

Gem Prep: Online



Charter Petition

Grades K-12

Primary Attendance Area:

Statewide

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Non-Discrimination Statement:

Gem Prep does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended. Any variance should be brought to the attention of the administration through personal contact, letter, phone, or email.

TABLE OF CONTENTS

Executive Summary	4
Section I: Educational Programs	6
Educational Philosophy	6
Student Academic Achievement Standards	6
Key Educational Design Elements, Curricular, Tools & Instructional Methods	7
Elementary School Model: Building on Best Practices	7
Secondary Model: Cutting Edge Innovation	8
Curriculum	9
Course Schedule	10
Strategies for Serving Special Populations	12
Professional Development Plan	13
Section II: Financial and Facilities Plans	15
Fiscal Philosophy and Spending Priorities	15
Transportation and Food Service Plans	15
Transportation	15
Food Services	15
Financial Management and Monitoring Plan	15
Facilities Plan	17
Section III: Board Capacity and Governance Structure	18
Governance Structure	18
Board Member Qualifications	21
Transition Plan	22
Board Member Recruitment and Training	22
Section IV: Student Demand and Primary Attendance Area	24
Primary Attendance Area	24
Student Demand	24
Student Population	24
Enrollment Capacity	25
Community Partnerships and Local Support	25
Section V: School Leadership and Management	26
Leadership Team	26
Section VI: Virtual and Blended Programs	28
Learning Management System	28
Educational Program – Virtual and Blended	28
Technology	29
Professional Development	29
Data Collection/Attendance and Course Credit	29

Table of Contents: Appendices

Appendix A1- A4: NA	
Appendix B1- B2: NA	
Appendix C1: Articles of Incorporation	31
Appendix C2: Bylaws	37
Appendix C3: GPO Certificate of Organization and Operating Agreement	49
Appendix D1: Board of Directors Resumes	61
Appendix D2: Board of Directors and Petitioning Group	68
Appendix E1: School Organizational Chart	70
Appendix E2: Leadership Team Resumes	71
Appendix E3: Characteristics of a Gem Prep School Leader	79
Appendix H1: FY24 Audit Report	81
Appendix H2: 24/25 Budget Summary	122
Appendix H3: Board of Ethics Statements	125
Appendix H4: GP Assessment Results	133

Executive Summary

Mission Statement: To prepare students for success in college by providing a high-quality, personalized, relevant, and rigorous education through exceptional teaching, innovative uses of technology, and partnerships with families.

Vision Statement: Gem Prep will be a K-12, personalized, college preparatory school. Through personalization, and by leveraging best practices in technology, the school will engage students in 21st-century work, using competencies necessary for productive lives as citizens in a dynamic, increasingly competitive global world.

Summary: Gem Prep is a college preparatory school. Every program, K-12, at Gem Prep is designed and aligned to prepare students for success in college and beyond. The philosophical premise is that students need a tailored and rigorous instructional environment to help them develop the knowledge, skills, and competencies that will assist them in their success in college and their future.

Gem Prep's instructional methodology is to provide access to content designed to prepare students for the rigors of college-level instruction. Because the elementary grade levels include foundational content, Gem Prep utilizes technology to adapt instruction to student needs, while simultaneously providing them with real-time feedback and remediation. In the upper elementary grades, students have increased opportunities for student-centered learning, teamwork, and collaboration. Students take increased ownership of their learning as they prepare for their transition to middle school. As students progress to secondary grade levels, the focus of student competency development shifts toward independence, autonomy, and exposure to new skills. This mirrors skills necessary in an increasingly digital world where 58% of employees work from home one or more days per week¹. Secondary students also participate in advisory courses, which are dedicated to the development of competencies such as time management skills, communication skills, and other habits of success.

Gem Prep: Online (GPO) is part of our network of schools which includes Gem Prep: Pocatello; Gem Prep: Meridian; Gem Prep: Nampa; Gem Prep: Meridian North; Gem Prep: Meridian South; Gem Prep: Twin Falls, Gem Prep: Idaho Falls, and Gem Prep: Rexburg.

Community Need and Interest: Across the State of Idaho there is an urgent need for more high-quality educational options that prepare students for post-secondary success. A Georgetown University study concluded that based on the workforce development needs in Idaho, "students and parents have to rethink their mindset about education because economic mainstays of farming, logging, and mining are fading away."² Idaho's population has one of the lowest percentages of

¹ Americans are embracing flexible work- and they want more of it

² Idaho seeks to change minds - and mindsets - about the value of education

college degrees in the nation. According to the [Lumina Foundation](#), only five other states have a lower college attainment rate than Idaho.

Student Outcome Expectations: Gem Prep expects students to graduate ready for the rigors of college with both the content knowledge and competencies necessary for success. Graduates will be effective problem solvers, life-long learners, self-motivated, and responsible citizens.

Section I: Educational Programs

Educational Philosophy

The world is changing rapidly, and education needs to keep pace with the challenges and advancements students will meet in the real world. Most Idaho students simply are not prepared for success in college, but Gem Prep seeks to make a change in Idaho. Through the use of adaptive technology coupled with highly qualified teachers who use data to adapt instruction, Gem Prep is developing students who have the knowledge, characteristics, competencies, and mindsets that they will need in order to be successful in college and in the modern workplace.

Gem Prep's education model encompasses a graduate profile developed around the competencies, skills, and characteristics necessary for tomorrow's leaders. Gem Prep students will graduate with early college success in high school and with experiences and accomplishments in the areas of real-world communication, rigorous academics, and superior independence and motivation.

Proficiency in reading, writing, and math has traditionally been the entry-level threshold to the job market, but the 21st century's global economy will require a workforce with both academic proficiencies and an additional set of skills in order to be competitive. Future employees will need a more diverse skill set combining learning skills, literacy skills, and self-management skills. Students will need to be exceptional critical thinkers, problem solvers, innovators, communicators, and collaborators in order to thrive in the modern marketplace.

The [IBE Workforce Needs Survey](#) indicates that students need to be prepared to use technology appropriately and strategically to solve problems, find information, evaluate sources, make connections, forge deeper understandings, and effectively communicate with others. The survey further indicates that students need to be able to ask and answer challenging questions, solve problems, and reflect critically on their work and performance to inform future progress. Students also need to demonstrate resilience and perseverance when faced with challenges and to collaborate productively with others from different backgrounds, experiences, and perspectives.

Student Academic Achievement Standards

In addition to the outcomes and targets included in the Performance Certificate, Gem Prep will track the following outcomes to ensure student progress:

- **Gem Prep's 7th-12th grade students typically take one or more advanced opportunities courses each school year**, setting their trajectory for early college success in high school. Completion of this goal will be tracked through the Student Information System (SIS), which tracks enrollment data, student schedules, and grades. Students receiving coursework in above-grade-level content is part of how Gem Prep fulfills its mission of providing students with a rigorous education.
- **It is the intent of Gem Prep for students to meet or exceed the state proficiency and growth average in English Language Arts and math** on state standardized assessments. Student academic outcomes are a key indicator of their readiness to complete rigorous

coursework in subsequent years. Gem Prep will use the Idaho State Standardized Achievement Test (ISAT) to measure both growth and achievement for students. The Gem Prep mission statement emphasizes high-quality instruction, which is synonymous with academic growth and proficiency.

Key Educational Design Elements, Curricular, Tools & Instructional Methods

The key design elements of the Gem Prep model are as follows:

- **High Expectations and Rigor.** The school will be focused on 21st-century learning and critical thinking skills, as well as state-standards alignment. Students will be prepared for post-secondary education through dual credit courses taken during high school and the alignment of curriculum with state standards. The quality and rigor of student work is framed by competency-based standards planning and challenging learning objectives and assessments.
- **Personalization.** The school's instructional model is built on the belief that each student brings unique strengths and challenges to their learning experience and must be supported accordingly. Student learning typically includes adaptive learning programs, working toward informed post-secondary goals, and utilizing flexible time for self-directed learning.
- **Data.** Gem Prep is grounded in the importance of using data to drive instruction. The school will use formative assessment and other data to continually adjust instruction and necessary interventions.
- **Innovation.** Very much related to the above, the importance of continual improvement and innovation will be a focus for Gem Prep. The organization will constantly review performance data and make adjustments to the school model and practices as necessary.

As with most innovation, Gem Prep realizes that adjustments and improvements are often necessary as these ideas are put into practice in real-world settings. Gem Prep is committed to evaluating the academic impact of its instructional model and making any necessary adjustments in order to meet all academic goals. The School is committed to vigilance in ongoing assessments, evaluations, and adjustments to facilitate successful student outcomes.

Elementary School Model: Building on Best Practices

The elementary school model (Grades K-5) at Gem Prep (GP) is built around the following practices:

- **Rigorous, deeply supported learning.** Students are engaged in highly interactive learning environments designed to challenge each student. This rigorous learning environment necessitates a support structure to help students reach a high bar.
- **Data-driven instruction.** Teachers provide frequent formative assessments and are continually refining their instruction based on a careful review of student progress data.

- **Competency development.** GP schools incorporate competency development into their academic schedule. GP schools have time dedicated in their weekly schedule for teachers and counselors to focus on competency development with their students.

Secondary Model: Cutting Edge Innovation

The Gem Prep secondary model is uniquely innovative both with regard to use of human capital and also redefining what students can achieve during their high school years. Key components of the Gem Prep secondary model include:

- **Access to high quality teachers across the state.** Students have access to excellent teachers regardless of their location through the use of technology.
- **Tuition Free Early College.** Gem Prep students pursue either a full two-year associate's degree or an 18+ college credit pathway during their high school experience at Gem Prep. The Gem Prep model is strategically structured to cover college costs so that students do not pay for their college tuition while in high school.
- **Advisory.** Students participate in an advisory program throughout their time with Gem Prep. For grades 6-10 the content in the advisory program is structured around non-academic skills such as goal setting, time management, and communication skills. In 11th and 12th grade the advising program shifts its focus to college applications, FAFSA, studentship applications, college visits, program research, resume development and improvement.

By utilizing a variety of education tools (dual credit courses, flexible schedules, etc.) students are able to create an educational plan that meets their personal skills, abilities, and interests, and which facilitates their progress toward their own goals.

GPO has demonstrated a strong track record of success. GPO's 2024 ISAT Math proficiency rates were 20% higher than the state average while ELA proficiency rates were 27% higher. GPO's IRI Proficiency rates were also 14% higher than the state average. Finally, 74% of GPO's graduating class of 2025 is on track to leave high school with an associate's degree. *(See Appendix H8: Gem Prep Assessment Results.)*

Gem Prep: Online is part of a network of Gem Prep schools which has demonstrated a strong track record of success. Collectively, Gem Prep's ISAT Math and ELA 2024 proficiency scores are 13% and 12% higher than the state average. Gem Prep students also complete dual college credit at high rates, with approximately 43% of Gem Prep students (class of 2025) network-wide leaving high school with associate's degrees. Additionally, GP schools averaged 15% in growth from Fall 2023 to Spring 2024 on the Idaho Reading Indicator (ISIP). During the Spring 2024 administration on the IRI, every Gem Prep school performed higher than their local school district on their K-3 IRI outcomes in both proficiency and growth.

Curriculum

Gem Prep believes that access to high-quality learning materials is central to the effective instruction of students. Accordingly, the school utilizes a rigorous, sustainable, evidence-based curriculum that provides students with optimal access to information and learning opportunities. Gem Prep curriculum aligns to state standards, which define the knowledge and skills students should have within their K-12 education. Gem Prep has established rigorous performance objectives, and additionally ensures each curricula meets the following qualifications: (a) rigor meets or exceeds state standards; (b) curriculum is research and evidence based.

All Gem Prep core academic curriculum undergoes an extensive review process by the curriculum adoption committee. This committee reviews the curriculum on an annual basis to ensure core academic content meets or exceeds content standards and maintains research-based efficacy for their specific student demographic (Idaho Administrative Rules IDAPA 08.02.03.102). The remainder of this section outlines current curricular selections but will inevitably change as the committee reviews and updates curriculum.

Gem Prep's ELA (English Language Arts) curriculum is Amplify Core Knowledge Language Arts for grades K-2, CommonLIT Pro for grades 3-6, and Pearson MyPerspectives for grades 7-11. Additionally, grades K-3 will receive daily instruction using Reading Mastery to support foundational ELA skills. Gem Prep will also provide all K-6 students with individualized ELA intervention and enrichment through the computer-adaptive reading program, [Istation](#). Each curriculum has been strategically selected for each grade or grade band to provide many opportunities for rich and rigorous evidence-based discussions and writing about texts to build strong literacy skills. Students build skills in reading, writing, speaking and listening, and they integrate language work throughout. These researched and reviewed curriculum meets rigorous expectations in both alignment and usability ratings ([Amplify CKLA EdReport](#); [CommonLIT Report](#); [MyPerspectives EdReport](#); [Reading Mastery WWC Report](#)).

Gem Prep's Math curriculum is Zearn Math for grades K-8 and HMH Into AGA for high school. Each curriculum allows students to learn across multiple instructional formats. Research indicates each curriculum successfully increases student understanding and proficiency in mathematics. These mathematics curricula meet rigorous expectations in both alignment and usability ratings ([Zearn Math EdReport](#); [HMH Into AGA EdReport](#)).

Gem Prep's science curriculum for grades K- 5 is Amplify Science, OpenSciEd for grades 6-8, and Inspire Science for grades 9-11. Amplify Science blends hands-on investigations, literacy-rich activities, and interactive digital tools to empower students to think, read, write, and argue like real scientists. OpenSciEd is aligned to meet modern science standards and engages students in practices that drive their learning. Inspire Science brings phenomena to the forefront of learning through inquiry-based and hands-on investigations. Students experience real-world scientific concepts in a three-dimensional learning experience to elevate their critical thinking, deepen their understanding, and encourage creative problem-solving for scientific phenomena. ([Amplify Science EdReport](#); [OpenSciEd EdReport](#), [Inspire Science Research](#)).

Gem Prep's Social Studies curriculum is MyWorld Social Studies. In preparing students to be college and career ready, MyWorld aligns with the new framework for social studies instruction, known as the C3 Framework, to help educators expand social studies and civic education in the classroom. MyWorld aligns with Idaho Content Standards ([Savvas, 2013](#)).

All students interact with digital content using Chromebooks. Gem Prep utilizes the learning management system, [Canvas](#), to design content for all core classes in grades K-12. Canvas provides a consistent framework for instructional delivery, assessment, and access to academic progress for all students in grades K-12. GPO students utilize [Zoom](#) for live lessons and meetings.

In addition to Gem Prep's use of a learning management system, the school will also use computer adaptive technology to provide individualized learning. Computer adaptive programs, such as Zearn and Istation, assess each individual student and adapt the activities and assessment questions based on the student's response. Based on the student's assessment results and individual abilities, students are able to individually engage with digital activities daily.

Gem Prep also utilizes technology to support safe and positive student use such as [Class Dojo](#) for K-5 and [GoGuardian](#) for K-12. Class Dojo is a digital management program teachers use to communicate with elementary students and their parents. GoGuardian provides teachers and administrators access to observe student technology use, which facilitates students staying on task to maximize learning time. The program is also a security system to ensure students are only accessing safe and appropriate academic content when they engage with digital learning.

The school prioritizes in three central categories: (a) acquisition and retention of high-quality teachers, (b) innovative, individualized instructional models, and (c) development and implementation of college-ready competencies. Gem Prep students deserve the best teachers and staff. Accordingly, Gem Prep developed a thorough hiring process and offers teachers a 1-year contract. This helps ensure that students have consistent access to teachers who thoroughly support the development of all students in Gem Prep's college preparatory model.

Per ESEA 4310, Gem Prep has identified a specific set of educational objectives, which include the development of the Gem Prep Graduate Profile and implementation of college-ready competencies. All students should have access to a high-quality education built upon a strong academic foundation. Gem Prep provides all kindergarten students with tuition-free, full-day kindergarten, to begin laying this critical foundation. All students begin building their college competencies in kindergarten with their K-12 graduate profile focused on the following areas: (a) college planning and saving, (b) evidence of college-ready competencies, (c) college and career exploration and coaching, (d) academic growth, and (e) self-advocacy.

Course Schedule

GPO students can anticipate spending an average of one hour per course per school day. Consequently, most students spend 5-7 hours per school day engaged in learning activities (depending on their course load and learning efficiency). For GPO students who attend from home, some activities such as live lessons have a fixed schedule, but most of the school day structure is driven by the family preference.

Below are sample course schedules from GPO students in grades 2, 8, and 10.

SAMPLE COURSE SCHEDULE: GRADE 2

Fall		Spring	
Category	Course	Category	Course
English	ELA	English	ELA
Math	Math	Math	Math
Social Studies	Social Studies	Social Studies	Social Studies
Science	Science	Science	Science
PE	PE	Elective	Elective Choice

SAMPLE COURSE SCHEDULE: GRADE 8

Fall		Spring	
Category	Course	Category	Course
English	English 8	English	English 8
Math	Math 8	Math	Math 8
Social Studies	World History II	Social Studies	World History II
Science	Physical Science A	Science	Physical Science B
PE	High School Lifetime Fitness II	Health	High School Health
Elective	Middle School Computer Science	Elective	STEM Careers

SAMPLE COURSE SCHEDULE: GRADE 10

Fall		Spring	
Category	Course	Category	Course
English	English 10	English	English 10
Math	Geometry	Math	Geometry
Humanities	Foreign Language 2	Humanities	Foreign Language 2
Elective	DC Academic Success	Elective	DC PE Choice
Elective	Earth Science	Elective	Earth Science
Elective	SAT Prep	Elective	DC Sociology 101

In addition to core learning activities, students can participate in GPO's extracurricular activities (such as Student Council, National Honor Society, Math club, STEM club, etc.) which are typically held outside of core instructional hours.

Strategies for Serving Special Populations

Gem Prep believes that all students deserve and can succeed in an atmosphere of high expectations. However, many students need additional support to succeed in such an environment. A Response to Intervention (RTI) system will be implemented at Gem Prep to identify and intervene with students who struggle academically or behaviorally while the challenges are still relatively small. Teachers are trained in and expected to utilize interventions for students who need additional support. Further, secondary students meet with their college preparatory advisory class to learn non-academic competencies such as goal setting, mindsets, and habits of success. The teacher for the class also meets individually with students to review their future goals, their progress toward previous goals, and to reflect on progress since the last meeting. During this time, the teacher checks key indicators with the students (such as grades, behavior data, and attendance) and provides assistance or direction for the student. This is another place where students who face unique contextual challenges can get help or can be referred for additional help. The teacher's role is to intervene and assist before problems have snowballed, but also to provide a place for the student to reflect and improve.

Teachers norm around a definition of rigor and what it looks like in the classroom. Teachers are trained to help all students succeed, to ensure that students from educationally disadvantaged

circumstances are provided the same intellectual rigor as every other student, even if they need additional support. Gem Prep teachers are asked to hold the bar high for all students but provide robust support for students who struggle. Some students may even need behavioral or academic intervention plans, and teachers, parents, and administrators are expected to fully integrate these plans.

The school provides services for students who require special education services. Students in need of intervention services are identified as outlined in the Individuals with Disabilities Act (IDEA). Once identified, the student's Individualized Educational Program (IEP) team establishes the necessary intervention strategy. The IEP team consists of the teacher, a special education teacher, parents, and an administrator. The team first considers support options, which allow students to spend as much time as possible with peers who do not receive special education services (LRE: Least Restrictive Environment).

After determining what appropriate services and supports can be provided within the class, supplementary aids and interventions may be provided within the special education environment, based on each student's unique needs. Gem Prep's special education focus is always on the students' abilities and not their disabilities. Gem Prep provides services for students as determined by the IEP, such as speech and language services, counseling, behavioral intervention, school-based occupational therapy, psychological services, etc. Gem Prep's special education staff meets, or exceeds, the requirements as outlined by the Idaho State Department of Education. They undergo continuous professional development to persist in meeting the needs of students with disabilities at a high level.

GP will provide funding and contractual arrangements to ensure that Gem Prep students with disabilities will receive special education and services as required in IDEA and outlined on the students' IEPs.

Professional Development Plan

Gem has developed a strategic model to support staff development, evaluation, and retention. This framework places emphasis in the following areas: (a) New staff onboarding, (b) intentional culture building, (c) ongoing, differentiated, relevant professional development, (d) aligned observation and coaching practices, and (e) Gem Prep leadership pipeline. Gem Prep believes in the importance of high-quality professional learning for all team members, especially new practitioners. Because of this belief, the network schedules professional development for all new and returning staff prior to the beginning of each school year. This professional development time is dedicated to onboarding and unifying all staff by: (a) introducing and updating staff on curriculum, (b) aligning individual, school, and network goals, (c) clarifying staff and student expectations, (d) providing work time for grade, school, network, and vertical alignment, (e) training and practice of Common Pictures of Excellence, (f) developing collective lesson plans and practicing instruction and, (g) building positive school and network cultures of trust and support.

Gem Prep recognizes the importance of cultivating a positive student, staff, school, and community culture. The Gem Prep Culture Guide outlines school values, expectations, and steps of celebration and correction.

Gem Prep utilizes ongoing professional development to meet its rigorous performance objectives. In addition to the professional development at the beginning of the year, the network also dedicates time each week for professional development. Weekly PD focuses on reviewing student work, evaluating data, intellectual preparation of lesson plans, and culture building through building-level meetings. Full PD days scheduled periodically throughout the school year provide multiple learning pathways for individual needs based on observation results, student achievement data, administrative input, and staff and student feedback. Practitioners are also provided the opportunity to self-select relevant PD aligned with their strengths, areas of opportunity, and educational trends.

Gem Prep believes Common Pictures of Excellence (CPE), aligned observation practices, and strategic coaching strategies lead to instructional fidelity, excellence, and student achievement. CPE provides clear and aligned expectations of what excellent instruction and, more importantly, excellent learning looks like. The CPE define and detail instructional strategies and procedures such as: (a) hallway behavior, (b) learning posture, (c) response strategies, (d) habits of discussion, (e) annotating text, (f) classroom and school transitions, (g) read aloud routines, and (h) partner work. It might be assumed that some of these practices do not apply to an online school, but there are online equivalents to every strategy. CPE provides aligned management and instructional strategies to create safe, academically focused learning spaces. Because Gem Prep utilizes CPE, administrators are able to align observation rubrics, expectations, practices, and coaching strategies. Gem Prep administrators, including network leadership and building leadership, meet regularly to review videos of Gem Prep teaching instruction, calibrate evaluation criteria, develop collective active steps, and practice coaching scripts and strategies. This alignment of expectations, observations, and coaching ensures the implementation fidelity of the educational model.

Section II: Financial and Facilities Plans

Fiscal Philosophy and Spending Priorities

The Gem Prep board and staff believe that thorough financial training, expertise, and accountability are all essential elements of a successful school. For that reason, Gem Prep employs staff experienced in successful financial management. Financial indicators are reviewed each month as part of the board data dashboard. Gem Prep seeks to have one board member with financial expertise, who serves on the Finance Committee. The finance staff attends regular training to keep their knowledge current and to stay abreast of any changes in the law or financial practice.

The Board is confident in the financial projections due to their grounding in current Gem Prep schools. While the approach is always to budget conservatively, Gem Prep also bases the financial projections on historical data and experience with existing Gem Prep schools. Gem Prep's spending priorities are focused on student investments, particularly on staff and instructional programming. Every major expenditure is evaluated on how it impacts student outcomes.

One indicator that is of particular importance is the fund balance. The Gem Prep board of directors believes maintaining a healthy fund balance is essential to the preservation of the financial integrity of the school. A healthy fund balance provides stability to students and staff through unanticipated interruptions in cash flow, changes in funding formulas or other regulations, emergencies, and the ability to invest in opportunities and meet the long-term goals of the school and organization. As a demonstration of our commitment to this philosophy, the GPO has approximately 10 months of operating reserves. The fund balance is one of the standards against which the school's fiscal performance can be judged.

Transportation and Food Service Plans

Transportation

As a virtual charter school, GPO will generally not provide transportation. However, there may be exceptions for special events. Transportation may also be arranged for special education services.

Food Services

As a virtual charter school, GPO will not participate in the federal student lunch program and will not provide school lunches. Free and reduced lunch data will be collected during enrollment.

Financial Management and Monitoring Plan

Gem Prep has developed a sustainable and comprehensive operational and financial plan including curriculum, technology, staffing, facilities, and support services. The network of Gem Prep schools shares administrative and business services in order to direct financial resources towards supporting the Gem Prep college preparatory model.

The Board of Directors is the governing body for all Gem Prep schools and is a seasoned group of professionals with expertise in areas such as finance, law, real estate, policy, and governance. Further strengthening the board, the current board chair has eleven years of governance experience with Gem Prep schools. In addition, the leadership team has successful experience operating other Gem Prep schools. *(See Appendix E2: Leadership Team Resumes.)*

Gem Prep will comply with the financial reporting requirements of Idaho Code Section 33-701 (5-10). The Board will have prepared and published, within one hundred twenty (120) days from the last day of each fiscal year, an annual statement of financial condition and report of the school as of the end of such fiscal year in a form prescribed by the State Superintendent of Public Instruction pursuant to Idaho Code Section 33-701(5)(6).

Such annual statements shall include, but not be limited to, the amounts of money budgeted and received, and from what sources, and the amounts budgeted and expended for salaries and other expenses by category. The annual statement will be submitted to the State Department of Education and the charter authorizer as required by law.

The Board will present and discuss all financial matters at public sessions and will post all financial results, budgets, audits, contracts, and disbursements electronically on the Gem Prep website. The Board will hold an annual public hearing where the budget is discussed in detail. The Board will post notices of all meetings in accordance with all applicable laws.

The school will place copies of all teacher contracts and vendor contracts on the school website. In addition, the school will place a listing of all disbursements on the website and make available all such information upon request.

Annually, Gem Prep will file with the State Department of Education such financial and statistical reports as may be required pursuant to Idaho Code Section 33-701(7). Gem Prep will destroy all claims or vouchers paid five years from the date the same was canceled and paid pursuant to Idaho Code Section 33-701(8).

Gem Prep will review the school budget periodically and make appropriate budget adjustments. Amended budgets shall be submitted to the State Department of Education pursuant to Idaho Code Section 33-701(9).

Gem Prep will invest any money coming into the hands of the school in investments permitted by section 67-120 of the Idaho Code.

The Executive Director (CEO) and CFO compile a proposed budget based on the state funding formula with input from principals and department administrators. The CFO will present the proposed budget to the Finance committee. After the budget is developed, Gem Prep will publish a budget hearing notice per Idaho Code. The finance committee then recommends the final budget for adoption to the Board of Directors. Gem Prep posts the approved budget on the school's website and submits a copy to SDE.

The board of directors will be responsible for the financial management of Gem Prep. The board of directors' role in financial management will include, but is not limited to the following:

- Establishment of operating and capital budgets.

- Long-term financial planning and preparations.
- Monthly review of budget-to-actual financial performance providing for adequate oversight of financial performance and the opportunity to adjust expenditures as necessary to ensure operation within budget.
- Monthly review of cash flow projections.
- Establishment of internal financial policies consistent with the requirements of state law and Generally Accepted Accounting Principles to provide for adequate financial controls.

(Appendix H1: FY 24 Audit Report, Appendix H2: 24/25 Budget Summary)

Facilities Plan

GPO provides central administrative services from 600 South Avenue, P.O. Box 86, Deary, Idaho 83823.

GPO maintains offices and support space across the state. These locations provide workspace for certified teachers, support staff, and administrative staff, and are open to all participating GPO families. GPO students who attend from home utilize these locations for mandated testing throughout the year.

GPO assures that all locations meet state and federal health and safety laws and meet Americans with Disabilities Act (ADA) requirements. The school leadership will comply with state laws to have annual safety inspections of their facilities and address any issues that are found during those inspections.

Gem Prep will remain in compliance with applicable state and federal guidelines as provided in Section 39-4130, Idaho Code, and the ADA. The School will provide certification that the facilities meet all requirements for health, safety, fire, and accessibility for those with disabilities. Gem Prep will continue to provide regular inspections of the facilities for health, safety and fire compliance and will provide copies of these reports upon request.

Section III: Board Capacity and Governance Structure

Governance Structure

Gem Innovation Schools of Idaho, Inc. (GIS) will be the charter holder (the board of directors) and will govern Gem Prep: Online, LLC, pursuant to GIS’s existing Articles of Incorporation, Bylaws, and Board Policies. Gem Innovation Schools of Idaho, Inc., is a non-profit organization organized and managed under the Idaho Nonprofit Corporation Act. The Corporation is organized exclusively for educational purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code of 1986 (“IRS Code”), or the corresponding provisions of any future federal income tax code. GIS will be the sole member of Gem Prep: Online (GPO).

