

Finance Policies

General
Asset Protection
Banking & Financial Management
Procurement (Purchasing)
Payroll
Contracted Services



Introduction

Operating a charter school is engaging for administrators and is fulfilling the dreams of its Founders. It is also very rewarding on many levels, particularly as the successes of students are observed. It is also serious business. Charter schools are not typical start-ups. Before a charter is even granted by the state, its Founders need to have a complete business plan detailing curriculum, staffing, a multi-year financial forecast, policies and procedures of all kinds, special education everything, plans for this and plans for that. These plans include financial policies, procedures, forms, documents, etc. (internal controls). A brand new Founding team may know little about them, at least insofar as the real-life demands of the state and federal bureaucracies are concerned. This “finance policies” document, coupled with procedures, forms, and good practices are the foundation of effective internal controls.

Gateway Preparatory Academy shall make these policies available in Gateway Preparatory Academy’s business office (main business office) and on Gateway Preparatory Academy’s website. This delegated authority requires checks and balances (internal controls) to ensure that the board properly accounts for and spends public funds for which it is entrusted within the law, and without malfeasance.

Internal Controls

Internal Controls are an integral part of the school’s “control environment” to ensure Gateway Preparatory Academy’s assets are safeguarded and to minimize risk. Internal controls consist of well-crafted policies, procedures, guides (guidelines) and forms indicating *how we’re supposed to do it*. They also include implementation and practices (modeling) by leadership and school staff *how we actually do it*. *How we’re supposed to do it* and *how we actually do it* should be the same in almost all circumstances. Internal controls are developed for the purpose of:

- Protecting against waste of resources through inefficiencies;
- Protecting resources against embezzlement, bribes, theft or other types of fraud;
- Protecting against poor management, carelessness, and unintentional errors;
- Securing compliance with both law and rules of the state, policies of Gateway Preparatory Academy and the audit requirements of the State of Utah pertaining to “public funds”;
- Protecting against loss or destruction of records;
- Ensuring data reliability and accuracy;
- Evaluating the level of performance of Gateway Preparatory Academy’s operations.

Under the direction of the Governing board, Gateway Preparatory Academy is required to establish and maintain adequate accounting records and implement internal control policies & procedures. Internal control consists of six components: control environment, risk assessment, control activities, information and communication, segregation of duties, and monitoring. The objectives of internal control relate to financial reporting, operations, and compliance.



The board and all levels of administration and instructional staff are responsible for preventing and detecting instances of fraud and related misconduct and for establishing and maintaining proper internal controls that provide security and accountability. The board and administration are also responsible for recognizing risks and exposures inherent to these areas of responsibility and for being aware of indications of fraud or related misconduct. Any employee with reasonable basis for believing fraudulent or related misconduct has occurred should report such incidents to the designated authorities within Gateway Preparatory Academy or to the Utah State Board of Education.

Internal controls provide Gateway Preparatory Academy with the foundation to properly safeguard assets, implement policies, provide compliance with state and federal laws and regulations and produce timely and accurate financial information. Board members and directors should review the Charter Solutions' Internal Controls Guide to further understand the need for internal controls and their role in their implementation and oversight.

The policies outlined herein will be reviewed at least annually. Employees involved in the processes and procedures associated with these policies will be trained at least annually in their duties.

Governing Board Authority

The Board of Trustees, Governing Board, etc. (Board) is responsible for the operation of school in accordance with state and federal laws. The board is also responsible for operating Gateway Preparatory Academy in accordance with the representations made in its charter. Specifically, the board shall have the sole authority to approve and will incorporate into its own minutes such matters as:

- Change of Gateway Preparatory Academy's name, with the authorizer and other entities;
- Adoption and amendment of the annual budget;
- Selection or termination of key employees;
- Key employees' salary and benefits changes;
- Incur debt, mortgages or other encumbrances and their covenants and restrictions, within the terms of the charter;
- Investment policies, depository and investment banks;
- Purchase or sale of real property;
- Review and acceptance of interim monthly financial statements;
- Selection of Gateway Preparatory Academy's auditor (CPA firm);
- Service on Gateway Preparatory Academy's audit committee;
- Review of any transaction or account of Gateway Preparatory Academy at its discretion.

