



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

Board Agenda

6:00 p.m. February 22, 2021

Meeting Location: 1555 40th Avenue NE, 2nd Floor, Columbia Heights, MN 55421

Mission

Through a global-minded education, we empower and prepare all students with the empathy, knowledge, and skills to take risks and pursue goals that contribute meaningfully to their community.

1.0 CALL TO ORDER -

Present: Pat Exner ☐ , Amir Orandi, ☐ Jonas Beugen ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Absent:

2.0 CONFLICT OF INTEREST DECLARATIONS :

3.0 APPROVAL OF AGENDA

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0

4.0 COMMENTS FROM CITIZENS PRESENT:

5.0 APPROVAL OF THE CONSENT AGENDA

The consent agenda consists of routine matters of business taken as one motion. Board members may request to remove from the consent agenda any items they believe warrants board discussion or a separate vote. These consent items include:



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

- Personnel Items - NA
- January 22, 2021 Regular Meeting Minutes

The Executive Director recommends the School Board approve the Consent Items as detailed in the enclosure.

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0

6.0 Monthly Financials -

6.01 Approval of January 2021 Financial Report and Payment of Bills

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0

7.0 Presentations and Discussion Items

7.01 VOA end of year reports and contract renewal - Stephanie Olson (VOA)

-Addendum A

-Name change recommendation

7.02 Establishing Tesfa Day Care for 3 and 4 year olds Fall 2021 - Jason Stockwell

7.03 Strategic Directions Progress Report - Jen Andrews Van Horne & Kim Wingove

7.04 Learning Model Update

7.05 First Reading of FY21 Final Budget Revision

7.06 First Reading of Policies for Review

- 703 Fund Balance
- 790 Check Signer Policy
- 807 Health & Safety



8.0 ACTION ITEMS

8.01 Approve Engagement Agreement with Piper/Sandler -

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0

8.02 Adopt New Policy: Group Health Insurance Policy #481

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐Jonas Beugen ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0

8.03 FY 22 Budget Parameters - The board will set initial parameters for the Executive Director to utilize in developing the preliminary FY22 budget. The preliminary budget will be presented to the board for approval in March.

9.0 MARCH AGENDA ITEMS

- Board Development Document (training)
- Approve Policies 703,790,807
- Review Policies 220, 420,709
- Final FY21 Final Budget Revision
- Preliminary FY22 Budget Adoption

10.0 ADJOURNMENT



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

Motion by: Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐ Mohamed

Seconded by :Pat Exner ☐ , Amir Orandi, ☐, Abby Hendricks ☐, Beth Al-Qudah, ☐ John Groenke ☐, Mohamed Selim ☐, Megan Kufahl ☐

Yea: 0 Nay 0



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

Board Minutes

6:00 p.m. January 25, 2021

Meeting Location: 1555 40th Avenue NE, 2nd Floor, Columbia Heights, MN 55421

Mission

Through a global-minded education, we empower and prepare all students with the empathy, knowledge, and skills to take risks and pursue goals that contribute meaningfully to their community.

1.0 CALL TO ORDER - By Pat Exner at 6:02PM CST

Present: Pat Exner , Amir Orandi, Jonas Beugen , Abby Hendricks , Beth Al-Qudah, John Groenke, Mohamed Selim, Megan Kufahl

Absent: None

2.0 CONFLICT OF INTEREST DECLARATIONS : None

3.0 APPROVAL OF AGENDA

Motion by: Amir Seconded by: Abby Yea: 7 Nay: 0

4.0 COMMENTS FROM CITIZENS PRESENT:

5.0 APPROVAL OF THE CONSENT AGENDA

The consent agenda consists of routine matters of business taken as one motion. Board members may request to remove from the consent agenda any items they believe warrants board discussion or a separate vote. These consent items include:

- Personnel Items -
 - Bryce Bohne, 1.0 FTE Teacher, reduction in work force, effective December 31, 2020
- December 7, 2020 Regular Meeting Minutes
- December 7, 2020 Special Meeting Minutes



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

The Executive Director recommends the School Board approve the Consent Items as detailed in the enclosure.

Motion by: Mohamed Seconded by: Megan Yea: 7 Nay: 0

6.0 Monthly Financials -

6.01 Approval of December 2020 Financial Report and Payment of Bills

Motion by: Abby Seconded by: Megan Yea: 7 Nay: 0

7.0 Presentations and Discussion Items

7.01 Finance Committee Update/Changes

7.02 Policy Review Calendar

7.03 New Board Member Orientations update (Beth Al-Qudah and Megan Kufahl January 2021)

8.0 ACTION ITEMS

8.01 Purchase Agreement Presentation and Approval - with 6.2 and 10.14 being modified to keep as originally proposed by Tesfa Board.

Motion: Beth Second John Yea: 7 No: 0

8.02 Audit Presentation and Approval

Motion: Mohamed Second Amir Yea: 7 No: 0

8.03 Revise previous minutes to reflect board trainings (August 2019 January 2020 to reflect board trainings)

Motion: Abby Second Amir Yea: 7 No: 0

8.04 Approve moving the Group Health Insurance Policy #481 approval to the February board meeting-

Motion: Abby Second Megan Yea: 7 No: 0



9.0 FEBRUARY AGENDA ITEMS

- Board Development Document (training)
- Strategic Directions Team Update
- Learning Model Update
- VOA Reports and Adjustments to Practices
- Testing Calendar Revision
- Group Health Insurance Policy #481

10.0 ADJOURNMENT

Motion to adjourn meeting. Motion by: Beth Seconded by: Mohamed Yea: 7 Nay: 0



Financial Updates for January 31, 2021

OVERVIEW:

The financials show the FY21 Revised Budget which is based on 150 ADM.

BALANCE SHEET:

The school's cash balance was \$444,854 as of 01/31/21.

INCOME STATEMENT SUMMARY:

As of January 31, 2021 the total revenues were \$1,447,230 which represents 46% of total budgeted revenues.

As of January 31, 2021 the total expenses were \$1,503,168 which represents 51% of total budgeted expenditures.

Certain expenses are offset in part with local revenues.

GRANTS:

The school recently applied and was approved for the Corona Relief Funds. This allows for support of distance learning and social distancing at the school. The award for this opportunity is \$70,161.

CASH FLOWS:

The cash flow reflects the 10% holdback of state aid and 24 payment schedule.

ADDITIONAL INFORMATION:

The financials are on a cash basis.



Tesfa International School
Financial Dashboard for:

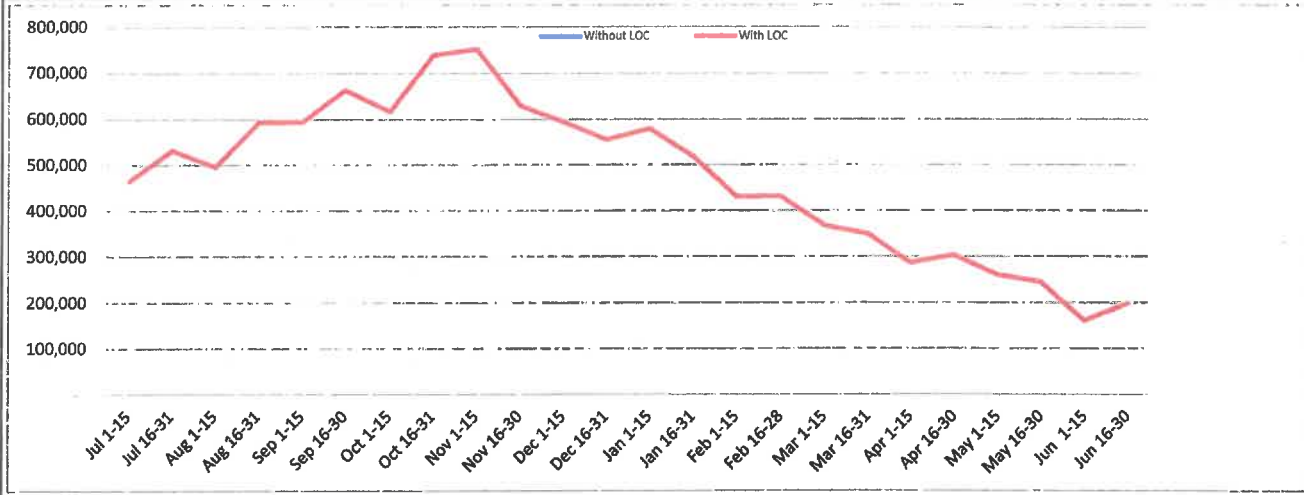
1/31/2021

Student Count

Actual Current ADM:	<input type="text" value="150.00"/>	ADM from Budget:	<input type="text" value="150.00"/>
Actual Current WADM:	<input type="text" value="150.00"/>	WADM from Budget:	<input type="text" value="150.00"/>

	YTD Actual		YTD Budget Target	
Revenue	\$1,447,229.70	46%	\$1,823,282.77	58%
Expense	\$1,503,167.94	51%	\$1,734,853.09	58%
Change in Fund Balance	-\$55,938.24		\$88,429.68	58%

Cash Balance Projection





Tesfa International School
Financial Dashboard for:

1/31/2021

Financial Ratios:

	YTD Actual	FY21 Budget	Required
(A) Unrestricted Cash and Investments	444,854	198,936	
(B) Total Operating Expenses	1,503,168	2,974,034	
Cash on Hand Ratio ((A x 365) / B)	63.01	24.42	45
(A) Beginning Fund Balance	486,991	486,991	
(B) Revenues	1,447,230	3,125,628	
(C) Expenditures	(1,503,168)	(2,974,034)	
(D) Ending Fund Balance	431,053	638,585	
Fund Balance as a % of Expenditures (-C / D)	28.7%	21.5%	25%
(A) Annual Net Income	(55,938)	151,594	
(B) Lease Payment	262,800	262,800	
Debt Service Coverage Ratio (A + B) / B	0.79	1.58	1.1

Upcoming Deadlines:

Task	Due Date
FY20 Audit	August 2020
Quarterly Financial Reports of School and Building Company	45 Days After Quarter End
Quarterly Current Student Waiting List	45 Days After Quarter End
All Required Applications to MDE for Title, Special Education, Other	June 30th, 2020
Apply for Building Lease Aid	June 30th, 2020
Prior Year Audited Financials	November 30th, 2020
Carry Automobile and Workers Compensation Insurance	Ongoing Renewals

These financials were compiled from information supplied by school management. They are unaudited and should be used for management purposes only.

**Tesfa International School
Balance Sheet
1/31/2021**

Descriptions	General	Food	Fixed	Total
Assets				
Current Assets				
Checking Accounts	420,176	24,678	-	444,854
Due from State	(124,806)	-	-	(124,806)
Due from Federal	1,644	-	-	1,644
Estimated Audit Accrual	75,165	-	-	75,165
Total Current Assets	372,179	24,678	-	396,857
Fixed Assets				
Equipment	-	-	162,692	162,692
Accum Depr Buildings	-	-	(150,796)	(150,796)
Total Fixed Assets	-	-	11,896	11,896
Total Assets	372,179	24,678	11,896	408,753
Liabilities & Fund Balance				
Current Liabilities				
Payroll Liabilities	(34,195)	-	-	(34,195)
Total Current Liabilities	(34,195)	-	-	(34,195)
Fund Balance				
Investment Fixed Assets	-	-	11,896	11,896
Unassigned Fund Balance - 6/30/2020	486,991	-	-	486,991
Net Income/(Loss) - FY21	(80,616)	24,678	-	(55,938)
Total Fund Balance	406,375	24,678	11,896	442,948
Total Liabilities & Fund Balance	372,179	24,678	11,896	408,753

State Holdback Calculation:

**Total Fiscal Year School Budgeted State Revenues	2,687,931
Prorated Fiscal Year-to-Date (7 of 12 months)	58%
Total Fiscal Year-to-Date Budget (January 2021)	1,559,000
State Holdback Percentage	10%
Total Estimated Year-to-Date Holdback	<u><u>155,900</u></u>

*Based on the assumptions that actual ADMs and state aid payments are based on an ADM of 150

**Tesfa International School
Summary Income Statement
Fiscal Year 2021
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
GENERAL FUND 01				<i>Targeted Percent</i> 58%
REVENUE				
State Aid Revenue				
Endowment Fund Apportionment	-	3,811	7,282	52%
General Education Aid	90,850	955,496	1,862,979	51%
Long Term Facility Maintenance	-	-	19,800	0%
Literacy Incentive Aid	-	-	9,450	0%
Lease Aid	-	-	197,100	0%
State Special Education	-	224,681	591,320	38%
Total State Aid Revenue	90,850	1,183,989	2,687,931	44%
State Audit Accrual	-	155,900	-	N/A
Federal Aid Revenue				
Title I	-	-	74,425	0%
Title II	-	-	12,028	0%
Title III	-	-	18,404	0%
Title IV	-	-	16,089	0%
Federal Special Education	-	-	29,524	0%
Esser Formula	-	-	53,838	0%
Esser Grant	-	-	8,407	0%
GEER money	-	-	9,353	0%
Covid Relief Funds	-	70,176	70,161	100%
Total Federal Aid Revenue	-	70,176	292,228	24%
Other Revenue				
3rd Party Billing	-	3,056	-	N/A
Donations	-	-	125	0%
Misc. Revenue/E-Rate	-	-	3,500	0%
Total Other Revenue	-	3,056	3,625	84%
TOTAL REVENUE	90,850	1,413,121	2,983,785	47%
EXPENDITURE				
Administration				
Salaries	14,284	96,089	164,900	58%
Benefits	4,773	31,676	58,192	54%
Purchased Services	8,252	66,411	122,637	54%
Supplies	(2)	12,606	22,163	57%
Equipment	-	-	-	N/A
Dues/Membership	-	3,728	18,000	21%
Total Administration	27,307	210,511	385,892	55%

