

EXECUTIVE SUMMARY – REQUEST APPROVAL OF THE GENERAL FUND & SPECIAL REVENUE FUND BUDGETS FOR FISCAL YEAR 2020-21

August 20, 2020 – Work Session Agenda Item & Board Meeting Action Item

AGENDA ITEM: Request board of trustee approval of the operating budget for the general fund, special revenue funds and the capital projects fund of Lake Wales Charter Schools, Inc. for fiscal year 2020-21. (*Resolution 01-2021*) The budget incorporates school enrollment projections, estimated state, federal, and local appropriation amounts; and any changes in personnel and programming. The Florida Education Finance Program (FEFP) appropriation data utilized in the FY21 budget is from the Final Conference Report for HB 5001 regular legislative session.

Please find below a synopsis of the proposed Fiscal Year 2021 budget:

REVENUES:

The state legislature completed this year's regular session with a 1.79% (\$137) increase in funding per Unweighted FTE statewide, and for Polk County student funding, a 1.64% (\$121) increase. Notable FEFP changes statewide is the addition of the Teacher Salary Increase Allocation (\$500,000,000) to the formula. This addition to the FEFP formula accounts for 78% of the funding increase. Other noticeable increases are within the Mental Health Allocation up 33.33%, along with a increase the Total Fund Compression and Hold Harmless Allocation of 25.48%. The District Cost Differential (DCD) for the Polk County students was lowered from .9700 to .9687, resulting in a lower Base FEFP funding of \$29,005 for the Lake Wales Charter Schools System.

Key Components of LWCS FEFP Calculation

FTE student membership, Program Cost Factors, Base Student Allocation, DCD (District Cost Differential), DJJ supplement, 0748 Dis. Compression, Safe Schools, Reading Program, SAI, ESE Guaranteed, Instructional Materials, Teacher Salary Increase Allocation, Teacher Classroom Supply Assistance, Student Transportation, Digital Classroom, Required Local Effort (RLE) and other FEFP categorical programs.

- The General Fund (GF) budgeted student membership count is set at a projected **4,941 FTE** (full-time equivalent). This student count represents **an increase of 230 students** above the **final FY20 funded student count of 4,711**. (*The FTE chart on page 4 shows the actual paid FTE membership by school site by year.*)
- The FEFP funding foundation is the Base Student Allocation (BSA). The BSA increased from \$4,279.49 to \$4,319.49 an increase of \$40/FTE. (*For the BSA, refer to the comparison shown on page 5, lines 3, 4 & 5. Lines 6 through 22 display the other categorical funding adjustments.*)
- Total funding amount per un-weighted FTE (UFTE) is \$7,081.62 after factoring all state categorical funding and adjustments. It is an increase of \$107.73 from the 2019-20 revised budget of \$6,973.89. The UFTE per-pupil amount includes projected enrollment, shifts in the population of ESE students, the change in school taxable property taxes and millage rate. (*Refer to page 5 FEFP comparison line 32*)
- The legislature appropriated in HB 5001 Capital Outlay funding (PECO) for start-up charter schools in the of \$169,600,000 up from \$158,209,945 appropriated in FY20. While this is a significant increase from the prior year, we are still unsure of how many additional start-up schools will be drawing from the pool of funds which ultimately will determine both Boks funding for the year. We are projecting a Bok North allocation of \$310,874 and a Bok South allocation at \$305,870 during the FY21.

EXECUTIVE SUMMARY – REQUEST APPROVAL OF THE GENERAL FUND & SPECIAL REVENUE FUND BUDGETS FOR FISCAL YEAR 2020-21

- The LWCS Foundation plays a vital role bridging the funding shortfalls in public education with designated and unrestricted giving. The Foundation has been an integral and emerging resource for each of our school sites. **This budget includes an estimated \$622,200 in donations coming from the Foundation to the System.**

Incorporating all the revenue pieces, the total GF revenue base is **estimated to increase \$2,737,676, or 7.37%** from the FY20 budget level. *(Refer to page 16 for the General fund revenues and service activities by school and system consolidated totals.)*

EXPENSES:

The proposed **GF expenditures increased by the same 7.37%** from the FY19 base budget. The increase can be attributed to the healthcare, transportation cost and salary increases system-wide. Budget narratives (pages 9-16) provide an overview of budgetary revisions and investments at each LWCS location.

The FY21 budget for all funds includes an expenditure placeholder for base salary adjustments. The base salary adjustments for instructional staff are typically based on Pay-For-Performance (PFP) articulated in statute under the 2011 Student Success Act (Ch. 2011-1, Laws of Florida); linking the salary adjustment to observations and student assessment scoring utilizing the Value Added Model (VAM). For newly hired instructional staff, the current instructional placement schedule is used for placement based on years of experience. The budget does not incorporate an adjustment to the instructional placement schedule. The PFP concept does not limit the salary earning level of an employee. No PFP is budget for this year as this budget has a Teacher Salary Increase allocation of \$784,676 for instructional employees system-wide pursuant to HB 641. The final salary plan will be developed by a committee from each school and presented to the board for approval by September 30th

The proposed budget incorporates new employer paid and dependent care rates under a fully funded health and welfare benefits package with UHC. LWCS will continue to provide 100% coverage of the cost of single employee medical, dental, long-term disability and life insurance benefits. Marketing and negotiations for the July 1st plan year produced a **8.0%** rate increase for medical benefits, with employer paid dental insurance rates down by **2%** with a slight modification in coverage. The Life insurance benefits plans are renewed with no premium increases.

