

CHARTER SCHOOL
BUDGET REPORT - ALTERNATIVE FORM

CHARTER SCHOOL CERTIFICATION

Charter School Name: East Bay Innovation Academy
(name continued)
CDS #: 01-61259-0129932
Charter Approving Entity: Oakland Unified School District
County: Alameda
Charter #: 1620
Fiscal Year: 2020/21

To the entity that approved the charter school:
(x) 2020/21 CHARTER SCHOOL BUDGET FINANCIAL REPORT -- ALTERNATIVE FORM: This report has been approved by the governing board of the charter school, it includes the expenditures necessary to implement the Local Control and Accountability Plan (LCAP), and is hereby filed by the charter school pursuant to Education Code Section 47604.33.

Signed: _____ Date: _____
Charter School Official
(Original signature required)
Print
Name: Michelle Cho Title: Executive Director

To the County Superintendent of Schools:
(x) 2020/21 CHARTER SCHOOL BUDGET FINANCIAL REPORT -- ALTERNATIVE FORM: This report is hereby filed with the County Superintendent pursuant to *Education Code* Section 47604.33.

Signed: _____ Date: _____
Authorized Representative of
Charter Approving Entity
(Original signature required)
Print
Name: Minh Co Title: Accounting Manager

For additional information on the BUDGET, please contact:

<u>Minh Co</u> Name	<u>Michelle Cho</u> Name
<u>Accounting Manager</u> Title	<u>Executive Director</u> Title
<u>(510) 879-0132</u> Telephone	<u>510-577-9557</u> Telephone
<u>minh.co@ousd.org</u> E-mail address	<u>michelle.cho@eastbayia.org</u> E-mail address

() 2020/21 CHARTER SCHOOL BUDGET FINANCIAL REPORT -- ALTERNATIVE FORM: This report verified for mathematical accuracy by the County Superintendent of Schools pursuant to *Education Code* Section 47604.33.

Signed: _____ Date: _____
ACOE District Advisor

**CHARTER SCHOOL
BUDGET REPORT - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy

(name continued) _____

CDS #: 01-61259-0129932

Charter Approving Entity: Oakland Unified School District

County: Alameda

Charter #: 1620

Budgeting Period: 2020/21

This charter school uses the following basis of accounting:

- Accrual Basis** (Applicable Capital Assets / Interest on Long-Term Debt / Long-Term Liabilities objects are 6900, 7438, 9400-9499, and 9660-9669)
- Modified Accrual Basis** (Applicable Capital Outlay / Debt Service objects are 6100-6170, 6200-6500, 7438, and 7439)

Description	Object Code	Est. Actuals Prior Year	Current Budget Year		Total
			Unrest.	Rest.	
A. REVENUES					
1. LCFF Sources					
State Aid - Current Year	8011	3,809,948.38	3,506,520.22		3,506,520.22
Education Protection Account State Aid - Current Year	8012	118,716.00	121,190.00		121,190.00
State Aid - Prior Years	8019	(195.00)			0.00
Transfer of Charter Schools in Lieu of Property Taxes	8096	1,489,315.96	1,520,352.79		1,520,352.79
Other LCFF Transfers	8091, 8097				0.00
Total, LCFF Sources		5,417,785.35	5,148,063.01	0.00	5,148,063.01
2. Federal Revenues					
Every Student Succeeds Act (Titles I - V)	8290	56,498.00		50,445.00	50,445.00
Special Education - Federal	8181, 8182	272,036.58		361,500.00	361,500.00
Child Nutrition - Federal	8220	26,097.60		39,130.56	39,130.56
Donated Food Commodities	8221				0.00
Other Federal Revenues	8110, 8260-8299				0.00
Total, Federal Revenues		354,632.18	0.00	451,075.56	451,075.56
3. Other State Revenues					
Special Education - State	StateRevSE	458,306.04		472,414.95	472,414.95
All Other State Revenues	StateRevAO	352,323.62	109,980.83	181,760.88	291,741.71
Total, Other State Revenues		810,629.66	109,980.83	654,175.83	764,156.66
4. Other Local Revenues					
All Other Local Revenues	LocalRevAO	272,950.50	349,504.85	116,262.75	465,767.60
Total, Local Revenues		272,950.50	349,504.85	116,262.75	465,767.60
5. TOTAL REVENUES					
		6,855,997.69	5,607,548.69	1,221,514.14	6,829,062.83
B. EXPENDITURES					
1. Certificated Salaries					
Certificated Teachers' Salaries	1100	2,402,592.30	2,208,539.56	309,338.56	2,517,878.11
Certificated Pupil Support Salaries	1200	0.00			0.00
Certificated Supervisors' and Administrators' Salaries	1300	869,019.06	650,794.18	98,622.50	749,416.68
Other Certificated Salaries	1900				0.00
Total, Certificated Salaries		3,271,611.36	2,859,333.74	407,961.06	3,267,294.79
2. Non-certificated Salaries					
Non-certificated Instructional Aides' Salaries	2100	132,720.00	0.00	100,800.00	100,800.00
Non-certificated Support Salaries	2200				0.00
Non-certificated Supervisors' and Administrators' Sal.	2300	135,516.44	100,000.00		100,000.00
Clerical and Office Salaries	2400	233,000.00	170,980.00		170,980.00
Other Non-certificated Salaries	2900	92,422.17	41,751.59	24,951.59	66,703.17
Total, Non-certificated Salaries		593,658.61	312,731.59	125,751.59	438,483.17

