



1. P. 20 Enrollment - What is SE send out?

“SE send out” refers to the number of resident special education students who are outplaced to other educational facilities.

2. P. 40 Superintendent contract will expire Jan 3, 2021. Was there a new contract created? Trying to understand what the 3.42% increase is based on.

The Superintendent and Assistant Superintendent contracts are annual contracts renewed July 1 of the school year. These contracts, along with all other unaffiliated contracts are budgeted, with a 3% increase. The 3.42% includes the 3% wage increase for the Superintendent and Assistant Superintendent and their annuity benefits. The Superintendent's annuity benefit was increased this fiscal year.

3. P. 40 What is vacation buy out?

Per the administrator contract, administrators are eligible for compensation, at the per diem rate, for five (5) days, for unused vacation time in excess of what they are permitted to carry over into the next fiscal year.

4. When listed as “reallocated funds,” what does this signify?

In previous years, the District has budgeted positions in “General Education” accounts. Recently, the State Department of Education has made changes to the way school districts report their financials, requiring a greater need for program detail. The District is making the effort to budget funds in the programs they support, as opposed to “General Education.”

5. P. 40 When stated in the comments, “wage increase” ... Wouldn't all wage changes be considered wage increases if they are under contract?

The set wage increase for the affiliated administrator is 2.5%. Administrators with “wage increase” comments listed are in accounts where the percentage exceeds the standard 2.5% due to their additional “step increase.” Both the wage increase and step increase are contractual obligations.

6. P. 41 McGee Certified Salaries: English and LA – Reallocated funds? Where were the funds reallocated? Did a teacher leave?

In fiscal year 22, the Reading Teacher position was budgeted with the English and Language Arts Program. In fiscal year 23, the Reading Teacher position is budgeted in the reading program.

7. P. 40 BHS Certified Salaries: Health and Wellness: reallocated funds (135,887.40), where?

- i. Why such a large increase?

In fiscal year 22 the breakdown of health/wellness and physical education was budgeted 20/80, respectively. In fiscal year 23 the breakdown of health/ wellness and physical education is 50/50. This is not an increase in total funding. Funds are being moved from the BHS physical education account, to the BHS health/ wellness account.

8. P. 40 McGee Certified Salaries: Technology & STEAM Education – What is this related to? Why was this not shown in the budget for the last two years?
In the previous years the Technology and STEAM positions were budgeted in McGee’s Certified: Science account. The funds have been moved from the McGee Science account to the STEAM account for fiscal year 23.
9. P. 42 Willard Certified Salaries: Kindergarten Education Teachers. What is the reason for the \$110,877.00 (reallocated funds) decrease? Where are the funds reallocated to?
In fiscal year 21, a teacher was temporarily assigned to a Kindergarten assignment and budgeted in the same line for fiscal year 22. For fiscal year 23, this position has been budgeted in the correct, permanent program. Additionally, Willard anticipates one Kindergarten teacher to retire at the end of fiscal year 22. The salary has been adjusted from Masters Max Step to Masters Step 7.
10. P. 42 Hubbard Certified Salaries: Mathematics Education, why the increase from last year?
In fiscal year 21, the Math Specialist position was assigned a temporary “General Education” assignment, and it was budgeted in that same account for fiscal year 22. In fiscal year 23, the position is budgeted in the correct program.
11. P. 42 Griswold Certified Salaries: General education, why the decrease of \$96,908.37? Where are the funds reallocated?
In fiscal year 21, certain elementary staff members like the Library Media Specialist, Math and Reading Specialists were assigned a temporary remote teaching assignment, and budgeted in the “General Education” account. At the time of the fiscal year 22 budget preparation, school districts had not been given guidance from the state if remote learning would be utilized/authorized. At the beginning of the current school year, all staff members who had a temporary assignment were reassigned to their primary and permanent program. Funds were moved from the “General Education” account to the correct program account for fiscal year 23.
12. P. 42 Hubbard Certified Salaries: General education, why the decrease of \$126,545.00? Where are the funds reallocated?
Similar response as the previous question. In fiscal year 23, the movement of funds from the “General Education” account, are reflected within the Library Media account, Remedial account, and Math accounts.
13. P. 43 BHS Certified Salaries: Physical Education, why the decrease of \$166,731.40? Where are the funds reallocated?
In fiscal year 22 the breakdown of health/wellness and physical education was budgeted 20/80 respectively. In fiscal year 23 the breakdown of health/ wellness and physical education is 50/50. This is not an increase in total funding. Funds are being moved from the BHS physical education account, to the BHS health/ wellness account.
14. P. 43 What is the \$101,962.00 increase for McGee Certified Salaries Remedial Education based on? Why was it not in the budget for the last two years? New positions?
This is not a new position. In previous years, this position was budgeted in the English and Language Arts account. For fiscal year 23, the funds were moved into the Remedial Education account.
15. P. 44 McGee Certified Salaries: Science Education, why the decrease of \$122,400? Where were the funds reallocated?
In the previous years, the Technology and STEAM positions were budgeted within McGee’s Certified: Science account. The funds have been moved from the McGee Science account to the STEAM account for fiscal year 23.

