



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, October 25, 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 September 27, 2023
- IV. Open Communication/Public Comments**
- V. CMO Report**
 - a. Principal's Report
 - b. Academic Board Report
 - c. Financial Report
- VI. Updates**
 - a. ESSER
- VII. Presentations**
 - a. School Safety Training – Mr. Mead
 - b. 2023-2024 Strategic Plan - Blue Onyx Consulting, LLC
- VIII. Authorizer Report (Trine University/Education One LLC)**
- IX. Old Business**
- X. New Business**
 - a. Commercial Liability Insurance Renewal
 - b. Policy Adoption of Implementation and Requirement of Student Identification
 - c. Policy Adoption of the Use of Educational Service Provider's Name, Logo, or Likeness
- XI. PTA**
- XII. Meeting Adjourned**

The next board meeting is scheduled for November 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, September 27, 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, September 27, 2023. The meeting was called to order by the Board Chair at 6:15 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
Helen Hill	Present
Cedric Steele	Present
Jerry Williams	Absent
Bernard Carter	Absent

Other Attendees:

- Marisa Simmons, Principal, Thea Bowman Leadership Academy
- Antoinette Troupe, Operations Manager, TBLA
- Jewell Harris, Jr., Attorney, Harris Law Firm
- Caitlin Hicks, Education One
- Eva Spilker, President & CFO, PLA
- Melissa Morris, NW Executive Director, PLA
- Andrea Robinson, Chief Academic Officer, PLA

a. Approval of Board Agenda

The board made a motion to amend the agenda and move Open Communication/Public Comments to the beginning of the agenda.

Motion: Jason Beres

Support: Michelle Dickerson

Yays: 5

Nays: 0

The board unanimously voted to approve the amended agenda.

b. Approval of Board Minutes from August 30, 2023.
Motion: Michelle Dickerson Support: Helen Hill
Yays: 5 Nays: 0
The board unanimously voted to approve the board minutes.

IV. Open Communication/Public Comments (*amended agenda item)
None

V. CMO Report

a. Principal's Report

Principal Marisa Simmons, presented the admin report on enrollment, academics, professional development, testing, events, and upcoming community outreach events. Dual credit is currently offered through Trine. In order to offer additional dual credits, certified teachers are needed.

b. Academic Support Update

Melissa Morris presented the academic board report and discussed building leader goals and tacticals, BOY instructional review process, and teacher and leader goal setting.

ACTION ITEM: Melissa to share the average GPA of current high school Seniors.

c. Financial Report

Eva Spilker presented the financial review with an overview of the income statement, balance sheet, and enrollment.

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

Caitlin Hicks shared the authorizer's accountability update, academic performance, historical proficiency, financial performance, organizational performance, community connections, and upcoming events.

VII. Old Business

a. MECA Engineering shared and discussed the site plan for the potential building expansion.

b. Approval of the Board of Directors Bylaws

The board made a motion to approve the updated bylaws.

Motion: Helen Hill Support: Michelle Dickerson

Yays: 5 Nays: 0

The board unanimously voted to approve the Board of Directors Bylaws.

VIII. New Business

a. Approval of Stair Treads

The board made a motion to approve the stair treads.

Motion: Cedric Steele Support: Jason Beres

Yays: 5 Nays: 0

The board unanimously voted to approve the stair treads.

b. Approval of Additional Lighting Purchase

The board made a motion to approve the additional purchase for lighting.

Motion: Jason Beres

Support: Cedric Steele

Yays: 5

Nays: 0

The board unanimously voted to approve the purchase through Universal Lighting of America.

IX. PTA

PTA President, Tanisha Smith, provided the PTA update. The next meeting is scheduled for October 17th and the PTA will host a guest speaker, Mr. Cory Williams. PTA membership dues are \$10/adults and \$7/scholars and are due by November 15th.

X. Open Communication/Public Comments

- Tanisha Smith asked the board to please reconsider leaving the agenda as-is and keeping open communication at the end of the agenda.
- The Director of Bands inquired about rehearsal space for the band.

XI. Meeting Adjourned

A motion was made to adjourn the meeting.

Motion: Cedric Steele

Support: Helen Hill

The meeting was adjourned at 7:34 PM.



Thea Bowman Leadership Academy

October Administration Team Report

Academic Updates:

The following has taken place:

- Staff Professional Development
 - Classroom Management Rewired
 - Data Walls & Data Talks
 - Lesson Planning Rewired
 - Data Analysis
 - Differentiation
- PSAT Testing
- Horizon Testing

October Events & Activities:

The following events took place this month:

- Parent Conferences
- Empower to Power Seminar
- Leader In Me Parent Seminar
- Trunk or Treat/Haunted Hallway
- Fall Break
- Volleyball Senior Night
- Homecoming Activities
- Pink Day

Upcoming Events:

The following events will take place in September:

- Poetry Night-November 16, 2023 5:00 pm
- Thanksgiving Break-November 20-24, 2023
- Various sporting events

Athletic Updates:

- Basketball season approaching
- Visit our website for more information

Enrollment:

The following is the current enrollment for the 2023-2024 School Year:

Grade	# of Scholars
K	51
1st	48
2nd	53
3rd	74
4th	48
5th	56
6th	79
7th	82
8th	83
9th	82
10th	70
11th	62
12th	63
Total	851

Board Request Follow Up

Average GPA: **2.54**

GPA Breakdown

(63 scholars)

GPA Range	Number of Scholars
3.0+	14
2.0-2.9	36
1.0-1.9	12
Less than 1.0	1



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Continuous Improvement NWEA

Proficiency in Testing Grades: 3-8

23-24 NWEA School Achievement Summary

Fall 23-24 % of Students Above Grade Level RIT

ELA	Math
34%	21%

Winter 23-24 % of Students Above Grade Level RIT

ELA	Math
-	-

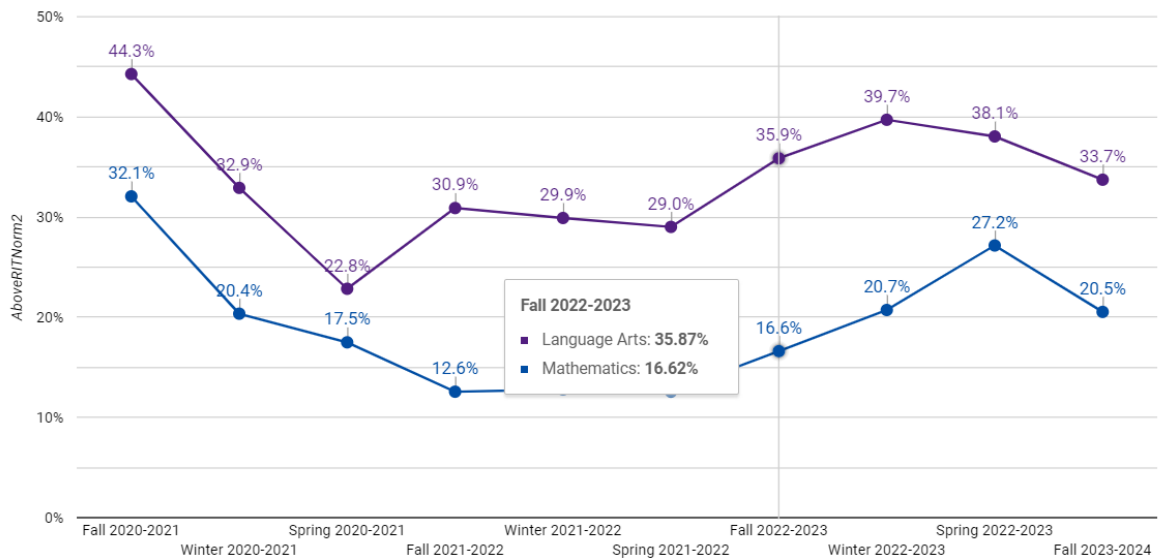
Spring 23-24 % of Students Above Grade Level RIT

ELA	Math
-	-

SchoolName: Thea Bowman Leadership Academy, Thea Bowman Leadership Academy Junior High School (2)

Grade: Exclude 0, 1, 2 (3)

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



ELA Fall to Fall 35.9%-33.7% Decrease of 2.2% pts

Math Fall to Fall 16.2%- 20.5% Increase of 4.3% pts

Grades 3-5 Growth

Fall to Fall 23-24 NWEA School Growth Summary

-Will update from 5/1/23 to 5/26/23
-Filter by school and grade level at the top

Fall to Fall NWEA ELA % of Projected Growth Met

102%

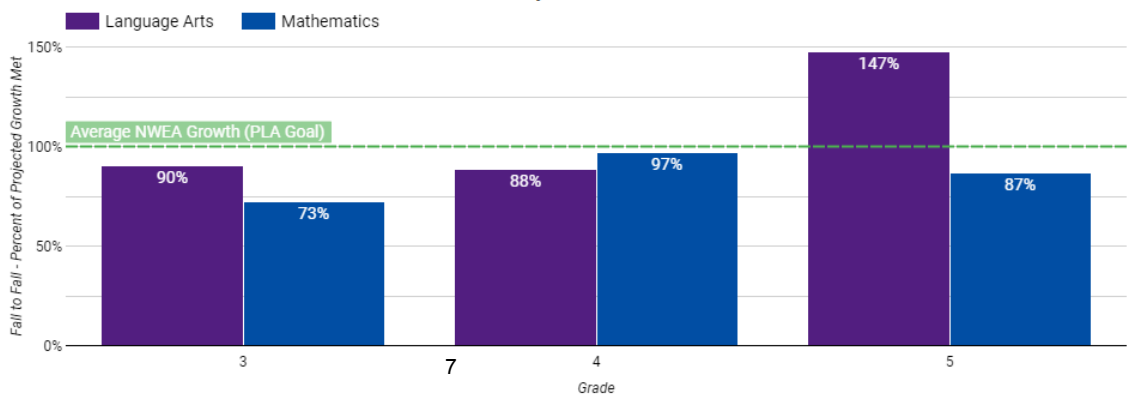
Fall to Fall NWEA Math % of Projected Growth Met

82%

SchoolName: Thea Bowman Leadership Academy (1)

Grade: 3, 4, 5 (3)

NWEA Growth Fall to Fall 23-24 % of Projected Growth Met



The packet includes the balance sheet, income statement, cash flow statement, accounts payable listing and voucher register - key financial data are below:

