

**Gateway Science Academy Board of Directors Meeting
August 18, 2021, at 4:00 pm**

**6025 Chippewa Street, Ste#206
St. Louis, MO 63109**

**Zoom Meeting ID: 848 5152 5958
Password: Gators**

AGENDA

Call to Order	Mr. Goerger
Roll Call	Mr. Goerger
Mission Statement	Mr. Goerger
Approval of the Agenda	Mr. Goerger
Public Input Session	Mr. Goerger

(Please note, the GSA Board public participation policy allows each speaker no more than three minutes, and each topic is limited to no more than 20 minutes except with the concurrence of the majority of the Board. Individuals who do not have an opportunity to speak during the allotted time will be given the first opportunity at the next regularly scheduled meeting, and they can also submit their comments via email to gsaboard@gsastl.org)

Announcements/Acknowledgements

Consent Agenda	<i>Mr. Goerger</i>
<i>Approval of June 9, 2021, Meeting Minutes</i>	<i>Mr. Goerger</i>
<i>Approval of June 2021 Financials</i>	<i>Mr. Damar</i>
<i>Approval of 2021.2022 Personnel Roster</i>	<i>Mr. Blackstone</i>
<i>Approval of Special Education Local Compliance Plan</i>	<i>Mr. Blackstone</i>
<i>Approval of 21.22 Student and Staff Handbooks</i>	<i>Mr. Blackstone</i>

Student Achievement and Activities

Superintendent's Report	Mr. Blackstone
2021.2022 Beginning of School Year District Dashboard	

Governing Board Related

Governing Board Related	Mr. Goerger
<i>Approval of New Board Members</i>	<i>Mr. Goerger</i>
<i>Election of Board Officers</i>	<i>Mr. Goerger</i>
Board Committee Assignments for 21.22	Mr. Goerger
2021.2022 Board Meeting Schedule	Mr. Goerger
Board Evaluations	Mr. Goerger
<i>Approval of Bylaws Amendment</i>	<i>Mr. Goerger</i>

Other Business:

Adjourn the Meeting	Mr. Goerger
----------------------------	-------------

Items in italics are action items.

MISSION

The mission of the Gateway Science Academy of St. Louis is to provide quality education with an emphasis on science, mathematics, and technology while balancing all core subjects. We strive to create an atmosphere that provides students, parents, and teachers opportunities for continuous growth, enabling them to reach their highest potential.

VISION

Elementary and Middle School Vision

Our students will enter high school ready to tackle any academic challenge and will excel in the STEM subjects.

High School Vision

Our students will achieve 100% graduation and college acceptance.

Gateway Science Academy Board of Directors Meeting June 9th, 2021, at 4:00 pm

Zoom Meeting ID: 856 7814 5171
Password: Gators

MEETING MINUTES

1. Session Opening:

Mr. Goerger commenced the online meeting to order with the roll call at 4:06 pm

Members Present: Tim Bagwell, Jacquelyn Lewis-Harris, Ben Diefenbach, Patricia Hunt, Orville (Beau) Goerger

Members Absent: Patrick Walker

GSA: Nuh Celik- Principal, Wendy Gilliam – Principal, Matt Sagnak - Principal

Concept Schools: Engin Blackstone – Superintendent

Mr. Goerger read the mission statement.

2. Adopt an Agenda:

Mr. Diefenbach made a motion to adopt the agenda. Dr. Bagwell seconded.

Roll Call to Adopt the Agenda:

Orville (Beau) Goerger: **Aye**, Tim Bagwell: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Patricia Hunt: **Aye**, Ben Diefenbach: **Aye**

Motion approved.

3. Public Input:

One GSA parent gave public comments, and it is recorded for consideration.

4. Announcements/Acknowledgements

None

5. Approval of the Consent Agenda

Dr. Bagwell made a motion to approve the consent agenda, Mr. Diefenbach seconded.

Approval of May 12th, 2021, Meeting Minutes

No discussion

Approval of May 2021 Financials

The Board Finance Committee met on June 4th and reviewed the May 2021 financials. Mr. Damar presented the budget details below:

- The May P&L report shows \$1,681,322 for total revenue and \$1,689,838 for total expenses. It shows an \$8,517 deficit.
- YTD surplus is \$1,483,687
- YTD revenue is 91.81%; expenditure is 85.86%. They are expected to be at close proximity of 91.7%
- The total cash balance is \$4,718,267.66 as of May 31st, 2021. We have 98 days of unrestricted cash on hand.
- The total loan balance is \$6,151,428

- PPP Loan Forgiveness Status: Still waiting for final approval

Approval of FY22 Budget

Mr. Damar introduced the FY22 budget. It is based on 1667 WADA (Weighted Average Daily Attendance) and the past three years of each line item's financial trend. The proposed budget shows \$19,983,353 total revenue, \$19,408,415 total expense, and \$575,045 surplus.

Approval of Updated Financial Policies

Mr. Damar introduced the following policies and asked for the Board approval: Federal Fiscal Compliance Policy, Fixed Assets Policy, Cash Collection Policy, and Check Usage at the School Site Policy

Approval of Updated Homeless Policy

Mr. Blackstone presented the updates to the existing policy for Board approval.

Approval of Staff Bonus for 20.21 School Year

The GSA administration and the Finance Committee recommended a \$1,250 bonus payment in June 30th payroll to all full-time GSA employees as a token of GSA's appreciation for their hard work in serving our students during the pandemic.

Approval of Personnel Report

Mr. Blackstone stated that there are no new hires or resignations since the last Board meeting.

Roll Call to Approve the Consent Agenda:

Orville (Beau) Goerger: **Aye**, Tim Bagwell: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Patricia Hunt: **Aye**, Ben Diefenbach: **Aye**

Consent agenda approved unanimously.

6. Student Achievement and Activities - Superintendent's Report:

Mr. Blackstone provided updates on District Dashboard, Enrollment, and Summer School.

7. Governing Board Related:

Board Candidates:

Two candidates submitted their Board Candidate statements they are scheduled to be included in the agenda for the next meeting. In the meantime, they will meet with the superintendent and the member of Governing Committee and complete their background checks.