**Tesfa International School
Summary Income Statement
Fiscal Year 2021
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
General Education				
Salaries	(3,138)	306,439	631,680	49%
Benefits	5,469	100,734	228,597	44%
Purchased Services	-	-	22,000	0%
Supplies	23,160	41,560	27,148	153%
Equipment	1,942	11,651	13,594	86%
Dues/Memberships	-	-	-	N/A
Total General Education	27,433	460,385	923,019	50%
Salaries Payable Accrual	-	80,735	-	N/A
Title Programs				
Title I	40,010	42,403	74,425	57%
Title II	3,105	4,925	12,028	41%
Title III & IV	17,561	22,061	34,493	64%
Total Title Programs	60,676	69,389	120,946	57%
State Special Education				
Salaries	48,628	161,263	331,800	49%
Benefits	17,606	69,921	148,679	47%
Purchased Services	3,805	29,151	144,000	20%
Supplies	-	1,640	-	N/A
Equipment	-	-	-	N/A
Total State Special Education	70,039	261,975	624,479	42%
Federal Special Education				
Purchased Services	557	5,183	23,524	22%
Supplies	-	-	6,000	0%
Total Federal Special Education	557	5,183	29,524	18%
CRF Expenditures	-	70,331	70,161	100%
CARES Expenditures	-	4,867	71,598	7%
Instructional Support				
Purchased Services	-	1,545	-	N/A
Total Instructional Support	-	1,545	-	N/A
Student Support				
Salaries	(747)	21,485	62,600	34%
Benefits	(181)	6,927	25,687	27%
Purchased Services	-	55,581	153,282	36%
Supplies	-	13,524	20,200	67%
Total Student Support	(928)	97,517	261,769	37%
Facility				
Purchased Services	5,081	43,131	72,537	59%
Facility Lease	22,233	174,776	262,800	67%
Supplies/Equipment	-	13,394	18,612	72%
Total Facility	27,314	231,301	353,949	65%
TOTAL EXPENDITURE	212,398	1,493,737	2,841,336	53%
NET INCOME/LOSS - GENERAL FUND 01	(121,548)	(80,616)	142,448	

**Tesfa International School
Summary Income Statement
Fiscal Year 2021
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
FOOD SERVICE FUND 02				
REVENUE				
Local Revenue	-	-	-	N/A
State Aid	204	613	2,800	22%
Federal Aid	9,564	33,495	139,043	24%
TOTAL REVENUE	9,768	34,109	141,843	24%
EXPENDITURE				
Salaries	-	-	-	N/A
Benefits	-	-	-	N/A
Purchased Services	-	529	420	126%
Supplies	-	8,902	132,278	7%
Equipment	-	-	-	N/A
TOTAL EXPENDITURE	-	9,431	132,698	7%
NET INCOME/LOSS - FOOD SERVICE FUND 02	9,768	24,678	9,145	
NET INCOME/LOSS - ALL FUNDS	(111,781)	(55,938)	151,594	

Tesfa International School
 Payment Register - January 2021
 Fiscal Year 2020-2021

CHECK DATE	VENDOR	INVOICE DESCRIPTION	CHECK NUMBER	AMOUNT
Regular Checks				
01/12/21	ABBY HENDRICKS	NTWICT General Admission	12061	35.00
01/12/21	COLONIAL LIFE	December Premiums	12062	318.30
01/12/21	CREATIVELY FOCUSED	SpEd Director, School Psychologist, Due Process Specialist, Office Specialist	12063	1,534.59
01/12/21	INTEGRATIVE THERAPY, LLC	Occupational Therapy	12064	247.92
01/12/21	JANELLE ENGNES	NTWICT General Admission	12065	35.00
01/12/21	Literacy Matters Foundation	Literacy Support - Title IV	12066	2,250.00
01/12/21	LOFFLER COMPANIES INC	Copier Lease	12067	1,015.00
01/12/21	Marissa Wynja	NTWICT General Admission	12068	35.00
01/12/21	Metlife	January Life, AD&D, Dental, LTD, STD	12069	3,339.63
01/12/21	Office Depot	Class & Office Supplies	12070	138.40
01/12/21	PreferredOne Insurance Company	January Health Insurance	12071	18,615.00
01/12/21	PURCHASE POWER	Postage	12072	33.72
01/12/21	Tax Sheltered Compensation, Inc	403b Plan Fees	12073	605.00
01/12/21	WDTECHONLINE, LLC	HP Chromebook	12074	23,000.00
01/12/21	WELLS FARGO VENDOR FIN SERV	Apple iPad Lease	12075	1,941.84
01/20/21	Clifton Larson Allen	Progress Billing	12076	2,177.80
01/20/21	CONSOLIDATED COMMUNICATIONS	Phone Service	12077	232.18
01/20/21	FIRST LUTHERAN CHURCH	February Lease, Utilities, Custodial, Playground	12078	27,219.44
01/20/21	JANELLE ENGNES	Classroom Supplies	12079	47.37
01/20/21	JONAS BEUGEN	CVS Pharmacy	12080	21.81
01/20/21	Mary Higgins	December Hours	12081	360.50
01/20/21	Minnesota Interpreters & Translators, LLC	Translation Services	12082	882.50
01/20/21	Pitney Bowes, Inc	Postage Machine Lease	12083	58.71
01/20/21	Region V Computer Services	FY21 Quarterly Fees	12084	859.25
01/20/21	TECHNOLOGY BY DESIGN LLC	Tech Services	12085	2,725.00
01/20/21	WordPlay Speech & Language Services	Speech & Language Services	12086	2,123.10
Wires				
01/15/21	IRS	Payroll Deductions FICA	WX	11,824.47
01/15/21	PERA	Payroll Deductions	WX	1,752.30
01/15/21	TEACHERS RETIREMENT ASSOCIATION	Payroll Deductions TRA	WX	6,514.71
01/15/21	Alerus	Payroll Deductions - FSA	WX	791.67
01/15/21	American Funds	Payroll Deductions - 403B	WX	502.50
01/15/21	MN Dept of Rev	Payroll Deductions - State	WX	1,959.14
01/29/21	IRS	Payroll Deductions FICA	WX	11,534.98
01/29/21	PERA	Payroll Deductions	WX	1,617.85
01/29/21	TEACHERS RETIREMENT ASSOCIATION	Payroll Deductions TRA	WX	6,514.71
01/29/21	Alerus	Payroll Deductions - FSA	WX	791.67
01/29/21	American Funds	Payroll Deductions - 403B	WX	502.50
01/29/21	MN Dept of Rev	Payroll Deductions - State	WX	1,884.71
01/20/21	IRS	Payroll Deductions FICA	WX	315.86
01/20/21	PERA	Payroll Deductions	WX	229.91
01/20/21	MN Dept of Rev	Payroll Deductions - State	WX	35.52
01/11/21	Sunrise Bank	Service Charge	WX	16.00
01/19/21	THE HANOVER INSURANCE GROUP	Commercial Package Ins	WX	94.92
01/26/21	Alerus	HSA Fee	WX	40.00
01/14/21	Alerus	HSA	WX	500.00
01/15/21	Sunrise Bank	01/15/21 Payroll	WX	
01/29/21	Sunrise Bank	01/29/21 Payroll	WX	
Total January 2021 Disbursements				137,075.28

V = Void Check
 *= Break In sequence

Tesfa International School
FY21 Cash Flow Projection

	Estimated Receipts by Revenue Category										Estimated Disbursements			Estimated Cash Balance
	Current YR		Prior YR		Other Revenue	Total Receipts	Estimated Payroll	Building Lease	Estimated A/P	Total Disbursements	Estimated Cash Balance	Line of Credit		
	State Aid	Federal Aid	State Aid	Federal Aid										
FY21 Beginning Cash Balance														
Jul 1-15	116,458	-	-	-	558	117,016	57,697	26,041	40,339	124,076	472,439		472,439	
Jul 16-31	116,188	-	-	-	539	116,727	49,799	-	44	49,843	465,379		465,379	
Aug 1-15	116,462	4,645	-	-	-	121,108	93,947	26,041	37,192	157,181	532,263		532,263	
Aug 16-31	115,418	-	-	-	37,217	204,861	63,799	-	43,032	106,832	496,189		496,189	
Sep 1-15	119,621	-	-	-	-	119,621	83,746	26,091	9,308	119,145	594,219		594,219	
Sep 16-30	72,375	86	-	-	-	186,653	72,416	-	45,587	118,003	594,695		594,695	
Oct 1-15	108,872	-	-	-	2,909	108,872	82,768	26,083	46,621	155,471	663,345		663,345	
Oct 16-31	108,848	9,134	-	-	9,467	186,284	62,390	-	144	62,535	740,495		740,495	
Nov 1-15	108,878	56,000	-	-	-	164,878	80,827	26,041	45,023	151,891	753,482		753,482	
Nov 16-30	-	-	215	-	-	61,942	67,216	26,090	30,216	123,522	630,176		630,176	
Dec 1-15	19,587	24,243	-	-	18,113	61,942	66,681	-	30,162	96,843	595,275		595,275	
Dec 16-31	90,843	-	90	-	-	91,080	83,872	29,458	16,489	129,819	556,536		556,536	
Jan 1-15	81,054	9,564	-	-	-	100,617	46,118	-	30,587	77,006	580,148		580,148	
Jan 16-31	-	-	199	-	-	348	23,423	27,218	9,423	60,070	520,424		520,424	
Feb 1-15	76,714	-	-	-	-	77,066	25,185	26,041	114,021	165,247	432,242		432,242	
Feb 16-28	100,902	38,746	-	-	-	140,000	25,185	-	114,021	139,206	433,036		433,036	
Mar 1-15	100,902	-	-	-	-	101,254	25,185	26,041	114,021	165,247	369,042		369,042	
Mar 16-31	100,902	20,000	-	-	-	121,254	25,185	-	114,021	139,206	351,090		351,090	
Apr 1-15	100,902	-	-	-	-	101,254	25,185	26,041	114,021	165,247	287,097		287,097	
Apr 16-30	100,902	55,000	-	-	-	156,254	25,185	-	114,021	139,206	304,144		304,144	
May 1-15	100,902	-	21,052	-	-	122,306	25,185	26,041	114,021	165,247	261,203		261,203	
May 16-30	100,902	22,633	-	-	-	123,887	25,185	-	114,021	139,206	245,883		245,883	
Jun 1-15	-	55,000	-	-	-	55,352	-	26,041	114,021	140,062	161,173		161,173	
Jun 16-30	201,804	-	-	-	-	202,156	50,371	-	114,021	164,392	198,936		198,936	
Total Estimated	2,169,437	295,050	243,901	65,894	6,719	2,781,001	1,186,557	343,270	1,524,676	3,054,503			198,936	
FY21 Budget	2,690,731	431,271	-	-	3,625	3,125,628	1,186,557	262,800	1,524,676	2,974,034			151,594	
FY20 Actuals	(269,073)	(45,000)	98,043	66,441	3,094	167,578	133,992	-	25,000	156,992				
FY21 Variance	2,421,658	386,271	98,043	66,441	6,719	2,978,133	1,186,557	262,800	1,524,676	2,974,034			151,594	
Budget Variance	(252,221)	(91,221)	145,858	(547)	(0)	(198,132)	(0)	60,470	(0)	80,469				

