



Windsor 
CHARTER ACADEMY
GROWING LIFE-LONG LEARNERS

EXECUTIVE BOARD REGULAR SESSION



EXECUTIVE BOARD MEMBERS

Sherry Bartmann	President
Elaine Hungenberg	Vice-President
Donna James	Treasurer
Jenny Ojala	Secretary
John Feyen	Member
Carolyn Mader	Member

AGENDA

- 1.0 OPENING OF THE MEETING
- 2.0 CITIZEN COMMUNICATION
- 3.0 REPORTS
- 4.0 ITEMS FOR INFORMATION
- 5.0 ITEMS FOR ACTION
- 6.0 CONSENT AGENDA
- 7.0 BOARD-PULLED CONSENT AGENDA ITEMS
- 8.0 MEMBERSHIP-PULLED CONSENT AGENDA ITEMS
- 9.0 EXECUTIVE SESSION
- 10.0 ADJOURNMENT



VISION & MISSION

Windsor Charter Academy's vision is "where students are educated, empowered, and equipped to reach their highest potential."

Windsor Charter Academy's mission is "Windsor Charter Academy provides our students with a solid academic foundation through our K-8 Core Knowledge and our rigorous 9-12 early college high school curricula. Our culture empowers our students to achieve academic excellence through critical thinking, character development, and a love for lifelong learning."



ELEMENTARY SCHOOL

680 ACADEMY CT.
WINDSOR, CO
80550

MIDDLE SCHOOL

810 AUTOMATION DR.
WINDSOR, CO
80550

EARLY COLLEGE HIGH SCHOOL

810 AUTOMATION DR.
WINDSOR, CO
80550



APRIL 25, 2024 MINUTES TO BE APPROVED
AT THE MAY 2024 REGULAR SESSION



April 29, 2024 REGULAR SESSION

1.1 Call to Order

The meeting was called to order at 6:53 p.m.

1.2 Roll Call

Executive Board Members Present

Sherry Bartmann, Executive Board President
Donna James, Executive Board Treasurer
Jenny Ojala, Executive Board Secretary
John Feyen, Executive Board Member

Staff Present

Rebecca Teeples, Executive Director
SarahGennie Colazio, Director of Finance & HR
Kelly Seilbach, Director of Middle School Education
Kala Malawi, Executive Director Assistant

1.3 Pledge of Allegiance

1.4 Mission Statement

Windsor Charter Academy provides our students with a solid academic foundation through our K-8 Core Knowledge and our rigorous 9-12 early college high school curricula. Our culture empowers our students to achieve academic excellence through critical thinking, character development, and a love for lifelong learning.

1.5 Adoption of Agenda

A motion to approve the agenda for the April 29, 2024 Regular Session was made by John Feyen and seconded by Donna James. Members voted the following: Feyen; aye; James, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

1.6 Adoption of the Minutes

A motion to approve the minutes for the April 4, 2024 Regular Session was made by Jenny Ojala and seconded by John Feyen. Members voted the following: Feyen; aye, James, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

1.1 Call to Order

The meeting was called to order at 6:04 p.m.

1.2 Roll Call

Executive Board Members Present

Sherry Bartmann, Executive Board President
Elaine Hungenberg, Executive Board Vice-President
Donna James, Executive Board Treasurer (arrived at 6:19 p.m.)
Jenny Ojala, Executive Board Secretary
John Feyen, Executive Board Member
Carolyn Mader, Executive Board Member

Staff Present

Rebecca Teeples, Executive Director
Jessica Wilson, Director of Elementary School Education
Kala Mawlawi, Executive Director Assistant

1.4 Pledge of Allegiance

1.5 Mission Statement

Windsor Charter Academy provides our students with a solid academic foundation through our K-8 Core Knowledge and our rigorous 9-12 early college high school curricula. Our culture empowers our students to achieve academic excellence through critical thinking, character development, and a love for lifelong learning.

1.6 Adoption of the Agenda

A motion to approve the agenda for the March 28, 2024 Regular Session was made by John Feyen and seconded by Jenny Ojala. Members voted the following: Feyen; aye, Hungenberg, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

1.7 Adoption of the Minutes

A motion to approve the minutes for the February 22, 2024 Regular Session was made by Elaine Hungenberg and seconded by Carolyn Mader. Members voted the following: Feyen; aye, Hungenberg, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

2.0 Citizen Communication

There were no parents/guardians that spoke during Citizen Communication at the Executive Board Regular Session.

3.1 Executive Director Report

● **WCA Summer Institute:**

Windsor Charter Academy is offering a unique professional development opportunity through our Summer Institute! Summer Institute is an opportunity for teachers to take professional development courses at a minimal cost. Summer Institute offers three days of learning that include a robust lineup of offerings that support the development of the whole child including, Love & Logic, trauma-sensitive classrooms, EduProtocols, and AVID WICOR strategies. We are also thrilled to welcome math consultant, Chrissy Hopkinson. She will engage participants in professional development focused on increasing rigor, higher-order thinking, and discourse in math classrooms. Teachers may use the credits earned by attending classes at Summer Institute towards licensure renewal hours and horizontal advancement. Sessions will be facilitated by one of our very own teacher leaders, instructional coaches, or administrators.

● **Colorado League of Charter Schools:**

On February 28th the Director of Communications presented at the Annual Conference of the Colorado League of Charter Schools. The presentation, entitled "Culture on Purpose: Increase Engagement with Intention," was well-received by attendees. In addition, representatives from two charter schools have reached out for more information based on what was presented.

- **Board Elections:**
Board election will occur in April! The deadline for Board Candidate Applications was March 6th. During the month of March, approved candidates will attend a Board Candidate Training and present their campaign speech during the March 28th Board Meeting. Candidate information will also be sent to WCA stakeholders.
- **5th Grade Science Fair:**
In mid-February, our fifth-grade students worked hard to create innovative science fair experiments and projects. Students presented their projects to peers and parents.
- **1st Grade Mexico Core Knowledge Celebration:**
First grade students participated in different activities that supported and enriched the Core Knowledge curriculum and tied to their learning around the culture of Mexico as part of their unit on modern civilizations.
- **Gifted and Talented Student Outreach:**
Third through fifth grade students in Michelle Ammirati's gifted and talented classes attended an exciting volunteer opportunity at the Weld County Food Bank. Students learned the processes of sorting and packaging food and were able to help create their own packaged items.
- **SAC Survey Review and Action Items:**
The Elementary Building Leadership team analyzed parent and staff SAC survey data in order to create goals around supporting staff and families for the 2024-2025 school year.
- **Kindergarten through Second Grade Spring Concerts:**
Mrs. Seyboldt hosted a wonderful night of music this month. We have so much appreciation for Mrs. Seyboldt and for all of her hard work on developing strong music programs at WCA!
- **SAC Survey Review and Action Items:**
The middle school Building Leadership Team analyzed parent, student, and staff SAC survey data in order to create action items based on the identified priority improvement areas.
- **Vex Robotics:**
Middle school Vex Robotics team qualified for the world competition in Texas.
- **Sources of Strength and Crew Assembly:**
Crews engaged in a dodgeball competition. Students learned about the importance of giving others grace. The finale of the assembly was a staff vs. Sources of Strength dodgeball competition. The students dominated.
- **SAC Survey Review and Action Items:**
The high school staff and Building Leadership Team analyzed parent, student, and staff SAC survey data in order to create action items based on the identified priority improvement areas.
- **Vex Robotics:**
High school Vex Robotics team qualified for the world competition in Texas.
- **Athletics:**
Our winter sports season wrapped up this month. Congratulations to our basketball teams for their great seasons. The boys finished their season with a 17-6 record and the girls finished with a 13-9 record. Both teams made the playoffs and we are proud of their accomplishments! Our spring season has now started with boys' volleyball and girls' soccer so come out to support our Firebirds this season.

3.1 Executive Board Reports

The Executive Board members shared that they attended the following events in support of Windsor Charter Academy Schools:

- Sherry Bartmann: Coffee with Leadership, CLCS Conference, ES Walkthrough, Coffee House 29, Executive Director meeting, ES Board Walkthrough, RE-4 District Meeting, HS Soccer Game
- Elaine Hungenberg: CLCS Conference, ES Music Concert, SAC Committee Meetings, ES Walkthrough, Executive Director meeting
- John Feyen: Finance Committee Meeting
- Donna James: Finance Committee, ES Board Walkthrough, Board Candidate Training, Boys HS Volleyball

- Jenny Ojala: CLCS Conference, Firebird Facility Planning & OAC Meetings, ES Walkthrough
- Carolyn Mader: Safety Committee Meeting & ES Walkthrough

4.1 Items for Information

E Addendum to Charter Contract: School's Use of Armed School Personnel

Dr. Teeples presented information about armed school personnel, and the addendum to the Charter Contract.

4.2 Board Candidate Speeches

Candidates vying for Executive Board positions were provided with the chance to express their aspirations and plans as potential board members.

4.3 Town Hall Questions

Stakeholders had the opportunity to ask Board candidates questions about their plans as potential Board members.

5.1 Items for Action

Executive Board Vacancy Appointment

A motion to move forward to fill the Executive Board Vacancy appointment was made by was made by John Feyen and seconded by Jenny Ojala. Information was to be sent out to parents on Monday April 8th, outlining the vacancy, with letters of intent due to the Executive Board President by April 22nd. Members voted the following: Feyen; aye, Hungenberg, aye; James, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

5.2 2022 Form 990

Donna James, Executive Board Treasurer, presented information on the Form 990.

A motion to approve the 2022 Form 990 was made by John Feyen and seconded by Carolyn Mader. Members voted the following: Feyen; aye, Hungenberg, aye; James, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

5.3 High School Dean of Students

Dr. Rebecca Teeples, Executive Director, presented information on the potential position for a High School Dean of Students, beginning the 2024-2025 school year.

A motion to approve the position for a High School Dean of Students was made by Carolyn Mader and seconded by John Feyen. Members voted the following: Feyen, aye; Hungenberg, aye; James, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

Elaine Hungenberg pulled 6.2.1 Policy GBEB Staff Personal Security and Safety, First Read, moving it to 7.1 to discuss as an Executive Board.

6.1 Personnel

6.1.1 Appointments

- 6.1.1.1 Rhandee Hubbard- Lunch Monitor
- 6.1.1.2 Gavin Milburn- Substitute Teacher
- 6.1.1.3 Kristy Morris – Substitute Teacher
- 6.1.1.4 Melissa Warehime – Substitute Teacher
- 6.1.1.5 Calvin Reder – Substitute Teacher
- 6.1.1.6 Aaron Aldrich – Substitute Teacher
- 6.1.1.7 Nicole Goddard – HS Assistant Volleyball Coach
- 6.1.1.8 Nicole Harris – HS Assistant Volleyball Coach
- 6.1.1.9 Danielle May – ES Intramurals Coach

6.1.2 Terminations/Resignations

- 6.1.2.1 Liz VeuCasovic - Substitute Teacher
-

6.2 Policies

- 6.2.1** Policy GBEB Staff Personal Security and Safety, First Read
- 6.2.2** Policy JFABB Admission of Non-Immigrant Foreign Exchange Students, First Read
- 6.2.3** Policy GCIE Professional Development, Second Read

6.3 MS VEX Worlds 2024 Trip

6.4 HS VEX Worlds 2024 Trip

6.5 February 2024 Financials

The motion was made by John Feyen and seconded by Elaine Hungenberg to approve the consent agenda with the exception of 6.2.1. Members voted the following: Hungenberg, aye; James, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

7.1 Policy GBEB Staff Personal Security and Safety, First Read

The Executive Board discussed Policy GBEB Staff Personal Security and Safety, First Read. The Executive Board tabled it until the April 22 Executive Board meeting.

8.0 Member-Pulled Consent Agenda

9.0 Executive Session

There was no Executive Session.

10.0 Adjournment

The motion was made by John Feyen and seconded by Elaine Hungenberg to adjourn. Members voted the following: Hungenberg, aye; James, aye; Mader, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously. The Executive Board adjourned at 9:53 p.m.

2.0 Citizen Communication

There were no parents or community members who spoke during the Citizen Communications.

3.1 Executive Director Report

- **AVID National Demonstration School**

On March 29th, Windsor Charter Academy was named an AVID National Demonstration School! Over the past several years, our staff has been laser-focused on building our AVID school-wide programs. AVID National Demonstration Schools are "exemplary models of the AVID College Readiness System. Demonstration Schools undergo a rigorous validation process and are required to be validated every few years to ensure high levels of implementation, with quality and fidelity to AVID strategies schoolwide." This designation means that Windsor Charter Academy can now serve as a learning lab for other schools across the country who wish to learn from our program. AVID has impacted more than 2 million students nationwide, providing academic and social support to ensure high school, college, and career success. With this recognition, Windsor Charter Academy became the fifth AVID National Demonstration School in Colorado. There are only 203 schools in the United States. Windsor Charter Academy is the only charter school and the only 6-12 system with this designation in Colorado. We are very proud of our students and staff who have worked to implement this highly effective program—this national recognition is well-deserved!

- **Induction Program**

It's hard to believe that the end of the school year is quickly approaching, which means we are also finishing our Induction Program. The program assists new educators in transitioning to the culture, expectations, Core Knowledge, and early college curricula at Windsor Charter Academy. The program strengthens the educator's understanding of the Colorado Academic Standards, research-based instructional practices, and teacher-quality standards. This year, the Instructional Coaches and assigned mentors supported 20 educators and 2 counselors with initial licensure, and 4 highly-qualified teachers with opportunities for professional development and coaching to promote teacher effectiveness and foster a positive classroom environment. Six elementary teachers, two middle school, and three high school teachers will complete the 2-year Induction Program and will receive their completion certificate at our Induction Celebration on May 13th.

- **Board Elections**

Board elections will occur at the end of April. The Executive Board Meeting & Town Hall was held on April 4th. Candidate information, as well as voting instructions, were also sent to WCA stakeholders.

- **Athletics Scheduling**

At the end of this school year, Windsor Charter Academy will no longer be using SNAP! Manage for our athletics scheduling. To replace this software's capabilities, and to simplify our game management and communication processes, the school leadership have developed a series of internal scheduling spreadsheets that will be published on the web next year. In addition, coaches, parents, and athletes will be able to communicate with one another using ParentSquare next year. We are excited about these new simplified tools that will help streamline communication for our families!

- **ES CMAS Assessments and Kick-Off Assembly**

Members of the Northern Colorado Rain women's soccer team inspired students for the upcoming CMAS exams by discussing how they apply the 8 Keys of Excellence both on the field and in academics. Third through fifth-grade students have commenced CMAS assessments covering math, reading, and fifth-grade science. Following their diligent efforts, students will have the opportunity to celebrate with popcorn and movie parties alongside their classmates.

- **ES Author's Teas**

Kindergarten and second-grade families were welcomed into classrooms to enjoy handwritten student stories. Students presented their masterpieces complete with illustrations and enjoyed tea and treats with their loved ones.

- **First Grade Field Trip**

First-grade students traveled to the Museum of Nature and Science in Denver. Students and teachers were so excited for this great off-campus learning opportunity.

- **MS CMAS Assessments**

Students in grades 6-8 took the English Language Arts and Math CMAS assessments. The eighth-grade students took the science CMAS.

- **MS Family Firebird Run**

Students, staff, and families participate in our first Family Firebird Run on Sunday, April 7th at Eastman Park. Approximately 175 people attended the event.

- **HS Mock Interviews**

The high school invited ten community members to help with our annual mock interviews. All sophomores participated in this event designed to help them prepare for post-secondary success. They had to dress for success and bring a copy of their resume. The interviewers scored them on a rubric and gave them feedback on how to improve for future interview opportunities.

- **HS Aims Ensemble Night**

Several of our band and choir students are currently earning concurrent enrollment credit for their courses, which entails performing individually during ensemble night. Windsor Charter Academy takes pride in the dedication and achievements of its musicians under the guidance of Mrs. Frazee and Mr. Montoya.

- **Academic Lettering Breakfast**

Parents and students were invited to an academic lettering breakfast this month to celebrate those who had a 3.95 or above for the 2023 spring and fall semesters. The high school leadership team was so proud of how many students qualified for an academic letter this year.

- **HS CMAS Science**

Juniors completed the CMAS science tests in April.

- **PSAT/SAT Assessments**

All 9th through 11th graders completed the PSAT or SAT assessments on April 16th.

- **Class Field Trips**

The high school has started a tradition where each class goes on a field trip every year. The freshman class went to Top Golf in the first semester. This month, both the sophomore and junior classes visited the Denver Zoo. The seniors are set to go to Fly High soon. These trips are important for building a great school culture and bringing students, teachers, and parents closer together.

- **Prom & After-Prom**

The high school had a great week preparing for prom with various spirit days and an assembly. This year the Student Council hosted prom at the Mad Russian golf course and it was a beautiful night. The high school also had a very strong After-Prom committee this year; they planned a great event at the Main Event with about \$6,000 worth of prizes for the students.

3.2 Executive Board Reports

The Executive Board members shared that they attended the following events in support of Windsor Charter Academy Schools:

- Sherry Bartmann:
- Elaine Hungenberg:
- John Feyen: Finance Committee Meeting
- Donna James: Finance Committee Meeting
- Jenny Ojala: Firebird Facility Planning & OAC Meetings
- Carolyn Mader:

4.1 Executive Board Candidate Interviews

4.2 Weld RE-4 Charter Contract

4.2 WELD RE-4 CHARTER CONTRACT

Memorandum To:	Windsor Charter Academy Executive Board
From:	Dr. Rebecca Teeples
Date:	April 19, 2024
Re:	Weld RE-4 Charter Contract
Agenda Item:	4.2
Pertinent Background Information:	The Weld RE-4 Charter Contract is an Item for Information this month. Our legal attorney is reviewing the charter documents. Our insurance company is reviewing financial implications based on a revision.
Financial Implications	NA
Recommendation(s):	NA
Attachments:	4.2 Weld RE-4 Charter Contract



**WELD COUNTY SCHOOL DISTRICT RE-4
AND
WINDSOR CHARTER ACADEMY
CHARTER SCHOOL RENEWAL CONTRACT
JULY 1, 2024 – JUNE 30, 2029**

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CHARTER SCHOOL RENEWAL CONTRACT

THIS CHARTER SCHOOL RENEWAL CONTRACT, dated this ____ day of _____, 2024~~19~~, is made and entered into by and between the WELD COUNTY SCHOOL DISTRICT RE-4 (“School District”) and the WINDSOR CHARTER ACADEMY, a Colorado nonprofit corporation operating as a charter school (“WCA”), and shall be effective as of July 1, 2024~~19~~.

RECITALS

WHEREAS, the Colorado General Assembly has enacted the Charter Schools Act (“Act”), C.R.S. § 22-30.5-101 *et seq.*, **allowing for the creating and operating of charter schools within the state** for certain purposes as enumerated in C.R.S. § 22-30.5-102(2) and (3); and

WHEREAS, WCA was originally approved as a K-8 charter school by the Board of Education (“Board”) of the School District under the Act and has operated as a K-8 charter school in the School District since its first contract with the Board, dated September 18, 2000; and

~~WHEREAS, on August 15, 2014, WCA applied to the District on a timely basis for the expansion of its charter to include pre-kindergarten and grades 9 through 12 and the Board approved such expansion on October 20, 2014 and subsequently has withdrawn the request to add pre-kindergarten; and~~

WHEREAS, the charter for WCA has been renewed by the Board for four successive terms, the last of which was approved on March 18, 2019, for a five-year term extending through June 30, 2024; and

~~WHEREAS, on August 15, 2014, WCA applied to the District on a timely basis for the expansion of its charter to include pre-kindergarten and grades 9 through 12 and subsequently has withdrawn the request to add pre-kindergarten; and~~

WHEREAS, ~~the Board has determined that the Original Application, the prior Renewal Applications, the Expansion Application and most recent Renewal Application, filed by WCA on November 30~~27~~, 2018~~23~~ and supplemented on December 13, 2023, WCA submitted a charter school renewal application to the School District seeking a renewal of its charter for a five-year term in accordance with C.R.S. § 22-30.5-110 and School District policy (“Renewal Application”), attached hereto as Exhibit B¹; and, the latter of which is attached hereto as Exhibit A (the Original Application, Renewal Applications, and Expansion Application are sometimes hereinafter collectively referred to as “the Applications”), as further amended herein, comply with the purposes and requirements of the Act; and~~

WHEREAS, on January 22, 2024, the Board adopted a Resolution (attached hereto as Exhibit A) approving the Renewal Application subject to, among other things, reaching

¹ The original application, previous renewal applications, the expansion application, and the most recent Renewal Application are sometimes hereinafter collectively referred to as “the Applications.”

mutual agreement with WCA on a charter renewal contract; finds that it is in the best interests of the School District, the pupils, and the community to renew the charter of WCA for expanded grades kindergarten through grade 12; and

WHEREAS, the Parties desire to enter into a charter school renewal contract for the ongoing operation of WCA for the approved five year term. WCA desires that certain waivers from Board of Education policy and/or state law continue; and

~~WHEREAS, the School District has the authority to waive only those Board approved policies and/or regulations to the extent permitted by law; and~~

~~WHEREAS, the authority of the State Board of Education to provide waivers from requirements of state law only extends to provisions contained in Title 22 of the Colorado Revised Statutes;~~

NOW, THEREFORE, in consideration of the foregoing Recitals and the mutual understandings, releases, covenants, and payments described herein, the parties agree as follows:

AGREEMENT

1. Mission Statement. The statements contained in the Mission Statement, Vision, Core Values, and Instructional Philosophy Sections of the Applications are accepted by the School District to the extent they are consistent with the principles of the General Assembly's declared purposes for enacting the Charter Schools Act as set forth in C.R.S. § 22-30.5-102(2) and (3). The mission statement may be modified from time to time by WCA with prior approval of the Board.

2. Goals, Objectives, and Pupil Performance Standards. The goals, objectives, and pupil performance standards set forth in the Goals and Objectives Section, the School Progress Report Section, and School Achievement Goals Section of the Applications are accepted by the School District, as amended by this Renewal Contract, and subject to the conditions set forth below:

2.1 Student Attendance, Conduct, and Discipline^[MB1].

2.1.1 WCA has adopted its own written attendance policy and has been granted a waiver from the School District's policy. Said waiver is hereby continued so long as such policy remains in compliance with Colorado's compulsory attendance laws, including, but not limited to, required hours of planned teacher-student instruction and contact and the distinction required between excused and unexcused absences.

2.1.2 WCA has adopted its own set of written policies concerning student conduct and student discipline and has been granted a waiver from corresponding School District policies. Said waiver is hereby continued. It is acknowledged that the developed policies are, and shall continue to be, in compliance with applicable federal and state laws, including, but not limited to, the grounds and procedures established by state statute for suspending, expelling, or denying admission to a student.

2.1.3 Where WCA's administration and/or Charter Board recommends a student for expulsion, the proceedings shall be referred to the District for handling through the District's expulsion processes. However, the Charter Board, or its designee, shall make findings of fact and recommendations which shall be provided to the District's Superintendent or designee for use and consideration when the District implements its expulsion processes. Any decision to expel a Charter School student by the District Board shall specify which District schools the student is expelled from attending and which schools, if any, the student may attend as an alternative. Any general education services required by law to be provided to suspended or expelled WCA students shall be the sole responsibility of WCA, in cooperation with the District, with all costs for such services to be borne by WCA. Any special education and related services required by law to be provided to suspended or expelled students shall be the sole responsibility of WCA, in cooperation with the District, with all costs for such services to be borne by WCA. The District Board shall have final authority regarding appeals in student expulsion cases.

~~If a student is expelled from WCA pursuant to its duly adopted discipline policy, the student is considered to be expelled from the School District. The expelled student is entitled to participate in any alternative programs offered to expelled regular education students from other schools in the School District; provided, however, WCA agrees to pay the School District for the proportionate cost of providing these educational services. If expelled students are receiving educational services, either through the School District's or WCA's alternative programs, WCA agrees that state assessments will be administered to these students by and through WCA. The process for WCA to suspend and expel students shall be specified in policy of WCA which shall at all times assure student appropriate "due process," substantially in conformity with the steps identified in C.R.S. § 22-33-105. The policy shall specify the persons responsible for making or recommending disciplinary decisions, the persons responsible for holding any "due process" hearing, and the persons responsible for hearing and deciding any appeal.~~

2.2 Student Welfare and Safety. WCA shall comply with all Board-approved policies and regulations (unless specifically waived), and shall comply with all applicable federal and state laws, concerning student welfare, safety, and health, including, without limitation, Board policies and laws addressing the reporting of child abuse, accident prevention and disaster response, the adoption and implementation of a Safe School Plan as required by C.R.S. § 22-32-109.1(2) and any state regulations governing the operation of school facilities. **WCA shall comply with requirements of its insurer with respect to utilizing armed staff.**

2.3 Identification of Academically Low-Achieving and At-Risk Students. WCA shall identify academically low-achieving, at-risk students and "exceptional children," as defined by law, **including** in regulations adopted by the Colorado State Board of Education ("State Board"), and shall provide its educational program to these students in a manner that best serves their needs as set forth in the Applications and this Renewal Contract. WCA shall comply with the provisions of the Colorado READ Act, C.R.S. §§ 22-7-1201 – 1213.

2.4 Accountability and Accreditation. WCA shall comply with the educational accountability **and/or accreditation** provisions of Colorado law, as amended from time to time, including, without limitation, the Education Accountability Act of 2009, C.R.S. §§ 22-11-101 *et seq.*, the State Board of Education’s Accreditation Rules, 1 CCR 301-1, and the terms of any Accreditation Contract between the School District and the State Board, as amended from time to time. WCA shall provide an annual “Unified Improvement Plan” (“UIP”) to the School District at least one month prior to the state deadline (depending upon the status of the school). WCA’s UIP shall be in the form used by other School District schools, which shall include, but not be limited to, all elements required by state law or School District policy, unless waived.

3. Community Support and Statement of Need. The Board finds that sufficient support for the renewal of WCA as a kindergarten through grade 12 charter school exists. The Board has determined that the level of community support for WCA sufficiently establishes a continuing need for educational choice within the School District and that the charter school program intends to meet that need in a manner that would promote the best interests of the school community to be served by WCA.

4. Educational Program, Pupil Performance Standards, and Curriculum. The educational program, pupil performance standards, and curriculum set forth in the Educational Program, Pupil Performance Standards, Curriculum, and Education Program & Standards Sections of the Applications as well as the report of progress previously submitted to the Board, sufficiently inform the Board as to the nature of the educational program offered by WCA, the progress being made in achieving the goals and objectives of the charter school, what the pupil performance standards are and how they are being met and the content standards adopted by WCA and how they are applied. WCA’s educational program does not currently include an on-line program. WCA will not offer an on-line program during the term of this Renewal Contract without the Board’s consent to an amendment to the Renewal Contract. WCA will not offer a pre-school or pre-kindergarten program during the term of this Renewal Contract without the Board’s consent to an amendment to the Renewal Contract.

4.1 Curriculum. WCA’s current curriculum, as set forth in ~~the its Renewal Applications and Expansion Application~~, is hereby approved, subject to the implementation by WCA of its instructional programs as outlined in said Applications, as those may be amended herein and as may be required by applicable Board policies.

4.1.1 WCA shall have the authority and responsibility for refining the design and implementation of its educational program, subject to the conditions of this Renewal Contract, in a manner that is consistent with state law, including, without limitation, requirements regarding content standards. On or before March 15, 2020, and March 15 of each year thereafter, WCA will provide to the School District’s Director of Instruction, written information about any materially modified curriculum or program delivery systems anticipated to be offered during the ensuing school year. Prior to commencement of any instructional program other than the Core Knowledge curriculum outlined in the Applications based on a new or materially modified curriculum or program delivery system, WCA shall provide evidence reasonably acceptable to the School District of the complete scope and sequence of such program of instruction. The intent of this requirement is to ensure that students of WCA continue to have sound educational foundations

that meet or exceed state-approved content standards for applicable courses of study. WCA's courses shall also meet or exceed the content standards of the School District, as approved from time to time by the Board, and as evidenced by development and administration of an assessment program by WCA that meets School District and state requirements as reviewed by the Board. As required by the Colorado READ Act, C.R.S. § 22-7-1205, WCA shall measure its students' reading competency by administering assessments from the approved list established by the State Board and approved by the School District.

4.1.2 Notwithstanding anything contained in this Renewal Contract or the Applications, unless otherwise expressly approved by the Board, WCA shall offer a "core" secondary (9 through 12) curriculum (aligned to the School District's key core subjects and credit requirements) and **postsecondary courses pursuant to the "basic skills courses,"** as defined by the Colorado Concurrent Enrollment Programs Act ("CEPA"). **C.R.S. § 22-35-101 et seq.** The curriculum and courses shall be designed to attract and retain students of all abilities, including those who may not choose to pursue post-secondary courses, either under the CEPA or following graduation from WCA. WCA will not offer online courses, either itself or through Aims Community College ("Aims") without prior written ~~notice approval by~~ **to** the Superintendent. WCA shall follow and meet, at minimum, the District's graduation requirements and policies.

4.1.3 On or before May 1 of each year during the term of this Renewal Contract, WCA shall provide the School District with a copy of a Cooperative Agreement under the CEPA with Aims that **complies with C.R.S. § 22-35-104(6)**, ~~at minimum: (i) defines eligibility requirements for WCA students; (ii) identifies courses to be provided by Aims and the proposed tuition and other costs for each course (or slots) for the ensuing school year; (iii) assures that WCA students and/or their parents or legal guardians will only be responsible for reimbursing WCA for tuition if the student is seeking high school credit and drops a course without the consent of WCA's principal or receives a failing grade (not including a "D") in the course as provided in the CEPA; and (iv) otherwise complies with the CEPA.~~ A copy of any periodic or annual evaluation reports under the Cooperative Agreement with Aims shall be contemporaneously provided to the School District.

4.1.4 WCA agrees to comply with all state statutory requirements concerning subjects of instruction, unless specifically waived by the State Board, including, without limitation, instruction in the areas of state and federal history and civil government, C.R.S. § 22-1-104; honor and use of the United States flag, C.R.S. § 22-1-106; the federal Constitution, C.R.S. § 22-1-108; and the effect of use of alcohol and controlled substances, C.R.S. § 22-1-110.

4.2 Records and Student Information Data Processing.

4.2.1 WCA agrees to comply with all record keeping requirements of the Board and/or federal or state law and shall provide any reports, as necessary, to meet the School District's reporting obligations to the State Board, Colorado Department of Education, and U.S. Department of Education by required deadlines.

4.2.2 WCA shall comply with all Board-approved policies and regulations, except as waived by the School District, and will receive reasonable notice of any

newly adopted Board policies, ~~and applicable federal and state laws~~, concerning the maintenance, retention, and disclosure of student records, including **those policies relating to,** ~~without limitation,~~ the Colorado **Open Public Records Act** Law, C.R.S. §§ 24-72-204 *et seq.*, and the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g. The Board, its Superintendent, and their designees (whom the School District has determined to have legitimate educational interests) shall have access to all records of WCA in the same manner as they would have access to the records of any other public school in the School District. Student records include, without limitation, immunization records, class schedules, records of academic performance, disciplinary actions, attendance and standardized test results, and documentation required under federal and state law regarding the education of students with disabilities.

4.2.3 All ~~original~~ special education records related to the provision of special education and related services to students with disabilities shall be kept and maintained in the District's **student information management system** ~~Administration Center~~. Copies of such records shall be maintained at the WCA school site. ~~and shall be provided by the School District.~~

4.2.4 The School District will provide WCA with use of the District's student information ~~management~~ **data processing** system(s) unless the parties agree to a different method of transmitting student information. The use of such system is essential to the transmission of data between WCA and the School District to fulfill District, state, and federal reporting requirements. In its use of that system, WCA agrees to provide accurate information and adhere to all system requirements and School District procedures, directives, and timelines in order to ensure compliance with state and federal reporting deadlines. WCA will install and maintain such equipment as is necessary to use the District's system(s) and shall pay to the School District the actual costs, adjusted annually, required for WCA to access and use the system (s).

4.2.4.1 The School District will provide training on the data entry and use of its student information data processing system to two (2) WCA employees. These employees will also receive a School District email account and authorization to use the District's user support system.

4.2.4.2 WCA may purchase from the School District training, system access, District support, and a District email account for one (1) additional employee.

4.2.4.3 On or before August 1 each year, WCA agrees to provide the District Technology Department with the names of the two (2) or three (3) employees of WCA (if training for the additional employee is purchased in Section 4.2.4.2 above), who will be the current users of the system and who are designated to receive the training, system support, and email access provided by the School District under this Section 4.2.4.

4.2.5 The School District will also provide WCA with the use of the District's special education, gifted/talented, and Section 504 student **information management** ~~data~~ systems as part of purchased special education services. Support to WCA for the use of these systems will be obtained by WCA through the School District's Exceptional Student Services Department and not the Technology Department.

4.2.6 WCA may purchase access to and the use of the School District's mass communication systems including, but not limited to, email, voice, and SMS messaging. WCA agrees to use these systems to contact only currently enrolled students of WCA and/or their parents/guardians and will use these systems in strict compliance with applicable federal, state, and local laws, Board policy, and District use procedures.

4.3 Nonreligious, Nonsectarian Status. The educational program and operation of WCA shall be in all respects nonreligious, nonsectarian, and, consistent with applicable law and School District policy, and shall not discriminate against any student on the basis of race, creed, color, national origin, sex, sexual orientation, **gender identity, gender expression**, marital status, **Veteran status**, religion, ancestry, ~~or~~ disability **or other categories protected by law**.

4.4 Enrollment. Enrollment shall be open to any child who resides within the School District and to any child who resides outside the School District, subject to compliance with Colorado public schools of choice statutes, Board policy, adequate capacity in WCA facilities, and this Renewal Contract. Subject to paragraph 4.4.2, non-district resident students may be accepted for enrollment only after all resident students on the waiting list for the same grade have been offered enrollment. Once enrolled at WCA, a non-district resident student may reenroll for subsequent school years until completing his or her schooling at WCA. Students enrolled during the preceding school year in WCA shall have priority for enrollment in subsequent school years.

4.4.1 In order to assure that ~~WCA the Charter School~~ is economically sound for the School District and for WCA for any given year, WCA shall submit the names, ages, addresses, and current grade levels and school of enrollment of all those students who WCA anticipates will be enrolled in WCA during the ensuing school year by March 15. WCA shall use its best efforts to ensure that student enrollment numbers submitted to the School District are as close to the actual Student October Count as possible. WCA will provide the School District by October 15 the same information for students who have been admitted and are in attendance.

4.4.2 Students enrolling in WCA are subject to the School District's open enrollment policy and regulations, except as provided herein or modified by the School District. At the close of the School District's in-district open enrollment period for the ensuing year, WCA shall provide the School District with its wait list of those students who applied for enrollment during the current year's open enrollment period but were not accepted for admission in the ensuing school year. After the close of the School District's open enrollment period for the ensuing year, in the absence of an administrative transfer approved by the Superintendent or designee, students currently enrolled in the School District may not enroll in WCA. After October 1, only those students: (i) whose names are on the wait list, referred to above, who participated in the open enrollment process; (ii) students who are new to the School District since the close of open enrollment (either resident or non-resident); and (iii) students whose administrative transfer has been approved by the Superintendent or designee shall be **eligible to be** admitted to WCA for that school year.

4.5 Admissions. Students shall be considered for admission into the program in the manner described in the Admissions/Enrollment Section of the Applications, accepted by the School District, and in all cases without regard to race, creed, color, national origin, sex, sexual

orientation, **gender identity, gender expression**, marital status, religion, ancestry, ~~or~~ **disability or other categories protected by law**. Denial of admission shall be handled consistent with state law and School District policy and regulation. Enrollment decisions will be made in accordance with this Renewal Contract. **WCA shall conduct its admission process, including any lottery or similar process, without inquiry into the disability status of students.**

4.6 Education of Students with Disabilities. WCA agrees to comply with all Board-approved policies and regulations and the requirements of federal and state law **and implementing regulations and rules** concerning the education of children with disabilities by providing special education and related services. WCA shall comply with this obligation by contracting with the School District to provide special education and related services as provided herein. Following conditional enrollment of a School District resident student, WCA and the School District shall determine whether the student has been identified as a child with disabilities, under applicable federal and state law and regulations as implemented by the School District. If so, the parties shall obtain a copy of the student's individualized education program ("IEP"). A properly constituted IEP team (that includes the School District's Director of Special Education or his/her designee) shall be convened to determine whether **the student can receive a free appropriate public education ("FAPE") in the least restrictive environment at WCA** ~~is an appropriate placement for the student~~ and, if so, what services are to be provided by the WCA classroom teacher and what services will be provided by the School District. Where a student's special education needs can be met appropriately by WCA qualified teaching staff, services will be provided on WCA's campus to the extent possible. If the special education and related services required pursuant to a student's IEP cannot be provided by WCA's regular education staff, the School District will provide the services at a cost determined pursuant to the provisions for funding in paragraph 6.1.4 below. WCA is expected to provide space and services to students with disabilities that are comparable to what is available to students with disabilities in the other schools of the School District. Any lottery or other process of enrollment shall be conducted "blind" to student disability status, but enrollment of students with disabilities shall at all times be conditional on an IEP determination that a ~~free appropriate public education ("FAPE")~~ can be provided to the student at WCA. If a student with disabilities who is not a resident of the School District applies for admission to WCA by parent choice, enrollment acceptance is also contingent upon an appropriate IEP team meeting being convened to determine if FAPE is available for the student at WCA. If admitted, the student will not be entitled to transportation at the cost of either the School District or WCA. The student will not be accepted as a student at WCA if the IEP team finds that FAPE is not available. As part of its contract with WCA to provide special education services, the School District will contract for and collect any tuition for excess costs from other school districts for providing special education and related services to students with disabilities who attend WCA but live outside the School District pursuant to the provisions of paragraph 4.7.

