Northwood Academy Charter School

Finance Sub Committee Meeting

Date and Time

Wednesday December 1, 2021 at 5:00 PM EST

This is a public meeting of the Finance Committee of the Board of Trustees of Northwood Academy Charter School that was properly advertised pursuant to the Pennsylvania Sunshine Act. The public meeting schedule is posted at the school and on the website.

Meeting will be conducted via Zoom platform with ability to join via phone as well.Join Zoom Meeting
https://us02web.zoom.us/j/81310201034

Meeting ID: 842 0185 0722
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Meeting ID: 842 0185 0722

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
A.	Record Attendance		Kristine Spraga	1 m
B.	Call the Meeting to Order		Kristine Spraga	1 m
C.	Approve Agenda	Vote	Kristine Spraga	1 m
D.	Approve previous Meeting Minutes	Approve Minutes	Kristine Spraga	1 m
II.	**Discuss CBAs**			**5:04 PM**
A.	Current CBAs	Discuss	Kristine Spraga	15 m

https://app.smartsheet.com/sheets/p6G9xJXPxGWQ5j8pRqmg3pxfvfRFhwwV4w5cPVr1

Open Mid Year CBAs

- 2022.38
- 2022.39
- 2022.40
- 2022.41
- 2022.42
- 2022.43

III.	**Long Term Planning**			**5:19 PM**
A.	5 Year Financial Plan - Review Personnel and Strategic Plan related information	Discuss	Kristine Spraga	45 m

- Per the 10/6/21 meeting, materials will be provided for review during the Finance sub-committee meetings starting in November and presented to the Board in January.

IV.	**Closing Items**			**6:04 PM**

		Purpose	Presenter	Time
A.	Adjourn Meeting	Vote	Kristine Spraga	1 m

Coversheet

5 Year Financial Plan - Review Personnel and Strategic Plan related information

Section:	III. Long Term Planning
Item:	A. 5 Year Financial Plan - Review Personnel and Strategic Plan related information
Purpose:	Discuss
Submitted by:	
Related Material:	Northwood_Five_Year_Projection_113021.pdf

Northwood Academy Charter School
Five Year Projection
2022-2023 through 2026-2027

Page

1-3 **Assumptions at 100% enrollment**

4-5 **Five Year Proforma Summary (100%)**

Supporting Worksheets

6-8 **Employee Salaries - 22/23 - 26/27**

9-11 **Employee Taxes - 22/23 - 26/27**

12-14 **Employee Retirement - 22/23 - 26/27**

15-17 **Employee Benefits - 22/23 - 26/27**

Northwood Academy Charter School
Five Year Proforma Assumptions
Fiscal Years 2022 / 2023 through 2026 / 2027

Enrollment

The basis of enrollment for all five years is the current allowable enrollment stated in the charter which is 788 students. The forecast assumes 20% of the Charter School's studnets will be in the special education program.

FY Ended	Grades	Reg Ed	Special Ed	Total
2022-2023	K-8	630	158	788
2023-2024	K-8	630	158	788
2024-2025	K-8	630	158	788
2025-2026	K-8	630	158	788
2026-2027	K-8	630	158	788

Revenue

Local Revenue - The forecast assumes all students will reside within the School District of Philadelphia. The school district rates were determined by the published PDE-363 rates published on the PDE website for fiscal year 2021 / 2022. They are as follows:

School District	County	Nonspecial Education Expend. per ADM	Special Education Expend. per ADM
School District of Philadelphia	Philadelphia	$10,639.24	$31,059.16

In the 5 year proforma, it is assumed there will be 100% enrollment throughout the year. It is assumed rates will remain flat in 2022-2023, reduce by 2% in year 2023-2024, remain flat in 2024-2025 and increase by 2% in years 2025-2026 and 2026-2027.

In the 5 year proforma, it is assumed there will be 100% enrollment throughout the year.

School Year	Program Designation	Student Population	Total Annual Payment	Annual Per Pupil
2022-2023	Regular Ed	630	$ 6,702,719	$10,639.24
2022-2023	Special Ed	158	$ 4,907,347	$31,059.16
		788	**$ 11,610,065**	
2023-2024	Regular Ed	630	$ 6,568,664	$ 10,426.45
2023-2024	Special Ed	158	$ 4,809,200	$ 30,437.97
		788	**$ 11,377,864**	
2024-2025	Regular Ed	630	$ 6,568,664	$ 10,426.45
2024-2025	Special Ed	158	$ 4,809,200	$ 30,437.97
		788	**$ 11,377,864**	
2025-2026	Regular Ed	630	$ 6,700,037	$ 10,634.98
2025-2026	Special Ed	158	$ 4,905,383	$ 31,046.73
		788	**$ 11,605,421**	
2026-2027	Regular Ed	630	$ 6,834,038	$ 10,847.68
2026-2027	Special Ed	158	$ 5,003,490	$ 31,667.66
		788	**$ 11,837,529**	

State

The charter school owns their own building. Therefore, the lease reimbursement is not applicable for this forecast.
The school plans to receive the Health care reimbursement. The five year projection revenues is as follows:

Revenue Source	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Health Care Reimbursement	11,330	11,670	12,020	12,381	12,752

Federal

Revenue Source	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Title I Funding	925,289	971,554	1,020,132	1,071,138	1,124,695
Title II Funding	61,436	62,664	63,918	65,196	66,500
Title IV Funding	74,509	89,411	107,293	128,752	154,502
Ready to Learn	48,510	48,510	48,510	48,510	48,510
ESSER III	3,085,362	3,085,362	-	-	-
IDEA	140,878	143,696	146,570	149,501	152,491
Food Service Program	545,900	556,818	567,954	579,313	590,900

Other

Revenue Source	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Interest Income	8,000	8,000	8,000	8,000	8,000
Fund Raising	25,000	25,000	25,000	25,000	25,000
Student Activities	25,000	25,000	25,000	25,000	25,000
Miscellaneous Revenue	1,000	1,000	1,000	1,000	1,000

Northwood Academy Charter School
Five Year Proforma Assumptions
Fiscal Years 2022 / 2023 through 2026 / 2027

Expense

Salary and Benefits expense

Please refer to the staffing schedules for the total salary and benefits breakdown. Overall the forecast has projected staffing based on the requests from the schools administration. The five year salary forecast is based on the current salary scales in place as of November 2021.

Instructional personnel receive a step increase each year. The instructional scale contains twenty (20) steps. Once the steps are maxed, the board determines the spot bonus increase for employees who have exceeded the scale. For purposes of the projection, a 3% increase has been used for anyone exceeding the scale.

Non-instructional personnel receive a salary increase based on the administration and human resources committee, For purposes of this projection, a 3% increase is used each year. For employees, who max out of their salary grade, a 3% spot bonus has been forecasted instead of a salary increase.

All employees who eeither exceed or will exceed both the salary scale and salary grade aren noted in the salary schedules.

Medical / Dental Benefits

Medical & Dental benefits are based on previous year claims. Traditionally Northwood has received increases below 12% for the past 7 years. For purposes of this projection, the health insurance increase is forecasted at 10% each year. Dental, Vision, Short term disability, long term disability, term life insurance, and AD & D coverage are forecasted to increase 2% for the next five years..

