



Crossroads Charter Schools

Crossroads Monthly Board Meeting

Date and Time

Monday February 24, 2025 at 5:00 PM CST

Location

Crossroads Academy-Quality Hill
1080 Washington, KCMO 64105

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Call the Meeting to Order		Greg Valdovino	1 m
B. Record Attendance		Greg Valdovino	1 m
C. Approve Minutes	Approve Minutes	Greg Valdovino	1 m
Approve minutes for Crossroads Monthly Board Meeting on January 27, 2025			
D. Approve Meeting Agenda	Vote	Greg Valdovino	1 m
II. Public Forum			5:04 PM
A. Public Comment	FYI	Greg Valdovino	5 m

	Purpose	Presenter	Time
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Up to three guests who have signed up by 5pm the previous Friday will have the opportunity to provide public comment for up to three minutes each.

III. Educational Excellence 5:09 PM

- | | | | | |
|-----------|--|------|--|------|
| A. | School Spotlight: Dustin King, Director of Special Education | FYI | Dustin King | 10 m |
| B. | KCPS Annual Oversight Review | FYI | Allyson Hile, KCPS Director of Education Collaboration | 15 m |
| C. | 25-26 School Calendar | Vote | Tysie McDowell | 5 m |

IV. Finance 5:39 PM

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|-----------|---|------|-------------------|------|
| A. | January Check Register | Vote | Jillian Linn | 3 m |
| B. | Monthly Budget Update
January Financials | FYI | Latresse Yarbough | 10 m |
| C. | Compensation Plans for 25-26 | Vote | Latresse Yarbough | 10 m |

V. Governance 6:02 PM

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|-----------|--|---------|------------------|------|
| A. | Board Committee Updates

Each committee will share an overview of their 6-month plan
Finance
Development
Educational Excellence
Governance

Transportation Ad Hoc-update on passenger vans | FYI | Committee Chairs | 15 m |
| B. | Bond Update | Discuss | Tysie McDowell | 5 m |
| C. | DEI Update | FYI | Tysie McDowell | 10 m |

VI. Closing Items 6:32 PM

	Purpose	Presenter	Time
A. Adjourn Meeting	Vote	Greg Valdovino	1 m

Coversheet

Approve Minutes

Section:	I. Opening Items
Item:	C. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Crossroads Monthly Board Meeting on January 27, 2025

APPROVED



Crossroads Charter Schools

Minutes

Crossroads Monthly Board Meeting

Date and Time

Monday January 27, 2025 at 5:00 PM

Location

Virtual

Trustees Present

C. Mitchell (remote), D. Charity (remote), G. Valdovino (remote), J. Schwartz (remote), J. Williams (remote), P. Hardwick (remote), S. Bookhart (remote)

Trustees Absent

B. Riley, J. Linn, L. Weekly, W. King

Guests Present

J. Leos (remote), L. Yarbough (remote), T. McDowell (remote)

I. Opening Items

A. Call the Meeting to Order

G. Valdovino called a meeting of the board of trustees of Crossroads Charter Schools to order on Monday Jan 27, 2025 at 5:05 PM.

B. Record Attendance

C. Approve Minutes

J. Williams made a motion to Approve Meeting Agenda.

S. Bookhart seconded the motion.

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

J. Williams made a motion to approve the minutes from December Crossroads Special Board Meeting on 12-19-24.

S. Bookhart seconded the motion.

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

II. Public Forum

A. Public Comment

No Public Comment

III. Educational Excellence

A. School Spotlight: Crossroads Academy-Quality Hill

Principal LaKeshia Lewis shared highlights from Crossroads Academy-Quality Hill

IV. Finance

A. November Check Register

J. Williams made a motion to Approve November check register.

J. Schwartz seconded the motion.

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

B. December Check Register

J. Williams made a motion to Approve December check register.

J. Schwartz seconded the motion.

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

C. Finance Committee Report

Latresse Yarbough presented the December Financials

V. Governance

A. Ad Hoc Transportation Committee Update

Spark Bookhart shared information about purchasing vans to use for secondary transportation.

B. Bond Update

Tysie McDowell shared the list of bond projects for April 2025.

VI. Closing Items

A. Adjourn Meeting

P. Hardwick made a motion to Adjourn the meeting.

J. Williams seconded the motion.

The board **VOTED** 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,

T. McDowell

Documents used during the meeting

- 2024-12-19_board_meeting_minutes.pdf
- Nov 24 Check Register.pdf
- Dec 24 Check Register.pdf
- CCS - Monthly Presentation - December 2024.pptx
- Crossroads Transportation Sub-Committee Presentation.pdf
- Crossroads Bond Projects for April 25 - Sheet1 (1).pdf

Coversheet

KCPS Annual Oversight Review

Section:	III. Educational Excellence
Item:	B. KCPS Annual Oversight Review
Purpose:	FYI
Submitted by:	
Related Material:	Crossroads Annual Oversight Review 2023-2024.xlsx - Full AOR (1).pdf

Annual Oversight Review			
School Name:		Crossroads Charter Schools	
School Year:		2023-2024	
Part 1: Academic Achievement Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb.-May 2024	
Section	1.1 Annual Performance Report (APR)	Status	Comments/Recommendations
1.1	The school meets the current MSIP annual performance indicators (APR). Met: 70% to 100% Partially Met: 50% to 69% Not Met: 49% or below	Partially Met	
Section	1.2 Student Achievement Levels Over Time - Status	Status	Comments/Recommendations
1.2.1	Students will generate a higher MAP Index score than the KCPS on a majority of the required assessments.	Met	64%
1.2.2	Students will generate a higher MAP Index score than KCPS peer schools on a majority of the required assessments.	Partially Met	Central Street and CPA had higher MAP Index Scores than peer KCPS schools on a majority of required assessments.
1.2.3a	Students will show proficiency in MAP ELA. Met: 50% or greater Partially Met: 35-49%	Not Met	29.10%
1.2.3b	Students will show proficiency in MAP Mathematics. Met: 50% or greater Partially Met: 35-49%	Not Met	18.50%
1.2.3c	Students will show proficiency in MAP Science. Met: 50% or greater Partially Met: 35-49%	Not Met	19.60%
1.2.3d	Students will show proficiency in MAP Social Studies. Met: 50% or greater Partially Met: 35-49%	Not Met	21.80%
1.2.4	Students met target on in-house measures of achievement as per contract goals.	Not Applicable/Required	
Section	1.3 Student Achievement Over Time - Growth	Status	Comments/Recommendations
1.3.1	School will earn “Growth” points as calculated for MSIP 6 APR . Met: 70% to 100% Partially Met: 50% to 69% Not Met: 49% or below	Not Met	Crossroads earned 19 of 48 points possible or 39.6%

1.3.2	Students will improve in ELA as measured by nationally normed assessment. Met: 70% to 100% Partially Met: 50% to 69% Not Met: 49% or below	Partially Met	Per contract, 95% of tested studets will make growth on NWEA reading assessment and 50% will meet or exceed Annual Projected Growth goals.
1.3.3	Students will improve in Math as measured by nationally normed assessment. Met: 70% to 100% Partially Met: 50% to 69% Not Met: 49% or below	Partially Met	Per contract, 95% of tested studets will make growth on NWEA math assessment and 50% will meet or exceed Annual Projected Growth goals.
Section	1.5 Student Engagement	Status	Comments/Recommendations
1.4.1	Students will meet established attendance goals.	Partially Met	ADA goal Met: 92% or higher, Partially Met: 87-91%, Not Met: 86%- or lower (2022-23 was 88.84%, 23-24 was 88.88%)
1.4.2	School will meet established student retention goals.	Not Met	80% goal (Crossroads retention from 22/23 to 23/24 was 73%)
1.4.3	School will meet established graduation rate.	Not Met	Met: 89+% or higher, Partially Met: 80-88%, Not Met: 79% or lower (2022-23 was 85.15%, 23-24 was 74.88%)
1.4.4	School will meet established goals for post-secondary indicators.	Met	50% of student graduate with an MVA
Part 1 General Comments/Recommendations:			

Part 2: Data Collection, Analysis and Maintenance Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb- June 2024	
Section	2. 1 The School has effectively and systematically gathered student	Status	Comments/Recommendations
2.1.1	Are the data appropriately disaggregated and analyzed to determine the degree the school has achieved the academic performance indicators outlined in the charter agreement?	Met	
2.1.2	What longitudinal data are being collected, analyzed, and maintained?	Met	
2.1.3	Provide evidence that student specific data are being collected, analyzed, and maintained.	Met	
2.1.4	Provide evidence that academic performance data and results are presented in a straightforward and logical manner.	Met	
2.1.5	Describe the process that performance data are shared with staff.	Met	

2.1.6	What curriculum or instructional revisions have been made over the past year due to the school's performance data?	Met	
2.1.7	Provide evidence the data are collected and maintained as institutional data for	Met	
2.1.8	Data are submitted to Core Data/MOSIS by due dates. (1 report missing the due date = Partially Met, >1 report missing the due date = Not Met.)	Met	
<div>Part 2 General Comments/Recommendations:</div>			

Part 3: Curriculum Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb-May 2024	
Section	3.1 Curriculum Continuity	Status	Comments/Recommendations
3.1.1	Curriculum is housed in an easily accessible manner	Met	
3.1.2	Curriculum maps established for each core subject	Met	
3.1.3	Curriculum is vertically aligned	Met	
3.1.4	Priority standards are identified for each grade level	Partially Met	Teachers mentioned not always having this information or agreeing with the
3.1.5	Curriculum holds high expectations for students as evidenced by ties to Missouri Learning Standards or Common Core State Standards	Met	
3.1.6	Clear Alignment of Curriculum, Assessment and Pedagogy	Met	
3.1.7	Curriculum includes a range of Depth of Knowledge	Met	
3.1.8	Curriculum is culturally responsive to students' needs	Met	
3.1.9	Lesson Objectives (I Can Statements) identified and posted for each grade level	Met	
3.1.10	Assessments meet the rigor of the identified standards.	Met	
3.1.11	Established curriculum review and approval process	Partially Met	in progress
Section	Instruction Based on Curriculum	Status	Comments/Recommendations
3.2.1	Lesson Plans are submitted and housed in an easily accessible manner	Met	

3.2.2	Lesson Activities Aligned to Learning Objectives	Met	
3.2.3	Lessons include multiple Demonstrations of Learning (DOLs)/Checks for Understanding	Met	
3.2.4	Lessons require students carry the cognitive load	Met	
3.2.6	Data is used to improve and differentiate instruction	Met	
3.2.7	Lessons are culturally relevant to students	Met	
3.2.8	Curriculum includes Real World Learning opportunities	Met	
3.2.9	Curriculum includes meaningful technology integration	Met	
3.2.10	The charter school ensures that all high school pupils receive cardiopulmonary resuscitation instruction and training in the proper performance of the Heimlich maneuver or other first aid for choking. Instruction is to be included in the charter school's health or physical education curriculum.	Met	
3.2.11	The charter school ensures that each high school distributes to its students the information on critical need occupations as provided by the Missouri Department of Elementary and Secondary Education each year before November 1st.	Met	
<div>Part 3 General Comments/Recommendations:</div>			

Part 4: Plans for Student Success Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb.-June 2024	
Section	4.1 Strategic/School Improvement Plan	Status	Comments/Recommendations
4.1.1	A Strategic / School Improvement Plan is in place.	Met	
4.1.2	All appropriate stakeholders were involved in the development of the strategic plan.	Met	
4.1.3	The plan was built on a multiple year implementation (3-5 years).	Met	Presently in ____ year of the plan.