16. P. 44 Was someone assigned as the Social Studies Department head for the 2022-2023 school year?
Yes. In fiscal year 22, the BHS department head stipend was budgeted in the certified social studies salary account. For fiscal year 23, the funds were moved into the correct stipend account.
17. P. 44 Why are some budget items (ex. CCTA Certified Salaries) proposed lower, yet the funds aren't 'reallocated'?
Per an agreement with Cromwell Public Schools, expenses associated with the CCTA are shared equally. The budget for the CCTA in fiscal year 23 is 50% of the total certified salary expense for the program, which reflects Berlin's portion of the shared cost.
18. P. 45 Hubbard Certified Salaries: Technology Integration, is this a specific position? Or is it assigned to a staff member already? Why the need when it does not appear in 20-21 budget?
The Technology Integration position at Hubbard elementary is a split position. 0.8 FTE of the staff member's salary is budgeted in the Library Media and Digital Media account and the remaining 0.2 FTE is budgeted in the technology integration account. In Fiscal year 21, the Library Media had a temporary assignment, and was budgeted in the "General Education" account for fiscal year 22. In fiscal year 23 the position is budgeted in the correct program. This is not a new position.
19. P. 45 McGee Certified Salaries: Technology Integration, why the 21.78% increase?
It is anticipated the staff member assigned to this position will complete their Masters program by 9/1/22 and therefore will be eligible for a salary lane change.
20. P. 46 Griswold Certified Salaries: Library & Digital Media, why the \$59,826.00 increase? Was a position created for 22-23 year?
In fiscal year 21, the Library Media Specialist was temporarily assigned a "General Education" remote assignment. The salary was budgeted in the "General Education" account for fiscal year 22. For fiscal year 23, the funds are budgeted in the correct permanent program. This is not a new position.
21. P. 46 Hubbard Certified Salaries: Library & Digital Media, why the \$54,558.00 increase? Was a position created for 22-23 year?
This is the same situation as described above in #20.
22. P. 46 Why are stipends given to Library and Digital media coordinators? Isn't there only one individual assigned to these positions?
Teachers are paid stipends when they perform duties outside of their contracted assignments. The Library and Digital Media Coordinators are the building's Audio Visual Coordinators who set up audio visual equipment for presentations, professional development days, etc.
23. P. 46 Why the large decrease (-46.53%) in Districtwide Certified Salaries?
In fiscal year 22, there was an Internship Coordinator stipend that was budgeted in the districtwide certified salaries. The position has been moved to the Choice Grant.