1) Income Statement**Revenue - year to date:**

\$	4,450,092	actual	9/30/2023
	4,612,658	budget	9/30/2023
\$	(162,566)	below budget YTD (negative to budget)	

Expenses - year to date:

\$	3,653,211	actual	9/30/2023
	4,444,728	budget	9/30/2023
\$	791,517	below budget YTD (positive to budget)	

Net Income - year to date:

\$	796,881	actual	9/30/2023
	167,930	budget	9/30/2023
\$	628,951	above budget YTD (positive to budget)	

2) Balance Sheet:**Cash Balances:**

\$	3,024,521	9/30/2023
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Accounts Payable Balances:

\$	614,355	9/30/2023
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Days Cash:

86

3) Enrollment

Budget	825
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Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Balance Sheet

	Actual 09/30/2023	Actual 06/30/2023
ASSETS		
CURRENT ASSETS		
Cash	3,024,520.88	4,958,792.41
Restricted Cash Bond	415,810.76	173,675.17
Accounts Receivable	100,000.00	220,942.74
Grants Receivable	5,508,035.48	3,903,776.98
Prepays	277,728.56	104,265.23
Deposits	24,612.60	24,612.60
Total	9,350,708.28	9,386,065.13
PROPERTY AND EQUIPMENT		
Land	859,885.95	859,885.95
Building Improvements	17,459,786.74	17,398,767.47
Building Construction in Progress	494,126.38	0.00
Textbooks	628,311.73	506,097.41
Equipment	1,876,172.00	1,636,704.60
Computers	2,365,843.48	2,364,251.91
Software	194,397.14	145,547.58
Furniture	842,646.48	840,499.77
Buses	295,910.00	0.00
Equipment Leases	141,884.88	141,884.88
Accumulated Amortization	(52,904.80)	(42,164.73)
Accumulated Depreciation	(12,270,495.07)	(12,089,278.07)
Total	12,835,564.91	11,762,196.77
OTHER ASSETS		
Bond Debt Reserve Fund	1,173,551.02	1,173,536.38
Bond Discount	250,243.52	252,193.46
Bond Issuance Costs	772,592.35	778,612.54
Deferred Expense	2,950.00	2,950.00
Total	2,199,336.89	2,207,292.38
Total Current Assets	24,385,610.08	23,355,554.28
Total Assets	24,385,610.08	23,355,554.28
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	614,355.31	658,105.99
Accrued Expenses	292,132.82	125,017.85
Payroll Liabilities	403,030.82	282,480.39
Bonds Payable - Short Term	205,000.00	205,000.00
Equipment Leases - Short Term	43,773.87	43,447.21

Phalen Leadership Academy - Indiana
Thea Bowman Leadership Academy

Balance Sheet

	Actual 09/30/2023	Actual 06/30/2023
Total CURRENT LIABILITIES	1,558,292.82	1,314,051.44
LONG TERM LIABILITIES		
Bonds Payable	16,570,000.00	16,570,000.00
Equipment Leases - Long Term	45,206.21	56,272.94
Total	16,615,206.21	16,626,272.94
Total Liabilities	18,173,499.03	17,940,324.38
 NET ASSETS		
Unrestricted Net Assets	6,212,111.05	5,415,229.90
Total	6,212,111.05	5,415,229.90
Total Net Assets	6,212,111.05	5,415,229.90
 Total Liabilities and Net Assets	24,385,610.08	23,355,554.28
 BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS	5,415,229.90	2,436,079.40
 NET SURPLUS/(DEFICIT)	796,881.15	2,979,150.50
 ENDING NET ASSETS	6,212,111.05	5,415,229.90

Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Income Statement

	Actual 09/01/2023 - 09/30/2023	Actual 07/01/2023 - 09/30/2023	Budget 07/01/2023 - 09/30/2023	Favorable (Unfavorable)	Annual Budget	Budget Remaining
INCOME						
Federal Funding						
Title I	103,241.83	274,803.56	339,085.98	(64,282.42)	1,356,344.00	1,081,540.44
Title II	0.00	0.00	21,652.02	(21,652.02)	86,608.00	86,608.00
Title IV	10,911.60	24,084.11	29,010.00	(4,925.89)	116,040.00	91,955.89
SPED	23,198.87	47,609.78	41,920.02	5,689.76	167,680.00	120,070.22
Federal Lunch Reimbursement	29,457.26	100,000.00	124,168.74	(24,168.74)	496,675.00	396,675.00
ESSER II	(34,073.84)	848,001.55	145,065.24	702,936.31	580,261.00	(267,740.55)
ESSER III	397,658.42	568,060.21	1,841,669.28	(1,273,609.07)	7,366,677.00	6,798,616.79
Total Federal Funding	530,394.14	1,862,559.21	2,542,571.28	(680,012.07)	10,170,285.00	8,307,725.79
State Funding						
Basic Support	639,096.34	1,917,288.88	1,752,763.74	164,525.14	7,011,055.00	5,093,766.12
Charter School Grant	0.00	595,000.00	257,812.50	337,187.50	1,031,250.00	436,250.00
Remediation Grant	10,495.60	10,495.60	0.00	10,495.60	0.00	(10,495.60)
Performance Awards	0.00	0.00	18,793.74	(18,793.74)	75,175.00	75,175.00
Textbook Reimbursement	0.00	0.00	13,511.52	(13,511.52)	54,046.00	54,046.00
State Lunch Match	0.00	0.00	2,098.50	(2,098.50)	8,394.00	8,394.00
Total State Funding	649,591.94	2,522,784.48	2,044,980.00	477,804.48	8,179,920.00	5,657,135.52
Other Revenue						
Student Fees	2,005.00	10,881.00	3,548.76	7,332.24	14,195.00	3,314.00
Athletics	6,991.00	8,509.00	16,564.26	(8,055.26)	66,257.00	57,748.00
Other Income	2,213.51	4,613.51	4,993.74	(380.23)	19,975.00	15,361.49
Interest Income	16,733.23	37,299.14	0.00	37,299.14	0.00	(37,299.14)
Contributions	200.00	450.00	0.00	450.00	0.00	(450.00)
Student Fundraising Income	2,517.00	2,517.00	0.00	2,517.00	0.00	(2,517.00)
Insurance Reimbursements	292.86	478.80	0.00	478.80	0.00	(478.80)
Total Other Revenue	30,952.60	64,748.45	25,106.76	39,641.69	100,427.00	35,678.55
Total Income	1,210,938.68	4,450,092.14	4,612,658.04	(162,565.90)	18,450,632.00	14,000,539.86
EXPENSES						
Personnel Costs						
Salary and Wages	543,567.15	1,352,076.56	1,414,612.50	62,535.94	5,658,450.00	4,306,373.44
Bonuses	124,000.00	124,000.00	123,533.76	(466.24)	494,135.00	370,135.00
Stipends	26,862.50	28,862.50	80,248.98	51,386.48	320,996.00	292,133.50
Payroll Taxes	58,383.43	118,994.26	127,315.26	8,321.00	509,261.00	390,266.74
Health Insurance	56,885.43	113,886.60	155,607.48	41,720.88	622,430.00	508,543.40
Retirement Expense	27,326.43	59,490.79	70,730.76	11,239.97	282,923.00	223,432.21
Substitutes	0.00	0.00	30,874.98	30,874.98	123,500.00	123,500.00
Total Personnel Costs	837,024.94	1,797,310.71	2,002,923.72	205,613.01	8,011,695.00	6,214,384.29
Professional Fees						

Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Income Statement

	Actual 09/01/2023 - 09/30/2023	Actual 07/01/2023 - 09/30/2023	Budget 07/01/2023 - 09/30/2023	Favorable (Unfavorable)	Annual Budget	Budget Remaining
SPED Services	0.00	17,030.91	38,749.98	21,719.07	155,000.00	137,969.09
Instruction Services	0.00	0.00	88,116.00	88,116.00	352,464.00	352,464.00
Staff Training & Recruitment	9,707.02	43,235.36	7,912.02	(35,323.34)	31,648.00	(11,587.36)
Accounting Fees	0.00	15,100.00	10,597.98	(4,502.02)	42,392.00	27,292.00
Admin Professional Services	(478,420.22)	(69,986.45)	0.00	69,986.45	0.00	69,986.45
EVE Management Fees	553,518.00	553,518.00	553,519.02	1.02	2,214,076.00	1,660,558.00
Legal Fees	22,307.31	24,307.31	6,250.02	(18,057.29)	25,000.00	692.69
Marketing	0.00	6,197.39	3,000.00	(3,197.39)	12,000.00	5,802.61
Honors Diploma	1,548.00	1,548.00	5,565.99	4,017.99	22,264.00	20,716.00
Total Professional Fees	108,660.11	590,950.52	713,711.01	122,760.49	2,854,844.00	2,263,893.48
Classroom Supplies & Materials						
Classroom Supplies & Material:	15,550.00	19,979.32	102,829.98	82,850.66	411,320.00	391,340.68
Curricular Materials	3,823.88	6,954.88	62,605.26	55,650.38	250,421.00	243,466.12
Total Classroom Supplies & Mater	19,373.88	26,934.20	165,435.24	138,501.04	661,741.00	634,806.80
School Breakfast & Lunch Expense						
School Breakfast & Lunch Expe	50,000.00	106,567.07	132,860.52	26,293.45	531,442.00	424,874.93
Total Breakfast & Lunch	50,000.00	106,567.07	132,860.52	26,293.45	531,442.00	424,874.93
Student Transportation Expenses						
Student Transportation Expense	25,047.50	42,662.50	58,494.00	15,831.50	233,976.00	191,313.50
Total Student Transportation	25,047.50	42,662.50	58,494.00	15,831.50	233,976.00	191,313.50
Student Uniform Expense						
Student Uniform Expense	0.00	0.00	130.74	130.74	523.00	523.00
Total Student Uniform	0.00	0.00	130.74	130.74	523.00	523.00
Extra-Curricular Expenses						
Extra-Curricular Expenses	12,327.45	41,380.73	57,662.52	16,281.79	230,650.00	189,269.27
Total Extra-Curricular	12,327.45	41,380.73	57,662.52	16,281.79	230,650.00	189,269.27
Technology Expenses						
Technology Expenses	51,869.29	108,961.66	116,500.02	7,538.36	466,000.00	357,038.34
Total Technology	51,869.29	108,961.66	116,500.02	7,538.36	466,000.00	357,038.34
Facility and Equipment Expenses						
Building Rent	39,792.70	107,191.02	125,636.52	18,445.50	502,546.00	395,354.98
Building Maintenance	22,925.46	32,646.94	78,001.50	45,354.56	312,006.00	279,359.06
Grounds Maintenance	3,300.00	3,750.00	10,903.02	7,153.02	43,612.00	39,862.00
Janitorial Services & Supplies	24,662.77	43,430.87	25,019.28	(18,411.59)	100,077.00	56,646.13
Security Services	86,474.45	112,721.28	138,870.00	26,148.72	555,480.00	442,758.72
Equipment Rental	5,857.48	19,449.39	16,503.78	(2,945.61)	66,015.00	46,565.61
Equipment Expense and Mainte	542.50	7,264.11	94,677.48	87,413.37	378,710.00	371,445.89
Trash Removal	4,820.00	14,242.15	11,727.48	(2,514.67)	46,910.00	32,667.85

