



Voices for International Business and Education

Finance Committee Meeting

May 2023

Date and Time

Monday May 22, 2023 at 12:00 PM CDT

Voices for International Business and Education http://public.boardontrack.com/VIBE_1

Agenda

	Purpose	Presenter	Time
I. Opening Items			12:00 PM
Opening Items			
A. Record Attendance and Guests		Cerrita Jones	1 m
B. Call the Meeting to Order		Cerrita Jones	1 m
MISSION: To educate and nurture a diverse learning community through the International Baccalaureate Programme, world languages, and intercultural appreciation to succeed in the global economy.			
C. Approve Minutes - April 2023 Meeting	Approve Minutes	Cerrita Jones	2 m
II. Finance			12:04 PM

	Purpose	Presenter	Time
Finance			
A. Review the Current Reports and Financial Statements	Discuss	Jethro Celestin	15 m
B. Recommend acceptance of April 2023 Financial Statements to the VIBE Board	Vote	Cerrita Jones	4 m
C. 2023-2024 Budget Review and Recommendation of acceptance to the Board	Discuss	Jethro Celestin	25 m
III. Other Business			12:48 PM
A. Next Meeting Agenda Items Next meeting June 12, 2023 12 pm (Noon)	FYI	Cerrita Jones	2 m
B. Budget timeline discussion	FYI	Cerrita Jones	2 m
IV. Closing Items			12:52 PM
A. Adjourn Meeting	Vote	Cerrita Jones	1 m

Coversheet

Review the Current Reports and Financial Statements

Section: II. Finance
Item: A. Review the Current Reports and Financial Statements
Purpose: Discuss
Submitted by:
Related Material: IHSNO - Monthly Presentation - April 2023.pdf
IHSNO - Supplemental Report - April 2023.pdf



April 2023 Financials

PREPARED **MAY'23** BY



- **Executive Summary**
- **Key Performance Indicators**
- **Forecast Overview**
- **Cash Forecast**
- **Forecast History**
- **Key Forecast Changes This Month**
- **Notable Forecast Variances**
- **Appendix**

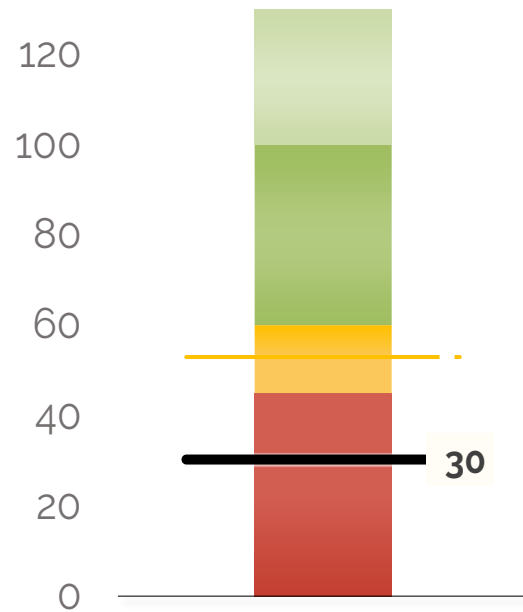
Executive Summary

- The FY22-23 April financials result in a forecasted net income of is **-\$237k**, which is **\$238k** below the budget amount of **\$1,020K**.
- After months of back and forth with the State, we finally received the Reimagine Grant allocation last month leaving no time to spend it down and submit for reimbursement. Consequently, we decided to apply the funding to the next fiscal year. This results in a monthly and yearly **-\$300K** change in that account.
- As of April 30, 2023, the cash balance in the checking account is **\$632K and \$80K** in the clearing account resulting in a total cash and cash equivalents balance of **\$713K**.
- The end of the year forecasted net cash flow is **\$587k, \$441k** less than budgeted. The change in cash flow is primarily driven by the lower net income as well as other cash flow activities such as loan repayments and payroll activities.
- The changes in cash flow result in a projected **30 days** cash on hand at the end of the fiscal year.

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

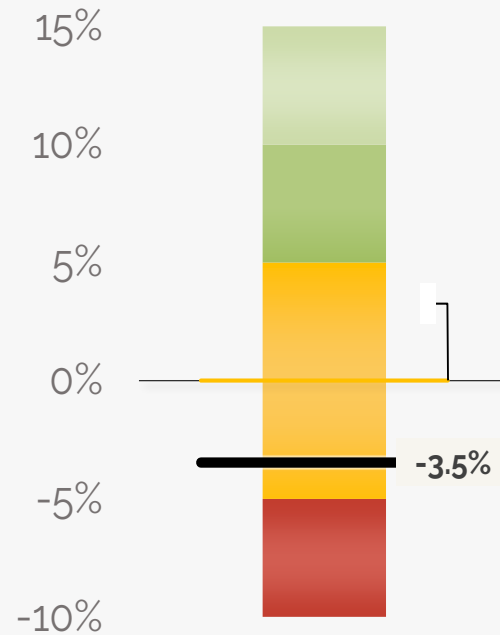


30 DAYS OF CASH AT YEAR'S END

The school will end the year with 30 days of cash. This is below the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

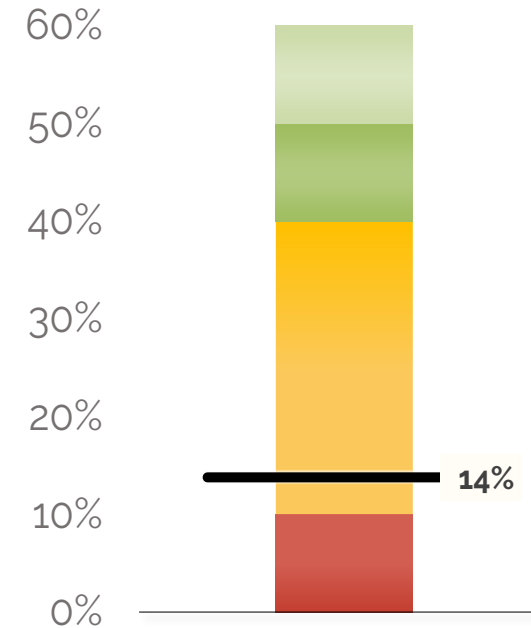


-3.5% GROSS MARGIN

The forecasted net income is -\$237k, which is \$238k below the budget. It yields a -3.5% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses



13.79% AT YEAR'S END

The school is projected to end the year with a fund balance of \$975,469. Last year's fund balance was \$1,212,066.

Forecast Overview

	Forecast	Budget	Variance	Variance Graphic	Comments
Revenue	\$6.8m	\$7.1m	-\$248k		Driven by the expected revenue reduction in the Restricted Grant account, due to the late allocation of the Reimagine Grant.
Expenses	\$7.1m	\$7.1m	\$10k		Primarily driven by savings in salaries, benefits, office & other business expenses.
Net Income	-\$237k	\$1k	-\$238k		
Cash Flow Adjustments	-\$243k	0	-\$243k		Variance primarily due to social security loan payables, prepaid benefits and accrued salaries and benefits because of changes in payroll processes
Change in Cash	-\$480k	\$1k	-\$481k		

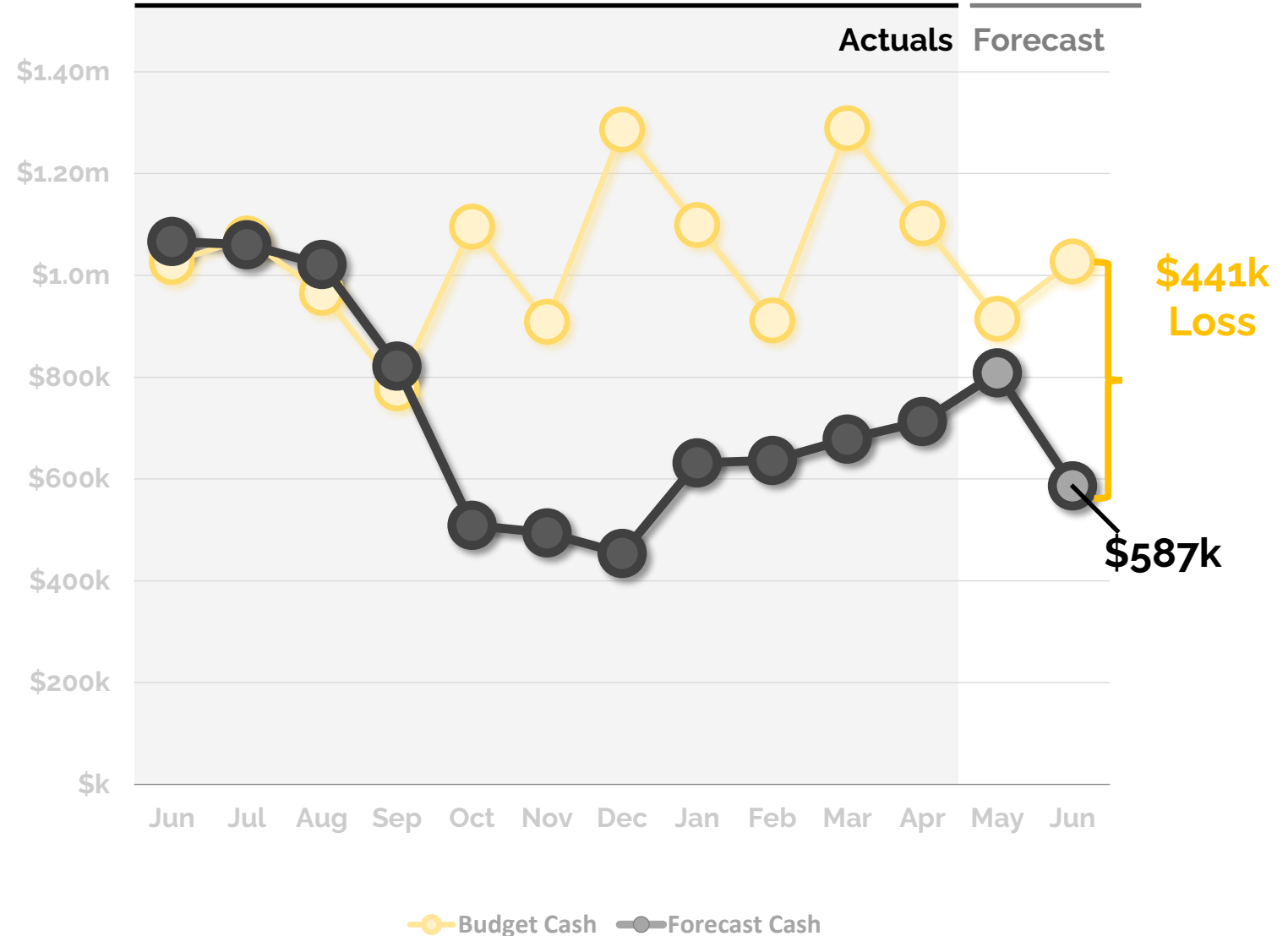
Cash Forecast

30 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$587k**, **\$441k** below budget.

This difference in year-end cash is driven by:

- (+) FY22 ending cash balance **40k** more than budgeted.
- (-) forecasted net income being **-\$238k** lower than budgeted.
- (-) **\$243k** Variance primarily due to social security loan payable, prepaid benefits and accrued salaries and benefits as a result of changes in payroll processes





Key Forecast Changes This Month

The April forecast **decreased** the year-end cash expectation by \$226k. *Key changes:*



Annual Change	Category	Impact On Cash
300,000 less cash	Federal Revenue Primarily driven by the late allocation of Reimagine Grant	\$300k
55,098 more cash	Salaries Driven by additional vacancies such as Development, I.T. etc.	\$55k
23,465 less cash	Other Operating Activities Driven by operating activities adjustments to support end of the year expectations.	\$23k
18,902 more cash	Staff-Related Costs Due to other professional services costs adjustments	\$19k
16,940 more cash	Occupancy Service Driven primarily by the custodial services expense account adjustment.	\$17k

State and Local Revenue | \$13k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Local MFP Our final certification was 389 students (vs 397 budgeted) for this year. This leads to a revenue variance of \$27,111 in terms of local funds.	2.5m	2.5m	27k 	0
State MFP Given the mid-year (Feb 2023) MFP adjustment, our state fund allocation is projected to be \$57,707 below budget.	1.9m	1.9m	 -58k	0


Zero

Federal Revenue | \$142k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
School Food Service Our food services expenses have increased leading to a higher than budgeted reimbursement.	240k	120k	120k 	0
Restricted Grants-In-Aid Fro After months of back and forth with the State, we finally received the Reimagine Grant allocation last month leaving no time to spend it down and submit for reimbursement. Consequently, we decided to apply the funding to the next fiscal year.	444k	744k	-300k 	-300k
ESSER II & III A portion of the ESSER II and III reimbursement may occur at the end of the Federal Fiscal Year, which falls at the beginning of next fiscal year.	1.2m	1.2m	0	0






Zero

Earned Fees | \$102k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Refund Of PY Expense-Refund of Prior Year's Expenditures The emergency connectivity fund grant was lower than budgeted	48k	152k	-104k 	0




Zero

Salaries | \$589k annual cash increase

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Teachers We continue to see some vacant (PE, Social Studies, and Math) position leading to additional savings.	1.4m	1.7m	 269k	57k
Therapists/Specialists/Counselors We continue to see some additional savings due to a vacant Counselor Position.	294k	327k	33k 	-19k
Secretarial Vacant administrative and executive assistant leading to a yearly saving.	144k	203k	 58k	0k
Degreed Professional We have a vacancy in the Development Department leading to a yearly change of \$25k in salary expense and a \$22K monthly change.	52k	77k	 25k	23k
Stipend Pay We are seeing an increase in the stipends due to staff having to take additional roles to support vacancies. This represents an additional \$60K in yearly expenses and a monthly change of 15K.	128k	67k	-60k 	-15k

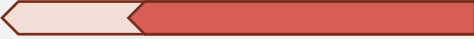
Zero

Benefits and Taxes | \$130k annual cash increase

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Health Insurance We updated our health insurance expenses forecast to account for the lower than budgeted salaries	302k	361k	 59k	0k
Social Security We updated our social security expense forecast to account for the lower than budgeted salaries	165k	227k	 62k	1k
Medicare We reforecasted our medicare expenses to account for the lower than budgeted salaries	39k	54k	 15k	0k

Zero

Staff-Related Costs | \$29k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
<p>Other Professional Services</p> <p>Due to staff vacancies, we had to increase our Professional Service expenses by outsourcing some services. This represents an additional \$51K in annual Professional Services expenses and a monthly change of \$19K.</p>	124k	73k		<p>-51k 19k</p>

Zero

Direct Student Expense | \$352k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Health Services We've increased our health services expense to reflect the monthly expense until the end of the school year. This results in a yearly variance of \$10K.	60k	50k	-10k	0
Purchased Educational Services We have adjusted our Educational Services expense account to reflect our end of the year needs. This leads to \$51K in both annual and monthly savings.	223k	274k	51k	51k
Purchased Educational Services Instructional Staff We increased our Purchased Educational Instruction Services expense account, given the continuous need for substitute teachers.	95k	20k	-75k	-9k
Student Transportation We updated our transportation forecast to consider the increase in transportation costs. This resulted in a monthly change of \$115K.	697k	433k	-265k	-115k
Food Svcs Operations New food vendor at higher rate	242k	122k	-120k	0

Zero

Office & Business Expense | \$255k annual cash decrease

Selected Accounts	Forecast	Budget	Annual Impact on Cash (And Monthly Change)	Monthly Change
Human Resource Svcs To help with staffing and other staff related needs, we have seen a higher than usual HR services cost	47k	28k	-20k	-0k
Legal Svcs We have experienced higher than usual legal expenses in the past months	86k	31k	-55k	-12k
Admin Tech Svcs Due to a vacancy in our IT department, we have seen an increase in Tech services	55k	22k	-33k	-5k
Rental of Equip-School Admin We adjusted our equipment rental account to reflect our end of the year needs. This leads to \$30K in monthly changes.	13k	23k	10k	30k

Zero



QUESTIONS?