24. P. 48 BHS Clerical Salaries: Library Media Center, did someone leave the position? Where were the funds reallocated?
Many years ago there was a clerical position assigned to the BHS library. Recently, the building administration has restructured their clerical staff to best accommodate the needs of their students and staff. For fiscal year 23, the funding for the position has been moved to BHS main office account, the primary location for this staff member.
25. P. 48 BHS Clerical Salaries: Main Office, why the large pay increase?
Funds were moved from the BHS Clerical Library Media Center Account to BHS Clerical Main Office account. The main office is the primary location for this staff member (see #24, above). The remaining balance accounts for the clerical staff members' wage increase and step changes.
26. P. 48 Central Office Clerical Salaries, why the decrease? Where are the funds reallocated?
In fiscal year 22, the Human Resources Assistant position was budgeted in the Central Office Clerical account number. In fiscal year 23, the HR Assistant position is budgeted in the Human Resources program.
27. P. 48 Willard Custodial Salaries, why the decrease? Where are the funds reallocated?
There are twenty-seven custodians in the district. One of these positions is Grant Funded. The grant staff member was transferred to Willard reducing Willard's General Fund custodial expenses. One of the General Fund custodians was transferred to McGee increasing McGee's General Fund custodial expense.
28. Do Non-certified staff have contracts? Where can their contracts be found?
Yes, all non-certified staff have contracts. Affiliated contracts can be found on the Human Resources page of the Berlin Public Schools website. Non-affiliated staff contracts can be furnished upon request.
29. P. 49 BHS Non-Certified Salaries IT Department, why the decrease? Did someone leave the position? Where are the funds reallocated?
Although IT staff members may have an office assigned in a specific building, they are District staff members. Salary funds for BHS IT Staff were moved to the district account for fiscal year 23.
30. P. 49 McGee Non-Certified Salaries: IT department, why the decrease? Did someone leave the position?
Similar to question #29, above. Salaries for the McGee IT Staff were moved to the District IT account for fiscal year 23.
31. P. 49 Why the increase of the Districtwide Non-Certified Salaries IT & Data Department?
Funds from BHS and McGee IT Department salaries have been moved to the Districtwide salary account.
32. P. 50 What do the Special Education Paraprofessionals get reimbursed for?
Individual paraprofessionals are not being reimbursed. This account is the credit Berlin receives from the Hartford Public Schools for 1:1 paraprofessional salaries for Open Choice Students who have an IEP that requires this service. These salaries are billable to, and paid by, Hartford Public Schools.
33. P. 50 Griswold Special Education Paraprofessionals, why the decrease? Loss of position or relocation? Where are the funds reallocated?
Paraprofessionals are assigned to building locations based on the needs of the students requiring services. For example, when a student requiring 1:1 support services is promoted to the next school, the PPS Department will reassign para support to the next location. Positions have not been eliminated, and no new positions have been added.

34. P. 50 Hubbard Special Education Paraprofessionals, why the increase? Staff added to school?
Similar to question #33, above. Paraprofessionals are assigned to building locations based on the needs of the students requiring services.
35. P. 50 McGee Special Education Paraprofessionals, why the increase? Staff added?
Similar to question #33, above. Paraprofessionals are assigned to building locations based on the needs of the students requiring services.
36. P. 50 Willard Special Education Paraprofessionals, why the increase? Staff added?
Similar to question #33, above. Paraprofessionals are assigned to building locations based on the needs of the students requiring services.
37. P. 51 McGee Coaches Salaries: Wrestling, why a decrease? Did a coach leave?
The McGee wrestling coaches were over budget in fiscal year 22; the account has been adjusted in fiscal year 23.
38. P. 52 What is the job description for "BHS Supervisor for Athletes?" Is this considered a stipend for staff? How is their role different from Athletic director?
The District does not have a job description for the "BHS Supervisor for Athletes." A staff member is assigned after school to supervise athletes between the time school is dismissed and when their practice starts. This is an hourly duty, necessary to ensure the safety of our students. The Athletic Director is an administrator who manages the District's Athletic Program. The Athletic Director is responsible for hiring coaches, evaluating coaches, ensuring compliance with all CIAC rules and regulations, etc.
39. P. 53 What is "Staff Course Reimbursement?"
Teachers enrolled in college courses to advance their education are eligible for a tuition reimbursement up to two, three-credit courses per fiscal year. The maximum reimbursement, in aggregate, available for the bargaining unit is \$55,000 and is divided equally among eligible teachers.
40. P. 54 Why are certain field trips covered through the school's budget?
Field Trip costs are paid through the department when it is a direct expense of the program. For example, the music department participates in music competitions throughout the year as part of their program. The cost to transport students to these competitions is considered a direct expense of the program and paid by building operations.
41. P. 54 District In-District Professional Development, why are their costs associated with PD? Does the district pay for consultants to come in and perform the PD?
In-District Professional Development is when the District hires consultants to train our staff on site, within a district facility. This includes author visits, K&M Literacy, Math Studio, etc.
42. P. 54 District Out-of-District Professional development, does this include things like convention fees?
Out-of-District Professional development is when the District sends staff outside of Berlin, or one of our school facilities. These include conferences, seminars, and programs hosted by outside organizations.

