Palmetto Achievement Center for Excellence Academy (PACE Academy)

Special Board Meeting

Date and Time

Monday May 29, 2023 at 7:00 PM EDT

Location

Virtual

Location: *Zoom Virtual Meeting* (https://zoom.us/j/93894143318?pwd=RnlTMTB2L0hHamN2MWJSekJTSEJSZz09)
Phone: *+1 929 205 6099* ***Meeting ID:*** *938 9414 3318* ***Password:*** *107590*

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**7:00 PM**
	A. Record Attendance			1 m
	B. Call the Meeting to Order			
II.	**Annual Budget Review**			**7:01 PM**
	A. Evaluate Salary Scales	Discuss	Stephen James	30 m
	B. Budget Presentation	Discuss	Stephen James	30 m
	C. Action: Motion to approve Salary Scales as presented	Vote	Stephen James	5 m

		Purpose	Presenter	Time
D.	Action: Motion to approve 2023-2024 as presented	Vote	Stephen James	5 m
III.	**Closing Items**			**8:11 PM**
A.	Adjourn Meeting	Vote		

Coversheet

Evaluate Salary Scales

Section:	II. Annual Budget Review
Item:	A. Evaluate Salary Scales
Purpose:	Discuss
Submitted by:	
Related Material:	PACEAcademy_SupportStaff140_23-24.pdf PACEAcademy_NonCertified23-24.pdf PACEAcademy_Certified23-24.pdf PACEAcademy_SupportStaff200_23-24.pdf PACEAcademy_SupportStaff220_23-24.pdf PACEAcademy_SupportStaff190_23-24.pdf PACEAcademy_SupportStaff184_23-24.pdf PACEAcademy_SupportStaff240_23-24.pdf

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (140 Days)

Days Authorized	140
Hours Per Day	5
Title	Café Manager
Step	**129**
1	$9,450.00
2	$9,615.38
3	$9,783.64
4	$9,954.86
5	$10,129.07
6	$10,306.33
7	$10,486.69
8	$10,670.20
9	$10,856.93
10	$11,046.93
11	$11,240.25
12	$11,436.95
13	$11,637.10
14	$11,840.75
15	$12,047.96
16	$12,258.80
17	$12,473.33
18	$12,691.62
19	$12,913.72
20	$13,139.71

Palmetto Achievement Center for Excellence Academy, Inc

Non-Certified Teacher Pay Schedule (190 Days)

	Bachelors Class 3	Bachelors +18 Class 4	Masters Class 1	Masters +30 Class 7	Doctorate Class 8
Step	**105**	**106**	**107**	**108**	**109**
1	$35,000.00	$38,500.00	$40,000.00	$43,000.00	$44,500.00
2	$35,612.50	$39,173.75	$40,700.00	$43,752.50	$45,278.75
3	$36,235.72	$39,859.29	$41,412.25	$44,518.17	$46,071.13
4	$36,869.84	$40,556.83	$42,136.96	$45,297.24	$46,877.37
5	$37,515.07	$41,266.57	$42,874.36	$46,089.94	$47,697.73
6	$38,171.58	$41,988.74	$43,624.66	$46,896.51	$48,532.44
7	$38,839.58	$42,723.54	$44,388.09	$47,717.20	$49,381.75
8	$39,519.28	$43,471.20	$45,164.89	$48,552.25	$50,245.94
9	$40,210.86	$44,231.95	$45,955.27	$49,401.92	$51,125.24
10	$40,914.55	$45,006.01	$46,759.49	$50,266.45	$52,019.93
11	$41,630.56	$45,793.61	$47,577.78	$51,146.11	$52,930.28
12	$42,359.09	$46,595.00	$48,410.39	$52,041.17	$53,856.56
13	$43,100.38	$47,410.41	$49,257.57	$52,951.89	$54,799.05
14	$43,854.63	$48,240.10	$50,119.58	$53,878.55	$55,758.03
15	$44,622.09	$49,084.30	$50,996.67	$54,821.42	$56,733.80
16	$45,402.98	$49,943.27	$51,889.11	$55,780.80	$57,726.64
17	$46,197.53	$50,817.28	$52,797.17	$56,756.96	$58,736.86
18	$47,005.98	$51,706.58	$53,721.12	$57,750.21	$59,764.75
19	$47,828.59	$52,611.45	$54,661.24	$58,760.84	$60,810.63
20	$48,665.59	$53,532.15	$55,617.82	$59,789.15	$61,874.82