The mandatory 3.0% contribution rate by employees into the Florida Retirement System (FRS) remains the same in FY20. **The employer FRS base contribution rate is 10% for employee classifications excluding DROP.**

The system's debt service portfolio consists of **three loans**. The largest component of the portfolio is the Bok campus loan refinanced in spring of 2014. The current outstanding balance on the twenty-year loan is \$2,969,047 after 6 years of payments. The annualized P&I payments equate to \$282,000. The debt service is paid directly from the Capital Projects fund. The second loan is the Central Office Administration Building loan refinanced in March 2015 with an outstanding balance of \$132,485 and four-plus years of payments remaining. The annualized P&I payments equate to \$30,680. During the final quarter of the 2019-20 year, LWCS purchased the New Bok North campus from the City of Lake Wales for \$575,000 and signed a promissory note to pay \$28,750 annually for 20 years commencing November 2020.

EXECUTIVE SUMMARY – REQUEST APPROVAL OF THE GENERAL FUND & SPECIAL REVENUE FUND BUDGETS FOR FISCAL YEAR 2020-21

FEDERAL PROGRAMS:

The FDOE's allocation and application process for FY20 federal entitlement programs is progressing slowly. The special revenue fund accounts for the activity of our federal entitlement grants, competitive grants and the National School Lunch Program (NSLP). The federal programs listed under special revenues in FY20 includes Title I, Title I, Title II, Title III, Title IX, IDEA, IDEA Pre-K, GEER, CARES Act, ROTC and Carl Perkins. Federal awards are projected to increase to \$3.2 million, up 12% from the FY19 adopted budget. The majority of the grants expenditures will be to support supplemental staff across the system to support student instruction. *(Refer to page 18 for grant and food service activity by school and system consolidated totals.)*

FOOD SERVICE PROGRAM:

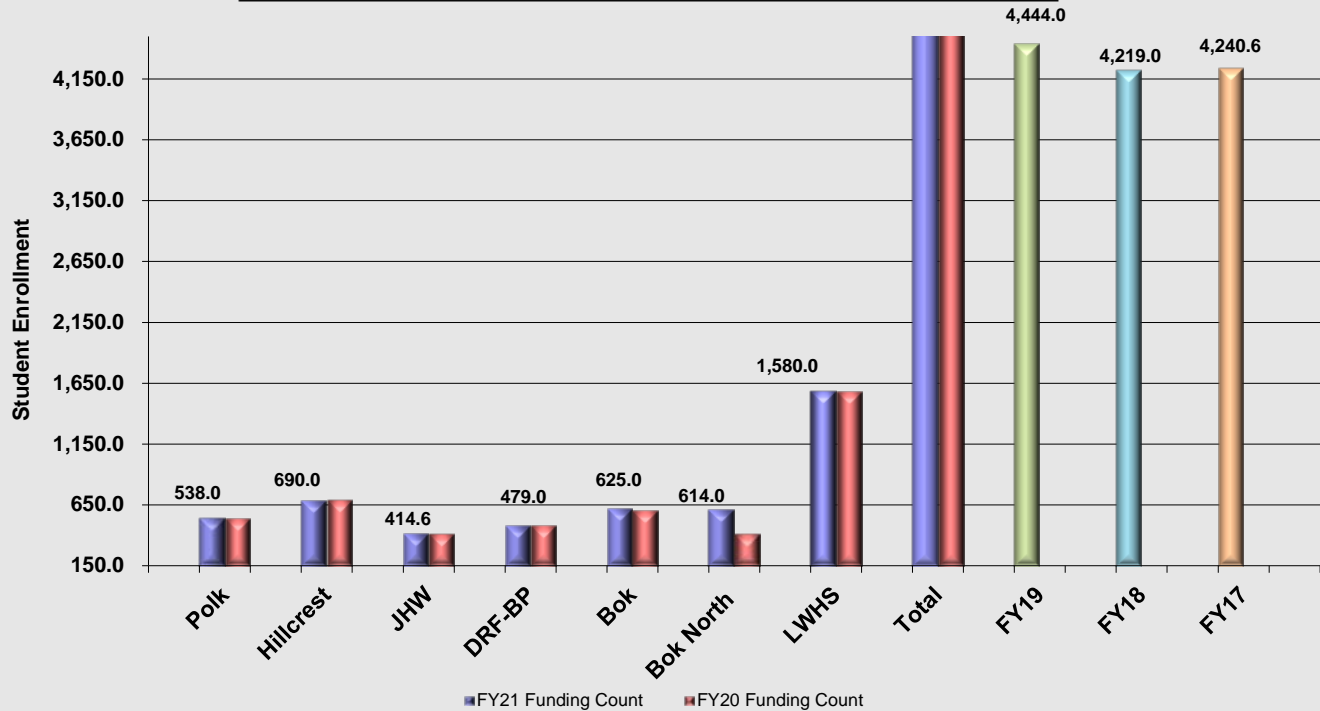
- The LWCS food service operations in FY21 will continue its partnership with SLA Management for the school year breakfast, lunch and snack operations, school Pre-K programs and the summer community food service program. During the 2020-21 school year, LWCS will continue participating in the Community Eligibility Program (CEP) which allow schools and LEAs with high poverty rates to provide free breakfast and lunch to all students. The CEP will encompass our four elementary schools and sponsorship for the OCA school. Boks and LWHS student eligibility for free and reduced-price meals will continue through the traditional household income application. All food service activity is accounted under central administration in the food service fund and are restricted for future food service operations.

