



Crossroads Charter Schools

Crossroads Monthly Board Meeting

Date and Time

Monday January 26, 2026 at 5:00 PM CST

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Call the Meeting to Order		Spark Bookhart	
B. Record Attendance		Spark Bookhart	1 m
C. Approve Meeting Agenda	Vote	Spark Bookhart	1 m
D. Approve Minutes	Approve Minutes	Spark Bookhart	1 m
Approve minutes for Crossroads Monthly Board Meeting on December 18, 2025			
II. Public Forum			5:03 PM
A. Public Comments	FYI	Spark Bookhart	10 m
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. Closed Session			5:13 PM

	Purpose	Presenter	Time
A. Closed Session Closed Session Pursuant RSMo Section 610.021(3)	Discuss	Spark Bookhart	40 m
IV. School Spotlight			5:53 PM
A. Special Education Dustin King, CCS Director of Special Education will share information about our program	FYI	Dustin King	10 m
V. Finance			6:03 PM
A. November and December Check Register	Vote	Jillian Linn	3 m
B. November and December Financials and Budget Update	Discuss	Latresse Yarbough	10 m
C. Bank Resolution for Commercial Interest Sweep Account	Vote	Latresse Yarbough	5 m
D. Compensation Plans for FY27	FYI	Tysie McDowell	5 m
VI. Governance			6:26 PM
A. Strategic Plan	Vote	Tysie McDowell	5 m
B. School Calendar 2026-2027	Vote	Tysie McDowell	5 m
VII. Closing Items			6:36 PM
A. Adjourn Meeting	Vote	Spark Bookhart	1 m

Coversheet

Approve Minutes

Section: I. Opening Items
Item: D. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Crossroads Monthly Board Meeting on December 18, 2025

APPROVED



Crossroads Charter Schools

Minutes

Crossroads Monthly Board Meeting

Date and Time

Thursday December 18, 2025 at 2:00 PM

Trustees Present

C. Mitchell (remote), D. Charity (remote), J. Linn (remote), J. Schwartz (remote), J. Williams (remote), P. Hardwick (remote), S. Bookhart (remote), W. King (remote)

Trustees Absent

L. Weekly

Guests Present

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

I. Opening Items

A. Call the Meeting to Order

S. Bookhart called a meeting of the board of trustees of Crossroads Charter Schools to order on Thursday Dec 18, 2025 at 2:07 PM.

B. Record Attendance

C. Approve Meeting Agenda

J. Williams made a motion to Approve Meeting Agenda.

P. Hardwick seconded the motion.

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

D. Approve Minutes

J. Williams made a motion to approve the minutes from Crossroads Monthly Board Meeting on 11-17-25.

P. Hardwick seconded the motion.

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

II. Finance

A. FY 2025 Audit: Review and Approval

P. Hardwick made a motion to Approve the FY 2025 Audit.

C. Mitchell seconded the motion.

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

III. Governance

A. Closed Session

J. Williams made a motion to Go into closed session pursuant to RSMo § 610.021(3).

J. Linn seconded the motion.

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

Roll Call

P. Hardwick Aye

W. King Aye

J. Schwartz Aye

J. Williams Aye

S. Bookhart Aye

C. Mitchell Aye

D. Charity Aye

L. Weekly Absent

J. Linn Aye

IV. Closing Items

A. Adjourn Meeting

J. Linn made a motion to Adjourn the meeting.

C. Mitchell 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 3:00 PM.

Respectfully Submitted,

T. McDowell

Coversheet

Special Education

Section: IV. School Spotlight
Item: A. Special Education
Purpose: FYI
Submitted by:
Related Material: Board Meeting_ CCS Special Education at a Glance 25-26.pdf

DESE File Review Process

Crossroads 2025-26



Crossroads Charter Schools

Tiered Monitoring

DESE places all schools into a Tiered Monitoring system to monitor compliance. This means schools go through a 3 year cycle:

Year 1- File Review

Year 2- File Corrections

Year 3- Maintenance (as long as all corrections were made in year 2)



Crossroads Charter Schools

Tiered Monitoring

We are in our Year 1 Rotation this year. This means:

DESE will review a percentage of our files falling in these categories:

Initial Evaluation with assessments

Re-Evaluation with assessments

Outside Placements

Transition IEPs

IEPs attached to all of these evaluations to ensure compliance and connection with evaluation



Crossroads Charter Schools

Tiered Monitoring

Files will be selected from the 2024-25 and 2025-26 school year.

DESE administrators will review the files alongside a rubric to determine if the IEP/Eval meets the requirements set forth in the Missouri State Plan

Any indicators not in compliance will be 'Called Out' and require the district to remedy the indicator as well as complete 5 new files showing the indicator has been completed correctly during the 2026-27 school year.

Our last file review stats 2022-23:

290 indicators reviewed

284 indicators marked compliant

6 indicators marked out of compliance = 6 corrections and 30 indicators reviewed in 2023-24

30 reviewed indicators marked compliant



Crossroads Charter Schools

Crossroads Special Education

2025-26: By the numbers



Crossroads Charter Schools

District Overview

2022-23	2023-24	2024-25	2025-26
October Count	October Count	October Count	October Count
Total Students with Active IEPs: 106	Total Students with Active IEPs: 130	Total Students with Active IEPs: 139	Total Students with Active IEPs: 151
February Count			
Total Students with Active IEPs: 136			



Crossroads Charter Schools

Special Education Realities

During the 2025-26 school year, Crossroads enrollments have included 34 new students with IEP services while only 11 transferred out or graduated.

This increase was felt on all 3 campuses and did not account for any new students who need evaluations during this school year.

We are a public charter school and therefore, we strive to support all students who enroll in our district for 2 reasons:

1. We believe that ALL students deserve the opportunity to thrive
2. We have a legal obligation to enroll students without discriminating based on disability status



Crossroads Charter Schools

CPA

Total Students with IEPs: 51

Programs:

MS RISE, MS Mild/Mod, HS RISE, HS Mild/Mod

Service Providers:

2 MS Teachers, 3 HS Teachers, 1 Paraprofessional, .25 SLP



Crossroads Charter Schools

Central Street

Total Students with IEPs: 60

Programs:

Elem. RISE, Elem. SHINE, Elem Mild/Mod

+Elementary Moderate Needs

Service Providers:

1 RISE Teacher, 1 SHINE Teacher, 3 Mild/Mod Teachers, 1 SLP, 4 Paraprofessionals

+1 Moderate Needs Teacher

Quality Hill

Total Students with IEPs: 33

Programs:

Elem. Mild/Mod

Service Providers:

2 Mild/Mod Teachers, .75 SLP

Increase in Whole Child Supports

Services should be offered in the child’s Least Restrictive Environment (LRE). LRE is measured by the amount of time the student is pulled out of their general education classroom to receive special education services. LRE is broken down into 3 categories within most IEPs:

1. Inside the general education classroom greater than 80% of the day (LRE 1)
2. Inside the general education classroom between 40-79% of the day (LRE 2)
3. Inside the general education classroom less than 40% of the day (LRE 3)

Year	LRE 1	LRE 2	LRE 3
2022-23	72%	20%	1.5%
2023-24	71%	20%	3%
2024-25	64%	24%	5%
2025-26	61%	32%	7%



Crossroads Charter Schools

Caseload Calculation

Crossroads is striving to create inclusive schools through meaningful inclusive practices and managing special education resources across a continuum of services. This requires a flexible tool to ensure staff have a manageable caseload of students they service.

These are all considered when determining staffing needs:

Total number of students

Grade levels serviced

Type of Service (push in vs. resource)

Location of Service (resource vs. specialized program)

Class requirements (CPA Only)



Crossroads Charter Schools

Problem Solving

During the 1st semester, the special education team, along with Karis, worked to identify common trends across the district in order to best address the increase in need. Some of these trends emerged:

- Elementary service providers were impacted most due to the service delivery model
- We continue to receive enrollments for students who would traditionally be considered for RISE or SHINE, but we do not have unlimited spaces in those classrooms



Current and New students have emerged who need more moderate levels of service

Crossroads Charter Schools

Proposed Solution

We are creating a new position to provide services to moderate level students. This service delivery will mirror what students experience at the secondary level and will target students in our intermediate grades (3-6).

- This will give us a chance to reduce pressure in our specialized programs for students who may not fit all the criteria of the program
- This will reduce pressure on our mild/moderate service providers who are mixing grade level groups to best meet the needs of some students
- This will begin at the start of 2nd semester (January 20th)



Crossroads Charter Schools

Student Profile

This service provider will function similarly to the middle/high school setting where they provide the core content instruction to the students in their classroom. This will best serve the needs of our students who require significant modifications to access the classroom curriculum in their grade levels but who do not show the need for additional supports that are available in the RISE or SHINE spaces.

Current IEP case managers are working to identify students with a rating scale who may be a candidate for this service plan.



Crossroads Charter Schools

Questions?



Crossroads Charter Schools

Placement Counts as of 8/21/23	Students	Percentage
K-12 Inside Regular Class at least 80%	87	67%
K-12 Inside Regular Class 40-79%	35	27%
K-12 Inside Regular Class less than 40%	2	1%
K-12 Private Separate Day School	6	5%



Crossroads Charter Schools

Primary Disability Counts

Disabilities not listed here have
0 current students:

Orthopedic Impairment
Deaf/Blindness
Traumatic Brain Injury

Intellectual Disability	11
Emotional Disturbance	8
Visual Impairment	1
Hearing Impairment	1
Specific Learning Disability	49
Other Health Impairment	26
Multiple Disabilities	2
Autism	14
YCDD	6
Language Impairment	13
Speech Impairment	8



Crossroads Charter Schools

Coversheet

November and December Check Register

Section: V. Finance
Item: A. November and December Check Register
Purpose: Vote
Submitted by:
Related Material: December check register.pdf
Nov 2025 CCS CheckRegisterbyType.pdf

Crossroads Charter Schools

Check Register by Type

Page: 2

01/08/2026 1:29 PM

Posted; Journal Code CD; Processing Month 12/2025

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87116655	12/09/2025	X			RSC	RSC	1,050.00
87116656	12/09/2025	X			GAMEONE	GAME ONE	2,401.02
87116657	12/09/2025	X			BILLELDER	Bill Elder Creative LLC	2,639.20
87116658	12/09/2025	X			BILLELDER	Bill Elder Creative LLC	3,767.20
87116659	12/09/2025	X			MYBRIDGE	MY BRIDGE	200.00
87116660	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116661	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116662	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116663	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116664	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116665	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116666	12/09/2025	X			PLAZAACADE	THE PLAZA ACADEMY	1,050.00
87116667	12/09/2025	X			MIDWESTSUP	MIDWEST SUPPLY, INC.	512.48
87116668	12/09/2025	X			MIDWESTSUP	MIDWEST SUPPLY, INC.	309.82
87116669	12/09/2025	X			MIDWESTSUP	MIDWEST SUPPLY, INC.	256.86
87116670	12/09/2025	X			KCURBANACA	KC Urban Academy	400.00
87116799	12/09/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	95.00
87116800	12/09/2025	X			YARDI	YARDI MARKETPLACE	743.81
87116924	12/09/2025	X			OTIS	OTIS ELEVATOR	3,062.74
87116925	12/09/2025	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	55.00
87117490	12/09/2025	X			SIGNIN	CC - SIGN IN AP* SIGN IN AP	495.00
87117491	12/09/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	904.32
87117492	12/09/2025	X			BLUESYMPH	CC - BLUE SYMPHONY LLC	1,120.00
87117493	12/09/2025	X			LANEYLISA	Lisa Laney	1,475.00
87117494	12/09/2025	X			INDUSTRYSP	Industry Specific Solutions	1,510.00
87117495	12/09/2025	X			EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	2,315.00
87117496	12/09/2025	X			PROCARE	ProCare Therapy	2,800.00
87117497	12/09/2025	X			INTEGRITY	JOSE LEOS	4,600.00
87117498	12/09/2025	X			DONALD	DONALD E MAXWELL, LLC	6,363.00
87117499	12/09/2025	X			EDOPS	EdOps	16,112.67
87117500	12/09/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	20,630.50
87117501	12/09/2025	X			AMAZON	AMAZON	79.15
87117502	12/09/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	21,663.17
87117503	12/09/2025	X			AMAZON	AMAZON	7,847.64
87162257	12/16/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	62.28
87162258	12/16/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	1,015.55
87162259	12/16/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	8.25
87162260	12/16/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	1,057.66
87162261	12/16/2025	X			ONTHEGO	On the Go Transporting LLC	740.00
87162262	12/16/2025	X			CARTROS	Rosalind Carter	180.00
87162263	12/16/2025	X			MYBRIDGE	MY BRIDGE	200.00
87162264	12/16/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	736.44
87162265	12/16/2025	X			CHILDRENS	CHILDREN'S CENTER FOR VISUALLY IMPAIRED, INC	1,194.03
87162266	12/16/2025	X			HANOVER	THE HANOVER INSURANCE CO	1,651.00
87162267	12/16/2025	X			HANOVER	THE HANOVER INSURANCE CO	3,273.00
87162268	12/16/2025	X			THYSSELEV	THYSSENKRUPP ELEVATOR CORP	434.64
87162269	12/16/2025	X			VELOCITI	Velociti Services	3,151.90
87162270	12/16/2025	X			VELOCITI	Velociti Services	3,638.64
87162271	12/16/2025	X			VELOCITI	Velociti Services	1,919.34
87162272	12/16/2025	X			VELOCITI	Velociti Services	1,748.38
87162273	12/16/2025	X			VELOCITI	Velociti Services	3,630.56
87162274	12/16/2025	X			VELOCITI	Velociti Services	300.45
87162275	12/16/2025	X			VELOCITI	Velociti Services	4,335.51
87162276	12/16/2025	X			VELOCITI	Velociti Services	538.68
87162277	12/16/2025	X			VELOCITI	Velociti Services	1,556.79
87162278	12/16/2025	X			STRATEGOS	Strategos International, L.L.C	437.50
87162279	12/16/2025	X			STRATEGOS	Strategos International, L.L.C	455.00

