

October 2023 Board Agenda



Time	Min	Title and Description	Action
04:00 PM	10	Ripples and Joys <ul style="list-style-type: none"> • Video of students sharing about Equestrian Experience • Renewal is done! 	Participate
4:10 PM	5	Approval of Minutes (<i>Jessica/Jim</i>) <ul style="list-style-type: none"> • September Minutes 	Approve
4:15 PM	15	Financial Update (<i>Brandon C./Jessica</i>) <ul style="list-style-type: none"> • Monthly Financials • Audit • Preview Process for Approving FY24 Working Budget 	Inform, Discuss, and Approve
4:30 PM	15	Board Recruitment <ul style="list-style-type: none"> • 	Discuss
4:45 PM	15	Internal Review (<i>Brandon J./Alexis/Martin</i>) <ul style="list-style-type: none"> • MIS 1: Anet • MIS 2: Enrichment Classes • MIS 3: Restorative Practices survey 	Inform
5:00 PM	30	Leadership/SDID Updates (<i>Brandon/Nate</i>) <ul style="list-style-type: none"> • Initial Charter Renewal Feedback • Renewal Decision Process • October Count - 201 • Learner Studio Data - Phase 1 and Preview of Phase 2 • Parent Teacher Conferences • Dia De Los Muertos • Lego Ceremony 	Inform and Discuss

Ripples and Joys





Agenda

- Update the board matrix
- Who is up for renewal
 - Christine - January
 - Corey - January
 - Jerry - June
- The nomination process is linked - please familiarize yourself if you intend on nominating someone.
- Based on the matrix what are our current and future needs?



Implementation of Engaging, Rigorous, Relevant, and Culturally Responsive Learning Experiences

Description: Teachers deepen their understanding of cognitive, behavioral, and affective engagement in order to implement all three pillars of engagement to foster student academic growth.

Teachers consistently provide grade-level, rigorous opportunities for students to work together across cultural, racial, ethnic, religious, language and ability lines.

Academic and social opportunities are created throughout the course of each academic year so that students form friendships and mutually supportive connections. It includes learning experiences and assignments that encourage students to investigate the status quo and to generate actions that combat or improve equity within the school and/or local community.

Student agency is developed within relevant, rigorous, and engaging learning experiences and informs our active teaching approach.

MIS 1: Benchmark Updates



Math ANet 1 Performance Over Time					
	2021	2022	2023	ANet 1 Goal	ANet 2 Goal based on ANet 1 Performance
6th	21%	21%	16%	18-20%	18-20%
7th	23%	28%	25%	26-30%	27-30%
8th	28%	25%	22%	28-32%	25-27%

From Math Data Dive:

- Pacing in Q1 was challenging: No teacher managed to get through all content that was on the assessment. 6th especially struggled with pacing.
- Specific standouts:
 - In digging into specific standards, in 6th especially, students performed better on the standards actually taught
 - Our MLLs are comparable or better than non-MLLs
- Next steps: working on celebrations for their work, implementing more MLRs, improved pacing

MIS 1: Benchmark Updates

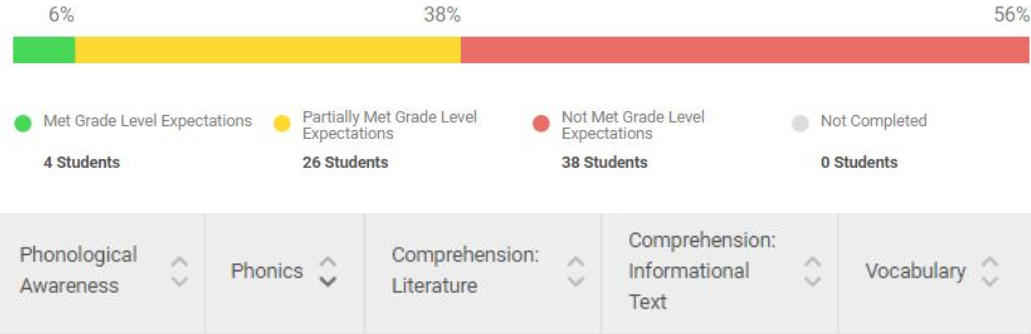


Spanish Reading i-ready

- Assessed Grade 1 assessment
- Using the 5 domain results, Marylou plans to support students in a more targeted way

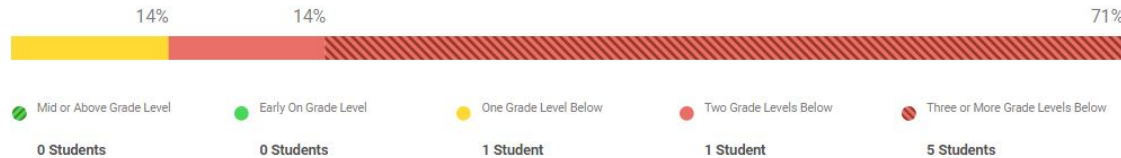
I-ready math in enrichment classes

- Completed in Sjoukje's 8th grade enrichment class
- Next steps: Using i-ready math resources during enrichment and for MTSS processes



Overall Placement

Students Assessed/Total: 7/201



Placement by Domain



MIS 2: Interventions



Description: Compass students are getting the support they need to access grade level content and grow skills at an accelerated rate through the MTSS process. Compass will train staff on specific proactive interventions and supports that will be implemented and have a positive impact on students academic, social, emotional, and linguistic growth.

- Collaborative Solutions Meetings
- IEP Implementation
- MLE Implementation

MIS 2: Benchmark Updates



Enrichment Classes

- Current Student Supports: 2 enrichment math classes using i-ready data, zearn to support students. Also enrichment class using HD word for new-to-country students for foundational literacy skills (both MTSS supports). Working to identify if other students need moved to these support classes based on their data.
- New-to-Compass enrichment classes:
 - Community Partners (Action Youth, CSC, Youth on Record, F.L.Y. small groups, CSU Spur)
 - Other Enrichment classes
 - Journalism
 - Gone Boarding/Chill Foundation
 - Entrepreneurship (TMT)

MIS 3: We are all Restorative Practitioners



Disrupt, Rebuild and Reclaim systems and structures that foster relational trust and emotionally safe spaces

Description: At Compass, we believe that our approach to school culture and supporting student behavior must be grounded in restorative, trauma-sensitive, and collaborative practices. Therefore, all staff members will identify as restorative practitioners. In our restorative school culture, no individual person or team own the restorative work. Students will benefit most when support structures are collaborative and a united approach to restorative work is modeled by all adults who care for them. As such, Compass implements a three-pronged approach to our restorative work:

1. Proactive practices
2. Reactive practices, and
3. Reintegration practices.

MIS 3: Benchmarks Updates



Benchmark Name	Description
Restorative Practices Learning Support	Proactive: All staff report getting direct learning, support, and feedback on their implementation of restorative practices in their classroom (see next slide)

Major Behavior decrease Reactive: Decrease of major behaviors as based on Year 22-23 data. Year 1: Decreases by 50% from Semester 1 and 2 in 22-23.

Behavior Data Comparison (IC)	
Q1 22-23 Behavior Data	6 OSS 20 other incidents
Sem 2 22-23 Behavior Data	12 OSS 1 ISS 31 other incidents
Q1 23-24 Behavior Data	2 OSS 6 other incidents

Restorative Practices Reflection Survey

Restorative Practices Usage

87% of staff members utilizing “MeFirst” system of support

87 % of staff members comfortable implementing “logical consequences” in the classroom

93% of staff members have had led a restorative conversation between themselves and a student

67% of staff members have advocated for a restorative conversation between themselves and a student, facilitated by a member of the restorative team

MeFirst= code phrase teachers use to request support. Staff member takes over the class, while teacher steps outside to talk to a student

Logical Consequence= consequence directly related to harmful behavior. (i.e. make a mess, required to stay and clean it up)



MIS 3: Benchmarks Updates



Benchmark Name	Description	Progress Update
Pack Observations & Pack Impact	Based on weekly observations and by Grade Level, Competency standards and substandards all taught in Pack by the end of the year (6th: Communication & Growth Mindset; 7th: Self-Awareness & Metacognition; 8th: Goal Navigation & Advocacy)	<i>6th: 2nd round of observations Next week. Just held a big push in Communication competency through Student-Led Conferences.</i> <i>7th: Portfolio introduction</i> <i>8th: Team is collaborating on plans and is ahead of schedule in terms of teaching major competencies.</i>



- Renewal
 - Initial Renewal Feedback
 - Renewal Decision Process
 - Recommendations come out by 10/31
 - Public Comment is on 11/13
 - Board Vote is on 11/16
- October Count Update
 - October count 200
 - Current enrollment 201
- Learner Studio Data - Phase 1 and Preview of Phase 2
- Dia De Los Muertos
- Lego Ceremony
 - What a day!



Board Meeting Agenda

September 26, 2023 3:00 – 5:00 PM MT

PLEASE LET BRANDON KNOW IF YOU ARE UNABLE TO MAKE THIS MEETING

This board meeting will be remote

<p>Topic: Compass Academy Board Meeting</p> <p>Time: Aug 22, 2023 04:00 PM Mountain Time (US and Canada)</p> <p>Join Zoom Meeting</p> <p>https://compassacademy-org.zoom.us/j/84964187651</p> <p>?pwd=b3pLakxweVJzQ2JrditYNGZjMFFiZz09</p> <p>Meeting ID: 849 6418 7651</p> <p>Passcode: 668871</p> <p>---</p>	<p>One tap mobile</p> <p>+17193594580,,84964187651#,,,,*668871# US</p> <p>+16699009128,,84964187651#,,,,*668871# US (San Jose)</p> <p>Dial by your location</p> <p>Find your local number:</p> <p>https://compassacademy-org.zoom.us/u/ktXn8X3tO</p>
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<p>Attending by Zoom: Brandon Jones (Ex-officio), (Jessica Roberts Chair/Treasurer), Jim Balfanz (Vice-Chair), Jerry Torrez, Bob Balfanz, Mary Seawell, Corey Scholes, John Albright, Angel Villalobos</p> <p>Guest and support: Brandon Crisp, Nate Kerr, Alexis Urquhart</p>		
Time Min	Title and Description	Action
04:00 PM 5	<p>Ripples and Joys</p> <ul style="list-style-type: none"> • Quick Highlights <ul style="list-style-type: none"> • <i>DPS guest (Cheri) introduced and shared that she was observing as part of the renewal process.</i> • <i>Brandon shared some highlights about how the equestrian therapy is going with Compass students, along with sharing about the 8th grade overnight trip.</i> 	Participate
04:05 PM 5	<p>Approval of Minutes:(Jessica)</p> <ul style="list-style-type: none"> • <i>Bob motioned and John seconded. Motion passes.</i> 	Approve
04:10 PM 15	<p>Financial Update (Jessica/Brandon J.)</p> <ul style="list-style-type: none"> • Monthly Financials • Salary Proposal <ul style="list-style-type: none"> • <i>Jess shared about how Compass is staying within 5% of the DPS salary schedule, as they have done in the past and need to rectify salaries for some staff.</i> • <i>Corey motioned and Jerry seconded. Motion</i> 	Inform, Discuss, and Approve

	<i>passes</i>	
4:25 PM 5	<p>Board Work</p> <ul style="list-style-type: none"> • Vote on Board Terms <ul style="list-style-type: none"> • <i>Bob motioned and Corey seconded. Motion Passes</i> 	Inform, Discuss, and Approve
04:30 PM 35	<p>Internal Review (Alexis/Brandon J.)</p> <ul style="list-style-type: none"> • State SPF • Major Improvement Strategies and metrics for success • Assessment Calendar <ul style="list-style-type: none"> • <i>Alexis Shared and reviewed the PPT with the internal review data</i> • <i>Bob clarified some of the data by asking about the specific domains within iready and what kind of structures are in place to support those students.</i> 	Inform
05:05 PM 45	<p>Leadership/SDID Updates (Brandon)</p> <ul style="list-style-type: none"> • Charter Renewal - Board observation/interviews <ul style="list-style-type: none"> • <i>Jess will be interviewed as part of the process</i> • Learner Studio Update <ul style="list-style-type: none"> • <i>Phase 1 will be complete by this Friday. Phase 2 will begin within the next month once certification is done with teachers.</i> • October Count/Enrollment <ul style="list-style-type: none"> • <i>October count is October 2nd.</i> • Partnership Conversations in the works <ul style="list-style-type: none"> • <i>CSU Spur center supporting Equestrian Therapy fo Compass students.</i> • <i>Chill foundation supporting with enrichment classes</i> • <i>YESS institute interested in partnering</i> • Back-to-School Night <ul style="list-style-type: none"> • <i>Big success, great vibe with students and families</i> • Dia De Los Muertos <ul style="list-style-type: none"> • <i>This is the next big school wide event on the calendar.</i> • <i>Jessica asked for clarification about phase 1 and phase 2. Brandon clarified that phase one included camp, ropes course, and overnight. The team is now working on identifying how those experiences translate into phase 2 and beyond.</i> 	Inform and Discuss Approve
06:00 PM	Adjourn	



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Business Advisors

Independent Auditor's Report

Board of Directors
Compass Academy
Denver, Colorado

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Compass Academy, a component unit of Denver Public Schools, as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise Compass Academy's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of Compass Academy, as of June 30, 2023, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Compass Academy and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Compass Academy's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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TEL: 303.796.1000
FAX: 303.796.1001
www.HinkleCPAs.com

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Compass Academy's ability to continue as a going concern for one year after the date that the financial statements are issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Compass Academy's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Compass Academy's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the required supplementary information as listed in the table of contents, such as management's discussion and analysis and budgetary comparison information listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Hick & Company, PC

Englewood, Colorado
October 16, 2023



Compass Academy
(A Component Unit of Denver Public Schools)
Denver, Colorado

Financial Statements

June 30, 2023



Compass Academy
(A Component Unit of Denver Public Schools)
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June 30, 2023

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Basis for Opinions

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In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
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- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Compass Academy's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Compass Academy's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



Required Supplementary Information

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Hick & Company, PC

Englewood, Colorado
October 16, 2023



Compass Academy

Management's Discussion and Analysis

Fiscal Year Ending June 30, 2023

As management of Compass Academy (Compass or the School), we offer readers of Compass Academy's basic financial statements this narrative overview and analysis of the financial activities of the School for the fiscal year ended June 30, 2023. We encourage readers to consider the information presented here in conjunction with additional information provided in the accompanying financial statements.

Financial Highlights

The year ended June 30, 2023 is the eighth year of operations for Compass. As of June 30, 2023, net position increased by \$314,575 to \$1,881,132. Compass Academy's governmental fund reported an ending fund balance of \$2,777,932, an increase of \$211,427 from the prior year.

The operations of the School are funded primarily by tax revenue received under the Colorado School Finance Act in Per Pupil Revenue (PPR). Tax revenue for the year from PPR was \$2,537,174.

Overview of Financial Statements

This discussion and analysis is intended to serve as an introduction to the School's basic financial statements. The School's basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

Government-Wide Financial Statements

The government-wide financial statements are designed to provide readers with a broad overview of the School's finances, in a manner similar to a private-sector business.

The statement of net position presents information on the School's assets and liabilities, and deferred inflows and outflows, with the difference being reported as net position. Over time, the increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The statement of activities presents information showing how net position changed during the year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of the related cash flows. Thus, revenues and expenses are reported in the statement for some items that will only result in cash flows in future periods (for example, salaries and benefits earned but unpaid as of year-end).

The government-wide statement of activities distinguishes functions/programs of the School supported primarily by Per Pupil Revenue or other revenues passed through from the School's authorizer (Denver Public Schools). The governmental activities of Compass include instruction and supporting services.

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2023

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The School keeps track of these monies to ensure and demonstrate compliance with finance-related legal requirements.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the School's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balance provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

The School maintains one governmental fund and adopts an annually appropriated budget for the fund. A budgetary comparison schedule is included to demonstrate that spending did not exceed the budget.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the financial statements.

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2023

Government-Wide Financial Analysis

As noted previously, net position may serve over time as a useful indicator of the School's financial position. For the fiscal year ended June 30, 2023, Compass's net position was \$1,881,132. This position includes a net pension liability in the amount of \$1,346,427, representing the School's proportionate share of the Denver Public Schools Division pension liability, administered by the Public Employees' Retirement Association of Colorado (PERA). The School reports this net pension liability, and associated deferred inflows and outflows of resources, as required by GASB (Governmental Accounting Standards Board) 68. The School's net position also includes a net OPEB (Other Post-Employment Benefits) liability in the amount of \$23,345, representing the School's proportionate share of the defined benefit Health Care Trust Fund, administered by PERA. The School reports this net OPEB liability, and associated deferred inflows and outflows of resources, as requirement by GASB 75. More information regarding the net pension and OPEB liabilities may be found in the notes to the financial statements.