43. P. 54 What is “BHS Meeting & Conferences?”
The \$5,000 requested in the BHS Meeting and Conferences account is a request for the Athletic Department for coaches’ training fees, CAAS Meeting, and CIAC conferences associated with the Athletic Program.
44. P. 54 How are “Meeting & Conferences” different from PD and out-of-district conferences?
Both are similar. Out-of-District Professional Development is primarily attended by entire departments, whereas “meetings and conferences” are more individualized and limited to the number of people that attend.
45. P. 55 McGee Officials: Boys Basketball, what is the cause of the decrease? Less officials needed in 22-23?
To develop a lean budget, funds needed to be reallocated from other expense categories. If the McGee Basketball Officials require additional funding in fiscal year 23, the District will transfer funds from a similar account.
46. P. 55 What are considered “Other Professional Services?”
“Other professional services” include legal services, auditing services, enrollment projection services, police coverage for school events, Lexington Group, PSAT testing, etc.
47. P. 55 What is “Plant and Operations?”
Plant and Operations refers to the school facilities department.
48. P. 56 What does “Special Education Professional Education Services” include?
Special Education Professional Education Services include ESS at Berlin High School, professional consultations from psychologists or other medical professionals, and nursing services for students.
49. P. 56 What does “BHS rebinding: Principal’s office” mean?
If a textbook is returned with a damaged spine, but still in a usable condition, the Administration will opt to send the book out to be repaired and rebound instead of purchasing a brand new textbook replacement.
50. P. 56 BHS Reconditioning: Football, is this a yearly maintenance requirement?
Yes. Reconditioning of football equipment is done annually.
51. P. 57 Districtwide Operational Software & Licensing, what is the additional software?
Effective July 1, the District’s insurance carrier is requiring more advanced provision relative to cyber security. This is to include the installation of advanced security to all endpoints, increasing the number of clients from 850 to 1150. Additionally, the insurance company also states the software must also be classified as an Extended Detection Response (EDR) Solution.
52. P. 57 What is considered “Staff/Office travel?”
Districtwide staff who are required to travel to multiple locations throughout the District or are sent to an out-of-district conference are eligible for mileage reimbursement.
53. P. 60 Why do we show a cost for fuel in 22-23 year and not previous years?
In previous years, fuel was budgeted in the Public Transportation account. To track fuel cost and consumption more thoroughly, a separate account number was established for the fiscal year 23.

54. P. 61 Out-of-District Tuition-Public in State, is this referring to the Special Education students who are placed in other districts?

Out-of-District tuition refers to resident students who attend alternative school facilities because the Berlin Public Schools cannot provide the specific services required for these students.

55. P. 61 Out-of-District Tuition-Private in state, is this referring to the Special Education students who are placed in other schools? Why is the district paying for Private and not the families?

The line item in the special education budget that refers to tuition is for Berlin students who cannot be educated in the school's current programs because the District cannot support the students' unique learning needs. Special education students who attend out of district programs are Berlin students. The PPT makes the recommendation to "out place" the student into a state approved program that specializes in working with such students. The Department of Education approves all of the private special education programs in the state in which our students attend. The District's PPS staff attend the PPT's and own the IEP. It is always the District's goal to have the students return to their home school if they can. If they do not return, the students receive a diploma from Berlin Public Schools.