CAPITAL PROJECTS:

The Capital Projects fund incorporate activities funded for Edward Bok North Academy and the Edward Bok South Academy campuses. For FY20 the projected PECO revenues will be \$616,744 for both schools. The estimated expenditures are \$3,454,383, which includes debt service for Bok South campus and Bok North campus construction/ renovation cost, site devilmnt cost, the portable leases, and debt service for the outstanding loan with the City of Lake Wales. Deficit spending will need to be offset with reserves in the fund balance along with securing a loan from a financial institution. *(Refer to page 19 for Capital Projects funding schedule.)*

LAKE WALES CHARTER SCHOOLS

FY21 - UnWeighted FTE Enrollment Analysis (Projected Funding FTE)



	<u>October Count</u>	<u>February Count</u>	<u>FY21 Funding Count</u>	<u>FY20 Funding Count</u>
Polk	269.00 ^A	269.00 ^E	538.00	541.06
Hillcrest	345.00 ^A	345.00 ^E	690.00	685.13
JHW	207.31 ^A	207.31 ^E	414.62	411.22
DRF-BP	239.50 ^A	239.50 ^E	479.00	480.16
Bok	312.50 ^A	312.50 ^E	625.00	604.12
Bok North	307.00 ^A	307.00 ^E	614.00	409.36
LWHS	790.00 ^A	790.00 ^E	1,580.00	1,580.48
Total	2,470.31 ^A	2,470.31 ^E	4,940.62	4,711.53
FY19	2,221.99 ^A	2,221.99 ^A	4,443.98	
FY18	2,109.50 ^A	2,109.50 ^A	4,219.00	
FY17	2,120.31 ^A	2,120.31 ^A	4,240.62	

A = Audited; UA = Unaudited; E = Estimated

LAKE WALES CHARTER SCHOOLS, INC
Funding Summary
FY21 Proposed Budget Compared to FY20 Revised

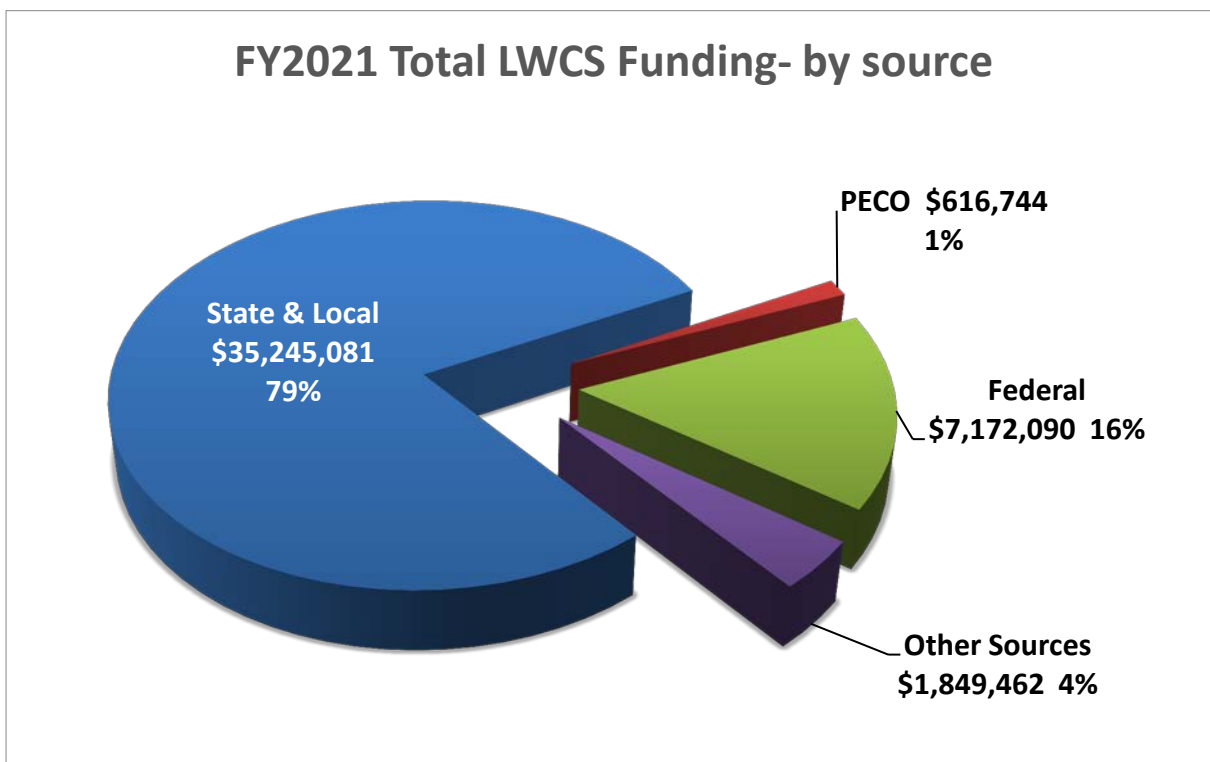
	FY19/20 Revised Budget	FY20/21 Adopted Budget	Difference	Percent
	-A-	-B-	-C-	-D-
<u>FEFP FORMULA COMPONENTS</u>				
1 K-12 Unweighted FTEs - (UFTE)	4,711.53	4,940.62	229.09	4.86%
2 K-12 Weighted FTEs - (WFTE)	4,913.64	5,164.94	251.30	5.11%
3 State Base Student Allocation (BSA)	\$ 4,279.49	\$ 4,319.49	40.00	0.93%
4 (x) District Cost Differential (DCD)	0.9700	0.9687	(0.0013)	-0.13%
5 LWCS Base Funding	\$ 4,151.11	\$ 4,184.29	33.18	0.80%
<u>FEFP DETAIL</u>				
6 WFTE x BSA x DCD (Base FEFP)	20,397,057	21,613,682	1,216,625	5.96%
7 Best & Brightest Teacher/Principal Allocation *	437,206	-	(437,206)	
8 ESE Guarantee	1,210,823	1,181,364	(29,459)	-2.43%
9 Supplemental Academic Instruction	1,210,849	1,269,625	58,776	4.85%
10 Class Size Reduction	4,907,765	5,106,662	198,897	4.05%
11 .748 Mill Compression	1,313,548	1,416,612	103,064	7.85%
12 Safe Schools	251,510	260,502	8,992	3.58%
13 Transportation	895,442	916,220	20,778	2.32%
14 Instructional Materials	378,196	396,173	17,977	4.75%
15 Reading Allocation	189,368	195,663	6,295	3.32%
16 Digital Classroom Allocation	14,138	5,731	(8,407)	-59.46%
17 Discretionary Lottery	4,422	-	(4,422)	-100.00%
18 Proration of Funds	(47,386)	-	47,386	
19 Mental Health Assistance Allocation	117,360	165,123	47,763	40.70%
20 Funding Compression Allocation	256,040	201,544	(54,496)	-21.28%
21 Teacher Classroom Supply Assistance	74,952	74,952	-	0.00%
22 Teacher Salary Increase	-	784,676	784,676	
23 TOTAL STATE FEFP	31,611,290	33,588,529	1,977,240	6.25%
<u>Local Property Taxes</u>				
24 School Taxable Value	2,167,716,073,407	2,301,972,931,658	134,256,858,251	6.19%
25 Required Local Effort	3.880	3.720	-0.160	-4.12%
26 Basic Discretionary Local Effort (Millage)	0.748	0.748		0.00%
27 Supplemental Discretionary Local Effort	0.000	0.000		
<u>Local Property Taxes</u>				
28 Basic Discretionary Local Effort (0.748/.0748)	1,246,387	1,399,041	152,654	12.25%
29 Supplemental Discretion Local Effort		-	-	0.00%
30 Total Local Property Taxes	1,246,387	1,399,041	152,654	12.25%
31 Total FEFP	\$ 32,857,677	\$ 34,987,570	2,129,894	6.48%
32 TOTAL FUNDING PER UNWEIGHTED FTE	\$ 6,973.89	\$ 7,081.62	\$ 107.73	1.54%
33 TOTAL FUNDING w/o TRANSPORTATION	\$ 31,962,235	\$ 34,071,350	2,109,116	6.60%
34 TOTAL FUNDING PER UFTE w/o TRANSPORTATION	\$ 6,783.83	\$ 6,896.17	\$ 112.34	1.66%