Retirement Plan

The Charter school is enrolled in both PSERS and a 403b alternate plan. All new employees are enrolled in the 403b plan. The following rates are assumed:

FY Ended	PSERS Contribution Rate	403B Contribution Rate
2022-2023	35.62%	5.00%
2023-2024	36.12%	5.00%
2024-2025	36.60%	5.00%
2025-2026	37.23%	5.00%
2026-2027	37.79%	5.00%

Other Benefits

Other benefits consists of the following: FICA / Medicare, Unemployment Comp, and Other.

Professional Development

	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Self Selected Seminars	37,080	38,192	39,338	40,518	41,734
Tuition Reimbursement	20,600	21,218	21,855	22,510	23,185
Outside Guest Speakers	12,360	12,731	13,113	13,506	13,911
Professional Education	16,995	17,505	18,030	18,571	19,128
Other	515	530	546	563	580
Board Training	8,240	8,487	8,742	9,004	9,274
Total	**$ 95,790**	**$ 98,664**	**$ 101,624**	**$ 104,672**	**$ 107,812**

Professional Services

This includes the use of outside service providers that are anticipated for the upcoming years.

	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Professional Services					
Substitute Services	30,000	30,900	31,827	32,782	33,765
Special Education Services	75,000	78,750	82,688	86,822	91,163
Approved Private Schools	550,000	577,500	606,375	636,694	668,528
Psychologists / Speech Therapy	60,000	61,800	63,654	65,564	67,531
Audit	35,000	36,050	37,132	38,245	39,393
Legal	100,000	103,000	106,090	109,273	112,551
Human Resources	194,092	197,974	201,934	205,972	210,092
Business Services	170,211	175,317	180,577	185,994	191,574
Payroll Services	12,360	12,731	13,113	13,506	13,911
Health Services	10,000	10,300	10,609	10,927	11,255
Computer Services	59,808	61,602	63,450	65,354	67,314
Total	**$ 1,191,471**	**$ 1,236,274**	**$ 1,282,933**	**$ 1,331,529**	**$ 1,382,149**

Insurance

Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
General Liability	60,638	63,670	66,854	70,196	73,706
All other Insurances	58,734	61,671	64,754	67,992	71,391
Total Insurance	**$ 119,372**	**$ 125,341**	**$ 131,608**	**$ 138,188**	**$ 145,097**

Northwood Academy Charter School
Five Year Proforma Assumptions
Fiscal Years 2022 / 2023 through 2026 / 2027

Consumable Supplies Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Administrative	57,750	60,638	63,669	66,853	70,195
Nurse	5,000	5,250	5,513	5,788	6,078
Technology	30,900	32,445	34,067	35,771	37,559
Instructional	52,500	55,125	57,881	60,775	63,814
Special Ed & IDEA supplies	37,616	39,497	41,472	43,546	45,723
Total Consumable Supplies	**$ 183,766**	**$ 192,955**	**$ 202,602**	**$ 212,732**	**$ 223,369**

Books/Instructional Aids Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Books	34,443	50,000	50,000	50,000	50,000
Educational Software	74,183	77,892	81,787	85,876	90,170
Totals	108,626	127,892	131,787	135,876	140,170

Other Overhead Costs Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Marketing	5,000	5,000	5,000	5,000	5,000
Travel / Meals	20,000	21,000	22,050	23,153	24,310
Postage	2,500	2,625	2,756	2,894	3,039
Dues & Fees	12,640	13,272	13,936	14,632	15,364
Totals	**$ 40,140**	**$ 41,897**	**$ 43,742**	**$ 45,679**	**$ 47,713**

Equipment Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Equipment					
Classroom Furniture	75,000	10,000	10,000	10,000	10,000
Office Furniture	10,000	2,500	2,500	2,500	2,500
Technology					
Technology Infrastructure	25,000	25,000	25,000	25,000	25,000
Classroom	10,000	10,000	10,000	10,000	10,000
Office	5,000	5,000	5,000	5,000	5,000
Totals	**$ 125,000**	**$ 52,500**	**$ 52,500**	**$ 52,500**	**$ 52,500**

Site Cost Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Capital Improvements	750,000	-	-	-	-
Rent	631,710	631,710	631,710	631,710	631,710
Utilities	92,700	95,481	98,345	101,296	104,335
Telephone & Internet	92,700	95,481	98,345	101,296	104,335
Equipment Rental	31,857	32,813	33,797	34,811	35,855
Custodial Services	262,017	269,878	277,974	286,313	294,903
Maintenance & Repairs	138,987	145,937	153,234	160,895	168,940
Supplies	25,750	26,523	27,318	28,138	28,982
Totals	**$ 2,025,721**	**$ 1,297,821**	**$ 1,320,723**	**$ 1,344,459**	**$ 1,369,059**

Student Activities Category	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Clubs / Sports	64,684	66,625	68,623	70,682	72,802
Supplies	15,450	15,914	16,391	16,883	17,389
Trips	30,900	31,827	32,782	33,765	34,778
Totals	**$ 111,034**	**$ 114,365**	**$ 117,796**	**$ 121,330**	**$ 124,970**

Food service					
Food Costs / Supplies	441,000	463,050	486,203	510,513	536,038
Totals	**$ 441,000**	**$ 463,050**	**$ 486,203**	**$ 510,513**	**$ 536,038**

Reserve for Contingencies

In these economic times, the school understands many variables can impact the budget and operations of the school. Some examples include less than 100% enrollment through the year, decreased state funding for education, decreased funding from school districts due to drop in tuition rates, increase expenses such as health care, utilities, services etc.

Due to the above, a reserve for these type of contingencies has been allocated to each year of the budget. The reserve is calculated based on tota expenditures in the current year. The breakdown is as follows:

Fiscal Year	Reserve Amount
2022-2023	$ 500,000
2023-2024	500,000
2024-2025	500,000
2025-2026	500,000
2026-2027	500,000