4.6.1 Section 504 and English Language Learners. As a recipient of federal funds, WCA is responsible for complying with the provisions of Section 504 of the Rehabilitation Act as to students with disabilities who qualify for protections thereunder. WCA agrees to follow School District policy to identify students who are English Language Learners and to provide to them appropriate educational services as well as administer required assessments. The School District and WCA agree to comply with the provisions of the English Language

Proficiency Act, C.R.S. §§ 22-24-101 – 108, and distribute any funds that are provided by the state in a manner consistent with that Act.

4.7 Tuition and Fees. Tuition may not be charged to students or their families other than for before- and after-school programs administered by WCA, –full-day kindergarten unless funded by state or local monies, and tuition charged or reimbursed in accordance with CEPA and the Cooperative Agreement with Aims. In the case of enrollment of a nonresident student with disabilities in WCA, the School District shall collect the tuition charge for the excess costs incurred in educating the child from the school district of residence pursuant to guidelines developed by the Colorado Department of Education (“CDE”) in accordance with C.R.S. § 22-20-109(5). Student fees may be charged by WCA so long as they are in accordance with applicable Colorado law and regulations, including but not limited to, the provisions of C.R.S. §§ 22-32-110(1)(o) and (p) and 22-32-117. WCA shall provide the School District with a schedule of all proposed fees for the ensuing school year by May 1 of each year.

4.8 Extracurricular Activities. Subject to the provisions of C.R.S. § 22-32-116.5 and this Renewal Contract, WCA’s students who meet the prerequisites for participation may try out for nonacademic activities not offered at WCA at another school within the School District, which is selected by the District in accordance with law. WCA and the WCA student shall comply with all applicable rules of the School District and the school of participation, all eligibility requirements and all responsibilities and standards of conduct, including related classroom and practice requirements. Where such participation requires payment of a fee, the WCA student or WCA shall be responsible for payment of the fee **permitted by C.R.S. § 22-32-116.5**. ~~The fee structure for participation of resident and nonresident students in certain activities shall be the same for WCA students as it is for resident students and nonresident students attending other District schools.~~

4.9 Gifted and Talented Students. WCA agrees to comply with the requirements of the provisions of the Exceptional Children’s Education Act, C.R.S. §§ 22-20-101 – 118 (“ECEA”), and applicable rules regarding the provision of services for gifted and talented students. This will include providing the School District with a plan for the identification and provision of services to students identified as gifted. This plan must outline the identification procedures aligned with ECEA criteria. WCA also agrees to document the educational programming components, options, and strategies to be implemented for identified students in the format of a student focused Gifted Education Learning Plan.

4.10 School Calendar. **Subject to compliance with the provisions of this section, commencing with the 2020-2021 school year WCA may develop and adopt its own calendar. The calendar shall comply with the provisions of §§ 22-32-109(1)(n)(I) and (II)(A) and (B), C.R.S. including, among the other requirements of those sections, required hours of planned teacher-student instruction and teacher-student contact. The school year on the calendar shall coincide with the School District’s approved calendar with respect to the beginning and end of the school year for students, Thanksgiving Break, Winter Break, and Spring Break. WCA shall also schedule the same number of teacher-student contact days as the School District (i.e. number of days when classes are in session), provided, however, WCA may determine the number of other teacher and administrator work days and the use of**

those days for its purposes such as parent-teacher conferences, professional development, staff in-service, preparation, and school year close-out.

4.11 Participation in Other School District Programs. No student may be jointly enrolled in WCA and another School District school or program without the written permission of the School District and WCA. Such written permission shall include the manner in which the costs of instruction shall be divided between WCA and the School District. Payment by WCA to the School District, if any, pursuant to any such agreement shall be deemed payment for a purchased service under the Act.

5. Evaluation of Pupil Performance and Procedures for Corrective Action. The Board accepts WCA's methods for evaluating pupil performance as contained in the Applications. The Board of Education approves WCA's proposal for the use of multiple tools for assessment of student performance that shall include but not be limited to standardized achievement tests as described in the Applications. WCA will cooperate with School District administrators to coordinate testing and the reporting of test data with the School District's statistical reporting needs and to implement any testing requirements that may be required to meet the School District's obligations under the provisions of the Education Accountability Act of 2009, C.R.S. §§ 22-11-101 *et seq.*, and 20 U.S.C. § 6311(b)(3). WCA shall pay to the School District the pro-rata costs associated with all such tests such as, but not limited to, the cost of test booklets, software and scoring and tabulating results. WCA will install and maintain such equipment as is necessary to use the District's system and shall pay to the School District the actual costs, adjusted annually, required for WCA to access and use the system.

6. Economic Plan, Budget, and Annual Audit. The Proposed Budget Sections of the Renewal Application and Expansion Application are amended as follows, which amendments, and all other provisions of this Renewal Contract, shall supersede and control over any conflicting language contained in the Applications.

6.1 Funding.

6.1.1 Subject to the provisions of Sections 6.1 through 6.3; Amendment No. 1 to Charter School Renewal Contract, dated August 15, 2016 ("Amendment No. 1") attached and incorporated herein as **Exhibit CB** including the "Memorandum of Understanding (Windsor Charter Academy – Capital Facility Financing)," ("MOU") which is a part of Amendment No. 1; and the District's Plan for Distribution of Additional Mill Levy Revenue, as adopted by the Board of Education by Resolution on June ~~18~~, 2018, as amended from time to time ("MLO Plan"), the School District shall provide funding for WCA in the amount of 100 percent of the School District per pupil revenues ("PPR"), as defined by C.R.S. § 22-30.5-112(2)(a.5)(II), for each funded full time equivalent student ("Student FTE") enrolled at WCA together with **those** mill levy override funds and concessions as more fully described in Amendment No. 1 and the MLO Plan. **-With respect to the voter-approved November 2022 Mill Levy Override, and per the MLO Plan, the School District also will provide funding for WCA in the amount of 95 percent of the November 2022 MLO revenues the School District receives for each funded Student FTE enrolled at WCA.** For purposes of calculating enrollment, kindergarten students shall be counted as a full-time pupil as provided in the Finance Act (as amended by HB 19-1262). From the PPR

amount, the School District may retain WCA's share of central administrative overhead costs as defined by C.R.S. § 22-30.5-112(2)(a.5)(I) multiplied by the total Student FTEs enrolled in WCA for that fiscal year. The amount retained for central administrative overhead costs during the year shall be based upon the School District's adopted budget and shall be reconciled to actual costs within 90 days after the end of each fiscal year as required by the Act; provided, however, for the 467.5 Student FTEs who were enrolled at WCA during the 2014-2015 school year ("Tier 1 Students") such amount shall not exceed the actual central administrative overhead costs for the 2006-2007 fiscal year plus an accumulated increase based upon Inflation, as more fully set forth in the MOU. Commencing with the 2015-2016 school year and continuing each year thereafter during the term, the limitations or caps on cost increases, contained in the MOU, shall only apply to the 467.5 Tier 1 Students. Reimbursements to and deductions by the School District for central administrative and other costs in this Renewal Contract for all Student FTEs above 467.5 ("Tier 2 Students") shall be based upon actual costs. Any difference between the amount initially charged WCA and the actual costs shall be paid to the owed party.

6.1.1.1 So long as WCA is not in material breach of this Renewal Contract, any funding provided by the School District hereunder to WCA throughout the year, shall be consistent with the School District's procedures for its other schools. Funding shall commence on July 1 in each year of the Charter term, subject to adjustments and deductions as provided in this Renewal Contract. Funding shall be transferred to WCA in twelve monthly installments as soon as practicable after the School District receives distributions of money from CDE. The term "enrolled" as used in this Renewal Contract shall be deemed to mean enrolled as of the counting dates or periods and in accordance with the requirements of the Public School Finance Act of 1994, C.R.S. §§ 22-54-101 – 134, or successor act ("Finance Act") and CDE regulations. By June 30 of each year during the term of the Charter, WCA's ending fund balance must comply with the emergency reserve requirements of Article X, Section 20 of the Colorado Constitution ("TABOR"). The parties agree that funding levels provided for in this Renewal Contract, including the purchased services and allocated costs below, comply with the financing guidelines of Colorado law.

6.1.1.2 July and August funding shall be based upon the number of students officially registered for enrollment with the School District by July 1. At the end of the first week of school for the new school year, WCA will submit to the School District written certification of the actual number of students in attendance and the subsequent months' funding will be adjusted to reflect that number. Total funding for the year will be recalculated when final student count numbers are finalized by CDE to reflect the official Student October Count required by the State. Any adjustments in funding will be made in equal monthly installments over the remainder of the fiscal year. The parties acknowledge that under the current version of the Finance Act, neither WCA nor the School District will receive funding for students in the year of enrollment if the student first enrolls in WCA or the School District after the October 1 count date. In addition, to the extent that the School District experiences any reduction or increase in the state equalization support by a legislative rescission, CDE audit, or other action, then appropriate or proportionate reductions or increases will be made to WCA's funding by adjustment or setoff in subsequent months.

6.1.2 On or before February 15 of each year, WCA and the School District will begin discussion in conjunction with the School District's and WCA's budget development and adoption process concerning funding for the ensuing fiscal year. In future fiscal years, subject to revisions in applicable Colorado law, it is agreed that the amount of funding provided to WCA from the School District before deductions and purchased services shall not be less than 100 percent of the School District's per pupil revenues as defined by C.R.S. § 22-54-103(6), multiplied by the number of funded pupils enrolled in WCA.

6.1.3 Projected student enrollment data for the following year including names, ages, addresses, and current grades and schools of enrollment will be supplied to the School District on or before March 15 so that school staffing may be adjusted accordingly and no corresponding reimbursement imposed upon WCA to compensate for over-staffing costs.

6.1.4 The School District intends that WCA be credited for a proportionate share of funding provided by the federal and state governments for special education. For other federal and state grant sources, to the extent that WCA complies with the conditions and eligibility requirements including reporting requirements of such grants and applicable law, WCA shall have the opportunity to participate in said programs in the same manner as other schools in the School District. In consideration of the special education services provided by the School District under paragraph 4.6, the School District shall be reimbursed through a deduction from the funding provided in this paragraph 6.1 by the School District's net average, non-reimbursed per pupil special education cost calculated from the current year's budgeted costs, multiplied by WCA's total student funded enrollment, subject to the limitation on such costs as provided in Section 6.2.2 and the MOU for Tier 1 Students only. Notwithstanding anything to the contrary herein or in the MOU, commencing with the 2015-2016 school year, the reimbursement to the School District for special education services based upon the number of all Tier 2 Students shall be based upon the actual, net average, non-reimbursed per pupil special education cost calculated from the then current year's budgeted costs, multiplied by WCA's student funded enrollment for Tier 2 Students. To the extent permitted by law, WCA may apply for state and federal funding, if any, that is provided for gifted and talented students and may share in said funding on the basis of its student enrollment as a percentage of the School District's total enrollment and may apply for other state and federal categorical programs on the same basis as other School District schools, to the extent that WCA is serving students who are eligible for such aid, complies with the conditions and requirements of such programs and applicable law, fulfills the reporting requirements under such programs, and is not purchasing services under such programs from the School District. Costs of purchased services shall be adjusted annually by the School District based upon its adopted budget of the ensuing fiscal year and shall be reconciled annually, at either party's option, to actual costs within ninety days after the end of each fiscal year to the extent contemplated by C.R.S. § 22-30.5-112(2)(a.4).

6.1.5 The level of funding provided by the School District for WCA in paragraph 6.1.1 above and the term of such funding are based upon the assumption that WCA will not be occupying School District facilities. Should the School District determine that District facilities are available, WCA and the School District agree to negotiate in good faith the use of such facilities based on WCA's needs. Should WCA occupy School District facilities, a decrease

in the total funding to reflect costs of operation and maintenance of the facility will be provided for in this Renewal Contract for future fiscal years and shall be negotiated in good faith.

6.1.6 WCA shall re-evaluate its long-term facility needs on or before March 15 of each year in connection with the development of its proposed annual budget. WCA acknowledges and agrees that the School District has addressed WCA's capital funding needs at this time through the MOU **and by allocating to WCA up to Eighteen Million Dollars (\$18,000,000) from the School District's 2022 voter-approved Bond to reimburse for costs associated with the construction of WCA's Firebird Facility.** WCA may engage the District in any discussions concerning future bonds to be issued by the District.

6.1.7 Pursuant to C.R.S. § 22-30.5-406, funding to WCA under this Renewal Contract shall be reduced by the amount of any direct payments of principal and interest due on any bonds which may be issued on behalf of WCA by a governmental entity other than the School District for the purpose of financing capital construction.

6.2 Budget. By April 15 of each year, WCA shall submit a proposed budget for the ensuing fiscal year in the format approved by the School District, including a detail of anticipated capital projects to be funded from the capital reserve fund, consistent with the spending limits of the Finance Act and Article 45 of Title 20, and shall submit a final budget, also in approved format, by June 30th. Any revised budget for the then-current fiscal year shall be submitted to the School District directly following WCA's January board meeting.

6.2.1 The per pupil funding for subsequent years shall be determined in accordance with paragraph 6.1 above.

6.2.2 WCA shall be responsible for all costs associated with its school operations, including the cost of contracting for goods and services. The following services may be purchased by WCA from the School District at cost during the term of this Renewal Contract: nursing/health services; instructional services; staff development services; business services as a package including payroll, benefits, accounting, purchasing, risk management, accounts payable, and financial reporting; personnel services, technology services, occasional transportation services, custodial/maintenance services, and legal services. It is specifically agreed that WCA will purchase/reimburse special education services under the District's insured model for the renewal term of the Charter. Exact costs for all these types of services will be determined on a yearly basis as part of the budgeting process and attached as **Exhibit CD**. Annually, when adopting its budget, WCA will commit to purchasing certain additional services from the School District for the entire budget year. Costs of services shall be adjusted annually by the School District based upon its adopted budget for the ensuing fiscal year. Costs shall be reconciled annually to actual cost within ninety days after the end of each fiscal year to the extent contemplated by C.R.S. § 22-30.5-112(2)(a.4); provided, however, the cost of any purchased services that are not optional on **Exhibit DE** (i.e. special education services and assessments) and administrative overhead costs shall not exceed the actual costs of such services for the 2006-2007 fiscal year plus an accumulated increase based upon Inflation, as more fully set forth in the MOU for Tier 1 Students. Any difference between the amount initially charged to WCA and the actual cost (subject to the cap on such costs in the MOU related to Tier 1 Students) shall be paid to the

owed party. Unless otherwise agreed by the parties in writing, all purchased services are based on a per pupil allocation. It is acknowledged by the School District that WCA is a tax-exempt entity pursuant to the provisions of Section 501(c)(3) of the Internal Revenue Code. WCA agrees that it is solely responsible for the business and tax obligations of the tax-exempt organization. The business services purchased from the School District will not provide services to the tax-exempt entity.

6.2.3 The School District, at its sole discretion, will provide legal services through the School District's legal counsel for defense of special education ~~state~~**federal** complaints and due process hearings and appeals. Such legal services shall not be provided for defense of matters involving disputes with the School District. WCA agrees to promptly notify the School District of all claims, including threatened or reasonably anticipated claims or actions; to fully cooperate with the School District and legal counsel in defending the claim; and to refrain from compromising, settling, negotiating, or otherwise similarly dealing with the claim without the express consent of the Board. When a claim is covered by insurance paid for by WCA, WCA may settle such claims with agreement of the insurer. WCA acknowledges that in the event of a dispute between WCA and the School District, the School District's legal counsel will represent the School District and not WCA with respect to such dispute. Any potential conflict arising from the representation of WCA by the School District's legal counsel shall be resolved in accordance with the Colorado Rules of Professional Conduct. WCA shall have access to legal consultation and advice where such assistance is requested through the School District's Superintendent or designee and where the School District determines that such assistance is appropriate. WCA shall reimburse the School District for all legal services provided with prior approval of WCA's ~~principal~~**Executive Director**.

6.2.4 On or before March 15 of each year, WCA shall identify the total Student FTEs currently enrolled and provide to the ~~School District Board~~**School District Board** by April 15 its proposed balanced budget for the upcoming fiscal year. The projected WCA's balanced budget **will be presented to when accepted by the Board for acceptance** each fiscal year. ~~will be attached and incorporated into this Renewal Contract as an exhibit~~ and will be subject to adjustment based upon current state-funding data as it becomes available during the budget adoption process. The budget format used by WCA shall be consistent with the requirements of applicable Colorado law. The budget may be modified prior to WCA's January board meeting of each year so long as it continues to present a balanced financial plan, consistent with this Renewal Contract and state law, **and** to provide the instructional services represented by WCA. Any modified budget shall be submitted to the Superintendent or ~~his~~ designee.

6.2.5 WCA shall prepare and administer its budget in accordance with the laws and regulations governing charter school budgets, the state mandated chart of accounts, applicable state regulations, and School District policies that have not been waived.

6.2.6 WCA shall provide food services in accordance with the Transportation and Food Services Plan (**Exhibit E**) and in compliance with all federal and state laws and regulations.

6.3 Financial Records and Annual Audit. WCA agrees to establish, maintain, and retain appropriate financial records in accordance with all applicable federal, state, and local laws, rules, and regulations, and make such records available to the School District, as requested, from time to time; provided that, for those services that the School District agrees to perform under this Renewal Contract, the School District will maintain and make available such records. WCA shall prepare quarterly financial reports as required by law and submit those to the School District no later than forty-five (45) days following the end of each quarter except that fourth quarter and year-end reports shall be submitted with the annual audit. WCA shall also comply with the requirements of the Public School Financial Transparency Act, C.R.S. §§ 22-44-301 – 304. WCA agrees to cooperate in an independent, outside audit by a certified public accountant of its financial and administrative operations on an annual basis. WCA's audit shall be performed by the School District's independent auditors in conjunction with the audit of the School District itself or by another independent auditor with appropriate qualifications. The results of the audit shall be provided to the School District annually by October 15, **with preliminary drafts provided on August 15 and October 15.** Any cost associated with the audit of WCA by a non-School District selected auditor or for a separate detailed report by the School District auditor addressing WCA's financial condition shall be borne by WCA. All financial records/requirements are to be submitted by all required deadlines. If WCA fails to provide financial reports and data to the School District on the dates and in the form required by this Renewal Contract or as otherwise required by state or federal law, the School District may withhold up to ten percent (10%) of any payment due to WCA from the School District until such time as WCA complies with such financial reporting requirements, in accordance with C.R.S. §§ 22-30.5-105(2)(c)(IV) and 112(8)(a).

6.4 Future Bond and Mill Levy Funds.

6.4.1 Bond Issues. Pursuant to C.R.S. § 22-30.5-404, the School District shall allow for representation by charter schools on the District's long-range planning committee and any committee established by the School District to assess and prioritize the School District's capital construction needs and shall notify charter schools of the committee's meeting schedule. WCA and other School District charter schools shall cooperate in determining the person or persons who will represent the interests of charter schools on the committee. If the School District hereafter considers an election issue for bonded indebtedness, the School District shall invite WCA to participate in discussions regarding the possible submission of such a question at the earliest possible time but no later than June 1 of the applicable election year. WCA may ask the School District to include the capital construction needs of WCA in such question, and if it determines not to include the same WCA may request the School District to separately submit a question for the voters that includes capital construction needs of WCA in accordance with current C.R.S. § 22-30.5-404 and 405.

6.4.2 Mill Levy. Pursuant to C.R.S. § 22-30.5-118 and C.R.S. § 22-30.5-119, if the School District has a planning committee regarding a potential Mill Levy ballot question for the electorate, the School District must allow the charter schools authorized by the School District to have at least one representative on the School District's planning committee. The School District must notify the charter schools of the planning committee's meeting schedule. The charter schools of the School District shall cooperate in determining the representative. The School District shall invite each charter school in the

School District to participate in any discussions about submitting a ballot question to authorize additional local revenues (such as a mill levy) at least by June 1 of the election year.

Based on Section D. of the School District Board of Education’s existing Plan for Distribution of Additional Mill Levy Revenue (approved June 18, 2018)(“MLO Plan”), in the event future Mill Levy Override ballot questions are approved by the School District’s voters, the new Mill Levy Override funds will be allocated by any specific methods included in the authorizations and any purposes specifically approved by voters. Absent any restriction, 95% of the new Mill Levy Override revenues will be allocated to the charter schools authorized by and operating within the School District’s boundaries at the time of voter approval of the new MLO fundings by a percentage derived by dividing each School District charter school’s audited funded pupil count by the School District’s total audited funded pupil count. WCA agrees to use such funds in accordance with District guidelines.

7. Governance and Operation. WCA is incorporated as a Colorado non-profit corporation. The purpose of WCA as set forth in its Articles of Incorporation (“Articles”) will be limited to the operation of a charter school pursuant to the Act. The Bylaws of WCA addressing the nature and extent of parental, professional educator, and community involvement in the governance and operation of WCA are accepted by the School District to the extent permissible under federal and state law and subject to all conditions of this Renewal Contract and to the policies and regulations of the School District, as amended and adopted from time to time (except to the extent waived by the Board as provided in this Renewal Contract). **The Articles of Incorporation and Bylaws are attached as Exhibit I[MB2]. -The Bylaws or policies of WCA shall include a requirement that each Charter Board member annually sign a conflict of interest disclosure, which shall at a minimum meet the requirements set forth in Exhibit J.** The Bylaws may be amended from time to time consistent with state and federal laws, the terms of this Renewal Contract and School District policies. WCA shall obtain the prior written approval of the Board prior to adopting any amendment to the Bylaws that impacts the governance structure of WCA. **Amended Bylaws shall be submitted to the District within ten (10) business days of their ratification or adoption by WCA.**

7.1 Conflict of Interest. Members of WCA’s executive board, any administrators and managers, and other committees of WCA shall comply with state law and Board policies and regulations regarding ethics and conflict of interest. **Annually, each Charter Board member shall sign a conflict of interest disclosure, which shall at a minimum meet the requirements set forth in Exhibit J.**

7.2 Nonreligious, Nonsectarian Status. WCA shall operate, in all respects, as a nonsectarian, nonreligious, non-home-based public school. WCA shall not be affiliated with any nonpublic sectarian school or religious organization. Negotiation by WCA of an occupancy lease from a religious institution shall not be construed as affiliation.

7.3 Commitment to Nondiscrimination. WCA shall comply with all applicable federal, state, and local laws, rules, and regulations and School District policies, prohibiting discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, **gender identity, gender expression**, marital status, religion, age, ancestry, ~~or~~ disability, **or other categories protected by law.**

7.4 Accountability. WCA shall operate under the auspices of, and be accountable to, the School District and subject to Colorado law, regulations of the State Board of Education and the CDE, and all Board-approved policies and regulations unless specifically waived. The Colorado League of Charter Schools' Accountability Process may serve as a guideline for the WCA accountability process. WCA's executive board shall appoint a school accountability committee with a composition of members consistent with the requirements of Colorado law that will participate in the accountability process in accordance with Board policy and state law. All records created and maintained in accordance with the provisions of this Renewal Contract, Board policy, and federal and state law shall be open to inspection by the School District.

7.5 Open Meetings Law. WCA acknowledges and agrees that it is subject to the provisions of the Colorado Open Meetings Law, C.R.S. §§ 24-6-401 *et seq.*, and that it will comply with the provisions of such law in connection with all of its activities.

7.6 Indigent Students. WCA shall waive all fees for indigent students in accordance with Board policy and applicable federal and state law. If requested by the School District, WCA shall survey its student population for eligibility for free and reduced-price lunches under federal guidelines in accordance with State Board of Education regulations. On all fee lists and schedules, WCA shall include notification of the policy of waiver of fees for indigent students.

7.7 Operational Powers. Subject to the conditions and provisions of this Renewal Contract, WCA shall be fiscally responsible for its own operations within the limitations of any funding provided by the School District and other revenues derived by WCA consistent with law.

7.7.1 WCA shall have authority to exercise independently, also consistent with federal and state law, the following powers (including such other powers as provided for elsewhere in this Renewal Contract and in the Applications to the extent consistent with this Renewal Contract): prepare purchase orders for goods and services; prepare a proposed budget; lease or lease/purchase facilities for school purposes; select personnel and determine their compensation; procure insurance; purchase, lease, or rent furniture, equipment, and supplies; retain fees collected from students in accordance with law; and accept and expend gifts, donations, or grants of any kind in accordance with such conditions prescribed by the donor as are consistent with law and not contrary to any of the terms of this Renewal Contract. WCA shall not have authority to enter into a contract or subcontract for the management or administration of its core instructional program or services, including special education and related services, nor shall it employ a management group to provide for or assist in the management of WCA.

7.7.2 Upon request, WCA agrees to provide the School District with copies of all written (including digital format) contracts, regardless of amount. WCA will submit to the School District for review and comment contracts for goods, services, and/or capital projects in excess of \$50,000 in one fiscal year, or as may be required in order for WCA to participate in various programs funded by federal funds.

7.7.3 WCA shall comply with applicable provisions of Article X, Section 20 of the Colorado Constitution. WCA shall not have any authority to enter into any agreement or make any commitment that gives rise to a multiple-fiscal year direct or indirect debt or other financial obligation whatsoever on the part of WCA or the School District without the prior express written consent of the School District.

7.7.4 In exercising its powers, WCA shall comply with all presently existing Board-approved policies unless a specific waiver is obtained. Upon adoption by the Board, all policy changes are available to WCA on the School District's website. WCA shall furnish to the Board copies of all written policies or procedures it may develop with respect to any matter relating to its operations and educational program. WCA agrees to comply with future policies unless WCA demonstrates to the School District that the policy would materially interfere with essential elements of WCA's educational program as implemented pursuant to its Applications and this Renewal Contract. In that case, the parties agree to negotiate the potential for a waiver of such policy.

7.7.5 WCA shall clearly indicate to vendors and other entities and individuals outside the School District that the obligations of WCA under any agreement are solely the responsibility of WCA and are not the responsibility of the School District.

7.7.6 No gift, donation, or grant shall be accepted by WCA if subject to any condition contrary to law or contrary to the Renewal Contract.

7.7.7 Any petty cash or activity fund accounts maintained by WCA may be reviewed by the School District on a periodic basis in the same manner as other schools' building funds are monitored by the School District.

7.7.8 In a manner similar to other School District schools, WCA has specific authority to open, maintain, and administer an activity fund account.

7.8 ~~Waivers. WCA has been granted certain waivers from Board approved policies and regulations upon approval by the Board of acceptable replacement policies pursuant to paragraph 10.2.1. Additionally, WCA has been granted waivers from state law by the State Board. Any additional waivers from Board policies, and the conditions therefor, and the waivers from state law to be requested jointly, if any, may be requested from time to time and shall be developed in accordance with this Renewal Contract. The waivers currently in place are listed in Exhibit E and incorporated herein. WCA's governing board may seek additional waivers from state laws and regulations and/or from School District policies by submitting a waiver request in writing to the School District Superintendent describing the nature of and the need for the waiver. Within sixty (60) days of the receipt of such a waiver request, the Superintendent shall present the request to the Board and the Board shall take action on the request. The Board in its sole discretion may grant, modify or deny the waiver request~~^[MB3]. **Contracting for Core Educational Services.** Unless approved by the School District in writing, which approval shall not be unreasonably withheld, WCA shall not enter into a contract or subcontract for the management or administration of its core instructional program or services, including special education and related services. This shall not prevent

WCA from engaging independent contractors to teach selected, specific courses or provide specific services as a portion of WCA's educational program or operations. Subject to the limitations above, WCA may negotiate and contract with a school district, the governing body of a state college or university, a school food authority, or any third party for the use, operation and maintenance of a school building and grounds or the provision of any service, activity or undertaking that WCA is required to perform to carry out the educational program described herein. If WCA desires to enter into a contract or subcontract for the management or administration of its instructional program or services, then at a minimum, such contract or subcontract shall satisfy the requirements set forth in Exhibit L. If WCA fails to comply with this Section, it shall be a material breach of the Contract.

7.9 Bidding Requirements. Contractual services and purchases of supplies, materials, and equipment shall be procured pursuant to WCA's Waiver and Replacement Plan from C.R.S. § 22-32-109(1)(b), as approved by the State Board of Education.

7.10 Periodic Review of Progress. WCA shall be subject to a review of its operations and finances by the Board or a designee upon reasonable advance written notice. WCA shall, within thirty days following the end of each semester, provide to the School District a written report concerning its operations, including, without limitation, progress made towards achieving its educational goals and objectives, content standards, policy development issues, student performance standards, student attendance and discipline information, personnel matters, and other provisions of its Applications.

7.11 Term. It is the intent of the Board that the Charter and this Renewal Contract are to be effective as of July 1, 2019~~24~~, and extend through June 30, 2029~~4~~. Although this Renewal Contract is for operation of WCA as a charter school in the School District for a period of ~~five~~four years, any financial commitment on the part of the School District contained in this Renewal Contract is subject to annual appropriation by the Board. The parties agree that the School District has no obligation to fund the financial obligations under this Renewal Contract other than for the then current year of the Renewal Contract term, and that the School District has not irrevocably pledged and held for payment sufficient cash reserves for funding WCA or for providing services described herein for the entire term of the Renewal Contract. Additional renewals of the Charter may be sought by WCA in accordance with C.R.S. § 22-30.5-110(2) **and Policy LBD-R**. The Board shall consider an amendment to this Renewal Contract providing for a term beyond five years if requested by WCA in order to enhance the terms of any lease or financial obligation, if said request is supported by sufficient and reliable evidence.

7.12 School Violations of Law or this Renewal Contract. If WCA is subject to nonrenewal or revocation for any of the reasons listed in C.R.S. § 22-30.5-110(3), or any of the other reasons listed in this Renewal Contract, is in material (as opposed to merely technical) violation of state or federal law or regulations, or otherwise materially breaches the Renewal Contract, the School District may, but is not required to, impose other remedies prior to initiating revocation procedures in accordance with Section 18. Remedies include, but are not limited to, those listed below. These remedies may be applied individually, in succession, or simultaneously. Prior to taking any of the actions below, the School District shall send a notice as provided in subsection 7.12 below.

7.12.1 Withholding Funds. This remedy may be applied in situations where WCA could reasonably take actions to remedy the breach prior to the withholding of funds. The School District may only withhold funds in situations as allowed by C.R.S. § 22-30.5-105(2)(c)(IV). Any action taken pursuant to this subsection is subject to review as provided in C.R.S. § 22-30.5-112(8).

7.12.2 Plan Submission. The School District may require the submission of a plan to remedy the deficiency. Upon the written request of the School District, WCA shall develop a plan to remedy the failure or deficiency and submit it to the School District for review and comment. The plan may be revised at the discretion of WCA. The School District may require WCA to review and revise the plan if it reasonably determines that the plan is not effective in remedying the deficiency. This remedy may be applied if WCA fails (a) to make progress toward achieving its goals and objectives as described in this Renewal Contract after a reasonable period of time, (b) to achieve School District accreditation requirements, (c) to implement its educational program as described in this Renewal Contract after a reasonable period of time, or (d) fails to complete two or more required reports by the established deadlines.

7.12.3 Seeking Technical Assistance. The School District may require WCA to seek external technical assistance if WCA is required to prepare and implement a priority improvement plan or turnaround plan.

7.12.4 Exercise of Emergency Powers. The School District may request that the Commissioner issue a temporary or preliminary order in accordance with C.R.S. § 22-30.5-701 *et seq.*, if the conditions of an emergency exist, as defined therein.

7.13 Procedural Guidelines for School Violations of Law or this Contract. Prior to applying a remedy other than seeking an order under the Emergency Powers set forth in C.R.S. § 22-30.5-701 *et seq.*, the School District shall, to the extent practicable, engage in the following process:

7.13.1 The School District shall give WCA written notice of a deficiency. The notice shall state the deficiency, the basis for the finding, the time by which the School District expects the deficiency to be remedied, and the expected remedy.

7.13.2 The School District shall give WCA a reasonable opportunity to contest the School District's determination that a breach has occurred. In a non-emergency situation, this means the Executive Director or designee shall be given an opportunity to meet with the Superintendent or designee to discuss the notice within five (5) business days.

7.13.3 If the breach is not cured within the time specified in the notice, the School District may initiate dispute resolution procedures in accordance with Section 14.9, file an appeal with the State Board, or seek other remedies provided by law.

7.14 District Violations of School Law or this Contract. If WCA believes that the School District has violated any provision of this Contract or applicable law, WCA may initiate dispute resolution procedures in accordance with Section 14.9, file an appeal with the State Board, or seek other remedies provided by law.

7.15 Emergency Powers. If the School District seeks a preliminary order under the Emergency Powers set forth in C.R.S. § 22-30.5-701 *et seq.*, it shall follow the procedures set forth therein.

~~Termination.~~ This Renewal Contract may be terminated, and the Charter revoked by the Board, for any of the grounds provided by law and/or for any material breach of this Renewal Contract. WCA shall be given a reasonable opportunity to cure the breach after receiving written notice of the breach from the School District. Reasonable opportunity to cure shall mean: (a) cure within fourteen days of the effective date of such notice; or (b) in the case of breaches which cannot practically be cured within fourteen days, commencement of the cure within fourteen days and diligent pursuit of the cure to the satisfaction of the School District until the cure is complete. To the extent reasonably practical, the School District shall exhaust the dispute resolution provisions set forth in paragraph 13.9 and the School District shall not make any revocation final until WCA has exhausted any appeal to the State Board, if such appeal is timely filed and within its jurisdiction. Should WCA choose to terminate this Renewal Contract and revoke its Charter before the end of the Renewal Contract term, it may do so with the Board's approval, at any time, upon thirty days' advance written notice. In the event of termination, all assets including facilities and equipment owned, controlled by, or in possession of WCA, not requiring return or transfer to donors or grantors or required for discharge of existing liabilities and operations of WCA shall be returned to the School District. All remaining gifts, donations, and grants not requiring return or transfer or use for discharge of existing liabilities and operations of WCA shall be disposed of in accordance with paragraph 7.7.6.

~~7.12.1~~ During the period after the School District gives WCA written notice of a termination or a material breach, in addition to any other rights, the School District shall also have the following additional right and power to (a) require WCA to promptly take such actions as may be necessary to freeze bank accounts and other assets of WCA and/or to require School District approval of any expenditure or disposition of assets and (b) receive full and complete access to all WCA records, data, and information.

~~7.12.2~~ Notwithstanding any other provision of this Renewal Contract, in the case of any breach which the Board reasonably determines poses a serious threat to WCA or School District students, the community, or the property rights of the School District or WCA, the School District may, but shall not be required to, take immediate control of WCA and may exercise any portion or all power and authority of WCA for such period of time as may be necessary to deal with such threat. These additional rights of the School District shall continue during the pendency of any dispute resolution process with respect to the breach. The rights of the School District under this section are in addition to its right to apply to the Commissioner of Education for immediate relief as provided in the Emergency Powers Act, C.R.S. § 22-30.5-701—704.

7.163 Dissolution. In the event WCA should cease operations for whatever reason, including the non-renewal or revocation of this Renewal Contract, WCA agrees to continue to operate its educational program until the end of the school year or another mutually agreed upon date. The School District shall supervise and have authority to conduct the winding up of the business and affairs for WCA; provided, however, that in doing so, the School District does not assume any liability incurred by WCA beyond the funds allocated to it by the School District under this Renewal Contract. Should WCA cease operations for

whatever reason, the School District maintains the right to continue WCA's operations as a School District facility until the end of the school year. The School District's authority hereunder shall include, but not be limited to, 1) the return and/or disposition of any assets acquired by purchase or donation by WCA during the time of its existence, subject to the limitations of CA's status as a 501(c)(3) entity and consistent with any donor conditions and other applicable tax law and regulations, and 2) reassignment of students to different schools. WCA personnel and the Charter Board shall cooperate fully with the winding up of the affairs of WCA including convening meetings with parents at the School District's request and counseling with students to facilitate appropriate reassignment.

~~In the event WCA should cease operations for whatever reason, including the nonrenewal or revocation of the Charter, it is agreed that the Board shall supervise and have authority to conduct the closure of the business and affairs of the Charter School; provided, however, that in doing so, the School District does not assume any liability incurred by WCA beyond the funds allocated to it by the School District under this Renewal Contract. The School District's authority hereunder shall include, but not be limited to, the return and/or disposition of any assets acquired by purchase or donation by WCA during the time of its existence, subject to WCA's status as a 501(c)(3) entity and consistent with any donor conditions and other applicable tax law and regulations.~~

7.17 Satisfaction Surveys. WCA shall conduct annual staff, parent, and student satisfaction surveys and shall share de-identified, aggregated results with the WCA community and the School District's Superintendent or designee

8. Employment Matters. The Employee Relations Sections of the Applications concerning employment matters and specific personnel policies are accepted to the extent specifically described below and subject to the following conditions and other provisions of this Renewal Contract:

8.1 Hiring of Personnel. All persons who perform services for WCA shall be considered "at-will" employees or volunteers of WCA. The School District agrees that WCA may select its personnel directly without prior authorization from the Board, subject to compliance with this Section 8.1 and all federal and state rules and regulations, including, without limitation, requirements concerning the recruitment of applicants, the use of background and criminal checks, and certification and/or licensure requirements for teachers and the principal, except as may be waived by the State Board. WCA shall inform the School District's Superintendent or designee of all personnel hired. The School District shall endorse applications for alternative certification or licensing by WCA's teachers; provided, however, that WCA shall be responsible for any costs associated with such application and approval process. WCA may terminate the employment of any personnel so long as such employees are not terminated for ~~legally~~^{constitutionally} impermissible reasons. WCA will promptly inform the School District of any action it takes to terminate an employee and will notify the School District in writing no later than ten days after the final pupil-teacher contact day of the school year of those employees who will not be renewed. It is acknowledged, however, that any reservation of rights in the School District, its Board, or Superintendent hereunder does not in any manner change the status of such employee as an "at-will" employee of WCA.

8.2 Employee Compensation, Qualification, Evaluation, and Discipline. WCA has obtained waivers of Board-approved policies and regulations concerning the compensation, evaluation, promotion, discipline, and termination of employees at WCA, subject to continuing compliance with all applicable state rules and regulations, unless specific waivers are obtained and maintained from the State Board of Education. WCA may amend its employment policies originally submitted to the Board in its Applications pursuant to C.R.S. § 22-30.5-106(1)(i.5) from time to time. Such amendments must be submitted to the Board for approval and determination of the continuation of the applicable waivers from Board policy. School District policies will remain in effect and be followed by WCA until the adoption by WCA's governing board of policies regarding these matters that are in compliance with applicable law and approved by the School District.

