



Stargate School

Governance Board Business Meeting

Published on October 20, 2025 at 2:46 PM MDT

Date and Time

Tuesday October 21, 2025 at 6:00 PM MDT

Location

All meetings will be virtual unless otherwise noted.

Zoom Info: Join Zoom Meeting

<https://zoom.us/j/83148823532?pwd=qLJr9OMQdsLBsjht95dyr3CcdC5G4M.1>

Meeting ID: 831 4882 3532

Passcode: eagles

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Call the Meeting to Order		Lindsey Paquette	1 m
B. Roll Call		Lindsey Paquette	1 m
C. Reading of Stargate Mission		Any Board member	1 m

A volunteer from the Board reads the Stargate Mission:

Stargate School will provide a differentiated program designed specifically to meet the needs of identified intellectually gifted learners in order to challenge each student's

	Purpose	Presenter	Time	
<p>academic abilities, support their unique emotional needs, promote individual character development and encourage a life-long love of learning.</p>				
D.	Recognitions and Appreciations	Discuss	ED and/or Board Members	5 m
<p>Executive Director and/or Board Members may highlight special contributions or achievements of members of our community (students, staff, volunteers). (Optional participation)</p>				
II.	Approve Consent Agenda Items			6:08 PM
A.	Approve Consent Agenda	Vote	Lindsey Paquette	1 m
<p>The Consent Agenda contains the routine, generally agreed upon meeting items to be approved with a single vote.</p> <p>1) Agenda for October 21, 2025 Governance Board Meeting 2) Minutes for Governance Board Meeting held September 16, 2025 3) Minutes for Special Governance Board Meeting held October 8, 2025</p>				
B.	Minutes from Governance Board Meeting September 16, 2025	Approve Minutes	N/A	
C.	Approve Minutes from Special Governance Board Meeting on October 8, 2025	Approve Minutes	N/A	
III.	School Operations			6:09 PM
A.	Fundraising Update	FYI	Stacy Tempas, Community Dev Mgr	5 m
B.	FY2026 Q1 Financials	FYI	Sheila Mischke, Finance Mgr	5 m
C.	New HR Policies: Staff-Student Professional Boundaries	FYI	Jennifer Roach, HR Manager	10 m

	Purpose	Presenter	Time
D. Executive Director Academics Report	FYI	Robin Greene, Exec Dir	10 m

[ED Report October 2025](#)

IV. Public Comment

6:39 PM

Public Comments Reminder: The board meeting is structured to allow the Governance Board to conduct its business in a timely manner. Comments may not be immediately addressed but may be considered as future agenda items.

Comments are limited to 3 minutes each, and total time allotted for all public comments will not exceed 45 minutes. Those wishing to speak that do not get the opportunity to do so can submit their comments to governance@stargateschool.org or may attend the next board meeting to do so. Please note that time may not be donated to others and comments are expected to maintain professional courtesy, civility, and respect.

A. Public Comment	FYI		15 m
-------------------	-----	--	------

Community members are offered an opportunity to sign up for Public Comment at the beginning of each meeting. Only those who have signed up are permitted to offer comment during this time. The "Public Comment Reminders" are read by a Board Member prior to any comments being heard.

Anyone wishing to speak must sign-in before the public comment portion of the meeting at [this link](#).

[Public Comment Sign Up](#)

B. Public Comment Response	FYI	Any Board Member	5 m
----------------------------	-----	------------------	-----

The Board is given an opportunity, but is not required, to offer a response to any Public Comment.

V. Committee Reports

6:59 PM

A. Written Committee Reports *Please post committee goals and signed Handbooks in Committees folder*	FYI		1 m
--	-----	--	-----

Monthly reports, if any, from the following committees will be posted here for pre-read. The Board will not spend time discussing these in detail, but may respond to specific questions presented within the report.

	Purpose	Presenter	Time
1. Elections Committee			
2. Finance Committee			
3. Fundraising Allocation Committee			
4. Recruiting Committee			
5. School Accountability Committee			

B. Elections Committee Update	FYI	Tien Tong	5 m
SAC Election			

VI. Action Items (Discuss and/or Vote) 7:05 PM

Board Member votes will be taken on items requiring Board approval. Most of these items will have been reviewed and discussed during an earlier agenda item, so a motion to approve "as discussed" may be presented immediately, if appropriate.

A. 2025-2026 Strategic Plan	Vote	Lindsey Paquette	5 m
Strategic Objectives & Key Results 2025-2028			

B. 2025-2026 Executive Director Goals	Vote	Karla Lindgren	5 m
See email			

C. Plan for Fall Stakeholder Update & ED Town Hall on Oct 28	Discuss	Lindsey Paquette	5 m
Include data reviewed at Strategic Planning session, plus resulting OKRs. Send out via Board email, plus post to website. Identify Board member(s) to join Robin to share select excerpts at ED Town Hall on 10/28.			

D. Ad-hoc Bus Committee	Vote	Lindsey Paquette	10 m
Determine next steps and identify key leadership (Board members, Admin, Staff, Community members)			

E. Committee Charters - if any to be updated	Vote	Board Liaison to Committee	1 m
No updates at this time. Charters can be updated as needed through year.			

F. Training Check In	Discuss	Jessica Painz	5 m
Check in to see if on track for training requirements Board Training Tracking			

	Purpose	Presenter	Time
G. Discussion RE: Board Member Attendance & Commitments	Vote	L Paquette & S Howorko	10 m
VII. Future Planning			7:46 PM
A. Next Board Meeting Agenda and Board Packet Review proposed agenda for next month's meeting in Board On Track and suggest additions or changes.	Discuss	Lindsey Paquette	5 m
B. Next Admin Sync Meeting Two (rotating) Board Members are assigned to meet with our Executive Director at a specified time in the interim between Board meetings to maintain regular communication. Meetings are typically scheduled two weeks after each meeting on a Monday morning, if schedules permit.	Discuss	Lindsey Paquette	5 m
C. Upcoming Events Board Members highlight any upcoming important events requiring our attendance or contribution.	Discuss	All Board Members	1 m
VIII. Closing Items			7:57 PM
A. Adjourn Meeting Motion and vote to officially adjourn.	Vote	Lindsey Paquette	1 m

Coversheet

Minutes from Governance Board Meeting September 16, 2025

Section: II. Approve Consent Agenda Items
Item: B. Minutes from Governance Board Meeting September 16, 2025
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Governance Board Business Meeting on September 16, 2025

APPROVED



Stargate School

Minutes

Governance Board Business Meeting

Date and Time

Tuesday September 16, 2025 at 6:00 PM

Location

All meetings will be virtual unless otherwise noted.

Zoom Info: Join Zoom Meeting

<https://zoom.us/j/83148823532?pwd=qLJr9OMQdsLBsjht95dyr3CcdC5G4M.1>

Meeting ID: 831 4882 3532

Passcode: eagles

Directors Present

B. Paul (remote), J. Painz (remote), K. Lindgren (remote), L. Challa (remote), L. Paquette (remote), L. Steele (remote), S. Howorko (remote)

Directors Absent

H. Sonnenahalli

Guests Present

Kendra Gorge (remote), M. Anderson (remote), Molly Stroup (remote), R. Greene (remote)

I. Opening Items

A. Call the Meeting to Order

L. Paquette called a meeting of the board of directors of Stargate School to order on Tuesday Sep 16, 2025 at 6:00 PM.

B. Roll Call

C. Reading of Stargate Mission

D. Recognitions and Appreciations

RG - 75% of total class has a 3.75 GPA, big deal! Ms. Dunn has students working on cybersecurity with the FBI. We are number 1 in the 51-100 student group.

LC - Attended High School Fall Academic Awards, It's great to see that we are recognizing the hard work and dedication of students. These annual academic awards ceremonies not only celebrate achievement but also motivate students to strive for excellence. I would like to Thank Mr. Cable and Logan along with all staff members (Busse, Spears, Janociak, Siles, Mansure, and Allen)

BP - Danielle for the work that she has done recruiting. we have 6 parents running for one seat.

LP - Robin for the Visionary Award.

II. Approve Consent Agenda Items

A. Approve Consent Agenda

L. Paquette made a motion to approve the Consent Agenda.
L. Challa seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Minutes from Governance Board Meeting August 25, 2025

L. Paquette made a motion to approve the minutes from 8/25/25 Board Business Meeting on 08-25-25.
L. Challa seconded the motion.
The board **VOTED** unanimously to approve the motion.

III. School Operations

A. Finance & Construction Project Update

Presentation by Kendra George (KG) and Lynne Whitney (LW)

Q: LP - has construction been disruptive to classroom work? It has created some challenges in a K classroom, and they are working through it.

B. Marketing for Admissions & Enrollment

Presentation by Kelli and Molly Stroup. Numbers look better this year even though declining enrollment.

C. IT Discussion on Board Emails

Presentation by Richard Raehal: We will have the distribution lists updated to ensure that everyone is correctly on it. Discussion between Board and RR.

D. Executive Director Academics Report

Presentation by Robin Greene specifically on the SPF. RG discusses Growth metrics are against other students vs the students themselves. Focusing our PLCs on data.

IV. Public Comment

A. Public Comment

Therese Morin - Student barriers to SG, When we are talking about recruiting students from other areas and other backgrounds. Ticket out of it was her education and her brain. While we have language barriers, the bigger issue will be transportation. We need to increase accessibility to transportation.

B. Public Comment Response

No response.

V. Committee Reports

A. Written Committee Reports *Please post committee goals and signed Handbooks in Committees folder*

B. Recruiting Committee Update

DF reviews the report. We should be putting something in ES folder.

C. Elections Committee Update

TT discusses report. SimplyVoting has been hard to get ahold of and provide inconsistent responses.

SH wants the Election Committee to look into other platforms for future elections. Conferences would be great way to get folks to submit their confirmation that they voted. Are there any social media posts on the election?

Board shares different ideas to get the word out.

D. SAC Committee Update

Lucas Banta discusses SAC committee update.

VI. Action Items (Discuss & Vote)

A. FAC Safety and Security Funding

S. Howorko made a motion to approve up to \$200K for safety and security funding, pending FAC approval.

L. Paquette seconded the motion.

Request from Robin for matching the funding that we received for Safety. This gets it all in at one time, the total cost is anticipated for \$375K, does match the funding for the grant we received.

Should we have any concerns about not being able to address other request? We have about 259K in there.

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

B. MLO District Communications

RG shared information on the MLO District Communications.

K. Lindgren made a motion to assign 2 Board Members to support on the communications.

S. Howorko seconded the motion.

- Samantha & Lindsey

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

C. Strategic Planning Session Agenda

No action needed, started to populate the pre-read in the document. Review document when its finalized.

VII. Future Planning

A. Next Board Meeting Agenda and Board Packet

2 meetings, exec session and then regular. Add Stacy for the next meeting, Dave for the following month. Elections committee, no recruiting.

October 8 meeting at 5pm for our team.

B. Next Admin Sync Meeting

October 6, LP and LS attend at 830am

C. Upcoming Events

Promoting the bylaws!

Gala!

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:20 PM.

Respectfully Submitted,
L. Paquette

Coversheet

Approve Minutes from Special Governance Board Meeting on October 8, 2025

Section: II. Approve Consent Agenda Items
Item: C. Approve Minutes from Special Governance Board Meeting on October
8, 2025
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Meeting of the Board on October 8, 2025

APPROVED



Stargate School

Minutes

Special Meeting of the Board

Date and Time

Wednesday October 8, 2025 at 5:00 PM

Directors Present

B. Paul (remote), J. Painz (remote), K. Lindgren (remote), L. Paquette (remote), L. Steele (remote), S. Howorko (remote)

Directors Absent

H. Sonnenahalli, L. Challa

Directors who left before the meeting adjourned

B. Paul

Guests Present

R. Greene (remote)

I. Opening Items**A. Call the Meeting to Order**

K. Lindgren called a meeting of the board of directors of Stargate School to order on Wednesday Oct 8, 2025 at 5:01 PM.

B. Roll Call**C.**

Reading of Stargate Mission

II. Approve Consent Agenda Items

A. Approve Consent Agenda

L. Paquette made a motion to approve the consent agenda.

S. Howorko seconded the motion.

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

III. Action Items (Discuss & Vote)

A. UIP Approval

L. Paquette made a motion to approve the UIP as presented.

S. Howorko seconded the motion.

- Are we getting a new Elem Math curriculum? (BP)

-- RG response, this is a newer curriculum that was chosen by the committees. There was a different roll out for K-5 than 6-8, so recognizing that we need a stronger re-roll out for K-5

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

B. Board communication to District regarding MLO

B. Paul left at 5:08 PM.

S. Howorko made a motion to send a letter to the District similar to the PRA letter.

L. Paquette seconded the motion.

- BP previously noted to LP via written communication not wanting to sign this letter to the District.

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

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:15 PM.