Northwood Academy Charter School
5 Year Proforma

Fiscal Year Ending:	6/30/2023	6/30/2024	6/30/2025	6/30/2026	6/30/2027
Enrollment:	788	788	788	788	788
Revenue:					
Local					
Regular Education	$ 6,702,719	$ 6,568,664	$ 6,568,664	$ 6,700,037	$ 6,834,038
Special Education	4,907,347	4,809,200	4,809,200	4,905,383	5,003,490
State					
Health Care Reimbursement	11,330	11,670	12,020	12,381	12,752
Federal					
Title I	925,289	971,554	1,020,132	1,071,138	1,124,695
Title II	61,436	62,664	63,918	65,196	66,500
Title IV	74,509	89,411	107,293	128,752	154,502
Ready to Learn	48,510	48,510	48,510	48,510	48,510
ESSER III	3,085,362	3,085,362	-	-	-
IDEA	140,878	143,696	146,570	149,501	152,491
Food service	545,900	556,818	567,954	579,313	590,900
Other					
Interest Income	8,000	8,000	8,000	8,000	8,000
Fund Raising	25,000	25,000	25,000	25,000	25,000
Student Activities	25,000	25,000	25,000	25,000	25,000
Miscellaneous Revenue	1,000	1,000	1,000	1,000	1,000
Total Revenue	**$ 16,562,279**	**$ 16,406,549**	**$ 13,403,261**	**$ 13,719,212**	**$ 14,046,879**
Salary & Benefits					
Salaries	$ 6,604,007	$ 6,740,041	$ 6,866,970	$ 6,991,108	$ 7,098,128
Health Benefits	1,742,702	1,897,273	2,067,142	2,253,835	2,459,033
Payroll Taxes	505,207	515,613	525,323	534,820	543,007
Retirement	1,291,333	1,328,862	1,361,548	1,397,253	1,440,195
Total Personnel Costs	**$ 10,143,248**	**$ 10,481,789**	**$ 10,820,983**	**$ 11,177,016**	**$ 11,540,363**
% of Revenue	61.24%	63.89%	80.73%	81.47%	82.16%
Professional Development					
Self Selected Seminars	37,080	38,192	39,338	40,518	41,734
Tuition Reimbursement	20,600	21,218	21,855	22,510	23,185
Outside Guest Speakers	12,360	12,731	13,113	13,506	13,911
Professional Education	16,995	17,505	18,030	18,571	19,128
Other	515	530	546	563	580
Board Training	8,240	8,487	8,742	9,004	9,274
Totals	**95,790**	**98,664**	**101,624**	**104,672**	**107,812**
% of Revenue	5.50%	5.20%	4.92%	4.64%	4.38%
Contracted Services					
Substitute Services	30,000	30,900	31,827	32,782	33,765
Special Education Services	75,000	78,750	82,688	86,822	91,163
Approved Private Schools	550,000	577,500	606,375	636,694	668,528
Psychologists / Speech Therapy	60,000	61,800	63,654	65,564	67,531
Audit	35,000	36,050	37,132	38,245	39,393
Legal	100,000	103,000	106,090	109,273	112,551
Human Resources	194,092	197,974	201,934	205,972	210,092
Business Services	170,211	175,317	180,577	185,994	191,574
Payroll Services	12,360	12,731	13,113	13,506	13,911
Health Services	10,000	10,300	10,609	10,927	11,255
Computer Services	59,808	61,602	63,450	65,354	67,314
Sub Total	**1,296,471**	**1,345,924**	**1,397,447**	**1,451,133**	**1,507,077**
% of Revenue	7.8%	8.2%	10.4%	10.6%	10.7%
Insurance					
All Required Insurances	119,372	125,341	131,608	138,188	145,097
Sub Total	**119,372**	**125,341**	**131,608**	**138,188**	**145,097**
% of Revenue	0.7%	0.8%	1.0%	1.0%	1.0%

Northwood Academy Charter School
5 Year Proforma

Fiscal Year Ending:	6/30/2023	6/30/2024	6/30/2025	6/30/2026	6/30/2027
Enrollment:	788	788	788	788	788
Consumable Supplies					
Administrative	57,750	60,638	63,669	66,853	70,195
Nurse	5,000	5,250	5,513	5,788	6,078
Technology	30,900	32,445	34,067	35,771	37,559
Instructional	52,500	55,125	57,881	60,775	63,814
Special Ed & IDEA supplies	37,616	39,497	41,472	43,546	45,723
	183,766	**192,955**	**202,602**	**212,732**	**223,369**
% of Revenue	1.1%	1.2%	1.5%	1.6%	1.6%
Books / Software					
Books	34,443	50,000	50,000	50,000	50,000
Educational Software	74,183	77,892	81,787	85,876	90,170
	108,626	**127,892**	**131,787**	**135,876**	**140,170**
% of Revenue	0.7%	0.8%	1.0%	1.0%	1.0%
Other Overhead Costs					
Marketing	5,000	5,000	5,000	5,000	5,000
Travel / Meals	20,000	21,000	22,050	23,153	24,310
Postage	2,500	2,625	2,756	2,894	3,039
Dues & Fees	12,640	13,272	13,936	14,632	15,364
	40,140	**41,897**	**43,742**	**45,679**	**47,713**
% of Revenue	0.2%	0.3%	0.3%	0.3%	0.3%
Equipment					
Classroom	75,000	10,000	10,000	10,000	10,000
Office	10,000	2,500	2,500	2,500	2,500
Technology					
Technology Infrastructure	25,000	25,000	25,000	25,000	25,000
Classroom	10,000	10,000	10,000	10,000	10,000
Office	5,000	5,000	5,000	5,000	5,000
Sub Total	**125,000**	**52,500**	**52,500**	**52,500**	**52,500**
% of Revenue	0.8%	0.3%	0.4%	0.4%	0.4%
Site Costs					
Capital Improvements	750,000	-	-	-	-
Rent	631,710	631,710	631,710	631,710	631,710
Utilities	92,700	95,481	98,345	101,296	104,335
Telephone & Internet	92,700	95,481	98,345	101,296	104,335
Equipment Rental	31,857	32,813	33,797	34,811	35,855
Custodial Services	262,017	269,878	277,974	286,313	294,903
Maintenance & Repairs	138,987	145,937	153,234	160,895	168,940
Supplies	25,750	26,523	27,318	28,138	28,982
Sub Total	**2,025,721**	**1,297,821**	**1,320,723**	**1,344,459**	**1,369,059**
% of Revenue	12.2%	7.9%	9.9%	9.8%	9.7%
Student Activities	**111,034**	**114,365**	**117,796**	**121,330**	**124,970**
% of Revenue	0.7%	0.7%	0.9%	0.9%	0.9%
Food Service	**441,000**	**463,050**	**486,203**	**510,513**	**536,038**
% of Revenue	2.7%	2.8%	3.6%	3.7%	3.8%
Total Disbursements	**$ 14,249,169**	**$ 13,879,148**	**$ 14,320,812**	**$ 14,783,584**	**$ 15,258,130**
Annual Net Surplus / (Deficit)	**$ 2,313,110**	**$ 2,527,400**	**$ (917,551)**	**$ (1,064,372)**	**$ (1,211,252)**
Beginning Net Surplus after Debt Service	11,441,844	13,254,954	15,282,355	13,864,804	12,300,431
Annual Net Surplus before Debt Service	2,313,110	2,527,400	(917,551)	(1,064,372)	(1,211,252)
Reserve for Contingencies	(500,000)	(500,000)	(500,000)	(500,000)	(500,000)
Ending Fund balance Surplus(shortage)	**$ 13,254,954**	**$ 15,282,355**	**$ 13,864,804**	**$ 12,300,431**	**$ 10,589,180**