Phalen Leadership Academy - Indiana

Thea Bowman Leadership Academy

Income Statement

	Actual 09/01/2023 - 09/30/2023	Actual 07/01/2023 - 09/30/2023	Budget 07/01/2023 - 09/30/2023	Favorable (Unfavorable)	Annual Budget	Budget Remaining
Total Facility and Equipment	188,375.36	340,695.76	501,339.06	160,643.30	2,005,356.00	1,664,660.24
Utilities						
Utilities	14,930.09	37,183.11	56,823.48	19,640.37	227,294.00	190,110.89
Total Utilities	14,930.09	37,183.11	56,823.48	19,640.37	227,294.00	190,110.89
Other Expenses						
Authorizer Fees	18,054.56	54,163.68	52,738.50	(1,425.18)	210,954.00	156,790.32
Office Supplies	4,578.33	7,389.89	7,831.98	442.09	31,328.00	23,938.11
Insurance Expense	15,418.34	44,539.92	50,343.00	5,803.08	201,372.00	156,832.08
Bank Fees	342.26	1,177.61	375.00	(802.61)	1,500.00	322.39
Admin Travel	503.01	4,696.57	1,788.00	(2,908.57)	7,152.00	2,455.43
Other Food Purchases	6,425.96	11,804.89	5,395.74	(6,409.15)	21,583.00	9,778.11
Interest Expense	80,710.94	242,132.68	293,382.75	51,250.07	1,173,531.00	931,398.32
Postage	0.00	2,538.11	1,971.00	(567.11)	7,884.00	5,345.89
Membership Dues & Fees	1,058.99	1,058.99	2,980.74	1,921.75	11,923.00	10,864.01
Field Trips	0.00	0.00	18,652.50	18,652.50	74,610.00	74,610.00
Nurse Supplies	0.00	0.00	1,096.50	1,096.50	4,386.00	4,386.00
Other Event Expenses	0.00	1,875.26	8,925.00	7,049.74	35,700.00	33,824.74
Total Other Expenses	127,092.39	371,377.60	445,480.71	74,103.11	1,781,923.00	1,410,545.40
Depreciation & Amortization						
Depreciation Expense	68,603.65	181,217.00	184,998.48	3,781.48	739,994.00	558,777.00
Amortization Expense	2,656.71	7,970.13	8,368.50	398.37	33,474.00	25,503.87
Total Depreciation & Amortization	71,260.36	189,187.13	193,366.98	4,179.85	773,468.00	584,280.87
Total Expenses	1,505,961.37	3,653,210.99	4,444,728.00	791,517.01	17,778,912.00	14,125,701.01
Net Income (Loss)	(295,022.69)	796,881.15	167,930.04	628,951.11	671,720.00	(125,161.15)

Thea Bowman Leadership Academy

Statement of Cash Flows

	<u>Actual 09/30/2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES	
NET SURPLUS/(DEFICIT) FOR PERIOD	\$316613.45
ADJUSTMENTS TO RECONCILE NET INCOME TO NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	
NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	\$708756.05
NET CASH PROVIDED (USED) BY INVESTING ACTIVITIES	(\$708756.05)

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
25th Ave Ace Hardware									
25th Ave Ace Hardware	108440/3	9/28/2023	9/28/2023	\$11.16	\$0.00		\$11.16	9/28/2023	2
<i>Totals for 25th Ave Ace Hardware:</i>				<u>\$11.16</u>	<u>\$0.00</u>		<u>\$11.16</u>		
Adobe Inc.									
Adobe Inc.	2562859322	9/26/2023	9/26/2023	\$2050.00	\$0.00		\$2050.00	10/6/2023	0
<i>Totals for Adobe Inc.:</i>				<u>\$2050.00</u>	<u>\$0.00</u>		<u>\$2050.00</u>		
ADT Commercial									
ADT Commercial	152150547	9/14/2023	9/14/2023	\$92.02	\$0.00		\$92.02	9/14/2023	16
<i>Totals for ADT Commercial:</i>				<u>\$92.02</u>	<u>\$0.00</u>		<u>\$92.02</u>		
AKA Comp Solutions									
AKA Comp Solutions	6263	5/1/2023	5/1/2023	\$7071.85	\$0.00		\$7071.85	5/16/2023	137
AKA Comp Solutions	6899	5/1/2023	5/1/2023	\$1958.00	\$0.00		\$1958.00	5/16/2023	137
AKA Comp Solutions	6672	6/1/2023	6/1/2023	\$5225.50	\$0.00		\$5225.50	6/16/2023	106
<i>Totals for AKA Comp Solutions:</i>				<u>\$14255.35</u>	<u>\$0.00</u>		<u>\$14255.35</u>		
Amazon Capital Services									
Amazon Capital Services	1TYG-VM1M-Q749	9/23/2023	9/23/2023	\$378.94	\$0.00		\$378.94	9/23/2023	7
Amazon Capital Services	1LR3-W74-LGF6	9/22/2023	9/22/2023	\$62.95	\$0.00		\$62.95	9/22/2023	8
Amazon Capital Services	1911-K39C-FFMV	9/21/2023	9/21/2023	\$171.00	\$0.00		\$171.00	9/21/2023	9
Amazon Capital Services	179Y-1JF3-3FCG	9/18/2023	9/18/2023	\$1653.00	\$0.00		\$1653.00	9/18/2023	12
Amazon Capital Services	1TM1-JQ3R-HTH4	9/16/2023	9/16/2023	\$519.74	\$0.00		\$519.74	9/16/2023	14
Amazon Capital Services	1VQK-GLCJ-3YCH	9/14/2023	9/14/2023	\$77.01	\$0.00		\$77.01	9/14/2023	16
Amazon Capital Services	1F7V-FDJ7-R6D9	9/30/2023	9/30/2023	\$288.93	\$0.00		\$288.93	9/30/2023	0
Amazon Capital Services	1HHQ-JC1D-JYXV	9/28/2023	9/28/2023	\$643.51	\$0.00		\$643.51	9/28/2023	2
Amazon Capital Services	14P9-MTRX-9FMX	9/26/2023	9/26/2023	\$49.95	\$0.00		\$49.95	9/26/2023	4
Amazon Capital Services	1D4C-7CGC-1KM1	9/25/2023	9/25/2023	\$1052.93	\$0.00		\$1052.93	9/25/2023	5
<i>Totals for Amazon Capital Services:</i>				<u>\$4897.96</u>	<u>\$0.00</u>		<u>\$4897.96</u>		
Amplify Education Inc									
Amplify Education Inc	INV-203791	9/18/2023	9/18/2023	\$225.75	\$0.00		\$225.75	9/28/2023	2
<i>Totals for Amplify Education Inc:</i>				<u>\$225.75</u>	<u>\$0.00</u>		<u>\$225.75</u>		
Brandy's Safe & Lock									
Brandy's Safe & Lock	50837	9/25/2023	9/25/2023	\$15.30	\$0.00		\$15.30	10/5/2023	0
<i>Totals for Brandy's Safe & Lock:</i>				<u>\$15.30</u>	<u>\$0.00</u>		<u>\$15.30</u>		
Damsel Services Inc.									
Damsel Services Inc.	Bowman20230919004	9/19/2023	9/19/2023	\$2467.28	\$0.00		\$2467.28	9/29/2023	1
Damsel Services Inc.	Bowman20230912002	9/12/2023	9/12/2023	\$6932.00	\$0.00		\$6932.00	9/22/2023	8
<i>Totals for Damsel Services Inc.:</i>				<u>\$9399.28</u>	<u>\$0.00</u>		<u>\$9399.28</u>		

