Gateway Science Academy Board of Directors Meeting April 17, 2024, at 4:00 pm

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

Zoom Meeting ID: 831 1810 1995 **Password: Gators**

AGENDA

Call to Order	Dr. Bagwell
Roll Call	Dr. Bagwell
Mission Statement	Dr. Bagwell
Approval of the Agenda	Dr. Bagwell
Public Input Session	Dr. Bagwell

(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

Cognia School and STEM Accreditation	Mr. Blackstone
Consent Agenda	Dr. Bagwell
Approval of February 7, 2024 Meeting Minutes Approval of January, February, and March Financials Approval Personnel Report	Dr. Bagwell Mr. Damar Mr. Blackstone
Items for Action	
Approval of Financial Auditor Approval of FY25 Budget Approval of Updated Policy Manual Approval of Updated Salary and Raise Structure Approval of Personal/Sick Day Policy Approval of Concept Short-Term Loan	Mr. Damar Mr. Damar Mr. Blackstone Mr. Blackstone Mr. Blackstone Mr. Blackstone
Student Achievement and Activities	
Sponsor's Annual Report for SY23	Mrs. McGeehon
Superintendent's Report	Mr. Blackstone
School Dashboard and Academic Updates	Mr. Blackstone
Board Related:	
Board Training – Book Study Personal Financial Disclosure	Mr. Durhan Dr. Bagwell
Other Business:	
Facility Update – Renovation Project	
Adjourn the Meeting	Dr. Bagwell

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 February 7, 2024, at 4:00 pm

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

Zoom Meeting ID: 830 2467 2729 Password: Gators

MEETING MINUTES

1. Session Opening:

Dr. Bagwell commenced the meeting to order with the roll call at 4:05 pm.

Members Present: Tim Bagwell, Orville (Beau) Goerger, Kennedy Maranga (left at 4:53), Jacquelyn Lewis-Harris (online), Patricia Hunt (online), Ali Durhan, Ahmet Baltaci (joined at 4:10)
Members Absent: None
GSA: Nuh Celik – Principal, Matt Sagnak – Asst. Superintendent, Brian Schick – DTL, Debra Weaver - Principal
Concept Schools: Engin Blackstone – Superintendent, Hasan Damar – Treasurer, Sedat Duman – Concept CEO and President

Dr. Bagwell read the mission statement.

2. Adopt an Agenda:

Mr. Durhan made a motion to adopt the agenda. Mr. Goerger seconded.

Roll Call to Adopt the Agenda:

Tim Bagwell: **Aye**, Beau Goerger: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Ali Durhan: **Aye**, Patricia Hunt: **Aye**, Kennedy Maranga: **Aye**

Motion approved.

3. Public Input:

None

4. Announcements/Acknowledgements

Mr. Blackstone provided information about the Sponsor's Portfolio Meeting. It is held at Columbia, and Dr. Bagwell, Mr. Blackstone, Mr. Matt, and Mr. Damar represented GSA.

Mr. Sedat Duman, the President and CEO of Concept Schools, joined the meeting in person. He invited the Board members to the Concept Schools Summer Leadership Summit.

5. Approval of the Consent Agenda

Mrs. Hunt made a motion to approve the consent agenda, and Dr. Kennedy seconded.

Approval of December 13, 2023 Meeting Minutes

No discussion

Approval of December 2023 Financials

Mr. Damar presented the budget details below:

- The December P&L report shows \$2,541,999 in total revenue and \$2,048,116 in expenses. It shows a \$493,883 surplus

- End of December – half year - revenue is 53.8%, and expenditure is 53.2%. They are expected to be close to 50%

- The total cash balance is \$6,102,738 as of December 31, 2023. We have 95 days of unrestricted cash on hand.

- The total loan balance is \$2,388,665.

Approval Personnel Report

Mr. Blackstone presented the new hires and resignations since the last Board meeting.

Roll Call to Approve the Consent Agenda:

Tim Bagwell: **Aye**, Beau Goerger: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Ali Durhan: **Aye**, Patricia Hunt: **Aye**, Kennedy Maranga: **Aye**, Ahmet Baltaci: **Aye**

The consent agenda approved unanimously.