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	Fiscal 2022-2023 Salaries	Fiscal 2023-2024 Salaries	Fiscal 2024-2025 Salaries	Fiscal 2025-2026 Salaries	Fiscal 2026-2027 Salaries
1	1100	Kindergarten		Y	$ 76,499	$ 77,583	$ 78,684	$ 79,801	$ 80,935
2	1100	Kindergarten		Y	80,935	82,086	83,254	84,440	77,170
3	1100	Kindergarten		N	65,849	69,045	70,472	71,930	73,420
4	1100	Kindergarten		N	61,999	61,999	61,999	61,999	61,999
						-	-	-	-
5	1100	First Grade	23 / 24	Y	83,254	84,440	86,928	86,928	86,928
6	1100	First Grade	26 / 27	Y	80,935	82,086	83,254	84,440	86,928
7	1100	First Grade		Y	77,583	78,684	79,801	80,935	82,086
8	1100	First Grade		Y	69,045	70,472	71,930	73,420	74,943
9	1100	Second Grade	25 / 26	Y	79,382	80,550	81,736	84,143	84,143
10	1100	Second Grade	23 / 24	Y	84,440	86,928	86,928	86,928	86,928
11	1100	Second Grade		N	54,179	55,910	58,080	61,975	65,849
12	1100	Second Grade	26 / 27	Y	80,935	82,086	83,254	84,440	86,928
13	1100	Third Grade		Y	78,684	79,801	80,935	82,086	83,254
14	1100	Third Grade		N	79,801	80,935	82,086	83,254	84,440
15	1100	Third Grade		N	59,271	63,145	66,341	67,768	69,226
16	1100	Third Grade	23 / 24	Y	84,440	86,928	86,928	86,928	86,928
17	1100	Fourth Grade	Yes	N	84,143	84,143	84,143	84,143	84,143
18	1100	Fourth Grade	Yes	Y	86,928	86,928	86,928	86,928	86,928
19	1100	Fourth Grade		N	65,849	69,045	70,472	71,930	73,420
20	1100	Fourth Grade		N	75,980	77,097	78,231	79,382	80,550
21	1100	Fifth Grade		N	78,684	79,801	80,935	82,086	83,254
22	1100	Fifth Grade	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
23	1100	Fifth Grade		N	55,376	59,271	63,145	66,341	67,768
24	1100	Fifth Grade		N	71,930	73,420	74,943	76,499	77,583
25	1100	Sixth Grade		N	74,943	76,499	77,583	78,684	79,801
26	1100	Sixth Grade		Y	77,583	78,684	79,801	80,935	82,086
27	1100	Sixth Grade		N	78,684	79,801	80,935	82,086	83,254
28	1100	Sixth Grade		N	66,341	67,768	69,226	70,716	72,239
29	1100	Seventh Grade		N	72,239	73,795	74,879	75,980	77,097
30	1100	Seventh Grade		N	59,271	63,145	66,341	67,768	69,226
31	1100	Seventh Grade		N	69,045	70,472	71,930	73,420	74,943
32	1100	Seventh Grade		Y	79,801	80,935	82,086	83,254	84,440
33	1100	Eighth Grade		N	70,472	71,930	73,420	74,943	76,499
34	1100	Eighth Grade		N	77,583	78,684	79,801	80,935	82,086
35	1100	Eighth Grade	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
36	1100	Eighth Grade		N	76,499	77,583	78,684	79,801	80,935
37	1100	Art	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
38	1100	Physical Education		N	76,420	77,943	79,499	80,583	81,684
39	1100	Music Teacher		N	59,271	63,145	66,341	67,768	69,226
40	1100	Technology	Yes	Y	81,651	81,651	81,651	81,651	81,651
41	1100	STEAM Specialist Teacher		N	76,499	77,583	78,684	79,801	80,935
42	1100	Upper School Math Interventionist - ESSER II		N	49,744	51,475	53,206	55,376	59,271
43	1100	Uncertified Specialist		Y	53,136	53,918	54,712	55,517	56,335
44	1100	Uncertified Specialist		Y	51,606	52,365	53,136	53,918	54,712
45	1100	ESL		N	73,420	74,943	76,499	77,583	78,684
0	1100	Master Teacher Stipends		N	20,000	20,000	20,000	20,000	20,000
0	1100	Summer Bridge Program - ESSER II		Y	20,000	20,000	20,000	20,000	20,000

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	Fiscal 2022-2023 Salaries	Fiscal 2023-2024 Salaries	Fiscal 2024-2025 Salaries	Fiscal 2025-2026 Salaries	Fiscal 2026-2027 Salaries
46	1200	Director of Special Education		N	98,400	98,400	98,400	98,400	98,400
47	1200	Special Ed	Yes	Y	86,928	86,928	86,928	86,928	86,928
48	1200	Special Ed		Y	78,684	79,801	80,935	82,086	83,254
49	1200	Special Ed	Yes	Y	86,928	86,928	86,928	86,928	86,928
50	1200	Special Ed		N	63,145	66,341	67,768	69,226	70,716
51	1200	Special Ed		N	69,045	70,472	71,930	73,420	74,943
52	1200	Special Ed		Y	79,801	80,935	82,086	83,254	84,440
53	1200	Special Ed		Y	73,420	74,943	76,499	77,583	78,684
54	1200	Special Ed		Y	74,943	76,499	77,583	78,684	79,801
55	1200	Special Ed - 3rd & 4th Grade - ESSER II		N	78,684	79,801	80,935	82,086	83,254
56	1200	Behavior Specialist	Yes	N	66,163	66,163	66,163	66,163	66,163
57	1100	Classroom Assistant	Yes	Y	38,372	38,372	38,372	38,372	38,372
58	1100	Classroom Assistant	26 / 27	Y	35,535	36,556	37,608	38,691	39,807
59	1100	Classroom Assistant		N	28,621	29,479	30,364	31,275	32,213
60	1100	Classroom Assistant		N	26,265	27,053	27,865	28,700	29,561
61	1100	Title I Social Studies / Science Asst		N	30,138	31,042	31,973	32,932	33,920
62	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
63	1100	Classroom Assistant - ESSER II		N	26,780	27,583	28,411	29,263	30,141
64	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
65	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
66	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
67	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
68	1100	Classroom Assistant - ESSER II		N	26,780	27,583	28,411	29,263	30,141
69	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
70	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
71	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
72	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
73	1100	Classroom Assistant - ESSER II		N	25,750	26,523	27,318	28,138	28,982
									-
74	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
75	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
76	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
77	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
78	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
79	1100	Hall Monitors		N	19,282	19,860	20,456	21,070	21,702
								-	-
80	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
81	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
82	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
83	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
84	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
85	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
86	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
87	1200	Personal Care Assistants		N	49,316	50,796	52,320	53,889	55,506
88	2120	Guidance Counselor - Upper School	25 / 26	Y	74,717	76,959	79,268	80,822	80,822
89	2120	Guidance Counselor - Lower School		N	68,033	70,074	72,176	74,341	76,571
90	2360	CEO		Y					
91	2380	Principal Upper School		Y					
92	2380	Assistant Principal 5-8	26 / 27	N	98,442	100,381	102,358	104,375	106,433
93	2380	Assistant Principal K-4	25 / 26	Y	94,403	96,261	98,156	100,089	102,061