Crossroads Charter Schools

Check Register by Type

Page: 3

01/08/2026 1:29 PM

Posted; Journal Code CD; Processing Month 12/2025

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87162280	12/16/2025	X			AMMICRO	Vital Records	53.74
87162281	12/16/2025	X			MCC	METROPOLITAN COMMUNITY COLLEGE	363.00
87162282	12/16/2025	X			VELOCITI	Velociti Services	734.42
87162283	12/16/2025	X			VELOCITI	Velociti Services	5,986.16
87162284	12/16/2025	X			VELOCITI	Velociti Services	901.36
87162285	12/16/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	37,662.60
87162484	12/16/2025	X			YARDI	YARDI MARKETPLACE	1,498.62
87162485	12/16/2025	X			ATT	AT&T	163.75
87162486	12/16/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	95.00
87162574	12/16/2025	X			VICINITY	VICINITY/VEOLIA ENERGY	1,716.51
87162575	12/16/2025	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	934.29
87163037	12/16/2025	X			ORSHBEN	Ben Orshiso	100.00
87163038	12/16/2025	X			WALKSAR	Sarah Walker	190.00
87163039	12/16/2025	X			BADAKAR	Karen Badalucco	200.00
87163040	12/16/2025	X			LINMIC	Michelle Lin	200.00
87163041	12/16/2025	X			MUELJUL	Julia Mueller-Corrison	200.00
87163042	12/16/2025	X			SUPPLEDU	Cassandra Bruington	200.00
87163043	12/16/2025	X			HADJREB	Rebecca Hadjian	200.00
87163044	12/16/2025	X			SEIDCHE	Cheryl Seidel	200.00
87163045	12/16/2025	X			HUEYCAR	Caroline Huey	200.00
87163046	12/16/2025	X			GANNLIS	LISA GANN	200.00
87163047	12/16/2025	X			FRANNIC	Nicholas Franco	225.00
87163048	12/16/2025	X			PETTGRE	Greta Pettjohn	300.00
87163049	12/16/2025	X			WILSTRA	Tracy Wilson	375.00
87163050	12/16/2025	X			MCTYPER	Perrin McTye	1,166.67
87163051	12/16/2025	X			MACKCAS	Casey Mack	1,250.00
87163052	12/16/2025	X			ROBERTSM	MELVIN ROBERTS	1,500.00
87163053	12/16/2025	X			INDUSTRYSP	Industry Specific Solutions	1,510.00
87163054	12/16/2025	X			WASHLAK	LaKasha Washington	2,000.00
87163055	12/16/2025	X			PROCARE	ProCare Therapy	2,117.50
87163056	12/16/2025	X			EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	2,183.00
87163057	12/16/2025	X			KVC	KVC NILES	3,422.50
87163058	12/16/2025	X			UICS	UNITED INNER CITY SERVICES	7,423.41
87163059	12/16/2025	X			SHERWOOD	Sherwood Autism Center	10,743.15
87163060	12/16/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	12,609.25
87163061	12/16/2025	X			AMAZON	AMAZON	73.66
87163062	12/16/2025	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	11,576.75
87163063	12/16/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	19,868.37
87163064	12/16/2025	X			BISTCOR	BIST / Cornerstones of Care	15,300.00
87163065	12/16/2025	X			AMAZON	AMAZON	3,401.33
87301161	12/23/2025	X			EVERGY	EVERGY	2,593.79
87301162	12/23/2025	X			EVERGY	EVERGY	6,548.92
87301163	12/23/2025	X			EVERGY	EVERGY	1,313.52
87301164	12/23/2025	X			EVERGY	EVERGY	2,428.78
87301165	12/23/2025	X			EVERGY	EVERGY	5,144.80
87301166	12/23/2025	X			UNIVERSITY	UNIVERSITY OF MISSOURI-COLUMBIA AR	50.00
87301167	12/23/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	90.41
87301168	12/23/2025	X			BRIDGGI	Bridging the Gap Interpreting	150.00
87301169	12/23/2025	X			DANACOLEMA	DANA COLEMAN CONSULTING	450.00
87301170	12/23/2025	X			WWC	Western Waterproofing Company dba Great Plain	507.00
87301171	12/23/2025	X			CARTROS	Rosalind Carter	180.00
87301172	12/23/2025	X			BLACKMCDON	BLACK AND MCDONALD ELECTRIC	460.20
87301173	12/23/2025	X			MCREALTY	MC REALTY GROUP, LLC	7,551.85
87301174	12/23/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	645.00
87301175	12/23/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	20.00
87301176	12/23/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	202.50
87301177	12/23/2025	X			GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	60.83
87301178	12/23/2025	X			KCPARKREC	Kansas City Parks and Recreation	2,287.50
87301179	12/23/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	15.50

Crossroads Charter Schools

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Page: 4

01/08/2026 1:29 PM

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87301181	12/23/2025	X			KCMOTREAS	KANSAS CITY TREASURER	150.00
87301358	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
87301359	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
87301360	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	125.00
87301361	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	95.00
87301362	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	125.00
87301363	12/23/2025	X			SMITHEREEN	SMITHEREEN PEST MANAGEMENT	125.00
87301527	12/23/2025	X			PUROZONE	PUROZONE	609.20
87301528	12/23/2025	X			K12ITC	K12 ITC, INC.	16,919.37
87301530	12/23/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	6.25
87302122	12/23/2025	X			BOLDMEL	Melanie Bolden	21.75
87302123	12/23/2025	X			LINMIC	Michelle Lin	200.00
87302124	12/23/2025	X			MUELJUL	Julia Mueller-Corrison	200.00
87302125	12/23/2025	X			GANNLIS	LISA GANN	200.00
87302126	12/23/2025	X			DWONLITTL	Dwon Littlejohn	225.00
87302127	12/23/2025	X			PETTGRE	Greta Pettijohn	300.00
87302128	12/23/2025	X			DEERBRE	Breanna Deering	1,250.00
87302129	12/23/2025	X			LANEYLISA	Lisa Laney	1,475.00
87302130	12/23/2025	X			INDUSTRYSP	Industry Specific Solutions	1,510.00
87302131	12/23/2025	X			INTEGRITY	JOSE LEOS	1,590.00
87302132	12/23/2025	X			EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	2,711.00
87302133	12/23/2025	X			PROCARE	ProCare Therapy	2,800.00
87302134	12/23/2025	X			ACTFINANCE	ACT FINANCE	5,531.75
87302135	12/23/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	15,386.29
87302136	12/23/2025	X			WALKSAR	Sarah Walker	370.00
87302137	12/23/2025	X			HADJREB	Rebecca Hadjian	500.00
87302138	12/23/2025	X			ORSHBEN	Ben Orshben	500.00
87302139	12/23/2025	X			HUEYCAR	Caroline Huey	510.00
87302140	12/23/2025	X			SUPPLEDU	Cassandra Bruington	600.00
87302141	12/23/2025	X			SEIDCHE	Cheryl Seidel	800.00
87302142	12/23/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	803.05
87302143	12/23/2025	X			BADAKAR	Karen Badalucco	900.00
87302144	12/23/2025	X			AMAZON	AMAZON	660.40
87330526	12/30/2025	X			YARDI	YARDI MARKETPLACE	1,262.34
87330701	12/30/2025	X			MIDCON	MID-CON MANAGEMENT LLC	7,190.00
87330702	12/30/2025	X			VELOCITI	Velociti Services	1,152.26
87330703	12/30/2025	X			VELOCITI	Velociti Services	1,866.13
87330704	12/30/2025	X			VELOCITI	Velociti Services	5,918.23
87330705	12/30/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	101,119.18
87330706	12/30/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	26,363.82
87330707	12/30/2025	X			MIDCON	MID-CON MANAGEMENT LLC	4,270.00
87330708	12/30/2025	X			MIDCON	MID-CON MANAGEMENT LLC	6,970.00
87330813	12/30/2025	X			PUROZONE	PUROZONE	415.54
87330814	12/30/2025	X			LEXINGTON	LEXINGTON PLUMBING & HEATING CO INC	460.00
87331176	12/30/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	24.60
87331177	12/30/2025	X			AMAZON	AMAZON	444.05
87331178	12/30/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	451.00
87331179	12/30/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	482.50
87331180	12/30/2025	X			SPENCER	SPENCER FANE BRITT & BROWNE LLP	595.00
87331181	12/30/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	730.00
87331182	12/30/2025	X			PAYPOOL	PAYPOOL	1,065.20
87331183	12/30/2025	X			OGLETREE	OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.	1,141.65
87331184	12/30/2025	X			INDUSTRYSP	Industry Specific Solutions	1,510.00
87331185	12/30/2025	X			21STCENT	21ST CENTURY THERAPY, P.C.	5,592.50
87331186	12/30/2025	X			HIGENE	HI-GENE'S JANITORIAL	6,948.50
87331187	12/30/2025	X			RWI	Real World Initiatives	27,595.52
87331188	12/30/2025	X			OPERBREAK	OPERATION BREAKTHROUGH	89,854.04

Crossroads Charter Schools
01/08/2026 1:29 PM

Check Register by Type

Posted; Journal Code CD; Processing Month 12/2025

Page: 5
User ID: KATIE

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87331189	12/30/2025	X			UPPERROOM	UPPER ROOM, INC.	239,159.50
87331190	12/30/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	15,371.77
87331191	12/30/2025	X			AMAZON	AMAZON	795.11
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Crossroads Charter Schools
12/05/2025 4:48 PM