56. P. 61 Why the need for Expulsion Program funds for 22-23 and not 21-22?

In previous years, the Expulsion Program was budgeted in the Public Tuition account. Being that it is a separate program, a new account was established in fiscal year 23.

57. P. 62 Willard Administration Supplies: Technology, why the increase?

Building administration was advised to take a 0% increase in their building budgets, however had the flexibility to reallocate funds to meet the needs of their students and staff. The \$3,000 increase to this account is for various technology purchases including printer ink, headphones, materials for the Maker Space, batteries, etc. Despite the increase to the individual line item, Willard's operational supply budget is net \$0.

58. P. 62 McGee Classroom Library books, why the increase? Is this a need, based on curriculum?

Many of the classroom libraries in the Middle School are approaching the end of their useful life cycle. Over time, books are falling apart and need to be replaced and more relevant titles need to be added. Classroom libraries support the District's literacy initiative. Collections are often paperback and have a shorter life than hardbound textbooks. Similar to question #57, above, McGee's operational supply budget is net \$0.

59. P. 63 What does "FF&E" stand for?

FF &E is an abbreviation for "Furniture, Fixtures, and Equipment."

60. P. 63 What would be considered instructional supplies? Are they related to content subject supply budgets/classroom budgets?

Instructional supplies are used to support and assess meaningful learning. Examples include, composition books, paper, laboratory chemicals and glassware, paint, crayons, consumable workbooks, PE equipment, music, math consumables, etc.

61. P. 64 BHS Instructional Supplies: Technology support, why such a large increase? What does this cover?

Building administration was advised to take an overall 0% increase in their building budgets, however had the flexibility to reallocate funds to meet the needs of their students and staff. The \$2,300 increase to this account is for various technology purchases including 3D printer filaments, printer ink, SD cards, various supplies for the TV studio and radio station, etc.

62. P. 64 Why are almost all instructional items itemized but there also is a “District Instructional supplies: General?”
Districtwide instructional supplies are in the Curriculum and Instruction office budget. It has not been an itemized listing, based on past practice. These are supplies that support ESOL, literacy, social studies, science and math throughout the district and are monitored by the Assistant Superintendent.
63. Why such a large increase? What does this cover that isn’t covered in the other departments?
The increase to the Districtwide instructional supplies is not an increase from the July 1 budget. At the board meeting on August 25, 2021. The Board approved the transfer of \$20,000 from the Districtwide instructional supplies to all other expenditures to fund the update of the Griswold Band room. For fiscal year 23, the funds have been redistributed to the original accounts.
64. P. 66 Why does Willard need a separate “instructional supplies” budget? Why is it the only school who has a general fund?
All schools have a “General Education” program which is typically made up of an instructional supply and a non-instructional supply account. Building administration has the authority to fund either account for the general education program to meet the needs of their students and staff. Some of the supplies budgeted in this account for fiscal year 23 include, copy paper, construction paper, crayons, consumables, markers, glue sticks, etc.
65. P. 67 What does “Non-instructional supplies” include?
“Non-Instructional supplies” support structure and organization resources. Examples include student planners, laminating film, bulletin board supplies, school branding purchases, shelving, etc.
66. P. 67 What does BHS “Non-Instructional supplies: General” cover?
Items budgeted in the account for the next fiscal year include bulletin boards, file cabinets, folding tables, office supplies, storage fixtures, whiteboards, etc.
67. P. 67 Why the large increase in McGee “Non-Instructional Supplies: General funds?”
Building administration was advised to take a 0% increase in their building budgets, however had the flexibility to reallocate funds to meet the needs of their students, staff and buildings. Supplies budgeted in this account for the next fiscal year include supplies for the promotion ceremony, branding supplies, courtyard supplies, auditorium supplies, etc.
68. P. 68 What is included in BHS Other Supplies?
Testing supplies are included in this account.
69. P. 69 BHS Uniforms: Boys Soccer, what is covered for \$5000? Jerseys? Is this school property that is reused each year?
Athletic uniforms are considered school property and are on a 4-5 year replacement cycle. The money requested for this account is to replace both the jerseys and shorts for the BHS boys soccer team.
70. P. 69 BHS Uniforms: Girls Swimming, what does the \$5000 cover? Is this school property that is reused each year?
The money requested for this account is to replace the deck coats for the girls swim team. These have not been replaced in 9 years. All uniforms are considered school property and reused from year to year.

