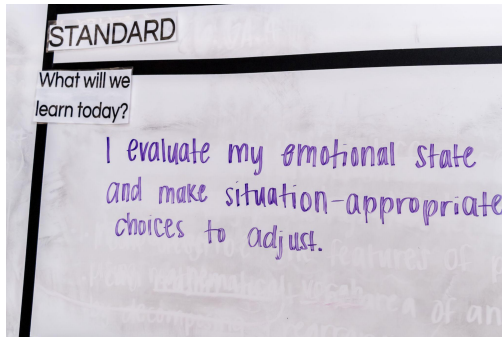
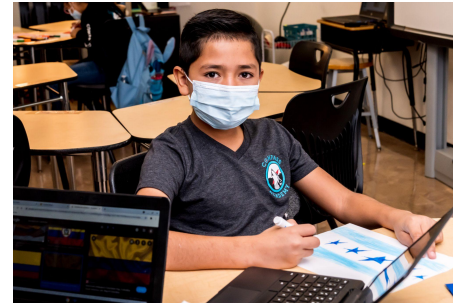


# October 2021 Board Meeting



# October 2021 Board Meeting Agenda



Time	Min	Title and Description	Action
04:00 PM	15	<b>Ripples and Joys</b>	Participate
04:15 PM	5	<b>Approval of Minutes</b> ( <i>Jessica/Jim</i> )	Approve
04:20 PM	20	<b>Financial Update</b> ( <i>Brandon / Marcia / Jessica</i> ) <ul style="list-style-type: none"> <li>● Monthly Financials</li> <li>● Process for amended budget</li> </ul>	Inform, Discuss, and Approve
04:40 PM	50	<b>Internal Review</b> ( <i>Jordan/Alexis/Marcia</i> ) <ul style="list-style-type: none"> <li>● MIS #1 and #2 Benchmarks</li> </ul>	Inform
5:30 PM	30	<b>ED / MS Director Update</b> ( <i>Marcia / Jordan</i> ) <ul style="list-style-type: none"> <li>● CORA</li> <li>● DPS Visit                             <ul style="list-style-type: none"> <li>○ December 14 - renewal recommendations</li> <li>○ January 11 - public comment</li> <li>○ January 13 - Board of Education vote on renewals</li> </ul> </li> <li>● School Culture and Wellbeing: Audit of all the systems</li> <li>● NO NOVEMBER BOARD MEETING</li> </ul>	Inform/Discuss/ and Approve
06:00 PM		<b>Adjourn</b>	Approve

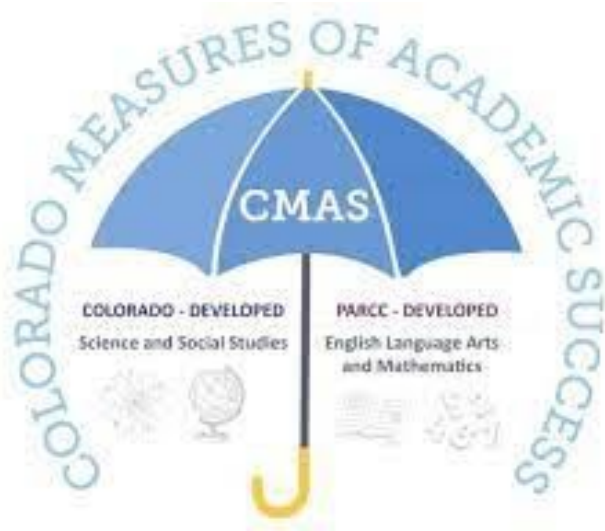


# 20-21 CMAS Growth Review

We now have access to students' raw CMAS scores from 20-21, and did additional review to understand student growth.

After reviewing using this additional data, we did not gain additional insight into overall growth or progress, and what we reviewed in September's board meeting still stands.

- **7th Grade ELA growth and 6th Grade Math growth was on par** with the district.
- **8th Grade Math growth was lower** than the district growth (24 vs. 33).



	20-21 CMAS ELA MGP	20-21 CMAS Math MGP
District	7th ELA - 42	6th Math - 22 8th Math - 33
Compass	7th ELA - 41	6th Math - 24 8th Math - 24



## Internal Review in 21-22 is organized around our 3 Major Improvement Strategies:

**MIS #1:** Implementation of Key Academic Strategies: Moving from knowledge to application to support academic growth

**MIS #2:** Internalization & Application of diversity, equity and inclusion practices and strategies to create safe spaces for all stakeholders

**MIS #3:** Implementation of Human Centered strategies and practices: working WITH families, not FOR families

Internal Review has been designed to incorporate Action Steps from:

- *Unified Improvement Plan*
- *Charter Renewal*
- *Black Excellence Resolution*

in order to cohesively review and adjust our commitments as the year progresses.

# MIS #1 Key Benchmarks:



Benchmark	Input/ Output	Implementation Benchmark Description
Impact	I	80% of teachers articulate the value of identified strategies and impact on student growth through data
Student Work	I	80% of students can articulate the value of taught strategies and the impact on the target mastery.
Video documentation	I	At quarterly intervals over 2+ yrs, teachers will capture on video at least one example of a successful implementation of an identified strategy along with a reflection on the student impact.
Observed Strategy	I	100% of teachers implement an identified strategy during an observed lesson.
Student Growth - STAR Reading	O	Students grow more than 1 year in 21-22. Disaggregated group review: MLL, M/F, DL, Black Students.
Student Growth - ANet ELA/Math	O	Math: First administration (baseline) 23%; Second administration 30%; Third administration 36%; Last administration 40+%. (Specific focus on MLLs and our Diverse Learners) ELA: First administration (baseline) 30%; Second administration 35% and/or outpacing Network by 1%; Third administration 40%; Last administration 45% (Specific focus on MLLs and our Diverse Learners.
Student Growth - ELD Interims	O	100% of Students move up a performance level from the initial ELD-interim to the final interim (4 total interims scheduled) in Writing/Reading/Listening/Speaking (4 total performance levels).
Student Growth - Biliiteracy Pre/Post Test and STAR Spanish	O	100% of Students move up a performance level from the initial pre-Biliiteracy test to the post-Biliiteracy test in Escritura, Audio and Lecture (3 total performance levels). Use STAR Spanish for interim benchmarking.



# MIS #1 Input Overview:

Benchmark	Input/ Output	Implementation Benchmark Description
Impact	I	80% of teachers articulate the value of identified strategies and impact on student growth through data
Student Work	I	80% of students can articulate the value of taught strategies and the impact on the target mastery.
Observed Strategy	I	100% of teachers implement an identified strategy during an observed lesson.
Video documentation	I	At quarterly intervals over 2+ yrs, teachers will capture on video at least one example of a successful implementation of an identified strategy along with a reflection on the student impact.

- 1st teacher survey re Strategy Implementation conducted during PD and we learned:
  - 6.2% are struggling to plan or implement identified strategies
  - 25% are planning identified strategies and learning how to implement them
  - *50% are planning identified strategies and seeing/feeling success*
  - *18.8% are planning identified strategies and seeing positive results in student data.*
- Follow-up teacher survey being crafted for 11/4 PD that aims to identify and reflect on the strategies used in their classrooms and their measurable impact on student growth, and ask about what strategies they find most difficult to implement, or want to learn more about.
- Student Work Protocols and Data Dives held on 9/23 (HSA) and 10/21 (ANet/ELD/Spanish Biliteracy).
- Coaching incorporates observations for successfully applied strategies. **In Q1, 90% of teachers were observed successfully implementing at least 1 strategy identified in their lesson plans.**
- Video documentation begins week of 10/25 to incorporate into 11/4 PD.





# MIS#1 Data Output - Spanish Benchmark NEW

## New This Year:

- We've set up yearly benchmarks
- We are progress monitoring through STAR Spanish
- Students celebrate their growth during each star administration and self-progress monitor

### Spanish Biliteracy Pretest Data (aligned to DPS Seal of Biliteracy granted in HS) and STAR Spanish

Spanish Section	Biliteracy Composite Scores Overall	STAR Spanish Score Avg. for benchmarking	EOY Biliteracy Benchmark	Interim Progress Goals through STAR Spanish
Middle school spanish level (sarah)	25% at Novice Low 45% at Novice Mid 1 19% at Novice Mid 2 11% at Novice High	1.9 Grade Equivalency (GE)	12% at Novice Low 35% at Novice Mid 1 31% at Novice Mid 2 22% at Novice High	Dec - 2.3 GE Feb - 2.8 GE April - 3.3 GE May - 3.9 GE

**NOTE:** This is a **SAMPLE** and not completed data, as the STAR Spanish test will be completed 10/22.

# MIS#1 Data Output - ELD Interim Progress Monitoring toward ACCESS Growth for MLLs



	<b>Listening Avg.</b>	<b>Speaking Avg.</b>	<b>Writing Avg.</b>
Beginner ELD Class Baseline	NA	1.9	2.2
Beginner ELD Class Interim # 1	2.3	2.2	NA
Beginner ELD Class EOY Benchmark	3.3	2.9	3.2

- ELD Interims help us understand progress that is aligned to ACCESS
- EOY Goal: 100% of Students move up performance level from the initial ELD-interim to the final interim

	<b>Listening Avg.</b>	<b>Speaking Avg.</b>	<b>Reading Avg.</b>	<b>Writing Avg.</b>
Progressing ELD Class Baseline	3.4	2.4	2.1	2.2
Progressing ELD Class Interim # 1	3.7	2.6	2.4	2.7
Progressing ELD Class EOY Benchmark	4.4	3.4	3.1	3.2

*Key: Scores are on a scale of 1-4 to align with ACCESS levels.*





# MIS#1 Data Output - ELA ANet

**Benchmark:** First administration (baseline) 30%;  
Second administration 35% and/or outpacing Network by 1%; Third administration 40%; Last administration 45% (Specific focus on MLLs, Black Students and our Diverse Learners.) - Further breakdown of goals by Grade Level.