Check Register by Type

Posted; Journal Code CD; Processing Month 11/2025

Page: 1
User ID: NAFIS

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81104418	11/04/2025	X			BCBS	BLUE CROSS AND BLUE SHELD OF KANSAS CITY	108,141.63	
81104419	11/04/2025	X			QUALITY	QUALITY STAFF LEASING INC.	2,181.95	
81104420	11/30/2025	X			WEX	WEX	2,523.88	
81104421	11/13/2025	X			GOOGLEF	GOOGLE FIBER	131.30	
81104422	11/21/2025	X			GIBBSTECH	Gibbs Tech	5,949.31	
81104423	11/05/2025	X			CROSSFIRST	CROSSFIRST BANK	39,418.80	
81104424	11/04/2025	X			ACCIDENT	ACCIDENT FUND	4,364.90	
81104425	11/10/2025	X			HARTFORD	THE HARTFORD INSURANCE COMPANY	6,307.66	
81104433	11/17/2025	X			ATT	AT&T	2,245.98	
81104434	11/06/2025	X			GODADDY	DNH GO DADDY.COM	169.12	
81104445	11/06/2025	X			CROSSFIRCC	CROSSFIRST CREDIT CARD	17,869.96	
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1924	11/12/2025	X			ARDRRAM	Ramon Andrade	7,000.00
1925	11/19/2025	X			FOLLYTHEA	The Folly Theater	2,553.54
1926	11/19/2025	X			MIDCON	MID-CON MANAGEMENT LLC	4,270.00
86875225	11/04/2025	X			OMEGA	OMEGA DOOR AND HARDWARE INC.	435.07
86875226	11/04/2025	X			UNIVERSITY	UNIVERSITY OF MISSOURI-COLUMBIA AR	50.00
86875227	11/04/2025	X			CITYOFKC	CITY OF KANSAS CITY	270.00
86875228	11/04/2025	X			CARTROS	Rosalind Carter	300.00
86875229	11/04/2025	X			SHUTTERFLY	Shutterfly Lifetouch LLC	1,151.11
86875230	11/04/2025	X			INTEGRATED	Integrated Construction Solutions	2,718.13
86875231	11/04/2025	X			DANACOLEMA	DANA COLEMAN CONSULTING	2,450.00
86875232	11/04/2025	X			SYTENTIC	SYNETIC TECHNOLOGIES	1,318.00
86875233	11/04/2025	X			MCREALTY	MC REALTY GROUP, LLC	8,164.23
86875354	11/04/2025	X			YARDI	YARDI MARKETPLACE	382.34
86875355	11/04/2025	X			ATT	AT&T	163.75
86875450	11/04/2025	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	934.29
86875795	11/04/2025	X			DEFFEN	DEFFENBAUGH DISPOSAL SERV	14.05
86875796	11/04/2025	X			PEREHCORP	Peregrine Corporation	183.39
86875797	11/04/2025	X			HUEYCAR	Caroline Huey	195.00
86875798	11/04/2025	X			KROEKAT	Katie Kroeger-Chen	200.00
86875799	11/04/2025	X			WALKSAR	Sarah Walker	280.00
86875800	11/04/2025	X			BATENIK	NIKKI BATES	285.00
86875801	11/04/2025	X			BADAKAR	Karen Badalucco	300.00
86875802	11/04/2025	X			LINMIC	Michelle Lin	300.00
86875803	11/04/2025	X			MUELJUL	Julia Mueller-Corrison	300.00
86875804	11/04/2025	X			SUPPLEDU	Cassandra Bruinitong	300.00
86875805	11/04/2025	X			PETTGRE	Greta Pettijohn	300.00
86875806	11/04/2025	X			SEIDCHE	Cheryl Seidel	300.00
86875807	11/04/2025	X			ORSHBEN	Ben Orshiso	300.00
86875808	11/04/2025	X			GANNLIS	LISA GANN	300.00
86875809	11/04/2025	X			MCCLKAR	Karen McClish	360.00
86875810	11/04/2025	X			GENERALPAR	General Parts LLC	771.42
86875811	11/04/2025	X			BISTCOR	BIST / Cornerstones of Care	4,725.00
86875812	11/04/2025	X			HIGENE	HI-GENE'S JANITORIAL	6,948.50
86875813	11/04/2025	X			INDUSTRYSP	Industry Specific Solutions	3,020.00
86875814	11/04/2025	X			EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	4,858.00
86875815	11/04/2025	X			HIGENE	HI-GENE'S JANITORIAL	21,769.14
86875816	11/04/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	29,760.04
86875817	11/04/2025	X			AMAZON	AMAZON	1,013.32
86875818	11/04/2025	X			AMAZON	AMAZON	1,036.27
86875819	11/04/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	35,059.62
86878761	11/05/2025	X			MUNTLAU	Lauren Munton	250.00
86878762	11/05/2025	X			SHERITAS	Sheritas Accounting World & Bookkeeping	360.00

Crossroads Charter Schools

Check Register by Type

Page: 2

12/05/2025 4:48 PM

Posted; Journal Code CD; Processing Month 11/2025

User ID: NAFIS

Payee Type: Vendor		Check Type: Check			Checking Account ID: 13		
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86898160	11/12/2025	X			COMMDDESIGN	Commerical Design Coatings	700.00
86898161	11/12/2025	X			HANOVER	THE HANOVER INSURANCE CO	3,273.00
86898162	11/12/2025	X			HANOVER	THE HANOVER INSURANCE CO	1,651.00
86898163	11/12/2025	X			SPIRE	SPIRE	997.12
86898164	11/12/2025	X			KCPARKREC	Kansas City Parks and Recreation	1,700.00
86898165	11/12/2025	X			DANACOLEMA	DANA COLEMAN CONSULTING	650.00
86898166	11/12/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	133,827.06
86898167	11/12/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	35,779.47
86898168	11/12/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	37,662.60
86898169	11/12/2025	X			FIRSTSTUDE	FIRST STUDENT, INC.	129,583.03
86898244	11/12/2025	X			GRAINGER	GRAINGER	233.19
86898245	11/12/2025	X			CINTASFIRE	Cintas Fire Protection	564.72
86898246	11/12/2025	X			CINTASFIRE	Cintas Fire Protection	359.00
86898247	11/12/2025	X			YARDI	YARDI MARKETPLACE	710.57
86898248	11/12/2025	X			GRAINGER	GRAINGER	582.70
86898395	11/12/2025	X			KPM	KPM CPA'S, P.C.	20,475.00
86898396	11/12/2025	X			MIDWEST	MIDWEST TECHNOLOGY CONNECTION	55.00
86898752	11/12/2025	X			KROEKAT	Katie Kroeger-Chen	89.00
86898753	11/12/2025	X			SUPPLEDU	Cassandra Bruinitong	100.00
86898754	11/12/2025	X			HARDINTURN	TRISSI HARDIN-TURNER	120.00
86898755	11/12/2025	X			HADJREB	Rebecca Hadjian	200.00
86898756	11/12/2025	X			HUEYCAR	Caroline Huey	200.00
86898757	11/12/2025	X			ORSHBEN	Ben Orshiso	205.00
86898758	11/12/2025	X			PETTGRE	Greta Pettjohn	240.00
86898759	11/12/2025	X			BOYKCOU	COURTNEY BOYKIN	250.00
86898760	11/12/2025	X			SEIDCHE	Cheryl Seidel	260.00
86898761	11/12/2025	X			BADAKAR	Karen Badalucco	300.00
86898762	11/12/2025	X			LINMIC	Michelle Lin	300.00
86898763	11/12/2025	X			MUELJUL	Julia Mueller-Corriston	300.00
86898764	11/12/2025	X			WALKSAR	Sarah Walker	300.00
86898765	11/12/2025	X			GANNLIS	LISA GANN	300.00
86898766	11/12/2025	X			WEBERASSE	Lydia Weber	400.00
86898767	11/12/2025	X			GREATMIND	GREATMINDS.ORG	772.41
86898768	11/12/2025	X			DONBOSCO	DON BOSCO COMMUNITY CENTER, INC.	875.00
86898769	11/12/2025	X			BLUESYMPH	CC - BLUE SYMPHONY LLC	1,120.00
86898770	11/12/2025	X			LANEYLISA	Lisa Laney	1,475.00
86898771	11/12/2025	X			DONALD	DONALD E MAXWELL, LLC	6,142.90
86898772	11/12/2025	X			BLACKBAUD	BLACKBAUD	7,048.49
86898773	11/12/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	15,635.63
86898774	11/12/2025	X			PEREHCORP	Peregrine Corporation	524.47
86898775	11/12/2025	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	8,918.50
86898776	11/12/2025	X			INDUSTRYSP	Industry Specific Solutions	5,134.00
86898777	11/12/2025	X			AMAZON	AMAZON	1,296.29
86909751	11/13/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	771.32
86910415	11/13/2025	X			SHERITAS	Sheritas Accounting World & Bookkeeping	400.00
86910416	11/13/2025	X			ROBERTSM	MELVIN ROBERTS	1,500.00
86910417	11/13/2025	X			BRANCATOS	Brancato's Catering and Events	3,938.00
86910418	11/13/2025	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	15,840.00
86994357	11/18/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	16.90
86994358	11/18/2025	X			KCWATER	KCMO WATER SERVICES DEPARTMENT	11.12
86994359	11/18/2025	X			MIDCON	MID-CON MANAGEMENT LLC	6,840.00
86994360	11/18/2025	X			WSM	Wholesale Sheet Metal Inc	76.22
86994361	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	125.43
86994362	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	104.54
86994363	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	528.25
86994364	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	1,089.00
86994365	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	453.42
86994366	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	31.99
86994367	11/18/2025	X			FERGUSON	Ferguson Enterprises Inc # 215	197.94

Crossroads Charter Schools

Check Register by Type

Page: 3

12/05/2025 4:48 PM

Posted; Journal Code CD; Processing Month 11/2025

User ID: NAFIS

Payee Type:	Vendor	Check Type:	Check	Checking Account ID:	13	
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86994368	11/18/2025	X		GAMEONE	GAME ONE	3,713.60
86994369	11/18/2025	X		MYBRIDGE	MY BRIDGE	200.00
86994370	11/18/2025	X		AMMICRO	American Micro Digital Document Management	52.95
86994371	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	904.74
86994372	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	1,142.23
86994373	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	56.96
86994374	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	43.34
86994375	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	7.00
86994376	11/18/2025	X		GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	20.00
86994377	11/18/2025	X		GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	202.50
86994378	11/18/2025	X		GREENEXPEC	GREEN EXPECTATIONS LANDSCAPING	60.83
86994379	11/18/2025	X		CARTROS	Rosalind Carter	150.00
86994380	11/18/2025	X		KCWATER	KCMO WATER SERVICES DEPARTMENT	7.60
86994381	11/18/2025	X		DANACOLEMA	DANA COLEMAN CONSULTING	450.00
86994382	11/18/2025	X		MIAMISCHOO	Miami School	125.00
86994383	11/18/2025	X		THYSSELEV	THYSSENKRUPP ELEVATOR CORP	434.64
86994384	11/18/2025	X		BRIDGGI	Bridging the Gap Interpreting	198.00
86994385	11/18/2025	X		MYCHIEF	MY CHIEF PEOPLE OFFICER	875.00
86994386	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994387	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994388	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994389	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994390	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994391	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994392	11/18/2025	X		PLAZAACADE	THE PLAZA ACADEMY	1,575.00
86994393	11/18/2025	X		BRIDGGI	Bridging the Gap Interpreting	2,869.90
86994394	11/18/2025	X		PROGRESSIV	PROGRESSIVE ELECTRONICS, INC.	84.00
86994395	11/18/2025	X		BAYLOR	BAYLOR ENTERPRIZE	4,350.00
86994396	11/18/2025	X		VELOCITI	Velociti Services	3,022.54
86994397	11/18/2025	X		VELOCITI	Velociti Services	975.67
86994398	11/18/2025	X		VELOCITI	Velociti Services	3,519.72
86994508	11/18/2025	X		SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
86994509	11/18/2025	X		SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
86994510	11/18/2025	X		SMITHEREEN	SMITHEREEN PEST MANAGEMENT	50.00
86994511	11/18/2025	X		YARDI	YARDI MARKETPLACE	1,226.68
86994668	11/18/2025	X		K12ITC	K12 ITC, INC.	16,869.37
86994669	11/18/2025	X		VICINITY	VICINITY/VEOLIA ENERGY	668.96
86994670	11/18/2025	X		SOLI	SOLI AND SOLI INC	1,319.00
86995270	11/18/2025	X		HAYEBRO	Brooke Hayes	225.00
86995271	11/18/2025	X		PETTGRE	Greta Pettjohn	295.00
86995272	11/18/2025	X		LINMIC	Michelle Lin	300.00
86995273	11/18/2025	X		MUELJUL	Julia Mueller-Corrison	300.00
86995274	11/18/2025	X		HADJREB	Rebecca Hadjian	300.00
86995275	11/18/2025	X		KROEKAT	Katie Kroeger-Chen	300.00
86995276	11/18/2025	X		HUEYCAR	Caroline Huey	300.00
86995277	11/18/2025	X		GANNLIS	LISA GANN	300.00
86995278	11/18/2025	X		SEIDCHE	Cheryl Seidel	380.00
86995279	11/18/2025	X		SHERITAS	Sheritas Accounting World & Bookkeeping	400.00
86995280	11/18/2025	X		HARDINTURN	TRISSI HARDIN-TURNER	480.00
86995281	11/18/2025	X		PROCARE	ProCare Therapy	595.00
86995282	11/18/2025	X		MARIRAMOS	MARINA RAMOS	937.50
86995283	11/18/2025	X		FBKCSPORTS	FBKC SPORTS TENANT, LLC	1,101.60
86995284	11/18/2025	X		DEERBRE	Breanna Deering	1,250.00
86995285	11/18/2025	X		MACKCAS	Casey Mack	1,250.00
86995286	11/18/2025	X		BAILSHA	Shannon Bailey	1,250.00
86995287	11/18/2025	X		PICKATIME	PICKATIME INC	1,314.00
86995288	11/18/2025	X		WASHLAK	LaKesha Washington	2,625.00
86995289	11/18/2025	X		WILLALEX	ALEXIS WILLIAMS	2,625.00
86995290	11/18/2025	X		EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	3,160.00