August 2021 Board Meeting Date

The next Board meeting is scheduled for August 11, 2021, at 4:00 pm.

Board Evaluations

Each Board member received the link for the evaluations and is expected to complete them at their earliest convenience.

8. Other Business:

GSA Board Information: Mr. Blackstone mentioned that the school website has a tab for the Board, and all of the meeting information is available for the public.

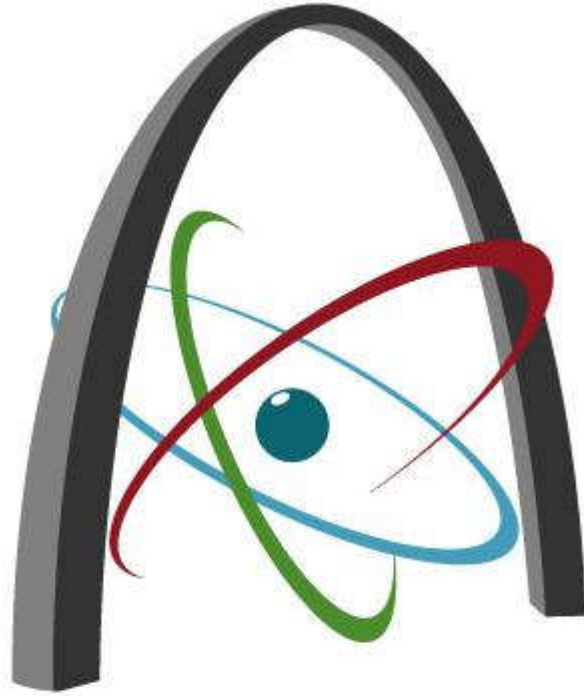
9. Adjourn the Meeting

Mr. Diefenbach moved to adjourn the meeting; Dr. Bagwell seconded.

Roll Call to Adjourn:

Orville (Beau) Goerger: **Aye**, Tim Bagwell: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Patricia Hunt: **Aye**, Ben Diefenbach: **Aye**

The meeting adjourned at 5:06 pm.



GATEWAY SCIENCE ACADEMY
of
ST. LOUIS

August 18, 2021

FINANCIAL STATEMENTS

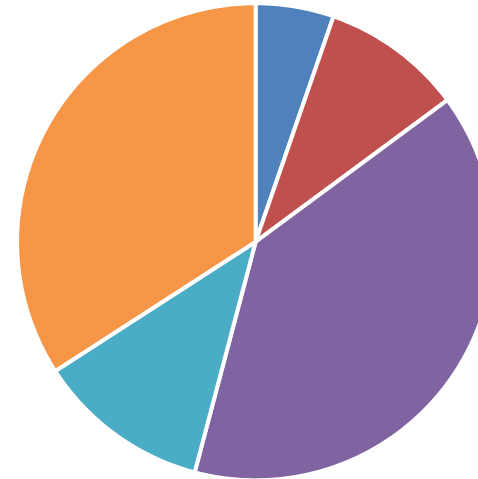
GSA Financial Dashboard June 2021

- GSA has \$ 808,521 surplus at the end of June 2021.
- Total cash-in-hand is \$ 3,963,302.
- Unrestricted days cash on hand: 82.57.
- Long-term loan total is 4,016,849.
- Total Enrollment in June 2021 is 1524.
- 20-21 K-12 Estimated ADA is 1445.
- 20-21 K-12 Estimated WADA is 1615.53

Budgeted Revenue	\$ 18,690,353.03	100.00%
YTD Revenue	\$ 18,750,753.49	100.32%

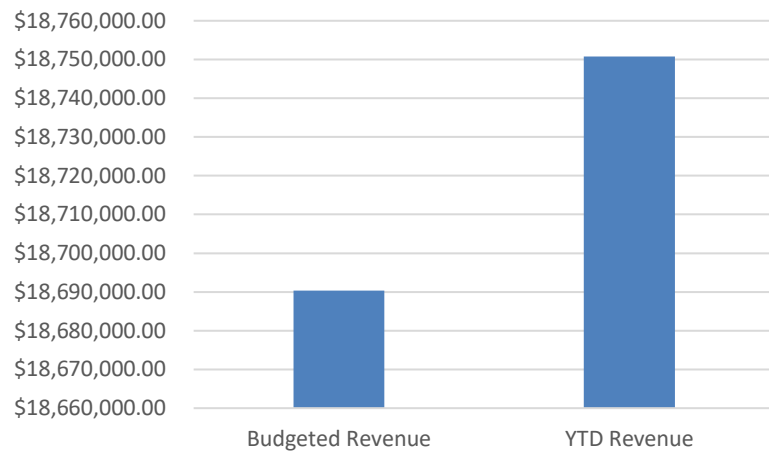
Budgeted Expenditures	\$ 18,258,081.80	100.00%
YTD Expenditures	\$ 17,942,232.86	98.27%

Loan Details

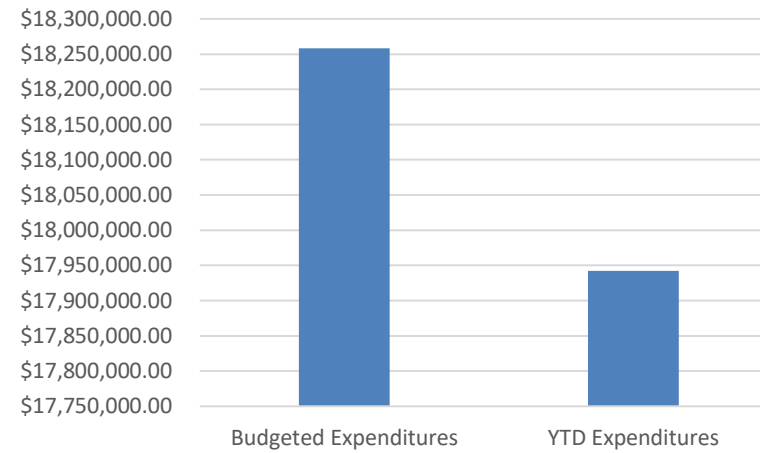


- 5007 Fyler Loan - CD 12/3/2019
- 5/3 Loan - CD 9/9/2018
- 5/3 Loan - CD 01/10/20
- 5/3 Loan - CD 01/10/20 5 Year
- PPP Loan