**CHARTER SCHOOL
BUDGET REPORT - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy
(name continued) _____

Description	Object Code	Est. Actuals Prior Year	Current Budget Year		Total
			Unrest.	Rest.	
3. Employee Benefits					
STRS	3101-3102	559,445.54	451,672.42	75,995.69	527,668.11
PERS	3201-3202				0.00
OASDI / Medicare / Alternative	3301-3302	93,266.25	69,583.10	11,707.63	81,290.74
Health and Welfare Benefits	3401-3402	303,961.80	297,254.82	50,014.31	347,269.13
Unemployment Insurance	3501-3502	24,832.50	19,323.71	3,251.29	22,575.00
Workers' Compensation Insurance	3601-3602	38,652.70	31,720.65	5,337.13	37,057.78
OPEB, Allocated	3701-3702				0.00
OPEB, Active Employees	3751-3752				0.00
Other Employee Benefits	3901-3902	11,380.66	7,894.69	1,328.31	9,223.00
Total, Employee Benefits		1,031,539.45	877,449.39	147,634.36	1,025,083.75
4. Books and Supplies					
Approved Textbooks and Core Curricula Materials	4100	7,500.00	14,234.00		14,234.00
Books and Other Reference Materials	4200	1,040.11	3,204.28		3,204.28
Materials and Supplies	4300	106,010.88	107,539.16		107,539.16
Noncapitalized Equipment	4400	71,980.00	100,404.00		100,404.00
Food	4700	46,536.00	23,866.56	42,391.44	66,258.00
Total, Books and Supplies		233,066.99	249,248.00	42,391.44	291,639.44
5. Services and Other Operating Expenditures					
Subagreements for Services	5100				0.00
Travel and Conferences	5200	8,550.00	5,000.00		5,000.00
Dues and Memberships	5300	14,565.50	12,510.81		12,510.81
Insurance	5400	46,500.00	113,225.00		113,225.00
Operations and Housekeeping Services	5500	156,000.00	252,000.00		252,000.00
Rentals, Leases, Repairs, and Noncap. Improvements	5600	482,045.00	215,398.32	178,500.00	393,898.32
Transfers of Direct Costs	5700-5799				0.00
Professional/Consulting Services & Operating Expend.	5800	968,652.81	467,280.44	505,893.69	973,174.12
Communications	5900	32,000.00	37,624.06		37,624.06
Total, Services and Other Operating Expenditures		1,708,313.31	1,103,038.63	684,393.69	1,787,432.32
6. Capital Outlay (Objects 6100-6170, 6200-6500 - modified accrual basis)					
Land and Improvements of Land	6100-6170				0.00
Buildings and Improvements of Buildings	6200				0.00
Books and Media for New School Libraries or Major Expansion of School Libraries	6300				0.00
Equipment	6400				0.00
Equipment Replacement	6500				0.00
<i>Depreciation Expense (for full accrual basis only)</i>	6900				0.00
Total, Capital Outlay		0.00	0.00	0.00	0.00
7. Other Outgo					
Tuition to Other Schools	7110-7143				0.00
Transfers of Pass-through Revenues to Other LEAs	7211-7213				0.00
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE				0.00
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO				0.00
All Other Transfers	7281-7299				0.00
Transfer of Indirect Costs	7300-7399				0.00
Debt Service:					
Interest	7438				0.00
Principal	7439				0.00
Total, Other Outgo		0.00	0.00	0.00	0.00
8. TOTAL EXPENDITURES		6,838,189.71	5,401,801.34	1,408,132.13	6,809,933.48
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		17,807.97	205,747.34	(186,617.99)	19,129.35

