



Board of Directors Meeting Agenda

| | | | |
|----------------------|---|---------------------|----------------------|
| Team: | FBCS Board of Directors | Chairperson: | Shawn Burns |
| Meeting Date: | April 30, 2024 | Start Time: | 4:30pm |
| Minutes: | BOD Secretary – Bonnie Jakubus | Location: | FBCS Millar Building |
| Address: | 615 S. Madison Ave, Sandpoint, ID 83864 | | |

Call to Order @ 4:30 PM: BOD Chairperson – *Shawn Burns*

ITEM

Pledge of Allegiance Shawn Burns

Approval of minutes Shawn Burns

Public Comment Shawn Burns

Executive Session

- Student A: Attendance and Academic Intervention Mary Jensen
- Student B: Disciplinary Hearing Eric Fulgenzi
- Student C: Disciplinary Hearing Eric Fulgenzi

Financials

- Action Item: Approval Financial Reports Greta Warren
- Action Item: Approval of Revenues and Expenditures Statement Greta Warren
- Action Item: Signing Bonus Approvals Greta Warren

Open Business

- Action Item: Moly Bond, Culinary Arts Hire Mary J. Jensen
- Action Item: 2024-25 Teaching Contracts Approval Mary J. Jensen
- Action Item: Non-Certified Salary Matrix Mary J. Jensen
- Action Item: Administrative Salary Matrix Mary J. Jensen

Executive Session

- Executive Director 2024-25 Salary Shawn Burns

Adjourn @ 8:00 PM: BOD Chairperson Shawn Burns

Next Meeting Date and Time: May 21, 2024 @ 4:30



Forrest M. Bird Charter Schools

Board Meeting
 Forrest M. Bird Charter High School
 615 S. Madison,
 Sandpoint, ID 83864
 Date: March 15, 2024

| | |
|-----------------------|---|
| | Board Meeting Minutes |
| Minutes taken by | Bonnie Jakubos |
| Board members Present | Shawn Burns, Bonnie Jakubos, Stephanie Hawkins, Collin Day |
| Excused Board Members | |
| Staff present | Mary Jensen, Greta Warren, Rachel Castor |
| Guests | Zane, Mandy, & Gunner Phitzer |
| Call to Order | Meeting Called to Order at 4:34 pm; Quorum established at 4:34 pm |
| Minutes | <p>Action Item: <i>February 13, 2024 Board meeting minutes</i></p> <p>Notes: No discussion on this item.</p> <ul style="list-style-type: none"> ✓ Motioned – Collin Day ✓ 2nd – Stephanie Hawkins <p>Approved Unanimously</p> |

| | |
|-------------------|--|
| Executive Session | <ul style="list-style-type: none"> • No Executive Session |
| Public Comment | <ul style="list-style-type: none"> • No public comment |

| | |
|-------------------|--|
| Financial Reports | <p>Action item: <i>Approval of Financial Reports</i></p> <p>Notes: No discussion on this item.</p> <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Stephanie Hawkins ✓ 2nd – Collin Day <p>Approved Unanimously</p> <p>Action Item: <i>Approval revenues and Expenditures Statement</i></p> <p>Notes: No discussion on this item.</p> |
|-------------------|--|