Budget Vs Actual - Revenue



Budget Vs Actual - Expense



Definition of Terms

ADA: Average Daily Attendance

WADA: Weighted Average Daily Attendance

YTD: Year to Date

FINANCIAL STATEMENT SUMMARY

GATEWAY SCIENCE ACADEMY OF ST LOUIS

				Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21
<i>Current Enrollment</i>	1,524								
	BUDGET-FY21	YTD							
LOCAL REVENUE	1,927,446	\$ 1,782,251.32	92.47%	110,512	229,071	138,334	126,780	163,121	141,902
STATE REVENUE	15,079,645	\$ 15,141,082.22	100.41%	1,324,497	1,269,016	1,432,278	1,116,811	1,261,198	1,320,050
FEDERAL REVENUE	1,683,262	\$ 1,827,419.95	108.56%	45,418	324,859	230,410	105,632	257,003	128,977
Total Revenues	18,690,353	18,750,753	100.32%	1,480,427	1,822,946	1,801,021	1,349,224	1,681,322	1,590,930
SALARIES	8,957,544	\$ 9,112,794.80	101.73%	718,128	710,335	713,109	730,133	770,079	1,225,859
BENEFITS	3,403,867	\$ 3,243,869.01	95.30%	260,190	257,602	268,733	285,739	328,610	243,934
PURCHASED SERVICES	4,020,625	\$ 3,727,274.80	92.70%	281,825	261,755	290,546	280,125	329,077	432,131
SUPPLIES AND MATERIALS	1,340,000	\$ 1,409,204.76	105.16%	55,068	30,491	60,651	278,526	196,461	324,001
CAPITAL OUTLAY	536,046	\$ 449,089.49	83.78%	28,157	97,445	34,954	(177,151)	65,612	40,172
Total Expenditures	18,258,082	17,942,233	98.27%	1,343,369	1,357,628	1,367,994	1,397,371	1,689,838	2,266,096
NET INCOME	432,271	808,521		137,058	465,318	433,028	(48,148)	(8,517)	(675,166)

Main Acc. Register (QB) Balance	\$ 1,344,356.67	\$ 1,770,037.75	\$ 2,153,598.87	\$ 2,053,319.25	\$ 2,063,146.82	\$ 1,308,156.44
Main Acc. (Bank) Cleared Balance	\$ 1,355,109.47	\$ 1,780,790.55	\$ 2,153,662.87	\$ 2,053,383.25	\$ 2,063,146.82	\$ 1,331,932.58
Savings Bank Safe Acc. (QB) Register Balance	\$ 2,655,018.28	\$ 2,655,044.14	\$ 2,655,064.44	\$ 2,655,091.76	\$ 2,655,120.84	\$ 2,655,145.81
Savings Bank Safe Acc. (Bank) Cleared Balance	\$ 2,655,018.28	\$ 2,655,044.14	\$ 2,655,064.44	\$ 2,655,091.76	\$ 2,655,120.84	\$ 2,655,145.81

BUSINESS	
5007 Fyler Loan - CD 12/3/2019	583,933
5/3 Loan - CD 9/9/2018	2,392,500
5/3 Loan - CD 01/10/20	717,500
5/3 Loan - CD 01/10/20 5 Year	322,917
PPP Loan	2,080,300
Total Loan Principal Payment for FY21	653,567
Purchases Over \$5,000	
Blue Tech. - Copier	9,985
Dell - Chromebooks	151,018
College Board Store - AP Exams	8,249
Curriculum Associates - I Ready Assessment	58,160
UMSL - 2021/2022 Courses	19,924

*Recurring transactions aren't included.

Gateway Science Academy of St Louis
Budget Vs Actual
As of June 30, 2021

	Jul 20 - June 21	FY 2021 Budget	%
Income			
Local Revenue	1,782,251.32	1,927,445.73	92.47%
State Revenue	15,141,082.22	15,079,645.30	100.41%
Federal Revenue	1,827,419.95	1,683,262.00	108.56%
Total Income	\$ 18,750,753.49	\$ 18,690,353.03	100.32%
Expense			
Salaries	9,112,794.80	8,957,544.02	101.73%
Benefits	3,243,869.01	3,403,866.73	95.30%
Professional Services	587,089.14	589,800.00	99.54%
Property Services (Rent, Repairs, Cleaning)	1,016,058.43	1,069,540.00	95.00%
Transportation Services	4,632.28	95,000.00	4.88%
Building & Property Insurance	91,542.43	117,250.00	78.07%
Communication (Phone, Printing, Ads)	34,099.41	90,000.00	37.89%
Management, Membership Fees and Other Dues	1,892,730.52	1,894,035.30	99.93%
Other Purchased Services (Student Activities)	101,122.59	165,000.00	61.29%
General Supplies (Supplies, Textbooks, Library and Uniforms)	1,409,204.76	1,340,000.00	105.16%
Interest Expense	203,687.89	195,045.75	104.43%
Capital Outlay	245,401.60	341,000.00	71.97%
Total Expense	\$ 17,942,232.86	\$ 18,258,081.80	98.27%
Net Income	\$ 808,520.63	\$ 432,271.23	187.04%

Difference Between Budget and YTD Actuals	Color Codes
Difference is less than 4%	
Difference is more than 4% but less than 15%	
Difference is more than 15%	

June Perc. 100.00%

Explanations

Income
Local Revenue: After School Care Revenue is a lot less than budgeted amount.
Expense

Jun 30, 21

ASSETS

Current Assets

Checking/Savings

1111-01 - Fifth Third Bank-Main	1,308,156.44
1111-02 - 53rd 2nd Account	2,769.57
1111-04 - Bank Safe	2,655,145.81

Total Checking/Savings 3,966,071.82

Other Current Assets

1400-00 - Other Current Assets

1411 - Security Deposits	2,000.00
--------------------------	----------

Total 1400-00 - Other Current Assets 2,000.00

Total Other Current Assets 2,000.00

Total Current Assets 3,968,071.82

Fixed Assets

1500-00 - Fixed Assets

1529 - Soft Costs	56,219.06
-------------------	-----------

1520 - Buildings	1,717,496.03
------------------	--------------

1521 - Building Improvements

1521-Construction In Progress	3,372,075.15
-------------------------------	--------------