(Appendix C1: GIS Articles of Incorporation, C2: GIS Bylaws, C3: GPO Certificate of Organization, LLC, and GPO Operating Agreement)

Board of Directors Responsibilities

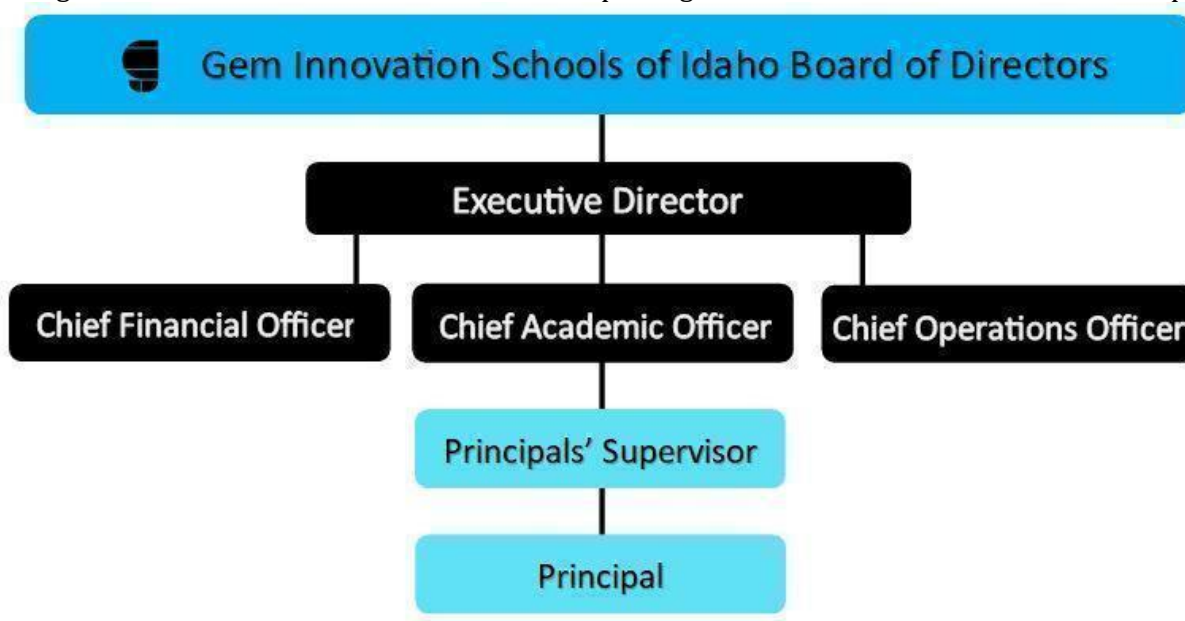
The Board will be responsible for the financial health of the school, managing the school’s funds responsibly and prudently while prioritizing spending with consideration given to the school’s mission, vision, and educational program goals. The Board will make every effort to establish financial practices and reporting that result in accuracy and transparency. Board members will participate in fundraising activities as deemed necessary and appropriate by the Board. Board members will put the interests of the school first and will refrain from using the position for personal or partisan gain.

Board business conducted at Board meetings will be done per the bylaws and applicable laws (*See Appendix C1 & C2: Articles of Corporation & Bylaws*). Board members will commit to the ethical standards set forth in the Ethical Standards Agreement (*See Appendix H3: Board Ethics Statements*).

Relationship between the Board of Directors and School Administration

Gem Innovation Schools of Idaho Board of Directors is the governing board of the Gem Prep school and has ultimate control over the school and all employee and parent concerns. If a parent or employee has a concern, they will follow the process outlined on the Board of Directors section of the Gem Prep website. This process includes seeking resolution first with the teacher, principal, or other administrator as relevant before bringing their concern to the Board of Directors.

The organization chart below demonstrates the reporting and interaction structure for Gem Prep:



The Board of Directors is responsible for:

- Policy development and review
- The financial health of the school
- Administrative and operational oversight (not day-to-day operations)
- Legal affairs
- The adoption, advocating and oversight of the school budget, which is responsive to school goals and meets the needs of all students
- Conducting an annual self-evaluation of its own leadership, governance, and teamwork
- Communicating and interpreting the school's mission and other policy-related matters to the public and stakeholders
- Ensuring there is a supportive, smoothly operating leadership team, which advocates for both children and the community
- Selecting and evaluating the Executive Director

The Executive Director (CEO) works under the direction of the Board.

Responsibilities include, but are not limited to:

- Implement the vision and mission of the school
- Recommend to the Board the hiring of personnel
- Fulfill state charter school requirements
- Ensure Gem Prep meets the performance requirements outlined in the performance certificate
- Execute the policies of the Board
- Act as the intermediary between the Board and stakeholders
- Make recommendations to the Board on issues facing the school

The Chief Financial Officer works under the direction of the Executive Director.

Responsibilities include but are not limited to:

- Monthly and annual financial reporting to the board and outside entities
- Budgeting
- Day-to-day financial operations and accounting
- Financial records
- Purchasing and contracts
- State reporting requirements
- Payroll
- Insurance
- Benefits
- Accounts Payable

Chief Operating Officer works under the direction of the Executive Director.

Responsibilities include but are not limited to:

- Facilities management
- Supervise school operations employees
- Transportation
- Nutrition
- Building security and student safety
- Technology

Chief Academic Officer works under the direction of the Executive Director.

Responsibilities include but are not limited to:

- Develop curriculum, instruction, and assessment
- Recommend special services
- Develop and oversee professional development
- Supply annual educational reports
- State assessment planning
- Oversee hiring educational staff and provide recommendations

Principal Supervisor works under the direction of the Chief Academic Officer.

Responsibilities include but are not limited to:

- Supervise and evaluate school principals
- Create and oversee principal's professional growth plans
- Assists CAO with planning, implementing, and evaluating instructional programs
- Facilitate and support the development and implementation of innovative instructional programs

- Assists principal to develop, organize and implement models of intervention assistance for schools with low student achievement; and continuous improvement for schools with average-to-high student achievement
- Supports CAO in delivering written and oral presentations on academic accountability to various stakeholders
- Maintains liaison with professional civic, volunteer, and other community agencies and groups

Principal works under the direction of the Principal Supervisor.

Responsibilities include but are not limited to:

- Parent and public relations
- Building school-wide community and culture
- Student and staff discipline
- Participate in curriculum development
- Supervise student scheduling
- Conduct all staff evaluations
- Provide teacher mentoring and coaching
- Resolve personnel issues
- Oversee substitute teacher roster, training, and evaluation
- Student enrollment and records
- Attendance

Board Member Qualifications

The appointed Board of Directors will be legally accountable for the operation of Gem Prep. The school is committed to compliance with all federal and state laws and rules and acknowledges its responsibility for identifying essential laws and regulations and complying with them. The board of directors not only seeks potential board members who support Gem Prep students but also those who have the specific skill set needed on the board.

The Board of Directors is composed of a talented and seasoned group of professionals and leaders. Board expertise and strength covers all necessary governance areas such as education, law, real estate, strategy, finance, policy, and management. Further strengthening the board, the current board chair is a seasoned board member and board chair, with many years of experience in Gem Prep schools.

(Appendix D1: Board of Directors Resumes & D2: Board of Directors and Petitioning Group)

Board Composition Profile & Terms of Service

Board Member Name	Education	Law, Compliance Operations	Real Estate Facilities	Strategy	Accounting Finance	Business Management	Politics, External Relations	Years of Service	Current Term
Dennis Turner, Chair			X	X		X	X	From 03/2014	6/30/27
Barb Femreite, Vice Chair	X	X	X	X	X	X	X	From 10/2020	6/30/26
Mason Harper					X	X		From 04/2023	06/30/26
Bob Lee	X	X				X		From 08/2021	6/30/27
Duncan Robb	X	X		X		X	X	From 09/2018	6/30/26

Transition Plan

A vital element in the plans for the Gem Prep school has been the governance of the GIS Board of Directors. The GIS Board has been governing multiple Gem Prep Schools for many years and has been integral in the growth and development plans of Gem Prep: Online. Therefore, a transition plan from a founding board to a governing board is not necessary.

Board Member Recruitment and Training

Recruitment and nomination of potential new board members is the responsibility of the board's Governance Committee. When recruiting, the committee leverages professional networks, as well as the connections of staff, teachers, parents, and community members. It is critical that board members possess not only the skill sets Gem Prep needs, but also a demeanor of professionalism and civility. When no board members possess a necessary skills set, the committee identifies that skill as the recruitment priority for future board members. Further, if board members cannot be identified who possesses the necessary skills set, the Committee recommends board training in order to develop expertise in that skill within existing board members. Board members must share

a commitment to the mission of the school, and be willing to volunteer their expertise to ensure the school's success in fulfilling its mission.

GIS school board members are committed to continued development. The board believes strongly in seeking out relevant board training opportunities to assist in making Gem Prep a high performing college preparatory school, which prepares students for college, career, and citizenship.

Board members identify (typically annually) their greatest needs for professional learning. Once needs are identified, the board develops a professional development plan which provides opportunities for board members to advance their expertise, and to strengthen and deepen the board as a whole. Typically, Board members also schedule an annual retreat where they receive additional training on subjects they identify as their greatest need for continued professional learning in their roles. The annual school budget includes funding for board training and development opportunities. Board members also attend regular training such as the Idaho School Board Association's annual convention.

A New Board Members packet is provided to new board members. This packet contains information to help them understand what is involved in being a board member. Packets include, but are not limited to, the GIS Board Handbook, online training created by BLUUM, the school charter, roles and responsibilities, open meeting and record laws, state statute for charter schools, ethical standards, conflict of interest information, board policies, financial reports, and budgets. New members are also provided with educational materials relative to Gem Prep's educational model, such as webinars, books, and conferences, prior to appointment, and during their service on the board.

Section IV: Student Demand and Primary Attendance Area

Primary Attendance Area

The Gem Prep: Online serves students in grades K- 12 throughout the state of Idaho. GPO primarily attracts students from the traditional, private school, and home school settings.

Student Demand

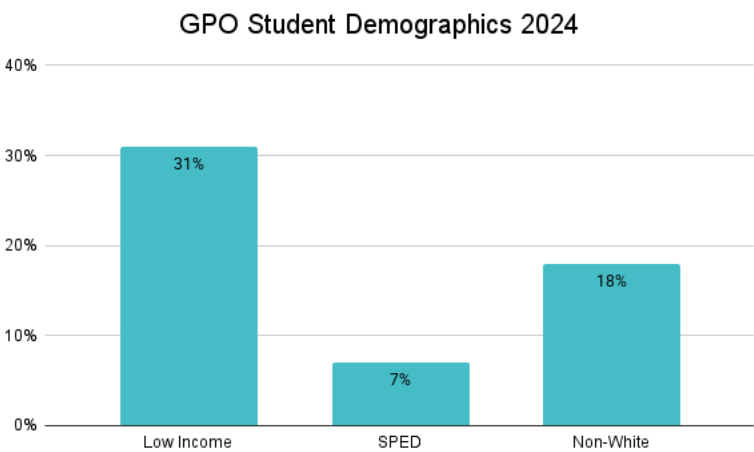
Student success. Currently, 74% of GPO’s Class of 2025 is on track to earn their associate’s degree by high school graduation. Even more impressive is that 81% of the Class of 2026 is on track to earn their associate’s degree by graduation. Across the network of Gem Prep schools, students have earned an average of 34 dual college credits per student. Further, the average Gem Prep graduate leaves high school with just shy of \$22,000 in scholarship offers. Gem Prep: Online provides a cost-saving option while exposing students to college-level classes in high school.

Student Population.

For the 2024-25 school year, Gem Prep: Online ~~currently serves approximately 525~~ served 313 students in grades K-12. Based on the success of existing GPO students, the addition of future Learning Societies, and Idaho’s continued population growth, we anticipate continued enrollment growth for GPO.

Student Population

GPO seeks to serve students from all demographic backgrounds. The current demographics of GPO are as follows:



Enrollment Capacity

GPO does not have an enrollment cap as a virtual school. However, GPO has a targeted enrollment of approximately 44 students per grade level. Should the Board of Directors ever have a need to establish grade level or overall enrollment caps, it will be done in accordance with Idaho Statute and align to the lottery preferences present in the other Gem Prep schools. Gem Prep's instructional model includes challenging each student at their comprehension level. One way Gem Prep does this is by placing students in the grade level of their comprehension, not necessarily in the grade level of their birth year. While this practice keeps students academically challenged, changing a student's grade level placement also creates challenges to keep within the grade level cap, which is the primary reason a schoolwide cap is necessary as opposed to a grade-level cap.

Gem Prep's enrollment is capped at 1,000 students in grades K-12. While the Board plans to target enrollment at 574 students (approximately 44 students per grade level), it is requesting a flexible K-12 enrollment capacity of up to 1,000. This flexibility allows the Board to adjust enrollment by grade level to ensure space for all current students who wish to re-enroll, place students in the grade level that best matches their academic needs and respond to changes in market demand. This approach also provides a buffer for unforeseen enrollment surges—such as those experienced during COVID or other future events. For the purpose of the lottery, no less than three months prior to GP's application deadline, the Board of Directors will establish the annual school-wide enrollment capacity not to exceed 1,000 students and an annual enrollment capacity for each grade level.

Community Partnerships and Local Support

Gem Prep values its partnerships in each community. Internally, Gem Prep has Parent Committees that serve as a vital link between the school and community.

- **Gem Prep Parent Committees:** Each Gem Prep school typically has 4-5 Parent Committees (4 standing, plus 1 ad hoc) that drive the work of extracurriculars, fundraising, activities planning, community partnerships, career mentorships, and family nights. These parent committees tend to drive much of the local partnerships in the community based on the needs of GP students and their families.
- **Local School Districts:** GP may partner with the students' local district to provide extra-curricular or other activities for students.

GPO expects to continue to develop partnerships with community-based organizations. Future organizations which may be the focus of partnerships include student support organizations, philanthropic supporters, and businesses whose interests align in supporting GPO students.

Section V: School Leadership and Management

Leadership Team

The Administrative services will be provided by the school Administrators, with support from the Board of Directors. GPO has a seasoned charter school leadership team with many years of experience who manage several Idaho charter schools including Gem Prep: Pocatello, Gem Prep: Nampa, Gem Prep: Meridian, Gem Prep: Meridian North, Gem Prep: Meridian South, Gem Prep: Twin Falls, Gem Prep: Idaho Falls, and Gem Prep: Rexburg. The team is augmented by a governance board, which provides expertise in all of the functions and areas needed to run a successful school.

GPO's Executive Director (CEO) reports directly to the Board of Directors and is responsible for the overall success of the school. The Chief Academic Officer, Chief Financial Officer, and Chief Operating Officer, all report directly to the Executive Director. The instructional leader of the school is the principal who reports to and is evaluated by a Principal Supervisor. All other school-level certified staff are evaluated by the principal or assistant principal. (*See Appendix E1: School Organization Chart.*)

The school's management plan provides the school support from an executive team with a demonstrated track record of preparing students for success in college and beyond. The executive team is currently comprised of an Executive Director (CEO), CFO, CAO, and COO. The executive team manages curriculum development, instructional oversight, obtaining facility and facility financing, fundraising, professional development, preparing budgets and financial reports, back office support, human resources, overseeing special education, and marketing. This allows the principal to focus on the instructional leadership of the school. The principal's responsibilities include student academic success, building school community and culture, providing teacher mentoring and coaching, conducting staff evaluations, student discipline, and facilitating parent and community relations. (*See Appendix E3: Characteristics of a Gem Prep School Leader*)

The board reviews key indicators on the school's data dashboard each month. Key indicators include enrollment, academic growth and achievement, financial stability, stakeholder satisfaction, and teacher turnover. Monthly reviews allow the board to proactively address concerns as they arise. If concerns arise, administrators may provide context or additional information to address those concerns. If the concern warrants additional action, the board may either send the concern to one of the committees or ask the administration to make a recommendation at the next meeting concerning a resolution. In addition, the Executive Director is evaluated annually on the performance of the school, which is informed by indicators outlined in the data dashboard. The Board of Directors will evaluate the Executive Director using an evaluation framework permissible by Idaho law. The Board will complete the evaluation of the administrator once per year, as required by Idaho Code. The timeline of evaluation will follow Idaho Code and be written in policy adopted by the Board of Directors after the charter petition is approved.

The Executive Director, CAO, College Access Director, and CFO, are seasoned school leaders with experience managing charter schools. Operations are managed collaboratively by the COO and the school site operations manager. The CFO manages finances. The Executive Director, in collaboration with the school attorney, addresses legal matters. The Chief Growth Officer manages school startup, construction, and charter management.

The chart below outlines the experience and areas of expertise of the leadership team.
(See Appendix E2: Leadership Team Resumes.)

GEM PREP SCHOOL LEADERSHIP PROFILE

School Leadership	Finance	Educational Programs	Education Innovation	New Schools Start-up	School Facilities	Governance & Law	Operations	Community Outreach	Development/Fundraising	School Administration	Distance Learning	Special Populations	Technology & Data
Jason Bransford, Executive Director	X	X	X	X		X		X	X	X	X	X	X
Laurie Wolf, CAO		X	X	X		X				X	X	X	X
Bryan Fletcher, CFO	X				X	X	X		X		X		
Brenda Pina, COO				X	X		X	X					
Josh Femreite, Chief Growth Officer	X		X	X	X		X	X			X		X
Tera Reeves, College Access Director	X	X	X			X				X	X	X	X

Section VI: Virtual and Blended Programs

Learning Management System

GPO currently utilizes a Learning Management System (LMS) called Canvas. Canvas is widely used across K-12 and higher education learning environments. Canvas is utilized to publish course materials, create assignments, and grade tests and quizzes. The LMS is also a collaboration, communication, and feedback tool. Further, this program tracks student progress and analytics. All Gem Prep schools utilize a unified pacing guide and school calendar. Lessons align with the unified pacing guide and fit within the framework of the network-wide calendar.

Educational Program – Virtual and Blended

A public virtual school is defined in [Idaho Code 33-5202A\(8\)](#) as: “a public charter school that delivers a full-time, sequential program of synchronous and/or asynchronous instruction primarily through the use of technology via the internet in a distributed environment. Schools classified as virtual must have an online component to their school with online lessons and tools for student and data management. Students enrolled in a virtual school may meet at the same location and time while receiving virtual instruction.”

Gem Prep: Online (GPO) is aligned with this definition and provides this opportunity for students grades K-12 across the state of Idaho. GPO students typically participate in both live lessons (synchronous) and asynchronous learning activities. One of the reasons GPO students tend to perform so well is attributed to interactive, high-quality live lessons. These live lessons foster positive connections as well as create a dynamic learning environment for students.

Many GPO students access their learning fully from home, only attending in person for testing, extracurricular activities, or periodic meetings. Many Idaho families want access to a rigorous education from home. The inherent scheduling flexibility also works well for many families and circumstances.

GPO also has locations around the state called Learning Societies, where GPO students meet at a location to participate in their online program. While in-person, the primary instruction is still provided online via GPO teachers in other locations. Learning Society Leaders provide a structured learning environment, practice, support, and encouragement. They also teach and support the development of key competencies such as time management, organizational skills, and communication skills. In this way, GPO students have a choice to participate fully from home or to join other GPO students at Learning Societies in select locations.

The focus of GPO is to provide all students with a rigorous education environment that is accessible in all parts of Idaho. In addition to grade level instruction, advanced academic programing includes access to above grade level coursework through single subject acceleration, whole grade acceleration, dual credit college courses, and credit by exam or other approved demonstrations of mastery.

The role of the online teacher is to provide live instruction, grade and give feedback to students, proctor assessments, support students in mastery of their course content, advise students, develop lesson plans, monitor student engagement, maintain records, communicate with students and parents, receive and utilize professional learning opportunities, and drive their students toward academic excellence. Student work is typically assessed in alignment with assignment rubrics and against exemplars. The LMS allows several methods of feedback from the teacher to the student-including recorded voice-over narrated feedback, comments, rubric-based narratives, and immediate automated feedback based on student response. Students also regularly provide peer feedback on assignments such as essays or shorter narratives via discussion boards or via LMS based peer feedback based on established criteria.

Technology

Each GPO student is issued a laptop/Chromebook for their use during the period of their enrollment. Chromebooks have filtering and monitoring systems on them to promote their safe use. Internet costs are covered for families by GPO up to a maximum cost limit. Students or families who need technical assistance for their technology needs may call the tech support line, email tech support, or submit a ticket through GPO's tech ticket system.

Typically, state mandated assessments require in-person testing locations for students under the supervision of proctors. GPO has spaces available for such testing around the state and students typically bring their own device when taking these assessments.

Professional Development

GPO teachers participate in all professional development opportunities afforded to all other Gem Prep teachers as outlined under Section 1: Education Programs, Professional Development Plan (page 13) of this charter. Because all Gem Prep schools utilize a heavy digital component, the majority of this training is relevant to GPO staff members. Further, each school is given opportunities to provide professional learning to staff based on school specific needs and priorities.

Data Collection/Attendance and Course Credit

Gem Prep is committed to providing all students with an excellent college-prep education. It is critical for students to attend school to receive this education. GPO students will meet or exceed the instructional hours as outlined in Idaho Code. GPO requires accountability for student attendance and instructional hours through the coursework completed, assessment documentation, personal contact through live lessons, tutoring/intervention sessions, and regular progress reports.

Conversely, a student is generally marked absent for not completing or attending any of the following: live synchronous virtual lessons, turning in his/her work, attending intervention classes or tutoring sessions, missing any state or school-mandated assessment, and not logging in to their LMS, as applicable. Online curricula, which include a tracking system, are monitored by GPO certified teachers. GPO School policies will be followed for any students who do not comply with the school attendance reporting procedures- including habitual truancy. The documentation will be reviewed by GPO administration for compliance with state requirements. Course credit is awarded based upon final course grades and attendance. For the 2024-25 school year, GPO's attendance rate is approximately 97%, and the average of all Gem Prep schools is roughly 95%.

FILED EFFECTIVE

Appendix C1: Articles of Incorporation

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SECRETARY OF STATE
STATE OF IDAHO

ARTICLES OF INCORPORATION
Of
IDAHO DISTANCE EDUCATION ACADEMY, Inc.

The articles of Incorporation of IDAHO DISTANCE EDUCATION ACADEMY, Inc. a nonprofit corporation are hereby stated:

ARTICLE I
NAME

The name of the corporation (hereinafter called the Corporation) is IDAHO DISTANCE EDUCATION ACADEMY, Inc.

ARTICLE II
DURATION

The Corporation shall exist perpetually.

ARTICLE II
PURPOSE AND POWERS OF THE CORPORATION

The Corporation is a nonprofit benefit corporation and is not organized for the private gain of any person.

It is organized under the Idaho Charter School Act for public purposes. The specific purpose of the corporation is to manage, operate, guide, direct and promote Idaho Distance Education Academy, and such other educational activities as the Board of Directors may define from time to time.

The internal affairs of the Corporation shall be governed by the duly adopted code of By-laws which shall be consistent with these articles of incorporation and the laws of the state of Idaho.

No part of the net earnings of the corporation shall be distributed to its Directors. The specific primary purposes for which it is formed are as follows:

To operate a charter school in accordance with the charter school laws of the state of Idaho.

To do and engage in any and all lawful activities that may be incidental or reasonably necessary to any of the forgoing purposes, and to have and exercise all other powers and authority now or hereafter conferred upon a non-for-profit organization.

PROVIDED: that in all events and under all circumstances, and notwithstanding merger, consolidation, reorganization, termination, dissolution or winding up of this corporation, voluntary or by operation of the law, the following provisions apply:

1. This corporation shall never be operated for the primary purpose of carry on a trade or business for profit.

IDAHO SECRETARY OF STATE
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2. No part of the net earnings shall inure to the benefit of or be distributed to it's directors, trustees, officers, members, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in Article III.
3. The powers and purposes of this Corporation shall, at all times, be so construed and limited as to enable this corporation to qualify as a not for profit organization, and existing under Chapter 3, Title 30 of the Idaho Code, and it shall have all power and authority as set forth in Section 30-3-24 of Idaho Code, and all other applicable sections of the Idaho Code.
4. Upon dissolution of the Corporation, all assets shall be distributed solely to the Whitepine Joint School District No. 288.

ARTICLE IV

The location and street address of the first registered office is 502 1st Avenue, Deary, Idaho 83823.

ARTICLE V

The name of the first registered agent is Daryl Bertelsen

ARTICLE VI

The corporation is organized upon a non-stock and non-profit basis. The amount of assets of the Corporation is:

Real Property	\$0.00
Personal Property	\$0.00

This corporation is to be financed and operated under the following general plan: by the receipt of tax money and private donations in accordance with the Charter School laws of the State of Idaho.

ARTICLE VII

The name and address of the incorporator is as follow:

Daryl Bertelsen
502 1st Avenue
Deary, Idaho 83823

ARTICLE VIII

The names and addresses of the initial Board of Directors are as follows:

Byron Cannon	1242 State Highway 9 Deary, Idaho 83823
Barb Femreite	107 1 st Avenue Deary, Idaho 83823
Steve Henderson	809 Park Street Deary, Idaho 83823
Craig Dalton	1311 Brush Creek Deary, Idaho 83823
Kim Workman	PO Box 545 Bovill, Idaho 83806


ARTICLE IX

This is not a membership corporation. The manner of selecting directors and conducting business and internal affairs of the corporation shall be established by the By-laws. The By-laws may be amended from time to time as may be required or desired at a properly noticed special or regular meeting of the board of directors.

The Directors of this Corporation shall consist of not less than five (5), nor more than nine (9) persons, whose terms may, but need not be, concurrent.

The number of directors constituting the initial Board of Directors is five (5), and shall hold office for an initial period of one year. The directors, after the initial Board of Directors, shall be elected in the manner and the terms provided in the By-laws of the Corporation.

The undersigned incorporator signs his name this 20 day of May 2004


Daryl Bertelsen
Initial Incorporator

ARTICLES OF AMENDMENT (Non-profit)

FILED EFFECTIVE

To the Secretary of State of the State of Idaho
Pursuant to Title 30, Chapter 3, Idaho Code, the undersigned
Non-profit corporation amends its articles of incorporation as
follows:

2006 AUG 23 PM 3:18

SECRETARY OF STATE
STATE OF IDAHO

1. The name of the corporation is:
Idaho Distance Education Academy, Inc.

2. The text of each amendment is as follows:

ARTICLE III PURPOSE AND POWERS OF THE CORPORATION

This organization is organized exclusively for educational and charitable purposes within the meaning of section 501(c)(3). It is organized under the Idaho Charter School Act for public purposes. The specific purpose of the corporation is to manage, operate, guide, direct and promote Idaho Distance Education Academy, and such other educational activities as the Board of Directors may define from time to time.

The internal affairs of the Corporation shall be governed by the duly adopted code of By-laws which shall be consistent with these articles of incorporation and the laws of the state of Idaho.

No part of the net earnings of the corporation shall be distributed to its Directors. The specific primary purposes for which it is formed are as follows:

To operate a charter school in accordance with the charter school laws of the state of Idaho.
To do and engage in any and all lawful activities that may be incidental or reasonably necessary to any of the foregoing purposes, and to have and exercise all other powers and authority now or hereafter conferred upon a non-for-profit organization.

PROVIDED: that in all events and under all circumstances, and notwithstanding merger, consolidation, reorganization, termination, dissolution or winding up of this corporation, voluntary or by operation of the law, the following provisions apply:

1. This corporation shall never be operated for the primary purpose of carry on a trade or business for profit.
2. No part of the net earnings shall inure to the benefit of or be distributed to its directors, trustees, officers, members, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in Article III.
3. The powers and purposes of this Corporation shall, at all times, be so construed and limited as to enable this corporation to qualify as a not for profit organization, and existing under Chapter 3, Title 30 of the Idaho Code, and it shall have all power and authority as set forth in Section 30-3-24 of Idaho Code, and all other applicable sections of the Idaho Code.
4. Upon dissolution of the Corporation, all assets shall be distributed solely to the Whitepine Joint School District No. 288.

Notwithstanding any other provisions of these articles, this organization shall not carry on any activities not permitted to be carried on (a) by an organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding section of any future United States Internal Revenue Law) or (b) by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code of 1954 (or corresponding provision of any future United States Internal Revenue Law)

3. The date of adoption of the amendment was: August 21, 2006

4. Manner of adoption:

The amendment consists of matters other than those described in section 30-3-90, Idaho Code, and was, therefore adopted by the members.

- a. The number of members entitled to vote was: Five
- b. The number of members that voted for each amendment was: Four
- c. The number of members that voted against each amendment was: Zero

Dated: August 22, 2006

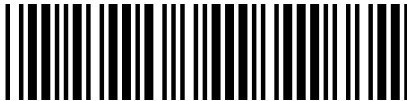
Signature: 

Typed Name: Aaron Proctor

Capacity: Board member - Chairman

IDAHO SECRETARY OF STATE
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**STATE OF IDAHO***Office of the secretary of state, Lawrence Denney*
ARTICLES OF AMENDMENT (NONPROFIT CORP)Idaho Secretary of State
PO Box 83720
Boise, ID 83720-0080
(208) 334-2301

Filing Fee: \$30.00 - Make Checks Payable to Secretary of State

For Office Use Only

-FILED-

File #: 0003506583

Date Filed: 5/8/2019 8:31:26 PM

Articles of Amendment (Nonprofit Corporation)

Standard or Expedited Service (select one)

Standard (filing fee \$30)

The current name of the nonprofit corporation is:

IDAHO DISTANCE EDUCATION ACADEMY, INC.

The file number of this entity on the records of the Idaho Secretary of State is: 0000470583

Article 1: The name of the corporation shall be:

Change Corporation Name?

I want to change the name of the corporation

Entity name

GEM INNOVATION SCHOOLS OF IDAHO, INC.

Article 2: The purpose for which the corporation is organized is:

Select the purpose of this non-profit

General Nonprofit

Article 3: Voting Members:

The corporation does have voting members.

