



Board of Directors Meeting Agenda

Drexel Foundation for Educational Excellence, Inc.

DBA Thea Bowman Leadership Academy School

3401 W. 5th Avenue, Gary, IN 46406

Wednesday, February 22, 2023

6:00 PM CT

- I. Meeting Called to Order**
- II. Pledge of Allegiance**
- III. Roll Call**
 - a. Approval of Board Agenda
 - b. Approval of Board Minutes from January 25, 2023
- IV. CMO Report**
 - a. Principal's Report
 - b. Academic Support Update
 - c. Financial Report
- V. Presentations**
 - a. ESSER Overview
 - b. Enrollment/Student Recruitment
- VI. Authorizer Report (Trine University/Education One LLC)**
- VII. Old Business**
- VIII. New Business**
 - a. Approval of MOU for the Career Center
 - b. Approval of Raise the Bar Initiative
 - c. Approval of 2023-2024 School Calendar
- IX. Discussion Items**
 - a. RFP Updates
 - b. Portables
- X. PTA**
- XI. Open Communication/Public Comments**
- XII. Meeting Adjourned**

The next board meeting is scheduled for March 29, 2023 at 6:00 PM CT.

Board of Directors Meeting Minutes
Drexel Foundation for Educational Excellence, Inc.
DBA Thea Bowman Leadership Academy
3401 W. 5th Avenue, Gary, IN 46406
Wednesday, January 25, 2023
6:00 PM CT

I. Meeting Called to Order

A meeting of the Board of Directors (the “Board”) of Thea Bowman Leadership Academy (“TBLA”) was held on Wednesday, January 25, 2023. The meeting was called to order by the Board Chair at 6:00 PM CT.

II. Pledge of Allegiance

The pledge of allegiance was recited by the assembled Directors and attendees.

III. Roll Call

Eve Gomez, President	Present
Jason Beres, Vice President	Present
Michelle Dickerson, Treasurer	Present
Clifford Gooden	Present
Helen Hill	Present
Cedric Steele	Present
Michael Suggs	Present

Other Attendees:

- Lindsay Omlor, Executive Director of Charter Schools, Education One
- Marisa Simmons, Principal, Thea Bowman Leadership Academy
- Eva Spilker, President & CFO, PLA
- Cheri Shannon, Chief Growth Officer, PLA
- Melissa Morris, NW Regional Director, PLA
- Tahirah Thompson, Director of Operations Facilities & New School Launch, PLA
- Antoinette Troupe, Operations Manager, Thea Bowman Leadership Academy
- Johnny Jin, Chief Strategy & Development Officer, PLA
- Lauren Fihe, Government Development Manager, PLA
- Cathy Kendrick, Director of Human Resources, PLA
- Brandy Ivy, Human Resources Generalist, PLA
- Raul Garcia, Financial Grants Manager, PLA
- Arely Benavides, Chief Operating Officer, PLA
- Andrea Robinson, Chief Academic Officer, PLA

a. Approval of Board Agenda

Motion: Clifford Gooden Support: Michael Suggs
Yays: 7 Nays: 0

b. Approval of Board Minutes from December 14, 2022 and December 19, 2022

Motion: Jason Beres Support: Clifford Gooden
Yays: 7 Nays: 0

IV. CMO Report

a. Principal's Report

Principal, Marisa Simmons, provided an update on academics, enrollment, staffing, the data dashboard, January and February events, and a February preview of school happenings.

b. Academic Support Update

Melissa Morris provided a middle-of-year snapshot and strategic planning for 2nd semester. Data points and in-action instructional review plans were shared out.

c. Financial Report

i. Audit Update

Eva Spilker presented a financial review of the income statement, cash balances, accounts payable balances, and days cash. Eva reported an update on the audit; all items have been turned in and the audit is on schedule.

V. Authorizer Report (Trine University/Education One LLC)

Lindsay Omlor shared a link with an accountability update, community connections, and upcoming events.

Michelle Dickerson requested the metrics and criteria for the Organizational Performance of Governing Board.

VI. Old Business

a. Approval of Security Guard Contract

A motion was made to ratify the agreement with Tatum Security with the exception that the term is modified until the end of the school year.

Motion: Cedric Steele Support: Michael Suggs
Yays: 5 Nays: 0 Abstentions: 2 (Eve and Jason)

A motion was made to immediately entertain an RFP with a response time of 30 days from issuance, and to include the statistical data necessary to make a complete and correct decision regarding the response to the RFP.

Motion: Jason Beres Support: Michelle Dickerson
Yays: 7 Nays: 0

VII. New Business (Discussion Only)

a. Approval of OnSite RTU Service Quote (HVAC)
Motion: Michael Suggs Support: Jason Beres
Yays: 7 Nays: 0

VIII. Discussion items

- a. Building Expansion
- b. Portables
- c. ESSER Update
- d. RFP – Technology

Tahirah Thompson provided an update on the building expansion; and critical and non-critical items for the portables.

Johnny Jin presented an ESSER Overview. The ESSER II budget amendment was approved; with the ESSER III budget amendment being submitted next week. Michelle Dickerson requested a line item expenditure and a timeline for the Learning Environment for when those items will be addressed and implemented.

Arelly Benadives provided an overview of the RFP - Technology.

IX. PTA

Tanisha Smith, PTA President, provided an update. The last meeting was held on Monday, 1/23 and a credit repair specialist came to speak to parents. The next meeting is scheduled for 2/20 at 7 PM; Edge Water Health will be the guest.

X. Open Communication/Public Comments

- Jason Beres inquired about posting the position for Director of IT.
- Ms. Toni inquired about when the staff will be receiving their holiday bonus.
- Eve asked Principal Simons her thoughts on planning a team-building outing.

XI. Meeting Adjourned

A motion was made to adjourn the meeting.

Motion: Jason Beres Support: Michael Suggs

The meeting was adjourned at 8:15 PM.



Thea Bowman Leadership Academy

February Administration Team Report

Academic Updates:

The following has taken place:

- Staff Professional Development
- SAT Prep Classes for 10th & 11th Grade
- WIDA Testing

February Events & Activities:

The following events took place this month:

- NWEA Testing
- Family Fitness Night
- Senior Night-Boys' basketball and cheer
- Parent's Night Out
- IREAD-3 Parent University
- SAT Boot Camp
- Drama Club Play
- Sporting Events

Upcoming Events:

The following events will take place in February:

- SAT Testing (11th)-March 1-3, 2023
- IREAD-3 Testing-March 6-10, 2023
- Family Math Night-March 14, 2023 5:00 pm - 6:30 pm
- End of Q3-March 16, 2023
- Spring Break-March 20-24, 2023
- Parent Conferences-March 31, 2023 10:00 am - 6:00 pm

Athletic Updates:

- Athletic events-visit our Athletic website for schedules

Facilities Tracking:

- Portables in progress
- Beautification projects

Enrollment:

The enrollment for February 2023 is as follows:

Grade	Number of Scholars
K	47
1st	51
2nd	62
3rd	48
4th	51
5th	63
6th	76
7th	67
8th	66
9th	70
10th	63
11th	65
12th	64
TOTAL	793



01

Continuous Improvement: Middle of Year NWEA Benchmark TBLA Elementary School

Northwest Evaluation Association

3 Year Fall Review: Reading
Winter~Winter~Winter

20-21: 27.3%
21-22: 34.1%
22-23: 29.6% **↓ 4%**

3 Year Fall Review: Math
Winter~Winter~Winter

20-21: 17.8%
21-22: 19.1%
22-23: 29.0% **↑ 10%**

22-23 NWEA School Achievement Summary

- Filter by school and grade level at the top

- The most current term will be automatically selected

Fall 22-23 % of Students Above Grade Level RIT

ELA 32% Math 28%

Winter 22-23 % of Students Above Grade Level RIT

ELA 30% Math 29%

SchoolName: Thea Bowman Leadership Academy

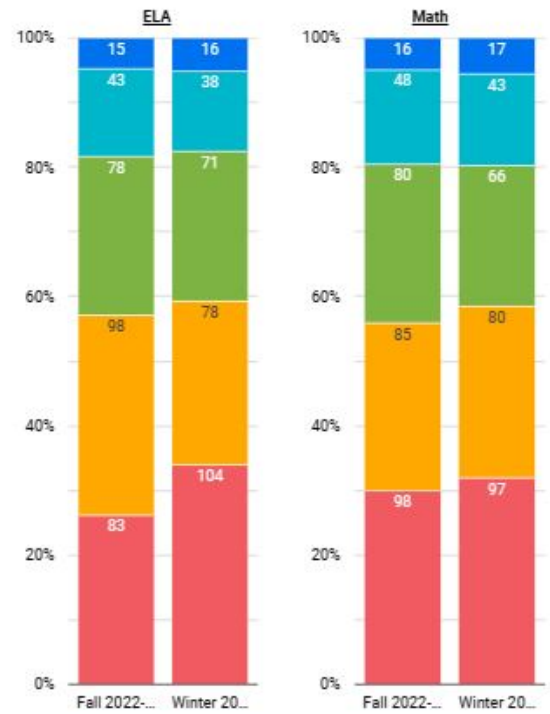
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Grade -

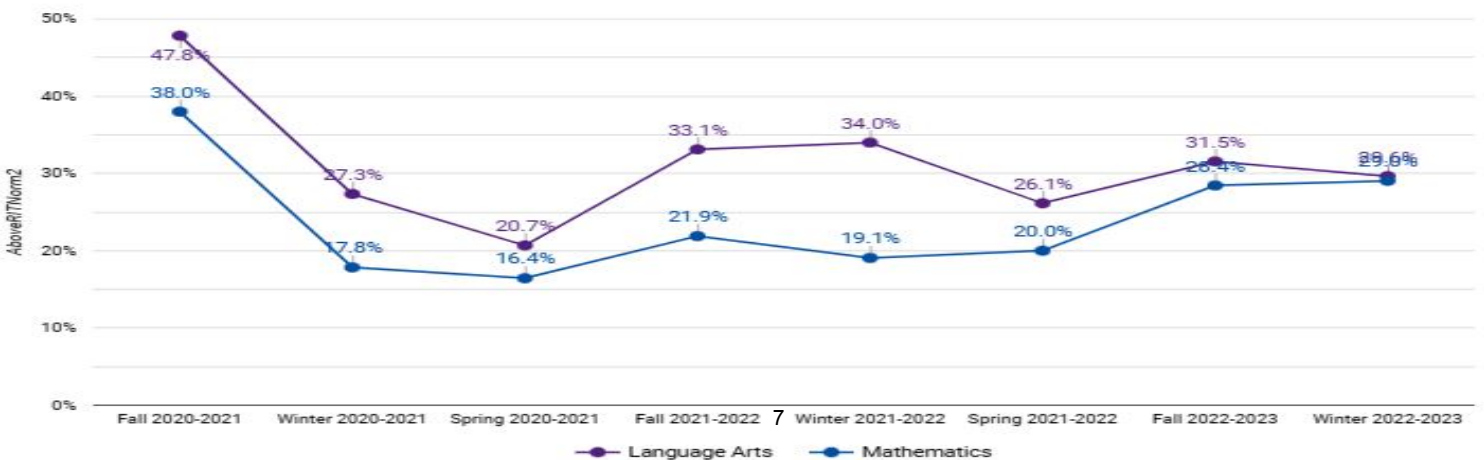
NWEA SY22-23
% At or Above Grade Level RIT Norm by Term

Subject	Grade	22-23 Fall - % A...	22-23 Winter - ...	22-23 Spring - ...
Language Arts	0	38.0%	42.6%	-
	1	33.3%	16.3%	-
	2	24.6%	16.7%	-
	3	37.5%	37.5%	-
	4	31.8%	31.3%	-
	5	27.1%	34.4%	-
Mathematics	0	40.0%	40.4%	-
	1	26.4%	32.5%	-
	2	33.3%	35.5%	-
	3	34.7%	39.6%	-
	4	24.5%	15.2%	-
	5	13.3%	13.3%	-
	6	-	-	-

NWEA SY22-23
of Students by Achievement Quintile by Term



NWEA MAP - % of Students At or Above Grade Level RIT Norm





02 | Continuous Improvement: Middle of Year NWEA Benchmark Data TBLA Elementary School

Winter to Winter: Percentage of Projected Growth Met! Best long-term indicator of student growth.

Winter to Winter NWEA School Growth Summary

-Will update from 11/14/22 to 2/10/23
-Filter by school and grade level at the top

Winter to Winter NWEA ELA % of Projected Growth Met

85%

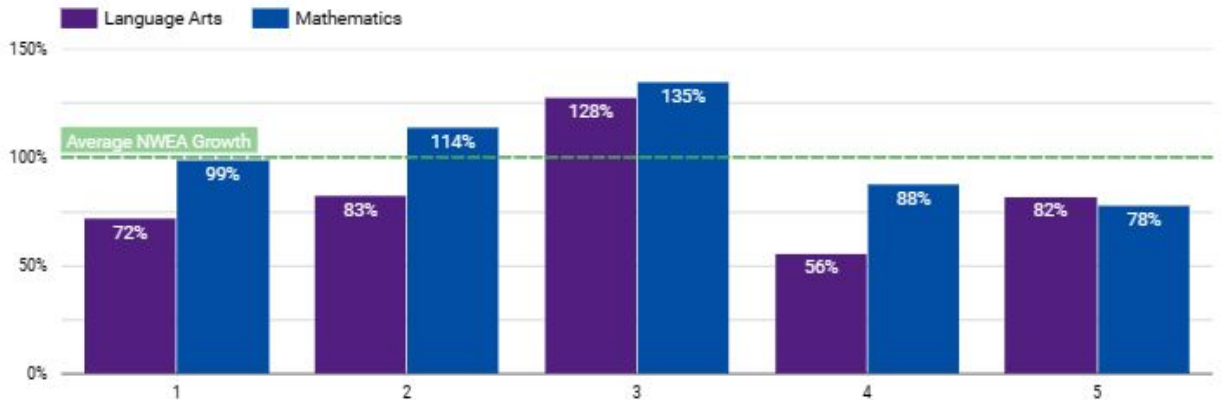
Winter to Winter NWEA Math % of Projected Growth Met

104%

SchoolName: Thea Bowman Leadership Academy (1)

Grade: 12, 11, 10, 9, 8, 7, ... (12)

NWEA Growth Winter 21-22 to Winter 22-23
% of Projected Growth Met



If every student scored exactly what they were predicted to grow, they would be at 100%. Scores over 100% indicates that scholars exceeded their growth projections. This indicates that TBLA is closing the achievement gap!