8.2.1 The supervision and evaluation of the teaching staff within WCA will be carried out as set forth in the Employee Relations and Governance and Operations Sections of the Applications; provided, however, that all such evaluations shall be conducted or supervised by a person who has satisfied state and School District evaluator training requirements unless waived by the State Board of Education.

8.2.2 The WCA board shall be responsible for annually evaluating the performance of the WCA's **Executive Director**~~administrator~~. The written results of such evaluation and the evaluation report shall be submitted to the School District on or before July 1 of each year for its review.

8.2.3 WCA may adopt additional written policies in compliance with federal and state law, concerning the recruitment, promotion, discipline, and termination of personnel; methods for evaluating performance; and a plan for resolving employee-related problems, including complaint and grievance procedures to the extent that such are not addressed in current WCA policies. However, WCA shall not have the authority, by virtue of such policies or procedures or other action of WCA, to change the "at-will" nature of the employment relationship.

8.2.4 WCA shall notify the School District and other appropriate authorities, in accordance with state law, of discipline of employees at WCA arising from misconduct or behavior that may have resulted in harm to students or others or that constituted violations of law or policy.

8.3 Payroll. WCA will process its own payroll for its employees and shall timely file all reports, returns, forms, and deposits required by applicable state and federal laws and regulations.

8.4 Benefits. WCA will have the right to determine the benefits it will provide to its employees. WCA will separately apply to the Colorado Employer Benefit Trust ("CEBT") or other provider for health insurance for its employees and administer and account for its own plan.

8.4.1 Affordable Care Act. WCA shall comply with the Patient Protection and Affordable Care Act (“PPACA”) and its related regulations, as applicable. To the extent permitted by law, WCA shall indemnify and hold the School District and School District Board members, employees, and agents harmless from and against all damages, losses, and expenses arising out of or resulting from WCA’s failure to comply with PPACA and its related regulations. WCA’s indemnification obligation hereunder shall survive the termination of this Renewal Contract.

8.5 PERA Membership. All employees at WCA shall be members of the Public Employees’ Retirement Association and subject to its requirements. WCA shall be responsible for the cost of the School District’s/employer’s share of any required contributions.

8.6 Equal Opportunity Employer. WCA affirms that, consistent with applicable law and School District policies, it shall not discriminate against any employee on the basis of race, creed, color, national origin, sex, sexual orientation, **gender identity, gender expression,** marital status, religion, age, ancestry, ~~or~~ **disability or other category protected by law** in its recruitment, selection, training, utilization, termination, or other employment-related activities.

8.7 Employee Welfare, Safety, and Training. WCA shall comply with all Board-approved policies, and applicable federal and state laws, concerning employee welfare, safety, and health issues, including, without limitation, the requirements of federal law for a drug-free workplace, and statutorily required training concerning the Child Protection Act of 1987, C.R.S. §§ 19-3-301 *et seq.*

8.8 Employee Records. WCA shall comply with all Board-approved policies and regulations, as modified and not waived herein, and applicable federal and state laws, concerning the maintenance and disclosure of employee records, including, without limitation, the requirements of the Colorado ~~Public~~ **Open** Records ~~Law~~ **Act**, C.R.S. §§ 24-72-204 *et seq.*

8.9 Employee Conflicts of Interest. All employees at WCA shall comply with the Board’s policy and regulation, and applicable state law, concerning employee actual and potential conflicts of interest.

8.10 District Teachers. Current employees of the School District may apply for open positions at WCA in equal competition with other candidates.

8.10.1 If hired by WCA, current employees of the School District will work for a one-year period on a leave of absence. Such leave of absence shall commence on the first day of services for WCA. While a teacher is on leave of absence and employed by WCA, they shall not acquire years of service toward non-probationary status in the School District.

8.10.2 Teacher Leave of Absence from School District. During the first year that a teacher employed by the School District is employed by WCA, such teacher shall be considered to be on a one-year leave of absence from the School District. Such leave of absence shall commence on the first day of services for WCA. This leave of absence will expire at the end

of one year and, unless the following “Notice and Renewal” procedure is followed, the School District will automatically schedule the teacher for return to the District to a position for which the teacher possesses the appropriate qualifications and certification.

8.10.3 Notice and Renewal. If the teacher desires a renewal of the one-year leave of absence in order to continue teaching at WCA, written notice and request for renewal must be given to the School District prior to April 1 of the leave year. Subsequently, the teacher will be considered to be on a second one-year leave of absence. Upon a timely notice and request by the teacher, as set forth herein, the second one-year leave of absence shall be renewed for an additional one-year period at the discretion of the School District. In no event will teachers’ leaves exceed three years in length. If the leave of absence expires and the teacher remains at WCA, the teacher is considered an “at-will” employee of WCA. Teachers shall not accrue years of service in the School District or advancement on the salary schedule while on leave of absence.

9. ~~Bond^[MB4] Issue during the Term.~~ The parties acknowledge that the School District has provided for WCA’s capital needs at this time under the provisions of the MOU. WCA may engage the District in any discussions concerning future bonds to be issued by the District.

10. Insurance and Legal Liabilities.

10.1 Insurance. The School District will not provide insurance coverages to WCA, including worker’s compensation insurance. Therefore, WCA shall purchase and maintain its own insurance. WCA agrees that it will be responsible for its own risk management activities and will cooperate with the School District’s risk management office, upon request. WCA will promptly report to the School District any and all pending or threatened claims and cooperate fully with the School District in the defense of any claims, as appropriate. WCA shall neither compromise, settle, negotiate, nor otherwise affect any disposition of potential insured claims or claims asserted against it which might adversely affect the School District without the School District’s prior written approval, provided WCA may settle claims for which it carries insurance at its own cost, with the approval and agreement of the insurer. WCA shall obtain insurance coverage that includes the same limits and coverage as is provided for employees and authorized volunteers of the School District itself. WCA will provide certificates of insurance, confirming all coverages, to the School District by no later than July 10 of each year. Notwithstanding the contents of this paragraph, WCA may establish insurance benefits for its employees at its discretion and consistent with state law.

WCA shall purchase insurance protecting WCA and the Charter Board, employees, and volunteers, and School District where appropriate, consisting of comprehensive general liability insurance (including, if applicable, coverage relating to use of armed staff), errors and omissions liability insurance (school entity liability insurance), and such other insurance as identified below which identifies the minimum coverages for the current school year:

- Comprehensive general liability - \$2,000,000 Per Occurrence/\$5,000,000 Annual Aggregate.**
- Sexual Molestation - \$5,000,000.**

Officers, directors and employees errors and omissions - \$2,000,000.
Property insurance - As required by landlord and lender
Motor vehicle liability (if appropriate) - \$1,000,000.

Crime coverage: \$100,000.

Bonding (if appropriate):

Minimum amounts: \$25,000.

Maximum amounts: \$100,000.

Workers' compensation - (as required by state law).

WCA shall have on file at all times a copy of the purchased insurance policies that, at a minimum meet the above requirements, as well as evidence that payment of premiums for such policies have been timely made. The School District shall provide at least sixty (60) days' prior written notice if these coverage limits are changed, and all changes shall be commercially reasonable. Insurance terms and conditions must be reasonably acceptable to the School District and underwritten by insurers that are legally authorized in the State of Colorado and that are rated by A.M. Best Company not lower than "A-VII". WCA shall provide certificates of insurance to the Superintendent or designee by June 1 annually. All of WCA's insurance policies purchased by WCA shall state that coverage shall not be suspended, voided, cancelled, reduced in coverage or in limits, except after thirty (30) calendar days prior written notice by certified mail, return receipt requested, sent to WCA and the Superintendent or designee. WCA shall notify the Superintendent or designee within ten (10) calendar days if for any reason there is a lapse in insurance coverage. WCA is solely responsible for any deductibles payable under the policies purchased by WCA. Both Parties shall secure policies that are primary and noncontributory to insurance obtained by the other party and/or any obligation of indemnification under this contract.

10.2 Legal Liabilities. WCA shall operate in compliance with all Board-approved policies and regulations and all applicable federal, state, and local laws, rules, and regulations, unless specifically waived as indicated in attached **Exhibit EF** or unless such waiver is obtained from the proper authority pursuant to the procedures of paragraph 10.2.1 below subsequent to the execution of this Renewal Contract.

10.2.1 Waiver. Additional waivers from specific Board-approved policies or regulations and/or state law may be requested by WCA by submitting such a request, in writing, to the School District's Superintendent in compliance with state regulations. The request shall include the reasons why WCA is in need of or desires the waiver and any alternative or substitute policies proposed. The Superintendent shall have thirty school days to review the request and, thereafter, will present the matter before the Board at its next regular meeting. The Board shall have thirty school days to consider the matter prior to rendering a decision at a regular meeting. Waivers of Board-approved policies and regulations **are in the sole discretion of the Board and** may be granted only to the extent permitted by state law. In the event the School District policy or regulation from which WCA seeks a waiver is required by state law, or where WCA otherwise requests release from a state regulation, the School District agrees to jointly request such a waiver from the State Board of Education, if the School District's Board first approves the request.

10.2.2 Faith and Credit. WCA agrees that it will not extend the faith and credit of the School District to any third person or entity. WCA acknowledges and agrees that it has no authority to enter into a contract or incur obligations that would bind the School District, including, without limitation, any waiver or modification of the provisions of the Colorado Governmental Immunity Act. C.R.S. §§ 24-10-101 *et seq.* WCA also is limited in its authority to commit its funds by the amount of funds obtained from and held on its behalf by the School District, as provided hereunder, or from other independent sources. The following language shall be included in each contract with a value in excess of \$1,000.00 entered into by WCA, including contracts of employment:

“**[Party with whom WCA is contracting]** understands and agrees that it is entering into this contract solely and exclusively with Windsor Charter Academy, that Windsor Charter Academy has no authority to extend the faith and/or credit of Weld County School District RE-4 to any third party or entity, that Windsor Charter Academy has no authority to enter into any contract that would bind Weld County School District RE-4, and that Weld County School District RE-4 has no obligation or liability whatsoever under or in any way connected with this contract. **[Party with whom WCA is contracting]** further understands and agrees that its rights and remedies under this contract may only be enforced with respect to Windsor Charter Academy and that it has no rights or remedies directly or indirectly under this contract with respect to Weld County School District RE-4.”

10.2.3 Indemnification. To the extent of claims not covered by insurance or otherwise barred by the Colorado Governmental Immunity Act, WCA and the School District each agree to indemnify and hold the other, its Board, agents, and employees harmless from all liability, claims, and demands on account of injury, loss, or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss, or damage or any other losses of any kind whatsoever that are proximately caused by those employees or agents of the indemnitor. The foregoing provision shall not be deemed a relinquishment or waiver of any kind of applicable limitations of liability provided both parties by the Colorado Governmental Immunity Act.

10.2.4 Indemnification by Independent Entities/Governmental Immunity. In the event WCA authorizes, with the School District’s approval, another person or entity to operate a before and/or after school, preschool, day care, intersession, extended day kindergarten, or other program within a Charter School facility, such person or entity shall provide separate insurance coverage for general liability and errors and omissions with limits consistent with the School District policies and naming WCA, the School District, and the property owner as additional insureds. Such person or entity will also agree to indemnify and hold WCA, the School District, and the property owner harmless from all liability, claims, and demands on account of injury, loss, or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss, or damage, tort and civil rights claims, or any other losses of any kind whatsoever that arise out of or are in any manner connected with such person’s or entity’s operations. Nothing contained in this Charter School Renewal Contract shall be deemed a relinquishment or waiver by the School District or WCA of any kind of applicable limitations of liability provided by the Colorado Governmental Immunity Act.

11. Transportation Services

11.1 Compliance. Subsequent to the effective date of the Renewal Contract, WCA began providing transportation services for its students using a vehicle owned and operated by the WCA. WCA agrees to provide transportation services in accordance with the Transportation and Food Services Plan, attached and incorporated into this Amendment as **Exhibit DE**. Any subsequent revisions or modifications of this plan will be submitted to and approved by the School District prior to implementation. WCA shall comply with all federal and state laws and regulations as well as School District policies, unless waived, in providing transportation services including, without limitation, the provisions of 1 CCR 301-25, Colorado Minimum Standards Governing School Transportation Vehicles, and 1 CCR 301-26, Colorado Rules for the Operation, Maintenance, and Inspection of School Transportation Vehicles.

11.2 Insurance. Prior to and during all times that WCA is providing transportation services, it will ensure that it has in effect Comprehensive General Liability Insurance and Comprehensive Automobile Liability Insurance (including coverage for public school transportation vehicles, as defined by Colorado law) with at least the same limits and coverage as is provided for employees and authorized volunteers of the School District itself. A current certificate of insurance, evidencing existing coverage in the minimum School District coverage amounts, will be provided to the School District prior to commencing services and on or before July 10 of each school year, as provided in Section 10.1 of the Renewal Contract. The certificate must contain an endorsement naming the School District as an Additional Insured.

11.3 Indemnification. To the extent of claims related to WCA providing transportation services that are not covered by insurance or otherwise barred by the Colorado Governmental Immunity Act, WCA shall indemnify and hold the School District, its Board, agents, and employees harmless from all liability, claims, and demands on account of injury, loss, or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss, or damage or any other losses of any kind whatsoever that are proximately caused by WCA's employees or agents in providing transportation services. The foregoing provision shall not be deemed a relinquishment or waiver of any kind of applicable limitations of liability provided both parties by the Colorado Governmental Immunity Act.

12. Every Student Succeeds Act. WCA understands and agrees that it has a duty to comply with the applicable provisions of the Elementary and Secondary Education Act, 20 U.S.C. §§ 6301 – 7941, its implementing regulations, and as amended by the Every Student Succeeds Act (together referred to herein as “ESSA;”), except to the extent such requirements have been waived for the State of Colorado.

13. Reports and Data Submission. WCA shall provide to the District in a timely manner any data and reports required by CDE and those necessary and reasonably required for the District to meet its oversight and reporting obligations. Required data submissions and reports include, but are not limited to, those required by state or federal law and regulations, and those otherwise specifically identified in this Renewal Contract or listed on **Exhibit FH**, attached and incorporated by this reference, which include the projected due dates for the current school year.

Timely notification shall be provided when due dates are changed. The School District will annually update any changes to the following list of required reports and due dates and provide this information to WCA. Failure to provide reports within five (5) days after the due date is a material violation of this Renewal Contract, and the School District may take actions outlined in Sections 6.3 and 7.12.

14. Notification Provided to the School District.

14.1 Timely Notice. WCA shall timely notify the School District (and other appropriate authorities) in the following situations:

14.1.1 The discipline of WCA personnel arising from misconduct or behavior that may have resulted in harm to students or others; or

14.1.2 Any complaints filed against WCA with, or opened for investigation by, any governmental agency including, but not limited to OCR, CDE, CCRD, and EEOC.

14.2 Immediate Notice. WCA shall immediately notify the School District of any of the following:

14.2.1 Conditions that may cause it to vary from the terms of this Contract, applicable School District requirements, or applicable federal or state law;

14.2.2 Any circumstance requiring the closure of WCA, including, but not limited to, a natural disaster, such as an earthquake, storm, flood or other weather-related event, other extraordinary emergency, or destruction of or damage to the School facility or facilities;

14.2.3 The arrest, dismissal, or resignation of any members of the Charter Board or WCA personnel for a crime punishable as a felony, any crime related to the misappropriation of funds or theft, or any misdemeanor criminal offenses involving children. Additionally, WCA shall comply with the provisions of C.R.S. § 22-30.5-110.7 and other relevant laws as required.

14.2.4 Misappropriation of funds;

14.2.5 A default on any obligation of WCA, which shall include debts for which payments are past due by sixty (60) days or more; or

14.2.6 A failure to maintain its corporate status with the Colorado Secretary of State's Office that is not cured within sixty (60) days of notice of the same.

15. Annual Performance Review. In accordance with C.R.S. § 22-30.5-110(1)(b), the School District shall annually provide WCA with a review of its performance, which shall include at a minimum WCA's progress in meeting the objectives identified in the plan WCA is required to implement pursuant to C.R.S. § 22-11-210 and the results of WCA's most

recent annual financial audit. The School District shall provide WCA with written feedback from the annual review. Such annual review shall be used in evaluating a renewal application.

16. Governance Information. WCA shall provide the Charter Board membership (i.e., names, contact information, term) to the School District's Superintendent or designee annually before August 15 and within ten (10) days of any change in membership.

17. Renewal Timeline and Process. WCA shall submit its renewal application by no later than December 1 of the year prior to the year in which this Renewal Contract expires. At least fifteen (15) calendar days prior to the date on which the School District Board will consider whether to approve the renewal application, School District personnel shall provide to the School District Board and WCA a written recommendation, including the reasons supporting the recommendation, concerning whether to renew the charter. The School District Board shall rule by resolution on the renewal application no later than February 1 of the year in which the charter expires, or by a mutually agreed upon date following a public hearing where WCA shall have the opportunity to address the School District Board about its renewal request. If the School District Board decides to not renew the Renewal Contract, it shall detail the reasons in its resolution.

17.1 Renewal Application Contents. In addition to contents required by law and Policy LBD-R, the renewal application should include comments and additional information provided by WCA about its progress toward meeting the School District's accreditation indicators.

18. Criteria for Renewal or Non-Renewal and Revocation. The School District may terminate this Renewal Contract and revoke the charter, or not renew this Renewal Contract, for any of the grounds provided by state law, including C.R.S. § 22-30.5-110(3), as they exist now or may be amended, or material breach of this Contract. Grounds for termination, revocation, or denial of renewal also include but are not limited to the following:

18.2.1 Pursuant to C.R.S. § 22-11-210(1)(d), the School is accredited with a priority improvement plan or turnaround plan for a combined total of five (5) consecutive years or any lesser number of years established by the State Board after which closure or restructuring is required.

18.2.2 The School is accredited with a turnaround plan and does not attain a higher accreditation rating at its next performance review in accordance with C.R.S. § 22-11-406(3).

18.2.3 The District shall comply with all guidelines found in C.R.S. § 22-30.5-110 and any other relevant statutory or regulatory provisions regarding renewal, non-renewal and revocation.

149. Miscellaneous Provisions.

149.1 Entire Agreement. This Renewal Contract, with attachments, contains all terms, conditions, and provisions hereof and the entire understandings and all representations of understandings and discussions of the parties relating thereto, and all prior representations, understandings, and discussions are merged herein and superseded and canceled by this Renewal Contract.

149.2 Amendment. This Renewal Contract may only be modified or amended by further written agreement executed by the parties hereto.

149.3 Notice. Any notice required, or permitted, under this Renewal Contract shall be in writing and shall be effective upon personal delivery (subject to verification of service or acknowledgment of receipt) or three days after mailing when sent by certified mail, postage prepaid, to WCA's **Executive Director**, in the case of notice being sent to WCA, or to the Office of the Superintendent for notice to the School District.

149.4 No Waiver. The parties agree that no assent, express or implied, to any breach by either of them of any one or more of the covenants and agreements expressed herein shall be deemed or be taken to constitute a waiver of any succeeding or other breach.

149.5 Invalidity. If any provision of this Renewal Contract is determined to be unenforceable or invalid for any reason, the remainder of the Renewal Contract shall remain in effect, unless otherwise terminated by one or both of the parties in accordance with the terms contained herein.

149.6 Interpretation. In the event of any disagreement or conflict concerning the interpretation or enforcement of this Renewal Contract, the Applications, and Board policies, procedures, regulations, or other requirements, other than those for which waivers have been granted, it is agreed that the provisions of this Renewal Contract and Board policies shall control over the Applications and that compliance by WCA shall be required and measured in the same manner as may be applied and expected by the School District of its other schools.

149.7 Standing and Capacity. WCA's governing board shall have standing and capacity to enter into and enforce any of the terms of this Renewal Contract on behalf of WCA. Any action by WCA's governing board on behalf of WCA shall be limited to enforcing the terms of this Renewal Contract and recovering the amounts provided for herein and shall not include any action or proceeding for other amounts or damages.

149.8 Assignment. WCA shall not assign its Charter nor any of its rights or obligations under this Renewal Contract to any person or entity, including, without limitation, a body corporate formed by WCA, without the prior written approval of the Board.

149.9 Dispute Resolution. In the event any dispute arises between the School District and WCA concerning this Renewal Contract, including, without limitation, the implementation of or waiver from any policies, regulations, or procedures, such dispute shall first be submitted to the Superintendent of the School District or his designee for review. Thereafter, representatives of the School District and WCA shall meet and attempt in good faith to negotiate

a resolution of the dispute. In the event these representatives are unable to resolve the dispute informally pursuant to this procedure, they shall submit the matter to an independent mediator, who shall be agreed upon by the parties within fifteen calendar days following either party's request for mediation (the "moving party"). If the parties are unable to agree upon a mediator within that time, the moving party shall obtain a list of five names from the Judicial Arbitrator Group, Denver, Colorado, and submit them to the other party, who shall strike one, return the list to the moving party, and so forth, until one name remains. The remaining person shall be selected as the mediator. This striking process shall be completed within ten days after delivery of the list to the non-moving party. The mediation shall be scheduled and concluded within sixty days of the mediator's selection. The mediation process shall be closed to the public and all information submitted during mediation shall be confidential to the extent provided by law. At the conclusion of the mediation, if the dispute is still not resolved, the mediator shall make an advisory, confidential recommendation to the Board of Education of the School District, which shall make a determination within thirty days of receipt. The Board of Education shall release the mediator's advisory recommendations together with the Board's decision, and the date of such release and decision shall be deemed the "release of such findings" under C.R.S. § 22-30.5-107.5 (3) (b). The decision of the Board shall be final; provided, however, WCA may appeal to the State Board of Education concerning those matters within its jurisdiction under the Act.

149.10 Mutual Cooperation. The parties pledge to collaborate in good faith through two-way communication and mutual respect, to attempt to informally and amicably resolve any issues that may arise between them. To promote their common goals of addressing the educational needs of all students within the School District, the parties agree to avoid competition between and dispensing negative information about the educational programs offered by either. They acknowledge that they are cooperatively involved in making a reasonable continuum of educational services available for students of the School District. Toward this end, the parties agree that if a student should withdraw from WCA or another school of the School District, they will cooperate in the potential integration of the student back into another program as may be appropriate to the student's needs.

194.11 No Third Party Beneficiary. The enforcement of the terms and conditions of this Renewal Contract and all rights of action relating to such enforcement shall be strictly reserved to the School District and, subject to the provisions of section 13.7, WCA. Nothing contained in this Renewal Contract shall give or allow any claim or right of action whatsoever by any other or third person. It is the express intent of the parties to this Renewal Contract that any person receiving services or benefits hereunder shall be deemed an incidental beneficiary only.

149.12 Order of Precedence. In the event of any disagreement or conflict concerning the interpretation of this Renewal Contract, the Applications, Board policies or regulations, or other requirements, it is agreed that the Renewal Contract and then the Board policies and regulations shall control, followed by the Applications. To the extent there are any inconsistencies or conflicts among the Applications, the more specific one, applicable to the grade level affected, shall take precedence.

IN WITNESS WHEREOF, the parties have executed this Renewal Contract as of the date first above written.

WINDSOR CHARTER ACADEMY

By: _____
Sherry Bartmann, Board President

ATTEST:

Jenny Ojala, Board Secretary

WELD COUNTY SCHOOL DISTRICT RE-4

By: _____
Lance Nichols~~Tempy Bowman~~, President
Board of Education

ATTEST:

Jennifer Hansen~~Regan Preece~~, Secretary

Approved as to form:

School District Attorney

List of Exhibits

- Exhibit A: Weld County School District RE-4 Board Resolution to Approve Renewal of Windsor Charter Academy**
- Exhibit B: Charter Renewal Application**
- Exhibit C: Amendment No. 1 to Charter School Renewal Contract (August 15, 2016)**
- Exhibit D: Purchased Services**
- Exhibit E: Transportation and Food Services Plan**
- Exhibit F: Waivers of State Laws**
- Exhibit G: Waivers of District Policies**
- Exhibit H: List of Deadlines**
- Exhibit I: Windsor Charter Academy Articles of Incorporation and Bylaws**
- Exhibit J: Charter Board Conflict of Interest Form**
- Exhibit K: Educational Management Provider Agreement Requirements**

4828-3610-0501, v. 1



Charter Renewal Application

810 Automation Dr.
Windsor, Colorado 80550
970.833.5190



Windsor Charter Academy
810 Automation Dr.
Windsor, CO 80550

Board of Education
Windsor School District
120 Main Street
Windsor, CO 80550

Dear Members of the Board of Education:

We are pleased to submit our renewal application for Windsor Charter Academy, a kindergarten through 12th-grade charter school.

Enclosed, you will find the complete renewal application, which includes all the required documentation and information necessary for the review process. We have diligently prepared this application to ensure that Windsor Charter Academy continues to provide a high-quality education to our students and remains a valuable asset to the community.

Our team is committed to maintaining the standards of excellence that have defined Windsor Charter Academy over the years. We are confident that this renewal application reflects our dedication to academic achievement, student success, and community engagement.

Should you require any additional information or have any questions during the review process, please do not hesitate to reach out to us. We are more than willing to provide any further details or clarification as needed.

We would like to express our sincere appreciation for your continued support and partnership as we work together to provide an exceptional educational experience for our students.

Thank you for considering our renewal application, and we look forward to your positive response.

Respectfully submitted,

Rebecca Teeples
Executive Director
970-412-6285



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EXECUTIVE SUMMARY

Windsor Charter Academy is a distinguished K-12 charter school system that embodies excellence in education. Our institution, serving students from diverse communities in Windsor, Severance, Greeley, Loveland, Johnstown, Fort Collins, and Eaton, is committed to nurturing students to reach their highest potential through college preparatory and college-level coursework.

Under our current charter, Windsor Charter Academy has consistently set and achieved high standards for student achievement. Over the past several years, our academic performance has displayed a positive and upward trajectory, a testament to our unwavering dedication to quality education.

Windsor Charter Academy takes pride in its numerous accolades, which underscore our commitment to excellence. Our Elementary, Middle, and High Schools have all received the prestigious John Irwin School of Excellence Award. In addition, our Early College High School earned the Colorado Academic Growth Award in 2016 and the Colorado Governor's Distinguished Improvement Award in 2022, recognizing our continuous pursuit of academic growth and innovation.

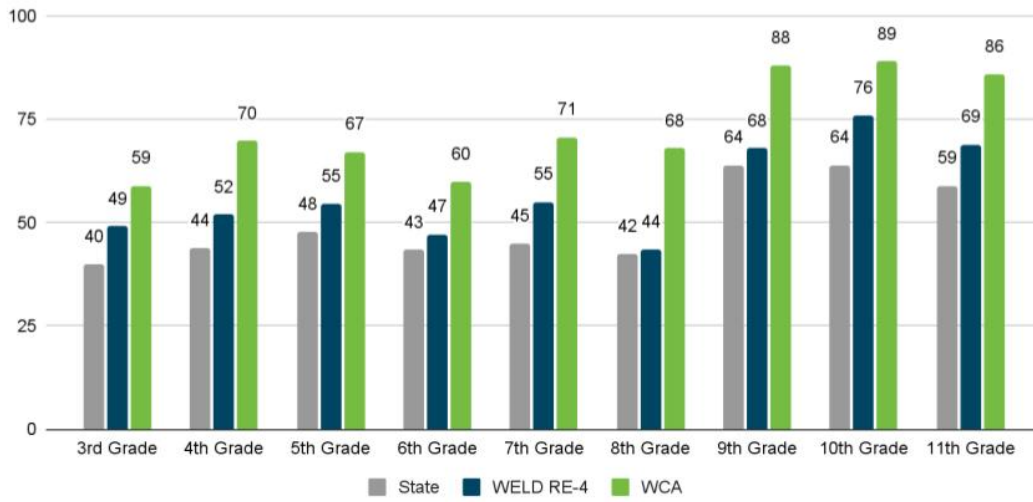
One of the key indicators of our success is the annual data we gather through parent and teacher stakeholder surveys, which consistently reflect the positive impact of our work:

- Parents express a strong likelihood of recommending Windsor Charter Academy to friends, neighbors, and colleagues, with approval rates at 94% for the Elementary School, 88% for the Middle School, and 87% for the High School.
- Parents report high levels of satisfaction with the safety and security of our school buildings, with satisfaction rates at 94% for the Elementary School, 88% for the Middle School, and 88% for the High School.
- Additionally, our teaching staff members are highly content with their relationships at the school, with approval rates at 100% for the Elementary School, 96% for the Middle School, and 97% for the High School.

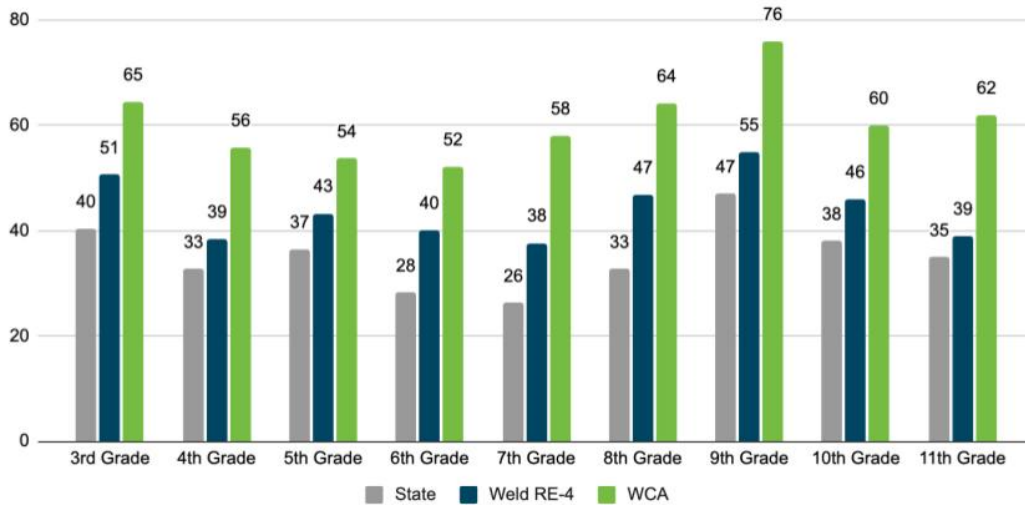
Windsor Charter Academy serves a diverse student body from kindergarten through twelfth grade. Our curriculum reflects our commitment to academic excellence, with the Elementary and Middle Schools following the Core Knowledge curriculum, while our High School adheres to an early college high school model.

Windsor Charter Academy remains dedicated to providing a world-class education that equips students with the knowledge, skills, and confidence they need to succeed in higher education and beyond.

2023 CMAS/PSAT/SAT COMPARATIVE ELA DATA



2023 CMAS/PSAT/SAT COMPARATIVE MATH DATA



PROPOSED CHANGE OF DISTRICT POLICY WAIVERS

Windsor Charter Academy adheres to a set of State and District waivers that reflect our commitment to providing quality education while respecting relevant regulations. These waivers can be categorized into state-approved waivers and district-specific waivers.

Automatic State Waivers:

State Statute Citation	Description
C.R.S. § 22-32-109(1)(f)	Local board duties concerning selection of staff and pay
C.R.S. § 22-32-109(1)(t)	Determine educational program and prescribe textbooks
C.R.S. § 22-32-110(1)(h)	Local board powers-Terminate employment of personnel
C.R.S. § 22-32-110(1)(i)	Local board duties-Reimburse employees for expenses
C.R.S. § 22-32-110(1)(j)	Local board powers-Procure life, health, or accident insurance
C.R.S. § 22-32-110(1)(k)	Local board powers-Policies relating the in-service training and official conduct
C.R.S. § 22-32-110(1)(ee)	Local board powers-Employ teachers' aides and other non-certificated personnel
C.R.S. § 22-32-126	Employment and authority of principals
C.R.S. § 22-33-104(4)	Compulsory school attendance-Attendance policies and excused absences
C.R.S. § 22-63-301	Teacher Employment Act- Grounds for dismissal
C.R.S. § 22-63-302	Teacher Employment Act-Procedures for dismissal of teachers
C.R.S. § 22-63-401	Teacher Employment Act-Teachers subject to adopted salary schedule
C.R.S. § 22-63-402	Teacher Employment Act-Certificate required to pay teachers
C.R.S. § 22-63-403	Teacher Employment Act-Describes payment of salaries
C.R.S. § 22-1-112	School Year-National Holidays

Approved Non-Automatic Waivers from State Statute:

C.R.S. § 22-32-109(l)(n)(l) & (ll)(A)&(B) — Local board duties concerning the school calendar, teacher-pupil contact hours, and adopting a district calendar
Rationale: The District calendar may not be the most effective for the WCA students and community.
Replacement Plan: The School will work with its community to develop its own school calendar as approved by the Board and its administration, along with hours of teacher-pupil contact that meet or exceed requirements in state statute. WCA has had many years of following this procedure satisfactorily with the District. WCA will adopt a school calendar, approved by the WCA Board and submitted to the district for approval. WCA will have in its calendar teacher-pupil contact hours that meet or exceed state required hours. WCA will be responsible for defining and enforcing reasonable attendance and absence policies rather than the District. The plan will meet or exceed the expectations set forth in State law.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.
Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.
Expected Outcome: WCA expects that as a result of this waiver it will be able to implement its curriculum appropriately and ensure that students meet the educational and performance standards of the School.
C.R.S. § 22-32-109(1)(b) — Local board duties concerning competitive bidding
Rationale: In accordance with state law, WCA will be responsible for its own contracting for goods and services.

Replacement Plan: WCA will follow accounting policies and procedures that comply with generally accepted accounting principles (GAAP). Procurement of goods and services shall be made by the WCA executive director, finance manager or authorized agent in the best interest of the school, upon considering the totality of the circumstances surrounding the procurement, which may include but not be limited to price, quality, availability, timelines, reputation and prior dealings. All goods and services must be included in the board-approved budget. WCA shall not purchase goods or services from any members of the governing board, an immediate family member or any member of the governing board nor from any entity in which any member of the governing board or an immediate family member of a governing board member may benefit from such a procurement, unless authorized by the governing board after a full disclosure of the potential benefits and after the consideration set forth in the paragraph above. WCA reserves the right to reject any or all bids and to accept that bid which appears to be in the best interest of the school. The board reserves the right to waive any informality, or reject, any and all bids or any part of any bid. Any bid may be withdrawn prior to the scheduled time for the opening bids. Any bid received after the time and dates specified will not be considered

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of these waivers, the school will select all goods and services in accordance with the terms and conditions set forth in the Contract. As a result of this waiver, WCA will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Contract.

C.R.S. § 22-32-110(1)(y) — Local board powers; accept gifts and donations

Rationale: In accordance with state law, WCA will be responsible for determining its own budget and issues associated therewith.

Replacement Plan: WCA will not accept any gift or donation if the acceptance of said gift or donation is in violation of law, its charter contract, or any ethical or conflict of interest policies of WCA.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of this waiver, WCA will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Contract.

C.R.S. § 22-9-106 — Local board of education; duties certificated personnel evaluations

C.R.S. § 22-2-112(1)(q)(I) — Commissioner duties (reporting performance evaluation ratings)

Rationale: The School uses its own evaluation system as agreed to in the Contract. The School's evaluation system will continue to meet the intent of the law as outlined in statute.

Replacement Plan: The methods used for the School's evaluation system include quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities and have the goal of improving student academic growth and meeting the intent of the quality standards established in SB 10-191. WCA will evaluate its personnel pursuant to its adopted evaluation plan. WCA's evaluation plan is available for review per request. The school's evaluation system will continue to meet the intent of the law as outlined in statute. Staff will be trained in this evaluation system and the methods used for the school's evaluation system. The school will not be required to report its teacher evaluation data through the TSDL collection; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its evaluation system and in alignment with state directives, which is designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members, students, and the community.

C.R.S. § 22-63-201 — Teacher Employment Act; compensation & dismissal requirement to hold a certificate.

Rationale: In accordance with state law, WCA must be granted the authority to hire teachers and principals that will support the school's goals and objectives as determined by WCA.

Replacement Plan: The school will ensure that staff working in the school are selected based on who is most qualified to implement its educational program and fulfill the educational mission of the school. In order to attract the most qualified, it may be beneficial for the school to be able to hire teachers who don't hold a certificate, but who possess unique background and/or skills, or fill a need for the school. The school may hire teachers licensed in the grade and subject area for the teaching position. In instances where a suitable licensed teacher is not available, the school will hire individuals who have a minimum of a bachelor's degree, preferably with a degree or content test in a related field, who are eligible to pursue a license with the Colorado Department of Education in the applicable grade and subject area.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of these waivers, WCA will be able to employ professional staff possessing unique skills and/or background filling all staff needs as they arise.

C.R.S. § 22-63-202 — Teacher Employment Act; contracts in writing, damage provision
C.R.S. § 22-63-203 — Probationary teachers; renewal and non-renewal of employment contract; specific duties.

Rationale: In accordance with state law, WCA is responsible for its own personnel matters, including employing the principal (a.k.a. executive director), its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. All employees are employed at WCA on an at-will basis. The success of WCA will depend in large part upon its ability to select and employ its own principal and staff in accordance with the Contract and the goals and objectives of the school.

Replacement Plan: WCA hires teachers and principals who will support the school's goals and objectives at the rates determined by WCA. All employees of WCA will be employed on an at-will basis. WCA abides by all state and federal laws in its employment practices. The staff handbook and employee agreements are available upon request.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of these waivers, WCA will be able to employ professional staff possessing unique skills and/or background filling all staff needs as they arise.

C.R.S. § 22-63-205 — Exchange of teachers
C.R.S. § 22-63-206 — Transfer of teachers

Rationale: WCA must be responsible for all employment decisions, and, in order to meet its unique educational goals and objectives, must not have its teachers subject to exchange or be forced to accept teachers from another school.

