



Magnolia Public Schools

Regular Board Meeting

Date and Time

Thursday April 21, 2022 at 5:30 PM PDT

Location

<https://zoom.us/j/97856064990?pwd=MHhBZCtGT0xEMIZpNEZQZVJ3RDBPZz09>

Meeting ID: 978 5606 4990

Passcode: 021250

One tap mobile: +16699009128,,97856064990# US (San Jose)

All members of the public can participate by calling in using the numbers provided above.

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Any public records relating to an agenda item for an open session which are distributed to all, or a majority of all, of the Board Members shall be available for public inspection. Magnolia Public Schools values public comment during Board meetings. Pursuant to AB 361 members of the public may address the Board during the Public Comment period on the day of the board meeting without the need to complete a public speaker form. We limit individual speakers to three (3) minutes and speakers with interpreters to six (6) minutes. For any questions regarding this meeting email board@magnoliapublicschools.org or call 213-628-3634 Ext. 100.

Board Members:

Ms. Sandra Covarrubias, Chair

Dr. Umit Yapanel, Vice-Chair

Dr. Salih Dikbas

Ms. Diane Gonzalez

Mr. Mekan Muhammedov

CEO & Superintendent:

Mr. Alfredo Rubalcava

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A. Call the Meeting to Order			1 m
B. Record Attendance and Guests			1 m
C. Approval of Agenda	Vote		1 m
D. Public Comments			5 m
II. Closed Session			5:38 PM
A. Public Announcement of Closed Session	FYI		1 m
B. Public Employee Performance Evaluation (§ 54957) - Title: CEO & Superintendent			20 m
C. Report Out of Closed Session	FYI		1 m
III. Action Items			6:00 PM
A. Approval of MPS School Site Classified Employees' Pay Raise Schedule for 2022-23	Vote	S.Acar & S.Budhreja	15 m
B. Approval of 2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic ("NCBA") Positions & School Leaders	Vote	S.Acar & S.Budhreja	10 m
IV. Closing Items			6:25 PM
A. Adjourn Meeting	Vote		1 m

Cover Sheet

Approval of MPS School Site Classified Employees' Pay Raise Schedule for 2022-23

Section: III. Action Items
Item: A. Approval of MPS School Site Classified Employees' Pay
Raise Schedule for 2022-23
Purpose: Vote
Submitted by:
Related Material:
MPS School Site Classified Employees' Pay Raise Schedule for 2022-23.pdf
MSA_Proposed_Salary_Schedules_FY_22-23_-_All_sites.pdf
MSA_PPP_-_Summary.pdf
Fiscal_Stabilization_Plan_-_Amount_by_Site_.pdf



Fiscal Stabilization Plan – Amounts by Site

The Finance Department in collaboration with site leadership has identified the potential expenditure reductions to personnel, books, supplies and services during the current fiscal year. Below is the total projected amount for each site:

MSA-1	\$ 253,420.00
MSA-2	\$ 92,773.00
MSA-3	\$ 747,237.00
MSA-4	\$ 467,530.00
MSA-5	\$ 294,882.00
MSA-6	\$ 509,499.00
MSA-7	\$ 190,580.00
MSA-8	\$ 467,276.00
MSA-SA	\$ 287,378.00
MSA-SD	\$ 209,543.00



Board Agenda Item #	III A: Action Item
Date:	April 21, 2022
To:	Magnolia Public Schools – Board of Directors
From:	MPS Educational Partners & Development Committee
Staff Lead:	Suat Acar, Chief Operations Officer Steve Budhreja, Chief Financial Officer Derya Hajmeirza, Director of Human Resources
RE:	MPS School Site Classified Employees' Pay Raise Schedule for 2022-23

Proposed Board Motion **Presented to the Educational Partners & Development Committee on April 20, 2022**

I move for the Board to approve the MPS school site classified employee's pay raise schedule for 2022-23 year.

Introduction

The Home Office plans to make the following increases to MPS classified employees (exempt and non-exempt) based on the performance ratings received by their direct supervisor. Each staff member will get the following performance evaluation ratings from their supervisors with respect to the MPS Generic Evaluation Form in Appendix 1:

- **Ineffective:** Employees do not meet expectations. Assigned a **1 out of 4** based on their overall evaluation. Employees will not be offered a renewal agreement for 2022-23.
- **Developing:** Employees have room for improvement. Assigned a **2 out of 4** based on their overall evaluation. Employees get the **4% default raise** to the existing hourly or annual rate as the baseline rate of increase.
- **Effective:** Employees meet expectations. Assigned a **3 out of 4** based on their overall evaluation. Employees get the **6% default raise** to the existing hourly or annual rate.
- **Highly effective:** Employees exceed expectations. Assigned a **4 out of 4** based on their overall evaluation. Employees get the **8% default raise** to the existing hourly or annual rate.

Below chart is the summary of the proposed raise schedule.

Evaluation	Ineffective	Developing	Effective	Highly effective
Proposed	Non-renewal	4% raise	6% raise	8% raise

Additionally, classified employees will be eligible for one-time annual assignment duties. Based on the Appendix 2 document, in 2022-23 FY, classified exempt employees will be paid based on the respective indicated dollar amount per duty. Non-exempt classified employees will be paid based on their regular hourly rate of pay when performing such duties.

Background

Every fiscal year (“FY”) MPS considers a fair rate of increase to the classified employee salaries.

Analysis (If applicable)

The home office proposes to make increases of **4.0%, 6.0% or 8.0% to classified employees' hourly rates/salaries to define their 2022-23 hourly rates/salaries** respective to the employees' evaluation results conducted by their supervisors within this current 2022-23 school year.

Some key notes

- Currently, there are 129 classified employees working at 10 different MPS school sites under this pay raise structure; 13 part time, 116 full time (59 employees are 11 month and 57 employees 12 month employees)
- There are 31 different classified job titles/positions within the current 2021-22 school year.
- Current classified employee salary average was \$21.62 per hour in the 2020-21 fiscal year and it is \$23.00 in the current 2021-22 fiscal year. For the sake of the impact analysis, we will apply 8% increases to the salaries/hourly rates with this proposed scale. With this raise, the average hourly rate will go up to \$24.84/hour.
- The evaluation of the staff is an ongoing process. The classified staff will either get 4%, 6% or 8% depending on their evaluation scores. For the budgetary impact analysis, the analysis shows the maximum possible impact (i.e. 8%).
- There are Part Time and Full Time employees working for MPS Sites. The FT employees can have 11 or 12 month agreements. The 11 month employees expect to get 22 pay periods, 48 weeks x 30 hours=1,440 hours in total in a fiscal year. The 12 month full time employees get 2,080 hours in a fiscal year.
- The overall effect of the proposed increases is **\$454,191.27** based on 8% increases across the board. Please see below Chart 1 to see the impact on each site.
- Chart 2 shows the current job titles in MPS Sites & number of staff with that particular job title, current 2021-22 average hourly rates and the proposed hourly rates with the 8% increases for 2022-23 FY.

CHART 1	
MPS FY 2022-23 CLASSIFIED EMPLOYEES' PAY RAISE SCHEDULE	
Budget Impact Analysis	
	WITH 8% INCREASE
MSA 1	\$79,719.20
MSA 2	\$64,722.64
MSA 3	\$57,402.90
MSA 4	\$19,254.85
MSA 5	\$23,882.05
MSA 6	\$15,946.02
MSA 7	\$39,885.25
MSA 8	\$63,876.29
MSA SA	\$61,320.13
MSA SD	\$28,181.95
MPS TOTAL	\$454,191.27

CHART 2: CLASSIFIED JOB TITLES, CURRENT 21-22 AVERAGE RATES PER TITLE AND PROPOSED 22-23 RATES			
Position	Count	Current Avg Rate	Proposed Avg Rate
Administrative Assistant	9	\$25.16	\$27.17
After School - Event Coordinator	1	\$20.00	\$21.60
After School Coach & Instructor	4	\$26.00	\$28.08
After School Supervisor	2	\$17.70	\$19.12
ASES Coordinator	1	\$19.50	\$21.06
ASES Frontline Staff Member	3	\$16.92	\$18.27
Campus Aide	5	\$19.00	\$20.52
Campus Supervisor	1	\$23.00	\$24.84
Custodian	12	\$18.24	\$19.70
Custodian and Landscaper	1	\$20.00	\$21.60
Director of Outreach and Community Engagement	1	\$45.86	\$49.53
Facility Manager	1	\$30.52	\$32.96
It Manager	6	\$38.90	\$42.01
Librarian	1	\$24.72	\$26.70
Meal Server	1	\$15.00	\$16.20
Office Administrator	1	\$23.50	\$25.38
Office Clerk	9	\$19.42	\$20.97
Office Clerk/Coach/Custodial/Facilities Coordinator	1	\$19.15	\$20.68
Office Manager	11	\$30.64	\$33.09
Office Secretary	1	\$26.50	\$28.62
PACE Coordinator	5	\$25.09	\$27.10
PARAPROFESSIONAL	6	\$18.58	\$20.07
Parent Advocacy And Community Engagement Coordinator	2	\$23.50	\$25.38
School Counselor	2	\$30.24	\$32.66
Social Worker	2	\$31.67	\$34.20
Sped Aide	22	\$20.66	\$22.31
SPED Aide & CAMPUS SUPERVISOR	1	\$25.00	\$27.00
Sped Paraprofessional	1	\$20.28	\$21.90
Substitute Teacher and SPED Aide	1	\$22.00	\$23.76
Teacher Aide	14	\$19.07	\$20.60
Title 1 Coordinator	1	\$26.50	\$28.62

Budget Implications: CFO review is pending for funding sources.

- Amounts/ Funding Source:
 1. The salaries are budgeted under Payroll expenses.
 2. Funding Sources may be LCFF or restricted funds such as special education federal or state funds.
- CFO Review: Pending

Exhibits (attachments):

- Appendix 1: Generic MPS Staff Evaluation Form
- Appendix 2: Annual 1 time add on assignments

APPENDIX 2

MPS Board Approved Additional Duties-One Time Assignment for the 2022-23 School Year				
Additional Duties – One-Time Assignment				
	COMPONENT NAME	DOLLAR AMOUNT	PER	DESCRIPTION
* Hourly staff will not be paid according to the below rates but will be paid with respect to their hourly rates to the extent their job duties encompass any of the duties below.				
1	Home Visit Program	\$50	VISIT	Refer to Home Visit Policy
2	Virtual Home Visit	\$25	VISIT	Refer to Home Visit Policy
3	Saturday School	\$50	HOUR	Refer to School Admin
4	Parent Academy Coordinator	\$50	HOUR	Refer to School Admin
5	Parent Academy Teacher	\$50	HOUR	Refer to School Admin
6	After School Coordinator	\$30	HOUR	Refer to School Admin
7	After School Support	\$30	HOUR	Refer to School Admin
8	Zero Period Assistance	\$30	HOUR	Refer to School Admin
9	Substituting for another teacher	\$50	PERIOD	Refer to School Admin
10	Edge Coaching-Mentoring	\$35	HOUR	Refer to School Admin
11	Providing PD/Workshop	\$50	HOUR	Refer to School Admin
12	School Camp-Trip-Only for Overnight Trips	\$200	DAY	Refer to School Admin
13	SAT/ACT or College Prep Boot Camp	\$30	HOUR	Refer to School Admin
14	Assisting enrollment recruitment event, orientation meeting, open houses	\$50	HOUR	Refer to School Admin
15	Saturday/Sunday Community Activity (STEAM EXPO, Festivals or similar events)	\$150	EVENT	Refer to School Admin
16	Assisting Saturday or Summer New student Testing Proctor	\$35	HOUR	Refer to School Admin
17	Extra Tutoring Sessions	\$30	HOUR	Refer to School Admin
18	Attending PDs stipend (weekends, holidays, and summer; outside of work days)-Max 4 Days	\$150	DAY	Refer to School Admin
19	Attending Trainings Outside Class Hours (such as Infinite Campus)	\$30	HOUR	Refer to School Admin

20	Sustained Silent Reading (SSR) Period & Advisory Period Coverage	\$35	PERIOD	Refer to School Admin
21	High School Seasonal Sports Coach (per sport)	\$2,500	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sports assigned. Contribute to the education program as a whole and to the growth of students involved in athletics. Duties will include: knowledge of CIF rules and protocols, manage and supervise athletic activities and contests, monitor and enforce student eligibility criteria, collaboration with administration and athletic director to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
22	Middle School or Elementary School Seasonal Sports Coach (per sport)	\$2,000	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sports assigned. Contribute to the education program as a whole and to the growth of students involved in athletics. Duties will include: knowledge of league rules and protocols, manage and supervise athletic activities and contests, monitor and enforce student eligibility criteria, collaboration with administration to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
24	Assistant coach HS (per sport)	\$1,500	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and managing other aspects related to the assigned sport.
25	Assistant coach MS/ES (per sport)	\$1,000	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and managing other aspects related to the assigned sport.
26	Referee assignment	\$40	GAME	In case we can't locate a referee and one of our team members conduct this duty during the game

27	Dual enrollment college co-teacher after hours	\$1,500	Course	<p>The co-teacher will work with students who are enrolled in college courses outside of the regular school day to follow up on student attendance, work submission, logistical support for students and will serve as the liaison between the professor and the students. The co-teacher will also attend all synchronous course sessions taught by college professors as well as provide at least 1 additional hour of support per week to students outside of the professor's synchronous sessions to support students. Further, the co-teacher will follow up with the professor, students, parents and school administration to provide targeted interventions to support students who are struggling with academics and attendance matters. This stipend is paid for each 1 college course of support.</p>
28	Targeted Intervention	\$50.00	Hourly	<p>After reviewing data (NWEA, SBAC etc) a certificated teacher will host a small group (no more than 10 students) of intervention outside of the classroom time. Pre and Post data will be required to measure specific student growth during the intervention. The teacher will be required to send parents notification letters to invite them to the intervention groups for at least 6 weeks. The intervention must occur at least 2-3 times per week and for increments of 4-8 weeks in length.</p>

MPS GENERIC EMPLOYEE EVALUATION SUMMARY PAGE

Employee Information:

Name: _____ School: _____
 Present School Assignment: _____ Years at School: _____

Ratings of Employee Performance on the MPS Core Value Areas		
1: Below Standard, 2: Approaches Standard, 3: Meets Standard, 4: Exceeds Standard		
Area	Rating: (1-4)	
EXCELLENCE	1. Effectiveness	
	2. Efficiency	
	3. Ethics & Professionalism	
	4. Professional Growth	
INNOVATION	5. Information Literacy & Technology Skills	
	6. Critical Thinking & Problem Solving	
	7. Initiative & Creativity	
CONNECTION	8. Communication	
	9. Collaboration & Collegiality	
	10. Community & External Context	
(A) Total:		

Student, Parent, and Staff Voices		
(Score: 1-5 each)		
Voices	Score: (1-5)	
Student Voices		
Parent Voices		
Staff Voices		
(B) Total:		

Student Performance		
Student performance score as explained in the evaluation protocol (Out of 20 points)		
(C) Total:		

Employee's Overall Performance (Out of 100%)
$(65/40) \times A + B + C =$ _____

Employee's Overall Evaluation Rating (1-4)		
<input type="checkbox"/>	Highly Effective (HE)	85% - 100%
<input type="checkbox"/>	Effective (E)	65% - 84%
<input type="checkbox"/>	Developing (D)	50% - 64%
<input type="checkbox"/>	Ineffective (I)	Less than 50%

Employee's Signature: _____ Evaluator's Signature: _____
 Date: _____ Date: _____

Note: Employee's signature on this form represents neither acceptance nor approval of the evaluation. It does, however, indicate that the employee has reviewed the evaluation with the evaluator and may reply in writing. The signature of the evaluator verifies that the evaluation has been reviewed and the proper process has been followed according to the MPS Generic Employee Evaluation Protocol.



PPP LOAN FUNDS

Listed below are the forgiven PPP loan amounts for each site:

MSA-1	\$	789,701
MSA-2	\$	632,270
MSA-3	\$	627,597
MSA-4	\$	229,930
MSA-5	\$	349,985
MSA-6	\$	193,294
MSA-7	\$	358,254
MSA-8	\$	576,190
MSA-SA	\$	751,656
MSA-SD	\$	418,151
MERF	\$	534,572
TOTAL	\$	5,461,600

The Paycheck Protection Program was designed to help businesses and non-profits keep their workforce employed due to the pandemic. The above noted \$5.46 million worth of funds were distributed to each of the 10 MSA schools and these funds do not need to be repaid.



MSA- 1
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	676.25	740.00	840.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	8,795,537	9,741,048	10,799,726
TTL Federal Revenue	1,534,133	1,547,357	539,020
TTL Other State Revenue	1,823,037	1,714,292	1,763,114
TTL Other Local Revenue	50,000	50,000	50,000
TTL REVENUES	12,202,708	13,052,697	13,151,860
EXPENDITURES			
TTL Certificated Salaries	3,935,287	4,053,346	4,174,946
TTL Non-Certificated Salaries	1,062,832	1,094,716	1,127,558
TTL Employee Benefits	1,723,764	1,772,044	1,818,294
TTL Books/Supplies/Materials	391,464	403,208	415,305
TTL Services & Operations	4,227,465	4,354,289	4,484,918
TTL Capital Outlay	197,123	203,036	209,127
TTL Other Outgo	-	-	-
TTL EXPENDITURES	11,537,935	11,880,639	12,230,148
Revenues less Expenditures	664,773	1,172,057	921,712
Beginning Fund Balance	9,093,473	9,758,246	10,930,303
Net Revenues	664,773	1,172,057	921,712
ENDING BALANCE	9,758,246	10,930,303	11,852,015
ENDING BALANCE AS % OF OUTGO	84.58%	92.00%	96.91%



MSA- 1
2022-23 July Budget

Description	2022-23 Budget												TOTAL	
	July	August	September	October	November	December	January	February	March	April	May	June		Accruals
BEGINNING CASH	4,626,294	4,485,675	4,113,111	4,765,357	5,273,241	4,923,847	5,501,139	5,273,932	5,292,376	5,735,401	5,510,570	5,177,829		
CASH INFLOWS														
REVENUES														
LCFF State Aid	246,260	246,260	443,267	443,267	443,267	443,267	443,267	443,267	443,267	443,267	443,267	443,267	443,267	4,925,194
EPA	-	-	471,712	-	-	471,712	-	-	471,712	-	-	471,712	-	1,866,847
In-Lieu Of Property Taxes	-	119,010	238,020	158,680	158,680	158,680	158,680	158,680	139,122	139,122	139,122	139,122	140,889	1,983,496
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	-	-	10,722	188,634	47,331	47,331	49,938	148,707	200,427	100,694	-	518,370	269,309	1,534,133
Other State	19,871	21,294	35,767	48,660	48,706	511,978	120,557	267,839	92,134	84,917	84,917	279,045	183,553	1,823,037
Other Local	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	50,000
TTL REVENUES	270,297	390,730	1,203,654	843,438	654,822	1,637,085	777,009	1,022,659	1,502,819	779,365	671,474	1,855,683	593,651	12,202,708
EXPENDITURES														
Certificated Salaries	78,706	350,598	350,598	350,598	350,598	350,598	350,598	350,598	350,598	350,598	350,598	350,598	196,764	3,935,287
Classified Salaries	42,513	92,756	92,756	92,756	92,756	92,756	92,756	92,756	92,756	92,756	92,756	92,756	53,142	1,062,832
Benefits	68,951	150,438	150,438	150,438	150,438	150,438	150,438	150,438	150,438	150,438	150,438	150,438	86,188	1,723,764
Books & Supplies	31,317	32,741	32,741	32,741	32,741	32,741	32,741	32,741	32,741	32,741	32,741	32,741	13,167	391,464
Services & Operations	253,448	361,256	361,256	361,256	361,256	361,256	361,256	361,256	361,256	361,256	361,256	361,256	211,373	4,227,465
Capital Outlay	16,427	16,427	16,427	16,427	16,427	16,427	16,427	16,427	16,427	16,427	16,427	16,427	9,856	197,123
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	491,561	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	1,004,216	427,319	576,897	11,537,935
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	668,662	534,929	802,394	668,662	-	-	-	-	-	-	-	-	-	2,674,646
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(588,016)	(294,009)	(294,009)	-	-	-	-	-	-	-	-	-	-	(1,176,032)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	(655,578)	-	-	(55,578)	-	-	(55,578)	-	-	(55,578)	-	(222,311)
NET INFLOWS/OUTFLOWS	80,646	240,921	452,808	668,662	-	(55,578)	-	(55,578)	-	-	-	(55,578)	-	664,773
ENDING CASH BALANCE	4,485,675	4,113,111	4,765,357	5,273,241	4,923,847	5,501,139	5,273,932	5,292,376	5,735,401	5,510,570	5,177,829	6,550,616		

4.7	4.3	5.0	5.5	5.1	5.7	5.5	6.0	5.7	5.4	6.8
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Months Cash on Hand



Cash Flow Template
2022-23 July Budget

Description	Budget												TOTAL	
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH	6,550,616	6,204,221	5,576,063	5,842,759	5,868,173	5,554,932	6,185,621	5,990,687	6,033,493	6,566,268	6,374,023	6,073,430		
CASH INFLOWS														
REVENUES														
LCF State Aid	5,505,847	275,292	495,526	495,526	495,526	495,526	495,526	495,526	495,526	495,526	495,526	495,526	-	5,505,847
EPA	2,064,720	-	516,180	516,180	-	-	516,180	-	516,180	-	-	516,180	-	2,064,720
In-Lieu Of Property Taxes	2,170,481	-	260,458	173,638	173,638	173,638	173,638	173,638	306,829	152,238	152,238	152,238	154,061	2,170,481
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	1,547,357	-	10,815	190,260	50,368	47,739	50,368	149,988	202,154	101,562	101,562	522,838	271,631	1,547,357
Other State	1,714,292	18,686	33,633	45,786	45,893	481,391	113,742	251,862	101,872	86,638	79,852	262,400	172,604	1,714,292
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-	50,000
TTL REVENUES	13,052,697	298,145	1,320,779	909,377	719,134	1,718,642	837,442	1,075,182	1,620,728	840,131	731,783	1,953,349	598,296	13,052,697
EXPENDITURES														
Certificated Salaries	4,053,246	81,067	361,116	361,116	361,116	361,116	361,116	361,116	361,116	361,116	361,116	361,116	158,449	4,053,246
Classified Salaries	1,084,716	43,789	95,539	95,539	95,539	95,539	95,539	95,539	95,539	95,539	95,539	95,539	54,736	1,084,716
Benefits	1,772,044	70,882	154,651	154,651	154,651	154,651	154,651	154,651	154,651	154,651	154,651	66,049	88,602	1,772,044
Books & Supplies	403,208	32,257	33,723	33,723	33,723	33,723	33,723	33,723	33,723	33,723	33,723	13,562	20,160	403,208
Services & Operations	4,354,289	261,257	372,094	372,094	372,094	372,094	372,094	372,094	372,094	372,094	372,094	154,379	217,714	4,354,289
Capital Outlay	203,036	15,253	15,253	15,253	15,253	15,253	15,253	15,253	15,253	15,253	15,253	5,101	30,156	203,036
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	11,880,639	504,504	1,032,376	1,032,376	1,032,376	1,032,376	1,032,376	1,032,376	1,032,376	1,032,376	1,032,376	438,344	614,036	11,880,639
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Proceeds	148,413	118,730	178,095	148,413	-	-	-	-	-	-	-	-	-	593,651
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	(288,448)	(144,224)	(144,224)	-	-	-	-	-	-	-	-	-	-	(576,897)
Other Inflows/(Outflows)	-	-	(55,578)	-	-	(55,578)	-	-	(55,578)	-	-	(55,578)	-	(222,311)
NET INFLOWS/OUTFLOWS	1,172,057	(140,036)	(25,494)	(21,706)	148,413	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	1,172,057
ENDING CASH BALANCE	6,204,221	5,576,063	5,842,759	5,868,173	5,554,932	6,185,621	5,990,687	6,033,493	6,566,268	6,374,023	6,073,430	7,532,857		
Months Cash on Hand	6.5	5.8	6.1	6.1	5.8	6.4	6.2	6.3	6.8	6.6	6.3	7.8		

