



# Northwood Academy Charter School

## Finance Sub Committee Meeting

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### Date and Time

Wednesday December 1, 2021 at 5:00 PM EST

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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

Passcode: 254556

One tap mobile

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### Agenda

|                                     | Purpose         | Presenter       | Time           |
|-------------------------------------|-----------------|-----------------|----------------|
| <b>I. Opening Items</b>             |                 |                 | <b>5:00 PM</b> |
| 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            |

|  | Purpose | Presenter       | Time           |
|--|---------|-----------------|----------------|
| <b>II. Discuss CBAs</b>  |         |                 | <b>5:04 PM</b> |
| <b>A. Current CBAs</b>   | Discuss | Kristine Spraga | 15 m           |
| <a href="https://app.smartsheet.com/sheets/p6G9xJXPxGWQ5j8pRqmg3pxfvfRFhwwV4w5cPVr1">https://app.smartsheet.com/sheets/p6G9xJXPxGWQ5j8pRqmg3pxfvfRFhwwV4w5cPVr1</a>  |         |                 |                |
| <b>Open Mid Year CBAs</b>  |         |                 |                |
| <ul style="list-style-type: none"> <li>• 2022.38</li> <li>• 2022.39</li> <li>• 2022.40</li> <li>• 2022.41</li> <li>• 2022.42</li> <li>• 2022.43</li> </ul>   |         |                 |                |
| <b>III. Long Term Planning</b>   |         |                 | <b>5:19 PM</b> |
| <b>A. 5 Year Financial Plan - Review Personnel and Strategic Plan related information</b>  | Discuss | Kristine Spraga | 45 m           |
| <ul style="list-style-type: none"> <li>• 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.</li> </ul> |         |                 |                |
| <b>IV. Closing Items</b>   |         |                 | <b>6:04 PM</b> |
| <b>A. Adjourn Meeting</b>  | 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**

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**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 students will be in the special education program.

| <u>FY Ended</u> | <u>Grades</u> | <u>Reg Ed</u> | <u>Special Ed</u> | <u>Total</u> |
|-----------------|---------------|---------------|-------------------|--------------|
| 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:

| <u>School District</u>          | <u>County</u> | <u>Nonspecial Education Expend. per ADM</u> | <u>Special Education Expend. per ADM</u> |
|---------------------------------|---------------|---|--|
| 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.

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

**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:

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

**Federal**

| <u>Revenue Source</u> | <u>Fiscal 2022-2023</u> | <u>Fiscal 2023-2024</u> | <u>Fiscal 2024-2025</u> | <u>Fiscal 2025-2026</u> | <u>Fiscal 2026-2027</u> |
|-----------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| 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**

| <u>Revenue Source</u> | <u>Fiscal 2022-2023</u> | <u>Fiscal 2023-2024</u> | <u>Fiscal 2024-2025</u> | <u>Fiscal 2025-2026</u> | <u>Fiscal 2026-2027</u> |
|-----------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| 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 either 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:

| <b>FY Ended</b> | <b>PSERS<br/>Contribution<br/>Rate</b> | <b>403B<br/>Contribution<br/>Rate</b> |
|-----------------|--|---------------------------------------|
| 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**

|                        | <b>Fiscal<br/>2022-2023</b> | <b>Fiscal<br/>2023-2024</b> | <b>Fiscal<br/>2024-2025</b> | <b>Fiscal<br/>2025-2026</b> | <b>Fiscal<br/>2026-2027</b> |
|------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| 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                       |
| <b>Total</b>           | <b>\$ 95,790</b>            | <b>\$ 98,664</b>            | <b>\$ 101,624</b>           | <b>\$ 104,672</b>           | <b>\$ 107,812</b>           |

**Professional Services**

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

|                                | <b>Fiscal<br/>2022-2023</b> | <b>Fiscal<br/>2023-2024</b> | <b>Fiscal<br/>2024-2025</b> | <b>Fiscal<br/>2025-2026</b> | <b>Fiscal<br/>2026-2027</b> |
|--------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| <b>Professional Services</b>   |                             |                             |                             |                             |                             |
| 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                      |
| <b>Total</b>                   | <b>\$ 1,191,471</b>         | <b>\$ 1,236,274</b>         | <b>\$ 1,282,933</b>         | <b>\$ 1,331,529</b>         | <b>\$ 1,382,149</b>         |

