Northwood Academy Charter School

Finance Committee Meeting

Date and Time

Wednesday October 5, 2022 at 5:00 PM EDT

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.

Members of the public are welcome to attend and listen to the Finance Committee conduct its business tonight. All written comments submitted to the Committee via email (board@northwoodcs.org) will be acknowledged and incorporated into the official minutes. This meeting is accessible to the public via the remote platform Zoom and is being recorded.

Meeting will be conducted via Zoom platform with ability to join via phone as well.
Join Zoom Meeting: https://us02web.zoom.us/j/81883650922

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
A.	Call the Meeting to Order		Kristine Spraga	1 m
B.	Record Attendance		Kristine Spraga	1 m
C.	Approve Agenda	Vote	Kristine Spraga	1 m

		Purpose	Presenter	Time
D.	Approve previous Meeting Minutes	Approve Minutes	Kristine Spraga	1 m
E.	Community Comment	Discuss	Kristine Spraga	1 m
II.	**Discuss CBAs**			**5:05 PM**
A.	Current Budget Year CBAs	Vote	Kristine Spraga	5 m
III.	**Long Term Financial Planning**			**5:10 PM**
A.	Review initial 5 year planning documents	Discuss	Kristine Spraga	15 m
B.	Review ESSER Funding Buckets	Discuss	Kristine Spraga	15 m
IV.	**Closing Items**			**5:40 PM**
A.	Adjourn Meeting	Vote	Kristine Spraga	1 m

Coversheet

Approve previous Meeting Minutes

Section: I. Opening Items
Item: D. Approve previous Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: 2022_06_01_finance_committee_meeting_minutes.pdf

DRAFT

Northwood Academy Charter School

Minutes

Finance Committee Meeting

Date and Time
Wednesday June 1, 2022 at 5:00 PM

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.

Members of the public are welcome to attend and listen to the Finance Committee conduct its business tonight. All written comments submitted to the Committee via email (board@northwoodcs.org) will be acknowledged and incorporated into the official minutes. This meeting is accessible to the public via the remote platform Zoom and is being recorded.

Meeting will be conducted via Zoom platform with ability to join via phone as well.
Join Zoom Meeting**:** https://us02web.zoom.us/j/81883650922

Committee Members Present
K. Dugan (remote), K. Maddox (remote), K. Spraga, T. Boler (remote), T. Hunt (remote), T. Taylor (remote)

Committee Members Absent
None

Committee Members who arrived after the meeting opened
T. Boler, T. Hunt

I. Opening Items

A. Call the Meeting to Order

K. Spraga called a meeting of the Finance Committee of Northwood Academy Charter School to order on Wednesday Jun 1, 2022 at 5:05 PM.

B. Record Attendance

T. Boler arrived at 5:09 PM.
T. Hunt arrived at 5:28 PM.

C. Approve Agenda

T. Taylor made a motion to Approve the Agenda.
K. Maddox seconded the motion.
The committee **VOTED** unanimously to approve the motion.

D. Approve previous Meeting Minutes

T. Taylor made a motion to approve the minutes from Finance Committee Meeting on 05-04-22.
K. Spraga seconded the motion.
Katrina Maddox abstained
The committee **VOTED** to approve the motion.

E. Community Comment

There was no Community Comment.

II. Discuss CBAs

A. Current CBAs

2022.60 - NoRED Ink Program

- Tom Taylor reported that $5250 was paid out to cover 1/1/22-1/1/23.
- **Action Item** - **Kristine Dugan** will confirm confirm whether this CBA can be withdrawn.

K. Spraga made a motion to Approve 2022.61 - Additional Consultation / Recruitment contract.
K. Maddox seconded the motion.
Kristie Dugan opposed.
The committee **VOTED** to approve the motion.

III. 2022-2023 Annual Budget

A. Review list of planned CBAs (pulled from the 2021-2022 list)

The following CBAs will be withdrawn for the SY 22/23 Budget.

- 2023.28 - New Math Curriculum - $85,000
- 2023.34 - Curriculum Writing Team - $21,724

The following update was provided by the Administrative Team via email - *The Math Committee finalize the curriculum choice on 5/25/22. We requested quotes for the entire program on 5/26/22, inclusive of all consumable and non-consumable materials and professional development. As soon as we have the detailed quotes, a new CBA can be submitted.*

Ted Bohler will work with the Administrative Team to identify a plan for Professional Development, Training and Implementation in additional to the book purchase. A CBA will be created to support this plan and the amount taken as a variance as part of the SY 22/23 Budget.

Action Item - **Kristie Dugan** will strikethrough these CBAs in Smartsheets to reflect they have been withdrawn.
Action Item - **Kristie Dugan** will remove yellow highlight of the following CBAs as they are not Operational items that were approved to begin ordering materials and scheduling contract work.

- 2023.18 - Strategic Planning Session
- 2023.20 - Updated assessment system and digital platforms.

B. Annual Budget Version 4

Version 4 is within acceptable thresholds for both Net Income and the Debt Coverage Service Ratio.

Action Item - **Tom Taylor** will update Version 4 based on the CBAs withdrawn for SY 22/23 for Budget materials being prepared for the 6/15 Board Meeting.

Action Item - **Kristine Spraga** will prepare a summary of the Net Income and Debt Coverage Service Ratio for Budget materials being prepared for the 6/15 Board Meeting.

C. Annual Budget Version 4A

Version 4A is within acceptable thresholds for both Net Income and the Debt Coverage Service Ratio.

Action Item - **Tom Taylor** will update Version 4A based on the CBAs withdrawn for SY 22/23 for Budget materials being prepared for the 6/15 Board Meeting.

Action Item - **Kristine Spraga** will prepare a summary of the Net Income and Debt Coverage Service Ratio for Budget materials being prepared for the 6/15 Board Meeting.

D. NACS Total Rewards Framework

The Total Rewards Framework is being reviewed during tonight's HR Committee Meeting.

Action Item - **Kristine Spraga** will communicate during the HR Committee Meeting that expenditures associated with the Total Rewards Framework can be absorbed by the SY 22/23 Budget.

Action Item - **Kristine Spraga** will communicate to the Finance Committee whether to incorporate the Total Rewards Framework into Budget materials being prepared for the 6/15 Board Meeting based on the Vote during the HR Committee Meeting.

E. ESSER Funding

There was no additional discussion around the ESSER Funding Reports.

IV. Closing Items

A.

Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:01 PM.

Respectfully Submitted,
K. Spraga

Coversheet

Review initial 5 year planning documents

Section: III. Long Term Financial Planning
Item: A. Review initial 5 year planning documents
Purpose: Discuss
Submitted by:
Related Material: Northwood_5_year_projection_010322.pdf

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

Page

1-4 Assumptions at 100% enrollment

5-6 Five Year Proforma Summary (100%)

Supporting Worksheets

7-9 Employee Salaries - 22/23 - 26/27

10-12 Employee Taxes - 22/23 - 26/27

13-15 Employee Retirement - 22/23 - 26/27

16-18 Employee Benefits - 22/23 - 26/27

19 Proposed Budget Reductions 22/23 - 26/27

20 Captial Improvements 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.

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

Revenue

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

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

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

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

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

State

The charter school owns their own building. Therefore, the lease reimbursement is not applicable for this forecast. The school plans to receive the health care reimbursement. The plan assumes a 3% increase each year. The five year projection revenues are:

Revenue Source	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Health Care Reimbursement	3%	11,330	11,670	12,020	12,381	12,752

Federal

Revenue Source	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Title I Funding	5%	925,289	971,554	1,020,132	1,071,138	1,124,695
Title II Funding	2%	61,436	62,664	63,918	65,196	66,500
Title IV Funding	15%	71,405	82,115	94,433	108,598	124,887
Ready to Learn	0%	48,510	48,510	48,510	48,510	48,510
ESSER II	0%	1,458,025	-	-	-	-
ESSER III	0%	2,670,281	3,472,658	-	-	-
IDEA	3%	140,878	145,105	149,458	153,942	158,560
Food Service Program	3%	545,900	562,277	579,145	596,520	614,415

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

Other

Revenue Source	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Interest Income	0%	8,000	8,000	8,000	8,000	8,000
Fundraising	0%	25,000	25,000	25,000	25,000	25,000
Student Activities	0%	25,000	25,000	25,000	25,000	25,000
Miscellaneous Revenue	0%	1,000	1,000	1,000	1,000	1,000

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 are noted in the salary schedules.