Of the School's total net position, \$3,673 is invested in capital assets and \$123,000 is restricted to comply with Article X, Section 20 of the Colorado Constitution, known as the TABOR Amendment.

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2023

Compass Academy's Net Position

	2022-2023	2021-2022
ASSETS		
Cash	\$ 2,617,539	\$ 2,518,847
Accounts Receivable	319,697	232,865
Prepaid Expenses	25,846	11,403
Capital Assets, being depreciated	<u>3,673</u>	<u>4,775</u>
TOTAL ASSETS	<u>2,966,755</u>	<u>2,767,890</u>
DEFERRED OUTFLOWS OF RESOURCES		
Pensions, Net of Accumulated Amortization	824,287	580,812
OPEB, Net of Accumulated Amortization	<u>44,992</u>	<u>41,304</u>
TOTAL DEFERRED OUTFLOWS OF RESOURCES	<u>869,279</u>	<u>622,116</u>
LIABILITIES		
Accounts Payable	13,080	38,333
Accrued Liabilities	-	1,673
Accrued Salaries and Benefits	172,070	151,604
Unearned Revenues	-	5,000
Noncurrent Liabilities		
Net Pension Liability	1,346,427	11,556
Net OPEB Liability	<u>23,345</u>	<u>26,106</u>
TOTAL LIABILITIES	<u>1,554,922</u>	<u>234,272</u>
DEFERRED INFLOWS OF RESOURCES		
Pensions, Net of Accumulated Amortization	360,213	1,543,767
OPEB, Net of Accumulated Amortization	<u>39,767</u>	<u>45,410</u>
TOTAL DEFERRED INFLOWS OF RESOURCES	<u>399,980</u>	<u>1,589,177</u>
NET POSITION		
Net Investment in Capital Assets	3,673	-
Restricted for Emergencies	123,000	118,000
Unrestricted	<u>1,754,459</u>	<u>1,448,557</u>
TOTAL NET POSITION	<u>\$ 1,881,132</u>	<u>\$ 1,566,557</u>

Compass Academy's Change in Net Position

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2023

	2022-2023	2021-2022
REVENUES		
Per Pupil Revenue	\$ 2,537,174	\$ 2,745,252
Additional At-Risk	3,241	22,692
Mill Levy Override	715,817	711,755
Capital Construction	50,748	38,918
Charges for Services	5,565	10,591
Operating Grants and Contributions	1,391,584	916,660
Investment Income	24,242	289
Other	3,245	32,771
Forgiveness of Forgivable Loan	-	507,600
	<u>4,731,616</u>	<u>4,986,528</u>
EXPENSES		
Instruction	2,673,725	2,049,669
Support Services	1,743,316	1,742,899
	<u>4,417,041</u>	<u>3,792,568</u>
TOTAL EXPENSES	<u>4,417,041</u>	<u>3,792,568</u>
CHANGE IN NET POSITION	314,575	1,193,960
NET POSITION, Beginning	<u>1,566,557</u>	<u>372,597</u>
NET POSITION, Ending	<u>\$ 1,881,132</u>	<u>\$ 1,566,557</u>

Financial Analysis of the Government's Fund

As noted earlier, the School uses fund accounting to ensure and demonstrate compliance with finance related legal requirements.

The focus of the School's governmental fund is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the School's financing requirements. In particular, unassigned fund balance may serve as a useful measure of the School's net resources available for spending at the end of the fiscal year.

As of the end of the current fiscal year, the School's General Fund reported an ending fund balance of \$2,777,932, an increase of \$211,427 from the prior year.

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2023

General Fund Budgetary Highlights

Compass recognized \$131,146 more revenue than expected and spent \$139,124 less than planned, when compared to the final budget. There were budget amendments during the year, which reflected changes in revenues and expenditures. Overall, revenue and expenses were fine-tuned to account for changes to student enrollment and funding assumptions.

Capital Assets & Long-Term Debt

The School has invested in capital assets for equipment in support of the School's educational program. Depreciation expenses for capital assets are booked under the supporting services program of the School's operations. More information regarding capital assets may be found in Note 3 to the financial statements.

The School has no long-term obligations outside of those related to pensions (GASB 68) and the Other Post Employment Benefit Plan (OPEB) (GASB 75).

Economic Factors and Next Year's Budget

The primary factor driving the budget for Compass Academy is student enrollment. Enrollment for the 2022-2023 school year was 245 funded students. Enrollment projected for 2023-2024 is 211 funded students. This factor was considered when preparing Compass's budget for 2023-2024.

Requests for Information

This financial report is designed to provide a general overview of Compass Academy's finances for all those with an interest in the School's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the School:

Compass Academy
2285 S. Federal Blvd.
Denver, CO 80219

Basic Financial Statements

Compass Academy
(A Component Unit of Denver Public Schools)
Statement of Net Position
June 30, 2023

	<u>Governmental Activities</u>
Assets	
Cash and Investments	\$ 2,617,539
Accounts Receivable	319,697
Prepaid Expenses	25,846
Capital Assets, <i>being depreciated</i>	<u>3,673</u>
Total Assets	<u>2,966,755</u>
Deferred Outflows of Resources	
Pensions, <i>Net of Accumulated Amortization</i>	824,287
OPEB, <i>Net of Accumulated Amortization</i>	<u>44,992</u>
Total Deferred Outflows of Resources	<u>869,279</u>
Liabilities	
Accounts Payable	13,080
Accrued Salaries and Benefits	172,070
Noncurrent Liabilities	
Net Pension Liability	1,346,427
Net OPEB Liability	<u>23,345</u>
Total Liabilities	<u>1,554,922</u>
Deferred Inflows of Resources	
Pensions, <i>Net of Accumulated Amortization</i>	360,213
OPEB, <i>Net of Accumulated Amortization</i>	<u>39,767</u>
Total Deferred Inflows of Resources	<u>399,980</u>
Net Position	
Net Investment in Capital Assets	3,673
Restricted for Emergencies	123,000
Unrestricted	<u>1,754,459</u>
Total Net Position	<u>\$ 1,881,132</u>

Compass Academy
(A Component Unit of Denver Public Schools)
Statement of Activities
For the Year Ended June 30, 2023

Functions/Programs	Expenses	Program Revenues		Net (Expense) Revenue and Change in Net Position
		Charges for Services	Operating Grants and Contributions	Governmental Activities
Governmental Activities				
Instruction	\$ 2,673,725	\$ 5,565	\$ 1,350,172	\$ (1,317,988)
Supporting Services	<u>1,743,316</u>	<u>-</u>	<u>41,412</u>	<u>(1,701,904)</u>
Total Governmental Activities	<u>\$ 4,417,041</u>	<u>\$ 5,565</u>	<u>\$ 1,391,584</u>	<u>(3,019,892)</u>
General Revenues				
				2,537,174
Per Pupil Revenue				3,241
Additional At-Risk Funding				715,817
District Mill Levy				50,748
Capital Construction				24,242
Investment Income				3,245
Other Revenue				<u>3,245</u>
				<u>3,334,467</u>
				Change in Net Position
				314,575
				Net Position, Beginning of year
				<u>1,566,557</u>
				Net Position, End of year
				<u>\$ 1,881,132</u>

Compass Academy
 (A Component Unit of Denver Public Schools)
 Balance Sheet
 Governmental Fund
 June 30, 2023

	General
Assets	
Cash and Investments	\$ 2,617,539
Accounts Receivable	319,697
Prepaid Expenses	25,846
Total Assets	\$ 2,963,082
Liabilities and Fund Balance	
<i>Liabilities</i>	
Accounts Payable	\$ 13,080
Accrued Salaries and Benefits	172,070
Total Liabilities	185,150
<i>Fund Balance</i>	
Nonspendable Prepaid Expenditures	25,846
Restricted for Emergencies	
Emergencies	123,000
Assigned	13,860
Unrestricted, Unassigned	2,615,226
Total Fund Balance	2,777,932
Total Liabilities and Fund Balance	\$ 2,963,082
 Amounts Reported for Governmental Activities in the Statement of Net Position are Different Because:	
Total Fund Balance of the Governmental Fund	\$ 2,777,932
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in governmental funds.	3,673
Long-term liabilities and related items are not due and payable in the current year and, therefore, are not reported in governmental funds.	
Net pension liability	(1,346,427)
Pension-related deferred outflows of resources	824,287
Pension-related deferred inflows of resources	(360,213)
Net OPEB liability	(23,345)
OPEB-related deferred outflows of resources	44,992
OPEB-related deferred inflows of resources	(39,767)
Total Net Position of Governmental Activities	\$ 1,881,132

See Notes to the Financial Statements.

Compass Academy
 (A Component Unit of Denver Public Schools)
 Statement of Revenues, Expenditures and Changes in Fund Balance
 Governmental Fund
 For the Year Ended June 30, 2023

	General
Revenues	
Local Sources	\$ 971,140
State Sources	3,080,024
Federal Sources	678,370
Total Revenues	4,729,534
Expenditures	
Instruction	2,747,286
Supporting Services	1,770,821
Total Expenditures	4,518,107
Net Change in Fund Balance	211,427
Fund Balance, Beginning of year	2,566,505
Fund Balance, End of year	\$ 2,777,932

Compass Academy
(A Component Unit of Denver Public Schools)
 Reconciliation of the Statement of Revenues, Expenditures and Changes in
 Fund Balance of the Governmental Fund to the Statement of Activities
 For the Year Ended June 30, 2023

**Amounts Reported for Governmental Activities in the
 Statement of Activities are Different Because:**

Net Change in Fund Balance of the Governmental Fund	\$	211,427
<p>Governmental funds report capital outlays as expenditures. However, in the statement of activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense:</p>		
Depreciation expense		(1,102)
<p>Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds. This includes changes in the following.</p>		
Net pension liability		(1,334,871)
Pension-related deferred outflows of resources		243,475
Pension-related deferred inflows of resources		1,183,554
Net OPEB liability		2,761
OPEB-related deferred outflows of resources		3,688
OPEB-related deferred inflows of resources		<u>5,643</u>
Change in Net Position of Governmental Activities	\$	<u>314,575</u>

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 1: Summary of Significant Accounting Policies

Nature of Operations

Compass Academy (the School) was organized pursuant to the Colorado Charter Schools Act to form and operate a charter school within Denver Public Schools (the District). The School began classes in the Fall of 2015.

The accounting policies of the School conform to generally accepted accounting principles as applicable to governmental entities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. Following is a summary of the School's more significant policies.

Reporting Entity

The financial reporting entity consists of the School, organizations for which the School is financially accountable, and organizations that raise and hold economic resources for the direct benefit of the School. All funds, organizations, institutions, agencies, departments and offices that are not legally separate are part of the School. Legally separate organizations for which the School is financially accountable are considered part of the reporting entity. Financial accountability exists if the School appoints a voting majority of the organization's governing board and is able to impose its will on the organization, or if the organization has the potential to provide benefits to, or impose financial burdens on, the School. Based upon the application of this criteria, the School does not include additional organizations within its reporting entity.

The School is a component unit of the District. The School's charter is authorized by the District and the majority of the School's funding is provided by the District.

Government-wide and Fund Financial Statements

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all activities of the School. Governmental activities, which normally are supported by taxes and intergovernmental revenues, are reported in a single column.

The statement of activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function or segment. *Program revenues* include 1) charges to students or others who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Unrestricted revenues not properly included among program revenues are reported instead as *general revenues*.

Major individual funds are reported as separate columns in the fund financial statements.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 1: Summary of Significant Accounting Policies (Continued)

Measurement Focus, Basis of Accounting and Financial Statement Presentation

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collected within the current year or soon thereafter to pay liabilities of the current year. For this purpose, the School considers revenues to be available if they are collected within 120 days of the end of the current year. Intergovernmental revenues, grants and interest income associated with the current year are considered to be susceptible to accrual and so have been recognized as revenues of the current year. All other revenues are considered to be measurable and available only when cash is received by the School. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures are recorded only when payment is due.

When both restricted and unrestricted resources are available for a specific use, it is the School's policy to use restricted resources first, and the unrestricted resources as they are needed.

The School reports the following major governmental fund:

General Fund - This fund is the general operating fund of the School. It is currently used to account for all financial activities of the School.

Assets, Liabilities and Net Position/Fund Balance

Receivables - All receivables are reported at their gross value and, where appropriate, are reduced by the estimated portion that is expected to be uncollectible.

Prepaid Expenses - Certain payments to vendors reflect costs applicable to future fiscal years and are reported as prepaid expenses.

Capital Assets - Capital assets are reported in the government-wide financial statements. Capital assets are defined as assets with an initial, individual cost of \$5,000 or more, and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value on the date of donation.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 1: Summary of Significant Accounting Policies (Continued)

Assets, Liabilities and Net Position/Fund Balance (Continued)

Capital assets are depreciated using the straight-line method over the estimated useful lives, as follows:

Equipment	5 years
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Accrued Salaries and Benefits - Salaries and retirement benefits of certain contractually employed personnel are paid over a twelve-month period from August to July but are earned during a school year of approximately nine to ten months. The salaries and benefits earned but unpaid are reported as a liability of the General Fund.

Unearned Revenues - Unearned revenues include grants received before eligibility requirements established by the provider have been met.

Compensated Absences - Employees of the School are allowed to accumulate unused personal leave to a maximum of 10 days. The School does not reimburse or otherwise compensate terminated employees for any unused personal leave. Therefore, no liability is reported in the financial statements for these compensated absences.

Pensions - The School participates in the Denver Public Schools Division Trust Fund (DPS Division), a single-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position (FNP), and additions to/deductions from the FNP of the DPS Division have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

OPEB - The School participates in the Denver Public Schools Health Care Trust Fund (DPS HCTF), a single-employer postemployment healthcare plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, OPEB expense, information about the fiduciary net position (FNP), and additions to and deductions from the FNP of the DPS HCTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefits paid on behalf of health care participants are recognized when due and/or payable in accordance with the benefit terms. Investments are reported at fair value.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 1: Summary of Significant Accounting Policies (Continued)

Assets, Liabilities and Net Position/Fund Balance (Continued)

Net Position/Fund Balance - In the government-wide and fund financial statements, net position and fund balance are restricted when constraints placed on the use of resources are externally imposed. The Board of Directors is authorized to establish a fund balance commitment through passage of a resolution and may assign fund balances to a specific purpose through an informal action.

The School has not established a formal policy for its use of restricted and unrestricted fund balances. However, if both restricted and unrestricted fund balances are available for a specific purpose, the School uses restricted fund balance first, followed by committed, assigned, and unassigned balances.

Risk Management

The School is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters. The School carries commercial insurance for these risks of loss.

Subsequent Events

The School has evaluated subsequent events through October 15, 2023, the date the financial statements were available to be issued.

Note 2: Cash and Investments

At June 30, 2023, the School had the following cash and investments:

Deposits	\$ 597,347
Investments	<u>2,020,192</u>
Total	<u>\$ 2,617,539</u>

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 2: Cash and Investments (Continued)

Deposits

The Colorado Public Deposit Protection Act (PDPA) requires all local governments to deposit cash in eligible public depositories. Eligibility is determined by State regulations. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. The PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution or held in trust for all uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits. At June 30, 2023, the School had bank deposits of \$347,147 collateralized with securities held by the financial institution's agent but not in the School's name.

Investments

The School is required to comply with State statutes which specify investment instruments meeting defined rating, maturity, and concentration risk criteria in which local governments may invest, which include the following. State statutes do not address custodial risk.

- Obligations of the United States and certain U.S. Agency securities
- Certain international agency securities
- General obligation and revenue bonds of U.S. local government entities
- Bankers' acceptances of certain banks
- Commercial paper
- Written repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts
- Local government investment pools

Interest Rate Risk - State statutes generally limit investments to an original maturity of five years unless the governing board authorizes the investment for a period in excess of five years.

Credit Risk - State statutes limit certain investments to those with specified ratings from nationally recognized statistical rating organizations, depending on the type of investment.

Concentration of Credit Risk - State statutes do not limit the amount the School may invest in a single issuer, except for corporate securities.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 2: Cash and Investments (Continued)

Investments (Continued)

Local Government Investment Pools - At June 30, 2023, the School had \$2,020,192 invested in the Colorado Local Government Liquid Asset Trust (Colotrust). The pools are investment vehicles established for local government entities in Colorado to pool surplus funds. The Colorado Division of Securities administers and enforces the requirements of creating and operating Colotrust. Colotrust operates in conformity with the Securities and Exchange Commission's Rule 2a-7, with each share valued at \$1. Colotrust is rated AAAM by Standard and Poor's. Investments of Colotrust are limited to those allowed by State statutes. A designated custodial bank provides safekeeping and depository services in connection with the direct investment and withdrawal functions. The custodian's internal records identify the investments owned by the participating governments.