**Insurance**

| <b>Category</b>        | <b>Fiscal<br/>2022-2023</b> | <b>Fiscal<br/>2023-2024</b> | <b>Fiscal<br/>2024-2025</b> | <b>Fiscal<br/>2025-2026</b> | <b>Fiscal<br/>2026-2027</b> |
|------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| 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                      |
| <b>Total Insurance</b> | <b>\$ 119,372</b>           | <b>\$ 125,341</b>           | <b>\$ 131,608</b>           | <b>\$ 138,188</b>           | <b>\$ 145,097</b>           |

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

| <b>Consumable Supplies</b>       | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     |
|----------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Category</b>                  | <b>2022-2023</b>  | <b>2023-2024</b>  | <b>2024-2025</b>  | <b>2025-2026</b>  | <b>2026-2027</b>  |
| 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            |
| <b>Total Consumable Supplies</b> | <b>\$ 183,766</b> | <b>\$ 192,955</b> | <b>\$ 202,602</b> | <b>\$ 212,732</b> | <b>\$ 223,369</b> |

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

| <b>Other Overhead Costs</b> | <b>Fiscal</b>    | <b>Fiscal</b>    | <b>Fiscal</b>    | <b>Fiscal</b>    | <b>Fiscal</b>    |
|-----------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Category</b>             | <b>2022-2023</b> | <b>2023-2024</b> | <b>2024-2025</b> | <b>2025-2026</b> | <b>2026-2027</b> |
| 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           |
| <b>Totals</b>               | <b>\$ 40,140</b> | <b>\$ 41,897</b> | <b>\$ 43,742</b> | <b>\$ 45,679</b> | <b>\$ 47,713</b> |

| <b>Equipment</b>          | <b>Fiscal</b>     | <b>Fiscal</b>    | <b>Fiscal</b>    | <b>Fiscal</b>    | <b>Fiscal</b>    |
|---------------------------|-------------------|------------------|------------------|------------------|------------------|
| <b>Category</b>           | <b>2022-2023</b>  | <b>2023-2024</b> | <b>2024-2025</b> | <b>2025-2026</b> | <b>2026-2027</b> |
| <b>Equipment</b>          |                   |                  |                  |                  |                  |
| Classroom Furniture       | 75,000            | 10,000           | 10,000           | 10,000           | 10,000           |
| Office Furniture          | 10,000            | 2,500            | 2,500            | 2,500            | 2,500            |
| <b>Technology</b>         |                   |                  |                  |                  |                  |
| 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            |
| <b>Totals</b>             | <b>\$ 125,000</b> | <b>\$ 52,500</b> | <b>\$ 52,500</b> | <b>\$ 52,500</b> | <b>\$ 52,500</b> |

| <b>Site Cost</b>      | <b>Fiscal</b>       | <b>Fiscal</b>       | <b>Fiscal</b>       | <b>Fiscal</b>       | <b>Fiscal</b>       |
|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| <b>Category</b>       | <b>2022-2023</b>    | <b>2023-2024</b>    | <b>2024-2025</b>    | <b>2025-2026</b>    | <b>2026-2027</b>    |
| 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              |
| <b>Totals</b>         | <b>\$ 2,025,721</b> | <b>\$ 1,297,821</b> | <b>\$ 1,320,723</b> | <b>\$ 1,344,459</b> | <b>\$ 1,369,059</b> |

| <b>Student Activities</b> | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     |
|---------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Category</b>           | <b>2022-2023</b>  | <b>2023-2024</b>  | <b>2024-2025</b>  | <b>2025-2026</b>  | <b>2026-2027</b>  |
| 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            |
| <b>Totals</b>             | <b>\$ 111,034</b> | <b>\$ 114,365</b> | <b>\$ 117,796</b> | <b>\$ 121,330</b> | <b>\$ 124,970</b> |

| <b>Food service</b>   | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     | <b>Fiscal</b>     |
|-----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Category</b>       | <b>2022-2023</b>  | <b>2023-2024</b>  | <b>2024-2025</b>  | <b>2025-2026</b>  | <b>2026-2027</b>  |
| Food Costs / Supplies | 441,000           | 463,050           | 486,203           | 510,513           | 536,038           |
| <b>Totals</b>         | <b>\$ 441,000</b> | <b>\$ 463,050</b> | <b>\$ 486,203</b> | <b>\$ 510,513</b> | <b>\$ 536,038</b> |