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
GENERAL FUND 01				
REVENUE				
State Aid Revenue				
01 R 005 000 000 000 201	-	3,811.13	7,282.20	52%
01 R 005 000 000 000 211	90,849.91	955,496.04	1,862,979.30	51%
01 R 005 000 000 317 211	-	-	19,800.00	0%
01 R 005 000 000 000 212	-	-	9,449.67	0%
01 R 005 000 000 348 300	-	-	197,100.00	0%
01 R 005 000 000 740 360	-	224,681.44	591,320.22	38%
Total State Aid Revenue	90,849.91	1,183,988.61	2,687,931.39	44%
State Audit Accrual	-	155,900.02	-	N/A
Estimated Audit Accrual				
Federal Aid Revenue				
01 R 005 216 000 401 400	-	-	74,425.00	0%
01 R 005 204 000 414 400	-	-	12,027.83	0%
01 R 005 205 000 417 400	-	-	18,403.76	0%
01 R 005 206 000 433 400	-	-	16,088.92	0%
01 R 005 000 000 419 400	-	-	29,524.22	0%
01 R 005 000 000 151 400	-	-	53,837.70	0%
01 R 005 000 000 152 400	-	-	8,407.11	0%
01 R 005 000 000 153 400	-	-	9,352.85	0%
01 R 005 000 000 154 400	-	70,176.32	70,161.00	100%
Total Federal Aid Revenue	-	70,176.32	292,228.39	24%
Other Revenue				
01 R 005 000 000 372 071	-	3,056.25	-	N/A
01 R 005 000 000 000 096	-	-	125.00	0%
01 R 005 000 000 000 099	-	-	3,500.00	0%
Total Other Revenue	-	3,056.25	3,625.00	84%
TOTAL REVENUE	90,849.91	1,413,121.20	2,983,784.78	47%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
EXPENDITURES				
Administration				
Salaries				
01 E 005 050 000 000 110	Director	72,858.38	124,900.00	58%
01 E 005 105 000 000 170	General Administrative Support - Non-Instructional Support	23,230.50	40,000.00	58%
01 E 005 110 000 000 170	Business Office - Non-Instructional Support	-	-	N/A
Total Salaries		96,088.88	164,900.00	58%
Benefits				
01 E 005 050 000 000 210	Director -FICA	5,370.18	9,554.85	56%
01 E 005 105 000 000 210	General Administrative Support - FICA	1,729.40	3,060.00	57%
01 E 005 110 000 000 210	FICA	-	-	N/A
01 E 005 105 000 000 214	General Administrative Support - PERA	1,742.29	3,000.00	58%
01 E 005 110 000 000 214	PERA	-	-	N/A
01 E 005 050 000 000 218	Director - TRA	-	-	N/A
01 E 005 050 000 000 220	Director - Health	5,923.40	10,154.37	58%
01 E 005 105 000 000 220	General Administrative Support - Health Insurance	12,461.53	24,756.00	50%
01 E 005 110 000 000 220	Admin - Health	3,238.44	6,362.00	51%
01 E 005 050 000 000 230	Director - Life	32.40	-	N/A
01 E 005 105 000 000 230	General Admin - Life	10.44	-	N/A
01 E 005 050 000 000 235	Director - Dental	659.03	-	N/A
01 E 005 105 000 000 235	General Administrative Support - Dental	243.00	-	N/A
01 E 005 110 000 000 235	Admin - Dental	-	-	N/A
01 E 005 050 000 000 240	Director -LTD	191.70	948.00	20%
01 E 005 105 000 000 240	General Admin - LTD	74.40	357.24	21%
01 E 005 050 000 000 299	Director - STD	-	-	N/A
01 E 005 105 000 000 299	General Admin - STD	-	-	N/A
Total Benefits		31,676.21	58,192.46	54%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Purchased Services				
01 E 005 105 000 000 305	605.00	2,035.25	5,000.00	41%
01 E 005 108 000 000 305	2,725.00	17,962.00	34,447.00	52%
01 E 005 110 000 000 305	3,582.26	37,824.69	64,360.00	59%
01 E 005 110 000 000 320	232.18	1,626.16	5,400.00	30%
01 E 005 110 000 000 329	92.43	568.34	1,250.00	45%
01 E 005 110 000 000 370	1,015.00	6,394.50	12,180.00	53%
Total Purchased Services	8,251.87	66,410.94	122,637.00	54%
Supplies				
01 E 005 110 000 000 401	(2.10)	2,188.72	7,500.00	29%
01 E 005 110 000 000 405	-	10,417.70	9,663.00	108%
01 E 005 110 000 000 465	-	-	5,000.00	0%
Total Supplies	(2.10)	12,606.42	22,163.00	57%
Equipment				
01 E 005 105 000 000 530	-	-	-	N/A
01 E 005 105 000 000 555	-	-	-	N/A
Total Equipment	-	-	-	N/A
Dues/Memberships				
01 E 005 105 000 000 820	-	3,728.25	18,000.00	21%
01 E 005 950 000 000 910	-	-	-	N/A
Total Interfund Transfer	-	3,728.25	18,000.00	21%
Total Administration	27,307.13	210,510.70	385,892.46	55%
General Education				
Salaries				
01 E 010 203 000 000 140	(138.25)	305,511.84	624,680.08	49%
01 E 010 203 000 000 145	-	170.10	-	N/A
01 E 010 203 000 000 185	(3,000.00)	757.50	7,000.00	11%
Total Salaries	(3,138.25)	306,439.44	631,680.08	49%

Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Salaries Payable Accrual		80,735.08		N/A
Estimated Audit Accrual				
Benefits				
01 E 010 203 000 000 210	1,090.19	24,197.31	55,611.22	44%
01 E 010 203 000 000 214	598.18	598.18	-	N/A
01 E 010 203 000 000 218	585.16	25,753.65	59,100.55	44%
01 E 010 203 000 000 220	1,925.81	36,884.49	83,148.41	44%
01 E 010 203 000 000 230	118.80	200.56	-	N/A
01 E 010 203 000 000 235	285.81	3,460.71	-	N/A
01 E 010 203 000 000 240	864.76	1,460.09	10,487.04	14%
01 E 010 203 000 000 270	-	1,900.00	8,600.00	22%
01 E 010 203 000 000 280	-	6,279.00	11,650.00	54%
01 E 010 203 000 000 299	-	-	-	N/A
Total Benefits	5,468.71	100,733.99	228,597.22	44%
Purchased Services				
01 E 010 203 000 000 305	-	-	19,000.00	0%
01 E 010 203 000 000 369	-	-	3,000.00	0%
Total Purchased Services	-	-	22,000.00	0%
Supplies				
01 E 010 203 000 000 401	160.48	9,130.37	7,500.00	122%
01 E 010 203 000 000 406	-	5,128.35	12,328.75	42%
01 E 010 203 000 000 430	-	1,601.43	2,000.00	80%
01 E 010 203 000 000 460	-	-	-	N/A
01 E 010 203 000 000 466	23,000.00	23,000.00	2,538.00	906%
01 E 010 203 000 000 461	-	2,700.00	2,781.00	97%
Total Supplies	23,160.48	41,560.15	27,147.75	153%
Equipment				
01 E 010 203 000 000 535	1,941.84	7,767.36	13,594.00	57%
01 E 010 203 000 000 555	-	3,883.68	-	N/A
Total Equipment	1,941.84	11,651.04	13,594.00	86%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Dues/Memberships				
01 E 010 203 000 000 820	-	-	-	N/A
Total Dues/Memberships	-	-	-	N/A
Total General Education	27,432.78	541,119.70	923,019.05	59%
Title Programs				
Title I				
01 E 010 216 000 401 110	-	-	-	N/A
01 E 010 216 000 401 140	31,738.56	33,538.56	73,175.00	46%
01 E 010 216 000 401 210	2,422.19	2,559.44	-	N/A
01 E 010 216 667 401 210	-	-	-	N/A
01 E 010 216 000 401 214	(135.00)	-	-	N/A
01 E 010 216 000 401 218	2,726.68	2,726.68	-	N/A
01 E 010 216 000 401 220	2,862.68	3,164.89	-	N/A
01 E 010 216 000 401 230	22.55	22.98	-	N/A
01 E 010 216 000 401 235	208.62	223.20	-	N/A
01 E 010 216 000 401 240	164.19	167.34	-	N/A
01 E 010 216 000 401 299	-	-	-	N/A
01 E 010 216 000 401 303	-	-	750.00	0%
01 E 010 216 000 401 401	-	-	500.00	0%
01 E 010 216 000 401 430	-	-	-	N/A
Total Title I	40,010.47	42,403.09	74,425.00	57%
Title II				
01 E 010 204 000 414 140	3,000.00	3,000.00	6,000.00	50%
01 E 010 204 000 414 366	105.00	1,925.00	6,027.83	32%
Total Title II	3,105.00	4,925.00	12,027.83	41%

Elementary - Dues, Memberships, Licenses and Certain Fees

Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Title III & IV				
01 E 010 205 000 417 143	7,975.00	7,975.00	17,400.00	46%
01 E 010 205 000 417 430	-	-	1,003.76	0%
01 E 010 206 000 433 140	7,335.57	7,335.57	16,088.92	46%
01 E 010 206 000 433 303	-	-	-	N/A
01 E 010 206 000 433 430	2,250.00	6,750.00	-	N/A
Total Title III	17,560.57	22,060.57	34,492.68	64%
Total Title Programs	60,676.04	69,388.66	120,945.51	57%
State Special Education				
Salaries				
01 E 010 407 000 740 140	32,217.74	80,666.63	176,000.00	46%
01 E 010 420 000 740 161	16,410.27	80,596.83	153,000.00	53%
01 E 010 420 000 740 185	-	-	2,800.00	0%
01 E 010 420 000 740 186	-	-	-	N/A
Total Salaries	48,628.01	161,263.46	331,800.00	49%
Benefits				
01 E 010 407 000 740 210	2,374.14	5,800.72	13,464.00	43%
01 E 010 420 000 740 210	1,104.31	5,412.92	11,918.70	45%
01 E 010 420 000 740 214	1,230.79	6,044.86	11,475.00	53%
01 E 010 407 000 740 218	2,619.26	6,558.20	14,308.80	46%
01 E 010 420 000 740 218	-	-	227.64	0%
01 E 010 407 000 740 220	4,828.47	18,624.08	42,168.00	44%

Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
01 E 010 420 000 740 220	4,264.22	23,064.17	51,756.72	45%
01 E 010 407 000 740 230	36.69	47.64	-	N/A
01 E 010 420 000 740 230	38.85	55.47	-	N/A
01 E 010 407 000 740 235	260.38	1,544.50	-	N/A
01 E 010 420 000 740 235	284.06	1,995.37	-	N/A
01 E 010 407 000 740 240	266.31	345.57	1,081.20	32%
01 E 010 420 000 740 240	298.32	427.01	2,278.44	19%
01 E 010 407 000 740 299	-	-	-	N/A
01 E 010 420 000 740 299	-	-	-	N/A
Total Benefits	17,605.80	69,920.51	148,678.50	47%
Purchased Services				
01 E 010 420 000 740 305	-	-	3,500.00	0%
01 E 010 420 000 740 366	-	-	-	N/A
01 E 010 401 000 740 394	2,123.10	10,142.10	40,500.00	25%
01 E 010 405 000 740 394	-	-	-	N/A
01 E 010 420 000 740 394	1,681.84	19,009.08	100,000.00	19%
Total Purchased Services	3,804.94	29,151.18	144,000.00	20%
Supplies				
01 E 010 420 000 372 401	-	1,639.94	-	N/A
01 E 010 420 000 740 433	-	-	-	N/A
01 E 010 420 000 740 466	-	-	-	N/A
Total Supplies	-	1,639.94	-	N/A
Equipment				
01 E 010 420 000 740 530	-	-	-	N/A
01 E 010 420 000 740 555	-	-	-	N/A
Total Equipment	-	-	-	N/A
Total State Special Education	70,036.75	261,975.09	624,478.50	42%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Federal Special Education				
Purchased Services				
01 E 010 401 000 419 393	-	-	-	N/A
01 E 010 420 000 419 303	556.84	5,182.66	23,524.22	22%
Total Purchased Services	556.84	5,182.66	23,524.22	22%
Special Education - Aggregate - Special Education Director				
Supplies				
01 E 010 420 000 419 401	-	-	-	N/A
01 E 010 420 000 419 433	-	-	6,000.00	0%
Total Supplies	-	-	6,000.00	0%
CRF Expenditures				
01 E 005 760 000 154 360	-	29,633.78	29,617.99	100%
01 E 005 110 000 154 401	-	-	-	N/A
01 E 005 108 000 154 465	-	20,211.00	20,211.00	100%
01 E 005 108 000 154 466	-	80.08	80.08	100%
01 E 005 810 000 154 303	-	1,166.99	1,166.99	100%
01 E 010 203 000 154 401	-	5,969.57	5,969.57	100%
01 E 005 108 000 154 406	-	6,419.90	6,419.90	100%
01 E 010 203 000 154 430	-	6,849.25	6,695.47	102%
Total CRF Expenditures	-	70,330.57	70,161.00	100%
CARES Expenditures				
01 E 010 203 000 151 140	-	-	46,500.00	0%
01 E 010 203 000 151 210	-	-	3,557.25	0%
01 E 010 203 000 151 218	-	-	3,780.45	0%
01 E 005 810 000 152 303	-	4,867.00	4,867.00	100%
01 E 005 810 000 152 456	-	-	3,540.11	0%
01 E 010 203 000 153 548	-	-	9,352.85	0%
Total CARES Expenditures	-	4,867.00	71,597.66	7%
Total Federal Special Education	556.84	80,380.23	171,282.88	47%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Instructional Support				
Purchased Services				
01 E 010 640 000 000 366	-	1,545.00	-	N/A
Total Purchased Services	-	1,545.00	-	N/A
Total Instructional Support				
	-	1,545.00	-	N/A
Student Support				
Salaries				
01 E 005 760 000 720 170	-	-	-	N/A
01 E 005 790 000 000 143	(746.60)	21,484.93	62,600.00	34%
Total Salaries	(746.60)	21,484.93	62,600.00	34%
Benefits				
01 E 005 760 000 720 210	-	-	-	N/A
01 E 005 790 000 000 210	(56.87)	1,639.13	6,120.00	27%
01 E 005 760 000 720 214	-	-	-	N/A
01 E 005 790 000 000 214	(56.05)	1,611.31	6,000.00	27%
01 E 005 790 000 000 218	-	-	-	N/A
01 E 005 790 000 000 220	(206.34)	3,268.84	12,103.76	27%
01 E 005 790 000 000 230	11.27	16.24	-	N/A
01 E 005 790 000 000 235	44.61	272.91	-	N/A
01 E 005 790 000 000 240	82.01	118.25	1,463.16	8%
01 E 005 790 000 000 299	-	-	-	N/A
Total Benefits	(181.37)	6,926.68	25,686.92	27%
Purchased Services				
01 E 005 720 000 000 305	-	1,330.00	3,500.00	38%
01 E 005 760 000 720 360	-	46,811.22	132,982.01	35%
01 E 005 760 000 723 360	-	7,440.00	16,800.00	44%
01 E 005 760 000 733 360	-	-	-	N/A
Total Purchased Services	-	55,581.22	153,282.01	36%

Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
Supplies				
01 E 005 720 000 000 401	-	-	200.00	0%
01 E 005 760 000 000 530	-	13,524.00	20,000.00	68%
Total Supplies	-	13,524.00	20,200.00	67%
Total Student Support	(927.97)	97,516.83	261,768.93	37%
Facility				
Purchased Services				
01 E 005 810 000 000 305	2,955.71	22,169.36	35,469.00	63%
01 E 005 810 000 000 330	2,030.73	15,745.80	24,368.00	65%
01 E 005 810 000 000 350	-	-	3,500.00	0%
01 E 005 920 000 000 740	-	-	-	N/A
01 E 005 940 000 000 340	94.92	5,215.76	9,200.00	57%
Total Purchased Services	5,081.36	43,130.92	72,537.00	59%
Facility Lease				
01 E 005 850 000 348 370	22,233.00	174,775.98	262,800.00	67%
Total Facility Lease	22,233.00	174,775.98	262,800.00	67%
Supplies/Equipment				
01 E 005 810 000 000 401	-	3,282.19	8,500.00	39%
01 E 005 850 000 000 520	-	10,112.00	10,112.00	100%
01 E 005 850 000 000 530	-	-	-	N/A
Total Supplies/Equipment	-	13,394.19	18,612.00	72%
Total Facility	27,314.36	231,301.09	353,949.00	65%
TOTAL EXPENDITURES	212,397.93	1,493,737.30	2,841,336.33	53%
NET INCOME/LOSS - GENERAL FUND 01	(121,548.02)	(80,616.10)	142,448.45	

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
FOOD SERVICE FUND 02				
REVENUE				
Local Revenue				
02 R 005 770 000 701 601	Food Sales	-	-	N/A
Total Local Revenue				N/A
State Aid Revenue				
02 R 005 770 000 701 300	State - Food & Nutrition - Regular Lunch	204.00	2,800.00	22%
02 R 005 770 000 703 300	State - Food & Nutrition - Breakfast	-	-	N/A
Total State Aid Revenue		204.00	2,800.00	22%
Federal Aid Revenue				
02 R 005 770 000 701 471	Federal - Food & Nutrition - Regular Lunch	685.44	9,964.59	28%
02 R 005 770 000 701 472	Federal - Free & Reduced	5,189.76	73,719.02	21%
02 R 005 770 000 701 473	Federal - Commodity Cash Rebate Program	-	4,645.29	100%
02 R 005 770 000 705 476	Federal - Breakfast	3,688.32	43,025.93	26%
02 R 005 770 000 706 400	Federal - Fresh Fruit & Vegetable Program	-	7,688.00	0%
02 R 005 770 000 709 479	Federal - Summer Food	-	-	N/A
02 R 005 950 000 701 649	Interfund Transfer	-	85.78	N/A
Total Federal Aid Revenue		9,563.52	139,042.83	24%
TOTAL REVENUE		9,767.52	141,842.83	24%

**Tesfa International School
Detailed Income Statement
For Period Ending January 31, 2021**

	Month Activity	Year-to-Date Activity	FY21 Revised Budget 150 ADM	% of Budget
EXPENDITURE				
Salaries				
02 E 005 770 000 701 170	-	-	-	N/A
Total Salaries	-	-	-	N/A
Benefits				
02 E 005 770 000 701 210	-	-	-	N/A
02 E 005 770 000 701 214	-	-	-	N/A
Total Benefits	-	-	-	N/A
Purchased Services				
02 E 005 770 000 701 305	-	529.00	420.00	126%
Total Purchased Services	-	529.00	420.00	126%
Food Services - Contracted Fees for Services				
Supplies				
02 E 005 770 000 701 490	-	5,820.29	87,277.54	7%
02 E 005 770 000 703 495	-	-	-	N/A
02 E 005 770 000 705 490	-	3,081.35	45,000.00	7%
Total Supplies	-	8,901.64	132,277.54	7%
Equipment				
02 E 005 770 000 701 530	-	-	-	N/A
Total Equipment	-	-	-	N/A
TOTAL EXPENDITURES	-	9,430.64	132,697.54	7%
NET INCOME/LOSS - FOOD SERVICE FUND 02				
	9,767.52	24,677.86	9,145.29	
NET INCOME/LOSS - ALL FUNDS				
	(111,780.50)	(55,938.24)	151,593.74	



Child Care Center at Tesfa

Tesfa International School
February 22, 2021

Phases of Opening a Child Care Center in Minnesota

Pre-Application: Is a Childcare Center the Right Decision for Us? - Yes.

Phase I: **Submitting the Application.**

Phase II: **Ensuring Policies, Procedures, and Programs Meet Requirements.**

Phase III: **Pre-Licensure Inspection and Decision.**



Pre-Application and Phase I

Pre-Application: Existing organization, infrastructure, policies, space, coupled with an ongoing need make this a sound growth opportunity for Tesfa.

Phase I: Submitting the Application

- Application: License Capacity, Schedule, Food Service, Organizational Information
- Controlling Individual(s)
- Ownership Verification Documents
- Organizational Chart
- Proof of Workers Compensation Policy
- Floor Plan/ Facilities Plan
- Policies and Procedures
- \$500 Application Fee
- Charter Addendum
- Budget
- Self-imposed April 9th Deadline



Thoughts and Questions...

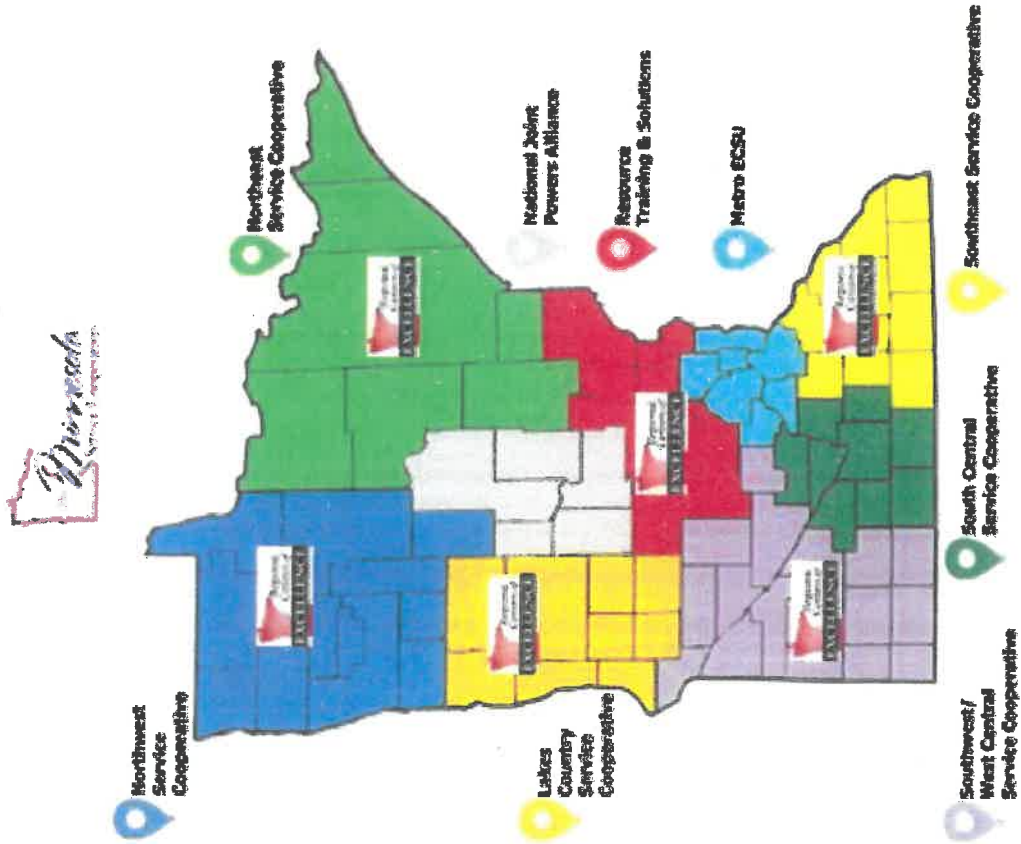


REGIONAL CENTERS OF EXCELLENCE SUPPORT

Tesfa School Board Meeting
February 22, 2021

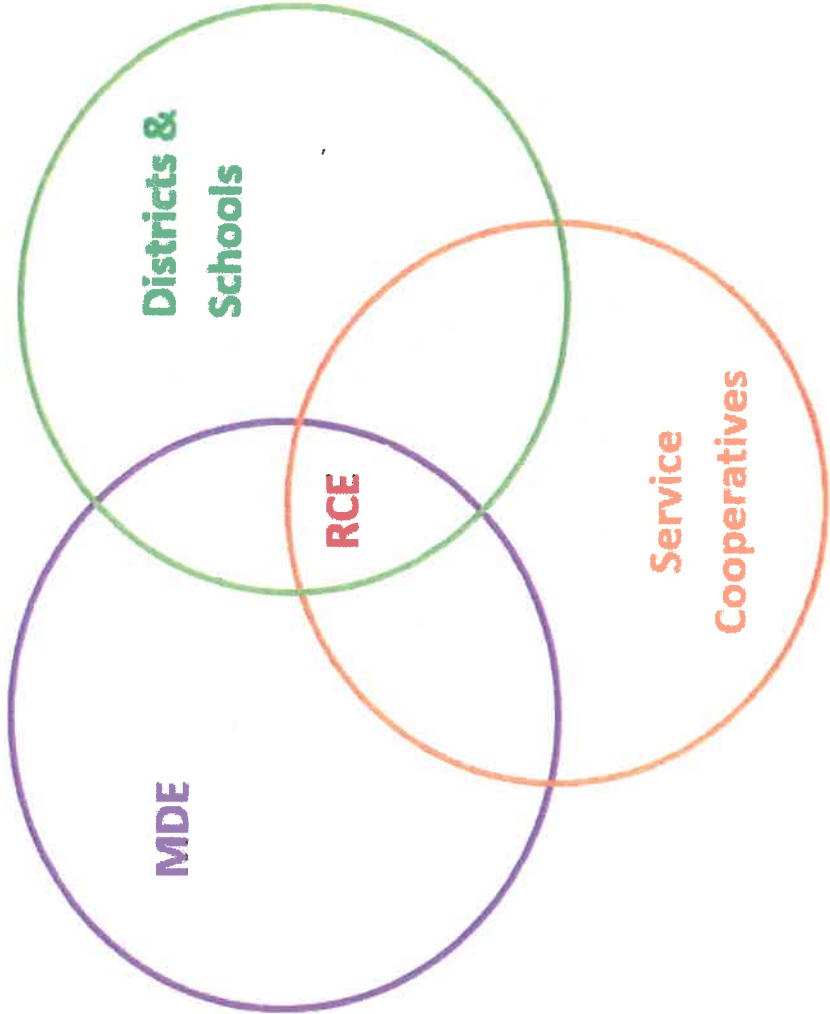
PRESENTATION HIGHLIGHTS

- **Introductions/what is the Regional Centers of Excellence (RCE)?**
- **The Evolution of the Work**
- **Future Work**
- **Q & A**



In collaboration with six Minnesota Service Cooperatives, the Regional Centers of Excellence are, located in **Thief River Falls, Mountain Iron, Fergus Falls, Sartell, Marshall, and Rochester**. The service cooperatives administer Federal and state grant funds and employ approximately 60 RCE staff.

PARTNERSHIP



THE WORK - LEADERSHIP TEAM - STRATEGIC DIRECTIONS TEAM (SDT)

Strategic Directions Team

Our Vision:

Student-centered goals will create focused and purposeful learning for both staff and scholars. As a team, we will commit to an equitable education with an emphasis on relationship building within the school community.

• • • • •

Our Mission:

To enable teachers to accomplish student-centered goals that ensure a high-quality and equitable education by implementing evidence-based instructional strategies for teaching mathematics and academic language.