| | |
|----------------------------------|---|
| | <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Bonnie Jakubos ✓ 2nd – Stephanie Hawkins <p>Approved Unanimously</p> <p>Action Item: <i>Non-director Classified Pay Schedule</i></p> <p>Notes: Mary explained that all Paraprofessionals are now required to be state certified, and FBCS Special Education Paraprofessionals are scheduled to take the test. A new pay schedule category for Certified Paraprofessionals would reflect their position and compare more favorably with the LPOSD pay schedule.</p> <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Collin Day ✓ 2nd – Stephanie Hawkins <p>Approved Unanimously</p> |
| <p>Executive Director Report</p> | |
| <p>Open Business</p> | <p>Action Item: <i>Knitting and Sewing Club</i></p> <p>Notes: Rachel Castor was approached by students who want to start a Yarn Club. Rachel has offered to be their teacher mentor.</p> <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Collin Day ✓ 2nd – Bonnie Jakubos <p>Approved Unanimously</p> <p>Information Item: <i>Property Boundary</i></p> <p>Mary discussed the property line between the south parking area and the neighboring lot. New owners for that lot realized that the present parking lot extends past the actual boundary line. Over the summer, that pavement will be removed and the rest of the lot repaved.</p> <p>Action Item: <i>Danika Moore Hire – Math</i></p> <p>Notes: The Math Department has gone to a three-tier progression, with math classes every day. This change means that another math teacher is needed.</p> <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Bonnie Jakubos ✓ 2nd – Collin Day <p>Approved Unanimously</p> <p>Action Item: <i>Blake Wilkins Hire – Social Studies</i></p> <p>Notes: Blake will be teaching Personal Finance and other Social Studies classes.</p> <p>Approval</p> <ul style="list-style-type: none"> ✓ Motioned – Collin Day ✓ 2nd – Stephanie Hawkins <p>Approved Unanimously</p> |

Action Item: 2024-25 School Calendar

Notes: The 2024-25 calendar will add two ROADS Days

Approval

- ✓ Motioned – Stephanie Hawkins
- ✓ 2nd – Collin Day

Approved Unanimously

Action Item: Eric Fulgenzi Van Driver

Notes: No discussion on this item.

Approval

- ✓ Motioned – Bonnie Jakubos
- ✓ 2nd – Collin Day

Approved Unanimously

Action Item: Selection of Stephanie Hawkins as Board Vice-Chairperson

Notes: No discussion on this item.

Approval

- ✓ Motioned – Collin Day
- ✓ 2nd – Shawn Burns

Approved Unanimously

Motion to Adjourn

Approval

- ✓ Motioned – Stephanie Hawkins
- ✓ 2nd – Collin Day

Approved Unanimously

| | |
|--------------------|------------------------------|
| Adjournment | Meeting adjourned at 5:00 pm |
| Next Board Meeting | April 16, 2024 |

Respectfully Submitted: Bonnie Jakubos

Date: March 18, 2024

Signed: _____
Board Chair, date

Signed: _____
Board Secretary, date

Forrest M Bird Charter School
Account Balances
As of March 31, 2024
Mar 31, 24

ASSETS

Current Assets

Checking/Savings

| | |
|------------------------|-------------------|
| Contingency Account | 50,840.53 |
| Mountain West Bank | 18,537.80 |
| Mtn. West Flex Acct. | 1,210,742.96 |
| Scholarship Account | 14,918.23 |
| STCU Checking | 74.61 |
| STCU Money Market | <u>253,752.48</u> |
| Total Checking/Savings | 1,548,866.61 |

Forrest M Bird Charter School
Cash Flow Forecast Overview
 July 2023 through June 2024