Crossroads Charter Schools

Check Register by Type

Page: 4

12/05/2025 4:48 PM

Posted; Journal Code CD; Processing Month 11/2025

User ID: NAFIS

Payee Type: Vendor Check Type: Check Checking Account ID: 13

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86995291	11/18/2025	X			UICS	UNITED INNER CITY SERVICES	4,106.12
86995292	11/18/2025	X			KVC	KVC NILES	5,341.25
86995293	11/18/2025	X			21STCENT	21ST CENTURY THERAPY, P.C.	8,122.50
86995294	11/18/2025	X			SHERWOOD	Sherwood Autism Center	14,491.38
86995295	11/18/2025	X			FLEXIBLEDU	FLEXIBLE EDUCATORS	14,616.50
86995296	11/18/2025	X			EDOPS	EdOps	16,112.67
86995297	11/18/2025	X			INDUSTRYSP	Industry Specific Solutions	2,718.00
86995298	11/18/2025	X			BISTCOR	BIST / Cornerstones of Care	19,800.00
86995299	11/18/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	35,104.22
86995300	11/18/2025	X			AMAZON	AMAZON	1,406.12
87072602	11/25/2025	X			STRASSER	STRASSER TRUE VALUE	56.62
87072603	11/25/2025	X			STRASSER	STRASSER TRUE VALUE	215.68
87072604	11/25/2025	X			STRASSER	STRASSER TRUE VALUE	14.54
87072605	11/25/2025	X			STRASSER	STRASSER TRUE VALUE	184.79
87072606	11/25/2025	X			KJETT	K JETT SERVICES	175.00
87072607	11/25/2025	X			CHILDRENS	CHILDREN'S CENTER FOR VISUALLY IMPAIRED, INC	1,299.60
87072608	11/25/2025	X			EVERGY	EVERGY	2,693.42
87072609	11/25/2025	X			EVERGY	EVERGY	693.24
87072610	11/25/2025	X			EVERGY	EVERGY	3,611.69
87072611	11/25/2025	X			EVERGY	EVERGY	6,911.16
87072612	11/25/2025	X			EVERGY	EVERGY	1,395.29
87072613	11/25/2025	X			FSG	FACILITY SOLUTIONS GROUP	368.61
87072614	11/25/2025	X			MCC	METROPOLITAN COMMUNITY COLLEGE	12,568.50
87072615	11/25/2025	X			EMKS	Ewing Marion Kauffman School	1,557.48
87072616	11/25/2025	X			JWPEPPER	J W PEPPER & SON, INC	358.00
87072617	11/25/2025	X			INVICTUS	Invictus TLC, LLC	420.00
87072618	11/25/2025	X			AMERDIGITA	American Digital Security	1,320.00
87072619	11/25/2025	X			MIDCON	MID-CON MANAGEMENT LLC	4,255.00
87072791	11/25/2025	X			GRAINGER	GRAINGER	121.33
87072909	11/25/2025	X			OTIS	OTIS ELEVATOR	1,891.93
87072910	11/25/2025	X			OFFICEPROD	OFFICE PRODUCTS ALLIANCE	1,423.68
87073234	11/25/2025	X			AMAZON	AMAZON	95.50
87073235	11/25/2025	X			ORSHBEN	Ben Orshiso	270.00
87073236	11/25/2025	X			PETTGRE	Greta Pettijohn	280.00
87073237	11/25/2025	X			SEIDCHE	Cheryl Seidel	280.00
87073238	11/25/2025	X			WALKSAR	Sarah Walker	290.00
87073239	11/25/2025	X			HUEYCAR	Caroline Huey	295.00
87073240	11/25/2025	X			BADAKAR	Karen Badalucco	300.00
87073241	11/25/2025	X			MUELJUL	Julia Mueller-Corriston	300.00
87073242	11/25/2025	X			SUPPLEDU	Cassandra Bruinitong	300.00
87073243	11/25/2025	X			HADJREB	Rebecca Hadjian	300.00
87073244	11/25/2025	X			KROEKAT	Katie Kroeger-Chen	300.00
87073245	11/25/2025	X			GANNLIS	LISA GANN	300.00
87073246	11/25/2025	X			JACKVIC	Victor Jackson	543.50
87073247	11/25/2025	X			WEBERASSE	Lydia Weber	650.00
87073248	11/25/2025	X			PAYPOOL	PAYPOOL	1,029.90
87073249	11/25/2025	X			PEOPLEREAD	PeopleReady Inc	1,110.00
87073250	11/25/2025	X			LANEYLISA	Lisa Laney	1,475.00
87073251	11/25/2025	X			EVERDRIVEN	EverDriven Technologies, LLC ALC Schools, LLC	2,493.00
87073252	11/25/2025	X			PROCARE	ProCare Therapy	2,800.00
87073253	11/25/2025	X			DANIELSSOL	Daniels Solutions	12,600.00
87073254	11/25/2025	X			TAYLGAI	GAIL TAYLOR	278.63
87073255	11/25/2025	X			SHERITAS	Sheritas Accounting World & Bookkeeping	560.00
87073256	11/25/2025	X			INDUSTRYSP	Industry Specific Solutions	2,416.00
87073257	11/25/2025	X			AMERDINING	AMERICAN FOOD & VENDING CORP	15,289.30
87073258	11/25/2025	X			MEDICOACH	MEDI COACH TRANSPORT SERVICES	26,834.00
87073259	11/25/2025	X			AMAZON	AMAZON	3,728.59
87089226	11/28/2025	X			RWI	Real World Initiatives	27,595.52

Crossroads Charter Schools
12/05/2025 4:48 PM

Check Register by Type

Posted; Journal Code CD; Processing Month 11/2025

Page: 5
User ID: NAFIS

<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>
87089227	11/28/2025	X			OPERBREAK	OPERATION BREAKTHROUGH	89,854.04
87089228	11/28/2025	X			UPPERROOM	UPPER ROOM, INC.	239,159.50
Checking Account ID: 13				Void Total:	0.00	Total without Voids:	1,268,378.62
Check Type Total: Check				Void Total:	0.00	Total without Voids:	1,268,378.62
Payee Type Total: Vendor				Void Total:	0.00	Total without Voids:	1,457,683.11
Grand Total:				Void Total:	0.00	Total without Voids:	1,457,683.11

Coversheet

November and December Financials and Budget Update

Section: V. Finance
Item: B. November and December Financials and Budget Update
Purpose: Discuss
Submitted by:
Related Material: CCS - Monthly Presentation - November 2025.pptx
CCS - Monthly Presentation - December 2025.pptx



November 2025 Financials

PREPARED **DEC'25** BY



- **Executive Summary**
- **Key Performance Indicators**
- **Local Revenue**
- **Forecast Overview**
- **Cash Forecast**
- **Forecast History**
- **Key Forecast Changes This Month**
- **Notable Forecast Variances**
- **Action Items**
- **Appendix**

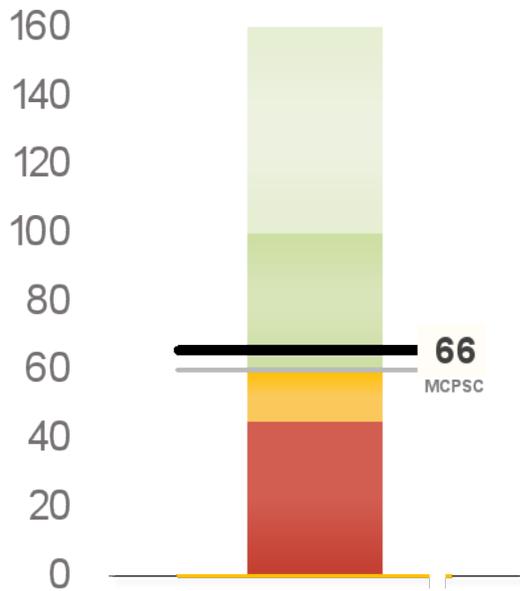
Executive Summary

- **Crossroads financial health remains in compliance as evidenced by cash projection of 66 days and an end of year cash balance of \$4.5m**
- **The cash forecast decreased by \$936K since last month, which is attributed to an unanticipated DESE Prior Year Correction (PYC) and passing along the overpayment to the Summer School and PK vendors.**
- **Crossroads has a projected Net Income of \$1.58m, which is \$321K better than budget.**
- **DESE's Prior Year Correction is \$1,315,193. DESE will pull back the funds through Basic Formula starting in January 2026 through June 2026.**

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

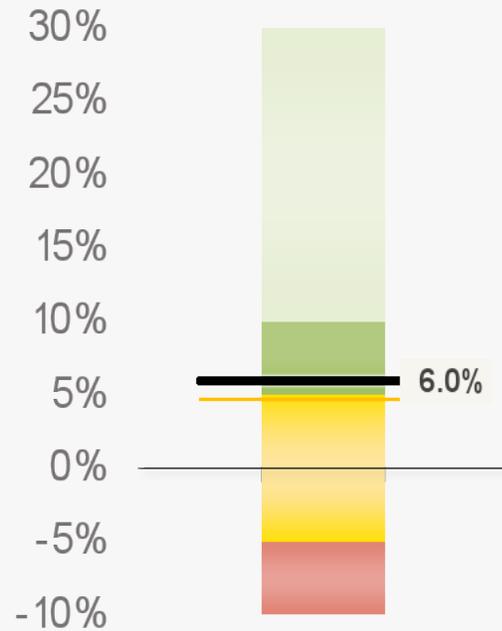


66 DAYS OF CASH AT YEAR'S END

The school will end the year with 66 days of cash. This is above the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

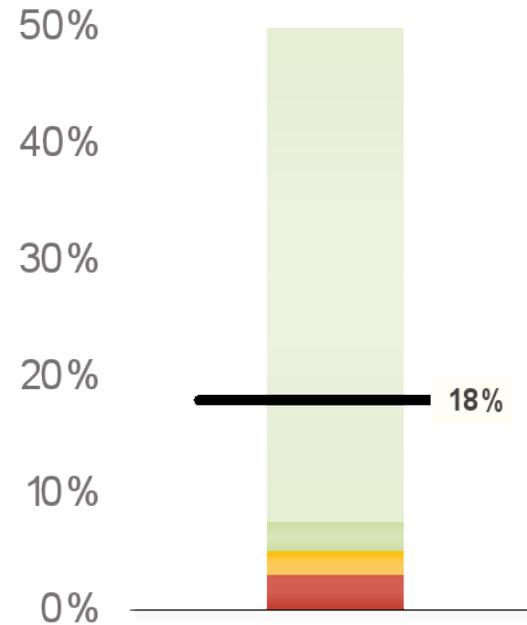


6.0% GROSS MARGIN

The forecasted net income is \$1.6m, which is \$321k above the budget. It yields a 6.0% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses

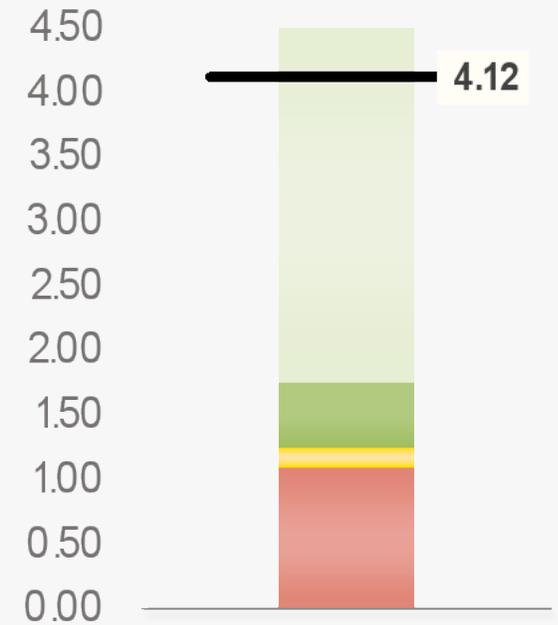


17.99% AT YEAR'S END

The school is projected to end the year with a fund balance of \$4,488,540. Last year's fund balance was \$2,908,321.