Please contact your EdOps Finance Team:

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	Actual	Budget	Variance	Forecast	Budget	Variance	Remaining
Revenue							
State and Local Revenue	3,721,439	3,718,683	2,756	4,449,499	4,462,420	(12,921)	728,060
Federal Revenue	1,369,566	1,732,451	(362,885)	2,237,191	2,379,040	(141,849)	867,625
Private Grants and Donations	18,573	8,333	10,240	18,573	10,000	8,573	-
Earned Fees	125,515	196,500	(70,985)	134,231	235,800	(101,569)	8,716
Total Revenue	5,235,093	5,655,968	(420,875)	6,839,494	7,087,260	(247,766) ①	1,604,402
Expenses							
Salaries	2,333,489	2,765,338	431,850	3,119,241	3,708,102	588,860	785,753
Benefits and Taxes	553,024	663,417	110,393	665,818	796,100	130,282	112,794
Staff-Related Costs	153,584	161,842	8,258	223,549	194,211	(29,338)	69,965
Rent	-	-	-	-	-	-	-
Occupancy Service	286,867	238,119	(48,749)	357,983	285,742	(72,241)	71,116
Direct Student Expense	1,194,782	1,078,396	(116,386)	1,646,284	1,294,075	(352,210)	451,503
Office & Business Expense	856,979	673,343	(183,636)	1,063,216	808,011	(255,205)	206,237
Total Ordinary Expenses	5,378,724	5,580,454	201,729	7,076,091	7,086,241	10,149	1,697,367
Net Operating Income	(143,632)	75,514	(622,604)	(236,597)	1,020	(257,915)	(92,965)
Extraordinary Expenses							
Capital Outlay	-	-	-	-	-	-	-
Total Extraordinary Expenses	-	-	-	-	-	-	-
Total Expenses	5,378,724	5,580,454	201,729	7,076,091	7,086,241	10,149 ②	1,697,367
Net Income	(143,632)	75,514	(219,146)	(236,597)	1,020	(237,617) ③	(92,965)
Cash Flow Adjustments	(210,020)	-	(210,020)	(243,241)	-	(243,241) ④	(33,221)
Change in Cash	(353,652)	75,514	(429,166)	(479,838)	1,020	(480,858) ⑤	(126,186)

① REVENUE: \$248K BEHIND

Driven by the expected revenue reduction in the Restricted Grant account, due to the late allocation of the Reimagine Grant.

② EXPENSES: \$10K AHEAD

Primarily driven by savings in salaries, benefits, office & other business expenses

③ NET INCOME: \$238K behind

④ CASH ADJ: \$243K BEHIND

Variance primarily due to social security loan payables, prepaid benefits and accrued salaries and benefits because of changes in payroll processes

⑤ NET CHANGE IN CASH: \$481K BEHIND

Actual

Forecast

Income Statement	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>TOTAL</i>
Revenue													
State and Local Revenue	370,907	380,907	374,715	370,907	370,907	370,907	370,907	369,355	377,897	364,030	364,030	364,030	4,449,499
Federal Revenue	0	25,949	213,054	121,990	35,037	469,774	19,740	16,470	457,552	10,000	433,813	433,813	2,237,191
Private Grants and Donations	0	100	9	68	0	0	13,000	7	1,000	4,390	0	0	18,573
Earned Fees	39	21,412	14,169	2,660	9,481	24,023	4,494	28,323	7,060	13,854	4,358	4,358	134,231
Total Revenue	370,946	428,368	601,947	495,624	415,425	864,704	408,141	414,155	843,509	392,274	802,201	802,201	6,839,494
Expenses													
Salaries	44,568	182,827	260,886	273,557	275,010	277,640	253,225	253,327	252,612	259,837	234,361	551,392	3,119,241
Benefits and Taxes	48,690	51,452	49,452	50,290	62,504	62,388	60,004	57,842	54,203	56,198	56,397	56,397	665,818
Staff-Related Costs	35,761	16,229	6,664	10,695	59,375	-7,619	33,556	9,100	-11,794	1,617	34,982	34,982	223,549
Occupancy Service	45,361	47,994	38,635	18,776	35,550	23,610	26,380	16,678	27,648	6,236	35,558	35,558	357,983
Direct Student Expense	102,195	105,433	124,804	163,967	140,960	110,787	83,900	113,265	131,226	118,246	225,751	225,751	1,646,284
Office & Business Expense	86,811	78,632	55,281	70,024	103,514	107,483	102,841	72,443	100,530	79,420	103,119	103,119	1,063,216
Total Ordinary Expenses	363,387	482,566	535,722	587,308	676,912	574,289	559,906	522,655	554,425	521,553	690,168	1,007,199	7,076,091
Total Expenses	363,387	482,566	535,722	587,308	676,912	574,289	559,906	522,655	554,425	521,553	690,168	1,007,199	7,076,091
Net Income	7,558	-54,198	66,225	-91,684	-261,488	290,415	-151,766	-108,500	289,085	-129,279	112,033	-204,999	-236,597
Cash Flow Adjustments	-13,765	15,142	-265,698	-221,207	246,536	-330,559	329,621	113,284	-247,245	163,870	-16,610	-16,610	-243,241
Change in Cash	-6,206	-39,056	-199,473	-312,891	-14,951	-40,144	177,855	4,784	41,839	34,591	95,423	-221,609	-479,838

Monthly Financials

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
	<i>6/30/2022</i>	<i>4/30/2023</i>	<i>6/30/2023</i>
Assets			
Current Assets			
Cash	1,066,568	712,916	586,730
Accounts Receivable	332,816	30,263	333,816
Prepaid Expenses and Other Current Assets	0	23,949	10,139
Total Current Assets	1,399,384	767,129	930,685
Noncurrent Assets			
Operating Fixed Assets, Net	2,076,085	2,076,085	2,076,085
Facilities, Net	-1,289,787	-1,289,787	-1,289,787
Total Noncurrent Assets	786,298	786,298	786,298
Total Assets	2,185,682	1,553,427	1,716,983
Liabilities and Equity			
Liabilities			
Current Liabilities			
Other Current Liabilities	494,047	242,614	242,614
Accounts Payable	479,569	242,379	498,900
Total Current Liabilities	973,616	484,992	741,514
Total Long-Term Liabilities	0	0	
Total Liabilities	973,616	484,992	
Equity			
Net Income	0	-143,632	-236,597
Unrestricted Net Assets	1,212,066	1,212,066	1,212,066
Total Equity	1,212,066	1,068,435	975,469

Dashboard

International High School of New Orleans

July 2022 through April 2023

Key Performance Indicators

Days of Cash
(At Year End)

30

Target > 45 days

Gross Margin
Margin

-3%

Target > -5.0%

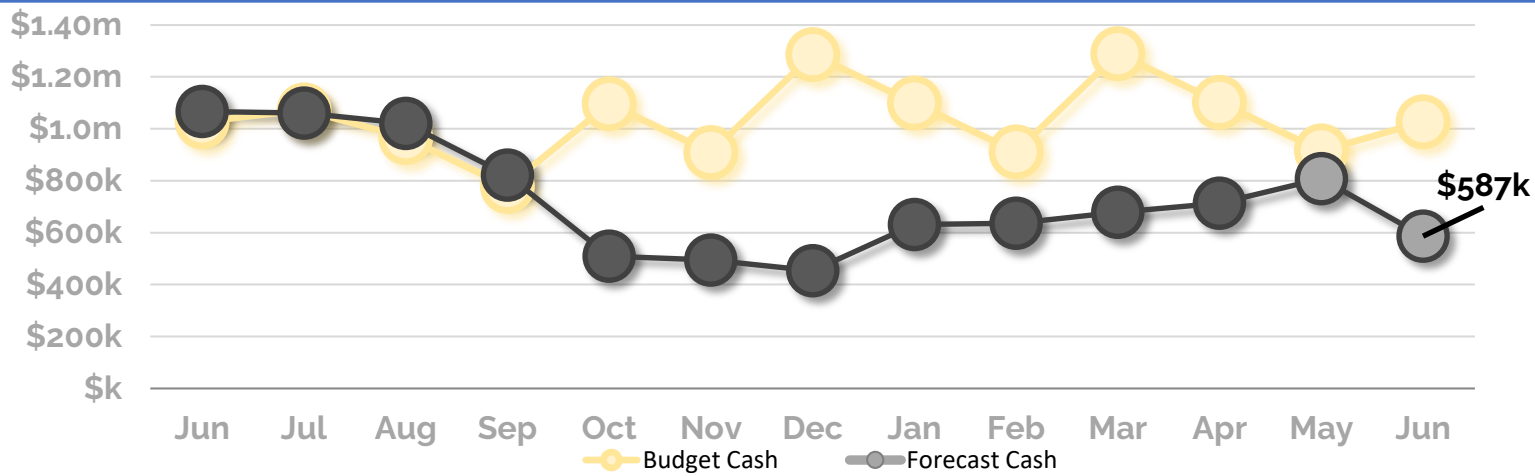
Fund Balance
(At Year End)

0.14

Target > 0,00

<None>

Cash Forecast



Financial Snapshot

	Year-To-Date Financials			Annual Forecast			Remaining
	Actual	Budget	Variance	Forecast	Budget	Variance	
Revenue							
State and Local Revenue	3,721,439	3,718,683	2,756	4,449,499	4,462,420	(12,921)	728,060
Federal Revenue	1,369,566	1,732,451	(362,885)	2,237,191	2,379,040	(141,849)	867,625
Private Grants and Donations	18,573	8,333	10,240	18,573	10,000	8,573	-
Earned Fees	125,515	196,500	(70,985)	134,231	235,800	(101,569)	8,716
Total Revenue	5,235,093	5,655,968	(420,875)	6,839,494	7,087,260	(247,766)	1,604,402
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Staff-Related Costs	153,584	161,842	8,258	223,549	194,211	(29,338)	69,965
Rent	-	-	-	-	-	-	-
Occupancy Service	286,867	238,119	(48,749)	357,983	285,742	(72,241)	71,116
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Office & Business Expense	856,979	673,343	(183,636)	1,063,216	808,011	(255,205)	206,237
Interest	-	-	-	-	-	-	-
Total Ordinary Expenses	5,378,724	5,580,454	201,729	7,076,091	7,086,241	10,149	1,697,367
Net Operating Income	(143,632)	75,514	(62,604)	(236,597)	1,020	(257,915)	(92,965)
Extraordinary Expenses							
Capital Outlay	-	-	-	-	-	-	-
Total Extraordinary Expenses	-	-	-	-	-	-	-
Total Expenses	5,378,724	5,580,454	201,729	7,076,091	7,086,241	10,149	1,697,367
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Change in Cash	(353,652)	75,514	(429,166)	(479,838)	1,020	(480,858)	(126,186)

Grants Summary

	Awarded	Requested	Received	Unpaid	Unrequested
ESEA Title 1	171,155	122,834	122,834	-	48,321
ESEA Title 2	24,528	22,005	22,005	-	2,523
ESEA Title 3	10,000	9,900	9,900	-	100
ESEA Title 4	13,723	12,353	12,353	-	1,370
IDEA 611	83,024	82,806	82,806	-	218
IDEA 619	-	-	-	-	-
Direct Student Services	5,750	-	-	-	5,750
IDEA_ARP	21,024	-	-	-	21,024
Homeless ARP	9,845	-	-	-	9,845
ESSER II-Formula	311,208	169,691	169,691	-	141,517
ESSER II-Incentive	14,000	-	-	-	14,000

ESSER III-Formula	601,250	290,881	290,881	-	310,369
ESSER III-Interventions	160,901	129,355	129,355	-	31,546
ESSER III-Incentive	110,792		-	-	110,792
Subtotal	1,366,045	716,991	716,991	-	649,055
% of Award Amount		52%	52%	0%	48%