4.1.4	The mission/vision was revisited and approved by the Board at the time of the plan.	Met	
4.1.5	A SWOT analysis or improvement assessment was completed to help drive the plan.	Met	
4.1.6	The plan uses SMART goals: Specific, Measurable, Attainable, Relevant, and Time-Bound.	Met	
4.1.7	A process for implementing the plan is in place.	Met	
4.1.8	Your goals/milestones are well defined and have indicators that measure your degree of completion.	Met	
Section	4.2 Professional Development Plan	Status	Comments/Recommendations
4.2.1	There is a Professional Development Plan in Place.	Met	
4.2.2	The Professional development plan is an outgrowth of the strategic plan.	Met	
4.2.3	The charter school ensures that all educators complete a minimum of 15 contact hours of professional development annually.	Met	
4.2.4	The development of the professional development plan had input from stakeholders and uses data from student learning.	Met	
4.2.5	There are provisions in your Professional Development plan for meeting the needs of individual teachers.	Met	
4.2.6	Adequate funding has been set aside in the annual budget to support Professional Development.	Met	
4.2.7	A separate and specific Dyslexia Plan exists and is in compliance with state statutes and regulations.	Met	
Section	4.3 Technology Plan	Status	Comments/Recommendations
4.3.1	A Technology Plan is in place.	Met	
4.3.2	The technology plan is an outgrowth of the strategic plan.	Met	
4.3.3	Appropriate stakeholders were involved in creating the plan and there is teacher	Met	
4.3.4	The budget adequately supports the technology plan.	Met	
4.3.5	Training for technology is included in your Professional Development Plan.	Met	
4.3.6	The school utilizes e-rate as a funding source when appropriate.	Met	
Section	4.4 Title Plans	Status	Comments/Recommendations
4.4.1	Appropriate Title Plan(s) are in place.	Met	
4.4.2	Title plans are filed online with DESE.	Met	
4.4.3	One person is responsible for submitting each plan to DESE.	Met	
Section	4.5 Facilities Maintenance Plan	Status	Comments/Recommendations

4.5.1	There is a Facilities Maintenance Plan in place.	Met	
4.5.2	A building assessment is conducted on a regular basis.	Met	(Who completed the last assessment? Date:)
4.5.3	There is a plan for anticipated growth or decline in student enrollment.	Met	
4.5.4	The facilities plan reviews and analyzes the following: 1. Building Site (Topography, drainage, retaining walls, paving, curbing, lighting) 2. Building Envelope (Windows and Walls) 3. Structural (Foundation and Framing) 4. Interior Elements (Stairways, hallways, common areas) 5. Roofing Systems. 6. Mechanical Systems (Heating, Ventilation, and Air Conditioning) 7. Plumbing.	Met	
Section	4.6 Assessment Plan	Status	Comments/Recommendations
4.6.1	There is an Assessment Plan in place.	Met	
4.6.2	The assessment plan outlines the dates and times for all testing.	Met	
4.6.3	The assessment plan reflects the goals of the strategic plan.	Met	
4.6.4	The assessment plan details how data is used by staff.	Met	
4.6.5	Assessments are aligned to the school's curriculum and to MO or Common Core standards.	Met	
<div>Part 4 General Comments/Recommendations:</div>			

Part 5: Board Governance Review			
Reviewed by:		Allyson Hile	
Review Date(s):		2023-2024	
Section	5.1 The School Board operates legitimately and in the best interest of its	Status	Comments/Recommendations
5.1.1	Throughout the calendar year, attendance rate at individual board meetings is at a minimum rate of 75%.	Met	
5.1.2	There is documentation that the board reviews its strategic plan annually, which includes evidence of evaluating each overarching goal and either maintaining current goals or making revisions as the board deems necessary.	Met	

5.1.3	There is documentation that the board receives input from entities beyond the board itself when reviewing the strategic plan.	Met	
5.1.4	Written statement from lead school administrator that during the past 12 months the school has been in compliance with all state and federal school law. Documentation of any areas of noncompliance must be provided.	Met	
5.1.5	Documentation provided for board member training: 3 hours for 1st-year board members and 1 hour for all others during the past 12 months.	Met	
5.1.6	The board received 2 ½ hours of initial training (one hour training in subsequent years) on identifying signs of sexual abuse in children and danger signals of potentially abusive relationships between children and adults.	Not Met	In UCM performance contract as of 2020-2021
5.1.7	Board actively seeks and includes parental and community involvement in its governance according to charter. Documentation of a minimum of three instances of actively seeking this involvement must be provided.	Met	
5.1.8	School board members' Family Care Safety Registry reports and Background Checks are complete and kept on file.	Met	
Section	5.2 Meetings are regularly scheduled and appropriately conducted.	Status	Comments/Recommendations
5.2.1	There are at least 10 regular meetings of the Board.	Met	
5.2.2	Board meeting are posted in sufficient time and include a tentative agenda. (Dated notice of meeting and agenda for each of the past 12 months should be provided as documentation.)	Met	
5.2.3	The president of the board and the executive are both involved in board meeting planning.	Met	
5.2.4	Minutes include a record of names of board members attending and names of board members absent.	Met	
5.2.5	Action is taken with motions, seconds and votes.	Met	
5.2.6	There is a roll-call vote to enter a closed session and a roll call vote to return to open meeting.	Met	
5.2.7	Minutes for closed sessions are kept, are confidential, and are securely maintained separate from the open session minutes.	Met	
5.2.8	The board conducts business in compliance with Missouri Sunshine Law.	Met	
5.2.9	A quorum is present for all Board Meetings. (No meeting was cancelled for lack of a quorum without rescheduling.)	Met	
Section	5.3 Governance records and documentation are appropriately kept and	Status	Comments/Recommendations

5.3.1	The school has made board minutes available to the public. (If not available on their website, list where they are available.)	Met	
5.3.2a	Board minutes are developed by a staff member or consultant (not a board member)	Met	
5.3.2b	Board minutes are maintained in an organized, consistent manner by the same individual.	Met	
5.3.3	Board minutes are current.	Met	
5.3.4	Board minutes are complete.	Met	
5.3.5	Deficient findings from last years' review have been corrected.	Met	Can only be met or not met.
Section	5.4 School business is conducted in a transparent manner, free of conflict of	Status	Comments/Recommendations
5.4.1	There is specific evidence in board agendas and minutes that the board has focused on the governance of the school. The following items will be used as documentation as found in the minutes: a. overall goal discussion; b. overall outcomes monitoring; c. evaluation of the lead administrator; d. long-term planning; e. budget discussion and approval; f. ongoing fiscal updates; g. ongoing personnel updates; and h. instruction /student achievement reports.	Met	
5.4.2	There is no evidence of any conflict of interest in board decisions.	Met	
5.4.3	If applicable, staff and teacher salary schedules or guidelines are approved by the board.	Met	
<div>Part 5 General Comments/Recommendations:</div>			

Part 6: Board Policy Review			
Reviewed by:		Allyson Hile	
Review Date(s):		2023-2024	
Section	6.1 Board policy deficits from last year have been developed or revised as	Status	Comments/Recommendations
6.1.1	Policies marked as Partially Met or Not Met from last year have been reviewed or revised and approved by the board, as documented in board minutes.	Met	Can only be met or not met.

Section	6.2 Policies required by statutes or UCM have been developed and are	Status	Comments/Recommendations
6.2.1	A policy for a bid process exists and is followed, as exhibited in documentation provided for a recent bid.	Met	
6.2.2	A policy regarding borrowed funds exists and is followed as exhibited in documentation provided for the calendar year of showing any funds borrowed for any reason.	Met	
6.2.3	A policy for personnel evaluations exists and is followed as evidenced by an evaluation schedule and three sample, current, completed evaluations for the current school year with all personal details removed.	Met	
6.2.4	A policy for writing checks and paying bills exists and is followed as exhibited in documentation provided of five actual transactions of the purchase order, invoice, and bill payment process.	Met	
6.2.5	The school uses a bank account(s) controlled by the charter board of directors. If there is more than one bank account, list each account that exists for the school.	Met	
6.2.6	The board has adopted a written policy relating to information that the charter school will provide about former employees (certified and non-certified) to other public schools (Section 162.068, RSMo). The policy is followed as exhibited in a written document containing the language used in the communication with other public schools.	Met	
6.2.7	The charter school has adopted a policy consistent with the Missouri Student Religious Liberties Act (Section 160.2500, RSMo).	met	
Section	6.3 Board policies are reviewed annually, communicated, and easily	Status	Comments/Recommendations
6.3.1	The Board has a process in place for reviewing board policies and completes a review of all board approved policies annually, as documented in board minutes.	Met	
6.3.2	Documentation that policy changes affecting staff have been communicated to appropriate personnel.	Met	
6.3.3	The school has made policies available to the public. (If not available on their website, list where they are available.)	MET	
<div>Part 6 General Comments/Recommendations:</div>			

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Part 7: Financial Operations Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb. - June 2024	
Section	7.1 Fiscal records are appropriately maintained.	Status	Comments/Recommendations
7.1.1	Each month's financial report up through the current years', is available, user friendly, and organized.	Met	
7.1.2	School budget and year-to-date expenditures for Federal Programs documentation is in place.	Met	
7.1.3	Software program, external company, or other means of bill pay is provided and can be accessed upon site visit.	Met	
7.1.4	Documentation of a searchable expenditure and revenue document or database detailing actual income, expenditures, and disbursements for the current calendar or fiscal year is on the school's website, which may be in the format of a searchable PDF, document, or spreadsheet. If not, then a direct link to the department of elementary and secondary education's website, which has detailed financial and budgetary information about the public school district or charter school, shall be provided on the district's website.	Met	
Section	7.2 The school operates in a fiscally sound and appropriate manner.	Status	Comments/Recommendations
7.2.1	The annual independent audit is available for review and is free of findings. (Findings local admin/state – transportation or attendance.)	Met	
7.2.2	Minimum of three-year budget plan beyond the current school year is provided.	Met	
7.2.3	Reserves as reported on the most recent ASBR are above 10%.	Met	
7.2.4	The school participates in the E-Rate program when applicable.	Met	Can only be Met or Not Met.
7.2.5	The school receives Medicaid funds when applicable.	Met	
7.2.6	The school has current liability insurance coverage and it is approved by the board annually.	Met	
7.2.7	The monthly check register/payment of bills is approved at the regular board	Met	
7.2.8	The school participates in the Kansas City School District Retirement System.	Met	

7.2.9	Current fiscal year budget is complete with detailed revenues and expenditures, and there is documentation in board minutes that it is reviewed and revised at least two times per fiscal year.	Met	
Section	7.3 Required fiscal reports and audits are completed appropriately and	Status	Comments/Recommendations
7.3.1	Current financial reports are provided monthly to the board and can be documented in board minutes.	Met	
7.3.2	Financial reports at each board meeting include a balance sheet showing assets and liabilities and current financial standing of the school.	Met	
7.3.3	Financial reports to the board include an Income and Expense statement.	Met	
7.3.4	Financial reports to the board include a budget versus actual report.	Met	
7.3.5	Audit prepared by an independent company was sent to KCPS and DESE and was published in a local paper. (copy of emails or copy of what was sent)	Met	
7.3.6	The audit was accepted by the Board (in minutes with related vote).	Met	
7.3.7	The school uses different persons/companies to prepare the ASBR and the audit. If a school employee prepares the ASBR, the employee has signed a conflict of interest statement.	Met	
7.3.8	Previous year's ASBR was submitted to DESE.	Met	
7.3.9	If ASBR report had exceptions from DESE they were corrected in a timely manner.	Not Applicable/Required	
Section	7.4 School business and expenses are made free of conflict of interest and	Status	Comments/Recommendations
7.4.1	Written procedures/internal controls for the handling of charitable gifts and incoming monies are clear. (Procedures for mail, events, cafeteria, uniforms, etc.)	Met	
7.4.2	There is a board approved Whistleblower policy identified as such in the policy manual.	Met	
7.4.3	Written procedure for budget development is available and includes communication with a variety of appropriate stakeholders.	Met	
7.4.4	The final budget for the upcoming fiscal year is approved by the board prior to July 1.	Met	
7.4.5	There is a board approved, written document available identifying who must approve contracts of various dollar amounts.	Met	
7.4.6	There is a board approved policy that is specifically identified and addresses nepotism in hiring and the awarding of contracts.	Met	
7.4.7	School spends at least 1% of its annual budget on professional development.	Not Applicable/Required	Select Not Applicable and list amount here.

