



**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

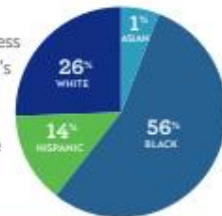
- Jennifer Gordon-Lampton (Chair)
- Karen Mayer Dwyer (Vice Chair) - Percy Manson (Secretary)
- Cerrita Jones (Treasurer) - Dennis Barnes
- Sarah Olivier - Tanya Winfield

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



Be a part of our world

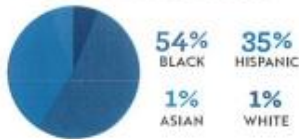
Through the Globetrotters Club, students have traveled to different countries during Summer and Spring Break including: Peru, Spain, The United Kingdom, France, Italy, and China.



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.

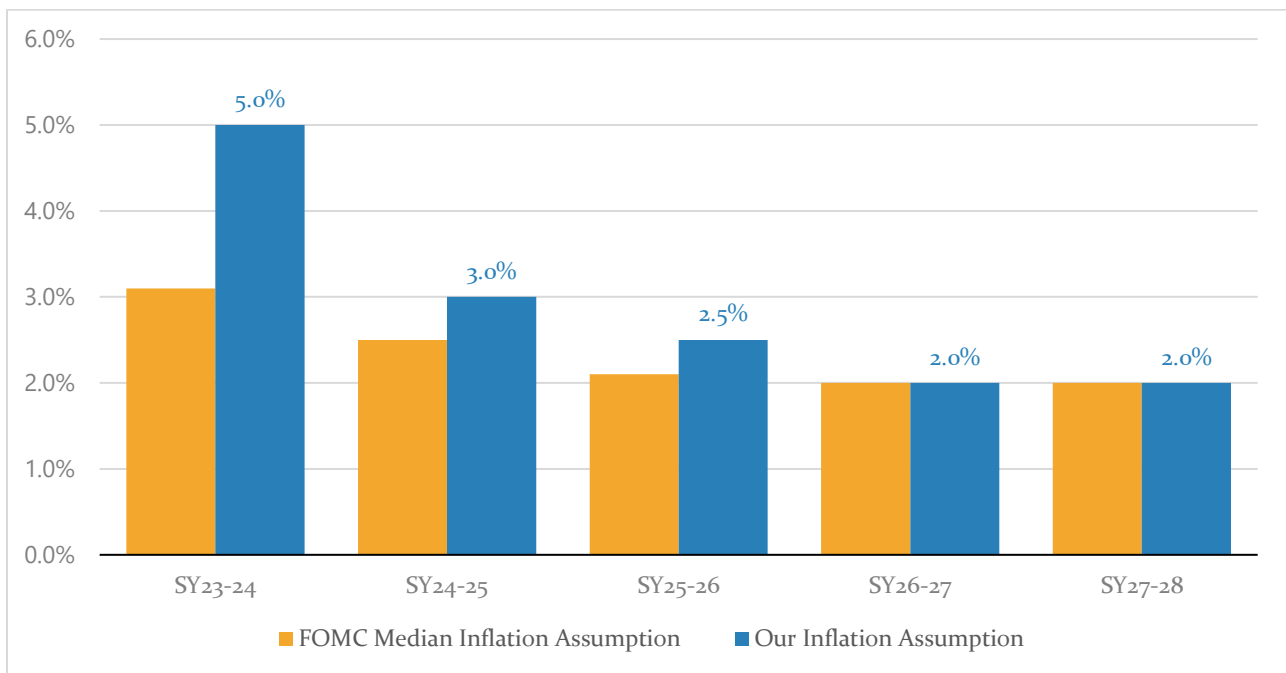
Expenses:

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

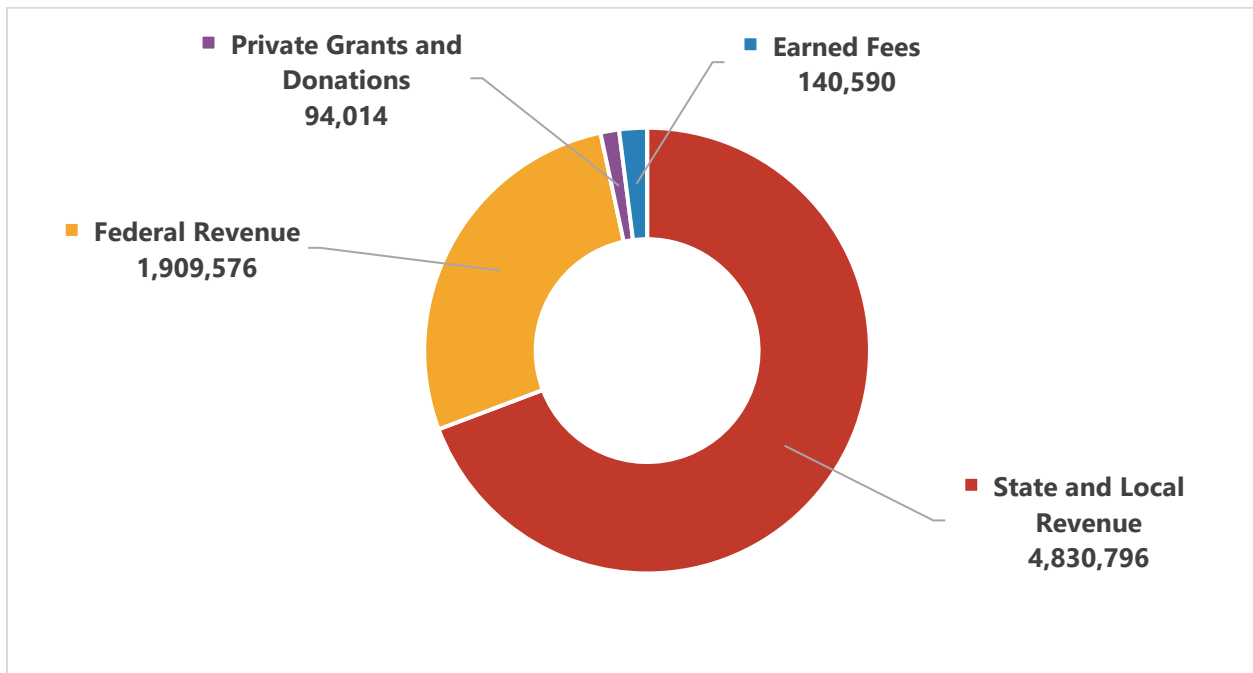
based on the school's salary schedule. Other related expenses such as human resources, recruitment services, background checks, staff material, supplies, and technologies, will increase based on the staff growth and inflation factor.

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.

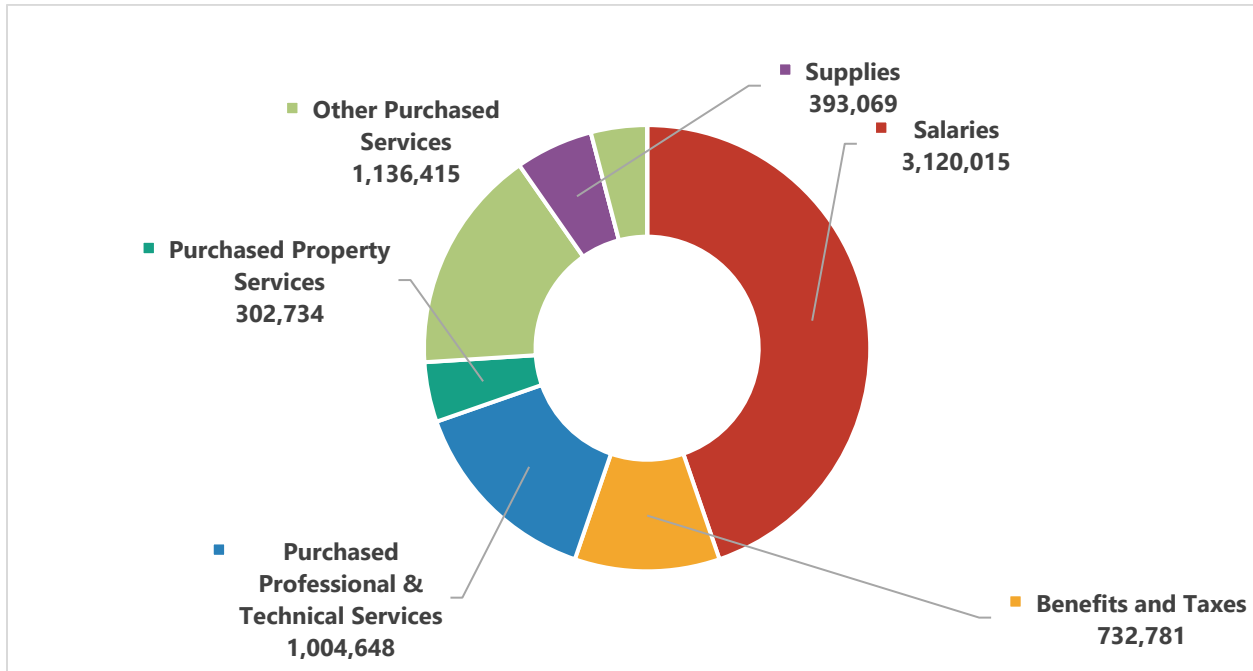
In terms of Food Service revenue, we estimate an amount of \$255,254. This projection is based on fiscal year 2023-2024 projections, taking into account the student growth and inflation factor. By considering these factors, we aim to ensure that our Food Service program continues to provide quality meals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

Purchased Professional & Technical Services														
3001210 - Other Purch Tech Svcs SPED	-	-	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 Official Administrative 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 Equip Bldg	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	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	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		<u>2022-2023</u> <u>Base Salary</u>		<u>\$483</u>			
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		<u>2022-2023</u> <u>Base Salary</u>		<u>\$546</u>			
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		<u>2022-2023</u> <u>Base Salary</u>		<u>\$753</u>			
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		<u>2022-2023</u> <u>Base Salary</u>		<u>\$1,189</u>			
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