

Compass Academy - Board Meeting Minutes

Date February 22, 2019

Location: City Year Denver

Members Present on the call: Marcia Fulton, Mary Seawell, Jim Balfanz, Bob Balfanz, Christine Morin, Jessica Roberts, Pami Perea

Guest and support on the call: Alexis Urquhart, Denise Thorne, Nate Kerr, Brandon Jones, Natalie DeSole, Chris Scott, Jeff Jablow

Not present: Jerry Torrez, Ana Soler, Dexter Corto

Jim will facilitate call in place of Mary. Called meeting to order 4:05 pm

- **Ripples/Joys:**
 - Marcia: Colorado Health Foundation, Caring for Colorado Visit, 4-hour visit. Uplifting, powerful materials, they are on a learning journey and are interested in what CA is doing. Hillary's comment was, "You're doing it all. We just have to get out of your way." Beautiful visit. Foundation looking to make connections with other schools.
 - Nate: Just finished first Choice window we and had the most families choose us first than ever before. Jessica and Paulina's work as well as volunteers has been fantastic. Data to highlight:
 - 83 1st choice. Last year 72. Additional data is located at the end of the deck
- **Jim motions to approve January minutes.** Motion passes. January minutes are approved.
- **Financial update for monthly financials, budget, funding process.**
 - Chris – Board Report Financials
 - Review of Balance Sheet/Profit/Loss and Income Statement. No major changes since last month.
 - Overall message: Have not been able to access revenues this month. CA school staff are watching spending and financials overall.
 - Jessica thanked Chris for his overview and agreed with update.
 - Marcia added:
 - Pointed out the fundraising line (El POMAR contribution)
 - Sent out pledge form via email to Board Members for optional contributions in efforts to close the gap.
 - Jim encourages donation
 - Budgeting for next year coming up: Next month a deep dive into initial draft of FY '20 budget. Another deep dive in April. Approval no later than May board meeting.
- Nate: **Internal Review (IR) Overview**
 - Housekeeping: Please follow along the data slides as best as possible acknowledging those on the phone. Shorter overview than in prior meetings. Board materials include summary data/materials.
 - Nate provides framing for shifts to the IR. Moving away from combining performance data indicators with implementation measures. In future IR and decks will provide nuance to strategies and data in general.
 - Denise: Overview/Highlights
 - Short-Term highlights – no questions
 - Priority 1: Data Cycles and Coaching. Key strategies/action items – no major changes since last board meeting.

- Potential risks include reapproval every 3 years (exposure)
 - Would involve shifts in governance which may mitigate the above risks
 - Overall, there are multiple pathways and potential partnerships, including DPS. And that moving in this direction has benefit not just for Compass but the entire district and its students
 - Potential models
 - **Mixed model.** New structure. Groups of schools work together on a specific problem of practice.
 - **Collaborative agreement.** New structure. Not part of a zone but a shared understanding.
 - **True district innovation zone.** Gathering and collecting other schools. Would release charter and make CA a district school.
 - **Creating a district zone.** Is there a pathway or opportunity in our zone?
 - Stay as a **single-site charter.**
 - Jim: think about further identifying and prioritizing what the benefits are. We run the risk of engaging in a strategy without being clear about priorities we should emphasize. We need to be really clear about our priorities as we move forward.
- **ED/Director Update**
 - Natalie introduced herself as a new potential member of the Board
 - Started Rooted Group. Master's in Social Work. Passion is helping people think about the use of data. How do you take information, metrics, stories and how does it translate and provide meaning?
 - Family in international development, saw a lot of differences in educational opportunity.
 - Worked as evaluator at multiple levels in education. At large foundation helping marginalized populations reduce graduation gap.
- **High School Update**
 - Nate: XQ Super School Live event is on March 7th. Nate is working to get a diverse group of members to attend (40 total seats held).
 - XQ Milestones were included in the handouts for the Board Meeting for your review.
- **Trauma-Informed Care and Approach.**
 - Dr. Eldridge Greer meet was cancelled due to the strike and Marcia is working to reschedule it.
- **Enrollment Updates**
 - Included in the board packet for your review. Marcia attributed out great 1st round numbers to everyone's hard work. Round 2 starts in April through August.
- **Strike Update**
 - CA was respectful during the strike and there were no major shifts in school operations.
 - Lower attendance due to the strike (students taking care of siblings).
 - CA/Marcia are now looking at the results of the strike and their potential effects on the budget and future strategy.
 - We have no update from the district yet about effects the strike may have about Attendance and its inclusion in the SPF. The district did ask the school to code absences differently during the strike.

- Natalie left the call to discuss her nomination to the board. Jim asked for questions about Natalie's approval/concerns, or to wait until the next call to make decisions. Jim asked to confirm if there is a quorum. No quorum, so the official vote will be postponed until the March board meeting.

Jim thanked all members and concluded the meeting at 5:50 pm.

**COMPASS ACADEMY
BUDGET BOARD REPORT
FEBRUARY 2019
Compiled 3/12/19**

Overview – Attachments included in this report:

- Balance Sheet compared to previous year as of February 28, 2019
- Profit & Loss Budget vs. Actual through February 28, 2019
- Bank Transaction Detail for February 2019
- Profit & Loss Budget vs. Actual Expanded

Highlights and Exceptions to the Report –

Balance Sheet

Assets – Cash in the bank accounts as of February 28th was \$296,573 down from \$1,070,763 in February 2018. Total accounts receivable was \$242,689 compared to \$378 in the previous year. Total assets were \$539,262 on February 28th, down from \$1,071,141 at the same time last year.

Liabilities – Accounts payable as of February 28th was \$22,628 compared to \$6,226 last year. Other current liabilities were \$124,814 versus last year's \$80,194. Total liabilities were \$147,441 versus \$86,420 at the same time last year.

Equity – As of February 28th, net income was negative (\$84,796) compared to \$771,682 at the same time last year. Total modified accrual equity is \$391,820 compared to \$984,722 the previous year. Of this amount TABOR is \$123,000, \$5,897 is reserved, and the unassigned fund balance is \$262,923.

Income Statement Compared to Budget

Income – Total income to date is \$2,752,908 or 59% of the \$4,629,879 budgeted.

Expense – Expenses incurred to date are \$2,837,704 or 61% of the \$4,627,298 budgeted. We are 67% of the way through the year.

Line items to note that are currently greater than 10% or \$10K over budget are:

- Repairs and Maintenance (0430) – 78% of budget spent
- Other Purchased Services (0500) – 106% of budget spent – Over by \$5,878
- To and From School Transportation (0511) - \$5,635 spent with \$0 budgeted
- Books and Materials (0640) – 83% of budget spent
- Dues and Fees (0800) – 127% of budget spent – Over by \$640

Compass Academy
Balance Sheet Prev Year Comparison
As of February 28, 2019

	<u>Feb 28, 19</u>	<u>Feb 28, 18</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
8101 · First Bank	296,572.73	1,070,763.22	-774,190.49	-72.3%
Total Checking/Savings	<u>296,572.73</u>	<u>1,070,763.22</u>	<u>-774,190.49</u>	<u>-72.3%</u>
Accounts Receivable				
8142 · Grants Receivable	190,388.91	378.04	190,010.87	50,262.11%
8153 · Accounts Receivable	52,300.00	0.00	52,300.00	100.0%
Total Accounts Receivable	<u>242,688.91</u>	<u>378.04</u>	<u>242,310.87</u>	<u>64,096.62%</u>
Total Current Assets	<u>539,261.64</u>	<u>1,071,141.26</u>	<u>-531,879.62</u>	<u>-49.66%</u>
TOTAL ASSETS	<u><u>539,261.64</u></u>	<u><u>1,071,141.26</u></u>	<u><u>-531,879.62</u></u>	<u><u>-49.66%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	22,627.67	6,225.83	16,401.84	263.45%
Total Accounts Payable	<u>22,627.67</u>	<u>6,225.83</u>	<u>16,401.84</u>	<u>263.45%</u>
Other Current Liabilities				
2110 · Direct Deposit Liabilities	0.00	325.00	-325.00	-100.0%
7461 · YE Payroll Liabilities	123,492.31	63,741.59	59,750.72	93.74%
7471 · Payroll Liabilities	1,321.34	16,127.28	-14,805.94	-91.81%
Total Other Current Liabilities	<u>124,813.65</u>	<u>80,193.87</u>	<u>44,619.78</u>	<u>55.64%</u>
Total Current Liabilities	<u>147,441.32</u>	<u>86,419.70</u>	<u>61,021.62</u>	<u>70.61%</u>
Total Liabilities	<u>147,441.32</u>	<u>86,419.70</u>	<u>61,021.62</u>	<u>70.61%</u>
Equity				
6710 · Non-Spendable Fund Balance	5,897.27	1,304.00	4,593.27	352.25%
6721 · TABOR 3% Emergency Reserve	123,000.00	72,000.00	51,000.00	70.83%
6770 · Unassigned Fund Balance	347,718.95	139,735.31	207,983.64	148.84%
Net Income	<u>-84,795.90</u>	<u>771,682.25</u>	<u>-856,478.15</u>	<u>-110.99%</u>
Total Equity	<u>391,820.32</u>	<u>984,721.56</u>	<u>-592,901.24</u>	<u>-60.21%</u>
TOTAL LIABILITIES & EQUITY	<u><u>539,261.64</u></u>	<u><u>1,071,141.26</u></u>	<u><u>-531,879.62</u></u>	<u><u>-49.66%</u></u>

Compass Academy
Profit & Loss Budget vs. Actual Collap.
July 2018 through February 2019

	<u>Jul '18 - Feb 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source	537,979.53	1,273,580.00	-735,600.47	42.24%
3000 · State Revenue	226,250.88	346,898.00	-120,647.12	65.22%
4000 · Federal Revenue	134,779.75	229,531.00	-94,751.25	58.72%
5700 · PPR	1,853,897.61	2,779,870.00	-925,972.39	66.69%
Total Income	<u>2,752,907.77</u>	<u>4,629,879.00</u>	<u>-1,876,971.23</u>	<u>59.46%</u>
Gross Profit	<u>2,752,907.77</u>	<u>4,629,879.00</u>	<u>-1,876,971.23</u>	<u>59.46%</u>
Expense				
0100 · Salaries	1,454,506.44	2,165,011.00	-710,504.56	67.18%
0200 · Employee Benefits	314,285.25	520,560.00	-206,274.75	60.37%
0300 · Purchased Profess and Tech Serv	341,452.47	854,894.00	-513,441.53	39.94%
0400 · Purchased Prop. Services	10,468.88	16,000.00	-5,531.12	65.43%
0430 · Repairs and Maint	1,560.00	2,010.00	-450.00	77.61%
0500 · Other Purchased Services	111,592.71	105,715.00	5,877.71	105.56%
0511 · To & From School Transportation	5,634.72	0.00	5,634.72	100.0%
0513 · Contracted Field Trips	5,334.71	12,000.00	-6,665.29	44.46%
0515 · Shuttle Fees	130.00	1,000.00	-870.00	13.0%
0520 · Insurance Premiums	30,693.34	41,889.00	-11,195.66	73.27%
0580 · Travel, Regis, Ent	13,478.42	20,241.00	-6,762.58	66.59%
0594 · District Purchased Services	370,562.22	554,657.00	-184,094.78	66.81%
0595 · Denver Overhead Costs	75,561.62	116,983.00	-41,421.38	64.59%
0596 · Charter Food Authority	1,495.16	0.00	1,495.16	100.0%
0600 · Supplies	55,393.55	119,706.00	-64,312.45	46.28%
0640 · Books and Materials	4,990.92	6,001.00	-1,010.08	83.17%
0700 · Property	17,787.06	46,080.00	-28,292.94	38.6%
0800 · Other Objects	590.33	11,005.00	-10,414.67	5.36%
0810 · Dues and Fees	3,026.87	2,386.00	640.87	126.86%
0900 · XQ Objects	19,159.00	31,160.00	-12,001.00	61.49%
Total Expense	<u>2,837,703.67</u>	<u>4,627,298.00</u>	<u>-1,789,594.33</u>	<u>61.33%</u>
Net Income	<u>-84,795.90</u>	<u>2,581.00</u>	<u>-87,376.90</u>	<u>-3,285.39%</u>