**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 total expenditures in the current year. The breakdown is as follows:

| <b>Fiscal Year</b> | <b>Reserve Amount</b> |
|--------------------|-----------------------|
| 2022-2023          | \$ 500,000            |
| 2023-2024          | 500,000               |
| 2024-2025          | 500,000               |
| 2025-2026          | 500,000               |
| 2026-2027          | 500,000               |

| <b>Northwood Academy Charter School<br/>5 Year Proforma</b> |                      |                      |                      |                      |                      |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| Fiscal Year Ending:<br>Enrollment:                          | 6/30/2023<br>788     | 6/30/2024<br>788     | 6/30/2025<br>788     | 6/30/2026<br>788     | 6/30/2027<br>788     |
| <b>Revenue:</b>   |                      |                      |                      |                      |                      |
| <b>Local</b>  |                      |                      |                      |                      |                      |
| 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            |
| <b>State</b>  |                      |                      |                      |                      |                      |
| Health Care Reimbursement                                   | 11,330               | 11,670               | 12,020               | 12,381               | 12,752               |
| <b>Federal</b>  |                      |                      |                      |                      |                      |
| 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              |
| <b>Other</b>  |                      |                      |                      |                      |                      |
| 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                |
| <b>Total Revenue</b>  | <b>\$ 16,562,279</b> | <b>\$ 16,406,549</b> | <b>\$ 13,403,261</b> | <b>\$ 13,719,212</b> | <b>\$ 14,046,879</b> |
| <b>Salary &amp; Benefits</b>                                |                      |                      |                      |                      |                      |
| 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            |
| <b>Total Personnel Costs</b>                                | <b>\$ 10,143,248</b> | <b>\$ 10,481,789</b> | <b>\$ 10,820,983</b> | <b>\$ 11,177,016</b> | <b>\$ 11,540,363</b> |
| % of Revenue  | 61.24%               | 63.89%               | 80.73%               | 81.47%               | 82.16%               |
| <b>Professional Development</b>                             |                      |                      |                      |                      |                      |
| 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                |
| <b>Totals</b>   | <b>95,790</b>        | <b>98,664</b>        | <b>101,624</b>       | <b>104,672</b>       | <b>107,812</b>       |
| % of Revenue  | 5.50%                | 5.20%                | 4.92%                | 4.64%                | 4.38%                |
| <b>Contracted Services</b>                                  |                      |                      |                      |                      |                      |
| 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               |
| <b>Sub Total</b>  | <b>1,296,471</b>     | <b>1,345,924</b>     | <b>1,397,447</b>     | <b>1,451,133</b>     | <b>1,507,077</b>     |
| % of Revenue  | 7.8%                 | 8.2%                 | 10.4%                | 10.6%                | 10.7%                |
| <b>Insurance</b>  |                      |                      |                      |                      |                      |
| All Required Insurances                                     | 119,372              | 125,341              | 131,608              | 138,188              | 145,097              |
| <b>Sub Total</b>  | <b>119,372</b>       | <b>125,341</b>       | <b>131,608</b>       | <b>138,188</b>       | <b>145,097</b>       |
| % of Revenue  | 0.7%                 | 0.8%                 | 1.0%                 | 1.0%                 | 1.0%                 |