Article 4: Upon dissolution the assets shall be distributed:

all assets will be distributed to another nonprofit organization with a similar purpose.

Article 5: The mailing address of the corporation shall be:

PO BOX 86
DEARY, ID 83823-0086

Article 6: Director Name(s) and Address(es)

Name	Title	Director Address
MURRAY STANTON	Director	PO BOX 338 DEARY, ID 83823
BRIAN TRAMMEL	Director	PO BOX 338 DEARY, ID 83823
JILL CALL	Director	PO BOX 338 DEARY, ID 83823
DENNIS TURNER	Director	PO BOX 338 DEARY, ID 83823
ROGER STEWART	Director	PO BOX 338 DEARY, ID 83823
Renee Ellsworth	Director	600 SOUTH AVE DEARY, ID 83823
Duncan Robb	Director	2950 W.BELLOMY LANE BOISE, ID 83703

Article 7: The date of adoption of the amendment(s) was:

Date of Adoption:

04/17/2019

Article 8: Manner of Adoption:

Select one:

Each amendment consists exclusively of matters which do not require member approval pursuant to section 30-30-705, Idaho Code, and was, therefore, adopted by the incorporators, or by the board of directors.

The number of directors entitled to vote was:

7

The number of directors that voted for each amendment was:

6

The number of directors that voted against each amendment was: 0



The articles of amendment must be signed by the presiding officer of the board of directors or by an officer of the corporation.

Barbara Femreite

Sign Here

05/08/2019

Date

Signer's Title Treasurer

BYLAWS OF IDAHO DISTANCE EDUCATION ACADEMY

The following **BYLAWS** are for the regulation and internal operations, except as otherwise provided by the statute and by its Articles of Incorporation, of **IDAHO DISTANCE EDUCATION ACADEMY** an Idaho Nonprofit Corporation.

I. MEMBERSHIP

The corporation has no members. The rights which would otherwise vest in the members vest in the directors of the corporation (hereinafter "Directors") of IDAHO DISTANCE EDUCATION ACADEMY (hereinafter I-DEA). Actions which would otherwise require approval by a majority of all members or approval by the members require only approval of a majority of all Directors.

II. BOARD OF DIRECTORS

A. Powers

The Board of Directors of the Nonprofit Corporation shall serve and be known as the Board of Directors of the Nonprofit Corporation. The Board shall conduct or direct the affairs of the corporation and exercise its powers, in accordance with and subject to the limitations of the Chapter 52, Title 33, Idaho Code, and Idaho Nonprofit Corporation Act, 30-3-1. The Board may delegate the management of the activities of the corporation to others, so long as the affairs of the corporation are managed, and its powers are exercised, under the Board's ultimate jurisdiction. Without limiting the generality of the powers here granted to the Board, but subject to the same limitations, the Board shall have all the powers enumerated in these Bylaws, and the following specific powers:

to elect and remove Directors

to select and remove officers, agents and employees of the corporation; to prescribe powers and duties for them; and to fix their compensation.

to conduct, manage and control the affairs and activities of the corporation, and to make rules, regulations and policies.

to enter into contracts, leases and other agreements which are, in the Board's judgment, necessary or desirable in obtaining the purposes of promoting the interests of the corporation.

to act as trustee under any trust incidental to the corporation's purposes, and to receive, hold, administer, exchange and expend funds and property subject to such a trust.

to acquire real or personal property, in the name of the corporation, by purchase, exchange, lease, gift, devise, bequest, or otherwise, and to hold, improve, lease, sublease, mortgage, transfer in trust, encumber, convey or otherwise dispose of such property.

to borrow money, incur debt, and to execute and deliver promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations and other evidences of debt and securities.

to indemnify and maintain insurance on behalf of any of its Directors, officers, employees or agents for liability asserted against or incurred by such person in such capacity or arising out of such person's status as such, subject to the provisions of the Chapter 52, Title 33, Idaho Code and limitations noted in these Bylaws.

To hire employees of the Corporation either on an at-will basis or via a written contract whose duties shall be specified by the Board.

B. Number of DIRECTORS

The number of voting Directors of the corporation shall be not less than five (5) nor more than nine (9). The Board may have non-voting members of the board as determined below. The Board shall fix the exact number of Directors, within these limits, by Board resolution or amendment of the Bylaws. As of the date on which these Bylaws are adopted, the exact number of Directors is fixed at seven (7) and the exact number of non-voting Directors is fixed at one (1). The names of the five initial Directors are noted in the Articles of Incorporation.

C. Election of DIRECTORS

1. Election. The Board shall elect the Directors by a vote of a majority of the voting Directors then in office, whether or not the number of directors in office is sufficient to constitute a quorum, or by the sole remaining director. The Board shall consist of the following:
 - a. Individuals who will serve the interests of the corporation faithfully and effectively
 - b. One (1) voting Director must be a school district elector of Whitepine Joint School District No. 288.
 - c. The board may appoint non-voting members as deemed appropriate.
2. Terms of Office

- a. The term of office of all members of the initial Board of Directors shall be one year.
- b. At the end of the first year, the Board shall provide for staggered terms of its Directors, by designating approximately one-third of the Directors to one-, two- and three- year terms. Following the expiration of those designated terms, the term of each Director shall continue for three years.
- c. The term of office of a Director elected to fill a vacancy in these Bylaws begins on the date of the Director's election, and continues:
 - (1) for the balance of the un-expired term in the case of a vacancy created because of the resignation, removal, or death of a Director, or
 - (2) for the term specified by the Board in the case of a vacancy resulting from the increase of the number of Directors authorized.
 - (3) a Director's term of office shall not be shortened by any reduction in the number of Directors resulting from amendment of the Articles of Incorporation or the Bylaws or other Board action.
 - (4) a Director's term of office shall not be extended beyond that for which the Director was elected by amendment of the Articles of Incorporation or the Bylaws or other Board action.

D Removal of DIRECTORS

The Board may remove a Director without cause as provided by the Idaho Nonprofit Corporation Act. The board may also remove any Directors without cause who:

- has failed to attend four or more of the Board's Regular Meetings in any calendar year;
- has been declared of unsound mind by a final order of court;
- has been convicted of any felony;
- has been found by a final order or judgment of any court to have breached any duty imposed by the Idaho Nonprofit Corporation Law;
- or
- for such other good causes as the Board may determine.

Written notice of removal of an appointed director shall be given to the individual and the removal is effective as of the date of notice, unless the notice specifies a future effective date.

E Resignation by Director

A Director may resign by giving written notice to the Board Chair or Secretary. The resignation is effective on the giving of notice, or at any later date specified in the notice.

F Vacancies

A vacancy is deemed to occur on the effective date of the resignation of a Director, upon the removal of a Director; upon declaration of vacancy pursuant to these Bylaws, or upon a Director's death, or any other cause. A vacancy is also deemed to exist upon the increase by the Board of the authorized number of Directors. A Director elected to fill a vacancy shall serve the remaining term of his or her predecessor, or until a successor has been elected and qualified.

G Compensation of DIRECTORS

Directors shall serve without compensation. However, the Board may approve reimbursement of a Director's actual and necessary expenses while conducting corporation business.

III. PRINCIPAL OFFICE

The corporation's principal office shall be at the Idaho Distance Education Academy registered office as noted in the Articles of Incorporation, or at such other place as the Board may select by resolution or amendment of the Bylaws. The Secretary shall note any change in principle office on the copy of the Bylaws maintained by the secretary.

IV. MEETINGS OF THE BOARD

A. Place of Meetings

Board Meetings shall be held at the corporation's principal office or at any other reasonably convenient place as the Board may designate and in compliance with the Idaho Open Meetings Act, Idaho Code §§ 67-2340 through 67-2347.

B. Annual Meetings

An Annual Meeting shall be held the third Monday in July of each year for the purpose of installing Directors, making and receiving reports on corporate affairs, and transacting other business as comes before the meeting.

C. Regular Meetings

Regular Meetings shall be held the third Monday of each month at the principle office and shall be open to the public. With proper notice, the Chair may schedule regular meeting(s) for an alternate date to avoid holding meetings on holidays, to ensure the availability of a quorum of Directors, or for other valid cause.

D. Special Meetings

Special Meetings can be held at any time, called by the Chair or by any three Directors and shall be open to the public.

E. Adjournment

A majority of the Directors present at a meeting, whether or not a quorum, may adjourn the meeting to another time and place. Notice of the time and place of holding an adjourned meeting need not be given to absent Directors if the time and place be fixed at the meeting adjourned, except if the meeting is adjourned for longer than 24 hours. Notice of the adjournment shall be given as specified in these Bylaws.

F. Notices

Notices of Board Meetings shall be given as follows:

Annual Meetings and Regular Meetings may be held without notice as noted in the Bylaws when the Board fixed the time and place of such meetings. Special Meetings may be held with at least a twenty-four (24) hour meeting and agenda notice, unless an emergency exists. Board members will be notified by first-class mail, personally or by telephone, facsimile or e-mail.

Notices will be deemed given when deposited in the United States mail, addressed to the recipient at the address shown for the recipient in the corporation's records, first-class postage prepaid; when personally delivered in writing to the recipient; or when faxed, e-mailed, or communicated orally, in person or by telephone, to the Director or to a person whom it is reasonably believed will communicate it promptly to the Director.

G. Waiver of Notice

Notice of a meeting need not be given to a Director who signs a waiver of notice or written consent to holding the meeting or an approval of the minutes of the meeting, whether before or after the meeting, or attends the meeting without protest prior to the meeting or at its commencement, of the lack of notice. The Secretary shall incorporate all such waivers, consents and approvals into the minutes of the meeting.

H. Meeting Agendas.

Regular Meetings. A forty-eight (48) hour agenda notice shall be required in advance of each regular meeting. However, additional agenda items may be added up to and including the hour of the meeting by vote of the Board, provided that a good faith effort was made to include in the notice all agenda items known at the time to be discussed.

Special Meetings. A twenty-four (24) hour agenda notice shall be required in advance of a special meeting unless an emergency exists. An emergency is defined as any situation involving injury or damage to persons or property, or immediate financial loss, or the likelihood of such injury, damage or loss. The notice requirements for a special meeting shall be suspended if such notice is

impracticable, or would increase the likelihood or severity of such injury, damage, or loss. In the event that a special meeting is held based upon emergency, the reason for the emergency must be stated at the outset of the meeting.

V. ACTIONS BY THE BOARD

A. Quorum

A quorum consist of a majority of the fixed number of voting Directors

B. Action by the Board

1. Actions Taken at Board Meetings. The actions taken and decisions made by a majority of the voting Directors present at a meeting duly held at which a quorum is present are the actions and decisions of the Board, except for the purposes of appointing committees and delegating authority thereto, or amending the corporation's Bylaws, where the action of a majority of voting Directors then in office is required by the Chapter 52, Title 33, Idaho Code or as set out in these Bylaws. The Board may continue to transact business at a meeting at which a quorum was originally present, even though Directors withdraw, provided that any action taken is approved by at least a majority of the quorum required.
2. Board Meeting by Conference Telephone. Directors may participate in a Board meeting through use of conference telephone or similar communication equipment, so long as all Directors, participating in such meeting can hear one another. Participation in a meeting pursuant to this section constitutes presence in person at such meeting. All board meetings conducted by telephone conference call shall fully comply with the Idaho Open Meeting Act, Idaho Sections 74-201 through 74-208.

C. Committees

1. Appointment of Committees. The Board may appoint one or more Board Committees by vote of the majority of Directors. A Board Standing Committee will consist of at least two Directors, who shall serve at the pleasure of the Board.
2. Authority of Board Committees. The Board may delegate to a Board committee any of the authority of the Board, except with respect to:
 - a. the filling of vacancies on the Board or any committee which has the authority of the Board.
 - b. the amendment or repeal of any Board resolution.
 - c. the amendment or repeal of Bylaws or the adoption of new Bylaws.
 - d. the appointment of other committees of the Board, or the members of the committees.
 - e. the expenditure of corporate funds to support a nominee for Directors.
 - f. the approval of any self-dealing transaction, as defined by Chapter 52, Title 33, Idaho Code.

3. Procedures of Committees. The Board may prescribe the manner in which the proceedings of any Board Committee are to be conducted. In the absence of such prescription, a Board Committee may prescribe the manner in which the proceedings of its committee are conducted, except that the regular and special meetings of the Committee are governed by the provisions of these Bylaws with respect to the calling of meetings.

D. Standard of Care

1. Performance of Duties. Each Director shall perform all duties of a Director, including duties on any Board Committee, in good faith, in a manner the Director believes to be in the corporation's best interest and with such care, including reasonable inquiry, as an ordinary prudent person in a like position would use under similar circumstances.
2. Reliance on Others. In performing the duties of a Director, a Director shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, presented or prepared by:
 - a. one or more officers or employees of the corporation whom the Director believes to be reliable and competent in the matters presented;
 - b. legal counsel, independent accountants or other persons as to matters that the Director believes are within that person's professional or expert competence; or
 - c. a Board Committee on which the Director does not serve, as to matters within its designated authority, provided the Director believes the Committee merits confidence and the Director acts in good faith, after reasonable inquiry when the need is indicated by the circumstances, and without knowledge that would cause such reliance to be unwarranted.
3. Investments. In investing and dealing with all assets held by the corporation for investment, the Board shall exercise the standard of care described above and avoid speculation, looking instead to the permanent disposition of the funds, considering the probable income, as well as the probable safety of the corporation's capital. The Board may delegate its investment powers to others, provided that those powers are exercised within the ultimate direction of the Board. No investment violates this section where it conforms to provisions authorizing such investment contained in an instrument or agreement pursuant to which the assets were contributed to the corporation.

E. Rights of Inspection

Every Director has the right to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the corporation, provided that such inspection is conducted at a reasonable time after reasonable notice, and provided that such right of inspection and copying is subject to the obligation to maintain the confidentiality of the reviewed information, in addition to any obligations imposed by any applicable federal, state or local law pursuant Chapter 3, title 9 Idaho Code, on disclosure of public records.

F. Participation in Voting

A quorum of the board consists of a majority of the Directors in office immediately before a meeting begins. The action of the majority of the Directors present at a meeting at which a quorum is present shall be the action of the Board. A majority of the committee members fixed and appointed by the Board shall constitute a quorum for the transaction of business at a meeting of such committee. The action of the majority of the committee members present at a meeting at which a quorum is present shall be the action of the committee.

G. Executive Sessions

Executive sessions may be held during any meeting after the presiding officer has identified the authorization under this act for the holding of such executive session pursuant Idaho Code Section 74-206. Every Director has a duty to maintain the confidentiality of all Board executive session deliberations, and discussions. Any Director violating this confidence may be removed from the Board.

No executive session may be held for the purpose of taking any final action or making any final decision.

VI. OFFICERS

A. The Officers of the corporation consist of a President (hereinafter “Chair”), Vice President (hereinafter “Vice Chair”), a Secretary and a Chief Financial Officer (hereinafter “Treasurer”). The corporation also may have such other officers as the Board deems advisable.

1. Chair. Subject to Board control, the Chair has general supervision, direction and control of the affairs of the corporation, and such other powers and duties as the Board may prescribe. If present, the Chair shall preside at Board meetings. The Chair shall be a voting director.

2. Vice Chair. If the Chair is absent or disabled, the Vice Chair shall perform all the Chair’s duties and, when so acting, shall have all the Chair’s powers and be subject to the same restrictions. The Vice Chair shall have other such powers and perform other such duties as the Board may prescribe. The Vice Chair shall be a voting director

3. Secretary. The Secretary shall:

- a. keep or cause to be kept, at the corporation’s principle office, or such other place as the Board may direct a book of minutes of all meetings of the Board and Board Committees, noting the time and place of the meeting, whether it was regular or special (and if special, how authorized), the notice given, the names of those present, and the proceedings;
- b. keep or cause to be kept a copy of the corporation’s Articles of Incorporation and Bylaws, with amendments;
- c. give or cause to be given notice of the Board and Committee meetings as required by the Bylaws; and

- d. have such other powers and perform such other duties as the Board may prescribe.
- 4. Treasurer. The Treasurer shall:
 - e. keep or cause to be kept adequate and correct accounts of the corporation's properties, receipts and disbursements;
 - f. make the books of account available at all times for inspection by any Director;
 - g. deposit or cause to be deposited the corporation's monies and other valuables in the corporation's name and to its credit, with the depositories the Board designates;
 - h. disburse or cause to be disbursed the corporation's funds as the Board directs;
 - i. render to the Chair and the Board, as requested but no less frequently than at the beginning of each quarter, an account of the corporation's financial transactions and financial condition;
 - j. prepare annual financial report and budget;
 - k. to cause to be made a full and complete audit of the financial statements of the school as required in section 67-450B, Idaho Code. The auditor shall be employed on a written contract. One (1) copy of the audit report shall be filed with the state department of education, after its acceptance by the board of Directors, but not later than November 10.
 - l. prepare any reports on financial issues required by an agreement on loans; and
 - m. have such other powers and perform such other duties as the Board may prescribe.

B. Election, Eligibility and Term of Office

- 1. Election. The Board shall elect the officers annually at the Annual Meeting or a Regular Meeting designated for that purpose or at a Special Meeting called for that purpose, except that officers elected to fill vacancies shall be elected as vacancies occur.
- 2. Eligibility. A Director may hold any number of offices, except that neither the Secretary nor Treasurer may serve concurrently as the Chair.
- 3. Term of Office. Each officer serves at the pleasure of the Board, holding office until resignation, removal or disqualification from service, or until his or her successor is elected.

C. Removal and Resignation

The Board may remove any officer, either with or without cause, at any time. Such removal shall not prejudice the officer's rights, if any, under an employment contract. Any officer may resign at any time by giving written notice to the corporation, the resignation taking effect on receipt of the notice or at a later date specified in the notice.

VII. NON-LIABILITY OF DIRECTORS

The Directors shall not be personally liable for the corporation's debts, liabilities, or other obligations.

VIII. INDEMNIFICATION OF CORPORATE AGENTS

The corporation may, in accordance with Idaho Code §30-30-623t, indemnify any Director, officer, or employee of the Corporation against expenses actually and reasonably incurred in connection with the defense of any action, suit or proceeding, whether civil, criminal, administrative or investigative, in which such person is made a party, or is threatened to be made a party, by reason of being or having been an officer, except in relation to matters as to which such person is judged to be liable for willful misconduct in the performance of such person's duties to the Corporation.

All officers and directors of the corporation shall comply with the general standards of conduct contained in Idaho Code § 30-30-623.

IX. INSURANCE FOR CORPORATE AGENTS

The Board may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any Director, officer, employee or other agent of the corporation, against any liability other than for violating provisions of laws relating to self-dealing asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the corporation would have the power to indemnify the agent against such liability under the provisions of the Idaho Charter Schools Act.

X. SELF-DEALING TRANSACTIONS

Except as may otherwise be provided by the Act or the Articles, no contract or other transaction between the Corporation and one or more of the Directors or any other corporation, firm, association or entity in which a Director of the Corporation has an interest shall be voided of doing business with the corporation subject to the provisions section 33-5204 and 33-507 or other relevant sections of Idaho Code.

XI. OTHER PROVISIONS

A. Fiscal Year

The fiscal year of the corporation begins on July 1st of each year and ends on June 30th of the following year.

B. Execution of Instruments

Except as otherwise provided in these Bylaws, the Board may adopt a resolution authorizing any officer or agent of the corporation to enter into any contract or execute and deliver any instrument in the name of, or on behalf of the corporation. Such authority may be general or confined to specific instances.

Unless so authorized, no officer, agent, or employee shall have any power to bind the corporation by any contract or engagement, to pledge the corporation's credit, or to render it liable monetarily for any purpose or any amount.

C. Checks and Notes

Except as otherwise specifically provided by Board resolution, checks, drafts, promissory notes, orders for the payment of money, and other evidence of

indebtedness of the corporation may be signed by the Chair, Treasurer or I-DEA Administrator.

D. Construction and Definitions

Unless the context otherwise requires, the general provisions, rules of construction, and definitions contained in the Idaho Charter Schools Act and Idaho Nonprofit Corporation Act shall govern the construction of these Bylaws. Without limiting the generality of the foregoing, words in these Bylaws shall be read as the masculine or feminine gender, and as the singular or plural, as the context requires, and the word “person” includes both a corporation and a natural person. The captions and headings in these Bylaws are for conveniences for reference only and are not intended to limit or define the scope or effect of any provisions.

E. Conflict of Interest

Any Director, Officer, key employee, or committee member having an interest in a contract, other transaction or program presented to or discussed by the Board or Board Committee for authorization, approval, or ratification shall make a prompt, full and frank disclosure in writing of his or her interest to the Board or committee prior to its acting on such contract or transaction. Such disclosure shall include all relevant and material facts known to such person about the contract or transaction which might reasonably be construed to be adverse to the corporation’s interest. The body to which such disclosure is made shall thereupon determine, by majority vote, whether the disclosure shows that a conflict of interest exists or can reasonably be construed to exist. If a conflict is deemed to exist or can be reasonably construed to exist, such person shall not vote on, nor use his or her personal influence on, nor be present during the discussion or deliberations with respect to, such contract or transaction (other than to present factual information or to respond to questions prior to the discussion). Each of the Directors and the Board of Directors shall at all times comply with the Ethics in Government Act, Idaho Code sections 74-401 *et seq.* and shall comply with the General Standards for Directors, Idaho Code section 30-30-623. The minutes of the meeting shall reflect the disclosure made, the vote thereon and, where applicable, the abstention from voting and participation. The Board may adopt conflict of interest policies requiring:

- a. regular annual statements from Directors, officers, key employees to disclose existing and potential conflict of interest; and
- b. corrective and disciplinary actions with respect to transgressions of such policies.

For the purpose of this section, a person shall be deemed to have an “interest” in a contract or other transaction if he or she, or a spouse is the party (or one of the parties) contracting or dealing with the corporation, or is a director, trustee or officer of, or has a significant financial or influential interest in the entity contracting or dealing with the corporation.

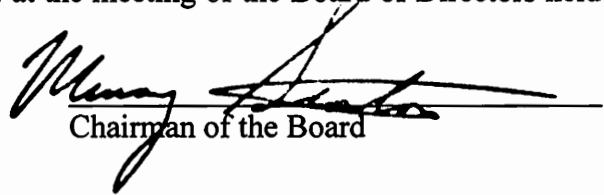
F. Interpretation of Charter

Whenever any provisions of these Bylaws are in conflict with the provisions of the Charter, the provisions of these Bylaws control.

XII. AMENDMENT

A majority of Directors may adopt, amend or repeal these Bylaws at any regularly scheduled or special meeting of the Board with appropriate public notice as required herein.

The foregoing Bylaws were regularly adopted by the Board of Directors of the IDAHO DISTANCE EDUCATION ACADEMY, INC. at the meeting of the Board of Directors held on the 16 day of November, 2015.


Chairman of the Board

CERTIFICATE OF SECRETARY

The undersigned does hereby certify that the undersigned is the Secretary of the Idaho Distance Education Academy, a nonprofit public benefit corporation duly organized and existing under the laws of the State of Idaho, that the foregoing Bylaws of said corporation were duly and regularly adopted as such by the Board of Directors of said corporation, whose Directors are the only members of said corporation; and that the above and foregoing Bylaws are now in full force and effect





0003395994

**STATE OF IDAHO***Office of the secretary of state, Lawrence Denney***CERTIFICATE OF ORGANIZATION LIMITED LIABILITY COMPANY**

Idaho Secretary of State

PO Box 83720

Boise, ID 83720-0080

(208) 334-2301

Filing Fee: \$100.00 - Make Checks Payable to Secretary of State

*For Office Use Only***-FILED-**

File #: 0003395994

Date Filed: 1/14/2019 7:26:58 AM

1. Limited Liability Company Name							
Entity name	Gem Prep: Online LLC						
2. The complete street address of the principal office is:							
Principal Office Address	600 SOUTH AVE DEARY, ID 83823						
3. The mailing address of the principal office is:							
Mailing Address	PO BOX 86 DEARY, ID 83823-0086						
4. Registered Agent Name and Address							
Registered Agent	Registered Agent Barbara A Femreite Physical Address: 107 1ST AVE DEARY, ID 83823 Mailing Address: PO Box 86 Deary, ID 83823						
5. Governors							
<table border="1"><thead><tr><th>Name of individual or organization</th><th>Address</th></tr></thead><tbody><tr><td>Dennis Turner</td><td>4040 AMBER LN POCATELLO, ID 83202</td></tr><tr><td>Murray Stanton</td><td>1371 MICA MOUNTAIN ROAD DEARY, ID 83823</td></tr></tbody></table>		Name of individual or organization	Address	Dennis Turner	4040 AMBER LN POCATELLO, ID 83202	Murray Stanton	1371 MICA MOUNTAIN ROAD DEARY, ID 83823
Name of individual or organization	Address						
Dennis Turner	4040 AMBER LN POCATELLO, ID 83202						
Murray Stanton	1371 MICA MOUNTAIN ROAD DEARY, ID 83823						
Signature of Organizer:							
<i>Barbara A. Femreite</i>	<i>01/14/2019</i>						
Sign Here	Date						

B0145-8775 01/14/2019 7:29 AM Received by ID Secretary of State Lawrence Denney

**OPERATING AGREEMENT
OF
GEM PREP: ONLINE, LLC**

Effective as of JULY 1, 2019

Amended January 16, 2020

**OPERATING AGREEMENT
OF
GEM PREP: ONLINE LLC**
A Sole Member Limited Liability Company

**ARTICLE I
FORMATION OF THE COMPANY**

Section 1.1 Organization. The Company was formed upon the filing of the Certificate with the Idaho Secretary of State on July 1, 2019. All actions taken by the Person who executed and filed the Certificate are hereby adopted and ratified, such Person being an “authorized person” under the Act.

Section 1.2 Company Name. The business of the Company shall be conducted under the name “Gem Prep: Online, LLC” or such other name as the Sole Member shall hereafter designate.

Section 1.3 Sole Member. The Sole Member of the Company shall be Gem Innovation Schools of Idaho, Inc., located at 600 South Avenue, Deary, Idaho 83823.

Section 1.3 Filing of Certificate and Amendments. The Sole Member is hereby authorized to appoint an officer or other representative of the Company to execute, deliver, file and record all such certificates and documents, including amendments to, or restatements of, the Certificate, and to do such other acts as may be appropriate to comply with all requirements for the formation, continuation and operation of a limited liability company, the ownership of property, and the conduct of business under the laws of the State of Idaho and any other jurisdiction in which the Company may own property or conduct business.

Section 1.4 Term of Company. The Company’s term commenced on the date the Certificate was filed with the Idaho Secretary of State and is perpetual. The Company may be terminated in accordance with the terms and provisions hereof, and will continue unless and until dissolved as provided in Article VIII. The existence of the Company as a separate legal entity will continue until the cancellation of the Certificate as provided in the Act.

Section 1.5 Registered Agent and Office. The Company’s initial registered agent and office in the State of Idaho is Barbara A. Femreite, 600 South Avenue, P.O. Box 86, Deary, ID 83823. The Sole Member may designate another registered agent and/or registered office from time to time in accordance with the then-applicable provisions of the Act and any other applicable laws.

Section 1.6 Principal Place of Business. The Company’s principal place of business shall be at 600 South Ave, Deary, Idaho 83823 or such other place within or outside of the State of Idaho as determined by the Sole Member. The location of the Company’s principal place of business may be changed by the Sole Member from time to time in accordance with the then-applicable provisions of the Act and any other applicable laws. The Company may have other offices as the Sole Member may from time to time deem necessary or advisable.

Section 1.7 Qualification in Other Jurisdictions. Any authorized person of the Company may execute, deliver and file any certificates (and any amendments and/or restatements thereof) necessary for the Company to qualify to do business in any jurisdiction in which the Company may wish to conduct business.

Section 1.8 Fiscal Year; Taxable Year. The fiscal year of the Company for financial accounting and income tax purposes will end June 30 unless otherwise required by law.

Section 1.9 Covenants Regarding Organization. The Sole Member shall take such steps as are necessary to (a) maintain the Company's status as a limited liability company formed under the laws of the State of Idaho and its qualification to conduct business in any jurisdiction where the Company does business and is required to be qualified, and (b) ensure that the Company shall continue to be treated as a disregarded entity for federal, state and local income tax purposes.

ARTICLE II PURPOSE AND POWERS OF THE COMPANY

Section 2.1 Purpose. The Company is organized exclusively for charitable, scientific, literary, and educational including, for such purposes, the making of distributions to organizations that qualify as exempt organizations described under Section 501(c)(3) of the Internal Revenue Code corresponding section of any future federal tax laws, including the operation of a public charter school under the laws of the State of Idaho. The broadest discretion is vested in and conferred upon the Sole Member for the accomplishment of these purposes.

Section 2.2 Powers of the Company. The Company will have the power and authority to take any and all actions that are necessary, appropriate, advisable, convenient or incidental to or for the furtherance of the purposes set forth in Section 2.1.

Section 2.3 Failure to Observe Formalities. A failure to observe any formalities or requirements of this Agreement, the Certificate, or the Act shall not be grounds for imposing personal liability on the Sole Member for liabilities of the Company.

ARTICLE III SOLE MEMBER

Section 3.1 Powers and Limitations on the Rights of the Sole Member.