Note 3: Capital Assets

Capital asset activity for the year ended June 30, 2023, is summarized below. Depreciation and amortization are combined in the following table.

Governmental Activities	Balance 06/30/22	Additions	Deletions	Balance 06/30/23
<i>Capital Assets, Being Depreciated</i>				
Equipment	\$ 35,749	\$ -	\$ -	\$ 35,749
Less: Accumulated Depreciation Equipment	<u>(30,974)</u>	<u>(1,102)</u>	<u>-</u>	<u>(32,076)</u>
Governmental Activities Capital Assets, <i>net</i>	<u>\$ 4,775</u>	<u>\$ (1,102)</u>	<u>\$ -</u>	<u>\$ 3,673</u>

Depreciation and amortization expenses were charged to the supporting services program of the School.

Note 4: Defined Benefit Pension Plan

General Information

Plan Description - Eligible employees of the School are provided with pensions through the DPS Division - a single-employer defined benefit pension plan administered by PERA. Plan benefits are specified in Title 24, Article 51 of the Colorado Revised Statutes (C.R.S.), administrative rules set forth at 8 C.C.R. 1502-1, and applicable provisions of the federal Internal Revenue Code. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 4: Defined Benefit Pension Plan (Continued)

General Information

Benefits Provided as of December 31, 2022 - PERA provides retirement, disability, and survivor benefits. Retirement benefits are determined by the amount of service credit earned and/or purchased, highest average salary, the benefit structure(s) under which the member retires, the benefit option selected at retirement, and age at retirement. Retirement eligibility is specified in tables set forth at C.R.S. § 24-51-602, 604, 1713, and 1714.

The lifetime retirement benefit for all eligible retiring employees under the Denver Public Schools (DPS) benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- \$15 times the first 10 years of service credit plus \$20 times service credit over 10 years plus a monthly amount equal to the annuitized member contribution account balance based on life expectancy and other actuarial factors.

The lifetime retirement benefit for all eligible retiring employees under the PERA benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.
- The value of the retiring employee's member contribution account plus a 100% match on eligible amounts as of the retirement date. This amount is then annuitized into a monthly benefit based on life expectancy and other actuarial factors.

In all cases the service retirement benefit is limited to 100% of highest average salary and cannot exceed the maximum benefit allowed by federal Internal Revenue Code.

Members may elect to withdraw their member contribution accounts upon termination of employment with all PERA employers; waiving rights to any lifetime retirement benefits earned. If eligible, the member may receive a match of either 50% or 100% on eligible amounts depending on when contributions were remitted to PERA, the date employment was terminated, whether 5 years of service credit has been obtained and the benefit structure under which contributions were made.

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 4: Defined Benefit Pension Plan (Continued)

General Information (Continued)

Upon meeting certain criteria, benefit recipients who elect to receive a lifetime retirement benefit generally receive post-retirement cost-of-living adjustments, referred to as annual increases in the C.R.S. Subject to the automatic adjustment provision (AAP) under C.R.S. § 24-51-413, eligible benefit recipients of the DPS benefit structure, and eligible benefit recipients under the PERA benefit structure who began membership before January 1, 2007, will receive the maximum annual increase (AI) or AI cap of 1.00% unless adjusted by the AAP. Eligible benefit recipients under the PERA benefit structure who began membership on or after January 1, 2007, will receive the lesser of an annual increase of the 1.00% AI cap or the average increase of the Consumer Price Index for Urban Wage Earners and Clerical Workers for the prior calendar year, not to exceed a determined increase that would exhaust 10% of PERA's Annual Increase Reserve (AIR) for the DPS Division. The AAP may raise or lower the aforementioned AI cap by up to 0.25% based on the parameters specified in C.R.S. § 24-51-413.

Disability benefits are available for eligible employees once they reach five years of earned service credit and are determined to meet the definition of a disability. The disability benefit amount is based on the lifetime retirement benefit formulas shown above considering a minimum of 20 years of service credit, if deemed disabled.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure(s) in place under which service credit was obtained, and the qualified survivor(s) who will receive the benefits.

Contribution provisions as of June 30, 2023 - Eligible employees of the School and the State are required to contribute to the DPS Division at a rate set by Colorado statute. The contribution requirements for the DPS Division are established under C.R.S. § 24-51-401, *et seq.* and § 24-51-413. Eligible employees are required to contribute 11.00 percent of their PERA-includable salary period of July 01, 2022 through June 30, 2023. The School's contribution rate was 11.40% of covered salaries for July 01, 2022 through June 30, 2023. However, a portion of the School's contribution (1.02% of covered salaries) is allocated to the Health Care Trust Fund (See Note 6. In addition, the portion of employer contributions allocated to PCOP offset as specified in C.R.S. § 24-51-412 was 11.72% from July 01, 2022 through December 31, 2022, and 10.93% from January 1, 2023 through June 30, 2023. Contribution rates for the DPS Division are expressed as a percentage of salary as defined in C.R.S. § 24-51-101(42).

Employer contributions are recognized by the DPS Division in the period in which the compensation becomes payable to the member and the School is statutorily committed to pay the contributions to the DPS Division. Employer contributions recognized by the DPS Division from the School were \$204,131 for the year ended June 30, 2023.

Compass Academy
(A Component Unit of Denver Public Schools)
 Notes to Financial Statements
 June 30, 2023

Note 4: Defined Benefit Pension Plan (Continued)

General Information (Continued)

For purposes of GASB 68 paragraph 15, a circumstance exists in which a nonemployer contributing entity is legally responsible for making contributions to the DPS Division and is considered to meet the definition of a special funding situation. As specified in C.R.S. § 24-51-414, the State is required to contribute \$225 million (actual dollars) direct distribution each year to PERA starting on July 1, 2018. A portion of the direct distribution payment is allocated to the DPS Division based on the proportionate amount of annual payroll of the DPS Division to the total annual payroll of the DPS Division, State Division Trust Fund, School Division Trust Fund, and Judicial Division Trust Fund. House Bill (HB) 22-1029, instructed the State treasurer to issue an additional direct distribution to PERA in the amount of \$380 million (actual dollars), upon enactment. The July 1, 2023 payment is reduced by \$190 million (actual dollars) to \$35 million (actual dollars). The July 1, 2024 payment will not be reduced due to PERA's negative investment return in 2022. Senate Bill (SB) 23-056, enacted June 2, 2023, requires an additional direct distribution of approximately \$14.5 million (actual dollars), for a total of approximately \$49.5 million (actual dollars) to be contributed July 1, 2023.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

The net pension liability for the DPS Division was measured as of December 31, 2022, and the total pension liability (TPL) used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2021. Standard update procedures were used to roll forward the TPL to December 31, 2022. The School proportion of the net pension liability was based on School contributions to the DPS Division for the calendar year 2022 relative to the total contributions of participating employers and the State as a nonemployer contributing entity.

At June 30, 2023, the School reported a liability of \$1,346,427 for its proportionate share of the net pension liability that reflected a reduction for support from the State as a nonemployer contributing entity. The amount recognized by the School as its proportionate share of the net pension liability, the related support from the State as a nonemployer contributing entity, and the total portion of the net pension liability that was associated with the School were as follows:

School's proportionate share of net pension liability	\$ 2,304,419
Liability as a nonemployer contributing entity associated	<u>(957,992)</u>
Proportionate share of the net pension liability	<u>\$ 1,346,427</u>

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Financial Statements
June 30, 2023

Note 4: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

At December 31, 2022, the School's proportion was 0.1551667532%, which was a decrease of 0.0383709998% from its proportion measured at December 31, 2021. For the year ended June 30, 2023, the School recognized pension expense of \$95,315 and benefit of \$142,261 due to support from the State as a nonemployer contributing entity.

At June 30, 2023, the School reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 47,619	\$ -
Changes of assumptions and other inputs	47,060	-
Net difference between projected and actual earnings on plan investments	510,007	-
Changes in proportion	112,519	360,213
Contributions subsequent to the measurement date	107,082	-
Total	\$ 824,287	\$ 360,213

\$107,082 reported as deferred outflows of resources related to pensions, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

<u>Year Ended June 30,</u>			
2023		\$	(50,445)
2024			(41,727)
2025			153,621
2026			295,543
Total		\$	356,992

Compass Academy
 (A Component Unit of Denver Public Schools)
 Notes to Financial Statements
 June 30, 2023

Note 4: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Actuarial Assumptions - The TPL in the December 31, 2021, actuarial valuation was determined using the following actuarial cost method, actuarial assumptions and other inputs:

Actuarial cost method	Entry age
Price inflation	2.3%
Real wage growth	0.7%
Wage inflation	3.0%
Salary increases, including wage inflation	3.8% - 11.5%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Post-employment benefit increases:	
Hired prior to 1/1/2007	1.00%
Hired after 12/31/2006	Financed by the AIR

The mortality tables described below are generational mortality tables developed on a benefit-weighted basis.

Pre-retirement mortality assumptions were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions were based on the PubT-2010 Healthy Retiree Table, adjusted as follows:

- Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled beneficiary mortality assumptions were based on the Pub-2010 Contingent Survivor Table, adjusted as follows:

- Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
- Females: 105% of the rates for all ages, with generational projection using scale MP-2019.

Disabled mortality assumptions were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

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Note 4: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The actuarial assumptions used in the December 31, 2021, valuation were based on the results of the 2020 experience analysis for the periods January 1, 2016, through December 31, 2019, and were adopted by the PERA Board during the November 20, 2020, Board meeting.

The long-term expected return on plan assets is reviewed as part of regular experience studies prepared at least every five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors were considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation.

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	54.00%	5.60%
Fixed Income	23.00%	1.30%
Private Equity	8.50%	7.10%
Real Estate	8.50%	4.40%
Alternatives	6.00%	4.70%
Total	<u>100.00%</u>	

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Note 4: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected nominal rate of return assumption of 7.25%.

Discount rate - The discount rate used to measure the TPL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employee contributions were assumed to be made at the member contribution rates in effect for each year, including the scheduled increases in Senate Bill (SB) 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employee contributions for future plan members were used to reduce the estimated amount of total service costs for future plan members.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law for each year, including the scheduled increase in SB 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employer contributions also include the current and estimated future AED and SAED, until the actuarial value funding ratio reaches 103%, at which point the AED and SAED will each drop 0.50% every year until they are zero. Additionally, estimated employer contributions reflect reductions for the funding of the AIR and retiree health care benefits. For future plan members, employer contributions were further reduced by the estimated amount of total service costs for future plan members not financed by their member contributions.
- Employer contributions for the DPS Division are reduced by an amount equal to the principal payments plus interest necessary each year to finance the pension certificates of participation (PCOPs) issued in 1997 and 2008 and refinanced thereafter
- As specified in law, the State, as a nonemployer contributing entity, will provide an annual direct distribution of \$225 million (actual dollars), which commenced July 1, 2018, that is proportioned between the State, School, Judicial, and DPS Division Trust Funds based upon the covered payroll of each Division. The annual direct distribution ceases when all Division Trust Funds are fully funded.
- HB 22-1029, effective upon enactment in 2022, required the State treasurer to issue, in addition to the regularly scheduled \$225 million (actual dollars) direct distribution, a warrant to PERA in the amount of \$380 million (actual dollars). The July 1, 2023, direct distribution is reduced by \$190 million (actual dollars) to \$35 million (actual dollars). The July 1, 2024, direct distribution will not be reduced from \$225 million (actual dollars) due to PERA's negative investment return in 2022.

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Note 4: Defined Benefit Pension Plan (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- The AIR balance was excluded from the initial FNP, as, per statute, AIR amounts cannot be used to pay benefits until transferred to either the retirement benefits reserve or the survivor benefits reserve, as appropriate. AIR transfers to the FNP and the subsequent AIR benefit payments were estimated and included in the projections.
- Benefit payments and contributions were assumed to be made at the middle of the year.

Based on the above assumptions and methods, DPS Division's FNP was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on pension plan investments was applied to all periods of projected benefit payments to determine the TPL. The discount rate determination does not use the municipal bond rate index, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Sensitivity of the School's proportionate share of the net pension liability to changes in the discount rate - The following presents the School's proportionate share of the net pension liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate, as follows:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net pension liability	\$ 2,278,720	\$ 1,346,427	\$ 577,933

Pension plan fiduciary net position - Detailed information about the DPS Division's FNP is available in PERA's ACFR, which may be obtained at www.copera.org/investments/pera-financial-reports.

Note 5: Pension Certificates of Participation

Beginning in 2008, the District issued Taxable Pension Certificates of Participation (PCOPs) to fund the liabilities of the DPSD (See Note 4). For the year ended June 30, 2023, the School contributed 11.3% of covered salaries, totaling \$259,540, to the District to cover its obligation relating to the PCOPs.

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Note 6: Postemployment Healthcare Benefits

General Information

Plan Description - Eligible employees of the School are provided with postemployment benefits other than pensions (OPEB) through the DPS HCTF - a single-employer defined benefit OPEB plan administered by PERA. The DPS HCTF is established under Title 24, Article 51, Part 12 of the Colorado Revised Statutes (C.R.S.), as amended, and sets forth a framework that grants authority to the PERA Board to contract, self-insure, and authorize disbursements necessary in order to carry out the purposes of the PERACare program, including the administration of the premium subsidies. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

Benefits Provided - The DPS HCTF provides a healthcare premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans, however, the subsidy is not available if only enrolled in the dental and/or vision plan(s). The health care premium subsidy is based upon the benefit structure under which the member retires and the member's years of service credit. For members who retire having service credit with employers in the Denver Public Schools (DPS) Division and one or more of the other four Divisions (State, School, Local Government and Judicial), the premium subsidy is allocated between the DPS HCTF and the Health Care Trust Fund (HCTF). The basis for the amount of the premium subsidy funded by each trust fund is the percentage of the member contribution account balance from each division as it relates to the total member contribution account balance from which the retirement benefit is paid.

C.R.S. § 24-51-1202 *et seq.* specifies the eligibility for enrollment in the health care plans offered by PERA and the amount of the premium subsidy. The law governing a benefit recipient's eligibility for the subsidy and the amount of the subsidy differs slightly depending under which benefit structure the benefits are calculated. All benefit recipients under the PERA benefit structure and all retirees under the DPS benefit structure are eligible for a premium subsidy, if enrolled in a health care plan under PERACare. Upon the death of a DPS benefit structure retiree, no further subsidy is paid.

Enrollment in the PERACare is voluntary and is available to benefit recipients and their eligible dependents, certain surviving spouses, and divorced spouses and guardians, among others. Eligible benefit recipients may enroll into the program upon retirement, upon the occurrence of certain life events, or on an annual basis during an open enrollment period.

Compass Academy
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Notes to Financial Statements
June 30, 2023

Note 6: Postemployment Healthcare Benefits (Continued)

General Information (Continued)

PERA Benefit Structure

The maximum service-based premium subsidy is \$230 per month for benefit recipients who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for benefit recipients who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for benefit recipients with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The benefit recipient pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For benefit recipients who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, C.R.S. § 24-51-1206(4) provides an additional subsidy. According to the statute, PERA cannot charge premiums to benefit recipients without Medicare Part A that are greater than premiums charged to benefit recipients with Part A for the same plan option, coverage level, and service credit. Currently, for each individual PERACare enrollee, the total premium for Medicare coverage is determined assuming plan participants have both Medicare Part A and Part B and the difference in premium cost is paid by the DPS HCTF or the HCTF on behalf of benefit recipients not covered by Medicare Part A.

DPS Benefit Structure

The maximum service-based premium subsidy is \$230 per month for retirees who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for retirees who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for retirees with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The retiree pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For retirees who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, the DPS HCTF or the HCTF pays an alternate service-based premium subsidy. Each individual retiree meeting these conditions receives the maximum \$230 per month subsidy reduced appropriately for service less than 20 years, as described above. Retirees who do not have Medicare Part A pay the difference between the total premium and the monthly subsidy.

Contributions - Pursuant to Title 24, Article 51, Section 208(1)(f) of the C.R.S., as amended, certain contributions are apportioned to the DPS HCTF. PERA reporting agencies of the DPS Division are required to contribute at a rate of 1.02% of PERA-includable salary into the DPS HCTF.

Compass Academy
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Notes to Financial Statements
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Note 6: Postemployment Healthcare Benefits (Continued)

General Information (Continued)

Employer contributions are recognized by the DPS HCTF in the period in which the compensation becomes payable to the member and the School is statutorily committed to pay the contributions. Employer contributions recognized by the DPS HCTF from the School were \$23,394 for the year ended June 30, 2023.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2023, the School reported a liability of \$23,345, for its proportionate share of the net OPEB liability. The net OPEB liability for the DPS HCTF was measured as of December 31, 2022, and the total OPEB liability (TOL) used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2021. Standard update procedures were used to roll forward the TOL to 2022. The School's proportion of the net OPEB liability was based on the School's contributions to the DPS HCTF for the calendar year ended December 31, 2022, relative to the total contributions of all participating employers to the DPS HCTF.