Description	Cash Flow Template 2022-23 July Budget												TOTAL	
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		7,532,857	7,178,995	6,554,549	6,925,569	6,866,284	6,591,165	7,311,026	7,123,327	7,165,883	7,872,978	7,732,852	7,550,368	
CASH INFLOWS														
REVENUES														
LCFF State Aid	5,992,189	299,610	299,610	539,298	539,298	539,298	539,298	539,298	539,298	539,298	539,298	539,298	539,298	58,545
EPA	2,343,737	-	-	585,934	585,934	-	585,934	-	-	655,689	655,689	655,689	655,689	(139,508)
In-Lieu Of Property Taxes	2,463,790	-	147,827	295,655	197,103	197,103	197,103	197,103	197,103	397,621	201,220	201,220	201,220	33,511
Prior Year Corrections		-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	539,020	-	-	3,767	66,277	17,546	16,630	17,546	52,248	70,420	35,379	-	182,130	94,622
Other State	1,763,114	15,218	20,594	34,591	47,089	47,107	495,101	116,981	239,035	104,773	89,106	82,126	269,873	177,550
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-
TTL REVENUES	13,151,860	322,994	472,198	1,463,412	853,934	787,675	1,838,233	875,095	1,105,350	1,825,466	922,668	880,310	1,579,837	224,689
EXPENDITURES														
Certificated Salaries	4,174,946	83,499	371,950	371,950	371,950	371,950	371,950	371,950	371,950	371,950	371,950	371,950	371,950	208,747
Classified Salaries	1,127,558	45,102	98,405	98,405	98,405	98,405	98,405	98,405	98,405	98,405	98,405	98,405	98,405	56,378
Benefits	1,818,294	72,732	158,687	158,687	158,687	158,687	158,687	158,687	158,687	158,687	158,687	158,687	158,687	90,915
Books & Supplies	415,305	33,224	34,735	34,735	34,735	34,735	34,735	34,735	34,735	34,735	34,735	34,735	34,735	20,765
Services & Operations	4,484,918	269,095	383,257	383,257	383,257	383,257	383,257	383,257	383,257	383,257	383,257	383,257	383,257	224,246
Capital Outlay	209,127	15,760	15,760	15,760	15,760	15,760	15,760	15,760	15,760	15,760	15,760	15,760	15,760	30,460
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	12,230,148	519,413	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	1,062,794	451,286	631,511
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)		149,574	119,659	179,489	149,574	-	-	-	-	-	-	-	-	-
Loan Proceeds		-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments		-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables		(307,018)	(153,509)	(153,509)	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions		-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)		-	-	(55,578)	(55,578)	-	(55,578)	-	-	(55,578)	-	-	(55,578)	-
NET INFLOWS/OUTFLOWS	921,712	(157,444)	(33,850)	(29,598)	149,574	-	(55,578)	-	-	(55,578)	-	-	(55,578)	(222,311)
ENDING CASH BALANCE		7,178,995	6,554,549	6,925,569	6,866,284	6,591,165	7,311,026	7,123,327	7,165,883	7,872,978	7,732,852	7,550,368	8,623,341	
Months Cash on Hand		7.5	6.8	7.2	7.1	6.9	7.6	7.4	7.5	8.2	8.0	7.9	9.0	



MSA- 2
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	466.21	500.00	540.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	5,832,274	6,306,957	6,954,216
TTL Federal Revenue	1,054,980	1,062,235	292,744
TTL Other State Revenue	498,087	507,254	476,034
TTL Other Local Revenue	30,000	30,000	30,000
TTL REVENUES	7,415,341	7,906,446	7,752,994
EXPENDITURES			
TTL Certificated Salaries	2,557,658	2,634,388	2,713,420
TTL Non-Certificated Salaries	886,789	913,393	940,795
TTL Employee Benefits	1,317,663	1,341,356	1,375,061
TTL Books/Supplies/Materials	293,666	302,476	311,550
TTL Services & Operations	2,114,001	2,177,421	2,242,744
TTL Capital Outlay	121,166	121,166	121,166
TTL Other Outgo	-	-	-
TTL EXPENDITURES	7,290,944	7,490,201	7,704,736
Revenues less Expenditures	124,397	416,245	48,258
Beginning Fund Balance	3,444,632	3,569,029	3,985,274
Net Revenues	124,397	416,245	48,258
ENDING BALANCE	3,569,029	3,985,274	4,033,533
ENDING BALANCE AS % OF OUTGO	48.95%	53.21%	52.35%



MSA- 2
2022-23 July Budget

Description	Budget												TOTAL	
	July	August	September	October	November	December	January	February	March	April	May	June		Accruals
BEGINNING CASH	3,308,707	3,214,801	2,929,912	3,285,398	3,464,063	3,243,802	3,493,032	3,326,851	3,268,721	3,593,092	3,440,457	3,216,606		
CASH INFLOWS														
REVENUES														
LCFF State Aid	161,166	161,166	290,099	290,099	290,099	290,099	290,099	290,099	290,099	290,099	290,099	290,099	-	3,223,317
EPA	-	-	310,383	-	-	310,383	-	-	310,383	-	-	310,383	-	1,241,531
In-Lieu Of Property Taxes	-	82,246	164,091	109,394	109,394	109,394	109,394	109,394	189,575	95,911	95,911	95,911	97,060	1,367,426
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	1,054,980	-	7,373	129,718	32,548	32,548	34,341	102,261	137,828	69,245	-	356,469	185,196	1,054,980
Other State	498,087	5,429	9,722	13,303	13,308	139,868	33,048	73,178	29,599	25,173	23,201	76,240	50,150	498,087
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-	30,000
TTL REVENUES	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341	7,415,341
EXPENDITURES														
Certificated Salaries	51,153	227,864	227,864	227,864	227,864	227,864	227,864	227,864	227,864	227,864	227,864	227,864	127,883	2,557,658
Classified Salaries	886,789	35,472	77,393	77,393	77,393	77,393	77,393	77,393	77,393	77,393	77,393	77,393	44,339	886,789
Benefits	1,317,663	52,707	114,996	114,996	114,996	114,996	114,996	114,996	114,996	114,996	114,996	114,996	65,883	1,317,663
Books & Supplies	293,666	23,483	24,561	24,561	24,561	24,561	24,561	24,561	24,561	24,561	24,561	24,561	14,683	293,666
Services & Operations	2,114,001	126,840	180,651	180,651	180,651	180,651	180,651	180,651	180,651	180,651	180,651	180,651	105,700	2,114,001
Capital Outlay	121,166	10,097	10,097	10,097	10,097	10,097	10,097	10,097	10,097	10,097	10,097	10,097	6,058	121,166
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944	7,290,944
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	1,076,853	269,213	323,056	269,213	-	-	-	-	-	-	-	-	-	1,076,853
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	464,905	(116,226)	(116,226)	-	-	-	-	-	-	-	-	-	-	(464,905)
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397	124,397
ENDING CASH BALANCE	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801	3,214,801

5.3	4.8	5.4	5.7	5.3	5.7	5.5	5.4	5.9	5.7	5.3	5.7	5.3	6.7
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**Cash Flow Template
2023-24 July Budget**

Description	2022-23 Budget												TOTAL
	July	August	September	October	November	December	January	February	March	April	May	June	
BEGINNING CASH	4,077,193	3,855,344	3,451,274	3,653,123	3,664,730	3,462,631	3,755,072	3,607,652	3,569,490	3,941,574	3,806,818	3,600,334	
CASH INFLOWS													
REVENUES													
LCFF State Aid	175,445	175,445	315,802	315,802	315,802	315,802	315,802	315,802	315,802	315,802	315,802	315,802	-
EPA	-	-	332,879	-	-	332,879	-	-	332,879	-	-	332,879	-
In-Lieu Of Property Taxes	-	87,992	175,984	117,323	-	117,323	117,323	117,323	203,262	102,863	102,863	102,863	104,095
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	-	-	7,424	130,610	-	32,772	34,577	102,965	138,776	69,721	358,920	186,470	1,002,235
Other State	5,829	5,925	9,952	13,548	13,553	142,442	33,656	74,525	30,144	25,836	23,628	77,643	51,073
Other Local	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-
TTL REVENUES	183,474	271,862	844,541	579,783	449,177	943,718	503,857	613,114	1,023,361	516,521	444,792	1,190,606	341,638
EXPENDITURES													
Certificated Salaries	52,688	234,700	234,700	234,700	234,700	234,700	234,700	234,700	234,700	234,700	234,700	234,700	131,719
Classified Salaries	36,536	79,714	79,714	79,714	79,714	79,714	79,714	79,714	79,714	79,714	79,714	79,714	45,670
Benefits	53,054	117,064	117,064	117,064	117,064	117,064	117,064	117,064	117,064	117,064	117,064	117,064	67,068
Books & Supplies	24,198	25,298	25,298	25,298	25,298	25,298	25,298	25,298	25,298	25,298	25,298	25,298	15,124
Services & Operations	130,645	186,071	186,071	186,071	186,071	186,071	186,071	186,071	186,071	186,071	186,071	186,071	108,871
Capital Outlay	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	26,052
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	306,151	651,277	651,277	651,277	651,277	651,277	651,277	651,277	651,277	651,277	651,277	651,277	394,514
OTHER CASH INFLOWS/OUTFLOWS													
Accounts Receivable (net change)	83,102	66,481	99,722	83,102	-	-	-	-	-	-	-	-	-
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(182,274)	(91,137)	(91,137)	-	-	-	-	-	-	-	-	-	(94,547)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	(99,172)	(24,656)	8,585	83,102	-	-	-	-	-	-	-	-	-
ENDING CASH BALANCE	3,855,344	3,451,274	3,653,123	3,664,730	3,462,631	3,755,072	3,607,652	3,569,490	3,941,574	3,806,818	3,600,334	4,514,173	
Months Cash on Hand	6.3	5.7	6.0	6.0	5.7	6.2	5.9	5.9	6.5	6.3	5.9	7.4	



**Cash Flow Template
2024-25 July Budget**

Description	Budget												TOTAL	
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		4,514,173	4,291,809	3,891,224	4,142,462	4,089,706	3,915,550	4,230,892	4,085,132	4,043,148	4,470,792	4,369,513	4,247,135	
CASH INFLOWS														
REVENUES														
LCRF State Aid	3,932,320	196,616	353,909	353,909	353,909	353,909	353,909	353,909	400,484	400,484	400,484	400,484	180,218	3,932,320
EPA	1,438,037	-	359,509	359,509	-	-	359,509	-	-	386,140	-	-	386,140	1,438,037
In-Lieu Of Property Taxes	1,583,859	-	95,032	190,063	176,709	176,709	176,709	176,709	176,709	241,979	122,456	122,456	122,456	1,583,859
Prior Year Corrections		-	-	-	-	-	-	-	-	-	-	-	-	55,875
Federal	292,744	-	2,046	35,995	35,995	12,719	9,032	9,529	28,376	38,246	19,215	-	98,816	292,744
Other State	476,034	5,189	5,560	9,339	12,714	12,719	133,675	31,384	69,939	28,288	24,658	22,174	72,885	476,034
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	30,000
TTL REVENUES	7,752,994	204,305	299,708	917,367	531,827	495,836	524,231	628,008	628,008	1,097,636	568,713	547,614	863,094	7,752,994
EXPENDITURES														
Certificated Salaries	2,713,420	54,268	241,741	241,741	241,741	241,741	241,741	241,741	241,741	241,741	241,741	241,741	106,070	2,713,420
Classified Salaries	940,795	37,632	82,106	82,106	82,106	82,106	82,106	82,106	82,106	82,106	82,106	82,106	35,066	940,795
Benefits	1,375,061	55,002	120,005	120,005	120,005	120,005	120,005	120,005	120,005	120,005	120,005	120,005	51,522	1,375,061
Books & Supplies	311,550	24,524	26,057	26,057	26,057	26,057	26,057	26,057	26,057	26,057	26,057	26,057	10,479	311,550
Services & Operations	2,242,744	134,565	191,653	191,653	191,653	191,653	191,653	191,653	191,653	191,653	191,653	191,653	79,515	2,242,744
Capital Outlay	121,166	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	8,430	2,372	121,166
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENDITURES	7,704,736	314,821	669,992	669,992	669,992	669,992	669,992	669,992	669,992	669,992	669,992	669,992	284,755	7,704,736
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)		85,409	68,328	102,491	85,409	-	-	-	-	-	-	-	-	341,638
Loan Proceeds		-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments		-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables		(197,257)	(98,629)	(98,629)	-	-	-	-	-	-	-	-	-	(98,629)
Fixed Asset Acquisitions		-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)		-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	48,258	(111,848)	(30,301)	3,863	85,409	-	-	-	-	-	-	-	-	48,258
ENDING CASH BALANCE		4,291,809	3,891,224	4,142,462	4,089,706	3,915,550	4,230,892	4,085,132	4,043,148	4,470,792	4,369,513	4,247,135	4,825,474	

7.1	6.4	6.8	6.7	6.4	6.7	6.7	6.4	6.7	6.7	6.7	6.7	6.7	6.7	6.7
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MSA- 3
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	468.14	469.00	490.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	5,672,018	5,795,720	6,255,796
TTL Federal Revenue	519,455	525,023	224,743
TTL Other State Revenue	683,928	643,889	664,136
TTL Other Local Revenue	50,000	50,000	50,000
TTL REVENUES	6,925,401	7,014,633	7,194,675
EXPENDITURES			
TTL Certificated Salaries	2,450,305	2,523,814	2,599,529
TTL Non-Certificated Salaries	753,317	775,917	799,194
TTL Employee Benefits	1,263,143	1,289,306	1,319,741
TTL Books/Supplies/Materials	122,583	126,261	130,049
TTL Services & Operations	2,099,145	2,162,119	2,226,983
TTL Capital Outlay	66,858	66,858	66,858
TTL Other Outgo	-	-	-
TTL EXPENDITURES	6,755,352	6,944,276	7,142,354
Revenues less Expenditures	170,049	70,357	52,321
Beginning Fund Balance	3,146,012	3,316,060	3,386,417
Net Revenues	170,049	70,357	52,321
ENDING BALANCE	3,316,060	3,386,417	3,438,739
ENDING BALANCE AS % OF OUTGO	49.09%	48.77%	48.15%



**MSA-3
2022-23 July Budget**

Description	Budget												TOTAL		
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Acctuals
BEGINNING CASH		1,891,366	1,765,168	1,493,532	1,849,957	1,999,504	1,818,623	2,134,729	1,997,861	1,949,539	2,246,535	2,102,501	1,921,665		
CASH INFLOWS															
REVENUES															
LCFR State Aid	3,070,099	153,510	276,318	276,318	276,318	276,318	276,318	276,318	276,318	276,318	276,318	276,318	276,318	-	3,070,099
EPA	1,228,722	-	307,181	-	-	307,181	-	-	-	307,181	-	-	307,181	-	1,228,722
In-Lieu Of Property Taxes	1,373,097	-	82,386	164,772	109,848	109,848	109,848	109,848	109,848	190,311	96,309	96,309	96,309	97,622	1,373,097
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	519,455	-	-	3,631	63,871	-	16,026	16,909	50,352	67,864	34,095	-	175,519	91,188	519,455
Other State	683,928	7,455	13,418	18,266	18,273	192,054	45,378	100,482	40,642	34,565	31,858	104,686	68,562	683,928	
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	50,000	
TTL REVENUES	6,925,401	1,651,131	2,488,051	769,485	472,470	408,606	905,593	452,619	541,166	886,483	445,453	408,651	964,179	257,512	6,925,401
EXPENDITURES															
Certificated Salaries	2,450,305	49,006	218,300	218,300	218,300	218,300	218,300	218,300	218,300	218,300	218,300	218,300	218,300	95,785	2,450,305
Classified Salaries	753,317	30,133	65,744	65,744	65,744	65,744	65,744	65,744	65,744	65,744	65,744	65,744	65,744	37,666	753,317
Benefits	1,263,443	50,526	110,238	110,238	110,238	110,238	110,238	110,238	110,238	110,238	110,238	110,238	110,238	63,157	1,263,443
Books & Supplies	122,583	9,807	10,252	10,252	10,252	10,252	10,252	10,252	10,252	10,252	10,252	10,252	10,252	6,129	122,583
Services & Operations	2,099,145	125,949	179,381	179,381	179,381	179,381	179,381	179,381	179,381	179,381	179,381	179,381	179,381	104,557	2,099,145
Capital Outlay	66,658	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572	3,343	66,658
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	6,755,352	270,991	589,487	589,487	589,487	589,487	589,487	589,487	589,487	589,487	589,487	589,487	589,487	337,768	6,755,352
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	1,066,260	266,565	213,252	319,878	266,565	-	-	-	-	-	-	-	-	-	1,066,260
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	573,806	(286,993)	(143,452)	(143,452)	-	-	-	-	-	-	-	-	-	-	(573,806)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	170,049	(20,338)	69,801	176,427	266,565	-	-	-	-	-	-	-	-	-	170,049
ENDING CASH BALANCE		1,765,168	1,493,532	1,849,957	1,999,504	1,818,623	2,134,729	1,997,861	1,949,539	2,246,535	2,102,501	1,921,665	2,634,124		

3.1	2.7	3.3	3.6	3.2	3.8	3.5	3.5	3.5	3.5	4.0	3.7	3.4	4.7
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Months Cash on Hand



**Cash Flow Template
2023-24 July Budget**

Description	Budget												Accruals	TOTAL
	July	August	September	October	November	December	January	February	March	April	May	June		
BEGINNING CASH	2,634,124	2,423,442	2,039,869	2,208,676	2,151,730	1,965,856	2,267,533	2,124,268	2,066,683	2,358,817	2,209,178	2,022,530		
CASH INFLOWS														
REVENUES														
LCFF State Aid	159,456	159,456	287,021	287,021	287,021	287,021	287,021	287,021	287,021	287,021	287,021	287,021	287,021	3,189,122
EPA	-	-	307,745	-	-	307,745	-	-	307,745	-	-	307,745	-	1,230,979
In-Lieu Of Property Taxes	-	82,537	165,074	110,050	110,050	110,050	110,050	110,050	190,661	96,486	96,486	96,486	97,641	1,375,619
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	-	-	3,070	64,556	-	16,198	17,090	50,892	68,592	34,460	177,401	92,165	92,165	525,023
Other State	7,018	7,521	12,633	17,197	17,204	186,811	42,721	94,600	38,263	32,541	29,992	98,537	64,890	643,889
Other Local	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-	50,000
TTL REVENUES	170,641	253,681	780,309	482,990	418,441	905,991	461,049	546,728	896,448	454,675	417,666	971,377	254,637	7,014,633
EXPENDITURES														
Certified Salaries	50,476	224,849	224,849	224,849	224,849	224,849	224,849	224,849	224,849	224,849	224,849	224,849	224,849	2,523,814
Classified Salaries	31,037	67,716	67,716	67,716	67,716	67,716	67,716	67,716	67,716	67,716	67,716	67,716	67,716	775,917
Benefits	5,572	112,521	112,521	112,521	112,521	112,521	112,521	112,521	112,521	112,521	112,521	112,521	112,521	1,289,306
Books & Supplies	10,101	10,560	10,560	10,560	10,560	10,560	10,560	10,560	10,560	10,560	10,560	10,560	10,560	126,261
Services & Operations	129,727	184,763	184,763	184,763	184,763	184,763	184,763	184,763	184,763	184,763	184,763	184,763	184,763	2,162,119
Capital Outlay	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	66,858
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	276,818	604,314	604,314	604,314	604,314	604,314	604,314	604,314	604,314	604,314	604,314	604,314	604,314	6,944,276
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	64,378	51,502	77,254	64,378	-	-	-	-	-	-	-	-	-	257,512
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(168,884)	(84,442)	(84,442)	-	-	-	-	-	-	-	-	-	-	(337,768)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	(104,506)	(32,940)	(7,188)	64,378	-	-	-	-	-	-	-	-	-	70,357
ENDING CASH BALANCE	2,423,442	2,039,869	2,208,676	2,151,730	1,965,856	2,267,533	2,124,268	2,066,683	2,358,817	2,209,178	2,022,530	2,736,806		

4.3	3.6	3.9	3.8	3.5	4.0	3.8	3.7	4.2	3.9	3.6	4.9
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Months Cash on Hand



**Cash Flow Template
2024-25 July Budget**

Description	Budget												TOTAL		
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Accruals
BEGINNING CASH		2,756,806	2,520,211	2,132,509	2,326,169	2,250,661	2,083,866	2,414,281	2,281,123	2,253,712	2,607,084	2,500,426	2,376,387		
CASH INFLOWS															
REVENUES															
LCFF State Aid	3,532,484	176,624	176,624	317,924	317,924	317,924	317,924	317,924	355,693	355,693	355,693	355,693	160,062	6,782	3,532,484
EPA	1,286,098	-	321,524	-	-	-	321,524	-	-	-	335,304	-	335,304	(27,559)	1,286,098
In-Lieu Of Property Taxes	1,437,214	-	86,233	172,466	114,977	114,977	114,977	114,977	114,977	210,987	106,772	106,772	106,772	72,326	1,437,214
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	224,743	-	-	1,571	27,634	-	6,934	7,316	21,785	29,362	14,751	30,936	75,839	39,453	224,743
Other State	664,136	7,239	7,757	13,030	17,738	17,744	186,496	44,005	97,574	39,466	33,565	30,936	101,657	66,869	664,136
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-	50,000
TTL REVENUES	7,194,675	188,030	274,781	830,681	482,439	454,812	952,022	488,448	594,196	974,979	514,948	497,568	783,900	157,870	7,194,675
EXPENDITURES															
Certificated Salaries	2,599,529	51,991	231,594	231,594	231,594	231,594	231,594	231,594	231,594	231,594	231,594	231,594	101,418	129,976	2,599,529
Classified Salaries	799,194	31,968	69,748	69,748	69,748	69,748	69,748	69,748	69,748	69,748	69,748	69,748	29,788	39,960	799,194
Benefits	1,319,741	52,790	115,177	115,177	115,177	115,177	115,177	115,177	115,177	115,177	115,177	115,177	49,190	65,987	1,319,741
Books & Supplies	130,049	10,404	10,877	10,877	10,877	10,877	10,877	10,877	10,877	10,877	10,877	10,877	4,374	6,502	130,049
Services & Operations	2,226,983	133,619	190,306	190,306	190,306	190,306	190,306	190,306	190,306	190,306	190,306	190,306	78,557	111,349	2,226,983
Capital Outlay	66,858	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	3,905	562	23,347	66,858
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	7,142,354	284,675	621,607	621,607	621,607	621,607	621,607	621,607	621,607	621,607	621,607	621,607	264,489	377,122	7,142,354
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	-	63,659	50,927	76,391	63,659	-	-	-	-	-	-	-	-	-	254,637
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	(183,609)	(91,804)	(91,804)	-	-	-	-	-	-	-	-	-	-	(967,218)
NET INFLOWS/OUTFLOWS	52,321	(119,950)	(40,877)	(15,413)	63,659	-	-	-	-	-	-	-	-	-	52,321
ENDING CASH BALANCE		2,520,211	2,132,509	2,326,169	2,250,661	2,083,866	2,414,281	2,281,123	2,253,712	2,607,084	2,500,426	2,376,387	2,895,798		
Months Cash on Hand	4.5	3.8	4.1	4.0	3.7	4.3	4.1	4.0	4.6	4.4	4.2	5.1			



MSA- 4
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	121.71	136.00	140.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	1,642,771	1,845,580	1,916,311
TTL Federal Revenue	88,644	95,150	97,793
TTL Other State Revenue	319,913	130,016	133,528
TTL Other Local Revenue	50,000	50,000	50,000
TTL REVENUES	2,101,328	2,120,746	2,197,631
EXPENDITURES			
TTL Certificated Salaries	909,047	936,319	964,408
TTL Non-Certificated Salaries	145,489	149,853	154,349
TTL Employee Benefits	430,120	431,448	445,317
TTL Books/Supplies/Materials	39,926	41,124	42,358
TTL Services & Operations	503,970	519,089	534,662
TTL Capital Outlay	31,023	31,023	31,023
TTL Other Outgo	-	-	-
TTL EXPENDITURES	2,059,576	2,108,856	2,172,117
Revenues less Expenditures	41,752	11,890	25,514
Beginning Fund Balance	1,485,342	1,527,094	1,538,984
Net Revenues	41,752	11,890	25,514
ENDING BALANCE	1,527,094	1,538,984	1,564,498
ENDING BALANCE AS % OF OUTGO	74.15%	72.98%	72.03%