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	Fiscal 2022-2023 Salaries	Fiscal 2023-2024 Salaries	Fiscal 2024-2025 Salaries	Fiscal 2025-2026 Salaries	Fiscal 2026-2027 Salaries
94	2390	Office Assistant		N	32,778	33,404	34,042	34,693	35,357
95	2390	Special Education Secretary	24 / 25	Y	59,941	61,110	62,588	62,588	62,588
96	2390	Executive Administrative Assistant		N	58,722	59,866	61,034	62,224	63,439
97	2400	Nurse	25 / 26	Y	74,671	76,911	79,218	79,972	80,915
98	2600	Director Operations	Yes	Y					
99	2600	Building Maintenance		Y	63,512	64,752	66,017	67,308	68,624
100	2600	Building Assistant		N	26,780	27,583	28,411	29,263	30,141
101	2800	Technology Coordinator	Yes	Y	85,752	85,752	85,752	85,752	85,752
102	2800	Technology Assistant		N	26,780	27,583	28,411	29,263	30,141
103	2800	Compliance Coordinator	24 / 25	Y	59,372	60,529	60,836	62,588	62,588
104	3200	Community Coordinator		N	58,722	59,866	61,034	62,224	63,439
105	3100	Operations Assistant		N	17,674	18,204	18,750	19,313	19,892
106	3100	Lunchroom Aide # 1		N	8,137	8,381	8,633	8,892	9,159
107	3100	Lunchroom Aide # 2		N	8,137	8,381	8,633	8,892	9,159
108	3100	Lunchroom Aide # 3		N	8,137	8,381	8,633	8,892	9,159
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
					$ 6,604,007	$ 6,740,041	$ 6,866,970	$ 6,991,108	$ 7,098,128

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 Payroll Taxes	2023-2024 Payroll Taxes	2024-2025 Payroll Taxes	2025-2026 Payroll Taxes	2026-2027 Payroll Taxes
1	1100	Kindergarten		Y	$ 5,852	$ 5,935	$ 6,019	$ 6,105	$ 6,192
2	1100	Kindergarten		Y	6,192	6,280	6,369	6,460	5,904
3	1100	Kindergarten		N	5,037	5,282	5,391	5,503	5,617
4	1100	Kindergarten		N	4,743	4,743	4,743	4,743	4,743
5	1100	First Grade	23 / 24	Y	6,369	6,460	6,650	6,650	6,650
6	1100	First Grade	26 / 27	Y	6,192	6,280	6,369	6,460	6,650
7	1100	First Grade		Y	5,935	6,019	6,105	6,192	6,280
8	1100	First Grade		Y	5,282	5,391	5,503	5,617	5,733
9	1100	Second Grade	25 / 26	Y	6,073	6,162	6,253	6,437	6,437
10	1100	Second Grade	23 / 24	Y	6,460	6,650	6,650	6,650	6,650
11	1100	Second Grade		N	4,145	4,277	4,443	4,741	5,037
12	1100	Second Grade	26 / 27	Y	6,192	6,280	6,369	6,460	6,650
13	1100	Third Grade		Y	6,019	6,105	6,192	6,280	6,369
14	1100	Third Grade		N	6,105	6,192	6,280	6,369	6,460
15	1100	Third Grade		N	4,534	4,831	5,075	5,184	5,296
16	1100	Third Grade	23 / 24	Y	6,460	6,650	6,650	6,650	6,650
17	1100	Fourth Grade	Yes	N	6,437	6,437	6,437	6,437	6,437
18	1100	Fourth Grade	Yes	Y	6,650	6,650	6,650	6,650	6,650
19	1100	Fourth Grade		N	5,037	5,282	5,391	5,503	5,617
20	1100	Fourth Grade		N	5,812	5,898	5,985	6,073	6,162
21	1100	Fifth Grade		N	6,019	6,105	6,192	6,280	6,369
22	1100	Fifth Grade	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
23	1100	Fifth Grade		N	4,236	4,534	4,831	5,075	5,184
24	1100	Fifth Grade		N	5,503	5,617	5,733	5,852	5,935
25	1100	Sixth Grade		N	5,733	5,852	5,935	6,019	6,105
26	1100	Sixth Grade		Y	5,935	6,019	6,105	6,192	6,280
27	1100	Sixth Grade		N	6,019	6,105	6,192	6,280	6,369
28	1100	Sixth Grade		N	5,075	5,184	5,296	5,410	5,526
29	1100	Seventh Grade		N	5,526	5,645	5,728	5,812	5,898
30	1100	Seventh Grade		N	4,534	4,831	5,075	5,184	5,296
31	1100	Seventh Grade		N	5,282	5,391	5,503	5,617	5,733
32	1100	Seventh Grade		Y	6,105	6,192	6,280	6,369	6,460
33	1100	Eighth Grade		N	5,391	5,503	5,617	5,733	5,852
34	1100	Eighth Grade		N	5,935	6,019	6,105	6,192	6,280
35	1100	Eighth Grade	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
36	1100	Eighth Grade		N	5,852	5,935	6,019	6,105	6,192
37	1100	Art	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
38	1100	Physical Education		N	5,846	5,963	6,082	6,165	6,249
39	1100	Music Teacher		N	4,534	4,831	5,075	5,184	5,296
40	1100	Technology	Yes	Y	6,246	6,246	6,246	6,246	6,246
41	1100	STEAM Specialist Teacher		N	5,852	5,935	6,019	6,105	6,192
42	1100	Upper School Math Interventionist - ESSER II		N	3,805	3,938	4,070	4,236	4,534
43	1100	Uncertified Specialist		Y	4,065	4,125	4,185	4,247	4,310
44	1100	Uncertified Specialist		Y	3,948	4,006	4,065	4,125	4,185
45	1100	ESL		N	5,617	5,733	5,852	5,935	6,019
0	1100	Master Teacher Stipends		N	1,530	1,530	1,530	1,530	1,530
0	1100	Summer Bridge Program - ESSER II		Y	1,530	1,530	1,530	1,530	1,530