Replacement Plan: WCA will be responsible for all hiring, termination and exchange procedures and policies for its teachers. WCA will reasonably consider any proposed teacher exchange, but no exchange of teachers from or to the School shall be made without WCA's prior written consent.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.
Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.
Expected Outcome: As a result of this waiver, WCA will maintain control of employment matters at the School in order to better serve its students and unique programmatic needs.

Note: Windsor Charter Academy is currently in the process of reviewing a Sex Education waiver. The Executive Board has scheduled a review for January to ensure that it aligns with its educational objectives and its values. Following our internal review, in February, the Executive Board will present the waiver for examination by the Weld RE-4 District Board and the state authorities.

Proposed Waivers of District Policies:

The Windsor Charter Academy Executive Board regularly reviews and adopts District policies. Windsor Charter Academy requests waivers of the following sections of Weld RE-4 Policies that may not apply to charter schools. Windsor Charter Academy affirms that it has replacement policies that comply with the intent of the policy for each of the non-automatic waivers, sought above, when applicable, that are legally required.

District Policies

- AD Educational Philosophy/School District Mission
- ADA School District Goals and Objectives
- BEC Executive Session Open Meeting
- BEDA Notification of Board Meetings
- BEDB Agenda
- BEDB-E Agenda Format
- BEDF Voting Method
- BEDG Minutes
- BEDH Citizen Participation
- BG School Board Policy Process
- BID BIE School Board Member Compensation
- CBC Executive Session
- CBF Superintendent Conduct
- CBI Evaluation of Superintendent
- CBI-R Evaluation of Superintendent Regulation
- CHD Administration in the Absence of Policy
- DB Budget
- DB-R Budget Regulation
- DBA Accounting and Reporting System
- DBAA Year-End Fund Balance
- DBD Budget Priorities
- DBG Budget Adoption Process
- DBJ Budget Transfers
- DEA Mill Levy Election
- DEB Funds from State Tax Sources
- DF Corporate Sponsorships and Advertising
- DFA Revenues from Investments Surplus Funds
- DG Banking Services
- DGA Authorized Signatures
- DH Bonded Employees
- DI Fiscal Accounting
- DIA Online Schools and Online Programs
- DID Inventories

- DIE Annual Audit
- DJA Purchasing Authorities
- DJB Federal Procurement
- DJB-R Federal Procurement Regulation
- DJBA Receiving Goods
- DJBB Purchasing Procedures—Activity Fund
- DJC Petty Cash Account
- DJE Purchasing and Bidding Procedures—School District
- DJG Vendor Relations
- DK Payment Procedures
- DKC Employee Travel Reimbursement Provisions
- DKCA Mileage Reimbursement for Itinerant Staff
- DN Disposal of Surplus Equipment Property
- ECAF Use of Video and Audio Monitoring
- ECAF-R Use of Video and Audio Monitoring—Regulation
- EDC Rental or Loan of School Equipment
- EE Transportation Policies
- EEAEA School Transportation Vehicle Operators
- EEAEAA Drug and Alcohol Testing for School Transportation Vehicle Operators
- EEAEAA-R Drug and Alcohol Testing for School Transportation Vehicle Operators
- Regulation
- EEAF Use of School Transportation Vehicles by Community Organizations
- EF School Nutrition Program
- EF-E-1 School Meals Payments
- EGA Electronic Signatures and Records
- EGAD Copyright
- EGAEA Electronic Communication
- EHB Records Retention
- EI Insurance
- F All F Policies on Facilities Planning and Development
- G All G Policies on Staff with Exception of GBA Open Hiring Equal Employment Opportunity, GBAA Sexual Harassment, GBEA Staff Ethics Conflict of Interest, GBEC Alcohol and Drug-Free Workplace, GBGF Family and Medical Leave, GBI Criminal History Record Information
- H All H Policies on Negotiations
- IJ Instructional Resources and Materials
- IJL School Library Materials Selection and Adoption
- IKFB High School Commencement
- JF Student Admissions to District Schools
- JFBA In-District Choice Open Enrollment
- JFBA-R In-District Choice Open Enrollment Regulation
- JFBB Out-of-District Choice Open Enrollment
- JFBB-R Out-of-District Choice Open Enrollment Regulation
- JIBB Student Representative to the Board of Education
- JICA Student Dress
- JJE Student Fundraising Activities
- JJF Student Activity Funds
- JM W.L. McCall Scholarship
- JS Student Use of Technology
- JS-R Student Use of Technology Regulation
- K All K Policies on School, Community and Home Relations
- L All L Policies on Education and Agency Relations

Windsor Charter Academy requests waivers of the following Weld RE-4 Policies for its schools. Windsor Charter Academy affirms that it has replacement policies that comply with the intent of the policy for each of the non-automatic waivers, sought above, when applicable, that are legally required. The following four policies are policies that differ that the District for the following reasons:

District Policies

- **IHCDA Concurrent Enrollment:** Windsor Charter Academy's policy grants one credit for most one-semester college courses, a practice that aligns with its educational philosophy. Amy Heinsma has previously reviewed this policy in past years.
- **IKF Graduation Requirements:** While Windsor Charter Academy adheres to the District's overall graduation requirement of 26 credits, its policy may diverge in terms of credit breakdown. Amy Heinsma has previously reviewed this policy in past years.
- **JEB Entrance Age Requirements:** The Executive Board of Windsor Charter Academy has expressed its preference to maintain the kindergarten entrance age at 5 years by August 15. This policy underscores its commitment to providing an age-appropriate learning environment for its youngest students.
- **JLCDB Administration of Medical Marijuana to Qualified Students:** The Executive Board of Windsor Charter Academy holds the belief that Federal law supersedes state law. Consequently, Windsor Charter Academy adheres to Federal law regarding the administration of medical marijuana to qualified students. The necessary statement affirming this stance is readily available on the School's website.

MISSION, VISION & CORE VALUES

Our Mission

Windsor Charter Academy provides our students with a solid academic foundation through our K-8 Core Knowledge and our rigorous 9-12 early college high school curricula. Our culture empowers our students to achieve academic excellence through critical thinking, character development, and a love for lifelong learning.

Our Vision

Windsor Charter Academy are schools “where students are educated, empowered, and equipped to reach their highest potential.” Windsor Charter Academy is committed to providing every child with a nurturing, rigorous, and challenging academic experience in a welcoming and supportive atmosphere. From kindergarten through high school, students will forge lasting relationships, and the early college program will equip them with the tools needed to enrich their lives and succeed in a global 21st-century community. Key components of the vision include:

- Providing dual credit at no cost to students and families.
- Offering rigorous academic counseling to ensure students complete both high school and an associate degree, setting the stage for postsecondary success.
- Fostering a culture of collegiate focus that spans from middle school to high school.

Core Values: To achieve its mission and realize its vision, Windsor Charter Academy is guided by the following core values:

1. Windsor Charter Academy believes that every child has the inherent right to reach their fullest potential. Its commitment to nurturing their growth is unwavering; “all means all” is a belief that is embraced by all staff members.
2. The school provides a unique learning environment where students can concurrently complete their high school education while earning an associate's degree.
3. Windsor Charter Academy's success is built upon strong partnerships among students, teachers, and parents. Collaboration and mutual support are fundamental to its approach. It values parents as vital participants in its school community. Their involvement is essential to shared success.
4. Windsor Charter Academy is committed to being a caring and supportive partner in the communities of northern Colorado. The institution recognizes the importance of its role in the broader community and strives to make a positive impact.
5. The Eight Keys of Excellence and Habits of Mind are integral components of the character education curriculum and school culture at Windsor Charter Academy. These principles serve as guiding values to equip its students for long-term success in life.

These mission, vision, and core values statements guide Windsor Charter Academy's efforts to provide an exceptional education that prepares students for success in both high school and college, fostering a lifelong love for learning along the way.

STRATEGIC PLAN

Our unwavering commitment to fostering excellence in student learning lies at the foundation of the strategic plan. Windsor Charter Academy is dedicated to providing an environment where each student can thrive, reach their full potential, and emerge as responsible, compassionate, and lifelong learners. The following are key performance indicators (KPIs):

Excellence in Instruction

- Teacher Evaluation Ratings
- Teacher Professional Development Hours
- School Performance Framework Scores
- College Course Completion Rates
- Associate Degrees Earned
- College Application Completion Rates
- Post-Secondary Plan Completion Rates

Excellence in Leadership

- Executive Board Professional Development Hours
- Administration Professional Development Hours

Excellence in Culture & Climate

- Annual Stakeholder Survey Participation Rates
- Board Election Participation Rates
- Parent Service Hours Completed
- Quality of Education Satisfaction Rates
- Appropriate Emotional Support Satisfaction Rates
- School Safety Satisfaction Rates
- Board Communication Satisfaction Rates
- Student Service Hours Completed
- Appropriate Emotional Support Student Satisfaction Rates
- Student Safety Satisfaction Rates
- Student Retention Rates
- Staff Value Satisfaction Rates
- Staff Fulfillment Satisfaction Rates

Excellence in Operational & Organizational Effectiveness

- Number of Day of Cash on Hand
- Percentage of Benefits Paid by WCA
- Number of Students on K-12 Wait Lists
- Percentage of Exit Surveys Completed
- Delta Between Teacher Salaries of Charter & District
- Number of Innovation Credits Offered
- Number of Students Graduating w/ STEM Distinction
- Female Participation Rates in STEM Elective Courses
- Participation Rates in After-School Enrichment
- Female Participation Rates in After-School STEM Enrichment

The following is Windsor Charter Academy's KPI data:



EXCELLENCE IN INSTRUCTION

Where students are educated, empowered, and equipped to reach their highest potential.



3.37 THOUSAND

Hours of professional development were completed by teachers, counselors, paraprofessionals, and support staff.



100%

Of teachers participates in at least 32 hours of professional development.

Goal: 85%

100%

Of retained teachers with more than two-year's experience scored proficient or higher on the Professional Practice Teacher Effectiveness evaluation.

Goal: 80%

4

Book studies were offered. A total of 545 credits of PD was distributed to participants.

43%

Of teachers received horizontal movement due to participation in professional development.

SCHOOL PERFORMANCE FRAMEWORK SCORES

Where students are educated, empowered, and equipped to reach their highest potential.

72%

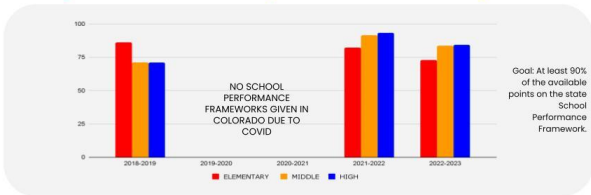
ELEMENTARY
Points earned for 2022-2023 school year.

84%

MIDDLE
Points earned for 2022-2023 school year.

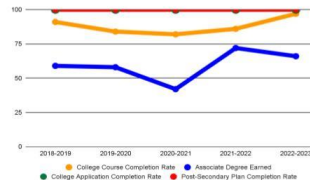
84%

HIGH
Points earned for 2022-2023 school year.



STUDENT POST-SECONDARY PREPARATION

Where students are educated, empowered, and equipped to reach their highest potential.

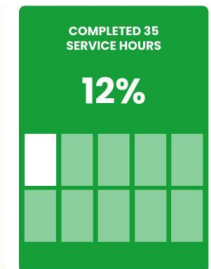
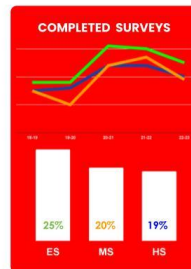


- GOALS:**
- #1 At least 85% of graduates will pass at least one college course.
 - #2 At least 60% of graduates will complete the requirements for an associate degree.
 - #3 100% of seniors enrolled at Windsor Charter Academy will complete a college application.
 - #4 100% of students will have a Post-Secondary Plan when they graduate.



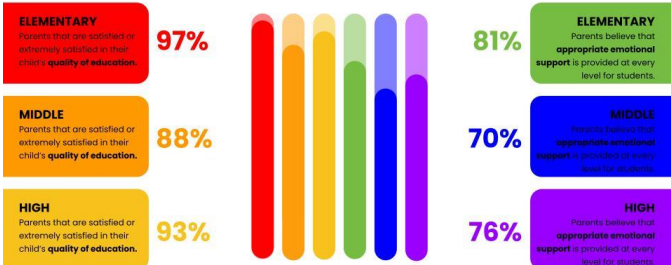
PARENT CULTURE

Where students are educated, empowered, and equipped to reach their highest potential.



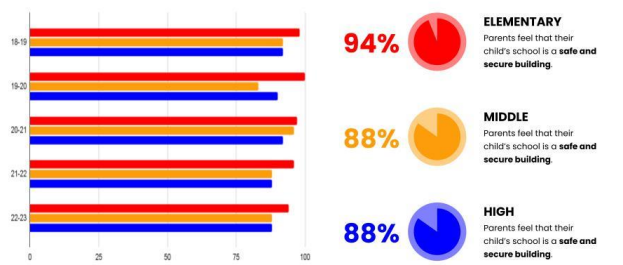
PARENT CULTURE

Where students are educated, empowered, and equipped to reach their highest potential.



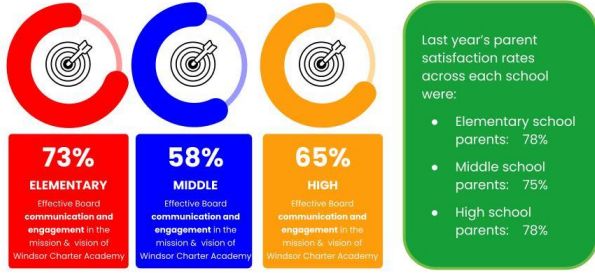
PARENT CULTURE

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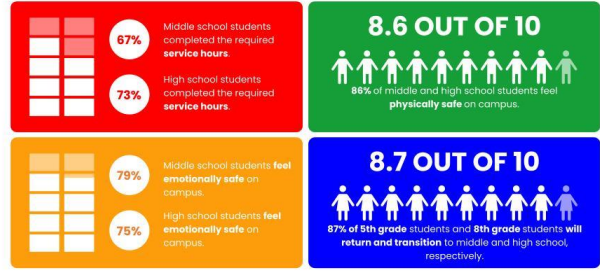
PARENT CULTURE

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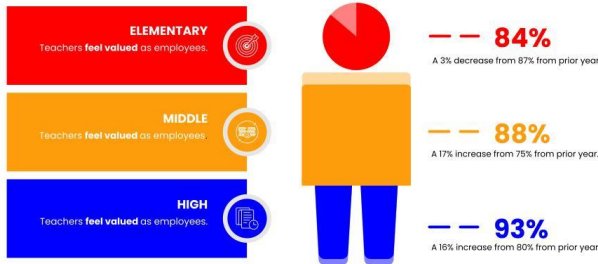
STUDENT CULTURE

Where students are educated, empowered, and equipped to reach their highest potential.



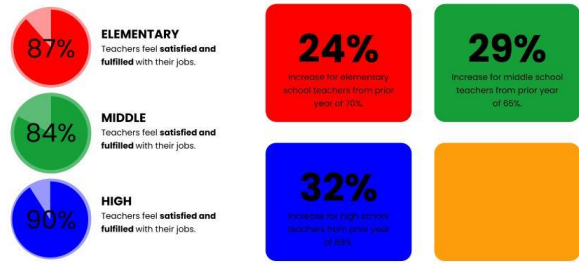
TEACHER CULTURE

Where students are educated, empowered, and equipped to reach their highest potential.



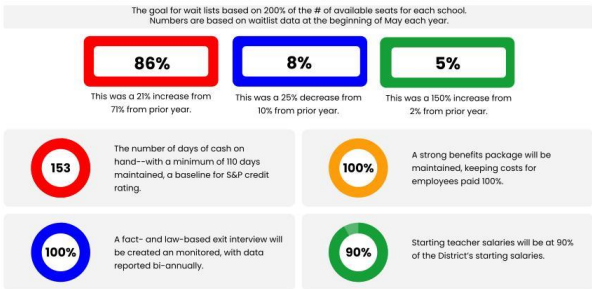
TEACHER CULTURE

Where students are educated, empowered, and equipped to reach their highest potential.



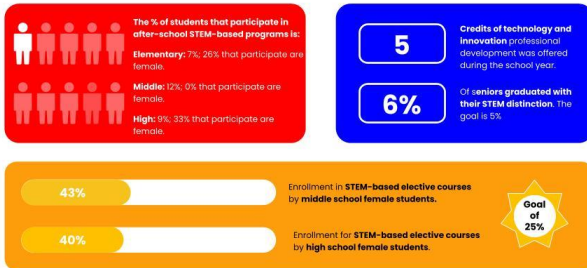
OPERATIONAL EFFECTIVENESS

Where students are educated, empowered, and equipped to reach their highest potential.



ORGANIZATIONAL EFFECTIVENESS

Where students are educated, empowered, and equipped to reach their highest potential.



K-12 EDUCATIONAL PROGRAMS

At Windsor Charter Academy, our curriculum undergoes an annual review process overseen by the Education Committee. This committee diligently evaluates the curriculum's effectiveness and relevance to ensure that it aligns with our educational goals and standards.

The process involves a thorough examination of various aspects of the curriculum, including content, teaching methods, and instructional materials. The Education Committee carefully considers feedback from educators, administrators, and other stakeholders to make informed recommendations for potential improvements and updates.

Subsequently, these recommendations are presented to the Executive Board for their consideration. The Executive Board plays a crucial role in the decision-making process, as they review the committee's suggestions and determine whether to approve proposed changes to the curriculum.

This collaborative and systematic approach to curriculum review and approval reflects our commitment to providing students with the best possible educational experience. It ensures that our curriculum remains current, effective, and aligned with our mission to promote academic excellence, character development, and a passion for lifelong learning.

The following is the 2023-2024 Education Committee packet that committee members received. The committee reviewed middle and high school world languages, high school geography, and 5th grade science curriculum and resources: [2023-2024 Education Committee Packet](#).

Windsor Charter Academy adopts a thoughtful and structured approach to curriculum review by implementing a [rotation plan](#). This strategic process serves multiple important purposes within our educational framework:

- **Currency & Relevance:** The rotation plan ensures that our curriculum remains up-to-date and aligned with the latest educational research and standards. By regularly reviewing and revising curriculum materials, we can adapt to evolving pedagogical methods and advancements in educational content.
- **Research-Based Practices:** The commitment to a research-based approach ensures that our curriculum incorporates evidence-based teaching practices that are proven to be effective in enhancing student learning outcomes.
- **Financial Planning:** Planning curriculum reviews on a rotational basis allows for effective financial planning. By distributing curriculum-related costs across fiscal years, we can allocate resources efficiently and ensure the sustainability of high-quality educational materials.
- **Alignment with Educational Goals:** The rotation plan directly supports our mission and vision by enabling us to maintain a curriculum that promotes academic excellence, character development, and lifelong learning.
- **Continuous Improvement:** The cyclical review process fosters a culture of continuous improvement within our educational community. It encourages ongoing reflection on instructional methods and content, leading to enhancements that benefit students and educators alike.

Windsor Charter Academy's current curriculum for core subject areas are:

Elementary School

- Language Arts: Houghton Mifflin Into Reading & Step Up to Writing
- Math: Savvas EnVisions
- Science: Core Knowledge
- Social Studies: Core Knowledge

Middle School

- Language Arts: McGraw Hill StudySync

- Math: Savvas EnVisions
- Science: Amplify Science Earth & Space, Life Science & Physical Science
- Social Studies: Core Knowledge

High School

- Language Arts: McGraw Hill StudySync
- Math: Savvas EnVisions
- Science: Savvas Earth & Space Science, Experience Physics, & Miller Biology
- History & Civics: Savvas High School United States History, Savvas High School World History Interactive, & Savvas MacGruder's American Government

Overall, this strategic approach to curriculum review underscores Windsor Charter Academy's commitment to providing students with the best possible education and ensures that our educational materials remain current, effective, and aligned with its educational objectives.

FINANCIALS

Windsor Charter Academy's financial foundation is characterized by stability and positive developments, as highlighted by a recent report from Moody's Investors Service. The report, dated September 18, 2023, provides valuable insights into the school's financial position and credit rating. Here are the key points from the report:

1. **Credit Rating Upgrade:** Moody's Investors Service upgraded the underlying rating of Windsor Charter Academy's outstanding Colorado Educational and Cultural Facilities Authority's Charter School Refunding Revenue Bonds (Windsor Charter Academy Project). The rating was upgraded from Baa3 to Baa2, indicating an improved credit standing.
2. **Strong Competitive Profile:** The upgrade reflects Windsor Charter Academy's very strong competitive profile. This includes near-full enrollment with a robust waitlist and academic performance that significantly surpasses both the local school district and state benchmarks.
3. **Sound Financial Operations:** Windsor Charter Academy's financial operations are characterized as sound, with solid debt service coverage and stable liquidity. This financial stability contributes to its improved credit rating.
4. **Additional Financial Support:** Windsor Charter Academy benefited from a mill-levy override and bond package that was approved by voters of Weld RE-4 School District, which serves as the School's authorizer. This approval provides additional financial and capital support to Windsor Charter Academy.
5. **Stable Outlook:** The report maintains a stable outlook for Windsor Charter Academy. This outlook is based on expectations of sustained full enrollment, continued academic excellence, increased state aid, and strong governance. Additionally, the report factors in the likelihood of charter renewal in 2024.

In summary, the Moody's report underscores the positive trajectory of Windsor Charter Academy's financial health and competitive position. The school's commitment to academic achievement and its ability to secure additional financial support contribute to its favorable credit rating and stable outlook, positioning it for continued success.

Outlined below is student enrollment over the last eight years.

	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Total Enrollment	1536.0	1502.0	1482.0	1338.0	1259.0	1133.0	1022.0	865.0
Elementary School	778.0	778.0	775.0	685.0	672.0	652.0	620.0	565.0
Middle School	383.0	365.0	371.0	351.0	336.0	305.0	277.0	239.0
High School	375.0	359.0	336.0	302.0	251.0	176.0	125.0	61.0

Outlined below is the general budget over the last eight years.

	2023-2024 Budget	2022-2023 Actuals	2021-2022 Actuals	2020-2021 Actuals	2019-2020 Actuals	2018-2019 Actuals	2017-2018 Actuals	2016-2017 Actuals
Per Pupil Revenue	\$15,645,875	\$13,937,971	\$12,917,041	\$11,772,765	\$10,851,932	\$9,485,179	\$8,042,157	\$6,885,416
Mill Levy Override	\$1,464,614	\$1,007,171	\$552,614	\$552,614	\$146,673	\$552,614	\$552,614	\$552,614
Food Serv. Rev/Fees	\$84,816 <small>*No Food Services</small>	\$673,661	\$949,362	\$889,560	\$370,617	\$775,520	\$636,093	\$542,926
Grants/ Don./ Other	\$1,039,323	\$993,717	\$388,212	\$1,041,066	\$986,330	\$626,087	\$517,185	\$896,484
Total Revenues	\$18,233,998	\$16,612,520	\$15,397,456	\$14,283,954	\$12,355,552	\$11,472,662	\$9,748,050	\$8,877,440
Salaries	\$9,347,768	\$7,959,253	\$6,956,854	\$6,165,960	\$5,693,534	\$4,620,017	\$4,278,809	\$3,800,464
Employee Benefits	\$3,764,444	\$2,973,682	\$3,028,639	\$2,004,926	\$2,140,471	\$2,599,812	\$1,527,441	\$1,395,399
Purchased Services	\$1,955,633	\$3,315,065	\$3,218,050	\$4,140,264	\$3,317,418	\$2,772,810	\$1,254,248	\$1,308,143
Supplies & Materials	\$1,007,402	\$825,093	\$1,032,142	\$743,465	\$539,410	\$659,320	\$440,176	\$772,874
Property	\$17,986,528	\$1,718,942	\$222,843	\$257,148	\$166,434	\$238,265	\$1,229,325	\$872,138
Other	\$106,700	\$113,741	\$157,628	\$142,685	\$293,333	\$203,413	\$271,692	\$89,264
Total Expenditures	\$34,168,475	\$16,905,776	\$14,616,156	\$13,454,448	\$12,150,600	\$11,093,637	\$9,001,691	\$8,238,281

Transfers In/ Approp.	\$16,501,000	\$1,557,109	\$41,977	\$55,580	\$44,803	\$236,147	\$0	\$418,242
Surplus/ (Deficit)	\$566,523	\$1,263,853	\$823,277	\$885,845	\$249,755	\$615,172	\$746,358	\$1,057,401
Beginning FB	\$6,614,050	\$5,350,964	\$4,526,920	\$3,641,834	\$3,392,079	\$2,776,911	\$2,030,553	\$973,152
Ending FB	\$6,679,573	\$6,614,050	\$5,350,197	\$4,526,920	\$3,641,834	\$3,392,079	\$2,776,911	\$2,030,553

TRANSPORTATION

Windsor Charter Academy places a strong emphasis on student safety and has established specific training, testing, and documentation requirements for its Type A Multifunction, Small Capacity Activity transportation services. These stringent requirements are designed to ensure the safety and well-being of students while maintaining compliance with the highest safety standards. Here is an outline of these requirements.

Training Requirements

Windsor Charter Academy places a strong emphasis on driver training, with the following requirements in place:

- Online CDE Type A, Multifunction, Small Capacity Operator training, which equips drivers with the necessary skills and knowledge.
- Regular evacuation drills to prepare drivers for emergency situations.
- CPR/First Aid training to ensure drivers can respond effectively to medical emergencies.

Testing Requirements

To maintain the highest standards of safety, the academy mandates the following tests:

- Comprehensive background checks to evaluate driver qualifications and character.
- An annual CDE test, which assesses drivers' competence and knowledge.

Documentation and Record Keeping

Windsor Charter Academy meticulously maintains records and documentation to track compliance with training and testing requirements. Key files and documents include:

- Operator License records provided by the driver.
- Current Motor Vehicle Records provided by the driver.
- CDE STU-17 Multifunction/Small Vehicle Operator records.
- Medical Information Forms.
- Certificates of Receipt from Type A/Multifunction/Small Vehicle training from CDE.
- Records of the annual CDE Written Test.
- Job descriptions for drivers.
- Records of initial driving performance and pre-trip tests.
- Comprehensive training documentation by Windsor Charter Academy and CDE.

Vehicle Maintenance and Safety

Windsor Charter Academy places a premium on vehicle safety and maintenance. Key practices and protocols include:

- Maintenance of vehicle insurance through its insurance agent.
- Drivers' responsibility for pre/post bus log checks on activity trips in line with CDE guidelines.
- Regular maintenance to meet CDE standards, including records of maintenance, repairs, and inspections.
- Annual CDE inspections conducted by a certified mechanic.
- Adherence to CDE requirements regarding time limits for bus drivers.

Windsor Charter Academy retains the authority to conduct drug or alcohol testing on transportation drivers when there are observable signs of substance abuse. These observations may pertain to a driver's appearance, behavior, speech, or body odors. This proactive approach to testing is implemented with the foremost goal of ensuring the safety of both students and drivers.

Windsor Charter Academy's transportation operations are underpinned by a comprehensive framework of training, testing, and documentation. These measures are integral to upholding the highest standards of safety and efficiency, aligning with Windsor Charter Academy's commitment to student well-being and driver competence.

FOOD SERVICES

In its commitment to promoting the health and well-being of its students, Windsor Charter Academy actively participates in the Colorado Healthy School Meals for All Program while also serving as its own School Food Authority. The academy's Food Service Department recognizes the profound impact that scratch-made meals can have on children's health.

Windsor Charter Academy's core belief centers on the provision of fresh, nutritious meals through a robust farm-to-school model. Importantly, this Farm-to-School Program adheres rigorously to all National School Lunch Program guidelines. Its primary objectives include offering students' access to locally-sourced, delectable food, facilitating nutritional education, and maintaining sustainable procurement and cultivation practices.

80% of the school's meals are crafted from scratch each day, with a significant portion of ingredients proudly bearing the Colorado Proud seal. Windsor Charter Academy's commitment to local sourcing extends to its own organic garden, which supplies many of the vegetables and herbs used in meal preparation. Moreover, all food is prepared daily by Windsor Charter Academy staff within each school building, ensuring freshness and quality.

The Director of Food Services, responsible for nutrition planning and monthly menus, plays a pivotal role in maintaining the highest standards during food preparation and service. Additionally, Windsor Charter Academy actively engages in regular health inspections to uphold the strictest safety and quality standards.

Windsor Charter Academy's participation in the Colorado Healthy School Meals for All Program, coupled with its dedication to scratch-made, locally-sourced meals, exemplifies its unwavering commitment to the health, well-being, and nutritional education of its students. This holistic approach to food services aligns with the academy's broader mission to provide a nurturing and health-conscious educational environment.

WELD COUNTY SCHOOL DISTRICT RE-4

Resolution

(Concerning the Charter School Renewal Application of Windsor Charter Academy)

WHEREAS, Windsor Charter Academy ("WCA") was approved as a charter school by the Board of Education of Weld County School District RE-4 ("the District") under the Charter Schools Act, C.R.S. §§ 22-30.5-101 *et seq.*, ("the Act") and has operated as a charter school in the District since its first contract with the Board of Education, dated September 18, 2000; and

WHEREAS, the charter for WCA was renewed by the Board of Education effective as of January 19, 2004, and has been renewed for successive terms thereafter currently through June 30, 2024; and

WHEREAS, on November 27, 2023, WCA applied to the District for the renewal of its charter, submitting a partial application; and

WHEREAS, Weld RE-4 Superintendent accepted the incomplete application allowing additional time for WCA to complete the application; and

WHEREAS, on December 13, 2023, WCA submitted a complete application to the District for the Renewal of its Charter; and

WHEREAS, the District staff has reviewed the charter school renewal application prior to its consideration by the Board of Education and, as required by the Act, the Superintendent has forwarded her Recommendation to the Board of Education and WCA's Board on January 4, 2024; and

WHEREAS, the Board of Education has additionally considered Board policy, the Charter Schools Act, applicable law, information from members of the public and the Recommendation of the Superintendent; and

WHEREAS, the Charter Schools Act, C.R.S. § 22-30.5-105, provides that the agreement between a charter school and a school district regarding the administration, governance, and operation of the charter school be set forth in a contract; and

WHEREAS, the Board has determined that the original charter application and subsequent renewal applications, including the current one filed on December 13, 2023, comply with the purposes and requirements of the Act; and

WHEREAS, the Board of Education finds that conditional approval of the WCA charter school renewal application is consistent with the best interests of the District, its students and the community.

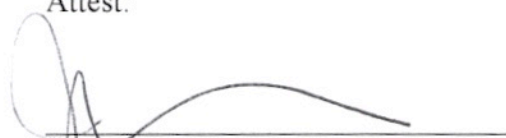
NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Weld County School District RE-4 that the December 13, 2023, charter school renewal application of WCA is conditionally approved for a term of five years, beginning in the fall of 2024, subject to and pending resolution of the following terms and conditions as well as any others required by law:

1. That a renewal contract, acceptable to WCA and the Board of Education and consistent with applicable law, District practice, Board resolutions, and prior agreements be negotiated and signed by June 17, 2024, unless extended by mutual agreement of WCA's Executive Director or designee and the District's Superintendent or designee. This conditional grant does not constitute approval or acceptance by the Board of any separate element or provision of the application pending satisfaction of the conditions of this resolution and approval of the charter school renewal contract.
2. That, as part of the renewal contract, WCA and the District agree on the waivers from state law to be requested from the Colorado State Board of Education.
3. That the District and WCA negotiate in good faith regarding the issues identified in the Superintendent's Recommendation, specifically concerns relating to WCA's consistent compliance with legal, policy and contractual deadlines and expectations relating to the use of armed school personnel or armed security guards.
4. That, subject to the foregoing, it is the intent of the Board of Education that WCA's charter be renewed for a period of five years, commencing July 1, 2024 through the 2028-2029 fiscal year.

Adopted this 22nd day of January, 2024.

WELD COUNTY SCHOOL DISTRICT RE-4

By: J. Nichols
President, Board of Education

Attest:

Secretary, Board of Education

AMENDMENT NO. 1 TO CHARTER SCHOOL RENEWAL CONTRACT

THIS AMENDMENT NO. 1 TO CHARTER SCHOOL RENEWAL CONTRACT, dated this 15 day of August, 2016 ("Amendment No. 1"), is made and entered into by and between the WELD COUNTY SCHOOL DISTRICT RE-4 ("School District") and the WINDSOR CHARTER ACADEMY, a Colorado nonprofit corporation operating as a charter school authorized by the School District ("WCA"). The School District and WCA are collectively referred to herein as "Parties."

RECITALS

WHEREAS, on March 16, 2015, the Parties entered into a Charter School Renewal Contract ("Charter Contract") following successive charters granted to WCA by the School District's Board of Education ("Board"), commencing on September 18, 2000; and

WHEREAS, the Charter Contract acknowledged and confirmed that the School District had addressed WCA's capital funding needs through 2015 by virtue of, among other things, the School District's allocation of mill levy override funds to WCA pursuant to the "Memorandum of Understanding (Windsor Charter Academy – Capital Facility Financing)" ("MOU"), attached and incorporated in the Charter Contract and to this Amendment No. 1 as Exhibit B; and

WHEREAS, the Charter Contract provided that WCA would re-evaluate its long-term facility needs on or before March 15th of each year in connection with the development of its proposed annual budget; and

WHEREAS, the Charter Contract further provided in pertinent part that WCA may engage the District in any discussions concerning future bonds to be issued by the School District; and

WHEREAS, C.R.S. § 22-30.5-404 provides the procedure for evaluating the needs-based inclusion of a charter school's capital construction needs in a school district bond election ("Section 404"); and

WHEREAS, C.R.S. § 22-30.5-118 provides the procedure for evaluating the needs-based inclusion of a charter school's operating revenues needs in a school district mill levy override election ("Section 118"); and

WHEREAS, WCA acknowledges that the School District has engaged in discussions with WCA at the earliest possible time and prior to June 1, 2016, concerning the possibility of the Board submitting to the School District's electorate a ballot question for general obligation bond authorization and/or a mill levy override ballot question at the general election to be held on November 8, 2016; and

WHEREAS, the Board is currently contemplating the submission of a general obligation ballot question and a mill levy override ballot question that, if certified by the Board, would be submitted to the voters at the November 8, 2016 general election; and

WHEREAS, the School District has given notice to WCA of its willingness to consider prioritizing WCA's capital construction needs and operating revenues needs for inclusion in ballot questions in the event the Board determines to certify questions; and

WHEREAS, WCA acknowledges that the School District has included WCA in discussions concerning inclusion in any potential ballot questions and in all other respects has fully complied with the provisions of Sections 404 and 118 with regard to the potential submission of ballot questions at the general election to be held on November 8, 2016; and

WHEREAS, the Parties have negotiated in good faith concerning the potential inclusion of WCA in one or more of the potential ballot questions and now desire to commit and formalize their negotiations in this Amendment No. 1.

NOW, THEREFORE, in consideration of the foregoing Recitals, incorporated by this reference, their mutual covenants and promises, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

AGREEMENT

1. Purpose. The purpose of this Amendment No. 1 is to define the respective rights and obligations of the Parties in the event the Board determines to submit a general obligation bond question ("2016 Bond") and/or a mill levy override question ("2016 MLO") to the voters at the general election on November 8, 2016, and one or both of those questions are approved by a majority of the voters.

2. 2016 Bond. WCA has expanded and plans further expansion of its facilities with financing secured by the land and buildings that it owns and operates for the school. As a result of that, the complexities and complications associated with reversionary interest requirements associated with the use of bond funds, and in consideration of the School District's agreement to allocate a percentage of a potential 2016 MLO to WCA as provided herein, WCA does not seek inclusion of any of its capital construction needs in the 2016 Bond. WCA, therefore, forever waives and releases any claim against the School District related in any manner to the 2016 Bond. WCA also agrees that it will not seek or require the Board to certify any special mill levy ballot question for the benefit of WCA under Section 404 or other statute in the general election on November 8, 2016.

3. 2016 MLO. WCA has presented to the Board reasons why operating revenues needs that would be funded through additional local revenues are necessary and has identified additional operating costs due to its expansion as well as technology needs that cannot be adequately funded through the revenues currently allocated to WCA under the Charter Contract and applicable law. The School District has also identified reasons why additional operating costs are needed by the District for, among other things, the additional costs associated with operating a proposed new high school and providing technology upgrades for District schools. The respective operating and technology costs of WCA and the School District that could be funded by a 2016 MLO have been identified and allocated on Exhibit A, attached hereto and incorporated by this reference. The Parties agree that if the 2016 MLO is certified by the Board and if approved by the voters, the School District will be allocated 87.15 percent ("District

Portion”) and WCA will be allocated 12.85 percent of the funds generated and collected from that override (“WCA’s Portion”). If the 2016 MLO is approved by the voters, then in the first collection year (2016-2017), one-sixth (1/6) of WCA’s Portion will be distributed to WCA on a monthly basis commencing in January, 2017 and continuing through June, 2017. Commencing in July, 2017, one-twelfth (1/12) of WCA’s Portion will be distributed to WCA on a monthly basis. WCA’s Portion will be allocated and distributed to WCA in this same 12.85 percentage as long as the 2016 MLO is part of the School District’s overall annual local revenues and until and unless (i) WCA is no longer a charter school authorized by and a school of the School District; (ii) WCA’s charter is revoked or not renewed; (iii) WCA becomes insolvent and can no longer operate as a charter school; or (iv) WCA otherwise ceases to operate. In the event any of the conditions listed in (i) through (iv) in this Paragraph 3 should occur, the ownership of any items purchased using the additional local revenues collected under the 2016 MLO shall automatically revert to the School District in accordance with the provisions of Section 118.

4. Costs of Election. The School District and WCA will bear the costs of submitting the 2016 MLO ballot question in the same proportion to their respective portions of the total additional revenues that the School District would receive from that override, specifically: the School District will bear 87.15 percent of the costs and WCA will bear 12.85 percent of the costs. In the event the Board certifies ballot questions for both the 2016 Bond and 2016 MLO, then the cost-sharing percentages in this Paragraph 4 of the total election costs will be six percent (6%) for WCA and ninety-four percent (94%) for the School District (12.85% and 87.15%, respectively of one-half of the total costs). In no event will the total cost to be paid or reimbursed by WCA exceed \$5,000.00.