MSA - 4
2022-23 July Budget

Description	Budget												TOTAL	
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		1,275,763	1,293,619	1,238,016	1,368,860	1,418,991	1,364,507	1,480,890	1,441,969	1,434,531	1,509,855	1,465,290	1,413,640	
CASH INFLOWS														
REVENUES														
LCFF State Aid	938,606	46,920	46,920	84,457	84,457	84,457	84,457	84,457	84,457	84,457	84,457	84,457	84,457	-
EPA	347,379	-	86,845	86,845	-	86,845	86,845	-	86,845	86,845	-	86,845	86,845	-
In-Lieu Of Property Taxes	356,986	-	21,419	42,838	28,559	28,559	28,559	28,559	28,559	49,478	25,039	25,039	25,039	25,039
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	88,644	-	620	620	10,899	2,735	2,885	2,885	8,592	11,581	5,818	29,952	15,561	-
Other State	319,913	3,487	3,737	6,276	8,544	8,547	89,835	21,226	47,001	19,011	16,168	14,902	48,968	32,111
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-
TTL REVENUES	2,101,328	54,574	76,243	225,202	136,626	125,730	296,597	141,293	172,776	255,538	135,648	128,564	279,427	73,110
EXPENDITURES														
Certificated Salaries	909,047	18,181	80,988	80,988	80,988	80,988	80,988	80,988	80,988	80,988	80,988	80,988	80,988	45,452
Classified Salaries	145,489	5,820	12,697	12,697	12,697	12,697	12,697	12,697	12,697	12,697	12,697	12,697	12,697	7,774
Benefits	430,120	17,005	37,538	37,538	37,538	37,538	37,538	37,538	37,538	37,538	37,538	37,538	37,538	21,506
Books & Supplies	39,926	3,194	3,339	3,339	3,339	3,339	3,339	3,339	3,339	3,339	3,339	3,339	3,339	1,996
Services & Operations	503,970	30,238	43,067	43,067	43,067	43,067	43,067	43,067	43,067	43,067	43,067	43,067	43,067	25,198
Capital Outlay	31,023	2,585	2,585	2,585	2,585	2,585	2,585	2,585	2,585	2,585	2,585	2,585	2,585	1,034
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	2,059,576	77,223	180,214	180,214	180,214	180,214	180,214	180,214	180,214	180,214	180,214	180,214	180,214	102,979
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	374,876	93,719	74,975	112,463	93,719	-	-	-	-	-	-	-	-	-
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	106,428	(63,214)	(26,607)	(26,607)	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	41,752	40,505	48,368	85,856	93,719	-	-	-	-	-	-	-	-	-
ENDING CASH BALANCE		1,293,619	1,238,016	1,366,860	1,418,991	1,364,507	1,480,890	1,441,969	1,434,531	1,509,855	1,465,290	1,413,640	1,615,831	

7.5	7.2	8.0	8.3	8.6	8.4	8.4	8.4	8.5	8.8	8.8	8.5	8.2	9.4
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**Cash Flow Template
2023-24 July Budget**

Description	2023-24 July Budget												TOTAL	
	July	August	September	October	November	December	January	February	March	April	May	June		Accruals
BEGINNING CASH	1,615,831	1,563,797	1,452,354	1,513,235	1,495,164	1,447,118	1,532,084	1,492,287	1,469,092	1,558,145	1,515,507	1,466,110	-	1,058,515
CASH INFLOWS														
REVENUES														
LCFF State Aid	-	-	97,041	95,266	95,266	97,041	95,266	95,266	97,041	95,266	95,266	95,266	97,041	388,165
EPA	-	-	47,868	31,912	-	-	-	31,912	55,288	27,979	-	27,979	27,979	398,900
In-Lieu Of Property Taxes	-	29,934	-	31,912	31,912	31,912	31,912	31,912	31,912	31,912	31,912	31,912	31,912	-
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	-	-	665	11,689	2,936	2,936	3,097	9,223	12,431	6,245	-	32,150	16,703	95,150
Other State	1,817	1,519	2,551	3,472	3,474	36,510	8,626	19,102	7,716	6,571	6,056	19,901	13,091	130,016
Other Local	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	50,000
TTL REVENUES	58,510	82,545	247,558	146,517	134,919	267,832	145,069	159,670	271,919	140,228	133,468	276,505	58,108	2,120,746
EXPENDITURES														
Certificated Salaries	18,726	83,417	83,417	83,417	83,417	83,417	83,417	83,417	83,417	83,417	83,417	83,417	83,417	936,319
Classified Salaries	5,994	13,078	13,078	13,078	13,078	13,078	13,078	13,078	13,078	13,078	13,078	13,078	13,078	149,853
Benefits	17,258	37,654	37,654	37,654	37,654	37,654	37,654	37,654	37,654	37,654	37,654	37,654	37,654	431,448
Books & Supplies	3,290	3,439	3,439	3,439	3,439	3,439	3,439	3,439	3,439	3,439	3,439	3,439	3,439	41,124
Services & Operations	31,145	44,359	44,359	44,359	44,359	44,359	44,359	44,359	44,359	44,359	44,359	44,359	44,359	519,089
Capital Outlay	918	918	918	918	918	918	918	918	918	918	918	918	918	31,023
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	77,332	182,865	182,865	182,865	182,865	182,865	182,865	182,865	182,865	182,865	182,865	182,865	182,865	2,108,856
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	18,278	14,622	21,933	18,278	-	-	-	-	-	-	-	-	-	73,110
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(51,489)	(25,745)	(25,745)	(25,745)	-	-	-	-	-	-	-	-	-	(102,979)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	(33,212)	(11,123)	(3,812)	18,278	-	-	-	-	-	-	-	-	-	11,890
ENDING CASH BALANCE	1,563,797	1,452,354	1,513,235	1,495,164	1,447,118	1,532,084	1,492,287	1,469,092	1,558,145	1,515,507	1,466,110	1,665,192	-	
Months Cash on Hand	9.1	8.5	8.8	8.7	8.4	8.9	8.7	8.6	9.1	8.8	8.5	9.7	-	



Cash Flow Template
2024-25 July Budget

Description	Budget												TOTAL	
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		1,665,192	1,598,261	1,475,785	1,529,641	1,507,920	1,459,649	1,548,219	1,508,423	1,490,915	1,594,080	1,557,730	1,514,432	
CASH INFLOWS														
REVENUES														
LCFF State Aid	1,106,098	55,305	55,305	99,549	99,549	99,549	99,549	99,549	104,783	104,783	104,783	104,783	47,152	31,460
EPA	399,581	-	-	99,895	-	-	99,895	-	-	102,750	-	-	102,750	(5,708)
In-Lieu Of Property Taxes	410,632	-	24,638	49,276	32,851	32,851	32,851	32,851	32,851	59,159	29,938	29,938	29,938	23,492
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	97,793	-	-	683	12,024	-	3,017	3,183	9,479	12,776	6,419	-	33,043	17,167
Other State	133,528	1,455	1,560	2,620	3,566	3,568	37,496	8,859	19,618	7,935	6,748	6,220	20,439	13,444
Other Local	30,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-
TTL REVENUES	2,197,631	60,927	85,669	256,190	152,157	140,134	276,974	148,609	170,897	291,569	152,055	145,107	237,488	79,855
EXPENDITURES														
Certificated Salaries	964,408	19,288	85,920	85,920	85,920	85,920	85,920	85,920	85,920	85,920	85,920	85,920	37,700	48,220
Classified Salaries	154,349	6,174	13,470	13,470	13,470	13,470	13,470	13,470	13,470	13,470	13,470	13,470	5,753	7,717
Benefits	445,317	17,813	38,864	38,864	38,864	38,864	38,864	38,864	38,864	38,864	38,864	38,864	16,598	22,266
Books & Supplies	42,358	3,389	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	1,425	42,358
Services & Operations	534,662	32,080	45,689	45,689	45,689	45,689	45,689	45,689	45,689	45,689	45,689	45,689	18,956	26,733
Capital Outlay	31,023	918	918	918	918	918	918	918	918	918	918	918	(633)	21,555
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	2,172,117	79,661	188,405	188,405	188,405	188,405	188,405	188,405	188,405	188,405	188,405	188,405	79,799	128,610
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	-	14,527	11,622	17,432	14,527	-	-	-	-	-	-	-	-	-
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	(62,723)	(31,362)	(31,362)	-	-	-	-	-	-	-	-	-	(135,447)
NET INFLOWS/OUTFLOWS	25,514	(48,196)	(19,740)	(13,929)	14,527	-	-	-	-	-	-	-	-	-
ENDING CASH BALANCE		1,598,261	1,475,785	1,529,641	1,507,920	1,459,649	1,548,219	1,508,423	1,490,915	1,594,080	1,557,730	1,514,432	1,672,122	
Months Cash on Hand		9.3	8.6	8.9	8.8	8.5	9.0	8.8	8.7	9.3	9.1	8.8	9.7	



MSA- 5
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	266.75	267.00	267.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	3,407,360	3,514,757	3,639,212
TTL Federal Revenue	528,326	532,415	176,241
TTL Other State Revenue	598,187	504,265	519,166
TTL Other Local Revenue	30,000	30,000	30,000
TTL REVENUES	4,563,873	4,581,437	4,364,619
EXPENDITURES			
TTL Certificated Salaries	1,522,233	1,567,900	1,614,937
TTL Non-Certificated Salaries	374,041	385,262	396,820
TTL Employee Benefits	657,056	683,143	706,018
TTL Books/Supplies/Materials	101,039	104,071	107,193
TTL Services & Operations	1,103,442	1,136,545	1,170,642
TTL Capital Outlay	56,886	56,886	56,886
TTL Other Outgo	-	-	-
TTL EXPENDITURES	3,814,697	3,933,806	4,052,495
Revenues less Expenditures	749,177	647,630	312,124
Beginning Fund Balance	3,831,813	4,580,989	5,228,619
Net Revenues	749,177	647,630	312,124
ENDING BALANCE	4,580,989	5,228,619	5,540,743
ENDING BALANCE AS % OF OUTGO	120.09%	132.92%	136.72%



MSA-5
2022-23 July Budget

Description	Budget												TOTAL	
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		2,480,736	2,475,943	2,344,053	2,556,396	2,636,577	2,558,083	2,822,123	2,784,533	2,829,153	3,059,335	3,022,053	2,947,725	
CASH INFLOWS														
REVENUES	1,928,002	96,400	96,400	173,520	173,520	173,520	173,520	173,520	173,520	173,520	173,520	173,520	173,520	-
LCFF State Aid	686,957	-	-	174,239	-	-	174,239	-	-	174,239	-	-	174,239	-
EPA	782,401	-	46,344	93,888	62,592	62,592	62,592	62,592	62,592	106,441	54,878	54,878	54,878	55,535
In-Lieu Of Property Taxes	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prior Year Corrections	528,326	-	-	3,693	-	-	16,300	17,198	51,212	69,023	34,677	-	176,517	92,745
Federal	598,187	6,520	6,987	11,736	15,976	15,982	167,977	39,689	87,885	35,547	30,232	27,864	91,582	60,229
Other State	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-
Other Local														
TTL REVENUES	4,563,873	105,420	152,831	459,576	319,551	254,595	597,129	295,499	377,709	563,271	295,807	258,762	675,216	208,509
EXPENDITURES														
Certificated Salaries	1,522,233	30,445	135,617	135,617	135,617	135,617	135,617	135,617	135,617	135,617	135,617	135,617	135,617	76,112
Classified Salaries	374,041	14,962	32,644	32,644	32,644	32,644	32,644	32,644	32,644	32,644	32,644	32,644	32,644	18,702
Benefits	657,056	26,282	57,343	57,343	57,343	57,343	57,343	57,343	57,343	57,343	57,343	57,343	57,343	32,653
Books & Supplies	101,039	8,083	8,451	8,451	8,451	8,451	8,451	8,451	8,451	8,451	8,451	8,451	8,451	5,052
Services & Operations	1,103,442	66,207	94,294	94,294	94,294	94,294	94,294	94,294	94,294	94,294	94,294	94,294	94,294	55,172
Capital Outlay	56,886	4,740	4,740	4,740	4,740	4,740	4,740	4,740	4,740	4,740	4,740	4,740	4,740	2,844
Other Outgo														
TTL EXPENSES	3,814,697	150,719	333,089	333,089	333,089	333,089	333,089	333,089	333,089	333,089	333,089	333,089	142,354	190,735
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	374,876	93,719	74,975	112,463	93,719	-	-	-	-	-	-	-	-	-
Loan Proceeds														
Loan Repayments														
Net Change in Payables														
Fixed Asset Acquisitions	106,428	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(53,214)	(106,428)
Other Inflows/(Outflows)														
NET INFLOWS/OUTFLOWS	749,177	40,505	48,368	85,856	93,719	-	-	-	-	-	-	-	-	-
ENDING CASH BALANCE		2,475,943	2,344,053	2,556,396	2,636,577	2,558,083	2,822,123	2,784,533	2,829,153	3,059,335	3,022,053	2,947,725	3,480,587	

7.8	7.4	8.0	8.3	8.0	8.9	8.8	8.9	9.5	9.6	9.3	10.9
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Months Cash on Hand



Cash Flow Template
2022-23 July Budget

Description	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May	June	Accruals	TOTAL
BEGINNING CASH		3,480,587	3,393,358	3,202,626	3,343,220	3,380,663	3,300,519	3,539,334	3,496,505	3,528,582	3,754,783	3,713,875	3,636,025		
CASH INFLOWS															
REVENUES															
LCFF State Aid	2,034,012	101,701	101,701	183,061	183,061	183,061	183,061	183,061	183,061	183,061	183,061	183,061	183,061	-	2,034,012
EPA	687,610	-	-	174,403	-	-	174,403	-	-	174,403	-	-	174,403	-	687,610
In-Lieu Of Property Taxes	783,135	-	46,988	93,976	62,651	62,651	62,651	62,651	62,651	106,542	54,929	54,929	54,929	55,587	783,135
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	532,415	-	-	3,721	65,465	-	16,426	17,331	51,608	68,557	34,946	-	179,898	93,463	532,415
Other State	504,265	5,486	5,890	9,893	13,468	13,473	141,603	33,458	74,086	29,956	25,485	23,489	77,186	50,772	504,265
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-	30,000
TTL REVENUES	4,581,437	109,697	157,079	467,554	327,145	261,685	580,644	299,000	373,906	568,029	300,921	263,979	671,977	199,622	4,581,437
EXPENDITURES															
Certificated Salaries	1,567,900	31,358	139,686	139,686	139,686	139,686	139,686	139,686	139,686	139,686	139,686	139,686	61,291	78,395	1,567,900
Classified Salaries	385,262	15,410	33,623	33,623	33,623	33,623	33,623	33,623	33,623	33,623	33,623	33,623	14,360	19,263	385,262
Benefits	683,143	27,326	59,620	59,620	59,620	59,620	59,620	59,620	59,620	59,620	59,620	59,620	25,463	34,157	683,143
Books & Supplies	104,071	8,326	8,704	8,704	8,704	8,704	8,704	8,704	8,704	8,704	8,704	8,704	3,501	5,204	104,071
Services & Operations	1,136,545	68,193	97,123	97,123	97,123	97,123	97,123	97,123	97,123	97,123	97,123	97,123	40,296	56,827	1,136,545
Capital Outlay	56,886	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	229	22,848	56,886
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	3,933,806	153,686	341,829	341,829	341,829	341,829	341,829	341,829	341,829	341,829	341,829	341,829	145,138	216,694	3,933,806
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	-	52,127	41,702	62,553	52,127	-	-	-	-	-	-	-	-	-	208,509
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	(47,684)	(47,684)	-	-	-	-	-	-	-	-	-	-	(100,735)
NET INFLOWS/OUTFLOWS	647,630	(43,240)	(5,982)	14,869	52,127	-	-	-	-	-	-	-	-	-	647,630
ENDING CASH BALANCE		3,393,358	3,202,626	3,343,220	3,380,663	3,300,519	3,539,334	3,496,505	3,528,582	3,754,783	3,713,875	3,636,025	4,162,863		
Months Cash on Hand		10.7	10.1	10.5	10.6	10.4	11.1	11.0	11.1	11.8	11.7	11.4	13.1		



**Cash Flow Template
2022-23 July Budget**

Description	Budget												Accruals	TOTAL		
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May			June	
BEGINNING CASH		4,162,863	4,062,254	3,859,321	3,989,453	4,100,197	4,021,282	4,254,123	4,201,519	4,215,782	4,410,856	4,361,844	4,299,209			
CASH INFLOWS																
REVENUES																
LCFF State Aid	2,158,467	107,923	107,923	194,262	194,262	194,262	194,262	194,262	207,952	207,952	207,952	207,952	207,952	93,578	45,923	
EPA	697,610	-	-	174,403	-	-	174,403	-	-	174,403	-	-	-	174,403	-	
In-lieu Of Property Taxes	783,135	-	46,988	93,976	62,651	62,651	62,651	62,651	62,651	108,542	54,929	54,929	54,929	55,887	783,135	
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Federal	176,241	-	-	1,232	21,670	5,437	5,737	5,737	17,083	23,025	11,568	-	-	59,550	30,938	
Other State	519,166	5,659	6,064	10,186	13,866	13,871	145,787	34,446	76,275	30,851	26,238	24,183	79,467	52,773		
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	30,000	
TTL REVENUES	4,364,619	116,082	163,475	476,558	294,949	273,284	585,040	299,596	366,462	547,274	303,187	289,564	464,427	184,721	4,364,619	
EXPENDITURES																
Certificated Salaries	1,614,937	32,299	143,876	143,876	143,876	143,876	143,876	143,876	143,876	143,876	143,876	143,876	143,876	63,129	80,747	
Classified Salaries	396,820	15,873	34,632	34,632	34,632	34,632	34,632	34,632	34,632	34,632	34,632	34,632	34,632	14,791	19,841	
Benefits	706,018	25,241	61,616	61,616	61,616	61,616	61,616	61,616	61,616	61,616	61,616	61,616	61,616	26,315	35,801	
Books & Supplies	107,193	8,575	8,965	8,965	8,965	8,965	8,965	8,965	8,965	8,965	8,965	8,965	8,965	3,606	5,360	
Services & Operations	1,170,442	70,239	100,037	100,037	100,037	100,037	100,037	100,037	100,037	100,037	100,037	100,037	100,037	41,505	58,532	
Capital Outlay	56,886	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	3,073	229	22,848	
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TTL EXPENSES	4,052,495	158,300	352,199	352,199	352,199	352,199	352,199	352,199	352,199	352,199	352,199	352,199	352,199	149,574	222,629	
OTHER CASH INFLOWS/OUTFLOWS																
Accounts Receivable (net change)	-	49,955	39,964	59,947	167,994	-	-	-	-	-	-	-	-	-	-	317,861
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	(54,174)	(54,174)	-	-	-	-	-	-	-	-	-	-	-	(216,694)
NET INFLOWS/OUTFLOWS	312,124	(58,392)	(14,209)	5,773	167,994	-	-	-	-	-	-	-	-	-	-	312,124
ENDING CASH BALANCE																
		4,062,254	3,859,321	3,989,453	4,100,197	4,021,282	4,254,123	4,201,519	4,215,782	4,410,856	4,361,844	4,299,209	4,614,061			
Months Cash on Hand		12.8	12.1	12.5	12.9	12.6	13.4	13.2	13.3	13.9	13.7	13.5	14.5			



MSA- 6
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	127.32	132.00	132.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	1,507,772	1,603,661	1,657,332
TTL Federal Revenue	105,840	108,354	111,032
TTL Other State Revenue	155,574	107,086	110,877
TTL Other Local Revenue	30,000	30,000	30,000
TTL REVENUES	1,799,187	1,849,101	1,909,241
EXPENDITURES			
TTL Certificated Salaries	750,232	772,739	795,921
TTL Non-Certificated Salaries	78,762	81,125	83,559
TTL Employee Benefits	380,384	354,331	365,464
TTL Books/Supplies/Materials	54,035	55,656	57,326
TTL Services & Operations	480,487	494,902	509,749
TTL Capital Outlay	34,126	34,126	34,126
TTL Other Outgo	-	-	-
TTL EXPENDITURES	1,778,026	1,792,878	1,846,144
Revenues less Expenditures	21,161	56,223	63,097
Beginning Fund Balance	2,905,919	2,927,081	2,983,304
Net Revenues	21,161	56,223	63,097
ENDING BALANCE	2,927,081	2,983,304	3,046,401
ENDING BALANCE AS % OF OUTGO	164.63%	166.40%	165.01%



MSA- 6
2022-23 July Budget

Description	2022-23 Budget												TOTAL	
	July	August	September	October	November	December	January	February	March	April	May	June		Accruals
BEGINNING CASH	2,597,022	2,506,120	2,387,510	2,404,301	2,380,291	2,336,590	2,410,656	2,376,567	2,361,826	2,433,895	2,397,166	2,352,873		
CASH INFLOWS														
REVENUES														
LCFF State Aid	41,722	41,722	75,100	75,100	75,100	75,100	75,100	75,100	75,100	75,100	75,100	75,100		834,449
EPA	-	74,970	74,970	-	-	74,970	-	-	74,970	-	-	74,970	-	299,882
In-Lieu Of Property Taxes	-	22,406	44,813	29,875	29,875	29,875	29,875	29,875	51,759	26,193	26,193	26,193	26,507	373,441
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	-	-	740	13,014	4,157	3,265	3,445	10,259	13,827	6,947	35,763	35,763	18,580	105,840
Other State	1,696	1,817	3,052	4,155	4,157	43,687	10,322	22,857	9,245	7,863	7,247	23,813	15,664	155,574
Other Local	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-	30,000
TTL REVENUES	45,918	66,446	201,176	124,645	111,632	229,398	121,243	140,592	227,402	118,603	111,040	238,340	60,751	1,799,187
EXPENDITURES														
Certificated Salaries	15,005	66,839	66,839	66,839	66,839	66,839	66,839	66,839	66,839	66,839	66,839	66,839	37,512	750,232
Classified Salaries	3,150	6,874	6,874	6,874	6,874	6,874	6,874	6,874	6,874	6,874	6,874	6,874	3,538	78,762
Benefits	15,215	33,197	33,197	33,197	33,197	33,197	33,197	33,197	33,197	33,197	33,197	33,197	19,019	380,384
Books & Supplies	4,323	4,519	4,519	4,519	4,519	4,519	4,519	4,519	4,519	4,519	4,519	4,519	2,702	54,035
Services & Operations	28,829	41,060	41,060	41,060	41,060	41,060	41,060	41,060	41,060	41,060	41,060	41,060	24,024	480,487
Capital Outlay	2,844	2,844	2,844	2,844	2,844	2,844	2,844	2,844	2,844	2,844	2,844	2,844	1,706	34,126
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	69,366	155,333	155,333	155,333	155,333	155,333	155,333	155,333	155,333	155,333	155,333	155,333	88,901	1,778,026
OTHER CASH INFLOWS/(OUTFLOWS)														
Accounts Receivable (net change)	6,678	5,342	8,013	6,678	-	-	-	-	-	-	-	-	-	26,711
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(74,132)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(97,066)	(148,263)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/(OUTFLOWS)	(67,454)	(31,724)	(29,052)	6,678	-	-	-	-	-	-	-	-	-	21,161
ENDING CASH BALANCE	2,506,120	2,387,510	2,404,301	2,380,291	2,336,590	2,410,656	2,376,567	2,361,826	2,433,895	2,397,166	2,352,873	2,524,782		
Months Cash on Hand	16.9	16.1	16.2	16.1	15.8	16.3	16.0	15.9	16.4	16.2	15.9	17.0		