Fall to Winter: Percentage of Projected Growth Met!

Fall to Winter 22-23 NWEA School Growth Summary

-Will update from 11/14/22 to 2/10/23
-Filter by school and grade level at the top

Fall to Winter NWEA ELA % of Projected Growth Met

77%

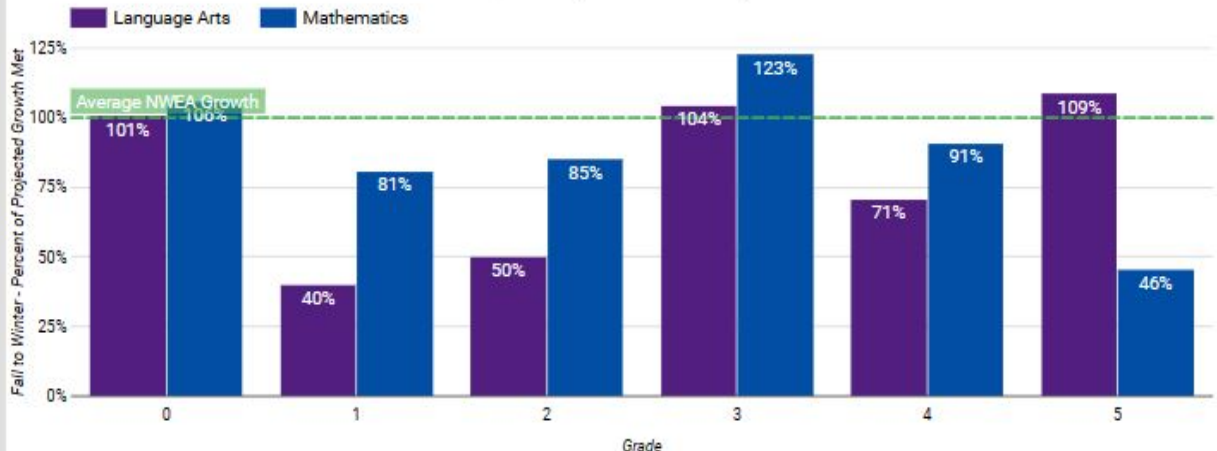
Fall to Winter NWEA Math % of Projected Growth Met

90%

SchoolName: Thea Bowman Leadership Academy (1)

Grade

NWEA Growth Fall to Winter 22-23
% of Projected Growth Met





03

Continuous Improvement: Middle of Year NWEA Benchmark TBLA Elementary School

Winter to Winter: Percentage of student meeting their Growth Goals!

PLA Goal: 60%

Percent of Students Meeting Growth Goal (# of students who met their projected growth compared to total number of students)

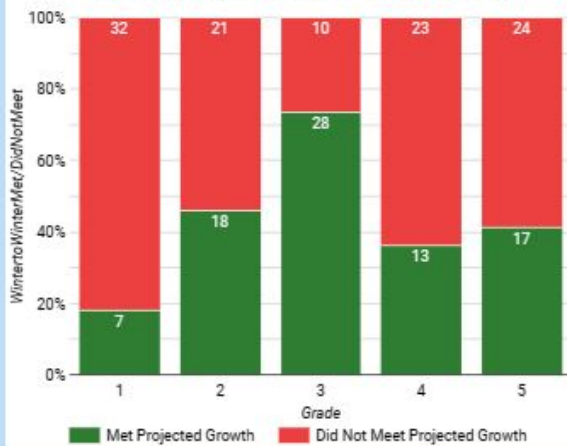
Winter to Winter ELA NWEA
% of Students Meeting
Growth Goals

43%

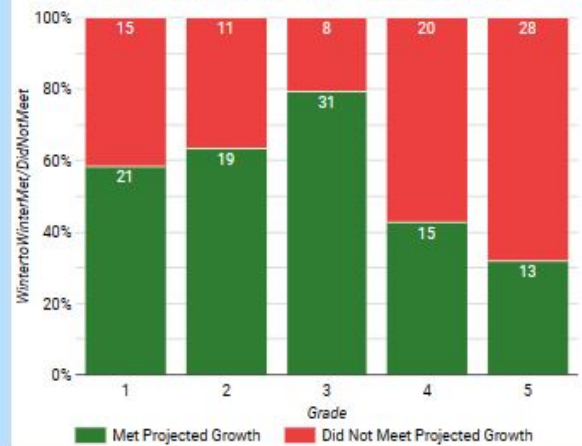
Winter to Winter Math
NWEA
% of Students Meeting
Growth Goals

55%

Language Arts - Winter to Winter
% of Students Meeting Growth Goal (PLA Goal is 60%)



Math - Winter to Winter
% of Students Meeting Growth Goal (PLA Goal is 60%)



This indicator shows the percentage of scholars meeting their growth goals.

Fall to Winter: Percentage of students meeting Growth Goals!

Percent of Students Meeting Growth Goal (# of students who met their projected growth compared to total number of students)

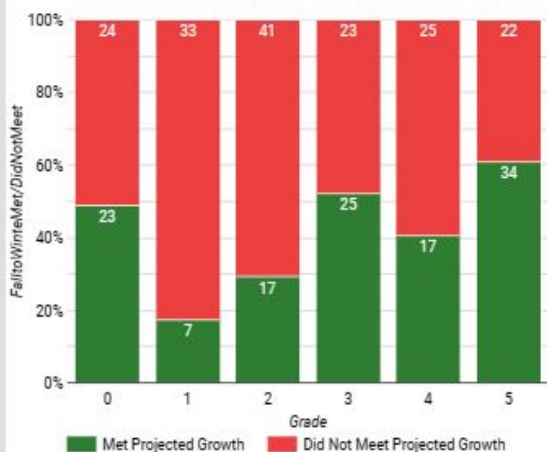
Fall to Winter ELA NWEA
% of Students Meeting
Growth Goals

42%

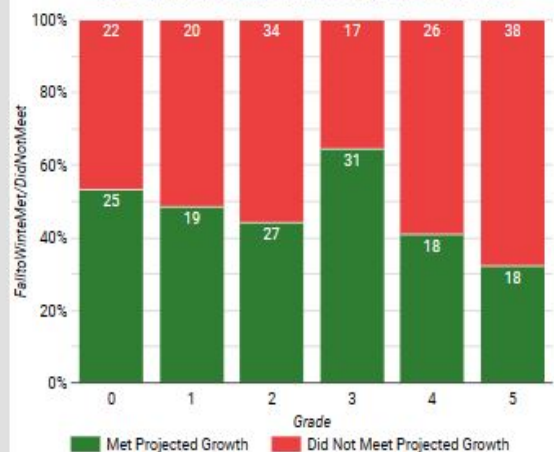
Fall to Winter Math NWEA
% of Students Meeting
Growth Goals

47%

Language Arts - Fall to Winter
% of Students Meeting Growth Goal (PLA Goal is 60%)



Math - Fall to Winter
% of Students Meeting Growth Goal (PLA Goal is 60%)



Median Conditional Growth Percentile



04 | Continuous Improvement: Middle of Year NWEA Benchmark for TBLA Middle School

3 Year Fall Review: Reading
Winter~Winter~Winter

20-21: 34.7%
21-22: 19.9% **↑24%**
22-23: 43.9%

3 Year Fall Review: Math
Winter~Winter~Winter

20-21: 36.3%
21-22: 9.4% **↑10%**
22-23: 19.7%

22-23 NWEA School Achievement Summary

- Filter by school and grade level at the top
- The most current term will be automatically selected

Fall 22-23 % of Students Above Grade Level RIT

ELA **39%** Math **12%**

Winter 22-23 % of Students Above Grade Level RIT

↑ ELA **44%** **↑** Math **20%**

SchoolName: Thea Bowman Leadership Academy Junior High School

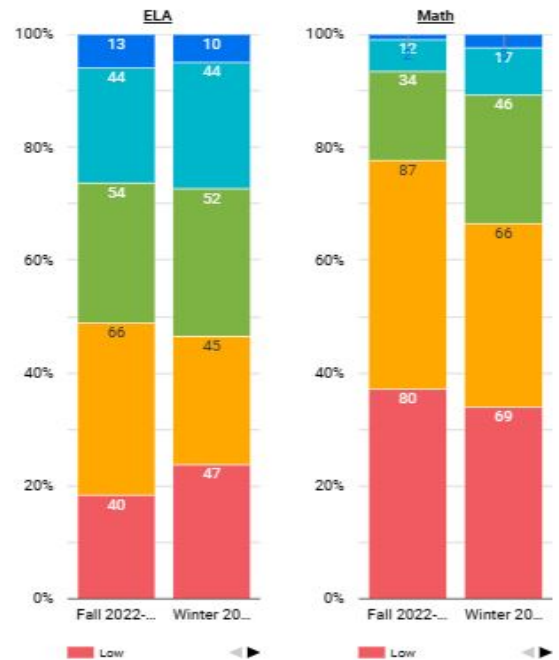
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Grade

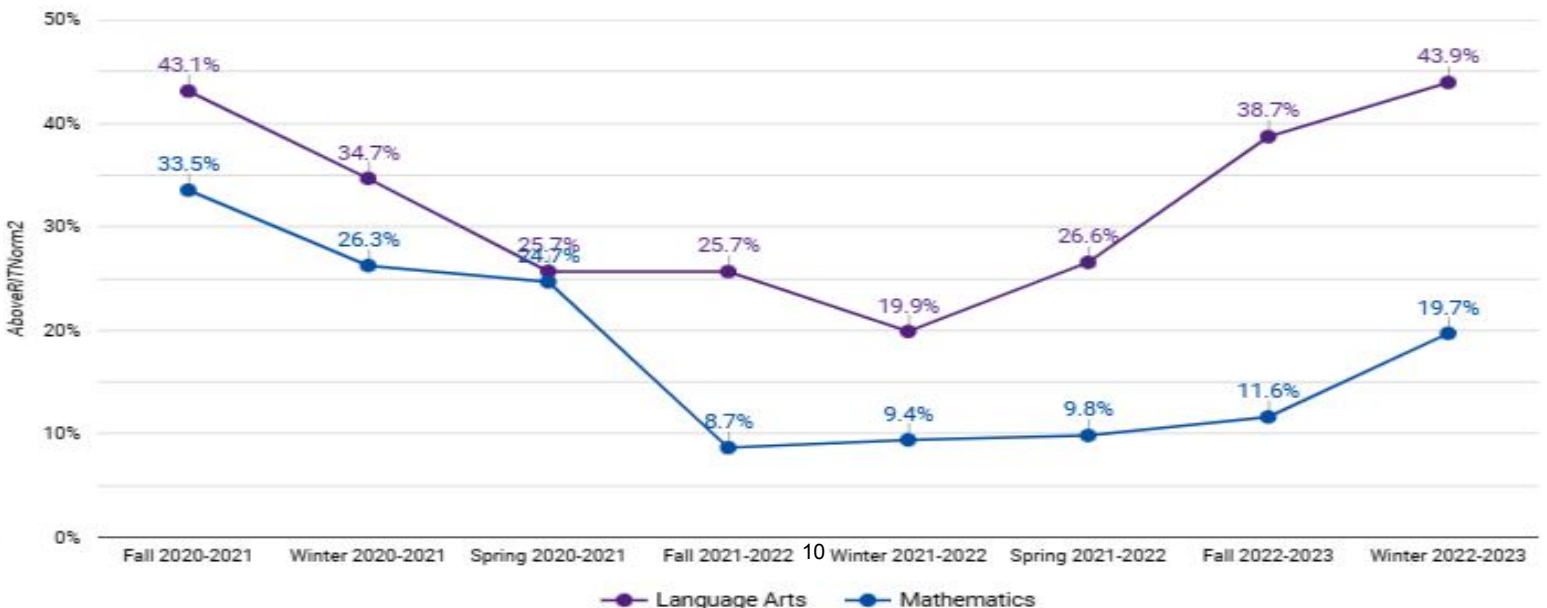
NWEA SY22-23 % At or Above Grade Level RIT Norm by Term

Subject	Grade	22-23 Fall - % A...	22-23 Winter - ...	22-23 Spring - ...
Language Arts	6	53.4%	47.9%	-
	7	28.4%	39.7%	-
	8	34.3%	43.5%	-
Mathematics	6	4.3%	8.3%	-
	7	13.5%	25.8%	-
	8	16.7%	26.2%	-

NWEA SY22-23 # of Students by Achievement Quintile by Term



NWEA MAP - % of Students At or Above Grade Level RIT Norm

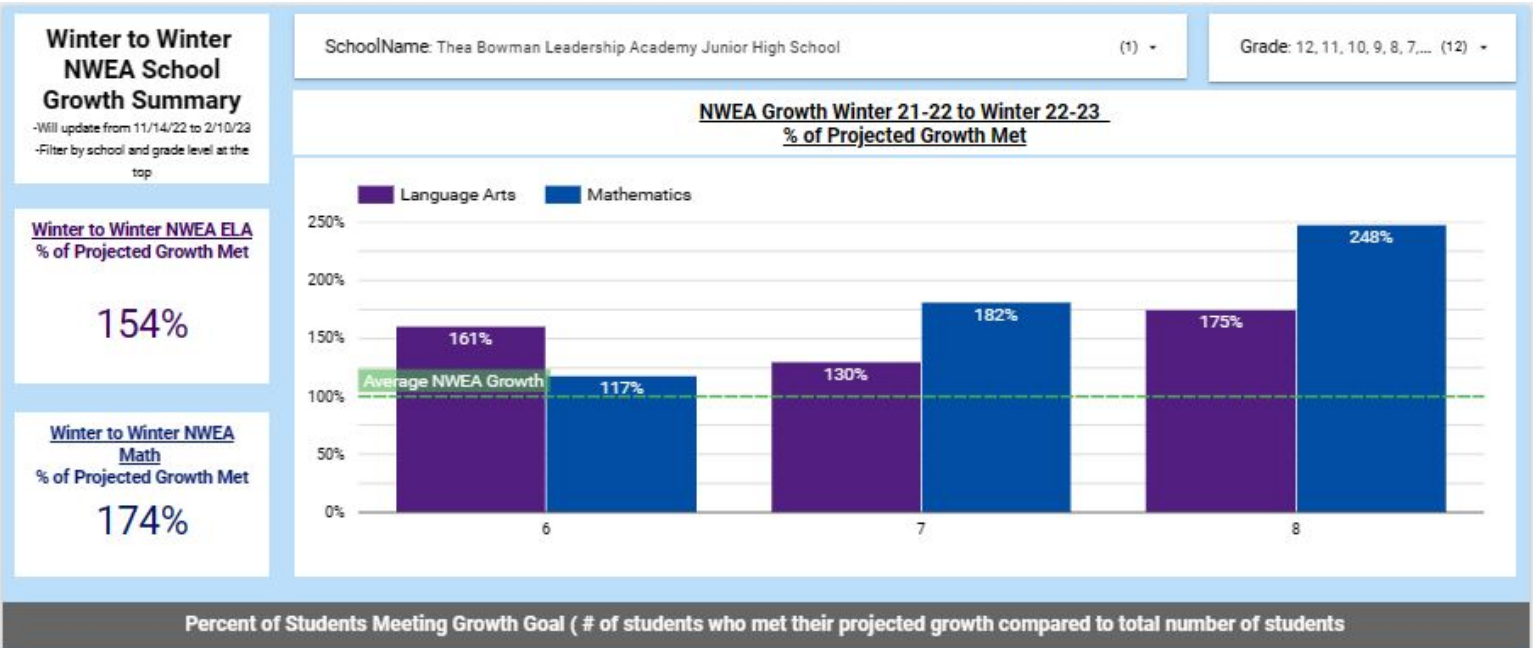




05 | Continuous Improvement: Middle of Year NWEA Benchmark Data TBLA Middle School