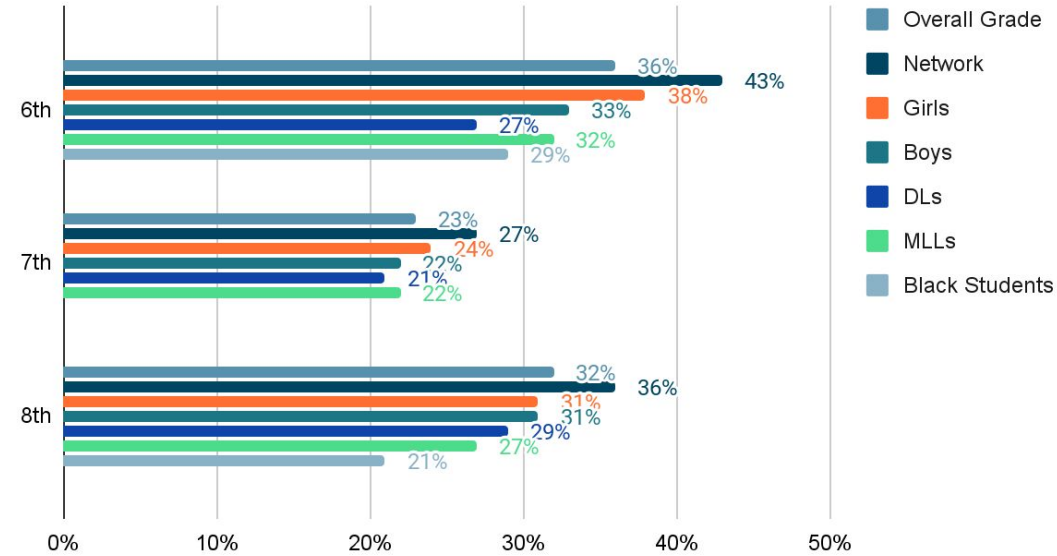
## Highlights:

**6th** - Highest A1 score EVER, 11 points higher than last year's A1, highest % on the standard teacher focused on in Q1.

**7th** - Smallest gap EVER between the network, strong nonfiction percentages (usually Lit standards are the highest!), also highest scores on the standard teacher focused on in Q1.

**8th** - Smallest gap EVER between the network, 2% more than A1 last year, highest % on the standard teacher focused on plus strong vocabulary percentages.

### ELA ANet #1 Overall Scores by Disaggregated Groups





# MIS#1 Data Output - Math ANet

**Benchmark:** First administration (baseline) 23%; Second administration 30%; Third administration 36%; Last administration 40+%. (Specific focus on MLLs, Black Students and our Diverse Learners.) - Further breakdown of goals by Grade Level.

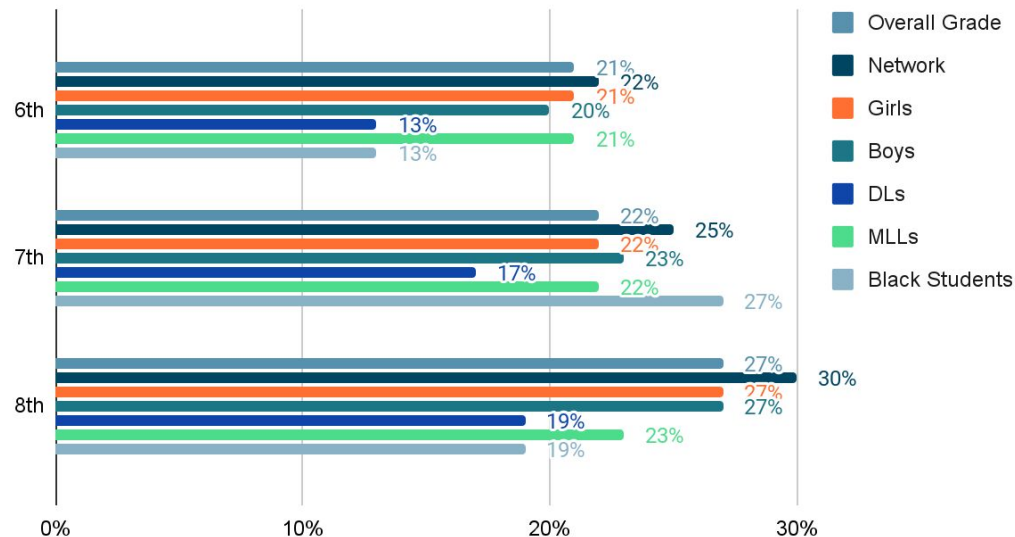
**Highlights:**

6th - Highest A1 score since 2018, 8 points higher than last year's A1, smallest gap EVER between the network.

7th - Only 3 point gap between the network, lesser gaps between disaggregated groups than in prior years.

8th - Smallest gap EVER between the network, 5% more than A1 last year.

Math ANet #1 Overall Scores by Disaggregated Groups



**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
July through September 2021

	<u>Jul - Sep 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
4.0230 - PERA Paraprofessional	2,293.91			
5.0230 - PERA Clerical	734.16			
0230 - PERA Benefits - Other	0.00	206,669.00	-206,669.00	0.0%
<b>Total 0230 - PERA Benefits</b>	<b>48,708.56</b>	<b>206,669.00</b>	<b>-157,960.44</b>	<b>23.57%</b>
<b>0251 - Health Benefits</b>				
1.0251 - Health Admin	2,592.98			
2.0251 - Health Professional	29,173.14			
3.0251 - Health Other Professional	3,970.99			
4.0251 - Health Paraprofessional	3,468.46			
5.0251 - Health Clerical	793.40			
0251 - Health Benefits - Other	0.00	156,453.00	-156,453.00	0.0%
<b>Total 0251 - Health Benefits</b>	<b>39,998.97</b>	<b>156,453.00</b>	<b>-116,454.03</b>	<b>25.57%</b>
<b>0252 - Dental Benefits</b>				
2.0252 - Dental Professional	592.72			
<b>Total 0252 - Dental Benefits</b>	<b>592.72</b>			
<b>0253 - Vision Benefits</b>				
2.0253 - Vision Professional	293.81			
<b>Total 0253 - Vision Benefits</b>	<b>293.81</b>			
0280 - State Pension Contribution	0.00	51,378.00	-51,378.00	0.0%
<b>0290 - PCOPS Benefits</b>				
1.0290 - PCOPS Admin	5,051.53			
2.0290 - PCOPS Professional	32,940.89			
3.0290 - PCOPS Other Professional	6,132.62			
4.0290 - PCOPS Paraprofessional	2,215.81			
5.0290 - PCOPS Clerical	709.16			
0290 - PCOPS Benefits - Other	0.00	196,949.00	-196,949.00	0.0%
<b>Total 0290 - PCOPS Benefits</b>	<b>47,050.01</b>	<b>196,949.00</b>	<b>-149,898.99</b>	<b>23.89%</b>
<b>Total 0200 - Employee Benefits</b>	<b>144,741.82</b>	<b>645,007.00</b>	<b>-500,265.18</b>	<b>22.44%</b>
<b>0300 - Purchased Profess and Tech Serv</b>				
0313a - Bank Fees	517.78			
0313b - Payroll Expenses	844.06	7,064.00	-6,219.94	11.95%
<b>0320 - Educational Prof Services</b>				
0320a - Contracted services	16,999.95	172,000.00	-155,000.05	9.88%
0320b - Substitutes	526.00	48,441.00	-47,915.00	1.09%
0320c - Whole Child Enrichment	0.00	19,223.00	-19,223.00	0.0%
<b>Total 0320 - Educational Prof Services</b>	<b>17,525.95</b>	<b>239,664.00</b>	<b>-222,138.05</b>	<b>7.31%</b>
0331 - Legal	0.00	1,988.00	-1,988.00	0.0%
0332 - Audit	5,000.00	9,045.00	-4,045.00	55.28%
0339 - Business Services	20,363.75	64,125.00	-43,761.25	31.76%
0340 - Technical Services	11,135.00	46,136.00	-35,001.00	24.14%
<b>Total 0300 - Purchased Profess and Tech Serv</b>	<b>55,386.54</b>	<b>368,022.00</b>	<b>-312,635.46</b>	<b>15.05%</b>
<b>0400 - Purchased Prop. Services</b>				
0430 - Repairs and Maint	0.00	2,020.00	-2,020.00	0.0%
0442 - Rental of Equipment	1,724.60	16,080.00	-14,355.40	10.73%
<b>Total 0400 - Purchased Prop. Services</b>	<b>1,724.60</b>	<b>18,100.00</b>	<b>-16,375.40</b>	<b>9.53%</b>
<b>0500 - Other Purchased Services</b>				
0511 - To & From School Transportation	0.00	7,689.00	-7,689.00	0.0%
0513 - Contracted Field Trips	1,875.20	20,184.00	-18,308.80	9.29%
0515 - Shuttle Fees	180.00	1,922.00	-1,742.00	9.37%
0521 - Liability Insurance	6,039.20	19,380.00	-13,340.80	31.16%
0525 - Unemployment Insurance	540.01	5,681.00	-5,140.99	9.51%
0526 - Worker's Comp Insurance	7,219.00	14,770.00	-7,551.00	48.88%
0531 - Phone/Office	457.62	5,427.00	-4,969.38	8.43%
0533 - Postage	61.65	2,020.00	-1,958.35	3.05%
0534 - Online Services	34,721.39	73,500.00	-38,778.61	47.24%
<b>0540 - Advertising</b>				
0540a - Staff Recruitment	0.00	30,150.00	-30,150.00	0.0%
0540b - Student Recruitment	25.00	7,070.00	-7,045.00	0.35%
<b>Total 0540 - Advertising</b>	<b>25.00</b>	<b>37,220.00</b>	<b>-37,195.00</b>	<b>0.07%</b>
0580 - Travel, Regis, Ent	1,028.95	14,342.00	-13,313.05	7.17%
0584 - Staff Appreciation	7,283.57	8,074.00	-790.43	90.21%
<b>0594 - District Purchased Services</b>				
0594b - Charter Food Authority	0.00	1,508.00	-1,508.00	0.0%
0594c - Facility Use Fee	59,493.50	233,843.00	-174,349.50	25.44%
0594d - NURSE/PSYCH- 0594	0.00	112,139.00	-112,139.00	0.0%
0594f - Shared Campus	5,500.58	21,623.00	-16,122.42	25.44%
0594g - Shuttle Fees	12,107.50	47,595.00	-35,487.50	25.44%
0594h - SPED FEE 1700	20,463.46	104,663.00	-84,199.54	19.55%
0594i - Other District Purchase Service	0.00	8,000.00	-8,000.00	0.0%
<b>Total 0594 - District Purchased Services</b>	<b>97,565.04</b>	<b>529,371.00</b>	<b>-431,805.96</b>	<b>18.43%</b>
<b>0595 - Denver Overhead Costs</b>	<b>27,913.21</b>	<b>109,944.00</b>	<b>-82,030.79</b>	<b>25.39%</b>