| <b>Northwood Academy Charter School<br/>5 Year Proforma</b> |                      |                      |                      |                       |                       |
|---|----------------------|----------------------|----------------------|-----------------------|-----------------------|
| Fiscal Year Ending:<br>Enrollment:                          | 6/30/2023<br>788     | 6/30/2024<br>788     | 6/30/2025<br>788     | 6/30/2026<br>788      | 6/30/2027<br>788      |
| <b>Consumable Supplies</b>                                  |                      |                      |                      |                       |                       |
| 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                |
|   | <b>183,766</b>       | <b>192,955</b>       | <b>202,602</b>       | <b>212,732</b>        | <b>223,369</b>        |
| % of Revenue  | 1.1%                 | 1.2%                 | 1.5%                 | 1.6%                  | 1.6%                  |
| <b>Books / Software</b>                                     |                      |                      |                      |                       |                       |
| Books   | 34,443               | 50,000               | 50,000               | 50,000                | 50,000                |
| Educational Software  | 74,183               | 77,892               | 81,787               | 85,876                | 90,170                |
|   | <b>108,626</b>       | <b>127,892</b>       | <b>131,787</b>       | <b>135,876</b>        | <b>140,170</b>        |
| % of Revenue  | 0.7%                 | 0.8%                 | 1.0%                 | 1.0%                  | 1.0%                  |
| <b>Other Overhead Costs</b>                                 |                      |                      |                      |                       |                       |
| 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                |
|   | <b>40,140</b>        | <b>41,897</b>        | <b>43,742</b>        | <b>45,679</b>         | <b>47,713</b>         |
| % of Revenue  | 0.2%                 | 0.3%                 | 0.3%                 | 0.3%                  | 0.3%                  |
| <b>Equipment</b>  |                      |                      |                      |                       |                       |
| Classroom   | 75,000               | 10,000               | 10,000               | 10,000                | 10,000                |
| Office  | 10,000               | 2,500                | 2,500                | 2,500                 | 2,500                 |
| <b>Technology</b>   |                      |                      |                      |                       |                       |
| 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                 |
| <b>Sub Total</b>  | <b>125,000</b>       | <b>52,500</b>        | <b>52,500</b>        | <b>52,500</b>         | <b>52,500</b>         |
| % of Revenue  | 0.8%                 | 0.3%                 | 0.4%                 | 0.4%                  | 0.4%                  |
| <b>Site Costs</b>   |                      |                      |                      |                       |                       |
| 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                |
| <b>Sub Total</b>  | <b>2,025,721</b>     | <b>1,297,821</b>     | <b>1,320,723</b>     | <b>1,344,459</b>      | <b>1,369,059</b>      |
| % 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%                  |
| <b>Total Disbursements</b>                                  | <b>\$ 14,249,169</b> | <b>\$ 13,879,148</b> | <b>\$ 14,320,812</b> | <b>\$ 14,783,584</b>  | <b>\$ 15,258,130</b>  |
| <b>Annual Net Surplus / (Deficit)</b>                       | <b>\$ 2,313,110</b>  | <b>\$ 2,527,400</b>  | <b>\$ (917,551)</b>  | <b>\$ (1,064,372)</b> | <b>\$ (1,211,252)</b> |
| 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)             |
| <b>Ending Fund balance Surplus(shortage)</b>                | <b>\$ 13,254,954</b> | <b>\$ 15,282,355</b> | <b>\$ 13,864,804</b> | <b>\$ 12,300,431</b>  | <b>\$ 10,589,180</b>  |

**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                    | 85,649                    |
| 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                                 |                | 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                    |

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                    | 82,066                    | 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                    | 82,066                    | 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                    | 82,422                    |
| 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                   |



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                   | 6,550                   |
| 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                   | 5,298                   |
| 16   | 1100 Third Grade                                  | 23 / 24        | Y     | 6,460                   | 6,650                   | 6,650                   | 6,650                   | 6,650                   |
| 17   | 1100 Fourth Grade                                 |                | 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                   | 5,298                   | 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                   | 5,298                   |
| 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  |                | Y     | 6,280                   | 6,369                   | 6,460                   | 6,650                   | 6,650                   |
| 38   | 1100 Physical Education                           | 25 / 26        | Y     | 5,846                   | 5,963                   | 6,082                   | 6,165                   | 6,249                   |
| 39   | 1100 Music Teacher                                |                | N     | 4,534                   | 4,831                   | 5,075                   | 5,184                   | 5,298                   |
| 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                   |

