/2023	X			DOWNTOWNC	DOWNTOWN COUNCIL	300.00
81884224	12/07/2023	X			OTIS	OTIS ELEVATOR	577.80
81884225	12/07/2023	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	533.88
81884451	12/07/2023	X			MARIADIC	MARIA DICKSON	50.23
81884452	12/07/2023	X			WILLALEX	ALEXIS WILLIAMS	100.00
81884453	12/07/2023	X			PFEIKRI	Kristin Pfeiffer	173.84
81884454	12/07/2023	X			THEFLYING	THE FLYING LOCKSMITHS OF KANSAS	385.00
81884455	12/07/2023	X			ROBERTSM	MELVIN ROBERTS	500.00
81884456	12/07/2023	X			YARBLAT	LaTresse Yarbough	725.00

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Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
81884457	12/07/2023	X			HIGENE	HI-GENE'S JANITORIAL	2,004.15
81884458	12/07/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
81884459	12/07/2023	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	20,187.50
81884460	12/07/2023	X			MIDCON	MID-CON MANAGEMENT LLC	9,025.00
81902174	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902175	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902176	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902177	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902178	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902179	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902180	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	1,200.00
81902181	12/12/2023	X			PLAZAACADE	THE PLAZA ACADEMY	75.00
81902182	12/12/2023	X			KOCHMEG	Meghan Koch	200.00
81902183	12/12/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	29.50
81902184	12/12/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	60.50
81902185	12/12/2023	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	345.00
81902186	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	567.91
81902187	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	12.27
81902188	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	1,114.86
81902189	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	16.53
81902190	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	51.34
81902191	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	7.25
81902192	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	7.60
81902193	12/12/2023	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	202.49
81902194	12/12/2023	X			CRUXKC	Crux KC LLC	1,300.00
81902195	12/12/2023	X			INVICTUS	Invictus TLC, LLC	350.00
81902196	12/12/2023	X			WEAVJAM	Jamie L Weaver	2,790.00
81902197	12/12/2023	X			FIRSTSTUDE	FIRST STUDENT, INC.	113,834.82
81902198	12/12/2023	X			KOCHMEG	Meghan Koch	200.00
81902199	12/12/2023	X			IMAGINE	IMAGINE LEARNING LLC	18,425.00
81902200	12/12/2023	X			VEXROBOT	VEX Robotics, Inc	284.98
81902202	12/12/2023	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
81902203	12/12/2023	X			IMAGINE	IMAGINE LEARNING LLC	30,250.00
81902204	12/12/2023	X			IMAGINE	IMAGINE LEARNING LLC	750.00
81902205	12/12/2023	X			VELOCITI	Velociti Services	3,192.77
81902206	12/12/2023	X			VELOCITI	Velociti Services	672.38
81902435	12/12/2023	X			YARDI	YARDI MARKETPLACE	465.08
81902436	12/12/2023	X			YARDI	YARDI MARKETPLACE	114.78
81902437	12/12/2023	X			YARDI	YARDI MARKETPLACE	818.62
81902438	12/12/2023	X			YARDI	YARDI MARKETPLACE	286.62
81902946	12/12/2023	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	40.00
81902947	12/12/2023	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	978.78
81902948	12/12/2023	X			VEOLIA	VEOLIA ENERGY	1,243.40
81903640	12/12/2023	X			INDUSTRYSP	Industry Specific Solutions	0.01
81903641	12/12/2023	X			AMAZON	AMAZON	22.99
81903642	12/12/2023	X			DSTREALITY	DST REALITY	300.00
81903643	12/12/2023	X			APPLE	APPLE INC.	569.00
81903644	12/12/2023	X			PAYPOOL	PAYPOOL	761.42
81903645	12/12/2023	X			MARIRAMOS	MARINA CARRIZOSA RAMOS	810.00
81903646	12/12/2023	X			LANEYLISA	Lisa Laney	881.25
81903647	12/12/2023	X			FBKCSPORTS	FBKC SPORTS TENANT, LLC	1,136.00
81903648	12/12/2023	X			PRAXIS	PRAXIS NONPROFIT STRATEGIES	2,343.75
81903649	12/12/2023	X			SUMNER	DATAMAX, INC	2,476.59
81903650	12/12/2023	X			21STCENT	21ST CENTURY THERAPY, P.C.	4,167.75
81903651	12/12/2023	X			SUMNER	DATAMAX, INC	5,075.63
81903652	12/12/2023	X			DONALD	DONALD E MAXWELL, LLC	7,071.25
81903653	12/12/2023	X			AMAZON	AMAZON	29.97
81903654	12/12/2023	X			AMAZON	AMAZON	60.64
81903655	12/12/2023	X			AMAZON	AMAZON	363.88