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
Didax Incorporated									
Didax Incorporated	531422.1	8/1/2023	8/1/2023	(\$113.94)	\$0.00		(\$113.94)	8/1/2023	60
<i>Totals for Didax Incorporated:</i>				<i>(\$113.94)</i>	<i>\$0.00</i>		<i>(\$113.94)</i>		
Great Minds PBC									
Great Minds PBC	INV140068	9/1/2023	9/1/2023	\$4586.40	\$0.00		\$4586.40	9/1/2023	29
Great Minds PBC	INV139649	9/1/2023	9/1/2023	\$2973.60	\$0.00		\$2973.60	9/1/2023	29
<i>Totals for Great Minds PBC:</i>				<i>\$7560.00</i>	<i>\$0.00</i>		<i>\$7560.00</i>		
Houghton Mifflin Harcourt Publishing Co.									
Houghton Mifflin Harcourt Publishing Co.	90183714	7/20/2023	7/20/2023	\$9799.60	\$0.00		\$9799.60	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	90183711	7/20/2023	7/20/2023	\$17449.11	\$0.00		\$17449.11	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	90183710	7/20/2023	7/20/2023	\$2500.92	\$0.00		\$2500.92	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	955864197	7/20/2023	7/20/2023	\$1102.50	\$0.00		\$1102.50	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	955864195	7/20/2023	7/20/2023	\$5832.00	\$0.00		\$5832.00	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	955864196	7/20/2023	7/20/2023	\$4800.00	\$0.00		\$4800.00	8/19/2023	42
Houghton Mifflin Harcourt Publishing Co.	90186884	8/1/2023	8/1/2023	\$27608.81	\$0.00		\$27608.81	8/31/2023	30
<i>Totals for Houghton Mifflin Harcourt Publishing Co.:</i>				<i>\$69092.94</i>	<i>\$0.00</i>		<i>\$69092.94</i>		
K-12 Tech									
K-12 Tech	18126	9/29/2023	9/29/2023	\$350.00	\$0.00		\$350.00	10/9/2023	0
K-12 Tech	18312	9/29/2023	9/29/2023	\$205.00	\$0.00		\$205.00	10/9/2023	0
<i>Totals for K-12 Tech:</i>				<i>\$555.00</i>	<i>\$0.00</i>		<i>\$555.00</i>		
MECA									
MECA	16915	9/29/2023	9/29/2023	\$393573.86	\$0.00		\$393573.86	10/14/2023	0
<i>Totals for MECA:</i>				<i>\$393573.86</i>	<i>\$0.00</i>		<i>\$393573.86</i>		
Nearpod, Inc									
Nearpod, Inc	INVn588165	7/1/2023	7/1/2023	\$15092.00	\$0.00		\$15092.00	7/1/2023	91
<i>Totals for Nearpod, Inc:</i>				<i>\$15092.00</i>	<i>\$0.00</i>		<i>\$15092.00</i>		
Quinlan & Fabish Music Company									
Quinlan & Fabish Music Company	14802339	9/5/2023	9/5/2023	\$77.00	\$0.00		\$77.00	9/5/2023	25
Quinlan & Fabish Music Company	14802391	9/5/2023	9/5/2023	\$154.20	\$0.00		\$154.20	9/5/2023	25
Quinlan & Fabish Music Company	14802320	9/20/2023	9/20/2023	\$216.00	\$0.00		\$216.00	9/20/2023	10
Quinlan & Fabish Music Company	14750150	9/28/2023	9/28/2023	\$299.64	\$0.00		\$299.64	9/28/2023	2
Quinlan & Fabish Music Company	14750103	9/27/2023	9/27/2023	\$253.96	\$0.00		\$253.96	9/27/2023	3
Quinlan & Fabish Music Company	14750122	9/27/2023	9/27/2023	\$246.46	\$0.00		\$246.46	9/27/2023	3
Quinlan & Fabish Music Company	14802427	9/6/2023	9/6/2023	\$117.41	\$0.00		\$117.41	9/6/2023	24
Quinlan & Fabish Music Company	14802363	9/6/2023	9/6/2023	\$181.00	\$0.00		\$181.00	9/6/2023	24
Quinlan & Fabish Music Company	14802349	9/6/2023	9/6/2023	\$97.60	\$0.00		\$97.60	9/6/2023	24
Quinlan & Fabish Music Company	11510274	9/1/2023	9/1/2023	\$134.95	\$0.00		\$134.95	9/1/2023	29

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Vendor Name	Invoice Number	Invoice Date	Post Date	Invoice Balance	Potential Discount	Discount Expires On	Net Amount Due	Invoice Due Date	Days Past Due
Quinlan & Fabish Music Company	14892579	9/18/2023	9/18/2023	\$407.80	\$0.00		\$407.80	9/18/2023	12
<i>Totals for Quinlan & Fabish Music Company:</i>				<i>\$2186.02</i>	<i>\$0.00</i>		<i>\$2186.02</i>		
RSI Truck & Bus Repair Inc.									
RSI Truck & Bus Repair Inc.	18362	9/30/2023	9/30/2023	\$2100.00	\$0.00		\$2100.00	9/30/2023	0
RSI Truck & Bus Repair Inc.	18364	9/27/2023	9/27/2023	\$2610.00	\$0.00		\$2610.00	9/27/2023	3
<i>Totals for RSI Truck & Bus Repair Inc.:</i>				<i>\$4710.00</i>	<i>\$0.00</i>		<i>\$4710.00</i>		
Tatum Security LLC									
Tatum Security LLC	0000532	9/25/2023	9/25/2023	\$16412.50	\$0.00		\$16412.50	9/25/2023	5
Tatum Security LLC	0000530	9/1/2023	9/1/2023	\$18662.50	\$0.00		\$18662.50	9/1/2023	29
Tatum Security LLC	0000531	9/11/2023	9/11/2023	\$20862.50	\$0.00		\$20862.50	9/11/2023	19
<i>Totals for Tatum Security LLC:</i>				<i>\$55937.50</i>	<i>\$0.00</i>		<i>\$55937.50</i>		
Tierra Environmental and Industrial Services									
Tierra Environmental and Industrial Services	T-23-9286	9/25/2023	9/25/2023	\$325.00	\$0.00		\$325.00	9/25/2023	5
<i>Totals for Tierra Environmental and Industrial Services:</i>				<i>\$325.00</i>	<i>\$0.00</i>		<i>\$325.00</i>		
Warehouse Direct									
Warehouse Direct	5580284-1	9/28/2023	9/28/2023	\$143.35	\$0.00		\$143.35	10/13/2023	0
Warehouse Direct	5580284-0	9/27/2023	9/27/2023	\$1817.81	\$0.00		\$1817.81	10/12/2023	0
<i>Totals for Warehouse Direct:</i>				<i>\$1961.16</i>	<i>\$0.00</i>		<i>\$1961.16</i>		
Willscot									
Willscot	9018946906	9/25/2023	9/25/2023	\$4954.00	\$0.00		\$4954.00	10/5/2023	0
Willscot	9018946907	9/25/2023	9/25/2023	\$4876.40	\$0.00		\$4876.40	10/5/2023	0
Willscot	9018946908	9/25/2023	9/25/2023	\$4804.33	\$0.00		\$4804.33	10/5/2023	0
Willscot	9018946909	9/25/2023	9/25/2023	\$4954.14	\$0.00		\$4954.14	10/5/2023	0
Willscot	9018946911	9/25/2023	9/25/2023	\$4800.90	\$0.00		\$4800.90	10/5/2023	0
Willscot	9018946912	9/25/2023	9/25/2023	\$4800.90	\$0.00		\$4800.90	10/5/2023	0
Willscot	9018946913	9/25/2023	9/25/2023	\$4872.85	\$0.00		\$4872.85	10/5/2023	0
Willscot	9018946914	9/25/2023	9/25/2023	\$4951.61	\$0.00		\$4951.61	10/5/2023	0
<i>Totals for Willscot:</i>				<i>\$39015.13</i>	<i>\$0.00</i>		<i>\$39015.13</i>		
GRAND TOTALS:				\$620841.49	\$0.00		\$620841.49		

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Unapplied Credit Memo Schedule

Vendor Name	Credit Memo Number	Credit Memo Date	Description	Post Status	Post Date	Ending Credit Balance
AT&T	8975241808	8/19/2023	Credit	Posted	8/19/2023	\$5879.82
<i>Total unapplied credit for AT&T:</i>						\$5879.82
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>						\$569.80
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>						\$36.56
GRAND TOTALS:						\$6486.18

THEA BOWMAN LEADERSHIP ACADEMY
ACCOUNTS PAYABLE VOUCHER REGISTER
September 2023

Payment date	Payment Number	Payment number	Vendor name	Description
09/05/2023	93363	INPRS	\$132.49	TRF 8/11 Adjustment
09/05/2023	93362	INPRS	\$2,931.35	TRF 8/11 Payroll
09/05/2023	93342	INPRS	\$6,114.38	PERF 8/11 Payroll
09/06/2023	93364	Nextiva	\$1,183.02	Tech Support
09/07/2023	93351	Human Capital Concepts	\$250,466.84	Batch 202349
09/07/2023	10093	CINTAS Corporation	\$580.79	Supplies
09/07/2023	10096	Harris Law Firm, P.C.	\$2,000.00	Sept Retainer 2023
09/07/2023	10092	Arrow Pest Control	\$1,200.00	Exterior Treatment
09/07/2023	10107	Urban Elevator Service, LLC	\$384.42	Monthly Elevator Services
09/07/2023	10105	Riddell/All American Sports Corp.	\$5,564.11	Football Helmets
09/07/2023	10094	Donovan CPAs/Advisors	\$7,550.00	Installment #2 of 5 of Audit Progress Billing
09/07/2023	10098	Impact Networking Indiana, LLC	\$687.77	Contract 5/2820-8/27/25
09/07/2023	10108	Willscot	\$4,800.90	Contract #1001665539
09/07/2023	10108	Willscot	\$4,800.90	Contract #1001665534
09/07/2023	10108	Willscot	\$4,804.33	Contract #1001665522
09/07/2023	10106	ULINE	\$229.50	Supplies
09/07/2023	10093	CINTAS Corporation	\$695.62	Supplies
09/07/2023	10097	Hudl	\$8,000.00	AD Package
09/07/2023	10102	Main Sporting Goods	\$75.00	Mouth Pieces
09/07/2023	10104	Pitney Bowes Inc	\$347.47	Red Ink
09/07/2023	10091	ADT Commercial	\$92.02	Services 9/14-10/13/2023
09/07/2023	10100	Johnson Controls Security Solutions	\$1,238.91	Billing Adjustments
09/07/2023	10101	Leslie Exford	\$202.06	Las Vegas 7/7-7/10/2023 Travel Reimbursement
09/07/2023	10095	Gold Medal Chicago ML30	\$192.16	Snacks
09/07/2023	10095	Gold Medal Chicago ML30	\$1,140.05	Snacks
09/07/2023	10095	Gold Medal Chicago ML30	\$915.15	Snacks
09/07/2023	10103	Midwest Telecom of America, Inc	\$1,380.00	Tech Services
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/07/2023	10099	International Center for Leadership in Education/HMH	\$1,045.00	HMH Training
09/11/2023	93353	Indiana American Water	\$503.65	DOM Services 7/15-8/11/2023
09/14/2023	10140	Troupe, Antoinette	\$359.99	Reimbursements (Menards x2, Walmart, Harbor Frieght)
09/14/2023	10141	Tucker, Erika	\$300.00	Cheer Reimbursement
09/14/2023	10138	TIAA Commercial Finance Inc	\$5,857.48	Equipment Rental
09/14/2023	10113	Arrow Pest Control	\$111.00	Monthly Services
09/14/2023	10127	LiveSchool Inc	\$742.50	Additional Users
09/14/2023	10135	Simmons, Marisa	\$207.69	Travel Reimbursement (Lowell HS/IHSAA)
09/14/2023	10122	Haggard, Arthur	\$207.69	Travel Reimbursements (Lowell HS/IHSAA)
09/14/2023	10130	Mead, Jermaine	\$87.63	Travel Reimbursements (Lowell HS/IAAAA)
09/14/2023	10142	Warehouse Direct	\$929.76	Janitorial Supplies
09/14/2023	10144	Zuniga's Lawncare LLC	\$1,300.00	Treer Removal
09/14/2023	10144	Zuniga's Lawncare LLC	\$2,000.00	Lawn Services (August 2023)
09/14/2023	10134	RSI Truck & Bus Repair Inc.	\$1,797.50	Volleyball x3 and Football - August 2023
09/14/2023	10134	RSI Truck & Bus Repair Inc.	\$12,300.00	Gary Career Center Shuttle
09/14/2023	10120	Entrepreneurial Ventures in Education, Inc.	\$9,707.02	July PD Conference
09/14/2023	10116	Chartwells Dining Services	\$48,973.78	Meals
09/14/2023	10121	Great Minds PBC	\$1,945.13	Eureka Math
09/14/2023	10111	Amplify Education Inc	\$3,224.55	mClass Dibels
09/14/2023	10117	Damsel Services Inc.	\$61,019.27	50% Final Payment for 5 RTU
09/14/2023	10136	Swain, Deron	\$901.50	MS Head Coach-Cross Country 1 of 2
09/14/2023	10128	McGee, Nicholas	\$530.00	MS Assistant Coach - Cross Country 1 of 2
09/14/2023	10132	Nelson, Leroy	\$400.00	MS Assistant Coach - Cross Country
09/14/2023	10129	Mead Jr, Jermaine	\$636.50	MS Assistant Coach - Football
09/14/2023	10112	Anthony Mabone	\$1,699.50	Varsity Assistant Coach - Football 1 of 2
09/14/2023	10123	Jean Yves Jean Mardy	\$1,326.00	Varsity Assistant Coach - Football
09/14/2023	10118	David Nelson	\$2,729.50	Varsity Head Coach - Football 1 of 2
09/14/2023	10124	Kevin James	\$1,060.50	Carsity Assistant Coach - Football
09/14/2023	10115	BSN Sports	\$185.09	Volleyball Uniforms
09/14/2023	10115	BSN Sports	\$408.85	Volleyball Bag
09/14/2023	10115	BSN Sports	\$8,326.98	Volleyball
09/14/2023	10115	BSN Sports	\$267.12	Boys Track
09/14/2023	10115	BSN Sports	\$188.47	Art Haggard Girls Tr
09/14/2023	93347	INPRS	\$64.07	TRF 8/18 Adjustment
09/14/2023	93345	INPRS	\$3,377.00	TRF 8/18 Payroll
09/14/2023	93343	INPRS	\$9,005.31	PERF 8/18 Payroll
09/14/2023	10116	Chartwells Dining Services	\$2,064.00	8/14/2023 Staff Meals
09/14/2023	10126	Korellis Roofing, Inc.	\$2,496.77	Job #43353
09/14/2023	10133	NIPSCO	\$1,449.98	Portable Acct#571-409-000-2
09/14/2023	10131	Midwest Telecom of America, Inc	\$1,380.00	Services
09/14/2023	10131	Midwest Telecom of America, Inc	\$26,550.38	Task Ticket Services