At December 31, 2022, the School's proportion was 0.2656182003%, which was an increase of 0.2481820004% from its proportion measured at December 31, 2021.

For the year ended June 30, 2023, the School recognized OPEB expense of \$8,776. At June 30, 2023, the School reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 25,036
Changes of assumptions and other inputs	3	11,159
Net difference between projected and actual earnings on plan investments	13,236	-
Changes in proportion	19,790	3,572
Contributions subsequent to the measurement date	11,963	-
Total	<u>\$ 44,992</u>	<u>\$ 39,767</u>

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Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

\$11,963 reported as deferred outflows of resources related to OPEB, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net OPEB liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

<u>Year Ended June 30,</u>		
2024	\$	833
2025		277
2026		(1,974)
2027		(307)
2028		(3,825)
Thereafter		<u>(1,742)</u>
Total	\$	<u>(6,738)</u>

Actuarial Assumptions - The TOL in the December 31, 2021 actuarial valuation was determined using the following actuarial cost method, actuarial assumptions and other inputs:

Actuarial cost method	Entry age
Price inflation	2.3%
Real wage growth	0.7%
Wage inflation	3.0%
Salary increases, including wage inflation	3.8% - 11.5%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Health care cost trend rates:	
PERA benefit structure:	
Service-based premium subsidy	0.0%
PERACare Medicare plans:	
6.50% for 2022, gradually decreasing to 4.50% in 2030	
Medicare Part A premiums:	
3.75% for 2022, gradually increasing to 4.50% in 2029	
DPS benefit structure:	
Service-based premium subsidy	0.0%
PERACare Medicare plans:	N/A
Medicare Part A premiums:	N/A

Compass Academy
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Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Beginning January 1, 2022, the per capita health care costs are developed by plan option; based on 2022 premium rates for the UnitedHealthcare Medicare Advantage Prescription Drug (MAPD) PPO plan #1, the UnitedHealthcare MAPD PPO plan #2, and the Kaiser Permanente MAPD HMO plan. Actuarial morbidity factors are then applied to estimate individual retiree and spouse costs by age, gender, and health care cost trend. This approach applies for all members and is adjusted accordingly for those not eligible for premium-free Medicare Part A for the PERA benefit structure.

The 2022 Medicare Part A premium is \$471 (actual dollars) per month.

The 2022 Medicare Part A premium is \$499 (actual dollars) per month.

All costs are subject to the health care cost trend rates, as discussed below.

Health care cost trend rates reflect the change in per capita health costs over time due to factors such as medical inflation, utilization, plan design, and technology improvements. For the PERA benefit structure, health care cost trend rates are needed to project the future costs associated with providing benefits to those PERACare enrollees not eligible for premium-free Medicare Part A.

Health care cost trend rates for the PERA benefit structure are based on published annual health care inflation surveys in conjunction with actual plan experience (if credible), building block models and industry methods developed by health plan actuaries and administrators. In addition, projected trends for the Federal Hospital Insurance Trust Fund (Medicare Part A premiums) provided by the Centers for Medicare & Medicaid Services are referenced in the development of these rates. Effective December 31, 2021, the health care cost trend rates for Medicare Part A premiums were revised to reflect the current expectation of future increases in rates of inflation applicable to Medicare Part A premiums.

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Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

The PERA benefit structure health care cost trend rates used to measure the TOL are summarized in the table below:

Year	PERACare Medicare Plans	Medicare Part A Premiums
2022	6.50%	3.75%
2023	6.25%	4.00%
2024	6.00%	4.00%
2025	5.75%	4.00%
2026	5.50%	4.25%
2027	5.25%	4.25%
2028	5.00%	4.25%
2029	4.75%	4.50%
2030+	4.50%	4.50%

Mortality assumptions used in the December 31, 2021, valuation for the determination of the total pension liability for the DPS Division as shown reflect generational mortality and were applied, as applicable, in the determination of the TOL for the DPS HCTF, but developed using a headcount-weighted basis. Reporting agencies of the DPS Division participate in the DPS HCTF.

The pre-retirement mortality assumptions were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions were based on the PubT-2010 Healthy Retiree Table, adjusted as follows:

- Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.
- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled beneficiary mortality assumptions were based on the PubT-2010 Contingent Survivor Table, adjusted as follows:

- Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
- Females: 105% of the rates for all ages, with generational projection using scale MP-2019.

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June 30, 2023

Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Disabled mortality assumptions were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

The following health care costs assumptions were updated and used in the roll-forward calculation for the DPS HCTF :

- Per capita health care costs in effect as of December 31, 2021, valuation date for those PERACare enrollees under the PERA benefit structure who are expected to be age 65 and older and are not eligible for premium-free Medicare Part A benefits have been updated to reflect costs for the 2022 plan year.
- The December 31, 2021, valuation utilizes premium information as of January 1, 2022, as the initial per capita health care cost. As of that date, PERACare health benefits administration is performed by UnitedHealthcare. In that transition, the costs for the Medicare Advantage Option #2 decreased to a level that is lower than the maximum possible service-related subsidy as described in the plan provisions.
- The health care cost trend rates applicable to health care premiums were revised to reflect the then-current expectation of future increases in those premiums. Medicare Part A premiums continued with the prior valuation trend pattern.

Effective for the December 31, 2022, measurement date, the timing of the retirement decrement was adjusted to middle-of-year within the valuation programming used to determine the TOL reflecting a recommendation from the 2022 actuarial audit report, dated October 14, 2022, summarizing the results of the actuarial audit performed on the December 31, 2021, actuarial valuation.

The actuarial assumptions used in the December 31, 2021, valuation were based on the results of the 2020 experience analysis for the period January 1, 2016, through December 31, 2019, and were reviewed and adopted by PERA's Board during the November 20, 2020, meeting.

The long-term expected return on plan assets is reviewed as part of regular experience studies prepared at least five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors were considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

Compass Academy
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Notes to Financial Statements
June 30, 2023

Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized, as presented previously (See Note 4).

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected rate of return assumption of 7.25%.

Discount Rate - The discount rate used to measure the TOL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Updated health care cost trend rates for Medicare Part A premiums as of the December 31, 2022, measurement date.
- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law and effective as of the measurement date.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- Estimated transfers of dollars into the DPS HCTF representing a portion of purchase service agreements intended to cover the costs associated with OPEB benefits.
- Benefit payments and contributions were assumed to be made at the middle of the year.

Based on the above assumptions and methods, the projection test indicates the DPS HCTF's FNP was projected to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Compass Academy
(A Component Unit of Denver Public Schools)
 Notes to Financial Statements
 June 30, 2023

Note 6: Postemployment Healthcare Benefits (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Sensitivity of the School's proportionate share of the net OPEB liability to changes in the discount rate - The following presents the proportionate share of the net OPEB liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate, as follows:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net OPEB liability	\$ <u>39,508</u>	\$ <u>23,345</u>	\$ <u>9,576</u>

Sensitivity of the School's proportionate share of the net OPEB liability to changes in the Healthcare Cost Trend Rates - The following presents the net OPEB liability using the current healthcare cost trend rates applicable to the PERA benefit structure, ranging from 3.00% to 7.25%, as well as if it were calculated using healthcare cost trend rates that are one percentage point lower or one percentage point higher than the current rates, as follows:

	1% Decrease	Current Healthcare Cost Trend Rates	1% Increase
Proportionate share of the net OPEB liability	\$ <u>22,753</u>	\$ <u>23,345</u>	\$ <u>23,831</u>

OPEB Plan Fiduciary Net Position - Detailed information about the DPS HCTF's fiduciary net position is available in PERA's separately issued financial report, which may be obtained at www.copera.org/investments/pera-financial-reports.

Note 7: Commitments and Contingencies

Claims and Judgments

The School participates in a number of federal and state programs that are fully or partially funded by revenues received from other governmental entities. Expenditures financed by these revenues are subject to audit by the appropriate government. If expenditures are disallowed due to noncompliance with program regulations, the School may be required to reimburse the other government. At June 30, 2023, significant amounts of related expenditures have not been audited but the School believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the School.

Compass Academy
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Notes to Financial Statements
June 30, 2023

Note 7: Commitments and Contingencies (Continued)

TABOR Amendment

In November 1992, Colorado voters passed the TABOR Amendment to the State Constitution which limits state and local government taxing powers and imposes spending limitations. The Amendment is subject to many interpretations, but the School believes it is in substantial compliance with the Amendment. In accordance with the Amendment, the School has established an emergency reserve representing 3% of qualifying expenditures. At June 30, 2023, the reserve was reported as restricted fund balance in the General Fund, in the amount of \$123,000.

Facility Use Agreement

The School approved a facility use agreement with the District to utilize educational facilities owned by the District. For the year ended June 30, 2023, the School paid facility use fees of \$770 per student, which total \$208,778.

Required Supplementary Information

Compass Academy
(A Component Unit of Denver Public Schools)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net Pension Liability and Contributions
 Public Employees' Retirement Association of Colorado
 Denver Public Schools Division Trust Fund
 June 30, 2023

Measurement Date	<u>12/31/22</u>	<u>12/31/21</u>	<u>12/31/20</u>
Proportionate Share of the Net Pension Liability			
School's Proportion of the Net Pension Liability	0.1551667532%	0.1935377530%	0.2507898971%
Net Pension Liability			
School's Proportionate Share	\$ 1,346,427	\$ 11,556	\$ 1,128,339
State's Proportionate Share	<u>957,992</u>	<u>3,393</u>	<u>-</u>
Net Proportionate Share	\$ 2,304,419	\$ 14,949	\$ 1,128,339
School's Covered-Employee Payroll	\$ 2,275,013	\$ 2,096,691	\$ 1,974,994
School's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll	59%	1%	57%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	82%	100%	90%
Reporting Date	<u>6/30/23</u>	<u>6/30/22</u>	<u>6/30/21</u>
School Contributions			
Statutorily Required Contribution	\$ 204,131	\$ 185,108	\$ 146,897
Contributions in Relation to the Statutorily Required Contribution	<u>(204,131)</u>	<u>(185,108)</u>	<u>(146,897)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
School's Covered-Employee Payroll	\$ 2,293,563	\$ 2,247,312	\$ 1,968,813
Contributions as a Percentage of Covered Payroll	8.90%	8.24%	7.46%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

(Continued)

Compass Academy
(A Component Unit of Denver Public Schools)
Required Supplementary Information
Schedule of Proportionate Share of the Net Pension Liability and Contributions
Public Employees' Retirement Association of Colorado
Denver Public Schools Division Trust Fund
June 30, 2023
(Continued)

Measurement Date	12/31/19	12/31/18	12/31/17	12/31/16	12/31/15
Proportionate Share of the Net Pension Liability					
School's Proportion of the Net Pension Liability	0.1900398390%	0.1770018951%	0.2123690019%	0.1419521123%	0.1090368165%
Net Pension Liability					
School's Proportionate Share	\$ 1,252,066	\$ 1,810,554	\$ 1,903,909	\$ 1,555,046	\$ 887,053
State's Proportionate Share	554,889	938,038	-	-	-
Net Pension Liability	\$ 1,806,955	\$ 2,748,592	\$ 1,903,909	\$ 1,555,046	\$ 887,053
School's Covered-Employee Payroll	\$ 2,047,943	\$ 1,951,132	\$ 1,437,301	\$ 937,963	\$ 341,143
School's Proportionate Share of the Net Pension Liability as a Percentage of Covered-Employee Payroll	61%	141%	132%	166%	260%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	85%	76%	80%	74%	79%
Reporting Date					
	6/30/20	6/30/19	6/30/18	6/30/17	6/30/16
School Contributions					
Statutorily Required Contribution	\$ 127,712	\$ 62,060	\$ 77,346	\$ 40,740	\$ 14,592
Contributions in Relation to the Statutorily Required Contribution	(127,712)	(62,060)	(77,346)	(40,740)	(14,592)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -	\$ -
School's Covered-Employee Payroll	\$ 1,977,345	\$ 2,109,107	\$ 1,700,234	\$ 1,202,291	\$ 725,438
Contributions as a Percentage of Covered Payroll	6.46%	2.94%	4.55%	3.39%	2.01%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

Compass Academy
(A Component Unit of Denver Public Schools)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions
 Public Employees' Retirement Association of Colorado
 Denver Public Schools Health Care Trust Fund
 June 30, 2023

Measurement Date	12/31/22	12/31/21
Proportionate Share of the Net OPEB Liability		
School's Proportion of the Net OPEB Liability	0.2656182003%	0.2481820004%
School's Proportionate Share of the Net OPEB Liability	\$ 23,345	\$ 26,106
School's Covered Payroll	\$ 2,275,013	\$ 2,096,691
School's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	1%	1%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	86%	84%
Reporting Date	6/30/23	6/30/22
School Contributions		
Statutorily Required Contribution	\$ 23,394	\$ 22,923
Contributions in Relation to the Statutorily Required Contribution	(23,394)	(22,923)
Contribution Deficiency (Excess)	\$ -	\$ -
School's Covered Payroll	\$ 2,293,563	\$ 2,247,312
Contributions as a Percentage of Covered Payroll	1.02%	1.02%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

(Continued)

Compass Academy
(A Component Unit of Denver Public Schools)
 Required Supplementary Information
 Schedule of Proportionate Share of the Net OPEB Liability and Contributions
 Public Employees' Retirement Association of Colorado
 Denver Public Schools Health Care Trust Fund
 June 30, 2023
(Continued)

Measurement Date	12/31/20	12/31/19	12/31/18	12/31/17
Proportionate Share of the Net OPEB Liability				
School's Proportion of the Net OPEB Liability	0.2507994835%	0.2742513415%	0.2687029788%	0.2114831230%
School's Proportionate Share of the Net OPEB Liability	\$ 57,413	\$ 101,026	\$ 121,373	\$ 107,770
School's Covered Payroll	\$ 1,974,994	\$ 2,047,943	\$ 1,951,132	\$ 1,512,483
School's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	3%	5%	6%	7%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	65%	47%	35%	30%
Reporting Date	6/30/21	6/30/20	6/30/19	6/30/18
School Contributions				
Statutorily Required Contribution	\$ 20,082	\$ 20,169	\$ 21,513	\$ 17,342
Contributions in Relation to the Statutorily Required Contribution	(20,082)	(20,169)	(21,513)	(17,342)
Contribution Deficiency (Excess)	\$ -	\$ -	\$ -	\$ -
School's Covered Payroll	\$ 1,968,813	\$ 1,977,345	\$ 2,109,107	\$ 1,787,751
Contributions as a Percentage of Covered Payroll	1.02%	1.02%	1.02%	0.97%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

Compass Academy
(A Component Unit of Denver Public Schools)
Budgetary Comparison Schedule
General Fund
For the Year Ended June 30, 2023

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
Revenues				
<i>Local Sources</i>				
District Mill Levy	\$ 709,399	\$ 730,317	\$ 715,817	\$ (14,500)
Grants	145,000	175,000	222,271	47,271
Investment Income	-	5,500	24,242	18,742
Fees	7,800	7,350	5,565	(1,785)
Other	7,000	19,000	3,245	(15,755)
Total Local Sources	869,199	937,167	971,140	33,973
<i>State Sources</i>				
Per Pupil Revenue	2,653,459	2,537,149	2,537,174	25
Additional At-Risk Funding	-	3,698	3,241	(457)
Capital Construction	39,099	41,405	50,748	9,343
Grants	385,887	400,766	488,861	88,095
Total State Sources	3,078,445	2,983,018	3,080,024	97,006
<i>Federal Sources</i>				
Grants	626,000	678,203	678,370	167
Total Revenues	4,573,644	4,598,388	4,729,534	131,146
Expenditures				
Salaries	2,527,809	2,427,310	2,409,516	17,794
Benefits	718,216	660,854	713,417	(52,563)
Purchased Services	1,218,612	1,297,290	1,189,710	107,580
Supplies and Materials	95,378	106,967	115,858	(8,891)
Property	35,500	82,726	79,168	3,558
Other	77,517	82,084	10,438	71,646
Total Expenditures	4,673,032	4,657,231	4,518,107	139,124
Net Change in Fund Balance	(99,388)	(58,843)	211,427	270,270
Fund Balance, Beginning of year	2,301,935	2,566,504	2,566,505	1
Fund Balance, End of year	\$ 2,202,547	\$ 2,507,661	\$ 2,777,932	\$ 270,271

Compass Academy
(A Component Unit of Denver Public Schools)
Notes to Required Supplementary Information
June 30, 2023

Note 1: Schedule of Proportionate Share of the Net Pension Liability and Contributions

The Public Employees' Retirement Association of Colorado (PERA) Denver Public Schools Division Trust Fund's net pension liability and associated amounts are measured annually at December 31, based on an actuarial valuation as of the previous December 31. The School's contributions and related ratios represent cash contributions and any related accruals that coincide with the School's fiscal year ending on June 30.