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81903656	12/12/2023	X			AMAZON	AMAZON	3,499.00
81903657	12/12/2023	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	56,922.51
81903658	12/12/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	34,521.10
81903659	12/12/2023	X			AMAZON	AMAZON	821.17
81903660	12/12/2023	X			AMAZON	AMAZON	690.01
82020371	12/19/2023	X			UNIVERSITY	UNIVERSITY OF MISSOURI-COLUMBIA AR	5,625.00
82020372	12/19/2023	X			ACCOBRA	ACCOBRA	103.01
82020373	12/19/2023	X			ATT	AT&T	161.22
82020374	12/19/2023	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	378.88
82020375	12/19/2023	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	415.40
82020376	12/19/2023	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82020377	12/19/2023	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82020378	12/19/2023	X			YARDI	YARDI MARKETPLACE	653.41
82020379	12/19/2023	X			YARDI	YARDI MARKETPLACE	864.06
82020380	12/19/2023	X			YARDI	YARDI MARKETPLACE	95.54
82020381	12/19/2023	X			YARDI	YARDI MARKETPLACE	95.54
82026516	12/19/2023	X			BRIDGGI	Bridging the Gap Interpreting	63.00
82026517	12/19/2023	X			BRIDGGI	Bridging the Gap Interpreting	173.70
82026518	12/19/2023	X			BRIDGGI	Bridging the Gap Interpreting	72.00
82026519	12/19/2023	X			CCTMOBILE	T MOBILE	825.00
82026520	12/19/2023	X			JOSTENS	JOSTENS	393.95
82026521	12/19/2023	X			SUMMIT	SUMMIT CHRISTIAN ACADEMY	225.00
82026522	12/19/2023	X			RHYNDEL	DELBERT RHYNES	190.00
82026523	12/19/2023	X			RHYNDEL	DELBERT RHYNES	125.00
82026524	12/19/2023	X			STEVENSONO	OMAR STEVENSON	190.00
82026525	12/19/2023	X			UPPERROOM	UPPER ROOM, INC.	725,630.15
82026526	12/19/2023	X			NOVA	NOVA CENTER	6,705.25
82026527	12/19/2023	X			COLEBRI	Brianna Cole	125.00
82026528	12/19/2023	X			KOCHMEG	Meghan Koch	400.00
82026529	12/19/2023	X			SYTENTIC	SYNETIC TECHNOLOGIES	448.00
82026530	12/19/2023	X			LAVIGRO	Lavinia Group, LLC	9,075.00
82026531	12/19/2023	X			MCGRAWHILL	McGraw Hill LLC	139.53
82026532	12/19/2023	X			SPARKWHEEL	SparkWheel, Inc.	6,642.71
82026533	12/19/2023	X			RENEWCOUNS	Renew Counseling Center	5,000.00
82026534	12/19/2023	X			PUREWORKSO	PURE Workplace Solutions	1,482.14
82026535	12/19/2023	X			BNIM	BNIM, INC	577.50
82026536	12/19/2023	X			RSC	RSC	7,850.00
82026537	12/19/2023	X			AMMICRO	American Micro Digital Document Management	45.00
82026888	12/19/2023	X			K12ITC	K12 ITC, INC.	21,339.29
82026889	12/19/2023	X			OTIS	OTIS ELEVATOR	1,831.26
82027458	12/19/2023	X			AMAZON	AMAZON	54.96
82027459	12/19/2023	X			SUMNER	DATAMAX, INC	60.00
82027460	12/19/2023	X			AMAZON	AMAZON	79.99
82027461	12/19/2023	X			SUMNER	DATAMAX, INC	300.00
82027462	12/19/2023	X			GRAHTIF	Tiffany Graham	300.00
82027463	12/19/2023	X			HM	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	649.60
82027464	12/19/2023	X			ATRONIC	ATRONIC ALARMS INC	1,068.95
82027465	12/19/2023	X			YARBLAT	LaTresse Yarbough	1,250.00
82027466	12/19/2023	X			ROBERTSM	MELVIN ROBERTS	1,750.00
82027467	12/19/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
82027468	12/19/2023	X			UICS	UNITED INNER CITY SERVICES	13,306.95
82027469	12/19/2023	X			EDOPS	EdOps	13,410.00
82027470	12/19/2023	X			AMAZON	AMAZON	66.74
82027471	12/19/2023	X			PEARSON	PEARSON EDUCATION INC	650.00
82027472	12/19/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	16,458.70
82027473	12/19/2023	X			HIGENE	HI-GENE'S JANITORIAL	29,402.99
82027474	12/19/2023	X			AMAZON	AMAZON	581.93
82027475	12/19/2023	X			AMAZON	AMAZON	820.26

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82061572	12/21/2023	X			KAUFFMANSC	Kauffman Scholars Inc.	196,172.52
82089867	12/29/2023	X			WEAVJAM	Jamie L Weaver	1,830.00
82089868	12/29/2023	X			MCC	METROPOLITAN COMMUNITY COLLEGE	7,429.50
82089869	12/29/2023	X			FIRSTSTUDE	FIRST STUDENT, INC.	91,773.72
82089870	12/29/2023	X			UNIVERSITY	UNIVERSITY OF MISSOURI-COLUMBIA AR	100.00
82089871	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	54.58
82089872	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	14.15
82089873	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	37.62
82089874	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	76.91
82089875	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	20.69
82089876	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	20.89
82089877	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	44.92
82089878	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	107.91
82089879	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	33.45
82089880	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	28.32
82089881	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	3.41
82089882	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	78.07
82089883	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	28.46
82089884	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	26.57
82089885	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	10.24
82089886	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	131.36
82089887	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	16.76
82089888	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	114.00
82089889	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	230.84
82089890	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	90.56
82089891	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	13.56
82089892	12/29/2023	X			STRASSER	STRASSER TRUE VALUE	19.66
82089893	12/29/2023	X			BRIDGGI	Bridging the Gap Interpreting	150.00
82089894	12/29/2023	X			KVC	KVC NILES	3,196.00
82089895	12/29/2023	X			FOLLYBUS	Folly Business Office	1,471.27
82089896	12/29/2023	X			MCREALTY	MC REALTY GROUP, LLC	2,000.00
82089897	12/29/2023	X			UNIVERATHL	UNIVERSAL ATHLETIC, LLC	2,830.62
82089898	12/29/2023	X			BRIDGGI	Bridging the Gap Interpreting	165.83
82089899	12/29/2023	X			VELOCITI	Velociti Services	438.53
82089900	12/29/2023	X			VELOCITI	Velociti Services	2,005.70
82089901	12/29/2023	X			VELOCITI	Velociti Services	2,767.26
82089976	12/29/2023	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	336.30
82089977	12/29/2023	X			YARDI	YARDI MARKETPLACE	502.96
82090122	12/29/2023	X			K12ITC	K12 ITC, INC.	445.00
82090123	12/29/2023	X			OTIS	OTIS ELEVATOR	468.81
82090124	12/29/2023	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	533.88
82090125	12/29/2023	X			SOLI	SOLI AND SOLI INC	407.00
82090126	12/29/2023	X			PUROZONE	PUROZONE	50.84
82090540	12/29/2023	X			MEHLJUL	Julie Mehl	47.45
82090541	12/29/2023	X			PFEIKRI	Kristin Pfeiffer	88.14
82090542	12/29/2023	X			INDUSTRYSP	Industry Specific Solutions	135.00
82090543	12/29/2023	X			HM	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	559.30
82090544	12/29/2023	X			AMAZON	AMAZON	1,018.55
82090545	12/29/2023	X			LANEYLISA	Lisa Laney	1,112.50
82090546	12/29/2023	X			SUMNER	DATAMAX, INC	1,748.69
82090547	12/29/2023	X			ROBERTSM	MELVIN ROBERTS	1,750.00
82090548	12/29/2023	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
82090549	12/29/2023	X			SUMNER	DATAMAX, INC	4,775.49
82090550	12/29/2023	X			BISTCOR	BIST / Cornerstones of Care	11,400.00
82090551	12/29/2023	X			PEARSON	PEARSON EDUCATION INC	100.00
82090552	12/29/2023	X			MARIRAMOS	MARINA CARRIZOSA RAMOS	547.55
82090553	12/29/2023	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	50,733.93