1521 - Building Improvements - Other	5,315,136.87
--------------------------------------	--------------

Total 1521 - Building Improvements 8,687,212.02

1531 - Improvements Other Than Building	382,280.49
---	------------

1541 - Equipment	2,028,854.09
------------------	--------------

1542 - Classroom Instructional Apparatus	607,387.07
--	------------

1543 - Vehicles	113,983.50
-----------------	------------

1549 - Accumulated Depreciation	-5,446,265.29
---------------------------------	---------------

Total 1500-00 - Fixed Assets 8,147,166.97

Total Fixed Assets 8,147,166.97

TOTAL ASSETS 12,115,238.79

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Credit Cards

2172-05 - Commercial Card - Ending 6461	1,674.15
---	----------

2172-07 - Commercial Card - Ending 2120	12,626.02
---	-----------

Total Credit Cards 14,300.17

Other Current Liabilities

2150-00 - Payroll Deduction & Withholdings

2152-00 - FICA (Soc Sec)	23,771.33
--------------------------	-----------

2153-00 - Medicare	12,450.06
--------------------	-----------

2155-00 - Missouri Income Tax	26,923.66
-------------------------------	-----------

2156-00 - Health/Dental/Life Insu	426,684.48
-----------------------------------	------------

2158-00 - Teacher Retirement	172,400.83
------------------------------	------------

2150-00 - Payroll Deduction & Withholdings - Other	8,989.26
--	----------

Total 2150-00 - Payroll Deduction & Withholdings 671,219.62

Total Other Current Liabilities 671,219.62

Total Current Liabilities 685,519.79

Long Term Liabilities

2121 - Loans Payable

5007 Fyler Loan - CD 12/3/2019	583,932.77
--------------------------------	------------

5/3 Loan - CD 9/9/2018	2,392,500.00
------------------------	--------------

5/3 Loan - CD 01/10/20	717,500.00
------------------------	------------

5/3 Loan - CD 01/10/20 5 Year	322,916.61
-------------------------------	------------

PPP Loan	2,080,300.00
----------	--------------

Total 2121 - Loans Payable 6,097,149.38

Total Long Term Liabilities 6,097,149.38

Total Liabilities 6,782,669.17

Equity

3113-00 - Unrestricted Net Assets	4,524,048.99
-----------------------------------	--------------

Net Income	808,520.63
------------	------------

Total Equity 5,332,569.62

TOTAL LIABILITIES & EQUITY 12,115,238.79

Name	Campus	New or Returnin	Position	2021-2022 Total Salary
Alexandra Wilson	Fyler	Returning	Paraprofessional	\$ 30,000.00
Allison Shea	Fyler	Returning	Language Arts Teacher & Title I LA Teacher	\$ 43,000.00
Amanda Taylor	Fyler	Returning	Counselor	\$ 46,350.00
Andrea Neudorf	Fyler	Returning	Science Teacher	\$ 43,300.00
Andrew Morrow	Fyler	Returning	Language Arts Teacher & 11th Grade Chair	\$ 53,000.00
Antonio DiTucci	Fyler	Returning	Spanish Teacher	\$ 52,450.00
Ashleigh Moffit	Fyler	Returning	Music Teacher	\$ 40,400.00
Ayse Erdogan	Fyler	Returning	Mathematics Teacher	\$ 46,000.00
Bilal Gurses	Fyler	Returning	Assistant Principal of Operations	\$ 60,250.00
Brian Schick	Fyler	Returning	Principal - Fyler Middle	\$ 80,000.00
Brian Seymour	Fyler	Returning	Physical Education Teacher	\$ 42,250.00
Carolyn Bland	Fyler	Returning	Art Teacher & 12th Grade Chair	\$ 48,450.00
Catherine Van Winkle	Fyler	Returning	Music Teacher	\$ 53,050.00
Chelsea DiBello	Fyler	Returning	Mathematics Teacher	\$ 42,250.00
Christie Doyle	Fyler	Returning	Social Studies Teacher	\$ 47,750.00
Christopher Manian	Fyler	Returning	Mathematics Teacher	\$ 48,450.00
Donald Bolyard	Fyler	Returning	Mathematics Teacher	\$ 51,500.00
Emily Lukens	Fyler	Returning	ESL Teacher	\$ 46,000.00
Erik Schneider	Fyler	Returning	Social Studies Teacher & 6th Grade Chair	\$ 50,500.00
Fatih Ozkaya	Fyler	Returning	Mathematics Teacher & CYP	\$ 60,800.00
Fuat Uysal	Fyler	Returning	Mathematics Teacher	\$ 46,900.00
Haley Peetz	Fyler	Returning	Spanish Teacher	\$ 47,250.00
Harris Schiff	Fyler	Returning	Mathematics Teacher	\$ 48,850.00
Heidi Abbott	Fyler	Returning	Music Teacher	\$ 48,000.00
Isabella Mirgaux	Fyler	Returning	Language Arts Teacher	\$ 43,600.00