**Cash Flow Template
2024-25 July Budget**

Description	Budget												TOTAL	
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH	2,524,782	2,476,269	2,383,483	2,435,560	2,426,937	2,389,803	2,460,949	2,431,587	2,417,829	2,498,768	2,467,480	2,428,657	-	-
CASH INFLOWS														
REVENUES														
LCFF State Aid	905,588	45,279	81,503	81,503	81,503	81,503	81,503	81,503	81,503	81,503	81,503	81,503	81,503	905,588
EPA	310,905	-	77,726	77,726	77,726	77,726	77,726	77,726	77,726	77,726	77,726	77,726	77,726	310,905
In-Lien Of Property Taxes	387,168	-	46,460	30,973	30,973	30,973	30,973	30,973	30,973	30,973	30,973	30,973	30,973	387,168
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	108,354	-	757	13,323	3,343	3,343	3,527	10,503	14,156	7,112	4,988	36,612	19,021	108,354
Other State	107,086	1,167	2,101	2,860	2,861	30,071	7,105	15,793	6,364	5,412	16,391	16,391	10,782	107,086
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	30,000
TTL REVENUES	1,849,101	48,947	211,048	131,160	117,838	226,116	125,609	141,212	235,910	123,683	116,147	241,888	57,284	1,849,101
EXPENDITURES														
Certificated Salaries	772,739	15,455	68,844	68,844	68,844	68,844	68,844	68,844	68,844	68,844	68,844	68,844	68,844	772,739
Classified Salaries	81,125	3,245	7,080	7,080	7,080	7,080	7,080	7,080	7,080	7,080	7,080	7,080	7,080	81,125
Benefits	354,331	14,173	30,923	30,923	30,923	30,923	30,923	30,923	30,923	30,923	30,923	30,923	30,923	354,331
Books & Supplies	55,656	4,452	4,655	4,655	4,655	4,655	4,655	4,655	4,655	4,655	4,655	4,655	4,655	55,656
Services & Operations	494,902	29,694	42,292	42,292	42,292	42,292	42,292	42,292	42,292	42,292	42,292	42,292	42,292	494,902
Capital Outlay	34,126	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	34,126
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	1,792,878	68,196	154,971	154,971	154,971	154,971	154,971	154,971	154,971	154,971	154,971	154,971	109,648	1,792,878
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	-	15,188	18,225	15,188	-	-	-	-	-	-	-	-	-	60,751
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	(44,451)	(22,225)	(22,225)	-	-	-	-	-	-	-	-	-	(88,901)
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	56,223	(29,263)	(30,075)	(4,000)	-	-	-	-	-	-	-	-	109,648	56,223
ENDING CASH BALANCE	2,476,269	2,383,483	2,435,560	2,426,937	2,389,803	2,460,949	2,431,587	2,417,829	2,498,768	2,467,480	2,428,657	2,605,218		
Months Cash on Hand	16.7	16.1	16.4	16.4	16.1	16.6	16.4	16.3	16.9	16.7	16.4	17.6		



**Cash Flow Template
2025-26 July Budget**

Description	Budget												TOTAL		
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Accruals
BEGINNING CASH		2,605,218	2,538,965	2,427,691	2,442,229	2,415,746	2,361,290	2,404,501	2,358,054	2,346,543	2,434,134	2,409,290	2,376,719		
CASH INFLOWS															
REVENUES															
LCFF State Aid	959,259	40,769	40,769	73,383	73,383	73,383	73,383	73,383	92,237	92,237	92,237	92,237	92,237	49,620	959,259
EPA	310,905	-	-	66,067	-	-	66,067	-	-	77,726	-	-	77,726	23,318	310,905
In-Lieu Of Property Taxes	387,168	-	19,746	39,491	26,327	26,327	26,327	26,327	26,327	53,662	-	-	27,156	61,165	387,168
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	111,032	-	-	776	13,652	3,426	3,426	3,426	10,763	14,506	7,288	-	37,517	19,491	111,032
Other State	110,877	1,209	1,295	2,175	2,961	2,962	3,135	3,357	16,290	6,589	5,004	-	16,971	11,164	110,877
Other Local	30,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-	30,000
TTL REVENUES	1,909,241	44,477	64,309	184,393	118,624	105,173	202,839	113,182	148,117	247,219	134,784	127,058	254,108	164,757	1,909,241
EXPENDITURES															
Certificated Salaries	795,921	15,918	70,909	70,909	70,909	70,909	70,909	70,909	70,909	7,292	7,292	7,292	31,113	39,796	795,921
Classified Salaries	83,559	3,342	7,292	7,292	7,292	7,292	7,292	7,292	7,292	7,292	7,292	7,292	3,114	4,178	83,559
Benefits	365,464	14,619	31,895	31,895	31,895	31,895	31,895	31,895	31,895	31,895	31,895	31,895	13,622	18,273	365,464
Books & Supplies	57,326	4,586	4,795	4,795	4,795	4,795	4,795	4,795	4,795	4,795	4,795	4,795	1,928	2,866	57,326
Services & Operations	509,749	30,585	43,560	43,560	43,560	43,560	43,560	43,560	43,560	43,560	43,560	43,560	18,073	25,487	509,749
Capital Outlay	34,126	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	1,177	(929)	21,710	34,126
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	1,846,144	70,227	159,628	159,628	159,628	159,628	159,628	159,628	159,628	159,628	159,628	159,628	67,321	112,311	1,846,144
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	-	14,321	11,457	17,185	14,321	-	-	-	-	-	-	-	-	-	57,284
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	(54,824)	(27,412)	(27,412)	-	-	-	-	-	-	-	-	-	-	(109,648)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	63,097	(40,503)	(15,955)	(10,227)	14,321	-	-	-	-	-	-	-	-	-	63,097
ENDING CASH BALANCE		2,538,965	2,427,691	2,442,229	2,415,746	2,361,290	2,404,501	2,358,054	2,346,543	2,434,134	2,409,290	2,376,719	2,563,505		
Months Cash on Hand		17.1	16.4	16.5	16.3	15.9	16.2	15.9	15.8	16.4	16.3	16.0	17.3		



MSA- 7
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	276.84	312.00	330.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	3,357,180	3,763,185	4,003,379
TTL Federal Revenue	445,016	350,941	195,816
TTL Other State Revenue	1,012,650	738,768	764,305
TTL Other Local Revenue	50,000	50,000	50,000
TTL REVENUES	4,864,847	4,902,894	5,013,500
EXPENDITURES			
TTL Certificated Salaries	1,571,884	1,619,041	1,667,612
TTL Non-Certificated Salaries	565,780	582,753	600,236
TTL Employee Benefits	763,144	791,866	819,224
TTL Books/Supplies/Materials	111,333	114,673	118,113
TTL Services & Operations	1,525,539	1,571,305	1,618,444
TTL Capital Outlay	62,324	62,324	62,324
TTL Other Outgo	-	-	-
TTL EXPENDITURES	4,600,005	4,741,963	4,885,954
Revenues less Expenditures	264,842	160,931	127,546
Beginning Fund Balance	2,865,768	3,130,609	3,291,541
Net Revenues	264,842	160,931	127,546
ENDING BALANCE	3,130,609	3,291,541	3,419,087
ENDING BALANCE AS % OF OUTGO	68.06%	69.41%	69.98%



MSA - 7
2022-23 July Budget

Description	Budget												TOTAL		
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Accruals
BEGINNING CASH		1,899,148	1,815,857	1,622,590	1,783,108	1,869,503	1,739,285	2,031,709	1,956,109	1,990,749	2,150,980	2,066,087	1,947,976		
CASH INFLOWS															
REVENUES															
LCF State Aid	1,938,763	96,938	174,489	174,489	174,489	174,489	174,489	174,489	174,489	174,489	174,489	174,489	174,489	174,489	1,938,763
EPA	606,420	-	151,605	-	-	-	151,605	-	-	151,605	-	-	151,605	-	606,420
In-Lieu Of Property Taxes	811,997	-	48,720	97,440	64,960	64,960	64,960	64,960	64,960	115,543	56,953	56,953	56,953	57,836	811,997
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	445,016	-	3,110	3,110	54,718	13,730	14,486	43,136	29,209	58,139	29,209	150,367	78,120	445,016	
Other State	1,012,650	11,038	19,867	27,046	27,046	284,363	67,188	148,278	60,177	51,178	47,169	355,002	101,559	1,012,650	
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	50,000	
TTL REVENUES	4,864,847	112,143	161,653	450,678	325,379	270,671	693,313	325,289	435,529	561,119	315,996	282,778	692,583	237,715	4,864,847
EXPENDITURES															
Certificated Salaries	1,571,884	31,438	140,041	140,041	140,041	140,041	140,041	140,041	140,041	140,041	140,041	140,041	140,041	61,446	1,571,884
Classified Salaries	565,780	22,631	49,377	49,377	49,377	49,377	49,377	49,377	49,377	49,377	49,377	49,377	49,377	21,088	565,780
Benefits	763,144	30,526	66,602	66,602	66,602	66,602	66,602	66,602	66,602	66,602	66,602	66,602	66,602	28,444	763,144
Books & Supplies	111,333	8,907	9,311	9,311	9,311	9,311	9,311	9,311	9,311	9,311	9,311	9,311	9,311	3,745	111,333
Services & Operations	1,525,539	91,532	130,364	130,364	130,364	130,364	130,364	130,364	130,364	130,364	130,364	130,364	130,364	54,087	1,525,539
Capital Outlay	62,324	5,194	5,194	5,194	5,194	5,194	5,194	5,194	5,194	5,194	5,194	5,194	5,194	2,077	62,324
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	4,600,005	190,227	400,889	400,889	400,889	400,889	400,889	400,889	400,889	400,889	400,889	400,889	400,889	170,889	4,600,005
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	647,615	161,904	129,523	194,285	161,904	-	-	-	-	-	-	-	-	-	647,615
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	394,219	(167,110)	(83,555)	(83,555)	-	-	-	-	-	-	-	-	-	-	(394,219)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	264,842	(5,205)	45,968	110,730	161,904	-	-	-	-	-	-	-	-	-	264,842
ENDING CASH BALANCE		1,815,857	1,622,590	1,783,108	1,869,503	1,739,285	2,031,709	1,956,109	1,990,749	2,150,980	2,066,087	1,947,976	2,469,671		

Months Cash on Hand	4.7	4.2	4.7	4.9	4.5	5.3	5.1	5.2	5.6	5.4	5.1	5.1	5.1	6.4
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**Cash Flow Template
2024-25 July Budget**

Description	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May	June	Accruals	TOTAL
BEGINNING CASH		2,469,671	2,284,628	1,983,426	2,026,665	1,953,990	1,778,742	1,972,897	1,838,351	1,785,921	1,905,170	1,761,532	1,591,934		
CASH INFLOWS															
REVENUES															
LCFF State Aid	2,164,622	108,231	108,231	194,816	194,816	194,816	194,816	194,816	194,816	194,816	194,816	194,816	194,816	-	2,164,622
EPA	683,439	-	-	170,860	-	-	170,860	-	-	170,860	-	-	170,860	-	683,439
In-Lieu Of Property Taxes	915,124	-	54,907	109,815	73,210	73,210	73,210	73,210	73,210	126,836	64,187	64,187	64,187	64,956	915,124
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	350,941	-	-	2,453	43,151	10,827	11,424	34,017	45,868	23,934	-	-	118,580	61,606	350,941
Other State	738,768	8,052	8,629	14,694	19,731	19,739	20,494	49,017	108,539	43,901	37,336	34,412	113,080	74,383	738,768
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	-	50,000
TTL REVENUES	4,902,894	120,450	175,934	496,604	335,075	291,931	661,334	332,633	414,749	586,428	323,540	297,581	665,689	200,945	4,902,894
EXPENDITURES															
Certified Salaries	1,619,041	32,381	144,242	144,242	144,242	144,242	144,242	144,242	144,242	144,242	144,242	144,242	63,290	80,952	1,619,041
Classified Salaries	582,753	23,310	50,858	50,858	50,858	50,858	50,858	50,858	50,858	50,858	50,858	50,858	21,721	29,138	582,753
Benefits	791,866	31,675	69,108	69,108	69,108	69,108	69,108	69,108	69,108	69,108	69,108	69,108	29,315	39,593	791,866
Books & Supplies	114,673	9,174	9,591	9,591	9,591	9,591	9,591	9,591	9,591	9,591	9,591	9,591	3,857	5,734	114,673
Services & Operations	1,571,305	94,278	134,275	134,275	134,275	134,275	134,275	134,275	134,275	134,275	134,275	134,275	55,710	78,565	1,571,305
Capital Outlay	62,324	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	410	23,120	62,324
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	4,741,963	194,344	411,601	411,601	411,601	411,601	411,601	411,601	411,601	411,601	411,601	411,601	174,503	257,102	4,741,963
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	-	59,429	47,543	71,315	59,429	-	-	-	-	-	-	-	-	-	237,715
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	(57,500)	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(230,000)
Other Inflows/(Outflows)	-	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	-	(666,532)
NET INFLOWS/OUTFLOWS	160,931	(111,149)	(65,535)	(41,763)	3,851	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	160,931
ENDING CASH BALANCE		2,284,628	1,983,426	2,026,665	1,953,990	1,778,742	1,972,897	1,838,351	1,785,921	1,905,170	1,761,532	1,591,934	2,027,542		

Months Cash on Hand	6.0	5.2	5.3	5.1	4.6	5.1	4.8	4.7	5.0	4.6	4.2	5.3
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Description	Cash Flow Template 2025-26 July Budget												TOTAL	
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH		2,027,542	1,804,219	1,461,140	1,427,194	1,289,083	1,076,667	1,218,105	1,042,353	988,284	1,142,960	1,016,284	873,730	
CASH INFLOWS														
REVENUES														
LCFF State Aid	2,312,591	98,285	176,913	176,913	176,913	176,913	176,913	176,913	224,410	224,410	224,410	224,410	224,410	109,406
EPA	722,868	-	153,609	-	-	-	153,609	-	-	190,574	-	-	190,574	34,501
In-Lieu Of Property Taxes	967,920	-	49,364	98,728	65,819	65,819	65,819	65,819	65,819	144,259	73,004	73,004	73,004	127,466
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	195,816	-	1,369	24,077	24,077	6,041	6,041	6,374	18,981	25,582	12,853	66,164	66,164	34,374
Other State	764,305	8,331	14,995	20,413	20,421	214,625	50,711	112,291	45,419	38,627	35,601	116,989	76,954	76,954
Other Local	50,000	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	4,167	50,000
TTL REVENUES	5,013,500	110,783	160,743	449,781	291,389	267,319	621,174	303,983	425,667	634,411	353,060	337,182	675,308	382,701
EXPENDITURES														
Certificated Salaries	1,657,612	33,352	146,569	146,569	146,569	146,569	146,569	146,569	146,569	146,569	146,569	146,569	146,569	83,381
Classified Salaries	600,236	24,009	52,384	52,384	52,384	52,384	52,384	52,384	52,384	52,384	52,384	52,384	52,384	30,012
Benefits	819,224	32,769	71,496	71,496	71,496	71,496	71,496	71,496	71,496	71,496	71,496	71,496	71,496	40,961
Books & Supplies	118,113	9,449	9,879	9,879	9,879	9,879	9,879	9,879	9,879	9,879	9,879	9,879	9,879	5,906
Services & Operations	1,618,444	97,107	138,303	138,303	138,303	138,303	138,303	138,303	138,303	138,303	138,303	138,303	138,303	80,922
Capital Outlay	62,324	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	3,527	23,120
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENDITURES	4,885,954	200,213	424,158	424,158	424,158	424,158	424,158	424,158	424,158	424,158	424,158	424,158	424,158	264,302
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	-	50,236	60,283	50,236	-	-	-	-	-	-	-	-	-	-
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	(128,551)	(64,276)	(64,276)	-	-	-	-	-	-	-	-	-	(257,102)
Other Inflows/(Outflows)	-	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(666,332)
NET INFLOWS/OUTFLOWS	127,546	(133,893)	(79,664)	(59,570)	(5,342)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	(55,578)	127,546
ENDING CASH BALANCE		1,804,219	1,461,140	1,427,194	1,289,083	1,076,667	1,218,105	1,042,353	988,284	1,142,960	1,016,284	873,730	1,313,600	
Months Cash on Hand		4.7	3.8	3.7	3.4	2.8	3.2	2.7	2.6	3.0	2.7	2.3	3.4	



MSA- 8
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	461.47	462.00	475.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	5,395,265	5,479,674	5,831,810
TTL Federal Revenue	833,123	842,626	325,304
TTL Other State Revenue	709,253	608,487	629,115
TTL Other Local Revenue	20,000	20,000	20,000
TTL REVENUES	6,957,641	6,950,786	6,806,229
EXPENDITURES			
TTL Certificated Salaries	2,206,318	2,272,507	2,340,682
TTL Non-Certificated Salaries	736,822	758,926	781,694
TTL Employee Benefits	1,144,610	1,186,537	1,226,823
TTL Books/Supplies/Materials	255,785	263,458	271,362
TTL Services & Operations	1,779,670	1,833,060	1,888,052
TTL Capital Outlay	142,101	142,101	142,101
TTL Other Outgo	-	-	-
TTL EXPENDITURES	6,265,305	6,456,591	6,650,716
Revenues less Expenditures	692,336	494,196	155,513
Beginning Fund Balance	7,528,052	8,220,387	8,714,583
Net Revenues	692,336	494,196	155,513
ENDING BALANCE	8,220,387	8,714,583	8,870,096
ENDING BALANCE AS % OF OUTGO	131.20%	134.97%	133.37%



MSA- 8
2022-23 July Budget

Description	2022-23 Budget												TOTAL		
	July	August	September	October	November	December	January	February	March	April	May	June		Accruals	
BEGINNING CASH	4,521,343	4,347,724	4,075,787	4,357,794	4,521,385	4,407,750	4,773,476	4,715,068	4,767,441	5,138,605	5,083,201	4,970,307			
CASH INFLOWS															
REVENUES															
LCFF State Aid	147,398	147,398	265,317	265,317	265,317	265,317	265,317	265,317	265,317	265,317	265,317	265,317	-	2,947,965	
EPA	-	-	273,442	-	-	273,442	-	-	273,442	-	-	273,442	-	-	1,093,767
In-Lieu Of Property Taxes	-	81,212	162,424	108,283	108,283	108,283	108,283	108,283	187,600	94,937	94,937	94,937	96,074	1,353,333	
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Federal	833,123	-	5,823	102,439	25,704	25,704	27,119	80,756	108,843	54,683	33,037	281,505	146,250	833,123	
Other State	709,253	8,284	13,915	18,943	18,950	199,166	47,058	104,203	47,147	35,845	33,037	108,582	71,412	709,253	
Other Local	20,000	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	-	20,000	
TTL REVENUES	1,567,916	2,388,561	722,587	496,648	394,216	873,577	449,444	560,225	879,016	452,448	394,957	1,025,430	313,736	6,957,641	
EXPENDITURES															
Certificated Salaries	44,126	196,563	196,563	196,563	196,563	196,563	196,563	196,563	196,563	196,563	196,563	196,563	110,316	2,206,318	
Classified Salaries	29,473	64,304	64,304	64,304	64,304	64,304	64,304	64,304	64,304	64,304	64,304	64,304	36,841	736,822	
Benefits	45,784	99,893	99,893	99,893	99,893	99,893	99,893	99,893	99,893	99,893	99,893	99,893	57,230	1,144,610	
Books & Supplies	20,463	21,393	21,393	21,393	21,393	21,393	21,393	21,393	21,393	21,393	21,393	21,393	17,789	255,785	
Services & Operations	106,780	152,081	152,081	152,081	152,081	152,081	152,081	152,081	152,081	152,081	152,081	152,081	88,284	1,779,670	
Capital Outlay	142,101	11,842	11,842	11,842	11,842	11,842	11,842	11,842	11,842	11,842	11,842	4,737	7,105	142,101	
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TTL EXPENSES	258,468	546,076	546,076	546,076	546,076	546,076	546,076	546,076	546,076	546,076	546,076	232,811	313,736	6,265,305	
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	174,795	139,836	209,754	174,795	-	-	-	-	-	-	-	-	-	699,181	
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fixed Asset Acquisitions	(284,866)	(142,483)	(142,483)	-	-	-	-	-	-	-	-	-	-	(569,832)	
Other Inflows/(Outflows)	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	-	458,693	
NET INFLOWS/OUTFLOWS	(71,946)	35,578	105,496	213,020	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	697,336	
ENDING CASH BALANCE	4,347,724	4,075,787	4,357,794	4,521,385	4,407,750	4,773,476	4,715,068	4,767,441	5,138,605	5,083,201	4,970,307	5,801,150			

8.3	7.8	8.3	8.7	8.4	9.1	9.0	9.1	9.8	9.7	9.5	11.1
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Months Cash on Hand



**Cash Flow Template
2024-25 July Budget**

Description	Budget												TOTAL	
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June
BEGINNING CASH	5,801,150	5,656,450	5,359,564	5,581,015	5,639,169	5,515,287	5,845,769	5,773,431	5,804,367	6,163,635	6,096,193	5,971,036		
CASH INFLOWS														
REVENUES														
LOFF State Aid	3,029,563	151,478	272,661	272,661	272,661	272,661	272,661	272,661	272,661	272,661	272,661	272,661	-	3,029,563
EPA	1,095,023	-	273,756	273,756	-	273,756	-	273,756	273,756	-	-	273,756	-	1,095,023
In-Lieu Of Property Taxes	1,355,088	81,305	162,611	108,407	108,407	108,407	108,407	108,407	187,815	95,046	95,046	95,046	96,184	1,355,088
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	842,626	-	5,889	103,608	25,987	27,428	81,677	110,085	110,085	55,307	55,307	284,716	147,919	842,626
Other State	608,487	6,632	11,938	16,252	16,258	170,870	40,373	89,398	36,159	30,752	28,343	93,139	61,266	608,487
Other Local	20,000	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	-	20,000
TTL REVENUES	6,950,786	159,777	728,521	502,594	398,992	853,357	450,335	553,810	882,142	455,432	397,717	1,020,984	305,369	6,950,786
EXPENDITURES														
Certificated Salaries	2,272,507	45,450	202,460	202,460	202,460	202,460	202,460	202,460	202,460	202,460	202,460	202,460	113,625	2,272,507
Classified Salaries	758,926	30,357	66,234	66,234	66,234	66,234	66,234	66,234	66,234	66,234	66,234	66,234	37,946	758,926
Benefits	1,186,537	47,461	103,552	103,552	103,552	103,552	103,552	103,552	103,552	103,552	103,552	103,552	59,327	1,186,537
Books & Supplies	263,458	21,077	22,035	22,035	22,035	22,035	22,035	22,035	22,035	22,035	22,035	22,035	8,862	263,458
Services & Operations	1,833,060	109,984	156,643	156,643	156,643	156,643	156,643	156,643	156,643	156,643	156,643	156,643	64,990	1,833,060
Capital Outlay	142,101	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	3,070	142,101
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	6,456,591	264,504	561,098	561,098	561,098	561,098	561,098	561,098	561,098	561,098	561,098	238,269	342,834	6,456,591
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	78,434	62,747	94,121	78,434	-	-	-	-	-	-	-	-	-	313,736
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	(156,633)	(78,316)	(78,316)	(78,316)	-	-	-	-	-	-	-	-	-	(313,265)
Other Inflows/(Outflows)	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	-	458,693
NET INFLOWS/OUTFLOWS	494,196	(39,974)	54,029	116,658	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	-	494,196
ENDING CASH BALANCE	5,656,450	5,359,564	5,581,015	5,639,169	5,515,287	5,845,769	5,773,431	5,804,367	6,163,635	6,096,193	5,971,036	6,791,975		
Months Cash on Hand	10.8	10.3	10.7	10.8	10.6	11.2	11.1	11.1	11.8	11.7	11.4	13.0		