In fiscal years 2022-2023 and 2023-2024, many positions are funded through ESSER funds. All ESSER funding has to be spent by September 30, 2024. Once the ESSER funding ends, many positions funded with these funds cannot be supported through the operating budget. On page 19, a schedule has been prepared recommending the staff reductions to offset the loss of revenue. The administration will continue to review and apply for additional funding sources to absorb the cost of these positions. However, without additional funding sources or other budget reductions, the recommendations would need to be eliminated to meet the school's required debt coverage service ratio.

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

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

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

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

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

Professional Development

	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Self Selected Seminars	3%	37,080	38,192	39,338	40,518	41,734
Tuition Reimbursement	3%	20,600	21,218	21,855	22,510	23,185
Outside Guest Speakers	3%	12,360	12,731	13,113	13,506	13,911
Professional Education	3%	16,995	17,505	18,030	18,571	19,128
Other	3%	515	530	546	563	580
Board Training	3%	8,240	8,487	8,742	9,004	9,274
Total		**$ 95,790**	**$ 98,664**	**$ 101,624**	**$ 104,672**	**$ 107,812**

Professional Services

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

	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Substitute Services	3%	30,000	30,900	31,827	32,782	33,765
Special Education Services	5% on non-ESSER	612,986	719,173	82,688	86,822	91,163
Approved Private Schools	3%	550,000	577,500	606,375	636,694	668,528
Psychologists / Speech Therapy	3% on non-ESSER	110,000	136,800	63,654	65,564	67,531
Audit	3%	35,000	36,050	37,132	38,245	39,393
Legal	3%	100,000	103,000	106,090	109,273	112,551
Human Resources	2%	194,092	197,974	201,934	205,972	210,092
Business Services	3%	170,211	175,317	180,577	185,994	191,574
Payroll Services	3%	12,360	12,731	13,113	13,506	13,911
Health Services	3%	35,000	35,300	10,609	10,927	11,255
Computer Services	3%	59,808	61,602	63,450	65,354	67,314
Total		**$ 1,266,471**	**$ 1,336,274**	**$ 1,282,933**	**$ 1,331,529**	**$ 1,382,149**

Insurance

Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
General Liability	5%	60,638	63,670	66,854	70,196	73,706
All other Insurances	5%	58,734	61,671	64,754	67,992	71,391
Total Insurance		**$ 119,372**	**$ 125,341**	**$ 131,608**	**$ 138,188**	**$ 145,097**

Consumable Supplies

Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Administrative	5%	57,750	60,638	63,669	66,853	70,195
Nurse	5%	15,000	15,250	15,513	5,788	6,078
Technology	5%	30,900	32,445	34,067	35,771	37,559
Instructional	5%	52,500	55,125	57,881	60,775	63,814
Special Ed & IDEA supplies	5%	25,000	26,250	27,563	28,941	30,388
Total Consumable Supplies		**$ 181,150**	**$ 189,708**	**$ 198,693**	**$ 198,128**	**$ 208,034**

Books/Instructional Aids

Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Books	0%	34,443	50,000	50,000	50,000	50,000
Educational Software	5%	74,183	77,892	81,787	85,876	90,170
Totals		108,626	127,892	131,787	135,876	140,170

Other Overhead Costs

Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Marketing	0%	5,000	5,000	5,000	5,000	5,000
Travel / Meals	5%	20,000	21,000	22,050	23,153	24,310
Postage	5%	2,500	2,625	2,756	2,894	3,039
Dues & Fees	5%	12,640	13,272	13,936	14,632	15,364
Totals		**$ 40,140**	**$ 41,897**	**$ 43,742**	**$ 45,679**	**$ 47,713**

Equipment

Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Equipment						
Classroom Furniture	0% on non-ESSER	250,000	5,000	5,000	5,000	5,000
Office Furniture	0%	1,000	1,000	1,000	1,000	1,000
Technology						
Technology Infrastructure	0%	10,000	5,000	5,000	5,000	5,000
Classroom	0% on non-ESSER	132,925	35,000	5,000	5,000	5,000
Office	0%	1,500	1,500	1,500	1,500	1,500
Totals		**$ 395,425**	**$ 47,500**	**$ 17,500**	**$ 17,500**	**$ 17,500**

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

Site Cost Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Capital Improvements		650,000	-	-	-	-
Rent	0%	631,710	631,710	631,710	631,710	631,710
Utilities	3%	92,700	95,481	98,345	101,296	104,335
Telephone & Internet	3%	21,876	22,532	23,208	23,905	24,622
Equipment Rental	3%	31,857	32,813	33,797	34,811	35,855
Custodial Services	3%	322,017	329,878	277,974	286,313	294,903
Maintenance & Repairs	5%	138,987	145,937	153,234	160,895	168,940
Supplies	3%	25,750	26,523	27,318	28,138	28,982
Totals		**$ 1,914,897**	**$ 1,284,873**	**$ 1,245,586**	**$ 1,267,067**	**$ 1,289,346**

Capital improvement consists of the proposed lot purchase ($400,000) and leasehold improvements ($250,000).

Student Activities Category	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Clubs / Sports	3%	64,684	66,625	68,623	70,682	72,802
Supplies	3%	15,450	15,914	16,391	16,883	17,389
Trips	3%	30,900	31,827	32,782	33,765	34,778
Totals		**$ 111,034**	**$ 114,365**	**$ 117,796**	**$ 121,330**	**$ 124,970**

Food service	% Increase	Fiscal 2022-2023	Fiscal 2023-2024	Fiscal 2024-2025	Fiscal 2025-2026	Fiscal 2026-2027
Food Costs / Supplies	3%	441,000	454,230	467,857	481,893	496,349
Totals		**$ 441,000**	**$ 454,230**	**$ 467,857**	**$ 481,893**	**$ 496,349**

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.

A reserve for the contingencies discussed above has been allocated to each year of the budget. The breakdown is as follows:

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

Northwood Academy Charter School
5 Year Proforma

Fiscal Year Ending:	6/30/2023	6/30/2024	6/30/2025	6/30/2026	6/30/2027
Enrollment:	788	788	788	788	788
Revenue:					
Local					
Regular Education	$ 6,702,719	$ 6,568,664	$ 6,568,664	$ 6,700,037	$ 6,834,038
Special Education	4,907,347	4,809,200	4,809,200	4,905,383	5,003,490
State					
Health Care Reimbursement	11,330	11,670	12,020	12,381	12,752
Federal					
Title I	925,289	971,554	1,020,132	1,071,138	1,124,695
Title II	61,436	62,664	63,918	65,196	66,500
Title IV	71,405	82,115	94,433	108,598	124,887
Ready to Learn	48,510	48,510	48,510	48,510	48,510
ESSER II	1,458,025	-	-	-	-
ESSER III	2,670,281	3,472,658	-	-	-
IDEA	140,878	145,105	149,458	153,942	158,560
Food service	545,900	562,277	579,145	596,520	614,415
Other					
Interest Income	8,000	8,000	8,000	8,000	8,000
Fundraising	25,000	25,000	25,000	25,000	25,000
Student Activities	25,000	25,000	25,000	25,000	25,000
Miscellaneous Revenue	1,000	1,000	1,000	1,000	1,000
Total Revenue	**$ 17,602,120**	**$ 16,793,417**	**$ 13,404,479**	**$ 13,720,704**	**$ 14,046,848**
Salary & Benefits					
Salaries	$ 6,448,605	$ 6,578,372	$ 6,698,845	$ 6,816,334	$ 6,916,506
Health Benefits	1,760,377	1,920,312	2,096,078	2,289,254	2,501,579
Payroll Taxes	493,318	519,003	512,462	521,450	529,113
Retirement	1,303,841	1,341,233	1,373,771	1,409,383	1,452,352
Recommend cuts	-	-	(841,964)	(925,575)	(1,068,462)
Total Personnel Costs	**$ 10,006,141**	**$ 10,358,920**	**$ 9,839,192**	**$ 10,110,845**	**$ 10,331,088**
% of Revenue	56.85%	61.68%	73.40%	73.69%	73.55%
Professional Development					
Self Selected Seminars	37,080	38,192	39,338	40,518	41,734
Tuition Reimbursement	20,600	21,218	21,855	22,510	23,185
Outside Guest Speakers	12,360	12,731	13,113	13,506	13,911
Professional Education	16,995	17,505	18,030	18,571	19,128
Other	515	530	546	563	580
Board Training	8,240	8,487	8,742	9,004	9,274
Totals	**95,790**	**98,664**	**101,624**	**104,672**	**107,812**
% of Revenue	5.44%	5.14%	4.85%	4.57%	4.31%
Contracted Services					
Substitute Services	30,000	30,900	31,827	32,782	33,765
Special Education Services	612,986	719,173	82,688	86,822	91,163
Approved Private Schools	550,000	577,500	606,375	636,694	668,528
Psychologists / Speech Therapy	110,000	136,800	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	35,000	35,300	10,609	10,927	11,255
Computer Services	59,808	61,602	63,450	65,354	67,314
Sub Total	**1,909,457**	**2,086,347**	**1,397,447**	**1,451,133**	**1,507,077**
% of Revenue	10.8%	12.4%	10.4%	10.6%	10.7%
Insurance					
All Required Insurances	119,372	125,341	131,608	138,188	145,097
Sub Total	**119,372**	**125,341**	**131,608**	**138,188**	**145,097**
% of Revenue	0.7%	0.7%	1.0%	1.0%	1.0%