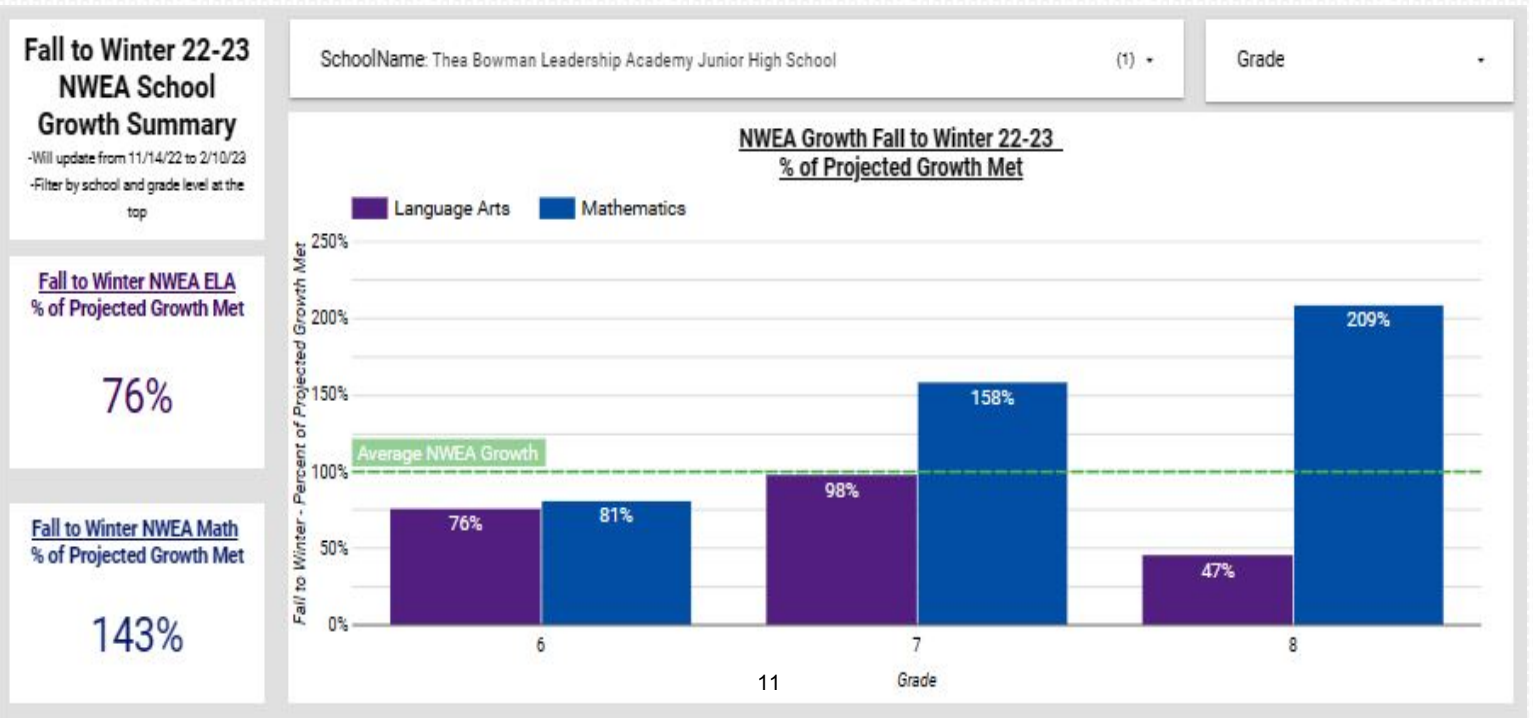
Winter to Winter: Percentage of Projected Growth Met!

Best long-term indicator of student growth.



If every student scored exactly what they were predicted to grow, they would be at 100%. Scores over 100% indicates that scholars exceeded their growth projections. This indicates that TBLA is closing the achievement gap!

Fall to Winter: Percentage of Projected Growth Met!

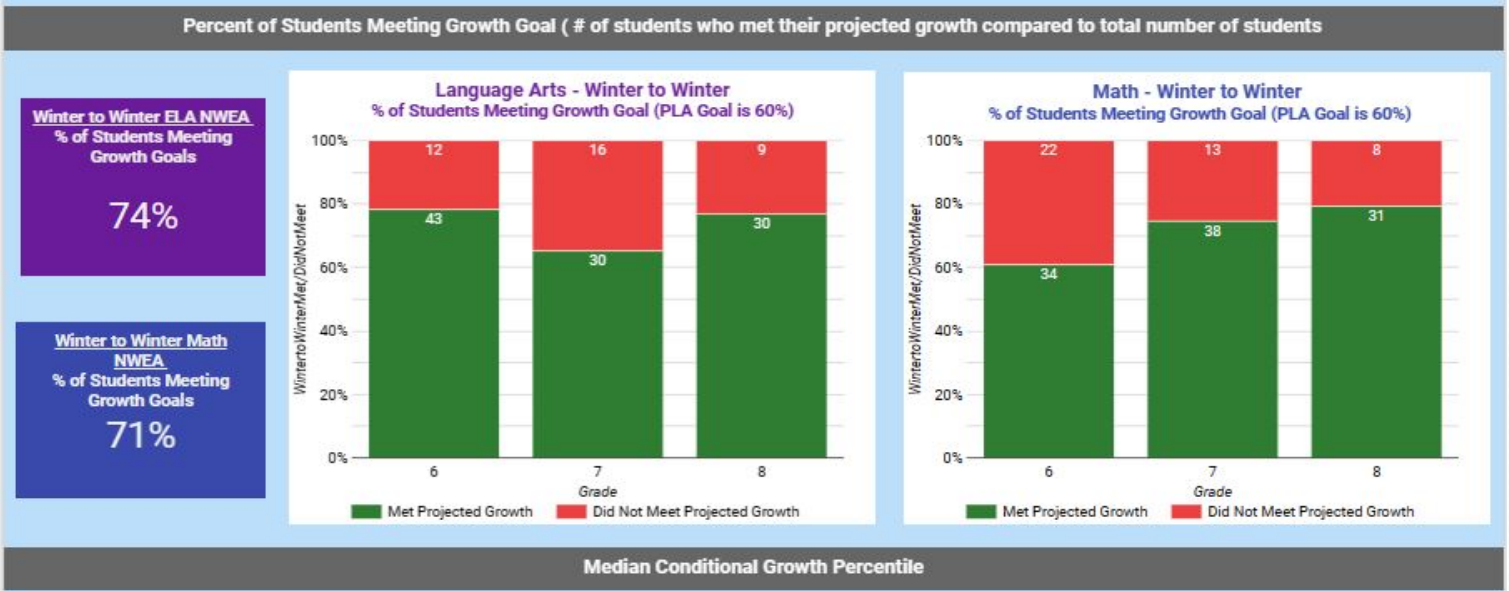




06

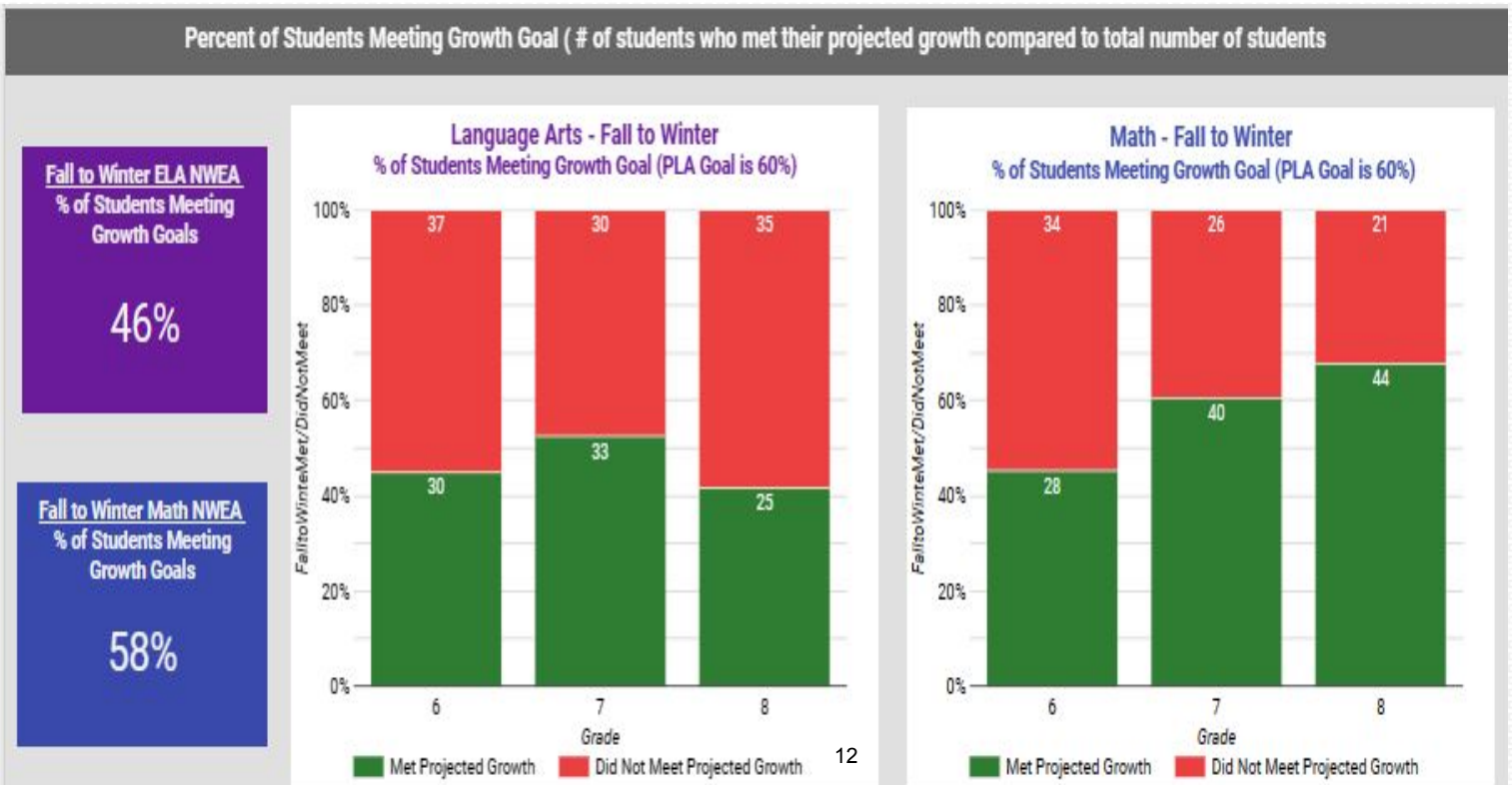
Continuous Improvement: Middle of Year NWEA Benchmark TBLA Elementary School

Winter to Winter: Percentage of student meeting their Growth Goals! PLA Goal: 60%



This indicator shows the percentage of scholars meeting their growth goals.

Fall to Winter: Percentage of students meeting Growth Goals!





07 | Continuous Improvement: BAS: Benchmark Assessment System and LLI: Levelled Literacy Intervention

Grade	Total Class Grade Level : Growth in Reading Levels (Includes scholars in LLI)	LLI Students Only: Avg Growth by Reading Level
1	2	2
2	2	2
3	1	2
4	2	3
5	1	2
6	1	3
7	1	2
8	2	1
Avg	1.3	2.1

- Scholars in LLI show significantly greater growth than scholars only receiving classroom instruction
- Scholars have been regrouped based on MOY Data
- New Intervention groups began 2/14



Family Life



Theresa is a proud mother of three adult children and 8 grandchildren. She loves taking walks with her faithful companion, Chewbacca. Theresa's hobbies include hiking, cooking, book club, and crocheting.



tjacobs@phalenacademies.org

Phone:
219-615-1228

Meet

Instructional Specialist

Theresa Jacobs

"I am very honored to be working with Phalen Leadership Academies at Thea Bowman Leadership Academy, located in Northwest Indiana. My passion has always been in providing quality education to the scholars that I have worked with throughout the years. My goal is to help mold them into lifelong learners who always strive to be the very best version of themselves."

Education and Experience

Ms. Jacobs earned her undergraduate degree in Secondary Social Studies Education and a Master of Arts in Education in Curriculum and Instruction from Defiance College. She completed the Principal Leadership Program at Indiana Wesleyan University. Alternative Education and working with At-Risk juveniles have been Ms. Jacobs' focus for 20 years with a background in Curriculum and Instruction. She served as the Headmaster for Howe Military Academy and most recently as the Director of Admissions and Academics at Campagna Academy.

PLA's Core Value:

Continuous Improvement:

"I believe that all goals are attainable so long as we make a concerted effort to make continuous improvement. Sometimes the achievements may seem small; however, the overall focus is to get better every single day!"