3:33 PM  
10/12/21  
Accrual Basis

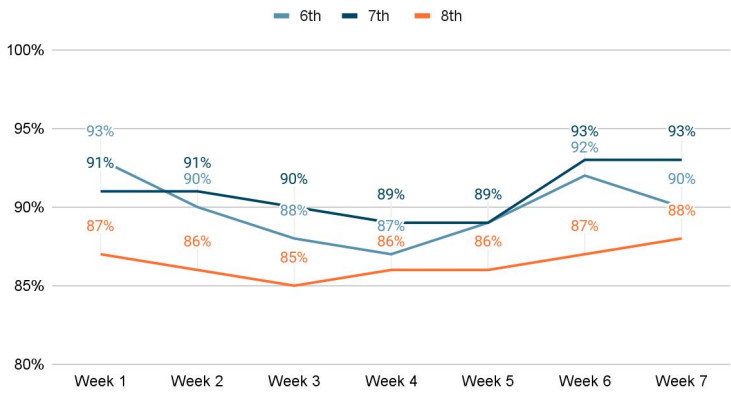
**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
July through September 2021

	<u>Jul - Sep 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total 0500 - Other Purchased Services	184,909.84	849,524.00	-664,614.16	21.77%
0600 - Supplies				
0610 - General Supplies	11,501.35	62,475.00	-50,973.65	18.41%
0612 - Student Incentives	0.00	5,079.00	-5,079.00	0.0%
0613 - Office Supplies	3,308.24	24,029.00	-20,720.76	13.77%
0630 - Food -Snack (BOLD FS FUND ONLY)	1,650.44	14,417.00	-12,766.56	11.45%
0640 - Books and Materials	3,999.68	11,467.00	-7,467.32	34.88%
0650 - Software	11,832.23	1,449.00	10,383.23	816.58%
0690 - Uniforms	29,648.04	10,573.00	19,075.04	280.41%
0600 - Supplies - Other	519.92			
Total 0600 - Supplies	62,459.90	129,489.00	-67,029.10	48.24%
0700 - Property				
0733 - Furnitures and Fixtures	2,271.53	10,602.00	-8,330.47	21.43%
0734 - Technology Equipment	5,656.22	24,269.00	-18,612.78	23.31%
Total 0700 - Property	7,927.75	34,871.00	-26,943.25	22.74%
0800 - Other Objects				
0810 - Dues and Fees	3,650.10	3,556.00	94.10	102.65%
0840 - Contingency	0.00	70,000.00	-70,000.00	0.0%
0890 - Bad Debt	33.72	966.00	-932.28	3.49%
Total 0800 - Other Objects	3,683.82	74,522.00	-70,838.18	4.94%
Total Expense	1,025,723.72	4,433,854.00	-3,408,130.28	23.13%
Net Income	<u>-42,678.25</u>	<u>-236,470.00</u>	<u>193,791.75</u>	<u>18.05%</u>

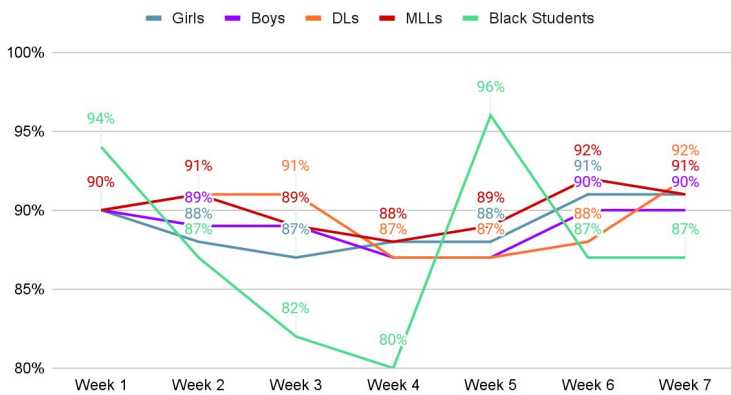


# Other Data Output - Attendance

### Weekly Attendance by Grade



### Weekly Attendance by Disaggregated Group



	2021 Q1 ADA	2020 Q1 ADA	2019 Q1 ADA
6th	88.9%	83.2%	94.7%
7th	90.7%	83.5%	93.9%
8th	85.7%	79.7%	95.0%

- Tiered Attendance supports ongoing, including:
  - Tier 1 Attendance initiatives by Grade Level
  - Tier 2 Focus Lists and Champions
  - Tier 3 - all homes visits completed and families contacted for intensive supports.



## MIS #2 Key Benchmarks:

Implementation Benchmarks	Input/ Output	Implementation Benchmark Description
Co-Pilot Elevate (PERTS)	I	Each month teachers will give PERTs survey in at least one class for student feedback
Pack Planning	O	100% of returning teachers will have demonstrated consistent planning in PACK aligned to the expectation rubric
Pack Implementation	I	100% of returning teachers will both plan and implement PACK aligned to the expectation rubrics
PD Engagement	I	100% of returning teachers will engage coaching cycles, and in conversations that promote the development of strategic indicators in the Compass Instructional Tool
Coaching Cycles	I	100% of returning teachers will engage coaching cycles, and in conversations that promote the development of strategic indicators in the Compass Instructional Tool
Courageous Conversations	O	100% of returning teachers report feeling comfortable having conversations of race, equity, etc. based on survey data



# MIS#2 Data Input Overview -

Implementation Benchmarks	Input/Output	Implementation Benchmark Description
Co-Pilot Elevate (PERTS)	I	Each month teachers will give PERTS survey in at least one class for student feedback
Pack Implementation	I	100% of returning teachers will both plan and implement PACK aligned to the expectation rubrics
PD Engagement	I	100% of returning teachers will engage coaching cycles, and in conversations that promote the development of strategic indicators in the Compass Instructional Tool
Coaching Cycles	I	100% of returning teachers will engage coaching cycles, and in conversations that promote the development of strategic indicators in the Compass Instructional Tool

- PERTS Administration
  - 3 teachers completed so far in October after rollout, 3 more planned next week.
  - All remaining teachers are scheduled to complete in November.
- Pack implementation
  - **38%** routinely implementing at high level
  - **43%** at times implementing at high level
  - **19%** not implementing at high level
- Coaching cycle
  - Weekly observations in content and pack, weekly coaching meetings.





# MIS#2 Data Input Details - PERTS Results

Learning Condition	Positive Response %
Well-Organized Class	72%
Feedback For Growth	71%
Supportive Teaching	70%
Affirming Identities	68%
Teacher Caring	68%
Learning Goals	61%
Student Voice	59%
Classroom Community	56%

## Rollout details

- Initial survey completed by 8th grade math content, 7th grade science content, all Middle school spanish classes.
- Administration rollout continues in content or Pack based on teacher and coach collaboration.
- Data dives happening inside coaching Meetings, with lesson planning to share data with students.
- Whole school biggest takeaway from the initial survey is the wide gap between Boys and Girls to the Question under Classroom Community: I feel comfortable sharing my thoughts and opinions in this class (Boys at 42% and Girls at 25%).

## Moving Forward

- We'll be sharing whole-school data results and specific practices and learnings in specific spaces during board meetings.
- Sharing our practices and learnings with the Action Community through the end of the year.

# MIS#2 Data Output - Pack, Cultural Safety Indicators & Courageous Conversations



Implementation Benchmarks	Input/ Output	Implementation Benchmark Description
Pack Planning	O	100% of returning teachers will have demonstrated consistent planning in PACK aligned to the expectation rubric
Courageous Conversations	O	100% of returning teachers report feeling comfortable having conversations of race, equity, etc. based on survey data

- Pack planning
  - **43%** routinely implementing at high level
  - **43%** at times implementing at high level
  - **14%** not implementing at high level
- First of 3 Diversity, Equity and Inclusion surveys in 21-22 is scheduled for 11/11. This survey will align to the Compass Instructional Tool and help us understand growth towards equity work on campus.



## MIS #3 Key Benchmarks:

Implementation Benchmarks	Input/ Output	Implementation Benchmark Description
Family Events	I	Compass will have hosted at least 6 significant cultural and family events over two years - such as Kermes, Dia de los Muertos, Dia de las Madres - in collaboration with our community.
Support Pyramid	I	Compass will have co-designed a support pyramid aligned to our community hub vision
CH Action Plan Implementation	I	Compass will incorporate the Community Hub action plan into their strategic priorities for the FY23 school year
Vision for CH	I	Compass will have co-designed the vision for becoming a community hub



## Día de los Muertos Celebration!

- Altar Presentation
- Student Rotations
  - Dance workshop
  - Lotería
  - Coco & Coloring
  - Sugar Skull Cookie and Paper Flower Decorating
  - Guessing Games
  - Día de los muertos Kahoot Games



### Other Ongoing Planning Efforts:

- Funding for L'Ancla now available and we're working with SDID to map out and schedule planning for upcoming listening sessions, and support pyramid creation work.



To the Question, “Are you happy with COMPASS ACADEMY this week?”			
	Y	N	M
September 19th (48 responses)	92%	2%	5%
October 3rd (33 responses)	100%	0%	0%
October 17th (22 reponses)	77%	11%	11%

Primary concerns reported via Possip: Remote student supports





- CORA
- DPS Visit
  - December 14 - renewal recommendations
  - January 11 - public comment
  - January 13 - Board of Education vote on renewals
- School Culture and Wellbeing: Audit of all the systems
  - Grade level meetings with students
  - Parent meetings
  - Incentives
  - Pack
  - Village/Family meetings
  - Access to Wellbeing Team
  - Behavior plans
  - Bathroom passes
  - Reset Space
  - Short-term Remote

**COMPASS ACADEMY  
BUDGET BOARD REPORT  
SEPTEMBER 2021  
Compiled 10/12/21**

**Overview** – Attachments included in this report:

- General Fund Summary
- Balance Sheet compared to previous year as of September 30, 2021
- Profit & Loss Budget vs. Actual through September 30, 2021
- Cash Flow Projections
- Bank Transaction Detail for September 2021
- Profit & Loss Budget vs. Actual Expanded

**Highlights and Exceptions to the Report –**

**Balance Sheet**

**Assets** – Cash in the bank accounts as of September 30th was \$2,431,798 up from \$1,972,784 in September 2020. Total accounts receivable was \$12,060 compared to \$0 in the previous year. Total assets were \$2,443,858 on September 30th, up 24% from \$1,972,784 at the same time last year.