Lake Wales Charter Schools, Inc.

Adopted Budget in Brief for Fiscal Year 2021

Sources	Actual FY 2018	Actual FY 2019	Budget FY 2020	Budget FY 2021	Change FY20-21	% Change
Operational	\$ 31,432,469	\$ 33,285,968	\$ 37,720,078	\$ 37,094,543	\$ (625,535)	-1.66%
Capital Projects	\$ 3,609,706	\$ 1,744,037	\$ 709,136	\$ 616,744	\$ (92,392)	-13.03%
Special Revenue Fund	\$ 5,523,208	\$ 6,024,413	\$ 5,859,961	\$ 7,172,090	\$ 1,312,129	18.3%
Total Governmental Funds	\$ 40,565,383	\$ 41,054,418	\$ 44,289,175	\$ 44,883,377	\$ 594,202	1.34%

Where the money comes from....



State & Local – includes base student allocation and other state categorical funding (CSR, ESE guarantee, safe schools, mental health, instructional materials, discretionary lottery, .748 Mill equalization). It also includes the local property tax revenues & bonus funds where applicable for School Recognition, IB and advance placement funds.

Federal – includes all Federal Awards as well as ROTC and National School Lunch Program funding.

PECO – Public Education Capital Outlay. (Applies only to Bok South & Bok North)