• • • • •

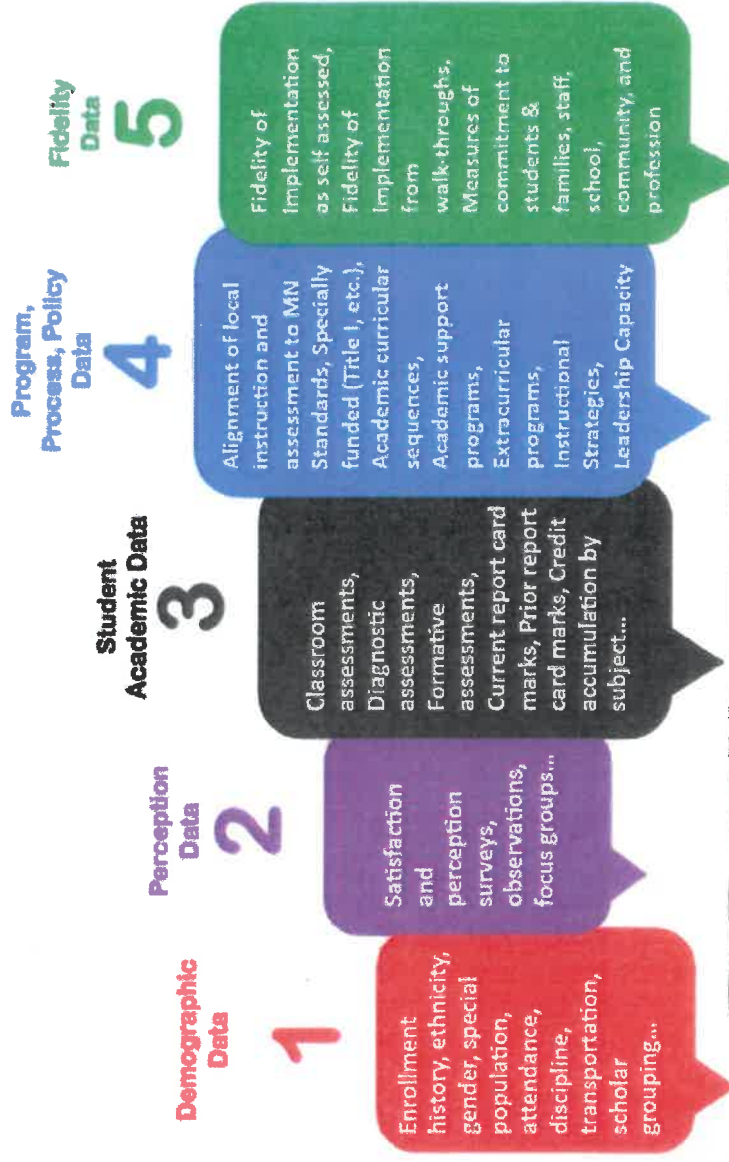
Our Norms:

- Speak your truth
- Assume positive intentions
- Equate opportunities to share
- Be actively engaged to your best ability
- Actively protect the individual being discussed
- Keep an agenda
- Support the decisions made
- Expect and accept non-closure

Time	Topic	Description	Person Facilitating
8:00-8:10	Grounding		Terry
8:10-8:15	SDT Mission		
8:15-8:25	Overview of data from Math and EL Self Reflections	Look over data as a whole group - what do we notice? Math Self Reflections Data EL Self Reflections Academic Achievement Data	Charin (EL data) Marissa (Math data)
8:25-8:50	EL and Math team group work	Math Team PLC EL Team PLC	
8:50-8:55	Set Agenda		
8:55-9:00	Review PLC Steps	Math Self Reflections Data EL Self Reflections Academic Achievement Data	Charin and Marissa

COMPREHENSIVE NEEDS ASSESSMENT

We began by looking at 5 categories of data and did a root cause analysis to determine two evidence-based practices: Productive Struggle in Math and EL Explicit Academic Vocabulary Instruction.



THE WORK - IMPLEMENTATION

We also began to investigate our instructional practices in PLC groups. Then COVID hit and we will be restarting our practices around PLC to examine our planning, success criteria, our assessments, and evidence of learning through conversations around student work.



Tesfa International School PLC 5-Step Process Standard Elements

Steps	Components	Questions to consider
<p>Step 1: Identify standards or benchmarks. Determine needs.</p>	Identify Standards or Benchmarks (P)	What is an essential standard, benchmark and/or program goal (concept) you will facilitate learning around?
	Determine Needs (P)	Why is this topic or focus important? Why is this an area of need for your learners? What misconceptions could students have around this concept?
<p>Step 2: Create quality, meaningful, accessible & assessed (P) knowledge.</p>	Create Quality Assessments & Success Criteria (P)	What assessment tool/tasks will you be using to measure students' evidence of learning? What are your success criteria? (Remember, an assessment can include a performance task, a survey, a conversation, etc.)
	Determine Prior Knowledge (P)	What knowledge are students bringing to the classroom around this concept? How do you know?
<p>Step 3: Create Learning Experiences using instructional strategies being implemented (P/D).</p>	Create Learning Experiences using instructional strategies being implemented (P/D)	What identified evidence based strategies from the practice profile will you use to promote student learning? What supports, resources or tasks could you utilize to produce a different outcome? What is your intended timeline for each step of your plan? How will you differentiate instruction for all learners? How will you ensure that all team members know what the strategies look like in action?
	Monitor Progress and Adjust Instruction (D/S/A)	How are you monitoring student progress? What does student growth look like? What evidence of student learning indicates growth? What does student mastery of the concepts and skills look like? What will you do if they do not learn it? What will we do if they already know it?
<p>Step 5: Engage in reflection and review next steps.</p>	Engage in Reflection and Review Next Steps (A)	What has been the impact on student performance? What have you learned from this process? How has it changed your instruction? Did you have any surprises with assessment results? What challenges or questions did you encounter? What are your next steps?

SIP

Implementation

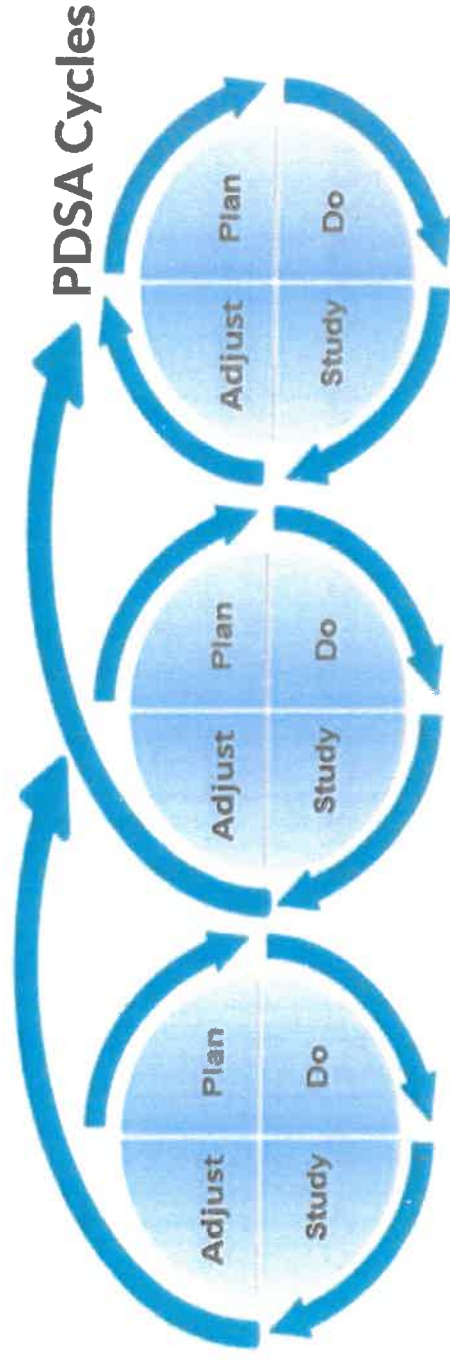
Plan – CNA &

Strategies Chosen

Do – Create practice profiles, un-pack math standards, create reflective record

Study –

Adjust –



Math – Learning Goals

Plan – Research and

create practice profile

Do – PD and (implement components)

Study – (Fidelity

Measures)

Adjust – (Make

instructional adjustments)

EL – Explicit Acad. Vocab.

Instruction

Plan – Research and

create practice profile

Do – PD and (implement components)

Study – (Fidelity

Measures)

Adjust – (Make

instructional adjustments)

PLCs - Plan - create

assessment and

success criteria.

Do - Teach/give

assessment

Study - Evaluate

student work

Adjust – Notice

trends and adjust

instruction

Distance Learning

- **Plan** - Define engagement & collect data
- **Do** – Provide feedback and track
- **Study** - Review data to determine changes
- **Adjust** - Make instructional changes and repeat.

FUTURE WORK

- 1. We will finish up our unpacking and unit creation for math.**
- 2. We will restart our PLC process.**
- 3. We will return and work to more fully implement our evidence based practices.**
- 4. We will work to build capacity of the systems so they are adaptable and sustainable.**

**Tesfa International Academy
FY21 Draft Budget**

	Description	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
GENERAL FUND 01					
REVENUES					
State Revenue					
01 R 005 000 000 000 201	Land Endowment Fund	7,282.20	7,282.20	7,282.20	-
01 R 005 000 000 000 211	General Education Aid	2,045,167.80	1,862,979.30	1,862,979.30	-
01 R 005 000 000 317 211	Long Term Facility Maintenance	23,760.00	19,800.00	19,800.00	-
01 R 005 000 000 000 212	Literacy Incentive Aid	9,449.67	9,449.67	9,449.67	-
01 R 005 000 000 342 300	Safe Schools	-	-	-	-
01 R 005 000 000 348 300	Lease Aid	228,290.40	197,100.00	197,100.00	-
01 R 005 000 000 740 360	State Special Education	714,521.63	591,018.28	591,018.28	-
Total State Revenue		3,028,471.70	2,687,629.45	2,687,629.45	-
Federal Revenue					
01 R 005 216 000 401 400	Title I	65,108.74	74,425.00	74,425.00	-
01 R 005 204 000 414 400	Title II	9,828.25	12,027.83	12,027.83	-
01 R 005 205 000 417 400	Title III	14,887.58	18,403.76	18,403.76	-
01 R 005 206 000 433 400	Title IV	10,000.00	16,088.92	16,088.92	-
01 R 005 000 000 154 400	Covid Relief Funds	-	70,161.00	70,161.00	-
01 R 005 000 000 153 400	GEER money	-	9,352.85	9,352.85	-
01 R 005 000 000 151 400	Esser Formula	-	53,837.70	53,837.70	-
01 R 005 000 000 152 400	Esser Grant	-	8,407.11	8,407.11	-
01 R 005 000 000 419 400	Federal Special Education	29,524.22	29,524.22	29,524.22	-
Total Federal Revenue		129,346.79	292,228.39	292,228.39	-
Other Revenue					
01 R 005 000 000 000 096	Donations/Grants	125.00	125.00	125.00	-
01 R 005 000 000 000 099	Miscellaneous/Erate	3,500.00	3,500.00	-	(3,500.00)
01 R 005 000 111 000 370	Other Revenue from Dept of Education	-	-	-	-
Total Other Revenue		3,625.00	3,625.00	125.00	(3,500.00)
TOTAL REVENUES		3,161,445.49	2,983,482.84	2,979,982.84	(3,500.00)

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
EXPENDITURES				
Administration				
Salaries/Wages				
01 E 005 050 000 000 110 Salary - School Directors	125,000.00	124,900.00	124,900.00	-
01 E 005 105 000 000 170 Salary - General Admin - Operations Manager	40,000.00	40,000.00	40,000.00	-
01 E 005 110 000 000 170 Salary - General Admin	-	-	-	-
Total Salaries/Wages	165,000.00	164,900.00	164,900.00	-
Benefits				
01 E 005 050 000 000 210 FICA - School Admin	9,562.50	9,554.85	9,554.85	-
01 E 005 105 000 000 210 FICA - General Admin	3,060.00	3,060.00	3,060.00	-
01 E 005 110 000 000 210 FICA	-	-	-	-
01 E 005 105 000 000 214 PERA - General Admin	3,000.00	3,000.00	3,000.00	-
01 E 005 110 000 000 214 PERA	-	-	-	-
01 E 005 050 000 000 218 TRA - School Admin	-	-	-	-
01 E 005 105 000 000 220 Health Insurance - General Admin	10,162.50	10,154.37	10,154.37	-
01 E 005 050 000 000 220 Health Insurance - Directors	6,362.00	6,362.00	6,362.00	-
01 E 005 105 000 000 235 Dental Insurance - General Admin	24,756.00	24,756.00	24,756.00	-
01 E 005 050 000 000 240 STD / LTD	948.00	948.00	948.00	-
01 E 005 105 000 000 240 STD / LTD	357.24	357.24	357.24	-
01 E 005 050 000 000 235 Director - Dental	-	-	-	-
01 E 005 105 000 000 230 General Admin - Life	-	-	-	-
01 E 005 105 000 000 299 General Admin - STD	-	-	-	-
01 E 005 050 000 000 280 MN SUI & Dislocated Workers	-	-	-	-
01 E 005 105 000 000 280 MN SUI & Dislocated Workers	-	-	-	-
Total Benefits	58,208.24	58,192.46	58,192.46	-