1) Income Statement

Revenue - year to date:

	7,100,537	actual	12/31/2022
	9,209,190	budget	12/31/2022
\$	(2,108,654)	Below budget YTD (Negative to Budget)	

Expenses - year to date:

	6,483,521	actual	12/31/2022
	8,695,260	budget	12/31/2022
\$	2,211,739	Below Budget YTD (Positive to Budget)	

Net Income - year to date:

\$	617,015	actual	12/31/2022
\$	513,930	budget	12/31/2022
\$	103,085	Above budget YTD (Positive to Budget)	

YTD Dec revenue is \$2.1mm below budget primarily due to ESSER II & III revenues that will not be claimed until later in the year when the ESSER III budget is approved and expenses are incurred. YTD Dec expenses are \$2.2mm below budget primarily due to ESSER II & III expenses that have not been incurred.

2) Cash Balances:

\$	4,455,871	12/31/2022
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3) Accounts Payable Balances:

\$	167,732	12/31/2022
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4) Days Cash:

93

Enrollment

Budget	825
Sept Count Day	841
Feb Count Day	792

Phalen Leadership Academy - Indiana
Thea Bowman Leadership Academy
 Balance Sheet

	Actual 12/31/2022	Actual 6/30/2022
ASSETS		
CURRENT ASSETS		
Cash	4,455,870.67	4,952,278.13
Restricted Cash Bond	173,641.86	173,599.44
Accounts Receivable	748,716.73	60,075.82
Grants Receivable	579,728.31	746,270.12
Prepays	237,830.62	80,691.69
Deposits	24,612.60	24,612.60
Total	6,220,400.79	6,037,527.80
PROPERTY AND EQUIPMENT		
Land	859,885.95	859,885.95
Building Improvements	17,345,046.44	17,025,110.94
Textbooks	494,080.35	311,354.38
Equipment	1,559,000.36	1,512,815.90
Computers	2,361,838.93	2,260,525.72
Software	145,547.58	145,547.58
Furniture	840,499.77	834,756.93
Accumulated Depreciation	(11,800,490.89)	(11,504,089.26)
Total	11,805,408.49	11,445,908.14
OTHER ASSETS		
Bond Debt Reserve Fund	1,173,531.10	1,173,536.24
Bond Discount	256,093.36	259,993.26
Bond Issuance Costs	790,652.94	802,693.34
Deferred Expense	2,950.00	3,050.00
Total	2,223,227.40	2,239,272.84
Total Current Assets	20,249,036.68	19,722,708.78
Total Assets	20,249,036.68	19,722,708.78
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	167,732.41	66,310.91
Accrued Expenses	10,000.00	260,067.00
Payroll Liabilities	243,209.52	185,251.47
Total CURRENT LIABILITIES	420,941.93	511,629.38
LONG TERM LIABILITIES		
Bonds Payable	16,775,000.00	16,775,000.00
Total	16,775,000.00	16,775,000.00

Phalen Leadership Academy - Indiana
Thea Bowman Leadership Academy
 Balance Sheet

	Actual 12/31/2022	Actual 6/30/2022
Total Liabilities	17,195,941.93	17,286,629.38
 NET ASSETS		
Unrestricted Net Assets	3,053,094.75	2,432,979.40
Temporarily Restricted Net Assets	0.00	3,100.00
Total	3,053,094.75	2,436,079.40
 Total Net Assets	 3,053,094.75	 2,436,079.40
 Total Liabilities and Net Assets	 20,249,036.68	 19,722,708.78
 BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS	 2,436,079.40	 847,294.92
 NET SURPLUS/(DEFICIT)	 617,015.35	 1,588,784.48
 ENDING NET ASSETS	 3,053,094.75	 2,436,079.40

Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Income Statement

	Actual 12/1/2022 - 12/31/2022	Actual 7/1/2022 - 12/31/2022	Budget 7/1/2022 - 12/31/2022	Favorable (Unfavorable)	Annual Budget	Budget Remaining
INCOME						
Federal Funding						
Title I	115,773.36	1,006,700.27	1,041,807.00	(35,106.73)	2,083,614.00	1,076,913.73
Title II	0.00	123,036.25	25,666.56	97,369.69	51,333.00	(71,703.25)
Title IV	7,857.16	27,059.25	42,279.96	(15,220.71)	84,560.00	57,500.75
SPED	5,785.60	64,361.36	35,235.00	29,126.36	70,470.00	6,108.64
Federal Lunch Reimbursement	41,030.32	236,511.42	313,020.00	(76,508.58)	626,040.00	389,528.58
ESSER II	62,189.58	704,275.61	1,507,021.44	(802,745.83)	3,014,043.00	2,309,767.39
ESSER III	36,125.00	94,119.38	1,800,000.00	(1,705,880.62)	3,600,000.00	3,505,880.62
Total Federal Funding	268,761.02	2,256,063.54	4,765,029.96	(2,508,966.42)	9,530,060.00	7,273,996.46
State Funding						
Basic Support	637,835.64	3,622,235.50	3,367,065.96	255,169.54	6,734,132.00	3,111,896.50
Charter School Grant	520,000.00	1,051,250.00	1,031,250.00	20,000.00	1,031,250.00	(20,000.00)
Remediation Grant	0.00	9,510.00	0.00	9,510.00	0.00	(9,510.00)
Performance Awards	31,419.53	31,419.53	0.00	31,419.53	0.00	(31,419.53)
Textbook Reimbursement	0.00	0.00	0.00	0.00	52,986.00	52,986.00
Gifted and Talented	3,300.00	10,610.89	0.00	10,610.89	0.00	(10,610.89)
Career and Technical Education	0.00	935.09	0.00	935.09	0.00	(935.09)
State Lunch Match	4,197.28	4,197.28	0.00	4,197.28	0.00	(4,197.28)
Early Intervention	0.00	1,889.36	0.00	1,889.36	0.00	(1,889.36)
Total State Funding	1,196,752.45	4,732,047.65	4,398,315.96	333,731.69	7,818,368.00	3,086,320.35
Other Revenue						
Student Fees	70.00	8,517.00	16,905.96	(8,388.96)	33,812.00	25,295.00
Athletics	20,614.12	49,692.52	27,409.50	22,283.02	54,819.00	5,126.48
Other Income	150.00	41,098.12	1,529.00	39,569.12	3,058.00	(38,040.12)
Interest Income	46.83	303.42	0.00	303.42	0.00	(303.42)
Contributions	0.00	12,656.25	0.00	12,656.25	0.00	(12,656.25)
Student Fundraising Income	0.00	158.00	0.00	158.00	0.00	(158.00)
Total Other Revenue	20,880.95	112,425.31	45,844.46	66,580.85	91,689.00	(20,736.31)
Total Income	1,486,394.42	7,100,536.50	9,209,190.38	(2,108,653.88)	17,440,117.00	10,339,580.50
EXPENSES						
Personnel Costs						
Salary and Wages	400,927.40	2,170,368.17	2,261,004.96	90,636.79	4,522,010.00	2,351,641.83
Bonuses	0.00	55,500.00	20,000.00	(35,500.00)	40,000.00	(15,500.00)
Stipends	8,075.00	76,098.51	100,000.00	23,901.49	200,000.00	123,901.49
Payroll Taxes	37,257.67	179,737.58	203,490.48	23,752.90	406,981.00	227,243.42
Health Insurance	47,592.05	229,963.75	248,710.44	18,746.69	497,421.00	267,457.25
Retirement Expense	14,494.07	72,736.58	113,050.44	40,313.86	226,101.00	153,364.42
Substitutes	0.00	(6,000.00)	26,780.00	32,780.00	53,560.00	59,560.00
Total Personnel Costs	508,346.19	2,778,404.59	2,973,036.32	194,631.73	5,946,073.00	3,167,668.41

Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Income Statement

	Actual 12/1/2022 - 12/31/2022	Actual 7/1/2022 - 12/31/2022	Budget 7/1/2022 - 12/31/2022	Favorable (Unfavorable)	Annual Budget	Budget Remaining
Professional Fees						
SPED Services	5,785.60	16,213.56	78,856.50	62,642.94	157,713.00	141,499.44
Instruction Services	8,118.00	74,092.00	76,232.00	2,140.00	152,464.00	78,372.00
Staff Training & Recruitment	2,500.00	16,759.97	16,266.00	(493.97)	16,266.00	(493.97)
Accounting Fees	7,050.00	35,250.00	20,187.00	(15,063.00)	40,374.00	5,124.00
Admin Professional Services	162,219.00	1,035,432.00	898,165.92	(137,266.08)	1,796,332.00	760,900.00
Legal Fees	0.00	3,593.75	7,225.92	3,632.17	14,452.00	10,858.25
Marketing	0.00	259.20	1,477.00	1,217.80	2,954.00	2,694.80
Honors Diploma	6,568.00	22,263.89	4,226.46	(18,037.43)	8,453.00	(13,810.89)
Total Professional Fees	192,240.60	1,203,864.37	1,102,636.80	(101,227.57)	2,189,008.00	985,143.63
Classroom Supplies & Materials						
Classroom Supplies & Materials	7,311.21	187,137.85	278,953.92	91,816.07	557,908.00	370,770.15
Curricular Materials	0.00	37,880.31	112,500.00	74,619.69	225,000.00	187,119.69
Total Classroom Supplies & Materials	7,311.21	225,018.16	391,453.92	166,435.76	782,908.00	557,889.84
School Breakfast & Lunch Expense						
School Breakfast & Lunch Expense	13,445.78	154,191.58	256,107.20	101,915.62	563,436.00	409,244.42
Total Breakfast & Lunch	13,445.78	154,191.58	256,107.20	101,915.62	563,436.00	409,244.42
Student Transportation Expenses						
Student Transportation Expense	15,778.10	59,503.82	19,873.60	(39,630.22)	43,722.00	(15,781.82)
Total Student Transportation	15,778.10	59,503.82	19,873.60	(39,630.22)	43,722.00	(15,781.82)
Student Uniform Expense						
Student Uniform Expense	0.00	259.32	86.00	(173.32)	172.00	(87.32)
Total Student Uniform	0.00	259.32	86.00	(173.32)	172.00	(87.32)
Extra-Curricular Expenses						
Extra-Curricular Expenses	11,688.04	88,040.88	121,908.00	33,867.12	243,816.00	155,775.12
Total Extra-Curricular	11,688.04	88,040.88	121,908.00	33,867.12	243,816.00	155,775.12
Technology Expenses						
Technology Expenses	55,151.16	220,000.51	216,675.00	(3,325.51)	433,350.00	213,349.49
Total Technology	55,151.16	220,000.51	216,675.00	(3,325.51)	433,350.00	213,349.49
Facility and Equipment Expenses						
Building Rent	87,827.67	176,754.45	326,149.92	149,395.47	652,300.00	475,545.55
Building Maintenance	33,267.41	94,655.86	1,604,001.96	1,509,346.10	3,208,004.00	3,113,348.14
Grounds Maintenance	1,550.00	5,065.00	16,806.00	11,741.00	33,612.00	28,547.00
Janitorial Services & Supplies	4,328.81	38,491.14	44,207.40	5,716.26	88,415.00	49,923.86
Security Services	77,302.50	244,552.05	125,968.92	(118,583.13)	251,938.00	7,385.95
Equipment Rental	5,573.79	32,036.07	33,007.44	971.37	66,015.00	33,978.93
Equipment Expense and Maintenance	0.00	1,800.82	26,505.96	24,705.14	53,012.00	51,211.18
Trash Removal	3,776.09	22,771.68	13,017.96	(9,753.72)	26,036.00	3,264.32

Phalen Leadership Academy - Indiana
Thea Bowman Leadership Academy
Income Statement

	Actual 12/1/2022 - 12/31/2022	Actual 7/1/2022 - 12/31/2022	Budget 7/1/2022 - 12/31/2022	Favorable (Unfavorable)	Annual Budget	Budget Remaining
Total Facility and Equipment	213,626.27	616,127.07	2,189,665.56	1,573,538.49	4,379,332.00	3,763,204.93
Utilities						
Utilities	24,958.68	79,818.24	97,872.00	18,053.76	195,744.00	115,925.76
Total Utilities	24,958.68	79,818.24	97,872.00	18,053.76	195,744.00	115,925.76
Other Expenses						
Authorizer Fees	16,622.74	101,917.72	101,011.92	(905.80)	202,024.00	100,106.28
Office Supplies	1,098.18	14,240.24	10,982.40	(3,257.84)	21,965.00	7,724.76
Insurance Expense	14,616.98	83,905.50	79,974.00	(3,931.50)	159,948.00	76,042.50
Bank Fees	175.22	8,567.45	5,227.44	(3,340.01)	10,455.00	1,887.55
Admin Travel	501.22	3,471.90	1,840.44	(1,631.46)	3,681.00	209.10
Other Food Purchases	77.20	3,475.81	6,687.00	3,211.19	13,374.00	9,898.19
Interest Expense	80,710.93	484,265.63	605,331.96	121,066.33	1,210,664.00	726,398.37
Postage	437.00	3,827.13	3,137.40	(689.73)	6,275.00	2,447.87
Membership Dues & Fees	2,832.50	5,787.51	1,166.00	(4,621.51)	2,332.00	(3,455.51)
Field Trips	0.00	35,388.50	7,230.50	(28,158.00)	14,461.00	(20,927.50)
Nurse Supplies	0.00	0.00	2,193.00	2,193.00	4,386.00	4,386.00
Other Event Expenses	292.08	1,103.29	3,046.00	1,942.71	6,092.00	4,988.71
COVID-19 Operation Related Expenses	0.00	0.00	19,999.92	19,999.92	40,000.00	40,000.00
Total Other Expenses	117,364.05	745,950.68	847,827.98	101,877.30	1,695,657.00	949,706.32
Depreciation & Amortization						
Depreciation Expense	47,777.78	296,401.63	349,200.00	52,798.37	698,400.00	401,998.37
Amortization Expense	2,656.75	15,940.30	128,917.98	112,977.68	257,836.00	241,895.70
Total Depreciation & Amortization	50,434.53	312,341.93	478,117.98	165,776.05	956,236.00	643,894.07
Total Expenses	1,210,344.61	6,483,521.15	8,695,260.36	2,211,739.21	17,429,454.00	10,945,932.85
Net Income (Loss)	276,049.81	617,015.35	513,930.02	103,085.33	10,663.00	(606,352.35)