Changes in Assumptions and Other Inputs

For the year ended June 30, 2023, the total pension liability was determined by an actuarial valuation as of December 31, 2021. The following revised economic and demographic assumptions were effective as of December 31, 2021.

- Investment rate of return assumption of 7.25% per year, compounded annually. This assumption did not change from the prior year.
- Price inflation assumption of 2.3% per year. This assumption did not change from the prior year.
- Real rate of investment return assumption of 4.85% per year, net of investment expenses. The rate reflected in the roll-forward calculation of the collective total pension liability to the measurement date was 7.25%. This assumption did not change from prior year.
- Wage inflation assumption of 3.0% per year. This assumption did not change from the prior year.
- Healthy and disabled mortality assumptions are based on the PubT-2010 Employee Tables.

Note 2: Stewardship, Compliance and Accountability

Budgets and Budgetary Accounting

A budget is adopted for the School on a basis consistent with generally accepted accounting principles.

Management submits to the Board of Directors a proposed budget for the fiscal year commencing the following July 1, for their approval. The budget includes proposed expenditures and the means of financing them.

Expenditures may not legally exceed appropriations at the fund level. Revisions that alter the total expenditures of any fund must be approved by the Board of Directors.

All appropriations lapse at fiscal year-end.

**COMPASS ACADEMY
BOARD FINANCIAL DASHBOARD
September 30, 2023**

		GREEN	YELLOW	RED
CURRENT RATIO(current assets/current liabilities)	13.82	1.75	1.5	1.25
CASH LIQUIDITY RATIO(cash/current liabilities)	12.53	1.5	1.25	1
DAYS CASH ON HAND	210.71	>90	<90	<30

		GREEN	YELLOW	RED
PROJECTED UNASSIGNED FUND BALANCE	\$ 2,579,867	> 10% of Expenses or \$440,722	> 5% of Expenses or \$220,361	> 0% of Expenses or \$0

BALANCE SHEET OVERVIEW	
TOTAL ASSETS	\$ 2,805,465
TOTAL LIABILITIES	\$ 203,043
FUND BALANCE	
6710 · Non-Spendable Fund Balance	\$ -
6721 · TABOR 3% Emergency Reserve	\$ 123,000
6760 · Assigned Fund Balance	\$ 13,860
6770 · Unassigned Fund Balance	\$ 2,641,072
Net Income	\$ (175,510)
TOTAL FUND BALANCE	\$ 2,602,422

FY24 ENROLLMENT FORECAST				
Funded Pupil Count (FPC)	6th	7th	8th	Total
Budgeted	55	65	91	211
Current Count	52	68	80	200
Variance	-3	3	-11	-11
Pupil Revenue (PPR)	-\$39,831	\$39,831	-\$146,047	-\$146,047
1500 · Interest Income	\$ 27,934			

PROFIT & LOSS vs. BUDGET OVERVIEW			
	ACTUAL	ANNUAL BUDGET	% OF ANNUAL BUDGET
TOTAL INCOME	\$ 865,367	\$ 4,415,615	20%
TOTAL EXPENSES	\$ 1,040,877	\$ 4,407,229	24%
NET INCOME	\$ (175,510)	\$ 8,386	-2093%

Percentage of the way through the fiscal year: 25%
Items that are 10% or \$10,000 over the budget are as follows:

- Supplies (0600) - 71% of budget spent

Compass Academy Profit & Loss Budget vs. Actual Collap. July through September 2023

	FY23				FY24			
	Jul - Sep 22	Budget	\$ Over Budget	% of Budget	Jul - Sep 23	Budget	\$ Over Budget	% of Budget
Income								
1000 · Local Revenue Source	188,570	937,167	-748,597	20%	218,504	970,255	-751,751	23%
3000 · State Revenue	4,281	445,869	-441,588	1%	28,605	382,044	-353,439	7%
4000 · Federal Revenue	45,516	678,203	-632,687	7%	48,270	657,964	-609,694	7%
5700 · PPR	668,105	2,537,149	-1,869,044	26%	569,988	2,405,352	-1,835,364	24%
Total Income	<u>906,472</u>	<u>4,598,388</u>	<u>-3,691,916</u>	<u>20%</u>	<u>865,367</u>	<u>4,415,615</u>	<u>-3,550,248</u>	<u>20%</u>
Gross Profit	906,472	4,598,388	-3,691,916	20%	865,367	4,415,615	-3,550,248	20%
Expense								
0100 · Salaries	565,072	2,427,310	-1,862,238	23%	568,263	2,288,357	-1,720,094	25%
0200 · Employee Benefits	134,667	660,853	-526,186	20%	131,899	658,686	-526,787	20%
0300 · Purchased Profess and Tech Ser	90,708	426,437	-335,729	21%	95,538	426,729	-331,191	22%
0400 · Purchased Prop. Services	2,830	18,462	-15,632	15%	6,344	24,201	-17,857	26%
0500 · Other Purchased Services	154,715	852,391	-697,676	18%	153,035	793,967	-640,932	19%
0600 · Supplies	57,548	106,967	-49,419	54%	68,014	95,808	-27,794	71%
0700 · Property	44,928	82,726	-37,798	54%	12,310	39,502	-27,192	31%
0800 · Other Objects	2,822	82,084	-79,262	3%	5,473	79,979	-74,506	7%
Total Expense	<u>1,053,290</u>	<u>4,657,230</u>	<u>-3,603,940</u>	<u>23%</u>	<u>1,040,877</u>	<u>4,407,229</u>	<u>-3,366,352</u>	<u>24%</u>
Net Income	<u><u>-146,818</u></u>	<u><u>-58,842</u></u>	<u><u>-87,976</u></u>	<u><u>250%</u></u>	<u><u>-175,510</u></u>	<u><u>8,386</u></u>	<u><u>-183,896</u></u>	<u><u>-2,093%</u></u>

Compass Academy Balance Sheet Prev Year Comparison As of September 30, 2023

	<u>Sep 30, 23</u>	<u>Sep 30, 22</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
8101 · First Bank	495,879	2,593,325	-2,097,446	-81%
8101a · ColoTrust Account 8001	2,047,940	0	2,047,940	100%
8101b · Petty Cash	400	200	200	100%
Total Checking/Savings	<u>2,544,219</u>	<u>2,593,525</u>	<u>-49,305</u>	<u>-2%</u>
Accounts Receivable				
8142 · Grants Receivable	261,246	0	261,246	100%
Total Accounts Receivable	<u>261,246</u>	<u>0</u>	<u>261,246</u>	<u>100%</u>
Total Current Assets	<u>2,805,465</u>	<u>2,593,525</u>	<u>211,940</u>	<u>8%</u>
TOTAL ASSETS	<u>2,805,465</u>	<u>2,593,525</u>	<u>211,940</u>	<u>8%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	30,834	24,665	6,169	25%
Total Accounts Payable	<u>30,834</u>	<u>24,665</u>	<u>6,169</u>	<u>25%</u>
Credit Cards				
7421cc · First Bank Credit Card	1,040	237	803	339%
Total Credit Cards	<u>1,040</u>	<u>237</u>	<u>803</u>	<u>339%</u>
Other Current Liabilities				
7461 · YE Payroll Liabilities	172,070	151,604	20,466	14%
7471 · Payroll Liabilities	-900	-2,668	1,767	66%
Total Other Current Liabilities	<u>171,170</u>	<u>148,936</u>	<u>22,234</u>	<u>15%</u>
Total Current Liabilities	<u>203,043</u>	<u>173,838</u>	<u>29,205</u>	<u>17%</u>
Total Liabilities	<u>203,043</u>	<u>173,838</u>	<u>29,205</u>	<u>17%</u>
Equity				
6721 · TABOR 3% Emergency Reserve	123,000	118,000	5,000	4%
6760 · Assigned Fund Balance	13,860	0	13,860	100%
6770 · Unassigned Fund Balance	2,641,072	2,448,505	192,567	8%
Net Income	<u>-175,510</u>	<u>-146,818</u>	<u>-28,692</u>	<u>-20%</u>
Total Equity	<u>2,602,422</u>	<u>2,419,687</u>	<u>182,735</u>	<u>8%</u>
TOTAL LIABILITIES & EQUITY	<u>2,805,465</u>	<u>2,593,525</u>	<u>211,940</u>	<u>8%</u>

Addendum

**COMPASS ACADEMY
GENERAL FUND SUMMARY
September 2023 Financials**

	9/30/2023	FY24 Budgeted	Percentage Actual to Budget	Projected Year- End	Percentage Projected to Budget
Beginning Restricted Fund Balance	13,860	-	0%	13,860	0%
Beginning TABOR Fund Balance	123,000	110,002	112%	123,000	112%
Beginning Unrestricted Fund Balance	2,641,072	2,397,660	110%	2,641,072	110%
FY24 Total Beginning Fund Balance	<u>2,777,932</u>	<u>2,507,662</u>	111%	<u>2,777,932</u>	111%
Income	865,367	4,415,615	20%	4,260,702	96%
Expenses	1,040,877	4,407,229	24%	4,336,825	98%
Net Income	<u>(175,510)</u>	<u>8,386</u>	-2093%	<u>(76,123)</u>	-908%
Ending TABOR Fund Balance	123,000	110,002	112%	108,082	98%
Ending Unassigned Fund Balance	2,479,422	2,406,046	103%	2,593,726	108%
FY24 Ending Fund Balance	<u><u>2,602,422</u></u>	<u><u>2,516,048</u></u>	103%	<u><u>2,701,809</u></u>	107%

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July through September 2023

	Jul - Sep 23	Budget	\$ Over Budget	% of Budget
Income				
1000 · Local Revenue Source				
1500 · Interest Income	27,934	0	27,934	100%
1740 · Fees	1,166	6,330	-5,164	18%
1900 · Other Revenue from Local Source				
2020T · MLO Tech Bond	0	7,250	-7,250	0%
1985 · Insurance Claims	352			
1900 · Other Revenue from Local Source - Ot	4,229	0	4,229	100%
Total 1900 · Other Revenue from Local Source	4,581	7,250	-2,669	63%
1920 · Grant income				
1920e · El Pomar	20,400			
1920 · Grant income - Other	0	275,400	-275,400	0%
Total 1920 · Grant income	20,400	275,400	-255,000	7%
1954 · Mill Levy Funding				
0233 · Other Mill Arts/PE/Tutoring	20,480	86,426	-65,946	24%
0234 · Other Mill Tutoring	16,421	65,343	-48,922	25%
0235 · Other Mill Tech	3,055	12,892	-9,837	24%
0236 · Other Mill Text	6,024	25,419	-19,396	24%
0241 · Other Mill Poverty	8,653	34,092	-25,439	25%
0242 · Other Mill Oth Instructional	11,541	52,329	-40,789	22%
0249 · 2016 MLO Great Teachers	18,592	73,980	-55,388	25%
0248 · 2016 MLO Classroom Technology	3,538	14,146	-10,608	25%
0250a · 2016 MLO Support for WholeChild	1,980	7,936	-5,956	25%
0250b · 16 Support for WholeChild MS	18,605	67,008	-48,403	28%
0251a · 2016 MLO Equalization	13,827	54,463	-40,636	25%
2020 · 2020 ML Facility 2020	39,940	168,241	-128,301	24%
Total 1954 · Mill Levy Funding	162,656	662,275	-499,619	25%
1990 · Other Revenue	1,766	19,000	-17,234	9%
Total 1000 · Local Revenue Source	218,504	970,255	-751,751	23%
3000 · State Revenue				
3113 · Capital Construction Fund	8,186	35,659	-27,473	23%
3140 · ELPA	20,419	16,976	3,443	120%
3183 · EARSS	0	275,000	-275,000	0%
3235 · At Risk Supplemental	0	3,698	-3,698	0%
3898 · State Pension Contribution	0	50,711	-50,711	0%
Total 3000 · State Revenue	28,605	382,044	-353,439	7%
4000 · Federal Revenue				
4010 · Title I	47,823	182,065	-134,242	26%
4365 · Title III	0	12,013	-12,013	0%
4367 · Title II	0	9,260	-9,260	0%
4414 · ESSER III	0	397,291	-397,291	0%
4424 · Title IV	0	5,549	-5,549	0%
9206 · Charter Credit	0	50,189	-50,189	0%
9211 · Parent Involvement	447	1,597	-1,150	28%
Total 4000 · Federal Revenue	48,270	657,964	-609,694	7%
5700 · PPR	569,988	2,405,352	-1,835,364	24%
Total Income	865,367	4,415,615	-3,550,248	20%
Gross Profit	865,367	4,415,615	-3,550,248	20%
Expense				
0100 · Salaries				
0110 · Regular Salaries	0	2,177,547	-2,177,547	0%
0150 · Stipends	0	106,810	-106,810	0%
0190 · Bonuses	0	4,000	-4,000	0%
100 · Administration	79,167	0	79,167	100%
200 · Professional Staff Salaries	402,490	0	402,490	100%
300 · Other Professional	47,904	0	47,904	100%
400 · Paraprofessional	24,119	0	24,119	100%
500 · Clerical	14,583	0	14,583	100%
Total 0100 · Salaries	568,263	2,288,357	-1,720,094	25%
0200 · Employee Benefits				
0211 · Life and STD Benefits				
2.0211 · L&STD Insurance Professional	64	0	64	100%
0211 · Life and STD Benefits - Other	102			
Total 0211 · Life and STD Benefits	166	0	166	100%
0221 · Medicare				
1.0221 · Medicare Admin	1,094	0	1,094	100%

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July through September 2023

	<u>Jul - Sep 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
2.0221 · Medicare Professional	5,736	0	5,736	100%
3.0221 · Medicare Other Professional	683	0	683	100%
4.0221 · Medicare Paraprofessional	324	0	324	100%
5.0221 · Medicare Clerical	206	0	206	100%
0221 · Medicare - Other	0	33,181	-33,181	0%
Total 0221 · Medicare	8,044	33,181	-25,137	24%
0230 · PERA Benefits				
1.0230 · PERA Admin	7,916	0	7,916	100%
2.0230 · PERA Professional	41,327	0	41,327	100%
3.0230 · PERA Other Professional	4,961	0	4,961	100%
4.0230 · PERA Paraprofessional	2,509	0	2,509	100%
5.0230 · PERA Clerical	1,527	0	1,527	100%
0230 · PERA Benefits - Other	0	247,600	-247,600	0%
Total 0230 · PERA Benefits	58,239	247,600	-189,361	24%
0251 · Health Benefits				
1.0251 · Health Admin	1,625	0	1,625	100%
2.0251 · Health Professional	15,666	0	15,666	100%
3.0251 · Health Other Professional	1,402	0	1,402	100%
4.0251 · Health Paraprofessional	1,569	0	1,569	100%
5.0251 · Health Clerical	1,051	0	1,051	100%
0251 · Health Benefits - Other	0	145,498	-145,498	0%
Total 0251 · Health Benefits	21,312	145,498	-124,186	15%
0253 · Vision Benefits				
2.0253 · Vision Professional	-28	0	-28	100%
Total 0253 · Vision Benefits	-28	0	-28	100%
0280 · State Pension Contribution	0	50,711	-50,711	0%
0290 · PCOPS Benefits				
1.0290 · PCOPS Admin	6,003	0	6,003	100%
2.0290 · PCOPS Professional	31,341	0	31,341	100%
3.0290 · PCOPS Other Professional	3,762	0	3,762	100%
4.0290 · PCOPS Paraprofessional	1,902	0	1,902	100%
5.0290 · PCOPS Clerical	1,158	0	1,158	100%
0290 · PCOPS Benefits - Other	0	181,696	-181,696	0%
Total 0290 · PCOPS Benefits	44,166	181,696	-137,530	24%
Total 0200 · Employee Benefits	131,899	658,686	-526,787	20%
0300 · Purchased Profess and Tech Serv				
0313a · Bank Fees	567	0	567	100%
0313b · Payroll Expenses	934	6,573	-5,639	14%
0320 · Educational Prof Services				
0320a · Contracted services	8,519	231,000	-222,481	4%
0320b · Substitutes	1,130	36,712	-35,582	3%
0320c · Whole Child Enrichment	21,860	14,375	7,485	152%
0320 · Educational Prof Services - Other	8,912			
Total 0320 · Educational Prof Services	40,421	282,087	-241,666	14%
0331 · Legal	0	2,043	-2,043	0%
0332 · Audit	6,550	9,595	-3,045	68%
0339 · Business Services	21,160	75,960	-54,800	28%
0340 · Technical Services	25,306	43,888	-18,582	58%
0390 · Other Prof. Services	600	6,583	-5,983	9%
Total 0300 · Purchased Profess and Tech Serv	95,538	426,729	-331,191	22%
0400 · Purchased Prop. Services				
0430 · Repairs and Maint	625	2,143	-1,518	29%
0442 · Rental of Equipment	5,719	22,058	-16,339	26%
Total 0400 · Purchased Prop. Services	6,344	24,201	-17,857	26%
0500 · Other Purchased Services				
0513 · Contracted Field Trips	10,278	15,852	-5,574	65%
0515 · Shuttle Fees	0	1,510	-1,510	0%
0521 · Liability Insurance	7,431	33,479	-26,048	22%
0525 · Unemployment Insurance	1,109	9,590	-8,481	12%
0526 · Worker's Comp Insurance	3,907	17,141	-13,234	23%
0531 · Phone/Office	40			
0533 · Postage	132	2,143	-2,012	6%
0534 · Online Services	24,506	75,000	-50,494	33%
0540 · Advertising				
0540a · Staff Recruitment	5,327	12,480	-7,153	43%
0540b · Student Recruitment	225	31,983	-31,758	1%