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82090554	12/29/2023	X			AMAZON	AMAZON	80.09
82090555	12/29/2023	X			AMAZON	AMAZON	265.64
82090556	12/29/2023	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	48,271.50
82090557	12/29/2023	X			AMAZON	AMAZON	1,581.52
82090558	12/29/2023	X			AMERDINING	AMERICAN FOOD & VENDING CORP	29,861.60
82090559	12/29/2023	X			AMAZON	AMAZON	1,790.03
82090560	12/29/2023	X			AMAZON	AMAZON	874.97
82090561	12/29/2023	X			AMAZON	AMAZON	1,108.02
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81104038	01/28/2024	X			EVERGY	EVERGY	16,040.31	
81104039	01/03/2024	X			BCBS	BLUE CROSS AND BLUE SHELD OF KANSAS CITY	101,774.90	
81104040	01/21/2024	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	3,485.70	
81104041	01/23/2024	X			CIGNA	CIGNA	4,471.66	
81104042	01/02/2024	X			QUALITY	QUALITY STAFF LEASING INC.	2,181.95	
81104043	01/22/2024	X			SPIRE	SPIRE	9,898.16	
81104044	01/29/2024	X			WEX	WEX	1,300.10	
81104045	01/30/2024	X			HANOVER	THE HANOVER INSURANCE CO	0.00	
81104046	01/14/2024	X			GOOGLEF	GOOGLE FIBER	131.30	
81104047	01/10/2024	X			ATT	AT&T	3,144.19	
81104048	01/15/2024	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	0.00	
81104049	01/05/2024	X			CROSSFIRST	CROSSFIRST BANK	39,418.80	
81104055	01/24/2024	X			INVICTUS	Invictus TLC, LLC	350.00	
81104070	01/08/2024	X			CROSSFIRCC	CROSSFIRST CREDIT CARD	33,251.62	
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82112567	01/09/2024	X			SPARKWHEEL	SparkWheel, Inc.	24,566.34
82112568	01/09/2024	X			MCMASTER	MCMASTER-CARR	101.73
82112569	01/09/2024	X			STEPSTONE	The Stepping Stones Group LLC	6,018.40
82112570	01/09/2024	X			MAMMOTH	Mammoth Sports Construction, LLC	15,950.00
82112571	01/09/2024	X			MCREALTY	MC REALTY GROUP, LLC	2,000.00
82112572	01/09/2024	X			BNIM	BNIM, INC	6,082.50
82112573	01/09/2024	X			MCREALTY	MC REALTY GROUP, LLC	2,000.00
82112574	01/09/2024	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	1,975.00
82112575	01/09/2024	X			ROOFSOLUTI	Roofing Solutions, Inc.	1,500.00
82112576	01/09/2024	X			BNIM	BNIM, INC	4,998.75
82112577	01/09/2024	X			BNIM	BNIM, INC	17,141.00
82112578	01/09/2024	X			RHYNDEL	DELBERT RHYNES	125.00
82112579	01/09/2024	X			MCHAAL	Alton Mchallon	125.00
82112580	01/09/2024	X			HBCU	HBCU CONNECT LLC	2,500.00
82112581	01/09/2024	X			EDUCATORAC	The Educator Academy	30,000.00
82112674	01/09/2024	X			VOSSLIGHT	VOSS LIGHTING	81.53
82112675	01/09/2024	X			HANOVER	THE HANOVER INSURANCE CO	1,797.30
82112676	01/09/2024	X			HANOVER	THE HANOVER INSURANCE CO	2,306.70
82112833	01/09/2024	X			OTIS	OTIS ELEVATOR	299.00
82113266	01/09/2024	X			AMAZON	AMAZON	9.04
82113267	01/09/2024	X			DSTREALITY	DST REALITY	300.00
82113268	01/09/2024	X			YARBLAT	LaTresse Yarbough	425.00
82113269	01/09/2024	X			PAYPOOL	PAYPOOL	1,077.62
82113270	01/09/2024	X			DONALD	DONALD E MAXWELL, LLC	4,519.30
82113271	01/09/2024	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	26,032.31
82113272	01/09/2024	X			AMAZON	AMAZON	191.97
82113273	01/09/2024	X			ATRONIC	ATRONIC ALARMS INC	309.00
82113274	01/09/2024	X			INDUSTRYSP	Industry Specific Solutions	1,350.00
82113275	01/09/2024	X			MIDCON	MID-CON MANAGEMENT LLC	6,930.00
82113276	01/09/2024	X			ATRONIC	ATRONIC ALARMS INC	14,177.23
82113277	01/09/2024	X			AMAZON	AMAZON	226.51
82113278	01/09/2024	X			AMAZON	AMAZON	129.90
82150255	01/16/2024	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	409.70
82150256	01/16/2024	X			YARDI	YARDI MARKETPLACE	691.75
82150345	01/16/2024	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	40.00
82150564	01/16/2024	X			ATRONIC	ATRONIC ALARMS INC	330.00
82186262	01/17/2024	X			SHUTTERFLY	Shutterfly Lifetouch LLC	1,022.13
82186263	01/17/2024	X			SHUTTERFLY	Shutterfly Lifetouch LLC	935.08