Respectfully Submitted,

L. Paquette

Coversheet

FY2026 Q1 Financials

Section: III. School Operations
Item: B. FY2026 Q1 Financials
Purpose: FYI
Submitted by:
Related Material: Q1 FY26 Board Summary Reports All.pdf
Q1 Financial Statements 2025.09.pdf

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Operating 11							
Account Type	I	Revenue					
Source of Revenue/Objec	1000	Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	1,144,658.95	3,794,000.00	30.17	3,760,000.00	3,718,576.63	
3000	Revenue from State Sources	427,737.23	1,579,634.00	27.08	1,579,634.00	1,468,528.37	
4000	Revenue from Federal Sources	250,961.00	185,000.00	135.65	181,151.00	226,477.68	
5200	Transfers	22,024.23	(619,814.00)	(3.55)	(639,000.00)	(1,395,025.91)	
5400	Lease Proceeds	0.00	0.00	0.00	0.00	115,378.44	
5710	Per Pupil Revenue	4,530,850.22	18,389,590.00	24.64	18,389,590.00	17,676,479.52	
I	Revenue	6,376,231.63	23,328,410.00	27.33	23,271,375.00	21,810,414.73	* Account Type
0100	Salaries	2,536,588.68	11,665,000.00	21.75	11,665,000.00	11,030,855.79	
0200	Employee Benefits	831,907.86	4,419,602.00	18.82	4,419,602.00	3,551,477.09	
0300	Purchased Professional and Technical Services	123,247.95	450,000.00	27.39	450,000.00	419,180.85	
0400	Purchased Property Services	1,280,994.72	3,935,161.00	32.55	3,935,161.00	2,854,809.00	
0500	Other Purchased Services	582,755.24	1,811,647.00	32.17	1,809,612.00	1,755,517.55	
0600	Supplies	325,793.95	725,500.00	44.91	725,500.00	738,509.50	
0700	Property	44,475.32	200,000.00	22.24	200,000.00	434,202.86	
0800	Other Objects	33,731.00	110,000.00	30.66	110,000.00	108,577.57	
0900	0900	7,118.00	11,500.00	61.90	11,500.00	11,084.00	
X	Expense	5,766,612.72	23,328,410.00	24.72	23,326,375.00	20,904,214.21	* Account Type
11	Operating	(609,618.91)	0.00	0.00	55,000.00	(906,200.52)	Fund

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Student Activities/Clubs 23							
Account Type	I	Revenue					
Source of Revenue/Objec	1000	Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	23,838.22	290,000.00	8.22	290,000.00	296,294.52	
5200	Transfers	0.00	124,000.00	0.00	124,000.00	105,000.00	
I	Revenue	23,838.22	414,000.00	5.76	414,000.00	401,294.52	* Account Type
0100	Salaries	0.00	90,000.00	0.00	90,000.00	19,500.00	
0200	Employee Benefits	0.00	24,350.00	0.00	19,260.00	4,173.00	
0300	Purchased Professional and Technical Services	39.95	2,500.00	1.60	2,500.00	2,065.73	
0400	Purchased Property Services	0.00	0.00	0.00	0.00	0.00	
0500	Other Purchased Services	11,588.46	160,000.00	7.24	150,000.00	152,883.24	
0600	Supplies	20,348.56	137,150.00	14.84	168,000.00	168,056.43	
0700	Property	0.00	0.00	0.00	0.00	0.00	
0800	Other Objects	80.00	0.00	0.00	0.00	(25.00)	
X	Expense	32,056.97	414,000.00	7.74	429,760.00	346,653.40	* Account Type
23	Student Activities/Clubs	8,218.75	0.00	0.00	15,760.00	(54,641.12)	Fund

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Athletics 26							
Account Type	I	Revenue					
Source of Revenue/Objec	1000	Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	49,200.25	116,500.00	42.23	133,350.00	136,428.22	
5200	Transfers	0.00	210,814.00	0.00	230,000.00	250,127.00	
I	Revenue	49,200.25	327,314.00	15.03	363,350.00	386,555.22	* Account Type
0100	Salaries	14,734.38	178,810.00	8.24	183,810.00	158,468.37	
0200	Employee Benefits	3,153.15	41,878.00	7.53	43,840.00	42,420.66	
0300	Purchased Professional and Technical Services	21,520.31	37,000.00	58.16	43,500.00	42,657.89	
0400	Purchased Property Services	0.00	1,200.00	0.00	1,200.00	1,181.25	
0500	Other Purchased Services	15,121.37	25,226.00	59.94	40,000.00	41,400.49	
0600	Supplies	10,495.65	24,500.00	42.84	45,000.00	44,856.62	
0700	Property	0.00	9,000.00	0.00	6,000.00	1,179.96	
0800	Other Objects	9,574.32	9,700.00	98.70	5,000.00	6,316.86	
X	Expense	74,599.18	327,314.00	22.79	368,350.00	338,482.10	* Account Type
26	Athletics	25,398.93	0.00	0.00	5,000.00	(48,073.12)	Fund

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Fundraising 27							
Account Type	I	Revenue					
Source of Revenue/Objec	1000	Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	45,149.41	120,000.00	37.62	120,000.00	109,087.47	
5200	Transfers	0.00	(15,000.00)	0.00	(15,000.00)	(15,000.00)	
I	Revenue	45,149.41	105,000.00	43.00	105,000.00	94,087.47	* Account Type
0300	Purchased Professional and Technical Services	5,975.05	1,000.00	597.51	1,000.00	291.49	
0500	Other Purchased Services	6,083.75	20,000.00	30.42	20,000.00	14,424.95	
0600	Supplies	290.31	25,000.00	1.16	25,000.00	13,139.97	
0700	Property	0.00	39,000.00	0.00	39,000.00	12,372.95	
0800	Other Objects	1,631.16	20,000.00	8.16	20,000.00	9,115.79	
X	Expense	13,980.27	105,000.00	13.31	105,000.00	49,345.15	* Account Type
27	Fundraising	(31,169.14)	0.00	0.00	0.00	(44,742.32)	Fund

Fund 52 Board Summary Report

Printed: 10/15/2025 4:32:51PM
Stargate Charter School

BASE- Eagle's Landing 52

Account Type I Revenue
Source of Revenue/Objec 1000 Revenue from Local Sources

Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	109,429.00	565,350.00	19.36	565,350.00	452,942.00	
3000	Revenue from State Sources	0.00	0.00	0.00	0.00	0.00	
5200	Transfers	0.00	0.00	0.00	0.00	0.00	
I	Revenue	109,429.00	565,350.00	19.36	565,350.00	452,942.00	* Account Type
0100	Salaries	55,529.24	346,830.00	16.01	306,830.00	276,303.94	
0200	Employee Benefits	19,810.34	111,243.00	17.81	111,243.00	93,475.57	
0300	Purchased Professional and Technical Services	1,944.15	22,960.00	8.47	22,960.00	13,993.50	
0500	Other Purchased Services	4,074.86	21,250.00	19.18	19,317.00	12,535.54	
0600	Supplies	6,169.13	44,497.00	13.86	25,000.00	20,935.29	
X	Expense	87,527.72	546,780.00	16.01	485,350.00	417,243.84	* Account Type
52	BASE- Eagle's Landing	(21,901.28)	(18,570.00)	117.94	(80,000.00)	(35,698.16)	Fund
Report Total:		<u>21,901.28</u>	<u>18,570.00</u>	<u>117.94</u>	<u>80,000.00</u>	<u>35,698.16</u>	

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

SRF Stargate Foundation 28							
Account Type I		Revenue					
Source of Revenue/Objec 1000		Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	1,119,374.43	3,240,844.00	34.54	3,240,844.00	2,605,075.30	
5100	Other Financing- Bond Issuance	0.00	17,900,336.00	0.00	17,900,336.00	0.00	
5200	Transfers	0.00	0.00	0.00	0.00	(145,101.09)	
I	Revenue	1,119,374.43	21,141,180.00	5.29	21,141,180.00	2,459,974.21	* Account Type
0700	Property	0.00	17,427,766.00	0.00	17,427,766.00	0.00	
0800	Other Objects	0.00	3,240,844.00	0.00	3,240,844.00	1,649,150.00	
0900	0900	0.00	945,140.00	0.00	945,140.00	790,000.00	
X	Expense	0.00	21,613,750.00	0.00	21,613,750.00	2,439,150.00	* Account Type
28	SRF Stargate Foundation	(1,119,374.43)	472,570.00	(236.87)	472,570.00	(20,824.21)	Fund

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Bond Projects Fund 41							
Account Type		Revenue					
Source of Revenue/Objec		1000 Revenue from Local Sources					
Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	35,282.50	0.00	0.00	0.00	5,520,270.09	
I	Revenue	35,282.50	0.00	0.00	0.00	5,520,270.09	* Account Type
0300	Purchased Professional and Technical Services	0.00	0.00	0.00	0.00	0.00	
0700	Property	0.00	2,642,492.00	0.00	2,642,492.00	2,340,253.05	
X	Expense	0.00	2,642,492.00	0.00	2,642,492.00	2,340,253.05	* Account Type
41	Bond Projects Fund	(35,282.50)	2,642,492.00	(1.34)	2,642,492.00	(3,180,017.04)	Fund

Board Summary Report

Printed: 10/15/2025 4:34:46PM
Stargate Charter School

Capital Improvements 43

Account Type I Revenue
Source of Revenue/Objec 1000 Revenue from Local Sources

Account	Description	Y.T.D. Activity	FY26 Budget	YTD % to Budget (1/2)	FY26 Working Revised Budget	FY25 Activity	State Account Number
1000	Revenue from Local Sources	35,269.79	0.00	0.00	0.00	0.00	
5200	Transfers	(22,024.23)	300,000.00	(7.34)	300,000.00	1,200,000.00	
I	Revenue	13,245.56	300,000.00	4.42	300,000.00	1,200,000.00	* Account Type
43	Capital Improvements	13,245.56	300,000.00	4.42	300,000.00	1,200,000.00	Fund
Report Total:		<u>1,775,072.86</u>	<u>(2,815,062.00)</u>	<u>(63.06)</u>	<u>(2,890,822.00)</u>	<u>5,454,498.33</u>	



14530 WASHINGTON STREET | THORNTON, CO 80023

OFFICE: 303.450.3936 | FAX: 303.450.3941 | INFO@STARGATESCHOOL.ORG

Quarterly Financial Statements

Fiscal Year 2025-26

September 30, 2025

Stargate Charter School
14530 Washington Street
Thornton, CO 80023

Robin Greene
Executive Director

Sheila Mischke
Finance Manager

Stargate Charter School
Quarterly Financial Summary
Table of Contents
9/30/2025

Financials

KPI's	.....	1
DSCR & DCOH	.....	2
General Fund	.....	3
Student Activities Fund	.....	5
Athletics	.....	6
Fundraising	.....	7
Eagles Landing Fund	.....	9
Bond Redemption Fund	.....	10
Capital Reserve Fund	.....	11
Foundation Fund	.....	12



14530 WASHINGTON STREET | THORNTON, CO 80023

OFFICE: 303.450.3936 INFO@STARGATESCHOOL.ORG

FY2026 Q1 - KPI's			
9/30/2025	KPI	Actual	Budget
Cash Reserve			
Days Cash on Hand		161	
Budget Performance			
Revenue	>100%	26.57%	25%
Expenses	>100%	24.17%	25%
Expenses			
Salaries	>45%	39.19%	50%
Benefits	>15%	12.85%	15%
Other Expenses	<17%	19.71%	17%
Debt Service Coverage Ratio	1.1	1.56	1.23
Surplus/Loss		10.19%	5%

❖ The financial statements for Q1 of FY2025–FY2026 are attached. Stargate’s financial position remains strong. As usual, several annual expenses are paid at the beginning of the fiscal year, resulting in higher expenditures this quarter. As a result, some budget line items appear at or near 100% of the annual budget. These represent one-time, upfront costs that will not continue to increase as the year progresses.

❖ Our days cash on hand is slightly high. As construction costs continue to be paid throughout the year, we anticipate this number will decline.