71. P. 69 Why the large increase for Districtwide Uniforms: Custodial?
The current custodial uniforms have short sleeves. The district would like to also provide the custodial staff with seasonally appropriate attire for the fall and winter months.
72. P. 70 What is covered in BHS Instructional Equipment that is not covered under General supplies?
Building administration uses this account for any unanticipated program expenses that may incur during the school. This can include equipment for the firefighting course.
73. P. 70 What is covered under Districtwide Non Instructional Equipment?
This account is used to replace malfunctioning equipment throughout the district. For example, when a security camera has to be replaced or repaired, a door requires a new lock, keypad replacements, and mail machine repairs.
74. P. 70 What is considered Districtwide Technology Equipment that is not covered under individual school technology budgets?
Items purchased in this account are replacement for computer labs, staff laptops and iPads, network printers, and projector replacements. The building technology accounts budget for program maintenance, e.g printer ink, projector bulbs.
75. P. 73 Why is BHS Dues & Fees: Technology listed twice with two different expenses?
The first account, with a proposed budget of \$200 is ITEEA/ CTEEA membership dues for the STEAM/ Technology Education program. The second account with a proposed budget of \$1,077 is for ASCAP radio station song license, BMI radio station licenses, CT Broadcasters, etc.
76. P. 73 What does Central Office Dues & Fees: Board of Education cover? Is this what pays CABE?
Budgeted in this account are association fees for CABE, CAPSS, and New England School Development Council (NESDEC)
77. P. 73 What does Central Office Dues & Fees: Superintendent's office include? Why such a large increase?
The superintendent's Dues & Fees Budget has been historically underfunded. Funds have been reallocated to properly fund the account.
78. P. 73 What does the Fees and Dues cover for the Principals at each school?
Principal's dues and fees at the building level are for professional association fees for their teaching staff.
79. P. 73 What does Districtwide Dues & Fees: Curriculum Department cover?
The account covers professional association fees for administrators throughout the district.

80. With regard to tuition, what happens to the funds if a student is brought in through CHOICE and then turns out he or she has special needs. Does the money come out of the Special Education portion, or do we lose more funding due to an added special needs child we were not planning on? Would it make more sense to screen these kids prior (which I'm hoping there is) to insure their needs will not exceed what is planned for in the budget.

Fees and expenses associated with Open Choice Students who require Special Education outplacement services are billed directly to the Hartford Public Schools. Choice outplacements are not budgeted in the District's special education General Fund Budget. Funds received from Hartford are deposited into special revenue account 502, and expenses are paid from the same account. The Open Choice Program is done on a lottery system school. Districts are not permitted to screen for students who may require specialized services.

81. With regard to BHS principal salaries, there is a 3.23% increase with wage increase plus step, but if you look at Griswold and Hubbard principal's salary, there is no wage plus step. Does this mean they are at the cap? Also, why aren't the salaries itemized for principals at BHS? (page 40)

There are 5 steps in the administrators contract. When an administrator completes a year of service, the administrator advances one step until they reach the max step. Accounts that do not indicate "step increase" signifies that administrator(s) have completed five years of service. Administrative salaries are not itemized in buildings or departments where there are multiple administrators. Attached is a copy of the administrator's salary schedule.

82. Regarding projection of demographics for enrollment, who does the projection. Was there a fee for this service, and if so, how much?

This District hires a consultant, Peter Prowda, to complete the enrollment projection. The study and report cost approximately \$1,800 annually.

83. Regarding reallocation of funds, on page 41, where do these funds go, and if they are reallocated am I to assume these teachers are taking a pay cut? Or have we lost some to retirement, or other means? There is a relocation on page 42 for certified Willard salaries, \$130,806.00; hard to follow where it is reallocated.