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 Payroll Taxes	2023-2024 Payroll Taxes	2024-2025 Payroll Taxes	2025-2026 Payroll Taxes	2026-2027 Payroll Taxes
46	1200	Director of Special Education		N	7,528	7,528	7,528	7,528	7,528
47	1200	Special Ed	Yes	Y	6,650	6,650	6,650	6,650	6,650
48	1200	Special Ed		Y	6,019	6,105	6,192	6,280	6,369
49	1200	Special Ed	Yes	Y	6,650	6,650	6,650	6,650	6,650
50	1200	Special Ed		N	4,831	5,075	5,184	5,296	5,410
51	1200	Special Ed		N	5,282	5,391	5,503	5,617	5,733
52	1200	Special Ed		Y	6,105	6,192	6,280	6,369	6,460
53	1200	Special Ed		Y	5,617	5,733	5,852	5,935	6,019
54	1200	Special Ed		Y	5,733	5,852	5,935	6,019	6,105
55	1200	Special Ed - 3rd & 4th Grade - ESSER II		N	6,019	6,105	6,192	6,280	6,369
56	1200	Behavior Specialist	Yes	N	5,062	5,062	5,062	5,062	5,062
						-			
57	1100	Classroom Assistant	Yes	Y	2,935	2,935	2,935	2,935	2,935
58	1100	Classroom Assistant	26 / 27	Y	2,718	2,797	2,877	2,960	3,045
59	1100	Classroom Assistant		N	2,189	2,255	2,323	2,393	2,464
60	1100	Classroom Assistant		N	2,009	2,070	2,132	2,196	2,261
61	1100	Title I Social Studies / Science Asst		N	2,306	2,375	2,446	2,519	2,595
62	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
63	1100	Classroom Assistant - ESSER II		N	2,049	2,110	2,173	2,239	2,306
64	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
65	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
66	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
67	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
68	1100	Classroom Assistant - ESSER II		N	2,049	2,110	2,173	2,239	2,306
69	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
70	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
71	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
72	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
73	1100	Classroom Assistant - ESSER II		N	1,970	2,029	2,090	2,153	2,217
								-	-
74	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
75	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
76	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
77	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
78	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
79	1100	Hall Monitors		N	1,475	1,519	1,565	1,612	1,660
						-	-	-	-
80	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
81	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
82	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
83	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
84	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
85	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
86	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
87	1200	Personal Care Assistants		N	3,773	3,886	4,002	4,123	4,246
88	2120	Guidance Counselor - Upper School	25 / 26	Y	5,716	5,887	6,064	6,183	6,183
89	2120	Guidance Counselor - Lower School		N	5,204	5,361	5,521	5,687	5,858
90	2360	CEO		Y					
91	2380	Principal Upper School		Y					
92	2380	Assistant Principal 5-8	26 / 27	N	7,531	7,679	7,830	7,985	8,142
93	2380	Assistant Principal K-4	25 / 26	Y	7,222	7,364	7,509	7,657	7,808

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 Payroll Taxes	2023-2024 Payroll Taxes	2024-2025 Payroll Taxes	2025-2026 Payroll Taxes	2026-2027 Payroll Taxes
94	2390	Office Assistant		N	2,508	2,555	2,604	2,654	2,705
95	2390	Special Education Secretary	24 / 25	Y	4,585	4,675	4,788	4,788	4,788
96	2390	Executive Administrative Assistant		N	4,492	4,580	4,669	4,760	4,853
97	2400	Nurse	25 / 26	Y	5,712	5,884	6,060	6,118	6,190
98	2600	Director Operations	Yes	Y					
99	2600	Building Maintenance		Y	4,859	4,954	5,050	5,149	5,250
100	2600	Building Assistant		N	2,049	2,110	2,173	2,239	2,306
101	2800	Technology Coordinator	Yes	Y	6,560	6,560	6,560	6,560	6,560
102	2800	Technology Assistant		N	2,049	2,110	2,173	2,239	2,306
103	2800	Compliance Coordinator	24 / 25	Y	4,542	4,630	4,654	4,788	4,788
104	3200	Community Coordinator		N	4,492	4,580	4,669	4,760	4,853
105	3100	Operations Assistant		N	1,352	1,393	1,434	1,477	1,522
106	3100	Lunchroom Aide # 1		N	623	641	660	680	701
107	3100	Lunchroom Aide # 2		N	623	641	660	680	701
108	3100	Lunchroom Aide # 3		N	623	641	660	680	701
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
					$ 505,207	$ 515,613	$ 525,323	$ 534,820	$ 543,007

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 403B / PSERS	2023-2024 403B / PSERS	2024-2025 403B / PSERS	2025-2026 403B / PSERS	2026-2027 403B / PSERS
1	1100	Kindergarten		Y	$ 27,249	$ 28,023	$ 28,798	$ 29,710	$ 30,893
2	1100	Kindergarten		Y	28,829	29,649	30,471	31,437	29,456
3	1100	Kindergarten		N	3,292	3,452	3,524	3,597	3,671
4	1100	Kindergarten		N	3,100	3,100	3,100	3,100	3,100
5	1100	First Grade	23 / 24	Y	29,655	30,500	30,905	31,437	32,231
6	1100	First Grade	26 / 27	Y	28,829	29,649	30,471	31,437	32,231
7	1100	First Grade		Y	27,635	28,421	29,207	30,132	31,332
8	1100	First Grade		Y	24,594	25,454	26,326	27,334	28,606
9	1100	Second Grade	25 / 26	Y	28,276	29,095	29,915	30,430	31,199
10	1100	Second Grade	23 / 24	Y	30,078	31,398	30,905	31,437	32,231
11	1100	Second Grade		N	2,709	2,796	2,904	3,099	3,292
12	1100	Second Grade	26 / 27	Y	28,829	29,649	30,471	31,437	32,231
13	1100	Third Grade		Y	28,027	28,824	29,622	30,561	31,778
14	1100	Third Grade		N	3,990	4,047	4,104	4,163	4,222
15	1100	Third Grade		N	2,964	3,157	3,317	3,388	3,461
16	1100	Third Grade	23 / 24	Y	30,078	31,398	30,905	31,437	32,231
17	1100	Fourth Grade	Yes	N	4,087	4,087	4,087	4,087	4,087
18	1100	Fourth Grade	Yes	Y	30,078	30,500	30,905	31,437	32,231
19	1100	Fourth Grade		N	3,292	3,452	3,524	3,597	3,671
20	1100	Fourth Grade		N	3,799	3,855	3,912	3,969	4,028
21	1100	Fifth Grade		N	3,934	3,990	4,047	4,104	4,163
22	1100	Fifth Grade	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
23	1100	Fifth Grade		N	2,769	2,964	3,157	3,317	3,388
24	1100	Fifth Grade		N	3,597	3,671	3,747	3,825	3,879
25	1100	Sixth Grade		N	3,747	3,825	3,879	3,934	3,990
26	1100	Sixth Grade		Y	27,635	28,421	29,207	30,132	31,332
27	1100	Sixth Grade		N	3,934	3,990	4,047	4,104	4,163
28	1100	Sixth Grade		N	3,317	3,388	3,461	3,536	3,612
29	1100	Seventh Grade		N	3,612	3,690	3,744	3,799	3,855
30	1100	Seventh Grade		N	2,964	3,157	3,317	3,388	3,461
31	1100	Seventh Grade		N	3,452	3,524	3,597	3,671	3,747
32	1100	Seventh Grade		Y	28,425	29,234	30,043	30,995	32,231
33	1100	Eighth Grade		N	3,524	3,597	3,671	3,747	3,825
34	1100	Eighth Grade		N	3,879	3,934	3,990	4,047	4,104
35	1100	Eighth Grade	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
36	1100	Eighth Grade		N	3,825	3,879	3,934	3,990	4,047
37	1100	Art	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
38	1100	Physical Education		N	3,821	3,897	3,975	4,029	4,084
39	1100	Music Teacher		N	2,964	3,157	3,317	3,388	3,461
40	1100	Technology	Yes	Y	29,084	29,492	29,884	30,399	31,166
41	1100	STEAM Specialist Teacher		N	3,825	3,879	3,934	3,990	4,047
42	1100	Upper School Math Interventionist - ESSER II		N	2,487	2,574	2,660	2,769	2,964
43	1100	Uncertified Specialist		Y	18,927	19,475	20,025	20,669	21,503
44	1100	Uncertified Specialist		Y	18,382	18,914	19,448	20,074	20,884
45	1100	ESL		N	3,671	3,747	3,825	3,879	3,934
0	1100	Master Teacher Stipends		N	1,000	1,000	1,000	1,000	1,000
0	1100	Summer Bridge Program - ESSER II		Y	7,124	7,224	7,320	7,446	7,634