Income Statement

International High School of New Orleans

July 2022 through April 2023

Income Statement	Year-To-Date			Annual			Previous Forecast	
	Actual	Budget	Variance	Forecast	Budget	Variance	Prv TOTAL	Diff
Revenue								
State and Local Revenue								
1994000 · Local MFP	2,083,587	2,096,950	(13,363)	2,543,451	2,516,340	27,111	2,543,451	0
3110000 · State MFP	1,610,177	1,613,400	(3,223)	1,878,373	1,936,080	(57,707)	1,878,373	0
3200001 · Restricted Grants-In-Aid	27,675	8,333	19,342	27,675	10,000	17,675	27,675	0
Total State and Local Revenue	3,721,439	3,718,683	2,756	4,449,499	4,462,420	(12,921)	4,449,499	0
Federal Revenue								
4515000 · School Food Service	199,532	98,051	101,481	239,840	119,840	120,000	239,840	0
4531000 · IDEA, Part B	82,806	61,748	21,059	83,024	82,330	694	83,024	0
4541000 · Title I Combined	122,834	116,565	6,269	176,905	155,420	21,485	176,905	0
4544000 · Title IV, Part A	12,353	14,220	(1,867)	13,723	18,960	(5,237)	13,723	0
4545000 · Title II, Part A	22,005	16,463	5,543	24,528	21,950	2,578	24,528	0
4546000 · Title III Immigrant	16,151	0	16,151	16,151	0	16,151	16,151	0
4547000 · Title III, Part A	9,900	5,640	4,260	10,000	7,520	2,480	10,000	0
4551000 · Restricted Grants-In-Aid Fro	314,058	498,000	(183,942)	444,000	744,000	(300,000)	744,000	-300,000
4590000 · ESSER II & III	589,927	921,765	(331,838)	1,229,020	1,229,020	0	1,229,020	0
Total Federal Revenue	1,369,566	1,732,451	(362,885)	2,237,191	2,379,040	(141,849)	2,537,191	-300,000
Private Grants and Donations								
1921000 · Unrestricted Contributions and D	18,573	8,333	10,240	18,573	10,000	8,573	14,183	4,390
Total Private Grants and Donations	18,573	8,333	10,240	18,573	10,000	8,573	14,183	4,390
Earned Fees								
1510000 · Interest On Investments	717	250	467	877	300	577	600	277
1740000 · Student Fees	72,506	62,500	10,006	75,000	75,000	0	75,000	0
1790000 · Other Activity Income	5,354	2,917	2,438	5,354	3,500	1,854	3,500	1,854
1993000 · Refund Of PY Expense-Refund c	44,000	126,667	(82,667)	48,000	152,000	(104,000)	48,000	0
1999000 · Other Misc Revenues-Other Mis	2,938	4,167	(1,229)	5,000	5,000	(0)	5,000	0
Total Earned Fees	125,515	196,500	(70,985)	134,231	235,800	(101,569)	132,100	2,131
Total Revenue	5,235,093	5,655,968	(420,875)	6,839,494	7,087,260	(247,766)	7,132,973	-293,479
Expenses								
Salaries								
1110000 · School Administrators	494,596	603,362	108,766	627,266	762,142	134,876	627,266	0
1120000 · Teachers	1,077,691	1,214,328	136,637	1,445,773	1,714,346	268,573	1,502,582	56,809
1130000 · Therapists/Specialists/Counselor	234,199	255,231	21,032	293,801	326,668	32,867	274,868	-18,933
1142400 · Secretarial	112,005	160,461	48,456	144,440	202,687	58,247	144,446	5
1151210 · Aides-Special Education	32,639	51,413	18,774	51,693	68,550	16,857	53,761	2,068
1160000 · Service Workers	63,430	61,362	(2,068)	79,030	77,510	(1,520)	78,819	-211
1180000 · Degreed Professional	51,841	61,185	9,343	51,841	77,286	25,445	74,392	22,551
1190000 · Other Salaries	121,471	159,490	38,019	157,648	212,653	55,005	155,644	-2,004
1231130 · Substitute Teachers	30,654	128,215	97,561	130,098	181,010	50,912	131,966	1,868
1300000 · Salaries for Extra Work	1,321	14,250	12,929	10,000	18,000	8,000	18,000	8,000
1500000 · Stipend Pay	113,641	56,042	(57,599)	127,651	67,250	(60,401)	112,596	-15,055
Total Salaries	2,333,489	2,765,338	431,850	3,119,241	3,708,102	588,860	3,174,339	55,098
Benefits and Taxes								
210 · Health Insurance	245,793	300,500	54,707	301,681	360,600	58,919	301,990	310
220 · Social Security	135,260	189,200	53,940	164,919	227,040	62,121	165,651	732
225 · Medicare	31,685	44,758	13,074	38,621	53,710	15,089	38,792	171
2300000 · Retirement	51,243	49,167	(2,076)	59,000	59,000	0	59,000	0
2500000 · Unemployment	8,605	12,533	3,929	10,040	15,040	5,000	15,040	5,000
2600000 · Workers Compensation	14,194	23,000	8,806	17,744	27,600	9,856	27,600	9,856
2900000 · Other Benefits	66,245	44,258	(21,987)	73,814	53,110	(20,704)	69,934	-3,880
Total Benefits and Taxes	553,024	663,417	110,393	665,818	796,100	130,282	678,007	12,190
Staff-Related Costs								
3002232 · Professional Dev SPED	0	16,250	16,250	0	19,500	19,500	0	0
3100000 · Purchased OfficialAdministrative	0	2,183	2,183	0	2,620	2,620	0	0
3390000 · Other Professional Services	117,232	60,530	(56,702)	123,931	72,636	(51,295)	142,657	18,727
3392830 · Background Checks	1,048	833	(214)	1,163	1,000	(163)	1,339	176
5800000 · Travel	28,225	43,893	15,669	52,672	52,672	(0)	52,672	0
5900000 · Miscellaneous Purchased Servic	7,079	38,152	31,073	45,783	45,783	(0)	45,783	0
Total Staff-Related Costs	153,584	161,842	8,258	223,549	194,211	(29,338)	242,451	18,902
Occupancy Service								
4212620 · Disposal Svcs	1,914	7,300	5,386	8,760	8,760	0	8,760	0
4232620 · Custodial Svcs	126,121	108,333	(17,787)	144,569	130,000	(14,569)	165,116	20,547
4302620 · Repairs and Maint Svcs	57,505	34,392	(23,113)	63,942	41,270	(22,672)	60,335	-3,607
4900000 · Other Property Services	3,645	3,762	117	4,514	4,514	0	4,514	0
6102620 · Supplies-Bldg	25,187	41,667	16,480	50,000	50,000	0	50,000	0
6222620 · Electricity	72,496	42,665	(29,831)	86,198	51,198	(35,000)	86,198	0
Total Occupancy Service	286,867	238,119	(48,749)	357,983	285,742	(72,241)	374,923	16,940
Direct Student Expense								
3001210 · Other Purch Tech Svcs-SPED	24,788	25,000	212	30,000	30,000	0	30,000	0
3002130 · Health Services	50,500	41,667	(8,833)	60,000	50,000	(10,000)	60,000	0
3002150 · Speech Svcs	7,098	19,595	12,497	10,000	23,514	13,514	23,514	13,514
3002160 · Occupational Therapy	2,231	1,667	(565)	2,600	2,000	(600)	2,000	-600
3200000 · Purchased Educational Services	185,795	228,682	42,887	222,954	274,418	51,464	274,418	51,464
3202100 · Purchased Educational Services	0	16,667	16,667	10,000	20,000	10,000	20,000	10,000
3202122 · Counseling Services	0	37,500	37,500	6,000	45,000	39,000	36,000	30,000
3202200 · Purchased Educational Services	70,834	17,009	(53,825)	95,485	20,411	(75,074)	86,494	-8,992
5192720 · Student Transportation	523,994	360,798	(163,197)	697,471	432,957	(264,514)	582,302	-115,169
5402310 · Advertising	51,696	56,944	5,248	68,333	68,333	0	68,333	0
5500000 · Printing and Binding	0	7,083	7,083	4,500	8,500	4,000	8,500	4,000
5641100 · Tuition to other educational agen	17,155	22,917	5,762	27,500	27,500	0	27,500	0

5703100 · Food Svcs Operations	143,284	101,523	(41,761)	241,828	121,828		(120,000)	241,828	0
6101100 · Regular Programs	79,222	100,667	21,444	120,800	120,800		0	120,800	0
6400000 · Textbooks & Workbooks	38,182	40,678	2,495	48,813	48,813		0	48,813	0
Total Direct Student Expense	1,194,782	1,078,396	(116,386)	1,646,284	1,294,075		(352,210)	1,630,502	-15,782
Office & Business Expense									
3002510 · Fiscal Svcs	108,000	112,500	4,500	129,600	135,000		5,400	129,600	0
3002830 · Human Resource Svcs	39,661	22,917	(16,745)	47,331	27,500		(19,831)	46,946	-384
3322310 · Legal Svcs	86,357	26,125	(60,232)	86,357	31,350		(55,007)	74,576	-11,781
3332310 · Audit Svcs	73,280	15,675	(57,605)	73,280	18,810		(54,470)	73,280	0
3392662 · Other Professional Services - Se	50,031	41,667	(8,365)	57,516	50,000		(7,516)	50,000	-7,516
3402510 · Fiscal Purch Prof and Tech Svcs	19,448	18,850	(598)	22,620	22,620		(0)	22,620	0
3402840 · Admin Tech Svcs	37,577	18,649	(18,927)	55,363	22,379		(32,984)	50,537	-4,827
4422400 · Rental of Equip-School Admin	1,303	19,438	18,136	13,326	23,326		10,000	43,326	30,000
4422620 · Rental of Equip-Bldg	24,395	27,298	2,903	30,206	32,757		2,551	21,887	-8,319
5212310 · Liability Ins	70,251	83,113	12,862	84,061	99,736		15,675	99,736	15,675
5302400 · Communications	107,227	68,899	(38,328)	131,594	82,679		(48,915)	124,895	-6,699
6102400 · Supplies-School Admin	0	8,333	8,333	10,000	10,000		(0)	10,000	0
6151100 · Tech-Regular Programs	57,200	90,054	32,854	108,065	108,065		0	108,065	0
6152400 · Tech-School Admin	0	8,139	8,139	9,767	9,767		0	9,767	0
8102400 · Dues and Fees-School Admin	73,556	60,153	(13,402)	78,184	72,184		(6,000)	72,184	-6,000
8950000 · Miscellaneous non-public Expen:	44,586	51,532	6,945	61,838	61,838		0	61,838	0
8990000 · Student Scholarships	2,975	0	(2,975)	2,975	0		(2,975)	2,975	0
9330000 · Indirect Costs	61,133	0	(61,133)	61,133	0		(61,133)	64,703	3,570
Total Office & Business Expense	856,979	673,343	(183,636)	1,063,216	808,011		(255,205)	1,066,935	3,719
Total Expenses	5,378,724	5,580,454	201,729	7,076,091	7,086,241		10,149	7,167,158	91,066
Net Income	(143,632)	75,514	(219,146)	(236,597)	1,020		(237,617)	-34,184	-202,413
Cash Flow Statement									
Net Income	(143,632)	75,514	(219,146)	(236,597)	1,020		(237,617)	-34,184	-202,413
Cash Flow Adjustments									
Add Depreciation									
2200000 · Accumulated Depreciation	0	0	0	0	0		0	0	0
Total Add Depreciation	0	0	0	0	0		0	0	0
Operating Fixed Assets									
2050000 · Property and Equipment	0	0	0	0	0		0	0	0
2102620 · Leasehold improvements	0	0	0	0	0		0	0	0
Total Operating Fixed Assets	0	0	0	0	0		0	0	0
Other Operating Activities									
10160 · Prepaid Salary	(0)	0	(0)	(0)	0		(0)	0	0
1530000 · Accounts Receivable	302,552	0	302,553	(1,000)	0		(1,000)	-1,000	0
1813000 · Benefits	(10,139)	0	(10,139)	(10,139)	0		(10,139)	0	-10,139
1814000 · Insurance	(13,810)	0	(13,810)	(0)	0		(0)	0	0
4100000 · American Express	(181)	0	(181)	(181)	0		(181)	-181	0
4200000 · Whitney Pay Cards	(10,859)	0	(10,859)	(10,859)	0		(10,859)	-6,632	-4,227
4210000 · Accounts Payable	(222,945)	0	(222,945)	33,576	0		33,576	33,576	0
4510000 · Loans Payable	(3,205)	0	(3,205)	(3,205)	0		(3,205)	-2,564	-641
4510600 · Loan Payable Social Security	(70,221)	0	(70,221)	(70,221)	0		(70,221)	-70,221	0
4610000 · Accrued Salaries and Benefits	(261,247)	0	(261,247)	(261,247)	0		(261,247)	-261,247	0
4612000 · Accrued Summer Pay	97,181	0	97,181	97,181	0		97,181	81,816	15,364
4613000 · Accrued Vested PTO Benefits	(5,716)	0	(5,716)	(5,716)	0		(5,716)	-5,716	0
4711000 · Health Insurance	(11,180)	0	(11,180)	(11,180)	0		(11,180)	12,643	-23,822
4713000 · EE Retirement Contributions	12	0	12	12	0		12	12	0
4716000 · Garnishments	(262)	0	(262)	(262)	0		(262)	-262	0
Total Other Operating Activities	(210,020)	0	(210,020)	(243,241)	0		(243,241)	-219,776	-23,465
Per-Pupil Adjustments									
10620 · Deferred Revenue	0	0	0	0	0		0	0	0
10798 · Retained Earnings	0	0	0	0	0		0	0	0
Total Per-Pupil Adjustments	0	0	0	0	0		0	0	0
Total Cash Flow Adjustments	(210,020)	0	(210,020)	(243,241)	0		(243,241)	-219,776	-23,465
Change in Cash	(353,652)	75,514	(429,166)	(479,838)	1,020		(480,858)	-253,961	-225,877