**Liabilities** – Accounts payable as of September 30th was \$44,415 compared to \$64,538 last year. Credit cards totaled \$3,369 compared to \$33 last year. Other current liabilities were \$127,690 versus last year's \$124,922. Total liabilities were \$175,473 versus \$189,492 at the same time last year.

**Equity** – As of September 30th, net income was negative (\$42,678) compared to \$164,328 at the same time last year. Total modified accrual equity is \$2,268,385 compared to \$1,783,292 the previous year. Of this amount, TABOR is \$105,000 and the unassigned fund balance is \$2,163,385.

**Income Statement Compared to Budget**

**Income** – Total income to date is \$983,045 or 23% of the \$4,197,384 budgeted.

**Expense** – Expenses incurred to date are \$1,025,724 or 23% of the \$4,433,854 budgeted. We are 25% of the way through the year.

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

- Supplies (0600) – 48% of budget spent



**COMPASS ACADEMY  
GENERAL FUND SUMMARY  
September 2021 Financials**

	9/30/2021	FY22 Budgeted	Percentage Actual to Budget	Projected Year- End	Percentage Projected to Budget
<b>Beginning TABOR Fund Balance</b>	105,000	102,402	103%	105,000	103%
<b>Beginning Unrestricted Fund Balance</b>	2,206,063	1,988,776	111%	2,206,063	111%
<b>FY22 Total Beginning Fund Balance</b>	2,311,063	2,091,178	111%	2,311,063	111%
<b>Income</b>	983,045	4,197,384	23%	3,987,595	95%
<b>Expenses</b>	1,025,724	4,433,854	23%	4,332,569	98%
<b>Net Income</b>	(42,678)	(236,470)	18%	(344,974)	146%
<b>Ending TABOR Fund Balance</b>	105,000	103,396	102%	109,713	106%
<b>Ending Unassigned Fund Balance</b>	2,163,385	1,751,312	124%	1,856,377	106%
<b>FY22 Ending Fund Balance</b>	2,268,385	1,854,708	122%	1,966,090	106%

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Accrual Basis

## Compass Academy Balance Sheet Prev Year Comparison

As of September 30, 2021

	<u>Sep 30, 21</u>	<u>Sep 30, 20</u>	<u>\$ Change</u>	<u>% Change</u>
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
8101 · First Bank	2,431,598.23	1,972,583.88	459,014.35	23.27%
8101a · Petty Cash	200.00	200.00	0.00	0.0%
<b>Total Checking/Savings</b>	<u>2,431,798.23</u>	<u>1,972,783.88</u>	<u>459,014.35</u>	<u>23.27%</u>
<b>Accounts Receivable</b>				
8142 · Grants Receivable	12,060.00	0.00	12,060.00	100.0%
<b>Total Accounts Receivable</b>	<u>12,060.00</u>	<u>0.00</u>	<u>12,060.00</u>	<u>100.0%</u>
<b>Total Current Assets</b>	<u>2,443,858.23</u>	<u>1,972,783.88</u>	<u>471,074.35</u>	<u>23.88%</u>
<b>TOTAL ASSETS</b>	<u><u>2,443,858.23</u></u>	<u><u>1,972,783.88</u></u>	<u><u>471,074.35</u></u>	<u><u>23.88%</u></u>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
7421 · Accounts Payable	44,415.15	64,537.59	-20,122.44	-31.18%
<b>Total Accounts Payable</b>	<u>44,415.15</u>	<u>64,537.59</u>	<u>-20,122.44</u>	<u>-31.18%</u>
<b>Credit Cards</b>				
7421cc · First Bank Credit Card	3,368.77	32.58	3,336.19	10,239.99%
<b>Total Credit Cards</b>	<u>3,368.77</u>	<u>32.58</u>	<u>3,336.19</u>	<u>10,239.99%</u>
<b>Other Current Liabilities</b>				
7461 · YE Payroll Liabilities	123,415.96	124,922.18	-1,506.22	-1.21%
7471 · Payroll Liabilities	-4,878.78	0.00	-4,878.78	-100.0%
7481 · Unearned Revenue	9,152.34	0.00	9,152.34	100.0%
<b>Total Other Current Liabilities</b>	<u>127,689.52</u>	<u>124,922.18</u>	<u>2,767.34</u>	<u>2.22%</u>
<b>Total Current Liabilities</b>	<u>175,473.44</u>	<u>189,492.35</u>	<u>-14,018.91</u>	<u>-7.4%</u>
<b>Total Liabilities</b>	<u>175,473.44</u>	<u>189,492.35</u>	<u>-14,018.91</u>	<u>-7.4%</u>
<b>Equity</b>				
6721 · TABOR 3% Emergency Reserve	105,000.00	124,000.00	-19,000.00	-15.32%
6770 · Unassigned Fund Balance	2,206,063.04	1,494,963.18	711,099.86	47.57%
<b>Net Income</b>	<u>-42,678.25</u>	<u>164,328.35</u>	<u>-207,006.60</u>	<u>-125.97%</u>
<b>Total Equity</b>	<u>2,268,384.79</u>	<u>1,783,291.53</u>	<u>485,093.26</u>	<u>27.2%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>2,443,858.23</u></u>	<u><u>1,972,783.88</u></u>	<u><u>471,074.35</u></u>	<u><u>23.88%</u></u>

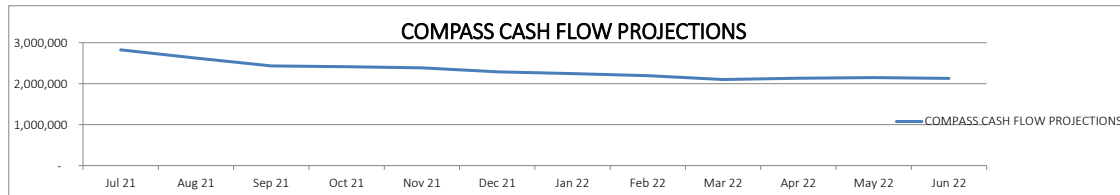
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Accrual Basis

**Compass Academy**  
**Profit & Loss Budget vs. Actual Collap.**  
July through September 2021

	FY21				FY22			
	Jul - Sep 20	Budget	\$ Over Budget	% of Budget	Jul - Sep 21	Budget	\$ Over Budget	% of Budget
<b>Income</b>								
<b>1000 · Local Revenue Source</b>	170,748.01	809,008.00	-638,259.99	21.11%	263,861.24	750,858.00	-486,996.76	35.14%
<b>3000 · State Revenue</b>	38,139.02	160,350.00	-122,210.98	23.79%	18,572.13	121,988.00	-103,415.87	15.23%
<b>4000 · Federal Revenue</b>	223,176.26	542,422.00	-319,245.74	41.14%	0.00	638,413.00	-638,413.00	0.0%
<b>5700 · PPR</b>	653,701.29	2,444,046.00	-1,790,344.71	26.75%	700,612.10	2,686,125.00	-1,985,512.90	26.08%
<b>Total Income</b>	<u>1,085,764.58</u>	<u>3,955,826.00</u>	<u>-2,870,061.42</u>	<u>27.45%</u>	<u>983,045.47</u>	<u>4,197,384.00</u>	<u>-3,214,338.53</u>	<u>23.42%</u>
<b>Gross Profit</b>	1,085,764.58	3,955,826.00	-2,870,061.42	27.45%	983,045.47	4,197,384.00	-3,214,338.53	23.42%
<b>Expense</b>								
<b>0100 · Salaries</b>	501,518.01	2,032,468.00	-1,530,949.99	24.68%	564,889.45	2,314,319.00	-1,749,429.55	24.41%
<b>0200 · Employee Benefits</b>	140,858.02	562,387.00	-421,528.98	25.05%	144,741.82	645,007.00	-500,265.18	22.44%
<b>0300 · Purchased Profess and Tech Serv</b>	42,106.97	308,186.00	-266,079.03	13.66%	55,386.54	368,022.00	-312,635.46	15.05%
<b>0400 · Purchased Prop. Services</b>	2,624.13	18,100.00	-15,475.87	14.5%	1,724.60	18,100.00	-16,375.40	9.53%
<b>0500 · Other Purchased Services</b>	212,459.17	832,627.00	-620,167.83	25.52%	184,909.84	849,524.00	-664,614.16	21.77%
<b>0600 · Supplies</b>	17,324.35	129,489.00	-112,164.65	13.38%	62,459.90	129,489.00	-67,029.10	48.24%
<b>0700 · Property</b>	1,045.29	34,431.00	-33,385.71	3.04%	7,927.75	34,871.00	-26,943.25	22.74%
<b>0800 · Other Objects</b>	3,500.29	74,522.00	-71,021.71	4.7%	3,683.82	74,522.00	-70,838.18	4.94%
<b>Total Expense</b>	<u>921,436.23</u>	<u>3,992,210.00</u>	<u>-3,070,773.77</u>	<u>23.08%</u>	<u>1,025,723.72</u>	<u>4,433,854.00</u>	<u>-3,408,130.28</u>	<u>23.13%</u>
<b>Net Income</b>	<u><u>164,328.35</u></u>	<u><u>-36,384.00</u></u>	<u><u>200,712.35</u></u>	<u><u>-451.65%</u></u>	<u><u>-42,678.25</u></u>	<u><u>-236,470.00</u></u>	<u><u>193,791.75</u></u>	<u><u>18.05%</u></u>