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Purchased Services				
01 E 005 050 000 000 366 Travel/Conference - General Admin	-	-	-	-
01 E 005 105 000 000 305 Consulting Service Fees - General Admin	5,000.00	5,000.00	4,000.00	(1,000.00)
01 E 005 105 000 000 370 Consulting Service Fees - Copier Lease	-	-	-	-
01 E 005 110 000 000 370 Consulting Service Fees - Business Office Leases	12,180.00	12,180.00	12,180.00	-
01 E 005 105 000 000 320 Communication Services - General Admin	-	-	-	-
01 E 005 108 000 000 305 Consulting Service Fees - Technology Contract	34,447.00	34,447.00	34,447.00	-
01 E 005 110 000 000 305 Consulting Service Fees - Business Admin	64,360.00	64,360.00	64,360.00	-
01 E 005 110 000 000 320 Communication Services - General Admin	5,400.00	5,400.00	3,000.00	(2,400.00)
01 E 005 110 000 000 329 Postage - General Admin	1,250.00	1,250.00	1,250.00	-
Total Purchased Services	<u>122,637.00</u>	<u>122,637.00</u>	<u>119,237.00</u>	<u>(3,400.00)</u>
Supplies/Materials				
01 E 005 110 000 000 405 Non-Inst'l Computer Software - General Admin	9,663.00	9,663.00	12,000.00	2,337.00
01 E 005 110 000 000 401 Non-Inst'l Supplies - General Admin	7,500.00	7,500.00	4,000.00	(3,500.00)
01 E 005 110 000 000 465 Non-Inst'l Tech Devices	5,000.00	5,000.00	-	(5,000.00)
Total Supplies/Materials	<u>22,163.00</u>	<u>22,163.00</u>	<u>16,000.00</u>	<u>(6,163.00)</u>
Equipment				
01 E 005 110 000 000 555 Equipment Purchased	-	-	-	-
Total Equipment	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Other Expenditures				
01 E 005 105 000 000 820 Dues/Memberships - General Admin	18,000.00	18,000.00	17,500.00	(500.00)
01 E 005 950 000 000 910 Interfund Transfer	-	-	-	-
Total Other Expenditures	<u>18,000.00</u>	<u>18,000.00</u>	<u>17,500.00</u>	<u>(500.00)</u>
Total Administration	<u>386,008.24</u>	<u>385,852.46</u>	<u>375,829.46</u>	<u>(10,063.00)</u>

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
General Education				
Salaries/Wages				
01 E 010 201 000 000 140	-	-	-	-
01 E 010 203 000 000 140	669,344.00	624,680.08	624,680.08	-
01 E 010 203 000 000 145	-	-	-	-
01 E 010 203 000 000 185	13,500.00	7,000.00	7,000.00	-
Total Salaries/Wages	682,844.00	631,680.08	631,680.08	-
Benefits				
01 E 010 203 000 000 210	52,237.57	55,611.22	55,611.22	-
01 E 010 203 000 000 214	-	-	-	-
01 E 010 203 000 000 218	55,515.22	59,100.55	59,100.55	-
01 E 010 203 000 000 220	72,355.32	83,148.41	83,148.41	-
01 E 010 203 000 000 230	-	-	-	-
01 E 010 203 000 000 235	-	-	-	-
01 E 010 203 000 000 240	6,801.36	10,487.04	10,487.04	-
01 E 010 203 000 000 270	8,600.00	8,600.00	8,600.00	-
01 E 010 203 000 000 299	-	-	-	-
01 E 010 203 000 000 280	11,650.00	11,650.00	11,650.00	-
Total Benefits	207,159.46	228,597.21	228,597.21	-
Purchased Services				
01 E 010 203 000 000 305	19,000.00	19,000.00	-	(19,000.00)
01 E 010 203 000 000 369	3,000.00	3,000.00	-	(3,000.00)
Total Purchased Services	22,000.00	22,000.00	-	(22,000.00)

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Supplies/Materials				
01 E 010 203 000 000 401 Non-Instir'l Supplies - Elementary	7,500.00	7,500.00	12,000.00	4,500.00
01 E 010 203 000 000 406 Instructional Software	12,328.75	12,328.75	5,500.00	(6,828.75)
01 E 010 203 000 000 430 Instructional Supplies - Elementary	2,000.00	2,000.00	2,000.00	-
01 E 010 201 000 000 430 Instructional Supplies - Kindergarten	-	-	-	-
01 E 010 203 000 000 466 Technology Equipment - Instructional Devices	2,538.00	2,538.00	23,000.00	20,462.00
01 E 010 203 000 000 461 Standardized Tests - Elementary	2,781.00	2,781.00	2,700.00	(81.00)
Total Supplies/Materials	<u>27,147.75</u>	<u>27,147.75</u>	<u>45,200.00</u>	<u>18,052.25</u>
Equipment				
01 E 010 203 000 000 530 Other Equipment Purchased - Elementary	-	-	-	-
01 E 010 203 000 000 535 Technology Equipment - Elementary - Tech Lease	13,594.00	13,594.00	23,304.00	9,710.00
01 E 010 203 000 000 555 Technology Equipment - Elementary	-	-	-	-
Total Equipment	<u>13,594.00</u>	<u>13,594.00</u>	<u>23,304.00</u>	<u>9,710.00</u>
Other Expenditures				
01 E 010 203 000 000 820 Dues/Memberships - Elementary	-	-	-	-
Total Other Expenditures	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
General Education	<u>952,745.21</u>	<u>923,019.04</u>	<u>928,781.29</u>	<u>5,762.25</u>
State - Special Education Salaries/Wages				
01 E 010 407 000 740 140 Salary SpEd	173,000.00	176,000.00	176,000.00	-
01 E 010 420 000 740 161 Salary - Special Ed Para Professional	240,000.00	153,000.00	153,000.00	-
01 E 010 420 000 740 185 Salary - PTO Payout	2,800.00	2,800.00	2,800.00	-
01 E 010 420 000 740 186 Salary - SpEd - Transportation Support	-	-	-	-
Total Salaries/Wages	<u>415,800.00</u>	<u>331,800.00</u>	<u>331,800.00</u>	<u>-</u>

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Benefits				
01 E 010 407 000 740 210 FICA - LD	13,234.50	13,464.00	13,464.00	-
01 E 010 408 000 740 210 FICA - EBD	-	-	-	-
01 E 010 407 000 740 230 SLD - Life	-	-	-	-
01 E 010 407 000 740 235 SLD - Dental	-	-	-	-
01 E 010 407 000 740 240 SLD - LTD	1,705.20	1,081.20	1,081.20	-
01 E 010 420 000 740 230 Special Education - Aggregate - Life	-	-	-	-
01 E 010 420 000 740 235 Special Education - Aggregate - Dental	-	-	-	-
01 E 010 420 000 740 240 Special Education - Aggregate - LTD	2,606.64	1,950.24	1,950.24	-
01 E 010 420 000 740 210 FICA - General SpEd	18,574.20	11,918.70	11,918.70	-
01 E 010 407 000 740 214 PERA - General SpEd	-	-	-	-
01 E 010 420 000 740 214 PERA - General SpEd	18,000.00	11,475.00	11,475.00	-
01 E 010 407 000 740 299 SLD - STD	-	-	-	-
01 E 010 407 000 740 218 TRA - LD	14,064.90	14,308.80	14,308.80	-
01 E 010 420 000 740 218 TRA - EA	227.64	227.64	227.64	-
01 E 010 407 000 740 220 Health Insurance - SpEd	48,168.00	42,168.00	42,168.00	-
01 E 010 420 000 740 220 Health Insurance - SpEd	55,925.04	51,756.72	51,756.72	-
01 E 010 407 000 740 280 STD / LTD	-	-	-	-
01 E 010 420 000 740 299 Aggregate - STD	-	-	-	-
Total Benefits	172,506.12	148,350.30	148,350.30	-
Purchased Services				
01 E 010 420 000 740 305 Contracted Services - General SpEd	3,500.00	3,500.00	3,500.00	-
01 E 010 420 000 740 366 Special Education - Travel/Conferences	-	-	-	-
01 E 010 401 000 740 394 Payments to Other Agencies-Speech/Language	40,500.00	40,500.00	40,500.00	-
01 E 010 405 000 740 394 Payments to Other Agencies- Hard of Hearing	-	-	-	-
01 E 010 420 000 740 394 Payments to Other Agencies- General SpEd	100,000.00	100,000.00	100,000.00	-
Total Purchased Services	144,000.00	144,000.00	144,000.00	-

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Supplies/Materials				
01 E 010 420 000 372 401 3rd Party Billing - Supplies	-	-	-	-
01 E 010 420 000 740 433 Sup/Mat Indiv Instr	-	-	-	-
Total Supplies/Materials	-	-	-	-
Equipment				
01 E 010 420 000 740 530 Equipment purchased	-	-	-	-
01 E 010 420 000 740 555 Technology	-	-	-	-
Total Equipment	-	-	-	-
Total State - Special Education	732,306.12	624,150.30	624,150.30	-

Federal Funds

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Title I				
01 E 010 216 000 401 140 Salary - Title I Licensed Teacher	51,300.00	73,175.00	73,175.00	-
01 E 010 216 000 401 210 FICA - Title I	3,924.45	-	-	-
01 E 010 216 000 401 214 PERA	-	-	-	-
01 E 010 216 000 401 218 TRA - Title I	4,170.69	-	-	-
01 E 010 216 000 401 220 Health	4,864.60	-	-	-
01 E 010 216 000 401 235 Dental Insurance	-	-	-	-
01 E 010 216 000 401 303 Purchased Services - Interpreter	-	750.00	750.00	-
01 E 010 216 000 401 401 Sup/Mat Non-Instr.	500.00	500.00	500.00	-
01 E 010 216 000 401 430 Supp/Mat N-Indiv Inst	349.00	-	-	-
Total Title I	65,108.74	74,425.00	74,425.00	-
Title II				
01 E 010 204 000 414 140 Salary - Title II	-	6,000.00	6,000.00	-
01 E 010 204 000 414 366 Travel/Conference - Title II	9,828.25	6,027.83	6,027.83	-
Total Title II	9,828.25	12,027.83	12,027.83	-

**Tesla International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Title III				
01 E 010 205 000 417 143 Salary - Title III Licensed Support	12,300.00	17,400.00	17,400.00	-
01 E 010 205 000 417 210 FICA - Title III	940.95	-	-	-
01 E 010 205 000 417 214 PERA - Title III	-	-	-	-
01 E 010 205 000 417 235 Dental - Title III	-	-	-	-
01 E 010 205 000 417 218 TRA - Title III	999.99	-	-	-
01 E 010 205 000 417 220 Health - Title III	-	-	-	-
01 E 010 205 000 417 430 Supplies	646.64	1,003.76	1,003.76	-
Total Title III	14,887.58	18,403.76	18,403.76	-
Title IV				
01 E 010 206 000 433 140 Title IV Teacher	-	16,088.92	16,088.92	-
01 E 010 206 000 433 430 Title IV Curriculum	10,000.00	-	-	-
Total Title IV	10,000.00	16,088.92	16,088.92	-
Federal - Special Education				
01 E 010 420 000 419 303 Federal SpEd - Purchased Services	23,524.22	23,524.22	23,524.22	-
01 E 010 420 000 419 433 Federal SpEd - Supplies	6,000.00	6,000.00	6,000.00	-
Total Federal Special Education	29,524.22	29,524.22	29,524.22	-
Corona Relief Fund				
01 E 005 760 000 154 360 Transportation Costs - CRF	-	29,617.99	29,617.99	-
01 E 005 110 000 154 401 Gen Admin Support - Supplies - CRF	-	184.93	184.93	-
01 E 005 110 000 154 465 Gen Admin Support - Non-Instructional Software - CRF	-	20,211.00	20,211.00	-
01 E 005 810 000 154 303 Operations & Maintenance - CRF	-	1,166.99	1,166.99	-
01 E 010 203 000 154 401 Elementary - Non-Instructional Supplies - CRF	-	5,784.64	5,784.64	-
01 E 010 203 000 154 406 Elementary - Instructional Software - CRF	-	6,419.90	6,419.90	-
01 E 010 203 000 154 430 Elementary - Instructional Supplies - CRF	-	6,695.47	6,695.47	-
01 E 010 203 000 154 466 Elementary - Instructional Tech Devices - CRF	-	80.08	80.08	-
Total Corona Relief Fund	-	70,161.00	70,161.00	-

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
CARES Money				
01 E 010 203 000 151 140 Elementary - Licensed Classroom Teacher - GEER	-	46,500.00	46,500.00	-
01 E 010 203 000 151 210 Elementary - FICA - GEER	-	3,557.25	3,557.25	-
01 E 010 203 000 151 218 Elementary - TRA - GEER	-	3,780.45	3,780.45	-
01 E 005 810 000 152 303 ESSER Formula - Purchased Services	-	4,867.00	4,867.00	-
01 E 005 810 000 152 456 ESSER Formula - Tech Supplies	-	3,540.11	3,540.11	-
01 E 010 203 000 153 548 ESSER Grant - Van Purchase	-	9,352.85	9,352.85	-
Total CARES Money	-	71,597.66	71,597.66	-
Total Federal Funds	129,348.79	292,228.39	292,228.39	-
Instructional Support				
Purchased Services				
01 E 010 640 000 000 366 Staff Development	-	-	-	-
01 E 010 640 000 306 490 Staff Development - Food	-	-	-	-
Total Purchased Services	-	-	-	-
Total Instructional Support	-	-	-	-
Student Support Services				
Salaries/Wages				
01 E 005 720 000 000 143 Salary - Pupil Support Services	-	-	-	-
01 E 005 790 000 000 143 Salary - Pupil Support Services	170,700.00	62,600.00	62,600.00	-
01 E 005 710 000 000 185 Salary - Behavior Personnel - Stipend	-	-	-	-
Total Salaries/Wages	170,700.00	62,600.00	62,600.00	-