5. Mill Levy Override Funding. In addition to the proposed allocation and distribution of local revenues collected under the 2016 MLO (if certified by the Board and approved by the voters), the Parties have previously negotiated and reached agreements concerning whether funds from previous School District override elections would be distributed to WCA, including the MOU attached to the Charter Contract and this Amendment No. 1 as Exhibit B (which shall remain in full force and effect and shall survive this Amendment No. 1). This Amendment No. 1 and the Charter Contract including, but not limited to, the financial provisions and accommodations to WCA, reflect essential, material, and vested rights and are elements of and consideration for the Parties’ full, final, and permanent settlement of any and all claims related to previous mill levy override elections of the School District and the possible 2016 Bond and 2016 MLO and are contract terms upon which both Parties have specifically relied in approving this Amendment No. 1. In consideration of the promises and provisions contained herein, therefore, WCA permanently releases and waives any claim to prior mill levy override elections, other than as provided in Exhibit B and this Amendment No. 1. Without limiting the foregoing, the Parties specifically intend and agree that this Amendment No. 1 as to the possible 2016 MLO and this settlement, waiver, and release as to any other or previous mill levy overrides shall be binding even in the event that a retrospective, retroactive, and/or prospective legislative mill levy-sharing bill or other measure is approved by the Colorado General Assembly at any time in the future, which the Parties hereby agree would substantially impair their contractual relationship hereunder. The Parties further agree that this Amendment No. 1 and any prior actions by the Board or agreements of the Parties shall not be grounds for challenging the School District’s exclusive chartering authority or otherwise be grounds or form the basis for any appeal to the State Board of Education (“State Board”). In the event that the

State Board or any court of final jurisdiction determines that this Amendment No. 1 or the settlement, waiver, and release related to any prior mill levy override is invalid for any reason whatsoever, either retroactively, retrospectively or prospectively, then WCA agrees that this Amendment No. 1 and Exhibit B shall terminate at the end of the then-current fiscal year. This subparagraph shall survive the termination or renewal of the Charter Contract, unless otherwise expressly agreed in writing by the Parties.

6. TABOR Compliance. WCA agrees that it will comply with all requirements of TABOR in connection with any amount allocated to it by the School District under this Amendment No. 1. The Parties also agree that any financial obligations of the School District are subject to annual budgeting and appropriation in accordance with TABOR and applicable law.

7. Miscellaneous. This Amendment No. 1 may be executed in any number of counterparts (including by electronic transmission), each of which may be deemed an original, but all of which together will constitute the same instrument. This Amendment No. 1 modifies the Charter Contract between the Parties and supersedes the Charter Contract by adding to or modifying it as set forth herein. To the extent that any such addition, deletion or modification results in any conflict or inconsistency between the Charter Contract and this Amendment No. 1, this Amendment No. 1 shall govern and the terms of the Charter Contract that conflict or are inconsistent with this Amendment No. 1 shall be of no force or effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment No. 1 as of the date first above written.

WINDSOR CHARTER ACADEMY

By:



ATTEST:




WELD COUNTY SCHOOL DISTRICT RE-4

By:



Tempy Bowman, President
Board of Education

ATTEST:



Regan Price, Secretary

4827-2635-9350, v. 1

Exhibit A

POTENTIAL OVERRIDE SUMMARY

Operating Cost of New High School	\$ 2,650,000.00	87.15%
Operating Cost of WCA Expansion	\$ 390,750.00	12.85%
Total Operating Costs	\$ 3,040,750.00	
District Technology	\$ 487,386.00	87.15%
WCA Technology	\$ 71,864.00	12.85%
Total Technology Funding	\$ 559,250.00	
Total Mill Levy Override	\$ 3,600,000.00	
District Total	\$ 3,137,386.00	
WCA Total	\$ 462,614.00	
	\$ 3,600,000.00	

Exhibit B

MEMORANDUM OF UNDERSTANDING (Windsor Charter Academy – Capital Facility Financing)

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is made as of the 7th day of May, 2007, between the WELD COUNTY SCHOOL DISTRICT RE-4 (“School District”) and the WINDSOR CHARTER ACADEMY, a charter school (“WCA”).

RECITALS

WHEREAS, in accordance with the provisions of C.R.S. § 22-30.5-105(2)(c)(II), the School District and WCA have discussed WCA’s long-term facility needs and how those might be supported by the School District; and

WHEREAS, the parties have agreed upon a potential plan to accomplish these objectives and now desire to formalize their understandings in this MOU.

NOW, THEREFORE, in consideration of their mutual covenants, the parties agree as follows:

AGREEMENT

1. WCA’s Construction and Financing Plan. WCA currently owns its own facility, subject to approximately \$2.7 million of existing debt for which it pays \$222,263 annually in debt service (“Current Loan Payments”). WCA has prepared plans for the improvement and expansion of its building to include finishing classrooms and constructing a combination gym/lunchroom addition. The cost of these improvements is currently estimated to be \$2.8 million. WCA’s financing plan is to pay off its existing loan and obtain the additional financing for the improvements by using the proceeds from the issuance of certificates of participation (“COPs”) through the Colorado Educational and Cultural Facilities Authority (“CECFA”).

a. Prior to closing on the COPs, WCA will submit to the School District for its review WCA’s final construction plans, construction cost

estimates, details of and written commitment letter for the proposed COP financing, and a five-year budget that includes the annual payments required under the COPs. WCA agrees that its construction plans will comply with the same specifications and building codes for school buildings as would apply if constructed by the School District itself.

b. WCA agrees that the total amount of financing will not exceed \$7.0 million and its annual lease payment (including, without limitation, rent and additional rent under the COPs) for the entire facility will not to exceed \$510,000 ("Revised Lease Payments"). The parties acknowledge that the School District will not be a party to nor have any direct or indirect obligation for such financing.

2. School District Accommodations to WCA. Subject to WCA's compliance with the provisions in Paragraph 1 and 3 herein, the School District agrees to support WCA's capital facility financing needs as provided below.

a. In the event the School District's Board of Education: (i) certifies a mill levy budget override election ballot question to its electors in 2007 or 2008; (ii) if such election is successful, and (iii) if WCA has issued the COPs contemplated above, then the School District will allocate a portion of such override to WCA in an annual amount not to exceed \$90,000 (representing the approximate difference between WCA's Current Loan Payments and the net increase in the total of the Revised Lease Payments less capital construction funds received from the State and the savings attributable to the cap in charges for services provided below). The override allocation by the School District will begin in the first year of collections. WCA will apply such override funds to the annual payments required under the COPs.

b. As an additional accommodation to assist WCA in making COP payments, the School District will cap the per-pupil cost of services purchased by WCA from the School District (including, without limitation, special education services, business services, and central administrative overhead costs) at the total per-pupil cost of those accounts for the 2006-2007 school year subject to cumulative

adjustment in future fiscal years by "Inflation" as defined in Article XX, Section 10 of the Colorado Constitution ("TABOR").

3. WCA's Covenants. So long as the School District has agreed to and, subject to voter approval, does allocate budget override funds to WCA, as provided in Paragraph 2 above, then WCA will not request the School District to include any amount for WCA in any general obligation bond question nor require the Board of Education to certify a special mill levy ballot question for the benefit of WCA under C.R.S. § 22-30.5-404(4)(b)(II) or other statute. Unless otherwise determined by the then-current Board of Education of the School District, any agreement of the School District to allocate any portion of a budget override mill levy to WCA and to hold the total cost of purchased services to the 2006-2007 costs adjusted by Inflation shall end upon the first to occur of: payment or discharge of the COPs issued by WCA, termination of WCA's charter, or discontinuation of WCA's operations as a School District charter school for any reason.

4. TABOR Compliance. WCA agrees that it will comply with all requirements of TABOR in connection with any amounts allocated to it by the School District under this MOU. The parties also agree that any financial obligations of the School District are subject to annual budgeting and appropriation in accordance with TABOR and applicable law.

5. Term. The term of this MOU will coincide with the term of the Charter School Contract between the parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the date first above written.

WINDSOR CHARTER ACADEMY

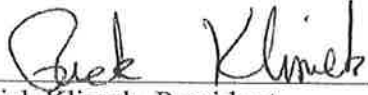
By: _____



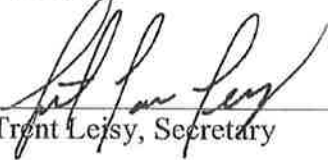
Attest:

Nancy Lindholm

WELD COUNTY SCHOOL DISTRICT RE-4

By: 
Rick Klimek, President
Board of Education

ATTEST:


Trent Leisy, Secretary

Approved as to form:


School District Attorney

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TRANSPORTATION

Windsor Charter Academy places a strong emphasis on student safety and has established specific training, testing, and documentation requirements for its Type A Multifunction, Small Capacity Activity transportation services. These stringent requirements are designed to ensure the safety and well-being of students while maintaining compliance with the highest safety standards. Here is an outline of these requirements.

Training Requirements

Windsor Charter Academy places a strong emphasis on driver training, with the following requirements in place:

- Online CDE Type A, Multifunction, Small Capacity Operator training, which equips drivers with the necessary skills and knowledge.
- Regular evacuation drills to prepare drivers for emergency situations.
- CPR/First Aid training to ensure drivers can respond effectively to medical emergencies.

Testing Requirements

To maintain the highest standards of safety, the academy mandates the following tests:

- Comprehensive background checks to evaluate driver qualifications and character.
- An annual CDE test, which assesses drivers' competence and knowledge.

Documentation and Record Keeping

Windsor Charter Academy meticulously maintains records and documentation to track compliance with training and testing requirements. Key files and documents include:

- Operator License records provided by the driver.
- Current Motor Vehicle Records provided by the driver.
- CDE STU-17 Multifunction/Small Vehicle Operator records.
- Medical Information Forms.
- Certificates of Receipt from Type A/Multifunction/Small Vehicle training from CDE.
- Records of the annual CDE Written Test.
- Job descriptions for drivers.
- Records of initial driving performance and pre-trip tests.
- Comprehensive training documentation by Windsor Charter Academy and CDE.

Vehicle Maintenance and Safety

Windsor Charter Academy places a premium on vehicle safety and maintenance. Key practices and protocols include:

- Maintenance of vehicle insurance through its insurance agent.
- Drivers' responsibility for pre/post bus log checks on activity trips in line with CDE guidelines.
- Regular maintenance to meet CDE standards, including records of maintenance, repairs, and inspections.
- Annual CDE inspections conducted by a certified mechanic.
- Adherence to CDE requirements regarding time limits for bus drivers.

Windsor Charter Academy retains the authority to conduct drug or alcohol testing on transportation drivers when there are observable signs of substance abuse. These observations may pertain to a driver's appearance, behavior, speech, or body odors. This proactive approach to testing is implemented with the foremost goal of ensuring the safety of both students and drivers.

Windsor Charter Academy's transportation operations are underpinned by a comprehensive framework of training, testing, and documentation. These measures are integral to upholding the highest standards of safety and efficiency, aligning with Windsor Charter Academy's commitment to student well-being and driver competence.

FOOD SERVICES

In its commitment to promoting the health and well-being of its students, Windsor Charter Academy actively participates in the Colorado Healthy School Meals for All Program while also serving as its own School Food Authority. The academy's Food Service Department recognizes the profound impact that scratch-made meals can have on children's health.

Windsor Charter Academy's core belief centers on the provision of fresh, nutritious meals through a robust farm-to-school model. Importantly, this Farm-to-School Program adheres rigorously to all National School Lunch Program guidelines. Its primary objectives include offering students' access to locally-sourced, delectable food, facilitating nutritional education, and maintaining sustainable procurement and cultivation practices.

80% of the school's meals are crafted from scratch each day, with a significant portion of ingredients proudly bearing the Colorado Proud seal. Windsor Charter Academy's commitment to local sourcing extends to its own organic garden, which supplies many of the vegetables and herbs used in meal preparation. Moreover, all food is prepared daily by Windsor Charter Academy staff within each school building, ensuring freshness and quality.

The Director of Food Services, responsible for nutrition planning and monthly menus, plays a pivotal role in maintaining the highest standards during food preparation and service. Additionally, Windsor Charter Academy actively engages in regular health inspections to uphold the strictest safety and quality standards.

Windsor Charter Academy's participation in the Colorado Healthy School Meals for All Program, coupled with its dedication to scratch-made, locally-sourced meals, exemplifies its unwavering commitment to the health, well-being, and nutritional education of its students. This holistic approach to food services aligns with the academy's broader mission to provide a nurturing and health-conscious educational environment.

Exhibit F
Charter School Waiver Request
Contract Term: 2024/2025 – 2028/2029

Contact Information
School Name: Windsor Charter Academy
School Address (mailing): 810 Automation Drive, Windsor CO 80550
Charter School Waiver Contact Name: Rebecca Teeples
Charter School Waiver Contact’s Phone Number: 970-833-5190
Charter School Waiver Contact’s Email: Rebecca.teeples@windsorcharteracademy.org

Pursuant to the Colorado Charter Schools Act, Windsor Charter Academy (WCA) requests waiver of certain statutory requirements of the State of Colorado as set out in the Colorado Revised Statutes. Each is identified and the rationale for each request given, as well as a replacement plan, as applicable. The waivers will enable WCA to better meet its mission, goals and objectives as well as implement of its educational program.

Automatic Waivers from State Statute:

Automatic Waiver List (Current 6/2/17 to Present)	
State Statute Citation	Description
C.R.S. § 22-32-109(1)(f)	Local board duties concerning selection of staff and pay
C.R.S. § 22-32-109(1)(t)	Determine educational program and prescribe textbooks
C.R.S. § 22-32-110(1)(h)	Local board powers-Terminate employment of personnel
C.R.S. § 22-32-110(1)(i)	Local board duties-Reimburse employees for expenses
C.R.S. § 22-32-110(1)(j)	Local board powers-Procure life, health, or accident insurance
C.R.S. § 22-32-110(1)(k)	Local board powers-Policies relating the in-service training and official conduct
C.R.S. § 22-32-110(1)(ee)	Local board powers-Employ teachers’ aides and other non-certificated personnel
C.R.S. § 22-32-126	Employment and authority of principals
C.R.S. § 22-33-104(4)	Compulsory school attendance-Attendance policies and excused absences
C.R.S. § 22-63-301	Teacher Employment Act- Grounds for dismissal
C.R.S. § 22-63-302	Teacher Employment Act-Procedures for dismissal of teachers
C.R.S. § 22-63-401	Teacher Employment Act-Teachers subject to adopted salary schedule
C.R.S. § 22-63-402	Teacher Employment Act-Certificate required to pay teachers
C.R.S. § 22-63-403	Teacher Employment Act-Describes payment of salaries
C.R.S. § 22-1-112	School Year-National Holidays

Non-Automatic Waivers from State Statute:

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-32-109(I)(n)(I) & (II)(A)&(B) — Local Board Duties concerning the school calendar, teacher-pupil contact hours, and adopting a district calendar
Rationale: The District calendar may not be the most effective for the WCA students and community.
Replacement Plan: The School will work with its community to develop its own school calendar as approved by the Board and its administration, along with hours of teacher-pupil contact that meet or exceed requirements in state statute. WCA has had many years of following this procedure satisfactorily with the District. WCA will adopt a school calendar, approved by the WCA Board and submitted to the district for approval. WCA will have in its calendar teacher-pupil contact hours that meet or exceed state required hours. WCA will be responsible for defining and enforcing reasonable attendance and absence policies rather than the District. The plan will meet or exceed the expectations set forth in State law.
Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.
Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.
Expected Outcome: WCA expects that as a result of this waiver it will be able to implement its curriculum appropriately and ensure that students meet the educational and performance standards of the School.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-32-109(1)(b) — Local Board Duties concerning competitive bidding
Rationale: In accordance with state law, WCA will be responsible for its own contracting for goods and services.
Replacement Plan: WCA will follow accounting policies and procedures that comply with generally accepted accounting principles (GAAP). Procurement of goods and services shall be made by the WCA executive director, finance manager or authorized agent in the best interest of the school, upon considering the totality of the circumstances surrounding the procurement, which may include but not be limited to price, quality, availability, timelines, reputation and prior dealings. All goods and services must be included in the board-approved budget. WCA shall not purchase goods or services from any members of the governing board, an immediate family member or any member of the governing board nor from any entity in which any member of the governing board or an immediate family member of a governing board member may benefit from such a procurement, unless

authorized by the governing board after a full disclosure of the potential benefits and after the consideration set forth in the paragraph above. WCA reserves the right to reject any or all bids and to accept that bid which appears to be in the best interest of the school. The board reserves the right to waive any informality, or reject, any and all bids or any part of any bid. Any bid may be withdrawn prior to the scheduled time for the opening bids. Any bid received after the time and dates specified will not be considered

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of these waivers, the school will select all goods and services in accordance with the terms and conditions set forth in the Contract. As a result of this waiver, WCA will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Contract.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-32-110(1)(y) — Local Board Powers – Accept Gifts and Donations

Rationale: In accordance with state law, WCA will be responsible for determining its own budget and issues associated therewith.

Replacement Plan: WCA will not accept any gift or donation if the acceptance of said gift or donation is in violation of law, its charter contract, or any ethical or conflict of interest policies of WCA.

Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.

Expected Outcome: As a result of this waiver, WCA will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Contract.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-9-106 — Local Board of Education; Duties Certificated Personnel Evaluations.

C.R.S. § 22-2-112(1)(q)(I) — Commissioner Duties (reporting performance evaluation ratings).

<p>Rationale: The School uses its own evaluation system as agreed to in the Contract. The School’s evaluation system will continue to meet the intent of the law as outlined in statute.</p>
<p>Replacement Plan: The methods used for the School’s evaluation system include quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities and have the goal of improving student academic growth and meeting the intent of the quality standards established in SB 10-191. WCA will evaluate its personnel pursuant to its adopted evaluation plan. WCA’s evaluation plan is available for review per request. The school’s evaluation system will continue to meet the intent of the law as outlined in statute. Staff will be trained in this evaluation system and the methods used for the school’s evaluation system. The school will not be required to report its teacher evaluation data through the TSDL collection; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development.</p>
<p>Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.</p>
<p>Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.</p>
<p>How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.</p>
<p>Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its evaluation system and in alignment with state directives, which is designed to produce greater accountability and be consistent with the school’s goals and objectives. This will benefit staff members, students, and the community.</p>

<p>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</p>
<p>C.R.S. § 22-63-201 — Teacher Employment Act; Compensation & Dismissal Requirement to Hold a Certificate.</p>
<p>Rationale: In accordance with state law, WCA must be granted the authority to hire teachers and principals that will support the school’s goals and objectives as determined by WCA.</p>
<p>Replacement Plan: The school will ensure that staff working in the school are selected based on who is most qualified to implement its educational program and fulfill the educational mission of the school. In order to attract the most qualified, it may be beneficial for the school to be able to hire teachers who don’t hold a certificate, but who possess unique background and/or skills, or fill a need for the school. The school may hire teachers licensed in the grade and subject area for the teaching position. In instances where a suitable licensed teacher is not available, the school will hire individuals who have a minimum of a bachelor’s degree, preferably with a degree or content test in a related field, who are eligible to pursue a license with the Colorado Department of Education in the applicable grade and subject area.</p>
<p>Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2020.</p>
<p>Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.</p>

<p>How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.</p>
<p>Expected Outcome: As a result of these waivers, WCA will be able to employ professional staff possessing unique skills and/or background filling all staff needs as they arise.</p>
<p>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</p>
<p>C.R.S. § 22-63-202 — Teacher Employment Act; Contracts in Writing, Damage Provision C.R.S. § 22-63-203 — Probationary Teachers; renewal and non-renewal of employment contract; Specific Duties.</p>
<p>Rationale: In accordance with state law, WCA is responsible for its own personnel matters, including employing the principal (a.k.a. executive director), its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. All employees are employed at WCA on an at-will basis. The success of WCA will depend in large part upon its ability to select and employ its own principal and staff in accordance with the Contract and the goals and objectives of the school.</p>
<p>Replacement Plan: WCA hires teachers and principals who will support the school’s goals and objectives at the rates determined by WCA. All employees of WCA will be employed on an at-will basis. WCA abides by all state and federal laws in its employment practices. The staff handbook and employee agreements are available upon request.</p>
<p>Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.</p>
<p>Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.</p>
<p>How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.</p>
<p>Expected Outcome: As a result of these waivers, WCA will be able to employ professional staff possessing unique skills and/or background filling all staff needs as they arise.</p>

<p>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</p>
<p>C.R.S. § 22-63-205 — Exchange of Teachers C.R.S. § 22-63-206 — Transfer of Teachers</p>
<p>Rationale: WCA must be responsible for all employment decisions, and, in order to meet its unique educational goals and objectives, must not have its teachers subject to exchange or be forced to accept teachers from another school.</p>
<p>Replacement Plan: WCA will be responsible for all hiring, termination and exchange procedures and policies for its teachers. WCA will reasonably consider any proposed teacher exchange, but no exchange of teachers from or to the School shall be made without WCA’s prior written consent.</p>
<p>Duration of Waivers: We formally request the waiver be in effect for the duration of our contract with Weld RE-4 School District. Therefore, the waiver is requested through June 30, 2029.</p>

Financial Impact: WCA anticipates that the requested waivers will have no additional financial impact upon the district.
How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as a whole, as per the Contract.
Expected Outcome: As a result of this waiver, WCA will maintain control of employment matters at the School in order to better serve its students and unique programmatic needs.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan
C.R.S. § 22-1-128 – Comprehensive Human Sexuality Education
Rationale: Windsor Charter Academy is granted the authority to determine the educational program for the school through an automatic waiver of C.R.S. § 22-32-109(1)(t). Consistent with this waiver, Windsor Charter Academy should have the authority to establish and maintain appropriate standards for the education program, texts, and materials acceptable in its school in accordance with the Charter School Contract.
Replacement Plan: Windsor Charter Academy offers a broad curriculum that meets the Colorado Academic Standards for Comprehensive Health and Physical Education, to include the sub-standards: Physical and Personal Wellness, Emotional and Social Wellness, and Prevention and Risk Management. Windsor Charter Academy will include appropriate instruction on human anatomy and reproduction.
Duration of the Waiver: Windsor Charter Academy requests that this waiver be for the duration of its contract with Weld RE-4. Therefore, the waiver is requested through June 30, 2029.
Financial Impact: The requested waivers will have no financial impact on Weld RE-4 or Windsor Charter Academy.
How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to Windsor Charter Academy, as set forth in the Charter School Agreement.
Expected Outcome: As a result of this waiver, Windsor Charter Academy will experience an enhanced educational program by being able to administer the school program keeping with the philosophy and mission as stated in the Charter School Agreement and executing the curricular autonomy it is guaranteed.

Exhibit G

District Policy Waivers

Windsor Charter Academy requests waivers of the following sections of Weld RE-4 Policies that may not apply to charter schools.

Windsor Charter Academy affirms that it has replacement policies that comply with the intent of the policy for each of the non-automatic waivers, sought above, when applicable, that are legally required. See <https://sites.google.com/a/windsorcharteracademy.org/wca-board-policies/>.

District Policies	
AD	Educational Philosophy/School District Mission
ADA	School District Goals and Objectives
BEC	Executive Session Open Meeting
BEDA	Notification of Board Meetings
BEDB	Agenda
BEDB-E	Agenda Format
BEDF	Voting Method
BEDG	Minutes
BEDH	Citizen Participation
BG	School Board Policy Process
BID BIE	School Board Member Compensation
CBC	Executive Session
CBF	Superintendent Conduct
CBI	Evaluation of Superintendent
CBI-R	Evaluation of Superintendent Regulation
CHD	Administration in the Absence of Policy
DB	Budget
DB-R	Budget Regulation
DBA	Accounting and Reporting System
DBAA	Year-End Fund Balance
DBD	Budget Priorities
DBG	Budget Adoption Process
DBJ	Budget Transfers
DEA	Mill Levy Election
DEB	Funds from State Tax Sources
DF	Corporate Sponsorships and Advertising
DFA	Revenues from Investments Surplus Funds
DG	Banking Services
DGA	Authorized Signatures
DH	Bonded Employees
DI	Fiscal Accounting
DIA	Online Schools and Online Programs
DID	Inventories
DIE	Annual Audit
DJA	Purchasing Authorities

DJB	Federal Procurement
DJB-R	Federal Procurement Regulation
DJBA	Receiving Goods
DJBB	Purchasing Procedures—Activity Fund
DJC	Petty Cash Account
DJE	Purchasing and Bidding Procedures—School District
DJG	Vendor Relations
DK	Payment Procedures
DKC	Employee Travel Reimbursement Provisions
DKCA	Mileage Reimbursement for Itinerant Staff
DN	Disposal of Surplus Equipment Property
ECAF	Use of Video and Audio Monitoring
ECAF-R	Use of Video and Audio Monitoring—Regulation
EDC	Rental or Loan of School Equipment
EE	Transportation Policies
EEAEA	School Transportation Vehicle Operators
EEAEAA	Drug and Alcohol Testing for School Transportation Vehicle Operators
EEAEAA-R	Drug and Alcohol Testing for School Transportation Vehicle Operators Regulation
EEAF	Use of School Transportation Vehicles by Community Organizations
EF	School Nutrition Program
EF-E-1	School Meals Payments
EGA	Electronic Signatures and Records
EGAD	Copyright
EGAEA	Electronic Communication
EHB	Records Retention
EI	Insurance
F	All F Policies on Facilities Planning and Development
G	All G Policies on Staff with Exception of GBA Open Hiring Equal Employment Opportunity, GBAA Sexual Harassment, GBEA Staff Ethics Conflict of Interest, GBEC Alcohol and Drug-Free Workplace, GBGF Family and Medical Leave, GBI Criminal History Record Information
H	All H Policies on Negotiations
IJ	Instructional Resources and Materials
IJL	School Library Materials Selection and Adoption
IKFB	High School Commencement
JF	Student Admissions to District Schools
JFBA	In-District Choice Open Enrollment
JFBA-R	In-District Choice Open Enrollment Regulation
JFBB	Out-of-District Choice Open Enrollment
JFBB-R	Out-of-District Choice Open Enrollment Regulation
JIBB	Student Representative to the Board of Education
JICA	Student Dress
JJE	Student Fundraising Activities

JJF	Student Activity Funds
JM	W.L. McCall Scholarship
JS	Student Use of Technology
JS-R	Student Use of Technology Regulation
K	All K Policies on School, Community and Home Relations
LC	Educational Research All L Policies on Education and Agency Relations ^[MB1]
LDA	Student and Intern Teachers
IHCDA	Concurrent Enrollment
IKF	Graduation Requirements
JEB	Entrance Age Requirements
JLCDB	Administration of Medical Marijuana to Qualified Students

EXHIBIT H

REQUIRED REPORTS AND DATA SUBMISSION

Date	Task/Report/Submission
January	Submission of revised budget to School District after WCA January Board meeting (Section 6.2)
January 15	Standard Course Codes (CDE interchange collection) data accurate and all NCES data populated in SIS
January 31	Progress reports due no later than this date for first semester (Section 7.10)
February 15	WCA and School District begin discussion about budget development and adoption (Section 6.1.2)
March 15	Written information about any materially modified curriculum or program delivery system to be offered during next year (Section 4.1.1)
March 15	Submit names, ages, addresses and current grade levels and school of enrollment for all student who anticipate enrollment in WCA (Section 4.4.1)
March 15	Re-evaluation of long term facility needs (Section 6.1.6)
March 15	Deadline for turning in UIP (one month before state deadline based on performance)
March 15	Report Card March (CDE periodic collection) submission to District data respondent
April 1	Renewal of any one year leave of absences due to School District (Section 8.10.3)
April 15	WCA will provide budgeted student count.
May 1	Schedule of all proposed fees due to School District (Section 4.7)
May 1	Updated contracted goods and services as part of budget process due (Section 6.2.2)
April May 15	Proposed budget for ensuing fiscal year (Sections 6.2 and 6.2.5)
June 1	School Discipline and Attendance (CDE periodic collection) data accurate in SIS
June 1	Special Education Discipline (CDE snapshot collection) data accurate in SIS
June 1	End-of-Year (CDE snapshot collection) data accurate in SIS
June 1	Special Education End-of-Year (CDE snapshot collection) data accurate in SIS
June 1	Teacher Student Data Link (CDE snapshot collection) data accurate in SIS
June 1	READ Act (CDE snapshot collection) data accurate in SIS
May 1	Copy of Cooperative Agreement under the CEPA with Aims (Section 4.1.3)
June 30	Final budget due (Section 6.2)
June 30	Ending fund balance must comply with emergency reserve requirements (Section 6.1.1.1)
June 30	Progress reports due no later than this date for second semester (Section 7.10)
July 1	July and August funding based on students officially registered by July 1 (Section 6.1.1.2)
July 1	Written results of WCA's administrator evaluation submitted to School District (Section 8.2.2)
July 1	Deadline for posting all financial transparency reports on WCA website (Section 6.3)
July 10	Certificates of insurance due to the School District (Section 10.1)

July 15	WCA's rationale and replacement plan for complying with SB 191 (Section 8.2.1)
August	By the end of first week of school in the new school year, written certification of actual number of students in attendance (Section 6.1.1.2)
August 1	Provide Tech department with the names of 2 or 3 staff who may receive student information system training (Section 4.2.4.3)
August 1	Student demographic and enrollment data accurate in SIS for SASID generation and RITS (CDE year-round collection)
August 15	Initial draft of annual audit.
September 30	End of year trial balance and financial statements including data file in CDE format (Section 6.3)
October 1	Student October (CDE snapshot collection) data accurate in SIS
October 15	Provide names, ages, addresses and current grade levels for students admitted and in attendance (Section 4.4.1)
October 15	Annual audit including management letter (Section 6.3)
October 15	Draft human resources reports as required by and in CDE format
October 15	Updated draft of annual audit.
October 31	Annual audit including management letter. Notification of any auditor delays must be communicated to the School District before October 31. (Section 6.3)
December 1	Special Education December (CDE snapshot collection) data accurate in SIS
Ongoing	Student demographic and enrollment data accurate in SIS for SASID generation and RITS (CDE year-round collection)

**EXHIBIT J
CONFLICT OF INTEREST FORM**

**Windsor Charter Academy
Board Member Certification Form**

Note: The purpose of this document is to provide disclosure. Windsor Charter Academy (“Charter School”) Board operates according to its own Bylaws and applicable law regarding conflicts of interest. This form is a public document and will be available at the Charter School for inspection by other board members, the staff, or the community. In addition, a copy of the form will be sent to the District.

Background

1. Full legal name:

2. I affirm that I am at least 18 years of age by the date of appointment to the Charter School Board.

- Yes, I affirm.

3. Indicate whether you have ever been convicted or pled “no contest” of one or more of the following:

- a. a misdemeanor related to honesty or trustworthiness,
- b. a felony, or
- c. any criminal offense involving children.
 - Does not apply to me.
 - Yes

If the answer to this question is yes, please provide details of the offense, the date, disposition, etc., in the space below.

4. Indicate if you have ever entered into a settlement agreement, consent decree, adjournment in contemplation of dismissal, assurance of discontinuance or other, similar agreement with the Securities Exchange Commission, Internal Revenue Service, the U.S. attorney general or the attorney general of any state, a U.S. or district attorney or any other law enforcement or regulatory body concerning the discharge of your duties as a board member of a for-profit or non-for profit entity or as an executive of such entity. If the answer to this question is yes, please provide details of the agreement.

- Does not apply to me.
- Yes

Certification Form continued

Conflicts

1. Indicate whether you, your spouse, or anyone in your immediate family (in accordance with C.R.S. § 7-128-501(5), an immediate family member is a spouse, descendant, ancestor, sibling, spouse or descendant of a sibling, or a designated beneficiary) meets either of the following conditions:

- a. is doing or plans to do business with the Charter School (whether as an individual or as a director, officer, employee or agent of any entity).
- b. any entity in which one of the above-identified individuals has an interest is doing business or plans to do business with the Charter School.

If so, indicate and describe the precise nature of your relationship and the nature of the business that such person or entity is transacting or will be transacting with the Charter School.

- I/we do not know of any such persons.
 - Yes
-
-

2. Indicate if you, your spouse or other immediate family members anticipate conducting, or are conducting, any business with the Charter School or a contractor who is conducting business with the Charter School including any EMPs retained by the Charter School to provide services. If so, please indicate the precise nature of the business that is being or will be conducted.

- I/we do not anticipate conducting any such business.
 - Yes
-
-

3. Indicate any potential ethical or legal conflicts of interest that would (or are likely to) exist for you as a member of the Charter School Board or another School or non-profit board. [Note that being a parent of a Charter School student, serving on another charter school's board or being employed by the Charter School or another charter school which retains the services of the same EMP are conflicts for certain issues that should be disclosed.]

- None
 - Yes. If yes, please provide additional information.
-
-

Certification Form continued

Disclosures for Schools Contracting with an Educational Service Provider

1. Indicate whether you, your spouse, or any immediate family member knows (i.e., beyond a casual or professional acquaintance) any employees, officers, owners, directors or agents of that provider. If the answer is in the affirmative, describe any such relationship.

- I/we do not know of any such persons.
 - Yes
-
-

Conflicts for Schools Contracting with an Educational Service Provider

1. Indicate whether you, your spouse or other immediate family members have, anticipate in the future, or have been offered a direct or indirect ownership, employment, contractual or management interest in the provider. For any interested indicated, please provide a detailed description.

- I/we have no such interest.
 - Yes
-
-

2. Indicate if you, your spouse or other immediate family member anticipate conducting, or are conducting, any business with the provider. If so, indicate the precise nature of the business that is being or will be conducted.

- I/we do not anticipate conducting any such business.
 - Yes
-
-

Other

1. I affirm that I have read the Charter School’s Bylaws and conflict of interest policies.

- I affirm

I, _____, certify to the best of my knowledge and ability that the information I am providing to the District in regard to my application to serve as a member of the board of directors of Windsor Charter Academy is true and correct in every respect.

Signature

Date

EXHIBIT K: EDUCATION MANAGEMENT PROVIDER (EMP) AGREEMENT REQUIREMENTS

1. The maximum term of an EMP agreement must not exceed the term of the charter. WCA shall have the right to terminate the EMP agreement without cause or a financial penalty. The fee provision of the EMP agreement shall be renegotiated on an annual basis and shall not automatically adjust.
2. EMP agreements must be negotiated at 'arms-length.' WCA's board and EMP must have independent legal counsel to represent their interests in reaching a mutually acceptable management agreement.
3. No provision of the EMP agreement shall interfere with the charter board's duty to exercise its statutory, contractual and fiduciary responsibilities governing the operation of WCA. No provision of the EMP agreement shall prohibit the charter board from acting as an independent, self-governing public body, or allow decisions to be made other than in compliance with the Colorado Sunshine Law.
4. An EMP agreement shall not restrict the charter board from waiving its governmental immunity or require a charter board to assert, waive or not waive its governmental immunity.
5. No provision of an EMP agreement shall alter the charter board's treasurer's legal obligation to direct that the deposit of all funds received by WCA be placed in WCA's account.
6. EMP agreements must contain at least one of the following methods for paying fees or expenses: 1) the charter board may pay or reimburse the EMP for approved fees or expenses upon properly presented documentation and approval by the charter board; or 2) the charter board may advance funds to the EMP for the fees or expenses associated with WCA's operation provided that documentation for the fees and expenses are provided for charter board ratification.
7. EMP agreements shall provide that the financial, educational and student records pertaining to WCA are WCA property and that such records are subject to the provisions of the Colorado Open Records Act. All WCA records shall be physically or electronically available, upon request, at WCA's physical facilities. Except as permitted under the charter contract and applicable law, no EMP agreement shall restrict the District's access to WCA's records.
8. EMP agreements must contain a provision that all finance and other records of the EMP related to WCA will be made available to WCA's independent auditor.
9. The EMP agreement must not permit the EMP to select and retain the independent auditor for WCA.
10. If an EMP purchases equipment, materials and supplies on behalf of or as the agent of WCA, the EMP agreement shall provide that such equipment, materials and supplies shall be and remain the property of WCA.
11. EMP agreements shall contain a provision that if the EMP procures equipment, materials and supplies at the request of or on behalf of WCA, the EMP shall comply with competitive bidding processes and shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties.
12. EMP agreements must contain a provision that clearly allocates the respective proprietary rights of the charter board and the EMP to curriculum or educational materials. At a minimum, EMP agreements shall provide that WCA owns all proprietary rights to curriculum or educational materials that (i) are both directly developed and paid for by WCA; or (ii) were developed by the EMP at the direction of WCA's governing board with funds dedicated for the specific purpose of developing such curriculum or materials. EMP agreements may also include a provision that restricts WCA's proprietary rights over curriculum or educational materials that are developed by the EMP from funds from WCA or that are not otherwise dedicated for the specific purpose of developing WCA curriculum or educational materials. All EMP agreements shall recognize that the EMP's educational materials and teaching techniques used by WCA are subject to state disclosure laws and the Open Records Act.
13. EMP agreements involving employees must be clear about which persons or positions are employees of the EMP, and which persons or positions are employees of WCA. The EMP agreement shall prohibit

the EMP from leasing employees to WCA and shall prohibit co-employment of WCA and EMP employees.

14. EMP agreements must contain insurance and indemnification provisions outlining the coverage the EMP will obtain. The EMP's insurance is separate from and in addition to the insurance for the charter board that is required according to the charter contract. Insurance coverage must take into account whether or not staff at WCA are employees of the EMP or WCA.
15. Marketing and development costs paid by or charged to WCA shall be limited to those costs specific to WCA program, and shall not include any costs for the marketing and development of the EMP. Other reimbursable costs of EMP charged to WCA, including, but not limited to, overhead, corporate, and travel costs, shall be defined with reference to specific dollar amounts.
16. If WCA intends to enter into a lease, execute promissory notes or other negotiable instruments, or enter into a lease-purchase agreement or other financing relationships with the EMP, then such agreements must be separately documented and not be a part of or incorporated into the EMP agreement. Such agreements must be consistent with WCA's authority to terminate the EMP agreement and continue operation of WCA.
17. The EMP agreement shall provide for the annual performance evaluation of the EMP in accordance with WCA policy. The EMP performance evaluation shall be subject to state disclosure laws, including, but not limited to, the Open Records Act.