Administrative Authority

Gateway Preparatory Academy director and under their direction, business office staff, are authorized by the board to execute all legal transactions for Gateway Preparatory Academy (with exceptions for



certain capital purchases and indebtedness, etc. noted herein) and to make all purchases and disbursements necessary according to policy for the operation of Gateway Preparatory Academy. The director and business office staff independently report all financial transactions directly to the board periodically in a public board meeting. Both the director and the employee(s) within the business office may report to the board independently if requested, or if they deem appropriate on certain matters, or in any case where mismanagement or fraud is suspected.

Compliance with Laws

Gateway Preparatory Academy will follow all applicable laws and regulations that govern charter schools within the State of Utah. Gateway Preparatory Academy shall comply with Title IX and shall not discriminate on the basis of sex in education programs. Applicable federal laws and regulations will be adopted as federal program funds and grant funding is received.

Gateway Preparatory Academy will provide access to school records if requested by a person or entity under the Government Records Access Management Act (GRAMA). Additionally, records will be available to the Utah State Board of Education (USBE), State Charter School Board or other governmental entity as needed.

General Policies

Political Contributions

No funds or assets of Gateway Preparatory Academy may be contributed to any political party or organization or to any individual who either holds public office or is a candidate for public office. Following are examples of prohibited activities:

- Contributions by an employee that are reimbursed through expense accounts or in other ways;
- Purchase of tickets for political fundraising events;
- Contributions in-kind, such as lending employees to political parties or using Gateway Preparatory Academy's assets in political campaigns.

Record Keeping

To provide an accurate record of all financial transactions (a good audit trail), Gateway Preparatory Academy's books, records, and accounts are maintained in conformity with generally accepted accounting principles as required by state law applicable to charter schools. This includes recordkeeping in both the modified and full-accrual bases of accounting. Audited financial statements certified by an independent auditor will be prepared annually using the accrual basis of accounting. Further, Gateway Preparatory Academy specifically requires that:



- No funds or accounts may be established or maintained for purposes that are not fully and accurately described within the books and records of Gateway Preparatory Academy;
- Receipts and disbursements must be fully and accurately described in the books and records;
- No false or fictitious vendors, invoices, or entries may be made on the books or records nor any false or misleading reports issued.

Record Retention and Disposal

Records are maintained for the minimum period according to state law and the guidelines of the Utah State Archives, Gateway Preparatory Academy's Record's Management Policy, IRS policies, and any requirements established by grants accepted by the school. The following records supporting federal contracts, as required by U.S. Office of Management and Budget, are retained for the indicated minimum periods or consistent with state law:

1. For three years after submission of the final report of expenditures: general ledger, trial balance, accounts payable and accounts receivable ledger, payroll register, and petty cash book, check register and checks, invoices. Except for:
 - a) If any litigation, claim, or audit is started before the expiration of the 3-year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved and final action taken.
 - b) Records for real property and equipment acquired with Federal funds shall be retained for 3 years after final disposition.
2. Permanently: Audit reports, annual corporate reports, charter, board minutes, tax and legal correspondence, labor contracts, insurance claims and policies, and retirement and pension records.

The disposal date determined under this policy is the end of the fiscal year, or the date of final payment of government grants.

Asset Protection Policies

Signature Authority

To properly segregate duties, the board chair (president), the treasurer, the director/principal or others as expressly authorized are the only individuals with signatory authority and are responsible for authorizing all cash transactions. Each disbursement shall require two signatures to be authorized. The business Manager is authorized as the second signer in the absence of the board chair or treasurer.

Security of Financial Data



Gateway Preparatory Academy's accounting software will be maintained to ensure that adequate internal controls and security measures are established to minimize unauthorized access to school data (i.e., proper password protection). The system's accounting data shall be backed up periodically to ensure the recoverability of financial information in case of failure. The backup file(s) must be stored separately in a fire safe area and properly secured. All other financial data, petty cash box(es), check stock, etc. will be secured from unauthorized access.

Security of School Documents

Originals of the following corporate documents are maintained and their presence shall be verified on a periodic basis:

- Charter and all related amendments;
- Articles of Incorporation and By-laws;
- Minutes of the Board of Trustees and subcommittees;
- Corporate and payroll tax registrations;
- Banking & financial agreements;
- Leases;
- Insurance policies;
- Grant and contract agreements;
- Fixed asset inventory list.

Use of School Assets

School employees should not use any of Gateway Preparatory Academy's assets for personal use without prior approval of Gateway Preparatory Academy administration and with proper justification.