(a) The Member is authorized on the Company's behalf to make all decisions in accordance with this agreements as to (a) the sale, development lease or other disposition of the Company's assets; (b) the purchase or other acquisition of other assets of all kinds; (c) the management of all or any part of the Company's assets; (d) the borrowing of money and the granting of security interests in the Company's assets; (e) the pre-payment, refinancing or extension of any loan affecting the Company's assets; (f) the compromise or release of any of the Company's claims or debts; and, (g) the employment of persons, firms or corporations for the operation and management of the company's business.

(b) In the exercise of its management powers, the Member is authorized to execute and deliver (a) all contracts, conveyances, assignments leases, sub-leases, franchise agreements,

licensing agreements, management contracts and maintenance contracts covering or affecting the Company's assets; (b) all checks, drafts and other orders for the payment of the Company's funds; (c) all promissory notes, loans, security agreements and other similar documents; and, (d) all other instruments of any other kind relating to the Company's affairs, whether like or unlike the foregoing.

(c) The Sole Member shall have the right to take any action with respect to the Company necessary, in its sole discretion, to protect the Sole Member's status as an exempt entity under section 501(c)(3) of the Code.

Section 3.2 Limited Liability of the Sole Member. Notwithstanding anything to the contrary in this Agreement, the debts, obligations and liabilities of the Company, whether arising in contract, tort or otherwise, will be solely the debts, obligations and liabilities of the Company and the Sole Member will not be obligated personally for any such debt, obligation or liability solely by reason of being a Member of the Company.

Section 3.3 Compensation of the Sole Member. The Sole Member may not be compensated for performing services to the Company, but shall be entitled to reimbursement of reasonable expenses incurred on behalf of the Company in connection with the performance of such services.

ARTICLE IV MANAGEMENT

Section 4.1 Management of the Company by Sole Member. The business, property and affairs of the Company shall be managed and all powers of the Company shall be exercised by or under the direction of the Sole Member. The Member is in control, management, direction and operation of the Company's affairs and shall have powers to bind the Company with any legally binding agreement, including setting up and operating a Company bank account.

Section 4.2 Meetings of Sole Member. Meetings of the Sole Member shall be called, noticed and held pursuant to the Bylaws of the Sole Member. All meetings related to the Company shall comply with Idaho Open Meeting laws.

Section 4.3 Transactions between the Company and the Board. Notwithstanding that it may constitute a conflict of interest, the Board may, and may cause their affiliates to, engage in any transaction (including, without limitation, the purchase, sale, lease, or exchange of any property or the rendering of any service, or the establishment of any salary, other compensation, or other terms of employment) with the Company so long as (i) such transaction is not expressly prohibited by this Agreement, (ii) the terms and conditions of such transaction, on an overall basis, are fair and reasonable to the Company and are at least as favorable to the Company as those that are generally available from Persons capable of similarly performing them and in similar transactions between parties operating at arm's length, and (iii) such transaction has been consented to in writing by the Sole Member. These agreements include, but are not limited to, professional services agreements with other schools affiliated with the Sole Member.

Section 4.4 Reliance Upon Advisors. The Board and/or officers may consult with legal counsel chosen by them and any act or omission suffered or taken by them on behalf of the

Company or in furtherance of the interests of the Company in good faith in reliance upon and in accordance with the advice of such counsel shall be full justification for any such act or omission and the Board and/or officers shall be fully protected in so acting or omitting to act, provided such counsel was chosen with reasonable care.

Section 4.5 Bank Accounts. The funds of the Company shall be deposited in such bank account or accounts, or invested in such interest-bearing or non-interest bearing investments, as shall be designated by the Sole Member. Company funds shall be separately identifiable from and not commingled with those of any other Person.

ARTICLE V BOOKS AND RECORDS

Section 5.1 Books, Records and Financial Statements. At all times during the continuance of the Company, the Company will maintain, at the Administration Office 600 South Ave, Deary, Id. 83823, separate books of account in which complete entries will be made that will show a true and accurate record of all costs and expenses incurred, all charges made, all credits made and received and all U.S. income derived in connection with the operation of the Company's business and reflecting all financial transactions of the Company in accordance with this Agreement. The books shall be kept in accordance with Idaho law. Such books of account, together with a copy of this Agreement and the Certificate, will at all times be maintained at the principal place of business of the Company and will be open to inspection and examination at reasonable times, within ten (10) business days following receipt by the Company of a request by the Sole Member, or its duly authorized representatives, for any purpose.

The Company will furnish to the Sole Member within ninety (90) days after the end of each fiscal year of the Company, an unaudited report of the activities of the Company for the preceding fiscal year, including a copy of a balance sheet of the Company as of the end of such year and a statement of income or loss for such year.

Section 5.2 Corporate Existence. The Company will maintain its respective legal existence.

ARTICLE VI LIABILITY AND INDEMNIFICATION

Section 6.1 Liability. Except as otherwise provided by the Act, the debts, obligations and liabilities of the Company, whether arising in contract, tort or otherwise, will be solely the debts, obligations and liabilities of the Company, and the Sole Member will not be obligated personally for any such debt, obligation or liability of the Company solely by reason of being the Sole Member.

Section 6.2 Standard of Care; Fiduciary Duties.

(a) Each Member or officer or employee of the Company (i) is to perform his, her or its duties in good faith on behalf of the Company, in a manner that he, she or it reasonably believes to be within the scope of authority conferred upon such Member, officer or employee, in a manner

that such Member, officer or employee reasonably believes to be in the best interests of the Company, and with such care as an ordinarily prudent person in a like position would use under similar circumstances, and, (ii) except to the extent expressly modified by this Agreement, shall have the same fiduciary duties to the Company as a director or officer, as the case may be, of an Idaho corporation would have to such corporation and its shareholders under the Idaho Uniform Business Organizations Code (Idaho Code, Title 30, Chapter 21), as the same may be amended from time to time.

(b) Each Member or officer or employee of the Company, in the performance of his, her or its duties, is entitled to rely in good faith on information, opinions, reports or other statements, including financial statements, books of account and other financial data, if prepared or presented by: (i) one or more other Members, officers or employees of the Company if the Person relying on the statements reasonably believes that the Person preparing or presenting the material is reliable and competent in that matter; or (ii) legal counsel, public accountants or other Persons as to matters that the Person relying on the statements reasonably believes are within the Person's professional or expert competence.

Section 6.3 Indemnification. To the fullest extent permitted by applicable law, a Member, officer or employee will be entitled to indemnification from the Company for any loss, damage or claim incurred by such Member, officer or employee by reason of any act or omission performed or omitted by such Member, officer or employee in good faith on behalf of the Company and in a manner believed to be within the scope of authority conferred on such Member, officer or employee by this Agreement, except that no Member, officer or employee will be entitled to be indemnified in respect of any loss, damage or claim which is found by a court of competent jurisdiction, not subject to further appeal, to have been incurred by such Member, officer or employee by reason of such Member, officer or employee's gross negligence, willful misconduct or willful breach of this Agreement with respect to such acts or omissions; provided, that any indemnity under this Section will be provided out of and to the extent of Company assets only, and no Member, officer or employee will have any personal liability on account thereof.

Section 6.4 Exculpation. Any act or omission of the Member, the effect of which may cause or result in loss or damage to the Company or the Member if done in good faith to promote the best interests of the Company, shall not subject the Member to any liability to the Member.

Section 6.5 Indemnification Severability. To the fullest extent permitted by applicable law, if any portion of this Article is invalidated on any ground by any court of competent jurisdiction, then the Company will nevertheless indemnify each Member, officer or employee as to costs, charges and expenses (including reasonable attorneys' fees), judgments, fines and amounts paid in settlement with respect to any action, suit or proceeding, whether civil, criminal, administrative or investigative, including an action by or in the right of the Company, to the fullest extent permitted by any applicable portion of this Article VI that has not been invalidated.

ARTICLE VII TRANSFERS OF INTERESTS

Section 7.1 Assignment, Sale or Transfer of Interest. The Sole Member may not voluntarily assign, sell or transfer its Interest in the Company, without the express written consent of the charter school authorizer or other person that has a right to consent.

ARTICLE VIII DISSOLUTION, LIQUIDATION AND TERMINATION

Section 8.1 Dissolving Events. The Company will be dissolved and its affairs wound up in the manner hereinafter provided upon the happening of any of the following events:

- (a) The Sole Member elects to dissolve the Company;
- (b) The sale or liquidation of all, or substantially all, of the Company's assets;
- (c) The bankruptcy of the Company; or
- (d) The occurrence of any event which, under applicable law, would cause the dissolution of the Company; provided, however, that, unless required by applicable law, the Company will not be wound up as a result of any such event and the business of the Company will continue.

Section 8.2 Dissolution and Winding-Up. Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government in accordance with Idaho Code 33-5212, for a public purpose. Any such assets not disposed of shall be disposed of by a court of competent jurisdiction in the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Section 8.3 Termination. The Company will terminate when the winding up of the Company's affairs has been completed, all of the assets of the Company have been distributed, and the Certificate has been canceled.

Section 8.4 No Personal Liability/Claims of the Sole Member. The Sole Member shall not be personally liable for any debts, liabilities or obligations of the Company, whether to the Company or to the creditors of the Company; and the members of the Board shall be not personally liable for any debts, liabilities or obligations of the Company, whether to the Company, the Sole Member or to the creditors of the Company.

ARTICLE IX MISCELLANEOUS

Section 9.1 Notices. All notices, requests, demands and other communications (collectively, "Notices") given pursuant to this Agreement shall be in writing, and shall be

delivered by personal service, courier, facsimile transmission (which must be confirmed), electronic mail transmission (which must be confirmed) or by United States first class, registered or certified mail, postage prepaid, to the addresses, facsimile numbers and/or electronic mail addresses set forth in the Company's files. All Notices shall be deemed given when received.

Section 9.2 Headings. Captions contained in this Agreement are inserted only as a matter of convenience and in no way define, limit or extend the scope or intent of this Agreement or any provision thereof.

Section 9.3 Interpretation. In the event any claim is made by any Member relating to any conflict, omission or ambiguity in this Agreement, no presumption or burden of proof or persuasion shall be implied by virtue of the fact that this Agreement was prepared by or at the request of a particular Member or its counsel.

Section 9.4 Entire Agreement. Except as herein provided, this Agreement constitutes the entire agreement among the parties relating to the subject matter hereof and supersedes any prior agreement or understanding between them relating to the subject matter hereof. This Agreement may not be modified or amended in any manner other than as set forth herein.

Section 9.5 Counterparts. This Agreement may be executed in any number of counterparts, and by fax or portable document form ("pdf") signatures, each of which will be deemed an original but all of which together will constitute one and the same instrument.

Section 9.6 Attorneys' Fees. In the event of any litigation or arbitration between the parties hereto respecting or arising out of this Agreement, the prevailing party, whether or not such litigation or arbitration proceeds to final judgment or determination, shall be entitled to recover all of the attorneys' fees incurred with respect to such legal efforts, in each and every such action, suit or other proceeding, including any and all appeals or petitions therefrom; provided, however, that in the case of any negotiated settlement of any litigation or arbitration between the parties, there shall be no "prevailing party" for purposes of this Section 9.6. As used herein, the term "attorneys' fees" shall be deemed to mean the reasonable cost of any legal services actually performed in connection with the matters involved.

Section 9.7 Severability. Whenever possible, each provision of this Agreement shall be interpreted in such manner as to be effective and valid under applicable law, but if any provision of this Agreement, or the application of such provision to any Person or circumstances shall be held invalid, the remainder of this Agreement, or the application of such provision to Persons or circumstances other than those to which it is held invalid, shall not be affected hereby.

Section 9.8 Amendments. Neither this Agreement nor the Certificate may be amended (including by way of merger), modified or supplemented except by a written instrument signed by the Sole Member.

Section 9.9 No Third Party Beneficiaries. Except as otherwise provided herein with respect to Member, officer or employees pursuant to Article VI, this Agreement is not intended to confer upon any Person, except for the parties hereto, any rights or remedies hereunder.

Section 9.10 Governing Law. This Agreement and the rights of the parties hereunder shall be governed by and interpreted in accordance with the laws of the State of Idaho. All terms used herein shall have the meaning given them under the Act, as such may be amended from time to time, except as otherwise provided herein.

Section 9.11 Successors and Assigns. Except as herein otherwise provided to the contrary, this Agreement will be binding upon and inure to the benefit of the parties hereto, their successors and permitted assigns.

Section 9.12 Exhibits. All Exhibits attached to this Agreement are incorporated and shall be treated as if set forth herein.

Section 9.13 Legal Representation and Conflicts of Interest. Legal counsel to the Company may also be legal counsel to the Sole Member, or any Affiliate of the Sole Member and the parties hereto expressly waive any conflicts of interest with respect to such representation. Such waiver may be revoked at any time. The Company's revocation will be effective upon the affirmative vote of the Sole Member or the Sole Member.

Section 9.14 Parties in Interest. Except as expressly provided in the Act, nothing in this Agreement shall confer any rights or remedies under or by reason of this Agreement on any Persons other than the Sole Member and their respective successors and assigns nor shall anything in this Agreement relieve or discharge the obligation or liability of any third person to any party to this Agreement, nor shall any provision give any third person any right of subrogation or action over or against any party to this Agreement.

[Signature pages follow]

IN WITNESS WHEREOF, the parties hereto have executed and delivered this Agreement as of January 16, 2019.

Ayes: 6

Noes: 0


COMPANY:

Gem Prep: Online LLC, an Idaho limited liability company

By: 

Name: Dennis Turner

Title: Board Chair

By: 

Name: Murray Stanton

Title: Board Vice Chair

EXHIBIT A-1

MEMBERS OF THE BOARD OF DIRECTORS OF GEM INNOVATION SCHOOLS OF IDAHO, INC.

Date of Exhibit: As of April 17, 2019

Name and Address
Murray Stanton 1371 Mica Mountain Rd Deary, Idaho 83823
Renee Ellsworth 2762 Hwy. 3 Deary, Idaho 83823
Jill Call 9819 W Pattie Dr. Boise, Idaho 83704
Brian Trammell 1631 Tanner St. Pocatello, Idaho 83202
Dennis Turner 4040 Amber Ln Pocatello, Idaho 83202
Roger Stewart 4701 N Jullion Way Boise, Idaho 83704
Duncan Robb 2950 W Bellomy Ln. Boise, ID 83702

**BOARD OF DIRECTOR
RESUMES**

COMMUNITY INVOLVEMENT / VOLUNTEER ACTIVITIES

Board Member, Gem Prep network of schools

2014 to Present

Congressional Delegate for Idaho & Utah

Educating congress about drinking water

2006

EXPERIENCE

City of Pocatello

Water Department

911 North Avenue

Pocatello, ID 83201

(208)234-6144

1980 - 2015

Southeast Idaho Subsection / American Water Works

AWWA Intermountain

Subsection President (2 years)

<http://www.ims-awwa.org/>

1986-2000

EDUCATION

Michigan State

University Idaho

State University

College of Western

1984

PROFESSIONAL CERTIFICATES / LICENSES / AWARDS

Class I Water Distribution License

Class I Water Treatment Certificate

Boy Scouts of America Bridge Builders Award

BARBARA A. FEMREITE

QUALIFICATIONS & ACCOMPLISHMENTS

Governmental Fund Accounting - 31 years' experience

Idaho School Finance - 15 years' experience

Proven successful financial management - successfully managed finances for Idaho Distance Education Academy (first Gem Prep school) through the economic downturn without reducing the fund balance or impacting student achievement.

Efficient Business Operations Management

- Initiated the consolidation of the Business Department and Central Services Department saving over \$50,000/yr
- Developed and implemented transition plan from a paper student and financial records system to an electronic system
- Developed an online interface system for student registration and reimbursement
- Initiated and developed a statewide school electronic inventory system

Grant administration – Administered multiple grants totaling over six million dollars.

PROFESSIONAL EXPERIENCE

Gem Prep network of schools

- Chief Finance Officer 2008-Present
- Finance Specialist 2004-2008

City of Deary, Idaho

- City Clerk/Treasurer 1994-2004

University of Idaho, Moscow, Idaho

- Department of Finance 1992-1994

Key Bank of Idaho, Troy and Moscow, Idaho 1983-1992

- Financial Services
- Investments

Mason Harper

masonharper@gemprep.org

Professional Experience

April 2002- PRESENT

Nu Vu Glass, Inc, Twin Falls – Chief Executive Officer

- Oversee all aspects of business, accounting, finance.
- Forecast, develop and manage budget.
- 3rd Generation Family Owned Business.
- Oversaw business expansion into new regions.

Education

Utah State University – Business Administration and Management, 1998–2002

Burley High School

Awards, Recognitions and Board/Commissions

Board Member– Blue Lakes Golf Club

Robert England Lee

Employment Experience

Gem Prep Charter School
Operations Manager/Consultant

Pocatello, Idaho
June 2013-2018

- Implemented and carried out safety and security strategies for a school that had 8 full-time staff members and 120 students, assuring full compliance with state and federal regulations, conducting monthly safety drills for fires and armed intruders, performing monthly inspections of fire extinguishing equipment and assuring servicing of that equipment and assuring preparation for annual state safety inspection.
- Director of physical fitness programs.
- Tutored students in Math and English when they fell short of goals in those subject areas.
- Prepared lunches for those qualifying for free and reduced cost lunches.
- Monitored the playground during recess.
- Coordinated with parents to create an end-of-year school "Olympics" program.

Seminaries and Institutes of The Church of Jesus Christ of Latter-day Saints

Institute Director

Pocatello, Idaho
July 2008-June 2013

- Supervised, evaluated and provided training for four faculty members, establishing class schedules and faculty assignments for classes involving over 500 students each semester, teaching four bi-weekly sections of classes related to the Standard Works and History of The Church of Jesus Christ of Latter-day Saints, developing strategies for recruitment of students, coordinating these efforts with local ecclesiastical leaders and assuring compliance with state and federal regulations and church policy in all aspects of the program, including enrollment, finances and physical facilities.

Institute Faculty Member

Salt Lake City, Utah
July 2006-July 2008

- Taught twelve bi-weekly sections of classes related to the Standard Works of The Church of Jesus Christ of Latter-day Saints and the history of the church to 200+ students each semester.
- Developed curriculum materials specifically designed for students who had recently returned from full-time missionary service, organizing and supervising a systematic program for recruitment of the 400+ full-time missionaries returning to the Salt Lake Valley each month.

Regional Coordinator

Raleigh, North Carolina
July 1992-July 2003*

- Supervised and trained 70+ volunteer seminary teachers and 8 volunteer institute teachers over a geographic area ranging from Greensboro to Wilmington, North Carolina, visiting individual classes at least once each semester, developing strategies for recruitment of students, working with volunteer teachers and local ecclesiastical leaders, providing student and program status reports to church headquarters, and performing all administrative duties associated with the assignment, including enrollment, finances and physical facilities.

Curriculum Writer

Salt Lake City, Utah
July 1987-July 1992

- Wrote and edited curriculum materials for use world-wide by teachers and students participating in seminary and institute classes.

Seminary Principal

Pocatello, Idaho
July 1984-July 1987

- Supervised, evaluated and provided training for three faculty members, teaching four bi-weekly sections of classes related to the Standard Works and history of The Church of Jesus Christ of Latter-day Saints, working with local ecclesiastical leaders to promote student participation in the program and providing reports on the progress of students and the status of the program to church headquarters, including matters related to finances and physical facilities.

Seminary Principal

Oakley/Burley, Idaho
July 1978-July 1984

- Taught six sections of daily classes related to the Standard Works and history of The Church of Jesus Christ of Latter-day Saints, performing all administrative duties associated with the assignment, including enrollment, finances and physical facilities.

The Idaho Army National Guard

Twin Falls/Pocatello, Idaho
January 1983-August 1986

- Regimental Chaplain for the 116th Armored Cavalry Regiment (1983-1986) and Unit Chaplain for the 148th Field Artillery Unit (1979-1983), providing counsel to commanders and troops and assuring that all personnel had access to religious services during monthly and annual training, supervising the three other chaplains assigned to the Regiment. Discontinued military service in 1986 with the rank of Captain.

The Army of the United States of America

XVIII Airborne Corps & Ft. Bragg, North Carolina
March 1975-July 1978

- Chief of the Separation Transfer Point (1977-1978), supervised and trained 42 active-duty Army and Department of the Army civilians, assuring that persons leaving active-duty military service did so in compliance with Army regulations.
- Chief of Military Occupational Specialty (MOS) Testing (1976-1977), supervised and trained two Army personnel administering the evaluations of military personnel in their specific areas of specialization, reporting the evaluations to commanders, and securing testing materials to avoid fraudulent results.
- Chief of Enlisted and Officer personnel records (1975-1976) supervised and trained 31 Army personnel who maintained the records of 2,500+ soldiers in the 5th and 7th Special Forces and the Corps Support Command, assuring that the records were maintained in compliance with Army regulations.

Education

- IDAHO STATE UNIVERSITY (1967-1968, 1970-1974) Pocatello, Idaho
° Bachelor of Arts, French Education
- ADJUTANT GENERAL CORPS BASIC OFFICER COURSE (1975)
° Ft. Benjamin Harrison, Indiana
- EAST CAROLINA UNIVERSITY (1977-1979)
° Master of Arts, Counselor Education
- CHAPLAIN CORPS OFFICER BASIC COURSE (1980)
° Ft. Monmouth, New Jersey
- BRIGHAM YOUNG UNIVERSITY (1981-1985) Provo, Utah
° Doctor of Education, Secondary Curriculum and Instruction

*2003-2006 – Mission President, The Church of Jesus Christ of Latter-day Saints, California San Fernando Mission.

Duncan Robb

Summary of Qualifications

- Former educator, state education agency executive team member, and education consultant.
- Highly experienced presenting and facilitating in high-stakes environments with legislators, senior education leaders, and education organization leaders.
- State-level policy experience across a broad cross-section of content areas.
- Expert strategic planning and improvement advisor in education agencies, school districts, and nonprofits.

Professional Experience

Gem Prep network of schools

Sept. 2018 - present

Board Member

Education Consultant

Aug. 2018 – present

Private Practice

- Working with national education organizations to build state education agency capacity, learn from successes across states, and ensure state leaders are equipped to implement their strategies in order to hit the goals they have set for students.

Chief Policy Advisor

Jun. 2016 – Aug. 2018

Idaho State Department of Education

- Implemented the legislative and policy agenda of the Idaho State Superintendent of Public Instruction.
- Maintained critical relationships with state policymakers, including state legislators, Idaho's governor and education policy advisor, and members of the Idaho state board of education.
- Applied On-the-ground knowledge content of state-level policy landscapes including public school funding, workforce development, school improvement, assessment, and educator preparation and certification.
- Engaged in daily engagement with state lawmakers and coalition-building to advance key policy decisions.
- Regularly interfaced with national education organizations to build and maintain knowledge of the national education policy landscape.

Engagement Manager

May 2013 – May 2016

U.S. Education Delivery Institute, Washington, DC

- Led and contributed to partnerships with K-12 state agencies, K-12 districts, nonprofit organizations, and higher education systems and campuses to improve student achievement through effective policy implementation and capacity building at all levels using the Delivery Approach.
- Provided strategic planning, progress monitoring and content expertise to partners and clients.
- Designed and led high quality professional learning and collaborative workshops both among agency leaders and staff and across agencies.

Program Evaluator

Nov. 2012 – Jun. 2013

Baltimore Education Research Consortium, Baltimore, MD

- Collaborated with a small team, the Consortium, and Baltimore City Public Schools to design, implement, and complete a program evaluation of Baltimore City Public Schools' Great Kids Farm project.

Sixth Grade Math Teacher

May 2009 – Jun. 2011

Holland Middle School, Houston Independent School District, Houston, TX

- Highest performing of three sixth grade math teachers in 2010 and 2011.
- School Officer's Leadership Academy

Education

- Baltimore, MD: Johns Hopkins University, Masters in Public Policy *May 2013*
- Eugene, OR: University of Oregon, Bachelor of Arts in Political Science *Jun. 2009*



GEM INNOVATION SCHOOLS OF IDAHO BOARD OF DIRECTORS

Gem Innovation Schools of Idaho Board of Directors is comprised of a talented and seasoned group of professionals and civic leaders. The board has strong expertise in diverse fields—education, law, publicity / Marketing, Real Estate, Strategy, Accounting/ Finance, Business / Management, Politics / External Relationships—and provides strong governance and oversight.

- Dennis Turner, Chair
- Barb Femreite, Vice Chair
- Mason Harper
- Robert Lee
- Duncan Robb

GEM PREP: ONLINE PETITIONING GROUP

Gem Prep: Online Petitioning Group Participation

(Other than Board Participation)

The following persons were significantly involved in the petition. Each individual's participation during and following the petition approval process is listed below:

Jason Bransford, Chief Executive Officer

DURING PETITION PROCESS: Planning, general oversight, board liaison, facilities planning, education model planning, finances, etc.

AFTER PETITION APPROVAL: General oversight, hiring, facilities, education model, finances, compliance with performance certificate, etc.

Laurie Wolfe, Chief Academic Officer

DURING PETITION PROCESS: Planning, general oversight, education model planning, curriculum planning, etc.

AFTER PETITION APPROVAL: Hiring, school leader oversight, education model oversight, compliance with performance certificate, etc.



Bryan Fletcher, Chief Financial Officer

DURING PETITION PROCESS: Planning, financial oversight.

AFTER PETITION APPROVAL: Compliance with performance certificate /financial, financial oversight, etc.

Brenda Piña, Chief Operating Officer

DURING PETITION PROCESS: Planning, General oversight, operations planning: nutrition and transportation.

AFTER PETITION APPROVAL: Hiring, operations manager oversight, transportation and food services setup.

Josh Femreite, Chief Growth Officer

DURING PETITION PROCESS: Planning, facilities and operations.

AFTER PETITION APPROVAL: Facility construction oversight, transportation and food services support.



Appendix E1: School Organization Chart

GEM PREP ORGANIZATIONAL CHART



Appendix E2: Leadership Team Resumes

GEM INNOVATION SCHOOLS OF IDAHO

Jason Bransford

208.339.3735

jasonbransford@geminnovation.org

PROFESSIONAL EXPERIENCE

Gem Innovation Schools, Chief Executive Officer

2015 – Present

Launched Idaho's first charter management organization (CMO). Opened six K-12 charter schools in key Idaho locales (with a 7th approved for Fall of 2026 & 8th approved for Fall 2027). Secured the fiscal support for launch and expansion of each school. Leader of a team that developed and executed a plan for strong student and adult culture, educational excellence, and operational efficiency.

Idaho Distance Education Academy, Director

2009 – Present

Worked with administrative team to reversed a \$700,000 deficit, streamlined operations in every school department, created a robust Title 1 program and increased student achievement in every sub-population. Guided I-DEA to a five-star rating, which included recognition that the school had the highest SAT scores in the state. Awarded the 2013 Idaho Education Network Innovator of the Year Award.

Dickinson School District & Galveston School District, Teacher

2004 - 2007

Dickinson District Committee Chair, District Assessment 2006 – 2007, Dickinson Mentor Teacher 2006-2007, Dickinson Teacher 2005-2007. Galveston District teacher 2004-2005.

RELATED EXPERIENCE

- Founder of Idaho's first Charter Management Organization- Gem Innovation Schools
- Founder of 6 Idaho charter schools—
 - Gem Prep: Pocatello 2014
 - Gem Prep: Nampa 2016
 - Gem Prep: Meridian 2018
 - Gem Prep: Meridian North 2021
 - Gem Prep: Meridian South 2022
 - Gem Prep: Twin Falls 2023
- Grant Recipient—J.A. Kathryn Albertson Foundation, NewSchools Venture Fund, Louis Calder Foundation, Charter Schools Growth Fund, Idaho Future Fund, The Yass Prize, and The Learning Innovation Fund/Walton Foundation.
- Recipient—Idaho Education Network "Innovator of the Year Award 2013"
- Legislative Subcommittee—
 - Teacher Pipeline 2017
 - Idaho Education Network Strategic Planning 2013
 - Idaho State Legislature Excellence & Accountability Measures 2013
- Vice President—Idaho Charter School Network. Board Member July 2011 – July 2014.
- Author - *The Future is Bright: How Gem Prep is reimagining education and building tomorrow's leaders*. Covenant Books. 2023.