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Check Register by Type

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User ID: SAS

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82186264	01/17/2024	X			UPPERROOM	UPPER ROOM, INC.	145,126.03
82186265	01/17/2024	X			RENEWCOUNS	Renew Counseling Center	5,000.00
82186549	01/17/2024	X			VEOLIA	VEOLIA ENERGY	2,229.77
82186550	01/17/2024	X			KCMETRO	KC METRO CONFERENCE	485.00
82186551	01/17/2024	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	667.35
82186926	01/17/2024	X			DWONLITTL	Dwon Littlejohn	150.00
82186927	01/17/2024	X			KENYON	CONNIE KENYON	1,050.00
82186928	01/17/2024	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
82186929	01/17/2024	X			21STCENT	21ST CENTURY THERAPY, P.C.	4,270.75
82186930	01/17/2024	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	18,816.20
82186931	01/17/2024	X			UICS	UNITED INNER CITY SERVICES	24,557.16
82318667	01/23/2024	X			RWI	Real World Initiatives	49,043.13
82318668	01/23/2024	X			VELOCITI	Velociti Services	1,974.71
82318669	01/23/2024	X			VELOCITI	Velociti Services	3,490.39
82318670	01/23/2024	X			VELOCITI	Velociti Services	1,145.75
82318671	01/23/2024	X			VELOCITI	Velociti Services	883.60
82318672	01/23/2024	X			OMEGA	OMEGA DOOR AND HARDWARE INC.	182.00
82318673	01/23/2024	X			KASAELECTR	KASA ELECTRIC LLC	6,965.00
82318674	01/23/2024	X			KASAELECTR	KASA ELECTRIC LLC	4,195.93
82318675	01/23/2024	X			VELOCITI	Velociti Services	3,105.65
82318676	01/23/2024	X			VELOCITI	Velociti Services	2,018.00
82318677	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318678	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318679	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318680	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318681	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318682	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	900.00
82318683	01/23/2024	X			KASAELECTR	KASA ELECTRIC LLC	1,862.20
82318684	01/23/2024	X			MARKNEL	Marks Nelson	1,250.00
82318685	01/23/2024	X			MARKNEL	Marks Nelson	2,175.00
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82318688	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318689	01/23/2024	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
82318690	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	16.69
82318691	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	112.26
82318692	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	8.86
82318693	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	537.91
82318694	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	33.02
82318695	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	2,007.20
82318696	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	1,151.26
82318697	01/23/2024	X			MSBA	MISSOURI SCHOOL BOARDS ASSOCIATION	2,301.77
82318698	01/23/2024	X			AMMICRO	American Micro Digital Document Management	45.00
82318699	01/23/2024	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	380.00
82318700	01/23/2024	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	130.00
82318701	01/23/2024	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	130.00
82318702	01/23/2024	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	765.00
82318908	01/23/2024	X			VOSSLIGHT	VOSS LIGHTING	528.74
82318909	01/23/2024	X			SIEMENS	SIEMENS INDUSTRY, INC	1,692.00
82318910	01/23/2024	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	353.47
82318911	01/23/2024	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	440.40
82318912	01/23/2024	X			GRAINGER	GRAINGER	1,013.37
82318913	01/23/2024	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82318914	01/23/2024	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82318915	01/23/2024	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82318916	01/23/2024	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
82318917	01/23/2024	X			GRAINGER	GRAINGER	40.04
82318918	01/23/2024	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	784.19
82318919	01/23/2024	X			YARDI	YARDI MARKETPLACE	324.85

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Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
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82318920	01/23/2024	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	75.00
82319091	01/23/2024	X			K12ITC	K12 ITC, INC.	21,388.02
82319092	01/23/2024	X			INFORMED	INFORMED IMPROVEMENT LLC	60.00
82319093	01/23/2024	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	50.00
82319094	01/23/2024	X			LEXINGTON	LEXINGTON PLUMBING & HEATING CO INC	687.50
82319095	01/23/2024	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	667.35
82319096	01/23/2024	X			OTIS	OTIS ELEVATOR	1,831.26
82319097	01/23/2024	X			SHERWINWM	SHERWIN WILLIAMS	575.84
82319444	01/23/2024	X			SUMNER	DATAMAX, INC	168.16
82319445	01/23/2024	X			ATRONIC	ATRONIC ALARMS INC	190.00
82319446	01/23/2024	X			BUYCJAC	Jacqueline Buycks	240.00
82319447	01/23/2024	X			YARBLAT	LaTresse Yarbough	250.00
82319448	01/23/2024	X			ATRONIC	ATRONIC ALARMS INC	489.00
82319449	01/23/2024	X			LANEYLISA	Lisa Laney	856.25
82319450	01/23/2024	X			HIGENE	HI-GENE'S JANITORIAL	6,910.15
82319451	01/23/2024	X			BISTCOR	BIST / Cornerstones of Care	7,800.00
82319452	01/23/2024	X			EDOPS	EdOps	13,410.00
82319453	01/23/2024	X			AMERDINING	AMERICAN FOOD & VENDING CORP	12,951.00
82319454	01/23/2024	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	43,238.50
82319455	01/23/2024	X			HIGENE	HI-GENE'S JANITORIAL	25,683.62
82373211	01/30/2024	X			YARDI	YARDI MARKETPLACE	95.54
82373212	01/30/2024	X			YARDI	YARDI MARKETPLACE	1,254.91
82373469	01/30/2024	X			CUMULUS	CUMULUS KANSAS CITY	2,000.00
82373470	01/30/2024	X			IMAGINE	IMAGINE LEARNING LLC	1,750.00
82373471	01/30/2024	X			STRASSER	STRASSER TRUE VALUE	102.17
82373472	01/30/2024	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
82373473	01/30/2024	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
82373627	01/30/2024	X			PUROZONE	PUROZONE	414.10
82373628	01/30/2024	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	311.43
82373629	01/30/2024	X			K12ITC	K12 ITC, INC.	22,575.20
82373630	01/30/2024	X			PREPKC	PREP-KC	3,318.50
82374029	01/30/2024	X			AMAZON	AMAZON	6.99
82374030	01/30/2024	X			AMAZON	AMAZON	60.74
82374031	01/30/2024	X			CENTRAL	THE CENTRAL EXCHANGE	272.00
82374032	01/30/2024	X			INDUSTRYSP	Industry Specific Solutions	1,510.00
82374033	01/30/2024	X			BEHINDSCE	Behind The Scenes Edu LLC	2,300.00
82374034	01/30/2024	X			BUCKALL	ALLISON BUCKLEW	2,500.00
82374035	01/30/2024	X			SUMNER	DATAMAX, INC	4,775.49
82374036	01/30/2024	X			AMAZON	AMAZON	229.23
82374037	01/30/2024	X			AMERDINING	AMERICAN FOOD & VENDING CORP	2,192.10
82374038	01/30/2024	X			MIDCON	MID-CON MANAGEMENT LLC	11,630.00
82374039	01/30/2024	X			AMAZON	AMAZON	283.65
82374040	01/30/2024	X			AMAZON	AMAZON	288.93
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Coversheet