COMPASS CASH FLOW PROJECTIONS	Actual	Actual	Actual	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Budget Totals	Actuals Combined with remaining budget	Potential Over/Under Budget based on Projections
	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22				
<b>INCOME</b>																
1000 - Local Revenue Source	192,936	433	70,492	71,406	64,267	47,177	57,007	57,054	57,026	57,069	137,789	48,834	750,858	861,490	110,632	
3000 - State Revenue	0	3,571	15,001	2,453	2,477	-	4,968	2,224	2,224	73,544	4,809	4,448	121,988	115,720	(6,268)	
4000 - Federal Revenue	-	-	-	50,897	15,977	15,977	15,977	15,977	15,977	12,571	18,857	168,287	638,413	330,497	(307,916)	
5700 - PPR	700,612	-	-	208,248	235,616	235,616	204,843	204,843	204,843	219,300	219,300	246,668	2,686,125	2,679,888	(6,237)	
	893,548	4,004	85,493	333,004	318,338	298,770	282,795	280,097	280,070	362,484	380,755	468,237	4,197,384	3,987,595	(209,789)	
<b>EXPENSE</b>																
0100 - Salaries	190,116	191,418	183,356	183,883	192,405	193,480	183,952	193,232	189,742	179,145	200,807	233,950	2,314,319	2,315,484	1,165	
0200 - Employee Benefits	48,683	50,258	45,801	35,729	54,766	51,636	54,226	56,033	55,375	53,612	57,493	54,021	645,007	617,633	(27,374)	
0300 - Purchased Profess and Tech Serv	16,878	30,555	7,954	13,695	43,533	42,690	11,650	15,960	57,467	17,136	32,579	86,731	368,022	376,829	8,807	
0400 - Purchased Prop. Services	561	602	561	1,209	1,429	1,209	-	3,247	-	2,478	2,314	1,209	18,100	14,818	(3,282)	
0500 - Other Purchased Services	136,531	28,184	20,195	69,987	56,772	84,744	71,651	61,090	65,679	57,690	63,760	81,610	849,524	797,893	(51,631)	
0600 - Supplies	13,563	30,123	18,775	43,052	(5,570)	6,076	5,724	1,581	3,786	6,133	6,666	23,158	129,489	153,067	23,578	
0700 - Property	945	1,473	5,510	-	-	14,120	-	1,163	-	15,127	21	3,319	34,871	41,678	6,807	
0800 - Other Objects	2,536	27	1,121	4,515	231	1,874	70	120	324	(742)	2,515	2,576	74,522	15,167	(59,355)	
	409,812	332,638	283,273	352,070	343,567	395,829	327,273	332,426	372,373	330,579	366,154	486,574	4,433,854	4,332,569	(101,285)	
<b>Net Income</b>	<b>483,736</b>	<b>(328,634)</b>	<b>(197,780)</b>	<b>(19,066)</b>	<b>(25,229)</b>	<b>(97,059)</b>	<b>(44,478)</b>	<b>(52,329)</b>	<b>(92,303)</b>	<b>31,905</b>	<b>14,600</b>	<b>(18,337)</b>	<b>(236,470)</b>	<b>(344,974)</b>	<b>(108,504)</b>	
<b>SUMMARY RECAP</b>																
Beginning Cash Balance	2,315,214	2,826,130	2,624,726	2,431,798	2,412,732	2,387,503	2,290,444	2,245,966	2,193,637	2,101,334	2,133,239	2,147,840				
Current Month Income/(Loss)	483,736	(328,634)	(197,780)	(19,066)	(25,229)	(97,059)	(44,478)	(52,329)	(92,303)	31,905	14,600	(18,337)				
Non-Current AP & Misc.	27,180	127,230	4,852													
Ending Cash Balance	2,826,130	2,624,726	2,431,798	2,412,732	2,387,503	2,290,444	2,245,966	2,193,637	2,101,334	2,133,239	2,147,840	2,129,503				

\$ 109,713 TABOR



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Compass Academy  
Bank Transaction Detail  
As of September 30, 2021

Type	Date	Num	Name	Memo	Split	Amount	Balance
1072 - Bill.com Money Out Clearing							0.00
Bill Pmt -Check	09/01/2021	Bill.com	Colorado League of Charter Schools	https://app01.us.bill.com/BillPay?id=blp01MKSXSYPY70okyd	7421 - Accounts Payable	-2,525.10	-2,525.10
Bill Pmt -Check	09/01/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01UWIFQDXQQ70okpg	7421 - Accounts Payable	-4,500.00	-7,025.10
Bill Pmt -Check	09/01/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01QSZQZATLQ70okvu	7421 - Accounts Payable	-2,284.00	-9,309.10
Bill Pmt -Check	09/01/2021	Bill.com	isolved Benefit Services	https://app01.us.bill.com/BillPay?id=blp01WDLPLTXOM70okox	7421 - Accounts Payable	-700.00	-10,009.10
Bill Pmt -Check	09/01/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01ZRXTVANDX70okvw	7421 - Accounts Payable	-1,209.00	-11,218.10
Bill Pmt -Check	09/01/2021	Bill.com	Denver Public Schools - PCOPS	https://app01.us.bill.com/BillPay?id=blp01MVRPQVBIX70okp1	7421 - Accounts Payable	-16,009.34	-27,227.44
Bill Pmt -Check	09/01/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01UMQINXFGV70okpa	7421 - Accounts Payable	-763.00	-27,990.44
Bill Pmt -Check	09/01/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01TPYHCGSNN70okw0	7421 - Accounts Payable	-3,315.00	-31,305.44
Bill Pmt -Check	09/01/2021	Bill.com	LegalShield	https://app01.us.bill.com/BillPay?id=blp01BSDWXWVY70okot	7421 - Accounts Payable	-178.70	-31,484.14
Bill Pmt -Check	09/01/2021	Bill.com	Pinnacol Assurance	https://app01.us.bill.com/BillPay?id=blp01IKNVKNAF70okop	7421 - Accounts Payable	-894.00	-32,378.14
General Journal	09/01/2021	Title I Fix		Bill.com 09/01/21 Payables Funding	8101 - First Bank	32,378.14	0.00
Bill Pmt -Check	09/07/2021	Bill.com	Hanover	https://app01.us.bill.com/BillPay?id=blp01GKONHBOFD71le6s	7421 - Accounts Payable	-2,350.10	-2,350.10
General Journal	09/07/2021	Title I Fix		Bill.com 09/07/21 Payables Funding	8101 - First Bank	2,350.10	0.00
Bill Pmt -Check	09/08/2021	Bill.com	Sarah Craig	https://app01.us.bill.com/BillPay?id=blp01TFGJQJQ71nj73	7421 - Accounts Payable	-66.78	-66.78
Bill Pmt -Check	09/08/2021	Bill.com	Hinkle & Company	https://app01.us.bill.com/BillPay?id=blp01AJLFD00MR71oerm	7421 - Accounts Payable	-2,200.00	-2,266.78
Bill Pmt -Check	09/08/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01KFZECRLV71oknu	7421 - Accounts Payable	-5,250.00	-7,516.78
Bill Pmt -Check	09/08/2021	Bill.com	G&G Consulting Group	https://app01.us.bill.com/BillPay?id=blp01SFTFUATAJ071oeyq	7421 - Accounts Payable	-281.25	-7,798.03
General Journal	09/08/2021	Title I Fix		Bill.com 09/08/21 Payables Funding	8101 - First Bank	7,798.03	0.00
Bill Pmt -Check	09/09/2021	Bill.com	Eldorado Artesian Springs, Inc	https://app01.us.bill.com/BillPay?id=blp01SBKLSZKJX71zdz0	7421 - Accounts Payable	-154.75	-154.75
General Journal	09/09/2021	Title I Fix		Bill.com 09/09/21 Payables Funding	8101 - First Bank	154.75	0.00
General Journal	09/10/2021	Title I Fix		Bill.com 09/10/21 Payables Funding	8101 - First Bank	2,200.00	2,200.00
Bill Pmt -Check	09/10/2021	Bill.com	TalkingPoints	https://app01.us.bill.com/BillPay?id=blp01IITMNUGYE722pb0	7421 - Accounts Payable	-2,200.00	0.00
Bill Pmt -Check	09/13/2021	Bill.com	First Bank	https://app01.us.bill.com/BillPay?id=blp01VZKIYCHYX72cb22	7421 - Accounts Payable	-19,250.37	-19,250.37
General Journal	09/13/2021	Title I Fix		Bill.com 09/13/21 Payables Funding	8101 - First Bank	19,250.37	0.00
General Journal	09/14/2021	Title I Fix		Bill.com 09/14/21 Payables Funding	8101 - First Bank	520.31	520.31
Bill Pmt -Check	09/14/2021	Bill.com	Ben Fulton	https://app01.us.bill.com/BillPay?id=blp01OLVDENPDV71okp4	7421 - Accounts Payable	-520.31	0.00
Bill Pmt -Check	09/15/2021	Bill.com	Katiria Rivera (v)	https://app01.us.bill.com/BillPay?id=blp01SRFYCZAT71nl9j	7421 - Accounts Payable	-2,840.50	-2,840.50
General Journal	09/15/2021	Title I Fix		Bill.com 09/15/21 Payables Funding	8101 - First Bank	2,840.50	0.00
Bill Pmt -Check	09/16/2021	Bill.com	Denver Public Schools - Transportation	https://app01.us.bill.com/BillPay?id=blp01LWRJFDSTY7311y8	7421 - Accounts Payable	-180.00	-180.00
General Journal	09/16/2021	Title I Fix		Bill.com 09/16/21 Payables Funding	8101 - First Bank	180.00	0.00
Bill Pmt -Check	09/17/2021	Bill.com	Kokua Education	https://app01.us.bill.com/BillPay?id=blp01XONJQPDMC7312bb	7421 - Accounts Payable	-110.00	-110.00
Bill Pmt -Check	09/17/2021	Bill.com	Unum Life Insurance Company	https://app01.us.bill.com/BillPay?id=blp01SCRVRKNEK738jdu	7421 - Accounts Payable	-41.85	-151.85
Bill Pmt -Check	09/17/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01FDQBKOYJC738kcw	7421 - Accounts Payable	-71.00	-222.85
Bill Pmt -Check	09/17/2021	Bill.com	T-Mobile 969	https://app01.us.bill.com/BillPay?id=blp01LLVNYLDMO738j8w	7421 - Accounts Payable	-303.98	-526.83
General Journal	09/17/2021	Title I Fix		Bill.com 09/17/21 Payables Funding	8101 - First Bank	526.83	0.00
Bill Pmt -Check	09/21/2021	Bill.com	Comcast Business	https://app01.us.bill.com/BillPay?id=blp01ABRTGZWC73p2m9	7421 - Accounts Payable	-781.34	-781.34
Bill Pmt -Check	09/21/2021	Bill.com	Denver Public Schools - PCOPS	https://app01.us.bill.com/BillPay?id=blp01JZDQCIWK73p2m4	7421 - Accounts Payable	-15,150.18	-15,931.52
Bill Pmt -Check	09/21/2021	Bill.com	Comcast Business	https://app01.us.bill.com/BillPay?id=blp01CCLIAJXJZ73p2md	7421 - Accounts Payable	-291.16	-16,222.68
Bill Pmt -Check	09/21/2021	Bill.com	Alexandra Walch (v)	https://app01.us.bill.com/BillPay?id=blp01CJHARSPHH73p2mf	7421 - Accounts Payable	-158.04	-16,380.72
Bill Pmt -Check	09/21/2021	Bill.com	Hinkle & Company	https://app01.us.bill.com/BillPay?id=blp01XZODGHIU73p2m1	7421 - Accounts Payable	-2,800.00	-19,180.72
Bill Pmt -Check	09/21/2021	Bill.com	Martin Zaborac (v)	https://app01.us.bill.com/BillPay?id=blp01VEEIBGNER73p29k	7421 - Accounts Payable	-89.64	-19,270.36
General Journal	09/21/2021	Title I Fix		Bill.com 09/21/21 Payables Funding	8101 - First Bank	19,270.36	0.00
Bill Pmt -Check	09/22/2021	Bill.com	Kaiser Permanente	https://app01.us.bill.com/BillPay?id=blp01KNQWGGVXJ7312bf	7421 - Accounts Payable	-16,385.35	-16,385.35
General Journal	09/22/2021	Title I Fix		Bill.com 09/22/21 Payables Funding	8101 - First Bank	16,385.35	0.00
Bill Pmt -Check	09/23/2021	Bill.com	Alerio Technology Group	https://app01.us.bill.com/BillPay?id=blp01JBNEGDEHO73p2mh	7421 - Accounts Payable	-3,645.00	-3,645.00
General Journal	09/23/2021	Title I Fix		Bill.com 09/23/21 Payables Funding	8101 - First Bank	3,645.00	0.00
Bill Pmt -Check	09/27/2021	Bill.com	Pinnacol Assurance	https://app01.us.bill.com/BillPay?id=blp01SPABTKQL74kl97	7421 - Accounts Payable	-894.00	-894.00
Bill Pmt -Check	09/27/2021	Bill.com	Denver Athletic	https://app01.us.bill.com/BillPay?id=blp01KDHVICUXE74hj1w	7421 - Accounts Payable	-1,608.75	-2,502.75
General Journal	09/27/2021	Title I Fix		Bill.com 09/27/21 Payables Funding	8101 - First Bank	2,502.75	0.00
Bill Pmt -Check	09/29/2021	Bill.com	G&G Consulting Group	https://app01.us.bill.com/BillPay?id=blp01SFSJZKIJR7543jv	7421 - Accounts Payable	-6,307.50	-6,307.50
General Journal	09/29/2021	Title I Fix		Bill.com 09/29/21 Payables Funding	8101 - First Bank	6,307.50	0.00