DMS
SCHOOL MANAGER SOLUTIONS

Cash Flow Template
2025-26 July Budget

Description	Budget												Accruals	TOTAL
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		
BEGINNING CASH	6,791,975	6,612,120	6,268,535	6,385,684	6,328,847	6,155,676	6,391,635	6,253,986	6,263,841	6,624,441	6,570,155	6,492,028		
CASH INFLOWS														
REVENUES														
LCFF State Aid	3,312,756	140,792	253,426	253,426	253,426	253,426	253,426	329,299	329,299	329,299	329,299	329,299	329,299	117,546
EPA	1,125,836	-	239,240	-	-	239,240	-	-	289,162	-	-	289,162	-	69,031
In-Lieu Of Property Taxes	1,393,218	71,054	142,108	94,739	94,739	94,739	94,739	94,739	200,398	101,414	101,414	101,414	-	201,723
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	325,304	-	2,274	39,999	-	10,036	10,889	31,532	42,489	21,352	-	109,917	-	57,105
Other State	629,115	6,857	12,943	16,902	16,809	176,662	41,741	92,429	37,385	31,795	29,304	96,296	-	63,943
Other Local	20,000	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	-	20,000
TTL REVENUES	6,806,229	149,316	651,057	406,633	366,640	775,770	402,162	549,666	900,411	485,526	461,684	927,755	508,748	6,806,229
EXPENDITURES														
Certificated Salaries	2,340,682	46,814	208,534	208,534	208,534	208,534	208,534	208,534	208,534	208,534	208,534	208,534	91,499	2,340,682
Classified Salaries	781,694	31,268	68,221	68,221	68,221	68,221	68,221	68,221	68,221	68,221	68,221	219,136	39,085	781,694
Benefits	1,226,823	49,073	107,068	107,068	107,068	107,068	107,068	107,068	107,068	107,068	107,068	45,727	61,941	1,226,823
Books & Supplies	271,362	21,709	22,696	22,696	22,696	22,696	22,696	22,696	22,696	22,696	22,696	22,696	13,568	271,362
Services & Operations	1,888,052	113,283	161,343	161,343	161,343	161,343	161,343	161,343	161,343	161,343	161,343	66,940	94,403	1,888,052
Capital Outlay	142,101	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	10,175	3,070	27,109	142,101
Other Outgo	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL EXPENSES	6,650,716	277,321	578,035	578,035	578,035	578,035	578,035	578,035	578,035	578,035	578,035	245,500	352,540	6,650,716
OTHER CASH INFLOWS/OUTFLOWS														
Accounts Receivable (net change)	-	61,074	91,611	76,342	-	-	-	-	-	-	-	-	-	306,369
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	(85,708)
Other Inflows/(Outflows)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NET INFLOWS/OUTFLOWS	155,513	(56,850)	44,127	114,567	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	38,224	458,693
ENDING CASH BALANCE	6,612,120	6,268,535	6,385,684	6,328,847	6,155,676	6,391,635	6,253,986	6,263,841	6,624,441	6,570,155	6,492,028	7,212,508		

12.7	12.0	12.2	12.1	11.8	12.2	12.0	12.0	12.7	12.6	12.4	13.8
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MSA- SA
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	526.51	590.00	650.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	6,607,845	7,480,962	8,248,778
TTL Federal Revenue	1,200,907	925,867	335,954
TTL Other State Revenue	1,173,979	925,357	801,251
TTL Other Local Revenue	80,000	80,000	80,000
TTL REVENUES	9,062,731	9,412,187	9,465,983
EXPENDITURES			
TTL Certificated Salaries	2,263,859	2,331,775	2,401,728
TTL Non-Certificated Salaries	1,714,257	1,765,684	1,818,655
TTL Employee Benefits	1,623,030	1,759,743	1,823,141
TTL Books/Supplies/Materials	310,966	320,294	329,903
TTL Services & Operations	1,761,519	1,814,365	1,868,795
TTL Capital Outlay	756,485	711,233	584,635
TTL Other Outgo	558,517	558,517	558,517
TTL EXPENDITURES	8,988,633	9,261,611	9,385,376
Revenues less Expenditures	74,098	150,575	80,607
Beginning Fund Balance	9,175,444	9,249,543	9,400,118
Net Revenues	74,098	150,575	80,607
ENDING BALANCE	9,249,543	9,400,118	9,480,725
ENDING BALANCE AS % OF OUTGO	102.90%	101.50%	101.02%



**MSA- SA
2022-23 July Budget**

Description	Budget												TOTAL		
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Accruals
BEGINNING CASH		2,589,527	2,241,302	1,692,451	1,491,162	1,564,549	1,384,328	1,565,783	1,471,179	1,548,478	1,592,915	1,518,970	1,361,555		
CASH INFLOWS															
REVENUES															
LCFF State Aid	6,450,626	372,531	372,531	580,556	580,556	580,556	580,556	580,556	580,556	580,556	580,556	580,556	580,556	580,556	580,556
EPA	105,302	-	-	26,326	-	-	26,326	-	-	26,326	-	-	26,326	-	26,326
In-Lieu Of Property Taxes	51,917	-	3,115	6,330	4,153	4,153	4,153	4,153	4,153	7,196	3,641	3,641	3,641	3,685	
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Federal	1,200,907	-	8,393	147,661	39,091	37,051	116,406	156,892	78,823	156,892	78,823	156,892	405,776	210,813	
Other State	1,173,979	12,796	13,713	23,033	31,355	31,367	329,666	77,893	172,480	69,764	59,331	54,684	179,696	118,203	
Other Local	80,000	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	
TTL REVENUES	9,062,731	341,994	346,025	651,205	770,393	622,743	984,418	708,360	880,263	847,400	729,019	645,549	1,202,662	332,701	9,062,731
EXPENDITURES															
Certificated Salaries	2,263,859	45,277	201,689	201,689	201,689	201,689	201,689	201,689	201,689	201,689	201,689	201,689	201,689	201,689	2,263,859
Classified Salaries	1,714,257	68,570	149,608	149,608	149,608	149,608	149,608	149,608	149,608	149,608	149,608	149,608	149,608	85,713	1,714,257
Benefits	1,623,030	64,921	141,646	141,646	141,646	141,646	141,646	141,646	141,646	141,646	141,646	141,646	141,646	81,152	1,623,030
Books & Supplies	310,966	24,877	26,008	26,008	26,008	26,008	26,008	26,008	26,008	26,008	26,008	26,008	26,008	15,548	310,966
Services & Operations	1,761,519	105,691	150,530	150,530	150,530	150,530	150,530	150,530	150,530	150,530	150,530	150,530	150,530	88,076	1,761,519
Capital Outlay	756,485	63,040	63,040	63,040	63,040	63,040	63,040	63,040	63,040	63,040	63,040	63,040	63,040	37,824	756,485
Other Outgo	558,517	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	27,926	558,517
TTL EXPENSES	8,988,633	418,921	779,065	779,065	779,065	779,065	779,065	779,065	779,065	779,065	779,065	779,065	329,633	449,432	8,988,633
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	423,830	105,958	84,766	127,149	105,958	-	-	-	-	-	-	-	-	-	423,830
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	706,715	(353,350)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(176,679)	(706,715)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	-	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)
NET INFLOWS/OUTFLOWS	74,098	(271,299)	(115,812)	(73,429)	82,059	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)
ENDING CASH BALANCE		2,241,302	1,692,451	1,491,162	1,564,549	1,384,328	1,565,783	1,471,179	1,548,478	1,592,915	1,518,970	1,361,555	2,210,686		74,098

Months Cash on Hand	3.0	2.3	2.0	2.1	2.1	2.0	2.1	2.1	2.1	2.1	2.0	1.8	2.1	2.0	1.8	3.0
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Cash Flow Template
2024-25 July Budget

Description	Budget												TOTAL		
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Acrruals
BEGINNING CASH		2,210,686	2,000,955	1,516,051	1,403,416	1,468,608	1,336,792	1,498,166	1,433,161	1,502,319	1,554,637	1,505,060	1,391,049		
CASH INFLOWS															
REVENUES															
LCFF State Aid	7,394,785	365,239	365,239	657,431	657,431	657,431	657,431	657,431	657,431	657,431	657,431	657,431	657,431	657,431	7,394,785
EPA	118,000	-	-	29,500	-	-	29,500	-	-	29,500	-	-	29,500	29,500	118,000
In-Lieu Of Property Taxes	58,177	-	3,491	6,981	4,654	4,654	4,654	4,654	4,654	8,063	4,081	4,081	4,081	58,177	
Prior Year Corrections	-	-	-	-	4,654	-	-	-	-	-	-	-	-	4,129	-
Federal	925,867	-	-	6,471	113,843	-	28,565	30,138	89,746	120,960	60,770	155,046	312,842	162,531	925,867
Other State	925,357	10,086	10,089	18,155	24,715	24,724	29,850	61,397	135,953	54,989	46,766	43,103	141,641	925,357	
Other Local	80,000	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	80,000	
TTL REVENUES	9,412,187	381,992	386,205	725,205	807,309	693,475	986,667	760,286	894,450	877,610	775,715	711,281	1,152,161	259,831	9,412,187
EXPENDITURES															
Certificated Salaries	2,331,775	46,636	207,740	207,740	207,740	207,740	207,740	207,740	207,740	207,740	207,740	207,740	207,740	116,589	2,331,775
Classified Salaries	1,765,684	70,627	154,096	154,096	154,096	154,096	154,096	154,096	154,096	154,096	154,096	154,096	154,096	88,284	1,765,684
Benefits	1,759,743	70,390	153,578	153,578	153,578	153,578	153,578	153,578	153,578	153,578	153,578	153,578	153,578	87,987	1,759,743
Books & Supplies	320,294	25,624	26,788	26,788	26,788	26,788	26,788	26,788	26,788	26,788	26,788	26,788	26,788	16,015	320,294
Services & Operations	1,814,365	108,862	155,046	155,046	155,046	155,046	155,046	155,046	155,046	155,046	155,046	155,046	155,046	90,718	1,814,365
Capital Outlay	711,233	57,602	57,602	57,602	57,602	57,602	57,602	57,602	57,602	57,602	57,602	57,602	57,602	55,566	711,233
Other Outgo	556,517	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	46,543	-	556,517
TTL EXPENSES	9,261,611	426,284	801,393	801,393	801,393	801,393	801,393	801,393	801,393	801,393	801,393	801,393	366,238	455,159	9,261,611
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)		83,175	66,540	99,810	83,175	-	-	-	-	-	-	-	-	-	332,701
Loan Proceeds		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change In Payables		-	-	(112,358)	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions		(224,716)	(112,358)	(112,358)	-	-	-	-	-	-	-	-	-	-	(449,432)
Other Inflows/(Outflows)		(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)
NET INFLOWS/OUTFLOWS	150,575	(165,439)	(69,716)	(36,446)	59,276	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	150,575
ENDING CASH BALANCE		2,000,955	1,516,051	1,403,416	1,468,608	1,336,792	1,498,166	1,433,161	1,502,319	1,554,637	1,505,060	1,391,049	2,153,073		
Months Cash on Hand		2.7	2.0	1.9	2.0	1.8	2.0	1.9	2.0	2.1	2.0	1.9	2.9		



**Cash Flow Template
2025-26 July Budget**

Description	Budget												TOTAL		
	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Acrimals
BEGINNING CASH		2,155,073	2,005,408	1,576,148	1,540,113	1,614,453	1,582,534	1,797,073	1,807,844	1,987,291	2,148,347	2,239,995	2,306,421		
CASH INFLOWS															
REVENUES															
LCFF State Aid	8,054,684	402,734	402,734	724,922	724,922	724,922	724,922	724,922	807,410	807,410	807,410	807,410	807,410	807,410	8,054,684
EPA	130,000	-	-	32,500	-	32,500	-	32,500	-	35,500	-	-	35,500	-	130,000
In-Lieu Of Property Taxes	64,094	-	3,846	7,691	5,128	5,128	5,128	5,128	5,128	10,016	5,069	5,069	5,069	1,698	64,094
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	335,954	-	2,348	41,308	41,308	10,365	10,365	10,365	32,565	43,891	22,051	-	113,516	58,975	335,954
Other State	801,251	8,734	9,359	15,720	21,400	21,400	25,000	53,162	117,719	47,614	40,494	37,322	132,644	80,674	801,251
Other Local	80,000	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	-	80,000
TTL REVENUES	9,465,983	418,134	422,605	789,847	799,424	758,124	1,004,580	800,814	969,488	951,098	881,691	856,468	1,090,806	(277,097)	9,465,983
EXPENDITURES															
Certificated Salaries	2,401,728	48,035	213,972	213,972	213,972	213,972	213,972	213,972	213,972	213,972	213,972	213,972	213,972	93,886	2,401,728
Classified Salaries	1,818,655	72,746	158,719	158,719	158,719	158,719	158,719	158,719	158,719	158,719	158,719	158,719	158,719	67,786	1,818,655
Benefits	1,823,141	72,026	159,111	159,111	159,111	159,111	159,111	159,111	159,111	159,111	159,111	159,111	159,111	67,953	1,823,141
Books & Supplies	319,903	26,392	27,592	27,592	27,592	27,592	27,592	27,592	27,592	27,592	27,592	27,592	27,592	11,097	319,903
Services & Operations	1,868,795	112,128	159,697	159,697	159,697	159,697	159,697	159,697	159,697	159,697	159,697	159,697	159,697	93,440	1,868,795
Capital Outlay	584,635	47,053	47,053	47,053	47,053	47,053	47,053	47,053	47,053	47,053	47,053	47,053	47,053	49,236	584,635
Other Outgo	558,517	-	-	-	-	-	-	-	-	-	-	-	-	558,517	558,517
TTL EXPENSES	9,385,376	375,279	766,143	766,143	766,143	766,143	766,143	766,143	766,143	766,143	766,143	766,143	374,800	1,019,864	9,385,376
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	64,958	-	51,966	77,940	64,958	-	-	-	-	-	-	-	-	-	259,831
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	(227,579)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(113,790)	(455,159)	
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/Outflows	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	
NET INFLOWS/OUTFLOWS	80,607	(186,520)	(85,722)	(59,739)	41,059	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	(23,899)	80,607
ENDING CASH BALANCE		2,005,408	1,576,148	1,540,113	1,614,453	1,582,534	1,797,073	1,807,844	1,987,291	2,148,347	2,239,995	2,306,421	3,048,528		

2.7	2.1	2.1	2.1	2.2	2.1	2.4	2.4	2.4	2.7	2.9	3.0	3.1	4.1
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MSA- SD
2022-23 July Budget
Multi-Year Budget Summary

Assumptions	2022-23	2023-24	2024-25
ADA	420.72	440.00	445.00

Description	2022-23	2023-24	2024-25
REVENUES			
TTL General Purpose Entitlement	3,885,816	4,173,128	4,365,941
TTL Federal Revenue	240,753	244,784	138,378
TTL Other State Revenue	710,106	680,635	704,729
TTL Other Local Revenue	100,000	100,000	100,000
TTL REVENUES	4,936,675	5,198,547	5,309,049
EXPENDITURES			
TTL Certificated Salaries	1,736,697	1,788,798	1,842,462
TTL Non-Certificated Salaries	422,205	434,871	447,918
TTL Employee Benefits	862,646	892,874	922,348
TTL Books/Supplies/Materials	115,937	119,415	122,997
TTL Services & Operations	1,718,662	1,770,222	1,823,328
TTL Capital Outlay	55,790	55,790	55,790
TTL Other Outgo	3,000	3,000	3,000
TTL EXPENDITURES	4,914,936	5,064,969	5,217,842
Revenues less Expenditures	21,738	133,578	91,206
Beginning Fund Balance	1,344,964	1,366,703	1,500,281
Net Revenues	21,738	133,578	91,206
ENDING BALANCE	1,366,703	1,500,281	1,591,487
ENDING BALANCE AS % OF OUTGO	27.81%	29.62%	30.50%



MSA- SD
2022-23 July Budget

Description	Budget												TOTAL		
	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May		June	Accruals
BEGINNING CASH		1,626,901	1,475,510	1,335,461	1,518,488	1,653,310	1,549,806	1,655,199	1,587,674	1,592,862	1,738,415	1,638,462	1,519,896		
CASH INFLOWS															
REVENUES															
LCFF State Aid	843,602	42,180		75,924	75,924	75,924	75,924	75,924	75,924	75,924	75,924	75,924	75,924	-	843,602
EPA	84,144	-	21,036	-	-	21,036	-	-	-	-	-	-	21,036	-	84,144
In-Lieu Of Property Taxes	2,958,070	-	177,484	354,968	236,646	236,646	236,646	236,646	236,646	409,989	207,479	207,479	207,479	209,864	2,958,070
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	240,753	-	1,683	29,603	29,603	-	7,428	7,837	23,337	31,453	15,802	35,077	81,348	42,863	240,753
Other State	710,106	7,740	13,932	18,966	18,973	18,973	47,115	104,328	42,198	42,198	35,888	35,077	108,693	71,897	710,106
Other Local	100,000	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	-	100,000
TTL REVENUES	4,936,675	58,253	236,292	475,876	369,471	339,876	548,772	375,855	448,568	588,933	343,426	324,813	502,814	323,724	4,936,675
EXPENDITURES															
Certificated Salaries	1,736,697	34,734	154,724	154,724	154,724	154,724	154,724	154,724	154,724	154,724	154,724	154,724	154,724	67,889	1,736,697
Classified Salaries	422,205	16,888	36,847	36,847	36,847	36,847	36,847	36,847	36,847	36,847	36,847	36,847	36,847	15,737	422,205
Benefits	862,646	34,506	75,285	75,285	75,285	75,285	75,285	75,285	75,285	75,285	75,285	75,285	75,285	43,132	862,646
Books & Supplies	115,937	9,275	9,697	9,697	9,697	9,697	9,697	9,697	9,697	9,697	9,697	9,697	9,697	5,797	115,937
Services & Operations	1,718,662	103,120	146,867	146,867	146,867	146,867	146,867	146,867	146,867	146,867	146,867	146,867	146,867	85,934	1,718,662
Capital Outlay	55,790	4,649	4,649	4,649	4,649	4,649	4,649	4,649	4,649	4,649	4,649	4,649	4,649	2,789	55,790
Other Outgo	3,000	250	250	250	250	250	250	250	250	250	250	250	250	150	3,000
TTL EXPENSES	4,914,936	203,422	428,320	428,320	428,320	428,320	428,320	428,320	428,320	428,320	428,320	428,320	182,573	245,747	4,914,936
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)	834,923	208,731	166,985	250,477	208,731	-	-	-	-	-	-	-	-	-	834,923
Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables	389,786	(199,893)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(99,947)	(389,786)
Fixed Asset Acquisitions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)
NET INFLOWS/OUTFLOWS	21,738	(6,222)	51,978	135,470	193,671	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	21,738
ENDING CASH BALANCE		1,475,510	1,335,461	1,518,488	1,653,310	1,549,806	1,655,199	1,587,674	1,592,862	1,738,415	1,638,462	1,519,896	1,825,077		

3.6	3.3	3.7	4.0	3.9	3.9	4.0	4.2	4.0	3.7	4.5
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Months Cash on Hand



**Cash Flow Template
2024-25 July Budget**

Description	2022-23 Budget	July	August	September	October	November	December	January	February	March	April	May	June	Accruals	TOTAL
BEGINNING CASH		1,825,077	1,625,767	1,426,007	1,513,011	1,532,732	1,441,431	1,552,627	1,496,268	1,510,507	1,676,734	1,587,210	1,478,925		
CASH INFLOWS															
REVENUES															
LCPF State Aid	991,501	49,575	49,575	89,235	89,235	89,235	89,235	89,235	89,235	89,235	89,235	89,235	89,235	-	991,501
EPA	88,000	-	-	22,000	22,000	-	-	-	-	22,000	-	-	22,000	-	88,000
In-Lieu Of Property Taxes	3,093,627	-	1,885,618	371,325	247,490	247,490	247,490	247,490	247,490	428,777	216,987	216,987	216,987	219,586	3,093,627
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	244,784	-	-	1,711	30,098	-	7,552	7,968	23,727	31,980	16,067	31,704	82,710	42,871	244,784
Other State	680,635	7,419	7,950	13,354	18,178	18,185	191,129	45,160	99,998	40,447	34,398	31,704	104,182	68,530	680,635
Other Local	100,000	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	-	100,000
TTL REVENUES	5,198,547	65,327	251,476	505,868	393,335	363,244	565,740	398,186	468,784	620,772	365,021	346,260	523,448	331,086	5,198,547
EXPENDITURES															
Certificated Salaries	1,788,798	35,776	159,366	159,366	159,366	159,366	159,366	159,366	159,366	159,366	159,366	159,366	159,366	89,440	1,788,798
Classified Salaries	434,871	17,395	37,952	37,952	37,952	37,952	37,952	37,952	37,952	37,952	37,952	37,952	37,952	21,744	434,871
Benefits	892,874	35,715	77,924	77,924	77,924	77,924	77,924	77,924	77,924	77,924	77,924	77,924	77,924	44,644	892,874
Books & Supplies	119,415	9,553	9,987	9,987	9,987	9,987	9,987	9,987	9,987	9,987	9,987	9,987	4,017	5,971	119,415
Services & Operations	1,770,222	106,213	151,273	151,273	151,273	151,273	151,273	151,273	151,273	151,273	151,273	151,273	62,762	88,511	1,770,222
Capital Outlay	55,790	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	193	22,793	55,790
Other Outgo	3,000	-	-	-	-	-	-	-	-	-	-	-	-	3,000	3,000
TTL EXPENSES	5,064,969	207,634	439,485	439,485	439,485	439,485	439,485	439,485	439,485	439,485	439,485	439,485	186,386	276,102	5,064,969
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)		80,931	64,745	97,117	80,931	-	-	-	-	-	-	-	-	-	323,724
Loan Proceeds		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loan Repayments		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables		(122,873)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(61,437)	(445,747)
Fixed Asset Acquisitions		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Inflows/(Outflows)		(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(180,722)
NET INFLOWS/OUTFLOWS	135,578	(57,003)	(11,752)	20,620	65,871	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	133,578
ENDING CASH BALANCE		1,625,767	1,426,007	1,513,011	1,532,732	1,441,431	1,552,627	1,496,268	1,510,507	1,676,734	1,587,210	1,478,925	1,800,926		

4.0	3.5	3.7	3.7	3.5	3.8	3.7	3.7	3.7	3.9	3.6	4.4
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**Cash Flow Template
2025-26 July Budget**

Description	2021-22 Budget	July	August	September	October	November	December	January	February	March	April	May	June	Accruals	TOTAL
BEGINNING CASH		1,800,926	1,590,128	1,381,145	1,467,736	1,480,440	1,393,365	1,511,876	1,457,234	1,485,514	1,669,375	1,597,957	1,514,667		
CASH INFLOWS															
REVENUES															
LCPF State Aid	1,148,159	57,408	57,408	103,334	103,334	103,334	103,334	103,334	120,567	120,567	120,567	120,567	120,567	(86,162)	1,148,159
EPA	89,000	-	-	22,250	-	-	22,250	-	-	22,500	-	-	22,500	(500)	89,000
In-Lieu Of Property Taxes	3,128,782	-	187,727	375,654	250,303	250,303	250,303	250,303	250,303	440,378	222,858	222,858	222,858	205,137	3,128,782
Prior Year Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal	138,378	-	867	17,015	17,015	4,269	4,269	4,504	13,413	18,078	5,083	-	46,757	24,292	138,378
Other State	704,729	7,681	8,231	13,826	18,872	18,829	197,895	46,758	103,538	41,879	35,616	32,826	107,870	70,956	704,729
Other Local	100,000	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	8,333	-	100,000
TTL REVENUES	5,309,049	73,423	261,700	524,165	397,807	380,799	586,385	413,233	496,154	651,735	396,457	384,584	528,885	213,723	5,309,049
EXPENDITURES															
Certificated Salaries	1,842,462	36,849	164,147	164,147	164,147	164,147	164,147	164,147	164,147	164,147	164,147	164,147	164,147	92,123	1,842,462
Classified Salaries	447,318	17,917	39,091	39,091	39,091	39,091	39,091	39,091	39,091	39,091	39,091	39,091	39,091	22,396	447,318
Benefits	922,248	36,894	80,496	80,496	80,496	80,496	80,496	80,496	80,496	80,496	80,496	80,496	80,496	46,117	922,248
Books & Supplies	122,897	9,840	10,287	10,287	10,287	10,287	10,287	10,287	10,287	10,287	10,287	10,287	10,287	6,150	122,897
Services & Operations	1,823,228	109,400	155,812	155,812	155,812	155,812	155,812	155,812	155,812	155,812	155,812	155,812	155,812	91,166	1,823,228
Capital Outlay	55,790	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	2,982	193	55,790
Other Outgo	3,000	-	-	-	-	-	-	-	-	-	-	-	-	3,000	3,000
TTL EXPENSES	5,217,842	213,881	452,814	452,814	452,814	452,814	452,814	452,814	452,814	452,814	452,814	452,814	192,072	283,746	5,217,842
OTHER CASH INFLOWS/OUTFLOWS															
Accounts Receivable (net change)		82,772	66,217	99,326	82,772	-	-	-	-	-	-	-	-	-	331,086
Loan Proceeds		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change in Payables		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fixed Asset Acquisitions		(138,051)	(69,026)	(69,026)	-	-	-	-	-	-	-	-	-	-	(276,102)
Other Inflows/(Outflows)		(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	-	(180,270)
NET INFLOWS/OUTFLOWS	91,206	(70,340)	(17,868)	15,240	67,712	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	(15,060)	91,206
ENDING CASH BALANCE		1,590,128	1,381,145	1,467,736	1,480,440	1,393,365	1,511,876	1,457,234	1,485,514	1,669,375	1,597,957	1,514,667	1,836,420		

3.9	3.4	3.6	3.4	3.7	3.6	4.1	3.7	3.6	3.6	3.9	3.7	4.5
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Cover Sheet

Approval of 2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders

Section: III. Action Items
Item: B. Approval of 2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders
Purpose: Vote
Submitted by:
Related Material: 2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders.pdf



Board Agenda Item #	III B: Action Item
Date:	April 21, 2022
To:	Magnolia Public Schools – Board of Directors
From:	MPS Educational Partners & Development Committee
Staff Lead:	Suat Acar, Chief Operations Officer Steve Budhreja, Chief Financial Officer
RE:	2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders

Presented at the MPS Educational Partners & Development Committee on April 20, 2022

Proposed Motion:

I move for the Board to approve the 2022-23 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders as presented.