January Financials

Section: V. Finance
Item: B. January Financials
Purpose: FYI
Submitted by:
Related Material: CCS - Monthly Presentation - January 2024.pdf



January 2024 Financials

PREPARED FEB'24 BY



- **Executive Summary**
- **Key Performance Indicators**
- **State Revenue**
- **Forecast Overview**
- **Cash Forecast**
- **Forecast History**
- **Key Forecast Changes This Month**
- **Appendix**

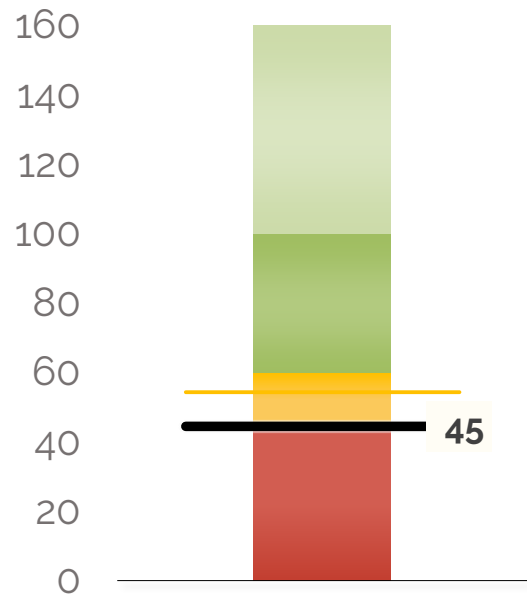
Executive Summary

- We are currently forecasting a net income of **-\$464k** which is under budget primarily due to student enrollment, capital projects and staffing.
- Year End forecast cash balance is **\$2.8M**, which results in **45 days of cash** and **12% fund balance**.
- The net income forecast improved by **\$80k** from last month due to:
 - Forecast staffing to reflect YE plans

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

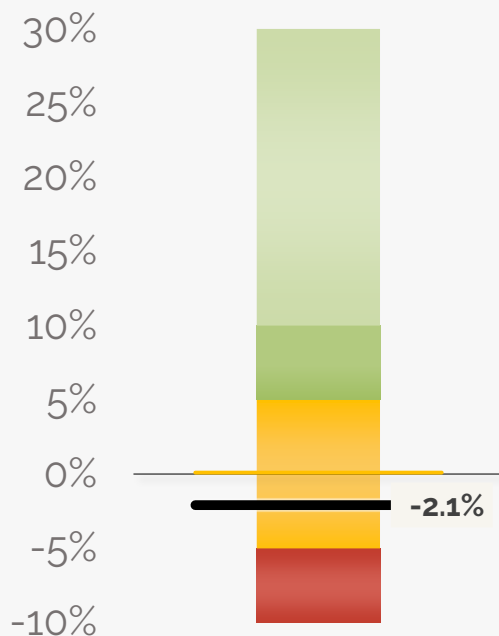


45 DAYS OF CASH AT YEAR'S END

The school will end the year with 45 days of cash. This is below the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

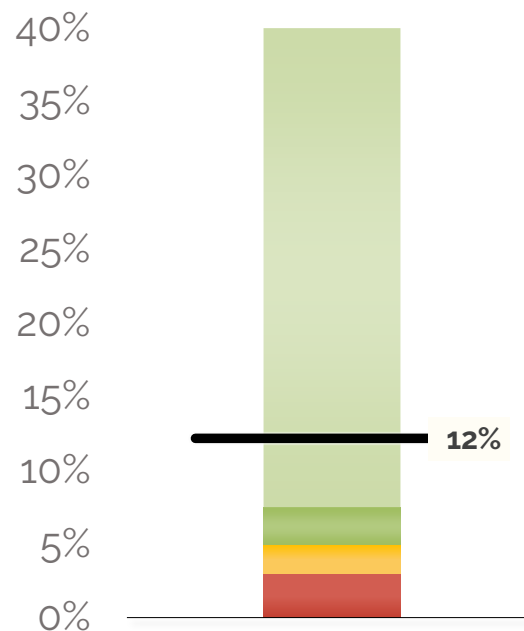


-2.1% GROSS MARGIN

The forecasted net income is -\$464k, which is \$487k below the budget. It yields a -2.1% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses

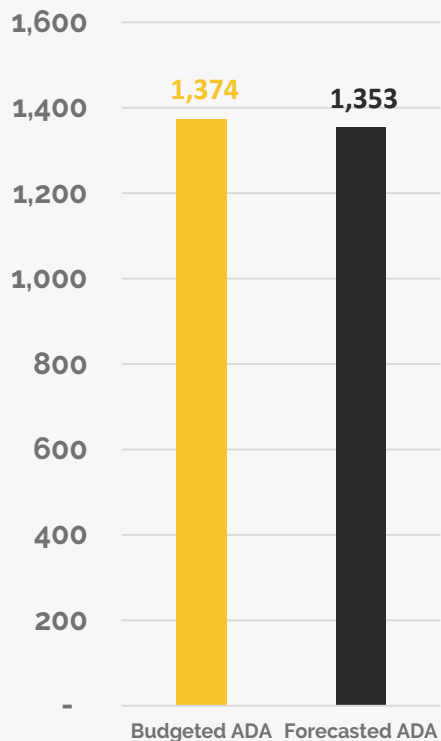


12.17% AT YEAR'S END

The school is projected to end the year with a fund balance of \$2,764,843. Last year's fund balance was \$3,229,188.