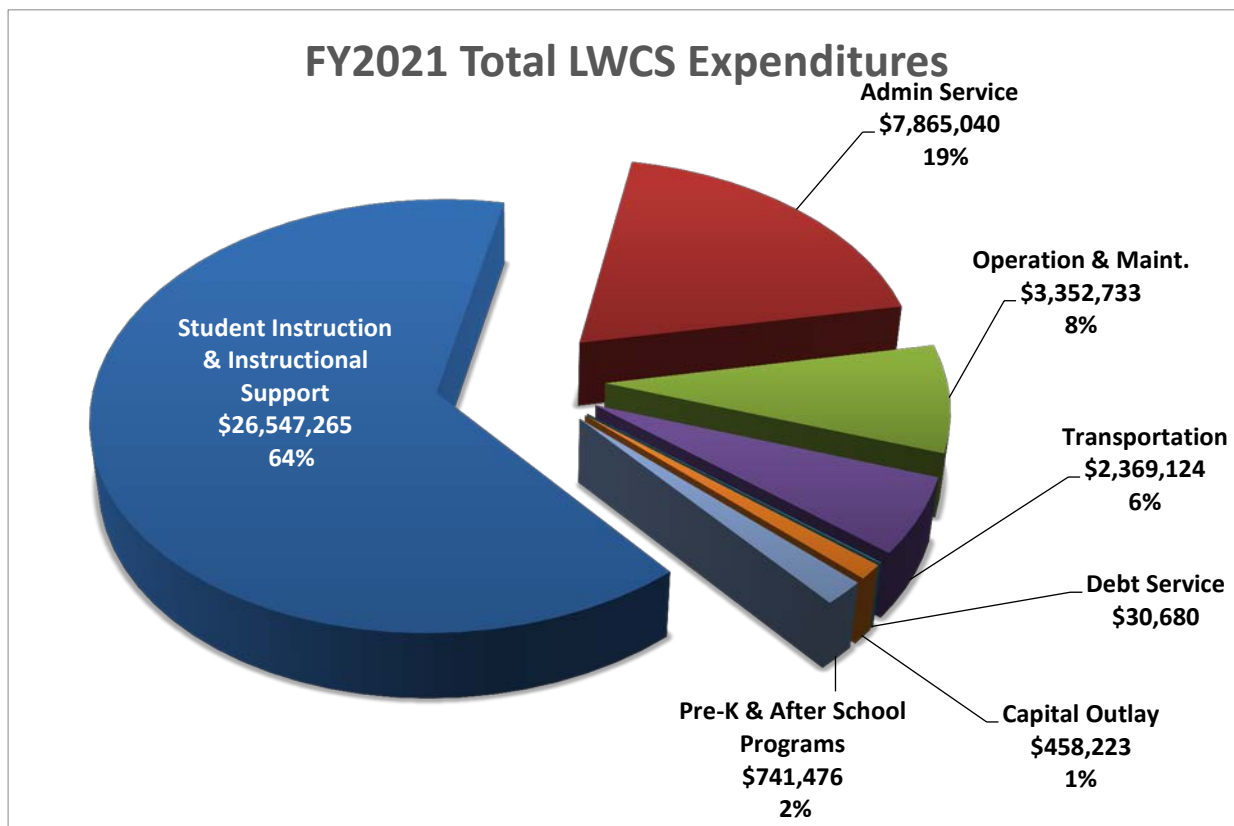
Other Sources – includes Pre-K and After-school programs & support from the LWCS Foundation.

Lake Wales Charter Schools, Inc.

Adopted Budget in Brief for Fiscal Year 2021

Sources	Actual FY 2018	Actual FY 2019	Budget FY 2020	Budget FY 2021	Change FY20-21	% Change
Operational	\$ 29,768,819	\$ 32,838,764	\$ 37,739,670	\$ 37,189,592	\$ (550,078)	-1.46%
Capital Projects	\$ 2,803,276	\$ 1,883,518	\$ 1,556,444	\$ 3,454,383	\$ 1,897,939	121.94%
Special Revenue Fund	\$ 5,641,091	\$ 6,199,752	\$ 5,968,080	\$ 7,399,345	\$ 1,431,265	19.3%
Total Governmental Funds	\$ 38,213,186	\$ 40,922,034	\$ 45,264,195	\$ 48,043,320	\$ 2,779,126	6.14%

Where the money goes...



All expenditure divisions include a share of fringe benefit costs based on staffing FTE which includes health, dental, life insurance, long-term disability, FICA, workers compensation insurance, FRS retirement and unemployment compensation charges.

Administrative Services – includes Board of Trustees, General & School Administration, Fiscal Services, Central Services, Community Services/Athletics and Operating Transfers.

Operation & Maintenance – includes activities of ongoing management, repairs and preventative maintenance of buildings & grounds, utility cost, building & liability insurance.

Debt Service – includes P&I payments for the administration office.

Transportation – includes personnel, fuel, insurance, and vehicle lease payments for the system operated bus service for ESE and regular students.

Food Service – includes personnel, supplies, utility cost, repairs and maintenance and contracted management service for food service.

Capital Outlay – represents capital expenditures (furniture, fixtures, equipment, buildings & improvements) of the system in the General Fund.

Capital Projects – represents PECO for both Bok South & Bok North Campus as well as the construction for the Bok North Campus.

POLK AVENUE ELEMENTARY – 1351
BUDGET NARRATIVE
2020-21 Fiscal Year

Polk Avenue Elementary (PAE) will continue to operate under the “Leader in Me” platform. The Leader in Me signifies our belief that educating the whole child is critical in helping the student discover the leader within themselves and empowering them to become a responsible citizen. One primary goal at PAE this school year will be to address the English Language Arts (ELA) barrier of our students. A large number of our impoverished and Hispanic population arrive at PAE with limited language arts skills. This deficiency effects reading and other necessary skills for student success.

Projected Enrollment:

The PAE adopted budget supports the educational program of 539 FTE student membership. Our current enrollment is unknown as parents are working through their choices for next school year. The state has indicated that our budgeted number from last year will be number that is used for funding purposes.

Revenues:

- We are very thankful to the friends of PAE who continue to make donations towards our efforts to make improvements. These improvements include increased technology to enhance student engagement and prepare for digital assessments, programming for improved culture and climate, and beautification projects to increase student and faculty pride in our school.

Expenditures:

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- We have added an additional guardian this school year, which increased the supplements in this area.
- We have been able to retain two part time reading intervention positions as an academic coach to help increase our ELA proficiency as well as a half time dean position, which will allow us to work more closely with the teachers.
- An orchestra position was created for our 4th and 5th graders to have orchestra instruction weekly.
- We did not continue our K support position as we did not have the funding for this position.
- Foundation strategies found in “Teach Like a Champion” & “Leader in Me” continue to be a focus to help teachers facilitate learning at the highest level possible.
- We hope to purchase furniture for our lower grades later in the year if the 5% holdback is not needed.

Capital Expenditures:

All capital expenses will be on hold until funding is released midyear.

Grant Expenditures:

We have applied for the CSP grant which will help with purchasing needed materials for distance learning if that is needed.