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Accrual Basis

Compass Academy  
Bank Transaction Detail  
As of September 30, 2021

Type	Date	Num	Name	Memo	Split	Amount	Balance
Bill Pmt -Check	09/30/2021	Bill.com	G&G Consulting Group	https://app01.us.bill.com/BillPay?id=blp01SRYZRPTJS75cjm	7421 - Accounts Payable	-281.25	-281.25
General Journal	09/30/2021	Title I Fix		Bill.com 09/30/21 Payables Funding	8101 - First Bank	281.25	0.00
Total 1072 - Bill.com Money Out Clearing						0.00	0.00
<b>8101 - First Bank</b>							<b>2,624,526.38</b>
General Journal	09/01/2021	Title I Fix		Bill.com 09/01/21 Payables Funding	1072 - Bill.com Money Out Clearing	-32,378.14	2,592,148.24
Deposit	09/01/2021			Deposit	1740 - Fees	9.64	2,592,157.88
Deposit	09/02/2021			Deposit	1740 - Fees	9.64	2,592,167.52
General Journal	09/07/2021	Title I Fix		Bill.com 09/07/21 Payables Funding	1072 - Bill.com Money Out Clearing	-2,350.10	2,589,817.42
General Journal	09/08/2021	Title I Fix		Bill.com 09/08/21 Payables Funding	1072 - Bill.com Money Out Clearing	-7,798.03	2,582,019.39
General Journal	09/09/2021	Title I Fix		Bill.com 09/09/21 Payables Funding	1072 - Bill.com Money Out Clearing	-154.75	2,581,864.64
Deposit	09/09/2021			Deposit	1740a - Uniforms/Other	4,645.00	2,586,509.64
Deposit	09/10/2021			Deposit	-SPLIT-	50,001.04	2,636,510.68
General Journal	09/10/2021	Title I Fix		Bill.com 09/10/21 Payables Funding	1072 - Bill.com Money Out Clearing	-2,200.00	2,634,310.68
Check	09/10/2021	ACH	United Healthcare		2.0253 - Vision Professional	-155.48	2,634,155.20
General Journal	09/13/2021	Title I Fix		Bill.com 09/13/21 Payables Funding	1072 - Bill.com Money Out Clearing	-19,250.37	2,614,904.83
General Journal	09/14/2021	Title I Fix		Bill.com 09/14/21 Payables Funding	1072 - Bill.com Money Out Clearing	-520.31	2,614,384.52
General Journal	09/15/2021	9.15.21 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-132,473.69	2,481,910.83
General Journal	09/15/2021	9.15.21 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-27,511.56	2,454,399.27
General Journal	09/15/2021	9.15.21 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-274.68	2,454,124.59
General Journal	09/15/2021	9.15.21 PR		First Bank	-SPLIT-	912.52	2,455,037.11
General Journal	09/15/2021	9.15.21 PR		First Bank	8101 - First Bank	83.45	2,455,120.56
General Journal	09/15/2021	Title I Fix		Bill.com 09/15/21 Payables Funding	1072 - Bill.com Money Out Clearing	-2,840.50	2,452,280.06
General Journal	09/16/2021	Title I Fix		Bill.com 09/16/21 Payables Funding	1072 - Bill.com Money Out Clearing	-180.00	2,452,100.06
Check	09/17/2021	ACH	PERA		7471G - PERA Liability	-34,377.25	2,417,722.81
Check	09/17/2021	ACH	Voya Financial		7471Q - 401(k) Liability	-1,795.87	2,415,926.94
Bill Pmt -Check	09/17/2021	Check #2741	Alejandro Gonzalez	# 9/17/2021	7421 - Accounts Payable	-300.00	2,415,626.94
General Journal	09/17/2021	Title I Fix		Bill.com 09/17/21 Payables Funding	1072 - Bill.com Money Out Clearing	-526.83	2,415,100.11
Deposit	09/17/2021			per bank statement	1990 - Other Revenue	65,000.00	2,480,100.11
General Journal	09/21/2021	Title I Fix		Bill.com 09/21/21 Payables Funding	1072 - Bill.com Money Out Clearing	-19,270.36	2,460,829.75
General Journal	09/22/2021	Title I Fix		Bill.com 09/22/21 Payables Funding	1072 - Bill.com Money Out Clearing	-16,385.35	2,444,444.40
General Journal	09/23/2021	Title I Fix		Bill.com 09/23/21 Payables Funding	1072 - Bill.com Money Out Clearing	-3,645.00	2,440,799.40
General Journal	09/27/2021	Title I Fix		Bill.com 09/27/21 Payables Funding	1072 - Bill.com Money Out Clearing	-2,502.75	2,438,296.65
Deposit	09/28/2021			Deposit	0534 - Online Services	50.00	2,438,346.65
Check	09/28/2021	DBT	Bill.com		0313a - Bank Fees	-156.40	2,438,190.25
General Journal	09/29/2021	Title I Fix		Bill.com 09/29/21 Payables Funding	1072 - Bill.com Money Out Clearing	-6,307.50	2,431,882.75
General Journal	09/30/2021	Title I Fix		Bill.com 09/30/21 Payables Funding	1072 - Bill.com Money Out Clearing	-281.25	2,431,601.50
Check	09/30/2021			Service Charge	0313a - Bank Fees	-24.00	2,431,577.50
Deposit	09/30/2021			Interest	1500 - Interest Income	20.73	2,431,598.23
Total 8101 - First Bank						-192,928.15	2,431,598.23
<b>7421cc - First Bank Credit Card</b>							<b>-3,766.82</b>
Bill Pmt -CCard	09/01/2021	N/A	Eon	#WO-3628323	7421 - Accounts Payable	-371.10	-4,137.92
Bill Pmt -CCard	09/01/2021	N/A	Amazon.com	#114-5486692-9609821	7421 - Accounts Payable	-19.95	-4,157.87
Bill Pmt -CCard	09/01/2021	N/A	Amazon.com	#114-6255169-4551442	7421 - Accounts Payable	-32.89	-4,190.76
Bill Pmt -CCard	09/01/2021	N/A	Slack	#3DBAAEA3-0006	7421 - Accounts Payable	-242.89	-4,433.65
Bill Pmt -CCard	09/03/2021	N/A	Walmart	#124500244433	7421 - Accounts Payable	-232.31	-4,665.96
Bill Pmt -CCard	09/03/2021	N/A	Walmart	#381245811799577	7421 - Accounts Payable	-232.31	-4,898.27
Bill Pmt -CCard	09/03/2021	N/A	Amazon.com	#114-7239400-5233801	7421 - Accounts Payable	-69.41	-4,967.68
Bill Pmt -CCard	09/07/2021	N/A	Ricoh	#09062021	7421 - Accounts Payable	-187.88	-5,155.56
Bill Pmt -CCard	09/10/2021	N/A	Just Breathe A Healing Space LLC	#09/09/2021	7421 - Accounts Payable	-132.00	-5,287.56
Bill Pmt -CCard	09/10/2021	N/A	Walmart	#461252675090369	7421 - Accounts Payable	-42.83	-5,330.39
Bill Pmt -CCard	09/10/2021	N/A	Flangoo	#09102021	7421 - Accounts Payable	-119.00	-5,449.39
Bill Pmt -CCard	09/12/2021	N/A	Senor Wooly LLC	# 1852502417	7421 - Accounts Payable	-150.00	-5,599.39