Ita Pumphrey	Fyler	Returning	Title I Math Teacher	\$ 51,500.00
Jackie Parker	Fyler	Returning	Physical Education Teacher	\$ 43,250.00
Jacquelyn Hibbler	Fyler	Returning	HS - APSC	\$ 60,000.00
Jamie Dingess	Fyler	Returning	Language Arts Teacher	\$ 44,000.00
Jean Rakey	Fyler	Returning	Reading Specialist	\$ 46,350.00
Jessica Maybearry	Fyler	Returning	Science Teacher	\$ 47,000.00
Justin Gunterman	Fyler	Returning	Language Arts Teacher	\$ 41,200.00
Katherine Clarke	Fyler	Returning	Language Arts Teacher	\$ 50,000.00
Kelly Dodson	Fyler	Returning	Mathematics Teacher & 9th Grade Chair	\$ 60,300.00
Kristy Moss	Fyler	Returning	Science Teacher	\$ 46,000.00
LarGlendal Wallace	Fyler	Returning	Special Education Teacher	\$ 50,500.00
Lauren Stephenson	Fyler	Returning	ESL Teacher	\$ 47,000.00
Mable Paquin	Fyler	Returning	Language Arts Teacher	\$ 50,000.00
Marvin Davis	Fyler	Returning	Paraprofessional	\$ 30,000.00
Mary LaTragna	Fyler	Returning	Title I Math Teacher	\$ 51,500.00
Mary Winter	Fyler	Returning	Social Studies Teacher	\$ 51,500.00
Matt Sagnak	Fyler	Returning	Assistant Superintendent	\$ 87,000.00
Matthew Swain	Fyler	Returning	Computer Teacher	\$ 47,900.00
Michael Westphal	Fyler	Returning	Language Arts Teacher	\$ 43,000.00
Mindy Steiniger	Fyler	Returning	Science Teacher	\$ 53,600.00
Mustafa Icel	Fyler	Returning	Principal - Fyler High	\$ 80,000.00
Nicholas Howard	Fyler	Returning	Athletic Director & Physical Education Teach	\$ 62,650.00
Nicolas Cruz	Fyler	Returning	HS - Counselor	\$ 42,000.00
Peter Allison	Fyler	Returning	Special Education Teacher	\$ 54,350.00
Quinne Hibbler	Fyler	Returning	Building Sub Teacher	\$ 30,000.00
Rebecca Austin	Fyler	Returning	Assistant Principal of School Culture - MS	\$ 60,000.00
Rebecca Watt	Fyler	Returning	Social Studies Teacher	\$ 42,750.00

Rustin Parker	Fyler	Returning	Language Arts Teacher	\$ 50,500.00
Shannon Linders	Fyler	Returning	Mathematics Teacher	\$ 42,250.00
Shannon Michel	Fyler	Returning	Social Studies Teacher	\$ 51,500.00
Stefanie Stringer	Fyler	Returning	Special Education Teacher	\$ 50,000.00
Stephanie Lenhardt	Fyler	Returning	Title I LA Teacher	\$ 45,650.00
Stevan Doll	Fyler	Returning	Special Education Teacher	\$ 45,650.00
Sukru Kaya	Fyler	Returning	Assistant Principal of Academics - MS	\$ 71,000.00
Suleyman Karaman	Fyler	Returning	College Counselor & Powerschool Coordinator	\$ 61,800.00
Todd Martin	Fyler	Returning	Science Teacher	\$ 46,000.00
Trudy Williams	Fyler	Returning	Specials Dept. Head	\$ 65,800.00
Yasemin Ozkaya	Fyler	Returning	College Counselor	\$ 56,000.00
Zokirjon Mirzoev	Fyler	Returning	IT Manager	\$ 69,750.00
Christopher Stockton	Fyler	New	Mathematics Teacher	\$ 43,500.00
Clare Wilson	Fyler	New	SE Teacher	\$ 38,000.00
Daniel Jones	Fyler	New	PE Teacher	\$ 44,000.00
Elijah Andrews	Fyler	New	ELA Teacher	\$ 38,500.00
Eric Davis	Fyler	New	ELA Teacher	\$ 42,500.00
Erwin Macalalad	Fyler	New	HS - Math Teacher	\$ 43,000.00
Holly Marek	Fyler	New	Speech and Language Therapist	\$ 48,000.00
Marcus Oaks	Fyler	New	MS - Science Teacher	\$ 48,500.00
Megan Mills	Fyler	New	MS - Math Teacher	\$ 50,000.00
Megan Nivin	Fyler	New	MS - Math Teacher	\$ 42,750.00
Renata Stinebrook	Fyler	New	Occupational Therapist	\$ 51,500.00
Rhonda Burkhart	Fyler	New	PH - PE Teacher	\$ 52,000.00
Shannon Moutrie	Fyler	New	HS - Social Studies Teacher	\$ 48,500.00
Stephanie Mills	Fyler	New	HS - Math Teacher	\$ 54,000.00
Terri Thomas	Fyler	New	MS - Science Teacher	\$ 50,000.00

Nuh Celik	Smiley	Returning	Principal	\$ 91,000.00
Janet Moak	Smiley	Returning	Assistant Principal of Academics	\$ 73,336.00
Kathie McCann	Smiley	Returning	Assistant Principal of School Culture	\$ 68,205.31
Theresa Winschel	Smiley	Returning	KB	\$ 48,380.00
Brittany Park	Smiley	Returning	KC	\$ 55,060.45
Morgan Haegele	Smiley	Returning	1A	\$ 37,000.00
Michelle Hamilton	Smiley	Returning	1B	\$ 54,281.00
Kellie McEnaney	Smiley	Returning	1C	\$ 52,985.00
Caroline Ronzio	Smiley	Returning	2A	\$ 43,775.00
Anna Sodemann	Smiley	Returning	2B	\$ 37,000.00
Sarah New	Smiley	Returning	2C	\$ 44,500.00
Michele Golubski	Smiley	Returning	3A	\$ 52,470.00
Katie Swarts	Smiley	Returning	3B	\$ 40,314.20
Patricia Neiswander	Smiley	Returning	3C	\$ 42,170.00
Kathlyn Belobraydic	Smiley	Returning	4-5 SST	\$ 45,500.00
Fatma Hoca	Smiley	Returning	5 Math	\$ 47,493.30
Serpil Iyiyol	Smiley	Returning	4-5 Science	\$ 46,547.50
Jennifer Key	Smiley	Returning	5 ELA	\$ 51,656.30
Ihsan Demirezen	Smiley	Returning	4-5 Science	\$ 49,350.00
Gokhan Ozturk	Smiley	Returning	4-Mathematics	\$ 49,880.00
Emily Mulligan	Smiley	Returning	Art	\$ 41,375.10
Sarah Burk	Smiley	Returning	Music	\$ 52,985.00
Corey Henderson	Smiley	Returning	PE	\$ 49,137.50
Aladin Jasarevic	Smiley	Returning	PE	\$ 46,252.15
Royal Gasimov	Smiley	Returning	Computer/IT	\$ 50,410.00
Lisa Rae	Smiley	Returning	Computer	\$ 42,436.00
Traci Behrens	Smiley	Returning	Library	\$ 50,140.40