EDUCATION

University of Utah—EdD: Education Leadership, 2019

Idaho State University—EdS: Educational Administration, 2009

University of Houston—MS: Educational Management, 2006

Brigham Young University-Idaho—BS: Social Studies Education, 2003

RESUME: Leadership

Bryan T. Fletcher

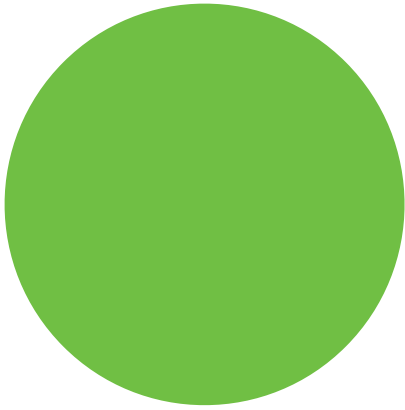
EDUCATION

- 2003-2005 University of Colorado, Colorado Springs
Masters of Business Administration - Finance
Program accredited by Association to Advance Collegiate Schools of Business (AACSB)
- 1998-2001 University of Phoenix,
Bachelors of Science in Business Administration
- 1991-1995 Riverside Community College, Riverside, CA.
General Education
- 1983-1985 Chaffey College, Alta Loma, CA.
General Education

EMPLOYMENT

- 2/2021-present Gem Innovation Schools
Meridian, ID. and online
CFO
Oversee all aspects of business, accounting, finance and HR related activities for the charter network.
Forecast, develop and manage network budgets.
Conduct strategic and tactical planning and execution along with Executive Management Team.
Manage liquidity/cash flow in accordance with State law and network's investment policy.
Conduct activities associated with debt management.
Work with independent auditor to issue the Annual Financial Audit/Report, and issue financial statements and reports during course of fiscal year.
- 9/2016-2/2021 Blaine County School District
Hailey, ID.
CFO/ Director of Finance
Oversee all aspects of business, accounting, and finance related activities for the District.
Forecast, develop and manage District budget.
Conduct strategic and tactical planning and execution along with District Executive Management Team.
Manage liquidity/cash flow in accordance with State law and District investment policy.
Conduct activities associated with issuing bonds and maintain disclosure statements.
Work with independent auditor to issue District's Annual Financial Audit/Report, and issue financial statements and reports during course of fiscal year.
- 2015-9/2016 Sorrento Lactalis
Nampa, ID.
Controller
Provided financial and accounting oversight for two of the production facilities.
Provided financial analysis of performance.
Develop budget.
- 2008-8/2014 Kuna School District
Kuna, ID.
CFO/ Business Manager
Oversee all aspects of business, accounting, and finance related activities for the District.
Forecast, develop and manage District budget.
Conduct strategic and tactical planning and execution along with District Executive

	<p>Management Team.</p> <p>Manage liquidity/cash flow in accordance with State law and District investment policy.</p> <p>Conduct activities associated with issuing bonds and maintain disclosure statements.</p> <p>Work with independent auditor to issue District's Annual Financial Audit/Report, and issue financial statements and reports during course of fiscal year.</p> <p>Oversee Human Resources department including the selection and implementation of benefits and insurance offerings for District employees.</p> <p>Manage all financial relationships with Commercial Banks, Investment Banker, Bond Council, Investment Pool, Insurance Firms, Benefit providers, and PERSI.</p> <p>Present monthly to Board of Trustees on business and financial matters.</p>
2008-2015	<p>University of Phoenix Meridian, ID. Instructor Instruct/Facilitate classes in the disciplines of Accounting, Finance, and Operation.</p>
2003-2008	<p>Design Space Modular Buildings, Inc. Boise, ID. Facility Manager Manage all aspects of local facility functions, both operations/administration and sales. Manage P&L and other financial data. Develop annual facility budget/operation plan and maintain adherence. Supervise branch staff, and oversee all project management aspects of facility.</p>
1998-2003	<p>G.E. Capital Modular Space, Boise, ID. Branch Manager Manage all aspects of local facility functions, both operations/administration and sales. Conduct financial analysis of proposed projects to determine viability. Manage P&L and other financial data. Develop annual facility budget/operation plan and maintain adherence. Supervise branch staff, and oversee all project management aspects of facility.</p>
1996-1998	<p>G.E. Capital Modular Space, Boise, ID. Branch Operations Manager Administer all aspects of branch operations including, but not limited too, accounts payables, accounts receivables, credit review and approval, fleet oversight, project management, and full P&L responsibility.</p>
1996-1996	<p>G.E. Capital Modular Space, Rialto, CA. Interim Branch Manager Administer all aspects of branch operations for the local three facilities across Southern California including, but not limited too, accounts payables, accounts receivables, credit review and approval, fleet management, and full P&L responsibility.</p>
1994-1996	<p>G.E. Capital Modular Space, Rialto, CA. Fleet Manager Administer the fleet for the local three facilities across Southern California. Oversee and manage all contractors and subcontractors engaged in the company's fleet repair, maintenance, delivery, and installation. Provide project management for all custom and in-fleet installations.</p>



Profile – Laurie Wolfe

Experienced educator with a proven track record of raising student academic achievement. I enjoy creating opportunities for high quality, personalized, learning experiences for students and teachers. I love a challenge!

Education

Boise State University

Ed. D. Curriculum and Instruction
12/2005

Boise State University

MA Literacy 5/1992

Boise State University

BA Elementary Ed 5/1998

Certificates and Endorsements

Administrator K-12

Gifted and Talented K-12

Literacy K-12

Standard Elementary K-8

Experience

Gem Prep network of schools —7/2006 - present

Chief Academic Officer

Hired to turn around test scores. Led the initiative to improve student academic achievement. Moved state testing scores from the bottom quartile to the top quartile. Implemented standards based curriculum, student led portfolio

conferences, K-8 learning management system, and professional development focused on improving student academic achievement.

Boise School District —8/1990 – 6/2006

Trail Wind Elementary- Reading Specialist, and Gifted and Talented Specialist

A founding teacher at Trail Wind Elementary. Developed and implemented a pilot program called the Accelerated Learning. The purpose of the program was to provide services (special education, reading specialist, and gifted and talented) to help all students accelerate their learning without the stigma usually associated with special services.

Les Bois Junior High School– 7th and 8th grade Reading Teacher

A founding teacher at Les Bois Junior High. Worked with colleagues and administrators to establish school culture and norms.

Hawthorne Elementary– 3rd and 6th grade classroom teacher

Low income elementary school. Implemented Saturday School for students who were not successfully completing school work and homework. Parents were required to attend and they were taught strategies for working with their children. .

Long Beach Unified School District 9/1988 – 5/1990

Garfield Elementary– 1st and 2nd grade classroom teacher

Diverse inner city school with high percentage of English Language Learners. Designed and implemented a successful home writing program with 1st and 2nd grade students and their parents.

EDUCATION**Bachelor of Science in Human Resource Management and Operations Management**

May 2016

University of Idaho, Moscow, ID

Cumulative GPA: 3.04

WORK EXPERIENCE**Gem Innovation Schools, Meridian, ID***Chief Operating Officer*

July 2019 –

Present

- Collaborate with the C-Team in setting and driving organizational vision, operational strategy, and hiring needs.
- Oversee daily operations and technology of all schools and the work of individual School Operations managers and technology department.
- Design and implement policies and procedures that align with the organizations vision and mission.
- Maintain and build trusted relationships with key partners and stakeholders.

Gem Prep: Nampa, Nampa, ID*School Operations Manager*

September 2016 –

July 2019

- Oversee and manage the national school lunch program.
- Collaborated effectively with the principal to ensure smooth workflow and efficient coverage by communicating shift duties to all partner teachers.
- Responsible for supply, facility, and field trip requisitions and budgets.
- Launched two new programs to improve the flow of processes; School Mint and Boonli.
- Coordinate school transportation and procedures with brown bus.

4-H Youth Development, University of Idaho Extension, Caldwell, ID*Public Relations Intern*

May 2016 –

August 2016

- Reach out and connect with local newspapers to negotiate the publication of articles that feature hosted events.
- Photograph staff and interns teaching youth about healthy living and share them on social media.
- Control social media, such as Facebook, Instagram, and Twitter by keeping viewers engaged.

Native American Student Center, Moscow, ID*HOIST Mentor*

May 2015 –

July 2015

- Guided and enforced rules and regulations that were to be maintained in the living residence for the 12 students I was overseeing by developing rapport and building a relationship with them.
- Directed students to relevant information about academic and personal support services available at the university.
- Planned and led activities to develop students' physical, emotional and social growth.

LEADERSHIP EXPERIENCE**Association of Latino Professionals for America (ALPFA), Moscow, ID***Member*

August 2015 –

May 2016

- Participated in community service, for example combing and walking blind horses.
- Planned and coordinated fundraisers such as holiday raffle baskets and our annual red carpet dance.
- Recruited potential members at our UIIdaho bound events by tabling and talking to incoming freshman about our organization.
- Award: 2016 ALPFA Convention Scholarship (Dallas, TX).

Multicultural Greek Council, Moscow, ID*Vice President of Communications*

August 2015 –

May 2016

- Maintained complete and up-to-date files of minutes, attendance, and membership.
- Distributed minutes to the executive board and presidents of all the multicultural Greeks at the university.
- Planned and coordinated logistics and materials for board meetings while also maintaining order during the meetings.
- Publicized our organization and events on social media to maintain positive public relations with community members.

Lambda Theta Alpha, Moscow, ID*Public Relations Chair*

August 2015 –

May 2016

- Advertised all events our organization planned and hosted over 75 people at fundraisers and engaged with users.
- Represented the organization's image to the public and other external sources.

Chapter Orientation Advisor

August 2014 –

May 2015

- Oversaw and attended all potential interest meetings
- Evaluated each of the 6 new members by interviewing and guiding them into the sorority.

Treasurer

August 2013 –

May 2014

- Developed accurate records of all of our chapter's financial transactions through monthly financial summary reports and bank reconciliation reports.
- Managed, tracked, and monitored all deposits and withdrawals of our sorority using excel worksheets.
- Budgeted active and proposed ideas by accurately determining pricing, margins, and risk factors for our chapter.

SKILLS

- Microsoft Office Programs: Excel, Word, PowerPoint, and Microsoft Project
- Power School
- Boonli
- Managing school lotteries and registration via School Mint
- Fluent in Spanish and English

JOSH FEMREITE

EDUCATION

BACHELOR OF SCIENCE / 2003 / UNIVERSITY OF IDAHO

Business with emphasis on Information Systems

QUALIFICATIONS

LEADERSHIP

Designed, planned and implemented business strategies, plans and procedures to meet departmental and organizational goals. Managed development of custom student information system. Implemented school-wide web video conferencing system leading to greater communications between teachers and students. Led project to implement learning management system and bring Gem Prep: Online (formerly Idaho Distance Education Academy) courses online. Set comprehensive goals for school growth and student success. Oversaw daily operations and the work of operations teams and technology department. Developed and maintained relationships with partners and vendors.

PROJECT MANAGEMENT

Set comprehensive goals for school growth and student success. Oversaw daily operations and the work of operations teams and technology departments for four schools and four regional resource centers across the state. Developed and maintained relationships with partners and vendors. Managed facility acquisition and construction of three Gem Prep school campuses.

EXPERIENCE

CHIEF GROWTH OFFICER / GEM INNOVATION SCHOOLS / 2019 – PRESENT

Project manager for opening new Gem Prep schools; acquisition and expansion.

CHIEF OPERATING OFFICER / GEM INNOVATION SCHOOLS / 2015 – 2019

Project manager for new facility acquisition and expansion. Oversaw facility operations for network of four schools.

DIRECTOR OF TECHNOLOGY / IDAHO DISTANCE EDUCATION ACADEMY / 2007 -2015

Oversaw the management, implementation, and purchase of all technology for the school and it's four resource centers across the state.

SYSTEMS ENGINEER / IDAHO DISTANCE EDUCATION ACADEMY / 2006 – 2007

Planned and managed school-wide network and systems.

SUPPORT TECHNICIAN / IDAHO DISTANCE EDUCATION ACADEMY / 2004 – 2006

Provided support and training for teachers, students and parents.

Tera Reeves

Education	Washington State University – <i>Cum Laude</i>	1993
	Bachelor of Arts Elementary Education Early Childhood Education Endorsement	
	University of Idaho – 4.0 GPA	2004
	Master's Degree Educational Leadership	
	University of Idaho – 4.0 GPA	2011

Administrative Experience

Whitepine School District	2003-2010
Elementary Principal; Federal Programs Director; Preschool Director; 21 st CCLC Director; Homeless Coordinator; G/T Coordinator	
District Superintendent; Elementary Principal; Federal Programs Director	2010-2015
District Superintendent	2016-2017
Gem Innovation Schools	
Idaho Distance Education Academy Principal; Federal Programs Director	2015-2019
College Access Director; Federal Programs Director	2019-Present

Teaching Experience

Whitepine School District	
Long Term Substitute- Kindergarten & 4 th Grade	1995-1996
Special Education Paraprofessional	1996-1997
Kindergarten Teacher	1997-2000
First Grade Teacher	2000-2003

Certifications

Charlotte Danielson Framework for Teaching Proficiency
Technology Competency Certificate
Idaho Comprehensive Literacy Certificate
MTI Certificate

Leadership Roles

Advanced Opportunities for Junior/Senior High Students
Idaho Core Standards Implementation K-12
Leadership Team Chair
Crisis Team Leader
Region II Superintendent Group Secretary
Development Team for Performance Standards for Mathematics
Mentor Teacher Bovill Elementary
Student Teacher Supervisor
Comprehensive Reform Team Member



Appendix E3: Characteristics of a Gem Prep School Leader

CHARACTERISTICS OF IDEAL SCHOOL LEADER

Above all else, a Gem Prep (GP) principal will be the instructional leader of the school. The principal will ensure that at least sixty percent of Gem Prep students will graduate high school with an associate's degree and the remainder will graduate with at least 18 college credits. The principal will develop master teachers who change the lives of students and families. The principal will set, and work relentlessly toward, academic goals for the school that will prepare students for college and beyond. The principal is an exceptional school leader with a proven record of success and a commitment to educational excellence.

Specific Skills:

Ability to Articulate a Vision and Drive Results

- Drive the success of all students by creating systems of support and accountability for students and staff
- Have a clear vision for instructional excellence and the skill set to help all teachers and staff achieve that vision.
- Possess an understanding and passion for Gem Prep's beliefs, mission, vision, values, and operating norms and a commitment to working relentlessly in their pursuit
- Have a proven record of past achievement: achieving ambitious, measurable results in academics and leadership
- Strong critical thinking skills: making accurate connections between cause and effect and generating relevant solutions to problems
- Possess the ability to influence and motivate others
- Demonstrate organizational ability: planning well, meeting deadlines, and working efficiently
- Show experience using data to lead others to improve student outcomes
- Possess a continuous learning/growth mindset: see obstacles as opportunity and persevere through setbacks, leading others to do the same, increasingly elevating and improving school- wide outcomes
- Set high expectations and goals, achieve results, demonstrate tenacity and initiative despite tremendous obstacles or challenging situations

Leadership Qualities

- Demonstrate collaborative leadership
- Develop positive relationships with parents, teachers, students and community.
- Work in partnership with other school leaders in refining and shaping school culture, recruiting and developing teacher talent and elevating our impact on students' college readiness
- Demonstrate a commitment to the philosophy that every minute of every day is learning time.
- Demonstrate integrity and ability to impact and influence multiple types of stakeholders rooted in the priorities of what is best for students



Working at Gem Prep

Gem Prep focuses on hiring and developing great leaders with high expectations and provides robust support to meet those expectations. Gem Prep expects the following from school leaders:

- **Results.** Gem Prep works relentlessly to create efficient, measurable, and sustainable results. We strive for excellence and pursue our mission tenaciously. Ideally, you thrive working in a fluid environment where flexibility and tenacity are required.
- **Innovation.** We embrace new approaches and ideas that have a powerful impact on learning and teaching, achieving success for every student. We believe that today's students need schools that dramatically rethink the traditional learning and teaching process for the success of every student. The status quo is not acceptable.
- **Integrity.** We are truthful, fair, and trustworthy in all aspects of our work. We expect the same of you.
- **Humility.** If you are humble and teachable, this will be a powerful learning experience for you. Your humility will be key to building trusted and authentic relationships as well as the key to your professional growth. We also understand that you bring valuable experiences and knowledge that will lift our team.
- **Teamwork.** We value each of our team members as individuals but believe that we achieve the greatest results by working together.

Qualifications

- MA., EdD., or PhD. in School Administration, or related field
- Valid Idaho School Administrator Certificate
- Databased evidence of helping students achieve academic success
- Evidence of prior academic achievements, leadership experience, and organizational skills indicating very high potential to perform at this level

GEM PREP: ONLINE, LLC

Deary, Idaho

Audited Financial Statements
For the Years Ended
June 30, 2024 and 2023

GEM PREP: ONLINE, LLC
Deary, Idaho

TABLE OF CONTENTS

	<u>PAGE</u>
Independent Auditor's Report.....	1-3
Independent Auditor's Report on Internal Control over Financial Reporting And on Compliance And Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>.....	4-5
 FINANCIAL STATEMENTS	
Statements of Financial Position	6
Statements of Activities	7-8
Statements of Cash Flows	9
Statements of Functional Expense	10-11
Notes to the Financial Statements	12-20
 SUPPLEMENTARY INFORMATION	
Schedule I – Statement of Net Position	21
Schedule II – Statement of Activities	22
Schedule III – Balance Sheet	23
Schedule IV – Reconciliation of Total Governmental Fund Balances to Net Position of Governmental Activities	24
Schedule V – Statement of Revenues, Expenditures and Changes in Fund Balances	25
Schedule VI – Reconciliation of the Statement of Revenues, Expenditures, and Changes in Fund Balances of Governmental Funds to the Statement of Activities	26
 General Fund	
Schedule VII – Statement of Revenues, Expenditures and Changes in Fund Balance – Budget and Actual	27
Schedule VIII – Statement of Expenditures by Function – Budget and Actual	28-31

	<u>PAGE</u>
Nonmajor Funds	
Schedule IX – Combining Balance Sheet.....	32-33
Schedule X – Combining Statement of Revenues, Expenditures and Changes In Fund Balances.....	34-35
Schedule XI – Combining Statement of Revenues and Expenditures – Budget to Actual	36



INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Gem Prep: Online, LLC
Deary, Idaho 83823

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Gem Prep: Online, LLC (a nonprofit organization), which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Gem Prep: Online, LLC as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Gem Prep: Online, LLC's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

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

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

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying Schedules I through XI is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, Schedules I through XI is fairly stated, in all material respects, in relation to the financial statements as a whole.

Emphasis of Matter

We draw your attention to Note 2 which requires Gem Prep: Online, LLC to submit to the Idaho State Department of Education financial statements in accordance with accounting principles generally accepted in the United States of America for governmental entities. Schedules I through XI have been presented for this purpose. Our opinion is not modified with respect to this matter.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated October 15, 2024 on our consideration of Gem Prep: Online, LLC's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Gem Prep: Online, LLC's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Gem Prep: Online, LLC's internal control over financial reporting and compliance.

Hayden Ross, PLLC

Moscow, Idaho
October 15, 2024



**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON
AN AUDIT OF FINANCIAL STATEMENTS PERFORMED
IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors
Gem Prep: Online, LLC
Deary, Idaho 83823

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Gem Prep: Online, LLC (a nonprofit organization), which comprise the statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, cash flows and functional expenses for the years then ended, and the related notes to the financial statements, and have issued our report thereon dated October 15, 2024.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Gem Prep: Online, LLC's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Gem Prep: Online, LLC's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control

that might be material weaknesses or significant deficiencies. Given these limitations, during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses or significant deficiencies. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether Gem Prep: Online, LLC's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Gem Prep: Online, LLC's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Gem Prep: Online, LLC's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Hayden Ross, PLLC

Moscow, Idaho
October 15, 2024

FINANCIAL STATEMENTS

GEM PREP: ONLINE, LLC
Deary, Idaho

STATEMENTS OF FINANCIAL POSITION
June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Current assets:		
Cash	402,883	272,811
Investments	3,658,167	3,302,488
Other receivables:		
Federal	159,717	68,171
State	238,043	58,293
Local	16,518	15,804
Gem Prep: Twin Falls, LLC interest receivable	9,173	-
Gem Innovation Schools Foundation, LLC receivable	69,263	-
Less: restricted asset	<u>(41,114)</u>	<u>(56,571)</u>
Total current assets	<u>4,512,650</u>	<u>3,660,996</u>
Property and equipment:		
Land	27,761	27,761
Depreciable property and equipment	1,164,298	1,113,332
Less: accumulated depreciation	(98,963)	(66,016)
Right-of-use asset	85,616	-
Accumulated amortization	<u>(15,763)</u>	<u>-</u>
Net property and equipment	<u>1,162,949</u>	<u>1,075,077</u>
Other assets:		
Gem Prep: Twin Falls, LLC loan receivable	601,517	601,517
Restricted assets	<u>41,114</u>	<u>56,571</u>
Total other assets	<u>642,631</u>	<u>658,088</u>
Total assets	<u><u>\$ 6,318,230</u></u>	<u><u>\$ 5,394,161</u></u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	114,267	66,509
Accrued payroll and benefits	121,162	79,335
Current portion of right-of-use lease liability	<u>15,826</u>	<u>-</u>
Total current liabilities	<u>251,255</u>	<u>145,844</u>
Noncurrent liabilities:		
Compensated absences	41,131	35,642
Noncurrent portion of right-of-use lease liability	<u>55,133</u>	<u>-</u>
Total noncurrent liabilities	<u>96,264</u>	<u>35,642</u>
Total liabilities	<u>347,519</u>	<u>181,486</u>
Net assets:		
With donor restrictions	41,114	56,571
Without donor restrictions		
Invested in property and equipment, net of related debt	1,091,990	1,075,077
Unspecified	<u>4,837,607</u>	<u>4,081,027</u>
Total net assets	<u>5,970,711</u>	<u>5,212,675</u>
Total liabilities and net assets	<u><u>\$ 6,318,230</u></u>	<u><u>\$ 5,394,161</u></u>

GEM PREP: ONLINE, LLC

Deary, Idaho

STATEMENT OF ACTIVITIES
For the Year Ended June 30, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE, GAINS AND OTHER SUPPORT			
Federal support	23,107	295,932	319,039
State support	4,081,155	77,915	4,159,070
Local support	1,758,956	75,000	1,833,956
Interest earnings	184,677	10	184,687
Total revenue, gains and other support	6,047,895	448,857	6,496,752
NET ASSETS RELEASED FROM RESTRICTIONS			
Restrictions satisfied by payments	464,314	(464,314)	-
Total net assets released form restrictions	464,314	(464,314)	-
EXPENSES			
Program (instructional)	1,879,823	-	1,879,823
Administrative (support)	3,810,183	-	3,810,183
Amortization	15,763	-	15,763
Depreciation	32,947	-	32,947
Total expenses	5,738,716	-	5,738,716
Change in net assets	773,493	(15,457)	758,036
Net assets - beginning of year	5,156,104	56,571	5,212,675
Net assets - end of year	<u>\$ 5,929,597</u>	<u>\$ 41,114</u>	<u>\$ 5,970,711</u>

GEM PREP: ONLINE, LLC
Deary, Idaho

STATEMENT OF ACTIVITIES
For the Year Ended June 30, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE, GAINS AND OTHER SUPPORT			
Federal support	26,651	466,179	492,830
State support	2,668,268	58,683	2,726,951
Local support	1,178,834	250,360	1,429,194
Interest earnings	139,198	152	139,350
	<u>4,012,951</u>	<u>775,374</u>	<u>4,788,325</u>
NET ASSETS RELEASED FROM RESTRICTIONS			
Restrictions satisfied by payments	782,965	(782,965)	-
Total net assets released form restrictions	<u>782,965</u>	<u>(782,965)</u>	<u>-</u>
EXPENSES			
Program (instructional)	1,629,453	-	1,629,453
Administrative (support)	3,388,720	-	3,388,720
Depreciation	20,644	-	20,644
	<u>5,038,817</u>	<u>-</u>	<u>5,038,817</u>
Total expenses	<u>5,038,817</u>	<u>-</u>	<u>5,038,817</u>
Change in net assets	(242,901)	(7,591)	(250,492)
Net assets - beginning of year	<u>5,399,005</u>	<u>64,162</u>	<u>5,463,167</u>
Net assets - end of year	<u>\$ 5,156,104</u>	<u>\$ 56,571</u>	<u>\$ 5,212,675</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

STATEMENTS OF CASH FLOWS
For the Years Ended June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash received from federal support	227,493	538,573
Cash received from state support	3,979,320	2,677,306
Cash received from local support	1,833,242	1,416,780
Cash received from interest	175,514	139,350
Cash paid to suppliers and employees	<u>(5,609,589)</u>	<u>(5,002,516)</u>
Net cash provided by (used in) operating activities	<u>605,980</u>	<u>(230,507)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Cash paid for property and equipment	<u>(50,966)</u>	<u>(396,033)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Cash paid to related parties	(69,263)	-
Cash paid to Gem Prep: Twin Falls, loan receivable	-	(601,517)
Net cash provided by (used in) financing activities	<u>(69,263)</u>	<u>(601,517)</u>
Net increase (decrease) in cash and cash equivalents	485,751	(1,228,057)
Cash and cash equivalents - beginning of year	<u>3,575,299</u>	<u>4,803,356</u>
Cash and cash equivalents - end of year	<u>\$ 4,061,050</u>	<u>\$ 3,575,299</u>
Reconciliation of changes in net assets to net cash provided by (used in) operating activities:		
Change in net assets	758,036	(250,492)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	32,947	20,644
Amortization of ROU lease assets	15,763	-
Cash paid related at inception of ROU lease	(1,488)	-
Cash paid related to ROU lease liability	(13,169)	-
(Increase) decrease in operating assets		
Federal support receivable	(91,546)	45,743
State support receivable	(179,750)	(49,645)
Local support receivable	(714)	(12,414)
Gem Prep: Twin Falls, LLC interest receivable	(9,173)	-
Increase (decrease) in operating liabilities		
Accounts payable	47,758	(6,782)
Compensated absences	5,489	10,836
Accrued payroll and benefits	<u>41,827</u>	<u>11,603</u>
Net cash provided by (used in) operating activities	<u>\$ 605,980</u>	<u>\$ (230,507)</u>

GEM PREP: ONLINE, LLC**Deary, Idaho**

STATEMENT OF FUNCTIONAL EXPENSE**For the Year Ended June 30, 2024**

	Program (Instructional)	Administrative (Support)	Other	Total
Salaries	1,113,315	2,435,655	-	3,548,970
Benefits	283,673	670,383	-	954,056
Purchased services	219,361	554,031	-	773,392
Supplies-materials	263,474	142,359	-	405,833
Insurance - judgment	-	7,755	-	7,755
Amortization	-	-	15,763	15,763
Depreciation	-	-	32,947	32,947
Total expense	<u>\$ 1,879,823</u>	<u>\$ 3,810,183</u>	<u>\$ 48,710</u>	<u>\$ 5,738,716</u>

GEM PREP: ONLINE, LLC
Deary, Idaho

STATEMENT OF FUNCTIONAL EXPENSE
For the Year Ended June 30, 2023

	Program (Instructional)	Administrative (Support)	Other	Total
Salaries	1,018,588	2,271,537	-	3,290,125
Benefits	232,999	565,579	-	798,578
Purchased services	246,721	413,176	-	659,897
Supplies-materials	131,145	121,387	-	252,532
Insurance - judgment	-	17,041	-	17,041
Depreciation	-	-	20,644	20,644
Total expense	<u>\$ 1,629,453</u>	<u>\$ 3,388,720</u>	<u>\$ 20,644</u>	<u>\$ 5,038,817</u>

GEM PREP: ONLINE, LLC
Deary, Idaho

NOTES TO THE FINANCIAL STATEMENTS
June 30, 2024 and 2023

NOTE 1 Organization

Gem Prep: Online, LLC (the School) is a non-profit state-funded public school. Gem Prep: Online, LLC serves elementary and secondary school aged children (K-12) in the State of Idaho. Gem Prep: Online, LLC became a state recognized charter school to begin instruction on July 1, 2019. Through technology and partnership between parents and educators, the School promotes and supports a modern education system that delivers innovative, relevant, and rigorous education to each child.

NOTE 2 Summary of Significant Account Policies

Basis of Accounting - The School uses the accrual basis of accounting. Revenues are recognized as it is earned and expenses are recognized when incurred.

Investments - The School has an account with the Local Government Investment Pool sponsored by the Idaho Legislature. The School carries the balance at fair market value, which also represents cost. The investment account is subject to market risk and is uninsured. At June 30, 2024 and 2023, the balances were \$3,658,167 and \$3,302,488, respectively.

Accounts Receivable - No allowance for doubtful accounts was calculated by the School as all receivables were deemed to be collectible.

Property and Equipment - The original cost of property and equipment is depreciated over the estimated useful lives of the assets. Depreciation is computed on the straight-line method for financial reporting purposes. The capitalization policy for Gem Prep: Online, LLC is all assets that exceed \$5,000 in amount and have more than one year of useful life. The useful lives of property and equipment for purposes of computing depreciation are 5 to 7 years for office furniture and technology equipment, 15 to 20 years for the site/building improvements, and 39 years for buildings. Depreciation expense for the years ended June 30, 2024 and 2023 were \$32,947 and \$20,644, respectively.

Leases - The School leases various buildings. The School determines if an arrangement is a lease at inception. Operating and finance leases are included in the lease right-of-use (ROU) assets, current liabilities, and ROU lease liabilities accounts on the balance sheets.

ROU assets represent the right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. Lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As most of the leases do not provide an implicit rate, the risk-free rate of return, based on the information available at commencement date, is used to determine the

NOTE 2 Summary of Significant Account Policies (Continued)

present value of lease payments. The lease ROU asset also includes any lease payments made and excludes lease incentives. The lease terms may include options to extend or terminate the lease when it is reasonably certain that the option(s) will be exercised. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

The School elected to apply the short term lease exemption to the following classes of underlying assets: building. All but one lease of the School are accounted for under the short term exemption election.

Statement of Cash Flows - For purposes of the Statement of Cash Flows, the School considers all highly liquid debt instruments with a maturity of three months or less to be cash equivalents.