- We plan to purchase additional Capital technology, but that will take place through the CSP Grant if it is approved.
- Additional chrome books, SWIVL devices, tablets, and voice projection systems will be purchased as well as Hot Spots through the CSP grant if it is approved.

HILLCREST ELEMENTARY – 1361
BUDGET NARRATIVE
FY 2020-2021

Hillcrest Elementary 2020-2021 budget shows the continued commitment to increase the level of quality instruction in all classrooms while providing the rigor required as we strive to reach the high performing charter school status and meet the panoply of needs due to the current COVID crisis. We provide ongoing surveys and needs assessments with our staff and combine that with SAC and parent suggestions for continued growth and improvement so together we find new ideas and strategies to meet the specific needs of our student population.

We continue to look at student and staff outcomes to make solid and thoughtful decisions on the allocation of resources achievement results by student and teacher before purchasing materials or a resource staff member. We want the resources to be justified by the outcomes. Additionally, if the outcomes in one area are good without the additional resource and there is another area of need, then resources need to be allocated where the greatest need is. For example, we are currently switching our math tier one program so it can both be used online and in person. We also are purchasing Swivels and tablets for our teachers to continue to build relationships with parents choosing online learning. We are proud of the portfolio of opportunities for educating the whole child. Hillcrest will continue to find ways to streamline our hiring, personnel support and teacher support, and recruitment initiatives. The following are key points to keep in mind with our budget plans for the 2020-2021 school year.

Projected Enrollment:

- The adopted budget was built on a projected enrollment of 690 but hopes to maintain 695 or higher for additional revenue. The additional revenue will be used to support any overages while putting some in the reserve and to cover any unforeseen needs of our teachers and facilities.
- Our successful Pre-K and Afterschool program continues to bring in additional revenue to support the needs of the school and the savings continues to build in our reserve for these two programs.

Budget Possibilities and Potential Savings:

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- We hope to expand our arts program with hiring an additional teacher later in the year if the 5% holdback is not needed.
- We are hopeful to receive contributions from families with hand sanitizer, paper towels, and other classroom supplies to help reduce some of the costs we set aside.
- Hillcrest continues to be conservative and outcome based with spending practices.
- We made in-house staff changes as staff gained professional certifications/endorsements required by the state.
- We will continue to apply for additional grant funding if available, for example, we have applied for the CSP grant in hopes that we will get reimbursed for the Swivel system.

Safety & Mental Health:

- We will continue to monitor and assess the safety and mental health needs of our school and are hopeful additional funds will be allocated to support our needs as this is a priority and overarching need for student's success.

JANIE HOWARD WILSON ELEMENTARY -1401
BUDGET NARRATIVE
FY 2020-21

Projected Enrollment

The proposed budget is based on a projected enrollment of 400 students. This is a reduction of 8 students based on the 2019-20 revised student allocation and the unpredictable enrollment trend due to the Covid-19 pandemic. With the uncertainty caused by the pandemic, it is difficult to project an accurate student enrollment.

Instruction & Administration

- Embedded in the proposed budget for 2020-21 is an increase in health insurance of \$727/participant and an increase in retirement from 8.47% to 10%. As well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- Due to the increased costs mentioned above, a few positions and services were eliminated for the upcoming school year and are as follows:
 - School Secretary
 - Media Aide
 - Music Teacher and Part-time Strings Teacher
 - CMS cleaning services contract was not renewed for 2020-21.
- Due to the unpredictability of enrollment, a vacant Kindergarten position will not be filled until enrollment has increased to support the budget for the additional teaching position.
- An LPN has been hired for the school clinic to help meet the expected needs of students & staff due to the current Covid crisis.
- As mentioned above, in an effort to reduce costs Janie Howard has not renewed the cleaning contract with CMS and will handle those duties in house. A full-time Day Porter/Custodian and 2 part-time Night Custodians have been hired to perform the custodial and cleaning needs of the school campus for the 2020-21 school year.

Capital Expenditures

- Purchase much needed teacher laptops, additional student Chromebooks and new Swivl equipment for distance learning
- Upgrade technology infrastructure utilizing E-Rate allocation funds.

Business Partnerships and Grants

- Application for the **CSP** federal grant has been submitted for assistance with Covid-19 classroom needs
- Application for the **CARES ACT** grant has been submitted for assistance to purchase PPE equipment and supplies needed for the FY 2020-21.
- Continue to utilize various grant resources to support the environmental focus curriculum.
- Continue to collaborate with environmental experts from various businesses and nonprofit agencies to support environmental studies initiative focus.
- Continue to seek grants, donors, i.e., **DonorsChoose.org**, and other resources to fund Environmental Studies and other school initiatives.

DALE R. FAIR BABSON PARK ELEMENTARY – 1421
BUDGET NARRATIVE
FY 2020-2021

Given the lack of adequate state educational funding for school initiatives, we strived to focus on the total school needs and cut expenses where we could. We are thankful to a generous donor that we are able to keep an art position at our school.

Projected Enrollment

Our budget is based on an enrollment of 469 students. We feel confident that we will maintain enrollment of 470 which will provide a slight addition to our projected revenue.

Expenditures

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- Due to the increased costs mentioned above, a few positions were eliminated for the upcoming school year and are as follows:
 - 5th grade teaching unit
 - Part-time Strings Teacher position
 - Para position
 - Two part time teaching assistants
- In a continued effort to reduce costs, we have realigned our budget to meet the needs of our students and staff in this uncertain time. To accomplish this we have re-negotiated copier and cleaning contracts, eliminated travel & staff training and put all capital expenditures on hold.
- Our transportation costs were reduced by going to a route based allocation which also helped in these trying times.