Northwood Academy Charter School
5 Year Proforma

Fiscal Year Ending:	6/30/2023	6/30/2024	6/30/2025	6/30/2026	6/30/2027
Enrollment:	788	788	788	788	788
Consumable Supplies					
Administrative	57,750	60,638	63,669	66,853	70,195
Nurse	15,000	15,250	15,513	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	25,000	26,250	27,563	28,941	30,388
	181,150	**189,708**	**198,693**	**198,128**	**208,034**
% of Revenue	1.0%	1.1%	1.5%	1.4%	1.5%
Books / Software					
Books	34,443	50,000	50,000	50,000	50,000
Educational Software	74,183	77,892	81,787	85,876	90,170
	108,626	**127,892**	**131,787**	**135,876**	**140,170**
% of Revenue	0.6%	0.8%	1.0%	1.0%	1.0%
Other Overhead Costs					
Marketing	5,000	5,000	5,000	5,000	5,000
Travel / Meals	20,000	21,000	22,050	23,153	24,310
Postage	2,500	2,625	2,756	2,894	3,039
Dues & Fees	12,640	13,272	13,936	14,632	15,364
	40,140	**41,897**	**43,742**	**45,679**	**47,713**
% of Revenue	0.2%	0.2%	0.3%	0.3%	0.3%
Equipment					
Classroom	250,000	5,000	5,000	5,000	5,000
Office	1,000	1,000	1,000	1,000	1,000
Technology					
Technology Infrastructure	10,000	5,000	5,000	5,000	5,000
Classroom	132,925	35,000	5,000	5,000	5,000
Office	1,500	1,500	1,500	1,500	1,500
Sub Total	**395,425**	**47,500**	**17,500**	**17,500**	**17,500**
% of Revenue	2.2%	0.3%	0.1%	0.1%	0.1%
Site Costs					
Capital Improvements	650,000	-	-	-	-
Rent	631,710	631,710	631,710	631,710	631,710
Utilities	92,700	95,481	98,345	101,296	104,335
Telephone & Internet	21,876	22,532	23,208	23,905	24,622
Equipment Rental	31,857	32,813	33,797	34,811	35,855
Custodial Services	322,017	329,878	277,974	286,313	294,903
Maintenance & Repairs	138,987	145,937	153,234	160,895	168,940
Supplies	25,750	26,523	27,318	28,138	28,982
Sub Total	**1,914,897**	**1,284,873**	**1,245,586**	**1,267,067**	**1,289,346**
% of Revenue	10.9%	7.7%	9.3%	9.2%	9.2%
Student Activities	**111,034**	**114,365**	**117,796**	**121,330**	**124,970**
% of Revenue	0.6%	0.7%	0.9%	0.9%	0.9%
Food Service	**441,000**	**454,230**	**467,857**	**481,893**	**496,349**
% of Revenue	2.5%	2.7%	3.5%	3.5%	3.5%
Total Disbursements	**$ 14,882,032**	**$ 14,475,506**	**$ 13,224,975**	**$ 13,590,418**	**$ 13,918,808**
Annual Net Surplus / (Deficit)	**$ 2,720,088**	**$ 2,317,911**	**$ 179,504**	**$ 130,286**	**$ 128,040**
Debt Coverage Service Ratio	**6.73**	**4.67**	**1.28**	**1.21**	**1.20**
Beginning Fund balance	$ 11,441,844	$ 13,661,932	$ 15,479,843	$ 15,159,347	$ 14,789,633
Annual Surplus / (Deficit)	2,720,088	2,317,911	179,504	130,286	128,040
Reserve for Contingencies	(500,000)	(500,000)	(500,000)	(500,000)	(500,000)
Ending Fund balance	**$ 13,661,932**	**$ 15,479,843**	**$ 15,159,347**	**$ 14,789,633**	**$ 14,417,674**

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

	Dept	Position	Over the Scale	PSERS	Fiscal 2022-2023 Salaries	Fiscal 2023-2024 Salaries	Fiscal 2024-2025 Salaries	Fiscal 2025-2026 Salaries	Fiscal 2026-2027 Salaries
1	1100	Kindergarten		Y	$ 76,499	$ 77,583	$ 78,684	$ 79,801	$ 80,935
2	1100	Kindergarten		Y	80,935	82,086	83,254	84,440	77,170
3	1100	Kindergarten		N	65,849	69,045	70,472	71,930	73,420
4	1100	Kindergarten		N	61,999	61,999	61,999	61,999	61,999
						-	-	-	-
5	1100	First Grade	23 / 24	Y	83,254	84,440	86,928	86,928	86,928
6	1100	First Grade	26 / 27	Y	80,935	82,086	83,254	84,440	86,928
7	1100	First Grade		Y	77,583	78,684	79,801	80,935	82,086
8	1100	First Grade		Y	69,045	70,472	71,930	73,420	74,943
9	1100	Second Grade	25 / 26	Y	79,382	80,550	81,736	84,143	84,143
10	1100	Second Grade	23 / 24	Y	84,440	86,928	86,928	86,928	86,928
11	1100	Second Grade		N	54,179	55,910	58,080	61,975	65,849
12	1100	Second Grade	26 / 27	Y	80,935	82,086	83,254	84,440	86,928
13	1100	Third Grade		Y	78,684	79,801	80,935	82,086	83,254
14	1100	Third Grade		N	79,801	80,935	82,086	83,254	84,440
15	1100	Third Grade		N	59,271	63,145	66,341	67,768	69,226
16	1100	Third Grade	23 / 24	Y	84,440	86,928	86,928	86,928	86,928
17	1100	Fourth Grade	Yes	N	84,143	84,143	84,143	84,143	84,143
18	1100	Fourth Grade	Yes	Y	86,928	86,928	86,928	86,928	86,928
19	1100	Fourth Grade		N	65,849	69,045	70,472	71,930	73,420
20	1100	Fourth Grade		N	75,980	77,097	78,231	79,382	80,550
21	1100	Fifth Grade		N	78,684	79,801	80,935	82,086	83,254
22	1100	Fifth Grade	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
23	1100	Fifth Grade		N	55,376	59,271	63,145	66,341	67,768
24	1100	Fifth Grade		N	71,930	73,420	74,943	76,499	77,583
25	1100	Sixth Grade		N	74,943	76,499	77,583	78,684	79,801
26	1100	Sixth Grade		Y	77,583	78,684	79,801	80,935	82,086
27	1100	Sixth Grade		N	78,684	79,801	80,935	82,086	83,254
28	1100	Sixth Grade		N	66,341	67,768	69,226	70,716	72,239
29	1100	Seventh Grade		N	72,239	73,795	74,879	75,980	77,097
30	1100	Seventh Grade		N	59,271	63,145	66,341	67,768	69,226
31	1100	Seventh Grade		N	69,045	70,472	71,930	73,420	74,943
32	1100	Seventh Grade		Y	79,801	80,935	82,086	83,254	84,440
33	1100	Eighth Grade		N	70,472	71,930	73,420	74,943	76,499
34	1100	Eighth Grade		N	77,583	78,684	79,801	80,935	82,086
35	1100	Eighth Grade	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
36	1100	Eighth Grade		N	76,499	77,583	78,684	79,801	80,935
37	1100	Art	25 / 26	Y	82,086	83,254	84,440	86,928	86,928
38	1100	Physical Education		N	76,420	77,943	79,499	80,583	81,684
39	1100	Music Teacher		N	59,271	63,145	66,341	67,768	69,226
40	1100	Technology	Yes	Y	81,651	81,651	81,651	81,651	81,651
41	1100	STEAM Specialist Teacher		N	76,499	77,583	78,684	79,801	80,935
42	1100	Upper School Math Interventionist		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
	1100	Master Teacher Stipends		N	20,000	20,000	20,000	20,000	20,000
	1100	Summer Bridge Program		Y	20,600	21,218	21,855	22,510	23,185