Stargate Charter School
Quarterly Financial Summary
Unofficial Student Count: 1587
9/30/2025

Quarterly unaudited financial information, including the student enrollment count and actual income and expenses

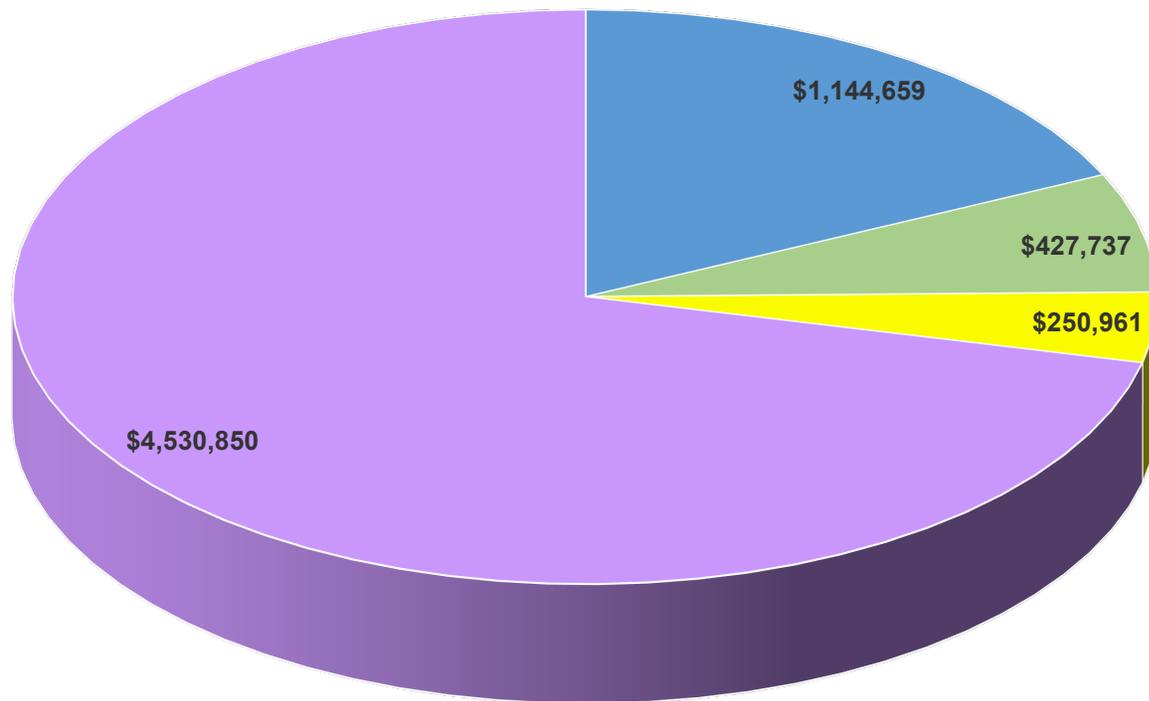
Days Cash on Hand Calculation		Debt Service Coverage Ratio Calculation	
	Stargate DCOH		Stargate DSCR
Cash			
Stargate Foundation			
Zions Bond Principal	\$700,690	Net Income	677,600
Zions Interest Cash	\$815,585		
Zions Debt Service Reserve	\$3,843,305	Plus: Base Rental/Debt Service	1,202,022
Zions Project Fund	\$19,127,413		
	<u>\$24,486,993</u>	Adjusted Net Income	<u>1,879,622</u>
		Base Rental/Debt Service	<u>1,202,022</u>
Stargate Cash and Investments		Debt Service Coverage Ratio	1.56
General Fund	10,385,821		
SRF Student Activities	93,100		
SRF Athletics	34,814		
SRF Fundraising	324,666		
Eagles Landing	177,020		
ColoTrust SPED Reserve	206,825		
ColoTrust Bond Reserve	2,719,941		
ColoTrust Capital Construction Reserve	1,213,246		
Total Cash	<u>15,155,433</u>		
Less Reserve Accounts			
TABOR Reserve	(590,788)		
ColoTrust SPED Reserve	(206,825)		
ColoTrust Bond Reserve	(2,719,941)		
ColoTrust Capital Construction Reserve	(1,213,246)		
Total Reserve Accounts	<u>(4,730,799)</u>		
Net Cash	<u>\$10,424,633</u>		
Expenditures			
Total Expenditures	24,721,504		
Less: Building Rent/Bond 2018	(956,089)		
Less: Addt'l Building Rent/Bond 2025	(245,933)		
Net Subtractions	<u>(1,202,022)</u>		
Adjusted Expenditures	<u>\$23,519,482</u>		
Days Cash On Hand	160.8		

Stargate Charter School
Quarterly Financial Summary
General Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter	Footnotes
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual	
Revenues						
Local Revenue	1,144,659	3,794,000	(2,649,341)	30.17%	1,160,508	
State Revenue	427,737	1,579,634	(1,151,897)	27.08%	152,929	
Federal Revenue	250,961	185,000	65,961	135.65%	38,428	The federal government provided the full ECEA (SPED) grant money upfront.
Per Pupil Allocation	4,530,850	18,389,590	(13,858,740)	24.64%	4,234,716	
Total Revenues	6,354,207	23,948,224	\$ (17,594,017)	26.53%	\$ 5,586,581	
Expenditures by Object						
Salaries	2,536,589	11,665,000	9,128,411	21.75%	1,892,274	
Employee Benefits	831,908	4,419,602	3,587,694	18.82%	651,143	
Purchased Prof & Tech Services	123,248	450,000	326,752	27.39%	99,382	
Purch Property Services	78,972	441,000	362,028	17.91%	121,333	
Other Purchased Services	582,755	1,811,647	1,228,892	32.17%	471,044	Several items were paid early in the year, including: Annual liability insurance coverage, overnight field trips deposits and annual software subscriptions (Admissions, Subject.com, Panorama, Boards on Track, etc.).
Supplies	325,794	725,500	399,706	44.91%	277,567	
Property	44,475	200,000	155,525	22.24%	202,908	Textbook materials, licenses and supplies were purchased the start for the fiscal year.
Other Expenses	40,849	121,500	80,651	33.62%	47,571	The bond trustee fee and annual Colorado League of Charter Schools dues were pad in full for the year.
Rent	1,202,022	3,494,161	2,292,139	34.40%	624,326	Rent is now paid over 9 months instead of 12, resulting in higher expenses early in the year. This also Includes additional rent related to the construction.
Total Expenditures	5,766,613	23,328,410	\$ 17,561,797	24.72%	\$ 3,763,221	
Other Financing Uses						
Transfers	(22,024)	619,814	641,838			
Total Other Financing Uses	(22,024)	619,814	\$ 641,838		\$ -	
Income (Loss)	609,619	-	\$ 609,619	0	\$ 1,823,360	
Audited/Estimated Fund Balance, Beginning of Year	8,506,453	8,844,881				
Fund Balance, End of Period	9,116,072	8,844,881	\$ 609,619			

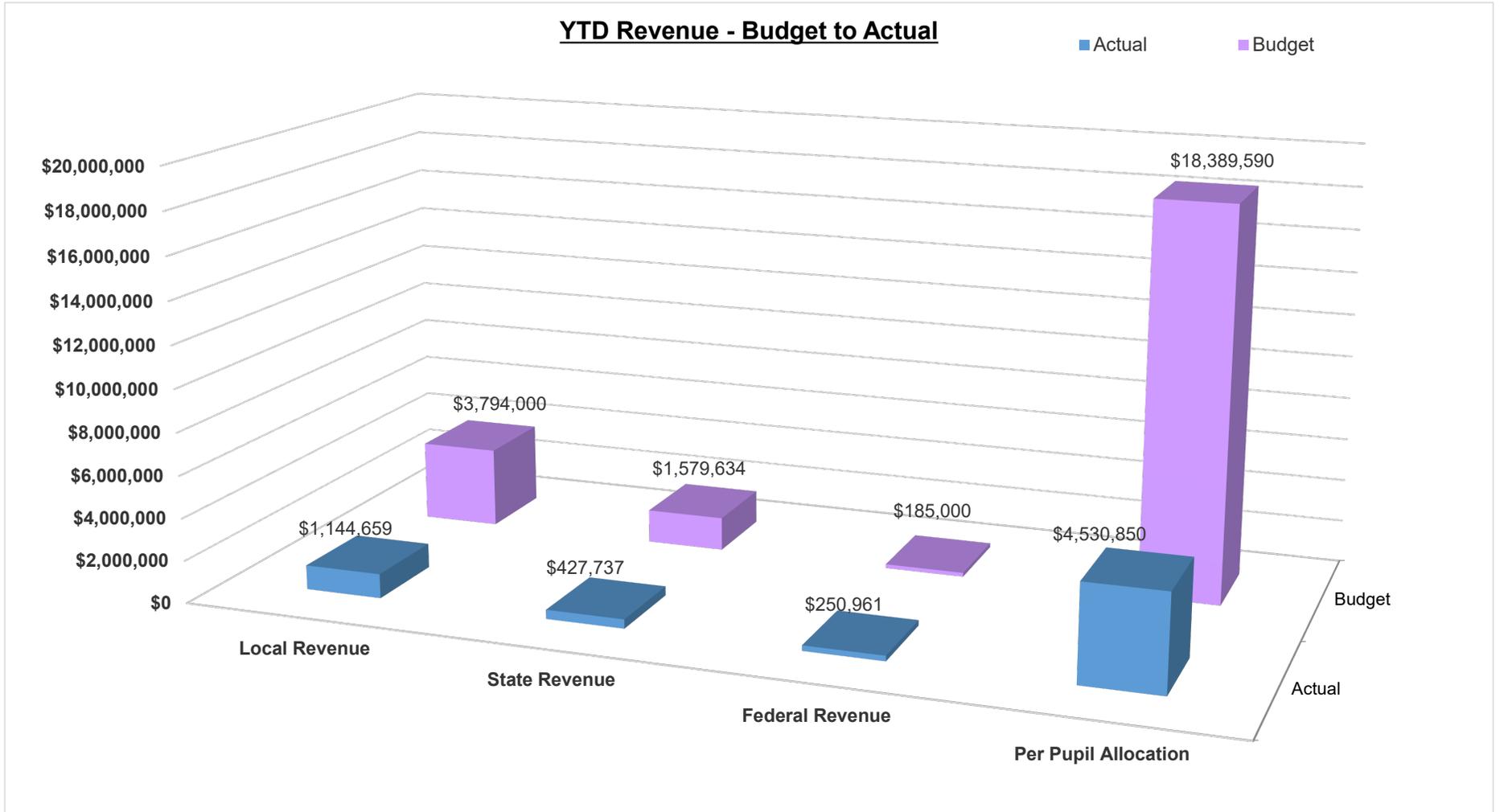
Stargate Charter School
Quarterly Financial Summary
General Fund
9/30/2025