State Revenue

Student Expectations



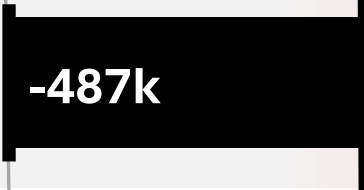


The school now forecasts 1374 ADA for SY23-24. The budget target was 1353.

\$24K Less Per-Pupil Funding Than Expected

	Current Forecast	SY23-24 Budget	Difference	Financial Gain / (Loss)
Enrollment	1054	1099	-45	
Attendance	88.6%	90.0%	-1.4%	
Total ADA	1353	1374	-21	
Regular Term PK	11	12	-1	-8k
Regular Term K-12	940	982	-43	-285k
Summer	402	379	23	333k
FRL Count	596	646	-50	
FRL Weight	56	56	0	6k
IEP Count	108	151	-43	
IEP Weight	0	0	0	
LEP Count	76	94	-18	
LEP Weight	30	37	-7	-70k
FWADA	1439	1467	-28	Based on FY22 WADA
Per WADA Payment	\$11,300	\$11,101	199	Increased per WADA payment in alignment with DESE payment.
State Aid	\$16.1M	\$16.1M	-\$24,323	-24k

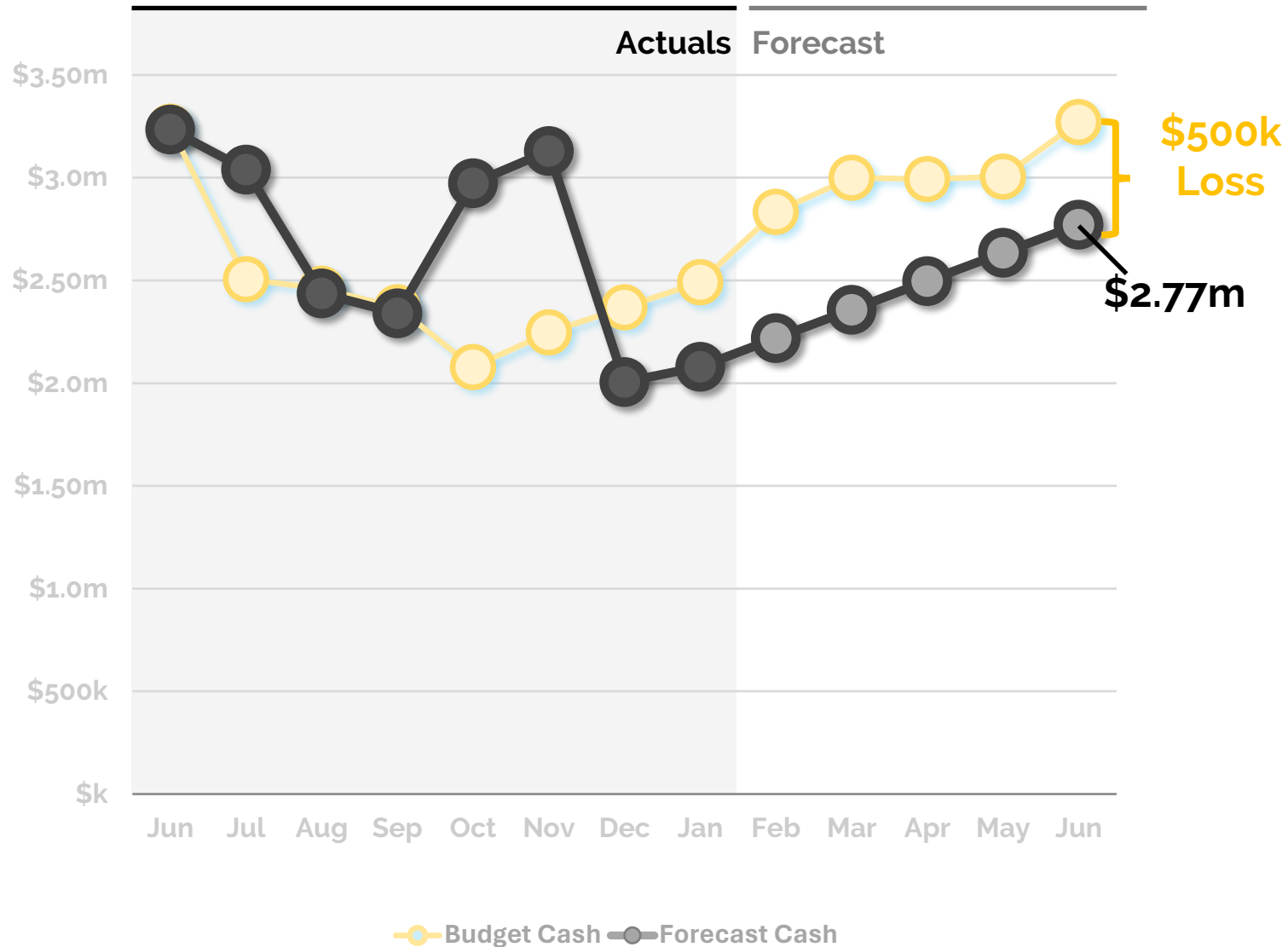
Forecast Overview

	Forecast	Budget	Variance	Variance Graphic	Comments
Revenue	\$22.3m	\$22m	\$265k		Revenue is trending higher based on State transportation aid and CSP draw. State Basic Formula funding is down \$24k from budget.
Expenses	\$22.7m	\$22m	-\$752k		\$425k over capital expenses. Summer School vendor expense increase based on summer ADA.
Net Income	-\$464k	\$23k	-\$487k		