Palmetto Achievement Center for Excellence Academy, Inc

Certified Teacher Pay Schedule (190 Days)

	Bachelors Class 3	Bachelors +18 Class 4	Masters Class 1	Masters +30 Class 7	Doctorate Class 8
Step	**100**	**101**	**102**	**103**	**104**
1	$42,500.00	$44,500.00	$47,900.00	$48,900.00	$55,000.00
2	$43,243.75	$45,278.75	$48,738.25	$49,755.75	$55,962.50
3	$44,000.52	$46,071.13	$49,591.17	$50,626.48	$56,941.84
4	$44,770.52	$46,877.37	$50,459.01	$51,512.44	$57,938.33
5	$45,554.01	$47,697.73	$51,342.05	$52,413.91	$58,952.25
6	$46,351.20	$48,532.44	$52,240.53	$53,331.15	$59,983.91
7	$47,162.35	$49,381.75	$53,154.74	$54,264.45	$61,033.63
8	$47,987.69	$50,245.94	$54,084.95	$55,214.07	$62,101.72
9	$48,827.48	$51,125.24	$55,031.44	$56,180.32	$63,188.50
10	$49,681.96	$52,019.93	$55,994.49	$57,163.47	$64,294.30
11	$50,551.39	$52,930.28	$56,974.39	$58,163.84	$65,419.45
12	$51,436.04	$53,856.56	$57,971.44	$59,181.70	$66,564.29
13	$52,336.17	$54,799.05	$58,985.94	$60,217.38	$67,729.16
14	$53,252.05	$55,758.03	$60,018.20	$61,271.19	$68,914.42
15	$54,183.96	$56,733.80	$61,068.52	$62,343.43	$70,120.43
16	$55,132.18	$57,726.64	$62,137.21	$63,434.44	$71,347.53
17	$56,097.00	$58,736.86	$63,224.62	$64,544.55	$72,596.11
18	$57,078.69	$59,764.75	$64,331.05	$65,674.07	$73,866.55
19	$58,077.57	$60,810.63	$65,456.84	$66,823.37	$75,159.21
20	$59,093.93	$61,874.82	$66,602.33	$67,992.78	$76,474.50

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (200 Days)

Base Hourly	$14.10	$15.35	$18.67
Days Authorized	200	200	200
Hours Per Day	7.5	7.5	7.5
Title	Administrative Assistant	Custodian	ACE Coordinator
Step	**122**	**125**	**119**
1	$21,150.00	$23,025.00	$28,000.00
2	$21,525.00	$23,430.00	$28,490.00
3	$21,900.00	$23,835.00	$28,988.58
4	$22,275.00	$24,255.00	$29,495.88
5	$22,665.00	$24,675.00	$30,012.05
6	$23,070.00	$25,110.00	$30,537.26
7	$23,475.00	$25,545.00	$31,071.67
8	$23,880.00	$25,995.00	$31,615.42
9	$24,300.00	$26,460.00	$32,168.69
10	$24,720.00	$26,910.00	$32,731.64
11	$25,155.00	$27,390.00	$33,304.45
12	$25,590.00	$27,870.00	$33,887.27
13	$26,040.00	$28,350.00	$34,480.30
14	$26,505.00	$28,845.00	$35,083.71
15	$26,970.00	$29,355.00	$35,697.67
16	$27,435.00	$29,865.00	$36,322.38
17	$27,915.00	$30,390.00	$36,958.02
18	$28,410.00	$30,930.00	$37,604.79
19	$28,905.00	$31,470.00	$38,262.87
20	$29,415.00	$32,010.00	$38,932.47

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (220 Days)

Base Hourly	$15.25	$16.10	$26.97
Days Authorized	220	220	220
Hours Per Day	7.5	7.5	7.5
Title	Administrative Assistant	Custodian	Office Manager
Step	**123**	**126**	**113**
1	$25,162.50	$26,565.00	$44,500.00
2	$25,608.00	$27,027.00	$45,278.75
3	$26,053.50	$27,505.50	$46,071.13
4	$26,499.00	$27,984.00	$46,877.37
5	$26,977.50	$28,479.00	$47,697.73
6	$27,439.50	$28,974.00	$48,532.44
7	$27,918.00	$29,485.50	$49,381.75
8	$28,413.00	$29,997.00	$50,245.94
9	$28,908.00	$30,525.00	$51,125.24
10	$29,419.50	$31,053.00	$52,019.93
11	$29,931.00	$31,597.50	$52,930.28
12	$30,459.00	$32,158.50	$53,856.56
13	$30,987.00	$32,719.50	$54,799.05
14	$31,531.50	$33,280.50	$55,758.03
15	$32,076.00	$33,874.50	$56,733.80
16	$32,637.00	$34,468.50	$57,726.64
17	$33,214.50	$35,062.50	$58,736.86
18	$33,792.00	$35,673.00	$59,764.75
19	$34,386.00	$36,300.00	$60,810.63
20	$34,980.00	$36,943.50	$61,874.82