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ACCOUNTS PAYABLE VOUCHER REGISTER
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Payment date	Payment Number	Payment number	Vendor name	Description
09/14/2023	10139	TLC Plumbing, Inc	\$435.00	Girls Bathroom Repairs
09/14/2023	10125	Kidstuff Playsystems	\$86,528.50	50% Final Payment
09/14/2023	10110	25th Ave Ace Hardware	\$256.89	Supplies
09/14/2023	10114	Blue Onyx Consulting LLC	\$8,270.86	Consultant
09/14/2023	10137	Tatum Security LLC	\$3,325.00	7.31.2023 - 1 Officer Portable/1 Officer Back to School
09/14/2023	10120	Entrepreneurial Ventures in Education, Inc.	\$184,506.00	Aug 2023 (FY24) Mgmt Fee
09/14/2023	10143	Williamson, Tremell	\$500.00	Reimbursement (School Officer)
09/14/2023	10119	Dowdell, Keith	\$500.00	Reimbursement for Officer
09/18/2023	93344	INPRS	\$8,258.29	PERF 9/8 Payroll
09/18/2023	93355	NIPSCO	\$184.18	Gas Services
09/18/2023	93354	NIPSCO	\$12,072.91	Electric Services
09/19/2023	93348	INPRS	\$64.07	TRF 9/8 Adjustment
09/19/2023	93346	INPRS	\$3,197.00	TRF 9/8 Payroll
09/21/2023	10154	Haywood and Fleming Associates	\$1,381.90	Sports Accident Catastrophic Coverage
09/21/2023	10150	CINTAS Corporation	\$638.66	Supplies
09/21/2023	10151	Education One, LLC	\$18,054.56	Admin Fees September 2023
09/21/2023	10158	PremiStar-Indiana	\$5,960.00	Maintenance Contract 5/1/23-7/31/24
09/21/2023	10157	Newsela, Inc	\$16,093.00	ELA, Social Studies, Science
09/21/2023	10147	Amazon Capital Services	\$499.00	Prime Membership
09/21/2023	10146	Amazon Capital Services	\$183.14	Janitorial Supplies
09/21/2023	10159	RSI Truck & Bus Repair Inc.	\$1,655.00	Valleyball and Football 9/5-9/9/20223
09/21/2023	10164	Warehouse Direct	\$16,576.00	Janitorial Supplies
09/21/2023	10146	Amazon Capital Services	\$1,738.90	Refrigerator
09/21/2023	10155	Johnson Controls Security Solutions	\$859.93	Sept. 2023 Services
09/21/2023	10161	Studies Weekly	\$7,481.53	Learning Materials
09/21/2023	10146	Amazon Capital Services	\$117.18	Office Supplies
09/21/2023	10145	Agape Union Transport	\$600.00	Transportation Ending 9/8/2023
09/21/2023	10148	Ball State University	\$1,548.00	Marisa Simmons Fees
09/21/2023	10152	Entrepreneurial Ventures in Education, Inc.	\$184,506.00	Sept 2023 (FY24) Mgmt Fee
09/21/2023	10156	Midwest Telecom of America, Inc	\$245.45	Services
09/21/2023	10146	Amazon Capital Services	\$159.99	Protection Plan
09/21/2023	10146	Amazon Capital Services	\$459.98	Class Supplies
09/21/2023	10146	Amazon Capital Services	\$354.55	Janitorial Supplies
09/21/2023	10153	Gary Sanitary District	\$586.50	Service Period 7/14-8/11/2023
09/21/2023	10149	Brandy's Safe & Lock	\$180.00	Safe Service
09/21/2023	10150	CINTAS Corporation	\$650.95	Supplies
09/21/2023	10150	CINTAS Corporation	\$695.62	Supplies
09/21/2023	10150	CINTAS Corporation	\$311.85	Supplies
09/21/2023	10160	Staples	\$61.98	8/19/2023 Supplies
09/21/2023	10160	Staples	\$67.98	8/19/2023 Supplies
09/21/2023	10160	Staples	\$236.90	8/19/2023 Supplies
09/21/2023	10160	Staples	\$108.38	8/12/2023 Supplies
09/21/2023	10160	Staples	\$621.98	8/5/2023 Supplies
09/21/2023	10160	Staples	\$1,338.69	8/5/2023 Supplies
09/21/2023	10162	TLC Plumbing, Inc	\$645.00	Girls Locker Room Repairs
09/21/2023	10162	TLC Plumbing, Inc	\$1,265.00	Rodding
09/21/2023	10162	TLC Plumbing, Inc	\$630.00	A lot of Rodding
09/21/2023	10146	Amazon Capital Services	\$320.08	7/29/23 Supplies
09/21/2023	10146	Amazon Capital Services	\$1,009.15	8/15/23 Office Supplies
09/21/2023	10146	Amazon Capital Services	\$84.45	7/19/2023 Supplies
09/21/2023	10146	Amazon Capital Services	\$128.60	8/1/23 Office Supplies
09/21/2023	10146	Amazon Capital Services	\$506.97	7/18/23 Office Supplies
09/21/2023	10146	Amazon Capital Services	\$82.56	7/31/23 Office Supplies
09/21/2023	10146	Amazon Capital Services	\$765.35	8/28/23 Class Supplies
09/21/2023	10146	Amazon Capital Services	\$323.80	7/26/23 Janitorial Supplies
09/21/2023	10154	Haywood and Fleming Associates	\$20,415.00	Revised Sports Accident Renewal
09/21/2023	10163	ULINE	\$2,146.71	Table with Benches
09/21/2023	10146	Amazon Capital Services	\$145.25	7/27/23 Building Supplies
09/21/2023	10145	Agape Union Transport	\$750.00	Transportation Ending 9/1/2023
09/21/2023	10165	Willscot	\$4,947.99	Contract #1001665539
09/21/2023	10165	Willscot	\$5,176.77	Contract #1001665526
09/21/2023	10165	Willscot	\$5,176.93	Contract #1001665522
09/21/2023	10165	Willscot	\$5,176.77	Contract #1001665514
09/21/2023	10165	Willscot	\$5,170.79	Contract #1001665510
09/22/2023	93365	Bank Fees	\$182.02	Service Charges
09/22/2023	93352	Human Capital Concepts	\$264,457.21	Batch 202351
09/25/2023	93360	PEX	\$0.19	Account Trial
09/25/2023	93361	PEX	\$0.05	Account Trial
09/25/2023	93356	Indiana American Water	\$132.87	Fire Services 8/2-9/1/2023
09/27/2023	93349	Human Capital Concepts	\$140,336.00	Batch 202352/202354
09/27/2023	93357	Waste Management	\$4,820.00	Trash Services 9/1-9/30/2023
09/28/2023	10177	Harris Law Firm, P.C.	\$803.60	Time Keeper Blue Onyx Consulting Contract