Cash Forecast

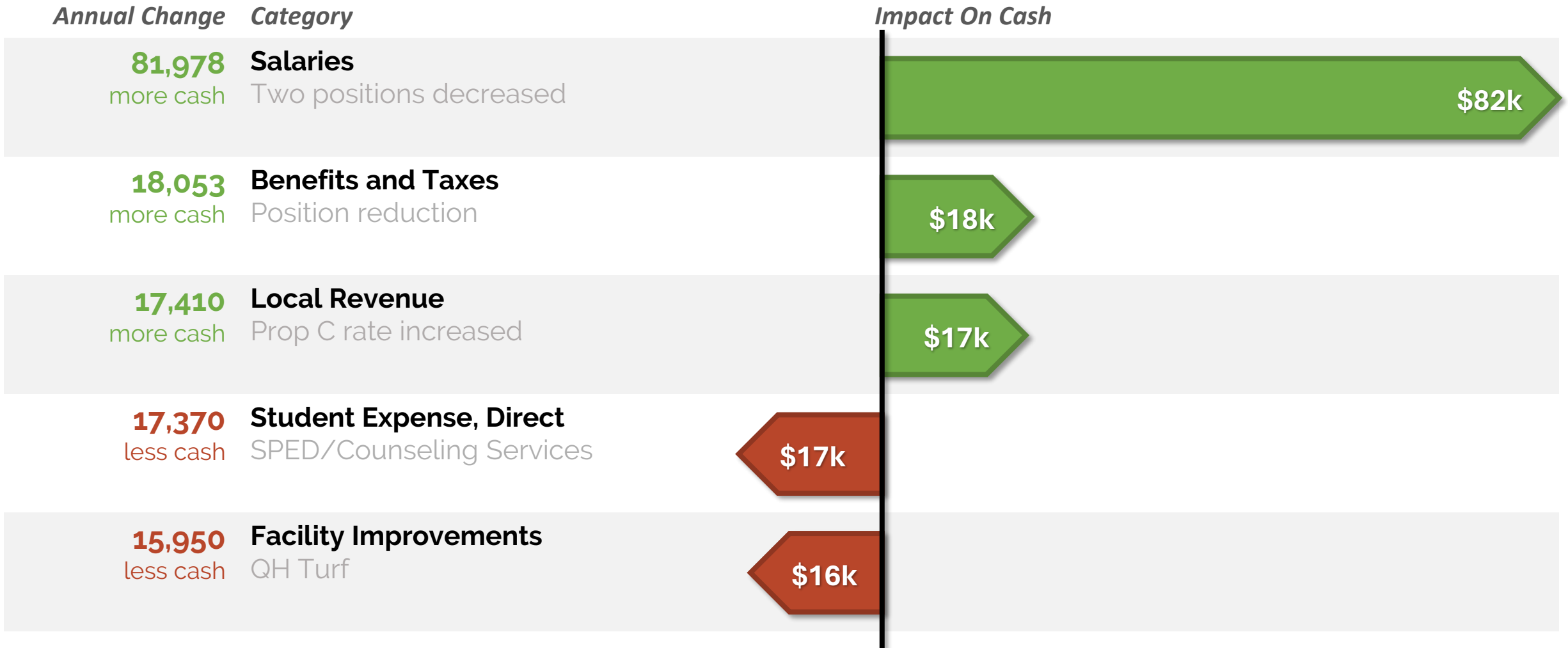
45 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$2.8m**, **\$500k** below budget.



Key Forecast Changes This Month

The January forecast **increased** the year-end cash expectation by **\$79k**. *Key changes:*





QUESTIONS?

Please contact your EdOps Finance Team:

Anne Nichols

anichols@ed-ops.com

816.985.5144

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Annotated Financials

	<i>Actual</i>	<i>Budget</i>	<i>Variance</i>	<i>Forecast</i>	<i>Budget</i>	<i>Variance</i>	<i>Remaining</i>
Revenue							
Local Revenue	1,251,784	1,082,257	169,526	1,915,081	1,897,671	17,410	663,297
State Revenue	9,799,062	8,727,101	1,071,962	16,807,328	16,648,265	159,063	7,008,266
Federal Revenue	828,867	952,908	(124,041)	1,879,482	1,817,810	61,672	1,050,615
Private Grants and Donations	369,365	1,280,583	(911,218)	1,601,000	1,601,000	(0)	1,231,635
Earned Fees	43,365	18,308	25,057	58,615	31,385	27,230	15,250
Total Revenue	12,292,443	12,061,157	231,285	22,261,505	21,996,131	265,374 ①	9,969,063
Expenses							
Salaries	5,261,256	5,411,595	150,338	8,973,772	9,277,019	303,247	3,712,516
Benefits and Taxes	1,617,104	1,616,860	(244)	2,737,367	2,771,760	34,393	1,120,263
Staff-Related Costs	62,420	42,621	(19,799)	73,064	73,065	1	10,644
Rent	106,096	100,100	(5,996)	171,600	171,600	(0)	65,504
Occupancy Service	1,124,106	862,352	(261,754)	1,566,445	1,478,318	(88,127)	442,339
Student Expense, Direct	3,009,827	2,945,798	(64,029)	5,560,305	5,049,939	(510,366)	2,550,478
Student Expense, Food	273,602	210,000	(63,602)	360,000	360,000	(0)	86,398
Office & Business Expense	606,941	506,790	(100,151)	898,451	868,783	(29,668)	291,510
Transportation	619,478	808,763	189,285	1,422,396	1,386,450	(35,946)	802,919
Total Ordinary Expenses	12,680,830	12,504,878	(175,952)	21,763,401	21,436,934	(326,467)	9,082,570
Interest	275,932	254,600	(21,332)	473,027	436,457	(36,570)	197,095
Facility Improvements	489,423	58,333	(431,089)	489,423	100,000	(389,423)	-
Total Extraordinary Expenses	765,354	312,933	(452,421)	962,450	536,457	(425,993)	197,095
Total Expenses	13,446,185	12,817,811	(628,373)	22,725,850	21,973,391	(752,459) ②	9,279,666
Net Income	(1,153,742)	(756,654)	(397,088)	(464,345)	22,741	(487,086) ③	689,397
Cash Flow Adjustments	(1,117)	-	(1,117)	0	-	0	1,117
Change in Cash	(1,154,859)	(756,654)	(398,205)	(464,345)	22,741	(487,086)	690,514