Compass Academy
Bank Transaction Detail
As of February 28, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
1072 - Bill.com Money Out Clearing							0.00
Bill Pmt -Check	02/07/2019	Bill.com	Charter Substitute Teacher Network	https://app.bill.com/BillPay?id=blp01CKEHKGFJK3c 7421 - Accounts Payable		-1,875.00	-1,875.00
Bill Pmt -Check	02/07/2019	Bill.com	G&G Consulting Group	https://app.bill.com/BillPay?id=blp01OBEGFBORL3; 7421 - Accounts Payable		-6,691.25	-8,566.25
Bill Pmt -Check	02/07/2019	Bill.com	Kaiser Permanente	https://app.bill.com/BillPay?id=blp01KWVCCBXZN3 7421 - Accounts Payable		-12,654.13	-21,220.38
Bill Pmt -Check	02/07/2019	Bill.com	Wells Fargo Vendor Financial Services LLC	https://app.bill.com/BillPay?id=blp01NAONFODNC3 7421 - Accounts Payable		-665.24	-21,885.62
Bill Pmt -Check	02/07/2019	Bill.com	Alerio Technology Group	https://app.bill.com/BillPay?id=blp01DYAFZPUAX3g 7421 - Accounts Payable		-3,645.00	-25,530.62
General Journal	02/07/2019	Health liab		Bill.com 02/07/19 Payments	8101 - First Bank	25,530.62	0.00
Bill Pmt -Check	02/12/2019	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01VMUPVJRBN3; 7421 - Accounts Payable		-44.55	-44.55
Bill Pmt -Check	02/12/2019	Bill.com	Shirt Works, LLC	https://app.bill.com/BillPay?id=blp01WWLJMFGLO; 7421 - Accounts Payable		-890.00	-934.55
Bill Pmt -Check	02/12/2019	Bill.com	Charter Substitute Teacher Network	https://app.bill.com/BillPay?id=blp01FCRZMCAFE3; 7421 - Accounts Payable		-3,135.00	-4,069.55
Bill Pmt -Check	02/12/2019	Bill.com	Eldorado Artesian Springs, Inc	https://app.bill.com/BillPay?id=blp01VZWPFSKL3c 7421 - Accounts Payable		-325.95	-4,395.50
Bill Pmt -Check	02/12/2019	Bill.com	Paulina Molina	https://app.bill.com/BillPay?id=blp01HYCCESDXN3; 7421 - Accounts Payable		-24.30	-4,419.80
Bill Pmt -Check	02/12/2019	Bill.com	Paulina Molina	https://app.bill.com/BillPay?id=blp01OYAFKRGJL3g 7421 - Accounts Payable		-18.90	-4,438.70
Bill Pmt -Check	02/12/2019	Bill.com	Heather Riley, PhD	https://app.bill.com/BillPay?id=blp01PFFHTCKR3g; 7421 - Accounts Payable		-1,250.00	-5,688.70
Bill Pmt -Check	02/12/2019	Bill.com	Hanover	https://app.bill.com/BillPay?id=blp01QQZHOIHFE3g 7421 - Accounts Payable		-1,706.30	-7,395.00
Bill Pmt -Check	02/12/2019	Bill.com	Sharon Newman	https://app.bill.com/BillPay?id=blp01MGDGSFGCQ; 7421 - Accounts Payable		-6,515.63	-13,910.63
Bill Pmt -Check	02/12/2019	Bill.com	Shirt Works, LLC	https://app.bill.com/BillPay?id=blp01OTEXUWDDW; 7421 - Accounts Payable		-44.50	-13,955.13
Bill Pmt -Check	02/12/2019	Bill.com	William Wallace (v)	https://app.bill.com/BillPay?id=blp01JMLZBAVJ3g; 7421 - Accounts Payable		-77.88	-14,033.01
Bill Pmt -Check	02/12/2019	Bill.com	Paulina Molina	https://app.bill.com/BillPay?id=blp01TBHLASLJZ3gr 7421 - Accounts Payable		-24.84	-14,057.85
General Journal	02/12/2019	Health liab		Bill.com 02/12/19 Payments	8101 - First Bank	14,057.85	0.00
Bill Pmt -Check	02/26/2019	Bill.com	Henrietta Sandoval-v	https://app.bill.com/BillPay?id=blp01SYGOYFNMS3i 7421 - Accounts Payable		-9.00	-9.00
Bill Pmt -Check	02/26/2019	Bill.com	Pinnacle Assurance	https://app.bill.com/BillPay?id=blp01QLAYVWJQS3i 7421 - Accounts Payable		-1,182.00	-1,191.00
Bill Pmt -Check	02/26/2019	Bill.com	William Wallace (v)	https://app.bill.com/BillPay?id=blp01XCSDJMJSV3i; 7421 - Accounts Payable		-5.06	-1,196.06
Bill Pmt -Check	02/26/2019	Bill.com	Paulina Molina	https://app.bill.com/BillPay?id=blp01OPSGPAGLV3i 7421 - Accounts Payable		-24.30	-1,220.36
Bill Pmt -Check	02/26/2019	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01QZQVHREQL3j 7421 - Accounts Payable		-48.60	-1,268.96
General Journal	02/26/2019	XQ		Bill.com 02/26/19 Payments	8101 - First Bank	1,268.96	0.00
Total 1072 - Bill.com Money Out Clearing						0.00	0.00
8101 - First Bank							295,396.05
Check	02/01/2019	DBT	Facebook		Student Recruitment	-50.00	295,346.05
Check	02/01/2019	DBT	Indeed		Student Recruitment	-58.94	295,287.11
Deposit	02/01/2019			Deposit	1740a - Uniforms/Other	385.00	295,672.11
Check	02/01/2019	DBT	Amazon.com		Office Supplies	-12.41	295,659.70
Check	02/01/2019	DBT	Amazon.com		Office Supplies	-13.12	295,646.58
Check	02/01/2019	DBT	Starbucks	Attendance incentive	0610 - General Supplies	-50.00	295,596.58
Check	02/01/2019	EFT			-SPLIT-	-950.16	294,646.42
Bill Pmt -Check	02/04/2019	ACH	Delta Dental of Colorado	Inv #February-2019	7421 - Accounts Payable	-1,189.83	293,456.59
Check	02/05/2019	DBT	Amazon.com		0640 - Books and Materials	-24.95	293,431.64
Check	02/05/2019	DBT	Sinclair	athletics bus gas	0620 - Energy - Gas and Electric	-50.36	293,381.28
Check	02/05/2019	DBT	Loving Guidance, Inc		0580 - Travel, Regis, Ent	-500.00	292,881.28
Check	02/06/2019	DBT	Amazon.com		0610 - General Supplies	-15.67	292,865.61
Check	02/06/2019	DBT	Amazon.com		0610 - General Supplies	-29.98	292,835.63
Check	02/06/2019	DBT	Amazon.com		0610 - General Supplies	-134.17	292,701.46
Check	02/06/2019	DBT	Walmart		0630 - Food -Snack (BOLD FS FUND ONLY)	-20.12	292,681.34
General Journal	02/07/2019	Health liab		Bill.com 02/07/19 Payments	1072 - Bill.com Money Out Clearing	-25,530.62	267,150.72
Check	02/08/2019	DBT	Sam's Club	DPS strike Monday	0580 - Travel, Regis, Ent	-156.97	266,993.75
Check	02/08/2019	DBT	Sam's Club	attendance incentives	0630 - Food -Snack (BOLD FS FUND ONLY)	-22.50	266,971.25
Check	02/08/2019	DBT	Sam's Club	Discipline & wellbeing	0630 - Food -Snack (BOLD FS FUND ONLY)	-25.96	266,945.29

Compass Academy
Bank Transaction Detail
As of February 28, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
Check	02/08/2019	DBT	Endicia		0533 · Postage	-163.95	266,781.34
Check	02/08/2019	DBT	EZ Texting		Student Recruitment	-14.05	266,767.29
Check	02/09/2019	DBT	Facebook		Student Recruitment	-50.00	266,717.29
Check	02/10/2019	DBT	Safeway	teacher food	0580 · Travel, Regis, Ent	-36.94	266,680.35
Bill Pmt -Check	02/11/2019	ACH	United Healthcare	Inv #692971420385	7421 · Accounts Payable	-138.26	266,542.09
Check	02/11/2019	DBT	Einstein Brothers	teacher food	0580 · Travel, Regis, Ent	-77.45	266,464.64
Check	02/11/2019	DBT	Papa Johns	teacher food	0580 · Travel, Regis, Ent	-264.54	266,200.10
Check	02/12/2019	2435		VOID:	0610 · General Supplies	0.00	266,200.10
General Journal	02/12/2019	Health liab		Bill.com 02/12/19 Payments	1072 · Bill.com Money Out Clearing	-14,057.85	252,142.25
Bill Pmt -Check	02/12/2019	2436	Abraham Lincoln Lunchroom		7421 · Accounts Payable	-300.00	251,842.25
Bill Pmt -Check	02/12/2019	2437	Denver Public Schools		7421 · Accounts Payable	-16,472.88	235,369.37
Bill Pmt -Check	02/12/2019	2438	Raquel Zapata		7421 · Accounts Payable	-171.60	235,197.77
Bill Pmt -Check	02/12/2019	2439	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-150.00	235,047.77
Bill Pmt -Check	02/12/2019	2440	Laura Musalem-Canahuete		7421 · Accounts Payable	-67.56	234,980.21
Bill Pmt -Check	02/12/2019	2441	Monique Desousa		7421 · Accounts Payable	-60.00	234,920.21
Bill Pmt -Check	02/12/2019	2442	Mara Klem-O'Connor		7421 · Accounts Payable	-60.00	234,860.21
Bill Pmt -Check	02/12/2019	2443	Raquel Zapata		7421 · Accounts Payable	-174.30	234,685.91
Bill Pmt -Check	02/12/2019	2444	Laura Musalem-Canahuete		7421 · Accounts Payable	-150.00	234,535.91
Bill Pmt -Check	02/12/2019	2445	Laura Van Horn		7421 · Accounts Payable	-10.00	234,525.91
Bill Pmt -Check	02/12/2019	2446	Steicy Mendoza		7421 · Accounts Payable	-240.00	234,285.91
Bill Pmt -Check	02/12/2019	2447	Mara Klem-O'Connor		7421 · Accounts Payable	-183.48	234,102.43
Bill Pmt -Check	02/12/2019	2448	Eva Hernandez		7421 · Accounts Payable	-174.30	233,928.13
Bill Pmt -Check	02/12/2019	2449	Eva Hernandez		7421 · Accounts Payable	-182.40	233,745.73
Bill Pmt -Check	02/12/2019	2450	Steicy Mendoza		7421 · Accounts Payable	-735.00	233,010.73
Bill Pmt -Check	02/12/2019	2451	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-150.00	232,860.73
Bill Pmt -Check	02/12/2019	2452	Eva Hernandez		7421 · Accounts Payable	-165.00	232,695.73
Check	02/12/2019	DBT	Tacos Rapidos		0630 · Food -Snack (BOLD FS FUND ONLY)	-33.96	232,661.77
Check	02/12/2019	DBT	Santiago's	teacher food	0580 · Travel, Regis, Ent	-184.75	232,477.02
Check	02/12/2019	DBT	Eon		0610 · General Supplies	-483.75	231,993.27
Check	02/12/2019	DBT	Papa Johns	staff food	0580 · Travel, Regis, Ent	-351.83	231,641.44
Check	02/12/2019	DBT	Little Caesars	Family event	0630 · Food -Snack (BOLD FS FUND ONLY)	-40.00	231,601.44
Check	02/13/2019	DBT	Center For Adolescent Studies	Henrietta wellbeing	0580 · Travel, Regis, Ent	-285.84	231,315.60
Check	02/13/2019	DBT	Sam's Club	Lunch for teacher's during strike	0584 · Staff Appreciation	-155.33	231,160.27
Check	02/13/2019	DBT	King soopers	Lunch for teacher's during strike	0584 · Staff Appreciation	-98.79	231,061.48
Check	02/13/2019	DBT	Walmart	Staff food	0580 · Travel, Regis, Ent	-36.95	231,024.53
Check	02/13/2019	DBT	Einstein Brothers	staff food	0580 · Travel, Regis, Ent	-77.45	230,947.08
Check	02/13/2019	DBT	Hobby Lobby	art supplies	0610 · General Supplies	-62.93	230,884.15
Check	02/13/2019	DBT	Amazon.com		0610 · General Supplies	-29.40	230,854.75
Check	02/13/2019	DBT	Amazon.com		0610 · General Supplies	-39.96	230,814.79
Check	02/14/2019	DBT	Microsoft		0534 · Online Services	-72.69	230,742.10
Check	02/14/2019	DBT	Walmart		0630 · Food -Snack (BOLD FS FUND ONLY)	-15.46	230,726.64
Check	02/14/2019	DBT	San Antonio Fresh Mexican Bakery	valentine's	0630 · Food -Snack (BOLD FS FUND ONLY)	-10.60	230,716.04
Check	02/14/2019	DBT	Amazon.com		0610 · General Supplies	-142.41	230,573.63
Check	02/14/2019	DBT	Amazon.com		0610 · General Supplies	-19.99	230,553.64
Check	02/14/2019	DBT	Amazon.com		0610 · General Supplies	-34.77	230,518.87
General Journal	02/15/2019	2.15.19 PR	Support Program - 2000-5000:2500 - Business Sen First Bank		0313b · Payroll Expenses	-136,465.16	94,053.71
General Journal	02/15/2019	2.15.19 PR	Support Program - 2000-5000:2500 - Business Sen First Bank		0313b · Payroll Expenses	-2,553.32	91,500.39