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
	1100	Tutoring Program		Y	36,000	36,000	36,000	36,000	36,000
46	1200	Director of Special Education		N	98,400	98,400	98,400	98,400	98,400
47	1200	Special Ed	Yes	Y	86,928	86,928	86,928	86,928	86,928
48	1200	Special Ed		Y	78,684	79,801	80,935	82,086	83,254
49	1200	Special Ed	Yes	Y	86,928	86,928	86,928	86,928	86,928
50	1200	Special Ed		N	63,145	66,341	67,768	69,226	70,716
51	1200	Special Ed		N	69,045	70,472	71,930	73,420	74,943
52	1200	Special Ed		Y	79,801	80,935	82,086	83,254	84,440
53	1200	Special Ed		Y	73,420	74,943	76,499	77,583	78,684
54	1200	Special Ed		Y	74,943	76,499	77,583	78,684	79,801
55	1200	Special Ed - 3rd & 4th Grade		N	78,684	79,801	80,935	82,086	83,254
56	1200	Behavior Specialist	Yes	N	66,163	66,163	66,163	66,163	66,163
57	1200	Behavior Specialist		N	27,996	28,791	29,610	30,453	31,321
58	1200	Behavior Specialist		N	27,996	28,791	29,610	30,453	31,321
59	1200	Behavior Specialist		N	27,996	28,791	29,610	30,453	31,321
60	1200	Behavior Specialist		N	27,996	28,791	29,610	30,453	31,321
61	1200	Behavior Specialist		N	27,996	28,791	29,610	30,453	31,321
62	1100	Classroom Assistant	Yes	Y	38,372	38,372	38,372	38,372	38,372
63	1100	Classroom Assistant	26 / 27	Y	35,535	36,556	37,608	38,691	39,807
64	1100	Classroom Assistant		N	28,621	29,479	30,364	31,275	32,213
65	1100	Classroom Assistant		N	26,265	27,053	27,865	28,700	29,561
66	1100	Title I Social Studies / Science Asst		N	30,138	31,042	31,973	32,932	33,920
67	1100	Classroom Assistant - 1st Grade		N	27,250	28,023	28,818	29,638	30,482
68	1100	Classroom Assistant - 1st Grade		N	28,280	29,083	29,911	30,763	31,641
69	1100	Classroom Assistant - 1st Grade		N	27,250	28,023	28,818	29,638	30,482
70	1100	Classroom Assistant - 1st Grade		N	27,250	28,023	28,818	29,638	30,482
71	1100	Classroom Assistant - 2nd Grade		N	27,250	28,023	28,818	29,638	30,482
72	1100	Classroom Assistant - 2nd Grade		N	27,250	28,023	28,818	29,638	30,482
73	1100	Classroom Assistant - 2nd Grade		N	28,280	29,083	29,911	30,763	31,641
74	1100	Classroom Assistant - 2nd Grade		N	27,250	28,023	28,818	29,638	30,482
75	1100	Classroom Assistant - 3rd Grade		N	27,250	28,023	28,818	29,638	30,482
76	1100	Classroom Assistant - 3rd Grade		N	27,250	28,023	28,818	29,638	30,482
77	1100	Classroom Assistant - 3rd Grade		N	27,250	28,023	28,818	29,638	30,482
78	1100	Classroom Assistant - 3rd Grade		N	27,250	28,023	28,818	29,638	30,482
79	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
80	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
81	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
82	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
83	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
84	1100	Hall Monitors		N	20,782	21,360	21,956	22,570	23,202
85	2120	Guidance Counselor - Upper School	25 / 26	Y	74,717	76,959	79,268	80,822	80,822
86	2120	Guidance Counselor - Lower School		N	68,033	70,074	72,176	74,341	76,571
87	2360	CEO		Y	[redacted]				
88	2380	Principal Upper School		Y	[redacted]				
89	2380	Assistant Principal 5-8	26 / 27	N	98,442	100,381	102,358	104,375	106,433
90	2380	Assistant Principal K-4	25 / 26	Y	94,403	96,261	98,156	100,089	102,061
91	2390	Office Assistant		N	32,778	33,404	34,042	34,693	35,357
92	2390	Special Education Secretary	24 / 25	Y	59,941	61,110	62,588	62,588	62,588

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
93	2390	Executive Administrative Assistant		N	58,722	59,866	61,034	62,224	63,439
94	2400	Nurse	25 / 26	Y	74,671	76,911	79,218	79,972	80,915
95	2600	Director Operations	Yes	Y					
96	2600	Building Maintenance		Y	63,512	64,752	66,017	67,308	68,624
97	2600	Building Assistant		N	28,280	29,083	29,911	30,763	31,641
98	2800	Technology Coordinator	Yes	Y	85,752	85,752	85,752	85,752	85,752
99	2800	Technology Assistant		N	28,280	29,083	29,911	30,763	31,641
100	2800	Compliance Coordinator	24 / 25	Y	59,372	60,529	60,836	62,588	62,588
101	3200	Community Coordinator		N	58,722	59,866	61,034	62,224	63,439
102	3100	Operations Assistant		N	17,674	18,204	18,750	19,313	19,892
103	3100	Lunchroom Aide # 1		N	8,137	8,381	8,633	8,892	9,159
104	3100	Lunchroom Aide # 2		N	8,137	8,381	8,633	8,892	9,159
105	3100	Lunchroom Aide # 3		N	8,137	8,381	8,633	8,892	9,159
106	3100	Lunchroom Aide # 4		N	8,137	8,381	8,633	8,892	9,159
107	3100	Lunchroom Aide # 5		N	8,137	8,381	8,633	8,892	9,159
108	3100	Lunchroom Aide # 6		N	8,137	8,381	8,633	8,892	9,159
109	3100	Lunchroom Aide # 7		N	8,137	8,381	8,633	8,892	9,159
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Morning Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
	3200	Afternoon Duty		Y	5,562	5,729	5,901	6,078	6,260
					$ 6,448,605	**$ 6,578,372**	**$ 6,698,845**	**$ 6,816,334**	**$ 6,916,506**