Compass Academy
Profit & Loss Budget vs. Actual Expanded
 July through September 2023

	<u>Jul - Sep 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0540 · Advertising - Other	252			
Total 0540 · Advertising	5,804	44,463	-38,659	13%
0580 · Travel, Regis, Ent	419	7,320	-6,901	6%
0584 · Staff Appreciation	3,324	15,600	-12,276	21%
0594 · District Purchased Services				
0594b · Charter Food Authority	0	1,599	-1,599	0%
0594c · Facility Use Fee	50,007	211,027	-161,021	24%
0594d · NURSE/PSYCH- 0594	0	150,096	-150,096	0%
0594f · Shared Campus	4,103	17,315	-13,212	24%
0594g · Shuttle Fees	8,350	36,646	-28,296	23%
0594h · SPED FEE 1700	15,397	71,569	-56,172	22%
0594i · Other District Purchase Service	0	7,176	-7,176	0%
Total 0594 · District Purchased Services	77,856	495,428	-417,572	16%
0595 · Denver Overhead Costs	18,230	76,441	-58,211	24%
Total 0500 · Other Purchased Services	153,035	793,967	-640,932	19%
0600 · Supplies				
0610 · General Supplies	17,117	52,666	-35,549	33%
0612 · Student Incentives	3,806	2,633	1,173	145%
0613 · Office Supplies	59			
0630 · Food -Snack (BOLD FS FUND ONLY)	5,556	11,323	-5,767	49%
0640 · Books and Materials	1,029	9,436	-8,407	11%
0690 · Uniforms	40,447	19,750	20,697	205%
Total 0600 · Supplies	68,014	95,808	-27,794	71%
0700 · Property				
0730 · Equipment	54			
0733 · Furnitures and Fixtures	1,388	10,896	-9,508	13%
0734 · Technology Equipment	10,867	28,606	-17,739	38%
Total 0700 · Property	12,310	39,502	-27,192	31%
0800 · Other Objects				
0810 · Dues and Fees	3,910	4,220	-310	93%
0840 · Contingency	0	70,000	-70,000	0%
0890 · Miscellaneous Expense				
0890a · Bad Debt	10	759	-749	1%
0890b · Miscellaneous Expense	50	5,000	-4,950	1%
0890 · Miscellaneous Expense - Other	1,503	0	1,503	100%
Total 0890 · Miscellaneous Expense	1,563	5,759	-4,196	27%
Total 0800 · Other Objects	5,473	79,979	-74,506	7%
Total Expense	1,040,877	4,407,229	-3,366,352	24%
Net Income	<u>-175,510</u>	<u>8,386</u>	<u>-183,896</u>	<u>-2,093%</u>

Compass Academy
Bank Transaction Detail
As of September 30, 2023

Type	Date	Num	Name	Memo	Split	Amount	Balance
1072 · Bill.com Money Out Clearing							0.00
Bill Pmt -Check	09/07/2023	Bill.com	Action Youth	https://app01.us.bill.com/BillPay?id=blp01AZJUFBYFla3zlcg	7421 · Accounts Payable	-20,000.00	-20,000.00
General Journal	09/07/2023	Bill.com		BILL 09/07/23 Payables Funding	8101 · First Bank	20,000.00	0.00
Bill Pmt -Check	09/15/2023	Bill.com	Unum Life Insurance Company	https://app01.us.bill.com/BillPay?id=blp01NPDHVCXSPa5b20i	7421 · Accounts Payable	-55.66	-55.66
Bill Pmt -Check	09/15/2023	Bill.com	Alerio Technology Group	https://app01.us.bill.com/BillPay?id=blp01NBCQKQXQDa5b03	7421 · Accounts Payable	-703.89	-759.55
Bill Pmt -Check	09/15/2023	Bill.com	Unum Life Insurance Company	https://app01.us.bill.com/BillPay?id=blp01OZEQIMJULa5acwv	7421 · Accounts Payable	-7.20	-766.75
Bill Pmt -Check	09/15/2023	Bill.com	Fully Liberated Youth	https://app01.us.bill.com/BillPay?id=blp01QSKRNQXNka5b0i	7421 · Accounts Payable	-1,588.00	-2,354.75
Bill Pmt -Check	09/15/2023	Bill.com	Youth on Record	https://app01.us.bill.com/BillPay?id=blp01KQNGIXJPBa5b0y3	7421 · Accounts Payable	-3,000.00	-5,354.75
Bill Pmt -Check	09/15/2023	Bill.com	TalkingPoints	https://app01.us.bill.com/BillPay?id=blp01PIUKKUPPSa5b0oe	7421 · Accounts Payable	-2,200.00	-7,554.75
Bill Pmt -Check	09/15/2023	Bill.com	Eon	https://app01.us.bill.com/BillPay?id=blp01BWNXNJZSSa5b23i	7421 · Accounts Payable	-823.48	-8,378.23
Bill Pmt -Check	09/15/2023	Bill.com	Alerio Technology Group	https://app01.us.bill.com/BillPay?id=blp01MYXQRRGVXa5b07	7421 · Accounts Payable	-4,240.00	-12,618.23
Bill Pmt -Check	09/15/2023	Bill.com	One Way Education LLC	https://app01.us.bill.com/BillPay?id=blp01ELEVMMVGLPa5b28s	7421 · Accounts Payable	-552.00	-13,170.23
Bill Pmt -Check	09/15/2023	Bill.com	First Bank	https://app01.us.bill.com/BillPay?id=blp01NTWETBIRRa5b11c	7421 · Accounts Payable	-16,228.48	-29,398.71
Bill Pmt -Check	09/15/2023	Bill.com	Eldorado Artesian Springs, Inc	https://app01.us.bill.com/BillPay?id=blp01BSMYABBWTa5b1p	7421 · Accounts Payable	-89.55	-29,488.26
Bill Pmt -Check	09/15/2023	Bill.com	Hinkle & Company	https://app01.us.bill.com/BillPay?id=blp01GGZXMUFVNa5acz	7421 · Accounts Payable	-5,300.00	-34,788.26
Bill Pmt -Check	09/15/2023	Bill.com	Kaiser Permanente	https://app01.us.bill.com/BillPay?id=blp01YKXSTMYCNa5b1g	7421 · Accounts Payable	-11,485.86	-46,274.12
General Journal	09/15/2023	Bill.com		BILL 09/15/23 Payables Funding	8101 · First Bank	46,274.12	0.00
Bill Pmt -Check	09/19/2023	Bill.com	Jack Spangler	https://app01.us.bill.com/BillPay?id=blp01ZKICVJJWVadlm07	7421 · Accounts Payable	-129.34	-129.34
Bill Pmt -Check	09/19/2023	Bill.com	Scoot Education Inc.	https://app01.us.bill.com/BillPay?id=blp01ENXADWXAadlm4e	7421 · Accounts Payable	-308.00	-437.34
Bill Pmt -Check	09/19/2023	Bill.com	Creative Strategies for Change	https://app01.us.bill.com/BillPay?id=blp01HFNERVYAladlmhg	7421 · Accounts Payable	-1,860.00	-2,297.34
Bill Pmt -Check	09/19/2023	Bill.com	Quintin Marquardt	https://app01.us.bill.com/BillPay?id=blp01QJHSAUHQKadllsa	7421 · Accounts Payable	-170.00	-2,467.34
General Journal	09/19/2023	Bill.com		BILL 09/19/23 Payables Funding	8101 · First Bank	2,467.34	0.00
Bill Pmt -Check	09/20/2023	Bill.com	Grow Learning LLC	https://app01.us.bill.com/BillPay?id=blp01PHYYYGDLYadumfr	7421 · Accounts Payable	-3,400.00	-3,400.00
Bill Pmt -Check	09/20/2023	Bill.com	Alerio Technology Group	https://app01.us.bill.com/BillPay?id=blp01OUVKZBZNMadamj	7421 · Accounts Payable	-4,607.15	-8,007.15
General Journal	09/20/2023	Bill.com		BILL 09/20/23 Payables Funding	8101 · First Bank	8,007.15	0.00
Bill Pmt -Check	09/26/2023	Bill.com	Hanover	https://app01.us.bill.com/BillPay?id=blp01NEAYYCTBLa5b1qz	7421 · Accounts Payable	-2,470.80	-2,470.80
General Journal	09/26/2023	Bill.com		BILL 09/26/23 Payables Funding	8101 · First Bank	2,470.80	0.00
Bill Pmt -Check	09/27/2023	Bill.com	G&G Consulting Group	https://app01.us.bill.com/BillPay?id=blp01YSZINDGMTaobj0y	7421 · Accounts Payable	-6,621.25	-6,621.25
General Journal	09/27/2023	Bill.com		BILL 09/27/23 Payables Funding	8101 · First Bank	6,621.25	0.00
Bill Pmt -Check	09/28/2023	Bill.com	Temple Grandin Equine Center	https://app01.us.bill.com/BillPay?id=blp01IIZNMTIROaoomsn	7421 · Accounts Payable	-3,300.00	-3,300.00
Bill Pmt -Check	09/28/2023	Bill.com	Denver Metro League	https://app01.us.bill.com/BillPay?id=blp01KBWUKURXTaooqh	7421 · Accounts Payable	-590.00	-3,890.00
Bill Pmt -Check	09/28/2023	Bill.com	Scoot Education Inc.	https://app01.us.bill.com/BillPay?id=blp01RHHKCYWFaor1b	7421 · Accounts Payable	-206.00	-4,096.00
General Journal	09/28/2023	Bill.com		BILL 09/28/23 Payables Funding	8101 · First Bank	3,890.00	-206.00
General Journal	09/28/2023	Bill.com		BILL 09/28/23 Payables Funding	8101 · First Bank	206.00	0.00
Total 1072 · Bill.com Money Out Clearing						0.00	0.00
8101 · First Bank							775,557.37
Check	09/05/2023	ACH	Delta Dental of Colorado		-SPLIT-	-943.27	774,614.10
General Journal	09/07/2023	Bill.com		BILL 09/07/23 Payables Funding	1072 · Bill.com Money Out Clearing	-20,000.00	754,614.10
Deposit	09/07/2023			Square	1740 · Fees	29.12	754,643.22
Deposit	09/08/2023			Deposit	3113 · Capital Construction Fund	4,093.13	758,736.35
Check	09/11/2023	176	Ashlie Cotton		7471Z · Payroll Advance	-4,370.75	754,365.60
Check	09/12/2023	ACH	United Healthcare		-SPLIT-	-75.64	754,289.96
General Journal	09/15/2023	9.15.23 PR	Support Program - 2000-5000:2800- Support Ser. Risk Manageme	First Bank	0525 · Unemployment Insurance	-129,057.88	625,232.08
General Journal	09/15/2023	9.15.23 PR	Support Program - 2000-5000:2800- Support Ser. Risk Manageme	First Bank	0525 · Unemployment Insurance	-26,055.08	599,177.00
General Journal	09/15/2023	9.15.23 PR	Support Program - 2000-5000:2800- Support Ser. Risk Manageme	First Bank	0525 · Unemployment Insurance	-77.36	599,099.64
Check	09/15/2023	ACH	PERA		7471G · PERA Liability	-38,743.14	560,356.50
Check	09/15/2023	ACH	PERA		7471Q · 401(k) Liability	-1,945.17	558,411.33
General Journal	09/15/2023	Bill.com		BILL 09/15/23 Payables Funding	1072 · Bill.com Money Out Clearing	-46,274.12	512,137.21
Check	09/15/2023	ACH	First Bank		7421cc · First Bank Credit Card	-5,000.00	507,137.21
Check	09/18/2023	ACH	First Bank		7421cc · First Bank Credit Card	-5,000.00	502,137.21

Compass Academy
Bank Transaction Detail
As of September 30, 2023

Type	Date	Num	Name	Memo	Split	Amount	Balance
Deposit	09/18/2023			Square	1740 · Fees	97.30	502,234.51
General Journal	09/19/2023	9.19.23 PR	Support Program - 2000-5000:2800- Support Ser. Risk Managem	First Bank	0525 · Unemployment Insurance	-1,909.51	500,325.00
General Journal	09/19/2023	9.19.23 PR	Support Program - 2000-5000:2800- Support Ser. Risk Managem	First Bank	0525 · Unemployment Insurance	-780.15	499,544.85
General Journal	09/19/2023	Bill.com		BILL 09/19/23 Payables Funding	1072 · Bill.com Money Out Clearing	-2,467.34	497,077.51
General Journal	09/20/2023	Bill.com		BILL 09/20/23 Payables Funding	1072 · Bill.com Money Out Clearing	-8,007.15	489,070.36
Check	09/20/2023	ACH			0313b · Payroll Expenses	-302.84	488,767.52
General Journal	09/26/2023	Bill.com		BILL 09/26/23 Payables Funding	1072 · Bill.com Money Out Clearing	-2,470.80	486,296.72
Deposit	09/27/2023			Deposit	3140 · ELPA	20,419.10	506,715.82
General Journal	09/27/2023	Bill.com		BILL 09/27/23 Payables Funding	1072 · Bill.com Money Out Clearing	-6,621.25	500,094.57
Check	09/27/2023	ACH	Bill.com		0313a · Bank Fees	-197.96	499,896.61
General Journal	09/28/2023	Bill.com		BILL 09/28/23 Payables Funding	1072 · Bill.com Money Out Clearing	-3,890.00	496,006.61
General Journal	09/28/2023	Bill.com		BILL 09/28/23 Payables Funding	1072 · Bill.com Money Out Clearing	-206.00	495,800.61
Deposit	09/29/2023			Square	1740 · Fees	38.86	495,839.47
Check	09/30/2023			Service Charge	0313a · Bank Fees	-10.00	495,829.47
Deposit	09/30/2023			Interest	1500 · Interest Income	49.60	495,879.07
Total 8101 · First Bank						-279,678.30	495,879.07
7421cc · First Bank Credit Card							-1,622.72
Credit Card Charge	09/01/2023		Dominos		0630 · Food -Snack (BOLD FS FUND ONLY)	-236.20	-1,858.92
Credit Card Charge	09/01/2023		Facebook		0540b · Student Recruitment	-75.00	-1,933.92
Credit Card Charge	09/01/2023		Walmart		0612 · Student Incentives	-66.07	-1,999.99
Credit Card Charge	09/01/2023		Amazon.com		0610 · General Supplies	-115.94	-2,115.93
Credit Card Charge	09/01/2023		Amazon.com		0640 · Books and Materials	-186.00	-2,301.93
Credit Card Charge	09/01/2023		Amazon.com		0610 · General Supplies	-17.90	-2,319.83
Credit Card Charge	09/01/2023		IdenToGo		0340 · Technical Services	-54.50	-2,374.33
Credit Card Charge	09/01/2023		Slack Technologies, LLC		0534 · Online Services	-114.92	-2,489.25
Credit Card Charge	09/01/2023		Amazon.com		0610 · General Supplies	-319.51	-2,808.76
Credit Card Charge	09/03/2023		Google		0534 · Online Services	-56.65	-2,865.41
Credit Card Charge	09/03/2023		GoCo		0534 · Online Services	-245.00	-3,110.41
Credit Card Charge	09/04/2023			Vendor name: Etercav.one 844-8644034 FLPURCHASE	0890b · Miscellaneous Expense	-49.95	-3,160.36
Credit Card Charge	09/05/2023		Amazon.com		0610 · General Supplies	-12.99	-3,173.35
Credit Card Charge	09/06/2023		IdenToGo	Fingerprinting Sarah LeDuff	0340 · Technical Services	-54.50	-3,227.85
Credit Card Charge	09/06/2023		Paletas, LLC.	Palets for Back to School Party	0630 · Food -Snack (BOLD FS FUND ONLY)	-570.00	-3,797.85
Credit Card Charge	09/07/2023		Zazzle Inc	Recruitment tablecloth	0610 · General Supplies	-155.21	-3,953.06
Credit Card Charge	09/07/2023		Amazon.com		0610 · General Supplies	-199.19	-4,152.25
Credit Card Charge	09/08/2023		Amazon.com		0610 · General Supplies	-36.97	-4,189.22
Credit Card Charge	09/10/2023		San Antonio Fresh Mexican Bakery	Cafecito Bakery Items	0630 · Food -Snack (BOLD FS FUND ONLY)	-20.10	-4,209.32
Credit Card Charge	09/10/2023		Amazon.com		0610 · General Supplies	-15.46	-4,224.78
Credit Card Charge	09/10/2023		Amazon.com		0610 · General Supplies	-127.74	-4,352.52
Credit Card Charge	09/10/2023		Facebook		0540b · Student Recruitment	-4.99	-4,357.51
Credit Card Charge	09/10/2023		Walmart	Cafecito - Snacks for cafecit0	0630 · Food -Snack (BOLD FS FUND ONLY)	-61.54	-4,419.05
Credit Card Charge	09/10/2023		Amazon.com		0610 · General Supplies	-26.43	-4,445.48
Credit Card Charge	09/10/2023		Amazon.com		0610 · General Supplies	-11.27	-4,456.75
Credit Card Charge	09/13/2023		Microsoft	Invoice E0500P1CQL	0534 · Online Services	-68.00	-4,524.75
Credit Card Charge	09/13/2023		Zazzle Inc	Recruitment banner	0610 · General Supplies	-112.40	-4,637.15
Credit Card Charge	09/13/2023		Walmart	Reading Celebration - Snacks for students	0630 · Food -Snack (BOLD FS FUND ONLY)	-104.02	-4,741.17
Credit Card Charge	09/13/2023		Amazon.com		0733 · Furnitures and Fixtures	-35.98	-4,777.15
Credit Card Charge	09/13/2023		Sam's Club	Snacks	0630 · Food -Snack (BOLD FS FUND ONLY)	-524.06	-5,301.21
Credit Card Charge	09/14/2023		Walmart	Staff Appreciation - Food for teachers	0584 · Staff Appreciation	-160.18	-5,461.39
Credit Card Charge	09/14/2023		Amazon.com		0610 · General Supplies	-55.09	-5,516.48
Check	09/15/2023	ACH	First Bank	CC payment	8101 · First Bank	5,000.00	-516.48