6. Items for Action:

Approval of 24.25 Academic Calendar

Mr. Blackstone presented the 24.25 Academic Calendar. The first day for all staff is Wednesday, August 7th, and the first day for school is Monday, August 19th. The proposed calendar shows 175 instruction days, and the last day of school is Friday, May 23rd.

Mr. Goerger made a motion to approve the 24.25 Academic Calendar, Mr. Durhan seconded.

Roll call to Approve:

Tim Bagwell: **Aye**, Beau Goerger: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Ali Durhan: **Aye**, Patricia Hunt: **Aye**, Kennedy Maranga: **Aye**, Ahmet Baltaci: **Aye**

The motion approved unanimously.

Approval of Charter Renewal

Dr. Bagwell and Mr. Blackstone worked on the intent to renew GSA's charter for another term by mentioning the school's key success items and shared the letter with the entire Board for their approval. The letter is submitted to the Sponsor before its March 31st deadline, and they acknowledge the receipt of our intent to renew the letter. Mr. Blackstone asked for an official motion and roll call to include the renewal decision for the meeting records.

Mr. Durhan made a motion to approve the charter renewal, Mr. Goerger seconded.

Roll Call to Approve:

Tim Bagwell: **Aye**, Beau Goerger: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Ali Durhan: **Aye**, Patricia Hunt: **Aye**, Kennedy Maranga: **Aye**, Ahmet Baltaci: **Aye**

Motion approved unanimously.

7. Student Achievement and Activities - Superintendent's Report

Dr. Schick provided updates about the District's academic progress, and Mr. Blackstone presented a brief dashboard report.

8. Board Related:

Board Training-Book Study

Mr. Durhan led the discussion for the first two chapters of the Governing for Greatness book and went over the guiding questions. The Board decided to review the bylaws as a takeaway from the study.

Personal Financial Disclosure:

Dr. Bagwell reminded the Board to submit their PFDs by May 1st.

Board Acknowledgement of Closure Assurance

Board members reviewed and acknowledged the closure requirements set by the State and Sponsor.

Concept School Board Retreat

Mr. Duman covered this item at the beginning of the meeting.

9. Other Business

Facility Update: Mr. Blackstone reported that the demolition is complete; infrastructural work and structural repairs are in progress. He has weekly update meetings with the GC and architects to monitor progress closely.

10. Adjourn the Meeting

Mr. Goerger made a motion to adjourn the meeting; Mr. Durhan seconded.

Roll Call to Adjourn:

Tim Bagwell: **Aye**, Beau Goerger: **Aye**, Jacquelyn Lewis-Harris: **Aye**, Ali Durhan: **Aye**, Patricia Hunt: **Aye**, Ahmet Baltaci: **Aye**

The meeting adjourned at 5:11 pm.



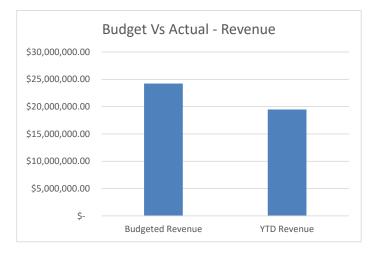
April 17, 2024

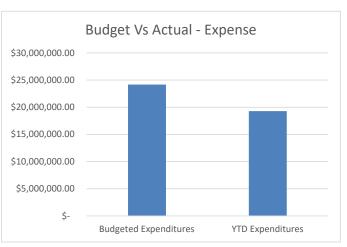
FINANCIAL STATEMENTS



GSA Financ	ial Dashboard March 2024		Loan Detail	ls
 GSA has \$217,277 surplace 	olus at the end of March 20	24.		
 Total cash-in-hand is \$ 	5,797,199.45.			
 Unrestricted days cash 	on hand:82.81.			
 Long-term loan total is 	\$2,226,097.49.			
The total Current Enro	llment in is 1610.			
• 23-24 PK-12 Estimated	ADA is 1473.		N	
• 23-24 PK-12 Estimated	WADA is 1680.			
Budgeted Revenue	\$ 24,219,012.68	100.00%		
YTD Revenue	\$ 19,492,108.66	80.48%		