DSCR

Amount of cash flow available to meet annual interest and principal payments on debt



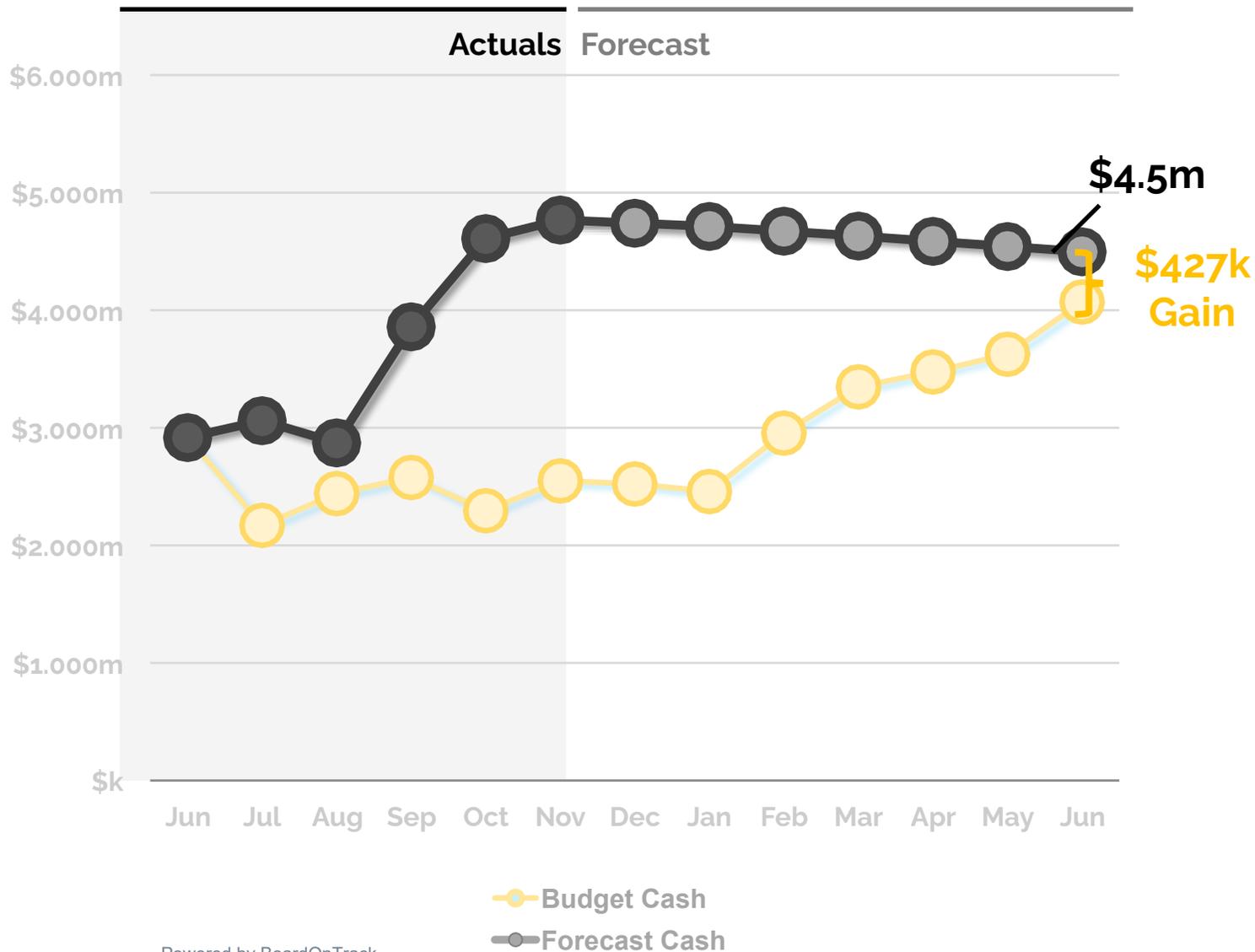
DSCR IS 4.12

Debt Service Coverage Ratio is defined by the school's bank covenants.

Cash Forecast

66 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$4.5m**, **\$427k** above budget.



Two Core Components of Funding Equity Calculation

Local Aid



District Wada

***Local Aid is the amount of funding KCPS received from property taxes 2 years in arrears. It is a fixed number and can be found by reviewing KCPS ASBR(FY26 Local Aid is determined by FY24 KCPS ASBR).*

Prior Year Correction

FY25 June Payment

216,506,621



16,216

Charter Payment per FWADA:

\$13,357



December 2025

216,506,621



17,404

Charter Payment per
FWADA:

\$12,446

Key Forecast Changes This Month (1/3)

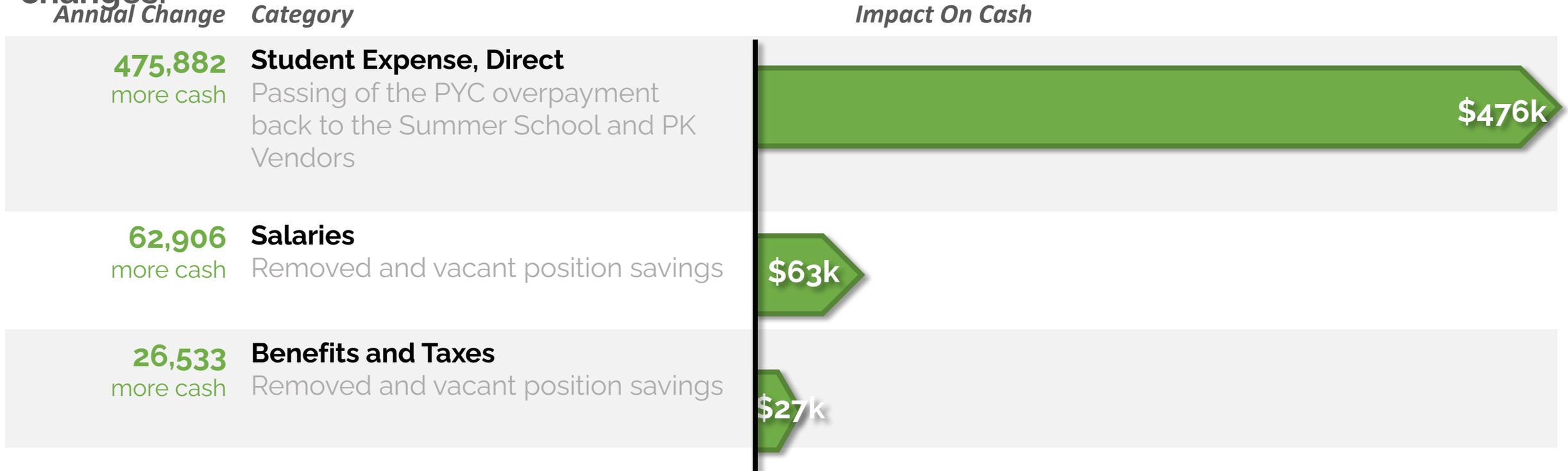
The November forecast **decreased** the year-end cash expectation by \$936k. Key revenue changes:

<i>Annual Change</i>	<i>Category</i>	<i>Impact On Cash</i>
1,459,236 less cash	State Revenue Primarily attributed to PYC.	\$1.5m
39,791 less cash	Local Revenue Prop C Calculation update	\$40k

Key Forecast Changes This Month (2/3)



The November forecast **decreased** the year-end cash expectation by \$936k. Key expense changes:



	<i>Actual</i>	<i>Budget</i>	<i>Variance</i>	<i>Forecast</i>	<i>Budget</i>	<i>Variance</i>	<i>Remaining</i>	<i>Rem %</i>
Revenue								
Local Revenue	932,516	964,858	(32,342)	2,241,554	2,244,414	(2,859)	1,309,038	58%
State Revenue	9,637,403	8,464,404	1,172,998	21,680,739	22,139,333	(458,593)	12,043,337	56%
Federal Revenue	679,718	490,565	189,153	1,655,974	1,481,658	174,316	976,256	59%
Private Grants and Donations	565,655	160,000	405,655	900,000	800,000	100,000	334,345	37%
Earned Fees	40,746	9,450	31,296	56,916	31,500	25,416	16,170	28%
Total Revenue	11,856,038	10,089,277	1,766,760	26,535,184	26,696,904	(161,721)	14,679,146	
Expenses								
Salaries	3,823,608	3,996,417	172,809	9,328,583	9,591,401	262,818	5,504,975	59%
Benefits and Taxes	1,137,434	1,243,145	105,711	2,909,069	2,983,548	74,478	1,771,636	61%
Staff-Related Costs	80,630	76,075	(4,555)	184,670	182,580	(2,090)	104,040	56%
Rent	59,535	68,750	9,215	165,000	165,000	0	105,465	64%
Occupancy Service	752,454	679,332	(73,122)	1,646,091	1,630,397	(15,694)	893,637	54%
Student Expense, Direct	2,713,156	2,960,269	247,113	6,718,553	7,104,646	386,093	4,005,398	60%
Student Expense, Food	189,297	156,000	(33,297)	520,000	520,000	0	330,703	64%
Office & Business Expense	508,909	459,734	(49,175)	1,129,095	1,106,562	(22,533)	620,186	55%
Transportation	555,621	516,111	(39,510)	1,881,480	1,681,480	(200,000)	1,325,859	70%
Total Ordinary Expenses	9,820,643	10,155,833	335,190	24,482,542	24,965,614	483,072	14,661,899	60%
Interest	197,094	196,843	(251)	472,423	472,423	0	275,329	58%
Total Extraordinary Expenses	197,094	196,843	(251)	472,423	472,423	0	275,329	58%
Total Expenses	10,017,737	10,352,676	334,939	24,954,964	25,438,036	483,072	14,937,227	
Net Income	1,838,301	(263,398)	2,101,699	1,580,220	1,258,868	321,352	(258,081)	
Cash Flow Adjustments	11,630	-	11,630	0	-	0	(11,630)	
Change in Cash	1,849,931	(263,398)	2,113,329	1,580,220	1,258,868	321,352	(269,711)	

REVENUE: \$162K BEHIND

<Enter data here>

EXPENSES: \$483K AHEAD

Salaries and Benefits are ahead due to vacant and removed positions.

Student Expense Direct improvement is from passing on the PYC FY25 overpayments onto the Summer School and PK vendors.

Transportation increased to match expenses.