| | Jul 23 | Aug 23 | Sep 23 | Oct 23 | Nov 23 | Dec 23 | Jan 24 | Feb 24 | Mar 24 | Apr 24 | May 24 | Jun 24 | Jul 24 - Jun 23 | TOTAL |
|------------------------------------|--------------------|---------------------|---------------------|---------------------|-------------------|---------------------|---------------------|-------------------|---------------------|---------------------|---------------------|-------------------|---------------------|-------------------|
| Ordinary Income/Expense | | | | | | | | | | | | | | |
| Income | | | | | | | | | | | | | | |
| 419-200 Contributions/Donations | | 5.00 | 320.00 | 4,120.00 | | 1,330.00 | | 100.00 | | | | | | 5,875.00 |
| 419-920 - Miscellaneous Revenue | | | 75.00 | | 87.50 | 528.75 | 551.00 | 1,987.50 | 133.00 | | | | | 3,362.75 |
| 431-100 - State Base Support | | 1,477,895.00 | | | 600,637.00 | | | 447,441.65 | | | | | 271,695.35 | 2,797,669.00 |
| 431-900 - Other State Support | | - | 19,012.00 | 1,575.00 | | 6,768.00 | 14,400.00 | 5,962.00 | 4,711.50 | | | | 118,766.50 | 171,195.00 |
| 437-000 - Lottery/Add State Maint. | | - | 24,406.00 | | | | | | | | | | | 24,406.00 |
| 445-900 - Federal Revenue | | 11,901.27 | 4,752.20 | 52,969.39 | 68,532.71 | 37,340.23 | 28,508.74 | 8,637.10 | 51,839.67 | | | | 169,320.69 | 433,802.00 |
| Interest Income | 280.92 | 615.64 | 1,122.85 | 1,522.36 | 3,305.49 | 3,467.24 | 3,358.91 | 3,173.58 | 5,887.34 | | | | | 22,734.33 |
| Total Income | 280.92 | 1,490,416.91 | 49,688.05 | 60,186.75 | 672,562.70 | 49,434.22 | 46,818.65 | 467,301.83 | 62,571.51 | - | - | 559,782.54 | | 3,459,044.08 |
| Expense | | | | | | | | | | | | | | |
| Teacher Salary, Tax, Benefits | 7,288.55 | 5,049.05 | 152,912.12 | 164,165.09 | 155,434.87 | 157,462.04 | 161,351.22 | 160,236.69 | 159,669.05 | | | | | 1,123,568.68 |
| Teacher Supplies, Texts, Misc. | 2,167.03 | 7,037.05 | 11,779.23 | 40,005.75 | 14,940.10 | 9,324.78 | 7,283.45 | 8,906.46 | 7,195.60 | | | | | 108,639.45 |
| Admin Salary, Tax, Benefits | 22,532.64 | 23,256.66 | 46,959.79 | 45,539.22 | 46,534.92 | 44,940.56 | 43,278.94 | 47,383.85 | 46,533.60 | | | | | 366,960.18 |
| Admin Svces, Supplies, Phone | 34,473.81 | 13,465.30 | 37,355.03 | 9,424.32 | 4,034.41 | 3,395.87 | 8,893.05 | 5,984.84 | 23,636.11 | | | | | 140,662.74 |
| Bldg Mgmt Salary, Tax, Benefits | 6,963.39 | 7,620.12 | 7,620.12 | 7,357.42 | 7,751.47 | 7,094.75 | 6,504.91 | 7,949.68 | 7,811.86 | | | | | 66,673.72 |
| Bldg Mgt Supplies & Services | 3,813.03 | 1,775.49 | 4,915.54 | 7,406.02 | 3,336.83 | 4,912.04 | 9,440.19 | 3,528.38 | 3,244.38 | | | | | 42,371.90 |
| Conference Travel/Registration | - | - | 704.46 | (8.00) | 122.60 | | | | 397.20 | | | | | 1,216.26 |
| Utilities | 2,676.87 | 2,569.46 | 3,449.22 | 3,352.16 | 4,916.07 | 6,362.52 | 7,661.70 | 5,594.00 | 5,426.38 | | | | | 42,008.38 |
| Transportation | - | - | 24,200.02 | 29,778.86 | 22,071.42 | 12,444.24 | 21,237.42 | 24,288.36 | 18,378.36 | | | | | 152,398.68 |
| Capital - Building | - | - | - | - | - | - | - | - | - | | | | | - |
| Capital - Equipment | - | 17,218.03 | - | - | 5,341.74 | - | - | - | - | | | | | 22,559.77 |
| Debt Service | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 16,281.39 | 195,376.68 |
| Estimated Monthly Expenses | | | | | | | | | | | | | | |
| Total Expense | 96,196.71 | 94,272.55 | 306,176.92 | 323,302.23 | 280,765.82 | 262,218.19 | 281,932.27 | 280,153.65 | 288,573.93 | 270,000.00 | 270,000.00 | 320,000.00 | 320,000.00 | 860,000.00 |
| Net Income | (95,915.79) | 1,396,144.36 | (256,488.87) | (263,115.48) | 391,796.88 | (212,783.97) | (235,113.62) | 187,148.18 | (226,002.42) | (286,281.39) | (286,281.39) | 223,501.15 | (286,281.39) | 336,607.64 |
| Bank Balance as of 3/31/24 | | | | | | | | | | 1,262,585.22 | 976,303.83 | 1,199,804.98 | | |
| Bank Balance 6/30/2023 | | | | | | | | | | | | | | 1,618,421.70 |