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

	Dept	Position	Over the Scale	PSERS	2022-2023 Payroll Taxes	2023-2024 Payroll Taxes	2024-2025 Payroll Taxes	2025-2026 Payroll Taxes	2026-2027 Payroll Taxes
1	1100	Kindergarten		Y	$ 5,852	$ 5,935	$ 6,019	$ 6,105	$ 6,192
2	1100	Kindergarten		Y	6,192	6,280	6,369	6,460	5,904
3	1100	Kindergarten		N	5,037	5,282	5,391	5,503	5,617
4	1100	Kindergarten		N	4,743	4,743	4,743	4,743	4,743
5	1100	First Grade	23 / 24	Y	6,368.93	6,460	6,650	6,650	6,650
6	1100	First Grade	26 / 27	Y	6,191.53	6,280	6,369	6,460	6,650
7	1100	First Grade		Y	5,935.10	6,019	6,105	6,192	6,280
8	1100	First Grade		Y	5,281.94	5,391	5,503	5,617	5,733
9	1100	Second Grade	25 / 26	Y	6,072.72	6,162	6,253	6,437	6,437
10	1100	Second Grade	23 / 24	Y	6,459.66	6,650	6,650	6,650	6,650
11	1100	Second Grade		N	4,144.69	4,277	4,443	4,741	5,037
12	1100	Second Grade	26 / 27	Y	6,191.53	6,280	6,369	6,460	6,650
13	1100	Third Grade		Y	6,019.33	6,105	6,192	6,280	6,369
14	1100	Third Grade		N	6,104.78	6,192	6,280	6,369	6,460
15	1100	Third Grade		N	4,534.23	4,831	5,075	5,184	5,296
16	1100	Third Grade	23 / 24	Y	6,459.66	6,650	6,650	6,650	6,650
17	1100	Fourth Grade	Yes	N	6,437	6,437	6,437	6,437	6,437
18	1100	Fourth Grade	Yes	Y	6,650	6,650	6,650	6,650	6,650
19	1100	Fourth Grade		N	5,037	5,282	5,391	5,503	5,617
20	1100	Fourth Grade		N	5,812	5,898	5,985	6,073	6,162
21	1100	Fifth Grade		N	6,019	6,105	6,192	6,280	6,369
22	1100	Fifth Grade	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
23	1100	Fifth Grade		N	4,236	4,534	4,831	5,075	5,184
24	1100	Fifth Grade		N	5,503	5,617	5,733	5,852	5,935
25	1100	Sixth Grade		N	5,733	5,852	5,935	6,019	6,105
26	1100	Sixth Grade		Y	5,935	6,019	6,105	6,192	6,280
27	1100	Sixth Grade		N	6,019	6,105	6,192	6,280	6,369
28	1100	Sixth Grade		N	5,075	5,184	5,296	5,410	5,526
29	1100	Seventh Grade		N	5,526	5,645	5,728	5,812	5,898
30	1100	Seventh Grade		N	4,534	4,831	5,075	5,184	5,296
31	1100	Seventh Grade		N	5,282	5,391	5,503	5,617	5,733
32	1100	Seventh Grade		Y	6,105	6,192	6,280	6,369	6,460
33	1100	Eighth Grade		N	5,391	5,503	5,617	5,733	5,852
34	1100	Eighth Grade		N	5,935	6,019	6,105	6,192	6,280
35	1100	Eighth Grade	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
36	1100	Eighth Grade		N	5,852	5,935	6,019	6,105	6,192
37	1100	Art	25 / 26	Y	6,280	6,369	6,460	6,650	6,650
38	1100	Physical Education		N	5,846	5,963	6,082	6,165	6,249
39	1100	Music Teacher		N	4,534	4,831	5,075	5,184	5,296
40	1100	Technology	Yes	Y	6,246	6,246	6,246	6,246	6,246
41	1100	STEAM Specialist Teacher		N	5,852	5,935	6,019	6,105	6,192
42	1100	Upper School Math Interventionist		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
	1100	Master Teacher Stipends		N	1,530	1,530	1,530	1,530	1,530
	1100	Summer Bridge Program		Y	1,576	1,623	1,672	1,722	1,774

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
	1100	Tutoring Program		Y	2,754	2,754	2,754	2,754	2,754
						15,757			
46	1200	Director of Special Education		N	7,528	7,528	7,528	7,528	7,528
47	1200	Special Ed	Yes	Y	6,650	6,650	6,650	6,650	6,650
48	1200	Special Ed		Y	6,019	6,105	6,192	6,280	6,369
49	1200	Special Ed	Yes	Y	6,650	6,650	6,650	6,650	6,650
50	1200	Special Ed		N	4,831	5,075	5,184	5,296	5,410
51	1200	Special Ed		N	5,282	5,391	5,503	5,617	5,733
52	1200	Special Ed		Y	6,105	6,192	6,280	6,369	6,460
53	1200	Special Ed		Y	5,617	5,733	5,852	5,935	6,019
54	1200	Special Ed		Y	5,733	5,852	5,935	6,019	6,105
55	1200	Special Ed - 3rd & 4th Grade		N	6,019	6,105	6,192	6,280	6,369
56	1200	Behavior Specialist	Yes	N	5,062	5,062	5,062	5,062	5,062
57	1200	Behavior Specialist		N	2,142	2,203	2,265	2,330	2,396
58	1200	Behavior Specialist		N	2,142	2,203	2,265	2,330	2,396
59	1200	Behavior Specialist		N	2,142	2,203	2,265	2,330	2,396
60	1200	Behavior Specialist		N	2,142	2,203	2,265	2,330	2,396
61	1200	Behavior Specialist		N	2,142	2,203	2,265	2,330	2,396
62	1100	Classroom Assistant	Yes	Y	2,935	2,935	2,935	2,935	2,935
63	1100	Classroom Assistant	26 / 27	Y	2,718	2,797	2,877	2,960	3,045
64	1100	Classroom Assistant		N	2,189	2,255	2,323	2,393	2,464
65	1100	Classroom Assistant		N	2,009	2,070	2,132	2,196	2,261
66	1100	Title I Social Studies / Science Asst		N	2,306	2,375	2,446	2,519	2,595
67	1100	Classroom Assistant - 1st Grade		N	2,085	2,144	2,205	2,267	2,332
68	1100	Classroom Assistant - 1st Grade		N	2,163	2,225	2,288	2,353	2,421
69	1100	Classroom Assistant - 1st Grade		N	2,085	2,144	2,205	2,267	2,332
70	1100	Classroom Assistant - 1st Grade		N	2,085	2,144	2,205	2,267	2,332
71	1100	Classroom Assistant - 2nd Grade		N	2,085	2,144	2,205	2,267	2,332
72	1100	Classroom Assistant - 2nd Grade		N	2,085	2,144	2,205	2,267	2,332
73	1100	Classroom Assistant - 2nd Grade		N	2,163	2,225	2,288	2,353	2,421
74	1100	Classroom Assistant - 2nd Grade		N	2,085	2,144	2,205	2,267	2,332
75	1100	Classroom Assistant - 3rd Grade		N	2,085	2,144	2,205	2,267	2,332
76	1100	Classroom Assistant - 3rd Grade		N	2,085	2,144	2,205	2,267	2,332
77	1100	Classroom Assistant - 3rd Grade		N	2,085	2,144	2,205	2,267	2,332
78	1100	Classroom Assistant - 3rd Grade		N	2,085	2,144	2,205	2,267	2,332
								-	-
79	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
80	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
81	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
82	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
83	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
84	1100	Hall Monitors		N	1,590	1,634	1,680	1,727	1,775
						-	-	-	-
85	2120	Guidance Counselor - Upper School	25 / 26	Y	5,716	5,887	6,064	6,183	6,183
86	2120	Guidance Counselor - Lower School		N	5,204	5,361	5,521	5,687	5,858
87	2360	CEO		Y					
88	2380	Principal Upper School		Y					
89	2380	Assistant Principal 5-8	26 / 27	N	7,531	7,679	7,830	7,985	8,142
90	2380	Assistant Principal K-4	25 / 26	Y	7,222	7,364	7,509	7,657	7,808
91	2390	Office Assistant		N	2,508	2,555	2,604	2,654	2,705
92	2390	Special Education Secretary	24 / 25	Y	4,585	4,675	4,788	4,788	4,788

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
93	2390	Executive Administrative Assistant		N	4,492	4,580	4,669	4,760	4,853
94	2400	Nurse	25 / 26	Y	5,712	5,884	6,060	6,118	6,190
95	2600	Director Operations	Yes	Y					
96	2600	Building Maintenance		Y	4,859	4,954	5,050	5,149	5,250
97	2600	Building Assistant		N	2,163	2,225	2,288	2,353	2,421
98	2800	Technology Coordinator	Yes	Y	6,560	6,560	6,560	6,560	6,560
99	2800	Technology Assistant		N	2,163	2,225	2,288	2,353	2,421
100	2800	Compliance Coordinator	24 / 25	Y	4,542	4,630	4,654	4,788	4,788
101	3200	Community Coordinator		N	4,492	4,580	4,669	4,760	4,853
102	3100	Operations Assistant		N	1,352	1,393	1,434	1,477	1,522
103	3100	Lunchroom Aide # 1		N	623	641	660	680	701
104	3100	Lunchroom Aide # 2		N	623	641	660	680	701
105	3100	Lunchroom Aide # 3		N	623	641	660	680	701
106	3100	Lunchroom Aide # 4		N	623	641	660	680	701
107	3100	Lunchroom Aide # 5		N	623	641	660	680	701
108	3100	Lunchroom Aide # 6		N	623	641	660	680	701
109	3100	Lunchroom Aide # 7		N	623	641	660	680	701
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Morning Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
	3200	Afternoon Duty		Y	425	438	451	465	479
					$ 493,318	**$ 519,003**	**$ 512,462**	**$ 521,450**	**$ 529,113**