Bilal Turan	Smiley	Returning	Elite Math	\$ 50,440.00
Jody Shaffer	Smiley	Returning	Title 1 Reading	\$ 52,985.00
Syrita Morgan	Smiley	Returning	Title-I	\$ 41,500.00
Mark Steketee	Smiley	Returning	Title 1 Math	\$ 42,436.00
Robyn Gunn	Smiley	Returning	School Counselor	\$ 43,200.00
Erinn Schmoele	Smiley	Returning	Special Education	\$ 41,200.00
Rebecca Thompson	Smiley	Returning	Paraprofessional	\$ 30,644.00
Patrick Brennan	Smiley	Returning	In-House Sub	\$ 38,000.00
Mary Hannibal	Smiley	Returning	Paraprofessional	\$ 30,000.00
Harun Cilingir	Smiley	Returning	Operations Manager	\$ 66,950.00
Huseyin Yagci	Smiley	Returning	District STEM Coordinator	\$ 70,000.00
Timothy Cummins	Smiley	New	4th Grade Reading	\$ 49,000.00
Anna Prost	Smiley	New	KA	\$ 42,000.00
Jennifer Ackerman	South	Returning	Special Ed. + Chair	\$ 55,590.00
Kimberlyn Anderson	South	Returning	Instructional Assistant	\$ 32,000.00
Erkan Bayar	South	Returning	IT Specialist/Manager	\$ 60,785.00
Michael Bono	South	Returning	4th grade Teacher + Grade Chair	\$ 50,388.00
Todd Robinson	South	Returning	Assistant Principal of School Culture	\$ 62,500.00
Sarah Darby	South	Returning	Social Worker/Counselor	\$ 50,946.00
Ebony Davis	South	Returning	Instructional Assistant/Sub.	\$ 30,000.00
Paula Fitzgerald	South	Returning	Title Reading/Math Teacher	\$ 47,206.00
Wendy Gilliam	South	Returning	Principal - GSA South	\$ 87,418.00
Kevin Grimmett	South	Returning	Instructional Assistant/Sub.	\$ 26,523.00
Ena Hadzisakov	South	Returning	Instructional Assistant/Sub.	\$ 33,294.00
Belinda Haynes	South	Returning	Instructional Assistant/Sub.	\$ 30,000.00
Jennifer Hoban	South	Returning	Title Reading/Math Teacher	\$ 52,195.00
Hannah Lindsey	South	Returning	Sped. Teacher	\$ 41,491.00

Norma Martinez	South	Returning	Sped. Teacher	\$ 42,584.00
Marian Meiners	South	Returning	Title Reading Teacher/Coaching/ RTT/Mentor	\$ 50,701.00
Mehmet Okay	South	Returning	Assistant Principal of Operations	\$ 67,356.00
Megan Peifer	South	Returning	5th grade Social Studies Teacher + Grade Chair	\$ 60,981.00
Jacob Riley	South	Returning	PE Teacher + Dept. Head	\$ 46,455.00
Amanda Robinson	South	Returning	Title Reading Teacher + K-2 Dept. Head	\$ 55,935.00
Brandy Rutgers	South	Returning	1st grade Teacher	\$ 39,253.00
Enisa Sahbegovic	South	Returning	ELL Teacher/Dept. Head/Coord.	\$ 53,354.00
Megan Trucks	South	Returning	2nd Grade Teacher/Grade Chair	\$ 43,905.00
Jessica Turner	South	Returning	1st Grade Teacher	\$ 42,753.00
Belinda Vose	South	Returning	Librarian/+CYSP Coord.	\$ 49,458.00
Megan Wade	South	Returning	Elite Math Teacher	\$ 54,439.00
Debra Weaver	South	Returning	Assistant Principal of Academics	\$ 74,263.00
Elizabeth Jendraszak	South	Returning	3rd Grade Teacher +Grade Chair	\$ 55,511.00
Rebecca Mana	South	Returning	Kg. Teacher + Grade Chair	\$ 50,925.00
Sara Prott	South	Returning	Kg. Teacher	\$ 43,260.00
Beth Dierker	South	Returning	Kg. Teacher	\$ 44,805.00
Sydney Ownby	South	Returning	2nd Grade Teacher	\$ 40,685.00
Nora Ryan	South	Returning	2nd Grade Teacher	\$ 44,805.00
Gabrielle Barton	South	Returning	3rd Grade Teacher	\$ 40,170.00
Stacey Launius	South	Returning	4th Grade Teacher	\$ 46,350.00
Amanda Chaddick	South	Returning	4th Grade Teacher	\$ 48,770.00
Lisa Newcomer	South	Returning	Science Teacher/Sci Dept. Head	\$ 54,545.00
Shalie Dahl	South	Returning	PE Teacher	\$ 40,170.00
Kim Luedde	South	Returning	Special Education	\$ 49,440.00
Heather Pillow	South	Returning	Science Teacher	\$ 45,320.00
Sara Rye Bliss	South	Returning	Art Teacher	\$ 45,320.00

Stephanie Smith	South	Returning	Instructional Assistant/Sub.	\$ 30,000.00
Edisa Husejinovic	South	New	ELL Instructional Assistant/Sub.	\$ 30,000.00
Latasha Smith	South	New	Instructional Assistant/Sub.	\$ 30,000.00
Brittany Paglusch	South	New	1st grade Teacher	\$ 42,000.00
Alexandra Robinson	South	New	Music Teacher	\$ 46,500.00
Miriam Goldstein	South	New	Counselor	\$ 38,500.00
Brittany Paglusch	South	New	1st grade Teacher	\$ 42,000.00
Christine Underwood	South	New	5th Grade ELA Teacher	\$ 38,000.00
Catherine Baez	South	New	Coach/Mentor/ELA Dept. Head	\$ 58,500.00
Emily Clark	South	New	ELL Teacher	\$ 41,000.00
Emily Clark	South	New	ELL Teacher	\$ 41,000.00
Wendi Bulter	South	New	3rd Grade Teacher	\$ 39,000.00
Megan Anvender	South	New	Social Emotional Teacher	\$ 44,500.00