Compass Academy
Bank Transaction Detail
As of February 28, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
General Journal	02/15/2019	2.15.19 PR	Support Program - 2000-5000:2500 - Business Sen First Bank		0313b · Payroll Expenses	-24,734.18	66,766.21
General Journal	02/15/2019	2.15.19 PR	Support Program - 2000-5000:2500 - Business Sen First Bank		0313b · Payroll Expenses	-641.50	66,124.71
Check	02/15/2019	DBT	Amazon.com		0610 · General Supplies	-68.60	66,056.11
Check	02/15/2019	DBT	Home Depot		0610 · General Supplies	-29.91	66,026.20
Check	02/15/2019	DBT	Amazon.com		0610 · General Supplies	-279.93	65,746.27
Check	02/18/2019	DBT	King soopers	CO health foundation visit	0580 · Travel, Regis, Ent	-31.86	65,714.41
Check	02/19/2019	DBT	Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-1,257.20	64,457.21
Check	02/19/2019	DBT	Eon		0610 · General Supplies	-22.99	64,434.22
Check	02/19/2019	DBT	Starbucks	CO health foundation visit	0580 · Travel, Regis, Ent	-18.31	64,415.91
Check	02/20/2019	ACH	PERA		PERA Liability	-26,244.86	38,171.05
Check	02/20/2019	ACH	Voya Financial		401(k) Liability	-965.63	37,205.42
Check	02/20/2019	DBT	Torres Mexican Food		0580 · Travel, Regis, Ent	-72.05	37,133.37
Check	02/20/2019	DBT	Walmart	staff office supplies	Office Supplies	-87.06	37,046.31
Check	02/21/2019	DBT	USPS	Certified attendance letters	0533 · Postage	-52.65	36,993.66
Check	02/21/2019	DBT	Walmart	office supplies	Office Supplies	-11.64	36,982.02
Check	02/21/2019	DBT	Starbucks	CO health foundation visit	0580 · Travel, Regis, Ent	-18.31	36,963.71
Deposit	02/21/2019			Deposit	0580 · Travel, Regis, Ent	18.31	36,982.02
Check	02/21/2019	DBT	Amazon.com		0610 · General Supplies	-61.88	36,920.14
Check	02/21/2019	DBT	Amazon.com		0610 · General Supplies	-102.90	36,817.24
Deposit	02/22/2019			Deposit	3113 · Capital Construction Fund	3,890.59	40,707.83
Check	02/22/2019	DBT	Facebook		Student Recruitment	-38.29	40,669.54
Check	02/22/2019	DBT	Endicia		0533 · Postage	-200.00	40,469.54
Check	02/22/2019	DBT	Mosaic		0610 · General Supplies	-149.95	40,319.59
Check	02/25/2019	DBT	Amazon.com		0610 · General Supplies	-61.63	40,257.96
Check	02/25/2019	DBT	Amazon.com		0610 · General Supplies	-14.97	40,242.99
Check	02/25/2019	DBT	Amazon.com		0610 · General Supplies	-17.76	40,225.23
Check	02/25/2019	DBT	Amazon.com		0610 · General Supplies	-23.03	40,202.20
Check	02/25/2019	DBT	Amazon.com		0610 · General Supplies	-61.94	40,140.26
Deposit	02/25/2019			Deposit	Change Education	896.66	41,036.92
Deposit	02/25/2019			Deposit	1740a · Uniforms/Other	510.00	41,546.92
Deposit	02/25/2019			Deposit	1740a · Uniforms/Other	201.32	41,748.24
General Journal	02/26/2019	XQ		Bill.com 02/26/19 Payments	1072 · Bill.com Money Out Clearing	-1,268.96	40,479.28
Deposit	02/26/2019			Deposit	-SPLIT-	263,491.52	303,970.80
Bill Pmt -Check	02/26/2019	2453	Sarah Gibson		7421 · Accounts Payable	-40.00	303,930.80
Bill Pmt -Check	02/26/2019	2454	Carolina Martinez Gomez		7421 · Accounts Payable	-20.00	303,910.80
Bill Pmt -Check	02/26/2019	2455	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-120.00	303,790.80
Bill Pmt -Check	02/26/2019	2456	Yolanda Loya		7421 · Accounts Payable	-120.00	303,670.80
Bill Pmt -Check	02/26/2019	2457	Steicy Mendoza		7421 · Accounts Payable	-450.00	303,220.80
Bill Pmt -Check	02/26/2019	2458	Monique Desousa		7421 · Accounts Payable	-40.00	303,180.80
Bill Pmt -Check	02/26/2019	2459	Eva Hernandez		7421 · Accounts Payable	-204.30	302,976.50
Bill Pmt -Check	02/26/2019	2460	Raquel Zapata		7421 · Accounts Payable	-211.80	302,764.70
Bill Pmt -Check	02/26/2019	2461	Erin Harned		7421 · Accounts Payable	-40.00	302,724.70
Bill Pmt -Check	02/26/2019	2462	Denver Public Schools		7421 · Accounts Payable	-16,917.31	285,807.39
Bill Pmt -Check	02/26/2019	2463	Aron Molina Chavez		7421 · Accounts Payable	-40.00	285,767.39
Bill Pmt -Check	02/26/2019	2464	Anahi Coronado		7421 · Accounts Payable	-20.00	285,747.39
Bill Pmt -Check	02/26/2019	2465	Eva Hernandez		7421 · Accounts Payable	-120.00	285,627.39
Bill Pmt -Check	02/26/2019	2466	Steicy Mendoza		7421 · Accounts Payable	-140.00	285,487.39

Compass Academy
Bank Transaction Detail
As of February 28, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
Bill Pmt -Check	02/26/2019	2467	Raquel Zapata		7421 · Accounts Payable	-140.00	285,347.39
Bill Pmt -Check	02/26/2019	2468	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-180.00	285,167.39
Bill Pmt -Check	02/26/2019	2469	Raquel Zapata		7421 · Accounts Payable	-140.00	285,027.39
Check	02/26/2019	DBT	Amazon.com		0610 · General Supplies	-49.99	284,977.40
Check	02/26/2019	DBT	Walmart	office supplies	Office Supplies	-89.25	284,888.15
Deposit	02/26/2019			Deposit	Denver Foundation	12,000.00	296,888.15
Deposit	02/26/2019			Deposit	1740a · Uniforms/Other	43.76	296,931.91
Check	02/27/2019	DBT	Amazon.com		0610 · General Supplies	-90.00	296,841.91
Check	02/27/2019	DBT	Amazon.com		0610 · General Supplies	-110.48	296,731.43
Check	02/27/2019	DBT	Walmart	office supplies	Office Supplies	-47.04	296,684.39
Check	02/28/2019	DBT	Bill.com	Monthly charges	0313a · Bank Fees	-119.35	296,565.04
Check	02/28/2019	DBT	Amazon.com		0610 · General Supplies	-11.94	296,553.10
Check	02/28/2019	DBT	Amazon.com		0610 · General Supplies	-22.47	296,530.63
Check	02/28/2019			Service Charge	0313a · Bank Fees	-3.00	296,527.63
Deposit	02/28/2019			Interest	1500 · Interest Income	45.10	296,572.73
Total 8101 · First Bank						<u>1,176.68</u>	<u>296,572.73</u>
TOTAL						<u>1,176.68</u>	<u>296,572.73</u>

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July 2018 through February 2019

	<u>Jul '18 - Feb 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source				
1500 · Interest Income	473.47			
1700 · Pupil Activities				
1760 · Gifts/Contributions	2,000.00			
Total 1700 · Pupil Activities	2,000.00			
1740 · Fees				
1740a · Uniforms/Other	11,577.89			
1740 · Fees - Other	0.00	14,000.00	-14,000.00	0.0%
Total 1740 · Fees	11,577.89	14,000.00	-2,422.11	82.7%
1900 · Other Revenue from Local Source				
1990 · Other Revenue	37.50	7,000.00	-6,962.50	0.54%
Total 1900 · Other Revenue from Local Source	37.50	7,000.00	-6,962.50	0.54%
1920 · Grant income				
Change Education	896.66			
A to Z	700.00			
Denver Foundation	20,450.00			
El Pomar	50,000.00			
1920 · Grant income - Other	96,991.53	729,331.00	-632,339.47	13.3%
Total 1920 · Grant income	169,038.19	729,331.00	-560,292.81	23.18%
1954 · Mill Levy Funding				
1998 MLO Literacy	26,576.76	39,782.00	-13,205.24	66.81%
1998 MLO Technology	7,248.03	10,850.00	-3,601.97	66.8%
2003 MLO Academic Achievement	6,039.85	9,041.00	-3,001.15	66.81%
2003 MLO Textbooks	8,456.19	12,656.00	-4,199.81	66.82%
2012 MLO Secondary Arts	30,544.27	45,706.00	-15,161.73	66.83%
2012 MLO Enrichment and Support	26,305.99	39,391.00	-13,085.01	66.78%
2012 MLO Technology	13,715.70	20,530.00	-6,814.30	66.81%
2012 MLO Textbooks	13,715.70	20,530.00	-6,814.30	66.81%
2012 MLO Tutoring	60,463.59	90,793.00	-30,329.41	66.6%
2016 MLO Classroom Technology	20,215.04	29,913.00	-9,697.96	67.58%
2016 MLO Equalization	51,226.99	20,571.00	30,655.99	249.03%
2016 MLO Great Teachers	44,406.00	65,703.00	-21,297.00	67.59%
2016 MLO Support for WholeChild	45,938.37	67,974.00	-22,035.63	67.58%
2017-19 MLO Tech Bond	0.00	49,809.00	-49,809.00	0.0%
Total 1954 · Mill Levy Funding	354,852.48	523,249.00	-168,396.52	67.82%
Total 1000 · Local Revenue Source	537,979.53	1,273,580.00	-735,600.47	42.24%
3000 · State Revenue				
3113 · Capital Construction Fund	27,234.13	41,941.00	-14,706.87	64.93%
3139 · ELPA PD	13,550.75	13,551.00	-0.25	100.0%
3140 · ELPA Special Ed	11,405.80	11,406.00	-0.20	100.0%
3150 · Gifted and Talented	2,746.60			
3183 · EARSS	122,996.08	200,000.00	-77,003.92	61.5%
3192a · School Counselor Corps	48,317.52	80,000.00	-31,682.48	60.4%
Total 3000 · State Revenue	226,250.88	346,898.00	-120,647.12	65.22%
4000 · Federal Revenue				
4424 · Title IV SS & AA	0.00	4,653.00	-4,653.00	0.0%
4954 · Federal Revenue - passthrough				
Parent Involvement	749.04	1,816.00	-1,066.96	41.25%
4010a · Title I	97,416.02	164,558.00	-67,141.98	59.2%
4365a · Title III	6,308.75	11,005.00	-4,696.25	57.33%
4367a · Title II	6,272.63	10,976.00	-4,703.37	57.15%
7365a · Title III Set Aside	0.00	433.00	-433.00	0.0%
9206a · Charter Credit	24,033.31	36,090.00	-12,056.69	66.59%
Total 4954 · Federal Revenue - passthrough	134,779.75	224,878.00	-90,098.25	59.94%
Total 4000 · Federal Revenue	134,779.75	229,531.00	-94,751.25	58.72%
5700 · PPR	1,853,897.61	2,779,870.00	-925,972.39	66.69%
Total Income	2,752,907.77	4,629,879.00	-1,876,971.23	59.46%
Gross Profit	2,752,907.77	4,629,879.00	-1,876,971.23	59.46%
Expense				
0100 · Salaries				
100 · Administration	173,863.58	346,583.00	-172,719.42	50.17%
200 · Professional Staff Salaries	1,055,890.66	1,665,346.00	-609,455.34	63.4%
300 · Other Professional	176,718.38	50,206.00	126,512.38	351.99%
400 · Paraprofessional	19,606.85	33,333.00	-13,726.15	58.82%
500 · Clerical	28,426.97	49,543.00	-21,116.03	57.38%
0100 · Salaries - Other	0.00	20,000.00	-20,000.00	0.0%
Total 0100 · Salaries	1,454,506.44	2,165,011.00	-710,504.56	67.18%
0200 · Employee Benefits				

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July 2018 through February 2019