4.2 WELD RE-4 CHARTER CONTRACT



5.1 2024-2025 General Budget, First Read

SarahGennie Colazio, Director of Finance and HR, presented the 2024-2025 General Budget that prioritized salaries.

A motion to approve the 2024-2025 General Budget on first read was made by Donna James and seconded by Jenny Ojala. Members voted the following: Feyen; aye, James, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

5.2 2024-2025 Salary Schedules

SarahGennie Colazio, Director of Finance and HR, presented the 2024-2025 Salary Schedules that remained competitive with the surrounding school district.

A motion to approve the 2024-2025 Salary Schedule was made by John Feyen and seconded by Jenny Ojala. Members voted the following: Feyen; aye, James, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously.

The Executive Board took a break from 8:50 – 9:00 p.m.

5.1 2024-2025 GENERAL BUDGET

Memorandum To:	Windsor Charter Academy Executive Board
From:	SarahGennie Colazio, Director of Finance and HR
Date:	April 19, 2024
Re:	2024 – 2025 General Budget
Agenda Item:	5.1
Pertinent Background Information:	<p>Each year, the Executive Board reviews and approves the budget for the next school year. The following outlines pertinent information.</p> <p>Revenue Increases</p> <ul style="list-style-type: none"> • PPR 6.6% increase from \$10,036 per student to \$10,697 per student • Use of \$290,500 of reserves for retention bonus program <p>Expenditure Increases</p> <ul style="list-style-type: none"> • 6.6% raise for all staff and increase in salary schedule base to match 90% of district starting salary levels • Retention Bonus Program • New district-wide required communication software • Additional security cameras • Additional FTE for: <ul style="list-style-type: none"> • HS Dean • HS Receptionist • Athletic Secretary <p>This budget takes into account every department, and anticipates any required updates to uphold the excellence and efficiency of our school environment.</p>
Financial Implications	The anticipated net surplus is \$165,808, surpassing the necessary debt service coverage of \$141,364 by \$24,443. This maintains Windsor Charter Academy's compliance with the mandated 1.10x debt service coverage ratio.
Recommendation(s):	It is the recommendation to the Executive Board to approve the 2024-2025 General Budget.
Attachments:	5.1 2024-2025 General Budget

2024-2025 Proposed Budget Summary

Revenue Increases

- PPR- 6.6% increase from \$10,036 per student to \$10,697 per student
 - Use of \$290,500 of reserves for retention bonus program

Expenditure Increases

- 6.6% raise for all staff- and increase in salary schedule base to match 90% of District starting salary levels
- Additional FTE for
 - HS Dean
 - HS receptionist
 - Athletic Secretary
 - Retention Bonus program
- New District wide communication required software
- Additional security cameras

Gray highlighted sections are changes from Board approved first read on April 27th, 2023.

Our projected net surplus is \$165,808. This is \$24,443 above our required debt service coverage of \$141,364.

This keeps us within our required 1.10x debt service coverage.

Salary Schedules have been increased to match the 90% of District starting salary goal outlined in the WCA strategic plan. Some job positions represent market and job description adjustments unique to WCA, as the scope of some positions may encompass 2 or 3 similar District job descriptions.

Windsor Charter Academy Budget- Current and 5-Year Projection							
General Fund	2023-2024 Amended Budget Approved	Per Pupil	% of Budget	2024-2025	Change	% of Budget	Notes
PPR Base	\$ 10,035.84			\$ 10,697	6.6%		
FTE	1559.0			1,588	29.0		
Revenues							
Per Pupil Revenue	\$ 15,645,875	\$10,035.84	44.4%	\$ 16,986,836	\$1,340,961	86.8%	
Mill Levy 2007	\$ 90,000	\$57.73	0.3%	\$ 90,000	\$0	0.5%	
Mill Levy 2016	\$ 462,614	\$296.74	1.3%	\$ 462,614	\$0	2.4%	
Mill Levy 2022	\$ 912,000	\$584.99	2.6%	\$ 902,880	-\$9,120	4.6%	
Interest	\$ 57,502	\$36.88	0.2%	\$ 25,000	-\$32,502	0.1%	
Student Fees	\$ 84,186	\$54.00	0.2%	\$ 85,752	\$1,566	0.4%	
Building Rental	\$ 67,200	\$43.10	0.2%	\$ 35,000	-\$32,200	0.2%	
Other Revenue	\$ 3,346	\$2.15	0.0%	\$ 3,446	\$100	0.0%	
Fundraising Revenue	\$ 60,000	\$38.49	0.2%	\$ 50,000	-\$10,000	0.3%	
READ Act Grant Revenue	\$ 14,000	\$8.98	0.0%	\$ 14,000	\$0	0.1%	
Concurrent Enrollment Grant	\$ 14,418	\$9.25	0.0%	\$ -	-\$14,418	0.0%	
Safety Grant	\$ 167,850	\$107.67		\$ -	-\$167,850		
Capital Construction	\$ 615,874	\$395.04	1.7%	\$ 603,557	-\$12,317	3.1%	
Title II Grant Revenue	\$ 26,738	\$17.15	0.1%	\$ 15,000	-\$11,738	0.1%	
Title IV Grant Revenue	\$ 2,395	\$1.54	0.0%	\$ 2,386	-\$9	0.0%	
ESSER Funds Revenue	\$ -	\$0.00	0.0%	\$ -	\$0	0.0%	
O&G Revenue from Building Corp	\$ 10,000	\$6.41	0.0%	\$ 10,000	\$0	0.1%	
Total Revenues	\$ 18,233,998	\$11,695.96		\$ 19,286,471	\$ 1,052,473		
Transfers From District	\$ 16,000,000			\$ 290,500			
Transfers/Use of Reserves	\$ 1,030,000						
Total Revenues and Reserves	\$ 35,263,998	\$3,513.80		\$ 19,576,971	\$ 1,052,473		
Expenditures							
Salaries & Benefits							
Salaries	\$ 8,941,530	\$5,735.43	25.4%	\$ 9,743,195	\$ 801,665	49.8%	
ESSER/Title II Salaries & Stipends	\$ 26,738	\$17.15	0.1%	\$ -	\$ (26,738)	0.0%	
Substitute Salaries	\$ 181,500	\$116.42	0.5%	\$ 186,038	\$ 4,537	1.0%	
Retention Bonus Program	\$ 167,500	\$107.44	0.5%	\$ 290,500	\$ 123,000	1.5%	
Extra Duty/Stipends Salaries	\$ 198,000	\$127.00	0.6%	\$ 202,950	\$ 4,950	1.0%	
Salaries Total	\$ 9,515,268	\$6,103.44	27.0%	\$ 10,422,683	\$ 907,415	53.2%	
Medical	\$ 1,485,403	\$952.79	4.2%	\$ 1,633,943	\$ 148,540	8.3%	
Dental	\$ 66,794	\$42.84	0.2%	\$ 68,130	\$ 1,336	0.3%	
Vision	\$ 9,570	\$6.14	0.0%	\$ 9,761	\$ 191	0.0%	
Life/AD&D/LTD	\$ 53,691	\$34.44	0.2%	\$ 54,765	\$ 1,074	0.3%	
Medicare	\$ 135,543	\$86.94	0.4%	\$ 146,917	\$ 11,374	0.8%	
Sick Bank/Short Term Disability	\$ 18,743	\$12.02	0.1%	\$ 19,212	\$ 469	0.1%	
ESSER benefits (PERA, Medicare, Suta, Health)	\$ -	\$0.00	0.0%	\$ -	\$ -	0.0%	
PERA	\$ 1,994,700	\$1,279.47	5.7%	\$ 2,218,948	\$ 224,248	11.3%	
Benefits Total	\$ 3,764,444	\$2,414.65	10.7%	\$ 4,151,675	\$ 387,232	21.2%	
Purchased & Technical Services							
Prof Services-Background Checks, Interpreter, Translations	\$ 14,614	\$9.37	0.0%	\$ 14,906	\$ 292	0.1%	
College Consulting	\$ 10,000	\$6.41	0.0%	\$ 10,200	\$ 200	0.1%	
Accounting Software/Payroll	\$ 50,337	\$32.29	0.1%	\$ 51,344	\$ 1,007	0.3%	
District Communication Software	\$ 22,917	\$14.70	0.1%	\$ 26,996	\$ 4,079	0.1%	\$2 per student addtl for enrollment onlin
Accessibility Costs				\$ -	\$ -	0.0%	
Audit/990 Prep	\$ 7,140	\$4.58	0.0%	\$ 7,283	\$ 143	0.0%	
Legal	\$ 30,600	\$19.63	0.1%	\$ 17,000	\$ (13,600)	0.1%	
Purchased & Technical Services Total	\$ 135,608	\$86.98	0.4%	\$ 127,729	\$ (7,879)	0.7%	
Facilities & Property Services							
Gas	\$ 63,824	\$40.94	0.2%	\$ 76,589	\$ 12,765	0.4%	
Electricity	\$ 175,100	\$112.32	0.5%	\$ 210,120	\$ 35,020	1.1%	
Water/Sewer	\$ 33,947	\$21.77	0.1%	\$ 40,736	\$ 6,789	0.2%	
Trash	\$ 12,664	\$8.12	0.0%	\$ 15,197	\$ 2,533	0.1%	
Facility Repairs & Maintenance	\$ 128,348	\$82.33	0.4%	\$ 147,600	\$ 19,252	0.8%	
ES Renovations	\$ 133,000	\$85.31		\$ -	\$ (133,000)		
Bldg Lease Payments	\$ 1,413,644	\$906.76	4.0%	\$ 1,413,644	\$ (0)	7.2%	
Field Rental 2023-2024	\$ 26,000	\$16.68	0.1%	\$ -	\$ (26,000)	0.0%	

Windsor Charter Academy Budget- Current and 5-Year Projection							
General Fund	2023-2024 Amended Budget Approved	Per Pupil	% of Budget	2024-2025	Change	% of Budget	Notes
Facilities & Property Services Total	\$ 1,986,528	\$1,274.23	5.6%	\$ 1,903,887	\$ (82,641)	9.7%	
General Fund	2023-2024 Amended Budget Approved 11.16.23		% of Budget	2024-2025	Change	% of Budget	
Other Purchased Services							
Special Ed District Charge	\$ 990,986	\$635.65	2.8%	\$ 1,050,445	\$ 59,459	5.4%	
Concurrent Enrollment Fees	\$ 9,500	\$6.09	0.0%	\$ 9,785	\$ 285	0.0%	
Professional Development/ AVID	\$ 54,241	\$34.79	0.2%	\$ 55,326	\$ 1,085	0.3%	
Board PD	\$ 5,000	\$3.21	0.0%	\$ 5,000	\$ -	0.0%	
Title II Grant Exp Prof Dev	\$ -	\$0.00	0.0%	\$ 15,000	\$ 15,000	0.1%	
Title IV Grant Expenses	\$ -	\$0.00	0.0%	\$ 2,386	\$ 2,386	0.0%	
District Admin Charges	\$ 312,917	\$200.72	0.9%	\$ 339,737	\$ 26,819	1.7%	
Property/Liability Insurance	\$ 100,545	\$64.49	0.3%	\$ 120,654	\$ 20,109	0.6%	
SUTA	\$ 18,642	\$11.96	0.1%	\$ 20,264	\$ 1,622	0.1%	
Worker's Comp Insurance	\$ 45,703	\$29.32	0.1%	\$ 47,988	\$ 2,285	0.2%	
ESSER Apex	\$ -	\$0.00	0.0%	\$ -	\$ -	0.0%	
(Tech) Copier Lease	\$ 73,962	\$47.44	0.2%	\$ 77,500	\$ 3,538	0.4%	
Tech Support	\$ 1,210	\$0.78	0.0%	\$ 1,535	\$ 325	0.0%	
Tech Repair/Maintenance	\$ 8,010	\$5.14	0.0%	\$ 8,250	\$ 240	0.0%	
Tech Software/Licensing	\$ 52,897	\$33.93	0.2%	\$ 61,203	\$ 8,306	0.3%	
Facilities Fire/Intercom/Security Maint	\$ 6,763	\$4.34	0.0%	\$ 6,966	\$ 203	0.0%	
Tech Internet/Phone/Comm	\$ 92,590	\$59.39	0.3%	\$ 75,930	\$ (16,660)	0.4%	\$ 181,350
Concurrent Enrollment Grant Exp	\$ 14,418	\$9.25		\$ -	\$ (14,418)		\$ 70,400
Job Advertising	\$ 10,200	\$6.54	0.0%	\$ 3,500	\$ (6,700)	0.0%	
Marketing Enrollment	\$ 22,440	\$14.39	0.1%	\$ 23,113	\$ 673	0.1%	
Other Purchased Services Total	\$ 1,820,025	\$1,167.43	5.2%	\$ 1,924,582	\$ 104,558	9.8%	
Educational Supplies & Materials							
Curriculum	\$ 115,341	\$73.98	0.3%	\$ 115,986	\$ 645	0.6%	
Resources	\$ 104,492	\$67.03	0.3%	\$ 88,917	\$ (15,575)	0.5%	
Instruments	\$ -	\$0.00	0.0%	\$ 13,500	\$ 13,500	0.1%	new line item for principals 24-25
Assessments/Testing	\$ 50,875	\$32.63	0.1%	\$ 38,188	\$ (12,687)	0.2%	
Summer School Credit Recovery	\$ 1,500	\$0.96	0.0%	\$ 1,515	\$ 15	0.0%	
General/Office Supplies	\$ 21,428	\$13.74	0.1%	\$ 22,714	\$ 1,286	0.1%	
Media Center Supplies	\$ 2,266	\$1.45	0.0%	\$ 2,311	\$ 45	0.0%	
Security Supplies	\$ 19,736	\$12.66	0.1%	\$ 7,500	\$ (12,236)	0.0%	
Security Software	\$ 6,300	\$4.04	0.0%	\$ 1,500	\$ (4,800)	0.0%	
Paper	\$ 13,390	\$8.59	0.0%	\$ 11,000	\$ (2,390)	0.1%	
Dues & Fees	\$ 36,000	\$23.09	0.1%	\$ 36,720	\$ 720	0.2%	
Health Supplies	\$ 6,386	\$4.10	0.0%	\$ 6,514	\$ 128	0.0%	
Teacher Classroom Budgets	\$ 9,455	\$6.06	0.0%	\$ 9,644	\$ 189	0.0%	
School Event Budgets	\$ 31,255	\$20.05	0.1%	\$ 31,880	\$ 625	0.2%	
Facility Supplies	\$ 42,024	\$26.96	0.1%	\$ 50,429	\$ 8,405	0.3%	
Title IV Supplies	\$ 2,395	\$1.54	0.0%	\$ (2,395)	\$ (2,395)	0.0%	
Facility On Call and Interns	\$ 5,099	\$3.27	0.0%	\$ 4,700	\$ (399)	0.0%	
PTC	\$ 7,500	\$4.81	0.0%	\$ 7,500	\$ -	0.0%	
School Club Scholarship Fund	\$ 5,000	\$3.21	0.0%	\$ 5,000	\$ -	0.0%	
Safety Grant	\$ 167,850	\$107.67		\$ -	\$ (167,850)		
Anniversary Gifts	\$ 1,957	\$1.26	0.0%	\$ 1,300	\$ (657)	0.0%	
Exec Dir/Staff Culture	\$ 10,300	\$6.61	0.0%	\$ 10,506	\$ 206	0.1%	
Educational Supplies & Materials Total	\$ 660,549	\$423.70	1.9%	\$ 467,324	\$ (193,225)	2.4%	
Equipment							
Tech Equipment	\$ 281,463	\$180.54	0.8%	\$ 271,592	\$ (9,871)	1.4%	additional 8-10 security cameras for ES/MS/H
Tech Equipment: Monitoring and Maintenance	\$ 9,160	\$5.88	0.0%	\$ 18,200			
Facilities Equipment	\$ 1,500	\$0.96	0.0%	\$ 1,500	\$ -	0.0%	
Vehicles purchased	\$ -	\$0.00	0.0%	\$ -	\$ -	0.0%	
Firebird Facility Expenses	\$ 16,000,000	\$10,262.99	45.4%		\$ (16,000,000)		
HS Remodel Expenses	\$ 529,000	\$339.32	1.5%				
Furniture & Instruction Equipment	\$ 63,890	\$40.98	0.2%	\$ 33,332	\$ (30,558)	0.2%	
Total Property/Equipment	\$ 16,885,013	\$10,830.67	47.9%	\$ 324,624	\$ (16,560,389)	1.7%	
Other							
Bank Fees	\$ 10,700	\$6.86	0.0%	\$ 6,000	\$ (4,700)	0.0%	
Trustee Fees	\$ 22,000	\$14.11	0.1%	\$ 22,660	\$ 660	0.1%	
Firebird Facility Bond Reimb	\$ -	\$0.00	0.0%	\$ -	\$ -		
Vehicle Expenses	\$ 14,000	\$8.98	0.0%	\$ 10,000	\$ (4,000)	0.1%	

5.2 2024-2025 SALARY SCHEDULE

Memorandum To:	Windsor Charter Academy Executive Board
From:	SarahGennie Colazio, Director of Finance and HR
Date:	April 19, 2024
Re:	2024 – 2025 Salary Schedule
Agenda Item:	5.2
Pertinent Background Information:	<p>Windsor Charter Academy has prioritized offering comparable salaries and benefits to surrounding school districts to attract suitable candidates that resonate with the school vision, rigorous curriculum, and high performing instruction.</p> <p>For the 2024-2025 academic year, the Salary Schedules have been revised in alignment with the WCA Strategic Plan's goal of setting starting salaries at 90% of Weld RE-4's starting rates. The Teacher Placement Matrix has been updated to extend acceptable years of experience from 11 to 21 years upon placement. This positions WCA advantageously in the hiring market for experienced educators, given that most neighboring schools and the District cap experience at 10 years.</p> <p>Certain roles at WCA, such as those within the Food Service Department, do not have similar positions in Weld RE-4. Consequently, salaries for these positions exceed the standard Food Service Rates. Additionally, to remain competitive and in line with the District's adjustments, a 5.1% increase has been incorporated across all positions, both at the minimum and maximum levels.</p>
Financial Considerations:	The annual increase in the salary line item will depend on the ratio of attracted experienced staff to new teachers. Budget projections reflect the proposed 2024-2025 Salary Schedules.
Recommendation(s):	It is the recommendation to the Executive Board to approve the 2024-2025 Salary Schedule.
Attachments:	5.2 2024-2025 Salary Schedule



Administrator and Professional Schedule
2024-2025 School Year

Position	Minimum	Maximum	Days
Executive Director of Education	\$159,161 \$159,161	\$234,630 \$223,245	220
Director of Finance and Human Resources	\$108,785 \$96,130	\$164,528 \$151,463	230
Director of Curriculum, Instruction & Innovation	\$89,861 \$89,861	\$144,877 \$137,847	215
Director of Communications	\$85,033 \$79,412	\$128,605 \$121,817	197
Directors of Education	\$93,671 \$93,671	\$151,017 \$143,689	215
Director of Facilities Management	\$80,081 \$80,081	\$129,109 \$122,844	260
Director of Food Services	\$66,221 \$66,221	\$114,751 \$109,183	215
Assistant Principal	\$78,555 \$78,555	\$134,960 \$128,411	206
Athletic Director	\$78,555 \$78,555	\$134,960 \$128,411	206
Dean of Students	\$71,176 \$71,176	\$114,751 \$109,183	195
School Nurse	\$65,120 \$65,120	\$118,557 \$112,804	220

New Teacher Salary Placement Matrix- 2024-2025

Years Exp.	BA/BS	BA/BS +10	BA/BS + 20	BA/BS + 30	BA/BS + 40 MA	BA/BS+50 MA +10	MA +20	MA +30	MA +40	MA +50
0	\$45,000	\$46,350	\$47,741	\$49,173	\$50,648	\$52,167	\$53,732	\$55,344	\$57,005	\$58,715
1	\$46,013	\$47,374	\$48,796	\$50,259	\$51,767	\$53,320	\$54,920	\$56,567	\$58,264	\$60,012
2	\$47,048	\$48,421	\$49,874	\$51,370	\$52,911	\$54,499	\$56,134	\$57,818	\$59,552	\$61,339
3	\$48,106	\$49,491	\$50,976	\$52,505	\$54,081	\$55,703	\$57,374	\$59,095	\$60,868	\$62,694
4	\$49,189	\$50,585	\$52,103	\$53,666	\$55,276	\$56,934	\$58,642	\$60,401	\$62,213	\$64,080
5	\$50,295	\$51,703	\$53,254	\$54,852	\$56,497	\$58,192	\$59,938	\$61,736	\$63,588	\$65,496
6	\$51,427	\$52,846	\$54,431	\$56,064	\$57,746	\$59,478	\$61,263	\$63,101	\$64,994	\$66,943
7	\$52,584	\$54,014	\$55,634	\$57,303	\$59,022	\$60,793	\$62,617	\$64,495	\$66,430	\$68,423
8	\$53,767	\$55,207	\$56,864	\$58,569	\$60,327	\$62,136	\$64,000	\$65,920	\$67,898	\$69,935
9	\$54,977	\$56,427	\$58,120	\$59,864	\$61,660	\$63,510	\$65,415	\$67,377	\$69,399	\$71,481
10	\$56,214	\$57,674	\$59,405	\$61,187	\$63,022	\$64,913	\$66,861	\$68,866	\$70,932	\$73,060
11	\$57,479	\$58,949	\$60,718	\$62,539	\$64,415	\$66,348	\$68,338	\$70,388	\$72,500	\$74,675
12	\$58,772	\$60,252	\$62,059	\$63,921	\$65,839	\$67,814	\$69,848	\$71,944	\$74,102	\$76,325
13	\$60,095	\$61,583	\$63,431	\$65,334	\$67,294	\$69,313	\$71,392	\$73,534	\$75,740	\$78,012
14	\$61,447	\$62,944	\$64,833	\$66,778	\$68,781	\$70,844	\$72,970	\$75,159	\$77,414	\$79,736
15	\$62,829	\$64,335	\$66,266	\$68,254	\$70,301	\$72,410	\$74,582	\$76,820	\$79,125	\$81,498
16	\$64,243	\$65,757	\$67,730	\$69,762	\$71,855	\$74,010	\$76,231	\$78,518	\$80,873	\$83,299
17	\$65,688	\$67,211	\$69,227	\$71,304	\$73,443	\$75,646	\$77,915	\$80,253	\$82,660	\$85,140
18	\$67,166	\$68,696	\$70,757	\$72,879	\$75,066	\$77,318	\$79,637	\$82,026	\$84,487	\$87,022
19	\$68,678	\$70,214	\$72,320	\$74,490	\$76,725	\$79,027	\$81,397	\$83,839	\$86,354	\$88,945
20	\$70,223	\$71,766	\$73,919	\$76,136	\$78,420	\$80,773	\$83,196	\$85,692	\$88,263	\$90,911

☛ Years represent full-time K-12 teaching.

☛ Maximum experience accepted for initial placement is 11 years.



Classified Hourly Schedule

2024-2025 School Year

Position	Min	Max	Days
Food Services Kitchen Manager	\$19.90 \$16.69	\$28.64 \$26.95	182
Food Services Baker/Prep Cook	\$17.63 \$16.40	\$25.37 \$24.55	178
Food Services Assistant	\$15.40 \$15.40	\$23.27 \$22.37	178
Lead Custodian	\$19.26 \$18.84	\$29.13 \$27.10	25760
Custodian	\$15.61 \$15.40	\$23.60 \$20.93	25760
Maintenance Technician	\$20.72 \$20.26	\$31.35 \$29.16	25760
Technology Assistant	\$20.00 \$19.56	\$30.24 \$28.14	211
Technology Specialist	\$24.54 \$24.38	\$40.98 \$32.52	220
Office Manager	\$27.04 \$27.04	\$40.83 \$38.91	204
Executive Administrative Assistant	\$27.04 \$27.04	\$37.28 \$35.53	196
Registrar Assistant	\$17.94 \$17.94	\$27.21 \$26.51	211
Receptionist	\$17.94 \$17.94	\$27.09 \$25.82	196
Athletic Secretary	\$17.79 \$15.06	\$26.91 \$21.69	196
Media Assistant	\$15.40 \$15.40	\$23.23 \$20.93	178
Health Aide	\$17.71 \$17.71	\$26.75 \$25.74	178
Instructional Paraprofessional w/ Sub License	\$16.50 \$16.50	\$24.94 \$25.42	178
Instructional Paraprofessional	\$15.40 \$15.40	\$21.95 \$19.90	178
Lunch Monitor	\$15.00 \$15.00	\$20.00 \$17.00	173



Classified Exempt Salary Schedule
2024-2025 School Year

Position	Min	Max	Days
Technology Manager	\$75,754 \$70,000	\$109,013 \$105,069	238
Business Manager	\$73,209 \$67,000	\$105,349 \$104,862	230
Fundraising Manager	\$58,500 \$58,500	\$86,281 \$86,281	190
Student Data Services Manager/Registrar	\$48,346 \$46,000	\$74,670 \$71,047	220
Head of School Security	\$63,060 \$60,000	\$88,733 \$84,427	1870
School Security	\$54,150 \$45,000	\$79,150 \$64,481	1830
Academic Advisor	\$47,295 \$45,000	\$70,417 \$67,000	203

6.1 Personnel

6.1.1 Appointments

6.1.1.1 MacKenzie Kembel – Substitute Teacher

6.1.1.2 Hayden Butcher – Facilities Custodian

6.1.2 Termination/Resignations

6.1.2.1 Kelsie Churchill – Health Aide

6.1.2.2 Brayden Kelly – Instructional Paraprofessional

6.1.2.3 Christina Ponce – Food Services Assistant

6.2 Policies

6.2.1 Policy GBEB Staff Conduct and Responsibility, Second Read

6.4 April 2024 Financials

The motion was made by was made by Donna James and seconded by Jenny Ojala to approve the consent agenda. Members voted the following: Feyen, aye; James, aye; Ojala, aye;, Bartmann, aye. The motion passed unanimously.

6.2.1 POLICY GBEB

Memorandum To:	Windsor Charter Academy Executive Board
From:	Dr. Rebecca Teeples, Executive Director
Date:	April 19, 2024
Re:	Policy GBEB Staff Conduct and Responsibilities
Agenda Item:	6.2.1
Pertinent Background Information:	<p>Policy GBEB outlines staff conduct and responsibilities. Windsor Charter Academy will add additional clarification under a new section titled "Notification to Personnel." Specifically, it establishes that the Human Resources Department may disclose information to school personnel concerning a staff member if certain criteria are met. These criteria encompass situations such as employees under investigation for alleged misconduct, facing pending disciplinary action, or for any other reasons deemed necessary by the administration to safeguard the safety and integrity of the workplace.</p> <p>By implementing this update, Windsor Charter Academy seeks to enhance security measures and ensure that all personnel within the premises are deemed suitable to fulfill their roles effectively.</p>
Financial Considerations:	N/A
Recommendation(s):	It is the recommendation to the Executive Board to approve Policy GBEB Staff Conduct and Responsibility on first read.
Attachments:	Policy GBEB Staff Conduct and Responsibilities



Windsor
CHARTER ACADEMY
GROWING LIFE-LONG LEARNERS
STAFF CONDUCT AND RESPONSIBILITIES

All staff members have a responsibility to make themselves familiar with and abide by federal and state laws as these affect their work, and the policies and regulations of Windsor Charter Academy.

As representatives of Windsor Charter Academy and role models for students, all staff must demonstrate and uphold high professional, ethical and moral standards. In conduct and interpersonal relationships, all staff members must recognize that they are in a position of trust and are being continuously observed by students and the community. Their manner, dress, courtesy, actions, and attitudes, both on and off campus, serve as models that influence the development of young people. The Windsor Charter Academy Executive Board and Administration expect staff members to be exemplary models. Staff members must conduct themselves in a manner that is consistent with the educational mission of Windsor Charter Academy and must maintain professional boundaries with students at all times in accordance with this policy's accompanying regulation. Interactions between staff members must be based on mutual respect and any disputes will be resolved in a professional manner.

Rules of Conduct

Each staff member must observe rules of conduct established in law which specify that a school employee must not:

1. Disclose or use confidential information acquired in the course of employment to further substantially the employee's personal financial interests.
2. Accept a gift of substantial value or substantial economic benefit tantamount to a gift of substantial value which would tend to improperly influence a reasonable person in the position to depart from the faithful and impartial discharge of the staff member's duties, or which the staff member knows or should know is primarily for the purpose of a reward for action taken.

3. Engage in a substantial financial transaction for private business purposes with a person whom the staff member supervises.
4. Perform an action which directly and substantially confers an economic benefit tantamount to a gift of substantial value on a business or other undertaking in which the staff member has a substantial financial interest or is engaged as counsel, consultant, representative or agent.

All staff members are expected to carry out their assigned responsibilities with conscientious concern. It is not considered a breach of conduct for a staff member to:

1. Use school facilities and equipment to communicate or correspond with constituents, family members or business associates on an occasional basis.
2. Accept or receive a benefit as an indirect consequence of transacting school business.

Essential to the success of ongoing school operations and the instructional program are the following specific responsibilities which are required of all personnel:

1. Faithfulness and promptness in attendance at work.
2. Support and enforcement of policies of the Executive Board and regulations of the school administration in regard to students.
3. Diligence in submitting required reports promptly at the times specified.
4. Care and protection of school property.
5. Concern and attention toward the safety and welfare of students, including the need to ensure that students are appropriately supervised.

The following behaviors should be avoided by staff:

- a. Being alone with an individual student out of the view of others, unless indicated on a student's individualized education plan (IEP), 504 plan or required service (e.g. vision or health screening).
- b. Inviting or allowing individual students to visit the staff member's home.
- c. Visiting a student's home or meeting the student at another location outside of school for non-educational purposes.

Child Abuse

Policy GBEB

All employees of Windsor Charter Academy who have reasonable cause to know or suspect that any child is subjected to abuse or to conditions that might result in abuse or neglect must immediately upon receiving such information report such fact in accordance with Board policy and state law.

The Executive Director is authorized to conduct an internal investigation or to take any other necessary steps if information is received from a county department of social services or a law enforcement agency that a suspected child abuse perpetrator is an employee of Windsor Charter Academy. Such information must remain confidential except that the Executive Director must notify the Colorado Department of Education of the child abuse investigation.

Possession of Deadly Weapons

The provisions of the Executive Board's policy regarding public possession of deadly weapons on school property or in school buildings also applies to employees of Windsor Charter Academy. However, the restrictions do not apply to employees who are required to carry or use deadly weapons in order to perform their necessary duties and functions.

Felony/Misdemeanor Convictions

If, subsequent to beginning employment with Windsor Charter Academy, Windsor Charter Academy has good cause to believe that any staff member has been convicted of, pled nolo contendere to, or received a deferred or suspended sentence for any felony or misdemeanor other than a misdemeanor traffic offense or infraction, Windsor Charter Academy must make inquiries to the Department of Education for purposes of screening the employee.

In addition, Windsor Charter Academy must require the employee to submit a complete set of fingerprints taken by a qualified law enforcement agency or any third party approved by the Colorado Bureau of Investigation. Fingerprints must be submitted within 20 days after receipt of written notification. The fingerprints must be forwarded to the Colorado Bureau of Investigation for the purpose of conducting a state and national fingerprint-based criminal history record check utilizing the records of the Colorado Bureau of Investigation and the Federal Bureau of Investigation. When the results of the fingerprint-based criminal history record check reveal a record of arrest without a disposition, Windsor Charter Academy must require the employee to submit to a name-based criminal history record check. Criminal history record information must be used solely for the purpose requested and cannot be disseminated outside the receiving departments, related agencies, or other authorized entities.

Disciplinary action, which could include dismissal from employment, may be taken against personnel if the results of fingerprint processing and/or name-

based criminal history record check provide relevant information. Non-licensed employees must be terminated if the results of the fingerprint-based or name-based criminal history record check disclose a conviction for certain felonies, as provided in law.

Employees must not be charged fees for processing fingerprints under these circumstances.

Unlawful Behavior Involving Children

The Executive Board may make an inquiry with the Department of Education concerning whether any current employee of Windsor Charter Academy has been convicted of, pled nolo contendere to, or received a deferred or suspended sentence or deferred prosecution for a felony or misdemeanor crime involving unlawful sexual behavior, an allegation of a sexual act involving a student who is eighteen years of age or older, regardless of whether the student consented to the sexual act, or unlawful behavior involving children. Disciplinary action, including termination, may be taken if the inquiry discloses information relevant to the employee's fitness for employment.

Notification Concerning Arrests

Windsor Charter Academy employees must notify Windsor Charter Academy when they are arrested for specific criminal offenses, in accordance with this policy's accompanying regulation. Windsor Charter Academy must notify students' parents/guardians when employees are charged with specific criminal offenses, as required by state law and in accordance with applicable Board policy.

Personnel Addressing Health Care Treatment for Behavior Issues

School personnel are prohibited under state law from recommending or requiring the use of psychotropic drugs for students. They are also prohibited from testing or requiring testing for a student's behavior without giving notice to the parent/guardian describing the recommended testing and how any test results will be used and obtaining prior written permission from the student or from the student's parent/guardian. School personnel are encouraged to discuss concerns about a student's behavior with the parent/guardian and such discussions may include a suggestion that the parent/guardian speak with an appropriate health care professional regarding any behavior concerns.

Notification to Personnel

It is the policy of Windsor Charter Academy to promptly notify its employees when a colleague could potentially impact the safety or well-being of the work environment. Administrative leave may be imposed in situations where an employee is under investigation for alleged misconduct, pending disciplinary

action, or for any other reason deemed necessary by the administration to ensure the safety and integrity of the workplace.

Notification Procedure

In the event of an emergency situation involving a colleague whose actions may impact the safety of the work environment, immediate notification will be provided to all staff members. This notification will include relevant details such as the staff member's identity, a photo if available, the nature of the safety concerns, and instructions on necessary steps to ensure the safety of both staff and students within the school premises.

Employees receiving notification of a colleague's actions are expected to respect the confidentiality of the situation and refrain from discussing or sharing information about the matter with unauthorized individuals.

Windsor Charter Academy Executive Board
Adopted: September 2017
January 2019
October 2021
December 2021
May 2024

Legal References

C.R.S. 18-12-105.5
C.R.S. 18-12-214 (3)(b)
C.R.S. 19-3-308 (5.7)
C.R.S. 22-32-109 (1)(ee)
C.R.S. 22-32-109.1 (8)
C.R.S. 22-32-109.7
C.R.S. 22-32-109.8 (6)
C.R.S. 22-32-109.9
C.R.S. 22-32-110 (1)(k)
C.R.S. 24-18-104
C.R.S. 24-18-109
C.R.S. 24-18-110

Cross References

JLC Student Health Services and Records
JLF Reporting Child Abuse/Child Protection



KDBA Parent Notification of Employee Criminal Charges
KFA Public Conduct on Windsor Charter Academy Property

6.2.2 POLICY JFABB

Memorandum To:	Windsor Charter Academy Executive Board
From:	Dr. Rebecca Teeples, Executive Director
Date:	April 19, 2024
Re:	Policy JFABB Foreign Exchange Students
Agenda Item:	6.2.2
Pertinent Background Information:	The existing policy will undergo amendment to remove any restrictions for foreign exchange students holding a J-1 visa, provided that district residents are given priority. This policy adjustment guarantees that if Windsor Charter Academy has the capacity to admit a new student and a foreign exchange student meets eligibility criteria, the Academy will consider them with the same level of consideration as non-foreign exchange students.
Financial Considerations:	N/A
Recommendation(s):	It is the recommendation to the Executive Board to approve Policy JFABB Admission of Non-Immigrant Foreign Exchange Students on second read.
Attachments:	Policy JFABB Admission of Non-Immigrant Foreign Exchange Students



ADMISSION OF NON-IMMIGRANT FOREIGN EXCHANGE STUDENTS

This policy applies to non-immigrant foreign exchange students who temporarily reside within the Windsor Charter School area without their parents or legal guardians for the purpose of attending school.

Windsor Charter Academy recognizes the education and cultural value of international exchange programs and foreign exchange students and authorizes the admission of a limited number of non-immigrant foreign exchange students to the education programs offered in Windsor Charter Academy's schools in accordance with this policy. Windsor Charter Academy reserves the right to deny admission to any student in accordance with applicable law.

Foreign exchange students shall not be considered candidates for high school diplomas from Windsor Charter Academy. However, these students may be awarded a certificate of completion and participate in graduation ceremonies.

This policy applies to non-immigrant foreign exchange students who temporarily reside without their parents/legal guardians for the purpose of attending school and who qualify for a J-1 visa under regulations issued pursuant to the Immigration and Naturalization Act. Students accepted in accordance with this policy must reside with a legal adult resident. This policy does not apply to resident aliens, political exiles, or students from other countries residing with their parents/legal guardians.

To protect the interests of Windsor Charter Academy, its schools and students, only foreign exchange students from an exchange program designated by the United States Department of State will be considered. Foreign exchange students admitted as part of an approved program are considered wards of the families with whom they reside. Foreign exchange students on J-1 visas are not required by law to pay tuition.

Academic Requirements

No student will be admitted who has already graduated from the equivalent of twelfth grade or who has reached the age of eighteen years and six months on or before the date of enrollment in Windsor Charter Academy. The student must have above average grades in school. Additionally, the student must have sufficient knowledge of the English language to enable effective oral and written communication and to function in a regular educational setting without special assistance. Students should have at least a score of 4 or 5 on an ELTIS proficiency test or a proficient score on other assessments provided by the foreign exchange company. Admission to concurrent enrollment programs will be based on the agreement between Windsor Charter Academy and cooperating institutions. Currently, foreign exchange students are not eligible for concurrent enrollment credit.