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10/12/21  
Accrual Basis

Compass Academy  
Bank Transaction Detail  
As of September 30, 2021

Type	Date	Num	Name	Memo	Split	Amount	Balance
Bill Pmt -CCard	09/12/2021	N/A	Garbanzo LLC	# 094083E0-0002	7421 · Accounts Payable	-9.07	-5,608.46
Bill Pmt -CCard	09/12/2021	N/A	King soopers	#9014270187407188	7421 · Accounts Payable	-18.95	-5,627.41
Bill Pmt -CCard	09/12/2021	N/A	Safeway	#010249469750	7421 · Accounts Payable	-45.30	-5,672.71
Bill Pmt -CCard	09/12/2021	N/A	Dollar Tree	#09/10/2021	7421 · Accounts Payable	-8.70	-5,681.41
Bill Pmt -CCard	09/12/2021	N/A	Office Depot	#09/10/2021	7421 · Accounts Payable	-11.09	-5,692.50
Bill Pmt -CCard	09/12/2021	N/A	Sam's Club	#09/12/2021	7421 · Accounts Payable	-224.90	-5,917.40
Bill Pmt -CCard	09/12/2021	N/A	Walmart	#381253718140923	7421 · Accounts Payable	-18.76	-5,936.16
Bill Pmt -CCard	09/13/2021	N/A	Microsoft	# E0500FWXVD	7421 · Accounts Payable	-68.00	-6,004.16
Credit Card Credit	09/13/2021		Amazon.com		0610 · General Supplies	49.75	-5,954.41
Bill Pmt -CCard	09/13/2021	N/A	Amazon.com	#114-5296608-9440252	7421 · Accounts Payable	-61.50	-6,015.91
Bill Pmt -CCard	09/14/2021	N/A	Mile High Kona Ice	# 0694	7421 · Accounts Payable	-1,395.20	-7,411.11
Bill Pmt -CCard	09/14/2021	N/A	Amazon.com	#114-0135689-8550610	7421 · Accounts Payable	-49.92	-7,461.03
Bill Pmt -CCard	09/14/2021	N/A	Tokyo Bowl	#20210913-10035	7421 · Accounts Payable	-44.22	-7,505.25
Bill Pmt -CCard	09/15/2021	N/A	Sam's Club	#9782975904	7421 · Accounts Payable	-339.20	-7,844.45
Bill Pmt -CCard	09/15/2021	N/A	Amazon.com	#114-9078899-3764223	7421 · Accounts Payable	-123.81	-7,968.26
Bill Pmt -CCard	09/15/2021	N/A	Amazon.com	#114-7763966-2277007	7421 · Accounts Payable	-92.20	-8,060.46
Credit Card Credit	09/15/2021		Discount School Supply		0610 · General Supplies	16.96	-8,043.50
Bill Pmt -CCard	09/15/2021		Oskars Wooden Ark	Mokulock wooden building blocks	7421 · Accounts Payable	-51.69	-8,095.19
Bill Pmt -CCard	09/16/2021	N/A	Amazon.com	#114-4671295-6601856	7421 · Accounts Payable	-99.14	-8,194.33
Bill Pmt -CCard	09/16/2021	N/A	Amazon.com	#114-9615918-0402631	7421 · Accounts Payable	-27.77	-8,222.10
Credit Card Credit	09/17/2021		Poll Everywhere		0534 · Online Services	50.00	-8,172.10
Bill Pmt -CCard	09/18/2021	N/A	Amazon.com	#114-5714264-4729068	7421 · Accounts Payable	-6.99	-8,179.09
Bill Pmt -CCard	09/18/2021	N/A	Amazon.com	#114-9427246-8184254	7421 · Accounts Payable	-4.29	-8,183.38
Bill Pmt -CCard	09/19/2021	N/A	Walmart	#09/17/2021	7421 · Accounts Payable	-47.19	-8,230.57
Bill Pmt -CCard	09/19/2021	N/A	Amazon.com	#114-7318888-0273849	7421 · Accounts Payable	-42.63	-8,273.20
Bill Pmt -CCard	09/19/2021	N/A	Amazon.com	#114-4505039-7837805	7421 · Accounts Payable	-149.97	-8,423.17
Bill Pmt -CCard	09/19/2021	N/A	Amazon.com	#114-5031554-8488244	7421 · Accounts Payable	-66.83	-8,490.00
Bill Pmt -CCard	09/21/2021	N/A	Amazon.com	#114-9318970-9811456	7421 · Accounts Payable	-42.60	-8,532.60
Bill Pmt -CCard	09/21/2021	N/A	Amazon.com	#114-4859568-2525005	7421 · Accounts Payable	-186.69	-8,719.29
Bill Pmt -CCard	09/22/2021	N/A	Amazon.com	#114-2912070-1771414	7421 · Accounts Payable	-17.07	-8,736.36
Bill Pmt -CCard	09/22/2021	N/A	Amazon.com	#114-0290734-5111459	7421 · Accounts Payable	-48.98	-8,785.34
Bill Pmt -CCard	09/22/2021	N/A	Dick's Sporting Goods	#A-0564715	7421 · Accounts Payable	-299.88	-9,085.22
Bill Pmt -CCard	09/24/2021	N/A	Amazon.com	#114-9711004-8474645	7421 · Accounts Payable	-34.99	-9,120.21
Bill Pmt -CCard	09/24/2021	N/A	Smash*It	#000060	7421 · Accounts Payable	-320.00	-9,440.21
Bill Pmt -CCard	09/24/2021	N/A	Rocky Mountain Paddleboard	#09232021	7421 · Accounts Payable	-151.58	-9,591.79
Bill Pmt -CCard	09/25/2021	N/A	Safeway	#09/25/2021	7421 · Accounts Payable	-120.45	-9,712.24
Credit Card Charge	09/25/2021		Amazon.com		0610 · General Supplies	-238.73	-9,950.97
Bill Pmt -CCard	09/26/2021	N/A	Amazon.com	#111-3815894-4345842	7421 · Accounts Payable	-13.98	-9,964.95
Credit Card Credit	09/27/2021		Poll Everywhere		0534 · Online Services	50.00	-9,914.95
Bill Pmt -CCard	09/27/2021	N/A	Amazon.com	#114-8847492-5739452	7421 · Accounts Payable	-9.88	-9,924.83
Bill Pmt -CCard	09/27/2021	N/A	Escape Room 5280	#1556109242313053	7421 · Accounts Payable	-252.00	-10,176.83
Bill Pmt -CCard	09/27/2021	N/A	Amazon.com	#111-2688787-4750622	7421 · Accounts Payable	-200.60	-10,377.43
Credit Card Credit	09/28/2021		First Bank		1990 · Other Revenue	807.02	-9,570.41
Bill	09/28/2021	09/28/2021	First Bank	8/30-9/29/2021 Statement	7421 · Accounts Payable	6,542.75	-3,027.66
Bill Pmt -CCard	09/28/2021	N/A	Pizzeria Locale	#10046	7421 · Accounts Payable	-80.75	-3,108.41
Bill Pmt -CCard	09/28/2021	N/A	Amazon.com	#114-8081878-6686634	7421 · Accounts Payable	-34.49	-3,142.90
Credit Card Charge	09/28/2021		Service Charge		0313a · Bank Fees	-1.55	-3,144.45
Bill Pmt -CCard	09/29/2021	N/A	Illegal Pete's	# 1408776749	7421 · Accounts Payable	-114.30	-3,258.75
Bill Pmt -CCard	09/29/2021	N/A	Kahlos Restaurant Llc	#461270680429121	7421 · Accounts Payable	-110.02	-3,368.77
Total 7421cc - First Bank Credit Card						398.05	-3,368.77
<b>TOTAL</b>						<b>-192,530.10</b>	<b>2,428,229.46</b>