	<u>Jul '18 - Feb 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Clerical Benefits				
5.0211 · L&STD Insurance	2.70			
5.0221 · Medicare	357.74	718.00	-360.26	49.83%
5.0230 · PERA	2,092.22	3,094.00	-1,001.78	67.62%
5.0251 · Health Benefits	2,453.15	3,780.00	-1,326.85	64.9%
5.0290 · PCOPS	3,237.21	4,726.00	-1,488.79	68.5%
Total Clerical Benefits	8,143.02	12,318.00	-4,174.98	66.11%
Other Professional Benefits				
3.0211 · L&STD Insurance	5.40			
3.0221 · Medicare	1,996.02	2,863.00	-866.98	69.72%
3.0230 · PERA	11,222.60	12,331.00	-1,108.40	91.01%
3.0251 · Health Benefits	7,747.51	15,120.00	-7,372.49	51.24%
3.0290 · PCOPS	17,326.73	18,837.00	-1,510.27	91.98%
Total Other Professional Benefits	38,298.26	49,151.00	-10,852.74	77.92%
Paraprofessional Benefits				
4.0221 · Medicare	284.84	483.00	-198.16	58.97%
4.0230 · PERA	1,247.01	2,082.00	-834.99	59.9%
4.0251 · Health Benefits	0.00	3,780.00	-3,780.00	0.0%
4.0290 · PCOPS	1,864.40	3,180.00	-1,315.60	58.63%
Total Paraprofessional Benefits	3,396.25	9,525.00	-6,128.75	35.66%
Principal / Director Benefits				
1.0211 · L&STD Insurance	5.40			
1.0221 · Medicare	1,906.87	3,911.00	-2,004.13	48.76%
1.0230 · PERA	9,968.72	16,846.00	-6,877.28	59.18%
1.0251 · Health Benefits	6,106.80	11,340.00	-5,233.20	53.85%
1.0290 · PCOPS	15,394.92	25,734.00	-10,339.08	59.82%
Total Principal / Director Benefits	33,382.71	57,831.00	-24,448.29	57.73%
Teachers/Certified Benefits				
2.0211 · L&STD Insurance	453.60	0.00	453.60	100.0%
2.0221 · Medicare	15,873.01	23,419.00	-7,545.99	67.78%
2.0230 · PERA	60,379.32	100,852.00	-40,472.68	59.87%
2.0251 · Health Benefits	59,273.80	113,400.00	-54,126.20	52.27%
2.0252 · Dental Benefits	73.23			
2.0253 · Vision Benefits	120.01			
2.0290 · PCOPS	94,892.04	154,064.00	-59,171.96	61.59%
Total Teachers/Certified Benefits	231,065.01	391,735.00	-160,669.99	58.99%
Total 0200 · Employee Benefits	314,285.25	520,560.00	-206,274.75	60.37%
0300 · Purchased Profess and Tech Serv				
0313a · Bank Fees	1,405.14	2,424.00	-1,018.86	57.97%
0313b · Payroll Expenses	3,473.18			
0320 · Educational Prof Services				
0320a · Contracted services	194,810.65	417,730.00	-222,919.35	46.64%
0320b · Substitutes	24,630.00	37,000.00	-12,370.00	66.57%
0320c · Whole Child Enrichment	26,212.50	30,150.00	-3,937.50	86.94%
0320 · Educational Prof Services - Other	0.00	241,495.00	-241,495.00	0.0%
Total 0320 · Educational Prof Services	245,653.15	726,375.00	-480,721.85	33.82%
0331 · Legal	0.00	2,207.00	-2,207.00	0.0%
0332 · Audit	7,500.00	7,538.00	-38.00	99.5%
0339 · Business Services	52,571.50	76,350.00	-23,778.50	68.86%
0340 · Technical Services	30,849.50	40,000.00	-9,150.50	77.12%
Total 0300 · Purchased Profess and Tech Serv	341,452.47	854,894.00	-513,441.53	39.94%
0400 · Purchased Prop. Services				
0442 · Rental of Equipment	10,468.88	16,000.00	-5,531.12	65.43%
Total 0400 · Purchased Prop. Services	10,468.88	16,000.00	-5,531.12	65.43%
0430 · Repairs and Maint	1,560.00	2,010.00	-450.00	77.61%
0500 · Other Purchased Services				
0531 · Phone/Office	1,470.69	5,400.00	-3,929.31	27.24%
0533 · Postage	2,059.60	2,010.00	49.60	102.47%
0534 · Online Services	82,255.36	64,990.00	17,265.36	126.57%
0540 · Advertising				
Staff Recruitment	2,182.00	7,035.00	-4,853.00	31.02%
Student Recruitment	23,575.92	26,280.00	-2,704.08	89.71%
0540 · Advertising - Other	49.14			
Total 0540 · Advertising	25,807.06	33,315.00	-7,507.94	77.46%
Total 0500 · Other Purchased Services	111,592.71	105,715.00	5,877.71	105.56%
0511 · To & From School Transportation	5,634.72			
0513 · Contracted Field Trips	5,334.71	12,000.00	-6,665.29	44.46%
0515 · Shuttle Fees	130.00	1,000.00	-870.00	13.0%
0520 · Insurance Premiums				

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July 2018 through February 2019

	<u>Jul '18 - Feb 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0521 · Liability Insurance	15,442.70			
0525 · Unemployment Insurance	4,180.64	5,629.00	-1,448.36	74.27%
0526 · Worker's Comp Insurance	11,070.00	14,636.00	-3,566.00	75.64%
0520 · Insurance Premiums - Other	0.00	21,624.00	-21,624.00	0.0%
Total 0520 · Insurance Premiums	30,693.34	41,889.00	-11,195.66	73.27%
0580 · Travel, Regis, Ent				
0584 · Staff Appreciation	6,201.36	6,030.00	171.36	102.84%
0580 · Travel, Regis, Ent - Other	7,277.06	14,211.00	-6,933.94	51.21%
Total 0580 · Travel, Regis, Ent	13,478.42	20,241.00	-6,762.58	66.59%
0594 · District Purchased Services				
0594.1 · SPED FEE 1700	68,064.41			
0594.2 · NURSE/PSYCH/SECURITY - 0594	106,894.95			
0594.3 · Facility Use Fee	164,229.22			
0594.4 · Shuttle Fees	31,373.64			
0594 · District Purchased Services - Other	0.00	554,657.00	-554,657.00	0.0%
Total 0594 · District Purchased Services	370,562.22	554,657.00	-184,094.78	66.81%
0595 · Denver Overhead Costs	75,561.62	116,983.00	-41,421.38	64.59%
0596 · Charter Food Authority	1,495.16			
0600 · Supplies				
0610 · General Supplies				
Office Supplies	4,849.73	15,000.00	-10,150.27	32.33%
0610 · General Supplies - Other	24,455.04	75,000.00	-50,544.96	32.61%
Total 0610 · General Supplies	29,304.77	90,000.00	-60,695.23	32.56%
0612 · Student Incentives	369.01	3,198.00	-2,828.99	11.54%
0620 · Energy - Gas and Electric	79.88			
0630 · Food -Snack (BOLD FS FUND ONLY)	9,509.10	15,000.00	-5,490.90	63.39%
0650 · Software	2,338.87	1,508.00	830.87	155.1%
0690 · Uniforms	13,791.92	10,000.00	3,791.92	137.92%
Total 0600 · Supplies	55,393.55	119,706.00	-64,312.45	46.28%
0640 · Books and Materials	4,990.92	6,001.00	-1,010.08	83.17%
0700 · Property				
0733 · Furnitures and Fixtures	2,444.69	6,030.00	-3,585.31	40.54%
0734 · Technology Equipment	15,342.37	40,050.00	-24,707.63	38.31%
Total 0700 · Property	17,787.06	46,080.00	-28,292.94	38.6%
0800 · Other Objects				
0840 · Contingency	0.00	10,000.00	-10,000.00	0.0%
0890 · Bad Debt	590.33	1,005.00	-414.67	58.74%
Total 0800 · Other Objects	590.33	11,005.00	-10,414.67	5.36%
0810 · Dues and Fees	3,026.87	2,386.00	640.87	126.86%
0900 · XQ Objects	19,159.00	31,160.00	-12,001.00	61.49%
Total Expense	2,837,703.67	4,627,298.00	-1,789,594.33	61.33%
Net Income	-84,795.90	2,581.00	-87,376.90	-3,285.39%



Compass Academy Board Meeting

March 21, 2019



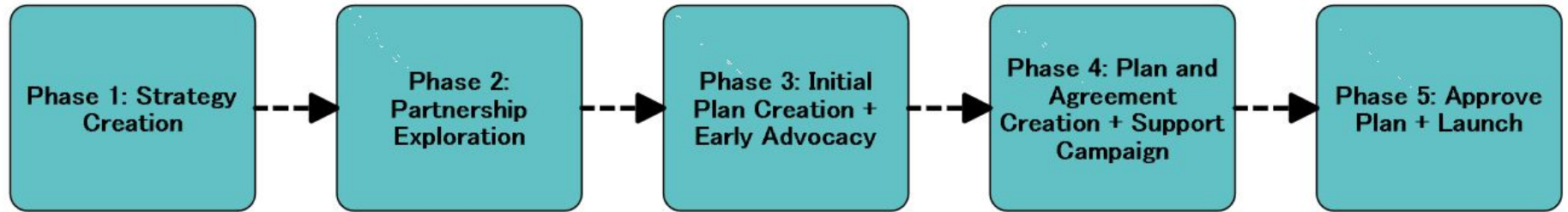


FY20 Budget Process

- Marcia and Chris met before break to begin FY20 budget process
- Met with Denise to discuss staffing implications prior to break
- Marcia sent budget to SDD and to Jessica for first draft look
- Marcia, Denise, and Nate met in February to discuss schedule implications
- **March:** Bring budget to Executive / Finance Committee
- **April:** Full Board review
- **May/June:** Full Board approval



ED/Director Update: Innovation Zone Task Force



Phase 1: Strategy Creation: We explore our options for alternative evaluation and autonomy and decide what path forward to prioritize (**COMPLETE**)

Phase 2: Partnership Exploration: We engage in a series of initial conversations with potential zone partners and district stakeholders to build initial buy in and clarity on a collaborative approach (**IN PROGRESS**)

Phase 3: Initial Plan Creation + Early Advocacy: We gather all key stakeholders to make initial decisions on our zone approach. Simultaneously we do very early work on broader advocacy for our approach (engaging stakeholders outside of our immediate partners).

Phase 4: Plan Agreement Creation + Support Campaign: We make key decisions on our approach (as a group of school partners) and begin applying for our zone. We simultaneously begin more intensive advocacy (engaging community members, media etc.)

Phase 5: Approve Plan + Launch: Our application is approved and we launch a zone approach along with a set of school and district partners.



Innovation Zone: Phase 2

Our Current Phase 2 Process ([see full action plan](#))

1. Vet the idea with Anne Rowe (completed)
2. Vet the idea with Eldridge Greer and clarify his role in gathering school around a SEL focus
3. Develop initial overview materials to be shared with potential partners (our “why” for this process, some basics on zones, our key learning questions, the steps we’re hoping schools will engage in)
4. Reach out to school leaders of our highest likelihood partners for initial interest conversations
5. Meet with Barbara, Angela, and Carrie to build initial interest and buy in



Enrollment Update after Round 1 Lottery

- We met our original recruitment goal in Round 1 by recruiting over 80% of our final goal of 100 students.
 - 83 incoming 6th-graders chose us first (a Compass record!)
 - 92 total accepted incoming 6th-graders after lottery
- We determined high-leverage strategies that yielded positive results, which include:
 - Home visits as our most high-return strategy
 - Utilizing current Compass families in recruitment as a critical approach
 - A new recruitment video for high engagement online
 - Texting as an efficient and effective way to reach out to prospective families and boost engagement



Teacher Hiring/Retention for FY20

94% of current teaching staff invited and returning in the fall

100% of current Administration team is returning

100% of current Front Office support team is returning

100% of current Wellbeing team is returning (DPS positions may shift)

Currently looking for a Special Education teacher

On an ongoing basis we are sourcing bilingual candidates and keeping an eye out for strong candidates to continue to build our pool.

Our bottom line for the remainder of the year in Internal Review

Look at our Strategic Plan through SPF-focus





Compass is measured on several types of criteria in the SPF and some are more heavily weighted than others.

2018 SPF Results		SPF Analysis	
Our Points	Matrix	Max. Possible Points	Criteria
4	MGP Literacy	12	Growth-Literacy
2	MGP Math	12	Growth-Math
2	MGP Compared Literacy	6	Growth-Literacy
2	MGP Compared Math	6	Growth-Math
2	MGP ELL	12	Subpop Growth-Literacy & Math
3	MGP Compared ELL	6	Subpop Growth-Literacy & Math
1	Growth IEP	4	Subpop Growth-Literacy & Math
1	MGP ACCESS	6	Growth-Literacy
1	On-Track	6	Growth-Literacy
0.5	Catch-up Lit	3	Growth-Literacy
1	Catch-up Math	3	Growth-Math
0.5	Keep-up Lit	3	Growth-Literacy
0.5	Keep-up Math	3	Growth-Math
0	Status Lit	4	Status
0	Status Math	4	Status
0	Status Science	4	Status
1	Status Compared Lit	3	Status
1.5	Status Compared Math	3	Status
2	Status Compared Science	3	Status
0	Status ELL	4	Status
0	Status Compared IEP	6	Status
2	Status Compared ELL	6	Status
0.5	Attendance	3	Attendance
2	Student Satisfac	3	Student Satisfac
1.5	Parent Satisfac	3	Parent Satisfac

Our earned points, colors indicating the level of points earned, and description of each measurement are on the left.

The maximum possible points for each measurement, and a “grouping” of similar measurements are on the left.

Primary Measurements in the SPF:

- Growth-Literacy (**36** total pts.)
- Growth-Math (**24** total pts.)
- Subpop Growth - Math & Literacy (ELL and SpEd) (**22** total pts.)
- Status (**37** total pts.)
- Attendance (**3** total pts.)
- Student Satisfaction (**3** total pts.)
- Parent Satisfaction (**3** total pts.)



Based on the groupings of SPF measures, we recommend focusing on Literacy and Math growth (which includes subpopulations) through test engagement efforts. Also recommended are Attendance and Student/Parent Satisfaction.

SPF Measurement Criteria Category	Importance of SPF Metric	Our Ability to Measure	Our Ability to Influence the Score	Recommended Focus Areas
Growth-Literacy	High	Yes	Positive	Primarily through test engagement
Growth-Math	High	Unknown	Positive	
Subpop Growth-Math & Literacy	High	Yes	Positive	
Status	High	Somewhat	Very limited	
Attendance	Low	Yes	Somewhat	
Student Satisfaction	Low	Somewhat	Positive	
Parent Satisfaction	Low	Unknown	Positive	

If we are focusing on **Growth-Literacy and Math** (which includes Subpop Growth-Literacy), **Attendance**, and **Student/Parent Satisfaction**, what are our desired outcomes?



Our desired outcomes are based on the SPF-focus measures to target. We recommend focusing on these 4 outcomes for the remainder of the year based on remaining time in order to achieve our original strategic priorities through an SPF lens.