Monthly Projections

International High School of New Orleans
July 2022 through April 2023

Forecast														Previous Forecast				
Income Statement	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL	External Notes	Comments	Prv TOTAL	Diff
Revenue																		
State and Local Revenue																		
1994000 - Local MFP		200,290	200,290	200,290	203,999	204,928	204,928	204,928	204,071	229,932	229,932	229,932	229,932	2,543,451	Our final certification was 389 students (vs 397)		2,543,451	(0)
3110000 - State MFP		170,617	170,617	170,617	166,908	165,979	165,979	165,979	165,284	134,098	134,098	134,098	134,098	1,878,373	Given the mid-year (Feb 2023) MFP adjustment		1,878,373	0
3200001 - Restricted Grants-In-Aid		0	10,000	3,808	0	0	0	0	0	13,867	0	0	0	27,675	SPED Camera, CDF Career Development Fund		27,675	0
Total State and Local Revenue		370,907	380,907	374,715	370,907	370,907	370,907	370,907	369,355	377,897	364,030	364,030	364,030	4,449,499			4,449,499	0
Federal Revenue																		
4515000 - School Food Service		0	25,949	30,476	39,915	21,532	15,216	19,740	16,470	20,234	10,000	20,154	20,154	239,840	Our food services expenses have increased less		239,840	(0)
4531000 - IDEA, Part B		0	0	20,081	0	0	32,880	0	0	29,845	0	109	109	83,024			83,024	0
4541000 - Title I Combined		0	0	28,854	0	0	46,954	0	0	47,026	0	27,036	27,036	176,905	We have received some additional Title funds		176,905	0
4544000 - Title IV, Part A		0	0	9,403	0	2,950	0	0	0	0	0	685	685	13,723			13,723	0
4545000 - Title II, Part A		0	0	14,020	0	7,985	0	0	0	0	0	1,262	1,262	24,528			24,528	0
4546000 - Title III Immigrant		0	0	0	0	0	0	0	0	16,151	0	0	0	16,151	We received an additional 16K for Title III imm		16,151	0
4547000 - Title III, Part A		0	0	7,330	0	2,570	0	0	0	0	0	50	50	10,000			10,000	0
4551000 - Restricted Grants-In-Aid Fro		0	0	102,889	0	0	0	127,395	0	83,773	0	64,971	64,971	444,000	After months of back and forth with the State, we		444,000	(300,000)
4590000 - ESSER II & III		0	0	0	82,075	0	247,329	0	0	260,523	0	319,547	319,547	1,229,020	A portion of the ESSER II and III reimbursement		1,229,020	0
Total Federal Revenue		0	25,949	213,054	121,990	35,037	469,774	19,740	16,470	457,552	10,000	433,813	433,813	2,237,191			2,237,191	(300,000)
Private Grants and Donations																		
1921000 - Unrestricted Contributions and Donations		0	100	9	68	0	0	13,000	7	1,000	4,390	0	0	18,573			14,183	4,390
Total Private Grants and Donations		0	100	9	68	0	0	13,000	7	1,000	4,390	0	0	18,573			14,183	4,390
Earned Fees																		
1510000 - Interest On Investments		39	39	30	69	48	93	76	96	89	139	80	80	877			600	277
1740000 - Student Fees		0	21,173	1,346	1,556	7,833	3,631	4,032	16,034	6,267	10,634	1,247	1,247	75,000			75,000	(0)
1790000 - Other Activity Income		0	200	793	1,035	1,600	300	386	193	705	143	0	0	5,354			3,500	1,854
1993000 - Refund Of PY Expense-Refund of Prior Y		0	0	12,000	0	0	20,000	0	12,000	0	0	2,000	2,000	48,000	The emergency connectivity fund grant was low		48,000	(0)
1999000 - Other Misc Revenues-Other Miscellaneous		0	0	0	0	0	0	0	0	2,938	1,031	1,031	1,031	5,000			5,000	0
Total Earned Fees		39	21,412	14,169	2,660	9,481	24,023	4,494	28,323	7,060	13,854	4,358	4,358	134,231			132,100	2,131
Total Revenue		370,946	428,368	601,947	495,624	415,425	864,704	408,141	414,155	843,509	392,274	802,201	802,201	6,839,494			7,132,973	(293,479)
Expenses																		
Salaries																		
1110000 - School Administrators		23,342	55,088	55,546	57,060	47,615	47,615	49,377	52,817	53,068	53,068	53,068	79,602	627,266	MYP Principal and few other admin positions v		627,266	(0)
1120000 - Teachers		0	62,299	123,954	136,235	148,301	135,218	125,394	114,098	116,049	116,144	105,166	262,915	1,445,773	We continue to see some vacant (PE, Social S		1,502,582	(56,809)
1130000 - Therapists/Specialists/Counselors		7,029	19,676	24,315	25,155	25,761	25,081	23,549	25,857	26,682	29,094	23,841	35,761	293,801	We continue to see some additional savings d		274,868	(18,933)
1142400 - Secretarial		5,407	13,493	13,778	10,339	10,339	10,339	11,149	10,712	13,225	13,225	12,974	19,461	144,440	Vacant administrative and executive assistant I		144,446	5
1151210 - Aides-Special Education		0	1,548	3,162	3,866	4,111	4,472	3,673	4,741	3,691	3,376	5,444	13,610	51,693			53,761	2,068
1160000 - Service Workers		1,487	8,272	7,525	7,861	6,433	7,438	6,566	5,946	5,452	6,451	6,240	9,360	79,030			78,819	(211)
1180000 - Degreed Professional		3,111	6,553	6,443	6,443	6,443	6,443	6,443	6,443	3,519	0	0	0	51,841	We have a vacancy in the Development Depart		74,392	22,551
1190000 - Other Salaries		1,692	7,913	12,638	13,501	14,065	15,677	13,992	13,728	14,132	14,132	12,128	24,048	157,648			155,644	(2,004)
1231130 - Substitute Teachers		0	1,613	3,457	3,688	3,688	3,688	3,688	3,457	3,688	3,688	5,556	93,889	130,098			131,966	1,868
1300000 - Salaries for Extra Work		0	978	0	0	163	0	180	0	0	0	4,340	4,340	10,000			18,000	8,000
1500000 - Stipend Pay		2,500	5,394	10,068	9,409	8,092	21,668	9,393	15,349	11,107	20,659	5,604	8,406	127,651	We are seeing an increase in the stipends due		112,596	(15,055)
Total Salaries		44,568	182,827	260,886	273,557	275,010	277,640	253,225	253,327	252,612	259,837	234,361	551,392	3,119,241			3,174,339	55,098
Benefits and Taxes																		
210 - Health Insurance		18,335	19,881	14,525	22,588	29,464	29,226	28,136	27,284	28,038	28,316	27,944	27,944	301,681	We updated our health insurance expenses for		301,990	310
220 - Social Security		2,572	10,915	15,580	15,620	15,567	15,690	14,684	15,069	14,784	14,780	14,829	14,829	164,919	We updated our social security expense forec		165,651	732
225 - Medicare		653	2,553	3,644	3,653	3,641	3,669	3,434	3,524	3,458	3,457	3,468	3,468	38,621	We reforecasted our medicare expenses to acc		38,792	171
2300000 - Retirement		14,260	4,770	4,295	4,165	4,081	3,982	4,071	3,979	3,841	3,798	3,879	3,879	59,000			59,000	0
2500000 - Unemployment		(87)	523	830	226	67	0	4,034	2,521	440	80	718	718	10,040			15,040	5,000
2600000 - Workers Compensation		1,772	1,775	0	1,775	1,781	1,766	1,775	1,775	1,775	0	1,775	1,775	17,744			27,600	9,856
2900000 - Other Benefits		11,186	11,036	10,579	2,263	7,903	8,054	3,870	3,689	1,897	5,767	3,784	3,784	73,814	The school is working with HR company to fix		69,934	(3,880)
Total Benefits and Taxes		48,690	51,452	49,452	50,290	62,504	62,388	60,004	57,842	54,203	56,198	56,397	56,397	665,818			678,007	12,190
Staff-Related Costs																		
3002232 - Professional Dev SPED		0	0	0	0	0	0	0	0	0	0	0	0	0	Per the school's request, we have zeroed out t		0	0
3100000 - Purchased Official/Administrative Services		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0
3390000 - Other Professional Services		20,723	2,697	2,578	4,787	60,122	1,381	14,898	8,428	1,409	210	3,349	3,349	123,931	Due to staff vacancies, we had to increase our		142,657	18,727
3392830 - Background Checks		40	557	119	40	0	0	118	59	114	0	58	58	1,163			1,339	176
5800000 - Travel		8,082	12,005	224	2,753	1,302	1,236	1,278	640	67	637	12,224	12,224	52,672			52,672	0
5900000 - Miscellaneous Purchased Service		6,917	970	3,743	3,116	(2,050)	(10,236)	17,262	(26)	(13,385)	769	19,352	19,352	45,783			45,783	0
Total Staff-Related Costs		35,761	16,229	6,664	10,695	59,375	(7,619)	33,556	9,100	(11,794)	1,617	34,982	34,982	223,549			242,451	18,902
Occupancy Service																		
4212620 - Disposal Svcs		0	0	383	0	383	383	0	0	766	0	3,423	3,423	8,760			8,760	0
4232620 - Custodial Svcs		9,119	21,923	15,748	5,803	16,504	15,002	14,348	10,608	15,553	1,512	9,224	9,224	144,569	We updated our Custodial Services forecast ba		165,116	20,547
4302620 - Repairs and Maint Svcs																		

Change in Montly Cash (Net Rest)	0	(6,206)	(39,056)	(199,473)	(312,891)	(14,951)	(40,144)	177,855	4,784	41,839	34,591	95,423	(221,609)	(479,838)
Forecast Cash	1,066,568	1,060,362	1,021,306	821,833	508,941	493,990	453,846	631,701	636,486	678,325	712,916	808,339	586,730	
Budget Cash	1,026,512	1,072,427	965,817	778,543	1,096,069	908,796	1,286,322	1,099,048	911,774	1,289,300	1,102,027	914,753	1,027,532	

Balance Sheet

International High School of New Orleans

As of April 30, 2023

Balance Sheet	6/30/2022	4/30/2023	6/30/2023
Assets	Last Year	Current	Year End
Assets			
Current Assets			
Cash			
1000999 · Anybill Clearing	(85,211)	80,000	586,730
1011000 · Bank account 1	1,151,779	632,916	0
Total Cash	1,066,568	712,916	586,730
Accounts Receivable			
1530000 · Accounts Receivable	332,816	30,263	333,816
Total Accounts Receivable	332,816	30,263	333,816
Prepaid Expenses and Other Current Assets			
10160 · Prepaid Salary	0	0	0
1813000 · Benefits	0	10,139	10,139
1814000 · Insurance	0	13,810	0
Total Prepaid Expenses and Other Current Assets	0	23,949	10,139
Total Current Assets	1,399,384	767,129	930,685
Noncurrent Assets			
Operating Fixed Assets, Net			
2050000 · Property and Equipment	1,108,293	1,108,293	1,108,293
2102620 · Leasehold improvements	967,792	967,792	967,792
Total Operating Fixed Assets, Net	2,076,085	2,076,085	2,076,085
Facilities, Net			
2200000 · Accumulated Depreciation	(1,289,787)	(1,289,787)	(1,289,787)
Total Facilities, Net	(1,289,787)	(1,289,787)	(1,289,787)
Total Noncurrent Assets	786,298	786,298	786,298
Total Assets	2,185,682	1,553,427	1,716,983
Liabilities and Equity			
Liabilities and Equity			
Current Liabilities			
Other Current Liabilities			
10620 · Deferred Revenue	50,615	50,615	50,615
4510600 · Loan Payable Social Security	105,202	34,982	34,982
4610000 · Accrued Salaries and Benefits	261,247	0	0
4612000 · Accrued Summer Pay	0	97,181	97,181
4613000 · Accrued Vested PTO Benefits	65,540	59,824	59,824
4711000 · Health Insurance	11,180	0	0
4713000 · EE Retirement Contributions	0	12	12
4716000 · Garnishments	262	0	0
Total Other Current Liabilities	494,047	242,614	242,614
Accounts Payable			
4100000 · American Express	181	0	0
4200000 · Whitney Pay Cards	19,961	9,102	9,102
4210000 · Accounts Payable	309,527	86,582	343,103
4510000 · Loans Payable	149,900	146,695	146,695
Total Accounts Payable	479,569	242,379	498,900
Total Current Liabilities	973,616	484,992	741,514
Equity			
Net Income			
Net Income	0	(143,632)	(236,597)
Total Net Income	0	(143,632)	(236,597)
Unrestricted Net Assets			
10798 · Retained Earnings	1,212,066	1,212,066	1,212,066
Total Unrestricted Net Assets	1,212,066	1,212,066	1,212,066
Total Equity	1,212,066	1,068,435	975,469
Total Liabilities and Equity	2,185,682	1,553,427	1,716,983

Coversheet

2023-2024 Budget Review and Recommendation of acceptance to the Board

Section: II. Finance
Item: C. 2023-2024 Budget Review and Recommendation of acceptance to the Board
Purpose: Discuss
Submitted by:
Related Material: IHSNO Budget Report 2023 - 2024 (PackageV2).pdf



**International High School
of New Orleans
Budget Report
School Year 2023 - 2024**

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Budget 2023-2024



Dear IHSNO Community,

I am pleased to share with you the first draft of the proposed budget for the 2023-24 school year. This budget reflects our commitment to providing a high-quality education for our students through the International Baccalaureate (IB) programme, which prepares them for success in college and beyond.

The budget supports our overarching goals of:

- Keeping IHSNO actions and activities focused on educating students through the IB programme, which fosters critical thinking, intercultural understanding, and global citizenship.
- Improving student academic achievement by investing in professional development for our teachers, enhancing our curriculum and instruction, and providing academic support and enrichment opportunities for our students.
- Ensuring a safe and nurturing educational environment by maintaining our facilities and equipment, implementing health and safety protocols, and promoting a positive school culture and climate.
- Long-range planning for sustainability by aligning our resources with our strategic plan, seeking alternative sources of funding, and managing our expenses prudently.

The budget process involved input from various stakeholders, including staff, parents, students, board members, and community partners. I appreciate your feedback and suggestions throughout this process and believe that this budget reflects our shared vision and values for IHSNO.

I appreciate your support and collaboration in ensuring that IHSNO continues to provide an excellent education for our students. Thank you for your continued support of IHSNO and our students.

Sincerely,
Dr. Adierah Berger
CEO and Head of School.

Budget 2023-2024



Today NOLA, Tomorrow the World: International High School of New Orleans (IHSNO) is a Louisiana's open enrollment, open-access International Baccalaureate Programme school. IHSNO is the one of the only high schools to offer students the opportunity to participate in the International Baccalaureate Diploma Programme (IBDP).

The world-class program develops and sustains a worldwide community of students, educators, and schools with shared mission to offer the best possible international education combined with an emphasis on human values.

International Baccalaureate Diploma Programme (IBDP):

Through IBDP, students undertake an intensive and rewarding two-year course of study in their Junior and Senior years. Students complete prerequisites in grades 9 and 10 to prepare them to pursue an IB diploma in grades 11 and 12 that prepares for success in college and their career.

IBDP Qualifications:

1. Two-year full IB course schedule
2. Creativity, Activity, and Service extracurricular project
3. Theory of Knowledge course
4. The Extended Essay (4,000 word research paper)



Mission: To educate and nurture a diverse learning community through the international baccalaureate programme, world languages, and intercultural appreciation to succeed in the global economy.

Vision: International high school students are compassionate, productive, global citizens who positively impact the world.



One of 2017's
**BEST HIGH SCHOOLS
IN THE UNITED STATES**
- Newsweek

IHSNO develops versatile leaders who have an understanding of:

- BUSINESS
- MULTI-CULTURAL AWARENESS
- WORLD LANGUAGE FLUENCY

VIBE BOARD OF DIRECTORS

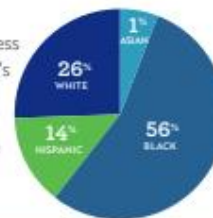
- Jennifer Gordon-Lampton (Chair)
- Karen Mayer Dwyer (Vice Chair) - Percy Manson (Secretary)
- Cerrita Jones (Treasurer) - Dennis Barnes
- Sarah Olivier - Tanya Winfield

PARTNERSHIPS



STAFF DIVERSITY

Students grow among a bustling Central Business district while engaging the diversity of America's International city. From savvy business leaders and international tourists to local artists, musicians, and more, New Orleans boasts some of the world's most interesting and inspiring people, all teachers to our students.



STAFF EDUCATION



IHSNO does not discriminate on the rendering of services and/or the employment of individuals based on race, color, religion, sex, age, national origin, disability, veteran status or any other legally protected basis.