Part 7 General Comments/Recommendations:

Part 8: Facilities Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb.-Mar. 2024	
Section	8.1 Proper planning and inspections are in place to ensure long-term safety	Status	Comments/Recommendations
8.1.1	There is a clear procedure for initiating a work order request for building and/or	Met	
8.1.2	Current Fire Department Safety Certificate is posted.	Not Met	
8.1.3	Current Health Department Food Service Certificate is posted.	Partially Met	Central Street needs this.
8.1.4	Deficiencies on Food Services Audits have been addressed as per the required	Not	Deficiencies:
8.1.5	Fire extinguisher inspections are posted and up-to-date.	Met	
8.1.6	Elevator is available and inspection is posted.	Partially Met	some signs say at front desk and some say with realty company
8.1.7	HVAC is in good repair.	Met	
Section	8.2 The interior of the building is clean, properly maintained and designed	Status	Comments/Recommendations
8.2.1	GFCI are installed where an electrical source is within 6 feet of a water source.	Met	
8.2.2	All observed electrical boxes/switches are covered.	Met	
8.2.3	EXIT signs are prominent and lighted.	Met	
8.2.4	Stair treads and railings are secure and safe.	Met	
8.2.5	Classrooms are of adequate size for their purpose.	Met	
8.2.6	Bathrooms are clean.	Met	
8.2.7	Toilets are operational.	Met	
8.2.8	Bathrooms have sinks with hot and cold water.	Met	
8.2.9	Bathrooms provide soap and towels for hand washing.	Met	
8.2.10	Hallways have an unobstructed clearance of 8 feet.	Met	
8.2.11	Storage areas are in good order.	Met	

8.2.12	Schools maintain appropriate entrance signs and directions. (Need to check into	Met	
8.2.13	All classroom doors can be locked/secured from the inside.	Partially Met	Some do not at Central Street.
8.2.14	First floor classrooms should have a means to block sight from those outside the	Met	
8.2.15	Paper artwork and teaching materials cover less than 20% of a wall area.	Met	
8.2.16	The interior of the building is clean.	Met	
Section	8.3 The exterior of the building is easily recognizable, free of clutter and	Status	Comments/Recommendations
8.3.1	Handicapped parking is provided and marked.	Not	
8.3.2	Curb cuts are in an appropriate proximity to handicapped parking.	Not	
8.3.3	Exterior signage is prominent and adequate for emergency vehicles to identify the school.	Met	
8.3.4	Exterior door security is in place at every entry while allowing people to exit whenever the building is occupied.	Met	
8.3.5	Playground equipment is inspected on a regular schedule and a written process is in place to denote possible safety problems. (Must be documented- checklist).	Partially Met	Need to get from MC Realty?
8.3.6	The main entrance to the school has an electronic system that controls entry to	Met	
8.3.7	Shrubs around the building are trimmed within 3' to allow for a good line of sight.	Met	
8.3.8	Exterior lighting is appropriate around entrances, parking and walkways.	Met	
8.3.9	The charter school ensures that an American Flag is displayed in front of each school building.	Met	
Section	8.4 Procedures are in place to ensure safety.	Status	Comments/Recommendations
8.4.1	Emergency exit maps are posted in every occupied room.	Partially Met	several rooms did not have theirs
8.4.2	Breaker boxes are kept locked and do not allow child access.	Met	
8.4.3	Material Safety Data Sheets are posted where chemicals are stored.	Met	
8.4.4	There were no observed permanent extension cords.	Met	
8.4.5	There is a working system of communication between classrooms and the	Met	
8.4.6	There is an appointed district Safety Coordinator.	Met	
8.4.7	A copy of the floor plan is on file with the local police department.	Not Met	follow up was requested
8.4.8	An alternate building evacuation site is known to adults and parents.	Met	
8.4.9	Visitors are required to check in at the office and receive a visitor name badge.	Met	
8.4.10	Science teachers and administrators are aware of the special safety	Met	
8.4.11	All bathrooms have the child abuse hotline poster in both Spanish and English.	Met	

Part 8 General Comments/Recommendations:

Part 9: Personnel and Payroll Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb- July 2024	
Section	9.1 Personnel policies and procedures are appropriately conducted in a	Status	Comments/Recommendations
9.1.1	A Teacher Salary Schedule is in place or a process that uses experience and	Met	
9.1.2	Yearly board approved contracts are provided.	Met	
9.1.3	Classified/Support Staff Salary Schedules or a written letter of employment that includes salary and benefits is provided at time of employment.	Met	
9.1.4	School has a staff/talent recruitment and retention plan on file.	Met	
9.1.5	At least 80% Position Code 60 educators are certified. All employees paid with federal funds are certified.	Met	
9.1.6	A master schedule is in place and available.	Met	
9.1.7	Family Care Safety Registry reports and fingerprint background checks for all employees are complete, less than five years old, and kept on file.	Met	files are kept in MACHS system (server is outside MO)
9.1.8	Payroll summaries and personnel rosters were compatible.	Met	
9.1.9	Administrators have appropriate certifications for their roles.	Met	
9.1.10	School demonstrates stability with its instructional staff (recruitment, hiring, salary and benefits, and mentoring practices). For two out of the last three years	Met	
9.1.11	The school uses a teacher evaluation system based on the 7 Essential Principles of the Missouri Teacher Evaluation System.	Met	
9.1.12	Current and historic H.R. records are maintained in a secure location.	Met	
Part 9 General Comments/Recommendations:			

Part 10: Required Training and Drills Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb-July 2024	
Section	10.1 Students and/or staff participate in appropriate drills and training.	Status	Comments/Recommendations
10.1.1	All staff is trained annually in/on bullying recognition and response.	Met	
10.1.2	All staff is trained annually in/on Sexual Harassment: Staff to Staff.	Met	
10.1.3	All staff is trained annually in/on Restraint & Seclusion.	Met	
10.1.4	All staff is trained annually in/on FERPA/HIPPA.	Met	
10.1.5	All staff is trained annually in/on bloodborne pathogens.	Met	
10.1.6	Appropriate personnel are trained in how to respond to bomb threats. (Every 2 Years).	Met	
10.1.7	Persons responsible for first aid are trained and given proper equipment and supplies.	Met	
10.1.8	Youth suicide prevention training for middle and High School staff. (Once plus every year thereafter with new staff.)	Met	
10.1.9	Regular fire drills are held with a record of date, time, and observations (min 5).	Met	
10.1.10	Regular tornado drills are held with a record of date, time, and observations (a minimum of 2).	Met	
10.1.11	Regular intruder drills are held with a record of date, time, and observations (at least 1/yr.).	Met	
10.1.12	All staff participated in active shooter training. (In person or online annually.)	Met	
10.1.13	A crisis plan is in place and reviewed with staff annually.	Met	
10.1.14	Bus evacuation drills for students K – 6 are conducted at least once each semester.	Met	
10.1.15	Two hours of Dyslexia training for all teachers.	Met	
10.1.16	Appropriate school personnel attend meetings offered by DESE and other resources to keep up-to-date on Federal programs (i.e., Title, SPED, 504, Homeless, ELL, Food Service, etc.).	Met	Title - SPED - 504 -
10.1.17	A safety committee meets at least two times each year (administrator(s), teacher(s), nurse, parent(s), etc.).	Met	

10.1.18	Administrative procedures encourage staff to report suspected child abuse and neglect.	Met	
10.1.19	A student code of conduct is made available to students, staff and parents.	Met	
10.1.20	Notifications of the following documents are available to parents: ESEA Complaint Procedure, Certification and/or qualifications of teachers, Identification for a Language Program, Individual Student Outcomes, and DESE Tests (Purpose and Use).	Met	
10.1.21	All staff is trained annually in accordance with Title IX of the Education Amendments of 1972.	Met	
10.1.22	The school has designated a person for each of the 4 Title IX required roles.	Met	Title IX Coordinator - Title IX Facilitator -
10.1.23	Training materials used for annual training in accordance with Title IX of the Education Amendments of 1972 are posted on the school's website.	Met	
<div><div>Part 10 General Comments/Recommendations:</div></div>			

Part 11: Student Enrollment and Records Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb.-	
Section	11.1 Student enrollment procedures and recording keeping are	Status	Comments/Recommendations
11.1.1	The school has enrollment policies and practices which include a stated open enrollment period, grade level capacities, lottery process, and waiting list.	Met	
11.1.2	Efforts to recruit and serve a diverse population are evident.	Met	
11.1.3	The school is at or above 90% of enrollment targets (State % of capacity).	Partially Met	
11.1.4	Lotteries are conducted appropriately and school requests attendance by KCPS personnel.	Met	
11.1.5	Waiting lists are maintained by grade level and appropriate documentation is readily available.	Met	
11.1.6	MOSIS number is on file on all records (permanent, Special Ed, 504, etc.).	Met	

11.1.7	Birth Certificate/Proof of Birth is on file for kindergarten and first grade.	Met	
11.1.8	A completed student application is on file.	Met	
11.1.9	The date of admission is noted.	Met	
11.1.10	Records/transcripts from previous school are on file.	Met	
11.1.11	There is proof of residence for the current year (i.e., lease, utilities, etc.).	Met	
11.1.12	Immunization records are on file.	Met	
11.1.13	Parent and emergency contact information is on file.	Met	
11.1.14	A clear process is in place to up-date parent contact information.	Met	
11.1.15	There is a record of grades earned.	Met	stored in IC
11.1.16	Discipline records are on file.	Met	stored in IC
11.1.17	There is a cumulative record of test results.	Met	
11.1.18	Attendance records are on file.	Met	stored in IC
11.1.19	Records are well organized and consistently updated.	Met	
11.1.20	Schools keep student records in accordance with the general record retention schedule.	Met	Tyler integration to IC in process
11.1.21	Requests for records are sent in a timely manner.	Met	
11.1.22	The charter school reports school dropouts to the Missouri Literacy Hot Line.	Partially Met	
11.1.23	MOCAP information is included in parent handbook, registration documents, and “featured” on home page of website (Required by Missouri statutes).		MOCAP information is already featured on all schools webpages. (Indicator is met or not met only.)
<div><div>Part 11 General Comments/Recommendations:</div></div>			

Part 12: Special Education Review			
Reviewed by:		Allyson Hile	
Review Date(s):		Feb- March 2024	
Section	12.1 Initial File Review	Status	Comments/Recommendations
12.1.1	Referral form is present and dated.	Met	

12.1.2	Name(s) and role(s) of individual(s) making the referral is documented.	Met	
12.1.3	Reason(s) for referral and description of concern(s) which describes why the child is suspected of having a disability is present.	Met	
12.1.4	Date when Procedural Safeguards were presented to parents is present. (5 school days)	Met	
12.1.5	Review of Existing Data form is in file and dated.	Met	
12.1.6	Prior Written Notice (PWN) for evaluation was provided with date of delivery documented.	Met	
12.1.7	Consent is obtained prior to administration	Met	
12.1.8	Parent(s) was/were notified of the Eligibility Staffing (Notification of Meeting) with date notified documented.	Met	
12.1.9	Evaluation was completed within 60 calendar days of PWN. (Date documented)	Met	
12.1.10	Evaluation report contains the names and roles of the individuals making the eligibility determination.	Met	
12.1.11	Statements including exclusionary factor specific to - SLD, Autism, SSD, LI-are documented.	Met	
12.1.12	Prior Written Notice for initial services is present and dated.	Met	
12.1.13	Documentation is present that a copy of the evaluation results and eligibility determination was provided to parent with date of provision of the copy (m/d/y).	Met	
12.1.14	The evaluation report addresses the results of assessments conducted in all areas generally related to the suspected disability.	Met	
12.1.15	Evaluation information draws upon information from a variety of sources and is sufficiently comprehensive to identify all of the student's special education and related services needs.	Met	
Section	12.2 Reevaluation File Review	Status	Comments/Recommendations
12.2.1	Review of Existing Data (RED) form is present and dated.	Met	
12.2.2	Reevaluation is within three years of the last Evaluation Report (ER).	Met	
12.2.3	Written Notice, when no additional assessment is needed, is completed, dated	Met	
12.2.4	Date when the parent(s) was/were notified of the Eligibility Staffing is present	Met	
12.2.5	Evaluation report is present, if additional data were collected, and contains the	Partially Met	
12.2.6	Statement including exclusionary factor specific to-SLD, Autism, SSD, LI-are	Met	