<i>SPF Criteria</i>	<i>Outcome</i>	<i>Reasoning/Our Bet</i>	<i>Metrics to Measure Outcome</i>
Growth-Literacy & Math, Subpopulation	95% test engagement	Students fully completing the assessment gives us a better likelihood of getting full possible points on the SPF.	ANet omitted answers (ELA and Math). STAR opt outs.
Growth-Literacy	Avg. 1.5 years of reading growth	If students grow 1.5 years on average, growth SPF measurements will improve.	STAR grade level improvement (moving up grade level bands)
Attendance	40% of students at 95% ADA	SPF expectation.	ADA and tardy rates
Student/Parent Satisfaction	Increased student and parent engagement and satisfaction	Fairly low-lift work to affect these measures on the SPF.	Student/Parent Survey results in the Fall

What's not included in the desired outcomes:

- Math growth specifically (Limited/no metrics to measure potential outcomes, focusing on overall test engagement)
- Status - historically Compass finds achieving this extremely difficult due to the few # of kids at/near grade level.

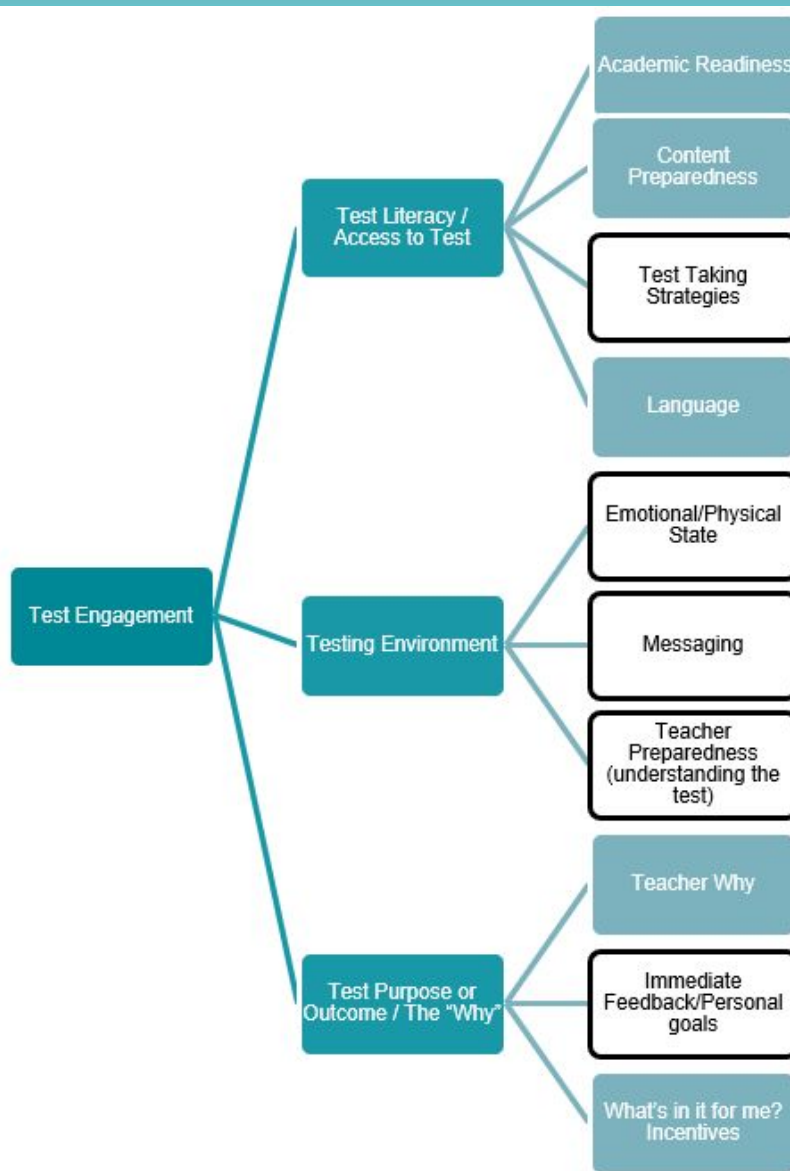


The most critical outcome to focus on this month is 95% test engagement (due to upcoming CMAS testing).

<i>Outcome</i>	<i>Recommended Short-Term Cycle Goal</i>	<i>Current Strategies to Reach Those Goals</i>	<i>Recommended Strategies to Reach Those Goals</i>
95% test engagement	-5% or less students omitting on ANet -3% or less opting out on STAR	<ul style="list-style-type: none">• Take STAR in ELA classes• PRECISE strategies emphasized in some classes, messaging re: omitting answers to students	Strategies after Driver Diagram.

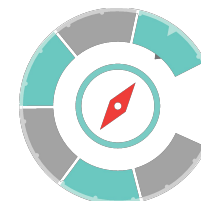


Our Driver Diagram for Student Test Engagement reveals focus areas and potential changes we can test.



In order to reach outcome of 95% test engagement, and based on our driver diagram, our focus is on

- **Test Taking Strategies/Messaging.** Answering all questions, time management techniques (lessons in Opening Packs and during every test/exit ticket leading up to PARCC)
- **Emotional/Physical State.** Opening Pack lessons, planned Village Meeting prior to testing, and small group creation based on data.
- **Teacher Preparedness.** Teacher PD on test details and consistent messaging to students.
- **Immediate Feedback/Personal Goals.** Data-rich reflections and goal setting before and after testing.

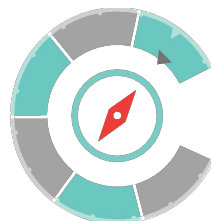


Test Engagement/Opt Out Outcome Data

Desired Outcome: 95% test engagement

Measurement Metric: ANet omitted responses.
STAR opt outs.

Short-term Cycle Goal: 5% or fewer students omitting answers on ANet. 3% or fewer Opting Out on STAR.



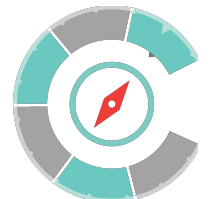
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Students are omitting fewer questions on the ELA ANet each assessment, and they omit only approx. 1.2 answers on average. This points to strategies students may have to help them complete all/most questions before submitting the test and indicate increased engagement in ELA.

ANet ELA Omitted Analysis - Changes from A1 to A3						
	6th Grade		7th Grade		8th Grade	
	% of Students who Omitted	Avg. Questions Omitted per Student	% of Students who Omitted	Avg. Questions Omitted per Student	% of Students who Omitted	Avg. Questions Omitted per Student
A1	36	1.2	18	1.9	27	2.1
A2	29	1.3	19	1.1	13	1.3
A3						

Summary:

- Students are omitting questions on Anet at higher than desired rates.
- In 6th and 8th grade, student rates of omission have declined from A1 to A2.
- Though Students are still omitting answers, they are omitting few total questions on average.

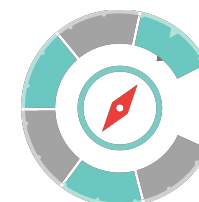


Students are increasingly omitting answers on Math ANet, and students that are omitting do not answer a larger number of questions. Test strategies to help students answer all questions before submitting the test could greatly improve test engagement.

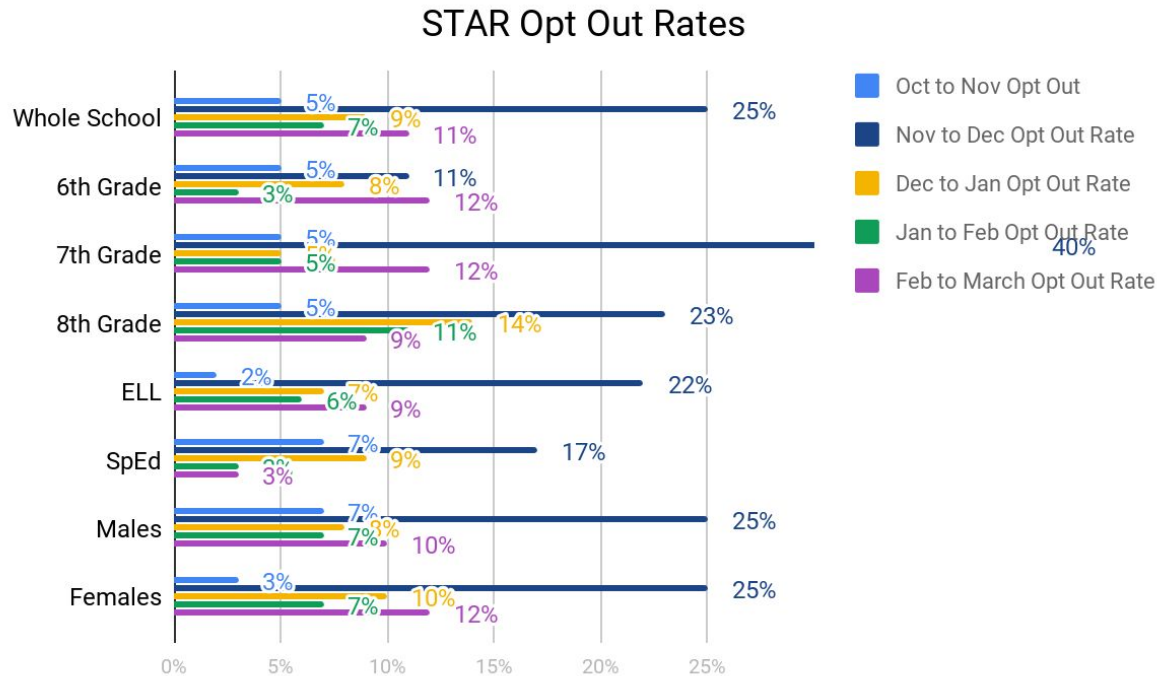
ANet Math Omitted Analysis - Changes from A1 to A3						
	6th Grade		7th Grade		8th Grade	
	% of Students who Omitted	Avg. Questions Omitted per Student	% of Students who Omitted	Avg. Questions Omitted per Student	% of Students who Omitted	Avg. Questions Omitted per Student
A1	4	6.4	31	11.5	6	14.4
A2	5	2	23	7.2	39	12.3
A3	5	1.6	54	8.1	44	10.2

Summary:

- A very large % of students in 7th and 8th are omitting answers and that % has increased over each assessment.
- Students are omitting a large number of questions on average.
- Despite knowledge of omissions between A2 and A3 (and teacher efforts to curb them), omissions greatly increased in 7th and 8th.

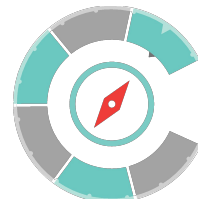


STAR Opt Out Rates continue to decline across all populations, indicating that testing strategies implemented are on track and working.



Summary:

- STAR Opt Outs decreased for all grades and all subpopulations from Jan to Feb, most dramatically for 6th grade and SpEd. Most populations increased opt out rates slightly in March.
- Met desired outcome in SpEd.



ANet goal of 5% or less omitted was met in 6th grade Math only, and STAR opt outs under 3% were met by 6th grade and SpEd. Math classes (with specific focus on girls) must focus on test strategies prior to CMAS testing or we risk low student engagement and performance.

Data Recap			
Population	% of Students omitting on Last ELA ANet	% of Students omitting on last Math ANet	% of Students Opting Out on last STAR
6th	29%	5%	12%
7th	19%	54%	12%
8th	13%	44%	9%
ELL	37%	29%	9%
SpEd	27%	18%	3%
Males	22%	31%	10%
Females	17%	39%	12%

TESTING ENGAGEMENT DATA SUMMARY

What were our intended results: 95% test engagement, measured by 5% or fewer students omitting answers on ANet and 3% or fewer students Opting Out on STAR.

Did we hit our outcome?:

- ANet omitted responses decreased in the ELA assessment, but increased greatly in Math in 7th and 8th grade. Only in 6th Math did we hit our desired outcome on ANet.
- High engagement with STAR indicates low opt out rates for all populations, and desired outcome was met in SpEd. Rates went up slightly in March.

Did we improve/not improve since last cycle?:

- Math ANet - NO
- ELA Anet - YES
- STAR - NO

Other Data to Note:

- 8th grade had the lowest % of students omitting on ANet and also has lowered STAR opt out rates.
- ELLs had highest % of students omitting on Anet but one of lowest % of students opting out on STAR.

Overall Recommendation:

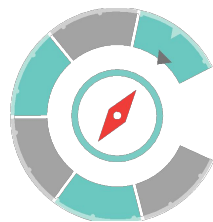
- Math classes (with specific focus on girls) must focus on test strategies prior to CMAS testing or we risk low student engagement and performance.

Literacy Growth Outcome Data

Desired Outcome: 1.5 years of reading growth

Measurement Metric: STAR Grade Level Shifts, STAR grade level improvements.