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

	Dept	Position	Over the Scale	PSERS	2022-2023 403B / PSERS	2023-2024 403B / PSERS	2024-2025 403B / PSERS	2025-2026 403B / PSERS	2026-2027 403B / PSERS
1	1100	Kindergarten		Y	$ 27,249	$ 28,023	$ 28,798	$ 29,710	$ 30,893
2	1100	Kindergarten		Y	28,829	29,649	30,471	31,437	29,456
3	1100	Kindergarten		N	3,292	3,452	3,524	3,597	3,671
4	1100	Kindergarten		N	3,100	3,100	3,100	3,100	3,100
5	1100	First Grade	23 / 24	Y	29,655	30,500	30,905	31,437	32,231
6	1100	First Grade	26 / 27	Y	28,829	29,649	30,471	31,437	32,231
7	1100	First Grade		Y	27,635	28,421	29,207	30,132	31,332
8	1100	First Grade		Y	24,594	25,454	26,326	27,334	28,606
9	1100	Second Grade	25 / 26	Y	28,276	29,095	29,915	30,430	31,199
10	1100	Second Grade	23 / 24	Y	30,078	31,398	30,905	31,437	32,231
11	1100	Second Grade		N	2,709	2,796	2,904	3,099	3,292
12	1100	Second Grade	26 / 27	Y	28,829	29,649	30,471	31,437	32,231
13	1100	Third Grade		Y	28,027	28,824	29,622	30,561	31,778
14	1100	Third Grade		N	3,990	4,047	4,104	4,163	4,222
15	1100	Third Grade		N	2,964	3,157	3,317	3,388	3,461
16	1100	Third Grade	23 / 24	Y	30,078	31,398	30,905	31,437	32,231
17	1100	Fourth Grade	Yes	N	4,087	4,087	4,087	4,087	4,087
18	1100	Fourth Grade	Yes	Y	30,078	30,500	30,905	31,437	32,231
19	1100	Fourth Grade		N	3,292	3,452	3,524	3,597	3,671
20	1100	Fourth Grade		N	3,799	3,855	3,912	3,969	4,028
21	1100	Fifth Grade		N	3,934	3,990	4,047	4,104	4,163
22	1100	Fifth Grade	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
23	1100	Fifth Grade		N	2,769	2,964	3,157	3,317	3,388
24	1100	Fifth Grade		N	3,597	3,671	3,747	3,825	3,879
25	1100	Sixth Grade		N	3,747	3,825	3,879	3,934	3,990
26	1100	Sixth Grade		Y	27,635	28,421	29,207	30,132	31,332
27	1100	Sixth Grade		N	3,934	3,990	4,047	4,104	4,163
28	1100	Sixth Grade		N	3,317	3,388	3,461	3,536	3,612
29	1100	Seventh Grade		N	3,612	3,690	3,744	3,799	3,855
30	1100	Seventh Grade		N	2,964	3,157	3,317	3,388	3,461
31	1100	Seventh Grade		N	3,452	3,524	3,597	3,671	3,747
32	1100	Seventh Grade		Y	28,425	29,234	30,043	30,995	32,231
33	1100	Eighth Grade		N	3,524	3,597	3,671	3,747	3,825
34	1100	Eighth Grade		N	3,879	3,934	3,990	4,047	4,104
35	1100	Eighth Grade	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
36	1100	Eighth Grade		N	3,825	3,879	3,934	3,990	4,047
37	1100	Art	25 / 26	Y	29,239	30,071	30,905	31,437	32,231
38	1100	Physical Education		N	3,821	3,897	3,975	4,029	4,084
39	1100	Music Teacher		N	2,964	3,157	3,317	3,388	3,461
40	1100	Technology	Yes	Y	29,084	29,492	29,884	30,399	31,166
41	1100	STEAM Specialist Teacher		N	3,825	3,879	3,934	3,990	4,047
42	1100	Upper School Math Interventionist		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
	1100	Master Teacher Stipends		N	1,000	1,000	1,000	1,000	1,000
	1100	Summer Bridge Program		Y	7,338	7,664	7,999	8,381	8,850

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
	1100	Tutoring Program		Y	12,823	13,003	13,176	13,403	13,741
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		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	1200	Behavior Specialist		N	3,214	3,214	3,214	3,214	3,214
58	1200	Behavior Specialist		N	3,214	3,214	3,214	3,214	3,214
59	1200	Behavior Specialist		N	3,214	3,214	3,214	3,214	3,214
60	1200	Behavior Specialist		N	3,214	3,214	3,214	3,214	3,214
61	1200	Behavior Specialist		N	3,214	3,214	3,214	3,214	3,214
62	1100	Classroom Assistant	Yes	Y	13,286	13,472	13,651	13,886	14,237
63	1100	Classroom Assistant	26 / 27	Y	12,658	13,204	13,765	14,405	15,194
64	1100	Classroom Assistant		N	1,431	1,474	1,518	1,564	1,611
65	1100	Classroom Assistant		N	1,313	1,353	1,393	1,435	1,478
66	1100	Title I Social Studies / Science Asst		N	1,507	1,552	1,599	1,647	1,696
67	1100	Classroom Assistant - 1st Grade		N	1,363	1,401	1,441	1,482	1,524
68	1100	Classroom Assistant - 1st Grade		N	1,414	1,454	1,496	1,538	1,582
69	1100	Classroom Assistant - 1st Grade		N	1,363	1,401	1,441	1,482	1,524
70	1100	Classroom Assistant - 1st Grade		N	1,363	1,401	1,441	1,482	1,524
71	1100	Classroom Assistant - 2nd Grade		N	1,363	1,401	1,441	1,482	1,524
72	1100	Classroom Assistant - 2nd Grade		N	1,363	1,401	1,441	1,482	1,524
73	1100	Classroom Assistant - 2nd Grade		N	1,414	1,454	1,496	1,538	1,582
74	1100	Classroom Assistant - 2nd Grade		N	1,363	1,401	1,441	1,482	1,524
75	1100	Classroom Assistant - 3rd Grade		N	1,363	1,401	1,441	1,482	1,524
76	1100	Classroom Assistant - 3rd Grade		N	1,363	1,401	1,441	1,482	1,524
77	1100	Classroom Assistant - 3rd Grade		N	1,363	1,401	1,441	1,482	1,524
78	1100	Classroom Assistant - 3rd Grade		N	1,363	1,401	1,441	1,482	1,524
79	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
80	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
81	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
82	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
83	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
84	1100	Hall Monitors		N	1,039	1,068	1,098	1,128	1,160
85	2120	Guidance Counselor - Upper School	25 / 26	Y	26,614	27,798	29,012	29,264	30,002
86	2120	Guidance Counselor - Lower School		N	3,402	3,504	3,609	3,717	3,829
87	2360	CEO		Y					
88	2380	Principal Upper School		Y					
89	2380	Assistant Principal 5-8	26 / 27	N	4,922	5,019	5,118	5,219	5,322
90	2380	Assistant Principal K-4	25 / 26	Y	33,626	34,769	35,925	37,263	38,957
91	2390	Office Assistant		N	1,639	1,670	1,702	1,735	1,768
92	2390	Special Education Secretary	24 / 25	Y	21,351	22,073	22,256	22,639	23,211

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
93	2390	Executive Administrative Assistant		N	2,936	2,993	3,052	3,111	3,172
94	2400	Nurse	25 / 26	Y	26,598	27,780	28,994	29,264	30,002
95	2600	Director Operations	Yes	Y					
96	2600	Building Maintenance		Y	22,623	23,388	24,162	25,059	26,194
97	2600	Building Assistant		N	1,414	1,454	1,496	1,538	1,582
98	2800	Technology Coordinator	Yes	Y	29,735	30,152	30,553	31,079	31,864
99	2800	Technology Assistant		N	1,414	1,454	1,496	1,538	1,582
100	2800	Compliance Coordinator	24 / 25	Y	21,148	21,863	22,266	22,639	23,211
101	3200	Community Coordinator		N	2,936	2,993	3,052	3,111	3,172
102	3100	Operations Assistant		N	884	910	938	966	995
103	3100	Lunchroom Aide # 1		N	407	419	432	445	458
104	3100	Lunchroom Aide # 2		N	407	419	432	445	458
105	3100	Lunchroom Aide # 3		N	407	419	432	445	458
106	3100	Lunchroom Aide # 4		N	407	419	432	445	458
107	3100	Lunchroom Aide # 5		N	407	419	432	445	458
108	3100	Lunchroom Aide # 6		N	407	419	432	445	458
109	3100	Lunchroom Aide # 7		N	407	419	432	445	458
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Morning Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
	3200	Afternoon Duty		Y	1,981	2,069	2,160	2,263	2,389
					$ 1,303,841	$ 1,341,233	$ 1,373,771	$ 1,409,383	$ 1,452,352