Budgeted Revenue	Ş	24,219,012.68	100.00%
YTD Revenue	\$	19,492,108.66	80.48%
Budgeted Expenditures	\$	24,171,211.27	100.00%
YTD Expenditures	\$	19,274,831.35	79.74%





5007 Fyler Loan - CD 12/3/2019

5/3 Loan - CD 01/10/20

Definition of Terms ADA: Average Daily Attendance WADA: Weigted Average Daily Attendance YTD: Year to Date

				FIN	ANCIA	NL STA	TEME	ENT SI	JMM	ARY					
GATEWAY SCIENCE ACADEM	NY OF ST LO	OUIS		Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
Current Enrollment															
	BUDGET-FY24	YTD													
LOCAL REVENUE	2,520,450	\$ 2,150,179.24	85.3%	302,087	175,482	269,164	248,153	263,095	224,183	204,921	285,242	177,853			
STATE REVENUE		\$ 15,185,960.52	76.3%	1,655,495	1,486,554	1,558,479	1,579,279	1,547,737	1,783,221	1,831,400	1,785,126	1,958,669			
FEDERAL REVENUE	1,805,417	\$ 2,155,968.90	119.4%	-	214,552	462,307	470,396	262,238	534,595	-	-	211,880			
Total Revenues	24,219,013	19,492,109	80.5%	1,957,583	1,876,587	2,289,950	2,297,828	2,073,070	2,541,999	2,036,321	2,070,368	2,348,402	-	-	-
SALARIES	12,900,000	\$ 9,538,252.22	73.9%	824,834	981,640	1,186,526	1,006,881	1,222,088	1,111,562	1,179,922	1,037,884	986,915			
BENEFITS	4,089,300	\$ 3,207,584.89	78.4%	304,283	360,005	363,360	347,544	369,975	359,818	362,679	377,360	362,562			
PURCHASED SERVICES	5,001,111	\$ 4,285,701.76	85.7%	377,283	649,669	616,459	389,530	456,919	401,947	392,292	449,048	552,554			
SUPPLIES AND MATERIALS	1,963,000	\$ 1,776,590.82	90.5%	261,422	196,314	288,850	222,495	157,050	46,550	308,361	152,735	142,813			
CAPITAL OUTLAY	217,800	\$ 466,701.66	214.3%	31,772	15,984	16,520	135,547	38,222	128,239	14,427	106,605	(20,614)			
Total Expenditures	24,171,211	19,274,831	79.7%	1,799,593	2,203,612	2,471,716	2,101,997	2,244,253	2,048,116	2,257,680	2,123,633	2,024,230	-	-	-
NET INCOME	47,801	217,277		157,990	(327,025)	(181,767)	195,831	(171,183)	493,883	(221,359)	(53,265)	324,172	-	-	-
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Midwest Bank Register (QB) Balance Midwest Bank Cleared Balance				\$ 2,118.13 \$ 2,118.13						\$ 806,528.29 \$ 810,488.29		\$ 765,205.49 \$ 765,205.49			
Midwest Bank Cleared Balance Midwest Savings Register (QB) Balance				+ -/			\$ 45,402.37 \$ 5,009,000.48								
Midwest Savings Cleared Balance							\$ 5,009,000.48			\$ 5,008,940.74					
5/3 Bank 2066 Register (QB) Balance				\$ 1,589,937.61							\$ 34,951.69				
5/3 Bank 2066 Cleared Balance				\$ 1,589,937.61					\$ 1,051,455.42						
BUSINESS				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,											
BOSINESS															
5/3 Loan - 2022	2,041,659														
5007 Fyler Loan - CD 12/3/2019	184,438														
Total Loan Principal Payment for FY22	487,702														
Payments Over \$5,000															
	\$ 5,000.00				\$ 12,500.00										
	\$ 11,925.00			Macmillan Holding											
The Link Development STL Bonhomme Cowman Construction	\$ 7,600.00 \$ 67.845.60			Gateway Security S Macmillan Holding											
	\$ 67,845.60 \$ 10,470.31			Coralic Architectur											
Outfront Media	\$ 25,463.75			The Link Developm											
	\$ 12,393.40			Global Environmen											
	\$ 7,600.00			clocal Environment	÷ -3,700.00										
The Link Development STI															
The Link Development STL															
IXL Learning															