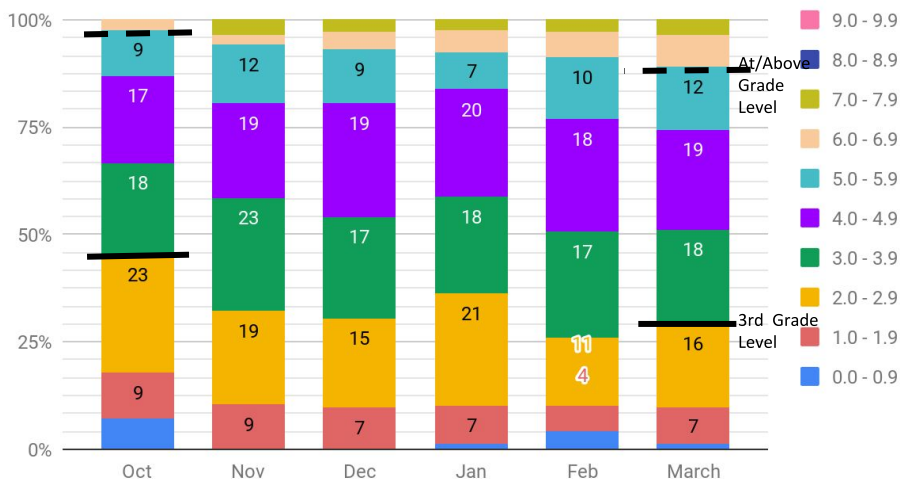
Short-Term Cycle Goal: 10% of students moving from remained to grow



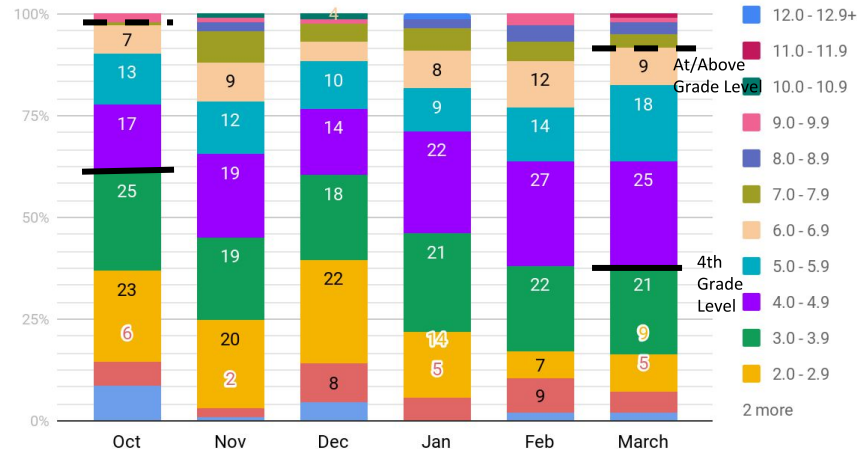
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All grades moved students up bands per STAR, but our students still have a significant gap between their current Grade Level performance and actual Grade Level. At all Grade Levels, we are most successful at bringing up the *lowest readers*, but less successful moving *middle readers to at-grade level readers*.

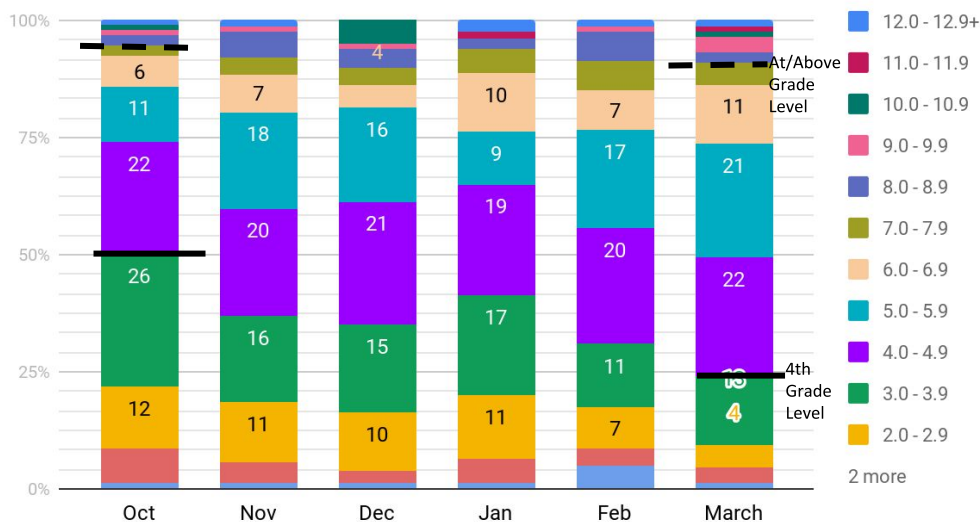
6th Grade Level Distribution Summary Month-to-Month



7th Grade Level Distribution Summary Month-to-Month



8th Grade Level Distribution Summary Month-to-Month

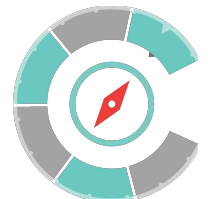


Grade Level Shifts in Reading Tiers			
	Below 3rd GL	3rd-5th GL	At/Above 6th
6th	16% decrease	8% increase	7% increase
	Below 4th GL	4th-6th GL	At/Above 7th
7th	23% decrease	18% increase	5% increase
	Below 4th GL	4th-7th GL	At/Above 8th
8th	26% decrease	22% increase	4% increase

Summary: At all Grade Levels, we are most successful at bringing up the *lowest readers*, but less successful moving *middle readers to at-grade level readers*.

Compass saw most growth for readers starting at a 2nd/3rd Grade Reading to a 4th/5th Grade Reading Level.

Band Level Changes from Beginning of Year							
Reading Grade Level	6th Grade	7th Grade	8th Grade	ELL	SpEd	Males	Females
0.0 - 0.9	-6%	-7%	0%	-4%	-8%	-4%	-4%
1.0 - 1.9	-2%	-1%	-4%	-2%	-8%	0%	-4%
2.0 - 2.9	-8%	-13%	-8%	-11%	-11%	-7%	-12%
3.0 - 3.9	1%	-3%	-13%	-5%	21%	-9%	-3%
4.0 - 4.9	3%	9%	1%	13%	-2%	10%	0%
5.0 - 5.9	4%	6%	12%	6%	7%	1%	14%
6.0 - 6.9	5%	2%	6%	2%	2%	5%	4%
7.0 - 7.9	4%	2%	2%	2%	0%	3%	2%
8.0 - 8.9	0%	3%	0%	-1%	0%	1%	1%
9.0 - 9.9	0%	-1%	2%	0%	0%	0%	1%
10.0 - 10.9		0%	0%	0%	0%	0%	0%
11.0 - 11.9		1%	1%	0%	0%	1%	1%
12.0 - 12.9+		0%	0%	0%	0%	0%	0%



All subpopulations grew from the last cycle per STAR, particularly with females and 7th graders, but overall Reading Growth (0.7 years of growth) is short of our outcome.

Population	YTD Reading Growth	Last Month's Reading Growth
6th	0.7 yrs	0.1 yrs
7th	0.9 yrs	0.1 yrs
8th	0.8 yrs	0.6 yrs
ELL	0.8 yrs	0.2 yrs
SpEd	0.7 yrs	0.2 yrs
Males	0.8 yrs	0.3 yrs
Females	1.0 yrs	0.2 yrs

OUTCOME DATA SUMMARY

What were our intended results: 1.5 years of growth in reading.

Did we hit our outcome?:

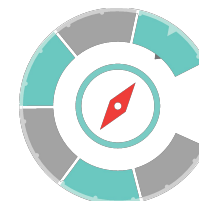
- 7th/8th grade/ELLs and Females had highest reading growth rates as measured by STAR, but still did not hit the desired outcome.

Did we improve/not improve since last cycle?:

- YES, with all subpopulations. Largest increase in 8th grade.

Overall Recommendations:

- Largest student bands in all grades are at a 4th grade reading level. Identify targeting strategy for that band.
- Focus reading efforts on SpEd and Male subpopulations.



STAR short-term cycle growth goal was met in 6th grade and Females, and partially met for ELLs (able to move some students towards growth and out of remained). Continuing the short-term cycle goal should feed into our desired outcome of 1.5 years of growth (and gaining SPF points in growth categories).

Growth Movement from Feb to March STAR

	Change to Grow/Accelerated Growth	Change to Remained	Change to Dropped/Opted Out	Meet ST Cycle Goal
6th	-11%	4%	7%	NO
7th	-32%	22%	10%	NO
8th	5%	10%	-15%	NO*
ELL	-10%	12%	-2%	NO
SpEd	26%	-9%	-17%	YES
Males	-4%	5%	-1%	NO*
Females	-23%	21%	2%	NO

*Positively moved students out of lower performance levels, or positively moved students to growth levels, however.

Please find the detailed graphs with month-to-month growth changes in the appendix.

SHORT-TERM CYCLE DATA SUMMARY

What were our intended results: Moving 10% of students from remained to grow on STAR.

Did we hit our short-term goal?:

- SpEd moved 26% of students remaining to Growth levels. 8th grade moved 5% of students to Growth levels and 15% out of lower bands.
- ELLs and Males moved students out of lower bands (2% and 1% movement).

Did we improve/not improve since last cycle?:

- Most students remained and moved out of month-to-month growth, indicating they are consistently performing at their grade level.

Overall Recommendations:

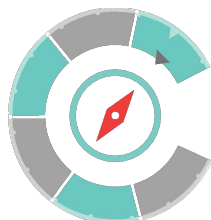
- Continue to push students in dropped/opt out into higher bands.
- Share best practices between ELA teachers, especially with subpopulations

Attendance Outcome Data

Desired Outcome: 40% at 95% ADA

Measurement Metric: PP attendance rates (with SPF exclusions) and IC tardy rates.

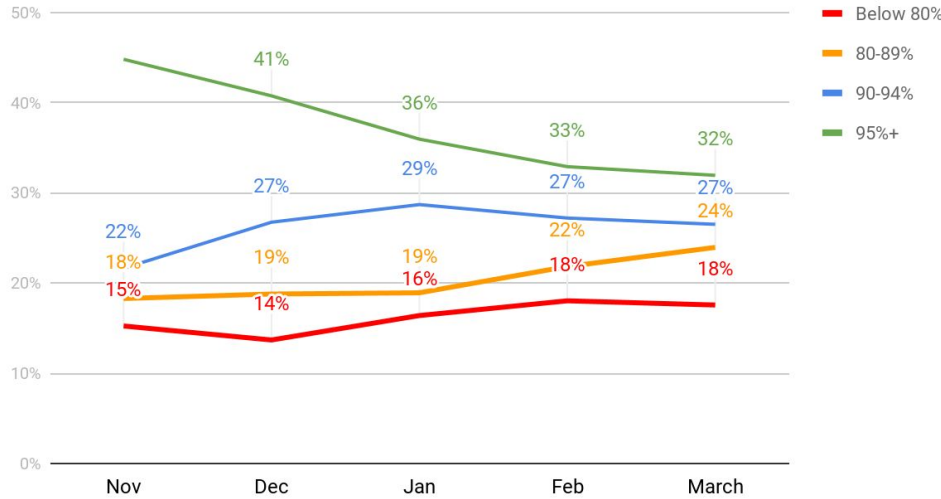
Short-Term Cycle Goal: 8% more students at 95%, or 40% at 95% ADA



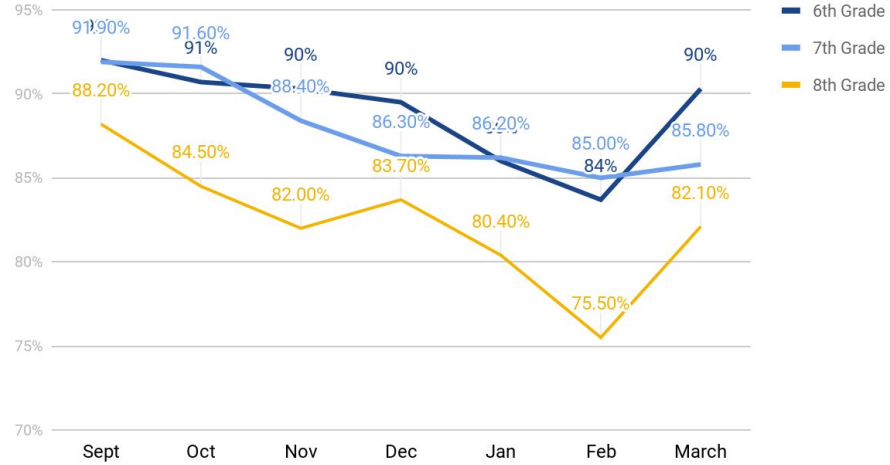
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Attendance declined dramatically in February but has improved across all grades in March. New students (7th and 8th grade) consistently struggle with attendance. To reach students on the cusp of 95% key targets are 6th/7th grade and ELLs.