When the District anticipates retirement of a veteran staff member, their anticipated salary for the next fiscal year is changed from Master's Max Step to Masters Step 7. Teachers are paid a contract rate based on their education level and years of service. Teachers are not taking pay cuts. Please refer to questions #6, #7, #8, and #9 (Willard), above, for the explanation of where the funds were reallocated to.

84. Based on what the proposed budget is with 3.8% being contractual agreements, it would then mean only 0.8% is the remainder of the funds we can actually try to reduce? I calculate that to be under \$3,000.00.

The 4.67% requested increase is a dollar difference of \$2,236,964 between the adopted budget for fiscal year 22 and what the Superintendent is proposing for fiscal year 23.

\$1,759,940 of the dollar difference is staff contractual obligations (salaries and benefits). This is 3.68% of the 4.67% requested.

The remaining funds are \$477,024. \$24,074, or (0.05%), is proposed for the increase in staff hours for the Human Resources Director. The other \$452,950, or (0.94%), requested to meet the District's contracted services, utility, transportation, tuition, utilities, equipment and supply needs. It is noted that the first three of these have contracts in place that drive their increase.

85. Why did the BHS Media Center receive an 8.82% increase? Was it adding another person?

No new staff have been added. The increase is based on an error that has been corrected in the teachers' contract with the new contract. A step adjustment for a lane change from a master's degree to 6th year had to be adjusted because the teacher actually took a decrease when changing lanes.

86. Why did the AD receive 5.06% not the average 3%? Was it a one-year contract?

The athletic director was not on max step so he increased the step amount and contractual increase. The AD is not on a one-year contract.

87. What is the expulsion program? Why \$15,000?

If we need to expel a student the school district must pay for his/her education and transportation. Typical costs are much more than \$15,000. In past years, this program has been budgeted in the public tuition line. Being that it is a separate program, it has been assigned a new account number for fiscal year 23.

88. Why did custodial materials increase 33.3%?

The amount of cleaning supplies required to maintain the standards that are expected with COVID necessitate the increase.

APPENDIX A
SALARY SCHEDULES

2022-23

Step	H.S. Principal	H.S. Asst. Prin., Dir of Literacy & Social Studies, Dir of Math & Science	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E.	Elementary Principal	Sp. Ed. Supvr.
1	158,347	139,296	150,739	133,705	145,456	130,967
2	162,308	142,780	154,502	137,045	149,089	134,238
3	166,263	146,261	158,270	140,390	152,726	137,513
4	170,223	149,744	162,041	143,732	156,362	140,787
5	174,181	153,226	165,810	147,073	159,998	144,063

2023-24

Step	H.S. Principal	H.S. Asst. Prin., Dir of Literacy & Social Studies, Dir of Math & Science	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E.	Elementary Principal	Sp. Ed. Supvr.
1	161,910	142,431	154,130	136,713	148,728	133,914
2	165,960	145,993	157,979	140,128	152,444	137,258
3	170,004	149,552	161,831	143,549	156,162	140,607
4	174,053	153,114	165,687	146,966	159,880	143,955
5	178,100	156,674	169,541	150,382	163,598	147,304

2024-25

Step	H.S. Principal	H.S. Asst. Prin., Dir of Literacy & Social Studies, Dir of Math & Science	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E.	Elementary Principal	Sp. Ed. Supvr.
1	165,148	145,279	157,213	139,448	151,703	136,592
2	169,279	148,913	161,138	142,931	155,493	140,004
3	173,404	152,543	165,068	146,420	159,286	143,419
4	177,534	156,176	169,001	149,905	163,077	146,834
5	181,662	159,807	172,932	153,390	166,870	150,250

Step Advancement

Effective July 1, 2022, July 1, 2023 and July 1, 2024, any administrator not on the maximum step shall advance one step on the salary schedule applicable to the administrator's position.

Note: In addition to the amounts set forth in the salary schedules above, the base annual salary for any administrator holding a doctoral degree shall include the additional amount of \$2,500 per year.