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Budget 2023-2024



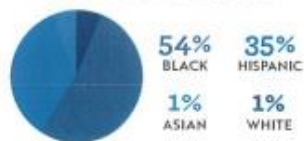
Through the Globetrotters Club, students have traveled to different countries during Summer and Spring Break including: Peru, Spain, The United Kingdom, France, Italy, and China.



GRADUATION REQUIREMENTS

- 4 English Credits
- 4 Math Credits
- 2 World Language Credits
**4 language units are encouraged*
- 4 Math Credits
- 4 Social Studies Credits
- 2 Fine Arts Credits
- 1.5 Physical Education Credits
- 0.5 Health Credit

STUDENT DIVERSITY



Learning a second language = access to immeasurable opportunity.

IHSNO offers fluency courses for many of the world's most spoken languages including Arabic, Mandarin Chinese, French, Spanish, and Vietnamese.

ACCREDITATION



Students may enroll concurrently at Delgado, Bard Early College and other local universities.



ADMINISTRATION

- James Davis
Assistant Principal
- Wes Watts
Dean of Culture
- Cody Bourque
IB Coordinator
- Charity Davis
Social Worker
- Sophia Torrer
Social Worker
- Nadia Noyola
Special Education Coordinator
- Denise James
Counselor 11th & 12th Grade
- Heather Causey
Counselor 9th & 10th Grade

CONTACT

- Adierah Berger
CEO/Head of School
adierah.berger@ihsnola.org
- Jenny Carreno - Principal
jennycarreno@ihsnola.org

Universities and colleges IHSNO students have been admitted to:

- Bard College · Bates College · Clark Atlanta University · Dillard University
- French International Baccalaureate · Illinois Institute of Technology
- University of Louisiana-Lafayette · University of Louisiana-Monroe · Louisiana State University
- Loyola University New Orleans · McNeese State University · Morehouse College
- University Of New Orleans · Nicholls State University · North Carolina A & T State University
- Semester At Sea (University Of Virginia) · Southern Louisiana University
- Southern University New Orleans · University Of Tampa · Tulane University
- United States Marine Corps · University of West Georgia · Xavier University of Louisiana



ATHLETICS

- Girls & Boys Basketball
- Girls & Boys Track
- Girls & Boys Soccer
- Volleyball
- Cross Country

CLUBS

- Academic Support
- Chess
- Dance Team
- Drama and Improv
- Dungeons and Dragons
- Student Government

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Budget 2023-2024

BUDGET AT A GLANCE

REVENUE

State and Local Revenue	4,830,796
Federal Revenue	1,909,576
Private Grants and Donations	94,014
Earned Fees	140,590
<hr/>	
Total Revenue	6,974,975

EXPENSES

Salaries	3,120,015
Benefits and Taxes	732,781
Purchased Professional & Technical Services	1,004,648
Purchased Property Services	302,734
Other Purchased Services	1,136,415
Supplies	393,069
Miscellaneous	283,483
<hr/>	
Total Expenses	6,973,144
Net Income	1,831

Budget 2023-2024

The Process

To plan out the FY24 budget, we have engaged in a series of weekly meetings with the school leadership and other key stakeholders. This process has allowed us to take a deep dive into projected enrollment, staffing and vendor-by-vendor analysis. We have prioritized a conservative approach across all revenue and expense categories. We understand the significance of careful financial management, especially when dealing with major areas of expenditure like student enrollments, private revenues, and contracts of utmost importance. By adhering to this cautious mindset, we aim to ensure stability and financial sustainability for the school while effectively addressing the evolving needs and demands of our educational community.

Key Assumptions

Enrollment:

In sharp contrast to the pre-COVID years, where we held optimistic expectations of a significant surge in student enrollment, our approach for the upcoming year reflects a deliberate shift towards a more conservative outlook. As of now, our student count stands at 389, and for the upcoming FY24, we have chosen to adopt a cautious stance by assuming a modest student growth factor of 2.8%. Consequently, we anticipate a total of 400 students for the next academic year.

By taking this more measured approach, we aim to ensure that our projections align closely with realistic expectations, considering the current circumstances and any potential uncertainties. This prudent strategy allows us to maintain a balanced perspective while effectively managing resources, ensuring quality education, and providing adequate support for our students' evolving needs.

Staffing:

In order to effectively accommodate the anticipated increase in student enrollment, our focus will be on maintaining a staffing model that closely aligns with the successful framework implemented during the current year. To bolster our capabilities, we have made the strategic decision to introduce several new positions, including Quest for Success and Computer Science roles, alongside other vital positions such as remediation specialists and in-house substitutes.

Moreover, it is important to note that salary projections reflect our commitment to recognizing the value and dedication of our staff. Salaries are expected to increase in accordance with the school's comprehensive salary schedule, which takes into account various essential factors, such as the department within the school, specific positions, level of education, and years of professional experience.

By thoughtfully considering these factors, we aim to provide fair and competitive compensation that appropriately rewards the expertise and contributions of our talented educators. This comprehensive approach not only ensures that our students receive exceptional support but also fosters a nurturing environment that promotes professional growth and development within our educational community.

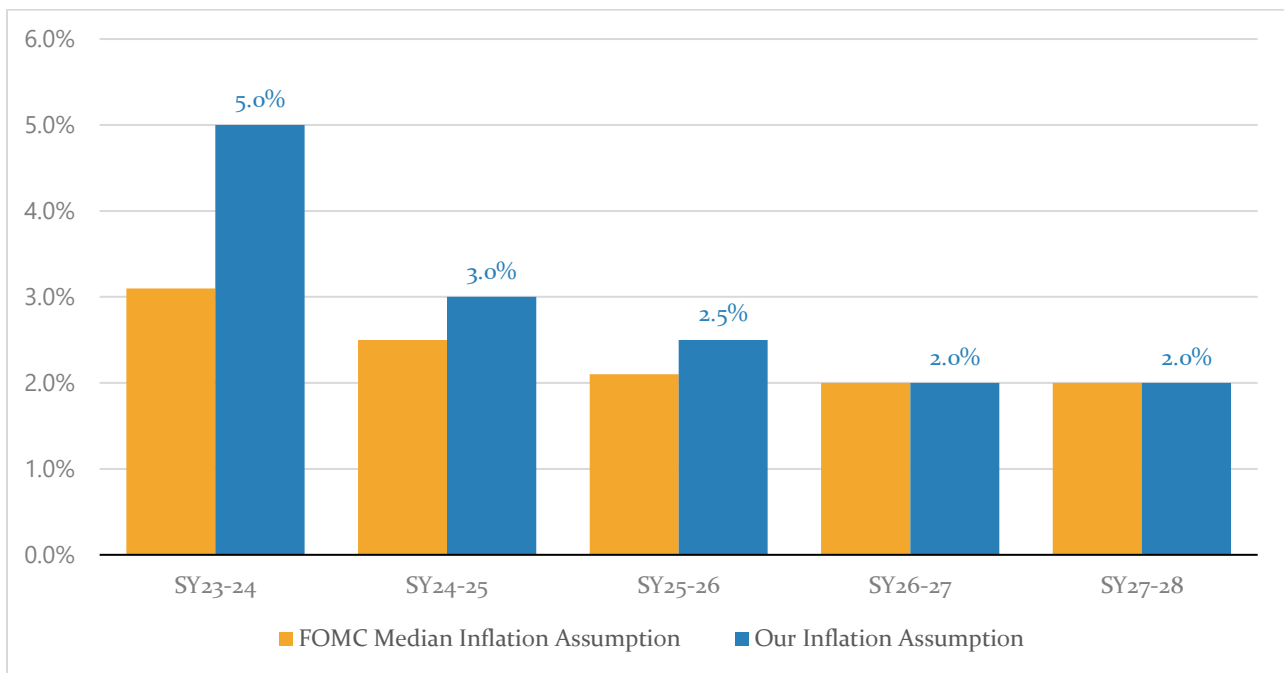
Expenses:

Expenses directly linked to students such as purchased educational services, transportation, meal services, will be impacted by the student growth factor. Furthermore, current staff members will receive a pay raise

Budget 2023-2024

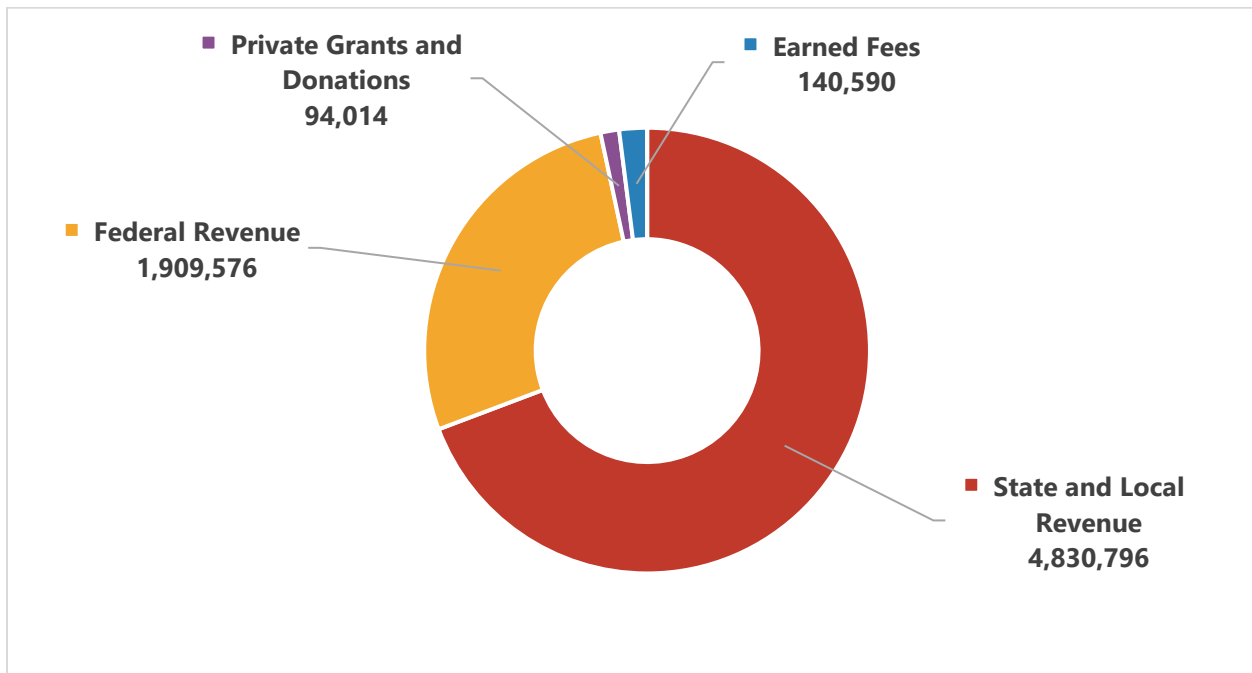
based on the school’s salary schedule. Other related expenses such as human resources, recruitment services, background checks, staff material, supplies, and technologies, will increase based on the staff growth and inflation factor.

Furthermore, we have factored in a 5% inflationary increase across all major expense categories. This projection is based on economic insights and deliberations from the Federal Open Market Committee (FOMC) meeting. Our aim is to carefully navigate the anticipated inflationary landscape while maintaining financial stability and sustainability. We project that inflation will gradually return to a target level of approximately 2% within a three-year timeframe.



Budget 2023-2024

SY24 BUDGETED REVENUE %



Revenue Overview

We have budgeted \$6,974,975 in revenue based upon 400 students. The largest components of revenue are \$4.8m (69.3%) in State and Local Revenue and \$1.9m (27.4%) in Federal Revenue.

Local Sources of Revenue:

IHSNO currently maintains its banking relationship with Hancock Whitney, ensuring efficient financial operations. We anticipate interest revenue of approximately \$640, contributing to our overall financial position.

When it comes to student fees, we have established the following structure: seniors pay \$300, juniors pay \$100, sophomores pay \$100, and freshmen pay \$100. Based on our estimations, we anticipate collecting approximately 95% of the senior fees and approximately 70% of fees from students in all other grades.

Our Other Activity Income encompasses a diverse range of student-related payments, including those for field trips, fundraisers, yearbooks, sports participation fees, PTO dues, and other miscellaneous items. To estimate this income, we refer to the amounts recorded during the 2022-2023 academic year and project it based on the expected student count, making adjustments considering the student growth factor.

Contributions and Donations play a vital role in supporting our institution's mission, and we anticipate a total of \$94,000 in such contributions. This includes donations from the board, private grants, and other funds raised by the Director of Development.

Budget 2023-2024

The Local Minimum Foundation Program (MFP) is a significant component of our funding. For the upcoming year, we estimate that our MFP allocation will amount to \$2,780,744, based on the March 2023 MFP figures.

Revenue from Federal Sources:

Title and IDEA Funds are estimated to be increased slightly, based on the grant allocations in EGMS for the FY year 2023 - 2024. However, it's important to note that certain COVID-related grants, such as ESSER 2 and ESSER 3, will begin to phase out starting next fiscal year. As a result, we do not anticipate receiving additional ESSER 2 funds in the upcoming year.

Additionally, we are currently in the fourth year of a five-year School Climate Transformation Grant, which continues to provide valuable resources and support for our institution.

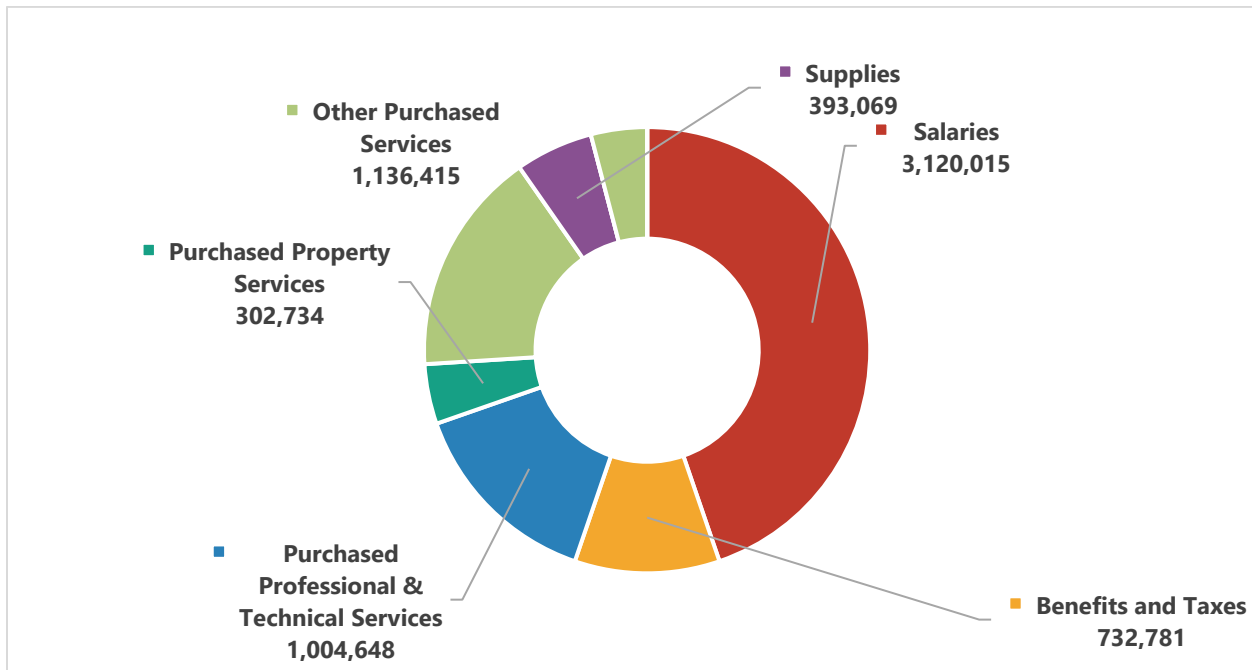
In terms of Food Service revenue, we estimate an amount of \$255,254. This projection is based on fiscal year 2023-2024 projections, taking into account the student growth and inflation factor. By considering these factors, we aim to ensure that our Food Service program continues to provide quality meals while effectively managing costs.