YTD General Fund Revenues

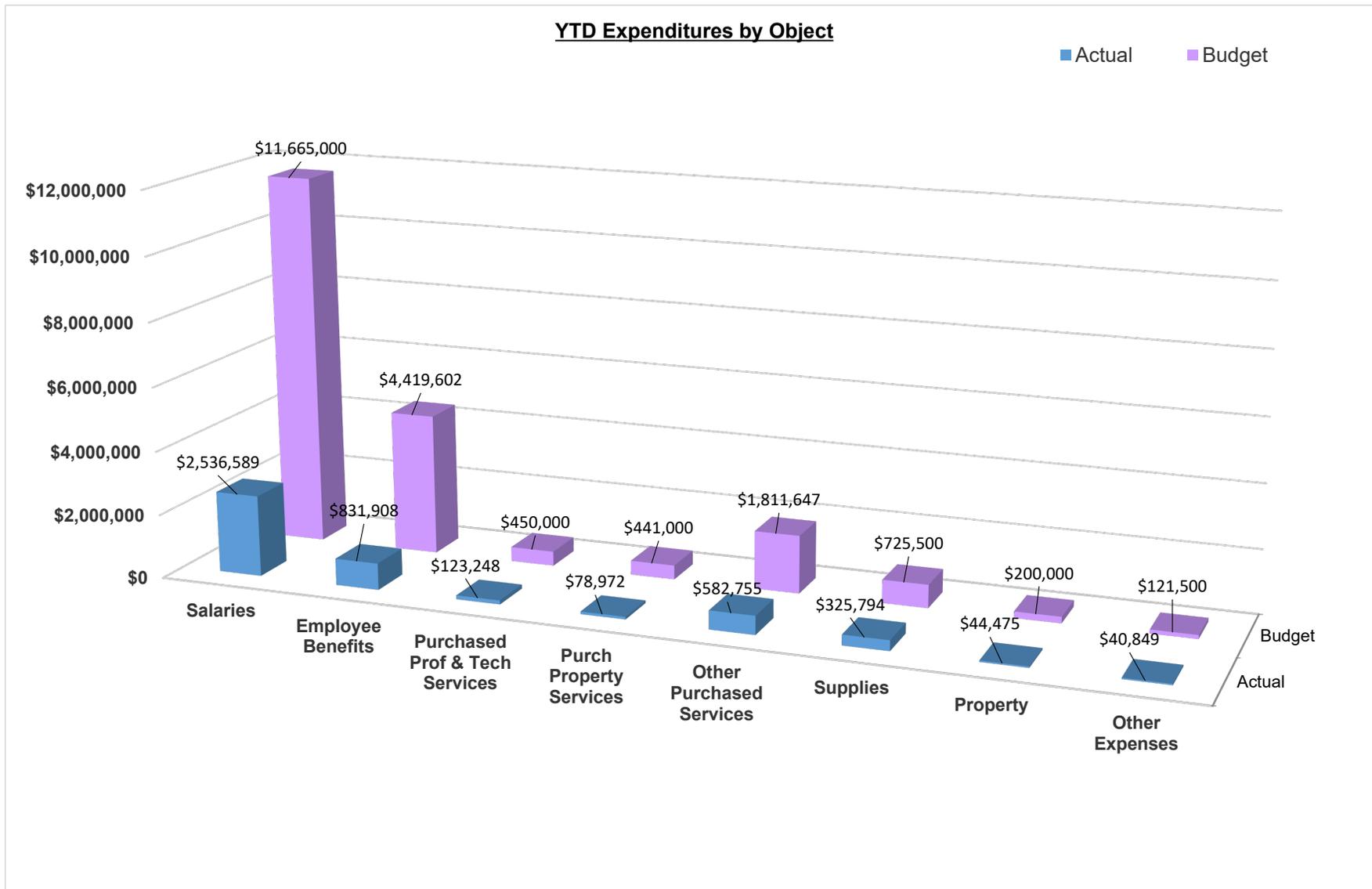


■ Local Revenue ■ State Revenue ■ Federal Revenue ■ Per Pupil Allocation

Stargate Charter School
Quarterly Financial Summary
General Fund
9/30/2025



Stargate Charter School
Quarterly Financial Summary
General Fund
9/30/2025



Stargate Charter School
Quarterly Financial Summary
Student Activities Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	23,838	290,000	(266,162)	8.22%	296,295
State Revenue	-	0	0	0	0
Federal Revenue	-	0	0	0	0
Allocations	-	0	0	0	0
Total Revenues	\$ 23,838	\$ 290,000	\$ (266,162)	8.22%	\$ 296,295
Expenditures					
Salaries	-	90,000	90,000	0.00%	19,500
Employee Benefits	-	24,350	24,350	0.00%	4,173
Purchased Prof & Tech Services	40	2,500	2,460	1.60%	2,066
Purch Property Services	-		0	0	0
Other Purchased Services	11,588	160,000	148,412	7.24%	152,883
Supplies	20,349	137,150	116,801	14.84%	168,056
Property	-		0	0	0
Other Expenses	80		(80)	0	(25)
Total Expenditures	\$ 32,057	\$ 414,000	\$ 381,943	7.74%	\$ 346,653
Other Financing Uses					
Transfers	-	(124,000)	(124,000)	0.00%	(105,000)
Total Other Financing Uses	\$ -	\$ (124,000)	\$ (124,000)	0.00%	\$ (105,000)
Income (Loss)	\$ (8,219)	\$ -	\$ (8,219)	0	\$ 54,641
Audited/Estimated Fund Balance, Beginning of Year	29,945	3,771			
Fund Balance, End of Period	\$ 21,726	\$ 3,771	\$ (8,219)		

Footnotes

Stargate Charter School
Quarterly Financial Summary
Athletics Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter	Footnotes
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual	
Revenues						
Local Revenue	49,200	116,500	(67,300)	42.23%	48,752	
State Revenue	-	0	0	0	0	
Federal Revenue	-	0	0	0	0	
Allocations	-	0	0	0	0	
Total Revenues	\$ 49,200	\$ 116,500	\$ (67,300)	42.23%	\$ 48,752	
Expenditures						
Salaries	14,734	178,810	164,076	8.24%	13,345	
Employee Benefits	3,153	41,878	38,725	7.53%	4,461	
Purchased Prof & Tech Services	21,520	37,000	15,480	58.16%	9,139	Annual purchased services and the software subscription for the officials were paid at the beginning of the fiscal year.
Purch Property Services	-	1,200	1,200	0.00%	0	
Other Purchased Services	15,121	25,226	10,105	59.94%	15,400	The School purchased annual athletic subscriptions that cover participation in leagues, scheduling platforms, and other athletic association services.
Supplies	10,496	24,500	14,004	42.84%	8,544	Athletic supplies, were purchased at the start of the fiscal year to prepare for all scheduled sports activities.
Property	-	9,000	9,000	0.00%	0	
Other Expenses	9,574	9,700	126	98.70%	6,317	Annual dues and membership fees for professional organizations, athletic associations, and required school memberships were paid at the beginning of the fiscal year.
Total Expenditures	\$ 74,599	\$ 327,314	\$ 252,715	22.79%	\$ 57,206	
Other Financing Uses						
Transfers	-	(210,814)	(210,814)	0.00%	(14,500)	
Total Other Financing Uses	\$ -	\$ (210,814)	\$ (210,814)	0.00%	\$ (14,500)	
Income (Loss)	\$ (25,399)	\$ -	\$ (25,399)	0	\$ 6,045	
Audited/Estimated Fund Balance, Beginning of Year	(387)	915				
Fund Balance, End of Period	\$ (25,786)	\$ 915	\$ (25,399)			

Stargate Charter School
Quarterly Financial Summary
Fundraising Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	45,149	120,000	(74,851)	37.62%	23,697
State Revenue	-	0	0	0	
Federal Revenue	-	0	0	0	
Allocations	-	0	0	0	
Total Revenues	\$ 45,149	\$ 120,000	\$ (74,851)	37.62%	\$ 23,697
Expenditures					
Salaries	-	0	0	0	
Employee Benefits	-	0	0	0	
Purchased Prof & Tech Services	5,975	1,000	(4,975)	597.51%	
Purch Property Services	-	0	0	0	
Other Purchased Services	6,084	20,000	13,916	30.42%	
Supplies	290	25,000	24,710	1.16%	
Property	-	39,000	39,000	0.00%	941
Other Expenses	1,631	20,000	18,369	8.16%	1,087
Total Expenditures	\$ 13,980	\$ 105,000	\$ 91,020	13.31%	\$ 2,028
Other Financing Uses					
Transfers	-	15,000	15,000	0.00%	
Total Other Financing Uses	\$ -	\$ 15,000	\$ 15,000	0.00%	\$ -
Income (Loss)	\$ 31,169	\$ -	\$ 31,169	0	\$ 21,669
Audited/Estimated Fund Balance, Beginning of Year	247,865	292,366			
Fund Balance, End of Period	\$ 279,034	\$ 292,366	\$ 31,169		

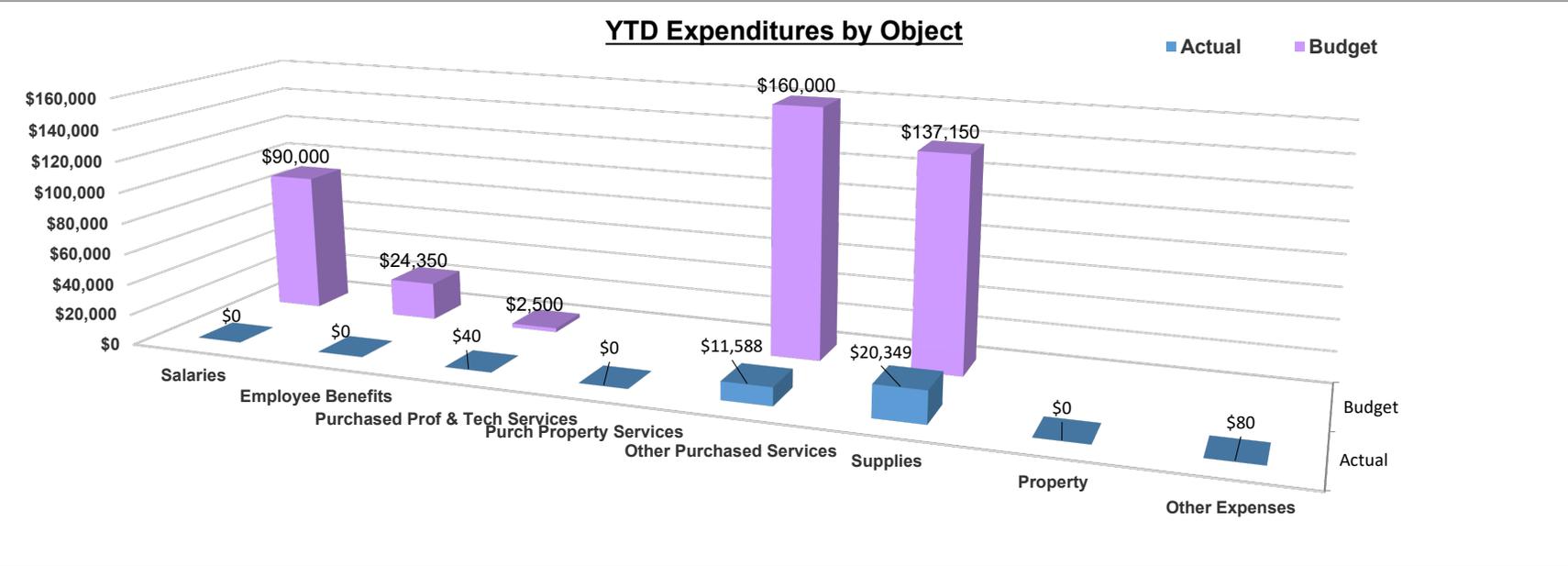
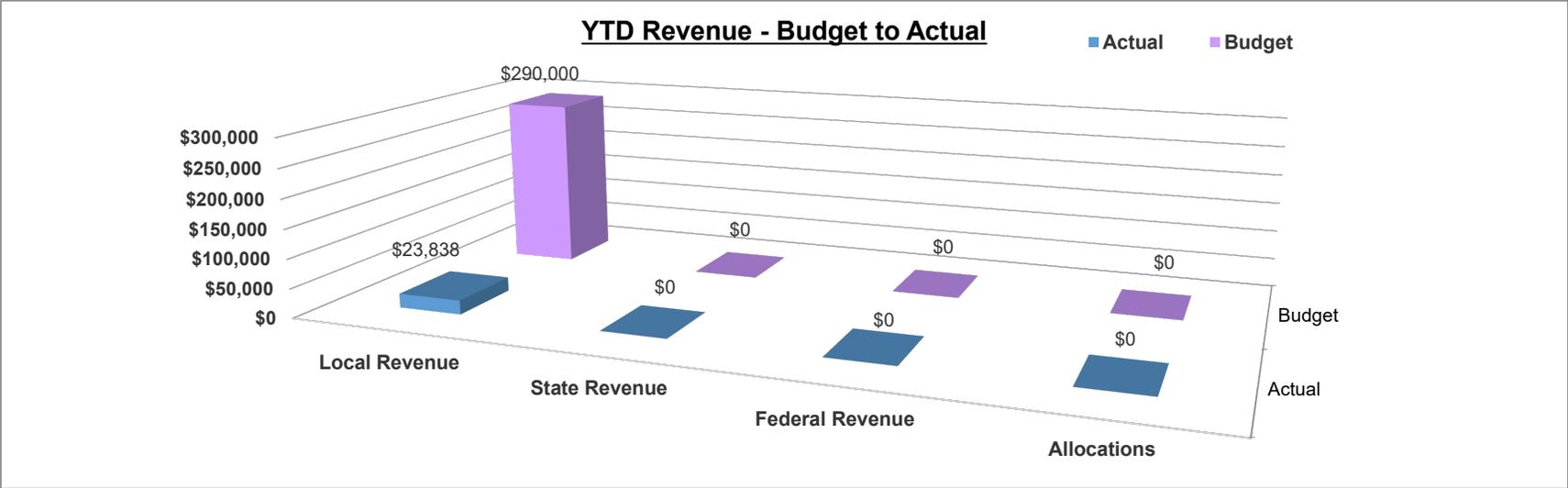
Footnotes

Expenses related to the annual Gala were incurred and prior to the event on 10/4. The proceeds and donations from the Gala will appear in next quarter's financials.

Same as the explanation above.