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (190 Days)

Base Hourly	$17.66	$15.00	$21.05	$19.65	$27.72	$28.49
Days Authorized	190	190	190	190	190	190
Hours Per Day	7.5	7.5	7.5	7.5	7.5	7.5
Title	Administrative Assistant	Custodian	Instructor	Medicaid Billing Coordinator	Mental Health Counselor	MTSS/MLL Coordinator
Step	**123**	**124**	**115**	**119**	**116**	**117**
1	$25,162.50	$21,375.00	$30,000.00	$28,000.00	$39,500.00	$40,600.00
2	$25,608.00	$21,745.50	$30,525.00	$28,490.00	$40,191.25	$41,310.50
3	$26,053.50	$22,130.25	$31,059.19	$28,988.58	$40,894.60	$42,033.43
4	$26,499.00	$22,515.00	$31,602.72	$29,495.88	$41,610.25	$42,769.02
5	$26,977.50	$22,914.00	$32,155.77	$30,012.05	$42,338.43	$43,517.48
6	$27,439.50	$23,313.00	$32,718.50	$30,537.26	$43,079.35	$44,279.03
7	$27,918.00	$23,726.25	$33,291.07	$31,071.67	$43,833.24	$45,053.92
8	$28,413.00	$24,139.50	$33,873.66	$31,615.42	$44,600.32	$45,842.36
9	$28,908.00	$24,552.75	$34,466.45	$32,168.69	$45,380.83	$46,644.60
10	$29,419.50	$24,980.25	$35,069.62	$32,731.64	$46,174.99	$47,460.88
11	$29,931.00	$25,422.00	$35,683.33	$33,304.45	$46,983.06	$48,291.45
12	$30,459.00	$25,863.75	$36,307.79	$33,887.27	$47,805.26	$49,136.55
13	$30,987.00	$26,319.75	$36,943.18	$34,480.30	$48,641.85	$49,996.44
14	$31,531.50	$26,775.75	$37,589.69	$35,083.71	$49,493.09	$50,871.37
15	$32,076.00	$27,246.00	$38,247.50	$35,697.67	$50,359.21	$51,761.62
16	$32,637.00	$27,730.50	$38,916.84	$36,322.38	$51,240.50	$52,667.45
17	$33,214.50	$28,215.00	$39,597.88	$36,958.02	$52,137.21	$53,589.13
18	$33,792.00	$28,713.75	$40,290.84	$37,604.79	$53,049.61	$54,526.94
19	$34,386.00	$29,212.50	$40,995.93	$38,262.87	$53,977.98	$55,481.16
20	$34,980.00	$29,725.50	$41,713.36	$38,932.47	$54,922.59	$56,452.08

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (184 Days)