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

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

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
	1100	Tutoring Program		Y	-	-	-	-	-
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		N	11,586	12,670	13,861	15,169	16,607
56	1200	Behavior Specialist	Yes	N	25,710	28,186	30,906	33,897	37,185
57	1200	Behavior Specialist		N	11,586	12,670	13,861	15,169	16,607
58	1200	Behavior Specialist		N	11,586	12,670	13,861	15,169	16,607
59	1200	Behavior Specialist		N	11,586	12,670	13,861	15,169	16,607
60	1200	Behavior Specialist		N	11,586	12,670	13,861	15,169	16,607
61	1200	Behavior Specialist		N	11,586	12,670	13,861	15,169	16,607
62	1100	Classroom Assistant	Yes	Y	32,774	35,930	39,399	43,212	47,405
63	1100	Classroom Assistant	26 / 27	Y	25,507	27,979	30,695	33,682	36,965
64	1100	Classroom Assistant		N	25,465	27,935	30,651	33,636	36,919
65	1100	Classroom Assistant		N	5,030	5,034	5,039	5,044	5,049
66	1100	Title I Social Studies / Science Asst		N	31,863	35,001	38,451	42,246	46,419
67	1100	Classroom Assistant - 1st Grade		N	11,232	12,309	13,492	14,793	16,223
68	1100	Classroom Assistant - 1st Grade		N	11,238	12,315	13,499	14,800	16,231
69	1100	Classroom Assistant - 1st Grade		N	11,004	12,076	13,255	14,552	15,977
70	1100	Classroom Assistant - 1st Grade		N	11,232	12,309	13,492	14,793	16,223
71	1100	Classroom Assistant - 2nd Grade		N	11,232	12,309	13,492	14,793	16,223
72	1100	Classroom Assistant - 2nd Grade		N	11,063	12,136	13,317	14,614	16,041
73	1100	Classroom Assistant - 2nd Grade		N	11,238	12,315	13,499	14,800	16,231
74	1100	Classroom Assistant - 2nd Grade		N	11,238	12,315	13,499	14,800	16,231
75	1100	Classroom Assistant - 3rd Grade		N	11,238	12,315	13,499	14,800	16,231
76	1100	Classroom Assistant - 3rd Grade		N	11,238	12,315	13,499	14,800	16,231
77	1100	Classroom Assistant - 3rd Grade		N	11,238	12,315	13,499	14,800	16,231
78	1100	Classroom Assistant - 3rd Grade		N	11,238	12,315	13,499	14,800	16,231
79	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
80	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
81	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
82	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
83	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
84	1100	Hall Monitors		N	5,032	5,039	5,046	5,053	5,061
85	2120	Guidance Counselor - Upper School	25 / 26	Y	11,562	12,645	13,835	15,143	16,580
86	2120	Guidance Counselor - Lower School		N	11,514	12,596	13,786	15,093	16,529
87	2360	CEO		Y					
88	2380	Principal Upper School		Y					
89	2380	Assistant Principal 5-8	26 / 27	N	33,139	36,302	39,778	43,599	47,799
90	2380	Assistant Principal K-4	25 / 26	Y	5,463	5,476	5,490	5,504	5,518
91	2390	Office Assistant		N	2,067	2,072	2,077	2,083	2,089
92	2390	Special Education Secretary	24 / 25	Y	2,231	2,240	2,249	2,258	2,267

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NORTHWOOD ACADEMY CHARTER SCHOOL
SALARIES & BENEFITS
FISCAL 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
93	2390	Executive Administrative Assistant		N	11,445	12,526	13,714	15,019	16,454
94	2400	Nurse	25 / 26	Y	5,357	5,368	5,380	5,391	5,403
95	2600	Director Operations	Yes	Y					
96	2600	Building Maintenance		Y	19,819	21,735	23,841	26,156	28,702
97	2600	Building Assistant		N	5,032	5,039	5,046	5,053	5,061
98	2800	Technology Coordinator	Yes	Y	5,423	5,435	5,448	5,461	5,474
99	2800	Technology Assistant		N	5,032	5,039	5,046	5,053	5,061
100	2800	Compliance Coordinator	24 / 25	Y	11,430	12,510	13,698	15,003	16,437
101	3200	Community Coordinator		N	11,448	12,529	13,717	15,022	16,457
102	3100	Operations Assistant		N	-	-	-	-	-
103	3100	Lunchroom Aide # 1		N	-	-	-	-	-
104	3100	Lunchroom Aide # 2		N	-	-	-	-	-
105	3100	Lunchroom Aide # 3		N	-	-	-	-	-
106	3100	Lunchroom Aide # 4		N	-	-	-	-	-
107	3100	Lunchroom Aide # 5		N	-	-	-	-	-
108	3100	Lunchroom Aide # 6		N	-	-	-	-	-
109	3100	Lunchroom Aide # 7		N	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	Morning Duty		Y	-	-	-	-	-
	3200	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	-	-	-	-	-
					$ 1,760,377	$ 1,920,312	$ 2,096,078	$ 2,289,254	$ 2,501,579

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NORTHWOOD ACADEMY CHARTER SCHOOL
PROPOSED BUDGET REDUCTIONS
FISCAL YEARS 2022-2023 THROUGH 2026-2027

	Dept	Position / Item	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025	Fiscal Year 2025-2026	Fiscal Year 2026-2027
Salary & Benefits							
1	1200	Special Ed - 3rd & 4th Grade	$ -	$ -	$ 105,034	$ 107,639	$ 110,393
2	1200	Behavior Specialist	-	-	48,950	51,166	53,539
3	1200	Behavior Specialist	-	-	48,950	51,166	53,539
4	1200	Behavior Specialist	-	-	48,950	51,166	53,539
5	1200	Behavior Specialist	-	-	48,950	51,166	53,539
6	1200	Behavior Specialist	-	-	48,950	51,166	53,539
7	1100	Classroom Assistant - 1st Grade	-	-	-	-	50,561
8	1100	Classroom Assistant - 1st Grade	-	-	-	-	51,874
9	1100	Classroom Assistant - 1st Grade	-	-	-	47,939	50,315
10	1100	Classroom Assistant - 1st Grade	-	-	45,956	48,180	50,561
11	1100	Classroom Assistant - 2nd Grade	-	-	45,956	48,180	50,561
12	1100	Classroom Assistant - 2nd Grade	-	-	45,780	48,001	50,378
13	1100	Classroom Assistant - 2nd Grade	-	-	47,194	49,455	51,874
14	1100	Classroom Assistant - 2nd Grade	-	-	45,963	48,187	50,568
15	1100	Classroom Assistant - 3rd Grade	-	-	45,963	48,187	50,568
16	1100	Classroom Assistant - 3rd Grade	-	-	45,963	48,187	50,568
17	1100	Classroom Assistant - 3rd Grade	-	-	45,963	48,187	50,568
18	1100	Classroom Assistant - 3rd Grade	-	-	45,963	48,187	50,568
19	2600	Building Assistant	-	-	38,741	39,708	40,705
20	2800	Technology Assistant	-	-	38,741	39,708	40,705
Totals			**$ -**	**$ -**	**$ 841,964**	**$ 925,576**	**$ 1,068,462**
Contracted Services							
	1200	Special Ed - K	-	-	83,227	85,723	88,295
	1200	Personal Care Assistants / Behavior Technicia	-	-	470,912	485,040	499,591
	1200	Additional Special Education Services	-	-	50,000	50,000	50,000
	2400	Certified Nurse Assistant	-	-	25,000	25,000	25,000
	2600	Additional Janitorial Services	-	-	60,000	60,000	60,000
Totals			**$ -**	**$ -**	**$ 689,139**	**$ 705,763**	**$ 722,886**
Consummable Supplies							
	2400	PPE	-	-	10,000	10,000	10,000
Totals			**$ -**	**$ -**	**$ 10,000**	**$ 10,000**	**$ 10,000**
Total Reductions			**$ -**	**$ -**	**$ 1,541,102**	**$ 1,641,339**	**$ 1,801,348**

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NORTHWOOD ACADEMY CHARTER SCHOOL
CAPITAL IMPROVEMENTS
FISCAL YEARS 2022-2023 THROUGH 2026-2027