Gateway Science Academy of St Louis Budget Vs Actual As of March 31, 2024

	July 23 - Mar. 24	FY 2024 Budget	% of Budget
Income			
Local Revenue	2,150,179.24	2,520,450.00	85.31%
State Revenue	15,185,960.52	19,893,145.68	76.34%
Federal Revenue	2,155,968.90	1,805,417.00	119.42%
Total Income	\$ 19,492,108.66	\$ 24,219,012.68	80.48%

Expense

al Expense	\$ 19,274,831.35	\$ 24,171,211.27	79.74
Capital Outlay	392,295.62	84,000.00	467.02
Interest Expense	74,406.04	133,800.00	55.61
General Supplies (Supplies, Textbooks, Uniforms, etc.)	1,776,590.82	1,963,000.00	90.50
Other Purchased Services (Student Activities)	147,792.36	157,000.00	94.14
Management, Membership Fees and Other Dues	1,917,739.12	2,471,901.27	77.58
Communication (Phone, Printing, Ads)	122,518.33	135,000.00	90.75
Building & Property Insurance	91,583.02	120,587.00	75.95
Transportation Services	15,151.68	50,000.00	30.30
Property Services (Rent, Repairs, Cleaning)	1,286,031.58	1,233,623.00	104.25
Professional Services	704,885.67	833,000.00	84.62
Benefits	3,207,584.89	4,089,300.00	78.44
Salaries	9,538,252.22	12,900,000.00	73.94

\$

Net Income

217,277.31 \$ 47,801.4	217,277.31	\$	47,801.41
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454.54%

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%	

Explanations

Income

Expense

Property Services (Rent, Repairs, Cleaning): Repairs, maintenance, and cleaning service costs are higher than our assumption.

Communication (Phone, Printing, Ads): Phone services (VOIP hosting service) are paid for the whole FY. The budgeted amount still looks reasonable.

Other Purchased Services (Student Activities): Higher than our assumption.

General Supplies (Supplies, Textbooks, Uniforms, etc.): Smartboards, Chromebooks, iPads, and other instructional Capital Outlay: The construction cost wasn't included in the original budget.