General Requirements

- A. Foreign exchange students are responsible for complying with all Windsor Charter Academy policies, including eligibility requirements of the Colorado High School Activities Association.
- B. Foreign exchange students are expected to pay for meals, books, athletic and student activity feed, yearbook costs, and all other fees and expenses normally borne by students of Windsor Charter Academy, unless the student is considered indigent and/or determined eligible for free or reduced lunch price meals.
- C. The sponsor host family and a local program representative (if any) must maintain personal contact with the school and must be available and willing to meet with school personnel when problems or circumstances require and must assume full and final responsibility for resolving problems, including the early return of the student if personal, family, or school difficulties cannot be resolved.
- D. If Windsor Charter Academy deems a student's grades, attendance, or conduct unsatisfactory, the student may be withdrawn, and the Department of Homeland Security will be notified through the Student Exchange Visitor Information System (SEVIS).
- E.—
- F.E. ~~Notwithstanding compliance with the English Language requirements for admission, if at any time the student's English proficiency is found to be insufficient to function in the regular instructional program without special assistance, the exchange program or private sponsor must provide a tutor or make other educational arrangements for the student at their expense. If the program or sponsor fails to do so, the student will~~

~~be withdrawn and the U.S. Department of Homeland Security will be notified through the Student Exchange Visitor Information System (SEVIS).~~

- ~~G.F.~~ Foreign students are expected to be registered as full-time students with the appropriate number of classes required for full-time status. Foreign students are expected to maintain passing grades in all classes.

Admissions Process

Approval for admission must be obtained through normal registration processes at Windsor Charter Academy for the following academic year.

The decision to admit a student outside of these guidelines and under unusual circumstances is at the sole discretion of Windsor Charter Academy.

The principal or designee must screen all applicants before they are approved and the student is admitted to the Windsor Charter Academy.

Enrollment of international exchange students in J-1 status is limited to no more than three foreign exchange students per building.

Additional students may be approved at the principal's discretion, subject to available space.

Students Are Prioritized

- Upon the student's arrival at Windsor Charter Academy, the adult sponsor (host family and/or local representative of the exchange program) and student must come to the school to complete the enrollment process. Students must arrive on the first day of school with sufficient time for attendance.
- In addition to Windsor Charter Academy's general admission requirements, foreign exchange students requesting admission must submit:
 1. Birth certificate or other proof of age.
 2. Recent official transcript with English translation reflecting courses taken and grades earned.
 3. Records showing required immunizations.
 4. A letter of application written in English that provides pertinent information about the student, including the student's name, age, birth date, home address, phone number, level of education, reasons for wanting to attend Windsor Charter Academy, and the projected duration of enrollment.

5. The names address, and phone numbers of the foreign exchange student's own parents/guardians, the host family, and the local exchange program representative.
6. A current notarized temporary custody or temporary guardianship agreement between the student's parents/guardians and the host family.
 - If the foreign exchange agency cannot produce a custody or guardianship documents, they must attest that all legal requirements for custody or guardianship has been verified and completed by the company. This attestation should be submitted as part of the enrollment process and submitted to Windsor Charter Academy.

Windsor Charter Academy Executive Board
Adopted: November 2019
December 2022
April 2023



6.3 MU ALPHA THETA TRIP

Memorandum To:	Windsor Charter Academy Executive Board
From:	Dr. Rebecca Teeples, Executive Director
Date:	April 19, 2024
Re:	MuAlphaTheta Trip
Agenda Item:	6.3
Pertinent Background Information:	The MuAlphaTheta club will be competing in Las Vegas. The trip is from July 7-July 13. Six students will be participating.
Financial Considerations:	<p>The Mu Alpha Theta Trip is expected to cost a total of \$6,710.56. This includes convention cost, airfare, and the hotel for 5 chaperones and 1 sponsor. The dollar amounts are itemized below.</p> <ul style="list-style-type: none">• Airfare: \$1,500 (6 x 250)• Hotel: \$1,760.56 (6 x 293)• Convention: \$ 3,450 (6 x 575)• Grand Total: \$6,710.56
Recommendation(s):	It is the recommendation to the Executive Board to approve the MuAlphaTheta Trip.
Attachments:	6.3 MuAlphaTheta Trip

Overnight Field Trip Request

The following must be completed for an overnight field trip:

1. Overnight Field Trip Request (send copy to Building Director and School Nurse)
2. Event Planning Form
3. Field Trip Form (either bus request or no transportation)
4. Send [Overnight Field Trip Medication Form](#) to all parents.

Please complete and submit all forms at least 90 days in advance of the proposed field trip. Incomplete requests will be returned. This Overnight Field trip Request form should be shared with the Building Principal and School Nurse.

The Building Principal will share the form with the Executive Director for approval.

Please note: All out of state trips must also be approved by the WCA Executive Board of Directors.

School: Windsor Charter Academy

Sponsor: Liliana Trejo

Sponsor's Phone Number:

Departure Date: Sunday July 7th, 2024

Return Date: Saturday, July 13, 2024

Estimated Number of Student Participants: 6

Destination(s):

What class, program, or subject area is this field trip related to?

MuAlphaTheta; the Math National Honor Society

What is the destination for the field trip? If there are more than one destinations, please list them all.

Alexis Park All Suites Resort, Las Vegas, Nevada

For detailed information for the entire convention, [click here](#)

Itinerary

Please outline a detailed itinerary of the trip that includes a breakdown of activities by the hour. (Please insert any additional rows needed to ensure a detailed itinerary.)

Saturday, July 6:

- Team travels to DIA and flies to LAS together (flight details to come)
- Team arrives at LAS, taxis will be ordered from airport or airport shuttle provided by Mu Alpha Theta organization to transport students to Alexis Park All Suites Resort
- Students will get settled in their rooms, then meet on the main floor for a team meeting
- Team members will then return to their rooms and prepare for the upcoming week

Sunday, July 7:

- Breakfast, lunch, dinner, then opening ceremony and scavenger hunt

<p>Monday, July 8:</p> <ul style="list-style-type: none"> - Team members will split up for division-based contests and reconvene for meals when possible, specific contest schedule TBA from Mu Alpha Theta organization
<p>Tuesday, July 9:</p> <ul style="list-style-type: none"> - Team members will split up for division-based contests and reconvene for meals when possible, specific contest schedule TBA from Mu Alpha Theta organization
<p>Wednesday, July 10:</p> <ul style="list-style-type: none"> - Team members will spend the day exploring the Las Vegas area with the chaperones. Will include seeing shows from Cirque du Soleil and The Sphere
<p>Thursday, July 11:</p> <ul style="list-style-type: none"> - Team members will split up for division-based contests and reconvene for meals when possible, specific contest schedule TBA from Mu Alpha Theta organization
<p>Friday, July 12:</p> <ul style="list-style-type: none"> - Team members will split up for division-based contests and reconvene for meals when possible, specific contest schedule TBA from Mu Alpha Theta organization - Team members will attend the final ceremony where awards will be presented
<p>Saturday, July 13:</p> <ul style="list-style-type: none"> - Team members will shuttle to LAS and fly back to DIA (flight details to come)

Lodging

Describe your planned accommodations (e.g., hotel, on-site dormitories, camping):

<p>Alexis Park All Suites Resort 375 E. Harmon Ave, Las Vegas, NV 89169</p>
<p>3-5 suite-style rooms to be divided based on gender, 3-4 students per room depending on final list of students attending. Chaperones will be in their own rooms.</p>

Student Roster

Overnight Medication Form?	Student Name	Grade
___, No Meds	Lucas George	12
___, No Meds	Kaylee Weickert	12
___, Self-Carry Meds	Raena Pientka	12
___, No Meds	Ethan Gopaul	11
___, No Meds	Emma Gopaul	10
	Brady Johnson	10

	Anastacia Collins	11
--	-------------------	----

Chaperones

Proposed number of adult chaperones: 2: Liliana Trejo and Faye Austin

The student participants will be (X one):

	Males Only		Females Only	X	Both*
--	------------	--	--------------	---	-------

* Please list the primary male and primary female sponsor/chaperone traveling with the group:

Male (X one):

	Employee	X	Registered Volunteer		
--	----------	---	----------------------	--	--

If an employee (X one):

	Certified		Classified		Administrator
--	-----------	--	------------	--	---------------

Female (X one):

	Employee	X	Registered Volunteer		
--	----------	---	----------------------	--	--

Transportation

It is essential that you provide an accurate description of ALL anticipated modes of transportation, including transportation to, returning from, and during the duration of the field trip. Remember to include any transportation utilized during activities, or provided by other organizations and/or travel companies. A list of examples is provided to the right.

Examples

- School Bus
- Charter Bus
- Commercial Airline
- Private Vehicle
- Rental Vehicle
- Public Transportation
- Airport Shuttle
- Ferry
- Walking (from one destination to another)
- Parent/Guardian Responsibility

Will the sponsor be traveling with the group? Yes

How will you be traveling to your destination? (If you are using a commercial airline, please also indicate how you will be traveling to the airport):

Everyone will meet at WCA the morning of the flight and travel by car via carpooling to DIA then use the airport shuttle to get to the airport. The airline that will be used is unknown at this time, it will likely be United or Frontier. Everyone will use the airport's shuttles provided by the Mu Alpha Theta organization to get to the Alexis Park All Suites Resort or everyone will use an uber/taxi to travel to the hotel.

Students, sponsors, and chaperones will travel via uber or taxi to The Sphere or The Mirage on Wednesday July 10th, 2024. Traveling to other parts of the Las Vegas area will be on foot, since most of the convention will be held in the same building as the hotel or within walking distance.

What type(s) of transportation will you be using during the duration of the field trip? (Please include ALL planned modes of transportation, even if it is arranged by another organization):

Possible methods of transportation:

- Commercial airline
- uber/lyft/taxi
- Airport shuttle
- Walking
- Bikes

How will you be returning from your destination? (If you are using a commercial airline, please also indicate how you will be traveling from the airport):

- Everyone will be returning from the destination by using the airport's shuttle service to go from the hotel to the airport. A plane will be used to fly back to Denver. Cars will then be used to arrive back at the school for parents to pick up their students.

If you plan to use private vehicles, please also indicate who will be driving. At least 3 people must be in an individual vehicle. All drivers must submit a letter from their personal auto insurance provider stating coverage limits in place.

- Lara Holt, Mike Pientka, Faye Austin

Provide a detailed proposed itinerary including planned and/or anticipated activities. Attach a separate sheet if necessary. If using a tour company, attach the detailed itinerary from the tour company.

- Please see the detailed itinerary outlined above or by clicking

Is this an out-of-state field trip?

- Yes

Communication Plan

In the event of an emergency, the sponsor must contact an administrator that is not traveling with the group. This individual should be available 24/7 during the trip and have access to the participants' emergency contact information at all times during the trip.

Name of Administrator: Hannah Mancina
Cell Phone:(970) 231-9437

Financial Responsibility Plan

Is there a need for cash handling during the trip?

Yes - for students to purchase food during our travel to and from the convention

Who will be responsible for safekeeping of funds?

- Students will self-carry their funds

Will reservations and payments be made through the school or by individual families?

- Individual families will be paying for registration fees prior to departure. Group funding will be used to account for meals not provided through the convention as well as additional excursion events.

How will funds be raised for this trip?

- WCA grant
- Volunteering for Water Valley community events
- Other as needed

Has a budget been developed for the trip?

- Yes

Medication Administration

All parents must complete the [Overnight Field Trip Medication Form](#) at least one month prior to the trip. The health office will track which students may need medication administered during the trip based on the form responses and meet with the advisor to delegate the medication, if necessary.

Do any participants have medications that will need to be administered by a WCA employee?

-

If "Yes," please provide the name of the employee who has been delegated by the school nurse to administer medications:

First Aid and CPR

Pursuant to the Colorado Code of Regulations, provide the name(s) of the employee attending the trip certified in first aid?

-

Provide the name(s) of the employee attending the trip certified in Cardiopulmonary Resuscitation (CPR)?

-

Principal Review

x	Recommend Approval		Denying
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Principal's Signature: *Hannah Mancina*

Executive Director Review

X	Recommend Approval		Denying
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Executive Director's Signature:

Rebecca Staples

6.4 MARCH 2024 FINANCIALS

Memorandum To:	Windsor Charter Academy Executive Board
From:	SarahGennie Colazio, Director of Finance and HR
Date:	April 19, 2024
Re:	
Agenda Item:	6.4
Pertinent Background Information:	The Finance Committee reviewed the March 2024 financials and recommended approval.
Financial Considerations:	The March 2024 financials show Windsor Charter Academy's budget is on track for this school year.
Recommendation(s):	It is the recommendation to the Executive Board to approve the March 2024 Financials.
Attachments:	6.4 March 2024 Financials

Committee

Donna James, Board Treasurer and Chair

John Feyen, Board Member

Rebecca Teeple, Executive Director

SarahGennie Colazio, Finance Director

Paige Adams, Member absent

Matt Meuli, Member

Sara Bakula, Member absent

Lauren Miller, Business Manager~ attends as a resource to the Finance Committee

Agenda 4.17.24

Meeting called to order at 4:02pm

1. Review March Financials
 - a. Rev & Exp
 - b. Balance Sheet
 - c. Student Fund Financials
 - d. Credit Card Statement
 - e. Purchases Detail (Check Debit Register)
 - f. Motion to recommend March financials to Board by John, second by Donna, motion passes unanimously.
2. Next Meeting **Wednesday May 15th, 4:00pm.**

Meeting adjourned at 4:37pm

Rev and Exp as of 3.31.24

Printed: 4/17/2024 4:43 PM
Windsor Charter Academy

Charter School 11						
Account Type	I	Revenue				
Source of Revenue/Objec	1500	Earnings on Investments				
Description		Y.T.D. Activity	Amended Budget	Budget Balance	% of Budget	
1500	Earnings on Investments	173,848.23	57,502.00	(116,346.23)	302.33	
1700	Pupil Activities	84,470.00	84,186.00	(284.00)	100.34	
1900	Other Revenue from Local Sources	7,701,903.38	16,130,546.00	8,428,642.62	47.75	
3000	Revenue from State Sources	167,850.00	167,850.00	0.00	100.00	
3900	Other Revenue From State Sources	422,118.85	673,425.00	251,306.15	62.68	
5200	Interfund Transfers	0.00	1,040,000.00	1,040,000.00	0.00	
5600	Direct Allocations	12,927,602.63	17,110,488.00	4,182,885.37	75.55	
I	Revenue	<u>21,477,793.09</u>	<u>35,263,997.00</u>	<u>13,786,203.91</u>	<u>60.91</u>	* Account Type
0100	Salaries	6,382,139.06	9,515,268.00	3,133,128.94	67.07	
0200	Employee Benefits	2,026,650.89	3,764,444.00	1,737,793.11	53.84	
0300	Purchased Professional and Technical Services	71,243.51	118,691.00	47,447.49	60.02	
0400	Purchased Property Services	1,371,494.65	1,975,274.00	603,779.35	69.43	
0500	Other Purchased Services	1,558,027.05	1,837,583.00	279,555.95	84.79	
0600	Supplies	452,336.65	658,480.36	206,143.71	68.69	
0700	Property	7,752,428.95	16,891,013.00	9,138,584.05	45.90	
0800	Other Objects	52,921.23	113,381.00	60,459.77	46.68	
X	Expense	<u>19,667,241.99</u>	<u>34,874,134.36</u>	<u>15,206,892.37</u>	<u>56.39</u>	* Account Type
11	Charter School	<u>(1,810,551.10)</u>	<u>(389,862.64)</u>	<u>1,420,688.46</u>	<u>464.41</u>	Fund

Rev and Exp as of 3.31.24

Printed: 4/17/2024 4:43 PM
Windsor Charter Academy

Food Service Fund 21						
Account Type	I	Revenue				
Source of Revenue/Objec	1600	Food Services				
Description		Y.T.D. Activity	Amended Budget	Budget Balance	% of Budget	
1600	Food Services	1,392.86	36,000.00	34,607.14	3.87	
1900	Other Revenue from Local Sources	28,184.90	37,000.00	8,815.10	76.18	
3100	Categorical Revenue	3,870.43	0.00	(3,870.43)	0.00	
3900	Other Revenue From State Sources	635,675.32	955,323.99	319,648.67	66.54	
I	Revenue	<u>669,123.51</u>	<u>1,028,323.99</u>	<u>359,200.48</u>	<u>65.07</u>	* Account Type
0100	Salaries	220,674.85	311,283.44	90,608.59	70.89	
0200	Employee Benefits	103,803.34	150,343.16	46,539.82	69.04	
0300	Purchased Professional and Technical Services	(15.62)	0.00	15.62	0.00	
0400	Purchased Property Services	443.53	1,000.00	556.47	44.35	
0500	Other Purchased Services	17,632.82	47,750.00	30,117.18	36.93	
0600	Supplies	270,743.40	327,642.99	56,899.59	82.63	
0700	Property	(5,137.38)	1,600.00	6,737.38	-321.09	
0800	Other Objects	88,732.71	128,750.00	40,017.29	68.92	
X	Expense	<u>696,877.65</u>	<u>968,369.59</u>	<u>271,491.94</u>	<u>71.96</u>	* Account Type
21	Food Service Fund	<u><u>27,754.14</u></u>	<u><u>(59,954.40)</u></u>	<u><u>(87,708.54)</u></u>	<u><u>-46.29</u></u>	Fund

Rev and Exp as of 3.31.24

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Windsor Charter Academy

Pupil Activity Fund 23						
Account Type	I	Revenue				
Source of Revenue/Objec	1900	Other Revenue from Local Sources				
Description		Y.T.D. Activity	Amended Budget	Budget Balance	% of Budget	
1900	Other Revenue from Local Sources	476,217.79	0.00	(476,217.79)	0.00	
I	Revenue	476,217.79	0.00	(476,217.79)	0.00	* Account Type
0600	Supplies	220,695.37	432,782.52	212,087.15	50.99	
X	Expense	220,695.37	432,782.52	212,087.15	50.99	* Account Type
23	Pupil Activity Fund	<u>(255,522.42)</u>	<u>432,782.52</u>	<u>688,304.94</u>	<u>-59.04</u>	Fund

Rev and Exp as of 3.31.24

Printed: 4/17/2024 4:43 PM
Windsor Charter Academy

Building Corporation 61						
Account Type	I	Revenue				
Source of Revenue/Objec	1500	Earnings on Investments				
Description		Y.T.D. Activity	Amended Budget	Budget Balance	% of Budget	
1500	Earnings on Investments	98,847.37	100,800.00	1,952.63	98.06	
1900	Other Revenue from Local Sources	1,041,483.29	1,485,213.00	443,729.71	70.12	
2000	Revenue from Intermediate Sources	5,318.13	15,000.00	9,681.87	35.45	
I	Revenue	<u>1,145,648.79</u>	<u>1,601,013.00</u>	<u>455,364.21</u>	<u>71.56</u>	* Account Type
0700	Property	0.00	525,000.00	525,000.00	0.00	
0800	Other Objects	1,385,911.50	1,464,270.00	78,358.50	94.65	
0900	Other Uses of Funds	0.00	115,800.00	115,800.00	0.00	
X	Expense	<u>1,385,911.50</u>	<u>2,105,070.00</u>	<u>719,158.50</u>	<u>65.84</u>	* Account Type
61	Building Corporation	<u>240,262.71</u>	<u>504,057.00</u>	<u>263,794.29</u>	<u>47.67</u>	Fund
	Report Total:	<u>1,798,056.67</u>	<u>(487,022.48)</u>	<u>(2,285,079.15)</u>	<u>-369.19</u>	

Balance Sheet

Printed: 4/16/2024 1:34 PM
Windsor Charter Academy

Charter School 11						
Account Class	8100	Current Assets				
	Description		Y.T.D. Bal.Frwd.	M.T.D. Activity	Y.T.D. Activity	State Account Number
Current Assets						
	Bingo Checking Acct 1stBank		551.11	0.00	551.11	11-950-00-0000-8101-000-0000
	General Fund Checking 1stBANK		1,858,324.45	990,823.86	2,849,148.31	11-950-00-0000-8102-000-0000
	Health Insurance Checking 1stBank		431,859.51	314,826.15	746,685.66	11-950-00-0000-8102-000-0000
	COLOTRUST Account		3,950,040.81	18,279.85	3,968,320.66	11-950-00-0000-8102-000-0000-9393
	Savings 1stBANK		510,565.96	1,825.45	512,391.41	11-950-00-0000-8102-000-0000-9393
	Savings 1stBANK- CC		102,569.15	202.78	102,771.93	11-950-00-0000-8102-000-0000-9393
	MSHS Petty Cash		82.21	0.00	82.21	11-950-00-0000-8103-000-0000
	PTC/Booster Petty Cash		18.56	0.00	18.56	11-950-00-0000-8103-000-0000
	Food Service Petty Cash		133.00	0.00	133.00	11-950-31-0000-8103-000-0000
	Due From Food Service		306,004.98	35,365.74	341,370.72	11-950-31-0000-8141-000-0000
8100	Current Assets		<u>7,160,149.74</u>	<u>1,361,323.83</u>	<u>8,521,473.57</u>	* Account Class
Fixed Assets						
	Construction in progress		1,458,328.93	0.00	1,458,328.93	11-950-00-0000-8231-000-0000-9393
8200	Fixed Assets		<u>1,458,328.93</u>	<u>0.00</u>	<u>1,458,328.93</u>	* Account Class
Liabilities						
	Accounts Payable		(97,259.72)	12,036.41	(85,223.31)	11-950-00-0000-7421-000-0000
	Rental Deposits Liability		(800.00)	0.00	(800.00)	11-950-00-0000-7421-000-0000
	BOCES Tuition Deduction		2,625.00	(525.00)	2,100.00	11-950-00-0000-7471-000-0000
	Deferred Grant Revenue		(11,171.94)	0.00	(11,171.94)	11-950-00-0000-7482-000-0000-9393
	PERA & Life Liab		0.00	0.43	0.43	11-950-04-0000-7471-000-0000
	Health/Dental/Vision Liab		(15,640.23)	(16,019.75)	(31,659.98)	11-950-05-0000-7471-000-0000
7400	Liabilities		<u>(122,246.89)</u>	<u>(4,507.91)</u>	<u>(126,754.80)</u>	* Account Class
Reserved Co Dept of Ed use only.						
	Tabor Reserve		(459,000.00)	0.00	(459,000.00)	11-950-00-0000-6721-000-0000
	Unreserved Fund Balance		(7,583,496.60)	0.00	(7,583,496.60)	11-950-00-0000-6770-000-0000
	Gen Fund Net Income/Loss		(453,735.18)	(1,356,815.92)	(1,810,551.10)	11-950-00-0000-6775-000-0000
6100	Reserved Co Dept of Ed use only.		<u>(8,496,231.78)</u>	<u>(1,356,815.92)</u>	<u>(9,853,047.70)</u>	* Account Class
11	Charter School		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	Fund

Balance Sheet

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Windsor Charter Academy

Food Service Fund 21						
Account Class	8100	Current Assets				
	Description		Y.T.D. Bal.Frwd.	M.T.D. Activity	Y.T.D. Activity	State Account Number
Current Assets						
		Food Service Checking 1stBANK	193,904.86	55,418.80	249,323.66	21-950-00-0000-8102-000-0000-9393
		Accounts Receivable Food Service	138,348.54	4,818.12	143,166.66	21-950-31-0000-8153-000-0000
8100	Current Assets		<u>332,253.40</u>	<u>60,236.92</u>	<u>392,490.32</u>	* Account Class
Liabilities						
		Accounts Payable- Food Service	(7,818.07)	(33,631.98)	(41,450.05)	21-950-00-0000-7421-000-0000
		Due to GF	(306,005.02)	(35,365.74)	(341,370.76)	21-950-31-0000-7402-000-0000-9393
		TITAN Account Bal Liability- Food Service	(21,642.60)	(318.65)	(21,961.25)	21-950-31-0000-7481-000-0000-9393
7400	Liabilities		<u>(335,465.69)</u>	<u>(69,316.37)</u>	<u>(404,782.06)</u>	* Account Class
Reserved Co Dept of Ed use only.						
		Food Services Unreserved Fund Balance	(15,462.40)	0.00	(15,462.40)	21-950-00-0000-6770-000-0000
		Food Services Net Income/Loss	18,674.69	9,079.45	27,754.14	21-950-00-0000-6775-000-0000
6100	Reserved Co Dept of Ed use only.		<u>3,212.29</u>	<u>9,079.45</u>	<u>12,291.74</u>	* Account Class
21	Food Service Fund		<u><u>0.00</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>	Fund

Balance Sheet

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Pupil Activity Fund 23						
Account Class	8100	Current Assets				
	Description		Y.T.D. Bal.Frwd.	M.T.D. Activity	Y.T.D. Activity	State Account Number
Current Assets						
		SF Checking 1stBank	256,542.12	18,489.39	275,031.51	23-950-00-0000-8100-000-0000
		SF Checking Arbiter Athletic	3,285.81	(1,288.00)	1,997.81	23-950-00-0000-8100-000-0000
8100	Current Assets		<u>259,827.93</u>	<u>17,201.39</u>	<u>277,029.32</u>	* Account Class
Liabilities						
		Bus Liab Due to GF	(128.25)	(1,206.70)	(1,334.95)	23-950-00-0000-7400-000-0000
		MSHS Activity Accts Payable	(7,979.05)	(12,192.90)	(20,171.95)	23-950-00-0000-7421-000-0000
7400	Liabilities		<u>(8,107.30)</u>	<u>(13,399.60)</u>	<u>(21,506.90)</u>	* Account Class
Reserved Co Dept of Ed use only.						
		Activity Net Income/Loss	(251,720.63)	(3,801.79)	(255,522.42)	23-950-00-0000-6775-000-0000
6100	Reserved Co Dept of Ed use only.		<u>(251,720.63)</u>	<u>(3,801.79)</u>	<u>(255,522.42)</u>	* Account Class
23	Pupil Activity Fund		<u><u>0.00</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>	Fund

Balance Sheet

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Building Corporation 61					
Account Class	8100	Current Assets			
	Description	Y.T.D. Bal.Frwd.	M.T.D. Activity	Y.T.D. Activity	State Account Number
Current Assets					
	Bldg Corp Gain on 2021 Refunding	(339,463.60)	0.00	(339,463.60)	61-950-00-5100-8193-000-0000
	Bldg Corp Reserve Fund-2020	1,391,832.75	(166.16)	1,391,666.59	61-950-65-0000-8105-000-0000-9393
	Bldg Corp Interest Fund-2020	250,132.17	(168,097.59)	82,034.58	61-950-65-0000-8105-000-0000-9393
	Bldg Corp Reserve Fund-2021	970,913.27	3,853.23	974,766.50	61-950-65-0000-8105-000-0000-9393
	Bldg Corp Interest Fund-2021	345,735.17	(242,021.86)	103,713.31	61-950-65-0000-8105-000-0000-9393
	Bldg Corp Principal Fund-2021	207,679.98	34,402.24	242,082.22	61-950-65-0000-8105-000-0000-9393
8100	Current Assets	<u>2,826,829.74</u>	<u>(372,030.14)</u>	<u>2,454,799.60</u>	* Account Class
Fixed Assets					
	Bldg Corp Land-Elem	692,451.00	0.00	692,451.00	61-950-00-0000-8211-000-0000
	Bldg Corp Land-MSHS	1,060,000.00	0.00	1,060,000.00	61-950-00-0000-8211-000-0000
	Bldg Corp Water Shares 2017	92,000.00	0.00	92,000.00	61-950-00-0000-8211-000-0000
	Bldg Corp Building & Imp ELEM	9,172,903.94	0.00	9,172,903.94	61-950-00-0000-8231-000-0000
	Bldg Corp Building & Imp MSHS	14,261,329.03	0.00	14,261,329.03	61-950-00-0000-8231-000-0000
	Bldg Corp Accum Depr ELEM	(4,428,480.61)	0.00	(4,428,480.61)	61-950-00-0000-8232-000-0000
8200	Fixed Assets	<u>20,850,203.36</u>	<u>0.00</u>	<u>20,850,203.36</u>	* Account Class
Liabilities					
	Bldg Corp Premium on Bonds	(3,432,418.00)	0.00	(3,432,418.00)	61-950-00-0000-7443-000-0000
	Bldg Corp Loans Payable	(24,935,000.00)	0.00	(24,935,000.00)	61-950-00-0000-7451-000-0000
	Bldg Corp Accrued Interest	(337,483.35)	0.00	(337,483.35)	61-950-00-0000-7455-000-0000
7400	Liabilities	<u>(28,704,901.35)</u>	<u>0.00</u>	<u>(28,704,901.35)</u>	* Account Class
Reserved Co Dept of Ed use only.					
	Bldg Corp Unreserved Fund Bal	5,159,635.68	0.00	5,159,635.68	61-950-00-0000-6720-000-0000
	Bldg Corp Net Income/Loss	(131,767.43)	372,030.14	240,262.71	61-950-00-0000-6775-000-0000
6100	Reserved Co Dept of Ed use only.	<u>5,027,868.25</u>	<u>372,030.14</u>	<u>5,399,898.39</u>	* Account Class
61	Building Corporation	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	Fund
	Report Total:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	

Board Report - Windsor Charter Academy

Expense on Date: 3/1/2024 to 3/31/2024

Account Number	Description	Check	Amount
24 Hour Sign Language Services			
11.950.25.0010.0330.000.0000	Safety committee sign language 3/21/24	4399	168.75
11.950.25.0010.0330.000.0000	Forensics Genetic guest sign language 3/28/24	4399	350.00
Total for 24 Hour Sign Language Services			\$518.75
ACT, Inc			
11.950.11.0020.0690.000.0001	ACT work keys	4400	12.50
Total for ACT, Inc			\$12.50
Airgas USA LLC			
11.950.26.2620.0610.000.0000	Feb helium tank rental	4370	38.26
11.950.26.2620.0610.000.0000	March helium tank rental	4428	48.20
Total for Airgas USA LLC			\$86.46
American Fidelity			
11.950.05.0000.7471.000.0000	Health/Dental/Vision Liab	33124222	1,270.82
11.950.05.0000.7471.000.0000	Health/Dental/Vision Liab	33124111	4,818.47
11.950.05.0000.7471.000.0000	March HSA EE	33124333	7,504.21
11.950.11.0020.0250.201.0000	Mar HSA ER	33124333	13,800.00
11-901-31-3100-0200-000-0000	March HSA FS ER	33124333	450.00
Total for American Fidelity			\$27,843.50
Avinger, Dalton			
11.950.00.0000.7461.000.0000	bounced DD	4338	101.77
Total for Avinger, Dalton			\$101.77
Banner Health Physicians Colorado LLC			
11.950.25.0010.0330.000.0000	Jan-Mar athletic trainer services	4390	1,625.00
Total for Banner Health Physicians Colorado LLC			\$1,625.00
Bartmann Dirt Services LLC			
11.901.26.2620.0436.000.0000	Feb snow removal	4371	738.00
Total for Bartmann Dirt Services LLC			\$738.00
Bimbo Bakeries USA			
21-950-31-3100-0610-000-0000	MSHS bread purchase	500183	197.40
21-950-31-3100-0610-000-0000	ES bread purchase	500183	164.50
21-950-31-3100-0610-000-0000	MSHS bread purchase	500183	148.05
21-950-31-3100-0610-000-0000	MSHS bread purchase	500186	230.30
21-950-31-3100-0610-000-0000	ES bread purchase	500186	148.05
Total for Bimbo Bakeries USA			\$888.30
Blick Art Materials			
23-901-3105	Paint and paper Intro	91305	98.12
Total for Blick Art Materials			\$98.12
Boomer Music Company			
23-901-3103	MS band repair: cello	91306	473.00
Total for Boomer Music Company			\$473.00
Brooms N More Inc			
11.950.26.2620.0610.000.0000	XL gloves	4391	150.00
11.950.26.2620.0610.000.0000	Large gloves	4391	75.00
11.950.26.2620.0610.000.0000	Medium gloves	4391	75.00
11.950.26.2620.0610.000.0000	Nushine	4391	36.53

Board Report - Windsor Charter Academy

Expense on Date: 3/1/2024 to 3/31/2024

Account Number	Description	Check	Amount
Brooms N More Inc - (Continued)			
11.950.26.2620.0610.000.0000	Toilet paper	4391	234.30
11.950.26.2620.0610.000.0000	Black trash liners	4391	225.60
11.950.26.2620.0610.000.0000	Bleach	4429	71.60
11.950.26.2620.0610.000.0000	Hand soap	4429	108.70
11.950.26.2620.0610.000.0000	Black trash liners	4429	300.80
11.950.26.2620.0610.000.0000	Paper towels	4429	312.60
11.950.26.2620.0610.000.0000	Toilet paper	4429	234.30
11.950.26.2620.0610.000.0000	Fullsan	4429	143.68
Total for Brooms N More Inc			\$1,968.11
Brown Property Services LLC			
11.901.26.2620.0868.000.0002	HS Remodel Expenses- owners rep march 24	4401	1,500.00
11.901.26.2620.0868.000.0000	FF exp owners rep and additional March 14	4401	6,945.00
Total for Brown Property Services LLC			\$8,445.00
BSN Sports			
23-901-3090	HS Girls` Soccer 4 Warm Up Jackets	91312	229.53
11.901.26.2620.0868.000.0000	freight	4439	3,177.78
11.901.26.2620.0868.000.0000	Manchester Match Goal	4439	7,200.00
11.901.26.2620.0868.000.0000	ENTIRE SOCCER FIELD SET	4439	264.00
11.901.26.2620.0868.000.0000	SOCCER CORNER FLAGS 4/ST	4439	104.00
11.901.26.2620.0868.000.0000	4 Row 27` Low Rise Pref. Bleacher	4439	18,876.00
11.901.26.2620.0868.000.0000	7-1/2` Scorer`s Table Alum Navy	4439	879.99
23-901-3065	24 Sideline Chairs & Storage Rack for FF	91312	5,439.79
Total for BSN Sports			\$36,171.09
Carol Vaughan Designs Architecture LLC			
11.901.26.2620.0868.000.0000	construction admin FF	4365	14,587.00
Total for Carol Vaughan Designs Architecture LLC			\$14,587.00
Carolina Biological			
23-901-3205	HS bio: elodea	91300	19.40
23-901-3205	HS bio: Carolina shipping	91300	19.95
11.950.22.2220.0738.000.0000	Binocular Head Microscopes	4402	790.47
Total for Carolina Biological			\$829.82
CenturyLink			
11.950.28.0030.0530.000.0000	Mar ES analog phone service	4372	170.52
Total for CenturyLink			\$170.52
Cerullo, Adam			
23-901-3006	DJ for MS Dance on 3/1/24	91290	400.00
Total for Cerullo, Adam			\$400.00
Chromebookparts.com			
11.950.22.2220.0430.000.0000	Replacement Chromebook Screens	4373	569.70
11.950.22.2220.0430.000.0000	Replacement Chromebook Keyboard	4403	479.70
11.950.22.2220.0430.000.0000	Replacement Chromebook Screens	4403	949.50
Total for Chromebookparts.com			\$1,998.90
Comcast Cable			
11.950.28.0030.0530.000.0000	ES March phone service	4343	690.98

Board Report - Windsor Charter Academy

Expense on Date: 3/1/2024 to 3/31/2024

Account Number	Description	Check	Amount
Comcast Cable - (Continued)			
11.950.28.0030.0530.000.0000	MSHS March phone service	4343	719.39
11.950.28.0030.0530.000.0000	Mar Comcast fiber internet	4426	3,409.05
		Total for Comcast Cable	\$4,819.42
Counter Trade			
11.950.22.2220.0734.000.0000	Replacement TV for Usher	4374	4,444.10
		Total for Counter Trade	\$4,444.10
CTL Thompson Incorporated			
11.901.26.2620.0868.000.0000	testing through 2/26/24	4405	2,102.50
		Total for CTL Thompson Incorporated	\$2,102.50
Dellapina, Carson			
23-901-3234	March news crew 3.5 hours	91325	50.47
		Total for Dellapina, Carson	\$50.47
Delta Dental of Colorado			
11.950.11.0020.0250.00.0000	Mar Benefits- Dental	4346	4,974.50
21-950-31-3100-0200-000-0000	March dental insurance	500177	221.70
11.950.05.0000.7471.000.0000	Mar dental insurance	4346	1,919.76
		Total for Delta Dental of Colorado	\$7,115.96
Digi Pix Signs			
23-901-3065	Yard Signs- Winter Sports	91301	326.40
23-901-3065	Spring Sports Yard Signs	91307	346.80
		Total for Digi Pix Signs	\$673.20
Dimmen, Jessica			
11.901.11.0010.0150.201.0000	ES cooking club session 2 stipend	4375	250.00
		Total for Dimmen, Jessica	\$250.00
Diversified Underground Inc.			
11.901.26.2620.0868.000.0000	March locates for Firebird Facility	4407	180.00
		Total for Diversified Underground Inc.	\$180.00
Dohn Construction, Inc.			
11.901.26.2620.0868.000.0000	Dohn pay app #9	4366	887,957.15
		Total for Dohn Construction, Inc.	\$887,957.15
Duhon, Caleb			
23-901-3234	March news crew 9.5 hours	91326	136.99
		Total for Duhon, Caleb	\$136.99
Elite Awards and Trophies			
23-901-3073	Plaques for HS Boys` Basketball Banquet	91308	144.00
		Total for Elite Awards and Trophies	\$144.00
EON Office			
11.901.11.0010.0610.000.0000	Construction paper	4376	48.72
11.901.11.0010.0610.000.0000	Batteries, Folders and Construction Paper	4376	858.42
		Total for EON Office	\$907.14
Fairview High School			
23-901-3111	Speech & Debate Tournament Entry Fees	91313	36.00
		Total for Fairview High School	\$36.00