Facilities Use by Outside Persons or Entities

In accordance with state law, the board authorizes, on condition, the use of school facilities for other than school purposes. It is understood that Gateway Preparatory Academy shall by law assume no expense as a result of the leasing of school properties, facilities, including grounds, furnishings, and equipment. It is further understood that restraint must be exercised in leasing facilities for purposes other than school functions, to the extent that such leasing shall not interfere with Gateway Preparatory Academy curriculum, program, and standards. The board or administration may refuse the use of school facilities by outside entities if it determines the use is inadvisable.

The board authorizes the administration to establish rules, guidelines, procedures and fees for the rental and use of school facilities for other than school purposes. The director and business manager shall administer



the rules and guidelines found in the Academy's Facilities Use Policy and see that all entities follow established procedures.

Audit

The board contracts annually with a qualified independent certified public accounting firm to conduct a fiscal audit of Gateway Preparatory Academy's financial records and statements. The audit is performed in accordance with auditing standards generally accepted in the United States of America, Government Auditing Standards issued by the Controller General of the United States, 2003 Revision (GAS) and, if applicable, the U.S Office of Management and Budget's Circular A-87 and A-122. The selected firm must be familiar with these standards and related state regulations in order to properly conduct the fiscal audit.

Audit Committee

The board shall establish an audit committee per Administrative Rule R277-113, comprised exclusively of board members, which shall:

- Seek to understand its role and duties as outlined in the GFOA Audit Committees guide;
- Review, audit and initial original bank statements and account reconciliations from the accounting system for each period reconciled;
- Review, in a public meeting, audit reports provided to the Committee directly by external auditors, internal auditors or other regulatory bodies;
- Review Gateway Preparatory Academy's risk assessment processes and procedures to ensure adequate internal controls are maintained;
- Ensure timely resolution of matters reported by internal audits or by outside firms;
- Ensure that outside firms are selected through a competitive-bid process;
- Be responsible for the appointment, compensation, retention, and oversight of the work of any independent accountants engaged for the purpose of preparing or issuing an independent audit report or performing other independent audit, review, or attest services;
- Possess knowledge of and experience in finance, auditing, or accounting if possible;
- Review the annual audit, and any other work performed by a contracted auditor, prior to its submission to any outside party or authority, and report to the board that it has discussed the financial statements with management, with the independent auditors in private, and privately among committee members, and believes that they are fairly presented, to the extent such a determination can be made solely on the basis of such conversations.

Insurance and Bonding



Gateway Preparatory Academy maintains minimum levels of coverage, as deemed appropriate by the board, for the following policies:

- General liability (earthquake coverage not included without express inclusion)
- Business & personal property
- Automobile insurance (as necessary)
- Workers' compensation
- Unemployment (tax)
- Directors and Officers
- Errors & Omissions/Professional Liability
- Employment Practices Liability Insurance
- Treasurers' (fidelity) Bond
- ERISA bond (as applicable for retirement plan)
- Other insurance as requested

A Treasurer's Bond (fidelity bond or Public Official Bond) is required on the person who has investment control over Gateway Preparatory Academy's public funds, typically the business manager or Gateway Preparatory Academy's Chief Financial Officer, per UCA 51-7-15. This insurance coverage is not included in Gateway Preparatory Academy's other insurance policies and must be purchased separately. Gateway Preparatory Academy requires proof of adequate insurance coverage from all prospective sub-contractors, as deemed applicable by the board.



Banking & Financial Management Policies

General

Accounting policies and financial reporting adopted by Gateway Preparatory Academy should be consistent with a special purpose governmental entity that engages in business-type activities. The board has oversight of the management of Gateway Preparatory Academy inclusive of establishing the governance structure and the financial management policies as set forth in Gateway Preparatory Academy's charter.

Budgeting

School administration prepares an annual operating budget of revenues and expenses (forecast or budget) for approval. The board approves a final budget for the operation of Gateway Preparatory Academy for the prior twelve months. Both of these budgets are approved no later than June 30th of each school year. Budgets are reviewed on going during the school year and modified as necessary by the business manager and director. These forward-looking budgets and projections are reviewed and approved by the board at an open and public meeting.

- The fiscal year (budget year) of Gateway Preparatory Academy is July 1st through June 30th. The appropriate accounting period is used for all adjusting entries and accruals;
- Financial statements displaying budget vs. actual results are prepared by the business office and reviewed by the director and Treasurer and are presented to the board at each board meeting (with limited exceptions);
- Administration shall follow the board approved budget with exceptions approved by the board.