HOURLY EMPLOYEES				
Name	Campus	New/Returning	Position	21-22 Hourly Rate
Ana Juricic	Fyler	Returning	Administrative Assistant	\$ 20.00
Amra Alibasic	Fyler	New	Administrative Assistant	\$ 20.00
Aybike Celik	Fyler	Returning	College Counseling Department Assistant	\$ 14.00
Celal Okay	Fyler	New	IT Help desk	\$ 15.00
Jillian Monshausen	Fyler	Returning	Nurse	\$ 31.00
Niyaz Gasanov	Fyler	Returning	Custodian / Janitor	\$ 24.00
Raul Pham	Fyler	Returning	IT Help desk	\$ 15.00
Kayla Green	Fyler	Returning	Secretary	\$ 18.75
Zeynep Kaya	Fyler	Returning	IT Help desk	\$ 15.00
Anne Knese	Smiley	Returning	Nurse	\$ 33.00

Donald Conner	Smiley	Returning	Custodian/Maintenance	\$ 22.00
Selma Avdagic	Smiley	Returning	Secretary	\$ 20.00
Tasha McIntosh	Smiley	Returning	Secretary	\$ 20.50
Rebecca Thompson	Smiley	Returning	After/Beforecare Supervisor	\$ 20.00
Miriam Solis	Smiley	Returning	After/Beforecare	\$ 17.00
Estelle Johnston	Smiley	Returning	After/Beforecare	\$ 14.00
Fatima A. Celik	Smiley	Returning	After/Beforecare	\$ 17.00
Zeynep Kaya	Smiley	Returning	After/Beforecare	\$ 15.00
Norma Andrade	Smiley	Returning	After/Beforecare	\$ 14.50
Madelyn Thunehorst	Smiley	Returning	After/Beforecare	\$ 13.00
Patrice Jefferson	South	Returning	Office Manager/Enrollment Specialist	\$ 21.60
Caitlyn Bolozky	South	Returning	Administrative Assistant	\$ 21.60
Adem Kilic	South	New	Custodian/Maintenance	\$ 19.00
Samid Mamedov	South	Returning	Custodian/Maintenance	\$ 21.00
Haley Pepper	South	Returning	Nurse	\$ 28.00

TEACHER RETENTION RATES

South		Fyler		Smiley	
T. Returning	35	T. Returning	50	T. Returning	29
Teachers Left	8	Teachers Left	8	Teachers Left	3
New	11	New	13	New	2
Retention	81%	Retention	86%	Retention	91%

District Total

T. Returning	114
Teachers Left	19
New	26
Retention	86%

Administrative Memo

Date: July 14, 2021
To: Superintendents and Administrators of Special Education
From: Stephen Barr, Assistant Commissioner, Office of Special Education
Subject: SE-21-001 — 2021 Missouri State Plan for Special Education and Required Local Compliance Plan Approval

Federal regulations implementing Part B of the Individuals with Disabilities Education Act (IDEA) require responsible local education agencies (LEAs) providing for the education of children with disabilities within their jurisdiction to have in effect policies, procedures, and programs that are consistent with the state policies established under applicable federal regulations, [34 C.F.R. §300.201](#).

LEAs must adopt a local compliance plan consistent with the requirements in the [2021 Missouri State Plan for Special Education](#), which went into effect on June 30, 2021. The local compliance plan statement is due to the Department of Elementary and Secondary Education's (DESE's) Office of Special Education by October 1, 2021. DESE's [Local Compliance Plan](#) webpage includes instructions on how to proceed with the adoption of the local plan and board approval, as well as how to submit the local compliance plan certification statement to DESE's Office of Special Education. Each time a new state plan is published, a new local compliance plan must be adopted.

If you have questions or need additional information about adopting a local compliance plan, please contact Ashley Buchmiller in the Compliance section of DESE's Office of Special Education at 573-751-0699 or secompliance@dese.mo.gov.

July 15, 2021

Dear Superintendent/Administrator:

ACTION REQUIRED

Federal regulations implementing Part B of the Individuals with Disabilities Education Act (IDEA) require responsible public agencies providing for the education of children with disabilities within their jurisdiction to have in effect policies, procedures, and programs that are consistent with the state policies established under applicable federal regulations. At this time, the Office of Special Education has published an updated model Local Plan for Compliance which is consistent with the provisions in the Missouri State Plan for Special Education which became effective June 30, 2021. This document is available on our website at <http://dese.mo.gov/local-compliance-plan>. This letter contains instructions for the completion of compliance requirements regarding the adoption of your agency's Local Compliance Plan for Special Education.

Please note: Even if your agency does not receive any IDEA Part B funds, your agency is still required to have a local compliance plan and submit annual assurances to DESE regarding the provision of services to students with disabilities under the IDEA.

If you have any questions regarding the procedures for adopting/adapting the Local Compliance Plan, please contact the Compliance Section at 573-751-0699 or via email to secompliance@dese.mo.gov.

Sincerely,



Beverly Luetkemeyer, Director
Special Education Compliance

la
Enclosures
c: Director of Special Education

**Instructions for Adopting/Adapting the Local Compliance Plan
for the Office of Special Education
Due Date—October 1, 2021**

In order to assist the responsible public agencies in meeting the requirement to have a Local Compliance Plan, the Office of Special Education has made available a model plan which can be found on our website at <http://dese.mo.gov/local-compliance-plan>.

Public agencies must adopt or adapt a Local Compliance Plan and, by October 1, 2021, must complete the enclosed certification statement in accordance with the instructions below:

Step 1. Your agency must choose one of the following options for their local compliance plan:

- Option A.** Adopt the model plan provided by the Department of Elementary and Secondary Education (DESE). If the agency adopts the state's model plan, it is automatically approved by DESE. You do not need to submit a copy of your plan to DESE, but a certification statement must be submitted.

- Option B.** Adopt the model plan with local revisions. The agency must submit a copy of the pages on which revisions have been made with the revisions highlighted. These revisions must be approved by DESE before the agency's compliance becomes final. (Note: Simply placing your agency's name into the model plan does not constitute a revision. Revisions are substantive changes to the content of the plan.)

- Option C.** Write your own compliance plan. The agency must submit a copy of the plan for approval by DESE. The agency's plan will not become final until receipt of approval from DESE.