Forrest M Bird Charter School Profit & Loss Budget vs. Actual YTD July 2023 through March 2024

| | Jul '23 - Mar 24 | Budget | \$ Over Budget | % of Budget |
|---|---------------------|---------------------|--------------------|---------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| 419-200 · Contributions/Donations | 5,875.00 | 0.00 | 5,875.00 | 100.0% |
| 419-900 · Miscellaneous Revenue | 3,362.75 | 0.00 | 3,362.75 | 100.0% |
| 431-100 · State Base Support | 2,525,973.65 | 2,405,066.00 | 120,907.65 | 105.03% |
| 431-200 · State Transportation Support | 0.00 | 75,000.00 | -75,000.00 | 0.0% |
| 431-800 · Benefit Apportionment | 0.00 | 317,603.00 | -317,603.00 | 0.0% |
| 431-900 · Other State Support | 28,654.50 | 168,045.00 | -139,390.50 | 17.05% |
| 437-000 · Lottery/Additional State Maint. | 24,406.00 | 25,445.00 | -1,039.00 | 95.92% |
| 439-000 · Other State Revenue | 23,774.00 | 0.00 | 23,774.00 | 100.0% |
| 445-100 · Title I - ESEA | 37,869.85 | 86,525.00 | -48,655.15 | 43.77% |
| 445-600 · Title VI-B IDEA | 45,908.00 | 53,500.00 | -7,592.00 | 85.81% |
| 445-900 · Federal Revenue | 180,703.46 | 293,777.00 | -113,073.54 | 61.51% |
| 415-000 · Interest Income | 22,734.33 | 0.00 | 22,734.33 | 100.0% |
| Total Income | 2,899,261.54 | 3,424,961.00 | -525,699.46 | 84.65% |
| Gross Profit | 2,899,261.54 | 3,424,961.00 | -525,699.46 | 84.65% |
| Expense | | | | |
| Teacher Salary, Tax, Benefits | | | | |
| 515-100 · Teacher Salaries | 670,781.16 | 1,144,922.00 | -474,140.84 | 58.59% |
| 515-210 · Teacher Retirement | 84,385.59 | 143,886.23 | -59,500.64 | 58.65% |
| 515-220 · Teacher Social Security | 49,545.64 | 86,821.18 | -37,275.54 | 57.07% |
| 515-230 · Teacher Life Insurance | 779.25 | 1,060.00 | -280.75 | 73.51% |
| 515-240 · Teacher Health Insurance | 122,817.96 | 263,172.00 | -140,354.04 | 46.67% |
| 515-270 · Teacher Workman's Comp. | 14,892.00 | 13,000.00 | 1,892.00 | 114.55% |
| 515-290 · Teacher Other Benefits | 1,773.06 | 1,600.00 | 173.06 | 110.82% |
| 521-100 · SPED Teacher Salaries | 122,119.92 | 193,922.00 | -71,802.08 | 62.97% |
| 521-210 · SPED Teacher Retire | 15,127.79 | 24,183.89 | -9,056.10 | 62.55% |
| 521-220 · SPED Teacher Social Sec | 8,815.27 | 14,835.03 | -6,019.76 | 59.42% |
| 521-240 · SPED Teacher Health Ins | 32,531.04 | 50,610.00 | -18,078.96 | 64.28% |
| Total Teacher Salary, Tax, Benefits | 1,123,568.68 | 1,938,012.33 | -814,443.65 | 57.98% |
| Teacher Supplies, Texts, Misc. | | | | |
| 515-310 · Teacher contracted services | 3,603.75 | 2,300.00 | 1,303.75 | 156.69% |
| 515-313 · Teacher Professional Develop. | 4,018.50 | 4,000.00 | 18.50 | 100.46% |
| 515-390 · Teaching - Other Purchased Serv | 8,720.42 | 0.00 | 8,720.42 | 100.0% |
| 515-410 · Teaching Supplies and Materials | 34,971.82 | 80,893.26 | -45,921.44 | 43.23% |
| 515-624 · Books and Periodicals | 551.65 | 0.00 | 551.65 | 100.0% |
| 521-310 · Teacher contracted svcs - SPED | 52,184.00 | 68,500.00 | -16,316.00 | 76.18% |
| 521-350 · SPED Communications | 1,165.74 | 1,430.00 | -264.26 | 81.52% |
| 521-410 · SPED Teaching Supplies | 3,074.49 | 500.00 | 2,574.49 | 614.9% |
| 521-624 · SPED Books and Periodicals | 349.08 | 0.00 | 349.08 | 100.0% |
| Total Teacher Supplies, Texts, Misc. | 108,639.45 | 157,623.26 | -48,983.81 | 68.92% |
| Admin Salary, Tax, Benefits | | | | |