12.2.7	Dated copy of the evaluation report was provided to the parent(s). (Not applicable if no assessments required and eligibility category remains the same as previous eligibility determination.)	Met	
Section	12.3 Individual Education Plan (IEP)	Status	Comments/Recommendations
12.3.1	IEP is current.	Met	
12.3.2	Initial IEP meeting is held within 30 days of the eligibility determination staffing.	Met	
12.3.3	The IEP team meets to review/revise, if necessary, the IEP at least on an annual basis (meetings no more than 365 calendar days apart).	Met	
12.3.4	Notification of meeting is documented and dated.	Met	
12.3.5	Present Level contains all required components.	Met	
12.3.6	The IEP team considered all special factors and determined services, strategies,	Met	
12.3.7	Present Level drives the goals.	Met	
12.3.8	IEP includes goals that are written in terms that are in SMART format (Specific, measurable, attainable, results oriented and time bound).	Met	
12.3.9	Specific Special Education Services are listed and location of services is	Partially Met	
12.3.10	If student receives related services, they are listed.	Met	
12.3.11	If student requires accommodations and/or modifications, they are noted on the IEP with frequency and location noted.	Met	
12.3.12	IEP addresses the extent of non-participation in regular education and for any child not participating 100% in the regular education environment, including a description of the extent that the student will not participate and why full participation is not appropriate.	Met	
12.3.13	Selected placement is noted.	Met	
12.3.14	Parent provided a dated copy of the IEP (generally 20 days).	Met	
12.3.15	Special education services and goals match.	Met	
Section	12.4 Transfer File Review	Status	Comments/Recommendations
12.4.1	Enrollment date is noted.	Met	
12.4.2	Documentation, if appropriate, is present and dated that Agency Officials conducted interviews with sending school.	Met	
12.4.3	Agency acceptance or rejection of the IEP is noted.	Met	
12.4.4	If IEP was rejected; the date new IEP was developed is documented.	Met	
12.4.5	Agency acceptance or rejection of the Evaluation Report is noted.	Met	
12.4.6	If Evaluation Report was rejected date of initiation of new evaluation and date completed is documented.	Met	

Section	12.5 Transition	Status	Comments/Recommendations
12.5.1	For students beginning not later than the first IEP to be in effect when the child is 16, the IEP must include postsecondary transition goals.	Not Applicable/Required	
12.5.2	Notification of meeting includes post-secondary transition as one of the topics to be discussed.	Met	
12.5.3	Evidence exists that the student was invited to the IEP Team meeting where post-secondary transition goals were discussed.	Met	
12.5.4	If the student was age 16+ and did not attend any meeting where the purpose is the consideration of post-secondary goals, documentation must be present that the student's preference and interests related to transition services were considered at the IEP meeting.	Not Applicable/Required	
12.5.5	Evidence exists, where appropriate, that a representative of any participating agency was invited to attend the IEP Team meeting with the prior consent of the parent or student who has reached the age of majority.	Not Applicable/Required	
12.5.6	Appropriate measurable postsecondary goals are noted.	Met	
12.5.7	Post-secondary goals are updated annually.	Met	
12.5.8	Evidence exists that measurable post-secondary goals were based on age appropriate transition services.	Met	
12.5.9	Transition services in the IEP reasonably enable the student to meet his/her postsecondary goals.	Met	
12.5.10	IEP includes multiple year courses of study that will reasonably enable the student to meet his/her postsecondary goals.	Met	
12.5.11	Annual IEP goals relate to the student's post-secondary transition goals.	Met	
12.5.12	No later than the student's 17th birthday, the IEP includes a statement that the child has been informed of the rights under IDEA that will transfer to the student upon her/his 18th birthday.	Not Applicable/Required	
Section	12.6 Discipline	Status	Comments/Recommendations
12.6.1	Documentation exists within the file that the student was suspended in excess of 10 consecutive school days or 10 cumulative school days where a pattern of suspension is created.	Met	
12.6.2	Documentation is present that indicates appropriate disciplinary procedures were followed.	Met	
12.6.3	Prior Written Notice was provided if a disciplinary change of placement was determined.	Met	
<div>Part 12 General Comments/Recommendations:</div>			

Part 13: Human Relations			
		Reviewed by:	
		Review Date(s):	
Section		Status	Comments/Recommendations
13.1.1	School has mechanism for consistent and regular staff feedback	Met	
13.1.2	School has mechanism for consistent and regular parent feedback	Met	
13.1.3	School has mechanism for consistent and regular student feedback	Met	
13.1.4	Staff satisfaction survey is conducted at least annually	Met	
13.1.5	Parent satisfaction survey is conducted at least annually	Met	
13.1.6	Student satisfaction survey is conducted at least annually	Met	
13.1.7	School has mechanism for consistent and regular staff collaboration and	Met	

Coversheet

25-26 School Calendar

Section:	III. Educational Excellence
Item:	C. 25-26 School Calendar
Purpose:	Vote
Submitted by:	
Related Material:	CCS 25-26 School Year Calendar_ FINAL DRAFT FOR BOARD.pdf



2025-2026 CALENDAR

July 21-25, New Staff PD
July 28- 31: All staff week

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

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

January 1-2: No School, Winter Break
January 5: No School, Teacher PD/Planning Day
Jan 16: Q 2 ends (42 days)
January 19: No School, MLK Day

August 1 : All Staff Week cont.
August 1: All Staff BOY Celebration (Tentative)
August 4-August 29: Jump start
**Note: during Jumpstart dismiss 1 hour early: 8:45-3:00 CS/QH, 7:30-1:45 CPA*

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

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

February 9: No School, Teacher Real-World Planning Day
February 16: No School, President's Day

September 1: Labor Day
September 2: No School, Teacher PD/Planning Day
September 19: No School, Teacher Care Day

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

MARCH 2026						
S	M	T	W	Th	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March 11: Q 3 Ends (35 days)
March 12-13 Conferences
- 4:30-8:00 PM, 3/13
- 8AM-3PM, 3/14
March 16-20 No School, Spring Break

October 3: No School, Teacher RWL Day
October 22: Q1 Ends (34 days)
October 23-24: Conferences
- 4:30-8:00 PM 10/23
- 8AM-3PM 10/24
October 27: No School

OCTOBER 2025						
S	M	T	W	Th	F	S
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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 2026						
S	M	T	W	Th	F	S
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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		

April 17: No School, Teacher Care Day

November 14, No School, Teacher Real World Planning Day
November 24-28: No School, Thanksgiving Break

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

MAY 2026						
S	M	T	W	Th	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May 15: All Staff EOY Celebration
May 21: Tentative last day of school, Q4 ends (44 days)
May 22: Teacher work day OR Make up day as needed
May 25: No School, Memorial Day
May 26-29: Make up days as needed

December 12: No School, Teacher Real-World Planning Day
December 22-31: No School, Winter Break

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

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



Important notes:

- Winter and Spring break are aligned with KCPS
- School hours: 8:45-4:00 CS/QH, 7:30-2:45: CPA
 - Contract hours: 8:00-4:30 CS/QH, 7:00-3:30: CPA
- Jumpstart hours: 8:45-3:00, CS/QH, 7:30-1:45: CPA
 - PD from 3:30-4:30: CS/QH and 2:00-3:00: CPA, Monday-Thursday PD, work time Friday

189* Total Contract Days (194 for New Staff) → 2 additional days for snow days will be taken first

- 175 Student days (20 Jump Start + 155 School Year with 2 snow days)
- 5 Beginning of year PD
- 6 Full PD days during school year
- 3 - 2 Conference Workdays + last day of school work day
- 2 family nights (= 1 day)

2025 – 2026 STAFF BLACK-OUT DATES * *Subject to change:*

July 21 - 25, 2024 Professional Development - New 10 - month Staff

July 28 - August 1, 2023 All staff Professional Development

August 5 - August 9 - First week of School - Jump Start

August 29 - day before Labor Day

September 2 - day after Labor Day; no school and Professional Development for staff

October 3- No school Professional Development

October 23 & 24 - Parent Teacher Conference

October 28 - Day after day off

November 21– Day before Thanksgiving Break

December 1 – Day after Thanksgiving Break

December 12 – No School, Professional Development

December 19 – Day before Winter Break

January 5, 2025 – No School, Professional Development and mandatory 8 a.m. staff breakfast

January 16 – Day before Dr. King birthday holiday

January 20 – Day after Dr. King birthday holiday

February 9 – No school, Professional Development

February 13 – Day before President’s Day holiday

February 17 – Day after President’s Day holiday

March 12 & 13 – Parent Teacher Conference

March 23 – Day after Spring Break

April 20 - May 8– State Testing: As needed based on building testing schedules

May 18 – 22 – Last week of school

Coversheet

January Check Register

Section:	IV. Finance
Item:	A. January Check Register
Purpose:	Vote
Submitted by:	
Related Material:	Jan 25 Check Register.pdf

Crossroads Charter Schools

Check Register by Type

Page: 1

02/12/2025 10:06 AM

User ID: SAS

Payee Type: Vendor		Check Type: Automatic Payment			Checking Account ID: 13		
Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
81104249	01/29/2025	X			ATT	AT&T	3,937.42
81104250	01/22/2025	X			CIGNA	CIGNA	2,368.04
81104251	01/23/2025	X			UNUM	UNUM LIFE INSURANCE COMPANY OF AMERICA	2,454.29
81104252	01/22/2025	X			BCBS	BLUE CROSS AND BLUE SHELDT OF KANSAS CITY	107,168.49
81104253	01/21/2025	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	5,481.57
81104254	01/03/2025	X			QUALITY	QUALITY STAFF LEASING INC.	2,181.95
81104255	01/30/2025	X			WEX	WEX	2,483.55
81104256	01/13/2025	X			GOOGLEF	GOOGLE FIBER	131.30
81104258	01/03/2025	X			GIBBSTECH	Gibbs Tech	9,893.60
81104259	01/06/2025	X			CROSSFIRST	CROSSFIRST BANK	39,418.80
81104274	01/27/2025	X			MODIVEMPLY	MISSOURI DIVISION OF EMPLOYMENT	1,797.48
81104275	01/02/2025	X			JACKSONCO	JACKSON COUNTY COLLECTOR	17,209.57
81104276	01/06/2025	X			CROSSFIRCC	CROSSFIRST CREDIT CARD	15,961.79
Checking Account ID: 13		Void Total:			0.00	Total without Voids:	210,487.85
Check Type Total: Automatic Payment		Void Total:			0.00	Total without Voids:	210,487.85

Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
1897	01/15/2025	X			JUPITER	Jupiter Paint & Drywall	1,600.00
84663427	01/07/2025	X			BRIDGGI	Bridging the Gap Interpreting	369.00
84663428	01/07/2025	X			GFIDIGITAL	GFI Digital	118.30
84663429	01/07/2025	X			VELOCITI	Velociti Services	3,810.46
84663430	01/07/2025	X			VELOCITI	Velociti Services	188.55
84663431	01/07/2025	X			VELOCITI	Velociti Services	3,485.96
84663432	01/07/2025	X			STANGER	Stanger Industries, INC	5,088.56
84663433	01/07/2025	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
84663434	01/07/2025	X			SYTENTIC	SYNETIC TECHNOLOGIES	419.00
84663435	01/07/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	99,210.68
84663436	01/07/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	6,292.13
84663482	01/07/2025	X			YARDI	YARDI MARKETPLACE	187.22
84663589	01/07/2025	X			EXPLORE	ExploreLearning	3,295.00
84663590	01/07/2025	X			QUALITY	QUALITY STAFF LEASING INC.	853.08
84663820	01/07/2025	X			AMAZON	AMAZON	6.49
84663821	01/07/2025	X			DSTREALITY	DST REALITY	300.00
84663822	01/07/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	494.02
84663823	01/07/2025	X			PAYPOOL	PAYPOOL	807.81
84663824	01/07/2025	X			SUMNER	DATAMAX, INC	5,113.49
84663825	01/07/2025	X			AMAZON	AMAZON	172.24
84663826	01/07/2025	X			AMAZON	AMAZON	285.73
84663827	01/07/2025	X			ATRONIC	ATRONIC ALARMS INC	633.00
84663828	01/07/2025	X			INDUSTRYSP	Industry Specific Solutions	3,020.00
84663829	01/07/2025	X			LEOSJOS	Jose Leos	4,050.00
84663830	01/07/2025	X			SUMNER	DATAMAX, INC	5,246.07
84663831	01/07/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	23,181.74
84663832	01/07/2025	X			AMAZON	AMAZON	92.81
84663833	01/07/2025	X			AMAZON	AMAZON	280.68
84663834	01/07/2025	X			AMAZON	AMAZON	367.58
84663835	01/07/2025	X			AMAZON	AMAZON	524.21
84663836	01/07/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	14,825.10
84663837	01/07/2025	X			HIGENE	HI-GENE'S JANITORIAL	30,403.77
84663838	01/07/2025	X			AMAZON	AMAZON	995.19
84699587	01/14/2025	X			SIEMENS	SIEMENS INDUSTRY, INC	3,244.00
84699588	01/14/2025	X			SPIRE	SPIRE	4,577.16
84699589	01/14/2025	X			VELOCITI	Velociti Services	771.04
84699590	01/14/2025	X			VELOCITI	Velociti Services	3,508.22
84699591	01/14/2025	X			VELOCITI	Velociti Services	1,638.18
84699739	01/14/2025	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	434.64

Crossroads Charter Schools

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User ID: SAS

Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
84699849	01/14/2025	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	40.00
84700195	01/14/2025	X			AMAZON	AMAZON	24.37
84700196	01/14/2025	X			AMAZON	AMAZON	66.98
84700197	01/14/2025	X			FBKCSports	FBKC SPORTS TENANT, LLC	200.00
84700198	01/14/2025	X			DONBOSCO	DON BOSCO COMMUNITY CENTER, INC.	355.00
84700199	01/14/2025	X			LEOSJOS	Jose Leos	540.00
84700200	01/14/2025	X			LANEYLISA	Lisa Laney	1,475.00
84700201	01/14/2025	X			WASHLAK	LaKesha Washington	1,750.00
84700202	01/14/2025	X			ROBERTSM	MELVIN ROBERTS	1,750.00
84700203	01/14/2025	X			DONALD	DONALD E MAXWELL, LLC	2,656.00
84700204	01/14/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	12,463.02
84700205	01/14/2025	X			AMAZON	AMAZON	55.97
84700206	01/14/2025	X			MIDCON	MID-CON MANAGEMENT LLC	9,417.50
84700207	01/14/2025	X			AMAZON	AMAZON	109.62
84700208	01/14/2025	X			AMAZON	AMAZON	118.37
84700209	01/14/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	11,245.50
84700210	01/14/2025	X			AMAZON	AMAZON	422.56
84848137	01/21/2025	X			MYCHIEF	MY CHIEF PEOPLE OFFICER	875.00
84848632	01/21/2025	X			AMAZON	AMAZON	40.04
84848633	01/21/2025	X			AMAZON	AMAZON	707.41
84848634	01/21/2025	X			AMAZON	AMAZON	1,921.86
84865336	01/22/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	148.17
84865337	01/22/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	850.85
84865338	01/22/2025	X			EVERGY	EVERGY	9,706.75
84865339	01/22/2025	X			EVERGY	EVERGY	4,714.06
84865340	01/22/2025	X			EVERGY	EVERGY	5,206.23
84865341	01/22/2025	X			EVERGY	EVERGY	1,632.11
84865342	01/22/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	8.80
84865343	01/22/2025	X			EVERGY	EVERGY	12,304.26
84865344	01/22/2025	X			DANACOLEMA	DANA COLEMAN CONSULTING	875.00
84865345	01/22/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	12.65
84865346	01/22/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	17.93
84865347	01/22/2025	X			OPERBREAK	OPERATION BREAKTHROUGH	2,000.00
84865348	01/22/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84865349	01/22/2025	X			CHILDRENS	CHILDREN'S CENTER FOR VISUALLY IMPAIRED, INC	960.05
84865439	01/22/2025	X			HANOVER	THE HANOVER INSURANCE CO	1,455.40
84865537	01/22/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	506.16
84865850	01/22/2025	X			DONBOSCO	DON BOSCO COMMUNITY CENTER, INC.	1,700.00
84865851	01/22/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	14,515.85
84908914	01/28/2025	X			RHONALL	Allsyn Rhone	125.00
84908915	01/28/2025	X			RHYNDEL	DELBERT RHYNES	125.00
84908916	01/28/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	1,270.00
84908917	01/28/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	445.00
84908918	01/28/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	8.75
84908919	01/28/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	58.92
84908920	01/28/2025	X			IMAGINE	IMAGINE LEARNING LLC	9,900.00
84908921	01/28/2025	X			SIEMENS	SIEMENS INDUSTRY, INC	1,145.00
84908922	01/28/2025	X			SPARKWHEEL	SparkWheel, Inc.	7,167.40
84908923	01/28/2025	X			KVC	KVC NILES	9,000.00
84908924	01/28/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	605.34
84908925	01/28/2025	X			SPARKWHEEL	SparkWheel, Inc.	6,250.00
84908926	01/28/2025	X			BLUESPRING	Blue Springs School District	447.33
84908927	01/28/2025	X			VENTRIS	Ventris Learning LLC	1,655.50
84908928	01/28/2025	X			GFIDIGITAL	GFI Digital	109.86
84908929	01/28/2025	X			AMMICRO	American Micro Digital Document Management	53.77
84908930	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84908931	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84908932	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00

Crossroads Charter Schools
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Check Register by Type

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User ID: SAS

Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
<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>
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84908934	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84908935	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84908936	01/28/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
84909051	01/28/2025	X			HANOVER	THE HANOVER INSURANCE CO	2,794.50
84909052	01/28/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	590.56
84909053	01/28/2025	X			YARDI	YARDI MARKETPLACE	1,244.21
84909054	01/28/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	75.00
84909055	01/28/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
84909056	01/28/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
84909163	01/28/2025	X			K12ITC	K12 ITC, INC.	21,388.40
84909164	01/28/2025	X			VEOLIA	VEOLIA ENERGY	1,863.03
84909165	01/28/2025	X			OTIS	OTIS ELEVATOR	1,891.93
84909166	01/28/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	851.60
84909167	01/28/2025	X			LEXINGTON	LEXINGTON PLUMBING & HEATING CO INC	2,940.00
84909168	01/28/2025	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	756.33
84909456	01/28/2025	X			AMAZON	AMAZON	18.99
84909457	01/28/2025	X			AMAZON	AMAZON	33.95
84909458	01/28/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	476.00
84909459	01/28/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	490.32
84909460	01/28/2025	X			MEMBTOOL	Membership Toolkit, Inc	550.00
84909461	01/28/2025	X			DWONLITTL	Dwon Littlejohn	600.00
84909462	01/28/2025	X			LANEYLISA	Lisa Laney	1,475.00
84909463	01/28/2025	X			21STCENT	21ST CENTURY THERAPY, P.C.	5,565.25
84909464	01/28/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	13,961.05
84909465	01/28/2025	X			EDOPS	EdOps	15,525.00
84909466	01/28/2025	X			UICS	UNITED INNER CITY SERVICES	16,352.30
84909467	01/28/2025	X			MARIADIC	MARIA DICKSON	362.50
84909468	01/28/2025	X			MIDCON	MID-CON MANAGEMENT LLC	9,500.00
84909469	01/28/2025	X			INDUSTRYSP	Industry Specific Solutions	4,498.00
84909470	01/28/2025	X			BISTCOR	BIST / Cornerstones of Care	13,500.00
84938103	01/31/2025	X			NOVA	NOVA CENTER	6,000.00
84938104	01/31/2025	X			OPERBREAK	OPERATION BREAKTHROUGH	114,614.44
84938105	01/31/2025	X			UPPERROOM	UPPER ROOM, INC.	269,571.73
84938106	01/31/2025	X			MCREALTY	MC REALTY GROUP, LLC	225.54
84938328	01/31/2025	X			NORTHEAST	NORTHEAST NEWS	360.00
84938329	01/31/2025	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	40.00
84938849	01/31/2025	X			AMAZON	AMAZON	38.00
84938850	01/31/2025	X			LEWILAK	LAKESHIA LEWIS	149.16
84938851	01/31/2025	X			RWI	Real World Initiatives	72,176.35
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Grand Total:					Void Total:	0.00	Total without Voids: 1,178,737.67

Coversheet

Monthly Budget Update

Section:

Item:

Purpose:

Submitted by:

Related Material:

IV. Finance

B. Monthly Budget Update

FYI

CCS - Monthly Presentation - January 2025.pptx



Crossroads Charter Schools

January 2025 Financials

PREPARED **FEB'25** BY



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

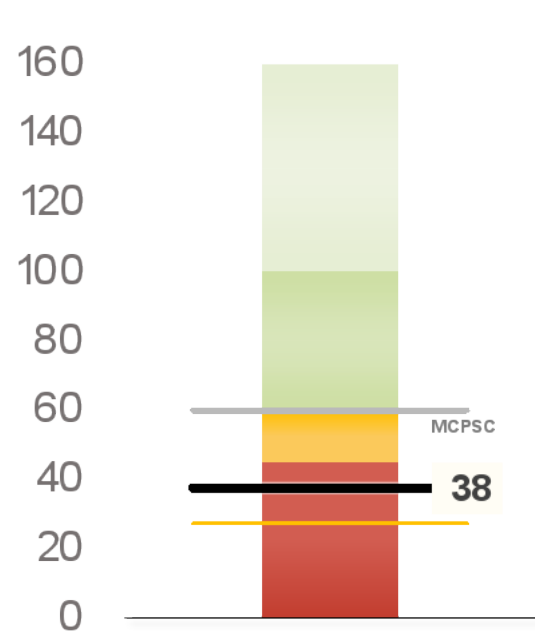
Executive Summary

- Year end financials are projected to exceed budget by \$736k, with an anticipated Net Operating Income of \$934k.
- Forecast Improvement: The annual forecast has improved by \$452k compared to last month.
- State Revenue Increase: Driven by the Per WADA rate and MOScholars funding.
- Program Adjustments: Summer School Vendor payments and Transportation have been revised upward.
- FY26 budgeting: The budgeting process is underway, prioritizing a sustainable fund balance.