NET INCOME: \$321K ahead

**NET CHANGE IN CASH:
\$321K AHEAD**

Income Statement	Actual					Forecast							TOTAL
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Revenue													
Local Revenue	187,689	185,323	186,834	186,156	186,514	187,005	187,005	187,005	187,005	187,005	187,005	187,005	2,241,554
State Revenue	1,342,216	1,308,041	2,698,636	2,441,061	1,847,448	1,720,264	1,720,264	1,720,264	1,720,264	1,720,264	1,721,752	1,720,264	21,680,739
Federal Revenue	0	230,391	62,411	88,597	298,318	139,465	139,465	139,465	139,465	139,465	139,465	139,465	1,655,974
Private Grants and Donations	12,699	45,618	231,501	131,941	143,897	47,764	47,764	47,764	47,764	47,764	47,764	47,764	900,000
Earned Fees	16,648	7,425	3,960	9,002	3,711	2,310	2,310	2,310	2,310	2,310	2,310	2,310	56,916
Total Revenue	1,559,252	1,776,798	3,183,342	2,856,758	2,479,887	2,096,808	2,096,808	2,096,808	2,096,808	2,096,808	2,098,296	2,096,808	26,535,184
Expenses													
Salaries	731,070	785,539	758,916	783,275	764,807	776,663	776,663	788,330	788,330	791,663	791,663	791,663	9,328,583
Benefits and Taxes	210,862	241,085	226,610	231,230	227,647	251,173	251,173	253,465	253,465	254,120	254,120	254,120	2,909,069
Staff-Related Costs	19,503	33,790	11,130	8,195	8,013	14,863	14,863	14,863	14,863	14,863	14,863	14,863	184,670
Rent	10,332	2,182	15,837	13,637	17,547	15,066	15,066	15,066	15,066	15,066	15,066	15,066	165,000
Occupancy Service	164,508	222,942	124,578	141,162	99,263	127,662	127,662	127,662	127,662	127,662	127,662	127,662	1,646,091
Student Expense, Direct	202,728	461,026	817,075	652,412	579,915	572,200	572,200	572,200	572,200	572,200	572,200	572,200	6,718,553
Student Expense, Food	0	0	48,731	55,209	85,357	47,243	47,243	47,243	47,243	47,243	47,243	47,243	520,000
Office & Business Expense	118,163	99,097	104,776	77,939	108,934	88,598	88,598	88,598	88,598	88,598	88,598	88,598	1,129,095
Transportation	16,730	3,520	38,382	97,978	399,012	189,408	189,408	189,408	189,408	189,408	189,408	189,408	1,881,480
Total Ordinary Expenses	1,473,895	1,849,180	2,146,035	2,061,038	2,290,496	2,082,877	2,082,877	2,096,836	2,096,836	2,100,824	2,100,824	2,100,824	24,482,542
Operating Income	85,357	-72,381	1,037,307	795,720	189,391	13,931	13,931	-28	-28	-4,016	-2,528	-4,016	2,052,642
Extraordinary Expenses													
Interest	39,419	39,419	39,419	39,419	39,419	39,333	39,333	39,333	39,333	39,333	39,333	39,333	472,423
Total Extraordinary Expenses	39,419	39,419	39,419	39,419	39,419	39,333	39,333	39,333	39,333	39,333	39,333	39,333	472,423
Total Expenses	1,513,314	1,888,599	2,185,454	2,100,456	2,329,915	2,122,210	2,122,210	2,136,169	2,136,169	2,140,157	2,140,157	2,140,157	24,954,964
Net Income	45,938	-111,800	997,889	756,301	149,973	-25,401	-25,401	-39,360	-39,360	-43,349	-41,861	-43,349	1,580,220
Cash Flow Adjustments	96,666	-76,232	-10,993	-5,822	8,012	-1,661	-1,661	-1,661	-1,661	-1,661	-1,661	-1,661	0
Change in Cash	142,604	-188,033	986,895	750,479	157,985	-27,063	-27,063	-41,022	-41,022	-45,010	-43,522	-45,010	1,580,220
Ending Cash	3,060,274	2,872,242	3,859,137	4,609,616	4,767,601	4,740,539	4,713,476	4,672,454	4,631,432	4,586,422	4,542,900	4,497,890	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	2,917,671	4,767,601	4,497,890
Total Current Assets	2,917,671	4,767,601	4,497,890
Total Assets	2,917,671	4,767,601	4,497,890
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	9,350	20,980	9,350
Total Current Liabilities	9,350	20,980	9,350
Total Long-Term Liabilities	0	0	
Total Liabilities	9,350	20,980	9,350
Equity			
Unrestricted Net Assets	2,908,321	2,908,321	2,908,321
Net Income	0	1,838,301	1,580,220
Total Equity	2,908,321	4,746,621	4,488,540
Total Liabilities and Equity	2,917,671	4,767,601	4,497,890



QUESTIONS?

Please contact your EdOps Finance Team:

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913.484.2362

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December 2025 Financials

PREPARED JAN'26 BY



- **Executive Summary**
- **Key Performance Indicators**
- **Cash Forecast**
- **Key Forecast Changes This Month**
- **Annotated Financials**
- **Monthly Financials**
- **Balance Sheet**

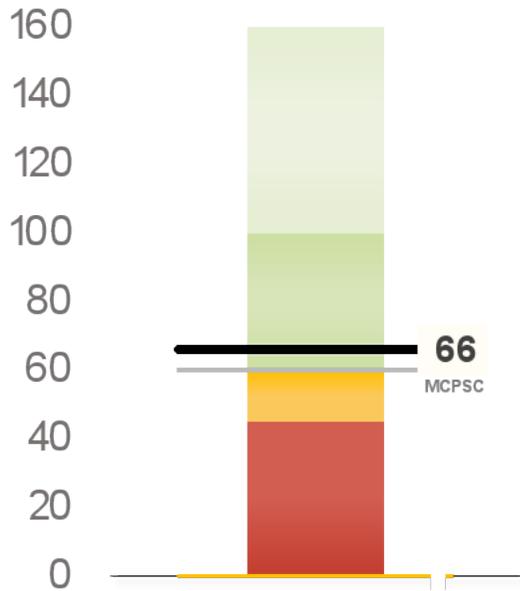
Executive Summary

- Crossroads financial health remains in compliance as evidenced by cash projection of 66 days and an end of year cash balance of \$4.5m.
- Crossroads has a projected Net Income of \$1.59m, which is \$336K better than budget, and a slight improvement from last month.
- As we kick off FY27 budget season, we note an increase in local aid (from \$255M to \$280M) and charter leaders have engaged with KCPS for the denominator data to ensure more accurate state aid forecasting and avoid the correction issues we faced in FY26.

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

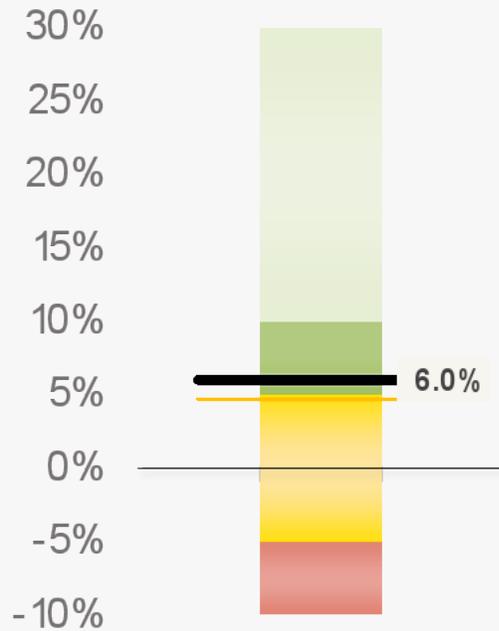


66 DAYS OF CASH AT YEAR'S END

The school will end the year with 66 days of cash. This is above the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

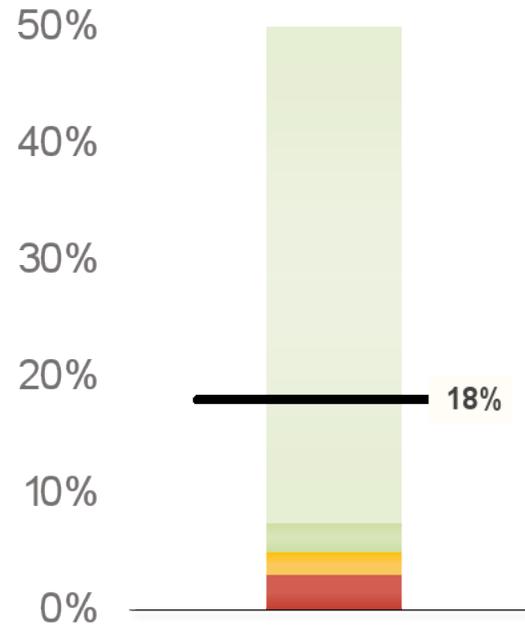


6.0% GROSS MARGIN

The forecasted net income is \$1.6m, which is \$336k above the budget. It yields a 6.0% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses

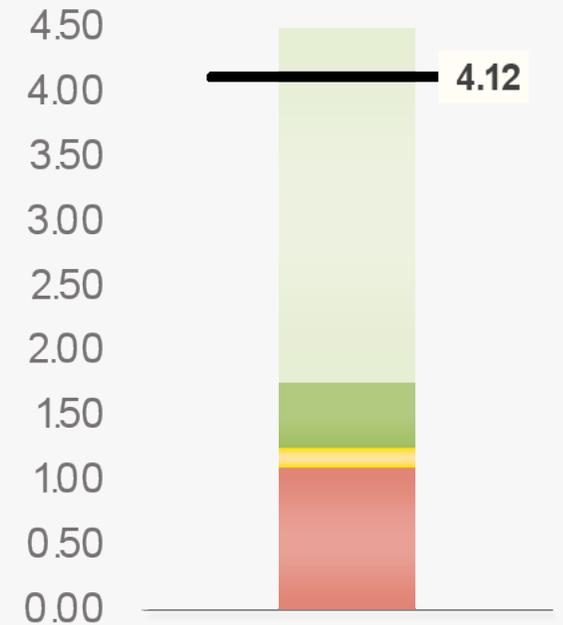


18.07% AT YEAR'S END

The school is projected to end the year with a fund balance of \$4,503,027. Last year's fund balance was \$2,908,321.

DSCR

Amount of cash flow available to meet annual interest and principal payments on debt



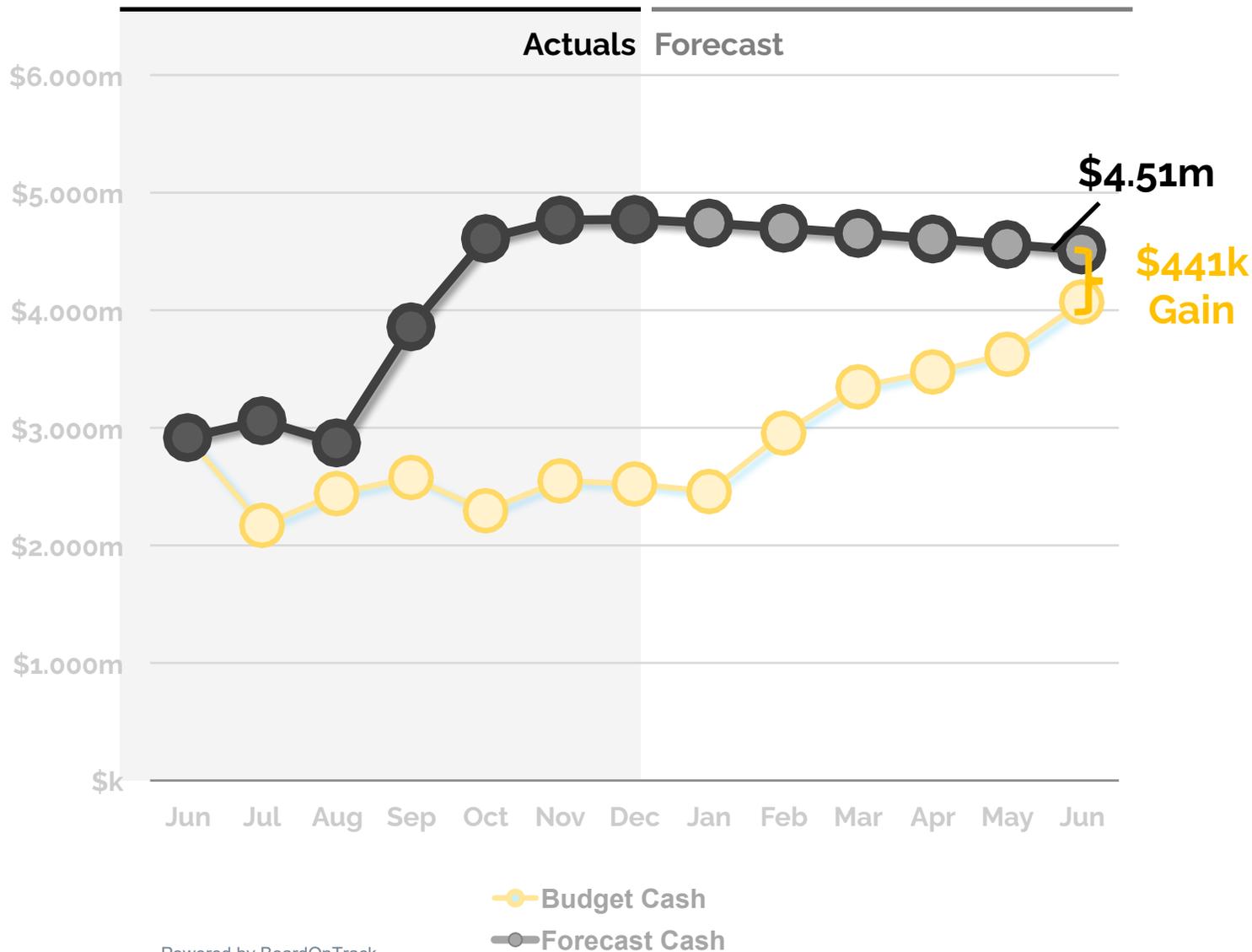
DSCR IS 4.12

Debt Service Coverage Ratio is defined by the school's bank covenants.

Cash Forecast

66 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$4.5m**, **\$441k** above budget.