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           |                |       |                         |                         |                         |                         |                         |
| 47   | 1200 Special Ed                              | Yes            | N     | 7,528                   | 7,528                   | 7,528                   | 7,528                   | 7,528                   |
| 48   | 1200 Special Ed                              |                | Y     | 6,650                   | 6,650                   | 6,650                   | 6,650                   | 6,650                   |
| 49   | 1200 Special Ed                              | Yes            | Y     | 6,019                   | 6,105                   | 6,192                   | 6,280                   | 6,369                   |
| 50   | 1200 Special Ed                              |                | N     | 6,650                   | 6,650                   | 6,650                   | 6,650                   | 6,650                   |
| 51   | 1200 Special Ed                              |                | N     | 5,075                   | 5,075                   | 5,184                   | 5,296                   | 5,410                   |
| 52   | 1200 Special Ed                              |                | N     | 5,282                   | 5,391                   | 5,503                   | 5,617                   | 5,733                   |
| 53   | 1200 Special Ed                              |                | Y     | 6,105                   | 6,192                   | 6,280                   | 6,369                   | 6,460                   |
| 54   | 1200 Special Ed                              |                | Y     | 5,617                   | 5,733                   | 5,852                   | 5,935                   | 6,019                   |
| 55   | 1200 Special Ed - 3rd & 4th Grade - ESSER II |                | Y     | 5,733                   | 5,852                   | 5,935                   | 6,019                   | 6,105                   |
| 56   | 1200 Behavior Specialist                     | Yes            | N     | 6,019                   | 6,105                   | 6,192                   | 6,280                   | 6,369                   |
| 57   | 1100 Classroom Assistant                     |                | N     | 5,062                   | 5,062                   | 5,062                   | 5,062                   | 5,062                   |
| 58   | 1100 Classroom Assistant                     | Yes            | Y     | 2,935                   | 2,935                   | 2,935                   | 2,935                   | 2,935                   |
| 59   | 1100 Classroom Assistant                     | 26 / 27        | Y     | 2,718                   | 2,797                   | 2,877                   | 2,960                   | 3,045                   |
| 60   | 1100 Classroom Assistant                     |                | N     | 2,189                   | 2,255                   | 2,323                   | 2,393                   | 2,464                   |
| 61   | 1100 Title I Social Studies / Science Asst   |                | N     | 2,009                   | 2,070                   | 2,132                   | 2,196                   | 2,261                   |
| 62   | 1100 Classroom Assistant - ESSER II          |                | N     | 2,306                   | 2,375                   | 2,446                   | 2,519                   | 2,595                   |
| 63   | 1100 Classroom Assistant - ESSER II          |                | N     | 1,970                   | 2,029                   | 2,090                   | 2,153                   | 2,217                   |
| 64   | 1100 Classroom Assistant - ESSER II          |                | N     | 2,049                   | 2,110                   | 2,173                   | 2,239                   | 2,306                   |
| 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                   |



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                 | 25,464                 | 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                  |



**NORTHWOOD ACADEMY CHARTER SCHOOL  
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| Dept | Position                                     | Over the Scale | PSERS | 2022-2023<br>403B /<br>PSERS | 2023-2024<br>403B /<br>PSERS | 2024-2025<br>403B /<br>PSERS | 2025-2026<br>403B /<br>PSERS | 2026-2027<br>403B /<br>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                       |

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

| Dept | Position                                | Over<br>the<br>Scale | PSERS | 2022-2023<br>403B /<br>PSERS | 2023-2024<br>403B /<br>PSERS | 2024-2025<br>403B /<br>PSERS | 2025-2026<br>403B /<br>PSERS | 2026-2027<br>403B /<br>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 | 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                        |
|      |   |                      | Y     | \$ 1,291,333                 | \$ 1,328,862                 | \$ 1,361,548                 | \$ 1,397,253                 | \$ 1,440,195                 |

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               | 37,238               |
| 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     | -                    | -                    | -                    | -                    | -                    |

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               | 28,166               | 30,906               | 33,897               | 37,185               |
| 57   | 1100 Classroom Assistant                     |                | 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     |                      |                      |                      |                      |                      |
| 91   | 2380 Principal Upper School                  |                | Y     |                      |                      |                      |                      |                      |
| 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                |

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

| Dept | Position                                | Over<br>the<br>Scale | PSERS | 22-23<br>Total<br>Benefits | 23-24<br>Total<br>Benefits | 24-25<br>Total<br>Benefits | 25-26<br>Total<br>Benefits | 26-27<br>Total<br>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 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     | -                          | -                          | -                          | -                          | -                          |
|      | 3200 Afternoon Duty                     |                      | Y     | -                          | -                          | -                          | -                          | -                          |
|      |   |                      |       | \$ 1,742,702               | \$ 1,897,273               | \$ 2,067,142               | \$ 2,253,835               | \$ 2,459,033               |