Forrest M Bird Charter School Profit & Loss Budget vs. Actual YTD July 2023 through March 2024

| | Jul '23 - Mar 24 | Budget | \$ Over Budget | % of Budget |
|---|-------------------|-------------------|--------------------|----------------|
| 641-100 · School Administration Salaries | 256,300.49 | 375,123.00 | -118,822.51 | 68.32% |
| 641-210 · School Admin. Retirement | 29,867.13 | 43,020.05 | -13,152.92 | 69.43% |
| 641-220 · School Admins. Social Security | 19,540.17 | 27,632.03 | -8,091.86 | 70.72% |
| 641-240 · School Admin. Health Insurance | 61,252.39 | 91,098.00 | -29,845.61 | 67.24% |
| Total Admin Salary, Tax, Benefits | 366,960.18 | 536,873.08 | -169,912.90 | 68.35% |
| Admin Svces, Supplies, Phone | | | | |
| 641-310 · School Admin. Professional Serv | 25,191.50 | 25,850.00 | -658.50 | 97.45% |
| 641-313 · School Admin Prof Development | 180.00 | 0.00 | 180.00 | 100.0% |
| 641-322 · School Admin. Equipment Rental | 4,073.09 | 4,500.00 | -426.91 | 90.51% |
| 641-350 · School Admin. Communications | 9,697.54 | 12,700.00 | -3,002.46 | 76.36% |
| 641-390 · School Admin. Dues & Subscrip. | 44,330.01 | 40,571.00 | 3,759.01 | 109.27% |
| 641-395 · Public Relations | 1,776.40 | 1,500.00 | 276.40 | 118.43% |
| 641-410 · School Admin. Supplies | 9,439.97 | 14,732.24 | -5,292.27 | 64.08% |
| 641-455 · School Admin. Meals | 1,720.05 | 800.00 | 920.05 | 215.01% |
| 641-460 · School Admin Tech Supplies | 44,254.18 | 28,284.00 | 15,970.18 | 156.46% |
| Total Admin Svces, Supplies, Phone | 140,662.74 | 128,937.24 | 11,725.50 | 109.09% |
| Bldg Mgmt Salary, Tax, Benefits | | | | |
| 661-100 · Bldg. Management Salaries | 27,749.97 | 37,000.00 | -9,250.03 | 75.0% |
| 661-210 · Building Mgmt - Retirement | 3,068.94 | 4,136.60 | -1,067.66 | 74.19% |
| 661-220 · Bldg Mgmt SS & Unemployment | 2,122.88 | 2,830.50 | -707.62 | 75.0% |
| 661-240 · Bldg Mgmt - Health Insurance | 7,461.42 | 10,122.00 | -2,660.58 | 73.72% |
| 664-100 · Maintenance Building Salaries | 15,821.62 | 23,748.00 | -7,926.38 | 66.62% |
| 664-210 · Maintenance Buildings-Retiremen | 1,787.39 | 2,655.03 | -867.64 | 67.32% |
| 664-220 · Maint Bldg - SS & Unemployment | 1,200.08 | 1,816.72 | -616.64 | 66.06% |
| 664-240 · Maint Bldg - Health Insurance | 7,461.42 | 10,122.00 | -2,660.58 | 73.72% |
| Total Bldg Mgmt Salary, Tax, Benefits | 66,673.72 | 92,430.85 | -25,757.13 | 72.13% |
| Bldg Mgt Supplies & Services | | | | |
| 661-320 · Bldg. Mgmt. Contracted Services | 9,127.62 | 14,000.00 | -4,872.38 | 65.2% |
| 661-410 · Bldg.Mgmt.Cust.Supplies/NonC.E. | 4,027.56 | 1,100.00 | 2,927.56 | 366.14% |
| 664-320 · Maint. Bldg.&Equip.-Contracted | 4,065.11 | 3,500.00 | 565.11 | 116.15% |
| 664-410 · Maint. Bldg. & Equip.- Supplies | 5,654.14 | 10,907.56 | -5,253.42 | 51.84% |
| 665-320 · Maint. Grounds-Contract Service | 17,916.75 | 40,000.00 | -22,083.25 | 44.79% |
| 665-410 · Maint. Grounds-Supplies | 1,580.72 | 1,000.00 | 580.72 | 158.07% |
| Total Bldg Mgt Supplies & Services | 42,371.90 | 70,507.56 | -28,135.66 | 60.1% |
| Conference Travel/Registration | | | | |
| 621-380 · Conference Travel | 813.66 | 13,000.00 | -12,186.34 | 6.26% |
| 621-390 · Conference Fees-Reg.Dues,Train. | 378.60 | 2,000.00 | -1,621.40 | 18.93% |
| 641-380 · School Admin. Travel | 24.00 | 0.00 | 24.00 | 100.0% |
| Total Conference Travel/Registration | 1,216.26 | 15,000.00 | -13,783.74 | 8.11% |
| Utilities | | | | |
| 661-331 · Bldg. Management Electricity | 32,663.47 | 42,000.00 | -9,336.53 | 77.77% |
| 661-332 · Bldg. Management Sewer/Water | 9,344.91 | 8,200.00 | 1,144.91 | 113.96% |