Key Forecast Changes This Month (Revenue)



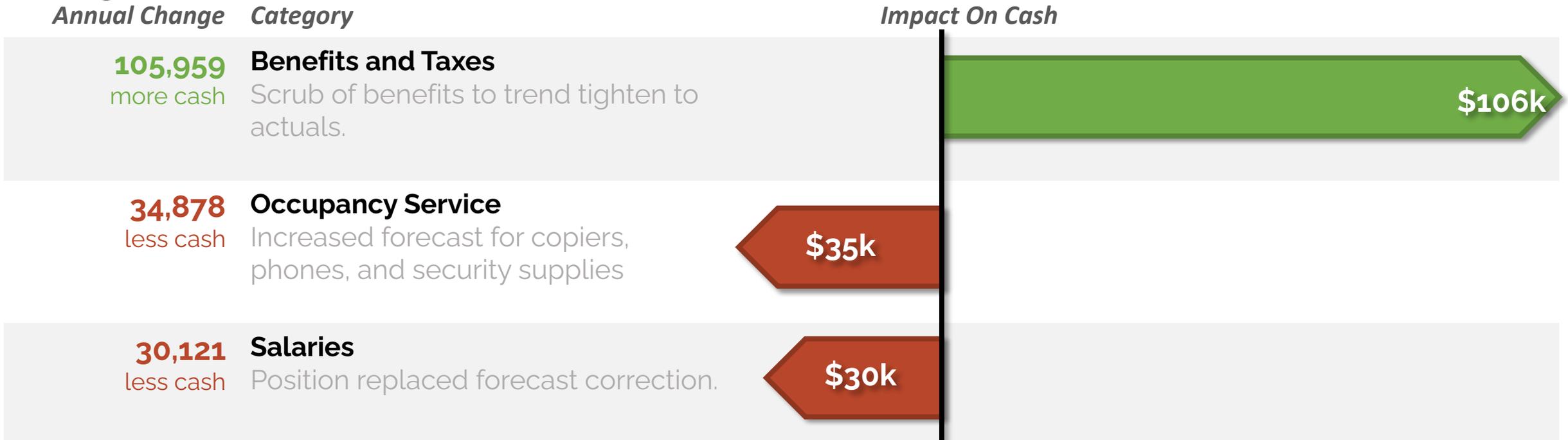
The December forecast **increased** the year-end cash expectation by \$14k. Key revenue changes:



Key Forecast Changes This Month (Expenses)



The December forecast **increased** the year-end cash expectation by \$14k. Key expense changes:



	<i>Actual</i>	<i>Budget</i>	<i>Variance</i>	<i>Forecast</i>	<i>Budget</i>	<i>Variance</i>	<i>Remaining</i>	<i>Rem %</i>
Revenue								
Local Revenue	1,120,162	1,122,207	(2,045)	2,240,129	2,244,414	(4,285)	1,119,967	50%
State Revenue	11,533,020	10,033,892	1,499,128	21,657,413	22,139,333	(481,919)	10,124,393	47%
Federal Revenue	815,082	650,716	164,366	1,655,974	1,481,658	174,316	840,892	51%
Private Grants and Donations	652,805	400,000	252,805	900,000	800,000	100,000	247,195	27%
Earned Fees	45,941	12,600	33,341	60,089	31,500	28,589	14,148	24%
Total Revenue	14,167,010	12,219,415	1,947,595	26,513,606	26,696,904	(183,299)	12,346,596	
Expenses								
Salaries	4,617,566	4,795,700	178,135	9,358,704	9,591,401	232,697	4,741,138	51%
Benefits and Taxes	1,371,530	1,491,774	120,244	2,803,110	2,983,548	180,438	1,431,580	51%
Staff-Related Costs	85,701	91,290	5,589	185,260	182,580	(2,680)	99,559	54%
Rent	81,137	82,500	1,363	165,000	165,000	0	83,863	51%
Occupancy Service	925,328	815,199	(110,130)	1,680,970	1,630,397	(50,573)	755,642	45%
Student Expense, Direct	3,270,901	3,552,323	281,422	6,715,211	7,104,646	389,435	3,444,310	51%
Student Expense, Food	266,333	208,000	(58,333)	520,000	520,000	(0)	253,667	49%
Office & Business Expense	579,830	553,281	(26,549)	1,136,742	1,106,562	(30,180)	556,912	49%
Transportation	884,221	682,592	(201,629)	1,881,480	1,681,480	(200,000)	997,259	53%
Total Ordinary Expenses	12,082,546	12,272,659	190,113	24,446,477	24,965,614	519,137	12,363,931	51%
Interest	236,513	236,211	(302)	472,423	472,423	0	235,910	50%
Total Extraordinary Expenses	236,513	236,211	(302)	472,423	472,423	0	235,910	50%
Total Expenses	12,319,059	12,508,870	189,812	24,918,899	25,438,036	519,137	12,599,841	
Net Income	1,847,951	(289,455)	2,137,406	1,594,706	1,258,868	335,838	(253,245)	
Cash Flow Adjustments	6,279	-	6,279	(0)	-	(0)	(6,279)	
Change in Cash	1,854,230	(289,455)	2,143,685	1,594,706	1,258,868	335,838	(259,524)	

REVENUE: \$183K BEHIND

State Revenue had an unanticipated Prior Year Correction decrease. Slightly mitigated by HNF allocation not budgeted. Federal received FY25 allocations in FY26. Donations had a slight increase to accommodate a grant. Earned Fees had a slight increase due to unbudgeted misc revenue.

EXPENSES: \$519K AHEAD

Salaries & Benefits favorable due to vacant positions not filled and forecast tightened to match actuals. Occupancy increased due to security supplies & phone/internet. Student Direct is favorable since passing the PYC onto vendors. Transportation increased due to cost trend coming in higher than expected.

NET INCOME: \$336K ahead

NET CHANGE IN CASH: \$336K AHEAD

Monthly Financials

Income Statement	Actual						Forecast						TOTAL
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Revenue													
Local Revenue	187,689	185,323	186,834	186,156	186,514	187,646	186,661	186,661	186,661	186,661	186,661	186,661	2,240,129
State Revenue	1,342,216	1,308,041	2,698,636	2,441,061	1,847,448	1,895,617	1,687,151	1,687,151	1,687,151	1,687,151	1,688,639	1,687,151	21,657,413
Federal Revenue	0	230,391	62,411	88,597	298,318	135,364	140,149	140,149	140,149	140,149	140,149	140,149	1,655,974
Private Grants and Donations	12,699	45,618	231,501	131,941	143,897	87,150	41,199	41,199	41,199	41,199	41,199	41,199	900,000
Earned Fees	16,648	7,425	3,960	9,002	3,711	5,195	2,358	2,358	2,358	2,358	2,358	2,358	60,089
Total Revenue	1,559,252	1,776,798	3,183,342	2,856,758	2,479,887	2,310,972	2,057,518	2,057,518	2,057,518	2,057,518	2,059,006	2,057,518	26,513,606
Expenses													
Salaries	731,070	785,539	758,916	783,275	764,807	793,958	778,801	790,467	790,467	793,801	793,801	793,801	9,358,704
Benefits and Taxes	210,862	241,085	226,610	231,230	227,647	234,097	236,359	238,651	238,651	239,306	239,306	239,306	2,803,110
Staff-Related Costs	19,503	33,790	11,130	8,195	8,013	5,071	16,593	16,593	16,593	16,593	16,593	16,593	185,260
Rent	10,332	2,182	15,837	13,637	17,547	21,602	13,977	13,977	13,977	13,977	13,977	13,977	165,000
Occupancy Service	164,508	222,942	124,578	141,162	99,263	172,874	125,940	125,940	125,940	125,940	125,940	125,940	1,680,970
Student Expense, Direct	202,728	461,026	817,075	652,412	579,915	557,745	574,052	574,052	574,052	574,052	574,052	574,052	6,715,211
Student Expense, Food	0	0	48,731	55,209	85,357	77,036	42,278	42,278	42,278	42,278	42,278	42,278	520,000
Office & Business Expense	118,163	99,097	104,776	77,939	108,934	70,921	92,819	92,819	92,819	92,819	92,819	92,819	1,136,742
Transportation	16,730	3,520	38,382	97,978	399,012	328,599	166,210	166,210	166,210	166,210	166,210	166,210	1,881,480
Total Ordinary Expenses	1,473,895	1,849,180	2,146,035	2,061,038	2,290,496	2,261,903	2,047,028	2,060,988	2,060,988	2,064,976	2,064,976	2,064,976	24,446,477
Operating Income	85,357	-72,381	1,037,307	795,720	189,391	49,069	10,490	-3,470	-3,470	-7,458	-5,970	-7,458	2,067,129
Extraordinary Expenses													
Interest	39,419	39,419	39,419	39,419	39,419	39,419	39,318	39,318	39,318	39,318	39,318	39,318	472,423
Total Extraordinary Expenses	39,419	39,419	39,419	39,419	39,419	39,419	39,318	39,318	39,318	39,318	39,318	39,318	472,423
Total Expenses	1,513,314	1,888,599	2,185,454	2,100,456	2,329,915	2,301,322	2,086,347	2,100,306	2,100,306	2,104,294	2,104,294	2,104,294	24,918,899
Net Income	45,938	-111,800	997,889	756,301	149,973	9,650	-28,829	-42,788	-42,788	-46,776	-45,288	-46,776	1,594,706
Cash Flow Adjustments	96,666	-76,232	-10,993	-5,822	8,012	-5,351	-1,047	-1,047	-1,047	-1,047	-1,047	-1,047	0
Change in Cash	142,604	-188,033	986,895	750,479	157,985	4,300	-29,875	-43,834	-43,834	-47,823	-46,335	-47,823	1,594,706
Ending Cash	3,060,274	2,872,242	3,859,137	4,609,616	4,767,601	4,771,901	4,742,026	4,698,191	4,654,357	4,606,534	4,560,200	4,512,377	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	2,917,671	4,771,901	4,512,377
Total Current Assets	2,917,671	4,771,901	4,512,377
Total Assets	2,917,671	4,771,901	4,512,377
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	9,350	15,629	9,350
Total Current Liabilities	9,350	15,629	9,350
Total Long-Term Liabilities	0	0	
Total Liabilities	9,350	15,629	9,350
Equity			
Unrestricted Net Assets	2,908,321	2,908,321	2,908,321
Net Income	0	1,847,951	1,594,706
Total Equity	2,908,321	4,756,272	4,503,027
Total Liabilities and Equity	2,917,671	4,771,901	4,512,377



QUESTIONS?

Please contact your EdOps Finance Team:

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Coversheet

Bank Resolution for Commercial Interest Sweep Account

Section: V. Finance
Item: C. Bank Resolution for Commercial Interest Sweep Account
Purpose: Vote
Submitted by:
Related Material: Resolution of the Board of Directors Authorizing Busey Bank Account.pdf

**RESOLUTION OF THE BOARD OF DIRECTORS OF
CROSSROADS CHARTER SCHOOLS
FOR CONSIDERATION AT THE REGULAR MEETING
OF THE BOARD OF DIRECTORS**

The Board of Directors of Crossroads Charter Schools, a Missouri non-profit corporation (the “Corporation”) hereby considers the following resolutions at the regular meeting of the Board of Directors of the Corporation on January 26, 2025 duly called, noticed and held.

WHEREAS, the Corporation currently maintains a bank account with Busey Bank (“Existing Account”) that is an Insurance Cash Sweep account allowing the Corporation to spread its deposits across multiple FDIC insured banks to provide better security for the Corporation’s deposits.

WHEREAS, Busey Bank offered to convert the Existing Account to a commercial interest sweep account (“New Account”) that will allow the Corporation to yield a higher return on the funds held on deposit with the New Account.

WHEREAS, the Corporation deems it to be in the best interest of the Corporation to move its operating funds from the Existing Account to the New Account.

BE IT THEREFORE RESOLVED, that the Corporation is hereby authorized and directed to open a the New Account with Busey Bank.

RESOLVED FURTHER, that the following officers, employees and/or agents of the Corporation are hereby authorized to execute banking resolutions, execute and deliver signature cards, initiate transactions, sign checks, authorize the transfer of funds and otherwise transact business for and on behalf of the Corporation with respect to the New Account:

Tysie McDowell
Karis Parker
Jose Leos
Latresse Yarbough
Elden “Spark” Bookhart

RESOLVED FURTHER, that the acts of the officers, employees and other individuals in opening the New Account above-referenced and entering into contracts for and on behalf of the Corporation for such purpose be and are hereby approved, ratified and adopted as acts of the Corporation, in the same manner as if each and every such act had been done pursuant to the specific authorization of the Corporation.