**CHARTER SCHOOL
BUDGET REPORT - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy
(name continued) _____

Description	Object Code	Est. Actuals Prior Year	Current Budget Year		Total
			Unrest.	Rest.	
D. OTHER FINANCING SOURCES / USES					
1. Other Sources	8930-8979				0.00
2. Less: Other Uses	7630-7699				0.00
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999		(186,617.99)	186,617.99	0.00
4. TOTAL OTHER FINANCING SOURCES / USES		0.00	(186,617.99)	186,617.99	0.00
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)					
		17,807.97	19,129.35	(0.00)	19,129.35
F. FUND BALANCE, RESERVES					
1. Beginning Fund Balance					
a. As of July 1	9791	631,500.11	611,305.97		611,305.97
b. Adjustments/Restatements to Beginning Balance	9793, 9795	(38,002.11)			0.00
c. Adjusted Beginning Balance		593,498.00	611,305.97	0.00	611,305.97
2. Ending Fund Balance, June 30 (E + F.1.c.)		611,305.97	630,435.32	(0.00)	630,435.32
Components of Ending Fund Balance					
a. Nonspendable					
Revolving Cash	9711				0.00
Stores	9712				0.00
Prepaid Expenditures	9713				0.00
All Others	9719				0.00
b. Restricted					
	9740				0.00
c. Committed					
Stabilization Arrangements	9750				0.00
Other Commitments	9760				0.00
d. Assigned					
Other Assignments	9780				0.00
e. Unassigned/Unappropriated					
Reserve for Economic Uncertainties	9789	205,145.69	204,298.00		204,298.00
Unassigned / Unappropriated Amount	9790	406,160.28	426,137.32	(0.00)	426,137.32

**CHARTER SCHOOL
MULTI-YEAR PROJECTION - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy
 (name continued)
 CDS #: 01-61259-0129932
 Charter Approving Entity: Oakland Unified School District
 County: Alameda
 Charter #: 1620
 Fiscal Year: 2020/21

This charter school uses the following basis of accounting:

- Accrual Basis** (Applicable Capital Assets / Interest on Long-Term Debt / Long-Term Liabilities objects are 6900, 7438, 9400-9499, and 9660-9669)
 Modified Accrual Basis (Applicable Capital Outlay / Debt Service objects are 6100-6170, 6200-6500, 7438, and 7439)