Business Partnerships & Grants

- Application for the CSP federal grant has been submitted for assistance with Covid-19 classroom needs
- Application for the CARES ACT grant has been submitted for assistance to purchase PPE equipment and supplies needed for the FY 2020-21.

Capital Expenditures:

- All capital expenses will be on hold until funding is released midyear.

EDWARD W. BOK ACADEMY- 1601
BUDGET NARRATIVE
2020-21 Fiscal Year

The goal of Bok Academy is to provide all students with relevant learning experiences in an engaging environment by continuing to provide quality instruction in all classrooms.

Projected Enrollment:

The adopted budget is based on enrollment of 625 students.

Revenues:

- The adopted budget includes a draw of \$78,000 on the foundation. Bok Academy will continue to pursue and maintain strong Business partnerships & Grant opportunities. This includes both monetary and in-kind donations.

Expenditures:

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- To help reduce costs, Bok continues to partner with both Bok North & Lake Wales High School in sharing staff members.
- Due to the Covid-19 pandemic all field trips & travel related activities have been suspended until further notice.

Grants:

- Application for the CSP federal grant has been submitted for assistance with Covid-19 classroom needs.
- Application for the CARES ACT grant has been submitted for assistance to purchase PPE equipment and supplies needed for the FY 2020-21.

Capital Expenditures:

- Capital expenses have been reduced drastically due to budget cuts.

**BOK ACADEMY NORTH- 1621
BUDGET NARRATIVE
FY 2020-21**

Bok Academy North (BAN) will continue to grow and replicate the original Edward W. Bok Academy. Like EWBA, reading and math will remain the highest priority for both students and staff. Along with these primary goals, we will continue to instill the 55 Essentials and teach the “whole-child”, building self-efficacy.

Projected Enrollment:

- The proposed budget is built on 614 students.

Expenditures:

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- With BAN in its 3rd year, the budget reflects the full gamut of a typical Middle School budget. With increased students come increased costs for staff, supplies, facilities, etc.
- The previously vacant Assistant Principal position has been filled, resulting in an increase in the School Administration function of the proposed budget.
- To help keep costs down, BAN will continue to share some support staff and instructional staff members with Bok South & Lake Wales High School. Staff members will continue to work between the schools to assist in support of both students and staff.

Business Partnerships & Grants

- Application for the CSP federal grant has been submitted for assistance with Covid-19 classroom needs
- Application for the CARES ACT grant has been submitted for assistance to purchase PPE equipment and supplies needed for the FY 2020-21.

Capital Expenditures:

- The primary reason for the reduction in the capital expenditures is the use of the CSP Grant in the prior year.

**LAKE WALES HIGH SCHOOL – 1721
BUDGET NARRATIVE
FY 2020-21**

Five years of the highest increase in the 4-yr Federal Graduation Rate in the county (from 70% to 94%) is a testament to the budgetary objectives maintained over the last seven years. Budgetary objectives for 2020-21 have been aligned to build on these outcomes.

Projected Enrollment:

- The proposed budget is based on 1,580 FTE (blended).

Revenues:

- The attached budget includes a draw of \$480,000 on the foundation; Principal's Discretionary fund, that will be used to cover specific expenses discussed with the donors to enhance the high school.

Expenditures:

- The budget reflects an increase in Retirement and Health Insurance as well as a 5% holdback to be proactive in case a budget reduction is called for during the school year.
- Due to the increased costs mentioned above, a few positions were eliminated for the upcoming school year and are as follows:
 - Mental Health Counselor
 - Combined Guidance/Testing position
 - IB Secretary
- In addition to eliminating the positions above we had multiple staff members relocate or retire and we have chosen not to fill those with new hires, but reassign roles internally instead.
- Each year we strive to align our budget to meet the needs of our students and staff with this year being particularly difficult in such uncertain times. To accomplish this we have re-negotiated contracts, drastically reduced professional development, changed the way we group the intensive reading students in order to eliminate one teaching position, as well as cuts across the board in supply and capital expenditure lines.
- The budget also reflects a \$243,000 hold back for mandated teacher salary increases. This funding falls significantly short in meeting the required increase for those teachers earning less than \$47,500 as well as increasing salaries for our existing teachers.
- LWCS agreed to move to a route based cost allocation for transportation costs and that has increased our transportation cost from \$765,000 to \$844,000. The state transportation allocation will only account for about \$330,000 or 40% of the total transportation cost resulting in \$514,000 to be charged back to the general fund. LWCS is working to further optimize the transportation costs and eliminate some bus routes to cut costs. However it is important to point out that due to COVID-19, the current requirement is for buses to only transport 2 students per row, which will reduce ridership dramatically and can further reduce the transportation revenue (unless FLDOE agrees to fund schools based on 2019-20 counts), thus increasing the impact on the general fund budget.

Capital Expenditures:

- As mentioned above, capital expenditures were cut drastically in order to present a balanced budget. Technology refresh for teachers has been postponed for a year.

Business Partnerships and Grants

- Application for the CSP federal grant has been submitted for assistance with Covid-19 classroom needs.
- Application for the CARES ACT grant has been submitted for assistance to purchase PPE equipment and supplies needed for the FY 2020-21.

**CENTRAL ADMINISTRATION – 9000
BUDGET NARRATIVE
FY 2020-21**

Revenues:

- Each year the Central Administrative office strives to keep costs low to reduce the financial impact to the school's budgets. This year was no exception with the goal to reduce costs by 10%, which ultimately would reduce the revenue needed from the schools to break even.
- Due to the Covid-19 pandemic all field trips have been suspended therefore reducing transportation revenues.