Base Hourly	$16.50	$16.50	$13.65	$10.50	$16.50	$32.79	$30.98
Days Authorized	184	184	184	184	184	184	184
Hours Per Day	7.5	7.5	7.5	7.5	7.5	7.5	7.5
Title	ISS Coordinator	Para Professional	Substitute (Certified)	Substitute (Non-Certified)	Teaching Assistant	Nurse	OT/PT/SLP
Step	**120**	**120**	**127**	**128**	**120**	**114**	**118**
1	$22,770.00	$22,770.00	$18,837.00	$14,490.00	$22,770.00	$45,250.00	$42,750.00
2	$23,168.48	$23,170.20	$19,168.20	$14,738.40	$23,170.20	$46,041.88	$43,498.13
3	$23,573.92	$23,570.40	$19,499.40	$15,000.60	$23,570.40	$46,847.61	$44,259.34
4	$23,986.47	$23,984.40	$19,844.40	$15,262.80	$23,984.40	$47,667.44	$45,033.88
5	$24,406.23	$24,412.20	$20,189.40	$15,525.00	$24,412.20	$48,501.62	$45,821.97
6	$24,833.34	$24,840.00	$20,548.20	$15,801.00	$24,840.00	$49,350.40	$46,623.86
7	$25,267.92	$25,267.80	$20,907.00	$16,077.00	$25,267.80	$50,214.03	$47,439.78
8	$25,710.11	$25,709.40	$21,265.80	$16,366.80	$25,709.40	$51,092.78	$48,269.97
9	$26,160.04	$26,164.80	$21,638.40	$16,642.80	$26,164.80	$51,986.90	$49,114.70
10	$26,617.84	$26,620.20	$22,024.80	$16,932.60	$26,620.20	$52,896.67	$49,974.20
11	$27,083.65	$27,089.40	$22,411.20	$17,236.20	$27,089.40	$53,822.36	$50,848.75
12	$27,557.61	$27,558.60	$22,797.60	$17,539.80	$27,558.60	$54,764.25	$51,738.61
13	$28,039.87	$28,041.60	$23,197.80	$17,843.40	$28,041.60	$55,722.63	$52,644.03
14	$28,530.57	$28,524.60	$23,598.00	$18,160.80	$28,524.60	$56,697.78	$53,565.30
15	$29,029.86	$29,035.20	$24,012.00	$18,478.20	$29,035.20	$57,689.99	$54,502.69
16	$29,537.88	$29,532.00	$24,439.80	$18,795.60	$29,532.00	$58,699.56	$55,456.49
17	$30,054.79	$30,056.40	$24,867.60	$19,126.80	$30,056.40	$59,726.80	$56,426.98
18	$30,580.75	$30,580.80	$25,295.40	$19,458.00	$30,580.80	$60,772.02	$57,414.45
19	$31,115.91	$31,119.00	$25,737.00	$19,803.00	$31,119.00	$61,835.53	$58,419.20
20	$31,660.44	$31,657.20	$26,192.40	$20,148.00	$31,657.20	$62,917.65	$59,441.54

Palmetto Achievement Center for Excellence Academy, Inc

Support Staff Pay Schedule (240 Days)

Base Hourly	$16.10	$47.22	$45.83
Days Authorized	240	240	240
Hours Per Day	7.5	7.5	7.5
Title	Custodian	Executive Director	Academic Director
Step	**126**	**110**	**111**
1	$28,980.00	$85,000.00	$82,500.00
2	$29,484.00	$86,487.50	$83,943.75
3	$30,006.00	$88,001.03	$85,412.77
4	$30,528.00	$89,541.05	$86,907.49
5	$31,068.00	$91,108.02	$88,428.37
6	$31,608.00	$92,702.41	$89,975.87
7	$32,166.00	$94,324.70	$91,550.44
8	$32,724.00	$95,975.38	$93,152.58
9	$33,300.00	$97,654.95	$94,782.75
10	$33,876.00	$99,363.91	$96,441.45
11	$34,470.00	$101,102.78	$98,129.17
12	$35,082.00	$102,872.08	$99,846.43
13	$35,694.00	$104,672.34	$101,593.74
14	$36,306.00	$106,504.11	$103,371.63
15	$36,954.00	$108,367.93	$105,180.64
16	$37,602.00	$110,264.37	$107,021.30
17	$38,250.00	$112,193.99	$108,894.17
18	$38,916.00	$114,157.39	$110,799.82
19	$39,600.00	$116,155.14	$112,738.82
20	$40,302.00	$118,187.86	$114,711.75

Coversheet

Budget Presentation

Section:	II. Annual Budget Review
Item:	B. Budget Presentation
Purpose:	Discuss
Submitted by:	
Related Material:	FY24 Budget to Board 5.25.23.pdf 2023-2024ProposedBudgetChanges_Board.pdf