Restricted Support - The School reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, either when a stipulated time restriction ends or a purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions. The School reports gifts of land, buildings and equipment as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. For the years ended June 30, 2024 and 2023, Gem Prep: Online, LLC had no donated assets.

Net Assets - Net assets are classified based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the School and changes therein are classified as follows:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the School. The School's board may designate assets without restrictions for specific operational purposes from time to time.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature and those restrictions will be met by actions of School or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Use of Estimates - The process of preparing financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions regarding certain types of assets, liabilities, revenues and expenses, and actual results may differ from estimated amounts.

Income Tax Status - The School is exempt from income tax as a publicly supported School under section 501(c)(3) of the Internal Revenue Code and therefore has made no provision for federal

NOTE 2 Summary of Significant Account Policies (Continued)

income taxes in the accompanying financial statements. There was no unrelated business income for 2024 and 2023. The School's Forms 990, *Return of Organization Exempt from Income Tax*, for the years ended 2024, 2023, and 2022 are subject to examination by the IRS, generally for three years after the returns are filed.

Cost Allocation - The financial statements report certain categories of expenses that are attributable to more than one program or supporting function. The School does not have any indirect expenses that would need to be allocated as of June 30, 2024 and 2023. Therefore, there is no cost allocation required.

Reports Required by the State - Idaho Department of Education requires the School to submit financial information in accordance with accounting principles generally accepted in the United States of America for governmental entities. This information is included as supplemental information to the basic financial statements. The general fund accounts for activities for general operations and the other funds presented are used to account for activities related to restricted funds and grants the School received.

Accumulated Unpaid Vacation - Under the terms of the "Gem Prep Schools Classified Handbook" regular full-time employees working 12 months a year are granted up to 120 hours off a year. Annual leave may be accrued but the total annual leave may never exceed fifteen days.

Revenue Recognition - The School has implemented ASU 2014-09 Revenue from Contracts with Customers, and has applied the five-step process to their contract revenue. The School's primary source of contract revenue is from CMO fees. This contract has been evaluated and the School has concluded a single performance obligation exists and records the revenue at the point in time the performance obligation has been fulfilled. The transaction price for these transactions is based on the state foundation payment and allocated to the single performance obligation. Payment for the contract is due at the time the performance obligation has been fulfilled.

Subsequent Events - Subsequent events have been evaluated through the date of the auditor's report. This is the date the financial statements were available to be issued. The School has determined that no material subsequent events have occurred.

NOTE 3 Recently Adopted Accounting Guidance

During FY2024, there were various accounting standard updates (ASU) that became effective. The School has reviewed these ASUs and determined none of the ASUs had a material impact on the School's operations and were not applicable.

NOTE 4 Net Assets with Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes:

	<u>2024</u>	<u>2023</u>
Subject to expenditure for specified purpose:		
School building maintenance	14,028	27,049
Student activity related expenditures	(165)	(125)
Other local grant related expenditures	23,207	23,207
Medicaid related expenditures	<u>4,044</u>	<u>6,440</u>
Total net assets with donor restrictions	<u>\$41,114</u>	<u>\$56,571</u>

NOTE 5 Liquidity and Availability of Financial Assets

The following reflects the School's financial assets as of the balance sheet date, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

	<u>2024</u>	<u>2023</u>
Financial assets, at year end		
Cash and cash equivalents	4,061,050	3,575,299
Federal receivables	159,717	68,171
State receivables	238,043	58,293
GPTF interest receivable	9,173	-
GISF receivable	69,263	-
Local receivables	<u>16,518</u>	<u>15,804</u>
Total financial assets at year end	<u>4,553,764</u>	<u>3,717,567</u>
Less those unavailable for general expenditures within one year, due to:		
Restricted by donor with time or purpose restrictions	<u>(41,114)</u>	<u>(56,571)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$4,512,650</u>	<u>\$3,660,996</u>

As part of the School's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

NOTE 6 Major Funding Source

Gem Prep: Online, LLC received a majority of its revenue from the following sources:

	<u>2024</u>	<u>% of Total Revenue</u>
Idaho Department of Education	\$4,159,070	64.02%
	<u>2023</u>	<u>% of Total Revenue</u>
Idaho Department of Education	\$2,726,951	56.95%

NOTE 7 Employee's Retirement System

Public Employee Retirement System of Idaho (PERSI), the PERSI Base Plan, a cost sharing multiple-employer public retirement system, was created by the Idaho State Legislature. It is a defined benefit plan requiring that both the member and the employer contribute. The plan provides benefits based on members' years of service, age, and compensation. In addition, benefits are provided for disability, death, and survivors of eligible members or beneficiaries. The authority to establish and amend benefit provisions is established in Idaho Code. Designed as a mandatory system for eligible state and school district employees, the legislation provided for political subdivisions to participate by contractual agreement with PERSI. After 5 years of credited service, members become fully vested in retirement benefits earned to date. Members are eligible for retirement benefits upon attainment of the ages specified for their employment classification. For each month of credited service, the annual service retirement allowance is 2.0% of the average monthly salary for the highest consecutive 42 months.

The actuarially determined contribution requirements of the School and its employees are established and may be amended by the PERSI Board of Trustees. For the year ended June 30, 2024, the required contribution rate as a percentage of covered payroll for members was 6.71% for general members and 7.62% for school employee members. The employer rate as a percentage of covered payroll is 11.18% for general members and 12.69% for school employee members. The School's contributions required and paid for the years ended June 30, 2024 and 2023 were \$439,490 and \$390,486, respectively.

PERSI is subject to pronouncement issued by the Governmental Accounting Standards Board (GASB) and was required to implement GASB 67, *Financial Reporting for Pension Plan-an amendment of GASB Statement No. 25*, effective as of June 30, 2014. The statement established standards and specified the required approach for measuring the pension (asset) liability of contributing entities for benefits provided through the pension plan (the net pension (asset) liability). As of June 30, 2023, the most recent available audited financial statement of PERSI at the time of issuance, the Plan was reported to be 83.83% funded. The School's proportion of the net pension (asset) liability was based on the School's share of contributions in the Base Plan pension plan relative to the total contributions of all participating PERSI Base Plan employers. At June 30, 2023, the School's proportion was 0.07691601% and the estimated net pension (asset) liability was \$3,069,465.

PERSI issues publicly available stand-alone financial reports that include audited financial statements and required supplementary information. These reports may be obtained from PERSI's website www.persi.idaho.gov.

NOTE 8 Other Post-Employment Benefit Plan – Sick Leave Plan

The School contributes to the Sick Leave Insurance Reserve Fund (Sick Leave Plan) which is a cost-sharing multiple-employer defined benefit OPEB plan that covers members receiving retirement benefits that are administered by PERSI that covers substantially all employees of the State of Idaho, its agencies and various participating political subdivisions. The cost to administer the plan is financed through the contributions and investment earnings of the plan.

NOTE 8 Other Post-Employment Benefit Plan – Sick Leave Plan (Continued)

Group retiree health, dental, accident, and life insurance premiums may qualify as a benefit. Retirees who have a sick leave account can use their balance as a credit towards these premiums paid directly to the applicable insurance company.

The contribution rate for employees is set by statute at .065% of covered compensation for state members. Covered school members contribution rates are set by statute based on the number of sick days offered by the employer. The contribution rate of 1.16% for school members with nine or ten sick days, 1.26% for school members with 11-14 sick days. If a school member has more than 14 days of sick leave then the contribution rate will be set by the PERSI Retirement Board based on current cost and actuarial data and reviewed annually. Beginning January 1, 2020, PERSI approved an 18-month rate holiday. During the rate holiday, all sick leave contribution rates are 0%. The holiday was extended to June 30, 2026, therefore the School's contributions required and paid were \$0 for the years ended June 30, 2024 and 2023.

PERSI is subject to pronouncement issued by the Governmental Accounting Standards Board (GASB) and was required to implement GASB 74, *Financial Reporting for postemployment Benefit Plans Other Than Pension Plans*, effective as of June 30, 2017. The statement established standards and specified the required approach for measuring the OPEB asset of contributing entities for benefits provided through the OPEB plan (the net OPEB asset). As of June 30, 2023, the most recent available audited financial statement of PERSI at the time of issuance, the Plan was reported to be 124.33% funded. The School's proportion of the net OPEB asset was based on the School's share of contributions in the Base Plan OPEB plan relative to the total contributions of all participating PERSI Base Plan employers. At June 30, 2023, the School's proportion was 0.1337784% and the estimated OPEB sick leave asset was \$97,078.

PERSI issues a publicly available financial report that includes financial statements and the required supplementary information for the Sick Leave Plan. The reports may be obtained from PERSI's website www.persi.idaho.gov.

NOTE 9 Right-of-Use Lease Asset/Liability

The School has an operating lease for facility space. The lease expires on June 30, 2028. As of June 30, 2024 and 2023, assets recorded under operating were \$85,616 and \$0, respectively. As of June 30, 2024 and 2023, accumulated amortization associated with operating leases was \$15,763 and \$0, respectively.

The components of lease expense were as follows:

Year Ended June 30,	2024	2023
Short term lease cost	121,900	128,138
Operating lease expense	18,962	-
Total lease cost	<u>\$ 140,862</u>	<u>\$ 128,138</u>

NOTE 9 Right-of-Use Lease Asset/Liability (Continued)

Other information related to leases was as follows:

Year Ended June 30,	2024	2023
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows from operating leases	16,368	-
Right-of-use assets obtained in exchange for new operating lease liabilities	84,128	-
Weighted average remaining lease terms:		
Operating leases	4.00	-
Weighted average discount rate:		
Operating leases	4.13%	0.00%

Future minimum lease payments under non-cancellable leases as of June 30, 2024 were as follows:

Year Ended June 30,	Operating
2024-25	18,396
2025-26	18,948
2026-27	19,512
2027-28	20,100
Total future minimum lease payments	76,956
Less: Imputed interest	(5,997)
Total	<u>\$70,959</u>

NOTE 10 Contingent Liabilities

Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies, principally the federal and state governments. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable funds. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time although the government expects such amounts, if any, to be immaterial.

NOTE 11 Risk Management

Gem Prep: Online, LLC is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions and natural disasters for which the School carries commercial insurance. There have been no significant reductions in coverage and settlements have not exceeded coverage in the past year.

NOTE 12 Concentration of Credit Risk

The School maintains bank accounts at one financial institution. Accounts at an Institution are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. Cash at this institution exceeded federally insured limits at various times throughout the year.

NOTE 13 Related Parties

Gem Innovations of Idaho, Inc. is the sole member of Gem Prep: Meridian, LLC, Gem Prep: Online, LLC, Gem Prep: Pocatello, LLC, Gem Prep: Nampa, LLC, Gem Prep: Meridian North, LLC, Gem Prep: Meridian South, LLC, Gem Prep: Twin Falls, LLC, and Gem Prep: Idaho Falls, LLC and is responsible for the management of the schools. Gem Innovation Schools of Idaho, Inc. serves as the board for all Gem Prep schools. Gem Innovation Schools Foundation's board is a separate board but the same individuals serve on both the Gem Innovations of Idaho, Inc. Board, and the Gem Innovation Schools Foundation, LLC Board.

Transactions between Gem Prep: Online, LLC and the other related parties for the year ended June 30, 2024 are as follows:

Organization	Description of Transaction	Payment Received	Payment Made
Gem Prep: Meridian, LLC	Administrative services	\$368,570	N/A
Gem Prep: Meridian, LLC	Leased office space	N/A	\$60,000
Gem Prep: Meridian, LLC	Various shared activities	\$70,897	\$23,301
Gem Prep: Meridian North, LLC	Leased office space	N/A	\$12,000
Gem Prep: Meridian North, LLC	Administrative services	\$261,860	N/A
Gem Prep: Meridian North, LLC	Various shared activities	\$390	\$27,551
Gem Prep: Meridian South, LLC	Leased office space	N/A	\$12,000
Gem Prep: Meridian South, LLC	Administrative services	\$147,750	N/A
Gem Prep: Meridian South, LLC	Various shared activities	N/A	\$28,484
Gem Prep: Pocatello, LLC	Administrative services	\$342,318	N/A
Gem Prep: Pocatello, LLC	Leased office space	N/A	\$18,000
Gem Prep: Pocatello, LLC	Various shared activities	\$390	\$23,165
Gem Prep: Nampa, LLC	Administrative services	\$382,854	N/A
Gem Prep: Nampa, LLC	Various shared activities	\$69,981	\$42,854
Gem Prep: Twin Falls, LLC	Administrative services	\$28,125	N/A
Gem Prep: Twin Falls, LLC	Interest on loan	\$14,987	N/A
Gem Prep: Twin Falls, LLC	Leased office space	N/A	\$10,000
Gem Prep: Twin Falls, LLC	Various shared activities	\$73,508	N/A
Gem Innovations Schools Foundation, LLC	Bills paid by GPO and reimbursed	\$355,185	N/A

NOTE 13 Related Parties (Continued)

Transactions between Gem Prep: Online, LLC and the other related parties for the year ended June 30, 2023 are as follows:

Organization	Description of Transaction	Payment Received	Payment Made
Gem Prep: Meridian, LLC	Administrative services	\$293,792	N/A
Gem Prep: Meridian, LLC	Leased office space	N/A	\$48,000
Gem Prep: Meridian, LLC	Various shared activities	N/A	\$7,912
Gem Prep: Meridian North, LLC	Leased office space	N/A	\$12,000
Gem Prep: Meridian North, LLC	Administrative services	\$118,119	N/A
Gem Prep: Meridian North, LLC	Various shared activities	\$42,236	\$3,667
Gem Prep: Meridian South, LLC	Leased office space	N/A	\$11,000
Gem Prep: Meridian South, LLC	Administrative services	\$25,410	N/A
Gem Prep: Meridian South, LLC	Various shared activities	N/A	\$36,996
Gem Prep: Pocatello, LLC	Administrative services	\$290,944	N/A
Gem Prep: Pocatello, LLC	Leased office space	N/A	\$18,000
Gem Prep: Pocatello, LLC	Various shared activities	\$40	\$4,019
Gem Prep: Nampa, LLC	Administrative services	\$296,729	N/A
Gem Prep: Nampa, LLC	Various shared activities	N/A	\$11,162
Gem Prep: Twin Falls, LLC	Loan distribution	N/A	\$601,517
Gem Prep: Twin Falls, LLC	Various shared activities	N/A	\$3,161
Gem Innovations Schools Foundation, LLC	Grant fund distribution	\$325,000	N/A
Gem Innovations Schools Foundation, LLC	Bills paid by GPO and reimbursed	\$23,267	N/A

NOTE 14 GPTF Loan Receivable

In fiscal year 2023, the School agreed to a financing arrangement with Gem Prep: Twin Falls, LLC to fund Gem Prep: Twin Falls, LLC costs until such time as Gem Prep: Twin Falls, LLC can obtain another funding source. For the year ended June 30, 2023 the School loaned \$601,517 through this agreement. The financing arrangement calls for an interest rate of 3.0%. Interest is to be paid annually totaling \$14,987 in FY2024, and \$18,296 thereafter through FY2031. The loan is expected to be paid off with one lumpsum payment at the end of the 10-year period in June 2032.

SUPPLEMENTARY INFORMATION

GEM PREP: ONLINE, LLC

Deary, Idaho

SCHEDULE I - STATEMENT OF NET POSITION

June 30, 2024

ASSETS

Current assets:

Cash	402,883
Investments	3,658,167
Other receivables:	
Federal receivable	159,717
State receivable	238,043
Local receivable	16,518
Gem Prep: Twin Falls, LLC interest receivable	9,173
Gem Innovation Schools Foundation receivable	69,263
Total current assets	<u>4,553,764</u>

Noncurrent assets:

Non-depreciable assets	27,761
Depreciable capital assets	1,164,298
Less: accumulated depreciation	(98,963)
Right-of-use lease asset	85,616
Less: accumulated amortization	(15,763)
Gem Prep: Twin Falls, LLC loan receivable	601,517
Net OPEB asset - sick leave	97,078
Total noncurrent assets	<u>1,861,544</u>

Total assets	<u>6,415,308</u>
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DEFERRED OUTFLOWS OF RESOURCES

Net OPEB - sick leave related items	77,513
Pension related items	1,752,026
Total deferred outflows of resources	<u>1,829,539</u>

LIABILITIES

Current liabilities:

Accounts payable	114,267
Accrued payroll and benefits	121,162
Current portion of right-of-use lease liability	15,826
Total current liabilities	<u>251,255</u>

Noncurrent liabilities:

Compensated absences	41,131
Net pension liability	3,069,465
Noncurrent portion of right-of-use lease liability	55,133
Total noncurrent liabilities	<u>3,165,729</u>

Total liabilities	<u>3,416,984</u>
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DEFERRED INFLOWS OF RESOURCES

Net OPEB - sick leave related items	40,751
Total deferred inflows of resources	<u>40,751</u>

NET POSITION

Net investment in capital assets	1,091,990
Restricted	41,114
Net OPEB asset - sick leave	97,078
Unrestricted	3,556,930
	<u>3,556,930</u>

Total net position	<u>\$ 4,787,112</u>
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Adjustments to conform with GAAP

Pension related items:

Net OPEB asset - sick leave	(97,078)
Deferred outflow of resources	(1,829,539)
Deferred inflow of resources	40,751
Net pension liability	3,069,465
Total adjustments to conform with GAAP	<u>1,183,599</u>

Net assets - end of year (GAAP)	<u>\$ 5,970,711</u>
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GEM PREP: ONLINE, LLC
Deary, Idaho

SCHEDULE II - STATEMENT OF ACTIVITIES
For the Year Ended June 30, 2024

		Program Revenues			Net (Expense) Revenue and Changes in Net Position
	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities
FUNCTIONS/PROGRAMS					
Governmental activities:					
Instruction	2,037,175	-	193,965	-	(1,843,210)
Support Services:					
Pupil support	399,444	-	53,077	-	(346,367)
Staff support	339,245	-	530	-	(338,715)
General administration	628,699	-	-	-	(628,699)
School/business administration	2,189,626	1,555,951	-	-	(633,675)
Maintenance/custodial	490,001	-	-	-	(490,001)
Transportation	86,281	-	-	-	(86,281)
Debt services	3,199	-	-	-	(3,199)
Amortization, unallocated	15,763	-	-	-	(15,763)
Depreciation, unallocated	32,947	-	-	-	(32,947)
Total School	<u>\$ 6,222,380</u>	<u>\$ 1,555,951</u>	<u>\$ 247,572</u>	<u>\$ -</u>	<u>(4,418,857)</u>
General revenues					
Federal and State aid not restricted to specific purposes					4,230,537
Other					278,005
Interest and investment earnings					<u>184,687</u>
Total general revenues					<u>4,693,229</u>
Change in net position					274,372
Net position - beginning					<u>4,512,740</u>
Net position - ending					<u>\$ 4,787,112</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

SCHEDULE III - BALANCE SHEET

June 30, 2024

	<u>General Fund</u>	<u>Nonmajor Funds</u>	<u>Total</u>
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES			
Assets:			
Cash	398,839	4,044	402,883
Investments	3,658,167	-	3,658,167
Due from other funds	120,721	24,119	144,840
Other receivables:			
Federal	-	159,717	159,717
State	238,043	-	238,043
Local	15,518	1,000	16,518
Gem Innovation Schools Foundation receivable	69,263	-	69,263
Gem Prep: Twin Falls, LLC interest receivable	9,173	-	9,173
Gem Prep: Twin Falls, LLC loan receivable	601,517	-	601,517
Total assets	<u>5,111,241</u>	<u>188,880</u>	<u>5,300,121</u>
Deferred outflows of resources	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	<u><u>\$ 5,111,241</u></u>	<u><u>\$ 188,880</u></u>	<u><u>\$ 5,300,121</u></u>
LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE			
Liabilities:			
Due to other funds	-	144,840	144,840
Accounts payable	97,313	16,954	114,267
Accrued payroll and benefits	121,162	-	121,162
Total liabilities	<u>218,475</u>	<u>161,794</u>	<u>380,269</u>
Deferred inflows of resources	<u>-</u>	<u>-</u>	<u>-</u>
Fund balance:			
Restricted	14,028	27,086	41,114
Assigned	655,019	-	655,019
Unassigned	4,223,719	-	4,223,719
Total fund balance	<u>4,892,766</u>	<u>27,086</u>	<u>4,919,852</u>
TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE	<u><u>\$ 5,111,241</u></u>	<u><u>\$ 188,880</u></u>	<u><u>\$ 5,300,121</u></u>

GEM PREP: ONLINE, LLC

Deary, Idaho

SCHEDULE IV - RECONCILIATION OF TOTAL GOVERNMENTAL FUND BALANCES TO NET POSITION OF GOVERNMENTAL ACTIVITIES**June 30, 2024**

Total fund balances - governmental funds	4,919,852
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Amounts reported for governmental activities in the Statement of Net Position are different because:

Capital assets used in governmental activities are not financial resources and therefore are not reported as assets in governmental funds:

Cost of capital assets	1,192,059
Accumulated depreciation	(98,963)

Right-of-use lease assets used in governmental activities are not financial resources and therefore are not reported as assets in government funds:

Cost of right-of-use lease assets	85,616
Accumulated amortization	(15,763)

Certain pension related items are recorded as a deferred outflow or inflow of resources and recognized in future periods for governmental activities:

Deferred outflow of resources	1,752,026
Deferred inflow of resources	-

Certain OPEB-sick leave related items are recorded as a deferred outflow or inflow of resources and recognized in future periods for governmental activities:

Deferred outflow of resources	77,513
Deferred inflow of resources	(40,751)

Total Net OPEB asset for PERSI sick leave is a long-term asset and is not available to pay current year expenditures, therefore is not reported as an asset in governmental funds.

97,078

Long-term liabilities are not due and payable in the current period and therefore are not reported as liabilities in the funds. Long-term liabilities at year-end consist of the following:

Net pension liability	(3,069,465)
Right-of-use lease liability	(70,959)
Compensated absences	(41,131)

Total net position - governmental activities	<u>\$ 4,787,112</u>
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GEM PREP: ONLINE, LLC

Deary, Idaho

SCHEDULE V - STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
For the Year Ended June 30, 2024

	General Fund	Nonmajor Funds	Total
REVENUES			
Local	1,943,633	75,010	2,018,643
State	4,081,155	77,915	4,159,070
Federal	23,107	295,932	319,039
Total revenues	<u>6,047,895</u>	<u>448,857</u>	<u>6,496,752</u>
EXPENDITURES			
Instruction	1,534,572	339,762	1,874,334
Support	3,749,694	142,906	3,892,600
Capital asset program	-	50,966	50,966
Debt service	16,368	-	16,368
Total expenditures	<u>5,300,634</u>	<u>533,634</u>	<u>5,834,268</u>
Excess (deficiency) of revenues over (under) expenditures	<u>747,261</u>	<u>(84,777)</u>	<u>662,484</u>
Other financing sources (uses)			
Transfers in (out)	(82,341)	82,341	-
Lease financing	84,128	-	84,128
Total other financing sources (uses)	<u>1,787</u>	<u>82,341</u>	<u>84,128</u>
Net change in fund balance	749,048	(2,436)	746,612
Fund balance - beginning of year	<u>4,143,718</u>	<u>29,522</u>	<u>4,173,240</u>
Fund balance - end of year	<u>\$ 4,892,766</u>	<u>\$ 27,086</u>	<u>\$ 4,919,852</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

**SCHEDULE VI - RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES OF
GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES
For the Year Ended June 30, 2024**

Net change in fund balances - total governmental funds		746,612
Amounts reported for governmental activities in the statement of activities are different because:		
Capital outlays to purchase or build capital assets are reported in governmental funds as expenditures. However, for governmental activities those costs are capitalized and allocated over their estimated useful lives as annual depreciation expense in the statement of activities:		
Capital outlays	50,966	
Depreciation expense	<u>(32,947)</u>	18,019
Capital outlays used to lease right-to-use lease assets are related in governmental funds as expenditures. However, for governmental activities those costs are capitalized and allocated over their estimated useful lives as annual amortization expense.		
Lease assets	85,616	
Amortization expense	<u>(15,763)</u>	69,853
Net pension (asset) liability adjustments:		
Fiscal year 2023 employer PERSI contributions recognized as pension expense in the current year.	(390,486)	
Fiscal year 2024 employer PERSI contributions deferred to subsequent year	439,490	
Pension related amortization revenue (expense)	<u>(511,312)</u>	(462,308)
Net OPEB asset - sick leave adjustment:		
Fiscal year 2023 employer PERSI Sick Leave contributions recognized as OPEB expense in the current year	-	
Fiscal year 2024 employer PERSI Sick Leave contributions deferred to subsequent year	-	
OPEB related amortization revenue (expense)	<u>(21,356)</u>	(21,356)
Proceeds from the issuance of right-of-use lease debt is recorded as revenues for governmental funds, but the issuance increases long-term debt in the Statement of Net Position.		(84,128)
Repayment of the principal on general bonded indebtedness is an expenditure in the governmental funds, but they reduce long-term liabilities in the Statement of Net Position and does not affect the Statement of Activities.		13,169
Compensated absences are accrued and expensed in the Statements of Net Position and Activities. However, in the governmental funds, the accrual and expense did not meet the same criteria.		<u>(5,489)</u>
Net change in net position - governmental activities		<u><u>\$ 274,372</u></u>

GEM PREP: ONLINE, LLC

Deary, Idaho

**GENERAL FUND
SCHEDULE VII - STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCE - BUDGET AND ACTUAL
For the Year Ended June 30, 2024**

	<u>Actual</u>	<u>Budget</u>	<u>Variance Favorable (Unfavorable)</u>
REVENUES			
Local:			
Earnings on investments	184,677	100,000	84,677
Contributions/donations	203,005	-	203,005
Other local revenue	<u>1,555,951</u>	<u>1,421,021</u>	<u>134,930</u>
Total local	<u>1,943,633</u>	<u>1,521,021</u>	<u>422,612</u>
State:			
Base support	3,239,361	2,572,674	666,687
Benefit apportionment	415,667	340,522	75,145
Transportation support	181,829	15,000	166,829
Other state support	210,666	137,685	72,981
Other state revenue	<u>33,632</u>	<u>31,454</u>	<u>2,178</u>
Total state	<u>4,081,155</u>	<u>3,097,335</u>	<u>983,820</u>
Federal:			
Indirect unrestricted revenue	<u>23,107</u>	<u>23,107</u>	<u>-</u>
Total revenues	<u>6,047,895</u>	<u>4,641,463</u>	<u>1,406,432</u>
EXPENDITURES			
Instruction:			
Salaries	1,071,645	742,047	(329,598)
Benefits	276,097	229,468	(46,629)
Purchased services	128,028	138,400	10,372
Supplies-materials	<u>58,802</u>	<u>153,512</u>	<u>94,710</u>
Total instruction	<u>1,534,572</u>	<u>1,263,427</u>	<u>(271,145)</u>
Support:			
Salaries	2,369,135	2,455,516	86,381
Benefits	670,210	727,678	57,468
Purchased services	496,133	333,750	(162,383)
Supplies-materials	120,845	51,850	(68,995)
Capital objects	85,616	-	(85,616)
Insurance - judgement	<u>7,755</u>	<u>20,000</u>	<u>12,245</u>
Total support	<u>3,749,694</u>	<u>3,588,794</u>	<u>(160,900)</u>
Debt service:			
Principal	13,169	-	(13,169)
Interest	<u>3,199</u>	<u>-</u>	<u>(3,199)</u>
Total debt service	<u>16,368</u>	<u>-</u>	<u>(16,368)</u>
Contingency	<u>-</u>	<u>284,186</u>	<u>284,186</u>
Total expenditures	<u>5,300,634</u>	<u>5,136,407</u>	<u>(164,227)</u>
Excess (deficiency) of revenues over (under) expenditures	<u>747,261</u>	<u>(494,944)</u>	<u>1,242,205</u>
Other financing sources (uses)			
Lease financing	84,128	-	84,128
Transfer in (out)	<u>(82,341)</u>	<u>(831,507)</u>	<u>749,166</u>
Total other financing sources (uses)	<u>1,787</u>	<u>(831,507)</u>	<u>833,294</u>
Net change in fund balance	749,048	<u>\$ (1,326,451)</u>	<u>\$ 2,075,499</u>
Fund balance - beginning of year	<u>4,143,718</u>		
Fund balance - end of year	<u>\$ 4,892,766</u>		

GEM PREP: ONLINE, LLC

Deary, Idaho

GENERAL FUND
SCHEDULE VIII - SCHEDULE OF EXPENDITURES BY FUNCTION -
BUDGET AND ACTUAL
For the Year Ended June 30, 2024

	<u>Actual</u>	<u>Budget</u>	<u>Variance Favorable (Unfavorable)</u>
INSTRUCTION			
Elementary school:			
Salaries	474,072	186,642	(287,430)
Benefits	129,851	59,256	(70,595)
Purchased services	36,003	35,350	(653)
Supplies-materials	31,772	89,650	57,878
Total elementary school	<u>671,698</u>	<u>370,898</u>	<u>(300,800)</u>
Secondary school:			
Salaries	500,374	487,549	(12,825)
Benefits	126,419	149,268	22,849
Purchased services	76,238	87,150	10,912
Supplies-materials	27,030	62,037	35,007
Total secondary school	<u>730,061</u>	<u>786,004</u>	<u>55,943</u>
Special education:			
Salaries	97,199	67,856	(29,343)
Benefits	19,827	20,944	1,117
Purchased services	15,787	15,900	113
Supplies-materials	-	1,825	1,825
Total special education	<u>132,813</u>	<u>106,525</u>	<u>(26,288)</u>
TOTAL INSTRUCTION			
Salaries	1,071,645	742,047	(329,598)
Benefits	276,097	229,468	(46,629)
Purchased services	128,028	138,400	10,372
Supplies-materials	58,802	153,512	94,710
Total instruction	<u>\$ 1,534,572</u>	<u>\$ 1,263,427</u>	<u>\$ (271,145)</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