Introduction

The MPS Operations Department has initiated discussions with the C-team and the school site principals regarding 2022-23 compensation package for full time teachers, NCBA positions, and school leaders. To address existing recruitment and retention challenges, MPS strives to create the most competitive compensation package.

The Operations Department has reviewed other CMOs’ and district compensation packages as part of this process.

Below are the proposed changes to the 2022-23 pay raise scale.

- Increase the school base pay to the following:
 - MSA-1, 2: From \$52,000 to \$57,000.
 - MSA-3 through 8: From \$51,000 to \$57,000.
 - MSA-SA and SD: From \$49,000 to \$53,000
- Remove the total experience cap (currently caps at 25 years), keep prior experience cap at 15 years.
- Currently, “highly effective” rated staff is eligible for performance pay. The proposed change is to have “effective” and “highly effective” rated staff to be eligible to receive performance pay.



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- Performance pay will continue to be suspended in 2022-23. This is in reference to the initial freeze from 2020-21 (refer to the May 27, 2020 board report).

Background

With the collaboration of the C-team, home office staff, and MPS principals, the MPS Operations Department formed a task force to discuss and get feedback about the proposed options. MPS Task Force had the first meeting on December 15, 2021 and after that there were further internal meetings with the C-team members regarding budget analysis.

Budget Implications

The MPS Finance team will provide the 2022-23 budget which include personnel compensation.

Exhibits (attachments):

- 2022-23 MPS Employee Pay Raise Scale for Full-Time Teaching Positions & NCBA, and School Leaders (with redline)
- 2022-23 MPS Employee Pay Raise Scale for Full-Time Teaching Positions & NCBA, and School Leaders (without redline)



MPS EMPLOYEE PAY RAISE SCALE

FULL-TIME TEACHING POSITIONS

&

NON-CLASSROOM-BASED ACADEMIC POSITIONS

Last Amended:
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MPS EMPLOYEE PAY RAISE SCALE (FULL-TIME TEACHING POSITIONS & NON-CLASSROOM
BASED ACADEMIC POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: Teaching Positions & Non-Classroom Based Academic Positions	
1.	Base School Salary
	+
2.	Employee Qualifications Pay
	+
3.	Position Pay (where applicable)
4.	Employee Performance Pay
5.	Pay for Additional Duties

→ Base Employee Salary

Narrative:

1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.

This Board-approved pay raise scale will be in effect as of July 1, 2022, ~~until the subsequent Board approval of an updated~~ scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.

2) This policy replaces and overrides any previous pay/bonus policy pay raise scale or other policies affecting compensation to the extent they are in conflict.

3) This pay raise scale applies to all full-time teaching staff and non-classroom based academic staff.

4) Pay for full-time teaching positions has four major components: base school salary, employee qualifications pay, employee performance pay, and pay for additional duties. Pay for non-classroom based academic positions has the same four components, with the addition of a fifth component for position pay. Base school salary, position pay (where applicable), and employee qualifications pay make up the base employee salary as they reflect their job position and qualifications. Employee performance pay and pay for additional duties are variable pays based on the employee's performance rating and the additional duties assigned to the employee and are not a part of the base employee salary.

5) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)

6) Additional duties for employees will be assigned add-on points as explained further in this scale. These duties have

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to be approved by the school administration and the Home Office. The add-on points for such additional duties are not part of employee's base salary; they are earnings on top of the base employee salary designated for the extra duties performed for the specific year of service. Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Additional duties that are an outgrowth of MPS's instructional program, including the Additional Duties enumerated herein, are reportable to the employee's STRS retirement account. See "Additional Duties" for details.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same.

9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon employee completing at least one year of service and any employee who fails to do so must return the signing bonus to the School.

12) The pay raise scale limitations may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

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1) BASE SCHOOL SALARY

Base School Salary		
Location	School	Base
Los Angeles County (Reseda)	MSA-1	\$57,000
Los Angeles County (Van Nuys)	MSA-2	\$57,000
Los Angeles County (Carson)	MSA-3	\$57,000
Los Angeles County (Los Angeles)	MSA-4	\$57,000
Los Angeles County (Reseda)	MSA-5	\$57,000
Los Angeles County (Los Angeles)	MSA-6	\$57,000
Los Angeles County (Northridge)	MSA-7	\$57,000
Los Angeles County (Bell)	MSA-Bell	\$57,000
San Diego County (San Diego)	MSA-San Diego	\$53,000
Orange County (Santa Ana)	MSA-Santa Ana	\$53,000

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Narrative:

- 1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.
- 2) Based on the above parameters, the Board may adjust the Base School Salaries each year.

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications

Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience	\$1,015	1 for each year up to 15	15
4	MPS Experience	\$1,015	1 for each year	N/A

Narrative:

- 1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered.
- 2) Credential: 1 point for California Clear Teaching Credential; 1 point for California Preliminary or Clear Administrative Services Credential; 1 point for job-related credential or certificate, e.g., college counseling certificate; 2 points for National Board Certification. Points are not added except for the addition of the National Board Certification points (2) and the CA Clear Teaching Credential point (1). CA Preliminary Teaching Credential does not earn points.
- 3) Prior Experience: Cap of 15 years will be applied for prior full-time teaching, school leader, and other related field work experience when the employee completed a full year of employment in the position. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.
- 4) MPS Experience: ~~P~~rior full-time, regular employment with MPS as a teacher, school leader, or in other related field work positions. Student teaching as part of the credentialing program does not count for experience. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office.

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5) Qualifications pay is NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position with the same qualifying points.

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3) POSITION PAY

Position Pay				
Field #	Type of Pay	Coefficient	Points	Max
1	Position	\$1,015	See notes.	10

Position Points	
College Counselor, Librarian, EL Coordinator, Language/Literacy Coach, Title-I/Intervention Coordinator, Guidance Counselor	5
Education Specialist, Psychologist	15
<u>Athletic Director</u>	0
School-Social Worker	0

Narrative:

1) Position: Staff with non-classroom-based academic positions will receive additional points based on their position. See the table above.

2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.

4) EMPLOYEE PERFORMANCE PAY

Available Performance Pay	
Teaching & Non-Classroom Based Academic Positions	\$2,000

End-of-Year Overall Evaluation Ratings	
Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	100%

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2: Developing (D)	0
1: Ineffective (I)	0

Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a "3: Effective (E)" and a "4: Highly Effective (HE)" rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay.
- 3) Available performance pay will be a maximum of \$2,000 for school-level teaching staff and non-classroom based academic staff.
- 4) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees.
- 5) Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 6) MPS believes in use of data in determining employee performance. As explained in detail in MPS' board-approved employee evaluation protocols, survey and student assessment data as well as supervisor's evaluation of the employee performance are used in evaluations of teaching and non-classroom based academic staff.

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Deleted: 5) PAY FOR ADDITIONAL DUTIES ... [1]

MPS Board Approved Additional Duties-Annual Assignment (Coefficient for Additional Duties is \$1,000.00)		
Duties	Add-on Points	JOB DESCRIPTION
Organization Wide Teacher on Special Assignment (TOSA) Duties (to be assigned by Home Office)		
1 History / Social Sciences	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically: - Hold grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities. - Organize other network-wide activities and events as assigned.

2	<u>Science</u>	5	<p>Coordinate collaboration and professional development activities across all MPS schools. Specifically:</p> <ul style="list-style-type: none"> - Hold grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities. - Organize other network-wide activities and events as assigned. - Support the selection and implementation of a proven STEAM enrichment program - Provide professional development for Implementing a multi-level and multi-dimensional curriculum including NGSS - Support MPS Wide Annual STEM EXPO - Develop and Implement Professional Development Workshops for MPS Wide Enrichment Instructional Support
3	<u>Computer Science and Technology</u>	5	<p>Coordinate collaboration and professional development activities across all MPS schools. Specifically:</p> <ul style="list-style-type: none"> - Hold grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities. - Organize other network-wide activities and events as assigned.
4	<u>Electives (Spanish, Art, PE, and other Electives)</u>	5	<p>Coordinate collaboration and professional development activities across all MPS schools. Specifically:</p> <ul style="list-style-type: none"> - Hold grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities. - Organize other network-wide activities and events as assigned.
5	<u>Elementary Programs</u>	5	<p>Coordinate collaboration and professional development activities across all MPS schools. Specifically:</p> <ul style="list-style-type: none"> - Hold grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities. - Organize other network-wide activities and events as assigned.
6	<u>Math</u>	5	<ul style="list-style-type: none"> - Support the coordination, collaboration and professional development activities across all MPS schools. Specifically; - Support grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Coordinate at least 2 annual MPS-wide math competitions (growth mindset, Pi day, etc.) - Support development of the math assessment timeline and manage data collection and analysis

			<ul style="list-style-type: none"> - Serve as a member of the math materials adoption cohort to assist with the selection of high quality and effective instructional materials and resources in alignment with CA Standards and Framework. - Meet monthly with the Director of Math programs and quarterly with the Academic Team and CAO
7	English	5	<ul style="list-style-type: none"> - Support the coordination of collaboration and professional development activities across all MPS schools. Specifically: - Support grade level/span scope and sequence planning activities quarterly. - Support three MPS-wide PD (symposia) days - Support and Maintain Google classroom and/or website for PD, resources and info dissemination - Coordinate 2 annual MPS-wide ELA competitions (Creative Writing, Poetry Out Loud, NaNoWriMo, Women's History Month Essay Contest, etc.) - Support development of the ELA assessment timeline and manage data collection and analysis - Support with the selection and/or development of an MPS-wide writing framework and/or curriculum adoption - Meet monthly with the ELA Program Coordinator, and quarterly with the Academic Team
8	GATE	5	<ul style="list-style-type: none"> - Research and Development for Adopting a Researched Based "proven" Enrichment Program/Curriculum for all MPS Schools. - Support the coordination, collaboration and professional development activities across all MPS schools for Gifted and Talented program support. - Assist with Identification of GATE students including: PD's for Deans, Assistance with obtaining and administering OLSAT and Raven's Tests - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities at all Sites - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Lead the Coordination of the annual Steam Expo with all participating MPS schools - Meet monthly with the Director of SPED programs and quarterly with the Academic Team and CAO. - Seek out Enrichment opportunities for students (Science camp, JPL Scholarships etc.)
9	SPED	5	<ul style="list-style-type: none"> - MPS Wide District Level Usage on the SEIS and Welligent Systems - Weekly monitoring and reporting to Director of SPED / Re:School Compliance - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities - Monitor the Compliance of 504 Plan Implementation - Provides Professional Development for SPED Teachers at 3 symposiums and ongoing support for newly hired SPED Teachers - Adds, Deletes, Monitors and Maintains Users for the SEIS and Welligent Systems (Creates passwords for adult users, adds students from CAL-PADS to SEIS and Welligent as appropriate).
Schoolwide Coordination Duties			
1	Discipline Coordinator	5	<p>The Coordinator is a critical teammate on the student service team, under the direction of the Dean of Students. The Coordinator's primary responsibility is to respond to student behavior. This will happen through the management of systems across the school, and through the creation of meaningful interventions to build student capacity to make strong, future-ready decisions. The coordinator builds strong relationships with students and champions family engagement to develop partnerships between the school and families to support the success of students.</p>
2	I.T. Coordinator/Technician	5	<p>I.T. Coordinator/Technician is a staff member who:</p> <ul style="list-style-type: none"> - Maintains staff, students, and classroom technology (tracks in inventory system/configured for operation) - Responds to school's basic technology issues like troubleshooting internet/wireless connection, or printing etc. - Gives feedback on usage and research/analysis results on continuously improving educational technology and recommend them to the school and other

			schools' IT technician team members. - Trains fellow staff members on certain software/hardware usage and on basic computer security, and technology equipment handling if needed.
3	<u>Testing Coordinator</u>	5	Testing coordinator will coordinate and supervise school-wide implementation of local and state tests (SBAC, MAP, IAB Benchmark tests, GATE, ELPAC, AP tests). Other tasks include scheduling, informing parents, encouraging students, assist school staff with preparation for test administrations, and assisting Math and English teachers with testing strategies and preparation. In additional working closely with SPED and EL departments along with communicating with IT Manager to ensure accommodations are enabled according to the individual needs of students. The testing coordinator will also assist in providing data to admin for as needed, to teachers for intervention and data driven analysis. Perform other duties as assigned by the principal.
4	<u>After School Coordinator</u>	5	Responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment staff. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member. Works with admin and teacher to identify clubs and tutoring offered/needed, generates/communicates the after-school schedule, promotes the attendance for after school programs, checks classrooms regularly, helps with ordering supplies, collects the data and submits to authorizers.
5	<u>MTSS Coordinator (incl. RTI, Title I, etc.)</u>	5	Under the direction of the Dean of Students, the MTSS Coordinator is an integral part of the school's culture. The coordinator collaborates with team members to provide academic and behavior strategies for students with various needs.
6	<u>EL Coordinator</u>	5	Implements and is compliant with the MPS EL Master Plan, supports ELA and ELD teachers with instructional strategies, consults with the MPS EL Coordinator, identifies EL students, supports EL student achievement reports and data analysis of EL student, planning and administering ELPAC, monitors student progress through various assessments such as SBAC, MAP, Lexile reports, compiles student portfolios, attends district/school-wide PDs and meetings
7	<u>Literacy Program Coordinator (incl. myON, A.R., etc.)</u>	3	Coordinates the school-wide literacy program (myON, AR, etc.), including scheduling and supporting professional development and training for teachers, supporting teachers with best practices for program implementation, planning events and competitions which promote literacy, monitoring literacy data such as: lexile growth, minutes/books read, etc. and sharing such data with school staff to improve students' literacy development and growth.
8	<u>STEAM Festival/Expo Coordinator</u>	2	STEAM Coordinator is an active participant of annual STEAM EXPO event in collaboration with the Home Office. Organizes a local and school-wide STEAM EXPO. Follows up with deadlines at the school level, communicates the guidelines via emails and meetings. Supports teachers and staff to maximize student/project participation. Assists with the logistics such as transportation and food, etc.
9	<u>Community and Family Outreach Coordinator</u>	2	A high-energy multi-tasker with dynamic leadership ability who builds coalitions and partnerships. The Coordinator works to build social capital by fostering person-to-person and people-to-place relationships, develop the skill and will of parents and community leaders to take on leadership roles within schools and in their community, and encourage civic engagement in order to build neighborhoods where the stakeholders want to invest their time and resources to transform their communities. The Coordinator will be flexible and a self-starter, working with a network of engaged and empowered stakeholders in the MSA Communities. They will make connections with residents to broaden and deepen the community network, support local advocacy, and develop leaders who will carry out the work.
10	<u>WASC Self-Study Coordinator</u>	3	The WASC Self-Study Coordinator is the primary contact with WASC, compiling all the necessary information to complete the self-study. The Coordinator utilizes the guidelines set by WASC and with the help of MSA administration, identify a team of faculty, staff, and school leaders to write and assemble the various components of the self-study by their identified deadline. The Coordinator will be available to the WASC administration and team for all communication and will

			<p>lead and facilitate the WASC team visit. Through the completion of the self-study process, the school will have accomplished:</p> <ol style="list-style-type: none"> 1) the involvement and collaboration of all stakeholders to support student achievement; 2) the clarification and measurement of what all students should know, understand, and be able to do through schoolwide learner outcomes and academic standards; 3) the analysis of data about students and student achievement; 4) the assessment of the entire school program and its impact on student learning in relation to the schoolwide learner outcomes, academic standards, and WASC/CDE criteria; 5) the alignment of a long-range action plan to the school's areas of need; and 6) the capacity to implement and monitor the accomplishment of the plan.
11	Blended Learning Coordinator	1	The Blended Learning Coordinator provides leadership, staff development, and instructional support to all instructional and administrative staff. In addition, this position serves as a liaison between school and org-wide technology initiatives and school based implementation and support for administrators and teachers.
12	Extracurricular Activities Coordinator	1	After School Coordinator is responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment Instructors. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member in the program.
13	504 Coordinator (1-10 cases)	2	The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504. Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.
13	504 Coordinator (11 or more)	3	The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504. Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.
14	SSPT Coordinator	2	Serve as a liaison between the schools and appropriate partners in supporting students and families. Using a MTSS Framework, the SSPT coordination includes the following. Support students in acquiring linguistic, academic, behavioral, and social competencies using tiered interventions.
15	GATE Coordinator	2	Assist schools in enhancing collaborative and supportive schoolwide PBIS culture for all school partners. Assist the Director in designing and implementing a Magnolia Wide GATE enrichment curriculum.

16	SPED Coordinator	5	<ul style="list-style-type: none"> * <u>School site support with SPED coordination.</u> * <u>School Based Case management</u> * <u>Child Find - accessing all students enrolled in the science academy in CALPADS, SEIS or Welligent.</u> * <u>Ensuring an annual IEP meeting is held for each student, either identified as an "annual review" or a Triennial.</u> * <u>Working with SPED Teacher to ensure service provision is taking place.</u> * <u>Providing pertinent information to SPED Director to ensure CALPADS data is accurate.</u> * <u>Managing caseload to ensure compliance with all meetings, service provision and accommodations are in place for each student.</u> * <u>SPED Coordinators are also responsible for working with SPED para's and instructing SPED students in pull out sessions.</u> * <u>SPED Coordinators are responsible for team teaching with all general education teachers to ensure students are receiving support for assignments, projects and are being graded according to their IEP.</u> * <u>SPED Coordinators meet with the SPED director at school level SPED meetings, and once monthly at the CMO level SPED meetings. All SPED teachers meet weekly with their SPED coordinators and/or admin teams.</u> * <u>Prepares the department for annual audits and authorizer oversight.</u> * <u>Works with all service providers</u>
Chair/Mentorship/Special Committee Duties			
1	Department Chair (5+ teachers)	3	<u>Supports teachers with teaching curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.</u>
2	Department Chair (1-4 teachers)	2	<u>Supports teachers with curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.</u>
3	Grade Level Chair (5+ teachers)	3	<u>Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.</u>
4	Grade Level Chair (1-4 teachers)	2	<u>Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.</u>
5	Student Leadership / Gov't Advisor	2	<u>Under the guidance of Dean of Students, a student council advisor guides student leaders in successfully planning events, making decisions and representing their fellow students. This role is essential to developing students' leadership skills and supporting their efforts to serve their school.</u>
6	BTSA / Teacher Mentor	1.5	<u>The mentor will be assigned one or multiple teachers or teacher candidates with preliminary credentials. The mentor will help these teachers to clear their credentials with direct support, guidance, timeline follow up with lesson planning, curriculum development and classroom management. The mentor will also provide PD opportunities for the mentees.</u>
7	CAP Mentor	1	<u>The CAP Mentor supports students in working towards earning a recognition from the Congressional Award Program by helping them set goals, organize their activities, track their accomplishments, and submit their evidence to the program. "Participants earn Bronze, Silver, and Gold Certificates and Bronze, Silver, and Gold Medals. Each level involves setting goals in four program areas:</u>

			Voluntary Public Service, Personal Development, Physical Fitness, and Expedition/Exploration." https://www.congressionalaward.org/the-program/
8	Reflection Committee Team Member	1	Under the direction of the Dean of Students, the Committee is an integral part of the school's culture in which the team member collaborate to provide academic and behavior strategies for students with various needs. Instead of the "waiting for failure" assessment model, the Committee team member is able to take a proactive approach to identify students with social-emotional, academic, and behavioral needs. Additionally, the team member is responsible for providing information and professional development to the school site teams, ensuring that MTSS components are implemented effectively throughout. Early interventions and assessments for these students can greatly improve their academic & behavioral successes.
9	Student Safety Committee	1	Support administration during the academic year, with morning drop-off and after school dismissal this includes parking lot supervision and valet duties to ensure safety of students and other pedestrians. Additional responsibilities include assisting students in and out of the car in the valet line, supervising students in the dismissal area, and assisting the management of traffic.
10	CIF Athletic Director (1-3 teams)	5	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 75%
11	CIF Athletic Director (4-6 teams)	10	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 50%
Club/Competition Duties			
1	Special Club (Category 1)	1	Club (Category 1) includes approved clubs that either have a STEM focus or prepare students for a special competition but do not require as extensive time commitment and preparation as a Category 2 club. Ex: Advanced Math/MathCounts, Science Olympiad, and other approved STEM clubs; Spelling Bee, Geography Bee, and other approved clubs that prepare for a competition.
2	Special Club (Category 2)	2	Club (Category 2) includes approved clubs that have a special focus, typically in STEM fields, require an extensive time commitment and preparation, and generally culminate in a competition. Ex: VEX/Seaperch Robotics, FIRST Lego, Future City, Academic Decathlon/Pentathlon.
3	Extra Club / Tutoring	1	Extra clubs are clubs employees offer in addition to their required two (2) after-school tutoring/club sessions.
Additional Teaching Duties			
1	AP Teacher (per AP course)	2	Understands and organizes the curriculum of the AP course based on the College Board's course guidelines and exam blueprints, stays current with course content, attends summer seminars as needed, submits the course syllabus to the AP course ledger, works with the admin for the roster of the course, prepares summer work, registers students on College Board's class portal, administers a full-long practice exam in Spring.
2	Extra Teaching Hours (per hour per week)	1	Carries out regular teaching duties (5 courses per day) for an additional class requiring an extra prep.
3	Additional Prep Time (3 or more prep per week)	1	Provides weekly lesson plans and instruction for 3 or more assigned classes.