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

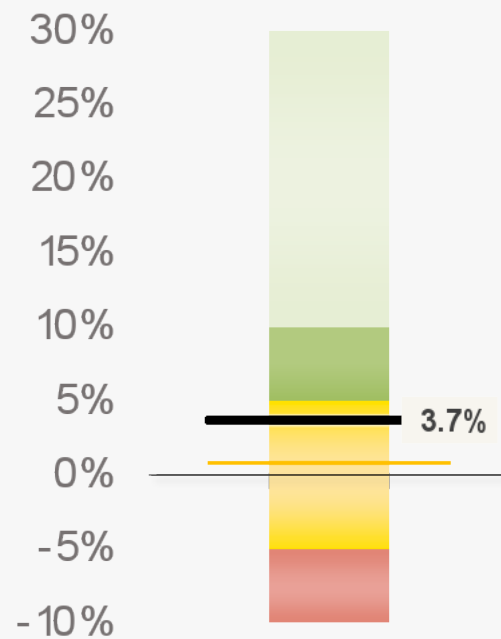


38 DAYS OF CASH AT YEAR'S END

The school will end the year with 38 days of cash. This is below the recommended 60 days, and 6 more day(s) than last month

Gross Margin

Revenue less expenses, divided by revenue

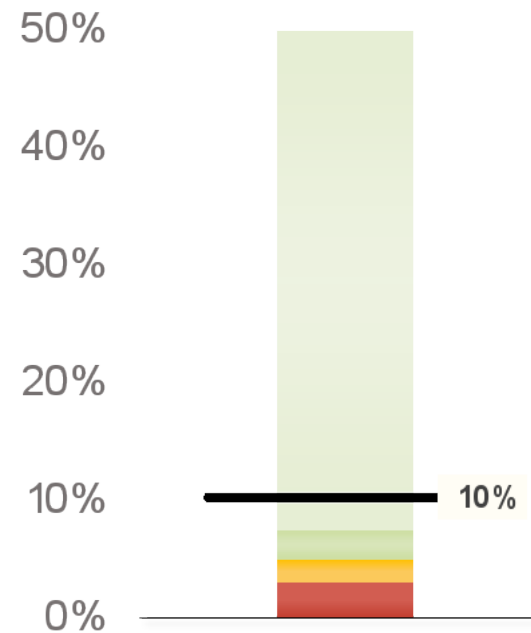


3.7% GROSS MARGIN

The forecasted net income is \$934k, which is \$737k above the budget. It yields a 3.7% gross margin.

Fund Balance %

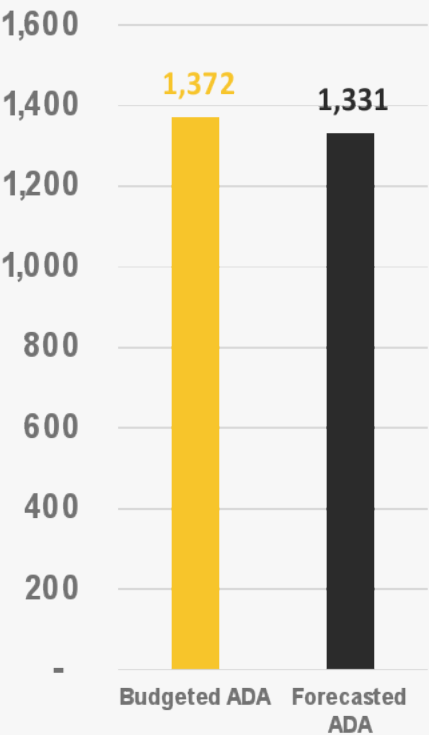
Forecasted Ending Fund Balance / Total Expenses



10.24% AT YEAR'S END

The school is projected to end the year with a fund balance of \$2,493,039. Last year's fund balance was \$1,559,194.

Student Expectations



The school now forecasts 1331 ADA for SY24-25. The budget target was 1372.

\$1.3M More Per-Pupil Funding Than Expected

	Current Forecast	SY24-25 Budget	Difference	Financial Gain / (Loss)
Enrollment	1039	1069	-30	
Attendance	88.1%	85.7%	2.4%	
Total ADA	1331	1372	-41	
Regular Term PK	10	10	0	9k
Regular Term K-12	877	897	-20	550k
Summer	443	464	-21	137k
FRL Count	605	482	123	
FRL Weight	96	64	32	483k
IEP Count	129	132	-3	
IEP Weight	0	0	0	
LEP Count	112	105	7	
LEP Weight	51	46	5	102k
WADA	1477	1481	-4	
Per WADA Payment	\$13,358	\$12,443	\$915	
State Aid	\$19.5M	\$18.2M	\$1.3M	1.3m

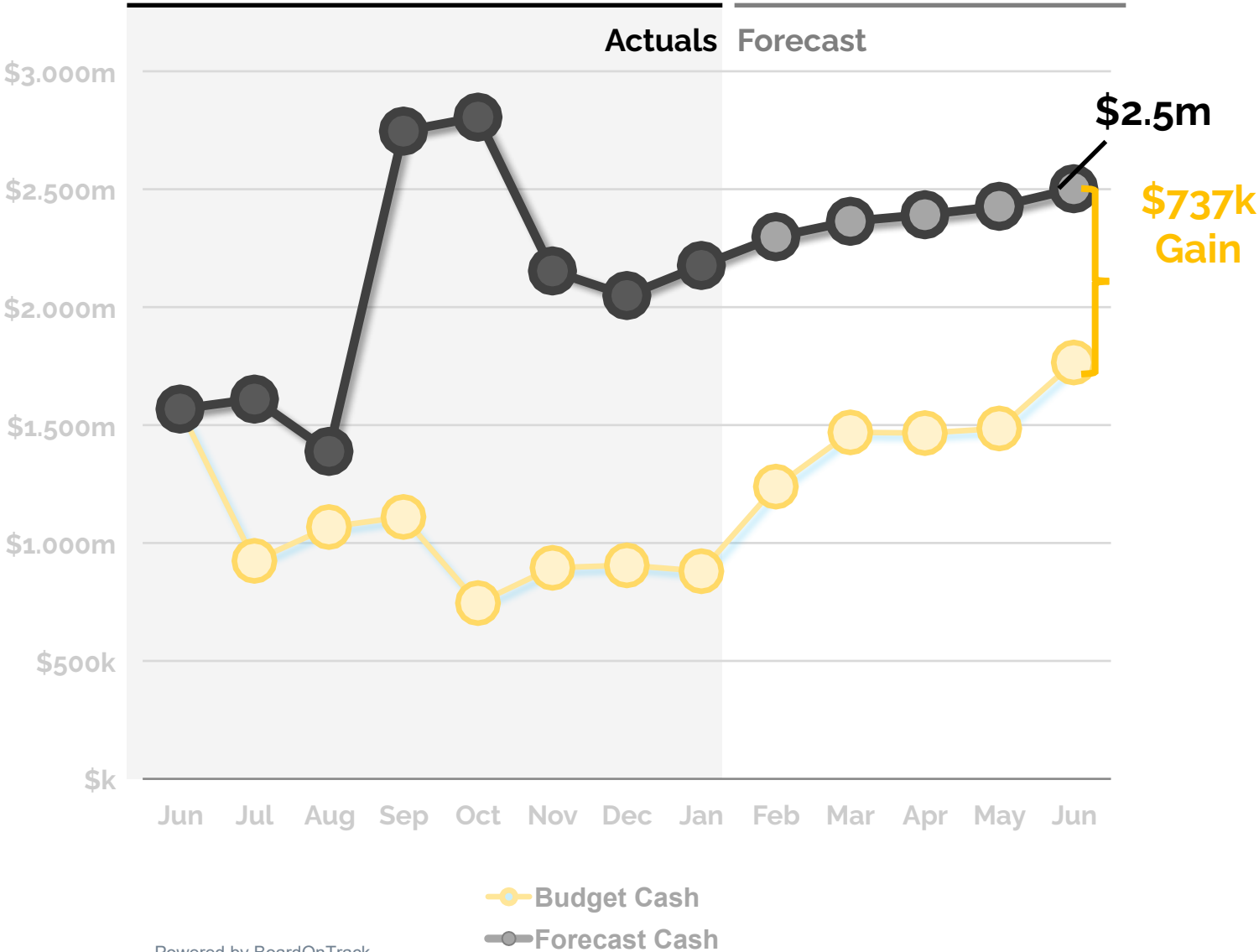
Forecast Overview



	Forecast	Budget	Variance	Variance Graphic	Comments
Revenue	\$25.3m	\$23.8m	\$1.5m		State & Federal revenue exceeds the budget by over \$1.7m. Fundraising was adjusted to a \$990k, with 50% remaining to collect
Expenses	\$24.3m	\$23.6m	-\$756k		Summer School vendor expense increased to reflect ADA.
Net Income	\$934k	\$197k	\$737k		

38 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$2.5m**, **\$737k** above budget.



Key Forecast Changes This Month (1/2)



The January forecast **increased** the year-end cash expectation by \$453k. Key revenue changes:

Annual Change	Category	Impact On Cash
630,696 more cash	State Revenue Per WADA rate increased, add MO Scholars	

Key Forecast Changes This Month (2/2)

The January forecast **increased** the year-end cash expectation by \$453k. Key expense changes:

<i>Annual Change</i>	<i>Category</i>	<i>Impact On Cash</i>
160,522 less cash	Student Expense, Direct Summer School	\$161k
15,451 less cash	Transportation Additional transportation monitors	\$15k



QUESTIONS?

Please contact your EdOps Finance Team:

Anne Nichols

anichols@ed-ops.com

816-985-5144

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	Actual	Budget	Variance	Forecast	Budget	Variance	Remaining	Rem %
Revenue								
Local Revenue	1,291,341	1,199,498	91,844	2,086,991	2,104,101	(17,110)	795,650	38%
State Revenue	11,745,190	9,963,341	1,781,849	20,535,001	19,004,361	1,530,641	8,789,811	43%
Federal Revenue	705,100	746,981	(41,881)	1,595,039	1,435,601	159,437	889,939	56%
Private Grants and Donations	498,567	960,000	(461,433)	990,000	1,200,000	(210,000)	491,433	50%
Earned Fees	54,793	15,750	39,043	61,202	31,500	29,702	6,409	10%
Total Revenue	14,294,992	12,885,570	1,409,422	25,268,233	23,775,563	1,492,671	10,973,241	①
Expenses								
Salaries	5,174,538	5,418,513	243,974	8,904,659	9,285,321	380,661	3,730,121	42%
Benefits and Taxes	1,624,897	1,676,473	51,576	2,810,430	2,873,953	63,523	1,185,533	42%
Staff-Related Costs	112,412	58,855	(53,556)	138,427	100,895	(37,532)	26,015	19%
Rent	92,942	103,139	10,197	165,900	165,900	0	72,958	44%
Occupancy Service	923,652	905,440	(18,212)	1,661,563	1,552,183	(109,380)	737,911	44%
Student Expense, Direct	3,817,769	3,537,535	(280,234)	6,604,774	6,064,346	(540,428)	2,787,005	42%
Student Expense, Food	232,917	300,390	67,473	600,806	600,780	(26)	367,889	61%
Office & Business Expense	622,735	523,642	(99,093)	960,324	898,814	(61,510)	337,590	35%
Transportation	808,964	781,850	(27,114)	2,015,083	1,563,700	(451,383)	1,206,119	60%
Total Ordinary Expenses	13,410,825	13,305,836	(104,989)	23,861,966	23,105,892	(756,075)	10,451,141	44%
Interest	275,932	275,580	(352)	472,423	472,423	0	196,491	42%
Total Extraordinary Expenses	275,932	275,580	(352)	472,423	472,423	0	196,491	42%
Total Expenses	13,686,757	13,581,416	(105,340)	24,334,389	23,578,315	(756,075)	10,647,633	②
Net Income	608,235	(695,847)	1,304,082	933,844	197,248	736,596	325,609	③
Cash Flow Adjustments	172	-	172	0	-	0	(172)	④
Change in Cash	608,407	(695,847)	1,304,254	933,844	197,248	736,596	325,437	⑤