Bank Accounts

The board may authorize bank accounts for general or specific purposes. School assets shall be kept at any bank or financial institution that is approved by the Utah Money Management Council. All bank accounts shall be reconciled as often as statements are available, typically monthly.

Investments

Gateway Preparatory Academy shall follow state law and rule as outlined by statute, Administrative Rule and the rules of the Utah Money Management Council in investing school cash assets.

Petty Cash

Petty cash funds may be established for incidental, non-recurring cash advances, local expense reimbursement, and small-dollar vendor purchases, provided proper documentation is furnished with each request. No fund shall exceed \$500 or individual payment shall be greater than \$100. Petty cash funds are recorded on the balance sheet as a cash account. The petty cash account is balanced periodically by the business office.



Cash Handling and Cash Receipts

Wherever possible, duties such as collecting funds, maintaining documentation, preparing deposits and reconciling records should be segregated among different individuals. When segregation of duties is not possible due to the small size and limited staffing of Gateway Preparatory Academy, compensating controls such as management supervision and review of cash receipting records by independent parties should be implemented. School staff shall follow established procedures (internal controls) for the handling of cash receipts as outlined in the Cash Handling & Receipts Procedures. Gateway Preparatory Academy will comply with all applicable state and federal laws.

All funds shall be kept in a central, secure location until they are deposited in a school-approved fiduciary institution. Funds should be deposited daily or within three days after receipt, in compliance with Utah Code 51-4-2(2)(a). Unauthorized school employees should never hold funds in any unapproved location for any reason. Periodic and unscheduled audits or reviews should be performed for all cash activity. All payments of school fees shall correspond with the approved fee schedule, as required by State Board Administrative Rule 277-407.

Fundraising

Fundraising is generally permitted within Gateway Preparatory Academy to allow Gateway Preparatory Academy to raise additional funds to supplement school-sponsored academic and co-curricular programs. Fundraising is only authorized and administered by the director. The board shall annually review the fundraising activities of Gateway Preparatory Academy and of all activities that support or subsidize Gateway Preparatory Academy. The board shall ensure that revenues raised during fundraising activities or through activities that support Gateway Preparatory Academy (local funds) are raised within established cash handling policies. All expenditures shall be made in accordance with established school policies and procedures. The board shall ensure that all activities of fundraising and parent organizations are adequately reviewed and considered with Gateway Preparatory Academy's insurer to evaluate and manage risks associated with such activities. Fundraising guidelines are:

- All monies raised through fundraisers for school-sponsored activities are considered public funds. This includes all donations to Gateway Preparatory Academy, regardless of whether or not such donations are part of any fundraising activity or event;
- Cash Handling and Cash Receipt procedures of Gateway Preparatory Academy apply to all school-sponsored fundraising activities;
- Relationships with non-school employees in relation to fundraising activities are managed by the director;
- Conflict of Interest forms must be completed when persons employed by or affiliated with Gateway Preparatory Academy are also involved in fundraising organizations or hold funds that that will benefit Gateway Preparatory Academy;
- Fundraising activities may be subject to fee waiver laws and the director oversees the administration of fee waivers;



- Gateway Preparatory Academy's tax exempt status must be used in accordance with State regulations and school policies.
- "School-sponsored" means activities, fundraising events, clubs, camps, clinics, programs, sports, etc., or events, or activities that are authorized by Gateway Preparatory Academy, school board, administration, or board committees, including the authorized parent organization or authorized curricular school clubs, activities, sports, classes or programs that also satisfy one or more of the following criteria. The activity:
 - Is managed or supervised by school administration, staff, or authorized volunteers;
 - Uses Gateway Preparatory Academy's facilities, equipment, or other school resources;
 - Is supported or subsidized, more than inconsequentially, by public funds, including the public school's activity funds or minimum school program dollars.

Properly approved school-sponsored activities:

- May use Gateway Preparatory Academy's name, facilities, and equipment;
- May utilize school employees and other resources to supervise, promote, and otherwise staff the activity or fundraiser;
- May be eligible to be insured under Gateway Preparatory Academy's liability insurance policy (subject to insurer);
- May provide additional compensation or stipends for school employees with the approval of the director and under school payroll policies and consistent with Gateway Preparatory Academy's budget;
- Must comply with all fee approval and fee waiver provisions established in Utah law, administrative rules, and school policies.