4	<u>Independent Study Synchronous Instruction (30 min per week)</u>	<u>1.8</u>	<u>Provide weekly 30 minutes of Synchronous Instruction under the MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.</u>
5	<u>Independent Study Synchronous Instruction (60 min per week)</u>	<u>3.6</u>	<u>Providing Synchronous Instruction (60 min per week under MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.</u>
6	<u>Independent Study Supervising Teacher (for each 5 students)</u>	<u>1</u>	<u>Supervising Teacher with these conditions and duties Definition of Supervising Teacher: Education Code Section 51747.5: The independent study by each pupil or student shall be coordinated, evaluated, shall be under the general supervision of an employee of the school who possesses a valid certification document pursuant to Section 44865 or an emergency credential pursuant to Section 44300, registered as required by law. Supervising Teacher: "General supervision" means the supervising teacher's (1) continuing oversight of the study design, implementation plan, allocation of resources, and evaluation of student's independent study; and (2) personal determination or personal review of the determination made by another certificated teacher of the time values for apportionment purposes of each pupil's or adult education student's work products.</u>

MPS Board Approved Additional Duties-One Time Assignment for the 2022-23 School Year				
Additional Duties – One-Time Assignment				
COMPONENT NAME	DOLLAR AMOUNT	PER	DESCRIPTION	
* Hourly staff will not be paid according to the below rates but will be paid with respect to their hourly rates to the extent their job duties encompass any of the duties below.				
1	Home Visit Program	\$50	VISIT	Refer to Home Visit Policy
2	Virtual Home Visit	\$25	VISIT	Refer to Home Visit Policy
3	Saturday School	\$50	HOUR	Refer to School Admin
4	Parent Academy Coordinator	\$50	HOUR	Refer to School Admin
5	Parent Academy Teacher	\$50	HOUR	Refer to School Admin
6	After School Coordinator	\$30	HOUR	Refer to School Admin
7	After School Support	\$30	HOUR	Refer to School Admin
8	Zero Period Assistance	\$30	HOUR	Refer to School Admin
9	Substituting for another teacher	\$50	PERIOD	Refer to School Admin
10	Edge Coaching-Mentoring	\$35	HOUR	Refer to School Admin
11	Providing PD/Workshop	\$50	HOUR	Refer to School Admin
12	School Camp-Trip-Only for Overnight Trips	\$200	DAY	Refer to School Admin
13	SAT/ACT or College Prep Boot Camp	\$30	HOUR	Refer to School Admin
14	Assisting enrollment recruitment event, orientation meeting, open houses	\$50	HOUR	Refer to School Admin
15	Saturday/Sunday Community Activity (STEAM EXPO, Festivals or similar events)	\$150	EVENT	Refer to School Admin
16	Assisting Saturday or Summer New student Testing Proctor	\$35	HOUR	Refer to School Admin
17	Extra Tutoring Sessions	\$30	HOUR	Refer to School Admin
18	Attending PDs stipend (weekends, holidays, and summer; outside of work days)-Max 4 Days	\$150	DAY	Refer to School Admin
19	Attending Trainings Outside Class Hours (such as Infinite Campus)	\$30	HOUR	Refer to School Admin
20	Sustained Silent Reading (SSR) Period & Advisory Period Coverage	\$35	PERIOD	Refer to School Admin
21	High School Seasonal Sports Coach (per sport)	\$2,500	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education.

				program as a whole and to growth of students involved in athletics. Duties will include: knowledge of CIF rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration and athletic director to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
22	Middle School or Elementary School Seasonal Sports Coach (per sport)	\$2,000	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education program as a whole and to growth of students involved in athletics. Duties will include: knowledge of league rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
24	Assistant coach HS (per sport)	\$1,500	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
25	Assistant coach MS/ES (per sport)	\$1,000	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
26	Referee assignment	\$40	GAME	In case we can't locate a referee and one of our team members conduct this duty during the game
27	Dual enrollment college co-teacher after hours	\$1,500	Course	The co-teacher will work with students who are enrolled in college courses outside of the regular school day to follow up on student attendance, work submission, logistical support for students and will serve as the liaison between the professor and the students. The co-teacher will also attend all synchronous course sessions taught by college professors as well as provide at least 1 additional hour of support per week to students outside of the professor's synchronous sessions to support students. Further, the co-teacher will follow up with the professor, students, parents and school administration to provide targeted interventions to support students who are struggling with academics and attendance matters. This stipend is paid for each 1 college course of support.
28	Targeted Intervention	\$50.00	Hourly	After reviewing data (NWEA, SBAC etc) a certificated teacher will host a small group (no more than 10 students) of intervention outside of the classroom time. Pre and Post data will be required to measure specific student growth during the intervention. The teacher will be required to send parents notification letters to invite them to the intervention groups for at least 6 weeks. The intervention must occur at least 2-3 times per week and for increments of 4-8 weeks in length.

Deleted: Additional Duties – One-Time Assignment

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NARRATIVE

- 1) For additional duties assigned on an annual basis, the coefficient is \$1,000 per add-on point. The pay for additional duties assigned on a one-time basis may be per hour, per day, per event, or another increment selected by the School. One-time assignments are not limited to one-time use and may be elected as needed throughout the school year.
- 2) Additional duties for employees will be assigned add-on points or pay as indicated in the respective tables. . These duties have to be approved by the school administration, and for annual assignments by the school administration and the Home Office, prior to the duties being performed.
- 3) Pay for additional duties is not part of an employee's base salary; it represents earnings on top of the base employee salary designated for the extra duties performed.
- 4) Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Depending on the duties, this amount can be prorated across all paychecks for the work year (annual assignments) or paid in the pay period in which the work was performed (one-time assignments).
- 5) Final decision for any add-on points or one-time pay will be made by the school administration and the Home Office.

Deleted: <#>* Department chair and grade level chair add-on points are 3.0 for supervising staff of five or more and 2.0 for supervising staff of one to four.¶

Special Club (Category 1) includes approved clubs that either have a STEM focus or prepare students for a special competition but do not require as extensive time commitment and preparation as a Category 2 club. Ex: Advanced Math/MathCounts, Science Olympiad, and other approved STEM clubs; Spelling Bee, Geography Bee, and other approved clubs that prepare for a competition. Special Club (Category 2) includes approved clubs that have a special focus, typically in STEM fields, require an extensive time commitment and preparation, and generally culminate in a competition. Ex: VEX/Seaperch Robotics, FIRST Lego, Future City, Academic Decathlon/Pentathlon.¶

Extra clubs are clubs employees offer in addition to their required two (2) after-school tutoring/club sessions.¶

**Athletic Director is eligible to receive add-on points for both being the school's primary athletic director and coaching seasonal sports as applicable.¶

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 *** For middle/high school grades, each additional weekly teaching hour over the standard 25 hours, plus 2.5 hours of SSR/Advisory, will earn the employee 1.0 point for their annual salary. For example; a teacher teaching 27 hours, plus 2.5 hours of SSR/Advisory per week, over a year will earn 2.0 add-on points, i.e., and additional \$2,000 for the year. MPS does not recommend extra teaching hours other than in extenuating circumstances.¶
 Exceptions: Additional duties are for full-time teaching staff only. Principals and assistant principals/deans do not earn add-on points or additional pay for any of the additional duties listed in these tables, with the exception of Saturday School, and regular/virtual home visits. After-school coordinators do not earn additional pay for after-school coordination if the activities are already a part of their job duties.¶

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/10/16	The difference in pay between teachers teaching different subjects is removed; one percent is added to base pay (excluding benefits).	Terri Boatman
2	3/8/17	Additional duties and corresponding add-on points are revised by the Home Office.	Orielle Revish
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. Prior and total experience caps, prior experience pay, and available performance pay amounts are revised. Added details for performance pay. Included position points for non-classroom-based academic positions. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego.	Suat Acar
5	05/27/20	Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000 for MSA-Santa Ana and MSA-San Diego	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Position points for Education Specialist and Psychologist increased from 10 points to 15 points. A new position, School Social Worker is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar

7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar
8	04/06/22	Base school salary increased to \$53,000 for MSA- Santa Ana and MSA-San Diego . Base school salary increased to \$57,000 for MSA 1-8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar

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MPS EMPLOYEE PAY RAISE SCALE

SCHOOL LEADER POSITIONS

Last Amended: 04/06/22

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MPS EMPLOYEE PAY RAISE SCALE (SCHOOL LEADER POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: School Leader Positions	
1.	Base School Salary
	+
2.	Employee Qualifications Pay
	+
3.	Position Pay (where applicable)
4.	Employee Performance Pay

→ Base Employee Salary

Narrative:

- 1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.
- 2) This Board-approved pay raise scale will be in effect as of July 1, 2022 and until the Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.
- 3) This policy replaces and overrides any previous pay/bonus policy.
- 4) This pay raise scale applies to all full-time school leaders, i.e., principals, APs, and deans.
- 5) Pay for school leader positions has four major components: base school salary, employee qualifications pay, position pay, and employee performance pay. Base school salary, employee qualifications pay, and position pay make up the base employee salary. Employee Performance Pay is a variable pay based on employee's performance rating and is not part of the base employee salary.
- 6) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** in June simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 7) The following salary bands will be applied to school leader positions:

Assistant Principal/Dean	Minimum: \$80,000	Maximum: \$110,000
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Principal

Minimum: \$100,000 Maximum: \$140,000

If the pay raise calculations for a school leader result in an amount either below the band minimum or above the band maximum, the minimum or the maximum amounts will be applied respectively.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same

9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon the employee completing at least one

(1) year of service and any employee who fails to do so must return the signing bonus to the School.

12) The pay raise scale limitations/caps may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

Deleted: <#>Retroactive salary increases are not permitted.¶

1) BASE SCHOOL SALARY

Base School Salary		
Location	School	Base
Los Angeles County (Reseda)	MSA-1	\$ 57 ,000
Los Angeles County (Van Nuys)	MSA-2	\$ 57 ,000
Los Angeles County (Carson)	MSA-3	\$ 57 ,000
Los Angeles County (Los Angeles)	MSA-4	\$ 57 ,000
Los Angeles County (Reseda)	MSA-5	\$ 57 ,000
Los Angeles County (Los Angeles)	MSA-6	\$ 57 ,000
Los Angeles County (Northridge)	MSA-7	\$ 57 ,000
Los Angeles County (Bell)	MSA-Bell	\$ 57 ,000
San Diego County (San Diego)	MSA-San Diego	\$ 53 ,000
Orange County (Santa Ana)	MSA-Santa Ana	\$ 53 ,000

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Narrative:

- 1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.
- 2) Based on the above parameters, the Board may adjust any elements of compensation including the Base School Salaries each year.

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience (Other)	\$1,015	1 for each year up to 15	15
4	Prior Experience (AP/Dean)	\$1,015	1 for each year up to 15	15
5	Prior Experience (Principal)	\$1,015	1 for each year up to 15	15
6	MPS Experience (Other)	\$1,015	1 for each year	N/A
7	MPS Experience (AP/Dean)	\$1,015	1 for each year	N/A
8	MPS Experience (Principal)	\$1,015	1 for each year	N/A

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Narrative:

- 1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered.
- 2) Credential: 1 point for California Preliminary Administrative Services Credential; 2 points for California Clear Administrative Services Credential. Points are not added.
- 3) Prior Experience: Cap of 15 years will be applied for prior full-time school leader, teaching, and other related field work experience when the employee completed a full year of employment in the position. See the table above for coefficients. For prior experience that is more than 15 years, experience with higher coefficients will be prioritized, i.e., principal experience will be considered first, followed by AP/Dean experience and other related field work experience. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.
- 4) MPS Experience: Prior full-time, regular employment with MPS in the same or asimilar role. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office.
- 5) Qualifications pay is **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the position with the same qualifying points.

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3) POSITION PAY

Position Points				
Assistant Principal/Dean	25			
Principal	School Enrollment:			
Grade Span:	0-199	200-399	400-599	600+
K-5 or 6-8	30	35	40	45
K-8, 9-12 or 6-12	35	40	45	50
K-12	40	45	50	55

Narrative:

1) Position: See the table above for points for each position. Principal's position points will be based on the grade span of the school for the new work year and the school enrollment based on the P-2 report of the current year. Based on Census Day data of the new work year, i.e., first Wednesday of October, if an increase in enrollment requires an adjustment to the position points, updated position points will be used in prorated salary calculations as of November. Final decision will be made by the Home Office for extenuating circumstances.

2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.

4) EMPLOYEE PERFORMANCE PAY

Available Performance Pay

School Leader Positions	\$2,000
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End-of-Year Overall Evaluation Ratings

Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	▼100%
2: Developing (D)	0
1: Ineffective (I)	0

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Narrative:

1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.

Employees who receive a “3: Effective (E)” and a “4: Highly Effective (HE)” rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay. Available performance pay will be a maximum of \$2,000 for school leader positions.

3) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the work year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the work year, or for part-time, temporary, or seasonal employees.

4) Performance pay is **NOT** part of the employee’s base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)

5) MPS believes in use of data in determining employee performance. As explained in detail in MPS' board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee on California Professional Standards for Educational Leaders (CPSEL) are used in school leader evaluations.

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Additional Duties – One-Time Assignment

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MPS Board Approved Additional Duties-One Time Assignment for the 2022-23 School Year			
Additional Duties of School Admin – One-Time Assignment			
	COMPONENT NAME	DOLLAR AMOUNT	PER
1	<u>Saturday School</u>	\$50	<u>HOUR</u>
2	<u>Home Visit Program</u>	\$50	<u>VISIT</u>
3	<u>Virtual Home Visit</u>	\$25	<u>VISIT</u>
4	<u>Admin Teaching in Class</u>	\$50	<u>PERIOD</u>
5	<u>School Camp-Trip-Only for Overnight Trips Admin Support</u>	\$200	<u>DAY</u>
6	<u>Weekend Events Administrative Support. Supporting school events in regards to athletic, promotional activities. Eligibility threshold starts after providing 10 hours first. Hours after 10 hours will be honored to the staff. Max 25 hours a year.</u>	\$50	<u>HOUR</u>

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/25/15	One percent is added to base pay (excluding benefits); base school salaries and coefficients for employee qualifications are revised.	Oswaldo Diaz
2	5/12/16	Salary bands are introduced.	Terri Boatman
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. The band maximums, coefficients for employee qualifications, and available performance pay amounts are revised; school enrollment is made a factor in principal position points. Added details for performance pay. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	-Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego. -Position points for Assistant Principal/Dean under the "Employee Qualifications Pay" increased from 15 points to 20 points. (Proposed separately in Board Agenda Item III. C)	Suat Acar
5	05/27/20	-Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Added clarifying details for one-time signing bonus.	Suat Acar
7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar

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8	04/06/22	<u>Base school salary increased to \$53,000 for MSA-Santa Ana and MSA-San Diego. Base school salary increased to \$57,000 for MSA 1-8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.</u>	<u>Suat Acar</u>
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MPS EMPLOYEE PAY RAISE SCALE

FULL-TIME TEACHING POSITIONS

&

NON-CLASSROOM-BASED ACADEMIC POSITIONS

Last Amended: 04/06/2022

MPS EMPLOYEE PAY RAISE SCALE (FULL-TIME TEACHING POSITIONS & NON-CLASSROOM BASED ACADEMIC POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: Teaching Positions & Non-Classroom Based Academic Positions		
1.	Base School Salary	
	+	
2.	Employee Qualifications Pay	
	+	
3.	Position Pay (where applicable)	
4.	Employee Performance Pay	
5.	Pay for Additional Duties	
		→ Base Employee Salary

Narrative:

1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.

This Board-approved pay raise scale will be in effect as of July 1, 2022 until the subsequent Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.

2) This policy replaces and overrides any previous pay/bonus policy pay raise scale or other policies affecting compensation to the extent they are in conflict.

3) This pay raise scale applies to all full-time teaching staff and non-classroom based academic staff.

4) Pay for full-time teaching positions has four major components: base school salary, employee qualifications pay, employee performance pay, and pay for additional duties. Pay for non-classroom based academic positions has the same four components, with the addition of a fifth component for position pay. Base school salary, position pay (where applicable), and employee qualifications pay make up the base employee salary as they reflect their job position and qualifications. Employee performance pay and pay for additional duties are variable pays based on the employee's performance rating and the additional duties assigned to the employee and are not a part of the base employee salary.

5) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)

6) Additional duties for employees will be assigned add-on points as explained further in this scale. These duties have

to be approved by the school administration and the Home Office. The add-on points for such additional duties are not part of employee's base salary; they are earnings on top of the base employee salary designated for the extra duties performed for the specific year of service. Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Additional duties that are an outgrowth of MPS's instructional program, including the Additional Duties enumerated herein, are reportable to the employee's STRS retirement account. See "Additional Duties" for details.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same.

9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon employee completing at least one year of service and any employee who fails to do

12) The pay raise scale limitations may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

1) BASE SCHOOL SALARY

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$57,000
Los Angeles County (Van Nuys)	MSA-2	\$57,000
Los Angeles County (Carson)	MSA-3	\$57,000
Los Angeles County (Los Angeles)	MSA-4	\$57,000
Los Angeles County (Reseda)	MSA-5	\$57,000
Los Angeles County (Los Angeles)	MSA-6	\$57,000
Los Angeles County (Northridge)	MSA-7	\$57,000
Los Angeles County (Bell)	MSA-Bell	\$57,000
San Diego County (San Diego)	MSA-San Diego	\$53,000
Orange County (Santa Ana)	MSA-Santa Ana	\$53,000

Narrative:	
	1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.
	2) Based on the above parameters, the Board may adjust the Base School Salaries each year.

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience	\$1,015	1 for each year up to 15	15
4	MPS Experience	\$1,015	1 for each year	N/A

Narrative:	
	1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered.
	2) Credential: 1 point for California Clear Teaching Credential; 1 point for California Preliminary or Clear Administrative Services Credential; 1 point for job-related credential or certificate, e.g., college counseling certificate; 2 points for National Board Certification. Points are not added except for the addition of the National Board Certification points (2) and the CA Clear Teaching Credential point (1). CA Preliminary Teaching Credential does not earn points.
	3) Prior Experience: Cap of 15 years will be applied for prior full-time teaching, school leader, and other related field work experience when the employee completed a full year of employment in the position. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.
	4) MPS Experience: Prior full-time, regular employment with MPS as a teacher, school leader, or in other related field work positions. Student teaching as part of the credentialing program does not count for experience. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office.

5) Qualifications pay is NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position with the same qualifying points.

3) POSITION PAY

Position Pay				
Field #	Type of Pay	Coefficient	Points	Max
1	Position	\$1,015	See notes.	10

Position Points	
College Counselor, Librarian, EL Coordinator, Language/Literacy Coach, Title-I/Intervention Coordinator, Guidance Counselor	5
Education Specialist, Psychologist	15
Athletic Director	0
School-Social Worker	0

Narrative:
1) Position: Staff with non-classroom-based academic positions will receive additional points based on their position. See the table above.
2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and NOT an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.

4) EMPLOYEE PERFORMANCE PAY

Available Performance Pay	
Teaching & Non-Classroom Based Academic Positions	\$2,000

End-of-Year Overall Evaluation Ratings	
Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	100%

2: Developing (D)	0
1: Ineffective (I)	0

Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a “3: Effective (E)” and a “4: Highly Effective (HE)” rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay.
- 3) Available performance pay will be a maximum of \$2,000 for school-level teaching staff and non-classroom based academic staff.
- 4) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees.
- 5) Performance pay is **NOT** part of the employee’s base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 6) MPS believes in use of data in determining employee performance. As explained in detail in MPS’ board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee performance are used in evaluations of teaching and non-classroom based academic staff.

MPS Board Approved Additional Duties-Annual Assignment (Coefficient for Additional Duties is \$1,000.00)		
Duties	Add-on Points	JOB DESCRIPTION
Organization Wide Teacher on Special Assignment (TOSA) Duties (to be assigned by Home Office)		
1 History / Social Sciences	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
2 Science	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned. - Support the selection and implementation of a proven STEAM enrichment program - Provide professional development for Implementing a multi-level and multi-dimensional curriculum including NGSS - Support MPS Wide Annual STEM EXPO - Develop and Implement Professional Development Workshops for MPS Wide Enrichment Instructional Support
3 Computer Science and Technology	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
4 Electives (Spanish, Art, PE, and other Electives)	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
5 Elementary Programs	5	Coordinate collaboration and professional development activities across all MPS schools. Specifically; - Hold grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Maintain and coordinate Google classroom for PD and email groups for resource and info dissemination

			<ul style="list-style-type: none"> - Help selection of high quality and effective instructional materials and resources in alignment with CA Standards and Frameworks. - Meet quarterly with the Academic Team and CAO to coordinate events and activities, - Organize other network-wide activities and events as assigned.
6	Math	5	<ul style="list-style-type: none"> - Support the coordination, collaboration and professional development activities across all MPS schools. Specifically; - Support grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Coordinate at least 2 annual MPS-wide math competitions (growth mindset, Pi day, etc.) - Support development of the math assessment timeline and manage data collection and analysis - Serve as a member of the math materials adoption cohort to assist with the selection of high quality and effective instructional materials and resources in alignment with CA Standards and Framework. - Meet monthly with the Director of Math programs and quarterly with the Academic Team and CAO
7	English	5	<ul style="list-style-type: none"> - Support the coordination of collaboration and professional development activities across all MPS schools. Specifically; - Support grade level/span scope and sequence planning activities quarterly, - Support three MPS-wide PD (symposia) days - Support and Maintain Google classroom and/or website for PD, resources and info dissemination - Coordinate 2 annual MPS-wide ELA competitions (Creative Writing, Poetry Out Loud, NaNoWriMo, Women's History Month Essay Contest, etc.) - Support development of the ELA assessment timeline and manage data collection and analysis - Support with the selection and/or development of an MPS-wide writing framework and/or curriculum adoption - Meet monthly with the ELA Program Coordinator, and quarterly with the Academic Team
8	GATE	5	<ul style="list-style-type: none"> - Research and Development for Adopting a Researched Based "proven" Enrichment Program/Curriculum for all MPS Schools. - Support the coordination, collaboration and professional development activities across all MPS schools for Gifted and Talented program support. - Assist with Identification of GATE students including: PD's for Deans, Assistance with obtaining and administering OLSAT and Raven's Tests - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities at all Sites - Support three MPS-wide PD (symposia) days - Support and maintain Google classroom and website for PD, resources and info dissemination - Lead the Coordination of the annual Steam Expo with all participating MPS schools - Meet monthly with the Director of SPED programs and quarterly with the Academic Team and CAO. - Seek out Enrichment opportunities for students (Science camp, JPL Scholarships etc.)
9	SPED	5	<ul style="list-style-type: none"> - MPS Wide District Level Usage on the SEIS and Welligent Systems - Weekly monitoring and reporting to Director of SPED / Re:School Compliance - Support MPS GATE Coordinators in implementing Enrichment and STEAM Activities - Monitor the Compliance of 504 Plan Implementation - Provides Professional Development for SPED Teachers at 3 symposiums and ongoing support for newly hired SPED Teachers - Adds, Deletes, Monitors and Maintains Users for the SEIS and Welligent Systems (Creates passwords for adult users, adds students from CAL-PADS to SEIS and Welligent as appropriate).