GENERAL FUND
SCHEDULE VIII - SCHEDULE OF EXPENDITURES BY FUNCTION -
BUDGET AND ACTUAL (CONTINUED)
For the Year Ended June 30, 2024

	<u>Actual</u>	<u>Budget</u>	<u>Variance Favorable (Unfavorable)</u>
SUPPORT			
Attendance-guidance-health:			
Salaries	122,147	93,617	(28,530)
Benefits	41,226	29,691	(11,535)
Supplies-materials	-	550	550
Total attendance-guidance-health	<u>163,373</u>	<u>123,858</u>	<u>(39,515)</u>
Special education support services:			
Salaries	55,481	93,847	38,366
Benefits	63,673	26,439	(37,234)
Purchased services	7,884	-	(7,884)
Supplies-materials	500	-	(500)
Total special education support services	<u>127,538</u>	<u>120,286</u>	<u>(7,252)</u>
Instruction improvement:			
Salaries	3,200	1,000	(2,200)
Benefits	640	-	(640)
Purchased services	23,940	40,000	16,060
Supplies-materials	186	2,000	1,814
Total instruction improvement	<u>27,966</u>	<u>43,000</u>	<u>15,034</u>
Educational media:			
Supplies-materials	<u>470</u>	<u>10,000</u>	<u>9,530</u>
Instruction-related technology:			
Salaries	203,350	194,122	(9,228)
Benefits	52,555	64,506	11,951
Purchased services	2,183	800	(1,383)
Supplies-materials	8,875	4,500	(4,375)
Total instruction-related technology	<u>266,963</u>	<u>263,928</u>	<u>(3,035)</u>
Board of education:			
Benefits	18	25	7
Purchased services	30,737	25,500	(5,237)
Supplies-materials	139	200	61
Insurance - judgment	7,755	20,000	12,245
Total board of education	<u>38,649</u>	<u>45,725</u>	<u>7,076</u>

GEM PREP: ONLINE, LLC
Deary, Idaho

GENERAL FUND
SCHEDULE VIII - SCHEDULE OF EXPENDITURES BY FUNCTION -
BUDGET AND ACTUAL (CONTINUED)
For the Year Ended June 30, 2024

	<u>Actual</u>	<u>Budget</u>	<u>Variance Favorable (Unfavorable)</u>
SUPPORT (CONTINUED)			
District administration:			
Salaries	359,809	347,535	(12,274)
Benefits	96,547	90,738	(5,809)
Purchased services	87,935	10,000	(77,935)
Supplies-materials	-	500	500
Total district administration	<u>544,291</u>	<u>448,773</u>	<u>(95,518)</u>
 School administration:			
Salaries	926,311	947,858	21,547
Benefits	232,681	275,795	43,114
Purchased services	36,638	41,000	4,362
Supplies-materials	13,916	19,500	5,584
Total school administration	<u>1,209,546</u>	<u>1,284,153</u>	<u>74,607</u>
 Business operation:			
Salaries	424,220	455,148	30,928
Benefits	114,350	141,346	26,996
Purchased services	44,889	40,500	(4,389)
Supplies-materials	2,289	6,500	4,211
Total business operation	<u>585,748</u>	<u>643,494</u>	<u>57,746</u>
 Central service:			
Salaries	-	16,435	16,435
Benefits	-	6,526	6,526
Purchased services	42,749	31,000	(11,749)
Supplies-materials	1,588	1,500	(88)
Total central service	<u>44,337</u>	<u>55,461</u>	<u>11,124</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

**GENERAL FUND
SCHEDULE VIII - SCHEDULE OF EXPENDITURES BY FUNCTION -
BUDGET AND ACTUAL (CONTINUED)
For the Year Ended June 30, 2024**

	<u>Actual</u>	<u>Budget</u>	<u>Variance Favorable (Unfavorable)</u>
SUPPORT (CONTINUED)			
Administrative technology services:			
Salaries	78,250	77,000	(1,250)
Benefits	20,000	21,716	1,716
Purchased services	5,904	4,200	(1,704)
Supplies-materials	2,288	5,100	2,812
Total administrative technology services	<u>106,442</u>	<u>108,016</u>	<u>1,574</u>
Buildings care - custodial:			
Salaries	196,367	228,954	32,587
Benefits	48,520	70,896	22,376
Purchased services	204,750	122,000	(82,750)
Supplies-materials	4,215	1,000	(3,215)
Capital objects	85,616	-	(85,616)
Total buildings care - custodial	<u>539,468</u>	<u>422,850</u>	<u>(116,618)</u>
Maintenance - non-student occupied:			
Purchased services	<u>-</u>	<u>3,000</u>	<u>3,000</u>
Maintenance - student-occupied buildings:			
Purchased services	<u>7,295</u>	<u>-</u>	<u>(7,295)</u>
Maintenance - grounds:			
Purchased services	1,229	750	(479)
Supplies-materials	98	500	402
Total maintenance - grounds	<u>1,327</u>	<u>1,250</u>	<u>(77)</u>
Pupil-to-school transportation:			
Purchased services	-	15,000	15,000
Supplies-materials	86,281	-	(86,281)
Total pupil-to-school transportation	<u>86,281</u>	<u>15,000</u>	<u>(71,281)</u>
TOTAL SUPPORT			
Salaries	2,369,135	2,455,516	86,381
Benefits	670,210	727,678	57,468
Purchased services	496,133	333,750	(162,383)
Supplies-materials	120,845	51,850	(68,995)
Capital objects	85,616	-	(85,616)
Insurance - judgment	7,755	20,000	12,245
Total support	<u>\$ 3,749,694</u>	<u>\$ 3,588,794</u>	<u>\$ (160,900)</u>
DEBT SERVICE			
Principal	13,169	-	(13,169)
Interest	3,199	-	(3,199)
Total debt service	<u>\$ 16,368</u>	<u>\$ -</u>	<u>\$ (16,368)</u>

GEM PREP: ONLINE, LLC

Deary, Idaho

**NONMAJOR FUNDS
SCHEDULE IX - COMBINING BALANCE SHEET
June 30, 2024**

	<u>Learning Innovation</u>	<u>Other Local Grants</u>	<u>GIS Foundation</u>	<u>Student Activity</u>	<u>State Technology</u>	<u>State Substance Abuse</u>	<u>ESSER III (ARPA) American Rescue Plan Act</u>	<u>Title I-A, ESSA Improving Basic Programs</u>
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES								
Assets:								
Cash	-	-	-	-	-	-	-	-
Due from other funds	887	23,207	-	-	25	-	-	-
Other receivables:								
Federal	-	-	-	-	-	-	48,523	37,277
Local	-	-	1,000	-	-	-	-	-
Total assets	<u>887</u>	<u>23,207</u>	<u>1,000</u>	<u>-</u>	<u>25</u>	<u>-</u>	<u>48,523</u>	<u>37,277</u>
Deferred outflows of resources	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	<u><u>\$ 887</u></u>	<u><u>\$ 23,207</u></u>	<u><u>\$ 1,000</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 25</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 48,523</u></u>	<u><u>\$ 37,277</u></u>
LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE								
Liabilities:								
Due to other funds	-	-	1,000	165	-	-	33,481	37,277
Accounts payable	<u>887</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>25</u>	<u>-</u>	<u>15,042</u>	<u>-</u>
Total liabilities	<u>887</u>	<u>-</u>	<u>1,000</u>	<u>165</u>	<u>25</u>	<u>-</u>	<u>48,523</u>	<u>37,277</u>
Deferred inflows of resources	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Fund balance (deficit):								
Restricted	<u>-</u>	<u>23,207</u>	<u>-</u>	<u>(165)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE	<u><u>\$ 887</u></u>	<u><u>\$ 23,207</u></u>	<u><u>\$ 1,000</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 25</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 48,523</u></u>	<u><u>\$ 37,277</u></u>

GEM PREP: ONLINE, LLC
Deary, Idaho

NONMAJOR FUNDS
SCHEDULE IX - COMBINING BALANCE SHEET (CONTINUED)
June 30, 2024

	IDEA Part B (611 School Age 3-21)	IDEA Part B (619 School Age 3-5)	IDEA Part B (ARPA) American Rescue Plan Act	Medicaid Reimbursement	Title IV -A - ESSA Student support and Academic Enrichment	Title II-A, ESEA Supporting Effective Instruction	Capital Construction	Total
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES								
Assets:								
Cash	-	-	-	4,044	-	-	-	4,044
Due from other funds	-	-	-	-	-	-	-	24,119
Other receivables:								
Federal	52,919	647	-	8,454	4,845	7,052	-	159,717
Local	-	-	-	-	-	-	-	1,000
Total assets	52,919	647	-	12,498	4,845	7,052	-	188,880
Deferred outflows of resources	-	-	-	-	-	-	-	-
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	<u>\$ 52,919</u>	<u>\$ 647</u>	<u>\$ -</u>	<u>\$ 12,498</u>	<u>\$ 4,845</u>	<u>\$ 7,052</u>	<u>\$ -</u>	<u>\$ 188,880</u>
LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE								
Liabilities:								
Due to other funds	52,919	647	-	7,454	4,845	7,052	-	144,840
Accounts payable	-	-	-	1,000	-	-	-	16,954
Total liabilities	52,919	647	-	8,454	4,845	7,052	-	161,794
Deferred inflows of resources	-	-	-	-	-	-	-	-
Fund balance (deficit):								
Restricted	-	-	-	4,044	-	-	-	27,086
TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND FUND BALANCE	<u>\$ 52,919</u>	<u>\$ 647</u>	<u>\$ -</u>	<u>\$ 12,498</u>	<u>\$ 4,845</u>	<u>\$ 7,052</u>	<u>\$ -</u>	<u>\$ 188,880</u>

GEM PREP: ONLINE, LLC
Deary, Idaho

NONMAJOR FUNDS
SCHEDULE X - COMBINING STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
For the Year Ended June 30, 2024

	Learning Innovation	Other Local Grants	GIS Foundation	Student Activity	State Technology	State Substance Abuse	ESSER III (ARPA) American Rescue Plan Act	Title I-A, ESSA Improving Basic Programs
REVENUES								
Federal	-	-	-	-	-	-	65,420	76,392
State	-	-	-	-	72,315	5,600	-	-
Local	75,000	-	-	-	-	-	-	-
Earnings on investments	-	-	-	-	-	-	-	-
Total revenues	75,000	-	-	-	72,315	5,600	65,420	76,392
EXPENDITURES								
Instruction:								
Salaries	-	-	-	-	-	-	-	24,432
Benefits	-	-	-	-	-	-	-	5,221
Purchased services	-	-	-	385	-	-	2,250	-
Supplies-materials	38,171	-	-	30	54,345	-	62,640	46,739
Total instruction	38,171	-	-	415	54,345	-	64,890	76,392
Support:								
Salaries	920	-	-	-	-	5,484	-	-
Benefits	173	-	-	-	-	-	-	-
Purchased services	32,722	-	-	-	-	116	-	-
Supplies-materials	3,014	-	-	-	17,970	-	530	-
Total support	36,829	-	-	-	17,970	5,600	530	-
Capital asset programs:								
Capital objects	-	-	-	-	-	-	-	-
Total expenditures	75,000	-	-	415	72,315	5,600	65,420	76,392
Excess (deficiency) of revenues over (under) expenditures	-	-	-	(415)	-	-	-	-
Other financing sources (uses)								
Transfers in (out)	-	-	-	375	-	-	-	-
Change in fund balance		-	-	(40)	-	-	-	-
Fund balance (deficit) - beginning of year	-	23,207	-	(125)	-	-	-	-
Fund balance (deficit) - end of year	\$ -	\$ 23,207	\$ -	\$ (165)	\$ -	\$ -	\$ -	\$ -

GEM PREP: ONLINE, LLC
Deary, Idaho

NONMAJOR FUNDS
SCHEDULE X - COMBINING STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE (CONTINUED)
For the Year Ended June 30, 2024

	IDEA Part B (611 School Age 3-21)	IDEA Part B (619 School Age 3-5)	IDEA Part B (ARPA) American Rescue Plan Act	Medicaid Reimbursement	Title IV -A - ESSA Student Support and Academic Enrichment	Title II-A, ESEA Supporting Effective Instruction	Capital Construction	Total
REVENUES								
Federal	56,667	1,248	3,719	71,467	6,915	14,104	-	295,932
State	-	-	-	-	-	-	-	77,915
Local	-	-	-	-	-	-	-	75,000
Earnings on investments	-	-	-	10	-	-	-	10
Total revenues	56,667	1,248	3,719	71,477	6,915	14,104	-	448,857
EXPENDITURES								
Instruction:								
Salaries	-	-	-	-	-	11,749	-	36,181
Benefits	-	-	-	-	-	2,355	-	7,576
Purchased services	5,810	-	-	75,973	6,915	-	-	91,333
Supplies-materials	366	846	1,535	-	-	-	-	204,672
Total instruction	6,176	846	1,535	75,973	6,915	14,104	-	339,762
Support:								
Salaries	31,216	-	-	28,900	-	-	-	66,520
Benefits	-	-	-	-	-	-	-	173
Purchased services	19,275	402	2,184	-	-	-	-	54,699
Supplies-materials	-	-	-	-	-	-	-	21,514
Total support	50,491	402	2,184	28,900	-	-	-	142,906
Capital asset programs:								
Capital objects	-	-	-	-	-	-	50,966	50,966
Total expenditures	56,667	1,248	3,719	104,873	6,915	14,104	50,966	533,634
Excess (deficiency) of revenues over (under) expenditures	-	-	-	(33,396)	-	-	(50,966)	(84,777)
Other financing sources (uses)								
Transfers in (out)	-	-	-	31,000	-	-	50,966	82,341
Change in fund balance	-	-	-	(2,396)	-	-	-	(2,436)
Fund balance (deficit) - beginning of year	-	-	-	6,440	-	-	-	29,522
Fund balance (deficit) - end of year	\$ -	\$ -	\$ -	\$ 4,044	\$ -	\$ -	\$ -	\$ 27,086

GEM PREP: ONLINE, LLC
Deary, Idaho

NONMAJOR FUNDS
Schedule XI - COMBINING SCHEDULE OF REVENUES AND EXPENDITURES - BUDGET AND ACTUAL
For the Year Ended June 30, 2024

Fund	Actual Revenues	Budgeted Revenues	Actual Expenditures	Budgeted Expenditures	Transfers	Beginning Fund Balance (Deficit)	Ending Fund Balance (Deficit)
Special revenue funds:							
Learning Innovation	75,000	-	75,000	-	-	-	-
Other Local Grants	-	-	-	-	-	23,207	23,207
GIS Foundation	-	432,507	-	432,507	-	-	-
Student Activity	-	-	415	-	375	(125)	(165)
State Technology	72,315	62,063	72,315	62,063	-	-	-
State Substance Abuse	5,600	5,345	5,600	5,345	-	-	-
ESSER III (ARPA) American Rescue Plan Act	65,420	-	65,420	-	-	-	-
Title I-A, ESSA - Improving Basic Programs	76,392	66,074	76,392	66,074	-	-	-
IDEA Part B (611 School Age 3-21)	56,667	56,034	56,667	56,034	-	-	-
IDEA Part B (619 Pre-School Age 3-5)	1,248	-	1,248	-	-	-	-
IDEA Part B (ARPA) American Rescue Plan Act	3,719	-	3,719	-	-	-	-
Medicaid Reimbursement	71,477	80,000	104,873	80,000	31,000	6,440	4,044
Title IV-A, ESSA - Student Support and Academic Enrichment Fund	6,915	10,000	6,915	10,000	-	-	-
Title II-A, ESEA - Supporting Effective Instruction	14,104	10,271	14,104	10,271	-	-	-
Capital Construction	-	375,000	50,966	375,000	50,966	-	-
Total	\$ 448,857	\$ 1,097,294	\$ 533,634	\$ 1,097,294	\$ 82,341	\$ 29,522	\$ 27,086

Appendix H2: 24/25 Budget Summary

GEM PREP: ONLINE

	Year 21		Year 20	Year 20	Year 19	Year 18	Year 17	Year 16	Year 15	Year 14	Year 13
	Budget		Projected	Budget	Audited	Audited	Audited	Audited	Audited	Audited	Audited
FY 2024-25 Budget	FY2024-25		FY2023-24	FY2023-24	FY2022-23	FY2021-22	FY2021-22	FY2019-20	FY2018-19	FY2017-18	FY 2016-17
Enrollment	313		371	295	285	299	474	525	479	552	649
Average Daily Attendance	297.35		358.29	295	289.27	305.93	545.91	498.75	479.09	553.41	664.09
REVENUE											
State Support	\$ 3,211,378		\$ 3,513,762	\$ 2,913,196	\$ 2,527,999	\$ 2,523,807	\$ 3,695,881	\$ 2,712,917	\$ 3,170,904	\$ 3,315,146	\$ 3,455,582
Investments	\$ 75,000		\$ 163,000	\$ 100,000	\$ 139,198	\$ 12,035	\$ 14,951	\$ 69,009	\$ 81,928	\$ 33,606	\$ 16,564
Grant	\$ 125,000		\$ 275,000	\$ -	\$ 250,000	\$ 50,000	\$ 214,060	\$ 13,241	\$ 2,343		
Local Revenue	\$ 1,922,241		\$ 1,754,902	\$ 1,421,021	\$ 1,181,133	\$ 497,785	\$ 360,066	\$ 4,022	\$ 585,689	\$ 236,198	\$ 112,421
Federal Revenue	\$ 206,587		\$ 217,565	\$ 198,379	\$ 242,951	\$ 310,814	\$ 322,526	\$ 642,625	\$ 268,742	\$ 266,934	\$ 345,505
COVID Grant Revenue			\$ 52,692		\$ 223,381	\$ 762,462	\$ 489,568				
Other State Support	\$ 116,192		\$ 315,246	\$ 143,509	\$ 135,019	\$ 130,201	\$ 128,065	\$ 165,144	\$ 161,251	\$ 168,518	\$ 149,719
IRI Testing										\$ -	
ISAT Remediation										\$ 8,244	\$ 7,725
Technology	\$ 64,843		\$ 69,321	\$ 62,063	\$ 53,119	\$ 54,735	\$ 76,583	\$ 70,570	\$ 98,062	\$ 83,517	\$ 72,667
Facilities	\$ 70,000		\$ 97,000	\$ 30,975	\$ 69,145	\$ 56,986	\$ 52,907	\$ 90,970	\$ 46,115	\$ 206,800	\$ 128,037
Transportation	\$ 93,000		\$ 124,268	\$ 15,000	\$ (59,821)	\$ 108,654	\$ 167,105		\$ -	\$ 320,880	
E Rate	\$ 20,160		\$ 23,107	\$ 23,107	\$ 26,651	\$ 28,596	\$ 27,486	\$ 26,496	\$ 63,578	\$ 79,480	\$ 84,506
Total Revenue	\$ 5,904,401		\$ 6,605,863	\$ 4,907,250	\$ 4,788,775	\$ 4,536,075	\$ 5,549,198	\$ 3,794,994	\$ 4,478,612	\$ 4,719,323	\$ 4,372,726
EXPENSES											
WAGES											
Teachers	\$ 775,017		\$ 907,560	\$ 954,071	\$ 889,469	\$ 789,536	\$ 798,925	\$ 529,600	\$ 496,973	\$ 499,944	\$ 716,766
Aides	\$ 57,593		\$ 56,220	\$ 23,149	\$ 33,716	\$ 47,601	\$ 52,542	\$ 59,049	\$ 75,482	\$ 102,828	\$ 147,673
SpEd Teachers	\$ 239,855		\$ 73,272	\$ 98,053	\$ 155,256	\$ 83,621	\$ 57,095	\$ 62,179	\$ 82,994	\$ 79,500	\$ 72,440
Counselor	\$ 133,754		\$ 256,262	\$ 103,187	\$ 56,258	\$ 52,776	\$ 49,891	\$ 50,008	\$ 48,492	\$ 47,000	\$ 45,260
Professional Development	\$ 3,500		\$ 3,200	\$ 1,000		\$ 300				\$ 14,174	\$ 15,104
SpEd Director	\$ 106,483		\$ 103,382	\$ 93,847	\$ 93,847	\$ 76,856	\$ 72,500	\$ 72,500	\$ 62,450	\$ 62,450	\$ 71,000
Technology	\$ 330,369		\$ 274,064	\$ 271,122	\$ 245,745	\$ 195,352	\$ 186,280	\$ 186,576	\$ 250,256	\$ 247,816	\$ 250,760
District Admin	\$ 367,230		\$ 355,170	\$ 347,535	\$ 310,749	\$ 275,896	\$ 235,000	\$ 195,000	\$ 93,450	\$ 91,875	\$ 105,000
School Admin	\$ 863,371		\$ 746,241	\$ 730,455	\$ 683,270	\$ 613,951	\$ 533,537	\$ 429,250	\$ 298,361	\$ 220,500	\$ 297,096
School Support Staff	\$ 192,023		\$ 184,417	\$ 250,451	\$ 224,683	\$ 122,218	\$ 191,957	\$ 225,745	\$ 178,408	\$ 219,568	\$ 230,577
Business Staff	\$ 498,289		\$ 446,119	\$ 471,583	\$ 410,915	\$ 365,014	\$ 288,218	\$ 268,850	\$ 297,873	\$ 269,599	\$ 263,818
Building Maintenance	\$ 308,991		\$ 196,053	\$ 228,954	\$ 175,381	\$ 129,420	\$ 61,647	\$ 51,458	\$ 2,666	\$ 3,895	\$ 7,063
Benefits	\$ 1,238,909		\$ 939,007	\$ 1,082,753	\$ 798,556	\$ 699,292	\$ 635,365	\$ 652,447	\$ 598,006	\$ 565,411	\$ 655,891
TOTAL WAGES AND BENEFITS	\$ 5,115,384		\$ 4,540,967	\$ 4,656,160	\$ 4,077,844	\$ 3,451,833	\$ 3,162,956	\$ 2,782,661	\$ 2,485,413	\$ 2,424,560	\$ 2,878,448
INSTRUCTIONAL											
Purchased Services											
Professional Services	\$ 68,600		\$ 49,445	\$ 52,500	\$ 50,260	\$ 5,423	\$ 120,654		\$ 150,677	\$ 165,562	\$ 30,995
Guided Instruction	\$ 25,000		\$ 29,854	\$ 18,000	\$ 15,236	\$ 18,446	\$ 17,898	\$ 8,030	\$ 14,856	\$ 41,596	\$ 85,894
Copiers	\$ 500		\$ 648			\$ 258	\$ 983		\$ 1,544	\$ 1,892	\$ 3,476
Bldg Rental	\$ 3,000		\$ 1,425	\$ 3,000	\$ 1,044	\$ 944	\$ 4,073		\$ 2,040	\$ 2,247	\$ 7,255
Student Transportation				\$ 3,000	\$ 522	\$ 219		\$ 35	\$ 101	\$ 500	\$ 4,690
Communication			\$ 1,138		\$ 256	\$ 14	\$ 460		\$ 32	\$ 236	\$ 705
Student Internet	\$ 26,000		\$ 27,065	\$ 27,000	\$ 22,975	\$ 31,136	\$ 54,106	\$ 46,917	\$ 57,007	\$ 48,384	\$ 64,744
Centers & School Internet	\$ 7,000		\$ 4,996	\$ 4,200	\$ 8,651	\$ 9,732	\$ 36,025	\$ 34,000	\$ 35,863	\$ 86,791	\$ 51,104
Phones	\$ 750		\$ 3,812	\$ 3,100	\$ 4,599	\$ 3,947	\$ 4,774	\$ 4,345	\$ 8,854	\$ 19,415	\$ 16,258
Advertising									\$ 227		
Student Tuition						\$ 63,331	\$ 19,688	\$ 82,160	\$ 71,191	\$ 70,695	\$ 50,677
Travel	\$ 1,700		\$ 170	\$ 1,700	\$ 1,871	\$ 1,713	\$ 1,624	\$ 1,201	\$ 2,854	\$ 4,448	\$ 7,010
Dues & Fees, Background Checks	\$ 1,000		\$ 848		\$ 20	\$ 523	\$ 129	\$ 770	\$ 385	\$ 385	\$ 462
Supplies											
Student Supplies	\$ 8,000		\$ 4,288	\$ 5,500	\$ 6,673	\$ 6,485	\$ 6,280	\$ 2,516	\$ 2,934	\$ 8,343	\$ 11,411
Supplies	\$ 10,350		\$ 26,393	\$ 24,400	\$ 59,664	\$ 12,183	\$ 17,232	\$ 12,376	\$ 4,777	\$ 2,220	\$ 14,579
Textbooks	\$ 107,549		\$ 87,278	\$ 78,963	\$ 72,788	\$ 88,010	\$ 137,575	\$ 88,969	\$ 73,774	\$ 67,849	\$ 110,984
Software Licences	\$ 107,243		\$ 109,393	\$ 119,037	\$ 26,854	\$ 23,323	\$ 54,956	\$ 62,042	\$ 41,486	\$ 3,000	\$ 80,533
Capitol Objects											
Teacher Equipment & Computers			\$ 7,094								\$ 5,424
Student Computers	\$ 90,000		\$ 6,263	\$ 15,000	\$ 63,280	\$ 39,403	\$ 291,345	\$ 81,466	\$ 57,220	\$ 94,239	\$ 41,417
SPECIAL EDUCATION											
Purchased Services											
Contracted Services	\$ 171,418		\$ 198,777	\$ 97,519	\$ 143,072	\$ 117,519	\$ 113,933	\$ 69,029	\$ 64,510	\$ 39,847	\$ 62,219
Student Mileage	\$ 1,000		\$ 2,631	\$ 2,000			\$ 589	\$ 1,408	\$ 2,320	\$ 2,398	\$ 3,884
Travel	\$ 10,000		\$ 8,736	\$ 3,000	\$ 3,220	\$ 3,449	\$ 1,929	\$ 2,109	\$ 589	\$ 1,258	\$ 1,389
Textbooks & Supplies	\$ 5,726		\$ 3,200	\$ 4,752	\$ 9,095	\$ 3,025	\$ 13,750	\$ 9,331	\$ 5,164	\$ 440	\$ 231
PROFESSIONAL DEVELOPMENT											
Purchased Services											
Contracted Services	\$ 8,000		\$ 5,454	\$ 12,000	\$ 18,065	\$ 18,789	\$ 38,970	\$ 14,104	\$ 21,359	\$ 3,506	\$ 5,563
Travel	\$ 20,000		\$ 15,929	\$ 30,000	\$ 49,679	\$ 29,531	\$ 3,046	\$ 8,693	\$ 18,913	\$ 8,064	\$ 7,050
Supplies	\$ 1,000		\$ 186	\$ 2,000		\$ 2,586		\$ 3,139			