Forrest M Bird Charter School Profit & Loss Budget vs. Actual YTD July 2023 through March 2024

| | Jul '23 - Mar 24 | Budget | \$ Over Budget | % of Budget |
|---|------------------|--------------|----------------|-------------|
| Total Utilities | 42,008.38 | 50,200.00 | -8,191.62 | 83.68% |
| Transportation | | | | |
| 682-340 · Pupil Trans.- Activity | 1,084.46 | 0.00 | 1,084.46 | 100.0% |
| 681-340 · Pupil Trans.-Contract Services | 151,314.22 | 230,000.00 | -78,685.78 | 65.79% |
| Total Transportation | 152,398.68 | 230,000.00 | -77,601.32 | 66.26% |
| Capital - Building | | | | |
| 810-540 · Capital Acquisitions-Building | 0.00 | 10,000.00 | -10,000.00 | 0.0% |
| Total Capital - Building | 0.00 | 10,000.00 | -10,000.00 | 0.0% |
| Capital - Equipment | | | | |
| 811-500 · Capital Acquisitions -Equipment | 2,809.00 | 0.00 | 2,809.00 | 100.0% |
| 811-557 · Technology Infrastructure | 19,750.77 | 0.00 | 19,750.77 | 100.0% |
| Total Capital - Equipment | 22,559.77 | 0.00 | 22,559.77 | 100.0% |
| Debt Service | | | | |
| 912-620 · Debt Payments-Interest | 70,463.65 | 93,924.19 | -23,460.54 | 75.02% |
| 911-610 · Debt Payments-Principal | 76,068.86 | 101,452.49 | -25,383.63 | 74.98% |
| Total Debt Service | 146,532.51 | 195,376.68 | -48,844.17 | 75.0% |
| Total Expense | 2,213,592.27 | 3,424,961.00 | -1,211,368.73 | 64.63% |
| Net Ordinary Income | 685,669.27 | 0.00 | 685,669.27 | 100.0% |
| Net Income | 685,669.27 | 0.00 | 685,669.27 | 100.0% |