Description	Object Code	FY 2020/21			Totals for 2021/22	Totals for 2022/23
		Unrestricted	Restricted	Total		
A. REVENUES						
1. LCFF Sources						
State Aid - Current Year	8011	3,506,520.22	0.00	3,506,520.22	3,711,910.93	3,711,799.62
Education Protection Account State Aid - Current Year	8012	121,190.00	0.00	121,190.00	126,900.00	126,900.00
State Aid - Prior Years	8019	0.00	0.00	0.00		
Transfers of Charter Schools in Lieu of Property Taxes	8096	1,520,352.79	0.00	1,520,352.79	1,591,985.88	1,591,985.88
Other LCFF Transfers	8091, 8097	0.00	0.00	0.00		
Total, LCFF Sources		5,148,063.01	0.00	5,148,063.01	5,430,796.81	5,430,685.50
2. Federal Revenues						
Every Student Succeeds Act (Titles I - V)	8290	0.00	50,445.00	50,445.00	54,020.00	58,394.00
Special Education - Federal	8181, 8182	0.00	361,500.00	361,500.00	154,555.00	159,903.60
Child Nutrition - Federal	8220	0.00	39,130.56	39,130.56	41,005.44	41,005.44
Donated Food Commodities	8221	0.00	0.00	0.00		
Other Federal Revenues	8110, 8260-8299	0.00	0.00	0.00		
Total, Federal Revenues		0.00	451,075.56	451,075.56	249,580.44	259,303.04
3. Other State Revenues						
Special Education - State	StateRevSE	0.00	472,414.95	472,414.95	494,108.45	509,044.50
All Other State Revenues	StateRevAO	109,980.83	181,760.88	291,741.71	300,788.61	304,305.91
Total, Other State Revenues		109,980.83	654,175.83	764,156.66	794,897.06	813,350.41
4. Other Local Revenues						
All Other Local Revenues	LocalRevAO	349,504.85	116,262.75	465,767.60	440,775.83	546,190.80
Total, Local Revenues		349,504.85	116,262.75	465,767.60	440,775.83	546,190.80
5. TOTAL REVENUES						
		5,607,548.69	1,221,514.14	6,829,062.83	6,916,050.14	7,049,529.74
B. EXPENDITURES						
1. Certificated Salaries						
Certificated Teachers' Salaries	1100	2,208,539.56	309,338.56	2,517,878.11	2,543,368.31	2,619,669.36
Certificated Pupil Support Salaries	1200	0.00	0.00	0.00		
Certificated Supervisors' and Administrators' Salaries	1300	650,794.18	98,622.50	749,416.68	771,899.18	795,056.16
Other Certificated Salaries	1900	0.00	0.00	0.00		
Total, Certificated Salaries		2,859,333.74	407,961.06	3,267,294.79	3,315,267.49	3,414,725.52
2. Non-certificated Salaries						
Non-certificated Instructional Aides' Salaries	2100	0.00	100,800.00	100,800.00	187,824.00	193,458.72
Non-certificated Support Salaries	2200	0.00	0.00	0.00		
Non-certificated Supervisors' and Administrators' Sal.	2300	100,000.00	0.00	100,000.00	103,000.00	106,090.00
Clerical and Office Salaries	2400	170,980.00	0.00	170,980.00	197,739.40	203,671.58
Other Non-certificated Salaries	2900	41,751.59	24,951.59	66,703.17	68,704.27	70,765.40
Total, Non-certificated Salaries		312,731.59	125,751.59	438,483.17	557,267.67	573,985.70