Coversheet

Compensation Plans for FY27

Section: V. Finance
Item: D. Compensation Plans for FY27
Purpose: FYI

Submitted by:

Related Material:

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

2025-2026 Compensation Philosophy 10 Month Draft (1).pdf

2025 - 2026 Compensation Philosophy 12 Month 12 Operations Draft (1) (1).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 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.



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

*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.

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.

Coversheet

Strategic Plan

Section: VI. Governance
Item: A. Strategic Plan
Purpose: Vote
Submitted by:
Related Material: Board Copy of CCS- Draft Strategic Plan Strategic Plan 2025-2028.pdf

Crossroads Charter Schools Strategic Plan 2025- 2028

Strategic Priorities	Measures	2025 Baseline	2028 Goal
Codify and strengthen the academic beliefs, expectations, and practices required to ensure rigor and joy in each learning space.	% of teachers and school leaders who Strongly Agree/Agree that "curricular resources and assessments promote rigor, joy, belonging, and achievement"	71.4%	85%
	% of students who score proficient/advanced on 3rd-8th grade MAP Assessment in Math	22%	32%
	% of students who score proficient/advanced on 3rd-8th grade MAP Assessment in ELA	25%	35%
	% of students who score proficient/advanced on 3rd-8th grade MAP Assessment in Science	16%	30%
	% of students who score proficient/advanced on high school EOC in Algebra I	8%	26%
	% of students who score proficient/advanced on high school EOC in English II	44%	47%
	% of students who score proficient/advanced on high school EOC in Biology	14%	25%
	% of students who score proficient/advanced on high school EOC in Government	27%	38%
	% of 3rd-8th grade students making at least 1.0 year of growth on NWEA Reading Assessment (meet growth goal)	38% (fall to winter)	70%
	% of 3rd-8th grade students making at least 1.0 year of growth on NWEA Math Assessment (meet growth goal)	41% (fall to winter)	70%
	% of students who graduate from HS in 4 years	84%	90%
	% of students who graduate from HS in 5 years	68%	92%
	% of seniors who graduate with at least one Market Value Asset	80%	100%
% of teachers who score 3 or higher on the TNTP rubric for student ownership and high quality instructional practices	22%	60%	
Create and sustain a pluralistic school environment where every student, family, staff member, and community member feels seen, heard, valued, and connected.	% of average daily attendance	88.1%	91%
	% of students retained year to year	72%	80%
	% of students who qualify for free and reduced lunch	65%	70%
	% of K-8 students that participate in at least one annual Real World Learning capstone projects	30%	90%
	% of staff who Strongly Agree/Agree on the core questions for the culture and climate annual survey	84%	90%
	% of students who Strongly Agree/Agree on the core questions for the culture and climate annual survey	88.3%	95%
	% of families who Strongly Agree/Agree on the core questions for the culture and climate annual survey	93%	95%
Recruit, develop, and retain a pluralistic, high-quality, and culturally competent team.	% of CPA students engaged in athletics, extra curriculars, and/or clubs	46.5%	60%
	% of staff retained year to year	75.5%	80%
	% diverse staff	50%	
	# of staff engagement events held annually	15	15
Implement an intentional cycle of listening, planning, and open and timely communications.	# of prospective teacher engagement events held annually	4	5
	% staff and families who Strongly Agree/Agree that "they are provided opportunities to be heard"	90.7%	95%
Ensure financial sustainability while meeting the network's growing programmatic and facilities needs.	% staff and families who Strongly Agree/Agree that the organization "communicates clearly, transparently, and in timely fashion"	84.3%	95%
	cash operating reserves as % of total budget	12%	20%
	annual fund balance % of annual revenue	5.16%	3%
	% annual fundraising goal met	75%	95%
%Diversify revenue streams	2.5	3%	

	% of capital campaign committed	16.6%	90%
Ensure operational sustainability while meeting the network's growing programmatic and facilities needs.	% of teachers and school leaders who Strongly Agree/Agree that operational services meet expectations	78%	90%
	% of parents who Strongly Agree/Agree that operational services meet expectations	New	
	10% increase of operational costs or below: manage operational costs by increasing efficiency in transportation, facilities, and vendor management	Met (<10%)	<10% increase
	% of buses on time (transportation Efficiency)	87%	95%
	% of schools on upgraded safety infrastructure (Safety & Security)	66%	100%

Crossroads Charter Schools
Strategic Plan 2025- 2028
Priorities & Action Steps

SP #1:	Codify and strengthen the academic beliefs, expectations, and practices required to ensure rigor, and joy in each learning space.	Owner
1.1	Develop and implement a practice-based coaching cycle for teachers	CAO/principals
1.2	Implement targeted academic celebrations and showcases	CAO/principals
1.3	Develop staff in student ownership strategies to drive student growth	CAO/principals
1.4	Implement 2.0 version of active monitoring, targeting formative data growth	CAO/principals
SP #2:	Create and sustain a diverse school environment where every student, family, staff member, and community member feels seen, heard, valued, and connected.	Owner
2.1	Build and implement a process for service learning projects at each elementary school	Principals
2.2	Implement schoolwide structures that promote belonging, consistency, and connection for every student, including advisory/community circles, culturally responsive instruction, and attendance-focused student supports.	Principals
2.3	Ensure every K–8 student participates in at least one high-quality Real World Learning capstone project annually, aligned to student interests, community partnerships, and authentic audiences by ensuring RWL professional development and planning time for staff.	Principals
2.4	Create inclusive, accessible, and culturally responsive family engagement systems—including multilingual communication, flexible engagement opportunities, and shared decision-making structures.	Principals
2.5	Regularly analyze and share disaggregated data related to attendance, retention, engagement, and climate to identify inequities and guide targeted supports for students and families.	CAO/principals
SP #3:	Recruit, develop, and retain a diverse, high-quality, and culturally competent team.	Owner
3.1	Develop and sustain diverse recruitment pipelines through partnerships with universities, educator preparation programs, community organizations, and Grow-Your-Own initiatives that reflect the identities and experiences of our students and families.	CAO/HR
3.2	Implement a structured, relationship-centered onboarding experience for all new staff, including mentorship, role-specific training, and clear pathways for professional growth.	CAO/HR
3.3	Design and host regular, inclusive staff engagement opportunities that strengthen relationships, celebrate contributions, and reinforce shared values across schools and departments.	CAO/HR
3.4	Regularly analyze retention, diversity, engagement, exit interview, and feedback data to identify trends, address inequities, and implement targeted	CAO/HR

	strategies to support staff success and longevity.	
SP #4:	Implement an intentional cycle of listening, planning, and open and timely communications.	Owner
4.1	Implement a predictable annual and quarterly listening cycle that includes staff and family surveys, focus groups, town halls, and feedback forums at the school and district levels.	Supt/Comms
4.2	Publicly share key themes from listening activities and clearly communicate how feedback informs decisions, priorities, and action steps through “You Said, We Did” updates.	Supt/Comms
4.3	Ensure district and school leaders regularly engage in visible, two-way communication through school visits, open office hours, listening tours, and family engagement events.	Supt/Comms
SP#5	Ensure financial sustainability while meeting the networks growing programmatic and facilities needs.	Owner
5.1	Reduce reliance on external financial service agencies by building internal capacity within the finance department.	CFO
5.2	Ensure long-term financial solvency and sustainability through disciplined budgeting, strategic reserve growth, and targeted operating reserve fund balance management.	CFO
5.3	Increase non-philanthropic revenue.	CFO
5.4	Develop and implement a fully functioning purchasing and procurement policy to enhance financial accountability, streamline processes, and empower departmental budget management.	CFO
5.5	Design and implement a multi-year fundraising strategy that expands and diversifies revenue through individual giving, corporate partnerships, foundations, events, and alumni engagement, with a focus on unrestricted and recurring revenue.	Development
5.6	Coordinate and execute capital campaign efforts in partnership with Superintendent and the Board, including donor cultivation, stewardship, progress tracking, and transparent communication around facilities and programmatic impact.	Supt/Development
SP#6	Ensure operational sustainability while meeting the networks growing programmatic and facilities needs.	Owner
6.1	Sustain or Reduce operational costs by increasing efficiency in transportation, facilities, and vendor management.	COO
6.2	Upgrade school safety infrastructure and standardize emergency preparedness protocols across all campuses.	COO
6.3	Execute a 5-year capital improvement plan focused on safety, modernization, and sustainability.	COO

Coversheet

School Calendar 2026-2027

Section: VI. Governance
Item: B. School Calendar 2026-2027
Purpose: Vote
Submitted by:
Related Material: Board Copy of CCS 26-27 School Year Calendar (1).pdf

2026-2027 CALENDAR: 2 Week SJS, 169 days

July 27-31, New Staff PD

JULY 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 2027						
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: No School, Winter Break
 January 4: No School, Teacher PD/Planning Day
 Jan 15: Q 2 ends (42 days)
 January 18: No School, MLK Day

August 3-7: All Staff PD
 August 7: All Staff BOY Celebration (Tentative)
 August 10-21: Jump Start
**Note: during Jumpstart dismiss 1 hour early: 8:45-3:00 CS/QH, 7:30-1:45 CPA*
 Aug 24: First day of RSY

AUGUST 2026						
S	M	T	W	Th	F	S
						2
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 2027						
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 12: No School, Teacher Real-World Planning Day
 February 15: No School, President's Day

September 7: Labor Day
 September 8: No School, Teacher Real World Planning Day

SEPTEMBER 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			

MARCH 2027						
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			

March 11: Q 3 Ends (34 days)
 March 11-12 Conferences
 - 4:30-8:00 PM, 3/13
 - 8AM-3PM, 3/14
 March 15-19 No School, Spring Break (this may change to align with KCPS)

October 9: No School, Teacher PD Day
 October 22: Q1 Ends (42 days)
 October 22-23: Conferences
 - 4:30-8:00 PM 10/22
 - 8AM-3PM 10/23
 October 26: No School

OCTOBER 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

APRIL 2027						
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	

April 9: No School: Teacher PD Day
 April 23: No School, Spring Holiday/Teacher Care Day **First Inclement Make Up Day

November 13, No School, Teacher Real World Planning Day
 November 23-27: No School, Thanksgiving Break

NOVEMBER 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					

MAY 2027						
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					

May 15: All Staff EOY Celebration
 May 31: No School, Memorial Day

December 11, No School, Teacher Real World Planning Day
 December 21-31: No School, Winter Break

DECEMBER 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		

JUNE 2027						
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			

June 3: Tentative last day of school
 June 4: Staff Work Day **Second Inclement Make Up Day

Important notes:

- Winter and Spring break are aligned with KCPS
- **Regular Session School hours: 8:45-3:30 CS/QH, 7:30-2:15: CPA**
 - **Contract hours: 8:00-4:00 CS/QH, 7:00-3:00: 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

195 Total Contract Days (200 for New Staff) → increase of 6 contract days, reduction in total hours worked

- 179 Student days (10 Jump Start + 169 School Year)
- 5 Beginning of year PD
- 7 Full PD days during school year
- 3 Conference Workdays
- 2 family nights (= 1 day)

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

July 27-31, 2026 Professional Development - New 10 - month Staff

August 3 - August 7, 2026 All staff Professional Development

August 10 - August 14 - First week of School - Jump Start

August 24 - First day of RSY

September 4 - day before Labor Day

September 8 - day after Labor Day; no school and Professional Development for staff

October 9 - No school Professional Development

October 22 & 23 - Parent Teacher Conference

October 27 - Day after No School

November 13 - No school Professional Development

November 20 – Day before Thanksgiving Break

November 30 – Day after Thanksgiving Break

December 11 – No School, Professional Development

December 18 – Day before Winter Break

January 4, 2025 – No School, Professional Development and mandatory 8 a.m. staff breakfast

January 15 – Day before Dr. King birthday holiday

January 19 – Day after Dr. King birthday holiday

February 12 – No school, Professional Development

February 16 – Day after President’s Day holiday

March 11 & 12 – Parent Teacher Conference

March 22 – Day after Spring Break

April 9 -- No School, Professional Development

April 26 - May 14– State Testing: As needed based on building testing schedules

May 28 -- Day before Memorial Day Holiday

June 1-4 – Last week of school