**THEA BOWMAN LEADERSHIP ACADEMY
ACCOUNTS PAYABLE VOUCHER REGISTER
September 2023**

Payment date	Payment Number	Payment number	Vendor name	Description
09/28/2023	10177	Harris Law Firm, P.C.	\$45.00	Emails - Credit V. T.Ellis and Answers to Rogs
09/28/2023	10177	Harris Law Firm, P.C.	\$124.50	BMO Harris issues Emails
09/28/2023	10177	Harris Law Firm, P.C.	\$1.50	Email Charges
09/28/2023	10177	Harris Law Firm, P.C.	\$19,332.71	Services 1/1/2023-8/31/2023
09/28/2023	10167	American Eagle Security, Inc.	\$26,260.00	Additional Cameras and NVR
09/28/2023	10171	CINTAS Corporation	\$638.66	Supplies
09/28/2023	10182	RSI Truck & Bus Repair Inc.	\$1,260.00	9/12-9/15/2023
09/28/2023	10182	RSI Truck & Bus Repair Inc.	\$475.00	College Fair
09/28/2023	10166	Agape Union Transport	\$750.00	Transportation Ending 9/22/2023
09/28/2023	10184	United Rentals (North America), Inc.	\$777.57	Office Trailer and Step (Rental)
09/28/2023	10176	Gold Medal Chicago ML30	\$2,001.89	Snacks
09/28/2023	10166	Agape Union Transport	\$750.00	Transportation Ending 9/15/2023
09/28/2023	10169	Brandy's Safe & Lock	\$61.20	20 - Keys
09/28/2023	10173	College Board	\$400.00	2023-24 Renewal
09/28/2023	10168	Benjamin Cripe	\$500.00	Logo/Branding Package
09/28/2023	10180	Power Sports Network	\$1,512.00	Polo Shirts
09/28/2023	10172	Coleman, Markeyshsha	\$795.50	Junior Varsity Assistant Coach 1 of 2
09/28/2023	10170	Cannon, Kristoria	\$1,060.50	MS Head Coach (Volleyball) 1 of 2
09/28/2023	10181	Robyn Milsap	\$1,287.50	Junior Varsity Head Coach 1 of 2
09/28/2023	10175	Garrison, Chantel	\$571.00	MS Volleyball Assistant
09/28/2023	10178	Imagine Learning LLC	\$9,495.00	MAP Subscription
09/28/2023	10176	Gold Medal Chicago ML30	\$192.16	Snacks
09/28/2023	10176	Gold Medal Chicago ML30	\$1,140.05	Snacks
09/28/2023	10176	Gold Medal Chicago ML30	\$915.15	Snacks
09/28/2023	10183	Soil Solutions Inc	\$14,857.50	Wetland Delineation
09/28/2023	10174	Didax Incorporated	\$1,653.00	Eureka Math Kits Grades 1 & 2
09/28/2023	10179	MECA	\$33,160.75	Professiona Services
09/28/2023	10179	MECA	\$17,750.00	Boundary & Topographic Survey/Engineering Study
09/29/2023	93350	Human Capital Concepts	\$276.60	Batch 202355
09/29/2023	93358	Bank Fees	\$80.00	Business Online Banking Fee
09/29/2023	93359	Bank Fees	\$50.00	Sweep Fee
09/30/2023	93366	Bank Fees	\$30.00	September '23 Bank Fees - #8017
			<u>\$1,705,432.55</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

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 \$1,705,432.55



Federal Grants Update

Thea Bowman Leadership Academy

Oct 2023





October 2023 ESSER Update

Grant Program	Amount Awarded	Status Update
ESSER II	\$5,412,288.78	<ul style="list-style-type: none">● Original application approved on 5/4/21● FY23 budget amendment 1 approved on 1/23/23● FY23 budget amendment 2 approved on 5/15/23● Final budget amendment approved on 7/10/23● Finance confirmed spending complete
ESSER III	\$12,155,535.91	<ul style="list-style-type: none">● Original application approved on 6/29/21● FY23 final budget amendment approved on 5/15/23● FY24 budget amendment 2 submit early November● Finance leading collaborative sustainability planning



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)	\$12,155,535.91	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 • Math Advantage 	\$694,207.74
Curriculum & Supplies	<ul style="list-style-type: none"> • Science, Math, and Spanish curriculum • Supplemental Classroom Kits & Instructional Supplies • Printer, laminator, & cutting machine 	\$226,767.94
Workforce Development Programming	<ul style="list-style-type: none"> • Career Pathway Program for pre-nursing pathway 	\$32,544.00
Staff Development & Retention	<ul style="list-style-type: none"> • PD - National Academic Conference stipends • Retention Stipends & Summer PD Stipends 	\$218,000.00
Social Emotional Development	<ul style="list-style-type: none"> • Dean of Students & Enrichment Instructors 	\$291,509.90
Technology	<ul style="list-style-type: none"> • Leadership MacBooks • CTE computers for student programming • Smart boards 	\$317,549.17
Learning Environment	<ul style="list-style-type: none"> • Portables • Stairwell improvements & HVAC improvements • Expansion of outdoor playground • Shuttle buses • Security services 	\$1,887,393.00
Continuity of Services	<ul style="list-style-type: none"> • Budgeted personnel 	\$1,744,317.03
Total		\$5,412,288.78

ESSER III: Use of Funds



Category	Description	Budget
Tier II Interventions	<ul style="list-style-type: none"> Reading Advantage & Math Advantage 	\$789,684.27
Curriculum & Supplies	<ul style="list-style-type: none"> Digital Media Software subscription Supplemental Classroom Kits & Instructional Supplies Math and Reading curricula 	\$498,875.37
Workforce Development Programming	<ul style="list-style-type: none"> Career Pathway Program for pre-nursing pathway Transportation costs for CTE programs 	\$68,745.00
Staff Development & Retention	<ul style="list-style-type: none"> PD for SAT Tutoring & Beginning of Year Processes Retention & Summer PD stipends Instructional coaches 	\$454,485.70
Social Emotional Development	<ul style="list-style-type: none"> Enrichment instructors and materials Family and community engagement 	\$641,368.56
Technology	<ul style="list-style-type: none"> Student laptops 	\$310,323.73
Extended Learning Time Programming	<ul style="list-style-type: none"> Summer learning 	\$305,435.00
Learning Environment	<ul style="list-style-type: none"> Additional classrooms, staff offices & restrooms Rooms for Art, Music, Computer, Science Additional locker rooms & media center/library Expansion of Kitchen and Cafeteria Partitions for Girls Locker Room & School-wide Restrooms Shuttle Bus 	\$7,721,497.00
Continuity of Services	<ul style="list-style-type: none"> Budgeted personnel 	\$1,365,121.28
Total		\$12,155,535.91



Stronger Connections

Description	Budget
<ul style="list-style-type: none">Mental Health Professional Development - focus on suicide prevention, anxiety awareness & anti-bullying strategies, drug/vaping prevention	\$15,000
<ul style="list-style-type: none">Family Engagement - events/speakers/resources related to healthy lifestyle	\$15,000
<ul style="list-style-type: none">Professional Development focused on reducing exclusionary discipline practices	\$12,000
<ul style="list-style-type: none">SEL Professional Development/ Teacher training (vendor purchases)	\$8,000
<ul style="list-style-type: none">SEL Professional Development/ Teacher (travel/mileage reimbursement)	\$7,000
Total	\$57,000



Key Contacts

Name	Title	Email	Topics
Johnny Jin	Chief Strategy & Development Officer	jjin@phalenacademies.org	Grant budgeting, guidelines, applications, amendments
Eva Spilker	Chief Financial Officer	espilker@phalenacademies.org	Grant spending, reimbursements, general fund coordination

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!



Thea Bowman Leadership Academy

STRATEGIC PLAN 2023/2024

PREPARED BY:
BLUE ONYX CONSULTING, LLC



Thea Bowman Leadership Academy

3401 W. 5th Avenue • Gary, IN 46402 • www.theabowmanacademy.com

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About Our School

Thea Bowman Leadership Academy (TBLA) is a tuition-free public charter school located in Gary, Indiana. Our academies focus on providing an outstanding educational experience for grades K-12 on one beautiful campus. Thea Bowman was established by the Drexel Foundation for Educational Excellence in 2003, serving grades K-6. Each year, the next grade level was added until we reached the 12th grade. In 2007, the middle and high school campus was built. In 2020, we integrated the elementary campus into the middle/ high school campus and converted to a K-12 model.

Our Mission

Thea Bowman Leadership Academy shall become a world class model for high performance urban schools preparing all students for academic success and leadership roles in a global society.

What Is In Our Strategic Plan?

- ✓ **Strategic Goals**
Tangible and descriptive statements that describe the results we want for our students, staff, families, community and district. Each year, we take specific actions to help achieve our strategic goals.
- ✓ **Annual Objectives**
Specific actions we are taking to reach our strategic goals.
- ✓ **Measures**
Data we collect and analyze to gauge our progress. We look at multiple measures, gathering both qualitative and quantitative data through surveys, reports and assessments.
- ✓ **Performance Indicators and Targets**
Standards we set to help us determine our progress toward meeting our goals.

Students

GOAL: All students are safe, known and valued:

- Physically, social-emotionally and intellectually safe.
- Known well by their teachers, staff and each other.
- Valued for their diverse strengths and backgrounds. 2023-24 Annual Objectives



Student Safety & Security

- Our district safety team will meet regularly to assess facility safety and ensure implementation of safety protocols at all schools.
- Schools will perform nine safety drills throughout the year.
- We will continue to partner with Gary Police Department to provide school resource officers and emergency drills training for students and staff.
- Schools will continue to implement Positive Behavioral Interventions and Supports (PBIS) to promote positive student behavior.

Student Social-Emotional Well-Being

- Schools will use the results of their annual student survey to assess student needs and set school goals.
- We will continue to partner with community partners to provide mental health counselors for our middle and high schools.

Student Attendance

- We will expand our districtwide attendance awareness campaign to promote regular school attendance throughout the year.
- Our staff will meet with identified students and families to help determine root causes of student absences and provide resources and interventions to help re-engage students in school.

Performance Indicators and Targets

- $\geq 90\%$ of students report they feel safe, included and welcomed at school.
- $\geq 90\%$ of students regularly attend school (< 2 absences per month).
- The districtwide discipline rate will be $\leq 4\%$.
- Student survey data and school goals focused on students being “Safe, Known and Valued” are presented to the board in October each year.

Students

GOAL: All students are engaged learners.