Fundraising activities, or activities of outside organizations of any kind that are not school sponsored activities must be conducted at arm's length so that revenues and expenditures are no commingled with the public funds of Gateway Preparatory Academy.

Donation & Gifts

Donations may be accepted, upon approval by the director, providing the item(s) to be donated (cash, goods, services) are legal to possess by a public school, safe, unencumbered, usable by Gateway Preparatory Academy and are generally not restricted in their use, or are not restricted for use by an individual employee. Donations for the purpose of compensating specific employees or positions may not be accepted (donors can donate for other purposes instead). Donations, Gifts, and Sponsorships form is required to be completed for donations greater than \$250 in value. Donations and gifts over \$250 will be provided with an acknowledgment of the contribution from Gateway Preparatory Academy for IRS purposes. The



acknowledgment will be in the form of a receipt issued by the business administrator. These receipts will be generated from the information provided on the “Donations, Gifts, and Sponsorships” form.

Donations received by Gateway Preparatory Academy become public funds and may not be returned or expended except within the law as applicable to the appropriate use of public funds. All policies and procedures of Gateway Preparatory Academy are applicable to donations, including Cash Receipt and Disbursement policies and procedures, and all other internal controls.

Gifts to Gateway Preparatory Academy must be general in nature and may not be restricted such that they cannot be used for various purposes, except when those purposes are to a specific program, such as the PE program, science department or art program. Donations or gifts intended to benefit a specific student or teacher may not be accepted and could be considered a bribe. Donations, gifts, and sponsorships given by vendors to specific programs (e.g., drama, sports teams) or school employees shall be evaluated for compliance with Utah Code 63G-6a-2304.5, “Gratuities, Kickbacks, Unlawful use of position or influence.” As required by state law, donations will only be accepted where there is no expectation or promise, expressed or implied, of remuneration or any undue influence or special consideration. School employees are not permitted to accept personal payment or gratuities in any form from a vendor or potential vendor as a precondition for purchase of any product or service.

The value of a gift or donation to Gateway Preparatory Academy may not be assessed or assigned by Gateway Preparatory Academy. The value and tax deductibility of a donation or gift made by an individual or company is to be determined by the donor and their accountant, not Gateway Preparatory Academy. No dollar value may be assigned to a donation verbally or in writing. If a product or service is given in return for a donation or gift that is clearly defined, such as a \$250 advertising slot in the yearbook, that value can be disclosed by providing Gateway Preparatory Academy’s advertising rates to the donor for them to assign a value.

Vending Machines

Vending machines are to be administered by the director with the assistance of the business office and other school administrators. Two persons shall be present when removing cash from vending machines and delivering it to Gateway Preparatory Academy office for recording using the Cash Handling & Receipts Procedures. Accurate inventories of goods stocked and sold from vending machines are to be kept. Vending machine stock shall be stored adequately to minimize shrinkage and the program should be reviewed at least annually.

Financial Statement Reporting

The business office is required to maintain supporting records in sufficient detail to prepare Gateway Preparatory Academy’s financial statements, including:

Monthly



- Internally generated Income Statement, including budget vs. actual comparison and adequate notes & explanations
- Balance Sheet
- Cash Flow Statement
- Transaction Register

Annually

- Financial statements for audit, with supporting statements as needed
- Annual budget

Capitalization of Property

All tangible personal property, land, capital improvements or buildings with a useful life of more than one year and a unit acquisition cost that exceeds \$5,000 are recorded and capitalized on the property schedule. The asset capitalized cost includes actual tax, shipping/handling, and other expenses incurred to bring the asset ready for its intended use. Additionally, these policies apply to capital assets:

- All capitalized assets will be depreciated using the straight-line method of depreciation in accordance with such asset's useful life and governmental & financial accounting standards;
- The depreciation expense will be recorded in the statement of revenues, expenses, and changes in net assets;
- Gateway Preparatory Academy maintains records of all government-furnished property and equipment, with an identification and segregation of property and equipment acquired through government contracts;
- Upon receipt, all property that qualifies as necessary to include on the property schedule, or has reasonable possibility of theft, or is required by law, must be properly labeled with asset ID tags;
- Assets purchased or received that cost less than the depreciation threshold will be expensed in the period purchased;
- No item on the property schedule shall be removed from the premises without prior approval from the board. Procedures for asset disposal must comply with state or federal law or regulation where appropriate. All Assets shall be disposed consistent with applicable regulations of any restricted funds with which they were purchased, according to state or US Dept. of Education General Administrative Regulations;
- Gains and losses from the sale or other disposition of property are recorded as revenue in the year in which they occur, and are reflected as such on applicable financial statements;
- A physical inventory of property included on Gateway Preparatory Academy's property schedule is performed on an annual or every two-year basis and is reconciled to the property schedule and general ledger of Gateway Preparatory Academy.