Signing Bonus

| <u>Employee</u> | 475 | Signing bonuses | PERSI | Taxes | |
|---------------------|------|--------------------|-------------|--------------|----------------|
| Andrea Nye | 0.5 | \$ 237.50 | \$ 28.36 | \$ 18.17 | |
| Angela Evans | 0.75 | \$ 356.25 | \$ 42.54 | \$ 27.25 | |
| Darryl Claunch | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| David Lien | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Derek May | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Holland Walker | 1 | \$ 975.00 | \$ 116.42 | \$ 74.59 | dept head |
| Janenne Russell | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Kenda Russell | 0.5 | \$ 237.50 | \$ 28.36 | \$ 18.17 | |
| Laura Maas | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Lora Scott | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Lyndsay Holland | 1 | \$ 975.00 | \$ 116.42 | \$ 74.59 | dept head |
| Mark Griffith | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Mark Webber | 1 | \$ 500.00 | \$ 59.70 | \$ 38.25 | dept head only |
| M. Mikell Zimmerman | 0.25 | \$ 118.75 | \$ 14.18 | \$ 9.08 | |
| Michael E Bigley | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Misty Rains | 0.75 | \$ 356.25 | \$ 42.54 | \$ 27.25 | |
| Morgan Allen | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Rachel Castor | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Sarah Evans | 1 | \$ 975.00 | \$ 116.42 | \$ 74.59 | dept head |
| Shainnie Wade | 1 | \$ 475.00 | \$ 56.72 | \$ 36.34 | |
| Wendy Thompson | 1 | \$ 975.00 | \$ 116.42 | \$ 74.59 | dept head |
| | | \$ 10,931.25 | \$ 1,305.19 | \$ 836.24 | 13072.68 |
| | | Title II available | | \$ 13,154.36 | |

2023/2024 Contracts

| <u>Contract Type</u> | <u>Name</u> | <u>Salary Schedule</u> | 2023-2024 | | 2024-2025 | |
|----------------------|---------------------|------------------------|-------------|--------------------|--------------------|-----------------|
| | | | <u>Days</u> | <u>Gross Wages</u> | <u>Gross Wages</u> | <u>Increase</u> |
| Category 2 | Anatricia, Scout | Career Ladder | 180 | \$ 46,868.00 | \$ 23,930.00 | \$ (22,938.00) |
| Category 3 | Bigley, Michael | Career Ladder | 180 | \$ 60,369.00 | \$ 61,359.00 | \$ 990.00 |
| Category 2 | Bluemer, Morgan | Career Ladder | 180 | \$ 49,760.00 | \$ 52,609.00 | \$ 2,849.00 |
| Category 1 | Castor, Rachel | Career Ladder | 180 | \$ 46,868.00 | \$ 48,859.00 | \$ 1,991.00 |
| Category 3 | Claunch, Darryl | Career Ladder | 180 | \$ 58,869.00 | \$ 59,859.00 | \$ 990.00 |
| Category 2 | Evans, Angela | Career Ladder | 180 | \$ 38,642.00 | \$ 44,707.00 | \$ 6,065.00 |
| Category 2 | Evans, Benjamin | Career Ladder | 180 | \$ 28,435.00 | \$ 57,859.00 | \$ 29,424.00 |
| Category 3 | Evans, Sarah | Career Ladder | 180 | \$ 66,415.00 | \$ 67,984.00 | \$ 1,569.00 |
| Administrative | Fulgenzi, Eric | Administrative Matrix | 197 | \$ 48,750.00 | | |
| Category 3 | Griffith, Mark | Career Ladder | 180 | \$ 49,740.00 | \$ 52,609.00 | \$ 2,869.00 |
| Category 3 | Holland, Lyndsay | Career Ladder | 180 | \$ 60,369.00 | \$ 66,859.00 | \$ 6,490.00 |
| Administrative | Jensen, Mary | Administrative Matrix | 213 | \$ 78,540.00 | | |
| Category 2 | Kent, Skyler | Career Ladder | 180 | | \$ 23,930.00 | |
| Category 2 | Lange, Branden | Career Ladder | 180 | | \$ 52,609.00 | |
| Category 3 | Lien, David | Career Ladder | 180 | \$ 56,869.00 | \$ 57,859.00 | \$ 990.00 |
| Category 3 | Maas, Laura | Career Ladder | 180 | \$ 60,369.00 | \$ 66,859.00 | \$ 6,490.00 |
| Category 2 | May, Derek | Career Ladder | 180 | \$ 47,738.00 | \$ 49,859.00 | \$ 2,121.00 |
| Category 2 | Moore, Danika | Career Ladder | 180 | | \$ 50,859.00 | |
| Category 2 | Nye, Andrea | Career Ladder | 180 | \$ 23,434.00 | \$ 24,430.00 | \$ 996.00 |
| Category 3 | Rains, Misty | Career Ladder | 180 | \$ 44,152.00 | \$ 44,394.00 | \$ 242.00 |
| Administrative | Rains, Misty | Administrative Matrix | 197 | \$ 15,000.00 | | |
| Category 3 | Russell, Janenne | Career Ladder | 180 | \$ 58,869.00 | \$ 59,859.00 | \$ 990.00 |
| Category 3 | Russell, Kenda | Career Ladder | 180 | \$ 30,184.00 | \$ 30,680.00 | \$ 496.00 |
| Supplemental | Russell, Kenda | Supplemental Contract | 187 | \$ 32,560.00 | | |
| Category 3 | Scott, Lora | Career Ladder | 180 | \$ 53,305.00 | \$ 56,109.00 | \$ 2,804.00 |
| Category 3 | Thompson, Wendy | Career Ladder | 180 | \$ 60,369.00 | \$ 66,859.00 | \$ 6,490.00 |
| Category 3 | Wade, Shainnie | Career Ladder | 180 | \$ 53,305.00 | \$ 59,609.00 | \$ 6,304.00 |
| Category 3 | Walker, Holly | Career Ladder | 180 | \$ 60,369.00 | \$ 30,680.00 | \$ (29,689.00) |
| Category 2 | Wilkins, Blake | Career Ladder | 180 | | \$ 47,859.00 | |
| Category 2 | Zimmerman, M. Mikel | Career Ladder | 180 | | \$ 23,930.00 | |