Phalen Leadership Academy - Indiana

Open Invoice Report

Vendor Name	Invoice Number	Invoice Date	Post Date	Invoice Balance	Potential Discount	Discount Expires On	Net Amount Due	Invoice Due Date	Days Past Due
ADT Commercial									
ADT Commercial	148465028	12/15/2022	12/15/2022	\$92.02	\$0.00		\$92.02	12/15/2022	16
				<i>Totals for ADT Commercial:</i>	<i>\$92.02</i>	<i>\$0.00</i>	<i>\$92.02</i>		
Agape Union Transport									
Agape Union Transport	#009	12/16/2022	12/16/2022	\$750.00	\$0.00		\$750.00	12/16/2022	15
				<i>Totals for Agape Union Transport:</i>	<i>\$750.00</i>	<i>\$0.00</i>	<i>\$750.00</i>		
Amazon Capital Services									
Amazon Capital Services	1M9F-D61V-9VF9	12/14/2022	12/14/2022	\$134.72	\$0.00		\$134.72	12/14/2022	17
Amazon Capital Services	1W7N-L6F9-6NJC	12/9/2022	12/9/2022	\$268.01	\$0.00		\$268.01	12/9/2022	22
Amazon Capital Services	1TMY-YL4H-1DC7	12/13/2022	12/13/2022	\$60.57	\$0.00		\$60.57	12/13/2022	18
Amazon Capital Services	13YM-PPFY-DLC6	12/15/2022	12/15/2022	\$201.09	\$0.00		\$201.09	12/15/2022	16
Amazon Capital Services	1G3D-RPXG-K31Q	12/26/2022	12/26/2022	\$562.37	\$0.00		\$562.37	12/26/2022	5
Amazon Capital Services	1F3P-3LNV-K6QL	12/27/2022	12/27/2022	\$39.87	\$0.00		\$39.87	12/27/2022	4
Amazon Capital Services	1VP4-DPPF-WX6T	12/28/2022	12/28/2022	\$186.89	\$0.00		\$186.89	12/28/2022	3
				<i>Totals for Amazon Capital Services:</i>	<i>\$1453.52</i>	<i>\$0.00</i>	<i>\$1453.52</i>		
American Eagle Security, Inc.									
American Eagle Security, Inc.	5994	12/1/2022	12/1/2022	\$303.00	\$0.00		\$303.00	12/1/2022	30
				<i>Totals for American Eagle Security, Inc.:</i>	<i>\$303.00</i>	<i>\$0.00</i>	<i>\$303.00</i>		
Arrow Pest Control									
Arrow Pest Control	41108848	12/5/2022	12/5/2022	\$445.00	\$0.00		\$445.00	1/4/2023	0
				<i>Totals for Arrow Pest Control:</i>	<i>\$445.00</i>	<i>\$0.00</i>	<i>\$445.00</i>		
Broadway Self Storage									
Broadway Self Storage	125	12/28/2022	12/28/2022	\$1627.50	\$0.00		\$1627.50	12/28/2022	3
				<i>Totals for Broadway Self Storage:</i>	<i>\$1627.50</i>	<i>\$0.00</i>	<i>\$1627.50</i>		
EventLink Services									
EventLink Services	L23-0249270	12/31/2022	12/31/2022	\$700.10	\$0.00		\$700.10	12/31/2022	0
				<i>Totals for EventLink Services:</i>	<i>\$700.10</i>	<i>\$0.00</i>	<i>\$700.10</i>		
First To The Finish									
First To The Finish	SI-747049	12/29/2022	12/29/2022	\$224.98	\$0.00		\$224.98	12/29/2022	2
				<i>Totals for First To The Finish:</i>	<i>\$224.98</i>	<i>\$0.00</i>	<i>\$224.98</i>		
Gary Lawn Doctors, LLC									
Gary Lawn Doctors, LLC	1623	12/28/2022	12/28/2022	\$1550.00	\$0.00		\$1550.00	1/12/2023	0
				<i>Totals for Gary Lawn Doctors, LLC:</i>	<i>\$1550.00</i>	<i>\$0.00</i>	<i>\$1550.00</i>		
Global Psychological									
Global Psychological	22.1215.41	12/22/2022	12/22/2022	\$54.40	\$0.00		\$54.40	12/22/2022	9
Global Psychological	22.1115.41	12/1/2022	12/1/2022	\$113.60	\$0.00		\$113.60	12/1/2022	30

Phalen Leadership Academy - Indiana

Open Invoice Report

Vendor Name	Invoice Number	Invoice Date	Post Date	Invoice Balance	Potential Discount	Discount Expires On	Net Amount Due	Invoice Due Date	Days Past Due
Global Psychological	22.1130.39	12/8/2022	12/8/2022	\$53.60	\$0.00		\$53.60	12/8/2022	23
<i>Totals for Global Psychological:</i>				<u>\$221.60</u>	<u>\$0.00</u>		<u>\$221.60</u>		
Haggard, Arthur									
Haggard, Arthur		12/30/2022	12/30/2022	\$166.54	\$0.00		\$166.54	1/9/2023	0
<i>Totals for Haggard, Arthur:</i>				<u>\$166.54</u>	<u>\$0.00</u>		<u>\$166.54</u>		
Hand 2 Mind									
Hand 2 Mind	INV000071075	12/12/2022	12/12/2022	\$186.90	\$0.00		\$186.90	12/22/2022	9
<i>Totals for Hand 2 Mind:</i>				<u>\$186.90</u>	<u>\$0.00</u>		<u>\$186.90</u>		
Holliday, LaTonya									
Holliday, LaTonya		12/27/2022	12/27/2022	\$80.00	\$0.00		\$80.00	12/27/2022	4
<i>Totals for Holliday, LaTonya:</i>				<u>\$80.00</u>	<u>\$0.00</u>		<u>\$80.00</u>		
Johnson Controls Security Solutions									
Johnson Controls Security Solutions		12/20/2022	12/20/2022	\$1905.96	\$0.00		\$1905.96	1/4/2023	0
<i>Totals for Johnson Controls Security Solutions:</i>				<u>\$1905.96</u>	<u>\$0.00</u>		<u>\$1905.96</u>		
Just A Dash Catering LLC									
Just A Dash Catering LLC	THE18	12/31/2022	12/31/2022	\$20719.63	\$0.00		\$20719.63	1/15/2023	0
Just A Dash Catering LLC	THE13 Additional	12/1/2022	12/1/2022	\$278.70	\$0.00		\$278.70	12/16/2022	15
Just A Dash Catering LLC	THE14	12/1/2022	12/1/2022	\$23182.35	\$0.00		\$23182.35	12/16/2022	15
<i>Totals for Just A Dash Catering LLC:</i>				<u>\$44180.68</u>	<u>\$0.00</u>		<u>\$44180.68</u>		
Korellis Roofing, Inc.									
Korellis Roofing, Inc.	40028	12/1/2022	12/1/2022	\$2881.70	\$0.00		\$2881.70	12/31/2022	0
<i>Totals for Korellis Roofing, Inc.:</i>				<u>\$2881.70</u>	<u>\$0.00</u>		<u>\$2881.70</u>		
Main Sporting Goods									
Main Sporting Goods	109708	12/19/2022	12/19/2022	\$205.00	\$0.00		\$205.00	12/29/2022	2
<i>Totals for Main Sporting Goods:</i>				<u>\$205.00</u>	<u>\$0.00</u>		<u>\$205.00</u>		
Onsite Construction Services Inc.									
Onsite Construction Services Inc.	#Bowman2022121904	12/19/2022	12/19/2022	\$5857.60	\$0.00		\$5857.60	12/19/2022	12
<i>Totals for Onsite Construction Services Inc.:</i>				<u>\$5857.60</u>	<u>\$0.00</u>		<u>\$5857.60</u>		
Physicians Coding and Education Services									
Physicians Coding and Education Services	CTE12302022	12/30/2022	12/30/2022	\$2618.00	\$0.00		\$2618.00	1/9/2023	0
<i>Totals for Physicians Coding and Education Services:</i>				<u>\$2618.00</u>	<u>\$0.00</u>		<u>\$2618.00</u>		
PremiStar-Indiana									
PremiStar-Indiana	S12076600	12/7/2022	12/7/2022	\$5960.00	\$0.00		\$5960.00	12/17/2022	14
<i>Totals for PremiStar-Indiana:</i>				<u>\$5960.00</u>	<u>\$0.00</u>		<u>\$5960.00</u>		
Purchase Power									

Phalen Leadership Academy - Indiana Open Invoice Report

Vendor Name	Invoice Number	Invoice Date	Post Date	Invoice Balance	Potential Discount	Discount Expires On	Net Amount Due	Invoice Due Date	Days Past Due
Purchase Power		12/7/2022	12/7/2022	\$437.00	\$0.00		\$437.00	12/7/2022	24
<i>Totals for Purchase Power:</i>				<u>\$437.00</u>	<u>\$0.00</u>		<u>\$437.00</u>		
RSI Truck & Bus Repair Inc.									
RSI Truck & Bus Repair Inc.	17752	12/19/2022	12/19/2022	\$1320.00	\$0.00		\$1320.00	12/19/2022	12
<i>Totals for RSI Truck & Bus Repair Inc.:</i>				<u>\$1320.00</u>	<u>\$0.00</u>		<u>\$1320.00</u>		
Teamleader									
Teamleader	RG120780	12/1/2022	12/1/2022	\$1488.40	\$0.00		\$1488.40	12/1/2022	30
<i>Totals for Teamleader:</i>				<u>\$1488.40</u>	<u>\$0.00</u>		<u>\$1488.40</u>		
The Bandmans Company									
The Bandmans Company	87908	12/21/2022	12/21/2022	\$1394.00	\$0.00		\$1394.00	12/31/2022	0
<i>Totals for The Bandmans Company:</i>				<u>\$1394.00</u>	<u>\$0.00</u>		<u>\$1394.00</u>		
Tradewinds Services, Inc.									
Tradewinds Services, Inc.	13464	12/1/2022	12/1/2022	\$4594.00	\$0.00		\$4594.00	12/31/2022	0
Tradewinds Services, Inc.	13395	12/1/2022	12/1/2022	\$970.00	\$0.00		\$970.00	12/31/2022	0
<i>Totals for Tradewinds Services, Inc.:</i>				<u>\$5564.00</u>	<u>\$0.00</u>		<u>\$5564.00</u>		
United Rentals (North America), Inc.									
United Rentals (North America), Inc.	7900007227-017	12/21/2022	12/21/2022	\$777.57	\$0.00		\$777.57	12/21/2022	10
<i>Totals for United Rentals (North America), Inc.:</i>				<u>\$777.57</u>	<u>\$0.00</u>		<u>\$777.57</u>		
Warehouse Direct									
Warehouse Direct	5399618-0	12/21/2022	12/21/2022	\$985.10	\$0.00		\$985.10	1/5/2023	0
<i>Totals for Warehouse Direct:</i>				<u>\$985.10</u>	<u>\$0.00</u>		<u>\$985.10</u>		
West Side Leadership Academy									
West Side Leadership Academy	VB2022TB	12/1/2022	12/1/2022	\$100.00	\$0.00		\$100.00	12/1/2022	30
<i>Totals for West Side Leadership Academy:</i>				<u>\$100.00</u>	<u>\$0.00</u>		<u>\$100.00</u>		
Willscot									
Willscot	9016276073	12/19/2022	12/19/2022	\$4904.64	\$0.00		\$4904.64	12/29/2022	2
Willscot	9016276072	12/19/2022	12/19/2022	\$4702.38	\$0.00		\$4702.38	12/29/2022	2
Willscot	9015387286	12/1/2022	12/1/2022	\$11737.79	\$0.00		\$11737.79	12/11/2022	20
Willscot	9015387285	12/1/2022	12/1/2022	\$11737.79	\$0.00		\$11737.79	12/11/2022	20
Willscot	9015387283	12/1/2022	12/1/2022	\$11737.79	\$0.00		\$11737.79	12/11/2022	20
Willscot	9015972950	12/1/2022	12/1/2022	\$4702.38	\$0.00		\$4702.38	12/11/2022	20
Willscot	9015387292	12/1/2022	12/1/2022	\$11864.25	\$0.00		\$11864.25	12/11/2022	20
Willscot	9015387288	12/1/2022	12/1/2022	\$11737.79	\$0.00		\$11737.79	12/11/2022	20
Willscot	9015387287	12/1/2022	12/1/2022	\$11737.79	\$0.00		\$11737.79	12/11/2022	20
<i>Totals for Willscot:</i>				<u>\$84862.60</u>	<u>\$0.00</u>		<u>\$84862.60</u>		
GRAND TOTALS:				\$168338.77	\$0.00		\$168338.77		

Phalen Leadership Academy - Indiana Open Invoice Report

Unapplied Credit Memo Schedule

Vendor Name	Credit Memo Number	Credit Memo Date	Description	Post Status	Post Date	Ending Credit Balance
Impact Networking Indiana, LLC	171397	11/3/2022	Sales Order RMA108443	Posted	11/3/2022	\$569.80
<i>Total unapplied credit for Impact Networking Indiana, LLC:</i>						<u>\$569.80</u>
United Rentals (North America), Inc.	06.30.2022CM	6/30/2022	Balance to Vendor	Posted	6/30/2022	\$36.56
<i>Total unapplied credit for United Rentals (North America), Inc.:</i>						<u>\$36.56</u>
GRAND TOTALS:						\$606.36