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Benefits				
01 E 005 790 000 000 210 FICA - Pupil Support Services	13,058.55	6,120.00	6,120.00	-
01 E 005 790 000 000 214 PERA	12,802.50	6,000.00	6,000.00	-
01 E 005 790 000 000 220 Health Insurance - Pupil Support Services	13,294.76	12,103.76	12,103.76	-
01 E 005 790 000 000 230 Life	-	-	-	-
01 E 005 790 000 000 235 Dental	-	-	-	-
01 E 005 790 000 000 299 STD	-	-	-	-
01 E 005 790 000 000 240 LTD - Pupil Support Services	1,463.16	1,463.16	1,463.16	-
Total Benefits	40,618.97	25,686.92	25,686.92	-
Purchased Services				
01 E 005 720 000 000 305 Consulting Service Fees - Health Services	3,500.00	3,500.00	3,500.00	-
01 E 005 760 000 000 305 Consulting Service Fees - Transportation	-	-	1,000.00	1,000.00
01 E 005 760 000 720 360 Transportation - To-And-From School - Pupil Transportation	251,600.00	132,982.01	132,982.01	-
01 E 005 760 000 723 360 SPECIAL ED TRANSPORTATION	40,800.00	16,800.00	16,800.00	-
01 E 005 760 000 733 360 Transportation - Field Trips	3,000.00	-	-	-
Total Purchased Services	298,900.00	153,282.01	154,282.01	1,000.00
Supplies/Materials				
01 E 005 720 000 000 401 Non-Instnl Supplies - Health Services	200.00	200.00	-	(200.00)
Total Supplies/Materials	200.00	200.00	-	(200.00)
Equipment				
01 E 005 720 000 000 530 Other Equipment Purchased - Van Purchase	-	20,000.00	13,524.00	(6,476.00)
Total Equipment	200.00	20,000.00	13,524.00	(6,476.00)
Total Student Support Services	510,618.97	261,768.93	256,092.93	(5,676.00)

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Operations				
Salaries/Wages				
01 E 005 810 000 000 170 Salary - Operations	-	-	-	-
Total Salaries/Wages	-	-	-	-
Benefits				
01 E 005 810 000 000 210 FICA - Behavior Personnel	-	-	-	-
01 E 005 810 000 000 214 PERA - Behavior Personnel	-	-	-	-
Total Benefits	-	-	-	-
Purchased Services				
01 E 005 810 000 000 305 Purchased Services - Operations and Maintenance	35,469.00	35,469.00	35,469.00	-
01 E 005 810 000 000 370 Lease - Operations and Maintenance	-	-	-	-
01 E 005 810 000 000 330 Utilities - Operations and Maintenance	24,368.00	24,368.00	24,368.00	-
01 E 005 810 000 000 350 Repairs/Maintenance - Operations and Maintenance	3,500.00	3,500.00	3,500.00	-
01 E 005 850 000 000 370 Lease - Capital Facilities	-	-	-	-
Total Purchased Services	63,337.00	63,337.00	63,337.00	-
Building Lease				
01 E 005 850 000 348 370 Building Lease	262,800.00	262,800.00	262,800.00	-
Total Building Lease	262,800.00	262,800.00	262,800.00	-
Supplies/Materials				
01 E 005 810 000 000 401 Non-Instrl Supplies - Operations and Maintenance	8,500.00	8,500.00	6,500.00	(2,000.00)
Total Supplies/Materials	8,500.00	8,500.00	6,500.00	(2,000.00)
Equipment				
01 E 005 850 000 000 520 Renovations/Improvements	10,265.00	10,112.00	10,112.00	-
Total Equipment	10,265.00	10,112.00	10,112.00	-
Total Operations	344,902.00	344,749.00	342,749.00	(2,000.00)

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
Fiscal and Other Fixed Costs				
01 E 005 920 000 000 740 Loans and Interest Expense	-	-	-	-
01 E 005 940 000 000 340 Property and Liability Insurance	9,200.00	9,200.00	9,200.00	-
Total	9,200.00	9,200.00	9,200.00	-
Total Fiscal and Other Fixed Costs	9,200.00	9,200.00	9,200.00	(2,000.00)
TOTAL EXPENDITURES	3,064,929.33	2,841,008.13	2,829,031.38	(11,976.75)
GENERAL FUND 01 - NET INCOME(LOSS)	96,516.16	142,474.71	150,951.46	8,476.75
FOOD SERVICE FUND 02				
REVENUES				
State Revenue				
02 R 005 770 000 701 300 State - Lunch Revenue	2,800.00	2,800.00	2,800.00	-
02 R 005 770 000 703 300 State - Milk Revenue	500.00	-	-	-
02 R 005 000 000 705 476 State - Breakfast Revenue	-	-	-	-
Total State Revenue	3,300.00	2,800.00	2,800.00	-
Federal Revenue				
02 R 005 770 000 701 471 Federal - Food & Nutrition - Regular Lunch	9,964.59	9,964.59	9,964.59	-
02 R 005 770 000 701 472 Federal - Free & Reduced	73,719.02	73,719.02	73,719.02	-
02 R 005 770 000 705 476 Federal - Breakfast	43,025.93	43,025.93	43,025.93	-
02 R 005 770 000 701 473 Federal - Commodity Cash Rebate Program	-	4,645.29	4,645.29	-
02 R 005 770 000 706 400 Federal - Fresh Fruit & Vegetable Program	7,688.00	7,688.00	7,688.00	-
Total Federal Revenue	134,397.54	139,042.83	139,042.83	-
Other				
02 R 005 770 000 701 601 Lunch Sales - Pupils	-	-	-	-
02 R 005 000 000 000 649 Transfer from Gen Fund	-	-	-	-
TOTAL REVENUES	137,697.54	141,842.83	141,842.83	-

**Tesfa International Academy
FY21 Draft Budget**

	FY21 Original Budget	FY21 Revised Budget	FY21 Revised Budget II	Change
EXPENDITURES				
Salaries/Wages				
02 E 005 770 000 701 170 Salary - Kitchen Manager/Assistant	-	-	-	-
Total Salaries/Wages	-	-	-	-
Benefits				
02 E 005 770 000 701 210 FICA	-	-	-	-
02 E 005 770 000 701 214 PERA	-	-	-	-
Total Benefits	-	-	-	-
Purchased Services				
02 E 005 770 000 701 305 Consult/Fees for Svs	420.00	420.00	420.00	-
02 E 005 770 000 709 305 Consult/Fees for Svs - Summer Food Program	-	-	-	-
02 E 005 770 000 709 330 Utilities - Summer Food Program	-	-	-	-
02 E 005 770 000 709 370 Rent - Summer Food Program	-	-	-	-
Total Purchased Services	420.00	420.00	420.00	-
Supplies/Materials				
02 E 005 770 000 703 495 Food Services - Milk	-	-	-	-
02 E 005 770 000 701 490 Food Services - Lunch	87,277.54	87,277.54	87,277.54	-
02 E 005 770 000 705 490 Food Services - Breakfast	45,000.00	45,000.00	45,000.00	-
02 E 005 770 000 706 490 Food Services - FFVP	-	-	-	-
Total Supplies/Materials	132,277.54	132,277.54	132,277.54	-
Other Finance Uses				
02 E 005 770 000 701 820 Dues and Memberships	-	-	-	-
Total Other Finance Uses	-	-	-	-
TOTAL EXPENDITURES	132,697.54	132,697.54	132,697.54	-
FOOD SERVICE FUND 02 - NET INCOME(LOSS)	5,000.00	9,145.29	9,145.29	-
ALL FUNDS - NET INCOME(LOSS)	101,516.16	151,620.00	160,096.75	8,476.75

**TESFA INTERNATIONAL SCHOOL
FUND BALANCE POLICY (703)**

I. PURPOSE

The purpose of this policy is to insure the financial stability of Tesfa International School, to provide a sound basis to justify continuation of the strong financial rating, and to provide a reserve enabling the school to deal with unforeseen budget expenditures.

II. GENERAL STATEMENT OF POLICY

To ensure the financial strength and stability of Tesfa International School, the board will endeavor to maintain a targeted fund balance of no less than 10% and no more than 20% of our revenues.

The board will review the fund balance target over time to accommodate the changing financial situation and holdback from the state of Minnesota.

Adopted: December 2018

**TESFA INTERNATIONAL SCHOOL
CHECK SIGNERS POLICY (790)**

I. PURPOSE

To identify whom the board authorizes to sign checks for the school.

II. GENERAL STATEMENT OF POLICY

It is appropriate for the Board to maintain fiscal control of the school by authorizing who may sign checks on behalf of Tesfa International School.

III. SIGNERS

All checks will be signed by *two* of the following four individuals: Board Chair, Board Treasurer, Director, and Assistant Director.

Adopted: 02/03/2015

Revised: 06/19/2017

**TESFA INTERNATIONAL SCHOOL
HEALTH AND SAFETY POLICY (807)**

I. PURPOSE

The purpose of this policy is to assist Tesfa International School in promoting health and safety, reducing injuries, and complying with federal, state, and local health and safety laws and regulations.

II. GENERAL STATEMENT OF POLICY

- A. The policy of Tesfa International School is to implement a health and safety program that includes plans and procedures to protect employees, students, volunteers, and members of the general public who enter Tesfa International School buildings and grounds. The objective of the health and safety program will be to provide a safe and healthy learning environment; to increase safety awareness; to help prevent accidents, illnesses, and injuries; to reduce liability; to assign duties and responsibilities to Tesfa International School staff to implement and maintain the health and safety program; to establish written procedures for the identification and management of hazards or potential hazards; to train Tesfa International School staff on safe work practices; and to comply with all health and safety, environmental, and occupational health laws, rules, and regulations.
- B. All Tesfa International School employees have a responsibility for maintaining a safe and healthy environment within Tesfa International School and are expected to be involved in the health and safety program to the extent practicable. For the purpose of implementing this policy, Tesfa International School has a Wellness and Safety Committee appointed by the Director. The Wellness and Safety Committee is composed of employees and other individuals with specific knowledge of related issues. The committee will provide recommendations to the administration regarding plans and procedures to implement this policy and to establish procedures for identifying, analyzing, and controlling hazards, minimizing risks, and training Tesfa International School staff on safe work practices. The committee will also recommend procedures for investigating accidents and enforcement of workplace safety rules. Each recommendation shall include estimates of annual costs of implementing and maintaining that proposed recommendation.

III. PROCEDURES

- A. Based upon recommendations from the Wellness and Safety Committee and subject to the budget adopted by the Tesfa International School school board to implement or maintain these recommendations, the administration will adopt and implement written plans and procedures for identification and management of hazards or potential hazards existing within Tesfa International School in accordance with federal, state, and local laws, rules, and regulations. Written

plans and procedures will be maintained, updated, and reviewed by the Director on an annual basis. The Director will oversee compliance with each specific plan or procedure.

- B. To the extent that federal, state, and local laws, rules, and regulations do not exist for identification and management of hazards or potential hazards, the Wellness and Safety Committee shall evaluate other available resources and generally accepted best practice recommendations. Best practices are techniques or actions, which through experience or research, have consistently proven to lead to specific positive outcomes.
- C. Tesfa International School shall monitor and make good faith efforts to comply with any new or amended laws, rules, or regulations to control potential hazards.

IV. PROGRAM AND PLANS

- A. For the purpose of implementing this policy, the administration will, within the budgetary limitations adopted by the Tesfa International School school board, implement a health and safety program that includes specific plan requirements in various areas as identified by the Wellness and Safety Committee. Areas to be considered are listed below with the appropriate policy or information included:
 - 1. Fire and Life Safety
Refer to board policy 806-Crisis Management
 - 2. Employee Right to Know
Refer to board policy 407-Employee Right to Know: Exposure to Hazardous Substances
 - 3. Emergency Action Planning
Refer to board policy 806-Crisis Management
 - 4. Indoor Air Quality
Tesfa International School will conduct an annual indoor air quality inspection. The Director will report any concerns to the board.
 - 5. Infectious Waste/Bloodborne Pathogens
Refer to board policy 407-Employee Right to Know: Exposure to Hazardous Materials
 - 6. Electrical Safety
Ramsey County Fire Marshall conducts an annual fire inspection, including electrical safety.
 - 7. Food Safety Inspection
Ramsey County conducts two food safety inspections per year. Notice of

Safe Facilities is posted in office.

8. **Integrated Pest Management**
Tesfa International School contracts with a company for pest management services. The school complies with all parent notification requirements per federal and state law.
 9. **Safety Committee**
Tesfa International School has an established Wellness and Safety Committee that meets at least twice per year.
 10. **Playground Safety**
Tesfa International School conducts an annual playground safety inspection. The Director will report any concerns to the board. If a risk is not present in Tesfa International School, the preparation of a plan or procedure for that risk will not be necessary.
- B. The administration shall establish procedures to ensure, to the extent practicable, that all employees are properly trained and instructed in job procedures, crisis response duties, and emergency response actions where exposure or possible exposure to hazards and potential hazards may occur.
 - C. The administration shall conduct or arrange safety inspections and drills. Any identified hazards, unsafe conditions, or unsafe practices will be documented and corrective action taken to the extent practicable to control that hazard, unsafe condition, or unsafe practice.
 - D. Communication from employees regarding hazards, unsafe or potentially unsafe working conditions, and unsafe or potentially unsafe practices is encouraged in either written or oral form. No employee will be retaliated against for reporting hazards or unsafe or potentially unsafe working conditions or practices.
 - E. The administration shall conduct periodic workplace inspections to identify potential hazards and safety concerns.
 - F. In the event of an accident or a near miss, Tesfa International School shall promptly cause an accident investigation to be conducted in order to determine the cause of the incident and to take action to prevent a similar incident. All accidents and near misses must be reported to an immediate supervisor as soon as possible.