Non-Cert Director Salary Matrix

| | Business Manager | IT Director | Head Custodian | Registrar | Special Ed Dir |
|----|------------------|-------------|----------------|-----------|----------------|
| 1 | 55,000 | 55,000 | 40,000 | 38,000 | 55,000 |
| 2 | 56,650 | 56,650 | 41,200 | 39,140 | 56,650 |
| 3 | 58,350 | 58,350 | 42,436 | 40,314 | 58,350 |
| 4 | 60,100 | 60,100 | 43,709 | 41,524 | 60,100 |
| 5 | 61,903 | 61,903 | 45,020 | 42,769 | 61,903 |
| 6 | 63,760 | 63,760 | 46,371 | 44,052 | 63,760 |
| 7 | 65,673 | 65,673 | 47,762 | 45,374 | 65,673 |
| 8 | 67,643 | 67,643 | 49,195 | 46,735 | 67,643 |
| 9 | 69,672 | 69,672 | 50,671 | 48,137 | 69,672 |
| 10 | 71,763 | 71,763 | 52,191 | 49,581 | 71,763 |

24-25 Administrator Salary matrix

| | Assistant Principal | Principal | AP w/MA in Ed Leadership | Principal w/MA in Ed Leadership | Executive Director |
|----|------------------------|-----------|-----------------------------|------------------------------------|-----------------------|
| 1 | 60,000 | 66,000 | 65,000 | 72,000 | 87,000 |
| 2 | 61,800 | 67,980 | 66,950 | 74,160 | 89,610 |
| 3 | 63,654 | 70,019 | 68,959 | 76,385 | 92,298 |
| 4 | 65,564 | 72,120 | 71,027 | 78,676 | 95,067 |
| 5 | 67,531 | 74,284 | 73,158 | 81,037 | 97,919 |
| 6 | 69,556 | 76,512 | 75,353 | 83,468 | 100,857 |
| 7 | 71,643 | 78,807 | 77,613 | 85,972 | 103,883 |
| 8 | 73,792 | 81,172 | 79,942 | 88,551 | 106,999 |
| 9 | 76,006 | 83,607 | 82,340 | 91,207 | 110,209 |
| 10 | 78,286 | 86,115 | 84,810 | 93,944 | 113,515 |

*based on enrollment numbers of 260

*subject to adjustment based on enrollment percentages

*each rung is 3% increase