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 403B / PSERS	2023-2024 403B / PSERS	2024-2025 403B / PSERS	2025-2026 403B / PSERS	2026-2027 403B / PSERS
46	1200	Director of Special Education		N	4,920	4,920	4,920	4,920	4,920
47	1200	Special Ed	Yes	Y	30,078	30,500	30,905	31,437	32,231
48	1200	Special Ed		Y	28,027	28,824	29,622	30,561	31,778
49	1200	Special Ed	Yes	Y	30,078	30,500	30,905	31,437	32,231
50	1200	Special Ed		N	3,157	3,317	3,388	3,461	3,536
51	1200	Special Ed		N	3,452	3,524	3,597	3,671	3,747
52	1200	Special Ed		Y	28,425	29,234	30,043	30,995	32,231
53	1200	Special Ed		Y	26,152	27,069	27,999	28,884	30,034
54	1200	Special Ed		Y	26,695	27,631	28,395	29,294	30,460
55	1200	Special Ed - 3rd & 4th Grade - ESSER II		N	3,934	3,990	4,047	4,104	4,163
56	1200	Behavior Specialist	Yes	N	3,214	3,214	3,214	3,214	3,214
57	1100	Classroom Assistant	Yes	Y	13,286	13,472	13,651	13,886	14,237
58	1100	Classroom Assistant	26 / 27	Y	12,658	13,204	13,765	14,405	15,194
59	1100	Classroom Assistant		N	1,431	1,474	1,518	1,564	1,611
60	1100	Classroom Assistant		N	1,313	1,353	1,393	1,435	1,478
61	1100	Title I Social Studies / Science Asst		N	1,507	1,552	1,599	1,647	1,696
62	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
63	1100	Classroom Assistant - ESSER II		N	1,339	1,379	1,421	1,463	1,507
64	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
65	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
66	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
67	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
68	1100	Classroom Assistant - ESSER II		N	1,339	1,379	1,421	1,463	1,507
69	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
70	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
71	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
72	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
73	1100	Classroom Assistant - ESSER II		N	1,288	1,326	1,366	1,407	1,449
74	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
75	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
76	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
77	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
78	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
79	1100	Hall Monitors		N	964	993	1,023	1,053	1,085
80	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
81	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
82	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
83	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
84	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
85	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
86	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
87	1200	Personal Care Assistants		N	2,466	2,540	2,616	2,694	2,775
88	2120	Guidance Counselor - Upper School	25 / 26	Y	26,614	27,798	29,012	29,264	30,002
89	2120	Guidance Counselor - Lower School		N	3,402	3,504	3,609	3,717	3,829
90	2360	CEO		Y					
91	2380	Principal Upper School		Y					
92	2380	Assistant Principal 5-8	26 / 27	N	4,922	5,019	5,118	5,219	5,322
93	2380	Assistant Principal K-4	25 / 26	Y	33,626	34,769	35,925	37,263	38,957

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	2022-2023 403B / PSERS	2023-2024 403B / PSERS	2024-2025 403B / PSERS	2025-2026 403B / PSERS	2026-2027 403B / PSERS
94	2390	Office Assistant		N	1,639	1,670	1,702	1,735	1,768
95	2390	Special Education Secretary	24 / 25	Y	21,351	22,073	22,256	22,639	23,211
96	2390	Executive Administrative Assistant		N	2,936	2,993	3,052	3,111	3,172
97	2400	Nurse	25 / 26	Y	26,598	27,780	28,994	29,264	30,002
98	2600	Director Operations	Yes	Y					
99	2600	Building Maintenance		Y	22,623	23,388	24,162	25,059	26,194
100	2600	Building Assistant		N	1,339	1,379	1,421	1,463	1,507
101	2800	Technology Coordinator	Yes	Y	29,735	30,152	30,553	31,079	31,864
102	2800	Technology Assistant		N	1,339	1,379	1,421	1,463	1,507
103	2800	Compliance Coordinator	24 / 25	Y	21,148	21,863	22,266	22,639	23,211
104	3200	Community Coordinator		N	2,936	2,993	3,052	3,111	3,172
105	3100	Operations Assistant		N	884	910	938	966	995
106	3100	Lunchroom Aide # 1		N	407	419	432	445	458
107	3100	Lunchroom Aide # 2		N	407	419	432	445	458
108	3100	Lunchroom Aide # 3		N	407	419	432	445	458
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
					$ 1,291,333	$ 1,328,862	$ 1,361,548	$ 1,397,253	$ 1,440,195