**THEA BOWMAN LEADERSHIP ACADEMY
ACCOUNTS PAYABLE VOUCHER REGISTER
December 2022**

Date	Payment Number	Name of Claimant	Amount Allowed	Amount of Voucher	Description
12/1/2022	5827	ADT Commercial	\$92.02	\$92.02	Services 11/14-12/13/2022
12/1/2022	5828	Agape Union Transport	\$1,950.00	\$1,950.00	Transportation Ending 10/28, 11/4, 11/11/2022
12/1/2022	5829	Blythe's Athletics	\$1,096.00	\$1,096.00	Blanks & Hard Goods
12/1/2022	5830	Cinemagic Sportsline	\$1,040.00	\$1,040.00	Banners
12/1/2022	5831	CINTAS Corporation	\$1,337.42	\$1,337.42	Supplies
12/1/2022	5832	College Board	\$400.00	\$400.00	Membership Fees
12/1/2022	5833	Donovan CPAs/Advisors	\$7,050.00	\$7,050.00	Installment #4 of 5 Audit Progress Billing
12/1/2022	5834	Hand 2 Mind	\$21.99	\$21.99	Answer Buzzers
12/1/2022	5835	Hudson Campbell Sports & Fitness Center	\$520.00	\$520.00	Track Team
12/1/2022	5836	Illinois Central School Bus LLC	\$4,975.00	\$4,975.00	Hudson, Mich. Cty High, Culver, Whiting HS,
12/1/2022	5837	Illinois Central School Bus LLC	\$540.00	\$540.00	Hudson Campbell 2 (2.1.2022)
12/1/2022	5838	Impact Networking Indiana, LLC	\$233.74	\$233.74	Copies and Overages
12/1/2022	5839	Indiana American Water	\$273.45	\$273.45	1010-220017084510 - Fire Services Oct. 2022
12/1/2022	5840	Lab-Aids	\$2,772.00	\$2,772.00	Storage Cart
12/1/2022	5841	Main Sporting Goods	\$256.00	\$256.00	Sweaters & Embroidery
12/1/2022	5842	Physicians Coding and Education Services	\$2,618.00	\$2,618.00	Pre-nursing Pathway Tuition
12/1/2022	5843	Power Sports Network	\$1,167.31	\$1,167.31	Drawstring Bags
12/1/2022	5844	Ray's Movers Inc.	\$462.50	\$462.50	Moving Vending Machines
12/1/2022	5845	RM Consulting and Engineering LLC	\$1,500.00	\$1,500.00	Architectural and Engineering Services
12/1/2022	5846	RSI Truck & Bus Repair Inc.	\$14,081.20	\$14,081.20	Charter Bus
12/1/2022	5847	Scholastic Inc.	\$6,557.18	\$6,557.18	Storyworks 4-6 & MS Dynamath
12/1/2022	5848	School Specialty LLC	\$769.21	\$769.21	Class Supplies
12/1/2022	5849	Simmons, Marisa	\$789.95	\$789.95	Travel Reimbursement
12/1/2022	5850	Tatum Security LLC	\$20,462.50	\$20,462.50	2 SRO, 5 Officers, 1 Officer
12/1/2022	5851	The Phalen Leadership Academy - Indiana, Ir	\$200,349.00	\$200,349.00	Dec 2022 Management Fee
12/1/2022	5852	Thorpe, Artavia	\$122.58	\$122.58	Reimbursement: Shipping Test Materials
12/1/2022	5853	TIAA Commercial Finance Inc	\$5,573.79	\$5,573.79	Equipment Rental
12/1/2022	5854	Varitronics, LLC	\$4,999.00	\$4,999.00	Cutout Maker
12/1/2022	5855	Willscot	\$19,507.36	\$19,507.36	Contract #s 1001665534, 1001665539, 1001667799,1001668431
12/1/2022	93157	INPRS	\$6,656.43	\$6,656.43	11/4/2022 Perf
12/1/2022	93158	INPRS	\$2,657.59	\$2,657.59	11/4/2022 TRF
12/1/2022	93159	INPRS	\$132.49	\$132.49	11/4/2022 Adjustment
12/1/2022	93163	Human Capital Concepts	\$384.16	\$384.16	Batch 202270
12/6/2022	93156	Nextiva	\$1,149.29	\$1,149.29	Tech Support
12/8/2022	5856	AKA Comp Solutions	\$27,297.35	\$27,297.35	Device Mgmt., IT Support, & System Professional Services
12/8/2022	5857	Broadway Self Storage	\$530.00	\$530.00	Monthly Rent (Unit A108, G233, F226)
12/8/2022	5858	BSN Sports	\$8,266.72	\$8,266.72	Polos
12/8/2022	5859	CINTAS Corporation	\$1,337.42	\$1,337.42	Supplies
12/8/2022	5860	College Board	\$150.00	\$150.00	English Literature and Composition
12/8/2022	5861	D&R Press	\$889.00	\$889.00	Envelopes
12/8/2022	5862	Global Psychological	\$416.80	\$416.80	Psychological Services
12/8/2022	5863	Haggard, Arthur	\$358.90	\$358.90	Travel Reimbursement (For Milestone & Indiana HS Athletic Assoc.)
12/8/2022	5864	Johnson Controls Security Solutions	\$923.47	\$923.47	November Services 2022
12/8/2022	5865	Main Sporting Goods	\$241.00	\$241.00	ART New-2C
12/8/2022	5866	Meadjam Lawn Care	\$1,800.00	\$1,800.00	Furniture Unloading/Staging; Tree Removal
12/8/2022	5867	Modrak Products Co. Inc.	\$75.00	\$75.00	Floor Scrubber
12/8/2022	5868	Physicians Coding and Education Services	\$2,618.00	\$2,618.00	Pre-nursing Pathway Tuition
12/8/2022	5869	PremiStar-Indiana	\$2,180.14	\$2,180.14	Heat Repair
12/8/2022	5870	RSI Truck & Bus Repair Inc.	\$9,690.00	\$9,690.00	Hammond & Lil Lou's
12/8/2022	5871	Scholastic Inc.	\$14,905.68	\$14,905.68	Workbooks, Task Cards, Charts, Favorities, Phonics Tales, etc.
12/8/2022	5872	Tatum Security LLC	\$39,412.50	\$39,412.50	2 SRO, 5 Officers, 1 Officer Portables & Security Services 12.5.2022
12/8/2022	5873	Taylor & Francis Group LLC	\$257.35	\$257.35	Raising A Gifted Child & Understanding Gifted Children Ed-1
12/8/2022	5874	Tradewinds Services, Inc.	\$6,099.96	\$6,099.96	Sept 2022 Services & Oct 2022 Services
12/8/2022	5875	ULINE	\$4,050.75	\$4,050.75	Class Supplies
12/8/2022	5876	Urban Elevator Service, LLC	\$362.66	\$362.66	Monthly Elevator Services - Dec 2022
12/8/2022	5877	Warehouse Direct	\$1,539.20	\$1,539.20	Janitorial Supplies

**THEA BOWMAN LEADERSHIP ACADEMY
ACCOUNTS PAYABLE VOUCHER REGISTER
December 2022**

Date	Payment Number	Name of Claimant	Amount Allowed	Amount of Voucher	Description
12/8/2022	5878	Willscot	\$4,702.38	\$4,702.38	Contract #1001667799
12/8/2022	93155	Human Capital Concepts	\$219,215.62	\$219,215.62	Batch 202269/202271
12/8/2022	93162	Indiana American Water	\$138.72	\$138.72	Fire Services Past Due
12/13/2022	93172	EventLink Services	\$5,000.00	\$5,000.00	Event Services
12/15/2022	5879	ADT Commercial	\$92.02	\$92.02	Services 12/14-1/13/2022
12/15/2022	5880	Agape Union Transport	\$1,425.00	\$1,425.00	Transportation Ending 11/18, 12/2, & 12/9/2022
12/15/2022	5881	AKA Comp Solutions	\$11,356.25	\$11,356.25	Repair of Devices
12/15/2022	5882	AKA Comp Solutions	\$3,156.75	\$3,156.75	Repair of Devices
12/15/2022	5883	Amazon Capital Services	\$3,211.77	\$3,211.77	Office Supplies, TV Stand, Hard Hats, Cheer Bows, Outfits, Scrubs, Note Pads, etc.
12/15/2022	5884	Amazon Capital Services	\$217.98	\$217.98	Floodlights and Book
12/15/2022	5885	American Eagle Security, Inc.	\$400.00	\$400.00	Sprinkler System Inspection
12/15/2022	5886	AT&T	\$2,669.80	\$2,669.80	Internet Charges
12/15/2022	5887	Bowe, Tynesia	\$968.86	\$968.86	Travel Reimbursement & High Ability/AP/Robotics
12/15/2022	5888	Cinemagic Sportsline	\$455.00	\$455.00	Poster
12/15/2022	5889	CINTAS Corporation	\$668.71	\$668.71	Supplies
12/15/2022	5890	College Board	\$3,043.00	\$3,043.00	PSAT/NMSQT (October 2019 admin)
12/15/2022	5891	Discount School Supply	\$1,439.10	\$1,439.10	Chair Pocket
12/15/2022	5892	Douglas, Toure	\$750.00	\$750.00	High Ability/AP/Robotics
12/15/2022	5893	Glenn, Jessica	\$159.45	\$159.45	Reimbursement - Team Vest
12/15/2022	5894	Great Minds PBC	\$779.44	\$779.44	Eureka Math
12/15/2022	5895	Growing Labs	\$693.00	\$693.00	Chemistry Supplies
12/15/2022	5896	Haggard, Arthur	\$437.75	\$437.75	Athletics Registration Reimbursement
12/15/2022	5897	Hand 2 Mind	\$1,040.59	\$1,040.59	Class Supplies
12/15/2022	5898	Hoyles, Tracey	\$575.00	\$575.00	High Ability/AP/Robotics & NAGC22 Convention
12/15/2022	5899	Impact Networking Indiana, LLC	\$233.74	\$233.74	Copies and Overage
12/15/2022	5900	Just A Dash Catering LLC	\$31,212.83	\$31,212.83	Student Meals (11.1-11.30.2022)
12/15/2022	5901	Lab-Aids	\$160.34	\$160.34	Note Books
12/15/2022	5902	LaMyia Dukes	\$575.00	\$575.00	NAGC22 Convention & High Ability/AP/Robotics
12/15/2022	5903	Learning A-Z	\$1,794.00	\$1,794.00	RP-School, WAZSchool & Vocab-School (22 mos)
12/15/2022	5904	Lil Lou's Beauty and Barber College	\$5,500.00	\$5,500.00	November 2022 Expenses
12/15/2022	5905	Main Sporting Goods	\$339.00	\$339.00	T's
12/15/2022	5906	Midwest Telecom of America, Inc	\$3,577.06	\$3,577.06	Tech Services
12/15/2022	5907	PremiStar-Indiana	\$2,491.72	\$2,491.72	Equipment Failure & Thermostat
12/15/2022	5908	Quintessence Travels LLC	\$1,700.00	\$1,700.00	College Tour
12/15/2022	5909	Regional Innovation & Startup Education Inc	\$2,500.00	\$2,500.00	Teacher Training
12/15/2022	5911	RSI Truck & Bus Repair Inc.	\$10,038.10	\$10,038.10	CTE Routes, Museum of Science, Charter Aug 19-Sept 10 & Charter 11.21 & 11.26.2022
12/15/2022	5912	Terry, Williams	\$800.00	\$800.00	High Ability/AP/Robotics
12/15/2022	5913	TIAA Commercial Finance Inc	\$5,573.79	\$5,573.79	Equipment Rental
12/15/2022	5914	Troupe, Antoinette	\$833.36	\$833.36	Misc Reimbursements758.36
12/15/2022	5916	Robinson, Tyrone	\$479.31	\$479.31	Reimbursement for Sport Equipment
12/16/2022	93154	Human Capital Concepts	\$33,550.61	\$33,550.61	Batch 202273
12/19/2022	5917	Donovan CPAs/Advisors	\$7,050.00	\$7,050.00	Installment #5 of 5 Audit Progress Billing
12/19/2022	5918	Onsite Construction Services Inc.	\$8,355.33	\$8,355.33	Install of Lights, Door Replacement, & Tile Repair
12/19/2022	5919	RSI Truck & Bus Repair Inc.	\$545.00	\$545.00	Aurora, IL
12/19/2022	93160	NIPSCO	\$11,195.00	\$11,195.00	Electric Services
12/19/2022	93161	NIPSCO	\$3,624.96	\$3,624.96	Gas Services
12/20/2022	5920	American Eagle Security, Inc.	\$36,125.00	\$36,125.00	50% Down Video Install & Materials for Install
12/20/2022	5921	Broadway Self Storage	\$560.00	\$560.00	Monthly Rent (Unit A108, F226, G233) +Late Fee
12/20/2022	5923	Education One, LLC	\$16,622.74	\$16,622.74	Admin Fee December 2022
12/20/2022	5924	Impact Networking Indiana, LLC	\$2,832.50	\$2,832.50	Base Rate Charge 2.2023-2.2024
12/20/2022	5925	Just A Dash Catering LLC	\$33,252.27	\$33,252.27	Student Meals (10.3-10.27.2022)
12/20/2022	5926	Tatum Security LLC	\$25,325.00	\$25,325.00	2 SRO, 5 Officers, 1 Officer
12/20/2022	5927	Damsel Services Inc.	\$5,850.32	\$5,850.32	First Payment for RTU Repairs
12/22/2022	93153	Human Capital Concepts	\$224,804.47	\$224,804.47	Batch 202272/202274
12/22/2022	93171	Bank Fees	\$175.22	\$175.22	Services Charges
12/27/2022	93152	Waste Management	\$3,776.09	\$3,776.09	Trash Services 12.1-12.31.2022
12/30/2022	93164	INPRS	\$2,639.30	\$2,639.30	11.25.2022 TRF
12/30/2022	93165	INPRS	\$132.49	\$132.49	11.25.2022 TRF Adjustment
12/30/2022	93166	INPRS	\$2,866.25	\$2,866.25	12.9.2022 TRF

**THEA BOWMAN LEADERSHIP ACADEMY
ACCOUNTS PAYABLE VOUCHER REGISTER
December 2022**

Date	Payment Number	Name of Claimant	Amount Allowed	Amount of Voucher	Description
12/30/2022	93167	INPRS	\$132.49	\$132.49	12.9.2022 TRF Adjustment
12/30/2022	93168	INPRS	\$6,095.86	\$6,095.86	11.25.2022 Perf
12/30/2022	93169	INPRS	\$6,226.01	\$6,226.01	12.9.2022 Perf
12/30/2022	93170	Human Capital Concepts	\$256.11	\$256.11	Batch 202276
Grand Total			<u>\$1,198,296.52</u>	<u>\$1,198,296.52</u>	

ALLOWANCE OF VOUCHERS

I hereby certify that each of the above listed vouchers and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

Date

School Treasurer

We have examined the vouchers listed on the foregoing accounts payable voucher register, consisting of 3 pages, and except for vouchers not allowed as shown on the register such vouchers are hereby allowed in the total amount of \$1,198,296.52



ESSER Overview

Thea Bowman Leadership Academy School Year 22-23

2.22.23





February 2023 Update

Grant Program	Amount Awarded	Status
ESSER II	\$5,412,288.78	<ul style="list-style-type: none">• IDOE approved on 1/23/23
ESSER III	\$12,155,231.77	<ul style="list-style-type: none">• Under IDOE review as of 2/10/23• Approval generally takes 4-5 weeks



ESSER Overview

Federal Grant (Legislative Act)	TBLA Grant Award	Period of Availability/ Reimbursement Period
ESSER II (CRRSA)	\$5,412,288.78	March 2020 - September 2023
ESSER III (ARP)	\$12,155,231.77	March 2020 - September 2024

Allowable Uses:

- Address **learning loss** related to the impact of the pandemic on students and school communities, examples include:
 - implement evidence-based instructional programs and activities
 - purchase supplemental curriculum and supplies
 - administer high-quality assessments and track student progress
- Ensure a **safe and healthy learning environment**
 - address facility designs that impede social distancing
 - provide facility improvements to reduce virus transmission
 - purchase sanitizer and cleaning-related supplies
- Provide **continuity of services**
 - ensure that personnel are secure and staffing reflect the needs of the school as related to addressing learning loss and social-emotional needs
 - provide students and staff with technology needs when at-home instruction is required



ESSER II: Use of Funds

Category	Description	Budget
Tier II Interventions	<ul style="list-style-type: none"> Reading Advantage staff & program curriculum 	\$ 372,569.39
Supplemental Curriculum & Supplies	<ul style="list-style-type: none"> Digital Media Software subscription Supplemental Classroom Kits & Instructional Supplies 	\$ 240,899.87
Workforce Development Programming	<ul style="list-style-type: none"> Career Pathway Program for pre-nursing pathway 	\$ 54,000.00
Staff Development & Retention	<ul style="list-style-type: none"> Professional Development - SAT Tutoring Performance-based retentions stipends 	\$ 90,000.00
Social Emotional Programming	<ul style="list-style-type: none"> Dean of Students & Enrichment Instructors 	\$ 220,594.96
Technology	<ul style="list-style-type: none"> Leadership macbooks CTE computers for student programming Promethean smart boards 	\$ 335,129.12
Learning Environment	<ul style="list-style-type: none"> Portables Rooms for Art, Music, Computer, Science HVAC improvements Expansion of outdoor playground Staff Offices & Staff Restrooms 	\$ 2,304,105.00
Continuity of Services	<ul style="list-style-type: none"> English and Math curriculum Budgeted personnel 	\$ 1,794,990.44
Total		\$ 5,412,288.78



ESSER III: Use of Funds

Category	Description	Budget
Tier II Interventions	<ul style="list-style-type: none"> Reading & Math Advantage staff & program curriculum 	\$ 1,125,842.00
Supplemental Curriculum & Supplies	<ul style="list-style-type: none"> Digital Media Software subscription Supplemental Classroom Kits & Instructional Supplies 	\$ 283,210.18
Workforce Development Programming	<ul style="list-style-type: none"> Career Pathway Program for pre-nursing pathway Transportation costs for CTE programs 	\$ 168,000.00
Staff Development & Retention	<ul style="list-style-type: none"> Professional Development - SAT Tutoring Performance-based retentions & summer PD stipends Instructional coaches 	\$ 734,721.80
Social Emotional Programming	<ul style="list-style-type: none"> Enrichment instructors and materials 	\$ 723,750.00
Technology	<ul style="list-style-type: none"> Student laptops 	\$ 180,919.00
Extended Learning Time Programming	<ul style="list-style-type: none"> Summer enrichment programming Assessment software to monitor student learning 	\$ 304,333.00
Learning Environment	<ul style="list-style-type: none"> Additional classrooms, restrooms, HVAC Rooms for Art, Music, Computer, Science Additional locker rooms & media center/library Expansion of Kitchen and Cafeteria 	\$ 6,002,122.43
Continuity of Services	<ul style="list-style-type: none"> Security services Budgeted personnel 	\$ 2,632,333.36
Total		\$ 12,155,231.77



Key Contacts

If you have any questions or thoughts, please feel free to reach out to our Federal Grants Team:

- Johnny Jin, Chief Strategy & Development Officer, jjin@phalenacademies.org
- Lauren Fihe, Development Manager, Government, lfihe@phalenacademies.org

Number sentence: 4 plants + 3 plants = 7 plants
Answer: 7 plants

2. Color one half red. Color one third blue. Color one sixth green.

Thank you for your partnership!



TBLA Facility Budget	FY23	FY24	Total
ESSER II	\$ 2,304,105		\$ 2,304,105
ESSER III	\$ 3,953,003	\$ 2,000,000	\$ 5,953,003
Total	\$ 6,257,108	\$ 2,000,000	\$ 8,257,108

School	TBLA
Total ESSER II Award	\$ 5,412,288.78
Total Facility Budgeted FY23	\$ 2,304,105.00
Spend By	9/30/23

Line Item	Expenditure Accounts	Object Code	Unit Cost	# of Units	Project Budget	FY23	Amendment
Cost to lease portable classrooms needed to manage overcrowding in classrooms and support social distancing and reduce virus transmission	Facilities Acquisition and Construction	710-748 Property	\$ 59,826.63	8	\$ 478,613.00	\$ 478,613.00	
Installation contracts for set up of portable classrooms - portable classrooms needed to manage overcrowding in classrooms and support social distancing and reduce virus transmission	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 281,362.00	1	\$ 281,362.00	\$ 281,362.00	
HVAC replacement - library	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 55,641.00	1	\$ 55,641.00	\$ 55,641.00	
HVAC replacement - server room	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 8,621.00	1	\$ 8,621.00	\$ 8,621.00	
Replace damage to stairs to ensure students and educators are safe while passing through the building	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 7,000.00	1	\$ 7,000.00	\$ 7,000.00	
Expansion of outdoor playground area to improve capacity of students to be socially distanced when outside - includes the cost of construction	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 76,868.00	1	\$ 76,868.00	\$ 76,868.00	
Expansion of outdoor playground area to improve capacity of students to be socially distanced when outside - includes purchase of additional playground equipment	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 96,000.00	1	\$ 96,000.00	\$ 96,000.00	
Alleviate overcrowding and address capacity issues by adding 6 permanent classrooms including - ES Art - MS Art - Computer Lab - ES Music room - MS Music room - Science Lab to the current school building (part of the \$3M buildout; \$2M for the 6 permanent classrooms with \$1M on ESSER II and \$1M on ESSER III)	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 166,666.67	6	\$ 1,000,000.00	\$ 1,000,000.00	
Addition of (2) Single stall staff restrooms to support virus reduction and support social distancing amount staff	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 37,500.00	2	\$ 75,000.00	\$ 75,000.00	
Addition of (5) staff offices to support virus reduction and support social distancing amount staff	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 45,000.00	5.00	\$ 225,000.00	\$ 225,000.00	
					\$ -		
					\$ 2,304,105.00	\$ 2,304,105.00	

School	TBLA
Total ESSER III Award	\$ 12,155,231.77
Total Facility Budgeted FY23	\$ 3,953,003.43
Total Facility Budgeted FY24	\$ 2,000,000.00
Total Budgeted	\$ 5,953,003.43
Spend By	9/30/24

Line Item	Expenditure Accounts	Object Code	Unit Cost	# of Units	Project Budget	FY23	FY24	Total Budgeted	Amendment (If Applicable)
Expansion of the learning environment by adding six additional classrooms to support reduction of virus transmission by reducing overcrowding and allowing for social distancing.	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 1,750,000.00	1	\$ 1,750,000.00	\$ 1,750,000.00		\$ 1,750,000.00	
Additional space for media center/library and extracurricular and after school activities and 2 additional locker rooms.	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 415,000.00	1	\$ 415,000.00	\$ 415,000.00		\$ 415,000.00	
Additional Multi-use space Cafeteria/Gym/Stage/Storage to expand the cafeteria and kitchen along with additional storage space adjacent to the kitchen for supplies.	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 1,650,000.00	1	\$ 1,650,000.00	\$ 1,650,000.00		\$ 1,650,000.00	
Alleviate overcrowding and address capacity issues by adding 6 permanent classrooms including - ES Art - MS/HS Art - Computer Lab - ES Music room - MS/HS Music room - Science Lab to the current school building (part of the \$3M buildout - Classroom and Student Classrooms Pro-Forma)	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 166,666.67	6	\$ 1,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00	
Alleviate overcrowding and sanitary hazards by adding 4 additional restrooms, 2 for each gender (part of the \$3M buildout - Classroom and Student Classrooms Pro-Forma)	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 250,000.00	4	\$ 1,000,000.00		\$ 1,000,000.00	\$ 1,000,000.00	
Install partitions in girl's and boy's locker room to support reduction of virus transmission and social distancing	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 4,468.00	1	\$ 4,468.00	\$ 4,468.00		\$ 4,468.00	
HVAC repairs will reduce transmission and exposure to environmental health hazards by improving air quality throughout the school building	Facilities Acquisition and Construction	411-499 Purchased Property and Utility Services	\$ 133,535.43	1	\$ 133,535.43	\$ 133,535.43		\$ 133,535.43	
					\$ -			\$ -	
					\$ -			\$ -	
					\$ -			\$ -	
					\$ 3,953,003.43	\$ 2,000,000.00		\$ 5,953,003.43	



THEA BOWMAN LEADERSHIP ACADEMY

PROVIDING AN OUTSTANDING EDUCATIONAL EXPERIENCE IN THE ARTS, HUMANITIES, AND SCIENCES

ENROLLMENT & MARKETING STRATEGY



MARKETING SUPPORT TO OUR SCHOOL



MARKETING INITIATIVES THAT SUPPORT THE CAMPUS

- Create and source branded materials for enrollment and campus activities (print, digital, SWAG)
 - Graphics Package and Material for On-Campus & Community Based Activities
- Drive enrollment interest to the school through digital ads - began Jan 1st
 - Social Media Ads (Facebook & Instagram)
 - Google Ads
- Support the team with social media presence through tracking and digital campaigns
 - Social Posts
- Design and secure OOH and Multi-Media Marketing Initiatives (billboards, mobile geofencing)
- Create marketing collateral (digital/print) to support programming, gather information
 - Program Literature
- Manage the website
 - Website pages & updating
 - Testimonials

MARKETING SUPPORT TO OUR SCHOOL



Marketing Materials

- Door Hangers
- Postcards
- Flyers
- Yard Signs
- Banners

Post Card

Why Choose Thea Bowman

Thea Bowman Leadership Academy (TBLA) is a tuition-free public school serving K-12 families in Gary. We are currently enrolling Kindergarten scholars.

We focus on providing an outstanding educational experience for K-12 scholars on our beautiful campus. We pride ourselves in engaging scholars in rigorous and robust curricula and instruction, affording them a college prep curriculum with unique, high-quality programming.

- ✓ Dedicated Teachers & Staff
- ✓ Free Breakfast and Lunch Served Daily
- ✓ Enriching Afterschool Tutoring and Activities
- ✓ SAT Preparation Program for HS
- ✓ AP, DC, And CTE Course Offerings
- ✓ Robust Athletic Program for 6th-12th grade
- ✓ Reading and Math Intervention Programs
- ✓ iPads or Laptops for All Scholars
- ✓ Free Summer Learning Program for K-8th
- ✓ Credit Recovery Programs for 9th-12th

Space is limited. Reserve your scholar's seat today!

Scan the code to get started.



- 📞 219-944-3100
- 🌐 TheaBowmanAcademy.org
- 📍 3401 W 5th Ave, Gary, IN 46402



Flyer

Why Choose

Thea Bowman Leadership Academy

- ✓ Dedicated Teachers & Staff
- ✓ Free Breakfast and Lunch Served Daily
- ✓ Enriching Afterschool Tutoring and Activities
- ✓ SAT Preparation Program for HS
- ✓ New STEAM Program
- ✓ Robust Athletic Program for 6th-12th grade
- ✓ Reading and Math Intervention Programs
- ✓ iPads or Laptops for All Scholars
- ✓ Free Summer Learning Program for K-8th
- ✓ Credit Recovery Programs for 9th-12th



Scan the code to begin.

Space is limited. Reserve your scholar's seat today!

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- 📞 219-944-3100
- 🌐 TheaBowmanAcademy.org

Door Hanger

Why Choose

Thea Bowman

- ✓ Dedicated Teachers & Staff
- ✓ Free Breakfast and Lunch Served Daily
- ✓ Enriching Afterschool Tutoring and Activities
- ✓ SAT Preparation Program for HS
- ✓ AP, DC, And CTE Course Offerings
- ✓ Robust Athletic Program for 6th-12th grade
- ✓ Reading and Math Intervention Programs
- ✓ iPads or Laptops for All Scholars
- ✓ Free Summer Learning Program for K-8th
- ✓ Credit Recovery Programs for 9th-12th

SWAG

- Hand sanitizers
- T shirts
- Pens
- Wristbands
- etc.

...to support Campus Activities like:

- Canvassing
 - Door to Door
 - Local Events & Festivals
- Open House Events
- Partner Outreach

Yard Sign



219.944.3100

MOBILE GEOFENCING

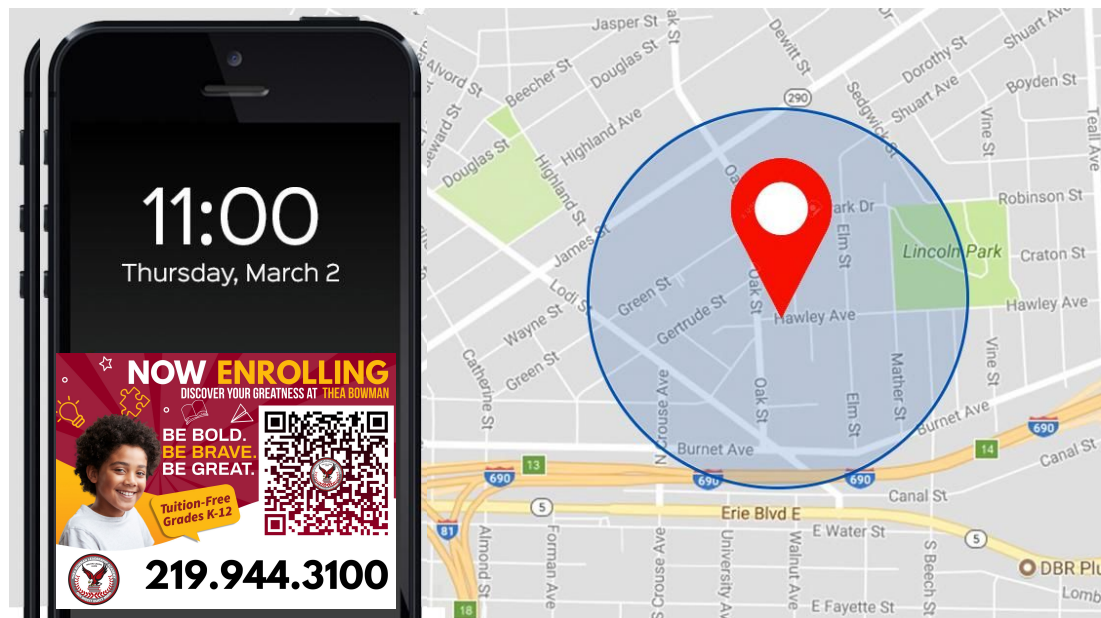


Geofencing is a virtually-constructed radius used by mobile marketers to promote certain ads to potential customers within a specified geographic area. It uses technologies such as GPS, radio-frequency identification (RFID), WiFi, or cellular data to build a 'virtual fence' or geofence around the specified location.