	#NAME?	Prior Year	Version 1	
	Annual Budget			
	Number of Students	239	230	
REV	Revenues	General Fund Budget 2022-2023	General Fund Budget 2023-2024	Federal & State Revenue Budgets 2023-2024
1510	Interest	$ 150	$ 10,000	$ -
1610	Lunch Sales to Pupils	35,000	35,000	-
1730	Clubs	1,500	-	-
1740	Student Fees	18,000	19,500	-
1790	Other Pupil Activities	1,500	500	-
1792	Field Trips	2,500	1,000	-
1793	Afterschool Income	30,000	7,500	-
1796	Athletics		-	-
1910	Rental Income		-	-
1920	Contributions & Donations	20,000	60,000	-
1930	Special Needs Trans - Medicaid		30,000	-
1999	Other Income	2,500	-	-
	Local Income (contributions, student activity, lunch sales)	$ 111,150	$ 163,500	$ -
3127	Student Health and Fitness	-	-	-
3135	Reading Coaches	-	-	52,000
	Priority State Grant	-	-	45,000
3187/3577	Teacher Supplies	-	-	7,500
3199	State Misc. revenue	-	-	-
3103	State Aid to Classrooms	3,134,529	3,198,000	-
3503	State Aid to Classrooms	-	-	-
3526	Refurbishment K-8 Science Kits	-	-	-
3536	School Nurse	-	-	-
3557	Summer Reading Camp	-	-	-
3595	EEDA Supplies and Materials	-	-	-
	State Revenue (Base funding & EIA funds)	3,134,529	3,198,000	104,500
4977	ESSER II	-	-	-
4974	ESSER III	-	-	150,000
	ASTI	-	-	45,438
4351	Title II	-	-	-
4341	Title III	-	-	-
4320	Planning & Implementation	-	-	-
4510	IDEA	-	-	140,000
	Federal Revenue (IDEA, Title I, II, etc.)	-	-	335,438
	Total revenue	3,245,679	3,361,500	439,938
	Expenditures			
	Salaries	1,487,826	1,594,222	432,438
	Group Health & Life Insurance	307,367	334,954	-
	Employee Retirement	54,235	41,318	-
	Social Security	113,819	121,958	-
	Unemployment	9,671	3,500	-
	Worker's Compensation	8,927	3,000	-
	Total Personnel Expenses	1,981,845	2,098,952	432,438
112-300	Instructional Services	1,000	-	
113-300	Instructional Services	15,000	7,000	-
126-311	Speech - Instruc Services	-	50,000	-
127-311	LD - Instructional Services	45,000	27,000	-
214-313	Psychological Services	75,000	27,000	-
215-313	Exceptional Services - Support	5,000	-	-
233-332	Travel	1,000	-	-
231-318	Audit Services	12,000	12,000	-
231-319	Legal Services	20,000	20,000	-
252-315	Fiscal Services	45,000	40,000	-
252-315	Fee Retained by District on Various State Revenue	62,691	63,916	-
255-331	Student Transportation	500	-	-
233-311	Administrative Services	30,000		-
233-325	Admin Copier Lease	15,000	9,000	-
263-350	Marketing & Advertising Services	-	25,000	-
266-345	Technology Services (could be software as well)	30,000	20,000	-
224-312	Staff Development & Training	10,000	500	-
224-332	Prof Dev - Travel	-	500	-
233-332	Administrative - Travel	-	250	-
	Contracted Services	366,191	302,166	-
100-410	Instructional Supplies	20,000	20,000	-
100-400	Teacher supply (offset in revenue)	-	-	7,500
127-400	SPED Supplies & Equipment	5,000	2,000	-
212-410	Guidance Supplies	1,500	250	-
213-410	Health Supplies	2,500	1,200	-
221-410	Curriculum Dev. Supplies	2,500	7,500	-
222-415	Library Supplies	6,500	1,000	-
224-410	Professional Dev. Supplies	850	400	-
231-310	Board Services		6,000	
233-410	Office Supplies	12,000	12,000	-
233-445	Admin - Software & TechSupplies		-	-
233-540	Admin Office Equip	-	-	-
256-410	Food supplies	35,000	35,000	-
256-460	Purchased Food		-	-
263-410	Marketing & Advertising Supplies	5,000	5,000	-
266-410	Technology Supplies	10,000	8,000	-
266-445	Tech Equipt	-	-	-
266-545	Technology - Cap Outlay	-	-	-
231-410	Board Supplies	3,000	250	-
	Supplies	103,850	98,600	7,500
254-311	Contracted Services	-	-	-
254-321	Water & Sewer Srvcs	3,000	2,500	-
254-322	Cleaning Services	35,000	-	-
254-323	Repairs & Maint.	30,000	10,000	-
254-324	Property Insurance	15,000	5,000	-
254-329	Trash Srvc	2,500	1,600	-
254-340	Telephone	5,000	2,800	-
254-410	Operational Supplies	15,000	14,000	-
254-470	Electric, Gas, Oil	78,000	70,000	-
258-395	Building Security System	-	750	-
500-319	Debt Svc - Legal Services	-	-	-
500-690	Debt Service - Other Objects/Fees	5,000	8,000	-
500-620	Interest Expense	435,375	435,375	-
500-610	Redemption of Principal	-	50,000	-
	Facilities	623,875	600,025	-
224-130	Mentor Stipends	1,500	1,600	-
231-650	Liability Insurance	5,000	10,500	-
231-640	Membership Dues & Fees	5,000	600	-
233-660	Admin- Other Expense	500	250	-
252-690	FI-Bank Fees	5,000	3,500	-
690-699	Sales and Use Tax	4,000	4,000	-
190-410	Pupil Activity -Supplies & Mat	1,000	1,200	-
190-660	Pupil Act (Instruc) - Other		4,000	-
271-310	Pupil Activities - Sevices	3,500	-	-
271-410	Pupil Activities - Supplies	3,500	3,000	-
271-499	Pupil Act (Athl) - Supplies		300	-
271-660	Puplil Act (SS) - Other		300	-
		-	-	-
	Other Expenses	28,000	29,250	-
	Total Expenditures	3,105,760	3,128,993	439,938
	Surplus (Deficit)	139,918	232,507	-