Monthly Attendance Tiers Shifts

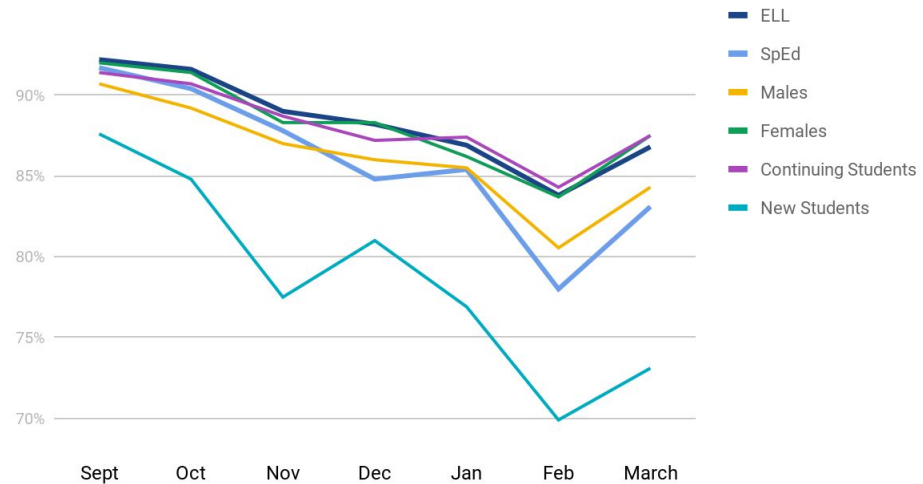


ADA by Grade Level



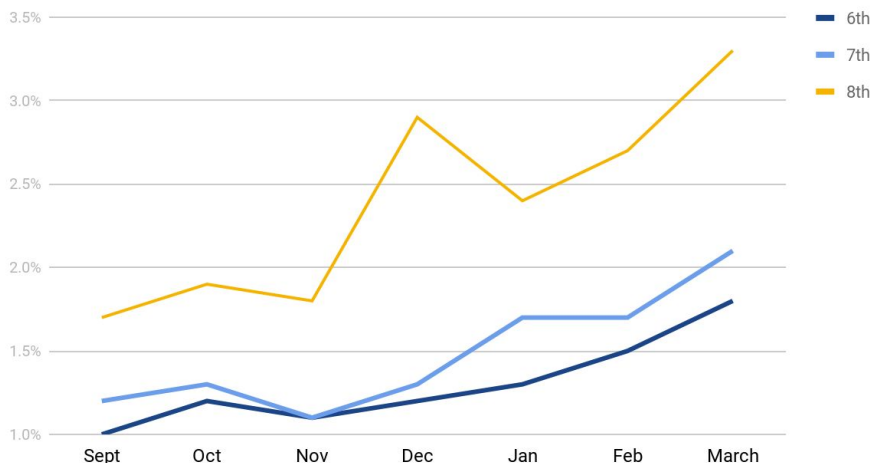
Attendance Tiers by Subpopulation				
Where are Subpopulations represented in each Tier?				
Population	95%+	90-94%	80-89%	Below 80%
6	36	23	20	12
7	42	36	24	11
8	28	27	24	30
ELL	57	43	31	20
SpEd	21	13	8	9
Males	52	42	40	27
Females	54	44	28	26

ADA by Subpopulation

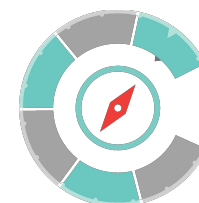
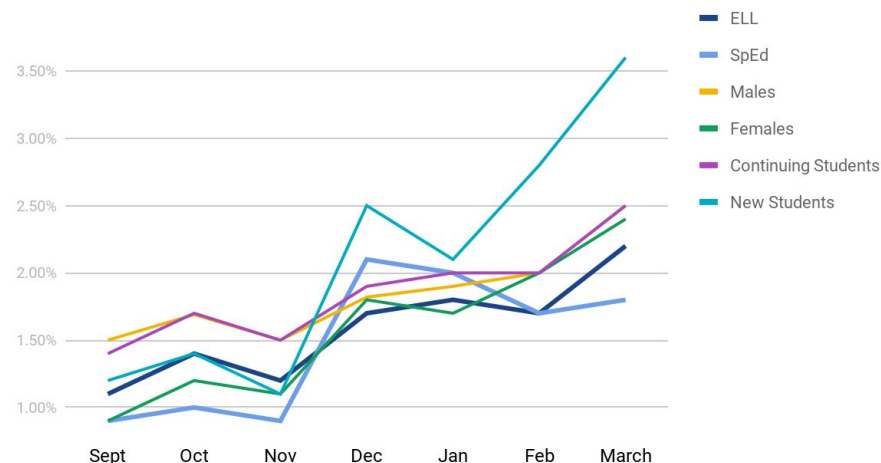


8th Grade and new students struggle with attendance the most, and also have the highest tardy rates. March tardy rates have increased for all subpopulations, and may need additional targeting, as it may portend future attendance challenges.

Tardy Rates by Grade Level



Tardy Rates by Subpopulation



Scenario	Change	Est. Final %
Current status: 32%, no change	0%	32%
With 100% attendance for those on the cusp	+5.6%	37.6%
With 1 day of recovery for those on the cusp	+9.4%	41.4%
With 2 days of recovery for those on the cusp	+13.8%	45.8%

ATTENDANCE DATA SUMMARY

What were our intended results: 40% of students at 95% ADA

Did we hit our outcome?:

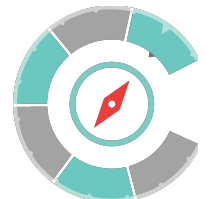
- Only 32% of students are at 95% ADA = 8% gap

Did we improve/not improve since last cycle?:

- We declined 1% in the 95%+ tier from February to March

Overall Recommendation:

- Advertise and push after-school recovery in all spaces and at March Open House. Increase incentives to participate in after-school tutoring.

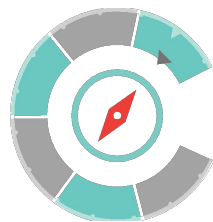


Student/Parent Engagement Outcome Data

Desired Outcome: Improved Student and Parent Satisfaction and Engagement

Measurement Metric: Student/Parent Satisfaction Survey

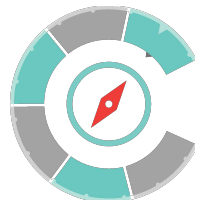
Short-Term Cycle Goal: Made all calls. Provided info to families. Held student event.



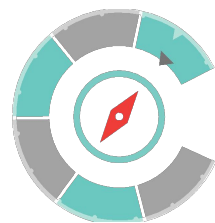
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Though the student and parent surveys are important, we recommend not including change ideas and data for this outcome this month, and instead focus on test engagement.

Pending until April Internal Review Meeting



Appendix: Additional Data Slides

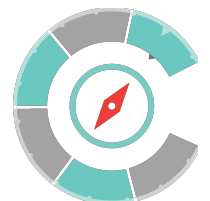


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Though ELA omitted rates remain higher than desired, most students are omitting only an average of 1 response.

ELA ANet Omitted Analysis - Grade Level Breakdown by Subpopulation				
<i>What % of subpopulation in each grade omitted answers on each assessment, and on average how many questions did students omit?</i>				
6th Grade	A1	A2	A3	Recommended Strategy/Target
Whole Grade	29% omitted (1 Q avg.)			
ELL	43% omitted (1 Q avg.)	40% omitted (1 Q avg.)		Though high # of students omitting, they on average omit only 1 question. Keep focus on literacy strategies.
SpEd	25% omitted (1 Q avg.)	28% omitted (1 Q avg.)		
Male	39% omitted (1 Q avg.)	31% omitted (1 Q avg.)		
Female	30% omitted (1 Q avg.)	26% omitted (1 Q avg.)		
7th Grade	A1	A2	A3	Recommended Strategy/Target
Whole Grade	20% omitted (1 Q avg.)			
ELL	14% omitted (2 Q avg.)	26% omitted (1 Q avg.)		Though high # of students omitting, they on average omit only 1 question. Keep focus on literacy strategies.
SpEd	14% omitted (2 Q avg.)	21% omitted (1 Q avg.)		
Male	25% omitted (2 Q avg.)	18% omitted (1 Q avg.)		
Female	12% omitted (1 Q avg.)	17% omitted (1 Q avg.)		
8th Grade	A1	A2	A3	Recommended Strategy/Target
Whole Grade	16% omitted (1 Q avg.)			
ELL	37% omitted (2 Q avg.)	23% omitted (1 Q avg.)		Data for all populations trending positively. Keep focus on literacy strategies.
SpEd	14% omitted (4 Q avg.)	17% omitted (1 Q avg.)		
Male	21% omitted (2 Q avg.)	16% omitted (1 Q avg.)		
Female	47% omitted (2 Q avg.)	9% omitted (2 Q avg.)		

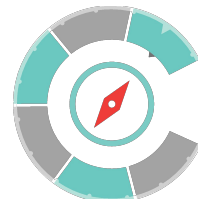
Summary: Though students are still omitting answers at higher than desired outcome, students on average only omit answering 1 question. Continuing to drive general literacy and test-taking strategies in ELA spaces should continue to improve performance and drive engagement.



Unlike ELA, Math ANet Omitted analysis indicates major improvement is needed across all 7th and 8th grade spaces towards engagement and completion of the assessment.

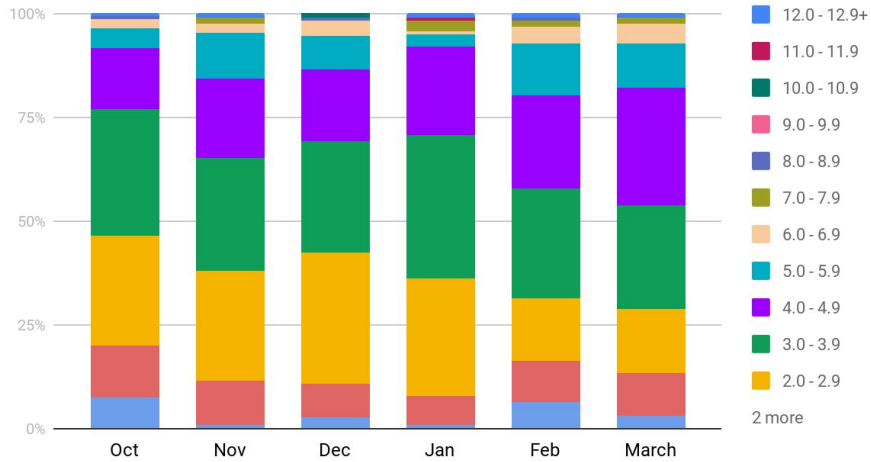
Math ANet Omitted Analysis - Grade Level Breakdown by Subpopulation				
<i>What % of subpopulation in each grade omitted answers on each assessment, and on average how many questions did students omit?</i>				
7th Grade	A1	A2	A3	Recommended Strategy/Target
Whole Grade			51% omitted (8 Q avg.)	
<i>ELL</i>	25% omitted (3 Q avg.)	22% omitted (8 Q avg.)	47% omitted (8 Q avg.)	% of students omitted increased in all subpopulations. Target all students with math test-taking strategies.
<i>SpEd</i>	0 omitted	1 omitted	29% omitted (6 Q avg.)	
<i>Male</i>	30% omitted (13 Q avg.)	30% omitted (7 Q avg.)	51% omitted (9 Q avg.)	
<i>Female</i>	33% omitted (11 Q avg.)	24% omitted (7 Q avg.)	50% omitted (7 Q avg.)	
8th Grade	A1	A2	A3	Recommended Strategy/Target
Whole Grade			43% omitted (10 Q avg.)	
<i>ELL</i>	23% omitted (3 Q avg.)	24% omitted (14 Q avg.)	32% omitted (11 Q avg.)	Females need most support (highest overall omitters as well as omitting most questions overall). Small group discussion (self-confidence and stamina) strategies, general testing strategies.
<i>SpEd</i>	37% omitted (10 Q avg.)	0 omitted	31% omitted (8 Q avg.)	
<i>Male</i>	28% omitted (12 Q avg.)	30% omitted (10 Q avg.)	34% omitted (7 Q avg.)	
<i>Female</i>	37% omitted (17 Q avg.)	64% omitted (14 Q avg.)	51% omitted (12 Q avg.)	

Summary: The % of students omitting on ANet is not on target for 7th and 8th grades (and all subpopulations), and students that do omit are not responding to approx. 33% of the total questions on each Assessment. Urgent test taking strategies are needed for both grades, with a specific focus on girls.

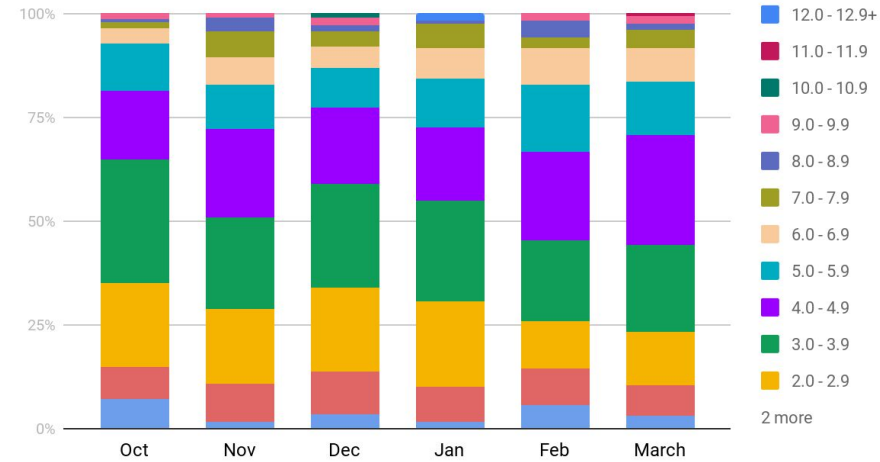


Our Subpopulations follow the overall grade level trend of moving low readers to middle readers.