① REVENUE: \$1.5M AHEAD

② EXPENSES: \$756K BEHIND

③ NET INCOME: \$737K ahead

Income Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
Revenue													
Local Revenue	238,938	215,626	164,644	157,575	222,048	134,451	158,059	159,130	159,130	159,130	159,130	159,130	2,086,991
State Revenue	1,156,527	1,171,110	2,611,928	1,843,057	1,645,921	1,525,656	1,790,991	1,838,359	1,737,416	1,737,416	1,739,204	1,737,416	20,535,001
Federal Revenue	44,422	58,332	106,413	99,457	63,609	205,524	127,342	162,214	200,129	162,214	162,214	203,170	1,595,039
Private Grants and Donations	5,917	253	44,467	92,660	187,028	104,414	63,829	98,287	98,287	98,287	98,287	98,287	990,000
Earned Fees	5,812	6,779	18,626	12,160	4,870	4,132	2,414	1,282	1,282	1,282	1,282	1,282	61,202
Total Revenue	1,451,616	1,452,100	2,946,079	2,204,910	2,123,476	1,974,177	2,142,634	2,259,271	2,196,243	2,158,328	2,160,116	2,199,284	25,268,233
Expenses													
Salaries	721,143	729,121	740,334	746,966	738,408	753,432	745,135	746,024	746,024	746,024	746,024	746,024	8,904,659
Benefits and Taxes	215,311	243,437	228,193	238,611	234,899	229,423	235,022	239,282	239,282	239,500	233,620	233,850	2,810,430
Staff-Related Costs	4,364	25,264	3,433	61,955	5,235	7,953	4,208	5,203	5,203	5,203	5,203	5,203	138,427
Rent	17,289	2,182	13,069	22,692	2,823	13,147	21,739	14,592	14,592	14,592	14,592	14,592	165,900
Occupancy Service	68,972	197,315	161,659	110,830	122,558	103,379	158,939	147,582	147,582	147,582	147,582	147,582	1,661,563
Student Expense, Direct	287,240	303,401	186,456	703,259	1,223,899	505,199	608,315	557,401	557,401	557,401	557,401	557,401	6,604,774
Student Expense, Food	7,885	0	48,354	38,958	46,051	51,083	40,586	73,578	73,578	73,578	73,578	73,578	600,806
Office & Business Expense	60,308	160,291	71,503	98,064	58,333	111,658	62,578	73,518	66,018	66,018	66,018	66,018	960,324
Transportation	0	0	55,276	193,953	211,026	242,747	105,962	241,224	241,224	241,224	241,224	241,224	2,015,083
Total Ordinary Expenses	1,382,513	1,661,011	1,508,277	2,215,288	2,643,231	2,018,020	1,982,485	2,098,403	2,090,903	2,091,121	2,085,242	2,085,472	23,861,966
Operating Income	69,103	-208,911	1,437,802	-10,378	-519,756	-43,843	160,149	160,867	105,340	67,207	74,874	113,813	1,406,267
Extraordinary Expenses													
Interest	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,298	39,298	39,298	39,298	39,298	472,423
Total Extraordinary Expenses	39,419	39,419	39,419	39,419	39,419	39,419	39,419	39,298	39,298	39,298	39,298	39,298	472,423
Total Expenses	1,421,932	1,700,430	1,547,695	2,254,707	2,682,650	2,057,439	2,021,904	2,137,702	2,130,202	2,130,420	2,124,540	2,124,770	24,334,389
Net Income	29,684	-248,330	1,398,383	-49,797	-559,174	-83,262	120,730	121,569	66,042	27,909	35,575	74,514	933,844
Cash Flow Adjustments	12,676	26,215	-40,491	109,162	-93,017	-20,718	6,344	-34	-34	-34	-34	-34	0
Change in Cash	42,360	-222,114	1,357,892	59,365	-652,191	-103,979	127,074	121,535	66,007	27,874	35,541	74,480	933,844
Ending Cash	1,610,616	1,388,502	2,746,394	2,805,760	2,153,569	2,049,589	2,176,663	2,298,198	2,364,205	2,392,079	2,427,620	2,502,100	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	1,568,256	2,176,663	2,502,100
Accounts Receivable	1,600	0	1,600
Total Current Assets	1,569,856	2,176,663	2,503,700
Total Assets	1,569,856	2,176,663	2,503,700
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	10,662	9,234	10,662
Total Current Liabilities	10,662	9,234	10,662
Total Long-Term Liabilities	0	0	
Total Liabilities	10,662	9,234	10,662
Equity			
Unrestricted Net Assets	1,559,194	1,559,194	1,559,194
Net Income	0	608,235	933,844
Total Equity	1,559,194	2,167,430	2,493,039
Total Liabilities and Equity	1,569,856	2,176,663	2,503,700

Forecast History of June 30, 2025 Cash Balance



Source	Days of Cash at 6/30/25	Change	Description of change
Budget	27		From SY24-25Budget
Jul	26	-1	
Aug	23	-4	Salary Updates, will confirm new positions & vacancies are accounted for in n...
Sep	32	9	Updated DESE State Aid, Transportation Aid and Staffing
Oct	33	1	Updated Staff and Sub expense.
Nov	34	1	Updated State per WADA Rate to \$13k
Dec	31	-3	Additional Transportation expense; updated State Revenue with Food count.
▶ Jan	37	6	State rate increased; Summer School Exp inc
Feb			
Mar			
Apr			
May			
Jun			

Coversheet

Compensation Plans for 25-26

Section: IV. Finance
Item: C. Compensation Plans for 25-26
Purpose: Vote
Submitted by:

Related Material:

2025-2026 Compensation Philosophy 12 Month Academic Draft 2.20.2025rev.pdf
2025 - 2026 Compensation Philosophy 12 Month 12 Operations Draft (1).pdf
2025-2026 Compensation Philosophy 10 Month Draft.pdf



Crossroads Charter Schools

2025-2026 12-Month Academic 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 the academic environment 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 | Belonging

Base Compensation 12-Month Academic Model

Our 12-Month Staff Model of compensation is a salary schedule with steps assigned to each position based on their internal equity and external market factors. Movement and placement of an employee on the salary schedule is reviewed by the compensation committee and based on several factors including, but not limited to, experience, skills, individual performance, market value of the position, advancement in education level that adds value to the position, and increased job duties or responsibilities. Having or obtaining a Doctorate or Specialist degree will result in one additional step increase for the initial placement on the salary scale. Salary changes are implemented at the beginning of each fiscal year. Staff will be notified of their specific increase in advance of the effective date.

Staff members that anticipate receiving an advanced degree by September 30th which may impact their placement on the salary scale; must notify Human Resources by May 1st and provide an official transcript showing the degree conferred or the new degree must be listed on the DESE website. Salaries ranges will remain the same for future years unless notified of a different salary range.

Longevity Incentive

Longevity incentive is awarded as staff begins the school year corresponding to the level below (e.g., the \$1,000 additional pay is awarded to staff who are starting their 3rd school year with CCS).

3 Years = \$1,000 | 4-7 Years = \$2,000 | 8-10 Years = \$3,000 | 11+ Years = \$4,000

12 Month Academic Scale				
Step	Asst			
	Dean	Principal	Principal	Director
0	\$74,000	\$82,500	\$90,000	\$92,000
1	\$75,500	\$84,000	\$91,500	\$93,500
2	\$77,000	\$85,500	\$93,000	\$95,000
3	\$78,500	\$87,000	\$94,500	\$96,500
4	\$80,000	\$88,500	\$96,000	\$98,000
5	\$81,500	\$90,000	\$97,500	\$99,500
6	\$83,000	\$91,500	\$99,000	\$101,000
7	\$84,500	\$93,000	\$100,500	\$102,500
8	\$86,000	\$94,500	\$102,000	\$104,000
9	\$87,500	\$96,000	\$103,500	\$105,500
10	\$89,000	\$97,500	\$105,000	\$107,000
11	\$90,500	\$99,000	\$106,500	\$108,500
12	\$92,000	\$100,500	\$108,000	\$110,000
13	\$93,500	\$102,000	\$109,500	\$111,500
14	\$95,000	\$103,500	\$111,000	\$113,000
15	\$96,500	\$105,000	\$112,500	\$114,500
16	\$98,000	\$106,500	\$114,000	\$116,000
17	\$99,500	\$108,000	\$115,500	\$117,500
18	\$101,000	\$109,500	\$117,000	\$119,000
19	\$102,500	\$111,000	\$118,500	\$120,500
20	\$104,000	\$112,500	\$120,000	\$122,000
21	\$105,500	\$114,000	\$121,500	\$123,500
22	\$107,000	\$115,500	\$123,000	\$125,000
23	\$108,500	\$117,000	\$124,500	\$126,500
24	\$110,000	\$118,500	\$126,000	\$128,000
Secondary Principal and Secondary Assistant Principal base pay begins at step 5				

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 four 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 HSA or Spira Care EPO ▪ 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>	~\$6,900
<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>	\$370
<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>	\$90
<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>	~\$130
<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>	~\$150
<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>	~\$10,150
<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 differences based on options elected. These costs are based on the 24/25 school year.</p>	~\$18,209

Paid Time Off

Crossroads Charter Schools also prides itself on the high-quality educational opportunities for our students. This standard 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.

12-Month Academic 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	\$2,389
Sick Time	66 Hours	\$2,389
Holidays	81 Hours	\$2,932
Vacation Time	135 hours	\$4,886
Total	348 hours	\$13,139

*Dollar amounts based on average salary per hour (8.5 hours per day for a total of 2,210 hours)

Culture

We believe that a 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

Salary scales will remain the same for future years unless notified with a different scale. Based on the budget, you may continue to move through the plan with your additional years of experience and education. Once you get to the maximum step; you will remain at that step. The most current plan will be posted online.

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.



Crossroads Charter Schools

2025-2026 Compensation Philosophy

12-Month Operations/C-Suite Staff Model

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 PreK-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 | Belonging

Base Compensation 12-Month Operations/C-Suite 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, education and individual performance.

Central Office Model				
Range	Min	Mid	Max	Positions
1	\$39,726	\$45,685	\$51,644	Admin Assistant
2	\$48,489	\$55,762	\$63,036	Executive Asst/Coordinator
3	\$68,826	\$82,591	\$96,356	Dean/Manager
4	\$88,641	\$106,369	\$124,097	Director
5	\$113,599	\$147,678	\$181,758	C-Suite/Executive

Movement of an employee in the salary range is reviewed by the compensation committee and based on several factors including, but not limited to, market value of the position, advancement in education level that adds value to the position, and increased job duties or responsibilities. Salary changes are implemented at the beginning of each fiscal year. *Staff will be notified of their specific increase in advance of the effective date. Salaries ranges will remain the same for future years unless notified of a different salary range*

Longevity Incentive

Longevity incentive is awarded as staff begins the school year corresponding to the level below (e.g., the \$1,000 additional pay is awarded to staff who are starting their 3rd school year with CCS).

3 Years = \$1,000 | 4-7 Years = \$2,000 | 8-10 Years = \$3,000 | 11+ Years = \$4,000

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 four 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 HSA or Spira Care EPO ▪ 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>	~\$6,900
<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>	\$370
<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>	\$90
<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>	\$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>	~\$126
<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>	~\$120
<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>	~\$9,735
<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 differences based on options elected. These costs are based on the 24/25 school year.</p>	~\$17,840

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	\$2,303
Sick Time	66 Hours	\$2,303
Holidays	81 Hours	\$2,886
Vacation Time	135 hours	\$4,711
Total	348 hours	\$12,203

*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 2,206.5 hours)

Culture

We believe that a 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

Salaries ranges will remain the same for future years unless notified with different ranges. Based on the budget, you may continue to move through the range based on several factors including, but not limited to, market value of the position, advancement in education level that adds value to the position, and increased job duties or responsibilities. The most current plan will be posted online.

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.



Crossroads Charter Schools

10-Month 2025-2026 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
- Belonging

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	\$58,834	\$67,510	\$72,069
16	\$48,299	\$59,856	\$69,036	\$73,489
17	\$49,049	\$60,878	\$70,059	\$74,940
18	\$49,799	\$61,901	\$71,082	\$76,423
19	\$50,549	\$62,924	\$72,105	\$77,987
20	\$51,299	\$63,947	\$73,598	\$79,588
21	\$52,049	\$64,970	\$75,126	\$81,206
22	\$52,799	\$65,993	\$76,495	\$82,812
23	\$53,549	\$67,016	\$77,895	\$84,252
24	\$54,299	\$68,039	\$79,704	\$85,765
25	\$55,049	\$69,062	\$80,614	\$86,869
26	\$55,799	\$70,085	\$81,637	\$87,892
27	\$56,549	\$71,108	\$82,660	\$88,915
28	\$57,299	\$72,131	\$83,683	\$89,938
29	\$58,049	\$73,154	\$84,706	\$90,961
30	\$58,799	\$74,177	\$85,729	\$91,984
31	\$59,549	\$75,200	\$86,752	\$93,007
32	\$60,299	\$76,223	\$87,775	\$94,030
33	\$61,049	\$77,246	\$88,798	\$95,053
34	\$61,799	\$78,269	\$89,821	\$96,076
35	\$62,549	\$79,292	\$90,844	\$97,099

Additional Pay *	
Certification/Skill/Training	Amount
Math/Science Cert (7-12)/ELL/SPED	\$1,000
Instructional Coach	\$7,000
3 Years with CCS	\$1,000
4-7 Years Contract with CCS	\$2,000
8-10 Years with CCS	\$3,000
11+ Years with CCS	\$4,000

Longevity incentive is awarded as staff begins the school year corresponding to the level above (e.g., the \$1,000 additional pay is awarded to staff who are starting their 3rd school year with CCS).