- Provided relevant, rigorous and engaging instruction.
- Receiving individualized, equitable and inclusive supports.
- Accessing diverse course offerings, activities and athletics.
- Making progress, annual growth, and meeting grade level standards.



2023-24 Annual Objectives

Support for Student Learning

- Identify students who are struggling academically and provide them with personalized support and interventions, such as tutoring, mentoring, and additional resources, to help them improve their academic performance.
- We will convene the Regional I-Team to review resource room responsibilities, scheduling, and implications of inclusionary practices for students receiving special education services.
- We will continue to provide support for schools in developing multi-tiered systems of support (MTSS) to meet the learning needs of all students.
- Create a safe, supportive, and inclusive learning environment that values diversity, promotes student engagement, and encourages collaboration among students, teachers, and staff.

Curriculum and Instruction

- Develop and implement a curriculum that is aligned with stated and national standards, ensuring that it challenges students and promotes critical thinking, problem-solving, and creativity.
- Provide differentiated professional development opportunities for teachers to enhance their instructional practices, pedagogical skills, and content knowledge, enabling them to deliver high-quality instruction that meets the diverse needs of students.
- We will establish a Curriculum Review Committee to review new learning materials and determine if materials should be recommended for board approval.

Student Academic Progress and Growth

- Create a school-wide culture that promotes high expectations for all students, encouraging them to set ambitious goals and strive for excellence in their academic endeavors.
- Regularly collect and analyze student data to identify areas of improvement, track progress, and make informed decisions regarding instructional strategies, curriculum modifications, and resource allocation.
- Regularly assess and evaluate the effectiveness of the strategies implemented to enhance high academic achievement, making necessary adjustments and improvements based on the findings.
- Acknowledge and celebrate students' academic achievements through awards, recognition ceremonies, and other forms of positive reinforcement, fostering a culture of pride and motivation for continued success. Performance

Indicators and Targets

- School Improvement Plans, identifying strategies to improve student learning and close achievement and opportunity gaps, are presented for board approval in October.
- $\geq 90\%$ of middle and high school students report having access to diverse course offerings, activities and athletics.
- $\geq 60\%$ of students are meeting district student growth and proficiency targets.

Students

GOAL: All students are ready for their future.

- Learning digital citizenship, social, life and employment skills
- Graduating with a personalized plan for their post-secondary pathway

2023-24 Annual Objectives

Digital Citizenship, Social, Life and Employment Skills

- We will create a portrait of a graduate profile, which identifies the digital citizenship, social, employment and life skills that we want our students to learn, to assess and ensure students are learning these skills in our schools.
- We will continue to implement our 1:1 computer program and provide training for our district's learning management systems, Google Classroom and Zoom for grades K -12.

Graduation and Post-Secondary Pathways

- We will implement Indiana Career Explorer (ICE) to support students' annual review and development of their High School and Beyond Plan.
- We will expand career counseling and development for students through the beginning implementation of a Comprehensive School Counseling Plan
- Outreach specialists with post-secondary institutions will regularly be on-site at our high schools to help students complete financial aid applications for post-secondary education.
- We will study and expand workplace learning opportunities and pre-apprenticeship programs for high school students, and we will prepare to implement the system to award high school elective credit for paid work experience.

Performance Indicators and Targets

- ≥85% of families report students having opportunities to learn the digital citizenship, social, life and employment skills within the portrait of a graduate profile.
- ≥50% of high school students complete at least one dual credit, college-level course.
- 100% of Thea Bowman Leadership students will graduate in five years.



Families

GOAL: All families are key partners.

- Respected and appreciated for their diverse strengths and backgrounds.
- Welcomed and invited to provide ideas, input and feedback.
- Engaged in helping their students be successful.

2023-24 Annual Objectives

Family Input and Feedback

- We will continue to conduct an annual family survey in multiple languages to seek input from families and identify areas of strength and needed improvement.
- We will expand opportunities for families to participate in instructional materials review processes through the new Curriculum Review Committee and related processes.

Family Engagement and Communication

- We will continue to provide district and school communications in our families' home languages.
- Schools will create opportunities to partner with families to develop plans for school, family and community partnerships.
- Schools will continue to host annual open houses and annual parent-teacher conferences.
- Schools will continue to provide opportunities for parents to volunteer in the school/classrooms and host a variety of annual family and student events.
- We will implement a new system, ParentSquare, to unify school-home communications, streamline volunteering and simplify forms and messaging.
- We will continue to organize and refine our district and school websites to provide the most up-to-date information for families and community.

Performance Indicators and Targets

- $\geq 80\%$ of parents report feeling respected and welcomed in their children's schools.
- $\geq 80\%$ of parents report having opportunities to engage with schools to help their children succeed.
- $\geq 80\%$ of parents report having opportunities to learn about and provide input on district and school programs.

Staff

GOAL: All staff members are safe, respected and valued professionals.

- Working in safe and positive environments.
- Valued for their diversity and recognized for their unique contributions as educators, support staff and administrators.
- Members of high-functioning, collaborative teams who use data to plan, improve and innovate.
- Provided opportunities to learn and grow and held to high standards for professionalism and performance.

2023-24 Annual Objectives

Staff Recruitment, Hiring, and Retention

- We will continue to attend and host annual recruiting fairs for both certificated and classified staff, highlighting the opportunities and benefits of working for Thea Bowman Leadership Academy.
- We will create a district Staff Wellness Committee to develop wellness activities for staff and communicate health and wellness supports and benefits available to staff. .

Staff Value, Voice, and Recognition

- We will continue to conduct an annual all-staff survey to seek input from staff and identify areas of strength and needed improvement.
- We will continue to foster respectful and collaborative relationships with our staff.
- We will continue to recognize staff for excellence and celebrate years of service in the district by establishing a staff award programs and encourage collegial appreciation through regular communication.
- We will strive to intentionally infuse positivity into the workplace.

Staff Training, Professional Growth, and Performance

- New teachers will continue to receive support from a consulting peer educator through our TBLA teacher mentor program.
- We will expand new staff orientation and onboarding efforts to ensure staff are well-prepared and supported in their roles.
- All staff will continue to complete mandatory training focused on workplace safety, anti- discrimination and harassment, student safety, staff conduct expectations and professionalism.
- We will continue to implement the state PLA Coaching Cycle focused on high quality teaching, high- quality leadership and student learning and growth.
- We will implement a new professional growth and evaluation system for central office leaders, focused on high-quality leadership, support for schools and improved student learning.

Performance Indicators and Targets

- $\geq 95\%$ of staff complete safety training by October 1.
- The “time loss” L&I claims are $\leq 10\%$.
- Two flu clinics are held by Dec 31.
- $\geq 85\%$ of staff indicate they work in safe and positive environments, collaborate with colleagues and feel valued on the annual all staff survey.
- The overall district staff retention rate is $\geq 90\%$ over a three-year average.

Community

GOAL: All staff members are safe, respected and valued professionals.

- Supportive in their partnership to help students be successful.
- Engaged as key stakeholders.
- Valued for their support in providing needed resources for student learning, technology and school facilities.

2023-24 Annual Objectives

Community Partnerships

- We will continue to strengthen our partnerships with agencies, organizations, churches and individuals in the community to provide programs, supports and services for families and students. Our agency/ organization partners include:

BULLETS OF VARIOUS PARTNERS FROM BOARD'S NOTES

Community Engagement and Communications

- We will continue to expand and enhance community communications and ensure community members are well-informed about our district and our schools.
- We will continue to provide opportunities for community members to participate in district and school committees and volunteer in our schools.

Community Value and Appreciation

- Community groups, businesses and non-profit organizations will continue to have access to rent district facilities.
- We will continue to express appreciation and gratitude for community support of our schools.

Performance Indicators and Targets

- The district's community partners will increase by $\geq 10\%$ per year

District

GOAL: Thea Bowman Leadership Academy will be innovative, proactive and accountable.

- Innovative in our strategic future planning and engaged in continuous improvement.
- Regular, timely and transparent with our communications.
- Effective and efficient in our operations. • Responsible stewards of public resources.

2023-24 Annual Objectives

Future Facilities Planning

- We will ensure construction projects are completed on time and on budget.
- We will continue to assess enrollment and capacity needs, updating our 10-Year Capital Facilities Plan to ensure we have property and school facilities to serve students and families now and in the future.
- We work with our Long-Term Facility Planning Committee and Executive Committee to plan for future bond measures to replace aging facilities and build new schools as needed for enrollment.
- We will determine a path forward for our Educational Programs & Operations Levy.
- We will use federal Elementary and Secondary School Emergency Relief (ESSER) funding and existing fund balance to continue to fund important programs and staff for the 2023-24 school year.
- We will continue to maintain a long-term budget strategy to align revenue and expenditures and ensure good stewardship of public funds.

Continuous Improvement, Transparency, and Strategic Planning

- We will place board policies and procedures on a regular review cycle, ensuring that policies remain up-to-date and consistent with practice and law.
- We will place district programs on a regular review cycle to assess effectiveness, efficiency and fiscal accountability and determine areas for improvement.
- We will continue to update our Strategic Plan each fall. The Strategic Plan and our District Performance Indicators and Targets – Annual Report, will continue to be posted on our district website.
- We will publish an Annual Community Report in the summer before school starts.

Performance Indicators and Targets

- The Annual Community Report is published every summer before schools begins, providing the community with key information on student performance, district programs, capital projects and resource use.
- The unassigned, minimum fund balance is 3-5% of the total district budget





HAYWOOD AND FLEMING ASSOCIATES
Risk Management ♦ Insurance ♦ Employee Benefits

October 6, 2023

Ms. Stephanie Braxton
Ms. Eva Spilker
Phalen Academies
Thea Bowman Leadership Academy
3401 W. 5th Avenue
Gary, IN 46406

Re: Commercial Liability Insurance Renewal
Effective: October 13, 2023 – October 13, 2024

Dear Stephanie & Eva,

Thank you both, along with the Thea Bowman Leadership team, for partnering with our local firm on the insurance and risk management needs of Thea Bowman. We are pleased to present the renewal terms for the commercial liability insurance program. The previous carrier, Hudson Excess Insurance Company, non-renewed the liability program because they are no longer insuring schools. In that regard, we saved you money by placing coverage through Guide One for commercial general liability and umbrella coverage.