Compass Academy
Bank Transaction Detail
As of September 30, 2023

Type	Date	Num	Name	Memo	Split	Amount	Balance
Credit Card Charge	09/16/2023		IdenToGo	Fingerprinting Jack Spangler	0340 · Technical Services	-54.50	-570.98
Credit Card Charge	09/17/2023		Amazon.com		0610 · General Supplies	-225.04	-796.02
Credit Card Charge	09/17/2023		IdenToGo	Fingerprinting Mary Rajk	0340 · Technical Services	-54.50	-850.52
Credit Card Charge	09/18/2023		Sam's Club	Stamps	0533 · Postage	-131.50	-982.02
Check	09/18/2023	ACH	First Bank	CC payment	8101 · First Bank	5,000.00	4,017.98
Credit Card Charge	09/19/2023		Amazon.com		0610 · General Supplies	-221.46	3,796.52
Credit Card Charge	09/19/2023		IdenToGo	Fingerprinting Jessica Davis	0340 · Technical Services	-54.50	3,742.02
Credit Card Charge	09/19/2023		Metropolitan Shuttle, Inc-	Order #00220258	0513 · Contracted Field Trips	-6,458.40	-2,716.38
Credit Card Charge	09/19/2023		Walmart		0630 · Food -Snack (BOLD FS FUND ONLY)	-5.27	-2,721.65
Credit Card Charge	09/19/2023		Walmart		0612 · Student Incentives	-405.38	-3,127.03
Credit Card Charge	09/20/2023		Walmart	8th Core experiences	0610 · General Supplies	-165.93	-3,292.96
Credit Card Charge	09/20/2023		Once Kids	Wooden Legos for Lego Ceremony	0584 · Staff Appreciation	-34.99	-3,327.95
Credit Card Charge	09/20/2023		Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-34.96	-3,362.91
Credit Card Charge	09/21/2023		Amazon.com		0584 · Staff Appreciation	-69.93	-3,432.84
Credit Card Charge	09/21/2023		Amazon.com		0584 · Staff Appreciation	-19.48	-3,452.32
Credit Card Charge	09/21/2023		Amazon.com		0610 · General Supplies	-216.38	-3,668.70
Credit Card Charge	09/21/2023		IdenToGo	Fingerprinting Michael Carroll	0340 · Technical Services	-54.50	-3,723.20
Credit Card Charge	09/21/2023		Goodwill	Fishing pole purchase - 8th core experience	0610 · General Supplies	-26.00	-3,749.20
Credit Card Charge	09/22/2023		Amazon.com		0584 · Staff Appreciation	-38.00	-3,787.20
Credit Card Charge	09/22/2023		Sam's Club	Cookie Cake	0630 · Food -Snack (BOLD FS FUND ONLY)	-948.04	-4,735.24
Credit Card Charge	09/22/2023		Home Depot		0612 · Student Incentives	-39.96	-4,775.20
Credit Card Charge	09/24/2023		Walmart	LeDuff - Student incentive	0612 · Student Incentives	-19.88	-4,795.08
Credit Card Charge	09/24/2023		Colorado Compressions	CPR Class	0390 · Other Prof. Services	-600.00	-5,395.08
Credit Card Charge	09/24/2023		IdenToGo	Needs Receipt	0340 · Technical Services	-54.50	-5,449.58
Credit Card Charge	09/24/2023		Long Scraggy Mountain Ranch	8th core experience	0610 · General Supplies	-2,024.46	-7,474.04
Credit Card Charge	09/24/2023		2nd and Charles	Books - Reading Celebration	0640 · Books and Materials	-29.71	-7,503.75
Credit Card Charge	09/26/2023		Barnes & Noble	ELA Reading Celebration	0640 · Books and Materials	-142.73	-7,646.48
Credit Card Charge	09/26/2023		IdenToGo	Needs Receipt	0340 · Technical Services	-54.50	-7,700.98
Credit Card Charge	09/26/2023		Metropolitan Shuttle, Inc-	Sales Order #00220765	0513 · Contracted Field Trips	-3,229.20	-10,930.18
Credit Card Charge	09/26/2023		Walmart	Sponges	0610 · General Supplies	-24.44	-10,954.62
Credit Card Charge	09/27/2023		Treehouse Adventures	7th Core Experiences	0612 · Student Incentives	-3,220.00	-14,174.62
Credit Card Charge	09/27/2023		Amazon.com	7th Student Incentives - 10/11 Family Meeting	0612 · Student Incentives	-32.23	-14,206.85
Credit Card Charge	09/28/2023		IdenToGo	Fingerprinting Marylou Barrios	0340 · Technical Services	-54.50	-14,261.35
Credit Card Charge	09/28/2023		Amazon.com	Wellbeing - Fidgets and candy	0610 · General Supplies	-32.49	-14,293.84
Credit Card Charge	09/28/2023		Amazon.com	Wellbeing Fidgets and ACT Supplies	0610 · General Supplies	-177.18	-14,471.02
Credit Card Charge	09/28/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-8.03	-14,479.05
Credit Card Credit	09/28/2023				1990 · Other Revenue	1,766.41	-12,712.64
Bill	09/28/2023	2023.9.28	First Bank	8/30/23-9/28/23 Statement	7421 · Accounts Payable	12,704.61	-8.03
Credit Card Charge	09/29/2023		IdenToGo	Fingerprinting Diana Orozco	0340 · Technical Services	-54.50	-62.53
Credit Card Charge	09/29/2023		Doordash	Wendys - Lobo of the Month Sept.	0630 · Food -Snack (BOLD FS FUND ONLY)	-9.99	-72.52
Credit Card Charge	09/29/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-6.64	-79.16
Credit Card Charge	09/30/2023		IdenToGo	Fingerprinting Jose Martinez	0340 · Technical Services	-54.50	-133.66
Credit Card Charge	09/30/2023		Kazoo Magazine	6th Library - Magazines	0640 · Books and Materials	-44.66	-178.32
Credit Card Charge	09/30/2023		DocuSign		-SPLIT-	-314.43	-492.75
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-6.55	-499.30
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-7.75	-507.05
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-38.02	-545.07
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-6.85	-551.92
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-15.42	-567.34
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-10.05	-577.39

Compass Academy
Bank Transaction Detail
 As of September 30, 2023

Type	Date	Num	Name	Memo	Split	Amount	Balance
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-15.50	-592.89
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-15.50	-608.39
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-376.26	-984.65
Credit Card Charge	09/30/2023		Amazon.com	23-24 Classroom Library Purchases	0640 · Books and Materials	-54.86	-1,039.51
Total 7421cc · First Bank Credit Card						583.21	-1,039.51
TOTAL						<u>-279,095.09</u>	<u>494,839.56</u>



DENVER
PUBLIC
SCHOOLS

Authorizing &
Accountability

Compass Academy

Site Visit Date

October 4, 2023

Board Visit Date

Sept. 26, 2023

Report Prepared

October 2023



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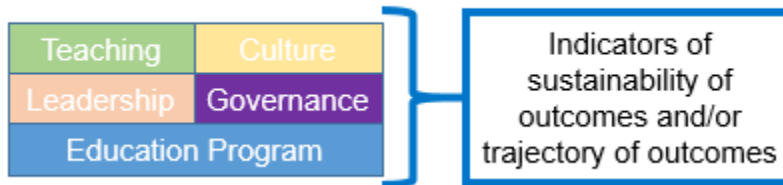
Authorizing & Accountability

Introduction and Background

As part of the charter renewal process, the Authorizing & Accountability team facilitated a site visit to Compass Academy on October 4, 2023. The visit team consisted of Authorizing & Accountability staff as well as staff from other DPS central office departments.

During the site visit, team members observed instruction and spoke with school staff and other key stakeholders. Findings from a board meeting observation and board member interview are also included in this report. The site visit and other components of the renewal process utilized the [School Quality Framework](#) (SQF) to guide the collection and analysis of evidence; the site visit is only one piece of evidence that contributes to renewal decisions, although it is the primary focus of this report.

The School Quality Framework



At the site visit, evidence was gathered around school culture, educational programming, systems to support teaching, school leadership and management, and governance with specific categories within each of these domains.

As an authorizer A&A respects school autonomy in organizational operations and education programming. Therefore, the findings that follow are observations drawn from the visit but do not offer recommendations.

School Specific Visit Context

Compass Academy serves students in grades 6 through 8. They offer academic programs such as Mild-Moderate Special Education supports, Gifted and Talented, STEM, English as a Second Language (ESL) and Transitional Native Language Instruction (TNLI).



**DENVER
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Authorizing & Accountability

School Culture Overall Rating - Partially Meets Expectations	
Component	Rating
Family Involvement	Meets Expectations
Discipline Systems	Meets Expectations
Classroom & School Management	Partially Meets Expectations
Student Investment	Partially Meets Expectations
Educational Program Overall Rating - Meets Expectations	
Component	Rating
Curriculum	Meets Expectations
Assessment	Meets Expectations
Academic Intervention and Acceleration	Meets Expectations
Culturally Responsive Education	Meets Expectations
Multilingual Education Processes	Partially Meets Expectations
Special Education Processes	Meets Expectations
Observed Pedagogy Overall Rating - Partially Meets Expectations	
Component	Rating
Content and Design	Meets Expectations
Instructional Strategies	Partially Meets Expectations
Student Engagement and Mastery	Does Not Meet Expectations
Multilingual Education Instruction	Partially Meets Expectations
Special Education Instruction	Meets Expectations
Teaching Overall Rating - Exceeds Expectations	
Component	Rating
Teacher Recruitment, Hiring, and Retention	Exceeds Expectations
Teacher Coaching	Exceeds Expectations
Teacher Evaluation	Exceeds Expectations
Professional Learning	Meets Expectations
School Management and Leadership Overall Rating - Meets Expectations	
Component	Rating
Organizational Structure	Meets Expectations
Leadership Team Coaching and Evaluation	Meets Expectations
Operational Leadership Systems	Meets Expectations
Financial Leadership Systems	Meets Expectations
Governance Overall Rating - TBD	
Component	Rating
Drive the Mission and Vision	TBD
Academic Oversight	TBD
Financial Oversight	TBD
Operational Oversight	TBD
Human Capital Oversight	TBD

School Culture Overall Rating - Partially Meets Expectations

Overall Assessment

The school has systems in place to support family involvement and discipline systems and involve key stakeholders in the school community. There is a loss of instructional time as a result of classroom management systems and there are some systems in place to engage school wide student buy-in.

Component	Rating	Evidence
Family Involvement	Meets Expectations	<ul style="list-style-type: none"> ● All parents and guardians are pleased with the way Compass Academy informs them of school activities, student performance, grades, and opportunities for parental involvement. ● All families reported that the school uses a variety of communication methods, including the use of suitable languages, to address the needs of all families. ● All parents interviewed expressed that they feel included and active in decisions and activities at the school. ● Per the leader interview families are surveyed weekly. Cafecitos is a parent facing event in which parents can give feedback that is scheduled monthly. Additionally, in all meetings translation services are available.
Discipline Systems	Meets Expectations	<ul style="list-style-type: none"> ● All families interviewed reported receiving some kind of communication on school expectations and expressed they feel that the rules are clear and fair. ● All teachers expressed that to ensure consistency in discipline application, Compass Academy provides professional development on the discipline policy and cited that all instances of discipline are duly recorded. ● The school tracks discipline data into a dashboard called Small Wins that the leadership team reviews monthly and includes an analysis of disaggregated discipline data.
Classroom & School Management	Partially Meets Expectations	<ul style="list-style-type: none"> ● In some classrooms observed, there were multiple behavior disruptions that resulted in a significant loss of learning time. ● In some classrooms observed, teachers struggled with classroom management, particularly in call and response, gaining 100% of class attention, power struggles with students, and clear/concise systems for accountability. ● In all classrooms observed, school-wide behavior expectations were inconsistently implemented. Some classrooms had evident expectations and clear systems/structures, while some classrooms had little evidence of clear rituals and routines.
Student Investment	Partially Meets Expectations	<ul style="list-style-type: none"> ● In some classrooms observed, there is significant student buy in and positive relationships with adults in the room. ● The school-wide culture of acceptance, safety, and positive relationships is evident throughout the school, including in hallways and common spaces.

		<ul style="list-style-type: none"> There are clear systems in place to ensure students feel welcome and are known by their teachers/broader school community, but in some classrooms observed, students do not yet demonstrate the level of buy-in that the adults do.
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Educational Program Overall Rating - Meet Expectations		
Overall Assessment		
<p>The school's educational program is designed to meet the needs of almost all students through well-developed curriculum, assessment, and programs for special populations, as well as clear systems for promoting cultural competency.</p>		
Component	Rating	Evidence
Curriculum (alignment to standards)	Meets Expectations	<ul style="list-style-type: none"> The school has research-based Colorado Academic Standards (CAS) aligned curricula for all core subjects such as EL Achieve and Illustrative Math. Additionally, curriculum resources extend into special education and acceleration. There are systems in place for aligning scope and sequence documents and power standards with student learning objectives and in the leadership interview they cited a well defined feedback loop for revising curriculum based on data.
Assessment	Meets Expectations	<ul style="list-style-type: none"> There is a clear process for ensuring assessments are aligned with curriculum, standards, and performance goals. There is a benchmarking system in place to monitor the school's progress towards meeting goals, and adjusting strategies when appropriate and teachers receive individual coaching in this area.
Academic Intervention and Acceleration	Meets Expectations	<ul style="list-style-type: none"> Evidence of data collection (MTSS tracker) for MTSS process, which includes identification of skill gaps, tiered intervention to help close skill gaps, and next-steps to identify special education referrals. School team utilizes iReady, PSAT/SAT prep, Goal Bank, ACCESS scores (especially used for GT identification), unit tests with accommodations aligned to grade-level standards Weekly meetings with Special Education team, service providers, and general education teachers, with ongoing professional development in the area of accommodations and intervention strategies.
Culturally Responsive Education	Meets Expectations	<ul style="list-style-type: none"> All of the teachers who were interviewed acknowledged receiving professional development on cultural competency for use in their classrooms. In all classrooms students were encouraged to use their native language and some classroom native language supports were relevant to the content/curriculum which supports that the school and work environment is open and accepting of diversity. In the leader interview leaders cited that the curriculum helps

		celebrate students' backgrounds and cultures by having texts that represent their student population.
Multilingual Education Processes ¹	Partially Meets Expectations	<ul style="list-style-type: none"> The school has some systems in place to support high quality MLE Programming, as defined in the MLE Program Review. There are currently students that are showing up as not receiving enough services (despite being scheduled into Spanish Social Studies) because their teacher is in progress of verifying official Spanish Language Proficiency results with the District.
Special Education Processes	Meets Expectations	<ul style="list-style-type: none"> Clear knowledge and implementation of special education practices as they align to IDEA and DPS guidelines; clear processes for tracking IEP goals, scheduling annual IEPs and reevaluations. MTSS tracker template and GT Program plan available to all staff, with opportunities for Professional Development. Organized coaching and co-teaching meetings for Special Education team (including school social worker) to work with general education teachers, in order to ensure restorative practices are appropriate for all students with disabilities. While reviewed IEPs demonstrate that there is a connection with the alignment between strengths/needs, present levels, and the service delivery statement, the documents would benefit from additional details to support implementation to align the services with a particular student's need.