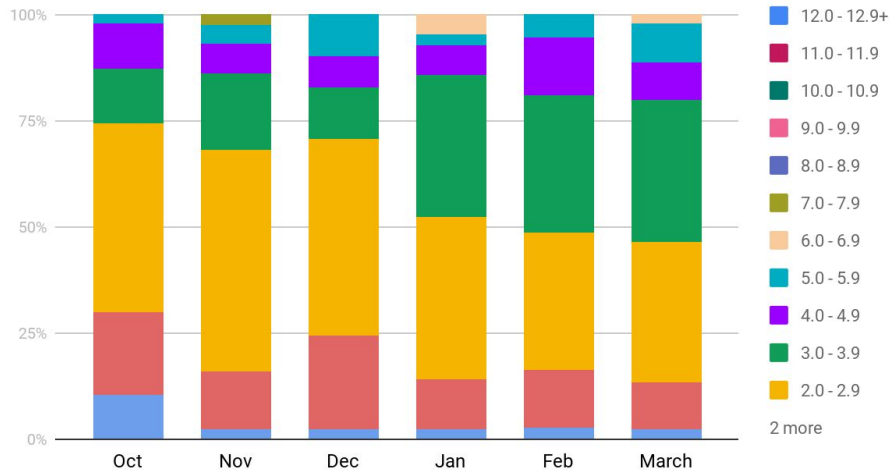
ELL Grade Level Distribution Summary Month-to-Month



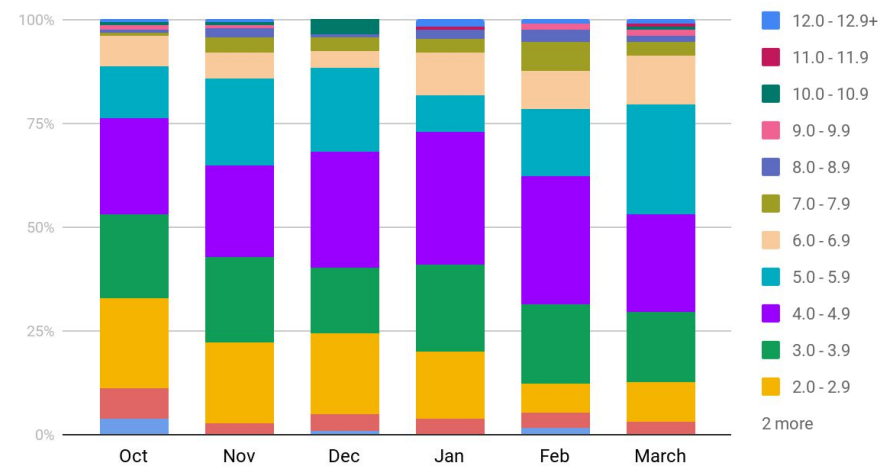
Male Grade Level Distribution Summary Month-to-Month



SpEd Grade Level Distribution Summary Month-to-Month

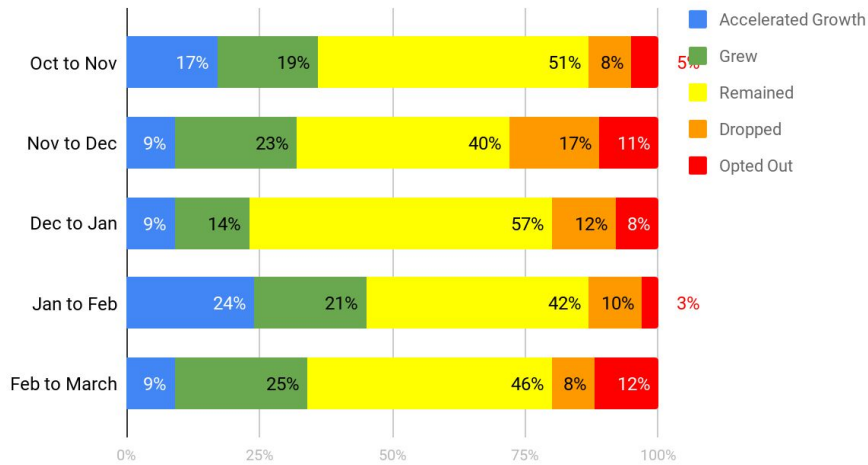


Female Grade Level Distribution Summary Month-to-Month

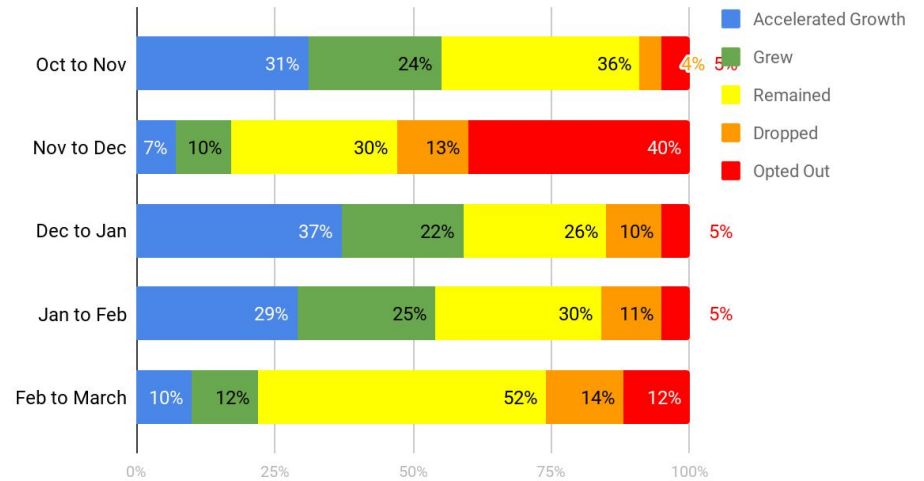


STAR Growth Month-Over-Month indicates most students moving into “Remained”, indicating that performance month over month indicates current grade level performance.

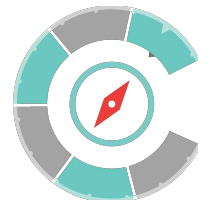
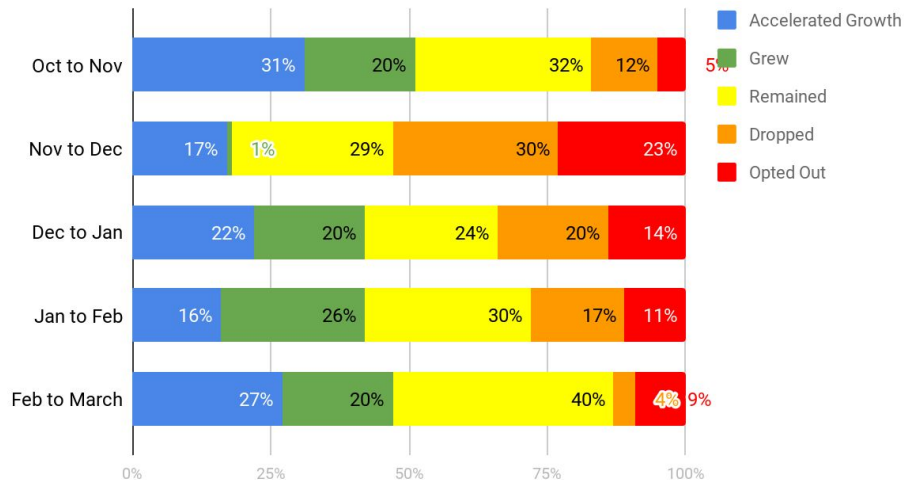
6th Grade Month-to-Month Growth Performance - New Calculations



7th Grade Month-to-Month Growth Performance - New Calculations

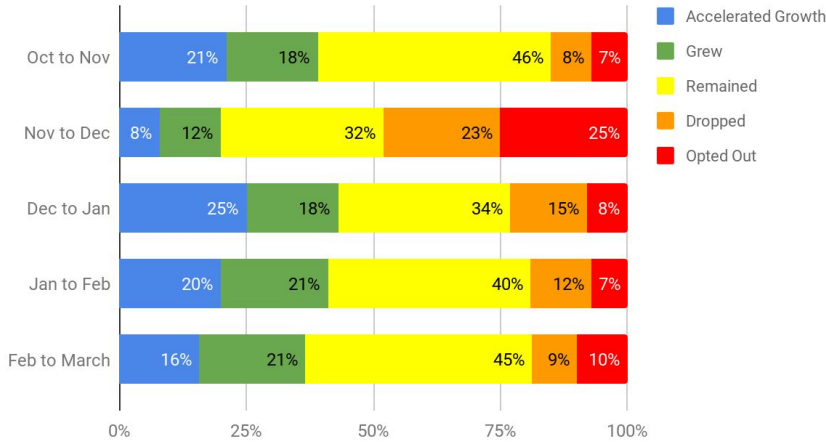


8th Grade Month-to-Month Growth Performance - New Calculations

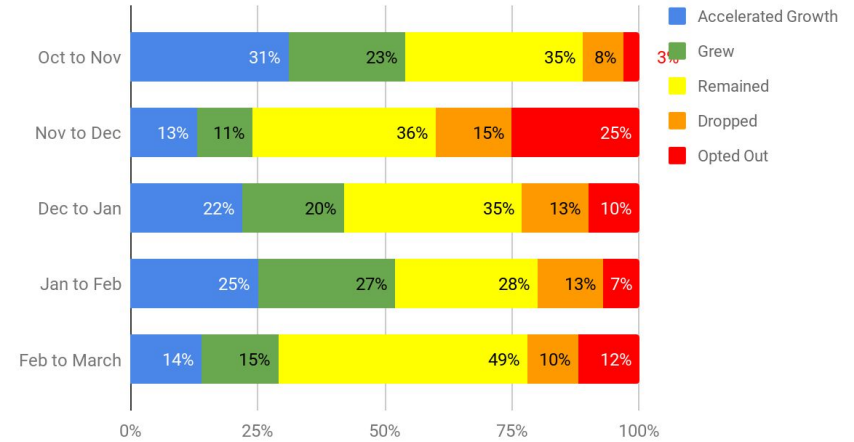


Subpopulation analysis indicates SpEd performance grew significantly, but other subpopulations matched grade level shift towards more students in remained levels.

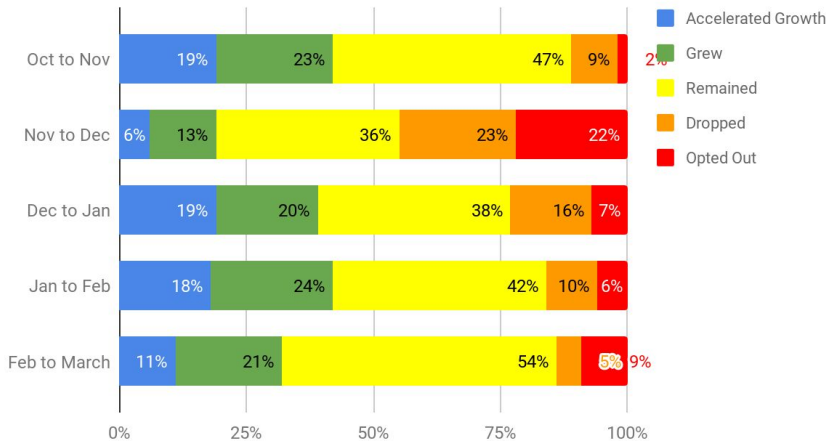
Males Month to Month Growth Performance



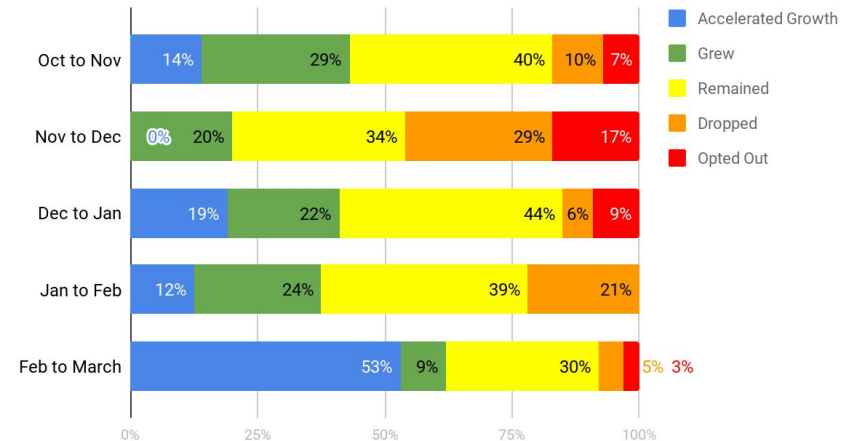
Females Month to Month Growth Performance



ELL Month to Month Growth Performance



SpEd Month to Month Growth Performance





Secretary

The secretary is responsible for ensuring that accurate documentation exists to meet legal requirements and for the authorizer “to determine when, how, and by whom the board's business was conducted.

Responsibilities

The secretary supports the board’s organizational needs, so the board achieves its goals and operates in accordance with its bylaws in the following areas:

- Keeps accurate minutes for each board meeting
- Shares minutes with the board in a timely fashion
- Ensures that minutes are approved by the board in a recorded vote
- Makes sure the board adheres to open meeting laws and other legal requirements
- Assumes responsibilities of the chair in the absence of the board chair and vice chair
- Provides notice of board and committee meetings to all board members
- Keeps all legal and official documents up-to-date
- Maintains the board's records and archives for future reference by board members, the authorizer, and others



BOARD MEMBER CONTRIBUTIONS FORM

Compass Academy recognizes that board members contribute in many valuable ways - not only funds, but information, professional guidance, and in-kind resources. Therefore, each board member is asked to complete the following pledge form, which will facilitate the organization's fiscal planning.

For the 2018-19 School year, my contribution toward the support of the organization will be the following:

1. Personal contribution \$ _____

Please indicate: Check enclosed _____ Check(s) will be sent on the following date(s):

Please send me a reminder notice on: _____

I would like to charge my donation on a MC, Visa, or American Express Card (please check):

_____ One-time donation

_____ Monthly donation

2. My company will match \$ _____

3. I can assist with fundraising outreach to the following foundations, corporations, individuals (please list):

4. I can provide/identify in-kind resources/services (computer equipment, office supplies, furniture, volunteers, vehicles, tickets, professional services [public relations, legal, financial, etc,]):

Signature: _____

Date: _____