Mar 31, 24

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ASSETS	
Current Assets	
Checking/Savings	
1072 · Bill.com Money Out Clearing	-13,138.49
1111-05 · Mid West Bank	23,057.53
1111-06 · Midwest Savings Account	5,008,936.43
1111-07 · Fifth Third Bank 2066	765,205.49
Total Checking/Savings	5,784,060.96
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	5,786,060.96
Fixed Assets	
1500-00 · Fixed Assets	
1529 · Soft Costs	56,219.06
1520 · Buildings	5,232,547.78
1521 · Building Improvements	5,270,681.87
1531 · Improvements Other Than Buildng	431,678.75
1541 · Equipment	1,700,838.09
1542 · Classroom Instructional Apparat	315,020.90
1543 · Vehicles	227,783.50
1549 · Accumulated Depreciation	-7,436,338.49
Total 1500-00 · Fixed Assets	5,798,431.46
Total Fixed Assets	5,798,431.46
OTAL ASSETS	11,584,492.42
IABILITIES & EQUITY	
Current Liabilities	
Credit Cards	
2172-05 · Commercial Card - Ending 2784	6,380.79
2172-08 · Commercial Card - Ending 2104	18,777.91
2172-00 Commercial Card - Ending 1330	2,321.08
2172-03 Commercial Card - Ending 1000	4,409.93
2172-10 Commercial Card - Ending 5255	1,142.01
2172-13 · Commercial Card - Ending 2467	5,666.42
2173-14 · Divvy Credit Card	8,636.45
•	
Total Credit Cards	47,334.59
Other Current Liabilities	
2150-00 · Payroll Deduction & Witholdings	
2152-00 · FICA (Soc Sec)	0.01
2156-00 · Health/Dental/Life Insu	-6,589.65
2158-00 · Teacher Retirement	264,102.41
2150-00 · Payroll Deduction & Witholdings - Other	-38,751.89
Total 2150-00 · Payroll Deduction & Witholdings	218,760.88
	218,760.88
Total Other Current Liabilities	
Total Other Current Liabilities Total Current Liabilities	266,095.47
	266,095.47
Total Current Liabilities	266,095.47
Total Current Liabilities Long Term Liabilities	266,095.47 2,041,659.00
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable	
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022	2,041,659.00
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019	2,041,659.00 184,438.49
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019 Total 2121 · Loans Payable	2,041,659.00 184,438.49 2,226,097.49
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019 Total 2121 · Loans Payable Total Long Term Liabilities	2,041,659.00 184,438.49 2,226,097.49 2,226,097.49
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019 Total 2121 · Loans Payable Total Long Term Liabilities Total Liabilities	2,041,659.00 184,438.49 2,226,097.49 2,226,097.49 2,492,192.96
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019 Total 2121 · Loans Payable Total Long Term Liabilities Total Liabilities Equity	2,041,659.00 184,438.49 2,226,097.49 2,226,097.49 2,492,192.96 8,875,022.15
Total Current Liabilities Long Term Liabilities 2121 · Loans Payable 5/3 Loan - 2022 5007 Fyler Loan - CD 12/3/2019 Total 2121 · Loans Payable Total Long Term Liabilities Total Liabilities Equity 3113-00 · Unrestricted Net Assets	2,041,659.00 184,438.49 2,226,097.49 2,226,097.49 2,492,192.96