Step 2. Your agency's governing board must approve the Local Compliance Plan and complete the enclosed certification statement. (see notes 1-4) If your agency's governing board chooses Option B or C please contact DESE for documents needed at lori.abercrombie@dese.mo.gov

Step 3. For all options listed above, submit the certification statement to the address below. The certification can be found at: <https://dese.mo.gov/media/pdf/certification-statement>. Also, submit the model compliance plan to DESE only if required in accordance with the instructions in Step 1, option B or C.

All required documentation is to be submitted to:

MO Department of Elementary and Secondary Education
Office of Special Education-Compliance
Attn: Lori Abercrombie
P.O. Box 480
Jefferson City, MO 65102
Fax: 573-751-3910

Instructions for Adopting/Adapting the Local Compliance Plan and Completing the Required Assurance for the Office of Special Education, *continued*

Note 1: All plans (options A, B, or C) must be approved by the agency's governing board prior to its submission to DESE even though under Options B and C the plan has not had final approval from DESE. Also, any future revisions must go back to your governing board for approval and likewise for approval by DESE.

Note 2: This communication does not apply to component districts of the Special School District of Pemiscot County or those component districts of St. Louis County in which services for all students (ages 3 to 21) are provided by the Special School District of St. Louis County. For those districts, the Special School District will be responsible for adopting the local compliance plan and submitting all necessary documentation to DESE. The SSD and the component districts will need to develop an Assurance Document based upon the SSD compliance plan and Section XV of the Missouri State Plan by October 1, 2021, and submit that Assurance Document to DESE.

Note 3: This communication **does** apply to those component districts in St. Louis County that provide services to Early Childhood children ages 3 to 5 (not kindergarten eligible) with disabilities. Those districts must have a local compliance plan for their Early Childhood Special Education program and submit all required documentation to DESE.

Note 4: Page 34 of the Local Compliance Plan requires each agency to make a decision concerning Determination of Eligibility for Young Children, ages 3 through 5. Likewise, page 94 requires a decision concerning Purchase of Instructional Materials. Please ensure these decisions have been made and noted in your plan prior to submitting the attached certification statement.

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 5th Floor, 205 Jefferson Street, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or Relay Missouri 800-735-2966.



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
OFFICE OF SPECIAL EDUCATION-COMPLIANCE

LOCAL COMPLIANCE PLAN CERTIFICATION STATEMENT

SCHOOL DISTRICT NAME		COUNTY-DISTRICT CODE
DISTRICT CONTACT	DISTRICT PHONE NUMBER	DISTRICT FAX NUMBER

INSTRUCTIONS

Complete the Adoption and Certification sections below. The form must be signed by the Board President, Superintendent, and Compliance Plan Contact.

Submit form via MAIL or FAX to: Special Education Compliance
Missouri Department of Elementary and Secondary Education
PO Box 480
Jefferson City, MO 65102 or Fax 573-751-3910

QUESTIONS: Contact Special Education Compliance at 573-751-0699 or secompliance@dese.mo.gov

ADOPTION

The Responsible Public Agency has chosen the following (check only one) in regard to adoption of a local plan for compliance with state and federal regulations implementing the Individuals with Disabilities Education Act (IDEA):

Option A: Adopt the Model Compliance Plan made available by the Department of Elementary and Secondary Education (DESE).

Option B: Adapt the Model Compliance Plan made available by the Department with agency revisions. All pages on which revisions have been made to the Model Compliance Plan with highlighted revisions are enclosed. These revisions must be approved by DESE before the agency's plan becomes final.

Option C: Agency developed Compliance Plan (plan enclosed for DESE's approval).

CERTIFICATION

The Responsible Public Agency assures that the agency's Compliance Plan and applicable state and federal regulations constitute the basis for operation and administration of the activities to be carried out in the agency under Part B of the IDEA, to provide special education services for all children with disabilities between the ages of three (3) and twenty-one (21) who meet the eligibility criteria as stated in this plan and under the jurisdiction of the agency.

The Responsible Public Agency assures that programs administered under Part B of the IDEA are in accordance with the assurances provided in 34 CFR 76.301 of the General Education Provision Act (GEPA) and that federal funds made available under Part B of the IDEA are used in accordance with the excess cost and maintenance of fiscal effort and comparable services requirements of 34 CFR Sections 300.202 - 300.205 of the federal regulations governing the IDEA.

The local compliance plan was adopted by the Governing Board of the agency on _____ (mm/dd/yy).

SIGNATURE OF BOARD PRESIDENT	DATE
SIGNATURE OF SUPERINTENDENT	DATE
SIGNATURE OF COMPLIANCE PLAN CONTACT PERSON	DATE

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Office of the General Counsel, Coordinator – Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 6th Floor, 205 Jefferson Street, P.O. Box 480, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or TTY 800-735-2966; email civilrights@dese.mo.gov.

GSA BYLAWS UPDATE

The Sponsor brought to our attention that Article X-Amendments of the GSA Bylaws does not comply with the MO Sunshine Laws. Please see both the existing and recommended language below. The legal counsel provided the recommended language, and the GSA Board Governing Committee proposes to approve the new Article X-Amendments section.

ARTICLE X - AMENDMENTS (Current)

Section 10.1 Amendments The Board of Directors shall have the power to make, amend, and repeal these bylaws and any additional and supplemental bylaws, at any regular or special meeting of the Board of Directors, and notice of any such proposed additional or supplemental bylaws, or the proposed repeal or amendment of any bylaw need not be included in the call of said meeting.

ARTICLE X – AMENDMENTS (New)

Section 10.1 Amendments Except as otherwise specifically provided in these bylaws, the bylaws of this corporation may be amended or new bylaws adopted upon the approval of a majority of all directors in office. If an amendment is to be approved at a meeting of the board of directors, 30 days' notice of the meeting must be given by the chairman of the board, the president, or at least 20 percent of the directors then in office. The notice must state that the purpose of the meeting is to consider a proposed amendment to the bylaws and contain or be accompanied by a copy or summary of the amendment. This corporation shall keep at its superintendent's office a copy of the bylaws, as amended, which shall be open to inspection by any board member at all reasonable times during office hours.

All amendments shall comply with any state and federal statutes and regulations governing charter public schools in Missouri.