EDUCATIONAL MEDIA												
Supplies & Materials			\$ 1,000	\$ 10,000	\$ 4,000	\$ 15,000		\$ 4,000	\$ 4,000	\$ 4,000	\$ 3,000	
INSTRUCTIONAL TECH												
Purchased Services												
Phone	\$ 300		\$ 220	\$ 300	\$ 287	\$ 379		\$ 2,363	\$ 385	\$ 371	\$ 750	
Travel	\$ 2,000		\$ 1,945	\$ 500	\$ 348			\$ 674	\$ 2,601	\$ 189	\$ 1,443	
Professional Services									\$ 132			
Supplies & Materials												
Supplies	\$ 10,000		\$ 15,449	\$ 1,000	\$ 1,972	\$ 169		\$ 623	\$ 226	\$ 162	\$ 674	
Software Licences				\$ 1,500	\$ 1,867	\$ 9,812		\$ 17,874	\$ 2,062	\$ 57,348	\$ 4,444	
Equipment	\$ 2,600			\$ 4,600	\$ 254				\$ 33,152		\$ 232	
Capital Objects												
Equipment										\$ 7,555		
Software Licences												
BOARD OF ED												
Purchased Services												
Workmans Comp	\$ 18		\$ 18	\$ 25	\$ 20	\$ 21			\$ 24	\$ 31		
Professional Services	\$ 22,765		\$ 30,024	\$ 20,000	\$ 17,543	\$ 7,367	\$ 16,145	\$ 16,690	\$ 13,104	\$ 11,070	\$ 19,992	
Dues & Fees	\$ 2,500		\$ 843	\$ 2,500	\$ 2,126	\$ 695		\$ 1,254	\$ 2,893	\$ 3,559	\$ 785	
Travel	\$ 2,000		\$ 535	\$ 3,000	\$ 3,686	\$ 4,882	\$ 3,290			\$ 91	\$ 287	
Supplies	\$ 200		\$ 139	\$ 200	\$ 429	\$ 192	\$ 307	\$ 960	\$ 200			
E&O Insurance	\$ 15,000		\$ 7,755	\$ 20,000	\$ 17,041	\$ 13,979	\$ 7,329	\$ 17,682	\$ 12,006	\$ 15,531	\$ 12,499	
DISTRICT ADMIN												
Purchased Services												
Contracted Services								\$ 25		\$ 2,900	\$ 2,575	
Travel	\$ 15,000		\$ 12,979	\$ 10,000	\$ 10,273	\$ 10,477	\$ 6,215	\$ 7,097	\$ 3,710	\$ 2,327	\$ 6,424	
Dues & Fees			\$ 75,000		\$ 132			\$ 50	\$ 1,377	\$ 527	\$ 834	
Supplies & Materials	\$ 500			\$ 500	\$ 1,982		\$ 1,084	\$ 19				
Equipment									\$ 1,049			
Insurance											\$ 98	
SCHOOL ADMIN												
Purchased Services												
Professional Services	\$ 500		\$ 187	\$ 5,000	\$ 3,326	\$ 1,200	\$ 1,326	\$ 1,200	\$ 2,400		\$ 1,400	
Communications	\$ 600		\$ 600	\$ 500	\$ 562	\$ 1,635	\$ 1,083	\$ 216	\$ 1,296	\$ 1,369	\$ 2,108	
Phones								\$ 96	\$ 888	\$ 5,701	\$ 5,682	
Advertising	\$ 10,000		\$ 63,517	\$ 25,000	\$ 12,222	\$ 21,022	\$ 77,200	\$ 21,503	\$ 680	\$ 355		
Travel	\$ 25,000		\$ 40,012	\$ 25,000	\$ 16,827	\$ 24,813	\$ 8,915	\$ 5,756	\$ 1,949	\$ 2,071	\$ 434	
Dues & Fees	\$ 5,500		\$ 5,208	\$ 500	\$ 22	\$ 1,782	\$ 2,078	\$ 578			\$ 2,799	
Supplies & Materials	\$ 11,000		\$ 14,074	\$ 16,000	\$ 23,362	\$ 6,547	\$ 8,260	\$ 2,708	\$ 175	\$ 43	\$ 2,904	
Equipment				\$ 3,500				\$ 421	\$ 2,103		\$ 1,739	
BUSINESS ADMIN												
Purchased Services												
Copier	\$ 500		\$ 370	\$ 500	\$ 568	\$ 310	\$ 200	\$ 274	\$ 383			
Other Professional Fee	\$ 7,500		\$ 6,607	\$ 5,000	\$ 4,707	\$ 33,450	\$ 9,485	\$ 18,740	\$ 17,791	\$ 13,104	\$ 11,321	
Collection Fees	\$ 1,500			\$ 1,500	\$ 90	\$ 1,455	\$ 396	\$ 1,960	\$ 4,941	\$ 537	\$ 2,446	
Communication	\$ 26,700		\$ 27,839	\$ 23,000	\$ 22,641	\$ 21,927	\$ 1,453	\$ 8,894	\$ 2,933	\$ 1,229	\$ 1,800	
Phones	\$ 3,000		\$ 3,486	\$ 3,000	\$ 2,798	\$ 1,696	\$ 767	\$ 807	\$ 740	\$ 81	\$ 892	
Advertising	\$ 500		\$ 377	\$ 500	\$ 791	\$ 914	\$ 317	\$ 40,145	\$ 31,358	\$ 15,893	\$ 61,908	
Travel	\$ 1,500		\$ 1,239	\$ 2,000	\$ 1,229	\$ 1,601	\$ 2,738	\$ 1,743	\$ 4,066	\$ 463	\$ 197	
Dues & Fees	\$ 2,500		\$ 2,441	\$ 5,000	\$ 4,675	\$ 6,281		\$ 1,155	\$ 986	\$ 257	\$ 300	
Supplies & Materials												
Supplies	\$ 2,000		\$ 1,943	\$ 3,000	\$ 2,536	\$ 1,802	\$ 1,904	\$ 3,152	\$ 2,209	\$ 2,714	\$ 1,625	
Equipment	\$ 1,500			\$ 1,500	\$ 4,814			\$ 137	\$ 4,857	\$ 9,399		
Software License	\$ 1,000		\$ 139	\$ 2,000	\$ 5,175		\$ 42,598	\$ 32,636	\$ 6,069	\$ 5,100	\$ 1,384	
CENTRAL SERVICES												
Purchased Services												
Copier	\$ 1,000		\$ 448	\$ 1,000	\$ 877	\$ 454	\$ 646	\$ 268	\$ 198	\$ 148	\$ 150	
Communications						\$ 18	\$ 94	\$ 90	\$ 35	\$ 3,031	\$ 3,363	
Shipping	\$ 35,000		\$ 37,828	\$ 30,000	\$ 33,771	\$ 31,060	\$ 47,511	\$ 29,952	\$ 27,925	\$ 22,044	\$ 23,547	
Travel			\$ 1,491									
Supplies & Materials	\$ 1,500		\$ 1,589	\$ 1,500	\$ 427	\$ 203	\$ 491	\$ 682	\$ 679	\$ 1,408	\$ 1,938	
Equipment												
DISTRICT TECH												
Purchased Services												
Tech Services	\$ 200		\$ 2,390	\$ 3,200	\$ 2,287	\$ 2,886	\$ 1,288	\$ 42,595	\$ 19,520	\$ 73,300	\$ 264,023	
Internet										\$ 8,713	\$ 45,780	
Travel	\$ 2,000		\$ 1,679	\$ 1,000	\$ 2,819	\$ 42	\$ 928	\$ 1,707	\$ 268	\$ 1,702	\$ 661	

	Supplies & Materials										
	Supplies	\$ 1,000	\$ 2,288	\$ 1,000	\$ 1,935			\$ 244	\$ 876	\$ 961	\$ 456
	Software Licenses	\$ 2,500		\$ 2,000	\$ 3,125	\$ 39		\$ 9,812	\$ 2,171	\$ 1,587	\$ 972
	Equipment	\$ 2,000		\$ 2,100	\$ 6,971				\$ 4,763	\$ 452	\$ 3,465
	Capital Objects										
	Equipment									\$ 1,818	\$ 3,177
CUSTODIAL	Purchased Services										
	Cleaning	\$ 70,000	\$ 77,253		\$ 750	\$ 5,275	\$ 7,964	\$ 1,105	\$ 1,760	\$ 1,450	\$ 1,812
	Lease - TVRC	\$ 48,000	\$ 48,000	\$ 48,000	\$ 48,000	\$ 48,000	\$ 48,000	\$ 48,000	\$ 54,072	\$ 75,166	\$ 72,021
	Lease - Pocatello	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000			\$ 42,000
	Lease - PF/U-Haul		\$ 2,385	\$ 3,500	\$ 15,150	\$ 25,190	\$ 24,228	\$ 24,228	\$ 24,228	\$ 24,228	\$ 24,228
	Lease - Emmett		\$ 75		\$ 10,221					\$ 27,996	\$ 27,996
	Lease - Lewiston	\$ -	\$ 7,200	\$ 7,200	\$ 5,500					\$ 27,996	\$ 27,996
	Lease - Payette	\$ 18,000	\$ 10,416	\$ 21,000	\$ 1,488						
	Lease - Boise Tech	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 16,618	\$ 16,023
	Lease - GPMN	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000					
	Lease - GPMS	\$ 12,000	\$ 12,000	\$ 12,000	\$ 11,000						
	Lease - GPTF	\$ 12,000	\$ 11,000								
	Utilities	\$ 18,500	\$ 18,624	\$ 5,500	\$ 6,189	\$ 3,030		\$ 7,503	\$ 21,690	\$ 23,677	\$ 18,911
	Travel	\$ 12,000	\$ 10,854	\$ 11,000	\$ 11,865	\$ 2,013	\$ 3,721	\$ 1,184			
	Supplies & Materials	\$ 7,000	\$ 6,675	\$ 3,000	\$ 604	\$ 141	\$ 699	\$ 247	\$ 569	\$ 31	\$ 3,209
	Building Insurance										
BUILDINGS	Purchased Services										
	Property Services	\$ 11,000	\$ 9,736	\$ 3,500	\$ 3,957	\$ 1,902	\$ 2,153	\$ 36,414	\$ 9,865	\$ 2,902	\$ 2,890
	Supplies & Materials	\$ 200		\$ 200	\$ 174		\$ 4,475		\$ 564	\$ 80	\$ 246
	Equipment										
GROUNDS MAINTENANCE	Purchased Sevices	\$ 1,000	\$ 1,229	\$ 750	\$ 320	\$ 520	\$ 660	\$ 640	\$ 552	\$ 50	\$ 2,283
	Supplies & Materials	\$ 500	\$ 98	\$ 500	\$ 98	\$ 57	\$ 1,123		\$ 689	\$ 1,059	
NUTRITION	Supplies & Materials										\$ 1,552
CAPITAL ASSETS			\$ 50,966		\$ 389,062			\$ 79,638	\$ 11,179	\$ 630,635	\$ 264,982
CONTINGENCY											
TOTAL EXPENSES		\$ 6,260,303	\$ 5,806,160	\$ 5,559,406	\$ 5,402,562	\$ 4,284,062	\$ 4,470,047	\$ 3,841,043	\$ 3,480,433	\$ 4,208,901	\$ 4,553,059
PROFIT (LOSS)		\$ (355,902)	\$ 799,703	\$ (652,156)	\$ (613,787)	\$ 252,013	\$ 1,079,151	\$ (46,049)	\$ 998,179	\$ 510,422	\$ (180,333)
Fund Balance		\$ 5,272,428 84.22%	\$ 5,628,330 96.94%	\$ 4,176,471 75.12%	\$ 4,828,627 89.38%	\$ 5,442,414 127.04%	\$ 5,190,401 116.12%	\$ 4,111,250 107.03%	\$ 4,157,299 119.45%	\$ 3,159,120 75.06%	\$ 2,648,698 58.17%

Board of Trustees Code of Ethics

The Gem Prep Board of Trustees recognizes its role as overseers of public education and are committed to the following code of ethics. As a board member, I will:

Commitments & Appropriate Governance Practices

1. Remember always that my first and greatest concern must be the educational welfare of the students attending Gem Prep;
2. Take no private action that will compromise the Board or administration, and I will respect the confidentiality of information that is privileged under applicable law;
3. Commit to support whistleblowers and constituents as set forth in the official Board Conflict of Interest Policy;
4. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff;

Financial Responsibility & Oversight Expectations


5. Recognize that the Board's function is the provision of education and strive to maintain a balance between fiscal responsibility and accountability for academic results;
6. Avoid being placed in a position of conflict of interest and refrain from using my Board position for personal partisan gain; adhere to Board policy regarding acceptance of gifts;
7. Make every effort to establish financial practices and reporting that result in accuracy and transparency; prioritizing spending with consideration given to the school's mission, vision and educational program goals;
8. Participate in fundraising activities as deemed necessary and appropriate by the Board;

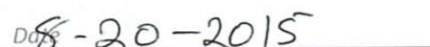
Policy Development

9. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
10. Recognize that I should endeavor to make policy decisions only after full discussions at publicly held Board meetings; Recognize that all Board decisions can only be transacted at official Board meetings with the Board as a whole and not as individual members;
11. Work with other Board members to establish effective Board policies and to delegate authority for the administration of the school to the director; periodically review policies, evaluating effectiveness and impact on school operations and performance and alignment with applicable laws, rules and regulations;

Conduct, Meetings & Development

12. Attend regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings;
13. Inform myself about current educational issues by individual study and thorough participation in programs providing needed information, such as those sponsored by my state and national school boards associations;
14. Encourage the free expression of opinions by all Board members and seek systematic communications between the Board and students, staff, and elements of the community;
15. Support the cohesiveness in the School's culture and will not speak against any final decision reached by the Board in good faith.

Signature Dennis Turner

Date 8-20-2015

Gem Innovation Schools of Idaho, Inc.

Board Member Agreement, Code of Ethics, Conflict of Interest

Board Member Agreement

- I understand that as a member of the Board of Directors of Gem Innovation Schools I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.
- I have read, understand, and am willing to comply with the Board of Directors Job Description, Board Handbook, and the Individual Performance Expectations that outline my responsibilities to the Board.
- If I ever find myself in a situation where I am unable to fulfill these expectations I will resign from the Board.
- The Board of Directors recognizes its role as overseers of public education and are committed to the following code of ethics.

Code of Ethics

Ref. Board Policy 1600

As a member of the GIS Board of Directors, I will strive to improve public education, and to that end I will:

1. Work diligently to build and maintain a relationship of trust and respect with other board members, the school administrative director, staff, students, parents, and the community;
2. Attend regularly scheduled board meetings insofar as possible and become informed concerning the issues to be considered at those meetings;
3. Recognize that I should endeavor to make policy decisions only after full discussions at publicly held board meetings;
4. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
5. Encourage the free expression of opinions by all board members and seek systematic communications between the board and students, staff, and elements of the community;
6. Work with other board members to establish effective board policies and to delegate authority for the administration of the schools to the school administrative director;
7. Communicate to other board members and the school administrative director expressions of public reactions to board policies and school programs;
8. Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards association;
9. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff;
10. Avoid being placed in a position of conflict of interest and refrain from using my board position for personal or partisan gain;
11. Take no private action that will compromise the board or administration and respect the confidentiality of information that is privileged under applicable law;
12. Remember, always, that my first and greatest concern must be the educational welfare of the students attending the public schools.

Board Member Agreement, Code of Ethics, Conflict of Interest

Conflict of Interest

Ref: Board Policy #1610

Board members shall serve without compensation, but may be reimbursed for any necessary expenses incurred by them in performing their duties as members of the Board. Any contract with the school involving a member of the Board, or the Board member's family, shall be approved by the full Board with the interested member abstaining. Each Board member is responsible to make known to the Board any circumstances that could involve a potential conflict of interest. Salary and other remuneration received from the school by ex-officio Board members shall not be considered a conflict of interest for the purposes of this policy. However, ex-officio members shall abstain from votes involving the level of such remuneration. (Full board policy #1610 may be viewed through BoardDocs.)

I have read, understand, and agree to comply with the Code of Ethics and Conflict of Interest policies as a member of the Board of Directors of Gem Innovation Schools.

Member, Board of Directors

Barb Femreite

PRINT NAME

Barbara A Femreite

SIGNATURE

DATE: 10-23-2020

REV 12/13/2019

Gem Innovation Schools of Idaho, Inc.

Board Member Agreement, Code of Ethics, Conflict of Interest

Board Member Agreement

- I understand that as a member of the Board of Directors of Gem Innovation Schools I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.
- I have read, understood, and am willing to comply with the Board of Directors Job Description, Board Handbook, and the Individual Performance Expectations that outline my responsibilities to the Board.
- If I ever find myself in a situation where I am unable to fulfill these expectations I will resign from the Board.
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Code of Ethics

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4. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
5. Encourage the free expression of opinions by all board members and seek systematic communications between the board and students, staff, and elements of the community;
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8. Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards association;
9. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff;

Gem Innovation Schools of Idaho, Inc.

Board Member Agreement, Code of Ethics, Conflict of Interest

10. Avoid being placed in a position of conflict of interest and refrain from using my board position for personal or partisan gain;
11. Take no private action that will compromise the board or administration and respect the confidentiality of information that is privileged under applicable law;
12. Remember, always, that my first and greatest concern must be the educational welfare of the students attending the public schools.

Conflict of Interest

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I have read, understand, and agree to comply with the Code of Ethics and Conflict of Interest policies as a member of the Board of Directors of Gem Innovation Schools.

Member, Board of Directors

MASON HARPER

PRINT NAME

 *Mason Harper*
SIGNATURE

09/08/23

DATE

Gem Innovation Schools of Idaho, Inc.

Board Member Agreement, Code of Ethics, Conflict of Interest

Conflict of Interest

Ref: Board Policy #1610

Board members shall serve without compensation, but may be reimbursed for any necessary expenses incurred by them in performing their duties as members of the Board. Any contract with the school involving a member of the Board, or the Board member's family, shall be approved by the full Board with the interested member abstaining. Each Board member is responsible to make known to the Board any circumstances that could involve a potential conflict of interest. Salary and other remuneration received from the school by ex- officio Board members shall not be considered a conflict of interest for the purposes of this policy. However, ex- officio members shall abstain from votes involving the level of such remuneration. (Full board policy #1610 may be viewed through BoardDocs.)

I have read, understand, and agree to comply with the Code of Ethics and Conflict of Interest policies as a member of the Board of Directors of Gem Innovation Schools.

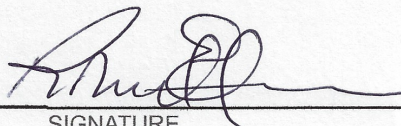
Board Member Agreement

- I understand that as a member of the Board of Directors of Gem Innovation Schools I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.
- I have read, understand, and am willing to comply with the Board of Directors Job Description, Board Handbook, and the Individual Performance Expectations that outline my responsibilities to the Board.
- If I ever find myself in a situation where I am unable to fulfill these expectations I will resign from the Board.
- The Board of Directors recognizes its role as overseers of public education and are committed to the following code of ethics.

Member, Board of Directors

ROBERT LEE

PRINT NAME



SIGNATURE

DATE: 26 Aug 21

Board Member Agreement, Code of Ethics, Conflict of Interest

Code of Ethics

Ref. Board Policy 1600

As a member of the GIS Board of Directors, I will strive to improve public education, and to that end I will:

1. Work diligently to build and maintain a relationship of trust and respect with other board members, the school administrative director, staff, students, parents, and the community;
2. Attend regularly scheduled board meetings insofar as possible and become informed concerning the issues to be considered at those meetings;
3. Recognize that I should endeavor to make policy decisions only after full discussions at publicly held board meetings;
4. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
5. Encourage the free expression of opinions by all board members and seek systematic communications between the board and students, staff, and elements of the community;
6. Work with other board members to establish effective board policies and to delegate authority for the administration of the schools to the school administrative director;
7. Communicate to other board members and the school administrative director expressions of public reactions to board policies and school programs;
8. Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards association;
9. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff;
10. Avoid being placed in a position of conflict of interest and refrain from using my board position for personal or partisan gain;
11. Take no private action that will compromise the board or administration and respect the confidentiality of information that is privileged under applicable law;
12. Remember, always, that my first and greatest concern must be the educational welfare of the students attending the public schools.

Board of Trustees Code of Ethics

The Board of Trustees recognizes its role as overseers of public education and are committed to the following code of ethics. As a board member, I will:

Commitments & Appropriate Governance Practices

1. Remember always that my first and greatest concern must be the educational welfare of the students attending Gem Innovation Schools;
2. Take no private action that will compromise the Board or administration, and I will respect the confidentiality of information that is privileged under applicable law;
3. Commit to support whistleblowers and constituents as set forth in the official Board Conflict of Interest Policy;
4. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff;

Financial Responsibility & Oversight Expectations

5. Recognize that the Board's function is the provision of education and strive to maintain a balance between fiscal responsibility and accountability for academic results;
6. Avoid being placed in a position of conflict of interest and refrain from using my Board position for personal partisan gain; adhere to Board policy regarding acceptance of gifts;
7. Make every effort to establish financial practices and reporting that result in accuracy and transparency; prioritizing spending with consideration given to the school's mission, vision and educational program goals;
8. Participate in fundraising activities as deemed necessary and appropriate by the Board;

Policy Development

9. Render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
10. Recognize that I should endeavor to make policy decisions only after full discussions at publicly held Board meetings; Recognize that all Board decisions can only be transacted at official Board meetings with the Board as a whole and not as individual members;
11. Work with other Board members to establish effective Board policies and to delegate authority for the administration of the school to the director; periodically review policies, evaluating effectiveness and impact on school operations and performance and alignment with applicable laws, rules and regulations;

Conduct, Meetings & Development

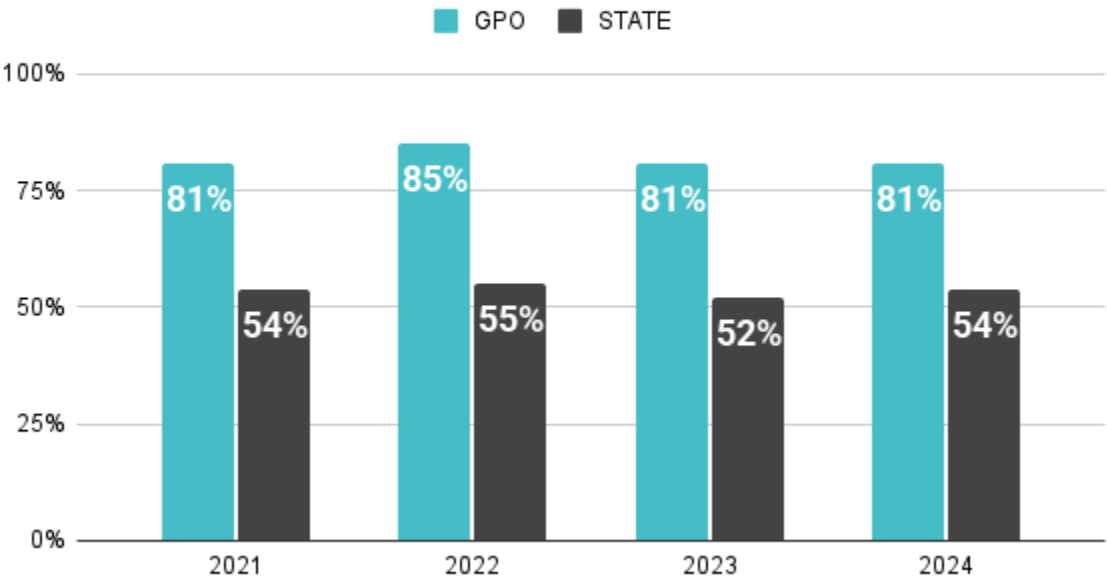
12. Attend regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings;
13. Inform myself about current educational issues by individual study and thorough participation in programs providing needed information, such as those sponsored by my state and national school boards associations;
14. Encourage the free expression of opinions by all Board members and seek systematic communications between the Board and students, staff, and elements of the community;
15. Support the cohesiveness in the School's culture and will not speak against any final decision reached by the Board in good faith.

Signature

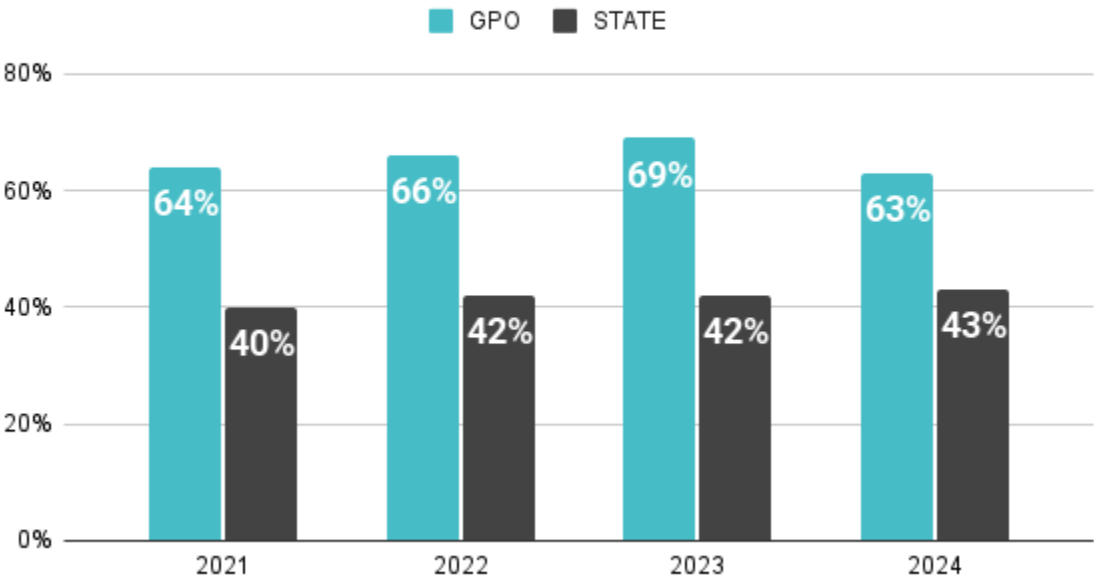
Date

Gem Prep: Online Results

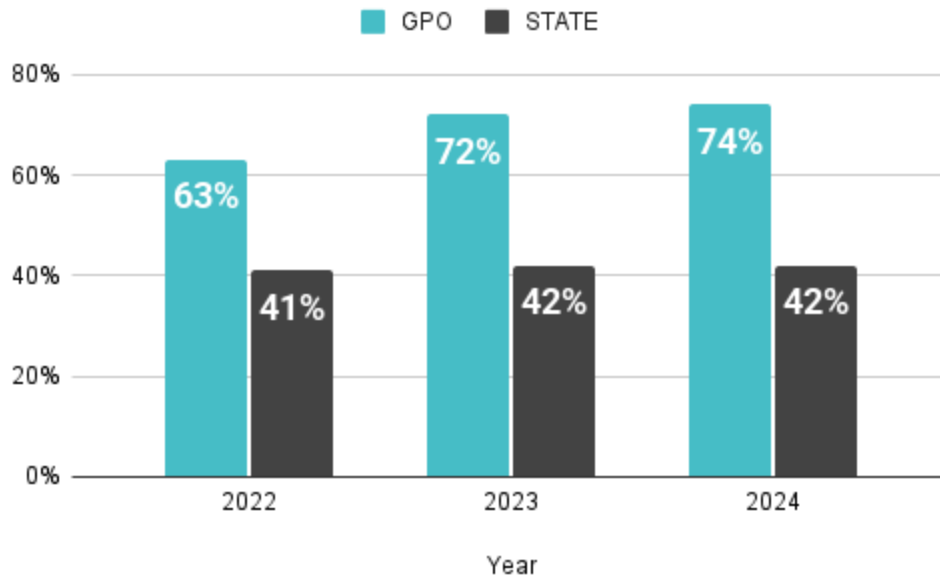
ISAT Proficiency ELA



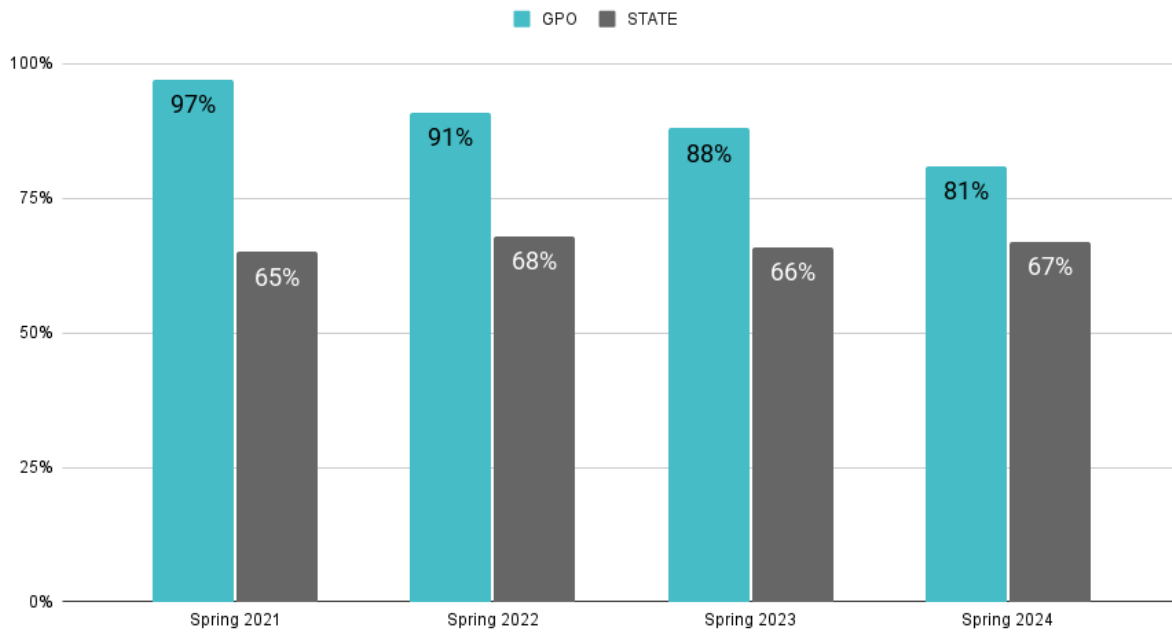
ISAT Proficiency Math



ISAT Proficiency Science



IRI Historical Growth



Network Results

2024 Spring ISAT Percent Proficiency

	GIS	State
ELA	64%	54%
Math	55%	43%
Science	46%	42%

	GPM	State
ELA	84%	54%
Math	72%	43%
Science	66%	42%

	GPMN	State
ELA	75%	54%
Math	64%	43%
Science	49%	42%

	GPMS	State
ELA	67%	54%
Math	58%	43%
Science	45%	42%

	GPP	State
ELA	58%	54%
Math	52%	43%
Science	51%	42%

	GPN	State
ELA	48%	54%
Math	43%	43%
Science	32%	42%

	GPTF	State
ELA	50%	54%
Math	42%	43%
Science	33%	42%

2024 Spring ISIP

	GPM	GPP	GPN	GPMN	GPMS	GPTF	GIS	State
IRI	86%	71%	70%	82%	90%	68%	78%	67%

2024 Spring ISIP Growth

	GPM	GPP	GPN	GPMN	GPMS	GPTF	GIS
Growth	18%	15%	15%	11%	14%	18%	15%