V. BUDGET

The Director shall be responsible to provide for periodic Tesfa International School school board review and approval of the various plan requirements of the health and safety program, including current plan requirements and related written plans and

procedures and recommendations for additional plan requirements proposed to be adopted. The Director, or such other school official as designated by the Director, each year shall prepare preliminary revenue and expenditure budgets for Tesfa International School's health and safety program. The preliminary budgets shall be accompanied by such written commentary as may be necessary for them to be clearly understood by the members of the Tesfa International School school board and the public. The Tesfa International School school board shall review the projected revenues and expenditures for this program and make such adjustments within the expenditure budget to carry out the current program and to implement new recommendations within the revenues projected and appropriated for this purpose. No funds may be expended for the health and safety program in any school year prior to the adoption of the budget document authorizing that expenditure for that year, or prior to the adoption of an amendment to that budget document by the Tesfa International School school board to authorize that expenditure for that year. The health and safety program shall be implemented, conducted, and administered within the fiscal restraints of the budget so adopted.

VI. ENFORCEMENT

Enforcement of this policy is necessary for the goals of Tesfa International School's health and safety program to be achieved. Within applicable budget limitations, Tesfa International School employees will be trained and receive periodic reviews of safety practices and procedures, focusing on areas that directly affect the employees' job duties. Employees shall participate in practice drills. Willful violations of safe work practices may result in disciplinary action in accordance with applicable Tesfa International School policies.

Adopted: 02/03/2015

Mr. Jonas Beugen, Executive Director
Tesfa International School
1550 40th Avenue Northeast
Columbia Heights, MN 55422

January 21, 2021

Re: Underwriter Engagement Letter
Issuer TBD, Charter School Lease Revenue Bonds, (Tesfa International School Project), Series
2021 (the "Securities")

Dear Mr. Beugen:

This letter confirms the agreement (the "Agreement") between Piper Sandler & Co. ("Piper Sandler" or "we" or "us") and Tesfa International School and its heirs, employees, companies, administrators, successors, corporate parents, subsidiaries, affiliates, and guarantors whether existing now or formed subsequent to the date hereof for purposes of entering into the transaction (the "Borrower" or "you") as follows:

1. **Engagement.** The Borrower hereby engages Piper Sandler to serve as an underwriter for the Securities. As currently contemplated, the transaction will be an underwriting of the Securities with gross proceeds of approximately \$8,645,000. Sale and delivery of the Securities by the Issuer will occur on the day of closing ("Closing Date").
2. **Scope of Services.** Piper Sandler agrees, as appropriate and directed by you, to provide the following services.
 - (a) Develop a financing plan for the Securities and assist you in determining the economic impact of the Securities;
 - (b) Provide advice concerning structure, timing, terms and other similar matters concerning the Securities, including recommendations as to maturities, interest rates, structure, security, timing, and amount of proceeds needed to implement your project;
 - (c) Review and make comments with respect to sale documents, as applicable, including Explanatory Statements, Authorizing Bond Resolutions, bond declarations and indentures and other underlying documents relating to the Securities;
 - (d) Develop a sale schedule that incorporates all aspects of bringing Securities to market and arranging for a successful closing of the transaction;
 - (e) Assist in the preparation of the preliminary and final Official Statements to be issued by you relating to the Securities for final approval by you and your agents, including bond counsel;
 - (f) Assist in making presentations to rating agencies with respect to the Securities;
 - (g) Evaluate and make recommendations concerning the use of bond insurance and any other available credit enhancements;
 - (h) Distribute preliminary and final Official Statements and other documents to a broad list of institutions, banks, trusts, insurance companies, professional investment advisors, and other prospective investors in Securities;
 - (i) For a public sale, form, if deemed appropriate by Piper Sandler and you an underwriting group for the purpose of underwriting the Securities, and inform you as to the membership of any group so formed;

- (j) Develop a marketing plan for the offering, including identification of potential investors;
- (k) Negotiate the pricing, including the interest rate, and other terms of Securities;
- (l) Obtain CUSIP number(s) for Securities and arranging for their DTC book-entry eligibility as required;
- (m) Provide a final schedule of debt service payments for Securities;
- (n) Review and make comments with respect to closing documents prepared by Bond Counsel;
- (o) Plan and arrange for the closing and settlement of the issuance and the delivery of Securities;

3. **Fees and Expenses.**

- (a) For our services, you agree to pay us:

an underwriting discount of 2.00 percent (2.00%) of the gross proceeds received by you on all sales of the Securities payable by wire transfer of immediately available funds at closing. For avoidance of doubt, the fee shall not be payable in the event a closing of the Securities does not occur.

- (b) **Expenses.** Upon receipt of an invoice, you agree to reimburse us for our reasonable expenses incurred in preparing to market and marketing the Securities, including, but not limited to, travel, fees and disbursements of our counsel and printing and distribution of Transaction Materials, whether or not a closing occurs.

4. **Other Matters Relating to Our Engagement.** The parties agree that we are not making a final commitment to underwrite securities until certain events have occurred including among other things, satisfactory completion and execution of all final documentation for an offering including all terms and conditions and credit approval by Piper Sandler's internal credit approval process. This Agreement is therefore not a final commitment by us express or implied, to underwrite or purchase any securities. If you elect to conduct a public offering of the Securities, you and Piper Sandler will enter into a definitive bond purchase agreement which shall supersede the provisions of this agreement in any conflicting respects, except that the parties agree that the fee provisions set forth in Section 3 will continue to apply.

You acknowledge that you have retained us solely to provide the services to you as set forth in this agreement. As underwriter, Piper Sandler may provide advice concerning the structure, timing, terms, and other similar matters concerning the transaction. You acknowledge and agree that: (i) the primary role of Piper Sandler as an underwriter, is to sell securities to investors in an arms-length commercial transaction and that Piper Sandler has financial and other interests that differ from your interests (ii) Piper Sandler is not acting as a municipal advisor, financial advisor or fiduciary to you or any other person or entity and has not assumed any advisory or fiduciary responsibility to you with respect to the transaction contemplated herein and the discussions, undertakings and proceedings leading thereto (irrespective of whether Piper Sandler has provided other services or is currently providing other services to you on other matters) (iii) the only obligations Piper Sandler has to you with respect to the transaction contemplated hereby expressly are set forth in this agreement and (iv) you have consulted your own legal, accounting, tax, financial and other advisors, as applicable, to the extent deemed appropriate in connection with the transaction contemplated herein.

5. **Termination.** You or we may terminate our engagement under this agreement, with or without cause, upon thirty days' written notice to the other party. The fee, expense reimbursement, your representations, warranties, and agreements, and miscellaneous provisions of this agreement will survive any termination of our engagement under this agreement.

6. **Section Headings.** Section headings contained herein are for convenience of reference only and are not part of this agreement.
7. **Amendment.** This agreement may be amended only by a written instrument executed by each of the Parties. The terms of this agreement may be waived only by a written instrument executed by the party waiving compliance.
8. **Entire Agreement.** This agreement embodies the entire agreement and understanding between you and us and supersedes all prior agreements and understandings relating to the subject matter of this agreement.
9. **No Assignment.** This agreement has been made by the Issuer and Piper Sandler, and no other person shall acquire or have any right under or by virtue of this agreement.
10. **Governing Law.** This agreement, and all claims or causes of action (whether in contract or tort) that may be based upon, arise out of or relate to this agreement or the negotiation, execution or performance of this agreement, will be governed by and construed in accordance with the laws of New York. You and we hereby waive all right to trial by jury in any action, proceeding, or counterclaim (whether based upon contract, tort or otherwise) in connection with any dispute arising out of this agreement or any matters contemplated by this agreement.
11. **Consent to Jurisdiction; Service of Process.** The parties each hereby (a) submits to the jurisdiction of any state or federal court sitting in the County of New York, State of New York for the resolution of any claim or dispute with respect to or arising out of or relating to this agreement or the relationship between the parties (b) agrees that all claims with respect to such actions or proceedings may be heard and determined in such court, (c) waives the defense of an inconvenient forum, (d) agrees not to commence any action or proceeding relating to this agreement other than in a state or federal court sitting in the County of New York, State of New York and (e) agrees that a final judgment in any such action or proceeding shall be conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law. Each party hereto irrevocably consents to service of process in the manner provided for notices in Section 15. Nothing in this agreement will affect the right of any party to this agreement to serve process in any other manner permitted by law.
12. **Effectiveness.** This agreement shall become effective upon its execution by duly authorized officials of all parties hereto and shall be valid and enforceable from and after the time of such execution.
13. **Severability.** In the event any provision of this agreement shall be held invalid or unenforceable by any court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision hereof. You and us will endeavor in good faith negotiations to replace the invalid or unenforceable provisions with valid provisions the economic effect of which comes as close as possible to that of the invalid or unenforceable provisions.
14. **Counterparts.** This agreement may be executed in several counterparts (including counterparts exchanged by email in PDF format), each of which shall be an original and all of which shall constitute but one and the same instrument.
15. **Notices.** Any notice required or permitted to be given under this agreement shall be given in writing and shall be effective from the date sent by registered or certified mail, by hand, facsimile or overnight courier to the addresses set forth on the first page of this agreement with a copy sent to the General Counsel of such Party.
16. THE PARTIES HEREBY IRREVOCABLY WAIVE ALL RIGHT TO A TRIAL BY JURY IN ANY

ACTION, PROCEEDING OR COUNTERCLAIM ARISING OUT OF OR RELATING TO THIS AGREEMENT.

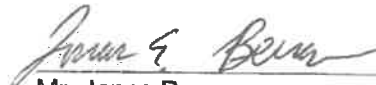
Please confirm that the foregoing correctly and completely sets forth our understanding by signing and returning to us the enclosed duplicate of this engagement agreement.

Sincerely,



Nick Hagen
Managing Director
Piper Sandler & Co.

Acknowledgement and Approval of Engagement



Mr. Jonas Beugen
Executive Director
Tesfa International School

Date: February 1, 2021



TESFA INTERNATIONAL SCHOOL
Global Minds with Minnesota Hearts

TESFA INTERNATIONAL SCHOOL

POLICY No. 481

HEALTH INSURANCE POLICY

I. **PURPOSE** The purpose of this policy is to comply with terms of the Minnesota Health Insurance Transparency and Accountability Act applicable to charter schools.

II. **POLICY STATEMENT** Tesfa will follow the guidelines set forth in this policy when procuring group health insurance coverage for its employees.

III. **REQUESTS FOR PROPOSALS** Tesfa will request sealed proposals for group health insurance coverage from a minimum of three sources at least every two years. The requests for the proposals shall occur at a reasonable time before the date specified by administration to open the sealed proposals.

IV. **SEALED BIDS**

A. Administration will open all sealed proposals at the same time on the date specified by administration. This date shall be a reasonable time prior to the plan's renewal date.

B. Administration will make a recommendation to the school board on which bid appears to be in the best of interest of school.

C. Administration will notify employees covered by the group health insurance before the effective date of the changes in group health contract.

D. Upon the opening of the proposals, the content of the proposals becomes public data under Minn.Stat. Chapter 13 Legal References: Minn. Stat. §124E.12 Subd. 5 (Charter School Law)

Adopted February 22, 2021

**TESFA INTERNATIONAL SCHOOL
PRELIMINARY BUDGET PARAMETERS
2021-2022**

2020-2021 Projections		FY22 Proposed Targets		Actual Preliminary Budget April
Revenue Assumptions		Revenue Assumptions		
Enrollment ADM	145	Enrollment ADM	-186	
Per ADM Formula	\$6,827	Per ADM Formula	\$6,827 (0%)	
Compensatory Revenue	\$652,992	Compensatory Revenue	\$463,968	
EL Revenue	\$100,000	EL Revenue	\$125,000	
Federal Title 1,2,3, & 4	\$120,000	Federal Title 1,2,3, & 4	\$ 90,000	
CARES/COVID	\$142,000	CARES/COVID	\$216,000	
Regular Education Staffing Costs		Staffing & Salary Assumptions		Staffing & Salary Assumptions
Salary & Wages	\$980,000	Salary & Wages	\$1,200,000	
Benefits	\$275,00	Benefits	\$315,000	
Salary & Benefits	\$1,255,000	Salary & Benefits	\$1,400,000 (+\$112,000)	
		2% Increase non-licensed	\$500 + Step licensed	
			\$1000 for top step licensed	
Insurance Assumptions		Insurance Assumptions		Insurance Assumptions
Medical	\$215,000	Medical	\$230,000	
Dental Insurance	\$23,507	Dental Insurance	\$25,000	
Transportation		Transportation		Transportation
Regular	\$160,000	Regular	\$225,000	
Field Trips	\$ 0	Field Trips	\$3000	
Lease		Lease		Lease
Lease	\$253,656	Lease	\$256,560	
Custodial	\$34,436	NA	NA	
Utilities /CAM	\$23,659	NA	NA	
Ending fund balance		Ending fund balance		Ending fund balance
\$550,000		\$550,000		\$550,000