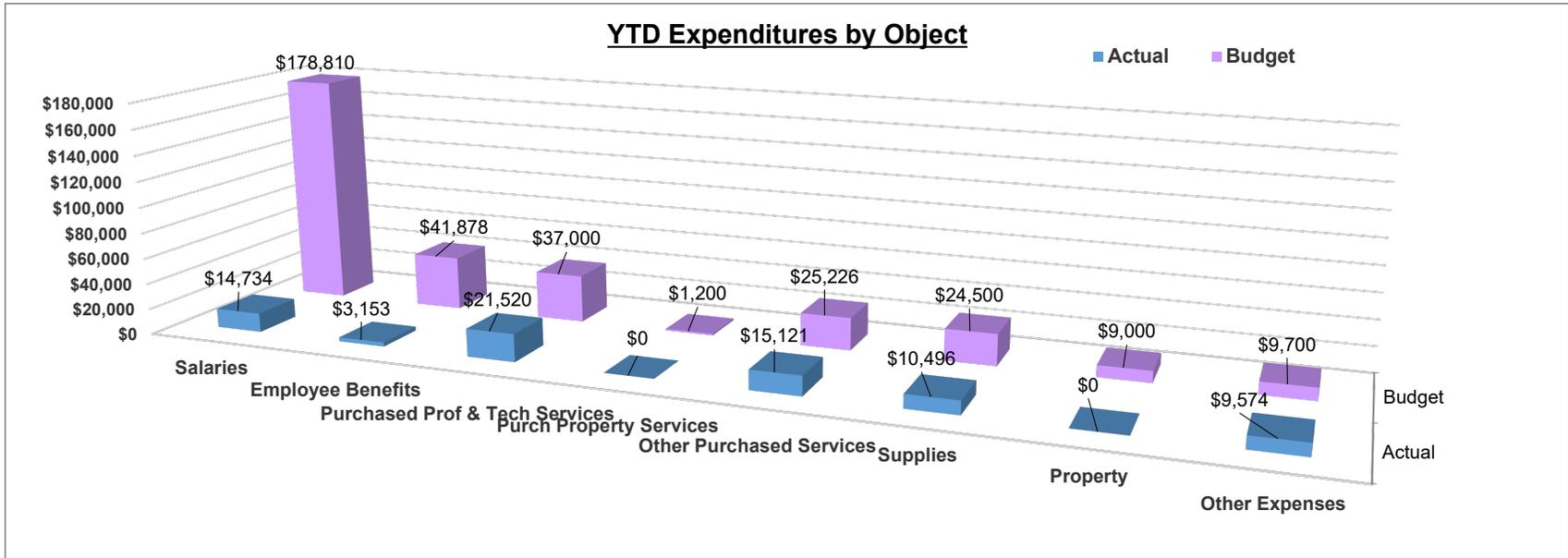
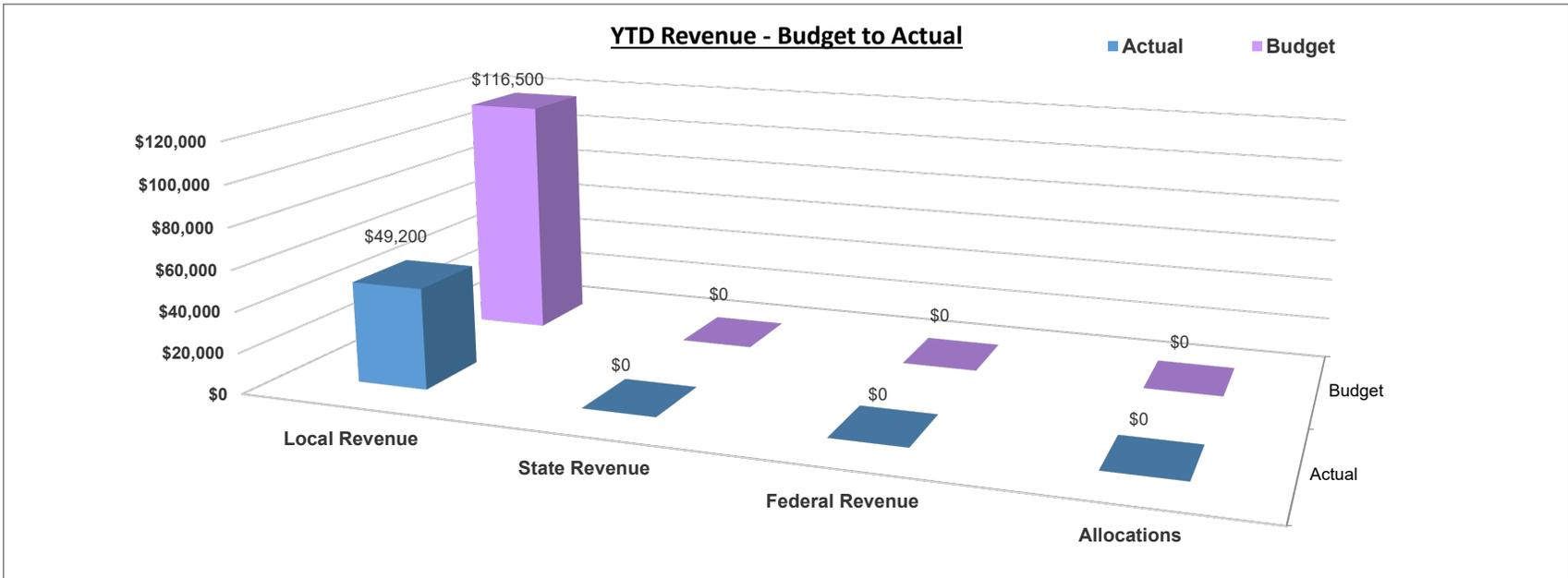
Stargate Charter School
Quarterly Financial Summary
Special Revenue Funds
9/30/2025

Student Activities Fund



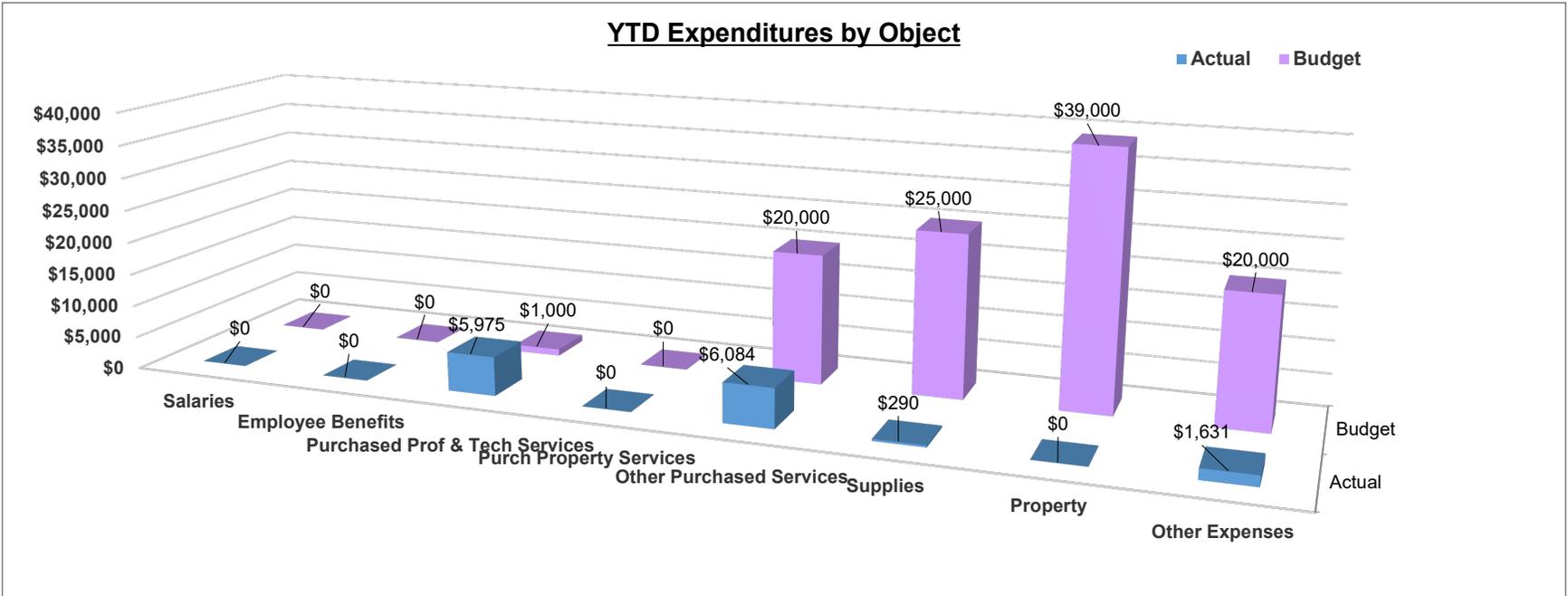
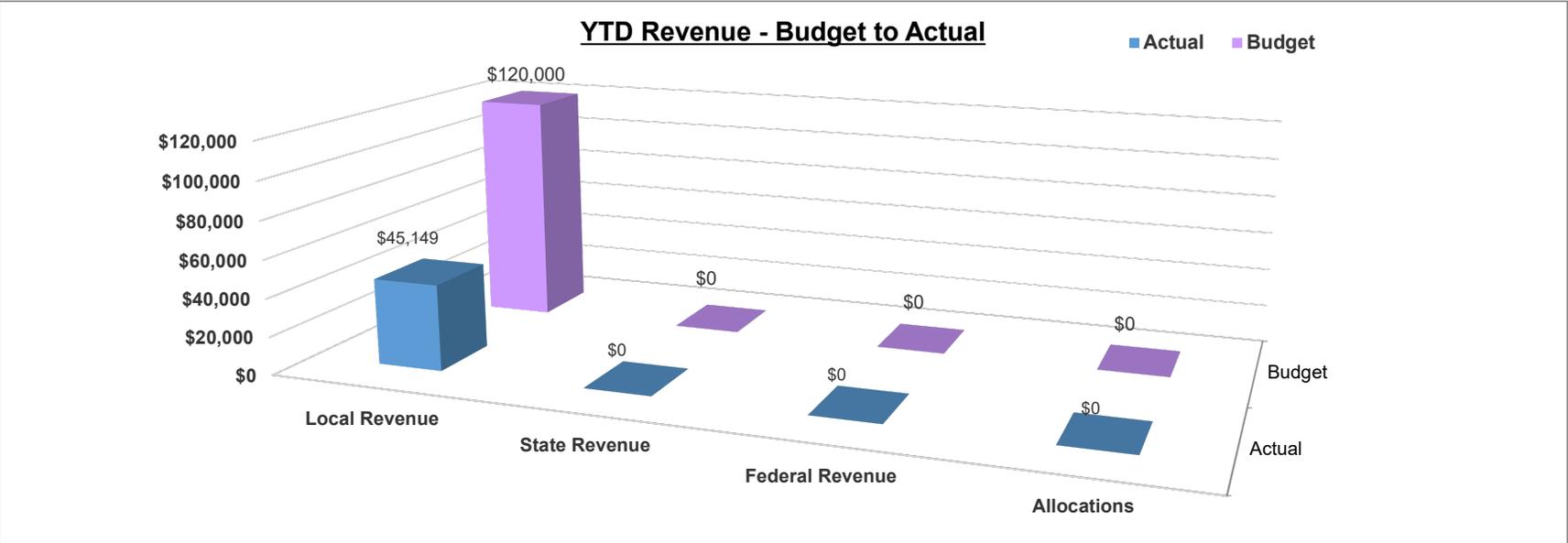
Stargate Charter School
Quarterly Financial Summary
Special Revenue Funds
9/30/2025

Athletics Fund



Stargate Charter School
Quarterly Financial Summary
Special Revenue Funds
9/30/2025