Gateway Science Academy of St Louis

	ADM	1,708.00 FY24 Budget		1,812.00 FY25 Budget	
Income		Fiz4 Buuget		F125 Buuget	
5100 · Local Revenue					
5113 · Prop C		2,172,450.00		2,740,987.65 FY24 monthly average is \$200K.	
5141 · Interest Earning		92,000.00		95,000.00 Current rate is 2.1%. Based on 1.9% interest rate.	
5151 · Food Sales to Pupils		43,000.00		53,000.00 FY24 YTD amount is \$32250.	
5174 · Uniform Sales		13,000.00		18,000.00 FY24 YTD amount is \$15000.	
5171 · Extra-curricular/Student Activities		20,000.00		20,000.00	
5181 · After School Care		80,000.00		80,000.00	
5192 · Grants and Donations		50,000.00		50,000.00 Annual Target	
5198 · Misc Local Revenue		50,000.00		50,000.00	
5199 · Other Revenue		0.00		0.00	
Total 5100 · Local Revenue	\$	2,520,450.00	\$	3,106,987.65	
5300 · State Revenue 5311-10 · Basic Formula		40.070.005.00		21,538,828.43 3% increase Charter Payment per FWADA. Based o	n
5319 · Basic Formula-Classroom Trust		19,270,985.68 622,160.00		679,274.29 3% increase Charter Payment per FWADA. Based o	
Total 5300 · State Revenue	\$	19,893,145.68	\$	22,218,102.72	
5400 · Federal Revenue	Ť	,,	•		
5412 · Medicaid		125,000.00		160,000.00 Based on FY24 actuals.	
5441 · Special ED Part B		302,125.00		308,167.50 2% increase reflected.	
5445 · School Lunch Program		430,920.00		465,910.70 2% increase reflected.	
5446 · School Breakfast Program		121,338.00		131,190.65 2% increase reflected.	
5451 · Title I		685,449.00		699,157.98 2% increase reflected.	
5465 · Title II-A		70,905.00		72,323.10 2% increase reflected.	
5462 · Title III		26,286.00		26,811.72 2% increase reflected.	
5462 · Title IV-A		43,394.00		44,261.88 2% increase reflected.	_
				ESSER Funds are depleted in FY24. Except for ESSER	2
5498 · CARES Act/ESSER Fund		0.00		250,777.00 Summer School	
Total 5400 · Federal Revenue	¢	1,805,417.00		2,158,600.53	
Total Income Expense	\$	24,219,012.68	Þ	27,483,690.90	
Total 6100 · Salaries		12,900,000.00		13,917,333.88 68.50% of the expenses. 66.84% of revenues.	
Total 6200 · Employee Benefits		4,089,300.00		4.453.546.84 32% of the salaries.	
6300 · Purchased Services					
6310 · Professional Services					
				Kelly Services, Panorama, GoGuardian, IXL, Brain Pe	op,
				Tynker, Studies Weekly, Accelerate Learning, UMSL	
				Course Fees, PLTW, Imagine LearningRenaissance	
6311 · Instructional Services		590,000.00		680,000.00 Learning, SLU course fees, Lindenwood Uni., The Li	nk
6313 · Pupil Services		30,000.00		30,000.00 Martin Rosso - SPED Services	
		4 000 00		Spent less than expected in FY24. Same amount loc 1.000.00 reasonable for FY25.	JKS
6314 · Staff Recruitment Services		1,000.00		Spent less than expected in FY24. Same amount loc	akc
6315 · Audit Services		22,000.00		26.000.00 reasonable for FY25.	JKS
6515 Addit Services		22,000.00		Spent less than expected in FY24. Same amount loc	oks
6317 · Legal Services		85,000.00		85,000.00 reasonable for FY25.	
-				Security Services, SDAC Medicaid application service	æ,
6319 · Other Professional Services		92,000.00		92,000.00 and any other business support services.	
6318 · Banking Services		13,000.00		7,000.00 5/3 checking account fees are waived.	
Total 6310 · Professional Services		833,000.00		921,000.00	
6330 · Property Services					
				FY24 YTD is \$237,500. The monthly average is	
6331 · Cleaning Services		300,000.00		450,000.00 \$33,928. Plus new building	
6332 · Repairs and Maintenance		175,000.00		270,000.00 The monthly average is \$22500.	
6333 · Rentals-Land and Buildings		671,623.00		714,899.02 Based on contracts.	
6334 · Rentals-Equipment		25,000.00		28,000.00 FY24 YTD is \$17,400. FY24 YTD is \$14,000. The monthly average is \$2,00	0
6335 · Water and Sewer		21,000.00		28,000.00 Plus new building.	0.
		21,000.00		FY24 YTD is \$14,500. The monthly average is \$2,00	0.
6336 · Trash Removal		23,000.00		29,000.00 Plus new building.	
6337 · Technology Related Repairs		3,000.00		30,000.00 CDS Office Technologies. YTD \$15,300.	
				Spent less than expected in FY24. Same amount loo	oks
6339 · Other Property Services		15,000.00		15,000.00 reasonable for FY25.	
Total 6330 · Property Services		1,233,623.00		1,564,899.02	
6340 · Transportation Services					

Gateway Science Academy of St Louis

B33 - Travel 500000 500000 500000 Construction S00000 S00000 S00 S00000 S00000 S00 S00000 S00000 S00 S00000 S00000 S00 S75000 Factorial Soft S00 S75000 Factorial Soft S00 Soft Spent less than expected in FV24. Same amount looks S00 Soft Spent less than expected in FV24. Same amount looks S00 Communication Spent less than expected in FV24. Same amount looks S01 Communication Spent less than expected in FV24. Same amount looks S02 Communication Spent less than expected in FV24. Same amount looks S02 Communication Spent less than expected in FV24. Same amount looks S03 Communication Spent less than expected in FV24. Same amount looks S03 Communication Spent less than expected in FV24. Same amount looks S03 Communication Spent less than expected in FV24. Same amount looks S03 Communication Spent less than expected in FV24. Same amount looks <th></th> <th></th> <th></th> <th>Spent less than expected in FY24. Same amount looks</th>				Spent less than expected in FY24. Same amount looks
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	Total 6500 · Capital Outlay	217,800.00		
	Total Expense	\$ 24,171,211.27	\$ 26,820,676.14	
	Net Income	\$ 47,801.41	\$ 663,014.76	