*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 Head Coach	\$3,000 annually
Middle School Assistant Coach	\$2,500 annually
High School Head Coach	\$3,500-\$6,000 annually
High School 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 must be approved in advance prior to starting additional duties and Contract Amendment signed as

***For less than 30 days \$180 per full day, if 30 days or more, employee will receive a new contract.

Staff members are placed on the step commensurate with their years of experience. All salary changes take place at the beginning of the next fiscal year. Staff members that anticipate receiving an advanced degree by September 30th which may impact their placement on the salary scale; must notify Human Resources by May 1st and provide an official transcript showing the degree conferred or the new degree must be listed

on the DESE website. Salaries ranges will remain the same for future years unless notified of a different salary scale.

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 four 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 HSA or Spira Care EPO ▪ 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>	~\$6,900
<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>	\$370
<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>	\$90
<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>	~\$100
<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>	~\$120
<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>	~\$7,440
<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 24/25 school year.</p>	~\$15,070

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	\$2,432.50
Sick Time	66 hours	\$2,432.50
Total	132 hours	\$4,865

*Dollar amounts based on average 10-month staff salary per contract hour (189 contract days at 8.5 hours per day for a total of 1,606.5 hours)

Culture

We believe that a 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

Salary scales will remain the same for future years unless notified with a different scale. Based on the budget, you may continue to move through the plan with your additional years of experience and education. Once you get to the maximum step; you will remain at that step. The most current plan will be posted online.

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

DEI Update

Section:	V. Governance
Item:	C. DEI Update
Purpose:	FYI
Submitted by:	
Related Material:	Kehoe EO.pdf dear-colleague-letter-sffa-v-harvard-109506.pdf

EXECUTIVE ORDER 25-18

WHEREAS, the principles that all people are created equal and entitled to equal protection under the law are enshrined in the Constitutions of the United States and the State of Missouri; and

WHEREAS, all individuals should have the freedom to pursue their aspirations and participate in society without discrimination based on immutable characteristics; and

WHEREAS, in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 600 U.S. 181, 206, 230 (2023) the Supreme Court stated that the “Constitution is color blind” and “[e]liminating racial discrimination means eliminating all of it[.]”; and

WHEREAS, the State of Missouri is dedicated to the compelling governmental interest of remedying unlawful discrimination in a manner consistent with state and federal law, in that business practices within the State of Missouri should not discriminate, through disparate treatment or disparate impact, against anyone in violation of any law, executive order, rule, regulation, or judicial decision; and

WHEREAS, the State of Missouri is committed to developing and maintaining a talented workforce reflecting the citizens of Missouri and the customers which government serves; and

NOW, THEREFORE, I, MIKE KEHOE, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, hereby order the following:

- I. Color Blind and Equal Treatment:**
I hereby order all Executive agencies to comply with the principle of equal protection found in the United States and Missouri Constitutions and ensure that all rules, policies, employment practices and actions treat all persons equally.
- II. Diversity, Equity, and Inclusion (DEI) Prohibition:**
- a. I hereby order that no state funds shall be utilized by Executive agencies toward policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities that solely or primarily support diversity, equity, and inclusion initiatives, as defined in this Executive Order.
 - b. Executive agencies are prohibited from considering diversity, equity, and inclusion in their hiring decisions.
- III. Definitions:**
- a. "Diversity, equity, and inclusion" includes:
 - i. Efforts to manipulate or influence the composition of an organization based solely on race, color, ethnicity, gender identity, or sexual orientation.
 - ii. Policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities intended to promote differential treatment of, or special benefits to, individuals based solely on the factors listed under subparagraph i. above, except as authorized by state or federal law.
 - b. "Executive agency" is any administrative governmental entity created by the Missouri Constitution or statutes of this state under the executive branch, including any department, agency, board, bureau, council, commission, or committee, supported in whole or in part by state funds, any subdivision of an executive agency, and any legally designated agent of such entity.
- IV. Timelines:**
This Executive Order shall take effect immediately, and all Executive agencies shall review and take appropriate action on existing policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities within their agencies within 90 days to ensure compliance with this directive.

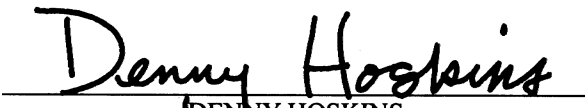


IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 18th day of February, 2025.



MIKE KEHOE
GOVERNOR

ATTEST:



DENNY HOSKINS
SECRETARY OF STATE



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

THE ACTING ASSISTANT SECRETARY

February 14, 2025

Dear Colleague:

Discrimination on the basis of race, color, or national origin is illegal and morally reprehensible. Accordingly, I write to clarify and reaffirm the nondiscrimination obligations of schools and other entities that receive federal financial assistance from the United States Department of Education (Department).¹ This letter explains and reiterates existing legal requirements under Title VI of the Civil Rights Act of 1964,² the Equal Protection Clause of the United States Constitution, and other relevant authorities.³

In recent years, American educational institutions have discriminated against students on the basis of race, including white and Asian students, many of whom come from disadvantaged backgrounds and low-income families. These institutions' embrace of pervasive and repugnant race-based preferences and other forms of racial discrimination have emanated throughout every facet of academia. For example, colleges, universities, and K-12 schools have routinely used race as a factor in admissions, financial aid, hiring, training, and other institutional programming. In a shameful echo of a darker period in this country's history, many American schools and universities even encourage segregation by race at graduation ceremonies and in dormitories and other facilities.

¹ Throughout this letter, "school" is used generally to refer to preschool, elementary, secondary, and postsecondary educational institutions that receive federal financial assistance from the Department.

² Title VI provides that: "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." 42 U.S.C. § 2000d, *et seq.*; 34 C.F.R. § 100, *et seq.*

³ This document provides significant guidance under the Office of Management and Budget's Final Bulletin for Agency Good Guidance Practices, 72 Fed. Reg. 3432 (Jan. 25, 2007). This guidance does not have the force and effect of law and does not bind the public or create new legal standards. This document is designed to provide clarity to the public regarding existing legal requirements under Title VI, the Equal Protection Clause, and other federal civil rights and constitutional law principles. If you are interested in commenting on this guidance, please email your comment to OCR@ed.gov or write to the following address: Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, D.C. 20202. For further information about the Department's guidance processes, please visit the Department's webpage [here](#).

400 MARYLAND AVE. S.W., WASHINGTON, DC 20202-1100
www.ed.gov

Educational institutions have toxically indoctrinated students with the false premise that the United States is built upon “systemic and structural racism” and advanced discriminatory policies and practices. Proponents of these discriminatory practices have attempted to further justify them—particularly during the last four years—under the banner of “diversity, equity, and inclusion” (“DEI”), smuggling racial stereotypes and explicit race-consciousness into everyday training, programming, and discipline.

But under any banner, discrimination on the basis of race, color, or national origin is, has been, and will continue to be illegal.

The Supreme Court’s 2023 decision in *Students for Fair Admissions v. Harvard*⁴ (*SFFA*), which clarified that the use of racial preferences in college admissions is unlawful, sets forth a framework for evaluating the use of race by state actors and entities covered by Title VI. The Court explained that “[c]lassifying and assigning students based on their race” is lawful only if it satisfies “strict scrutiny,” which means that any use of race must be narrowly tailored—that is, “necessary”—to achieve a compelling interest.⁵ To date, the Supreme Court has recognized only two interests as compelling in the context of race-based action: (1) “remediating specific, identified instances of past discrimination that violated the Constitution or a statute”; and (2) “avoiding imminent and serious risks to human safety in prisons, such as a race riot.”⁶ Nebulous concepts like racial balancing and diversity are not compelling interests. As the Court explained in *SFFA*, “an individual’s race may never be used against him” and “may not operate as a stereotype” in governmental decision-making.⁷

Although *SFFA* addressed admissions decisions, the Supreme Court’s holding applies more broadly. At its core, the test is simple: If an educational institution treats a person of one race differently than it treats another person because of that person’s race, the educational institution violates the law. Federal law thus prohibits covered entities from using race in decisions pertaining to admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life. Put simply, educational institutions may neither separate or segregate students based on race, nor distribute benefits or burdens based on race.

Although some programs may appear neutral on their face, a closer look reveals that they are, in fact, motivated by racial considerations.⁸ And race-based decision-making, no matter the form, remains impermissible. For example, a school may not use students’ personal essays, writing samples, participation in extracurriculars, or other cues as a

⁴ *Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.*, 600 U.S. 181 (2023).

⁵ *Id.* at 207.

⁶ *Ibid.*

⁷ *Id.* at 218.

⁸ *Village of Arlington Heights v. Metro. Hous. Dev. Corp.*, 429 U.S. 252, 265 (1977).

means of determining or predicting a student's race and favoring or disfavoring such students.⁹

Relying on non-racial information as a proxy for race, and making decisions based on that information, violates the law. That is true whether the proxies are used to grant preferences on an individual basis or a systematic one. It would, for instance, be unlawful for an educational institution to eliminate standardized testing to achieve a desired racial balance or to increase racial diversity.

Other programs discriminate in less direct, but equally insidious, ways. DEI programs, for example, frequently preference certain racial groups and teach students that certain racial groups bear unique moral burdens that others do not. Such programs stigmatize students who belong to particular racial groups based on crude racial stereotypes. Consequently, they deny students the ability to participate fully in the life of a school.¹⁰

The Department will no longer tolerate the overt and covert racial discrimination that has become widespread in this Nation's educational institutions. The law is clear: treating students differently on the basis of race to achieve nebulous goals such as diversity, racial balancing, social justice, or equity is illegal under controlling Supreme Court precedent.

All students are entitled to a school environment free from discrimination. The Department is committed to ensuring those principles are a reality.

This letter provides notice of the Department's existing interpretation of federal law. Additional legal guidance will follow in due course. The Department will vigorously enforce the law on equal terms as to all preschool, elementary, secondary, and postsecondary educational institutions, as well as state educational agencies, that receive financial assistance.

The Department intends to take appropriate measures to assess compliance with the applicable statutes and regulations based on the understanding embodied in this letter beginning no later than 14 days from today's date, including antidiscrimination requirements that are a condition of receiving federal funding.

All educational institutions are advised to: (1) ensure that their policies and actions comply with existing civil rights law; (2) cease all efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends; and (3) cease all reliance on third-party contractors, clearinghouses, or aggregators that are being used by institutions in an effort to circumvent prohibited uses of race.

⁹ *Students for Fair Admissions*, 600 U.S. at 230 (“[U]niversities may not simply establish through application essays or other means the regime we hold unlawful today.”).

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Institutions that fail to comply with federal civil rights law may, consistent with applicable law, face potential loss of federal funding.

Anyone who believes that a covered entity has unlawfully discriminated may file a complaint with OCR. Information about filing a complaint with OCR, including a link to the online complaint form, is available [here](#).

Thank you in advance for your commitment to providing our Nation's students with an educational environment that is free of race, color, or national origin discrimination.

Sincerely,

/s/

Craig Trainor
Acting Assistant Secretary for Civil Rights
United States Department of Education