Revenue from State Sources:

Revenue from the state primarily consists of the state portion of the Minimum Foundation Program (MFP), projected at \$3,978 per student for the 2023-2024 school year. Additionally, other state revenue sources contribute to funding for economically disadvantaged students, special education, and gifted and talented programs. These allocations support specific segments of our student population. The total MFP revenue from the state is estimated to amount to \$1,900,000, considering a student count of 400.

Budget 2023-2024

SY24 BUDGETED EXPENSE %



Expense Overview

We have budgeted **\$6,973,144** in expenses based on 53 staff, a 7.5 student to teacher ratio. The largest components of expense are \$3,120,015 (44.7%) in Salaries and \$1,136,415 (16.3%) in Other Purchased Services.

[Account 100 Salaries](#)

Salaries for our dedicated staff members are projected to increase in alignment with the school's comprehensive salary schedule. This schedule takes into account various factors that contribute to fair and equitable compensation, including the specific school department, positions held, level of education attained, and years of experience accumulated.

[Account 200 Benefits](#)

Employee benefits are projected to experience an overall increase of 6.34% in the upcoming year. Specifically, health insurance expenses are estimated to undergo a 10% increase, taking into account the rising costs and evolving healthcare landscape. Additionally, other benefits, including but not limited to retirement plans, social security, Medicare, and workers compensation, will be adjusted based on the staff growth factor and inflation factor.

[Account 300 Professional Services](#)

Other professional services encompass vendors who offer contract services to the school. In order to ensure that these services align with our previous year's expenses and effectively support the needs of our

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Budget 2023-2024

students and staff, we have conducted a thorough review of our prior year's expenses, analyzing each line item meticulously. As a result, we have adjusted this year's expenses based on contractual agreements or inflation factors to maintain a consistent and reliable level of service provision.

Account 400 Purchased Property Services

In comparison to the previous school year (2022-2023), our budget for repair and maintenance costs in the upcoming school year (2023-2024) reflects a significant increase. This increase is primarily attributed to the school's planned relocation, which presents an opportunity for us to thoroughly assess and address any necessary repairs and anticipate ongoing maintenance needs.

Recognizing the importance of providing a safe and conducive learning environment for our students, we have taken a proactive approach in considering all possible repairs and maintenance requirements associated with the relocation. By carefully planning and budgeting for these anticipated expenses, we aim to ensure that the new school location is fully prepared to meet the needs of our students, faculty, and staff.

Account 500 Other Purchased Services

Tuition to other LEAs encompasses payments made to other career development institutions and various OPSB-related fees. This allocation reflects our commitment to providing diverse educational opportunities and accessing specialized services for our students.

For student transportation, we have estimated the cost of \$350 per bus per day for a total of five school buses, along with one special education van, to cover 170 days of instruction. In addition, we have budgeted \$52.50 per month for bus passes for 45 students who are not using the school bus. The total transportation cost also includes \$10,450 allocated for extracurricular activities, sports, and field trips.

Under Miscellaneous Purchased Services, we have accounted for the purchase of online curriculum platforms such as Edgenuity, Mastery Prep, Edmentum, as well as services provided by The Policy Research Group. This category encompasses the expenses associated with online software, including Board on Track, as well as costs related to background checks and testing fees.

Account 600 Supplies

The Technology Supplies expenses primarily encompass computers, printers, and other technological equipment necessary for the school's operations. For the upcoming school year (2023-2024), we anticipate a projected decrease in this category as there are no plans for significant technology purchases or upgrades.

Textbooks/Workbooks expenses are projected to amount to \$50,000, which includes the provision of summer supplies. This allocation allows us to ensure that our students have access to essential learning materials throughout the academic year.

In terms of electricity, we have estimated the costs to remain consistent with the previous school year (2022-2023). By closely monitoring energy usage and implementing energy-efficient practices, we strive to maintain a sustainable approach to managing our electricity expenses.

Budget 2023-2024

Materials and Supplies are budgeted at \$160,000, with each department having its own allocated budget for necessary supplies. This approach ensures that every department within the school has the resources needed to facilitate effective teaching and learning.

[Account 800 Other Objects](#)

The Dues and Fees expense category encompasses fees such as the International Baccalaureate (IB) fee, Greater New Orleans Collaborative of Charter Schools (GNOCCS) dues, and Louisiana Association of Public Charter Schools (LAPCS) dues. For the school year 2023-2024, we anticipate these expenses to be higher compared to the previous year (2022-2023). This increase reflects our commitment to maintaining active memberships and affiliations with these organizations, which provide valuable resources and support to our school community.

Insurance per Child is the property insurance coverage specifically for the school building. This insurance is directly acquired from NOLA Public School facilities. By ensuring adequate coverage, we prioritize the safety and protection of our school property.

Miscellaneous non-public expenses are estimated to remain consistent for the school year 2023-2024. This expense category includes all meals not associated with travel and all entertainment costs. It encompasses various expenditures such as student celebrations, field trips, and extracurricular activities. It's important to note that this account is funded solely through fundraised and donated funds, as well as student payments.

Budget FY23

		Account	SY23-24
Revenue			
State and Local Revenue			
		1994000 · Local MFP	2,780,744
		3110000 · State MFP	1,972,052
		3200001 · Restricted Grants-In-Aid	10,000
		3220000 · Education Support Fund	8,000
		3291000 · High Cost Services Fund	60,000
		State and Local Revenue Total	4,830,796
Federal Revenue			
		4515000 · School Food Service	255,254
		4531000 · IDEA, Part B	88,360
		4541000 · Title I Revenue	154,040
		4544000 · Title IV, Part A	12,351
		4545000 · Title II, Part A	22,075
		4547000 · Title III, Part A	10,643
		4550000 · Redesign 1003a	58,490
		4551000 · Restricted Grants-In-Aid Fro	755,760
		4559000 · Other NCLB Programs	80,000
		4590000 · Other Federal Funds	472,603
		Federal Revenue Total	1,909,576
Private Grants and Donations			
		1921000 · Unrestricted Contributions and Donations	94,014
		Private Grants and Donations Total	94,014
Earned Fees			
		1510000 · Interest On Investments	639
		1740000 · Student Fees	79,820
		1790000 · Other Activity Income	3,725
		1993000 · Refund Of PY Expense	51,085
		1999000 · Other Miscellaneous Revenues	5,321
		Earned Fees Total	140,590
		Revenue Total	6,974,975
Expenses			
Salaries			
		1112190 · Admin Culture	112,166
		1112410 · Principals	92,779
		1112420 · Asst Principals	73,543
		1112430 · CEO	150,000
		1112490 · Other Admin	165,337
		1112510 · Fiscal Svcs	49,687
		1121130 · Secondary Teachers	1,374,336
		1121210 · Special Education Teachers	117,317
		1132120 · Guidance Counselor	120,045
		1132122 · Social Workers	113,744
		1132211 · Remediation Specialist	38,721
		1142400 · Secretarial	126,816
		1151210 · Aides Special Education	37,148
		1162620 · Custodial Staff	80,084
		1182190 · Other Admin Services	90,000
		1190000 · Other Salaries	119,665
		1192200 · Behavior Interventionist	37,944
		1231130 · Substitute Teachers	39,110
		1300000 · Salaries for Extra Work	18,042
		1501130 · Secondary Stipend	163,530
		Salaries Total	3,120,015
Benefits and Taxes			
		2100000 · Health Insurance	307,088
		2200000 · Social Security	193,441
		2250000 · Medicare	45,240
		2300000 · Retirement Contributions	59,913
		2500000 · Unemployment Compensation	15,273
		2600000 · Workmens Compensation	31,200
		2900000 · Other Benefits	80,626
		Benefits and Taxes Total	732,781

Purchased Professional & Technical Services		
	3001210 · Other Purch Tech SvcsSPED	31,928
	3002130 · Health Services	57,000
	3002150 · Speech Svcs	24,000
	3002160 · Occupational Therapy	3,000
	3002232 · Professional Dev SPED	20,753
	3002510 · Fiscal Svcs	130,000
	3002830 · Human Resource Svcs	46,000
	3100000 · Purchased OfficialAdministrative Services	2,788
	3200000 · Purchased Educational Services	209,949
	3202100 · Purchased Educational Services Pupil Support	21,285
	3202122 · Counseling Services	38,314
	3202200 · Purchased Educational Services Instructional Staff	24,318
	3322310 · Legal Svcs	83,691
	3332310 · Audit Svcs	42,953
	3390000 · Other Professional Services	105,128
	3392662 · Other Professional Services - Security	60,000
	3392830 · Background Checks	1,967
	3402510 · Fiscal Purch Prof and Tech Svcs	19,638
	3402840 · Admin Tech Svcs	81,935
	Purchased Professional & Technical Services Total	1,004,648
Purchased Property Services		
	4212620 · Disposal Svcs	9,002
	4232620 · Custodial Svcs	203,637
	4302620 · Repairs and Maint Svcs	57,460
	4422620 · Rental of EquipBldg	28,164
	4900000 · Other Property Services	4,471
	Purchased Property Services Total	302,734
Other Purchased Services		
	5192720 · Student Transportation	471,500
	5212310 · Liability Insurance	85,761
	5302400 · Communications	136,315
	5402310 · Advertising	14,308
	5500000 · Printing and Binding	9,046
	5641100 · Tuition to Educational Service Agencies	29,267
	5703100 · Food Svcs Operations	240,558
	5800000 · Travel	32,596
	5900000 · Miscellaneous Purchased Service	117,063
	Other Purchased Services Total	1,136,415
Supplies		
	6101100 · Regular Programs	127,689
	6102400 · School Admin Suplies	10,643
	6102620 · Supplies-Bldg	19,646
	6151100 · TechRegular Programs	88,515
	6152400 · TechSchool Admin	10,395
	6222620 · Electricity	86,313
	6400000 · Textbooks & Workbooks	49,869
	Supplies Total	393,069
Miscellaneous		
	8102400 · Dues and FeesSchool Admin	102,143
	8950000 · Miscellaneous non-public Expens	60,203
	8970000 · Insurance per child	68,000
	8990000 · Student Scholarships	3,079
	9330000 · Indirect Costs	50,059
	Miscellaneous Total	283,483
Expenses Total		6,973,144
NET ORDINARY INCOME		1,831

Budget FY23 vs FY24

Account		SY22-23	SY23-24
Revenue			
State and Local Revenue			
1994000	Local MFP	2,446,564	2,780,744
3110000	State MFP	1,888,816	1,972,052
3200001	Restricted Grants-In-Aid	27,265	10,000
3220000	Education Support Fund	-	8,000
3291000	High Cost Services Fund	-	60,000
State and Local Revenue Total		4,362,645	4,830,796
Federal Revenue			
4515000	School Food Service	239,840	255,254
4531000	IDEA, Part B	83,024	88,360
4541000	Title I Revenue	176,905	154,040
4544000	Title IV, Part A	13,723	12,351
4545000	Title II, Part A	24,528	22,075
4547000	Title III, Part A	10,000	10,643
4550000	Redesign 1003a	-	58,490
4551000	Restricted Grants-In-Aid Fro	744,000	755,760
4559000	Other NCLB Programs	-	80,000
4590000	Other Federal Funds	1,229,020	472,603
Federal Revenue Total		2,521,040	1,909,576
Private Grants and Donations			
1921000	Unrestricted Contributions and Donations	13,168	94,014
Private Grants and Donations Total		13,168	94,014
Earned Fees			
1510000	Interest On Investments	600	639
1740000	Student Fees	75,000	79,820
1790000	Other Activity Income	3,500	3,725
1993000	Refund Of PY Expense	48,000	51,085
1999000	Other Miscellaneous Revenues	5,000	5,321
Earned Fees Total		132,100	140,590
Revenue Total		7,028,953	6,974,975
Expenses			
Salaries			
1110000	School Administrators	627,266	643,512
1120000	Teachers	1,502,114	1,491,653
1130000	Therapists/Specialists/Counselors	264,867	272,510
1142400	Secretarial	144,268	126,816
1151210	Aides Special Education	55,514	37,148
1160000	Service Workers	79,607	80,084
1180000	Degreed Professional	77,316	90,000
1190000	Other Salaries	153,640	157,609
1231130	Substitute Teachers	133,834	39,110
1300000	Salaries for Extra Work	18,000	18,042
1500000	Stipend Pay	107,093	163,530
Salaries Total		3,163,520	3,120,015
Benefits and Taxes			
2100000	Health Insurance	302,301	307,088
2200000	Social Security	166,707	193,441
2250000	Medicare	39,039	45,240
2300000	Retirement Contributions	59,000	59,913
2500000	Unemployment Compensation	15,040	15,273
2600000	Workmens Compensation	27,600	31,200
2900000	Other Benefits	79,398	80,626
Benefits and Taxes Total		689,085	732,781