Fundraising Fund

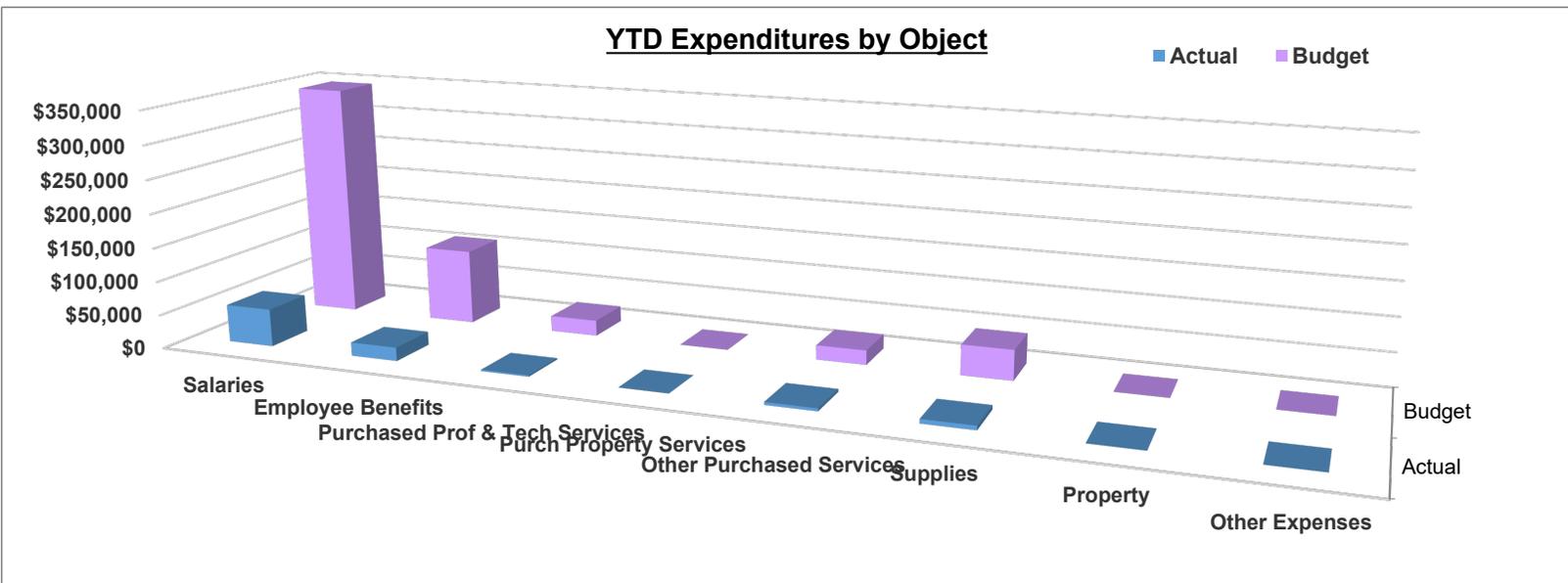
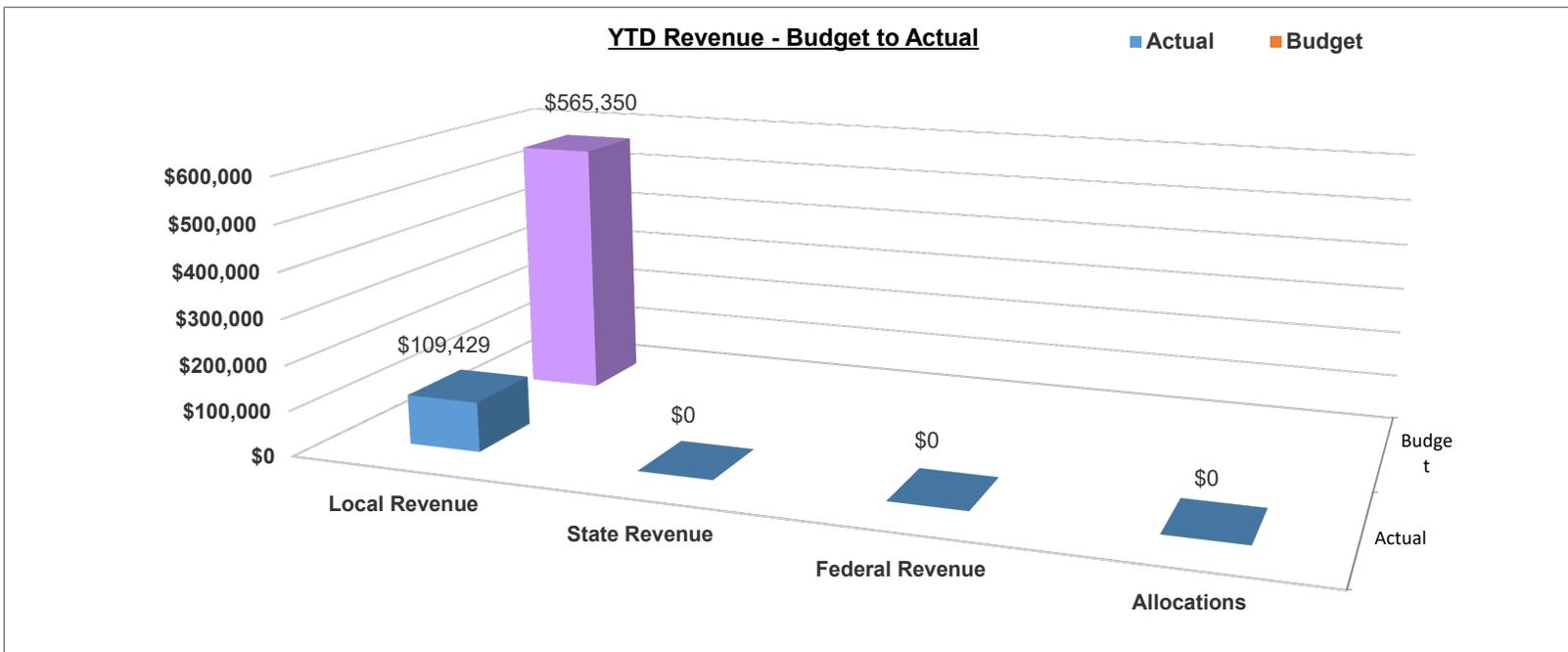


Stargate Charter School
Quarterly Financial Summary
Eagles Landing Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	109,429	565,350	(455,921)	19.36%	111,027
State Revenue	-		0	0	
Federal Revenue	-		0	0	
Allocations	-		0	0	
Total Revenues	\$ 109,429	\$ 565,350	\$ (455,921)	19.36%	\$ 111,027
Expenditures					
Salaries	55,529	346,830	291,301	16.01%	62,336
Employee Benefits	19,810	111,243	91,433	17.81%	24,348
Purchased Prof & Tech Services	1,944	22,960	21,016	8.47%	2,196
Purch Property Services	-	0	0	0	0
Other Purchased Services	4,075	21,250	17,175	19.18%	6,577
Supplies	6,169	44,497	38,328	13.86%	6,880
Property	-	0	0	0	0
Other Expenses	-	0	0	0	0
Total Expenditures	\$ 87,528	\$ 546,780	\$ 459,252	16.01%	\$ 102,337
Other Financing Uses					
Transfers	-		0	0	
Total Other Financing Uses	\$ -	\$ -	\$ -	0	\$ -
Income (Loss)	\$ 21,901	\$ 18,570	\$ 3,331	117.94%	\$ 8,690
Audited/Estimated Fund Balance, Beginning of Year	100,144	100,144			
Fund Balance, End of Period	\$ 122,045	\$ 118,714	\$ 3,331		

Footnotes

**Stargate Charter School
Quarterly Financial Summary
Eagles Landing Fund
9/30/2025**



Stargate Charter School
Quarterly Financial Summary
Foundation Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	1,119,374	3,240,844	(2,121,470)	34.54%	654,177
State Revenue	-		0	0	
Federal Revenue	-		0	0	
Allocations	-		0	0	
Total Revenues	\$ 1,119,374	\$ 3,240,844	\$ (2,121,470)	34.54%	\$ 654,177
Expenditures					
Salaries	-		0	0	
Employee Benefits	-		0	0	
Professional Services	-		0	0	
Property Services	-		0	0	
Other Services	-		0	0	
Supplies	-		0	0	
Equipment	-		0	0	
Other Objects	-		0	0	
Total Expenditures	\$ -	\$ -	\$ -	0	\$ -
Other Financing Uses					
Transfers	-	(17,900,336)	(17,900,336)	0.00%	
Total Other Financing Uses	\$ -	\$ (17,900,336)	\$ (17,900,336)	0.00%	\$ -
Income (Loss)	\$ 1,119,374	\$ 21,141,180	\$ (20,021,806)	5.29%	\$ 654,177
Audited/Estimated Fund Balance, Beginning of Year	3,054,286	3,054,286			
Fund Balance, End of Period	\$ 4,173,660	\$ 24,195,466	\$ (20,021,806)		

Footnotes

Stargate Charter School
Quarterly Financial Summary
Bond Fund
9/30/2025

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	35,283		35,283	0	
State Revenue	-		0	0	
Federal Revenue	-		0	0	
Allocations	-		0	0	
Total Revenues	\$ 35,283	\$ -	\$ 35,283		\$ -
Expenditures					
Professional Services	-		0	0	
Property Services	-		0	0	
Other Services	-		0	0	
Supplies	-		0	0	
Property	-	2,642,492	2,642,492	0.00%	
Other Objects	-		0	0	
Total Expenditures	\$ -	\$ 2,642,492	\$ 2,642,492	0.00%	\$ -
Other Financing Uses					
Transfers	-		0	0	
Total Other Financing Uses	\$ -	\$ -	\$ -	0	\$ -
Income (Loss)	\$ 35,283	\$ (2,642,492)	\$ 2,677,775	\$ (0)	\$ -
Audited/Estimated Fund Balance Beginning of Year	0	2,642,492			
Fund Balance, End of Period	\$ 35,283	\$ -	\$ 2,677,775		

Footnotes

**Stargate Charter School
Quarterly Financial Summary
Capital Reserve/Cap Projects Fund
9/30/2025**

	FY25-26 YEAR-TO-DATE				FY 24-25 1st Quarter
	YTD Actual	Annual Budget	Variance	Percentage Recvd or Used	QTD Actual
Revenues					
Local Revenue	35,270		35,270	0	
State Revenue	-		0	0	
Federal Revenue	-		0	0	
Allocations	-		0	0	
Total Revenues	\$ 35,270	\$ -	\$ 35,270	0	\$ -
Expenditures					
Salaries	-		0	0	
Employee Benefits	-		0	0	
Professional Services	-		0	0	
Property Services	-		0	0	
Other Services	-		0	0	
Supplies	-		0	0	
Equipment	-		0	0	
Other Objects	-		0	0	
Total Expenditures	\$ -	\$ -	\$ -	0	\$ -
Other Financing Uses					
Transfers	22,024	(300,000)	(322,024)		
Total Other Financing Uses	\$ 22,024	\$ (300,000)	\$ (322,024)		\$ -
Income (Loss)	\$ 13,246	\$ 300,000	\$ (286,754)	4.42%	\$ -
Audited/Estimated Fund Balance, Beginning of Year	0	1,200,000			
Fund Balance, End of Period	\$ 13,246	\$ 1,500,000	\$ (286,754)		

Footnotes

**Stargate Charter School
Consolidated Balance Sheet
9/30/2025**

	General Fund	SRF Student Activites	SRF Athletics	SRF Fundraising	Bond Fund	Capital Projects Fund	Eagles Landing	Total Gov't Funds	SRF Foundation
Assets									
Cash and investments	10,592,646	93,100	34,814	324,666	3,215,300	1,213,246	177,020	15,650,791	25,219,485
Receivables	-	(11)	-	-	-	-	-	(11)	-
Prepaid Expenses	219,943	-	-	-	-	-	-	219,943	-
Due to other Funds	-	-	-	-	-	-	-	-	-
Total Assets	10,812,588	93,089	34,814	324,666	3,215,300	1,213,246	177,020	15,870,723	25,219,485
Liabilities									
Accounts Payable	92,459	16,722	12,527	889	-	-	2,299	124,897	21,025,000
Accrued Salaries & Benefits	697,857	-	-	-	-	-	16,978	714,834	-
Unearned Revenue	-	-	-	-	-	-	-	-	-
Due to other funds	-	-	-	-	-	-	-	-	-
Total Liabilities	790,316	16,722	12,527	889	-	-	19,277	839,731	21,025,000
Fund Equity									
Restricted	1,010,742	76,367	22,288	323,776	3,215,300	1,213,246	157,743	6,019,461	4,194,485
Unrestricted	9,011,531	-	-	-	-	-	-	9,011,531	-
Total Fund Equity	10,022,273	76,367	22,288	323,776	3,215,300	1,213,246	157,743	15,030,992	4,194,485
Total Liabilities and Fund Equity	10,812,588	93,089	34,814	324,666	3,215,300	1,213,246	177,020	15,870,723	25,219,485

Coversheet

New HR Policies: Staff-Student Professional Boundaries

Section: III. School Operations

Item: C. New HR Policies: Staff-Student Professional Boundaries

Purpose: FYI

Submitted by:

Related Material:

STAFF-STUDENT PROFESSIONAL BOUNDARIES POLICY.pdf

STAFF-STUDENT PROFESSIONAL BOUNDARIES POLICY ACKNOWLEDGEMENT FORM.pdf

CRISIS MANAGEMENT PLAN.pdf

STAFF-STUDENT PROFESSIONAL BOUNDARIES POLICY

Purpose

Stargate Charter School is committed to providing a safe, secure environment for all students in compliance with Colorado law. This policy establishes procedures to prevent, identify, and respond to inappropriate conduct and boundary violations between staff members and students, ensuring the maintenance of professional relationships that protect student welfare and safety.

The school maintains a zero tolerance policy for any inappropriate conduct, boundary violations, or sexual misconduct involving staff members and students, and will take appropriate disciplinary and legal action in response to any violations of this policy.

1.0 Professional Relationship Foundation

The relationship between staff members and students must be built on cooperation, understanding, and mutual respect. Staff members are responsible for creating an environment conducive to learning and motivating students to reach their full potential. Staff members must extend the same respect and courtesy to students that they expect to receive.

2.0 Professional Boundaries

All employees must establish and maintain appropriate professional boundaries with students in all settings, both within and outside the school context. Employees must not engage in unethical, inappropriate, or unprofessional conduct at any time when such conduct has a reasonable likelihood of adversely affecting their ability to effectively perform their professional responsibilities.

3.0 Boundary Violations and Grooming Behaviors

All employees must refrain from behaviors that could be interpreted as grooming or boundary testing, which may escalate to more serious misconduct.

3.1 Stargate’s physical contact policy promotes a positive, nurturing environment while protecting students, employees, and volunteers.