**CHARTER SCHOOL
MULTI-YEAR PROJECTION - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy
(name continued) _____

Description	Object Code	FY 2020/21			Totals for 2021/22	Totals for 2022/23
		Unrestricted	Restricted	Total		
3. Employee Benefits						
STRS	3101-3102	451,672.42	75,995.69	527,668.11	531,105.85	628,309.49
PERS	3201-3202	0.00	0.00	0.00		
OASDI / Medicare / Alternative	3301-3302	69,583.10	11,707.63	81,290.74	91,080.36	93,801.43
Health and Welfare Benefits	3401-3402	297,254.82	50,014.31	347,269.13	379,217.88	405,836.06
Unemployment Insurance	3501-3502	19,323.71	3,251.29	22,575.00	24,080.00	24,381.00
Workers' Compensation Insurance	3601-3602	31,720.65	5,337.13	37,057.78	38,725.35	39,887.11
OPEB, Allocated	3701-3702	0.00	0.00	0.00		
OPEB, Active Employees	3751-3752	0.00	0.00	0.00		
Other Employee Benefits	3901-3902	7,894.69	1,328.31	9,223.00	9,499.69	9,784.68
Total, Employee Benefits		877,449.39	147,634.36	1,025,083.75	1,073,709.13	1,201,999.78
4. Books and Supplies						
Approved Textbooks and Core Curricula Materials	4100	14,234.00	0.00	14,234.00	15,214.32	15,518.61
Books and Other Reference Materials	4200	3,204.28	0.00	3,204.28	3,373.79	3,333.73
Materials and Supplies	4300	107,539.16	0.00	107,539.16	114,945.57	117,244.48
Noncapitalized Equipment	4400	100,404.00	0.00	100,404.00	146,840.08	102,256.32
Food	4700	23,866.56	42,391.44	66,258.00	69,403.61	69,424.83
Total, Books and Supplies		249,248.00	42,391.44	291,639.44	349,777.37	307,777.97
5. Services and Other Operating Expenditures						
Subagreements for Services	5100	0.00	0.00	0.00		
Travel and Conferences	5200	5,000.00	0.00	5,000.00	5,100.00	5,202.00
Dues and Memberships	5300	12,510.81	0.00	12,510.81	12,761.03	13,016.25
Insurance	5400	113,225.00	0.00	113,225.00	121,023.00	123,443.46
Operations and Housekeeping Services	5500	252,000.00	0.00	252,000.00	257,040.00	219,878.40
Rentals, Leases, Repairs, and Noncap. Improvements	5600	215,398.32	178,500.00	393,898.32	401,776.29	409,811.81
Transfers of Direct Costs	5700-5799	0.00	0.00	0.00		
Professional/Consulting Services and Operating Expend.	5800	467,280.44	505,893.69	973,174.12	730,317.88	712,297.08
Communications	5900	37,624.06	0.00	37,624.06	38,376.55	39,144.08
Total, Services and Other Operating Expenditures		1,103,038.63	684,393.69	1,787,432.32	1,566,394.74	1,522,793.08
6. Capital Outlay (Objects 6100-6170, 6200-6500 for mod. accrual basis)						
Land and Improvements of Land	6100-6170	0.00	0.00	0.00		
Buildings and Improvements of Buildings	6200	0.00	0.00	0.00		
Books and Media for New School Libraries or Major Expansion of School Libraries	6300	0.00	0.00	0.00		
Equipment	6400	0.00	0.00	0.00		
Equipment Replacement	6500	0.00	0.00	0.00		
Depreciation Expense (for full accrual only)	6900	0.00	0.00	0.00		
Total, Capital Outlay		0.00	0.00	0.00	0.00	0.00
7. Other Outgo						
Tuition to Other Schools	7110-7143	0.00	0.00	0.00		
Transfers of Pass-through Revenues to Other LEAs	7211-7213	0.00	0.00	0.00		
Transfers of Apportionments to Other LEAs - Spec. Ed.	7221-7223SE	0.00	0.00	0.00		
Transfers of Apportionments to Other LEAs - All Other	7221-7223AO	0.00	0.00	0.00		
All Other Transfers	7281-7299	0.00	0.00	0.00		
Transfers of Indirect Costs	7300-7399	0.00	0.00	0.00		
Debt Service:						
Interest	7438	0.00	0.00	0.00		
Principal	7439	0.00	0.00	0.00		
Total, Other Outgo		0.00	0.00	0.00	0.00	0.00
8. TOTAL EXPENDITURES		5,401,801.34	1,408,132.13	6,809,933.48	6,862,416.41	7,021,282.04
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND. BEFORE OTHER FINANCING SOURCES AND USES (A5-B8)		205,747.34	(186,617.99)	19,129.35	53,633.73	28,247.70