Board Report - Windsor Charter Academy

Expense on Date: 3/1/2024 to 3/31/2024

Account Number	Description	Check	Amount
FirstBank			
11.950.11.0010.0811.000.0000	March activity fees	0329248030	75.00
11.901.26.2620.0439.000.0000	Fuel for gas cans	4427	20.10
11.901.26.2620.0445.000.0000	Raising concrete pads	4427	2,590.00
21-950-31-3100-0613-000-0000	Food Serv Vending Expense	500190	175.00
21-950-31-3100-0440-000-0000	March storage rental	500190	69.00
21-950-31-3100-0610-000-0000	Food Serv Food Cost	500190	64.17
21-950-31-3100-0611-000-0000	Food Serv Supplies	500190	54.42
21-950-31-3100-0611-000-0000	Food Serv Supplies	500190	100.46
21-950-31-3100-0611-000-0000	Food Serv Supplies	500190	61.59
21-950-31-3100-0610-000-0000	Food Serv Food Cost	500190	21.73
21-950-31-3100-0660-000-0000	Faucet	500190	54.99
21-950-31-3100-0611-000-0000	Ink cartridges	500190	154.98
21-950-31-3100-0613-000-0000	Food Serv Vending Expense	500190	194.08
21-950-31-3100-0610-000-0000	Food Serv Food Cost	500190	275.76
11.901.11.2120.0600.000.0001	Shipping refund: Herrback order	4427	(6.99)
11.901.26.2650.0610.000.0000	Fuel for bus	4427	55.73
11.901.26.2650.0610.000.0000	Fuel for bus	4427	34.19
11.950.24.2400.0580.000.0000	Hotel sales tax refund- Teeples	4427	(61.42)
11.950.24.2400.0580.000.0000	Hotel sales tax refund- Sanders	4427	(30.71)
11.950.24.2400.0580.000.0000	Hotel sales tax refund- Stone	4427	(30.71)
11.950.20.2300.0580.000.0000	Hotel sales tax refund- Hungenberg	4427	(14.95)
11.950.20.2300.0580.000.0000	Hotel sales tax refund- Hungenberg	4427	(30.71)
11.950.20.2300.0580.000.0000	Hotel sales tax refund- Bartmann	4427	(30.71)
11.950.20.2300.0580.000.0000	Hotel sales tax refund- Ojala	4427	(30.71)
11.950.24.2329.0600.000.0000	Meal for CLCS conference	4427	174.83
11.950.24.2400.0580.000.0000	CLCS hotel: Stone	4427	225.71
11.950.24.2400.0580.000.0000	CLCS hotel: Sanders	4427	225.71
11.950.24.2400.0580.000.0000	CLCS hotel: Teeples	4427	451.42
11.950.20.2300.0580.000.0000	CLCS hotel: Bartmann	4427	225.71
11.950.20.2300.0580.000.0000	CLCS hotel: Ojala	4427	225.71
11.950.20.2300.0580.000.0000	CLCS hotel: Hungenberg	4427	255.61
11.950.20.2300.0580.000.0000	Coffee with the board	4427	21.80
23-901-3032	HS art supplies	91322	138.02
11.901.26.2650.0610.000.0000	Fuel for bus	4427	57.42
11.901.26.2650.0610.000.0000	Vehicle Expenses	4427	73.94
11.901.26.2650.0610.000.0000	Fuel for bus	4427	31.84
11.901.26.2650.0610.000.0000	Fuel for bus	4427	43.05
11.901.26.2650.0610.000.0000	Fuel for bus	4427	11.09
23-901-3220	Hotel for HS BBB playoff game- Yuma	91322	123.89
11.901.11.2120.0600.000.0001	Overage on classroom budget: Winder	4427	21.73
11.901.26.2650.0610.000.0000	Fuel for bus	4427	57.42
11.901.26.2650.0610.000.0000	Fuel for bus	4427	70.32
11.901.26.2650.0610.000.0000	Fuel for bus	4427	67.79
11.901.26.2650.0610.000.0000	Fuel for bus	4427	38.28
11.901.26.2650.0610.000.0000	Air filter for bus	4427	32.99
11.901.26.2650.0610.000.0000	Repair for bus	4427	12.49

Board Report - Windsor Charter Academy

Expense on Date: 3/1/2024 to 3/31/2024

Account Number	Description	Check	Amount
FirstBank - (Continued)			
11.950.11.0020.0253.00.0000	Mar Benefits- Vision	4427	678.50
21-950-31-3100-0200-000-0000	Mar vision insurance	500190	28.75
11.950.05.0000.7471.000.0000	Mar vision insurance	4427	174.96
11.950.20.2800.0610.001.0000	Mar Colazio ChatGPT subscription	4427	20.00
23-901-3073	End of season gift cards	91322	600.00
21-950-31-3100-0610-000-0000	Food Serv Food Cost	500190	290.58
11.901.14.1800.0610.000.0000	ES innovation: STEM project materials	4427	59.11
11.950.11.0010.0643.000.0003	HS sci 50: lab materials	4427	16.27
11.950.11.0010.0643.000.0003	HS sci 50: lab materials	4427	24.64
11.950.20.2800.0610.001.0000	Certified postage	4427	5.08
11.950.20.2800.0610.001.0000	Certified postage	4427	5.08
11.950.28.2800.0540.000.0000	February mailchimp subscription	4427	80.00
11.901.11.0800.0600.000.0000	Balloons and other classroom supplies	4427	97.11
21-950-31-3100-0611-000-0000	Oven mitts	500190	33.86
21-950-31-3100-0611-000-0000	Planting chart	500190	23.49
11.950.28.2800.0540.000.0000	Subscription to the Greeley Tribune	4427	14.99
11.950.24.2329.0600.000.0000	March Teeples ChatGPT subscription	4427	20.00
11.950.28.2800.0540.000.0000	March Sanders ChatGPT subscription	4427	20.00
23-901-3048	VRC Middle School Championship	91322	255.00
11.901.11.2120.0600.000.0000	Shipping refund	4427	(6.99)
11.901.11.2120.0600.000.0000	sensory items	4427	7.24
11.950.24.2329.0600.000.0001	Wellness Challenge Prizes	4427	25.00
11.950.24.2329.0600.000.0001	Wellness Challenge Prizes	4427	25.00
23-901-3211	Cooking Club Food/Materials for 6 weeks	91322	27.13
23-901-3211	Cooking Club Food/Materials for 6 weeks	91322	67.46
23-901-3211	Cooking Club Food/Materials for 6 weeks	91322	21.15
23-901-3065	Return: bubblegum	91322	(14.99)
23-901-3065	Restock Concessions	91322	14.45
23-901-3065	Barbie bash supplies	91322	237.95
23-901-3073	Ice cream for basketball team	91322	145.20
23-901-3220	HS BBB playoffs meal- Yuma	91322	264.46
23-901-3073	End of season playoff/team culture purchases	91322	103.56
23-901-3073	End of season playoff/team culture purchases	91322	150.00
23-901-3073	End of season playoff/team culture purchases	91322	63.93
11.950.22.2220.0738.000.0000	Bookcase	4427	246.73
23-901-3032	Supplies for art electives	91322	60.40
11.901.20.2220.0899.000.0000	Avery labels, AR dot stickers, clear packing tape	4427	51.22
11.950.22.2220.0738.000.0000	Desk	4427	760.00
11.950.22.2220.0738.000.0000	Bookshelf	4427	263.00
23-901-3090	Camera for HS girls' soccer practice/games	91322	575.00
23-901-3209	HSEL Smash League Battlepass for Spring 2024	91322	45.00
23-901-3048	End of Year Party	91322	19.36
23-901-3048	End of Year Party	91322	132.99
23-901-3048	Service fee refund	91322	(21.19)
23-901-3048	End of Year Party	91322	657.90
11.950.11.0010.0643.000.0003	Crafting Supplies for cultural crafting class	4427	124.40

Board Report - Windsor Charter Academy

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Account Number	Description	Check	Amount
FirstBank - (Continued)			
11.950.11.0010.0643.000.0003	Fiske Guide for cultural crafting class	4427	15.92
11.950.11.2120.0600.000.0000	student wellness supplies	4427	7.85
11.950.11.2120.0600.000.0000	student wellness supplies	4427	7.99
11.950.11.2120.0600.000.0000	student wellness supplies	4427	7.63
11.950.11.2120.0600.000.0000	student wellness supplies	4427	40.76
23-901-3082	Mousetrap car supplies	91322	238.82
11.901.11.0010.0613.000.0002	Floor lamp	4427	41.22
11.901.11.0010.0613.000.0002	wireless presenter/ powerpoint presentation remote	4427	16.49
11.901.11.0010.0613.000.0002	calming light projector	4427	41.23
23-901-3027	Clueology Escape Room	91322	500.00
11.901.21.2130.0610.000.0000	Sara Office Supplies	4427	40.86
11.950.24.2130.0580.000.0001	CASN Spring Workshop	4427	60.00
11.950.22.2220.0430.000.0000	Label Maker Tape	4427	14.83
11.950.22.2220.0734.000.0000	USB-A to USB-C Adaptors	4427	36.16
23-901-3005	Pizza for Talent Show Concession Stand	91322	89.90
11.950.24.2329.0600.000.0001	ES Pizza and drinks for vendor presentations	4427	25.97
11.920.24.2329.0600.000.0002	MS Pizza and drinks for vendor presentations	4427	6.49
11.950.24.2329.0600.000.0001	ES Pizza and drinks for vendor presentations	4427	14.91
11.920.24.2329.0600.000.0002	MS Pizza and drinks for vendor presentations	4427	3.73
11.950.24.2329.0600.000.0001	ES Pizza and drinks for vendor presentations	4427	59.98
11.920.24.2329.0600.000.0002	MS Pizza and drinks for vendor presentations	4427	14.99
11.950.24.2329.0600.000.0001	ES Pizza and drinks for vendor presentations	4427	30.81
11.920.24.2329.0600.000.0002	MS Pizza and drinks for vendor presentations	4427	7.71
23-901-3005	Water for Talent Show	91322	2.56
23-901-3005	Sprite for Talent Show Concessions	91322	25.69
23-901-3005	Chips for Talent Show Concessions	91322	30.80
23-901-3005	Flowers for Talent Show Concessions	91322	44.91
11.950.20.2800.0610.000.0000	Fidgets for front office	4427	26.94
23-901-3027	Senior Class Field Trip DEPOSIT	91322	500.00
23-901-3105	Multi-cultural pencils	91322	27.98
23-901-3105	Multi-cultural pencils	91322	59.96
11.950.11.2120.0600.000.0003	Python for beginners: https://a.co/d/5gvuAXi	4427	18.77
11.950.20.2200.0585.000.0000	March Stone ChatGPT subscription	4427	20.00
23-901-3208	Pizza for MathCounts Club	91322	90.64
11.950.11.0020.0640.000.0001	Student Online License- Fuentas, Hunter	4427	106.22
23-901-3063	Invitation to the LifeSpan Book PSY2440	91322	137.00
11.950.24.2329.0600.000.0002	Staff Wellness Gift Basket	4427	81.03
11.950.24.2329.0600.000.0002	Staff Wellness Gift Basket	4427	28.75
23-901-3002	HS Theater Expenses - Spring 2024 Musical	91322	110.97
23-901-3002	HS Theater Expenses - Spring 2024 Musical	91322	546.47
23-901-3003	Wish Week	91322	26.95
23-901-3003	Wish Week	91322	75.00
23-901-3003	Wish Week	91322	15.00
23-901-3003	Wish Week	91322	27.27
23-901-3003	Wish Week	91322	126.81
23-901-3003	Wish Week	91322	20.00

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Account Number	Description	Check	Amount
FirstBank - (Continued)			
23-901-3003	Wish Week	91322	20.00
23-901-3003	Wish Week	91322	33.30
23-901-3003	Wish Week	91322	15.75
11.901.26.2620.0439.000.0000	Oil	4427	114.00
11.901.26.2620.0439.000.0000	Duster ransgs and oil filters	4427	57.98
11.950.28.0020.0890.000.0000	AVID Celebration Lunch Soda SAMS	4427	55.42
11.950.21.2130.0610.000.0000	bandages, wax, ear probes, splints, sharpies	4427	84.59
23-901-3002	Materials for musical production set	91322	81.96
11.950.20.2200.0585.000.0000	Plates, Napkins for AVID lunch	4427	35.96
11.950.28.2800.0540.000.0001	Candy	4427	44.84
11.950.22.2220.0430.000.0000	Shipping for Chromebook Repair	4427	22.69
11.950.22.2220.0430.000.0000	Shipping for Chromebook Repair	4427	22.69
11.920.24.2329.0600.000.0003	Student Snacks	4427	50.00
11.920.24.2329.0600.000.0002	Staff Snacks	4427	59.25
11.950.22.2220.0738.000.0000	Return: ES Wilson rug	4427	(148.81)
11.950.22.2220.0738.000.0000	Lateral file drawer	4427	242.99
11.950.22.2220.0738.000.0000	ES Wilson Office Rug	4427	148.81
11.950.22.2220.0738.000.0000	Outdoor Box for ES	4427	149.98
11.950.22.2220.0738.000.0000	ES Stools for Kidney Tables	4427	960.00
11.950.22.2220.0738.000.0000	Sand Oak Teacher Desk ES SPED rooms	4427	1,162.00
11.950.22.2220.0738.000.0000	ES Wilson Desk Chair	4427	172.99
11.950.22.2220.0738.000.0000	ES Wilson Bookcase	4427	189.99
11.950.22.2220.0738.000.0000	ES Wilson Circle Meeting Table	4427	403.82
11.950.22.2220.0738.000.0000	ES Wilson Side Chairs	4427	641.13
11.950.22.2220.0738.000.0000	ES Wilson New Desk	4427	529.99
11.901.11.0010.0610.000.0000	Necklaces and Friday Firebird tokens	4427	244.49
23-901-3211	Amazon Aprons: Cooking Club	91322	39.78
11.920.24.2329.0600.000.0002	Gift Cards for Teachers	4427	70.00
23-901-3065	Barbie bash supplies	91322	70.94
23-901-3065	Concessions Restock	91322	124.26
23-901-3065	Concessions Restock	91322	41.56
23-901-3065	Concessions Restock	91322	21.03
23-901-3065	Concessions Restock	91322	31.60
23-901-3065	Concessions Restock	91322	111.68
23-901-3065	Barbie bash supplies refund	91322	(7.99)
23-901-3065	Return: cardstock	91322	(15.99)
23-901-3016	Art supplie	91322	100.47
23-901-3016	Art supplie	91322	66.91
23-901-3016	Art supplie	91322	167.67
11.901.29.0090.0600.000.0000	Decorations/ Supplies for Fun Run	4427	90.03
11.901.29.0090.0600.000.0000	Decorations/ Supplies for Fun Run	4427	63.94
11.950.21.2130.0610.000.0000	Sources of Strength Snacks	4427	138.16
11.901.21.2130.0610.000.0000	MS Sources of Strength Shirts/Prizes	4427	7.61
11.901.21.2130.0610.000.0000	HS Sources of Strength Shirts/Prizes	4427	7.61
11.901.21.2130.0610.000.0000	PE Balloons	4427	33.98
23-901-3202	Lucky Charms for St Patricks Day	91322	29.64

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Account Number	Description	Check	Amount
FirstBank - (Continued)			
11.920.24.2329.0600.000.0002	Candy Bars for Parent Survey Results	4427	15.98
23-901-3201	Baby shower supplies	91322	24.99
23-901-3201	Baby shower supplies	91322	53.90
23-901-3201	ES Sunshine Expense	91322	59.99
11.901.21.2130.0610.000.0000	3/4 x 1" bandaids	4427	36.00
11.901.21.2130.0610.000.0000	Soft mints	4427	12.98
11.901.29.0090.0600.000.0000	Teacher Appreciation week	4427	186.54
23-901-3089	HS Girls` Basketball Banquet Dinner	91322	1,428.98
23-901-3048	VEX worlds competition: flight	91322	239.80
11.950.24.2329.0600.000.0001	Coffee for Breakroom	4427	75.00
11.950.20.2800.0610.000.0000	Spring Office Decor	4427	35.75
11.950.22.2220.0738.000.0000	Peg Board	4427	137.52
23-901-3002	HS Theater Expenses - Mic Receivers (2)	91322	285.98
23-901-3002	HS Theater Expenses - Shirts	91322	444.25
21-950-31-3100-0611-000-0000	Descaling gallons x 3	500190	226.56
23-901-3048	VEX worlds competition fee	91322	3,672.00
11.950.11.0020.0640.000.0001	Student Online License	4427	90.87
11.950.20.2220.0890.000.0000	Sales tax refund	4427	(6.81)
11.950.20.2220.0890.000.0000	AVID Staff Appreciation	4427	106.37
23-901-3002	HS Theater Expenses - Replacement antenna	91322	86.98
11.950.20.2300.0580.000.0000	Candy for Giftbags	4427	19.18
11.950.24.2329.0600.000.0000	Candy for Giftbags	4427	76.71
11.920.24.2329.0600.000.0002	Admin lunch during interviews	4427	39.63
11.950.20.2800.0610.000.0000	Plates/Bowls/Silverware for office	4427	38.05
11.920.24.2329.0600.000.0002	Flowers/Card for Christina	4427	41.99
		Total for FirstBank	\$30,335.70
George, Lucas			
11.950.11.0020.0150.201.0000	1/16/24-2/15/24 math tutor 11.75 hrs	4392	176.25
		Total for George, Lucas	\$176.25
Hamilton, Sarah			
11.950.11.0020.0150.201.0000	Feb16-Mar15 math tutor 4.5 hours	4377	67.50
11.950.11.0020.0150.201.0000	Jan16-Feb15 math tutor 3 hours	4377	45.00
		Total for Hamilton, Sarah	\$112.50
Hanscom, Deric			
11.950.25.0010.0330.000.0000	Fingerprint reimbursement for sub license	4378	56.00
11.950.25.0010.0330.000.0000	Sub license reimbursement	4378	93.60
		Total for Hanscom, Deric	\$149.60
Home Depot Pro			
11.950.26.2620.0610.000.0000	Swifter duster starter kit	4349	11.06
11.950.26.2620.0610.000.0000	Swifter duster handle	4349	24.80
11.950.26.2620.0610.000.0000	Duster	4349	6.26
11.950.26.2620.0610.000.0000	Duster	4349	13.56
11.950.26.2620.0610.000.0000	White trash liners	4349	103.80
11.950.26.2620.0610.000.0000	Hand soap	4408	206.40
11.950.26.2620.0610.000.0000	Microfiber pad	4408	96.60

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Account Number	Description	Check	Amount
Home Depot Pro - (Continued)			
11.950.26.2620.0610.000.0000	Microfiber finish pad	4408	107.16
11.950.26.2620.0610.000.0000	Microfiber dust pad	4408	72.95
11.950.26.2620.0610.000.0000	36" pick up tool	4408	99.84
11.950.26.2620.0610.000.0000	Multi purpose cleaner	4408	77.44
11.950.26.2620.0610.000.0000	Doodlebug hi pro pad	4408	129.60
23-901-3002	Materials for musical production set	91315	276.08
11.950.22.2220.0738.000.0000	Trash Cans for HS hallways	4441	612.24
11.901.26.2620.0868.000.0000	Carpet Extractor Machine for FF	4441	3,809.15
	Total for Home Depot Pro		\$5,646.94
Hospitality Supply Inc.			
21-950-31-3100-0660-001-9999	New Blodgett oven (grant award)	500191	35,183.24
	Total for Hospitality Supply Inc.		\$35,183.24
Indulge Chocolate Shop			
11.950.24.2329.0600.000.0000	Beg. of year welcome apples	4393	56.00
11.950.24.2329.0600.000.0000	District tour apples	4393	64.00
11.950.24.2329.0600.000.0000	Holiday box turtles	4393	264.00
11.950.24.2329.0600.000.0007	caramel apples from Annie Hennen	4393	64.00
11.950.20.2800.0610.000.0000	23-24 HS weekly golden apples	4393	272.00
11.950.20.2800.0610.000.0000	23-24 MS weekly golden apples	4393	272.00
11.901.11.0010.0610.000.0000	23-24 ES weekly golden apples	4393	272.00
11.950.24.2329.0600.000.0000	Chocolate Turtles	4393	36.00
	Total for Indulge Chocolate Shop		\$1,300.00
InfoArmor, Inc.			
11.950.05.0000.7471.000.0000	ID theft inv Mar	4409	71.80
	Total for InfoArmor, Inc.		\$71.80
Investigations Law Group LLC			
11.950.25.0030.0331.000.0000	Legal Services Feb 2024	4410	950.00
	Total for Investigations Law Group LLC		\$950.00
ISolved Inc.			
11.950.25.0030.0333.000.0000	Accounting/Payroll Services	33124666	3,534.83
11.950.00.0000.7461.000.0000	Accrued Salaries	33124666	584,519.45
11.950.01.0000.7471.000.0000	Tax Liabilities	33124666	92,272.45
	Total for ISolved Inc.		\$680,326.73
John Cutler & Associates			
11.950.25.0030.0332.000.0000	990 preparation	4367	1,000.00
	Total for John Cutler & Associates		\$1,000.00
Johnson, Ronda			
21-950-31-0000-7481-000-0000	Lunch balance refund: Johnson, Jon	500187	25.00
	Total for Johnson, Ronda		\$25.00
Jostens			
11.950.24.2329.0600.000.0005	Diploma Covers	4379	890.95
	Total for Jostens		\$890.95
JW Pepper			
11.950.11.0010.0643.000.0002	MS choir: Tuimbe	4380	11.00

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Account Number	Description	Check	Amount
JW Pepper - (Continued)			
11.950.11.0010.0643.000.0002	MS choir: The Rainbow Connection	4394	29.00
11.950.11.0010.0643.000.0003	HS band: Escape Route Flexible Band	4351	80.30
11.950.11.0010.0643.000.0003	HS band: Blessed Are They Flex Band	4351	70.00
11.950.11.0010.0643.000.0003	HS band: Cadence Everlasting	4351	85.60
11.950.11.0010.0643.000.0003	HS band: Deus Ex Machina	4351	75.00
11.950.11.0010.0643.000.0003	HS choir: Dream a Little Dream of Me	4380	11.50
11.950.11.0010.0643.000.0003	HS choir: I Dreamed of Rain	4380	39.00
11.950.11.0010.0643.000.0003	HS choir: Lakeside Lullaby	4380	55.99
11.950.11.0010.0643.000.0003	HS choir: Moses, Now Your People are Free	4394	59.00
23-901-3042	Choir Music and Choir Warm Ups	91309	2.35
		Total for JW Pepper	\$518.74
Las 9 Americas LLC			
21-950-31-3100-0610-000-0000	local tortillas	500184	78.00
21-950-31-3100-0610-000-0000	local tortillas	500184	298.00
21-950-31-3100-0610-000-0000	local tortillas	500184	88.00
21-950-31-3100-0610-000-0000	local tortillas	500184	166.00
21-950-31-3100-0610-000-0000	local tortillas	500184	118.00
21-950-31-3100-0610-000-0000	local tortillas	500184	160.00
		Total for Las 9 Americas LLC	\$908.00
Lichtenberg, Kara			
23-901-3037	HS boys` volleyball event worker	91302	40.00
		Total for Lichtenberg, Kara	\$40.00
Mountain Event Services LLC			
23-901-3003	Prom Photo Booth	91303	450.00
		Total for Mountain Event Services LLC	\$450.00
Music & the Arts			
11.950.22.2220.0738.000.0000	AMP for music dept	4413	740.50
		Total for Music & the Arts	\$740.50
Mutual Of Omaha			
11.950.11.0020.0254.00.0000	March Benefits- Life, AD&D, LTD	4355	1,716.27
21-950-31-3100-0200-000-0000	March life/LTD insurance	500179	52.18
		Total for Mutual Of Omaha	\$1,768.45
My Office Etc.			
11.950.26.2620.0610.000.0000	Ice melt	4395	130.00
		Total for My Office Etc.	\$130.00
National Speech & Debate Association			
23-901-3111	HS Lifetime Membership-Kuhn/Skidmore Invoice112263	91317	40.00
23-901-3111	Coach Membership-Invoice # 112265	91317	20.00
		Total for National Speech & Debate Association	\$60.00
Northern Colorado Pest & Wildlife			
11.901.26.2620.0436.000.0000	Mar MSHS pest control	4415	135.00
11.901.26.2620.0436.000.0000	Mar ES pest control	4415	149.00
		Total for Northern Colorado Pest & Wildlife	\$284.00
OfficeScapes			

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Account Number	Description	Check	Amount
OfficeScapes - (Continued)			
11.901.26.2620.0868.000.0000	50% furniture deposit Firebird Facility	4368	100,503.92
		Total for OfficeScapes	\$100,503.92
OptumRX			
11.950.11.0020.0250.201.0000	Benefits- Medical	0318240862	121.48
11.950.11.0020.0250.201.0000	Benefits- Medical	0311243204	132.53
11.950.11.0020.0250.201.0000	Benefits- Medical	0318244582	1,360.67
11.950.11.0020.0250.201.0000	Benefits- Medical	0311242108	16,463.43
11.950.11.0020.0250.201.0000	Benefits- Medical	0325248950	2,291.59
11.950.11.0020.0250.201.0000	Benefits- Medical	10816	3,936.76
11.950.11.0020.0250.201.0000	Benefits- Medical	0329240852	5,635.93
11.950.11.0020.0250.201.0000	Benefits- Medical	10815	8.80
11.950.11.0020.0250.201.0000	Benefits- Medical	0304246953	8.95
11.950.11.0020.0250.201.0000	Benefits- Medical	10817	9.80
		Total for OptumRX	\$29,969.94
PERA			
11.950.06.0000.7471.000.0000	401K march	33124444	4,725.00
11.950.06.0000.7471.000.0000	457 march	33124555	3,703.72
11.950.04.0000.7471.000.0000	PERA & Life Liab	33124888	253,052.88
		Total for PERA	\$261,481.60
Pinnacol			
11.950.28.2850.0526.000.0000	Workers Comp Insurance	4381	5,183.36
		Total for Pinnacol	\$5,183.36
Power Plus			
11.901.26.2620.0445.000.0000	Corridor lights electrical work	4382	2,235.00
		Total for Power Plus	\$2,235.00
Purchase Power Pitney Bowes			
11.950.20.2800.0610.001.0000	Apr-Jun meter rental	4396	38.85
11.950.20.2800.0610.001.0000	Feb postage	4396	201.00
		Total for Purchase Power Pitney Bowes	\$239.85
Renee the Baker			
21-950-31-3100-0610-000-0000	Food Serv Food Cost cinnamon rolls and brownies	500193	150.00
		Total for Renee the Baker	\$150.00
Republic Services Inc.			
11.950.26.2620.0421.000.0000	Mar MSHS trash service	4383	386.79
21-950-31-3100-0868-000-0000	Mar MSHS food service trash service	500185	128.93
21-950-31-3100-0868-000-0000	Mar MSHS food service recycling service	500185	75.92
11.950.26.2620.0421.000.0000	Mar MSHS recycling service	4383	75.91
		Total for Republic Services Inc.	\$667.55
Rhythm Band Instruments			
23-901-3110	Shipping for ES music recorders	91310	70.00
23-901-3110	recorder bundles	91310	884.25
		Total for Rhythm Band Instruments	\$954.25
Rocky Mountain High School			
23-901-3111	RMHS Lobo Howl 2024 Entry Fee	91318	20.00

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Account Number	Description	Check	Amount
Total for Rocky Mountain High School			\$20.00
Rocky Mountain Storage Barns, Inc.			
11.901.26.2620.0868.000.0000	storage shed for outdoor concessions FF	4416	7,140.50
Total for Rocky Mountain Storage Barns, Inc.			\$7,140.50
Royal Crest Dairy Inc.			
21-950-31-3100-0610-000-0000	MSHS March milk purchase	500194	1,774.55
21-950-31-3100-0610-000-0000	ES March milk purchase	500194	2,512.84
Total for Royal Crest Dairy Inc.			\$4,287.39
Schleiger, Jory			
23-901-3234	March news crew 1 hour	91330	14.42
Total for Schleiger, Jory			\$14.42
Schlosser Signs Inc.			
11.901.26.2620.0868.000.0000	50% deposit soccer score, marquee, plaque, address	4369	15,568.40
11.901.26.2620.0868.000.0000	50% deposit soccer score, marquee, plaque, address	4369	19,200.01
11.901.26.2620.0868.000.0000	50% deposit soccer score, marquee, plaque, address	4369	1,032.23
11.901.26.2620.0868.000.0000	50% deposit soccer score, marquee, plaque, address	4369	216.96
Total for Schlosser Signs Inc.			\$36,017.60
Security Benefit			
11.950.06.0000.7471.000.0000	403b liab march	4417	2,232.40
Total for Security Benefit			\$2,232.40
Sharma, Isha			
11.950.11.0020.0150.201.0000	Feb 16-Mar 15 math tutor 5.5 hours	4418	82.50
Total for Sharma, Isha			\$82.50
Shred Monster LLC			
11.901.11.0010.0610.000.0000	Mar ES shred service	4384	60.00
11.950.20.2800.0610.000.0000	Mar MSHS shred service	4384	100.00
Total for Shred Monster LLC			\$160.00
Smith, Miles			
23-901-3234	March news crew 1 hour	91331	14.42
Total for Smith, Miles			\$14.42
Southern Exposure Landscape Management Inc			
11.901.26.2620.0430.000.0000	Landscaping monthly service- 1 of 7	4385	2,796.86
Total for Southern Exposure Landscape Management Inc			\$2,796.86
SparksWillson, P.C.			
11.950.25.0030.0331.000.0000	Legal Services through 3.15.24	4420	441.00
Total for SparksWillson, P.C.			\$441.00
Sterling Communication Technologies Inc.			
11.901.26.2620.0868.000.0000	Firebird Facility Intercom 50% due	4386	30,725.00
11-950-00-0030-0610-000-3949	ES Intercom 50% due	4386	38,309.50
11-950-00-0030-0610-000-3949	MSHS Intercom 50% due	4386	43,126.50
Total for Sterling Communication Technologies Inc.			\$112,161.00
T-Mobile			
11.950.26.2620.0610.000.0001	Mar facilities cell phone service	4397	28.37
11.950.21.2130.0610.000.0000	Mar health office cell phone service	4397	28.37

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Account Number	Description	Check	Amount
		Total for T-Mobile	\$56.74
Town of Windsor			
11.901.26.2620.0411.000.0000	Feb ES Water Services	4387	165.98
11.901.26.2620.0411.000.0000	Feb ES Water Services	4387	163.58
11.901.26.2620.0411.000.0000	Feb ES Water Services	4387	30.96
11.901.26.2620.0411.000.0000	Feb ES Water Services	4387	51.98
11.950.26.2620.0411.000.0000	Feb MSHS Water Service	4387	376.51
11.950.26.2620.0411.000.0000	Feb MSHS Water Service	4387	119.20
11.950.26.2620.0411.000.0000	Feb MSHS Water Service	4387	119.55
11.901.26.2620.0411.000.0000	March ES Water Services	4446	725.67
11.901.26.2620.0411.000.0000	March ES Water Services	4446	145.25
11.901.26.2620.0411.000.0000	March ES Water Services	4446	30.96
11.901.26.2620.0411.000.0000	March ES Water Services	4446	51.98
11.950.26.2620.0411.000.0000	March MSHS Water Service	4446	684.27
11.950.26.2620.0411.000.0000	March MSHS Water Service	4446	119.20
11.950.26.2620.0411.000.0000	March MSHS Water Service	4446	119.55
		Total for Town of Windsor	\$2,904.64
UMR Health			
11.950.11.0020.0250.201.0000	Mar admin and stop loss fees	0307243626	54,894.81
		Total for UMR Health	\$54,894.81
UNC Volleyball Team Camp			
23-901-3067	UNC Varsity Volleyball Team Camp July 25th-27th	91304	450.00
		Total for UNC Volleyball Team Camp	\$450.00
UNCC			
11.950.28.0030.0530.000.0000	March fiber monitoring	4422	2.58
		Total for UNCC	\$2.58
University Schools			
23-901-3111	Speech & Debate Entry Fees- The U Invitational	91319	22.00
23-901-3111	Speech & Debate Tournament Entry Fees	91319	30.00
		Total for University Schools	\$52.00
US Foods Inc.			
21-950-31-3100-0610-000-0000	March US Foods food cost	0331248819	18,335.52
21-950-31-3100-0610-000-0000	March US Foods food cost credit	0331248819	(236.87)
21-950-31-3100-0611-000-0000	March US Foods supplies	0331248819	2,887.40
		Total for US Foods Inc.	\$20,986.05
Virtual College Counselors			
11.950.11.0030.0300.000.0000	College Consultant march 24	4423	1,000.00
		Total for Virtual College Counselors	\$1,000.00
Wahl, Kaydence			
23-901-3037	HS boys` volleyball event worker	91311	40.00
		Total for Wahl, Kaydence	\$40.00
Waste Management			
11.901.26.2620.0421.000.0000	Mar ES trash service	4361	578.86
21-950-31-3100-0868-000-0000	Mar ES food serv trash service	500181	192.96
11.901.26.2620.0421.000.0000	Mar ES recycling service	4361	143.58

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Account Number	Description	Check	Amount
Waste Management - (Continued)			
21-950-31-3100-0868-000-0000	Mar ES food serv recycling service	500181	143.58
Total for Waste Management			\$1,058.98
Weickert, Kaylee			
11.950.11.0020.0150.201.0000	2/16/24-3/15/24 math tutor 7.3 hrs	4398	109.50
Total for Weickert, Kaylee			\$109.50
Weld RE-4 School District			
11.950.23.2390.0515.000.0000	ParentSquare software- 1/2 payment	4388	3,510.00
23-901-3054	Mar IC credit card processing fees	91321	3.03
23-901-3110	Mar IC credit card processing fees	91321	0.38
11.950.11.0010.0811.000.0000	Mar IC credit card processing fees	4424	38.37
23-901-3206	Mar IC credit card processing fees	91321	2.31
23-901-3205	Mar IC credit card processing fees	91321	1.79
23-901-3037	Mar IC credit card processing fees	91321	103.93
23-901-3075	Mar IC credit card processing fees	91321	1.44
23-901-3021	Mar IC credit card processing fees	91321	0.58
23-901-3002	Mar IC credit card processing fees	91321	7.51
23-901-3032	Mar IC credit card processing fees	91321	0.58
23-901-3084	Mar IC credit card processing fees	91321	15.16
23-901-3105	Mar IC credit card processing fees	91321	7.51
23-901-3055	Mar IC credit card processing fees	91321	2.89
23-901-3107	Mar IC credit card processing fees	91321	79.39
23-901-3225	Mar IC credit card processing fees	91321	0.58
23-901-3218	Mar IC credit card processing fees	91321	0.58
23-901-3104	Mar IC credit card processing fees	91321	1.15
23-901-3216	Mar IC credit card processing fees	91321	0.72
23-901-3228	Mar IC credit card processing fees	91321	0.29
23-901-3082	Mar IC credit card processing fees	91321	2.60
23-901-3217	Mar IC credit card processing fees	91321	0.14
23-901-3230	Mar IC credit card processing fees	91321	0.40
23-901-3103	Mar IC credit card processing fees	91321	0.87
23-901-3204	Mar IC credit card processing fees	91321	1.73
23-901-3102	Mar IC credit card processing fees	91321	12.99
23-901-3227	Mar IC credit card processing fees	91321	0.86
Total for Weld RE-4 School District			\$3,797.78
Wells Fargo Financial Leasing			
11.950.28.0010.0442.000.0000	Mar copier lease	4389	3,730.04
Total for Wells Fargo Financial Leasing			\$3,730.04
White, Jessica			
11.901.26.2620.0868.000.0000	Firebird Facility Expenses mural design	4425	1,690.00
Total for White, Jessica			\$1,690.00
Xcel Energy			
11.901.26.2620.0622.000.000	Feb ES Electricity	0417248888	13.84
Total for Xcel Energy			\$13.84
Zelis			
11.950.11.0020.0250.201.0000	Benefits- Medical	0325240549	102.32

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Account Number	Description	Check	Amount
Zelis - (Continued)			
11.950.11.0020.0250.201.0000	Benefits- Medical	0329247564	206.78
		Total for Zelis	\$309.10
		Report Total	\$2,424,690.79

7.0

Executive Board
Pulled-Consent
Agenda Items

8.0

Member Pulled-
Consent Agenda
Items

9.0

Executive Session

A Board of Education, upon the affirmative vote of a quorum present, may convene in executive session at a regular or special meeting. The Board is not allowed to adopt any proposed policy, resolution, regulation, or take any formal action at an executive session that is not open to the public. Prior to convening in executive session, the Board is required to refer to the specific

citation to statute authorizing it to meet when it announces the session. The Board may hold an executive session to:

1. Conduct discussions regarding the purchase, acquisition, lease, transfer or sale of property, C.R.S. §24-6-402(4)(a)
2. Conduct conferences with the Charter's attorney for the purpose of receiving legal advice on a particular matter, C.R.S. §24-6-402(4)(b)
3. Discuss matters which are required to be kept confidential by federal or state law, rules or regulations. In such cases, the Executive Board must announce the specific citation of the law, rule, or regulation which provides for confidentiality, C.R.S. §24-6-402(4)(c)
4. Discuss security arrangements or investigations, C.R.S. §24-6-402(4)(d)
5. Conduct discussions regarding the Charter's position, strategies, and bargaining instructions regarding collective bargaining negotiations, C.R.S. §24-6-402(4)(e)
6. Discuss personnel matters, subject to the limitations discussed below. If the employee who is the subject of the discussions desires the discussions occur in open meeting, the discussions must be held in open meeting, C.R.S. §24-6-402(4)(f)
7. To consider any documents which are protected from disclosure by the Colorado Open Records Act, C.R.S. §24-6-402(4)(g)
8. Discuss individual students where public disclosure would adversely affect the person or persons involved, C.R.S. §24-6-402(4)(h)

10.0

Adjournment

The motion was made by was made by Donna James, and seconded by Jenny Ojala to adjourn. Members voted the following: Feyen; aye, James, aye; Ojala, aye; Bartmann, aye. The motion passed unanimously. The Executive Board adjourned at 9:42 p.m.