Liabilities

Encumbrances, debt or other obligations are recognized and measured in conformity with generally accepted accounting principles in both the modified and full accrual bases of accounting. Liabilities also include certain other deferred amounts that are not obligated, but are recognized and measured in conformity with generally accepted accounting principles. The board and administration, in consultation with accounting firms, will determine liabilities as needed for financial statements.

Accounts Payable

Only valid accounts payable transactions based on documented vendor invoices, receiving reports, or other approved documentation are recorded as accounts payable. Vendors and suppliers are paid as their payment terms require, taking advantage of any discounts offered. If cash flow problems exist, payments are made on a greatest dependency/greatest need basis, considering critical disbursements, including payroll and tax obligations, etc.

Use Of School Purchase/Credit Cards

Gateway Preparatory Academy purchase/credit cards shall only be issued with the formal approval of the board and with proper justification. The cost/benefit to Gateway Preparatory Academy should be fully reviewed to ensure that no other method is appropriate. If credit cards are issued they should be assigned to specific school employees and should be used only for school-related expenditures.

All charges must be supported by transaction-level invoices (point-of-sale receipts), a monthly log, and travel reports to be eligible for payment by Gateway Preparatory Academy. Monthly purchase/credit card statements are reconciled by cardholders to point-of-sale receipts and travel reports. They are reviewed and approved monthly by Gateway Preparatory Academy director and board treasurer.

Card users shall follow school and state purchasing policies and comply with the Utah State Tax Commission's guidelines regarding Gateway Preparatory Academy's tax exempt status number. Violation of purchase card policy, including not retaining documentation of purchases or making personal purchases, may result in card cancellation, disciplinary action, or criminal prosecution.

Accrued Liabilities

Salaries, wages earned, and payroll taxes, together with professional fees, rent, and insurance costs incurred, but unpaid, are reflected as a liability when entitlement to payment occurs. The salary portion of any teacher, or other employee whose salaries are paid over a period different than during which work was performed, are accrued at the end of the fiscal year for which services were rendered.



Debt

Short-term debt consists of financing expected to be paid within one year of the date of the annual audited financial statements. Long-term debt consists of financing that is not expected to be repaid within one year. All short-term and long-term debt must be approved by the board. Loan agreements approved by the board shall be in writing and specify all applicable terms, including the purpose of the loan, the interest rate, and the repayment schedule. School administration may not enter into loan agreements without board approval.

Net Assets

Net assets are recorded in accordance with generally accepted accounting principles applicable to special purpose governmental units. Net assets include the following:

- Unrestricted
- Restricted
- Investment in Capital Assets, net of related debt

Consistency in Cost Accounting

Practices used by Gateway Preparatory Academy in estimating costs in grant/contract proposals are consistent with its accounting practices used in accumulating and reporting costs. Accounting practices used by Gateway Preparatory Academy in accumulating and reporting actual costs are consistent with its practices used in estimating costs in its grant and contract proposals.



Procurement (Purchasing) Policies

Procurement of Goods and Services

Gateway Preparatory Academy shall follow outlined procurement (purchasing) procedures of Gateway Preparatory Academy and provisions of the state procurement code (UCA 63G-6a) and procure only those items and services that are required to perform the mission and/or fill a bona fide need. Procurements are made using best value contracting which includes assessing the best value considering quality, performance, timing, and price. Additionally:

- Administration shall not intentionally divide a procurement purchase into one or more smaller purchases to divide an invoice or purchase order into two or more invoices or purchase orders, or to make smaller purchases over a period of time in order to circumvent any aspect of this policy or of state law;
- Exclusive contracts (requiring the purchase of needed goods or services from a single, specified seller) are not authorized except as outlined in the state procurement code (UCA 63G-6a);
- Multi-year contracts shall comply with UCA 63G-6a-1204;
- Construction and improvements shall comply with the law and administrative rules of the State of Utah and its departments or agencies and differing rules, forms or reports, not in accordance with state law and administrative rules, may not be produced by school staff or outside service providers without board authorization;
- Written records will be kept for all purchases, including complete bids when applicable by law. Competitive bids will be filed in the winning bidder's vendor file;
- All lease agreements will be evidenced by a lease or sublease agreement approved by the board and signed by the board chair (or designee). The agreement will identify all the terms and conditions of the lease;
- Administration or any agent of Gateway Preparatory Academy may not accept hospitality gifts, gratuities, kickbacks, or any other unlawful consideration under 63G-6a-2304.5;
- Satisfactory receipt of goods and services will be confirmed, as invoices are approved by buyers, before payment is made to a vendor.

Requisitions

Staff purchases must be made after a requisition form has been approved by the school director. All purchase/reimbursement requisitions turned in by Gateway Preparatory Academy staff must undergo the proper approval process and be completed prior to being submitted to the business office. The business manager shall not process requisitions until the proper school policies and procedures are followed.



Requisitions for a purchase order or check by staff shall be signed by the director prior to placing an order or purchasing items.

Purchases placed by the director shall be made within approved board budgets and appropriate requisition forms must be used to obtain reimbursement or place purchases. The business manager must approve all director purchases and verify that such purchases are made within approved board budgets. Treasurer may assume authority to approve and review requisitions for purchase orders at any time.

Emergency Purchases

An “emergency purchase” is the purchase of goods or services that are so badly needed that Gateway Preparatory Academy will suffer financial or operational damage if they are not secured immediately. A decision to purchase may be declared in an emergency at Gateway Preparatory Academy’s discretion and “best value” procurement guidelines must be followed. In addition, the purchase must be authorized by the director, business manager, the board chair or treasurer when available. Sound business practices shall be used and documented in all cases.

Sales Tax

Charter School is exempt from sales tax as both as governmental entity and as a charitable organization.

- Gateway Preparatory Academy board and administration shall maintain Gateway Preparatory Academy’s IRS (501c3) and public school tax exempt status by complying with government regulations at all times;
- Gateway Preparatory Academy administration shall follow vendor policies regarding sales tax exemption;
- As authorized, school employees or volunteers may use Gateway Preparatory Academy’s non-profit tax exemption registration number (and Tax Commission form) only for legitimate school purchases. Authorization may be revoked when necessary;
- Employees or volunteers may not be reimbursed for sales tax. If sales tax is paid by school employees or volunteers at the point of sale using school funds, Gateway Preparatory Academy may seek reimbursement of sales tax consistent with applicable rules at its discretion.
- The audit committee shall periodically review transactions for appropriate use of Gateway’s tax exemption status and sales tax reimbursement requests.



Payroll Policies

Payroll Related Expenditures

The board, with authority delegated to the director, shall ensure that payroll-related expenditures are earned, accurate, and approved (authorized) before payment is made. Additionally, the following applies to payroll-related expenditures:

- Employees are paid on a 12-month schedule, as wages are earned, and in accordance with pay periods and pay dates as authorized by the board;
- Gateway Preparatory Academy shall communicate pay rate information clearly and effectively to individual employees whenever a pay change occurs;
- Pay advances are not authorized. All payments to employees are to be made only after wages are earned;
- Employee's time is properly approved when submitted by an employee to a supervisor, authorized for payment, and reported to the business office for processing;
- All employee payroll amounts are calculated based upon approved rates included in the individual's personnel file. Any changes to pay rates or benefits must be properly authorized in writing by the director or the board where applicable;
- Gateway Preparatory Academy director or his designated staff member will accurately record and track all employees' accrued paid time off (PTO). PTO includes a variety of paid time off, including but not limited to Sick, Personal, Vacation time, etc.;
- The director shall consider available PTO balance(s) and the needs of Gateway Preparatory Academy prior to approving PTO;
- The business office will add or deduct PTO for all employees as authorized by policy or the director when processing each payroll and will provide balance information to the director periodically;
- Overtime wages, while not formally against policy, are not authorized under normal circumstances and are only to be used in rare instances of emergency;
- Pay rates or employee benefit package changes may not be authorized exclusively by persons for whom the pay rate or benefits will affect;
- All payroll taxes and benefits are properly calculated and any deposits made in a timely manner. All payroll tax reports are prepared in a timely manner and reviewed for accuracy prior to filing;
- Employees paid with restricted program funds are required to complete required documentation, with a supervisor's certification according to the administrative rules of applicable programs.