**CHARTER SCHOOL
MULTI-YEAR PROJECTION - ALTERNATIVE FORM**

Charter School Name: East Bay Innovation Academy
(name continued) _____

Description	Object Code	FY 2020/21			Totals for 2021/22	Totals for 2022/23
		Unrestricted	Restricted	Total		
D. OTHER FINANCING SOURCES / USES						
1. Other Sources	8930-8979	0.00	0.00	0.00		
2. Less: Other Uses	7630-7699	0.00	0.00	0.00		
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	(186,617.99)	186,617.99	0.00		
4. TOTAL OTHER FINANCING SOURCES / USES		(186,617.99)	186,617.99	0.00	0.00	0.00
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)		19,129.35	(0.00)	19,129.35	53,633.73	28,247.70
F. FUND BALANCE, RESERVES						
1. Beginning Fund Balance						
a. As of July 1	9791	611,305.97	0.00	611,305.97	630,435.32	684,069.05
b. Adjustments to Beginning Balance	9793, 9795	0.00	0.00	0.00		
c. Adjusted Beginning Balance		611,305.97	0.00	611,305.97	630,435.32	684,069.05
2. Ending Fund Balance, June 30 (E + F.1.c.)		630,435.32	(0.00)	630,435.32	684,069.05	712,316.75
Components of Ending Fund Balance						
a. Nonspendable						
Revolving Cash	9711	0.00		0.00		
Stores	9712	0.00	0.00	0.00		
Prepaid Expenditures	9713	0.00	0.00	0.00		
All Others	9719	0.00	0.00	0.00		
b. Restricted	9740		0.00	0.00		
c. Committed						
Stabilization Arrangements	9750	0.00		0.00		
Other Commitments	9760	0.00		0.00		
d. Assigned						
Other Assignments	9780	0.00		0.00		
e. Unassigned/Unappropriated						
Reserve for Economic Uncertainties	9789	204,298.00	0.00	204,298.00	205,872.49	210,638.46
Undesignated / Unappropriated Amount	9790	426,137.32	(0.00)	426,137.32	478,196.56	501,678.29

MYP BUDGET NARRATIVE AND ASSUMPTION

-With future uncertainty surrounding budget cuts due to COVID-19, please provide a narrative & general assumptions for the projected budget for 20/21,21/22 & 22/23 fiscal years. We would like to see assumptions for each of the revenue categories (LCFF, Federal, State & Local) and expenditure categories (1000-7000 Object).

	20-21	21-22	22-23	
LCFF (see the FCMAT Calculator)				
grade 6 ADA	113.1	114	114	
grade 7-8 ADA	226.1	226.1	226.1	
grade 9-12 ADA	266.8	294.4	294.4	
Unduplicated PP	same as 19-20 (33%)			
Federal Rev				
Spec ED	\$125 per PY CBEDS enrollment			
SPED reimbursement (NPS)	\$284K	\$73.7K	\$75.2K	80% of cost
Child Nutrition	\$39.1K	\$52.7K	\$52.7K	60% of cost
Title funding	\$50K	\$54K	\$58K	(Title I and II, \$285-
State Rev				
SPED entitlement	\$372.6K	\$394.3K	\$409.2K	\$645 per ADA
SPED ERMHS reimbursement	\$99.7K	\$99.7K	\$99.7K	80% of lesser \$3K per
Child Nutrition State	\$3K	\$4K	\$4K	5% of cost
School facilities apportionments	\$178.5K	\$182.1K	\$185.7K	\$1065 per ADA or
Mandated Cost Reimbursements,	\$17K	\$18K	\$18k	\$17 per PY 6-8 ADA,
State Lottery	\$92.7K	\$97.1K	\$97.1K	\$153 per ADA
Local Rev				
Food Sales	\$13K	\$17.5K	\$17.5K	20% of cost
Measure N	\$76.7K	\$168K	\$272K	Gradual increase from \$525 to \$850 per 9-12 student, pro-rated in 20-21 for covid
Measure G1	\$39.5K	\$36.6K	\$36.6k	Grades 6-8, Oakland resident (80%), per pupil allocation
Donations/Fundraising	\$167K	\$202K	\$202K	Based on prior years
Expenses				
1000s	35 teacher FTE, 2 counselor FTE, 7 admin FTE across both sites			
2000s	4-5 instructional support FTE, 4.5-5 ops FTE			
3000s	16.15% (2020), 16.02% (2021), 18.4% (2022) STRS, 5% healthcare, workers comp, SS, etc.			
4000s	\$188-200 per student - curriculum and supplies; \$108-116 per teacher - teacher supplies; \$100K-150K furniture, equipment, Chromebooks/computers; Food service based on prior years			

5000s

Services (\$373K-\$388K rent/prop 39 in lieu, \$113K-\$123K insurance, \$96-99K utilities, \$150K-\$120K janitorial, \$25K-35K WASC/Measure N consultants, \$125K Special Ed, 1-2 NPS, \$68K-70K back-office support, \$86K-\$89K tech/communications, etc.)