Purchased Professional & Technical Services		
3001210 - Other Purch Tech SvcsSPED	30,000	31,928
3002130 - Health Services	50,000	57,000
3002150 - Speech Svcs	23,514	24,000
3002160 - Occupational Therapy	2,000	3,000
3002232 - Professional Dev SPED	19,500	20,753
3002510 - Fiscal Svcs	129,600	130,000
3002830 - Human Resource Svcs	46,317	46,000
3100000 - Purchased OfficialAdministrative Services	2,620	2,788
3200000 - Purchased Educational Services	274,418	209,949
3202100 - Purchased Educational Services Pupil Support	20,000	21,285
3202122 - Counseling Services	36,000	38,314
3202200 - Purchased Educational Services Instructional Staff	45,584	24,318
3322310 - Legal Svcs	70,861	83,691
3332310 - Audit Svcs	73,280	42,953
3390000 - Other Professional Services	149,605	105,128
3392662 - Other Professional Services - Security	50,000	60,000
3392830 - Background Checks	1,000	1,967
3402510 - Fiscal Purch Prof and Tech Svcs	22,620	19,638
3402840 - Admin Tech Svcs	48,439	81,935
Purchased Professional & Technical Services Total	1,095,359	1,004,648
Purchased Property Services		
4212620 - Disposal Svcs	8,760	9,002
4232620 - Custodial Svcs	130,000	203,637
4302620 - Repairs and Maint Svcs	57,346	57,460
4422400 - Rental of EquipSchool Admin	43,326	28,164
4900000 - Other Property Services	4,514	4,471
Purchased Property Services Total	262,153	302,734
Other Purchased Services		
5192720 - Student Transportation	505,750	471,500
5212310 - Liability Insurance	99,736	85,761
5302400 - Communications	131,706	136,315
5402310 - Advertising	68,333	14,308
5500000 - Printing and Binding	8,500	9,046
5641100 - Tuition to Educational Service Agencies	27,500	29,267
5703100 - Food Svcs Operations	241,828	240,558
5800000 - Travel	52,672	32,596
5900000 - Miscellaneous Purchased Service	64,564	117,063
Other Purchased Services Total	1,200,590	1,136,415
Supplies		
6101100 - Regular Programs	120,800	127,689
6102400 - School Admin Suplies	10,000	10,643
6102620 - Supplies-Bldg	50,000	19,646
6151100 - TechRegular Programs	108,065	88,515
6152400 - TechSchool Admin	9,767	10,395
6222620 - Electricity	86,198	86,313
6400000 - Textbooks & Workbooks	48,813	49,869
Supplies Total	433,643	393,069
Miscellaneous		
8102400 - Dues and FeesSchool Admin	72,184	102,143
8950000 - Miscellaneous non-public Expens	61,838	60,203
8970000 - Insurance per child	-	68,000
8990000 - Student Scholarships	2,975	3,079
9330000 - Indirect Costs	47,036	50,059
Miscellaneous Total	184,033	283,483
Expenses Total	7,028,382	6,973,144
NET ORDINARY INCOME	571	1,831

Reporting, v1.0

International High School of New Orleans

Cash Flow SY23-24
 EdOps
 This Year and Next Year (DEFAULT)
 Detail

Account	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Revenue														
State and Local Revenue														
1994000 - Local MFP		231,729	231,729	231,729	231,729	231,729	231,729	231,729	231,729	231,729	231,729	231,729	231,729	2,780,744
3110000 - State MFP		164,338	164,338	164,338	164,338	164,338	164,338	164,338	164,338	164,338	164,338	164,338	164,338	1,972,052
3200001 - Restricted Grants-In-Aid		-	-	-	-	-	-	-	-	-	3,333	3,333	3,333	10,000
3220000 - Education Support Fund		667	667	667	667	667	667	667	667	667	667	667	667	8,000
3291000 - High Cost Services Fund		-	-	-	-	-	-	-	-	-	20,000	20,000	20,000	60,000
State and Local Revenue Total		396,733	396,733	396,733	396,733	396,733	396,733	396,733	396,733	396,733	420,066	420,066	420,066	4,830,796
Federal Revenue														
4515000 - School Food Service		-	13,434	26,869	26,869	26,869	20,152	26,869	26,869	20,152	26,869	26,869	13,434	255,254
4531000 - IDEA, Part B		-	-	22,090	-	-	22,090	-	-	22,090	-	-	22,090	88,360
4541000 - Title I Revenue		-	-	38,510	-	-	38,510	-	-	38,510	-	-	38,510	154,040
4544000 - Title IV, Part A		-	-	3,088	-	-	3,088	-	-	3,088	-	-	3,088	12,351
4545000 - Title II, Part A		-	-	5,519	-	-	5,519	-	-	5,519	-	-	5,519	22,075
4547000 - Title III, Part A		-	-	2,661	-	-	2,661	-	-	2,661	-	-	2,661	10,643
4550000 - Redesign 1003a		-	-	14,623	-	-	14,623	-	-	14,623	-	-	14,623	58,490
4551000 - Restricted Grants-In-Aid Fro		-	-	188,940	-	-	188,940	-	-	188,940	-	-	188,940	755,760
4559000 - Other NCLB Programs		-	-	20,000	-	-	20,000	-	-	20,000	-	-	20,000	80,000
4590000 - Other Federal Funds		-	-	118,151	-	-	118,151	-	-	118,151	-	-	118,151	472,603
Federal Revenue Total		-	13,434	440,449	26,869	26,869	433,732	26,869	26,869	433,732	26,869	26,869	427,015	1,909,576
Private Grants and Donations														
1921000 - Unrestricted Contributions and Donations		7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	94,014
Private Grants and Donations Total		7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	7,834	94,014
Earned Fees														
1510000 - Interest On Investments		53	53	53	53	53	53	53	53	53	53	53	53	639
1740000 - Student Fees		-	-	8,869	8,869	8,869	8,869	8,869	8,869	8,869	8,869	8,869	-	79,820
1790000 - Other Activity Income		310	310	310	310	310	310	310	310	310	310	310	310	3,725
1993000 - Refund Of PY Expense		4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	51,085
1999000 - Other Miscellaneous Revenues		-	-	591	591	591	591	591	591	591	591	591	-	5,321
Earned Fees Total		4,621	4,621	14,081	14,081	14,081	14,081	14,081	14,081	14,081	14,081	14,081	4,621	140,590
Revenue Total		409,188	422,623	859,098	445,517	445,517	852,380	445,517	445,517	852,380	468,850	468,850	859,536	6,974,975
Expenses														
Salaries														
1112190 - Admin Culture		9,347	9,347	9,347	9,347	9,347	9,347	9,347	9,347	9,347	9,347	9,347	9,347	112,166
1112410 - Principals		7,732	7,732	7,732	7,732	7,732	7,732	7,732	7,732	7,732	7,732	7,732	7,732	92,779
1112420 - Asst Principals		6,129	6,129	6,129	6,129	6,129	6,129	6,129	6,129	6,129	6,129	6,129	6,129	73,543
1112430 - CEO		12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	12,500	150,000
1112490 - Other Admin		13,778	13,778	13,778	13,778	13,778	13,778	13,778	13,778	13,778	13,778	13,778	13,778	165,337
1112510 - Fiscal Svcs		4,141	4,141	4,141	4,141	4,141	4,141	4,141	4,141	4,141	4,141	4,141	4,141	49,687
1121130 - Secondary Teachers		-	57,264	114,528	114,528	114,528	114,528	114,528	114,528	114,528	114,528	114,528	286,320	1,374,337
1121210 - Special Education Teachers		-	4,888	9,776	9,776	9,776	9,776	9,776	9,776	9,776	9,776	9,776	24,441	117,317
1132120 - Guidance Counselor		10,004	10,004	10,004	10,004	10,004	10,004	10,004	10,004	10,004	10,004	10,004	10,004	120,045
1132122 - Social Workers		9,479	9,479	9,479	9,479	9,479	9,479	9,479	9,479	9,479	9,479	9,479	9,479	113,744
1132211 - Remediation Specialist		-	1,613	3,227	3,227	3,227	3,227	3,227	3,227	3,227	3,227	3,227	8,067	38,721
1142400 - Secretarial		10,568	10,568	10,568	10,568	10,568	10,568	10,568	10,568	10,568	10,568	10,568	10,568	126,816
1151210 - Aides Special Education		-	1,548	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	7,739	37,148
1162620 - Custodial Staff		6,674	6,674	6,674	6,674	6,674	6,674	6,674	6,674	6,674	6,674	6,674	6,674	80,084
1182190 - Other Admin Services		7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	90,000
1190000 - Other Salaries		9,972	9,972	9,972	9,972	9,972	9,972	9,972	9,972	9,972	9,972	9,972	9,972	119,665
1192200 - Behavior Interventionist		-	1,581	3,162	3,162	3,162	3,162	3,162	3,162	3,162	3,162	3,162	7,905	37,944
1231130 - Substitute Teachers		-	1,630	3,259	3,259	3,259	3,259	3,259	3,259	3,259	3,259	3,259	8,148	39,110
1300000 - Salaries for Extra Work		-	-	2,005	2,005	2,005	2,005	2,005	2,005	2,005	2,005	2,005	-	18,042
1501130 - Secondary Stipend		-	-	18,170	18,170	18,170	18,170	18,170	18,170	18,170	18,170	18,170	-	163,530
Salaries Total		107,822	176,346	265,045	265,045	265,045	265,045	265,045	265,045	265,045	265,045	265,045	450,442	3,120,015
Benefits and Taxes														
210 - Health Insurance		25,591	25,591	25,591	25,591	25,591	25,591	25,591	25,591	25,591	25,591	25,591	25,591	307,088
220 - Social Security		16,120	16,120	16,120	16,120	16,120	16,120	16,120	16,120	16,120	16,120	16,120	16,120	193,441
225 - Medicare		3,770	3,770	3,770	3,770	3,770	3,770	3,770	3,770	3,770	3,770	3,770	3,770	45,240
2300000 - Retirement Contributions		4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	59,913
2500000 - Unemployment Compensation		1,273	1,273	1,273	1,273	1,273	1,273	1,273	1,273	1,273	1,273	1,273	1,273	15,273
2600000 - Workmens Compensation		2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	31,200
2900000 - Other Benefits		6,719	6,719	6,719	6,719	6,719	6,719	6,719	6,719	6,719	6,719	6,719	6,719	80,626
Benefits and Taxes Total		61,065	61,065	61,065	61,065	61,065	61,065	61,065	61,065	61,065	61,065	61,065	61,065	732,781

Purchased Professional & Technical Services													-	
3001210 - Other Purch Tech SvcsSPED	-	-	3,548	3,548	3,548	3,548	3,548	3,548	3,548	3,548	3,548	3,548	-	31,928
3002130 - Health Services	-	-	6,333	6,333	6,333	6,333	6,333	6,333	6,333	6,333	6,333	6,333	-	57,000
3002150 - Speech Svcs	-	-	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	-	24,000
3002160 - Occupational Therapy	-	-	333	333	333	333	333	333	333	333	333	333	-	3,000
3002232 - Professional Dev SPED	-	-	2,306	2,306	2,306	2,306	2,306	2,306	2,306	2,306	2,306	2,306	-	20,753
3002510 - Fiscal Svcs	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	10,833	130,000
3002830 - Human Resource Svcs	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	3,833	46,000
3100000 - Purchased OfficialAdministrative Services	232	232	232	232	232	232	232	232	232	232	232	232	232	2,788
320 - Purchased Educational Services	-	-	23,328	23,328	23,328	23,328	23,328	23,328	23,328	23,328	23,328	23,328	-	209,949
3202100 - Purchased Educational Services Pupil Support	-	-	2,365	2,365	2,365	2,365	2,365	2,365	2,365	2,365	2,365	2,365	-	21,285
3202122 - Counseling Services	-	-	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	4,257	-	38,314
3202200 - Purchased Educational Services Instructional Staff	-	-	2,702	2,702	2,702	2,702	2,702	2,702	2,702	2,702	2,702	2,702	-	24,318
3322310 - Legal Svcs	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	6,974	83,691
3332310 - Audit Svcs	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	3,579	42,953
3390000 - Other Professional Services	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	8,761	105,128
3392662 - Other Professional Services - Security	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	60,000
3392830 - Background Checks	164	164	164	164	164	164	164	164	164	164	164	164	164	1,967
3402510 - Fiscal Purch Prof and Tech Svcs	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	1,636	19,638
3402840 - Admin Tech Svcs	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	6,828	81,935
Purchased Professional & Technical Services Total	47,842	47,842	95,680	95,680	95,680	95,680	95,680	95,680	95,680	95,680	95,680	95,680	47,842	1,004,648
Purchased Property Services													-	
4212620 - Disposal Svcs	750	750	750	750	750	750	750	750	750	750	750	750	750	9,002
4232620 - Custodial Svcs	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	16,970	203,637
4302620 - Repairs and Maint Svcs	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	4,788	57,460
4422620 - Rental of EquipBldg	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	2,347	28,164
4900000 - Other Property Services	373	373	373	373	373	373	373	373	373	373	373	373	373	4,471
Purchased Property Services Total	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	25,228	302,734
Other Purchased Services													-	
5192720 - Student Transportation	-	24,816	49,632	49,632	49,632	37,224	49,632	49,632	37,224	49,632	49,632	49,632	24,816	471,500
5212310 - Liability Insurance	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	7,147	85,761
5302400 - Communications	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	11,360	136,315
5402310 - Advertising	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	1,192	14,308
5500000 - Printing and Binding	754	754	754	754	754	754	754	754	754	754	754	754	754	9,046
5641100 - Tuition to Educational Service Agencies	-	-	3,252	3,252	3,252	3,252	3,252	3,252	3,252	3,252	3,252	3,252	-	29,267
5703100 - Food Svcs Operations	-	12,661	25,322	25,322	25,322	18,991	25,322	25,322	18,991	25,322	25,322	25,322	12,661	240,558
5800000 - Travel	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	2,716	32,596
5900000 - Miscellaneous Purchased Service	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	9,755	117,063
Other Purchased Services Total	32,924	70,401	111,130	111,130	111,130	92,391	111,130	111,130	92,391	111,130	111,130	111,130	70,401	1,136,415
Supplies													-	
6101100 - Regular Programs	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	127,689
6102400 - School Admin Supplies	887	887	887	887	887	887	887	887	887	887	887	887	887	10,643
6102620 - Supplies-Bldg	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	1,637	19,646
6151100 - TechRegular Programs	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	7,376	88,515
6152400 - TechSchool Admin	866	866	866	866	866	866	866	866	866	866	866	866	866	10,395
6222620 - Electricity	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	7,193	86,313
6400000 - Textbooks & Workbooks	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	4,156	49,869
Supplies Total	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	32,756	393,069
Miscellaneous													-	
8102400 - Dues and FeesSchool Admin	-	-	11,349	11,349	11,349	11,349	11,349	11,349	11,349	11,349	11,349	11,349	-	102,143
8950000 - Miscellaneous non-public Expens	-	-	6,689	6,689	6,689	6,689	6,689	6,689	6,689	6,689	6,689	6,689	-	60,203
8970000 - Insurance per child	22,667	22,667	22,667	-	-	-	-	-	-	-	-	-	-	68,000
8990000 - Student Scholarships	1,026	1,026	1,026	-	-	-	-	-	-	-	-	-	-	3,079
9330000 - Indirect Costs	-	-	12,515	-	-	12,515	-	-	12,515	-	-	12,515	-	50,059
Miscellaneous Total	23,693	23,693	54,246	18,038	18,038	30,553	18,038	18,038	30,553	18,038	18,038	18,038	12,515	283,483
Expenses Total	331,330	437,330	645,149	608,942	608,942	602,718	608,942	608,942	602,718	608,942	608,942	608,942	700,248	6,973,144
NET ORDINARY INCOME	77,859	(14,708)	213,948	(163,425)	(163,425)	249,662	(163,425)	(163,425)	249,662	(140,091)	(140,091)	159,288	1,831	