We kept the sexual misconduct with Lloyds of London. We will revisit for the next renewal because to move the coverage, you will need to purchase tail coverage to extend coverage for claims made before moving to an occurrence policy. Tail coverage is a feature found within a claims-made policy that permits an insured to report claims made against the insured after a policy has expired or been canceled if the wrongful act that gave rise to the claim occurred during the expired/canceled policy.

The 2023 commercial liability program is \$56,502.25, which includes a fee of \$2,500.00. This is down from \$81,653.38, a savings of \$25,151.13. You will find an outline of coverage along with the renewal invoice on the following pages.

Upon review, feel free to call me with any questions or concerns. As always, we appreciate your business and look forward to being of continued service to you and the Drexel Foundation for Educational Excellence, Inc.

Cordially,

Leslie Skinner-Leslie
Vice President of Marketing and Operations

www.haywoodandfleming.com

650 South Lake Street ♦ Gary, Indiana 46403 ♦ Tel (219) 938-5025 ♦ Fax (219) 938-0230
111 East Chestnut Street, Suite 56F ♦ Chicago, Illinois 60611 ♦ Tel (312) 794-7309 ♦ Fax (312) 624-7701



**Thea Bowman Leadership Academy
Coverage Summary**

Insured: Thea Bowman Leadership Academy

Covered Locations: 3401 W. 5th Avenue, Gary, IN 46406

Term: 10/13/2023 – 10/13/2024

Carrier: Guide One - General Liability/Umbrella Liability
Lloyd's of London – Claims Made Sexual Misconduct
Greenwich Insurance Company – Directors & Officers, Educators Legal Liability and Employment Practices Liability

Coverage Summary:

<u>Commercial General Liability</u>	(Occurrence)
Each Occurrence	\$1,000,000
General Aggregate	\$3,000,000
Products & Completed Operations	\$3,000,000
Personal and Advertising Injury	\$1,000,000
Medical Expense	\$5,000
Hired and Non-Owned Auto	\$1,000,000
Deductible	\$1,000
<u>Umbrella/Excess Liability</u>	(Occurrence)
Each Wrongful Act	\$3,000,000
Deductible	\$10,000
<u>Sexual Misconduct and Molestation</u>	(Claims Made)
Wrongful Act Any One Victim	\$1,000,000
Wrongful Acts Against All Victims	\$1,000,000
Retention/Deductible	\$35,000
<u>Educator's Legal Liability and Employment Practices and Directors and Officers</u>	(Claims Made)
Educator's Legal Liability	\$1,000,000
Employment Practices Liability	\$5,000 deductible \$1,000,000
Policy Aggregate	\$10,000 deductible \$1,000,000
Defense Reimbursement Defense	\$50,000 \$5,000 deductible
Defense Reimbursement Aggregate	\$100,000

Invoice

Haywood And Fleming Associates
650 South Lake Street
Gary, IN 46403

(219)938-5025

Drexel Foundation for Educational Excellence, Inc.
Thea Bowman Leadership Academy
3401 W. 5TH AVENUE
Gary, IN 46406

(219)886-3222

Invoice Date: 10/3/2023
Invoice Number: 2017
Policy Number:
Account Number:
Company:
Rep: Leslie, Leslie

Terms: Annual Effective Date: 10/13/2023 Expiration Date: 10/13/2024

Commercial Liability: D&O, GL Package and TRIA, Sexual Misconduct

Inv. Date	Qty	Invoice Description	Invoice Amount	Extension
10/3/2023	1	General Liability, Umbrella, and TRIA	\$19,905.00	\$19,905.00
10/3/2023	1	Sexual Misconduct	\$21,986.25	\$21,986.25
10/3/2023	1	Directors and Officers	\$14,611.00	\$14,611.00
			Total Invoice:	\$56,502.25
			Total Payments:	\$0.00
			Balance Due:	\$56,502.25

DIRECTORS' RESOLUTION NO. _____

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
DREXEL FOUNDATION FOR EXCELLENCE IN EDUCATION /
THEA BOWMAN LEADERSHIP ACADEMY,
ADOPTING A POLICY IMPLEMENTING AND REQUIRING THE
USE OF STUDENT IDENTIFICATION CARDS**

WHEREAS, Drexel Foundation for Excellence in Education, operating as Thea Bowman Leadership Academy (hereinafter, "TBLA"), is governed by a Board of Directors; and

WHEREAS, the Board of Directors desires to implement a policy requiring all TBLA middle and high school students (students enrolled in Grades 6-12 for the applicable school year) to carry and/or properly display student identification cards at all times while attending school during regular school hours and/or attending any and all TBLA-sponsored activities taking place on TBLA grounds; and

WHEREAS, the Board of Directors has observed a number of safety-related and/or logistically-rated matters concerning the student population at TBLA which could be significantly improved by the implementation of a policy requiring the use and display of student identification cards by middle and high school students, including but not limited to the following:

- Enhancement of general safety and security system capacity by providing a readily accessible means of identifying students during emergency situations;
- Improvements to TBLA's food service system, through the use of student identification cards as a means of account maintenance and quantity control; and
- Enhancement of safety and security capabilities at TBLA athletic events, by and through the use of student identification cards as a means of access; and

WHEREAS, the Board of Directors further recognizes that Ind. Code § 20-26-5-40(b) requires that certain information be placed on any student identification card issued by any public or charter school which elects to require the use of student identification cards;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE DREXEL FOUNDATION FOR EXCELLENCE IN EDUCATION, OPERATING AS THEA BOWMAN LEADERSHIP ACADEMY, THAT:

1. The Board of Directors hereby **ADOPTS** a policy requiring all TBLA middle and high school students to carry and/or properly display student identification cards at all times while attending school during regular school hours and/or attending any and all TBLA-sponsored activities taking place on TBLA grounds.
2. The Board of Directors further **DIRECTS** the TBLA Administration to establish administrative policies and guidance for the use and display of said student identification cards, as well as a proposal for Board consideration with regard to the procurement of said cards and all necessary systems, software, or other equipment to

facilitate their use, as expediently as reasonably possible following the adoption of this Resolution.

3. The Board specifically requires that all student identification cards contain the information required by Ind. Code § 20-26-5-40(b); namely:
 - a. the 988 Crisis Hotline, or an equivalent suicide prevention hotline telephone number which provides support twenty-four (24) hours per day, seven (7) days per week;
 - b. a local, state, or national human trafficking hotline telephone number which provides support twenty-four (24) hours per day, seven (7) days per week;
 - c. a local, state, or national sexual assault hotline telephone number which provides support twenty-four (24) hours per day, seven (7) days per week;
 - d. a local, state or national teen dating violence hotline telephone number which provides support twenty-four (24) hours per day, seven (7) days per week; and
 - e. the information necessary to send a text message to each listed hotline, to the extent that any hotline is capable of receiving text messages.

IN WITNESS WHEREOF, we have electronically affixed our names as the Board of Directors of the Drexel Foundation for Excellence in Education, operating as Thea Bowman Leadership Academy, this _____ day of October, 2023.

Board President

Board Secretary

DIRECTORS' RESOLUTION NO. _____

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
DREXEL FOUNDATION FOR EXCELLENCE IN EDUCATION /
THEA BOWMAN LEADERSHIP ACADEMY,
ADOPTING A POLICY REGARDING THE USE OF
EDUCATIONAL SERVICE PROVIDER'S NAME, LOGO, OR LIKENESS**

WHEREAS, Drexel Foundation for Excellence in Education (hereinafter, "the Foundation"), is governed by a Board of Directors (hereinafter, the "Board") and currently operates Thea Bowman Leadership Academy (hereinafter, "TBLA"), a Charter School established pursuant to Indiana law; and

WHEREAS, in furtherance of the educational service provided by TBLA to the surrounding community, the Foundation has contracted with Entrepreneurial Ventures in Education (hereinafter, "EVE") to act as Educational Service Provider for TBLA; and

WHEREAS, pursuant to said Agreement, EVE provides the services of an Educational Service Provider as described therein, both independently and by and through its affiliate, Phalen Leadership Academies (hereinafter, "PLA"); and

WHEREAS, EVE and/or PLA are contractual service providers to TBLA which provide foundational services such as staffing and assistance with operations to both TBLA and the Foundation, but TBLA and the Foundation are the holders of the Charter which permits the operation of TBLA as a Charter School, and TBLA as an institution had existed independently for a number of years prior to the inception of its contractual agreement with EVE; and

WHEREAS, the members of the Foundation and the Board have noted an increased presence of the PLA name, and/or brand marks, logos, or likenesses belonging to PLA and/or EVE, in various critical locations including, but not limited to, TBLA's marketing materials, billboards, spirit wear, graphics, website, and social media accounts; and

WHEREAS, the members of the Foundation and the Board have further noted (and have been advised by members of the public) that the increased presence of the PLA and/or EVE name, logo, and/or likeness on TBLA marketing materials and/or websites and social media platforms causes confusion among users and observers, which may have an impact on TBLA's recruitment abilities; and

WHEREAS, the members of the Foundation and the Board further desire to maintain the independence of TBLA as an entity and to maintain a degree of fairness with regard to its various contractors' relative ability to indirectly market their products and services through placement of their names, logos, likenesses, and/or brand marks on TBLA and/or Foundation-sponsored products, publications, and materials; and

WHEREAS, the contractual agreement between EVE and TBLA provides, in Article I, Section E, that the Board “shall retain the authority...to be responsible for setting and approving reasonable rules, regulations, policies, and procedures relative to broad school policies...”;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE DREXEL FOUNDATION FOR EXCELLENCE IN EDUCATION, OPERATING AS THEA BOWMAN LEADERSHIP ACADEMY, THAT:

TBLA does hereby adopt, as its Policy, that both PLA and EVE shall be prohibited from utilizing or placing their respective names, logos, likenesses, or brand marks on any TBLA marketing materials, the TBLA website, TBLA social media accounts, or TBLA spirit wear without the express and specific written consent of the Board. Further, it is the policy of TBLA that all currently-existing PLA and/or EVE names, logos, likenesses, and brand marks shall be removed from all of the noted areas as soon as reasonably possible following adoption of this Resolution by the Board of Directors of the Foundation.

IN WITNESS WHEREOF, we have electronically affixed our names as the Board of Directors of the Drexel Foundation for Excellence in Education, operating as Thea Bowman Leadership Academy, this _____ day of October, 2023.

Board President

Board Secretary