PERSONNEL REPORT 04.17.2024 NEW HIRES												
Ramazan	Alkan	Mathematics Teacher	Fyler Middle	\$25,165.00	\$58,000.00	2/9/2024						
Kader	Bayar	Mathematics Teacher	Fyler High	\$16,545.00	\$53,000.00	2/26/2024						
Fatma	Karadayi	ESL Teacher	Fyler High	\$15,915.00	\$47,000.00	3/11/2024						
Fatih	Kabakci	Mathematics Teacher	Fyler Middle	\$14,190.00	\$53,640.00	4/8/2024						
			RESI	GNATIONS								
First Name	Last Name	Position	Campus	Resignation Date		Resignation Date						
Bryant	Huffman	Special Education Teacher	Middle	02/02/2024		Vol - Personal reasons						
Hunter	Melugin	Language Arts Teacher	Middle	03/01/2024		Voluntary - Other						
Stephanie	Smith	Teacher Aide	South	03/07/2024		Vol - Better Pay/Benefits						

Audit Service Quote Comparison										
		udit Service Cost cluding single audit		990 Preparation Cost		al Cost	Explanations			
Sikich	\$	24,000.00	\$	2,500.00	\$ 2	26,500.00	ASBR prep/help service is offered as an additional cost.			
Kerber, Eck & Braeckel LLP	\$	25,000.00	\$	4,000.00	\$ 2	29,000.00	They won't be able to provide ASBR prep/help service. It is not included in the price.			
							Current Audit company. We worked with 2 different partners in the past 2 years. If they are chosen, we will work with a different partner again. ASBR prep/help service is provided			
KPM CPAs & Advisors	\$	21,000.00	\$	3,500.00	\$ 2	24,500.00	at no additional cost			
Westbrook & Co. PC	N/A				\$	-	They don't accept new customers			
Schmersahl Treloar & Co. CP	N/A				\$	-	No response.			
Daniel Jones & Associates	N/A				\$	-	No response.			

Policy Book Updates - New and Updated Policies:

- 1. Funeral Bereavement Leave
- 2. Judicial, Military Duty, And Religious Leave Policy
- 3. Jury Duty and Military Duty
- 4. Maternity Leave
- 5. Cardiopulmonary Resuscitation Instruction Policy
- 6. Special Education Records Policy
- 7. Use of Social Media by Teachers, Staff, And Students
- 8. Computer Science Course Requirement Policy
- 9. Reading Assessment Policy
- 10. Reading Success Plan

Approval of Updated Salary Scale and Raise Structure

The GSA Administration and the Finance team worked on the budget with a new funding formula and put together the proposal below:

Increasing baseline salaries:

- Base teacher's salary: \$45,000 (\$2,000 increase)
- Substitute Teachers/ISS Coordinator: HS/ASC:
 \$38,000 (new), BAC+: \$40,000 (\$2,000 increase)
- Teacher Aides to HS/ASC: \$35,000 (\$2,000 increase), BAC+: \$38,000 (new)
- Paraprofessionals to HS/ASC: \$32,000 (\$2,000 increase), BAC+: \$35,000 (new)

Contract Renewals:

- Offering a 3% increase plus \$2,000 in contract renewals for full-time salary employees
- Offering a 3% increase plus \$1 per hour in contract renewals for full-time hourly employees

Retention and Sign-on Bonuses:

- Offering a \$4,000 retention bonus for full-time employees and \$3,000 for full-time hourly employees. The retention bonus will be paid in four installments, one at the end of each quarter.
- Offering a \$2,000 sign-on bonus for full-time teachers and \$1,500 for full-time hourly employees. It will be paid in two installments, one at the end of each semester.