In-app banner ads are targeted to users smartphones who are location-verified to be within a 5-mile radius of the campus. Outfront partners with 100,000+ apps, so the ad can appear on any app such as news, weather, sports, music, etc.

These mobile ads are another avenue to deliver impressions to the market around TBLA. The mobile ads will be targeted to the following zip codes: 46402, 20018 and 2020. This increases our reach and frequency of messaging.

The number of impressions and click through rate are delivered weekly.



SOCIAL MEDIA CAMPAIGNS



Social Media Ads Campaign

• Social Ads (Facebook & Instagram) - Jan 1 to Present

- Paid social media reach increased by 32% - audience viewing ads since Jan 1
- Paid social media reach totaled 34,717 accounts that saw the ads and boosted post at least once.
- Paid Facebook impressions totaled 37,089, engagement increased from 0 to 143 engagements (clicks, likes, shares) which resulted in 137 link clicks
- Paid Instagram impressions increased from 0 to 126 ad engagements which resulted in 121 link clicks (SchoolMint)
- Social media post frequency increased by 72.7%

General Social Media Campaigns (Throughout the Year)

• Enrollment

- School offerings
- School culture
- Etc.

• Black History Month

• Attendance Matters

• Teacher Appreciation

• Recruitment

• College Acceptance Campaign

• Children's Book Week

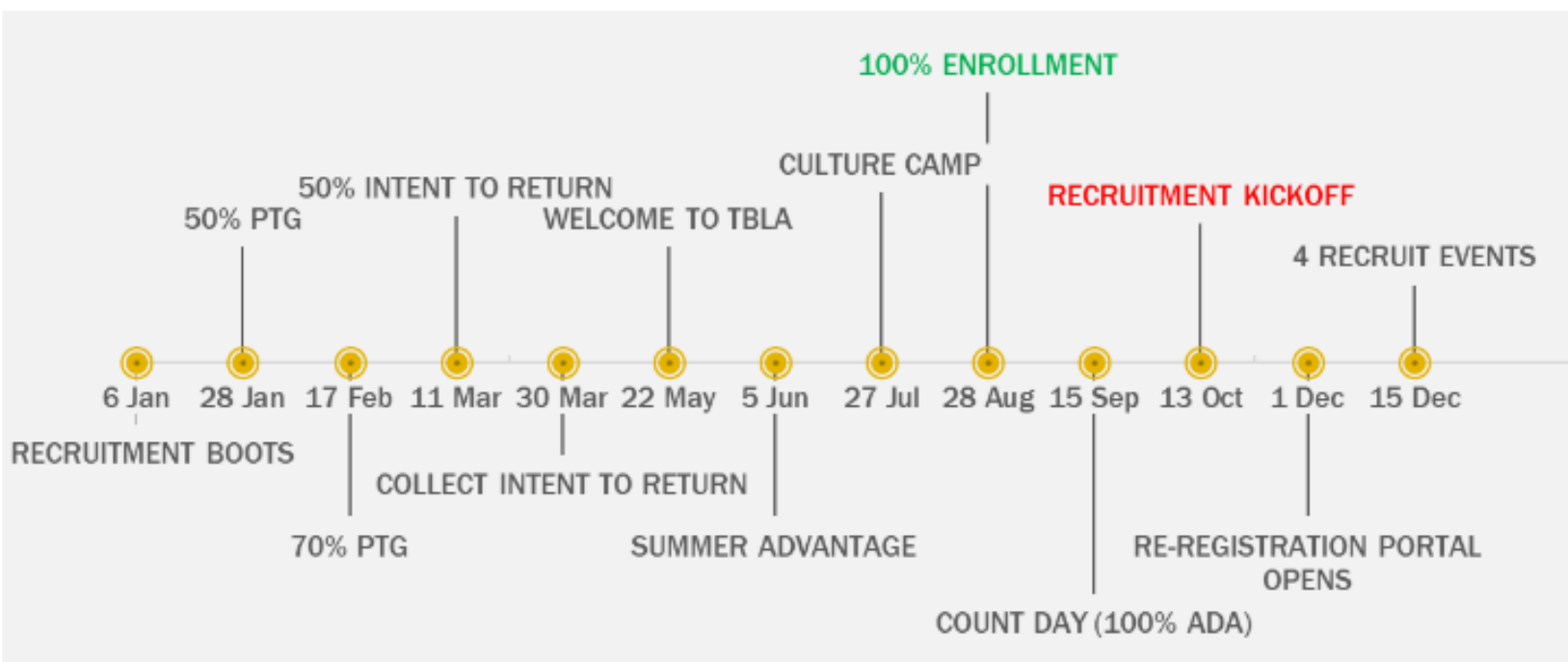
Working with campus leadership to give parents insight into the great things happening at TBLA through social media organic posts

2023-2024 Recruitment & Enrollment



Strategy: Faithful execution to the timeline with compelling 3 training focused on TBLA's Student Enrollment Coordinator's infield coaching & support for recruitment & enrollment events:

1. Targeted campaigns for friends, family & siblings
2. Powerschool Intent to Return
3. Ambitious boots on the ground recruitment
4. SchoolMint Application tracking
5. Dynamic marketing that is market and TBLA specific



End Result - 100% enrollment by Count Day.

ENROLLMENT STRATEGY



Enrollment Playbook

- The enrollment playbook is a tool that provides support to Student Enrollment Coordinator (SEC):
 - Helps SEC understand their role and responsibilities
 - Provides templates and examples to support recruitment goals

Coaching & Support

- Weekly SEC calls that provide coaching
- SEC Trainings
 - Compelling 3 Training
 - Pitch Training
 - Conducting School Tours
- Annual Review of the SEC Scorecard
 - The SEC Scorecard is a tool used to share the roles and responsibilities for the position and ensures accountability when determining success in the position.
- Accountability calls centered around data
- In the field coaching
- Calendar lookahead that enables SEC to proactively manage recruitment and enrollment
- Teachers - Positive phone calls - support recruitment events



Gary Area Career Center

Career and Technical Education Programs Memorandum of Understanding

2023-2024

This contract serves as an agreement on the part of the Gary Community School Corporation and the governing bodies of **Thea Bowman Leadership Academy** to provide Career and Technical Education programs to sending students in Lake County, Gary Area Career Center.

Students attending Career and Technical Education programs (CTE):

- a. It shall be the responsibility of the sending school corporation to select those students who are to attend GACC CTE programs. Selections should be based on interest, aptitude, and ability to succeed. Additional criteria may be defined by the program to ensure student success.
- a. Each student of a sending corporation attending the GACC CTE Programs shall be considered a full-time student of the sending school corporation for all purposes. These students, however, shall be subject to the rules and regulations of **Gary Area Career Center** while in attendance. A copy of the student handbook will be provided to the sending school.
- b. A student who was enrolled in a CTE program the year prior will not be denied enrollment in the same program for the following year provided the program is continued and the student's performance academically and behaviorally was satisfactory.
- c. A school-year calendar will be provided to the sending school immediately upon adoption of this agreement by the operating governing body. Meeting times of the classes will be forwarded to all sending schools.
- d. Transportation and meals will be the responsibility of the sending student or the sending corporation.
- e. Each sending school will identify one staff member who has the authority to receive communication from the Gary Area Career Center administration. The Gary Area Career Center will identify a point of contact for the sending school for the purposes of communication.
- f. Students attending the GACC **are expected to wear** the industry uniform as outlined in the student handbook. Students must only wear athletic shoes or unless specified by the instructor.
- g. All students must wear the Industry uniform at GACC and wear an ID.

II. Cost of sending school corporations



- a. The cost per enrolled student to a sending school corporation for the 2023-2024 school year shall be **\$800 per credit hour plus a \$500 capital projects fee**. Sending corporations will be billed twice in equal amounts, once in October and once in February. Payments must be made on time for records to be released.
- a. For tuition purposes, **an enrolled CTE student shall be any student who has attended GACC class for one day on or following the official ADA/ADM count day in September**. Students withdrawing during the year shall be considered enrolled for the entire semester and tuition may not be adjusted for that semester. Districts will not be charged the second-semester tuition for students withdrawn at the request of the Gary Area Career Center administration before the first day of the second semester. Students entering mid-year will be calculated as half the enrollment cost.
- b. Senior students who intend to graduate at the end of the first semester will be accepted if the requested CTE program maximum enrollment has not been reached by the end of the 2023 school year. Tuition for a mid-year graduate will be calculated as half enrollment cost, provided that this student declared himself/herself as a mid-year graduate prior to the end of the 2023-2024 school year.
- c. Included in the costs to send schools are materials and supplies standardly required in the course. Consumables such as uniforms, workbooks, Industry Kits, field trip fees and materials that the individual student will own shall be purchased by the individual student. If there are additional costs for material and supplies in a CTE program, Gary Area Career Center will notify the sending school at least ten (10) business days prior to attendance.
- d. If Gary Schools have to utilize collection efforts to recover costs, the Gary Community School Corporation shall be entitled to costs of collection and attorney fees.
- e. Students taking Ivy Tech courses offered at the Gary Area Career Center (Construction Trades, and Diesel Mechanics) do not fall within the scope of this MOU. All communications, program services, dual credit agreements, and related business around these programs and the enrollment therein must be negotiated directly with Ivy Tech.

III. Insurance

Gary Schools shall maintain insurance as outlined herein:

- a. Gary School is currently self-insured in regard to general liability issues.
- a. Gary schools are currently covered by the Indian Tort Claims act which limits liability for political subdivisions. Gary schools shall continue to maintain its self-insurance and process any and all claims regarding general liability as it has done historically through being self-insured.
- b. Worker's compensation insurance to the extent required by law;



Gary Community School Corporation
STRONG ★ RESILIENT ★ BUILT FOR EDUCATION

GARY AREA CAREER CENTER

1800 E. 35th Ave, Gary, IN 46409

(219) 962-7571

Dr. Shelly Martin, Director

smartin@garycsc.k12.in.us

c. Property insurance in an amount no less than the replacement cost value of the building and contents

IV. Both Parties stipulate that this agreement constitutes an arrangement to best serve the student and business interests of both school corporations.

Approved

Gary Community School Corporation

Manager, GCSC

Date

Governing Body of Thea Bowman Leadership Academy

Superintendent,

Date



Incentive Pay for TBLA Staff

22-23 School Year



Raise the Bar Initiative

- Incentivize and recognize school staff for reaching ambitious student achievement goals
- Encourages staff to work together to improve the outcomes of their scholars and school each year
- Ensure a **10% increase in student proficiency** for ELA and Math on state assessments; **AND**
- Schools must **hit August 2023 enrollment** of preliminary 852 pending capacity confirmation (795 current, + 57)

- \$2,500 Instructional leaders and core content teachers of record
- \$1000 for teacher assistants, elective teachers and behavior interventionist
- \$500 operational, clerical & support staff

Total staff count: 91

Cost per semester: n/a

Cost per year: \$167,900 (max payout) including fringe benefits

Funding Source: ESSER III + Enrollment Growth

Payout: October 2023

Staff must be employed by January 1, 2023 to be eligible



Retention Bonus

- Incentivize employees to remain with PLA year after year
 - Combats sign on bonuses offered by other entities who work to recruit teachers to their organization
- Recognize and reward employees in good standing
- Has positive impact on the relationship between the employee and the company
- Provides job security to staff
- Reduces the amount of resources spent on hiring: staffing, onboarding, training
- Estimate based on 75% staff retention, based on last year's actuals

- \$2,000 Resigning | Retention bonus for ALL STAFF

Total staff count: 91

Cost per year: \$156,975 (assuming 75% of \$209,300) including fringe benefits

Funding Source: Title II and ESSR III (170,000 ESSER III + 24,749 Title II = \$194,749)

Payout: October 2023

Must be employed by January 1, 2023



Total Investment in Staff

Raise the Bar Initiative \$167,900

Retention Bonus (75% of staff) \$127,500

Total Investment in Staff \$295,400

Thea Bowman Leadership Academy K-12

2023-2024

School Year Calendar



July 23						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 23						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

January 24						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

May 24						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 23						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 24						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

June 24						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 23						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

March 24						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

School Day Schedule	
Doors open at 7:25 a.m.	
K-5: 8:00 am to 3:15 pm	6-8: 8:00 am to 3:30 pm
K-8 Breakfast: 7:25 a.m.-7:50 a.m.	
9-12: 8:30 a.m. to 3:45 p.m.	
9-12 Breakfast: 8:00 a.m. to 8:25 a.m.	

August 23						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December 23						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 24						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 10-14: PLA Leadership Institute
Jul. 18-19: PLA New Staff Orientation
Jul. 31-Aug.11: All Staff Orientation
Aug. 3: New Student Orientation
Aug. 10: Student Registration
Aug. 14: First Day of School 2nd-12th <i>(staggered start for K & 1st grade)</i>
Sept. 4: Labor Day - No School
Oct. 13: End of Quarter 1
Oct. 19: Parent/Teacher Conference <i>(eLearning Day for scholars)</i>
Oct. 20-23: Fall Break
Nov. 20-24: Thanksgiving Break
Dec. 25 - Jan. 5: Winter Break
Jan. 12: End of Quarter 2
Jan. 15: M.L. King Day - No School
Jan. 19: Parent/Teacher Conference <i>(eLearning Day for scholars)</i>
Feb. 16-19: President's Break-No School
Mar. 15: End of Quarter 3
Mar. 22: Parent/Teacher Conference <i>(eLearning Day for scholars)</i>
Mar. 25-29: Spring Break
Apr. 12: No School
May 27: Memorial Day - No School
Jun 5: Last Day for Scholars

Grading Period Dates
Q1: August 14 - October 13
Q2: October 16 - January 12
Q3: January 16 - March 15
Q4: March 18 - June 4
<i>End of school year after June 5 may be used as make up days if needed.</i>

Orientation
 First/Last Day
 End of Quarter
 eLearning
 Staff Work Day
 No School
 Report Cards