Observed Pedagogy Overall Rating - Partially Meets Expectations		
Overall Assessment		
The school is conscientiously planning for content and design with standards based objectives in mind and is intentional about special education instruction. There were inconsistencies in instructional strategies and multilingual education practices provided to students that resulted in a loss of learning time and or lack of language support. Student engagement and mastery is not meeting expectations as there is less than 60% engagement which is contributing to lower levels of mastery.		
Component	Rating	Evidence
Observed Pedagogy: Content and Design	Meets Expectations	<ul style="list-style-type: none"> In all classrooms observed, teachers had clear evidence of planning and preparation and lessons were aligned with CAS/WIDA standards. Examples of planning observed included realia, uploaded decks (google slides), anchor charts, and copies of the reading materials (paper and digital). Objectives were meaningful and relevant and aligned with standards. Additionally, in all classrooms observed objectives were clearly posted and/or on student facing materials. In some classrooms, the pacing was inconsistently effective and negatively impacted student engagement. For example, some classrooms were observed to reach the "mastery check"

¹ This row provides a summary of Domains 1 and 3 of the ELA Program review. See that document for additional details.

		<p>portion of the lesson, but not all students in all classrooms were held accountable to completion of the mastery check and/or their pacing didn't allow for time for a mastery check.</p>
<p>Observed Pedagogy: Instructional Strategies</p>	<p>Partially Meets Expectations</p>	<ul style="list-style-type: none"> • In some classrooms observed, instruction has intentional planning for differentiation--particularly for language needs such as sentence frames, posted vocabulary and/or review of terms. However, most classrooms had inconsistent evidence for differentiating for student proficiency levels. • In some classrooms, questioning techniques did not engage the majority of students nor promote high level thinking, questioning techniques were mostly 1:1 as teachers circulated during independent work time or often solicited from the first student or two who volunteered the whole group allowing for little accountability to show mastery. • In almost all classrooms observed, teachers provided limited academic feedback and checks for understanding were rarely observed. Some classrooms provided low level academic feedback, mostly centered on task completion or behavior. Students in most classrooms were not required to use the academic language included in the lessons and did not receive feedback on using academic language.
<p>Observed Pedagogy: Student Engagement and Mastery</p>	<p>Does Not Meet Expectations</p>	<ul style="list-style-type: none"> • In almost all classrooms observed, fewer than 60% of students were engaged with the learning. Teachers employed inconsistent strategies to promote student engagement. For example in all classrooms, teachers used a roadmap for students to follow but very few students interacted/engaged with the task presented and often only needed to demonstrate that they were copying notes. • In most classrooms, very few students demonstrated individual mastery as seen in their exit tickets which often included guided support from peers or the teacher. Additionally, the high levels of student disengagement contributed to the lack of ability to demonstrate individual mastery.

<p>Multilingual Education Instruction²</p>	<p>Partially Meets Expectations</p>	<p>ELD:</p> <ul style="list-style-type: none"> ● Observed ELD instruction included appropriate and explicit language instruction throughout the lesson, for example: application of conjunctions/ digraphs/blends. ● In all ELD classrooms, students were seen speaking/writing 50% of the lesson while applying the target language. Some teacher feedback held students accountable to name the form/function being applied building student metalinguistic knowledge. <p>ICLD:</p> <ul style="list-style-type: none"> ● Most classrooms included an objective that was missing a language component. ● While some scaffolds were in place to support students at different language proficiencies (vocabulary walls/anchor chart reviews) most classrooms did not reference/scaffold/teacher relevant academic language to support the mastery of the "exit ticket." ● Some classrooms gave students opportunities to interact in speaking through partner work in order to practice academic language but these protocols (turn and talk, graphic organizer, etc) were unstructured , creating lower accountability and most students opted out. <p>NLI:</p> <ul style="list-style-type: none"> ● The observed language instruction in the NLI classroom was in Spanish (target language) for all components including Classrooms (i.e. objectives, activities, classroom environment, etc.). ● While language supports were available in the classroom (Spanish/English word wall, Spanish/English reading translations) language was mostly directly translated from one to another. ● The teacher was not observed to use the language strategically and/or to draw from the student's and our whole class' previous linguistic base to build upon language skills.
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² Compliance with ELA programming is required of all charter schools. The ELA Program Review evaluates successful implementation of requirements from the Charter contract, the Consent Decree and growth on student outcomes for English Learners. Due to all of the components evaluated in the ELA Program Review, ratings that do not fully meet District expectations do not equate to non-compliance with the Consent Decree. All schools that do not meet expectations or only partially meet expectations on the ELA Program Review are required to submit remedy plans. These remedy plans are then monitored by the DPS ELA Department in coordination with the Portfolio Management Team. Follow-up program reviews are conducted until the school is rated as meeting expectations.

Special Education Instruction ³	Meets Expectations	<ul style="list-style-type: none"> • All classrooms had evidence of intentional planning, such as lesson exemplars for each student, and a variety of accommodations to support with access to the curriculum. • Large co-taught classes, as well as small “pull-out” classes, had evidence of intentional real-time check-ins, purposeful grouping for interaction with peers, responsive adjustments to student need, and opportunities for student choice.
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Teaching Overall Rating - Exceeds Expectations		
Overall Assessment		
<p>The school has strong systems in place that promote teacher quality, especially in the areas of coaching and evaluation where teachers reflect on their evaluations, participate in peer observations, and there is an internal history of promoting within the teaching staff into leadership roles. Additionally, professional learning is differentiated to meet individual teacher needs.</p>		
Component	Rating	Evidence
Teacher Recruitment, Hiring, and Retention	Exceeds Expectations	<ul style="list-style-type: none"> • Most of the instructors who were interviewed said that Compass Academy provides teachers with possibilities for leadership development and professional promotion. • Per the application the school has a 75% teacher retention rate as of the end of June 2023. Additionally, the school is fully staffed for the 2023-2024 school year. • In the leadership interview, leaders stated that some of the staff identifies as BIPOC at 42% and the student population from the 2022-2023 school year reflects 78% BIPOC students. Additionally, in the school application Compass identified hiring an outside consultant in order to document a recruitment and hiring roadmap that ensure Compass recruits and retains staff in service of its students' diverse needs. • Teachers display mission alignment and retention processes are intentional and include a clear ladder for career advancement and performance as seen by the several previous teaching staff members who are in leadership roles at the school.
Teacher Coaching	Exceeds Expectation	<ul style="list-style-type: none"> • In the leader interview, it was noted that there are weekly coaching and weekly content meetings for teachers. Every teacher has goals and their coaching is individualized which supports differentiated teacher needs.

³ This rubric is intended to report on certain indicators of quality for over-all special education systems based on a site visit. The site visit team does not conduct a comprehensive audit and is not indicative of any finding related to a specific case or situation. It is also not an evaluation of compliance with Special Education legal requirements, as those are addressed through separate processes. Compliance with Special Education law is monitored through ongoing oversight by the Special Education department.

		<ul style="list-style-type: none"> All of the instructors at Compass Academy indicated that the leaders regularly observe all staff, conduct observations, and provide coaching feedback which is a transparent and consistent process. The school has structures in place to facilitate peer observations and have a "Catch me if you can" day where teachers observe each other and this peer observation practice is also built into individual coaching sessions where one teacher will observe another teacher alongside their coach.
Teacher Evaluation	Exceeds Expectations	<ul style="list-style-type: none"> All instructors agreed that frequent teacher evaluations are conducted regularly according to predetermined standards and a range of measures that hold all educators accountable, identify areas for growth, and openly share information with educators. Weekly observations are how the administrative team cited holding staff accountable. Observations are both unannounced and announced and formal observations happen twice a year and include a component of teacher self reflection.
Professional Learning	Meets Expectations	<ul style="list-style-type: none"> The school devotes at least 8 hours monthly to PL and has a clear schedule attached in the appendices of the application. Additionally, topics on the calendar included items such as MTSS, restorative practices, and MLL best practices. There was not a reference to cultural competencies in the professional learning calendar. All of the teachers interviewed agreed that PDs are tailored to each teacher's needs, experience, and curricular area. All teachers cited that they regularly use the methods they have acquired in professional development because accountability procedures are in place.

School Management and Leadership Overall Rating - Meets Expectations

Overall Assessment

The school has systems, structures, and processes in place that enable effective management of the school, including staffing and operations.

Component	Rating	Evidence
Organizational Structure	Meets Expectations	<ul style="list-style-type: none"> The leadership staffing structure supports effective implementation of the academic program and leverages staff strengths. Roles and responsibilities and the channels of communication are well defined and clear to all stakeholders which was reflective in staff and family interviews.

Leadership Team Coaching and Evaluation	Meets Expectations	<ul style="list-style-type: none"> • The leadership team members' evaluations are conducted at least annually and includes student achievement data. • Job descriptions of the leadership team effectively capture the role of the leadership team members • Leadership team members receive coaching from the executive director individually to engage in needs-based coaching or professional development and the administrative team meet regularly as a team to support school performance improvement.
Operational Leadership Systems	Meets Expectations	<ul style="list-style-type: none"> • School leaders have a clear system for managing the operations at the school such as having key personnel that are identified in necessary roles to support school operations per their organizational chart and clearly defined roles in the interviews. • The facility appeared maintained and compliant with all health and safety regulations • Compass has experienced declining enrollment since the 2018-2019 school year when they served 320 vs the 2022-2023 school year which served 246 students. The systems for student recruitment and retention results are not currently meeting 90% of the enrollment target. They are designed to be a small school and cite making adjustments in their application in order to maintain programming and the budget as a result of declining enrollment. • The school calendar and schedule are consistent for all stakeholders and designed to promote student achievement. • Regular communication is provided to all school stakeholders, including in appropriate languages as cited in interviews with families and staff.
Financial Leadership Systems	Meets Expectations	<ul style="list-style-type: none"> • School utilizes the services of a consulting group, G&G Consulting for Finance & Accounting. G&G meets with the school administration staff weekly as well as monthly with the Finance Committee and Board. Weekly meetings are an integral partnership with school leadership and admin to assess, support and mitigate risk through implementation and/or strengthening of financial processes/procedures. • FP verified PCOPS, Budget, Audit, QTR Reports turned in on time.

Governance Overall Rating – To Be Updated October 2023

Component	Network Rating
Drive the Mission and Vision	
Academic Oversight	
Financial Oversight	
Operational Oversight	

Human Capital Oversight		
Strategic Planning		
Community Relations		
Board Systems and Structures		
Legal Obligations		
Overall Assessment		
Component	Rating	
Drive the Mission and Vision		•
Academic Oversight		•
Financial Oversight		•
Operational Oversight		•
Human Capital Oversight		•
Strategic Planning		•
Community Relations		•
Board Systems and Structures		•

	Evidence of Obligation Met
Bylaws in place that outline board role and legal obligation	<input type="checkbox"/>
Current Nonprofit Status on the State of Colorado website	<input type="checkbox"/>
Open meetings: posted notice of public meeting	<input type="checkbox"/>
Financial transparency compliance (required materials posted to website)	<input type="checkbox"/>
Financial reporting compliance (annual audits, quarterly financial statements, revised budgets)	<input type="checkbox"/>
Regular SAC Meetings	<input type="checkbox"/>
Mandatory reporting - attestation of training	<input type="checkbox"/>
Minutes taken and shared	<input type="checkbox"/>
Title Nine: officer and protocol in place	<input type="checkbox"/>
SB 191: half of an educator's annual evaluation is based on Measures of Student	<input type="checkbox"/>

Learning/Outcomes	
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The Compass Academy Board of Directors

Term ending:	Totals											
Current Board Directors and school year termed out (at least 5 no more than 13):	11	Mary	Jim	Jessica	Bob	Ana	Christine	Jerry	Corey	John	Angel	Brandon
Date joined the board		08/2013	08/2013	02/2017	08/2013	6/2017	01/2018	06/2018	01/2021	04/2022	05/2022	07/2023
End of first term date		08/2017	08/2017	02/2020	08/2017	6/2020	01/2021	06/2021	01/2024	04/2025	05/2025	
End of second term date		08/2020	08/2020	02/2023	08/2020	06/2023	01/2024	06/2024				
End of third term date		08/2023	08/2023		08/2023							
Current Job Title		President - Lyra Colorado	CEO - City Year	Chief, Finance & Strategy at Instruction Partners	Research Professor - JHU	Senior Program Officer - Gates Family Foundation	Chief of Marketing Engagement + Data at The Trustees of Reservations	CEO - Action Youth	Director at Kauffman Foundation	Senior Vice President and Executive Director at City Year Denver	Associate Director and Change Consultant at Change Matrix, LLC	Executive Director - Compass Academy
Email and Phone		mseawell@gatesfamilyfoundation.org 720-840-7658	jbalfanz@cityyear.org 267-210-2651	jessicalynroberts@gmail.com 713-447-5221	rbalfanz@jhu.edu 410-279-8399	asolier@gatesfamilyfoundation.org 303-319-6022	morin.christine@gmail.com 617-388-1811	jerry@actionyouth.org 720-971-4901	cscholes@kauffman.org 816-365-1009	jalbright@cityyear.org 720-939-0690	Avilla9494@gmail.com	bjones@compassacademy.org
BOARD COMPOSITION:												
Officers (specify)	3		Vice - Chair	Chair/ Treasurer		Secretary						
Founder	4	X	X		X							
Executive Director (non-voting)	1											x
Subcommittees:												
Executive	4	X	X	X								X
Finance	3	X	X	X								X
Academic Performance	3		X		X							X
Development	4	X	X	X								X
AFFILIATIONS/ CONTACTS:												
Corporate/ professional	7	X	X	X			x	X	X	x	x	
Small business	5			X				X		x	x	X
Local media	1									x	x	
Government	6	X	X		X			X		x	x	
Faith-based	1							X				
Philanthropic	8	X	X		X	X		X	X	x	x	
Education	10	X	X	X	X	X		X	X	x	x	x
Grass roots leaders/ groups	5	X					x	X		x	x	
DEMOGRAPHICS:												
Male	6		x		x			X		x	x	X
Female	5	x		X		x	x		X			
Under 35	1										x	
35 - 49	6	x		x			x	X		x		x
50 - 64	5		x		x	x			X			
65+	0											
African American	0											
Caucasian	8	x	x	X	x		x		X	x		x
Native American	0											
Hispanic/Latino/a	3					x		X			x	
Asian-American	0											
Multiracial	0											
Sexual Orientation: LGBTQ+	2					x						x
College degree	10	x	X	x	x	x	x		X	x	x	x
Advanced degree/ professional	6	x	X	x	x	x	x		X			
Disability	1		x									
Resident of SW Denver	1							X				
Resident of Denver	7	x		x		x		X		x	x	x (Lakewood)
Out of State	4		x		x		x		X			
SKILLS/ EXPERIENCE:												
Education / Teaching:	4			X				X	X			X
K-12	7			x		x		X	X	x	x	x
Special Education	3			x					X			x
Higher education	2			x								X
Evaluation/ data	5	x		x				X		x	x	x
Policy/Research	5	x		x				X		x	x	
Administration	6	x		x				X		x	x	x
Legal:												
Personnel	3			x					X			x
Charter schools	3			x					X			x
Open records	2			x						x		
Human resources	4					x			X			x
Other	1					x						
Financial:												
Accounting/ Finance	1			x								
Budgeting	3			x						x		x
Fundraising:												
Grants/ foundations	8	x		x		x		X	X	x	x	x
Corporate	5			x		x		X		x	x	
Volunteerism	6			x		x		X	X	x	x	
Events	5			x		x		X		x	x	
In-kind	6	x		x		x		X		x	x	
Public/community relations	7	x				x		X		x	x	x
Bilingual	3				x	x					x	