School wide Coordination Duties

1	Discipline Coordinator	5	The Coordinator is a critical teammate on the student service team, under the direction of the Dean of Students. The Coordinator's primary responsibility is to respond to student behavior. This will happen through the management of systems across the school, and through the creation of meaningful interventions to build student capacity to make strong, future-ready decisions. The coordinator builds strong relationships with students and champions family engagement to develop partnerships between the school and families to support the success of students.
2	I.T. Coordinator/Technician	5	I.T. Coordinator/Technician is a staff member who: - Maintains staff, students, and classroom technology (tracks in inventory system/configured for operation) - Responds to school's basic technology issues like troubleshooting internet/wireless connection, or printing etc. - Gives feedback on usage and research/analysis results on continuously improving educational technology and recommend them to the school and other schools' IT technician team members. - Trains fellow staff members on certain software/hardware usage and on basic computer security, and technology equipment handling if needed.
3	Testing Coordinator	5	Testing coordinator will coordinate and supervise school-wide implementation of local and state tests (SBAC, MAP, IAB Benchmark tests, GATE, ELPAC, AP tests). Other tasks include scheduling, informing parents, encouraging students, assist school staff with preparation for test administrations, and assisting Math and English teachers with testing strategies and preparation. In additional working closely with SPED and EL departments along with communicating with IT Manager to ensure accommodations are enabled according to the individual needs of students. The testing coordinator will also assist in providing data to admin for as needed, to teachers for intervention and data driven analysis. Perform other duties as assigned by the principal.
4	After School Coordinator	5	Responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment staff. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member. Works with admin and teacher to identify clubs and tutoring offered/needed, generates/communicates the after-school schedule, promotes the attendance for after school programs, checks classrooms regularly, helps with ordering supplies, collects the data and submits to authorizers.
5	MTSS Coordinator (incl. RTI, Title I, etc.)	5	Under the direction of the Dean of Students, the MTSS Coordinator is an integral part of the school's culture. The coordinator collaborates with team members to provide academic and behavior strategies for students with various needs.
6	EL Coordinator	5	Implements and is compliant with the MPS EL Master Plan, supports ELA and ELD teachers with instructional strategies, consults with the MPS EL Coordinator, identifies EL students, supports EL student achievement reports and data analysis of EL student, planning and administering ELPAC, monitors student progress through various assessments such as SBAC, MAP, Lexile reports, compiles student portfolios, attends district/school-wide PDs and meetings
7	Literacy Program Coordinator (incl. myON, A.R., etc.)	3	Coordinates the school-wide literacy program (myON, AR, etc.), including scheduling and supporting professional development and training for teachers, supporting teachers with best practices for program implementation, planning events and competitions which promote literacy, monitoring literacy data such as: lexile growth, minutes/books read, etc. and sharing such data with school staff to improve students' literacy development and growth.
8	STEAM Festival/Expo Coordinator	2	STEAM Coordinator is an active participant of annual STEAM EXPO event in collaboration with the Home Office. Organizes a local and school-wide STEAM EXPO. Follows up with deadlines at the school level, communicates the guidelines via emails and meetings. Supports teachers and staff to maximize student/project participation. Assists with the logistics such as transportation and food, etc.
9	Community and Family Outreach Coordinator	2	A high-energy multi-tasker with dynamic leadership ability who builds coalitions and partnerships. The Coordinator works to build social capital by fostering

			<p>person-to-person and people-to-place relationships, develop the skill and will of parents and community leaders to take on leadership roles within schools and in their community, and encourage civic engagement in order to build neighborhoods where the stakeholders want to invest their time and resources to transform their communities.</p> <p>The Coordinator will be flexible and a self-starter, working with a network of engaged and empowered stakeholders in the MSA Communities. They will make connections with residents to broaden and deepen the community network, support local advocacy, and develop leaders who will carry out the work.</p>
10	WASC Self-Study Coordinator	3	<p>The WASC Self-Study Coordinator is the primary contact with WASC, compiling all the necessary information to complete the self-study. The Coordinator utilizes the guidelines set by WASC and with the help of MSA administration, identify a team of faculty, staff, and school leaders to write and assemble the various components of the self-study by their identified deadline. The Coordinator will be available to the WASC administration and team for all communication and will lead and facilitate the WASC team visit. Through the completion of the self-study process, the school will have accomplished:</p> <ol style="list-style-type: none"> 1) the involvement and collaboration of all stakeholders to support student achievement; 2) the clarification and measurement of what all students should know, understand, and be able to do through schoolwide learner outcomes and academic standards; 3) the analysis of data about students and student achievement; 4) the assessment of the entire school program and its impact on student learning in relation to the schoolwide learner outcomes, academic standards, and WASC/CDE criteria; 5) the alignment of a long-range action plan to the school's areas of need; and 6) the capacity to implement and monitor the accomplishment of the plan.
11	Blended Learning Coordinator	1	<p>The Blended Learning Coordinator provides leadership, staff development, and instructional support to all instructional and administrative staff. In addition, this position serves as a liaison between school and org-wide technology initiatives and school based implementation and support for administrators and teachers.</p>
12	Extracurricular Activities Coordinator	1	<p>After School Coordinator is responsible for on-site program administration and oversight, including supervising staff such as tutors and enrichment Instructors. Prepares Attendance Reports. Monitors staff and completes a professional development needs assessment of each staff member in the program.</p>
13	504 Coordinator (1-10 cases)	2	<p>The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504.</p> <p>Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.</p>
13	504 Coordinator (11 or more)	3	<p>The Support Services coordinator will focus on supporting schools in maintaining and building records and documentation for all students eligible under Section 504.</p> <p>Ensure the implementation of Section 504 procedures at each Magnolia school including: Coordinating referrals; Determining appropriate Section 504 accommodations, team composition and participating in Section 504 team meetings as needed. Assisting with 504 professional development workshops for MPS school sites. Serve as a daily resource to MPS administrators, teachers, and staff regarding Section 504.</p>
14	SSPT Coordinator	2	<p>Serve as a liaison between the schools and appropriate partners in supporting students and families.</p> <p>Using a MTSS Framework, the SSPT coordination includes the following,</p>

			Support students in acquiring linguistic, academic, behavioral, and social competencies using tiered interventions.
15	GATE Coordinator	2	Assist schools in enhancing collaborative and supportive schoolwide PBIS culture for all school partners. Assist the Director in designing and implementing a Magnolia Wide GATE enrichment curriculum.
16	SPED Coordinator	5	<ul style="list-style-type: none"> * School site support with SPED coordination. * School Based Case management * Child Find - accessing all students enrolled in the science academy in CALPADS, SEIS or Welligent. * Ensuring an annual IEP meeting is held for each student, either identified as an "annual review" or a Triennial. * Working with SPED Teacher to ensure service provision is taking place. * Providing pertinent information to SPED Director to ensure CALPADS data is accurate. * Managing caseload to ensure compliance with all meetings, service provision and accommodations are in place for each student. * SPED Coordinators are also responsible for working with SPED para's and instructing SPED students in pull out sessions. * SPED Coordinators are responsible for team teaching with all general education teachers to ensure students are receiving support for assignments, projects and are being graded according to their IEP. * SPED Coordinators meet with the SPED director at school level SPED meetings, and once monthly at the CMO level SPED meetings. All SPED teachers meet weekly with their SPED coordinators and/or admin teams. * Prepares the department for annual audits and authorizer oversight. * Works with all service providers
Chair/Mentorship/Special Committee Duties			
1	Department Chair (5+ teachers)	3	Supports teachers with teaching curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.
2	Department Chair (1-4 teachers)	2	Supports teachers with curriculum and instruction, course pacing, planning, providing feedback and tools, conducts peer observations twice a semester, holds monthly department meetings, attends specific admin-led meetings, coaches teachers, helps teachers with ordering/selection of materials.
3	Grade Level Chair (5+ teachers)	3	Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.
4	Grade Level Chair (1-4 teachers)	2	Under the direction of the Dean of Academics/Assistant Principal, the Grade Level Chair is an integral part of the school's leadership team in which the team member collaborates with multiple committees, including MTSS, to design and execute the school's long-term strategic vision. The teacher leader needs to be able to master and navigate instructional shifts to take on new learning challenges and coach colleagues to high levels of proficiencies that close the achievement gap for all students.
5	Student Leadership / Gov't Advisor	2	Under the guidance of Dean of Students, a student council advisor guides student leaders in successfully planning events, making decisions and representing their fellow students. This role is essential to developing students' leadership skills and supporting their efforts to serve their school.
6	BTSA / Teacher Mentor	1.5	The mentor will be assigned one or multiple teachers or teacher candidates with preliminary credentials. The mentor will help these teachers to clear their credentials with direct support, guidance, timeline follow up with lesson planning, curriculum development and classroom management. The mentor will also provide PD opportunities for the mentees.

7	CAP Mentor	1	The CAP Mentor supports students in working towards earning a recognition from the Congressional Award Program by helping them set goals, organize their activities, track their accomplishments, and submit their evidence to the program. "Participants earn Bronze, Silver, and Gold Certificates and Bronze, Silver, and Gold Medals. Each level involves setting goals in four program areas; Voluntary Public Service, Personal Development, Physical Fitness, and Expedition/Exploration." https://www.congressionalaward.org/the-program/
8	Reflection Committee Team Member	1	Under the direction of the Dean of Students, the Committee is an integral part of the school's culture in which the team member collaborate to provide academic and behavior strategies for students with various needs. Instead of the "waiting for failure" assessment model, the Committee team member is able to take a proactive approach to identify students with social-emotional, academic, and behavioral needs. Additionally, the team member is responsible for providing information and professional development to the school site teams, ensuring that MTSS components are implemented effectively throughout. Early interventions and assessments for these students can greatly improve their academic & behavioral successes.
9	Student Safety Committee	1	Support administration during the academic year, with morning drop-off and after school dismissal this includes parking lot supervision and valet duties to ensure safety of students and other pedestrians. Additional responsibilities include assisting students in and out of the car in the valet line, supervising students in the dismissal area, and assisting the management of traffic.
10	CIF Athletic Director (1-3 teams)	5	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 75%
11	CIF Athletic Director (4-6 teams)	10	The primary responsibility of an athletic director is to oversee all aspects of the athletic programs that are sponsored by the school. Schedules practice/game locations and times. Monitors athletes academics and behavior with administration. Supervise athletic competitions. Ensure that documentation and CIF guidelines (i.e., physicals, gpa, code of conduct). Organize and arrange transportation, referee, facilities, and any other sport related items. Manages inventory and acquisition of equipment and uniforms for each sport. Assist with the hiring of staff and coaches. Teaching assignment 50%
Club/Competition Duties			
1	Special Club (Category 1)	1	Club (Category 1) includes approved clubs that either have a STEM focus or prepare students for a special competition but do not require as extensive time commitment and preparation as a Category 2 club. Ex: Advanced Math/Math Counts, Science Olympiad, and other approved STEM clubs; Spelling Bee, Geography Bee, and other approved clubs that prepare for a competition.
2	Special Club (Category 2)	2	Club (Category 2) includes approved clubs that have a special focus, typically in STEM fields, require an extensive time commitment and preparation, and generally culminate in a competition. Ex: VEX/Seaperch Robotics, FIRST Lego, Future City, Academic Decathlon/Pentathlon.
3	Extra Club / Tutoring	1	Extra clubs are clubs employees offer in addition to their required two (2) after-school tutoring/club sessions.
Additional Teaching Duties			
1	AP Teacher (per AP course)	2	Understands and organizes the curriculum of the AP course based on the College Board's course guidelines and exam blueprints, stays current with course content, attends summer seminars as needed, submits the course syllabus to the AP course ledger, works with the admin for the roster of the course, prepares summer work, registers students on College Board's class portal, administers a full-long practice exam in Spring.

2	Extra Teaching Hours (per hour per week)	1	Carries out regular teaching duties (5 courses per day) for an additional class requiring an extra prep.
3	Additional Prep Time (3 or more prep per week)	1	Provides weekly lesson plans and instruction for 3 or more assigned classes.
4	Independent Study Synchronous Instruction (30 min per week)	1.8	Provide weekly 30 minutes of Synchronous Instruction under the MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.
5	Independent Study Synchronous Instruction (60 min per week)	3.6	Providing Synchronous Instruction (60 min per week under MPS Independent Study Policy. Focus should be standards review and practice. Teachers will use current grade level resources and IXL programs.
6	Independent Study Supervising Teacher (for each 5 students)	1	Supervising Teacher with these conditions and duties Definition of Supervising Teacher: Education Code Section 51747.5: The independent study by each pupil or student shall be coordinated, evaluated, shall be under the general supervision of an employee of the school who possesses a valid certification document pursuant to Section 44865 or an emergency credential pursuant to Section 44300, registered as required by law. Supervising Teacher: "General supervision" means the supervising teacher's (1) continuing oversight of the study design, implementation plan, allocation of resources, and evaluation of student's independent study; and (2) personal determination or personal review of the determination made by another certificated teacher of the time values for apportionment purposes of each pupil's or adult education student's work products.

MPS Board Approved Additional Duties-One Time Assignment for the 2022-23 School Year				
Additional Duties – One-Time Assignment				
	COMPONENT NAME	DOLLAR AMOUNT	PER	DESCRIPTION
* Hourly staff will not be paid according to the below rates but will be paid with respect to their hourly rates to the extent their job duties encompass any of the duties below.				
1	Home Visit Program	\$50	VISIT	Refer to Home Visit Policy
2	Virtual Home Visit	\$25	VISIT	Refer to Home Visit Policy
3	Saturday School	\$50	HOUR	Refer to School Admin
4	Parent Academy Coordinator	\$50	HOUR	Refer to School Admin
5	Parent Academy Teacher	\$50	HOUR	Refer to School Admin
6	After School Coordinator	\$30	HOUR	Refer to School Admin
7	After School Support	\$30	HOUR	Refer to School Admin
8	Zero Period Assistance	\$30	HOUR	Refer to School Admin
9	Substituting for another teacher	\$50	PERIOD	Refer to School Admin
10	Edge Coaching-Mentoring	\$35	HOUR	Refer to School Admin
11	Providing PD/Workshop	\$50	HOUR	Refer to School Admin
12	School Camp-Trip-Only for Overnight Trips	\$200	DAY	Refer to School Admin
13	SAT/ACT or College Prep Boot Camp	\$30	HOUR	Refer to School Admin
14	Assisting enrollment recruitment event, orientation meeting, open houses	\$50	HOUR	Refer to School Admin
15	Saturday/Sunday Community Activity (STEAM EXPO, Festivals or similar events)	\$150	EVENT	Refer to School Admin
16	Assisting Saturday or Summer New student Testing Proctor	\$35	HOUR	Refer to School Admin
17	Extra Tutoring Sessions	\$30	HOUR	Refer to School Admin
18	Attending PDs stipend (weekends, holidays, and summer; outside of work days)-Max 4 Days	\$150	DAY	Refer to School Admin
19	Attending Trainings Outside Class Hours (such as Infinite Campus)	\$30	HOUR	Refer to School Admin
20	Sustained Silent Reading (SSR) Period & Advisory Period Coverage	\$35	PERIOD	Refer to School Admin
21	High School Seasonal Sports Coach (per sport)	\$2,500	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education

				program as a whole and to growth of students involved in athletics. Duties will include: knowledge of CIF rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration and athletic director to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
22	Middle School or Elementary School Seasonal Sports Coach (per sport)	\$2,000	Season	Athletic coaches provide instruction and coach students to develop skills and ability to excel in sport assigned. Contribute to education program as a whole and to growth of students involved in athletics. Duties will include: knowledge of league rules and protocols, manage and supervise athletic activities and contest, monitor and enforce student eligibility criteria, collaboration with administration to schedule and coordinate competition, maintain inventory of all fixed assets, and manage other aspects related to the assigned sport.
24	Assistant coach HS (per sport)	\$1,500	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
25	Assistant coach MS/ES (per sport)	\$1,000	Season	The assistant coach duties include assisting the head coach in all aspects of planning and supervision of team practices and games, team strength/conditioning programs, game scheduling, assisting with team eligibility processes, budget management, and manage other aspects related to the assigned sport.
26	Referee assignment	\$40	GAME	In case we can't locate a referee and one of our team members conduct this duty during the game
27	Dual enrollment college co-teacher after hours	\$1,500	Course	The co-teacher will work with students who are enrolled in college courses outside of the regular school day to follow up on student attendance, work submission, logistical support for students and will serve as the liaison between the professor and the students. The co-teacher will also attend all synchronous course sessions taught by college professors as well as provide at least 1 additional hour of support per week to students outside of the professor's synchronous sessions to support students. Further, the co-teacher will follow up with the professor, students, parents and school administration to provide targeted interventions to support students who are struggling with academics and attendance matters. This stipend is paid for each 1 college course of support.
28	Targeted Intervention	\$50.00	Hourly	After reviewing data (NWEA, SBAC etc) a certificated teacher will host a small group (no more than 10 students) of intervention outside of the classroom time. Pre and Post data will be required to measure specific student growth during the intervention. The teacher will be required to send parents notification letters to invite them to the intervention groups for at least 6 weeks. The intervention must occur at least 2-3 times per week and for increments of 4-8 weeks in length.

NARRATIVE

- 1) For additional duties assigned on an annual basis, the coefficient is \$1,000 per add-on point. The pay for additional duties assigned on a one-time basis may be per hour, per day, per event, or another increment selected by the School. One-time assignments are not limited to one-time use and may be elected as needed throughout the school year.
- 2) Additional duties for employees will be assigned add-on points or pay as indicated in the respective tables. . These duties have to be approved by the school administration, and for annual assignments by the school administration and the Home Office, prior to the duties being performed.
- 3) Pay for additional duties is not part of an employee's base salary; it represents earnings on top of the base employee salary designated for the extra duties performed.
- 4) Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Depending on the duties, this amount can be prorated across all paychecks for the work year (annual assignments) or paid in the pay period in which the work was performed (one-time assignments).
- 5) Final decision for any add-on points or one-time pay will be made by the school administration and the Home Office.

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/10/16	The difference in pay between teachers teaching different subjects is removed; one percent is added to base pay (excluding benefits).	Terri Boatman
2	3/8/17	Additional duties and corresponding add-on points are revised by the Home Office.	Orielle Revish
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. Prior and total experience caps, prior experience pay, and available performance pay amounts are revised. Added details for performance pay. Included position points for non-classroom-based academic positions. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego.	Suat Acar
5	05/27/20	Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000 for MSA-Santa Ana and MSA-San Diego	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Position points for Education Specialist and Psychologist increased from 10 points to 15 points. A new position, School Social Worker is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar

7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar
8	04/06/22	Base school salary increased to \$53,000 for MSA- Santa Ana and MSA-San Diego. Base school salary increased to \$57,000 for MSA 1- 8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.	Suat Acar



MPS EMPLOYEE PAY RAISE SCALE

SCHOOL LEADER POSITIONS

Last Amended: 04/06/22

MPS EMPLOYEE PAY RAISE SCALE (SCHOOL LEADER POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: School Leader Positions		
1.	<p>Base School Salary</p>	<p>→ Base Employee Salary</p>
	+	
2.	<p>Employee Qualifications Pay</p>	
	+	
3.	<p>Position Pay (where applicable)</p>	
4.	<p>Employee Performance Pay</p>	

Narrative:

- 1) The MPS Board of Directors will work closely with the Home Office to review and update this Employee Pay Raise Scale and approve it at one of its meetings prior to the start of the fiscal year in which it applies.
- 2) This Board-approved pay raise scale will be in effect as of July 1, 2022 and until the Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.
- 3) This policy replaces and overrides any previous pay/bonus policy.
- 4) This pay raise scale applies to all full-time school leaders, i.e., principals, APs, and deans.
- 5) Pay for school leader positions has four major components: base school salary, employee qualifications pay, position pay, and employee performance pay. Base school salary, employee qualifications pay, and position pay make up the base employee salary. Employee Performance Pay is a variable pay based on employee's performance rating and is not part of the base employee salary.
- 6) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the school year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year, or for part-time, temporary, or seasonal employees. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** in June simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 7) The following salary bands will be applied to school leader positions:

Assistant Principal/Dean	Minimum: \$80,000	Maximum: \$110,000
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Principal

Minimum: \$100,000 Maximum: \$140,000

If the pay raise calculations for a school leader result in an amount either below the band minimum or above the band maximum, the minimum or the maximum amounts will be applied respectively.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission. The employee will not be eligible to receive retroactive pay for any period before they reported the degree or credential to MPS and provided satisfactory documentation of the same

9) MPS pays semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

11) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Such bonus shall be paid at the end of the school year. Signing bonuses are contingent upon the employee completing at least one

(1) year of service and any employee who fails to do so must return the signing bonus to the School.

12) The pay raise scale limitations/caps may be waived to increase base pay in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

1) BASE SCHOOL SALARY

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$57,000
Los Angeles County (Van Nuys)	MSA-2	\$57,000
Los Angeles County (Carson)	MSA-3	\$57,000
Los Angeles County (Los Angeles)	MSA-4	\$57,000
Los Angeles County (Reseda)	MSA-5	\$57,000
Los Angeles County (Los Angeles)	MSA-6	\$57,000
Los Angeles County (Northridge)	MSA-7	\$57,000
Los Angeles County (Bell)	MSA-Bell	\$57,000
San Diego County (San Diego)	MSA-San Diego	\$53,000
Orange County (Santa Ana)	MSA-Santa Ana	\$53,000

Narrative:

- 1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.
- 2) Based on the above parameters, the Board may adjust any elements of compensation including the Base School Salaries each year.

2) EMPLOYEE QUALIFICATIONS PAY

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1 or 3. See notes.	3
2	Credential	\$1,015	1 or 2. See notes.	2
3	Prior Experience (Other)	\$1,015	1 for each year up to 15	15
4	Prior Experience (AP/Dean)	\$1,015	1 for each year up to 15	15
5	Prior Experience (Principal)	\$1,015	1 for each year up to 15	15
6	MPS Experience (Other)	\$1,015	1 for each year	N/A
7	MPS Experience (AP/Dean)	\$1,015	1 for each year	N/A
8	MPS Experience (Principal)	\$1,015	1 for each year	N/A

Narrative:

- 1) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are non-cumulative; the highest degree will be considered.
- 2) Credential: 1 point for California Preliminary Administrative Services Credential; 2 points for California Clear Administrative Services Credential. Points are not added.
- 3) Prior Experience: Cap of 15 years will be applied for prior full-time school leader, teaching, and other related field work experience when the employee completed a full year of employment in the position. See the table above for coefficients. For prior experience that is more than 15 years, experience with higher coefficients will be prioritized, i.e., principal experience will be considered first, followed by AP/Dean experience and other related field work experience. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.
- 4) MPS Experience: Prior full-time, regular employment with MPS in the same or asimilar role. Each year of full-time employment with MPS shall count for 1 point if the employee worked at least 85% of the work year. Final decision will be made by the Home Office.
- 5) Qualifications pay is **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the position with the same qualifying points.

3) POSITION PAY

Position Points				
Assistant Principal/Dean	25			
Principal	School Enrollment:			
Grade Span:	0-199	200-399	400-599	600+
K-5 or 6-8	30	35	40	45
K-8, 9-12 or 6-12	35	40	45	50
K-12	40	45	50	55

Narrative:

1) Position: See the table above for points for each position. Principal's position points will be based on the grade span of the school for the new work year and the school enrollment based on the P-2 report of the current year. Based on Census Day data of the new work year, i.e., first Wednesday of October, if an increase in enrollment requires an adjustment to the position points, updated position points will be used in prorated salary calculations as of November. Final decision will be made by the Home Office for extenuating circumstances.

2) This is a component of Base Employee Salary as it is earned through the performance of the employee's regular job duties and **NOT** an additional amount based on extra work. It is paid prorated over the course of the employee's work year and paid in the same amount for all employees in the same position. Position pay is only separated to illustrate how pay is formed.

4) EMPLOYEE PERFORMANCE PAY**Available Performance Pay**

School Leader Positions	\$2,000
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End-of-Year Overall Evaluation Ratings

Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	100%
2: Developing (D)	0
1: Ineffective (I)	0

Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a “3: Effective (E)” and a “4: Highly Effective (HE)” rating on their end-of-year overall evaluation will earn 100% of the available performance pay. Those who receive a rating of 2 or 1 will be ineligible for performance pay. Available performance pay will be a maximum of \$2,000 for school leader positions.
- 3) Performance pay may be awarded to regular, full-time employees based on the employee meeting performance metrics during the work year. Only those regular, full-time employees who have worked at least 85% of the workdays between the start of the school year and May 15 may be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the work year, or for part-time, temporary, or seasonal employees.
- 4) Performance pay is **NOT** part of the employee’s base salary and will be paid separately in a **one-time lump-sum amount** on the June 20th payroll simultaneous with the end of the school year and reported in the same school year in which the performance pay was earned. (See "Employee Performance" for details.)
- 5) MPS believes in use of data in determining employee performance. As explained in detail in MPS’ board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee on California Professional Standards for Educational Leaders (CPSEL) are used in school leader evaluations.

MPS Board Approved Additional Duties-One Time Assignment for the 2022-23 School Year			
Additional Duties of School Admin – One-Time Assignment			
	COMPONENT NAME	DOLLAR AMOUNT	PER
1	Saturday School	\$50	HOUR
2	Home Visit Program	\$50	VISIT
3	Virtual Home Visit	\$25	VISIT
4	Admin Teaching in Class	\$50	PERIOD
5	School Camp-Trip-Only for Overnight Trips Admin Support	\$200	DAY
6	Weekend Events Administrative Support. Supporting school events in regards to athletic, promotional activities. Eligibility threshold starts after providing 10 hours first. Hours after 10 hours will be honored to the staff.Max 25 hours a year.	\$50	HOUR

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/25/15	One percent is added to base pay (excluding benefits); base school salaries and coefficients for employee qualifications are revised.	Oswaldo Diaz
2	5/12/16	Salary bands are introduced.	Terri Boatman
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. The band maximums, coefficients for employee qualifications, and available performance pay amounts are revised; school enrollment is made a factor in principal position points. Added details for performance pay. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz
4	3/21/19	-Base school salary increased from \$46,600 to \$50,000 for MSA-1 through MSA-8 and from \$46,600 to \$48,000 for MSA-Santa Ana and MSA-San Diego. -Position points for Assistant Principal/Dean under the "Employee Qualifications Pay" increased from 15 points to 20 points. (Proposed separately in Board Agenda Item III. C)	Suat Acar
5	05/27/20	-Base school salary increased from \$50,000 to \$52,000 for MSA-1 through MSA-8 and from \$48,000 to \$50,000	Suat Acar
6	06/03/21	Base school salary increased from \$48,000 to \$49,000 for MSA- Santa Ana and MSA-San Diego and the \$52,000 base school salary for MSA-3 through MSA-8 is decreased to \$51,000 for 2021-22 school year. Added clarifying details for one-time signing bonus.	Suat Acar
7	02/10/22	Adding regular/virtual home visit one-time annual assignment to school leaders pay raise scale	Suat Acar

8	04/06/22	<p>Base school salary increased to \$53,000 for MSA- Santa Ana and MSA-San Diego. Base school salary increased to \$57,000 for MSA 1- 8. A new position, Athletic Director is added. Minor changes/details were added throughout the pay raise scale for clarifying purposes. Updated the annual assignment and one-time assignment lists.</p>	Suat Acar
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