Profit and Loss Changes

Income Statement	SY22-23	SY23-24	Difference	Comments
Revenue				
State and Local Revenue	4,362,645	4,830,796	468,151	Expected increase in student population.
Federal Revenue	2,521,040	1,909,576	(611,464)	COVID fundings ending.
Private Grants and Donations	13,168	94,014	80,846	New expectations for Dir. Of Development.
Earned Fees	132,100	140,590	8,490	
Donated Revenue	-	-	-	
Total Revenue	7,028,953	6,974,975	(53,978)	
Operating Expense				
Salaries	3,163,520	3,120,015	43,505	Cost savings in SpEd and language teachers.
Benefits and Taxes	689,085	732,781	(43,696)	Anticipated inflation impact on benefits
Purchased Professional & Technical Services	1,095,359	1,004,648	90,711	Reduction in professional services, if fully staffed.
Purchased Property Services	262,153	302,734	(40,581)	New location
Other Purchased Services	1,200,590	1,136,415	64,175	Anticipated reduction in transportation costs.
Supplies	433,643	393,069	40,574	
Miscellaneous	184,033	283,483	(99,450)	
Total Operating Expense	7,028,382	6,973,144	(55,238)	
Net Operating Income	571	1,831	1,260	
Net Income	571	1,831	1,260	



Academic Salary Schedule As of July 1, 2019

Cert. Teacher Steps 1-10	2022-2023 Base Salary	\$706					
	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 47,050	11	\$ 54,108	21	\$ 61,165	31	\$ 68,223
2	\$ 47,756	12	\$ 54,813	22	\$ 61,871	32	\$ 68,928
3	\$ 48,462	13	\$ 55,519	23	\$ 62,577	33	\$ 69,634
4	\$ 49,167	14	\$ 56,225	24	\$ 63,282	34	\$ 70,340
5	\$ 49,873	15	\$ 56,931	25	\$ 63,988	35	\$ 71,046
6	\$ 50,579	16	\$ 57,636	26	\$ 64,694	36	\$ 71,751
7	\$ 51,285	17	\$ 58,342	27	\$ 65,400	37	\$ 72,457
8	\$ 51,990	18	\$ 59,048	28	\$ 66,105	38	\$ 73,163
9	\$ 52,696	19	\$ 59,754	29	\$ 66,811	39	\$ 73,869
10	\$ 53,402	20	\$ 60,459	30	\$ 67,517	40	\$ 74,574

Non-Cert. Teacher Steps 1-10	2022-2023 Base Salary	\$541					
	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 36,053	11	\$ 41,461	21	\$ 46,869	31	\$ 52,277
2	\$ 36,594	12	\$ 42,002	22	\$ 47,410	32	\$ 52,818
3	\$ 37,135	13	\$ 42,543	23	\$ 47,950	33	\$ 53,358
4	\$ 37,675	14	\$ 43,083	24	\$ 48,491	34	\$ 53,899
5	\$ 38,216	15	\$ 43,624	25	\$ 49,032	35	\$ 54,440
6	\$ 38,757	16	\$ 44,165	26	\$ 49,573	36	\$ 54,981
7	\$ 39,298	17	\$ 44,706	27	\$ 50,114	37	\$ 55,522
8	\$ 39,839	18	\$ 45,247	28	\$ 50,654	38	\$ 56,062
9	\$ 40,379	19	\$ 45,787	29	\$ 51,195	39	\$ 56,603
10	\$ 40,920	20	\$ 46,328	30	\$ 51,736	40	\$ 57,144

Para/Asst Teachers Steps 1-10	2022-2023 Base Salary	\$389					
	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 25,900	11	\$ 29,785	21	\$ 33,670	31	\$ 37,555
2	\$ 26,289	12	\$ 30,174	22	\$ 34,059	32	\$ 37,944
3	\$ 26,677	13	\$ 30,562	23	\$ 34,447	33	\$ 38,332
4	\$ 27,066	14	\$ 30,951	24	\$ 34,836	34	\$ 38,721
5	\$ 27,454	15	\$ 31,339	25	\$ 35,224	35	\$ 39,109
6	\$ 27,843	16	\$ 31,728	26	\$ 35,613	36	\$ 39,498
7	\$ 28,231	17	\$ 32,116	27	\$ 36,001	37	\$ 39,886
8	\$ 28,620	18	\$ 32,505	28	\$ 36,390	38	\$ 40,275
9	\$ 29,008	19	\$ 32,893	29	\$ 36,778	39	\$ 40,663
10	\$ 29,397	20	\$ 33,282	30	\$ 37,167	40	\$ 41,052



Academic Salary Schedule As of July 1, 2019

Education Services	2022-2023		<u>\$596</u>								
	Steps 1-10	Base Salary Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40			
1	\$	39,750	11	\$	45,713	21	\$	51,675	31	\$	57,638
2	\$	40,346	12	\$	46,309	22	\$	52,271	32	\$	58,234
3	\$	40,943	13	\$	46,905	23	\$	52,868	33	\$	58,830
4	\$	41,539	14	\$	47,501	24	\$	53,464	34	\$	59,426
5	\$	42,135	15	\$	48,098	25	\$	54,060	35	\$	60,023
6	\$	42,731	16	\$	48,694	26	\$	54,656	36	\$	60,619
7	\$	43,328	17	\$	49,290	27	\$	55,253	37	\$	61,215
8	\$	43,924	18	\$	49,886	28	\$	55,849	38	\$	61,811
9	\$	44,520	19	\$	50,483	29	\$	56,445	39	\$	62,408
10	\$	45,116	20	\$	51,079	30	\$	57,041	40	\$	63,004

School Administration	2022-2023		<u>\$811</u>								
	Steps 1-10	Base Salary Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40			
1	\$	54,076	11	\$	62,187	21	\$	70,299	31	\$	78,410
2	\$	54,887	12	\$	62,999	22	\$	71,110	32	\$	79,221
3	\$	55,698	13	\$	63,810	23	\$	71,921	33	\$	80,032
4	\$	56,509	14	\$	64,621	24	\$	72,732	34	\$	80,844
5	\$	57,321	15	\$	65,432	25	\$	73,543	35	\$	81,655
6	\$	58,132	16	\$	66,243	26	\$	74,355	36	\$	82,466
7	\$	58,943	17	\$	67,054	27	\$	75,166	37	\$	83,277
8	\$	59,754	18	\$	67,865	28	\$	75,977	38	\$	84,088
9	\$	60,565	19	\$	68,677	29	\$	76,788	39	\$	84,899
10	\$	61,376	20	\$	69,488	30	\$	77,599	40	\$	85,710



**Operations Salary Schedule
As of July 1, 2019**

Food Service Staff	2022-2023	\$261					
	Base Salary						
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 17,398	11	\$ 20,008	21	\$ 22,617	31	\$ 25,227
2	\$ 17,659	12	\$ 20,269	22	\$ 22,878	32	\$ 25,488
3	\$ 17,920	13	\$ 20,530	23	\$ 23,139	33	\$ 25,749
4	\$ 18,181	14	\$ 20,791	24	\$ 23,400	34	\$ 26,010
5	\$ 18,442	15	\$ 21,052	25	\$ 23,661	35	\$ 26,271
6	\$ 18,703	16	\$ 21,313	26	\$ 23,922	36	\$ 26,532
7	\$ 18,964	17	\$ 21,574	27	\$ 24,183	37	\$ 26,793
8	\$ 19,225	18	\$ 21,834	28	\$ 24,444	38	\$ 27,054
9	\$ 19,486	19	\$ 22,095	29	\$ 24,705	39	\$ 27,315
10	\$ 19,747	20	\$ 22,356	30	\$ 24,966	40	\$ 27,576

Custodial & Maintenance	2022-2023	\$581					
	Base Salary						
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 23,236	11	\$ 29,045	21	\$ 34,854	31	\$ 40,663
2	\$ 23,817	12	\$ 29,626	22	\$ 35,435	32	\$ 41,244
3	\$ 24,398	13	\$ 30,207	23	\$ 36,016	33	\$ 41,825
4	\$ 24,979	14	\$ 30,788	24	\$ 36,597	34	\$ 42,406
5	\$ 25,560	15	\$ 31,369	25	\$ 37,178	35	\$ 42,987
6	\$ 26,141	16	\$ 31,950	26	\$ 37,759	36	\$ 43,568
7	\$ 26,721	17	\$ 32,530	27	\$ 38,339	37	\$ 44,148
8	\$ 27,302	18	\$ 33,111	28	\$ 38,920	38	\$ 44,729
9	\$ 27,883	19	\$ 33,692	29	\$ 39,501	39	\$ 45,310
10	\$ 28,464	20	\$ 34,273	30	\$ 40,082	40	\$ 45,891

Operations Lead	2022-2023	\$709					
	Base Salary						
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 28,354	11	\$ 35,443	21	\$ 42,531	31	\$ 49,620
2	\$ 29,063	12	\$ 36,151	22	\$ 43,240	32	\$ 50,328
3	\$ 29,772	13	\$ 36,860	23	\$ 43,949	33	\$ 51,037
4	\$ 30,481	14	\$ 37,569	24	\$ 44,658	34	\$ 51,746
5	\$ 31,189	15	\$ 38,278	25	\$ 45,366	35	\$ 52,455
6	\$ 31,898	16	\$ 38,987	26	\$ 46,075	36	\$ 53,164
7	\$ 32,607	17	\$ 39,696	27	\$ 46,784	37	\$ 53,873
8	\$ 33,316	18	\$ 40,404	28	\$ 47,493	38	\$ 54,581
9	\$ 34,025	19	\$ 41,113	29	\$ 48,202	39	\$ 55,290
10	\$ 34,734	20	\$ 41,822	30	\$ 48,911	40	\$ 55,999



**Administration Salary Schedule
As of July 1, 2019**

Clerical		2022-2023 Base Salary		\$483			
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 22,450	11	\$ 27,277	21	\$ 32,104	31	\$ 36,930
2	\$ 22,933	12	\$ 27,759	22	\$ 32,586	32	\$ 37,413
3	\$ 23,415	13	\$ 28,242	23	\$ 33,069	33	\$ 37,896
4	\$ 23,898	14	\$ 28,725	24	\$ 33,552	34	\$ 38,378
5	\$ 24,381	15	\$ 29,207	25	\$ 34,034	35	\$ 38,861
6	\$ 24,863	16	\$ 29,690	26	\$ 34,517	36	\$ 39,344
7	\$ 25,346	17	\$ 30,173	27	\$ 35,000	37	\$ 39,826
8	\$ 25,829	18	\$ 30,655	28	\$ 35,482	38	\$ 40,309
9	\$ 26,311	19	\$ 31,138	29	\$ 35,965	39	\$ 40,792
10	\$ 26,794	20	\$ 31,621	30	\$ 36,448	40	\$ 41,274

Representative		2022-2023 Base Salary		\$546			
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 27,277	11	\$ 32,732	21	\$ 38,187	31	\$ 43,643
2	\$ 27,822	12	\$ 33,278	22	\$ 38,733	32	\$ 44,188
3	\$ 28,368	13	\$ 33,823	23	\$ 39,279	33	\$ 44,734
4	\$ 28,913	14	\$ 34,369	24	\$ 39,824	34	\$ 45,279
5	\$ 29,459	15	\$ 34,914	25	\$ 40,370	35	\$ 45,825
6	\$ 30,004	16	\$ 35,460	26	\$ 40,915	36	\$ 46,370
7	\$ 30,550	17	\$ 36,005	27	\$ 41,461	37	\$ 46,916
8	\$ 31,095	18	\$ 36,551	28	\$ 42,006	38	\$ 47,462
9	\$ 31,641	19	\$ 37,096	29	\$ 42,552	39	\$ 48,007
10	\$ 32,187	20	\$ 37,642	30	\$ 43,097	40	\$ 48,553

Manager		2022-2023 Base Salary		\$753			
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 37,642	11	\$ 45,170	21	\$ 52,699	31	\$ 60,227
2	\$ 38,395	12	\$ 45,923	22	\$ 53,452	32	\$ 60,980
3	\$ 39,148	13	\$ 46,676	23	\$ 54,204	33	\$ 61,733
4	\$ 39,900	14	\$ 47,429	24	\$ 54,957	34	\$ 62,486
5	\$ 40,653	15	\$ 48,182	25	\$ 55,710	35	\$ 63,238
6	\$ 41,406	16	\$ 48,934	26	\$ 56,463	36	\$ 63,991
7	\$ 42,159	17	\$ 49,687	27	\$ 57,216	37	\$ 64,744
8	\$ 42,912	18	\$ 50,440	28	\$ 57,969	38	\$ 65,497
9	\$ 43,665	19	\$ 51,193	29	\$ 58,721	39	\$ 66,250
10	\$ 44,417	20	\$ 51,946	30	\$ 59,474	40	\$ 67,003

Director		2022-2023 Base Salary		\$1,189			
Steps 1-10	Salary 1-10	Step 11-20	Salary 11-20	Step 21-30	Salary 21-30	Step 31-40	Salary 31-40
1	\$ 59,474	11	\$ 71,369	21	\$ 83,264	31	\$ 95,159
2	\$ 60,664	12	\$ 72,559	22	\$ 84,453	32	\$ 96,348
3	\$ 61,853	13	\$ 73,748	23	\$ 85,643	33	\$ 97,538
4	\$ 63,043	14	\$ 74,938	24	\$ 86,832	34	\$ 98,727
5	\$ 64,232	15	\$ 76,127	25	\$ 88,022	35	\$ 99,917
6	\$ 65,422	16	\$ 77,316	26	\$ 89,211	36	\$ 101,106
7	\$ 66,611	17	\$ 78,506	27	\$ 90,401	37	\$ 102,296
8	\$ 67,801	18	\$ 79,695	28	\$ 91,590	38	\$ 103,485
9	\$ 68,990	19	\$ 80,885	29	\$ 92,780	39	\$ 104,675
10	\$ 70,180	20	\$ 82,074	30	\$ 93,969	40	\$ 105,864