Stargate’s policies for appropriate and inappropriate physical interactions include but are not limited to:

<i>Appropriate Physical Interactions</i>	<i>Inappropriate Physical Interactions</i>
Interactions initiated by the student such as: <ul style="list-style-type: none"> ● Side hugs ● Shoulder to shoulder or “temple” hugs ● Pats on the shoulder or back ● Handshakes 	<ul style="list-style-type: none"> ● Full-frontal hugs ● Kisses ● Showing affection in isolated areas or while one-on-one ● Lap sitting (older than Kindergarten)

<ul style="list-style-type: none"> ● High-fives or fist bumps ● Touching hands, shoulders, and arms ● Arms around shoulder or holding hands (with younger students) in escorting situations ● Asking for permission before touching or guiding in how to do an activity 	<ul style="list-style-type: none"> ● Wrestling ● Piggyback rides ● Tickling ● Giving gifts or money ● Allowing student to cling to employee's leg ● Any type of massage given outside of accepted and documented medical treatment ● Any form of affection that is unwanted by the student or the employee ● Touching bottom, chest, or genital area that is outside authorized and documented personal care assistance
---	---

3.2 Anti-Bullying

Definition of Bullying

- Repeated, intentional harm-doing or intimidation by a person in a position of power (staff) over a student
- Includes physical, verbal, social, emotional, and cyberbullying
- May involve threats, exclusion, humiliation, intimidation, or other aggressive behavior

4.0 Prohibited Conduct

Illegal conduct or clearly inappropriate conduct by a staff member toward a student is prohibited under all circumstances. Examples include, but are not limited to:

4.1 Romantic or sexual relationships

4.2 Sexual contact or conduct intended for sexual gratification

4.3 Touching a student's body or clothing in a romantic or sexual manner

4.4 Providing alcohol, drugs, tobacco, or vaping products to a student, or being present where a student is consuming these substances

4.5 Dating or attempting to establish a romantic or sexual relationship, regardless of the student's age

4.6 Abuse of authority or power to demean or threaten students

4.7 Creating hostile or intimidating environment through words or actions

5.0 Legitimate Educational Purpose

For purposes of this policy, "legitimate educational purpose" includes matters or communications related to instruction, counseling, athletics, extracurricular activities, student health and safety, school administration, or other activities within the scope of the staff member's job responsibilities.

6.0 Conduct Requiring Legitimate Educational Purpose

The following conduct by a staff member regarding a student is prohibited without a legitimate educational purpose:

- 6.1** Discussing or spreading rumors of a sexual or inappropriate romantic nature
- 6.2** Accepting, offering, or providing massages, except when administered by qualified athletic trainers, coaches, or healthcare providers as part of injury treatment
- 6.3** Touching students inappropriately
- 6.4** Singling out particular students for personal attention or friendship that extends beyond the normal professional staff-student relationship
- 6.5** Removing a student from class for non-educational purposes
- 6.6** Being alone with a student in a space with closed or locked doors
- 6.7** Initiating or extending contact with a student beyond the school day or outside scheduled instructional or activity times
- 6.8** Requesting that a student run personal errands or accompanying a student on personal errands
- 6.9** Inviting a student to the staff member's residence without appropriate supervision
- 6.10** Visiting a student's residence
- 6.11** Transporting a student in a personal vehicle without prior notification to and approval from both the parent/guardian and building principal, except in documented emergencies
- 6.12** Using or permitting the use of pet names, terms of endearment, or overly familiar forms of address
- 6.13** Giving personal gifts or money to individual students
- 6.14** Other actions or activities similar in nature to those listed above

7.0 Language Defining Abuse

Abuse exists when there is endangerment of a Student's physical or mental health due to injury by act of omission. Abuse and neglect include the following:

7.1 Physical Abuse: Intentional use of physical force that causes or could cause injury to a student, including hitting, slapping, spanking, shaking, pushing, grabbing, unnecessary restraints, or any other forceful physical contact. Physical injury includes, but is not limited to, lacerations, fractured bones, burns, internal injuries, severe or frequent bruising, or great bodily harm.

7.2 Sexual Abuse: Any sexual contact, sexual activity, or sexually inappropriate behavior directed toward a student by a staff member, including but not limited to touching of sexual areas, exposure, sexually explicit or offensive verbal communication, verbal sexual harassment, sexually oriented conversations, sexual intercourse or touching of a student, viewing of sexual activity, or any form of sexual exploitation.

7.3 Verbal Abuse: Use of harsh, demeaning, or threatening language directed at a student, including yelling, name-calling, insults, profanity, sarcasm intended to demean, or any verbal conduct that is derogatory, disrespectful, or designed to humiliate or intimidate.

7.4 Mental/Emotional Abuse: Repeated patterns of harmful behavior that damage a student's psychological well-being, including verbal threats, humiliation, intimidation, ridicule, isolation, or other conduct that causes emotional distress or undermines a student's sense of self-worth. Emotional Abuse includes the following conduct: shaming, humiliation, and cruelty.

7.5 Neglect: Failure, refusal, or inability on the part of a caregiver, for reasons other than poverty, to provide necessary care, food, water, clothing, medical or dental care or shelter to seriously endanger the physical health of the student.

8.0 Prohibited Communications

Prohibited communications by a staff member with a student, in any format (including email, text messaging, social media, written correspondence, or in person), include but are not limited to:

8.1 Communications without a legitimate educational purpose

8.2 Flirting, sexual propositions, or remarks of a sexual nature

8.3 Sexual slurs, leering, or sexual or derogatory comments

8.4 Inappropriate comments about a student's body or physical appearance

8.5 Sexual jokes, notes, stories, drawings, gestures, or images

8.6 Displaying or transmitting sexual images, objects, or depictions

8.7 Disclosing personal matters including but not limited to sexual, romantic, relationship, employment, or other private issues

8.8 Other communications or activities similar in nature to those listed above

8.9 Employees are prohibited from speaking to students in a way that is or could be construed by any observer as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. Employees must not initiate sexually oriented conversations with students, and are not permitted to discuss their own sexual activities with students.

Stargate’s policies for appropriate and inappropriate verbal interactions include, but are not limited to:

<i>Appropriate Verbal Interactions</i>	<i>Inappropriate Verbal Interactions</i>
<ul style="list-style-type: none"> ● Positive reinforcement ● Appropriate jokes ● Encouragement ● Praise ● Strength-based conversations 	<ul style="list-style-type: none"> ● Name-calling ● Discussing sexual encounters or showing sexual materials ● Involving students in or oversharing of the employees personal problems or issues ● Flirting ● Secrets ● Cursing ● Off-color or sexual jokes ● Derogatory or discriminatory remarks ● Harsh language that may frighten, threaten, or humiliate students ● Compliments relating to physique or body development

9.0 Electronic Communication and Social Media

Electronic Communication and social media present the potential for inappropriate behavior, increased access to vulnerable students, and privacy violations. Employees, volunteers, and students participating in Stargate’s programs, events, and activities shall adhere to the following Social Media Code of Conduct:

- Do not engage in behavior or comments that are or could be construed by any observer as harsh, abusive, coercive, threatening, intimidating, shaming, derogatory, discriminatory, demeaning, or humiliating.
- Do not engage in personal attacks, sexually oriented conversations, or discussions about sexual activity.
- Be a positive role model by exhibiting professionalism in all interactions; portray an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
- Only program-related messaging may be communicated electronically between employees/volunteers of Stargate and students or parents/guardians. Such communication should occur during standard business hours and using approved emails or communication platforms.

- Employees are prohibited from sending private messages to students and/or replying to private messages from a student. If a student attempts to privately communicate with an employee electronically, their supervisor must be notified immediately.
- Employees may not post or share on their personal social media accounts any photographs or videos of students participating in Stargate's programs.
- Employees and volunteers must adhere to uniform standards of electronic communication and social media use as outlined in any applicable organizational policies and procedures.

10.0 Reporting, Investigation, and Consequences - Crisis Management

Stargates Crisis Management Plan - Stargate Staff Operations Manual - Pg. 59

10.1 Reporting Violations

Violations or suspected violations of this policy may be reported orally or in writing to the building principal or through the reporting process outlined in Superintendent Policy 8400 (Nondiscrimination) or 8410 (Sexual Harassment- Title IX).

10.2 Investigation Process

Reports of violations or suspected violations will be investigated using the processes outlined in Adams 12 District Policies 8400 (Nondiscrimination) or 8410 (Sexual Harassment – Title IX), as applicable. Matters not involving protected class discrimination/harassment or Title IX may be investigated by building administration or Human Resources.

10.3 Investigation Consultation

When uncertainty exists regarding the appropriate investigation process, consultation with Legal Services, Human Resources, and/or the Title IX/Nondiscrimination Coordinator may be warranted.

10.4 Mandatory Reporting

Depending on the specific circumstances, staff members may have a mandatory duty under Colorado law to report violations of this policy as child abuse or neglect.

10.5 Disciplinary Action

Employees found to have violated this policy are subject to disciplinary action up to and including termination of employment.

10.6 Protection from Retaliation

Individuals who report alleged or suspected violations of this policy in good faith will not be subjected to retaliation in any form.

10.7 Monitoring/Supervision

- All employees, visitors, and volunteers must wear a visible identification badge while at the school facility. The badge must be worn at waist level or above and clearly visible at all times.
- All supervisors and administrators use scheduled and random observations of all programs, program locations and buildings; engage in spontaneous and scheduled conversations with employees, volunteers, and students; conduct group and individual supervision and training meetings; and review program documentation, to ensure that safety standards are always in place.
- All employees are responsible for completing all annual training. New employees will receive training upon hire and prior to having access to students. Stargate will keep documentation of training records for all employees.
- Stargate will conduct a criminal background check and National Sex Offender Registry Search on all newly hired employees and volunteers. For employees who are returning, rehired, or seasonal workers, the organization will conduct a criminal background check when the employee returns from an absence longer than six months. Documentation of completed background checks in the employee personnel file.

STAFF-STUDENT PROFESSIONAL BOUNDARIES POLICY ACKNOWLEDGEMENT FORM

Employee Name: _____ (Print)

Position/Title: _____

Acknowledgement Statement

I hereby acknowledge that I have received, read, and understand the Stargate Charter School Staff-Student Professional Boundaries Policy. I understand my responsibilities under this policy and agree to comply with all provisions contained therein.

I understand that:

1. I am required to maintain appropriate professional boundaries with students at all times, both within and outside the school context.
2. The policy outlines specific prohibited conduct and communications that I must not engage in with students.
3. I have a responsibility to report any violations or suspected violations of this policy.
4. Depending on the circumstances, I may have a mandatory duty under Colorado law to report suspected child abuse or neglect.
5. Violations of this policy may result in disciplinary action up to and including termination of employment.
6. I can report violations or suspected violations to my building principal or through the process outlined in Superintendent Policy 8400 (Nondiscrimination).
7. I will not be subjected to retaliation for reporting violations or suspected violations of this policy in good faith.

I acknowledge that my signature below indicates my understanding of and commitment to comply with this policy.

Employee Signature: _____

Date: _____

For HR Use Only:

Received by: _____

Date Received: _____

Note: This acknowledgement must be completed upon hire and annually thereafter. A copy will be maintained in the employee's personnel file.

SIMPLIFIED CRISIS MANAGEMENT PLAN

Definition

A crisis is any incident that threatens student safety, the school's reputation, or creates legal liability. Examples include allegations of abuse, inappropriate conduct, arrests, or other serious incidents involving staff or students.