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	22-23 Total Benefits	23-24 Total Benefits	24-25 Total Benefits	25-26 Total Benefits	26-27 Total Benefits
1	1100	Kindergarten		Y	$ 32,528	$ 35,678	$ 39,142	$ 42,951	$ 47,138
2	1100	Kindergarten		Y	32,629	35,782	39,248	43,058	47,247
3	1100	Kindergarten		N	32,948	36,107	39,580	43,397	47,593
4	1100	Kindergarten		N	32,948	36,107	39,580	43,397	47,593
5	1100	First Grade	23 / 24	Y	33,009	36,170	39,643	43,462	47,659
6	1100	First Grade	26 / 27	Y	20,374	22,300	24,418	26,745	29,302
7	1100	First Grade		Y	25,790	28,266	30,989	33,981	37,271
8	1100	First Grade		Y	11,498	12,580	13,769	15,075	16,511
9	1100	Second Grade	25 / 26	Y	11,586	12,670	13,861	15,170	16,607
10	1100	Second Grade	23 / 24	Y	33,090	36,252	39,727	43,547	47,746
11	1100	Second Grade		N	11,412	12,492	13,679	14,984	16,418
12	1100	Second Grade	26 / 27	Y	33,072	36,234	39,709	43,528	47,727
13	1100	Third Grade		Y	33,050	36,212	39,686	43,505	47,704
14	1100	Third Grade		N	11,589	12,673	13,864	15,173	16,610
15	1100	Third Grade		N	11,432	12,513	13,701	15,006	16,440
16	1100	Third Grade	23 / 24	Y	12,035	13,128	14,328	15,645	17,093
17	1100	Fourth Grade	Yes	N	33,085	36,247	39,722	43,542	47,741
18	1100	Fourth Grade	Yes	Y	33,099	36,261	39,737	43,557	47,756
19	1100	Fourth Grade		N	11,471	12,552	13,741	15,047	16,482
20	1100	Fourth Grade		N	20,334	22,260	24,377	26,703	29,260
21	1100	Fifth Grade		N	19,839	21,755	23,862	26,178	28,724
22	1100	Fifth Grade	25 / 26	Y	33,074	36,235	39,710	43,530	47,729
23	1100	Fifth Grade		N	5,209	5,217	5,225	5,234	5,243
24	1100	Fifth Grade		N	20,707	22,641	24,765	27,099	29,663
25	1100	Sixth Grade		N	23,475	25,764	28,281	31,049	34,091
26	1100	Sixth Grade		Y	5,370	5,382	5,393	5,405	5,417
27	1100	Sixth Grade		N	20,353	22,279	24,396	26,723	29,280
28	1100	Sixth Grade		N	32,956	36,116	39,588	43,406	47,602
29	1100	Seventh Grade		N	11,539	12,622	13,811	15,119	16,555
30	1100	Seventh Grade		N	11,432	12,513	13,701	15,006	16,440
31	1100	Seventh Grade		N	32,975	36,135	39,608	43,425	47,622
32	1100	Seventh Grade		Y	33,064	36,226	39,700	43,520	47,718
33	1100	Eighth Grade		N	11,520	12,603	13,793	15,100	16,536
34	1100	Eighth Grade		N	11,574	12,658	13,848	15,156	16,594
35	1100	Eighth Grade	25 / 26	Y	25,818	28,295	31,018	34,011	37,301
36	1100	Eighth Grade		N	33,038	36,199	39,674	43,492	47,690
37	1100	Art	25 / 26	Y	25,826	28,303	31,026	34,020	37,310
38	1100	Physical Education		N	25,758	28,234	30,956	33,948	37,236
39	1100	Music Teacher		N	11,320	12,399	13,584	14,887	16,319
40	1100	Technology	Yes	Y	33,098	36,260	39,735	43,556	47,755
41	1100	STEAM Specialist Teacher		N	31,818	34,955	38,405	42,198	46,370
42	1100	Upper School Math Interventionist - ESSER II		N	11,381	12,461	13,647	14,952	16,385
43	1100	Uncertified Specialist		Y	5,208	5,216	5,224	5,233	5,241
44	1100	Uncertified Specialist		Y	11,398	12,478	13,665	14,970	16,403
45	1100	ESL		N	11,547	12,630	13,820	15,128	16,565
0	1100	Master Teacher Stipends		N	-	-	-	-	-
0	1100	Summer Bridge Program - ESSER II		Y	-	-	-	-	-

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	22-23 Total Benefits	23-24 Total Benefits	24-25 Total Benefits	25-26 Total Benefits	26-27 Total Benefits
46	1200	Director of Special Education		N	33,141	36,305	39,781	43,602	47,802
47	1200	Special Ed	Yes	Y	33,099	36,261	39,737	43,557	47,756
48	1200	Special Ed		Y	11,582	12,666	13,856	15,165	16,602
49	1200	Special Ed	Yes	Y	11,630	12,715	13,907	15,216	16,655
50	1200	Special Ed		N	11,452	12,533	13,721	15,027	16,462
51	1200	Special Ed		N	32,963	36,123	39,596	43,413	47,609
52	1200	Special Ed		Y	12,456	13,557	14,766	16,092	17,548
53	1200	Special Ed		Y	11,542	12,625	13,815	15,123	16,559
54	1200	Special Ed		Y	33,021	36,182	39,656	43,474	47,672
55	1200	Special Ed - 3rd & 4th Grade - ESSER II		N	11,586	12,670	13,861	15,169	16,607
56	1200	Behavior Specialist	Yes	N	25,710	28,186	30,906	33,897	37,185
57	1100	Classroom Assistant	Yes	Y	32,774	35,930	39,399	43,212	47,405
58	1100	Classroom Assistant	26 / 27	Y	25,507	27,979	30,695	33,682	36,965
59	1100	Classroom Assistant		N	25,465	27,935	30,651	33,636	36,919
60	1100	Classroom Assistant		N	5,030	5,034	5,039	5,044	5,049
61	1100	Title I Social Studies / Science Asst		N	31,863	35,001	38,451	42,246	46,419
62	1100	Classroom Assistant - ESSER II		N	11,232	12,309	13,492	14,793	16,223
63	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
64	1100	Classroom Assistant - ESSER II		N	11,004	12,076	13,255	14,552	15,977
65	1100	Classroom Assistant - ESSER II		N	11,232	12,309	13,492	14,793	16,223
66	1100	Classroom Assistant - ESSER II		N	11,232	12,309	13,492	14,793	16,223
67	1100	Classroom Assistant - ESSER II		N	11,063	12,136	13,317	14,614	16,041
68	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
69	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
70	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
71	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
72	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
73	1100	Classroom Assistant - ESSER II		N	11,238	12,315	13,499	14,800	16,231
74	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
75	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
76	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
77	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
78	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
79	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
80	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
81	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
82	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
83	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
84	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
85	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
86	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
87	1200	Personal Care Assistants		N	5,032	5,039	5,046	5,053	5,061
88	2120	Guidance Counselor - Upper School	25 / 26	Y	11,562	12,645	13,835	15,143	16,580
89	2120	Guidance Counselor - Lower School		N	11,514	12,596	13,786	15,093	16,529
90	2360	CEO		Y	[redacted]				
91	2380	Principal Upper School		Y	[redacted]				
92	2380	Assistant Principal 5-8	26 / 27	N	33,139	36,302	39,778	43,599	47,799
93	2380	Assistant Principal K-4	25 / 26	Y	5,463	5,476	5,490	5,504	5,518

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCL YEAR 2022-2023 THROUGH 2026-2027

	Dept	Position	Over the Scale	PSERS	22-23 Total Benefits	23-24 Total Benefits	24-25 Total Benefits	25-26 Total Benefits	26-27 Total Benefits
94	2390	Office Assistant		N	2,067	2,072	2,077	2,083	2,089
95	2390	Special Education Secretary	24 / 25	Y	2,231	2,240	2,249	2,258	2,267
96	2390	Executive Administrative Assistant		N	11,445	12,526	13,714	15,019	16,454
97	2400	Nurse	25 / 26	Y	5,357	5,368	5,380	5,391	5,403
98	2600	Director Operations	Yes	Y					
99	2600	Building Maintenance		Y	19,819	21,735	23,841	26,156	28,702
100	2600	Building Assistant		N	5,032	5,039	5,046	5,053	5,061
101	2800	Technology Coordinator	Yes	Y	5,423	5,435	5,448	5,461	5,474
102	2800	Technology Assistant		N	5,032	5,039	5,046	5,053	5,061
103	2800	Compliance Coordinator	24 / 25	Y	11,430	12,510	13,698	15,003	16,437
104	3200	Community Coordinator		N	11,448	12,529	13,717	15,022	16,457
105	3100	Operations Assistant		N	-	-	-	-	-
106	3100	Lunchroom Aide # 1		N	-	-	-	-	-
107	3100	Lunchroom Aide # 2		N	-	-	-	-	-
108	3100	Lunchroom Aide # 3		N	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
	3200	Afternoon Duty		Y	-	-	-	-	-
					$ 1,742,702	$ 1,897,273	$ 2,067,142	$ 2,253,835	$ 2,459,033

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