2023 – 2024 Proposed Budget Changes

The following outlines the 2023-2024 budget as designed collaboratively by the Executive Director and the Executive Committee.

General Changes

- Total Revenue Forecasted: **$3,361,500**; Total Expense Budgeted: **$3,154,607**; Total Surplus (Deficit): **$206,893**.
- Contributions & Donations Revenue increased from 20k to 60k.
    - PTO should focus on obtaining 45k of this revenue through fundraising and sponsorships.
    - School should focus on obtaining 15k through dedicated sponsorships for specific programs / projects.
- Medicaid Revenue increased to 30k. Previously we did not have any budgeted revenue here.
- Afterschool Revenue decreased to 7.5k. Will still have revenue from BeGreat program and early morning arrivals.
- Statistics for the overall budget as presented:
    - % of Total Supplies Expense budgeted to Revenue dropped from **3.02%** to **2.79%**.
    - % of Total Contracted Services Expense budgeted to Revenue dropped from **9.94%** to **8.08%**.
    - % of Total Facilities Expense budgeted to Revenue dropped from **16.93%** to **15.78%**.
    - % of Total Salaries Expense budgeted to Revenue increased from **65.51%** to **67.13%** *(this is due to increases in Benefit and Social Security expenses).*

Personnel

- Introduced updated Salary Pay Scales for all staff (see attached).

  - Mimicked State Teachers Salary scale + $2,500 at each level. Additional changes still need to be made to Class 1 (Masters) and Class 7 (Masters +30) salary schedules – created these changes, but those should be considered next school year.
  - Researched and evaluated surrounding counties Salary scales to implement a cost-effective solution to providing steps for all step members.
  - Removed Years Experience to Step integration. This provides more flexibility to the Executive Director while still supporting the overall financial stability of the school. In researching, only 1 district (Kershaw County) connected years of experience to step increases, while this is the only district I found that advertised that, other districts may do it in practice.
  - Researched Support salaries and implemented best practices in salary pay scales.
  - Change the following positions from 190 days to 184 days to reduce expenses: ISS Coordinator & Teaching Assistant (Paraprofessional). These positions still have annual salaries, but will be required to clock in/out daily and monitored for overtime past 40 hrs.
  - Changed the Café Manager position to 140 days at 5 hrs per day. This position still has an annual salary, but will be required to clock in/out daily and monitored for overtime past 40 hrs.
  - Ensured the following positions were hourly (non-exempt) Administrative Assistant, Café Manager, Custodian, ISS Coordinator, Substitute & Teaching Assistant (Paraprofessional).
- Reduced staff by eliminating Full-Time Substitute Teacher and Marketing & Communications Specialist.
  - Consolidated full-time Substitute Teacher FTE with ISS Coordinator FTE.
  - Eliminated Marketing & Communications Specialist FTE. Increased Marketing & Advertising Services (263-350) account in the General Budget.

- Increased Teachers' Salaries from previous year by **7.93%** *(includes only teachers - general and special education).*
- Increased Administrators Salaries from previous year by **3.33%** *(includes Executive Director, Academic Director and Office Manager).*
- Increased Support Salaries from previous year by **.90%** *(increases all staff except Teachers & Administrators).*
- Increased overall Salaries for 2023 – 2024 school year by **8.21%**.