Key Objectives

- Prioritize student safety, protection, and well-being
- Communicate promptly, transparently, and consistently
- Maintain trust with families, staff, and the community
- Review and improve school policies and procedures
- Plan and prepare for potential crises throughout the year

Before an Incident Occurs

- Identify members of the Crisis Management Team
- Train all staff on reporting procedures and mandated reporter responsibilities
- Ensure staff understand incident documentation requirements
- Review and update crisis protocols annually

When an Incident Occurs

Immediate Actions

- Ensure the student is safe and protected from further harm
- Follow mandated reporting requirements and contact authorities as required by law
- Suspend or restrict the accused employee's access to students pending investigation
- Notify relevant staff that a critical incident has occurred and the crisis plan is activated

Initial Communication

- Designate one spokesperson to handle all inquiries
- Meet in person with affected students and families as soon as possible
- Express that the allegation is taken seriously and reassure them of support
- Offer counseling and support resources to affected students

- Send a written letter to families of students in the affected program or school

Communication Content

The letter should include:

- Expression of concern and statement of school values
- Summary of the incident (without naming individuals during investigation)
- Information about suspensions or investigations underway
- Commitment to full cooperation with authorities
- Description of support being offered to families
- Instructions for reporting concerns to school or authorities

Parent and Community Meeting

- Host a meeting for concerned families to provide information and answer questions
- Share appropriate details while maintaining confidentiality of those involved
- Describe steps the school is taking in response
- Provide resources available to families
- Allow time for questions

Ongoing Response

- Maintain ongoing communication with authorities, families, and the community
- Update the school website with appropriate information
- Designate staff to manage communications and community outreach
- Maintain documentation of all communications and actions taken

Prevention and Education

- Provide abuse prevention training to staff and volunteers
- Offer educational workshops for parents on protecting students
- Educate students on recognizing and reporting inappropriate behavior
- Train staff to identify and report concerning behaviors
- Conduct regular reviews of policies to prevent future incidents

Coversheet

Executive Director Academics Report

Section: III. School Operations
Item: D. Executive Director Academics Report
Purpose: FYI
Submitted by:
Related Material: ED Report October 2025.docx



**Executive Director
Governance Board of Directors Report**

Date: 10/21/25

Prepared by: Dr. Robin Greene, Executive Director

Student Celebration/Highlight:

- MathCounts Award at University of Colorado, Colorado Springs
- Podcast ask for a student who is piloting a composting program
- Most well-attended Homecoming dance- over 400 students

Strategic Work:

- **Shared Decision Making:**
 - UIP Complete and submitted on 10/7
 - Vertical teaming structures piloting
 - [AI guidelines](#)
 - Next phase: Additional professional development led by staff
- **Engaged Community**
 - See Stacy's Report
 - [9/30 Community Safety Meeting](#)
 - Volunteer list re-shared with teachers to call on families
 - 10/21 Elementary Prospective Parent Night/Tour
 - 10/22 High School Prospective Parent Night/Tour
 - 10/23 Gifted 101
 - 6-7 pm, Secondary Building
 - Interpretation available
 - Childcare offered
 - Invitations sent to the GT Parent Group in Adams12
 - 10/28 Middle School Prospective Parent Night/Tour
 - 10/29 Trunk or Treat
 - 11/6 Virtual Coffee Chat 6-7 focus is on new secondary families
 - 11/7 Multicultural Fest
 - 5:30-7:30 Secondary Building
 - Representative Phillips invited and will attend
 - Senator Mullica invited
 - Adams12 Board Invited
 - Surrounding members of our community invited
 - 11/6-11/8 High School Play, *Almost Maine*
 - 11/11: Veteran's Day Celebration- school wide. Facilitated by Student Council and Stargate team members.

- **Financial Stability**
 - KPI Report
 - Clean Audit/Submissions to the CDE pipeline complete
 - Auction Fundraising Goal: \$50,000
 - Amount raised: Will share at the meeting
 - Job description in progress for Director of Finance
- **Exceptional Staff**
 - Charter School Leadership Conference 10/10
 - Job description in progress for Business Services leadership position
- **Differentiated Learning Environment**
 - November training on Depth and Complexity
 - Robotics drone program

Admissions/Enrollment:

- Testing in process
- [Admissions window](#)

Bond/Construction Update

- Refresh of exterior paint- change in exterior yellow to [“Dignified Blue”](#) (which has purple undertones)
- Still on track for August 2026 completion of total project

Coversheet

Elections Committee Update

Section: V. Committee Reports
Item: B. Elections Committee Update
Purpose: FYI
Submitted by:
Related Material: 10-21-25 Election Committee report.pdf

October 2025 Report to the Stargate Governing Board

Committee Name:	Election
Members:	Tien Tong, Danielle Fox, Yanning Liu Board liaisons: Bibi Paul, Lauren Steele
Report Date:	10/21/2025
Meeting Dates:	9/25 - met to finalize the ballot 9/28 - created the staff ballot 10/13 - ratification meeting

Summary:

Ratification results and Election Committee discussions (10/13 Meeting)

In attendance: Tien, Danielle, Yanning, Bibi

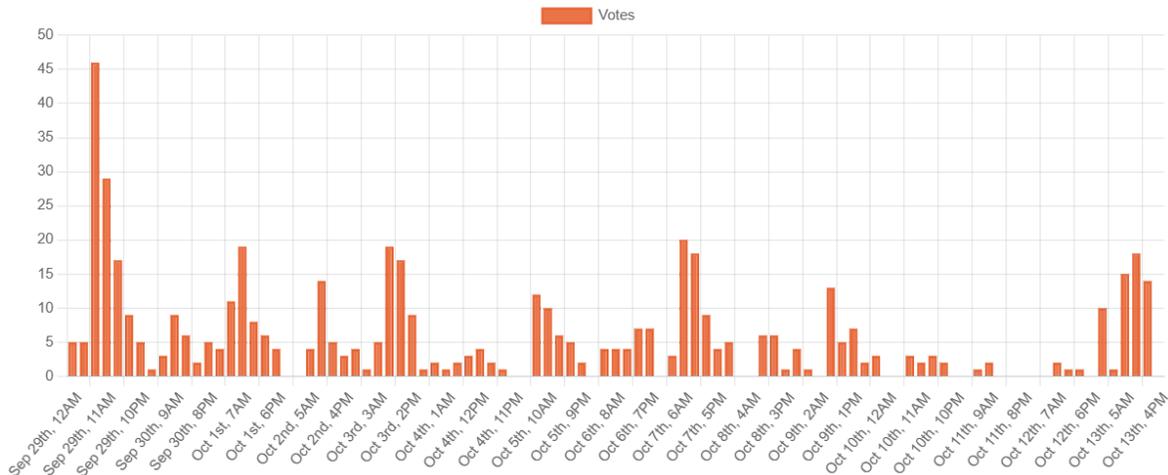
****Please see hyperlink below for Official Certified Election Results.**

Validation:

- Bi-member password protection and verification of the last login known to the committee.
- Yanning verified no unordinary IP cluster activity.

Verification of results:

- Insufficient voter counts. 25.2% of the community voted. When combined with staff votes, 603 votes cast out of 2,253 eligible voters (27% overall voter participation).
- Committee reviewed charts of vote counts by day to analyze trends. First day of voting yields the greatest turnout and upticks each day a reminder was sent.



- Reviewed voter counts by grade level to determine pizza party winners.
- Committee approved accepting the results, declaring Randi Brazeau as elected for the SAC seat and inadequate counts for proposed by-law changes to be considered.

Close-out

- Danielle will work with Stacy to draft a communication to the community and SAC
- Bibi will notify the Board

- Tien will call all candidates Elected to notify them of the results

9/25 Ballot set up meeting

- Tien, Yaning, Danielle, Bibi, Lauren
- 2120 Electors
- Danielle will work with Stacy on comms
- Discussed “abstentions” in depth. Reviewed and discussed minimum requirements for by-laws to pass. Decision made to keep “for” or “against” (blank abstains), and added language asking voters to please answer each question
- Moved to ask by-law questions first
- Total cost: \$918

9/28 Staff ballot set up

- Tien, Yaning, Danielle
- Reviewed 5 bad staff emails
- Logging back in to create a separate staff ballot
- Copied all by-law questions and removed SAC vote
- Re-locked the ballot
- Cost: \$200

Questions for the Board:

- 1) Research of other Election platforms/options. Considerations: Options that yield greater voter turnout. Customer service. Reduce errors. Security. Easy to use for administering and for voters. Cost effective.
- 2) How to get significantly more of the community to participate. We need more than 30% to cushion for abstentions. We are out of ideas for how to get participation rates to where they need to be. How can we recruit additional volunteers to carry this work and get some fresh eyes and ideas?

Election Results Document:

[2025 Fall Election](#) folder includes all voting records & trend data, including the following documents:

- 1) Certified Election Results PDF - Staff and Community Election outcomes
- 2) All Candidate information
- 3) Year-End “By the Numbers” Report - year-end voting summary
- 4) Log of Voter Support Requests
- 5) [Election Summary Info](#) - contains year-over-year trend reports

Coversheet

2025-2026 Strategic Plan

Section: VI. Action Items (Discuss and/or Vote)
Item: A. 2025-2026 Strategic Plan
Purpose: Vote
Submitted by:
Related Material: 2025-2026 Stargate School Strategic Plan.pdf

Stargate School Strategic Objectives & Key Results 2025-2028

Five Point Star / Five Pillars				
	Objective	Key Result 1	Key Result 2	Key Result 3
Differentiated Learning Environment	Provide an inclusive, innovative, and student-centered learning experience that meets the needs of diverse learners, including gifted and twice-exceptional (2e) students.	By June 2026, create a plan for diverse programming options, specifically in specials.	By June 2027, create a sustainable model for a bussing option for our students to and from school (extra-curriculars exempt)	By June 2027, expand the professional development plan for teachers and staff to ensure gifted best practices
Exceptional Staff	Attract, develop, and retain high-quality educators and staff who are supported and empowered to thrive.	By June 2026, analyze and make adjustments to the teacher schedule to increase planning time	By June 2028, create a plan to increase total reward options for staff	By June 2029, all educators and academic administrators will have their gifted endorsement or other gifted endorsement competencies as determined by the ED
Responsible Leadership	Lead with vision, transparency, and accountability while ensuring strong student and staff outcomes.	By June 2026, finalize long-term org structure plan, with hiring for 26-27 school year completed	By June 2027, the Board will have a diverse recruitment pipeline for incoming Board Members	By February 2029, ensure smooth renewal process by strengthening our relationship with the authorizer
Financial Stability	Establish a proactive and transparent financial plan that secures the school's long-term sustainability and potential growth.	By June 2026, design a Finance leadership, succession, and continuity plan for the next 5 years.	By June 2027, Create sustainable financial planning for the before and after program at Stargate	By June 2028, Enhance existing 3-5 year Financial model accounting for different Federal and State Funding scenarios.
Engaged Community	Strengthen partnerships with families, local organizations, and the broader community to enhance the school's reputation and support students.	By June 2027, increase student belonging by 10% through SEL, disciplinary structures, and trainings for staff	By June 2028, create a mentorship program with the community to increase student success in postsecondary	By June 2029, increase parent involvement by 10%

Coversheet

Training Check In

Section: VI. Action Items (Discuss and/or Vote)
Item: F. Training Check In
Purpose: Discuss
Submitted by:
Related Material:
2025-2026 Board Member Training - 2025-2026 Board Member Training.pdf

Stargate Board Member Training Status

Online Training Modules: https://coloradoleague.org/page/boardtrain		Jess Painz	Hari Sonnenahalli	Lauren Steele	Lindsey Paquette	Lumakar Challa	Samantha Howorko	Karla Lindgren	Bibi Paul
1	Board Roles and Responsibilities	8/10/2025		7/15/2025	5/7/2024	3/23/2025	5/21/2024	2/10/2025	7/1/2024
2	Legal Responsibilities	8/10/2025		7/15/2025	5/7/2024	3/23/2025	5/21/2024	2/10/2025	7/1/2024
3	Financial Oversight	8/10/2025		7/15/2025	5/7/2024	3/23/2025	5/21/2024	2/10/2025	7/1/2024
4	Board Committees	8/10/2025		8/18/2025	5/30/2024	3/23/2025	5/21/2024	2/10/2025	3/10/2025
5	Running Effective Meetings	8/13/2025		8/18/2025	5/30/2024	3/23/2025	5/28/2024	2/10/2025	3/10/2025
6	External Relations	8/13/2025		8/18/2025	5/30/2024	3/23/2025	5/28/2024	2/10/2025	3/10/2025
7	Policy Development for Boards	8/13/2025		8/18/2025	5/7/2024	3/23/2025	5/28/2024	2/10/2025	3/10/2025
8	Performance Management for Boards	8/10/2025		8/18/2025	5/30/2024	3/23/2025	5/28/2024	2/10/2025	3/10/2025
9	Board Continuous Improvement	8/10/2025		8/18/25	N/A	N/A	N/A	N/A	N/A
10	Strategic Planning	8/10/2025		8/18/25	N/A	N/A	N/A	N/A	N/A
11	Building an Intentional Board	8/14/2025		8/18/25	N/A	N/A	N/A	N/A	N/A
League of Charter School's Annual Conference									
	February 25-27, 2026								
Colorado Association for Gifted and Talented Conference (CAGT)									
	October 19-21, 2025								
Additional In-House Board Training									
August	New Board Member Orientation				N/A	09/01/24	N/A	11/11/25	09/01/24
September	Strategic Planning	8/10/2025		8/18/25	09/07/25	09/07/25	09/07/25	N/A	09/07/25
October	Sunshine Law Training				10/10/2024	10/10/2024	10/10/2024	10/10/2024	10/10/2024
As offered	Gifted Training / Governance				N/A	N/A	N/A	N/A	N/A
Annual	SPED / Title IX				3/20/2025	3/20/2025	3/20/2025	3/20/2025	3/20/2025
Annual	Child Abuse Mandated Reporting Training				5/6/2025	2/1/2025	5/10/2025	2/10/2025	3/10/2025
Annual	Expulsion Training				5/6/2025	2/1/2005	5/10/2025	2/10/2025	3/2/2025
Annual	Non-discrimination Training	8/10/2025			4/2/2025	2/1/2025	5/10/2025	2/10/2025	3/10/2025
Annual	Attend another entities' Board of Directors Meeting				5/1/2025	2/1/2025	4/25/2025	2/10/2025	10/3/2024