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10/12/21  
Accrual Basis

**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
July through September 2021

	<u>Jul - Sep 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
1000 - Local Revenue Source				
1500 - Interest Income	63.82			
1740 - Fees	406.90	6,695.00	-6,288.10	6.08%
1740a - Uniforms/Other	4,645.00			
1900 - Other Revenue from Local Source	0.00	14,000.00	-14,000.00	0.0%
1920 - Grant income				
1920e - El Pomar	20,400.00			
1920 - Grant income - Other	0.00	45,000.00	-45,000.00	0.0%
<b>Total 1920 - Grant income</b>	<b>20,400.00</b>	<b>45,000.00</b>	<b>-24,600.00</b>	<b>45.33%</b>
1954 - Mill Levy Funding				
0233 - Other Mill Arts/PE/Tutoring	23,364.58	91,847.00	-68,482.42	25.44%
0234 - Other Mill Tutoring	20,205.32	79,316.00	-59,110.68	25.47%
0235 - Other Mill Tech	4,769.05	18,747.00	-13,977.95	25.44%
0236 - Other Mill Text	8,502.08	33,422.00	-24,919.92	25.44%
0241 - Other Mill Poverty	10,920.00	42,927.00	-32,007.00	25.44%
0242 - Other Mill Oth Instructional	10,044.15	39,484.00	-29,439.85	25.44%
0249 - 2016 MLO Great Teachers	26,003.99	102,224.00	-76,220.01	25.44%
0248 - 2016 MLO Classroom Technology	5,021.33	19,739.00	-14,717.67	25.44%
0250a - 2016 MLO Support for WholeChild	4,498.54	83,180.00	-78,681.46	5.41%
0250b - 16 Support for WholeChild MS	16,661.25			
0251a - 2016 MLO Equalization	16,861.41	66,282.00	-49,420.59	25.44%
2020 - 2020 ML Facility 2020	25,665.00	100,995.00	-75,330.00	25.41%
<b>Total 1954 - Mill Levy Funding</b>	<b>172,516.70</b>	<b>678,163.00</b>	<b>-505,646.30</b>	<b>25.44%</b>
1990 - Other Revenue	65,828.82	7,000.00	58,828.82	940.41%
<b>Total 1000 - Local Revenue Source</b>	<b>263,861.24</b>	<b>750,858.00</b>	<b>-486,996.76</b>	<b>35.14%</b>
3000 - State Revenue				
3113 - Capital Construction Fund	3,571.09	41,610.00	-38,038.91	8.58%
3139 - ELPA PD	0.00	16,000.00	-16,000.00	0.0%
3140 - ELPA	15,001.04	13,000.00	2,001.04	115.39%
3898 - State Pension Contribution	0.00	51,378.00	-51,378.00	0.0%
<b>Total 3000 - State Revenue</b>	<b>18,572.13</b>	<b>121,988.00</b>	<b>-103,415.87</b>	<b>15.23%</b>
4000 - Federal Revenue				
4010 - Title I	0.00	140,000.00	-140,000.00	0.0%
4365 - Title III	0.00	10,895.00	-10,895.00	0.0%
4367 - Title II	0.00	10,866.00	-10,866.00	0.0%
4424 - Title IV	0.00	4,606.00	-4,606.00	0.0%
4425 - ESSER	0.00	424,248.00	-424,248.00	0.0%
9206 - Charter Credit	0.00	46,000.00	-46,000.00	0.0%
9211 - Parent Involvement	0.00	1,798.00	-1,798.00	0.0%
<b>Total 4000 - Federal Revenue</b>	<b>0.00</b>	<b>638,413.00</b>	<b>-638,413.00</b>	<b>0.0%</b>
5700 - PPR	700,612.10	2,686,125.00	-1,985,512.90	26.08%
<b>Total Income</b>	<b>983,045.47</b>	<b>4,197,384.00</b>	<b>-3,214,338.53</b>	<b>23.42%</b>
<b>Gross Profit</b>	<b>983,045.47</b>	<b>4,197,384.00</b>	<b>-3,214,338.53</b>	<b>23.42%</b>
<b>Expense</b>				
0100 - Salaries				
0110 - Regular Salaries	0.00	2,168,674.00	-2,168,674.00	0.0%
0120 - Substitutes	0.00	60,000.00	-60,000.00	0.0%
0150 - Stipends	0.00	85,645.00	-85,645.00	0.0%
100 - Administration	61,361.25			
200 - Professional Staff Salaries	396,190.22			
300 - Other Professional	72,730.64			
400 - Paraprofessional	26,274.00			
500 - Clerical	8,333.34			
<b>Total 0100 - Salaries</b>	<b>564,889.45</b>	<b>2,314,319.00</b>	<b>-1,749,429.55</b>	<b>24.41%</b>
0200 - Employee Benefits				
0211 - Life and STD Benefits				
2.0211 - L&STD Insurance Professional	113.40			
<b>Total 0211 - Life and STD Benefits</b>	<b>113.40</b>			
0221 - Medicare				
1.0221 - Medicare Admin	860.72			
2.0221 - Medicare Professional	5,593.70			
3.0221 - Medicare Other Professional	1,041.39			
4.0221 - Medicare Paraprofessional	371.88			
5.0221 - Medicare Clerical	116.66			
0221 - Medicare - Other	0.00	33,558.00	-33,558.00	0.0%
<b>Total 0221 - Medicare</b>	<b>7,984.35</b>	<b>33,558.00</b>	<b>-25,573.65</b>	<b>23.79%</b>
0230 - PERA Benefits				
1.0230 - PERA Admin	5,229.60			
2.0230 - PERA Professional	34,102.08			
3.0230 - PERA Other Professional	6,348.81			

## **Compass Academy Board Meeting notes**

September 28, 2021

**In attendance** - Marcia Fulton (Ex-officio), Jessica Roberts (Chair/Treasurer), Jim Balfanz (Vice-Chair), Bob Balfanz, Christine Morin, Corey Scholes, Jerry Torrez

**Guest and support:** Brandon Chrisp, Alexis Urquhart

### **Ripples and Joys**

- Corey joined the City Year KC Board
- Marcia shared the success of the First annual Back to School Block Party

### **Approval of minutes**

*Corey motioned to approve August 2021 minutes and Jerry seconded. Motion passed.*

### **Financial Update** (Brandon / Jessica)

- Brandon highlighted areas that are more significant percentage of the budget, reviewed our year-to-date net income which was positive. Noted that we have 2.4m fund balance which is ahead of budget.
- Balance sheet was reviewed, noting YTD performance as compared to budget and last year's performance. Most significant difference was due to PPP loan.
- P&L was reviewed and we are expected to be on pace in terms of revenue and expenses. Cash flow projections were reviewed, with actuals through August. Brandon noted that the revised budget will be available for board to review in November.

*Christine motioned to approve monthly financials and Bob seconded. Motion passed.*

### **Internal Review** (Alexis/Marcia)

- Reviewed 3 major improvement strategies- moving from knowledge to application, DEI practices and working with, not for, families
- Reviewed CMAS and ACCESS data from last year, including growth data, which was just recently released. Shows that we are on track for district MGP in many areas (7<sup>th</sup> grade ELA and 6<sup>th</sup> grade math). For ACCESS, Compass was significantly higher than district MGP for 6<sup>th</sup> grade. See presentation for more detail
- Reviewed benchmarks and data for each of the three major improvement strategy (more detail in presentation)
- Discussed the increase in students in need of Tier 3 supports according to the HSA this year, which is notably different from prior years (50% vs. 33%). Christine asked about how this compares to last school year and it was noted that Compass didn't implement the HSA last year due to COVID. Alexis shared that the team is thinking very seriously about how to address this need after seeing the data. Corey asked about how to leverage upcoming family engagement events to help students see their strengths.
- Previewed idashboard visualizations and discuss how this will be used and shared.

### **ED / MS Director Update** (Marcia)

- Marcia explained that Jordan was not joining today but would be part of upcoming meetings.
- Reviewed enrollment data (retention and feeders)
- Overview of October DPS Board visit. Marcia has asked for board members to volunteer for the DPS interview
- Update on recent visitors including reps from CO Board of Education, ED of School and District Transformation, DPS support partner which is part of the effort to build relationships and partnerships within the Portfolio.
- Inviting both DPS BoE candidates to join a morning huddle in October to get to know the school and interact with staff.
- Reviewed staffing changes, including a new position: In House Support Staff which will help with the issue of finding substitutes and will also support students and teachers schoolwide. This position is being filled by the CY Denver former Impact Manager which will help with seamless integration into classrooms and the school community.

## Compass Academy Colorado Open Records Act (CORA) Policy

### I. INTRODUCTION

Pursuant to C.R.S. § 24-72-200.1 *et seq.*, the “Colorado Open Records Act” (“the Act” or “CORA”), all public records must be open for inspection by any person at reasonable times, except as provided by law. This policy sets forth Compass Academy’s official custodian’s rules for the inspection of such records, as provided in the Act, which rules are reasonably necessary for the protection of such records and the prevention of unnecessary interference with the regular discharge of the duties of the records custodian or the custodian’s office.

### II. POLICY STATEMENT

This policy applies to all requests, submitted pursuant to C.R.S. § 24-72-200.1 *et seq.*, to inspect public records in the custody or control of Compass Academy. Compass Academy is committed to the guiding principles of openness, transparency, accountability and responsiveness. In addition to any requirements imposed directly by CORA, the following are Compass Academy’s conditions concerning requests to inspect public records:

1. The official custodian of Compass Academy is the Executive Director and/or Director of Operations. All requests to inspect public records must be submitted in writing to one of the official custodians of Compass Academy. Requests made to any person other than the proper custodian will not be accepted.
2. Requests may be mailed or sent via email. The date the request is received by the custodian will constitute the “date of receipt”. Requests made via electronic mail will not automatically be accepted. The custodian, at the custodian’s sole prerogative, may accept requests sent via email upon request. Should the custodian accept an email request, the statutory time for response will begin when the custodian provides confirmation to requestor. If a request is sent via email to anyone other than the custodian, it will not be considered as received by Compass Academy.
3. All requests for records must be specific as to the records sought and the relevant dates. Requests for correspondence must identify the parties to the correspondence. For any request that is vague or broadly stated, the custodian may require the requestor to provide a more specific request.
4. If a requestor is unable to identify the specific document(s) sought, the requestor is encouraged to contact the official custodian in advance of submitting a request for assistance in providing the requisite specificity.
5. There are several categories of information that are protected by State and Federal law. If records are not produced because of one of these protections, Compass Academy will inform the requestor of the basis for denying the request.
6. Compass Academy is not required by the Act to construct or create a record that does not exist. Nor is Compass Academy required to manipulate or analyze information in a new way

in order to respond to a request.

7. Unless CORA provides otherwise, time for response to records requests shall be as follows:  
(a) The normal time for production shall be three - five working days, beginning on the first business day after the request is received. (b) Such period may be extended upon determination by the custodian that circumstances exist. Such period of extension shall not normally exceed seven working days. The requestor shall be notified of the extension within the three-day period.
8. Requests to inspect records will not take priority over the regular work activities of Compass Academy employees.
9. Charges for copies of requested records shall be as follows: (a) The normal cost for requested documents shall be \$.25 per page or, for documents in non-standard formats, the actual duplication costs. (b) At the custodian's prerogative, the custodian may charge a research and retrieval fee based on the actual cost of responding to the request; provided, however, that the maximum hourly rate for employee time is thirty dollars per hour, or whatever maximum amount CORA provides, see C.R.S. 22-72205(6), and there shall be no charge for the first hour of employee time. If the custodian charges research and retrieval fees under this paragraph, copying shall be charged at a rate of \$.15 per page. (c) Payment must be received prior to the requestor receiving copies or documents in any form.
10. If charges are expected to exceed \$25, the custodian will provide the requestor with an estimate of the cost of responding prior to responding and may require a deposit. If the requestor wishes to proceed once receiving an estimate, he or she must respond in writing. By responding in writing, the requestor agrees to pay all fees associated with responding to the request. The time between the date of the custodian's estimate and the receipt by the custodian of a written response to proceed will not be counted against the time period set forth above.
11. If a requestor wishes to inspect available records in advance of receiving copies, such inspection shall be by appointment only during normal working hours. Such inspection must be supervised by a Compass Academy representative and the requestor may be charged for employee time associated with such inspection.