Employee Retirement Program



Gateway Preparatory Academy shall participate in a retirement program as determined by the Board of Trustees and administered by the Trustee and the business office.

Employee Travel

A reimbursement form must be completed within 30 days of return from travel. All travel shall be authorized by the director either verbally or in writing within approved board budgets. Employees who travel within the state typically travel using their own personal motor vehicle or a school-rented vehicle. Employees may be reimbursed at the current (at time of travel) federal standard mileage rate (per mile), as authorized by the board, for use of their own vehicle for business related travel. In addition, parking fees and tolls paid are reimbursable if properly supported. Employees who rent vehicles for school use (and reimbursement) must purchase adequate insurance to cover the vehicle in case of theft or damage. Employees must refill the rental vehicle with fuel prior to return. Gateway Preparatory Academy shall not reimburse for moving violations or parking tickets.

Employees who travel out of state travel with itineraries booked through school administration, except as otherwise approved. Under certain circumstances, employees may be required to use a personal credit card for hotel and/or vehicle rental. Employees may not use public funds to pay for (or submit for reimbursement) personal expenses while traveling for Gateway Preparatory Academy.

Travelers may receive reimbursement for meals they purchase during approved travel according to the following schedule for travel outside of Cedar City and at least 45 miles from Gateway's primary facility:

If traveling between 6 and 10 AM, an allowance of \$10 for breakfast

If traveling between 11 AM and 2 PM, an allowance of \$15 for lunch

If traveling between 4 PM and 8 PM, an allowance of \$25 for dinner

Travelers will be reimbursed for actual expenses, including tax and gratuity, for meals when traveling during the entire time frame noted above up to the dollar limits listed. Travelers should exercise good judgment and keep meal expenses as low as reasonably possible. Meal reimbursement will not be given for meals that are included in the registration or participation cost of any conference, meeting, or event associated with approved travel nor for meals that are included in the cost of accommodations

Meals Unrelated to Travel

- Beverages/Food Items
Supplies of coffee, water, soda, juice and similar items may be purchased and provided to School guests.
- Appreciation Events



Administration may hold events during the year to show appreciation for employee and/or volunteer efforts. The cost of the event should be reasonable and may include guests or family members at Administration's discretion.

- Retirement/Separation Functions

School may hold a reception for employees retiring or separating from the School (one per employee). Reasonable expenditures are permitted.

- Holiday Functions

Holiday functions are permitted and may include guests or family members at the Administration's discretion. The cost of such functions must be reasonable and may not be charged against any contract or grant fund or reimbursed overhead.

- Board Meetings and Annual Retreat

Refreshments, meals, and beverages for board and staff meetings, retreats, and workshops are permissible. Meals may be provided to employees, board members, and the public when appropriate for the time and duration of the event.



Contracted Services Policies

Outside Service Providers

The utilization of outside service providers (i.e. independent contractors) and contracted personnel are sufficiently evidenced by:

- Service Agreements outlining the terms of the agreement (e.g., responsibilities work requirements, rate of compensation, and nature and amount of other expenses, if any) with the individuals or organizations providing services and details of actual services performed;
- Required IRS W-9 form, proof of authorization or licensure and liability insurance certification (among other things) are required before service is rendered or payment is made;
- Invoices or billings submitted by consultants, including sufficient detail as to the time expended and nature of the actual services performed;
- The use of a management contract for educational administrative services will clearly identify the contractor's performance requirements, including students' academic achievement (if applicable), contractor's compensation and define Gateway Preparatory Academy's rights to educational curricula and intellectual property developed.

The use of independent contractors is closely monitored so as not to vary from the rules of the Fair Labor Standards Act and Utah law. The contractor will:

- Be free from Gateway Preparatory Academy's control and direction in scheduling and performing the service, both under a contract and in fact;
- Provide a service that is outside Gateway Preparatory Academy's usual course of business or provide a service on a temporary basis;
- Not receive any fringe benefits as such, although their fee may include provision for fringe benefits;
- Use his or her own letterhead, supplies and materials when billing for services.

The policies contained in this document are subject to change at any time. The board reserves the right to amend or change them at their sole discretion.

Approved: January 25, 2018