	Position / Item	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025	Fiscal Year 2025-2026	Fiscal Year 2026-2027
1	Lot Purchase	$ 400,000	$ -	$ -	$ -	$ -
2	Leasehold Improvements	250,000	-	-	-	-
Totals		**$ 650,000**	**$ -**	**$ -**	**$ -**	**$ -**

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Coversheet

Review ESSER Funding Buckets

Section: III. Long Term Financial Planning
Item: B. Review ESSER Funding Buckets
Purpose: Discuss
Submitted by:
Related Material: Northwood_22_23_ESSER_7__Set_Aside_Version_4_061522.pdf
Northwood_22_23_ESSER_II_Version_4_061522.pdf
Northwood_22_23_ESSER_III_Version_4_061522.pdf

Northwood Academy Charter School
ESSER 7% Set Aside
VERSION 4
As of June 15, 2022

Function	Description	Fiscal 21-22	Fiscal 22-23	Fiscal 23-24	Totals
1100	Summer Bridge Program	$ 28,518.00	$ 28,583.78	$ 30,012.97	$ 87,114.75
1100	In house tutoring program	-	21,724.10	22,810.31	44,534.41
	Unallocated			347,954.85	347,954.85
		$ 28,518.00	**$ 50,307.88**	**$ 400,778.12**	**$ 479,604.00**
					$ 479,604.00
					$ 0.00

Northwood Academy Charter School
ESSER II BUDGET
VERSION 4
As of June 15, 2022

Function	Object	Description	Fiscal 21-22	Fiscal 22-23	Totals
1100	100	Upper School Math Interventionist	$ 46,514.00	$ 48,244.00	$ 94,758.00
1100	200	Benefits	15,568.02	17,368.59	32,936.61
1100	640	Curriculum	-	85,000.00	85,000.00
1100	600	Technology	132,925.00	96,542.00	229,467.00
1190	100	Classroom Assistant - 1st Grade	25,000.00	26,780.00	51,780.00
1190	200	Benefits	12,846.50	14,510.79	27,357.29
1190	100	Classroom Assistant - 1st Grade	26,000.00	25,750.04	51,750.04
1190	200	Benefits	12,973.00	14,373.89	27,346.89
1190	100	Classroom Assistant - 1st Grade	25,000.00	25,750.04	50,750.04
1190	200	Benefits	12,846.50	14,373.89	27,220.39
1190	100	Classroom Assistant - 1st Grade	25,000.00	25,750.04	50,750.04
1190	200	Benefits	12,846.50	6,172.64	19,019.14
1190	100	Classroom Assistant - 2nd Grade	25,000.00	25,750.04	50,750.04
1190	200	Benefits	12,846.50	14,373.89	27,220.39
1190	100	Classroom Assistant - 2nd Grade	25,000.00	25,751.11	50,751.11
1190	200	Benefits	12,846.50	14,374.04	27,220.54
1190	100	Classroom Assistant - 2nd Grade	26,000.00	25,750.04	51,750.04
1190	200	Benefits	12,973.00	14,373.89	27,346.89
1190	100	Classroom Assistant - 2nd Grade	25,000.00	25,750.04	50,750.04
1190	200	Benefits	12,846.50	6,524.30	19,370.80
1190	100	Hall Montiors (6)	65,520.00	156,663.00	222,183.00
1190	200	Benefits	39,810.00	131,343.50	171,153.50
1200	100	Special Ed - 3rd & 4th Grade	77,583.00	78,684.00	156,267.00
1200	200	Benefits	19,498.25	20,605.53	40,103.78
1200	100	Behavior Support Specialists (5)	82,156.00	191,312.30	273,468.30
1200	200	Benefits	56,143.98	117,138.99	173,282.97
1200	300	Special Ed - K (Contracted)	78,449.00	-	78,449.00
1200	300	Professional Services (Speech / OT)	50,000.00	77,509.47	127,509.47
2120	100	Guidance Counselor - Lower	66,050.92	68,032.45	134,083.37

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Northwood Academy Charter School
ESSER II BUDGET
VERSION 4
As of June 15, 2022

Function	Object	Description	Fiscal 21-22	Fiscal 22-23	Totals
2120	100	Guidance Counselor - Upper	72,541.04	74,717.27	147,258.31
2120	200	Benefits	60,512.39	63,346.63	123,859.02
2400	100	Nurse Salary	72,496.00	74,670.67	147,166.67
2400	200	Benefits	35,676.05	35,284.26	70,960.31
2400	300	Professional Services	25,000.00	31,680.00	56,680.00
2600	410	Janitorial contract increase due to COVID	45,000.00	-	45,000.00
2600	430	Water fountain conversion	30,000.00	-	30,000.00
			$ 1,376,468.65	**$ 1,674,251.35**	**$ 3,050,720.00**
		Total Awarded			**$ 3,050,720.00**
					$ 0.00

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Northwood Academy Charter School
ESSER III BUDGET
VERSION 4
As of June 15, 2022

Function	Object	Description	Fiscal 22-23	Fiscal 23-24	Totals
1100	100	Upper School Math Interventionist	$ -	$ 49,975.00	$ 49,975.00
1100	200	Benefits	-	6,321.84	6,321.84
1100	300	Substitutes	64,000.00	64,000.00	128,000.00
1100	600	Online Curriculum	2,000.00	66,000.00	68,000.00
1100	750	Mobile Classroom Furniture	-	250,000.00	250,000.00
1100	760	Smartboard (20) in 22-23 and (10) in 23-24	120,000.00	60,000.00	180,000.00
1190	100	Classroom Assistant - 1st Grade	-	27,583.40	27,583.40
1190	200	Benefits	-	3,489.30	3,489.30
1190	100	Classroom Assistant - 1st Grade	-	26,522.54	26,522.54
1190	200	Benefits	-	3,355.10	3,355.10
1190	100	Classroom Assistant - 1st Grade	-	26,522.54	26,522.54
1190	200	Benefits	-	3,355.10	3,355.10
1190	100	Classroom Assistant - 1st Grade	-	26,522.54	26,522.54
1190	200	Benefits	-	3,355.10	3,355.10
1190	100	Classroom Assistant - 2nd Grade	-	26,523.64	26,523.64
1190	200	Benefits	-	3,355.24	3,355.24
1190	100	Classroom Assistant - 2nd Grade	-	26,522.54	26,522.54
1190	200	Benefits	-	3,355.10	3,355.10
1190	100	Classroom Assistant - 2nd Grade	-	26,522.54	26,522.54
1190	200	Benefits	-	3,355.10	3,355.10
1190	100	Classroom Assistant - 2nd Grade	-	161,362.89	161,362.89
1190	200	Benefits	-	20,412.41	20,412.41
1190	100	Hall Monitors (6)	-	161,362.89	161,362.89
1190	200	Benefits	-	20,412.41	20,412.41
1200	100	Special Ed - 3rd & 4th Grade	-	79,801.00	79,801.00
1200	200	Benefits	-	32,760.91	32,760.91
1200	100	Behavior Specialists (5)	-	197,051.67	197,051.67
1200	200	Benefits	-	24,927.04	24,927.04
1200	300	Professional Services (Speech / OT)	150,000.00	250,000.00	400,000.00

Northwood Academy Charter School
ESSER III BUDGET
VERSION 4
As of June 15, 2022

Function	Object	Description	Fiscal 22-23	Fiscal 23-24	Totals
2120	100	Guidance Counselor - Lower	68,032.53	70,073.42	138,105.95
2120	100	Guidance Counselor - Upper	74,717.23	76,958.79	151,676.02
2120	200	Benefits	64,011.70	40,322.33	104,334.03
2400	100	Nurse Salary	-	76,910.79	76,910.79
2400	200	Nurse Benefits	-	9,729.21	9,729.21
2400	300	Professional Services	-	33,264.00	33,264.00
2400	600	PPE	-	10,000.00	10,000.00
2800	100	Technology Coordinator	81,978.00	84,437.34	166,415.34
2800	200	Benefits	67,134.58	71,694.13	138,828.71
		School District Funding set aside	1,323,880.00	1,883,351.09	3,207,231.09
		Title Funds set aside	70,000.00	73,500.00	143,500.00
			$ 2,085,754.04	**$ 4,084,968.94**	**6,170,723.00**
					6,170,723.00
					-