① REVENUE: \$265K AHEAD

② EXPENSES: \$752K BEHIND

③ NET INCOME: \$487K behind

Monthly Financials

Income Statement	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>TOTAL</i>
Revenue													
Local Revenue	247,642	153,093	176,158	175,887	202,000	145,158	151,845	132,659	132,659	132,659	132,659	132,659	1,915,081
State Revenue	1,024,924	1,476,946	1,250,948	1,827,985	1,401,301	1,417,449	1,399,509	1,401,653	1,401,653	1,401,653	1,401,653	1,401,653	16,807,328
Federal Revenue	0	26,296	64,117	168,725	173,268	121,793	274,668	210,123	210,123	210,123	210,123	210,123	1,879,482
Private Grants and Donations	5,250	7,750	0	228,106	108,822	7,514	11,923	246,327	246,327	246,327	246,327	246,327	1,601,000
Earned Fees	8,439	6,472	3,647	6,657	2,899	10,809	4,441	3,050	3,050	3,050	3,050	3,050	58,615
Total Revenue	1,286,256	1,670,557	1,494,871	2,407,360	1,888,291	1,702,723	1,842,385	1,993,813	1,993,813	1,993,813	1,993,813	1,993,813	22,261,505
Expenses													
Salaries	675,639	780,492	771,171	770,980	759,660	754,820	748,495	741,903	741,903	741,903	741,903	744,903	8,973,772
Benefits and Taxes	224,246	234,670	232,764	231,899	233,277	234,409	225,839	224,007	224,007	224,007	224,007	224,236	2,737,367
Staff-Related Costs	7,150	12,521	11,749	17,833	4,136	2,632	6,399	2,129	2,129	2,129	2,129	2,129	73,064
Rent	5,487	13,609	16,302	32,247	4,342	13,367	20,742	13,101	13,101	13,101	13,101	13,101	171,600
Occupancy Service	133,876	242,991	98,754	134,346	174,507	130,405	209,228	88,468	88,468	88,468	88,468	88,468	1,566,445
Student Expense, Direct	408,806	313,927	180,357	325,357	146,722	1,252,634	382,024	510,096	510,096	510,096	510,096	510,096	5,560,305
Student Expense, Food	0	12,802	52,543	74,121	38,152	80,841	15,143	17,280	17,280	17,280	17,280	17,280	360,000
Office & Business Expense	107,683	111,202	77,747	91,453	81,215	69,004	68,636	58,302	58,302	58,302	58,302	58,302	898,451
Transportation	-400	0	23,488	42,276	256,996	253,880	43,239	160,584	160,584	160,584	160,584	160,584	1,422,396
Total Ordinary Expenses	1,562,487	1,722,213	1,464,874	1,720,511	1,699,008	2,791,994	1,719,743	1,815,868	1,815,868	1,815,868	1,815,868	1,819,098	21,763,401
Operating Income	-276,232	-51,656	29,997	686,849	189,284	-1,089,271	122,642	177,944	177,944	177,944	177,944	174,715	498,105
Extraordinary Expenses													
Interest	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,419	473,027
Facility Improvements	0	313,217	174,094	-13,838	0	0	15,950	0	0	0	0	0	489,423
Total Extraordinary Expenses	39,419	352,635	213,513	25,581	39,419	39,419	55,369	39,419	39,419	39,419	39,419	39,419	962,450
Total Expenses	1,601,906	2,074,849	1,678,387	1,746,092	1,738,426	2,831,413	1,775,112	1,855,287	1,855,287	1,855,287	1,855,287	1,858,517	22,725,850
Net Income	-315,651	-404,291	-183,516	661,269	149,865	-1,128,690	67,273	138,525	138,525	138,525	138,525	135,296	-464,345
Cash Flow Adjustments	120,146	-197,846	86,172	-28,198	6,431	4,205	7,972	223	223	223	223	223	0
Change in Cash	-195,504	-602,137	-97,345	633,071	156,296	-1,124,485	75,245	138,749	138,749	138,749	138,749	135,519	-464,345
Ending Cash	3,039,704	2,437,567	2,340,223	2,973,294	3,130,590	2,006,105	2,080,350	2,219,098	2,357,847	2,496,596	2,635,345	2,770,864	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	3,235,209	2,080,350	2,770,864
Accounts Receivable	0	10,697	0
Total Current Assets	3,235,209	2,091,047	2,770,864
Total Assets	3,235,209	2,091,047	2,770,864
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	6,021	15,601	6,021
Total Current Liabilities	6,021	15,601	6,021
Total Long-Term Liabilities	0	0	
Total Liabilities	6,021	15,601	6,021
Equity			
Unrestricted Net Assets	3,229,188	3,229,188	3,229,188
Net Income	0	-1,153,742	-464,345
Total Equity	3,229,188	2,075,446	2,764,843
Total Liabilities and Equity	3,235,209	2,091,047	2,770,864

Forecast History of June 30, 2024 Cash Balance

Source	Days of Cash at 6/30/24	Change	Description of change
Budget	54		From SY23-24Budget
Jul	53	-1	
Aug	45	-8	Adjusted Salaries and Capital expense
Sep	35	-11	Adj Basic Formula to FWADA
Oct	44	10	Transportation funding and increase per WADA rate
Nov	49	5	Increased Summer School ADA, and Per WADA payment rate
Dec	43	-6	Forecast for Summer School vendor expense
▶ Jan	44	1	Removed two positions from forecast
Feb			
Mar			
Apr			
May			
Jun			