Expenditures:

- No salary increase is being proposed for non- instructional staff.
- Similar to the school budgets, the proposed budget reflects an increase in Retirement and Health Insurance.
- The Instruction function of the budget reflects the system-wide 3rd grade summer school program.
- The General Administration function decreased primarily due to legal expenses being charged directly to the schools that use these services.
- The transportation budget maintains routing for thirty buses. The base compensation increase and capital expenditures are the primary factors driving the increase in cost for transportation.
- The Operation of Plant function decreased primarily due to phone charges (Comcast) being charged directly to the schools budgets rather than running through the admin office.
- The debt service budget continues to reflect the principal & interest payments payable to Wells Fargo for the Central Administrative office.
- The capital expenditures were reduced significantly in an effort to reduce overall costs which in turn reduces the financial burden on each school.

LAKE WALES CHARTER SCHOOLS, Inc.
FY20-21 Proposed General Fund Budget
 All School Sites & Administration

	Polk Avenue Elementary		Hillcrest Elementary		Janie Howard Wilson Elementary		DRF Babson Park Elementary		EB Middle School		Bok North Middle School		Lake Wales High School		Administration		Combined Total		Consolidated Total		
	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	FY20 General Fund ¹	FY21 General Fund ²	Eliminate FY21 Intercompany Transactions	FY21 General Fund ²	
REVENUES																					
State and local sources	\$ 3,725,540	\$ 4,042,946	\$ 4,899,592	\$ 5,053,201	\$ 3,052,720	\$ 3,199,666	\$ 3,435,178	\$ 3,571,733	\$ 4,028,248	\$ 4,319,656	\$ 2,602,877	\$ 4,099,163	\$ 10,668,509	\$ 10,958,716			\$ 32,412,664	\$ 35,245,081	\$ -	\$ 35,245,081	
Contributions and other revenue	12,000	12,000	98,996	161,857	1,500	-	5,249	45,590	150,000	78,000	-	-	720,000	610,000	3,732,746	3,718,303	4,720,491	4,625,750	(3,422,715)	1,203,035	
Total Revenues	3,737,540	4,054,946	4,998,588	5,215,058	3,054,220	3,199,666	3,440,427	3,617,323	4,178,248	4,397,656	2,602,877	4,099,163	11,388,509	11,568,716	3,732,746	3,718,303	37,133,155	39,870,831	(3,422,715)	36,448,116	
EXPENDITURES																					
Instruction	2,744,364	2,720,652	3,486,458	3,506,034	1,855,950	1,859,474	2,388,492	2,347,086	2,541,325	2,411,266	1,424,251	2,315,425	6,557,187	6,131,806	38,553	38,553	21,036,580	21,330,296	-	21,330,296	
Pupil Personnel Services	36,709	36,988	38,554	39,894	24,835	39,985	30,547	30,731	99,134	99,800	29,923	38,988	668,265	488,768	91,085	76,373	1,019,052	851,527	-	851,527	
Instructional Media	28,021	28,943	121,668	66,828	39,082	3,350	79,388	78,468	1,500	735	-	-	5,500	5,500	-	-	275,159	183,824	-	183,824	
Instruction & Curriculum Development			4,864		42,057	21,869	21,594	42,891				60,674		71,030	35,249	33,414	103,764	229,878	-	229,878	
Instructional Staff Training			57,635	58,749	5,000		200		2,164		1,000	4,000	122,050	75,000			188,049	137,749	-	137,749	
Instructional Related Technology	13,607	5,000	72,656		13,000	9,022	6,741	12,186	41,605	62,799	99,553	92,497	45,211	38,623	114,240	131,933	406,613	352,060	-	352,060	
Board of Education	10,500	11,500	10,500	11,500	10,500	11,500	10,500	11,500	10,000	10,500	5,000	11,000	16,000	16,000	33,050	33,150	106,050	116,650	-	116,650	
General Administration															485,557	398,072	485,557	398,072	-	398,072	
School Administration	357,983	406,987	365,126	393,270	407,594	374,197	356,366	361,143	430,957	433,316	330,927	356,117	924,442	979,725			3,173,395	3,304,755	-	3,304,755	
Facilities Acquisition & Construction										10,000								-	10,000	-	10,000
Fiscal Services	20,085	20,999	26,130	26,910	15,795	16,170	18,291	18,681	23,634	24,375	15,600	23,946	61,620	61,620	402,507	398,207	583,662	590,908	-	590,908	
Central Services															77,399	67,317	77,399	67,317	-	67,317	
Transportation			2,000						7,000	500	7,500	3,500	62,700	61,200	2,084,865	2,282,424	2,164,065	2,347,624	-	2,347,624	
Operation of Plant	235,611	243,845	343,472	324,616	255,542	230,235	208,864	231,062	368,863	327,203	221,714	278,421	963,103	1,023,860	152,215	97,787	2,749,384	2,757,029	-	2,757,029	
Maintenance of Plant			14,000	5,000	500	500											14,500	5,500	-	5,500	
Administrative Related Technology															58,544	59,393	58,544	59,393	-	59,393	
Community Services/Athletics									14,607		10,340	10,340	408,496	405,178			433,443	415,518	-	415,518	
Debt Service															34,512	30,680	34,512	30,680	-	30,680	
Operating Transfers	275,513	580,032	366,525	679,588	353,582	580,364	319,444	483,575	601,413	1,010,962	219,793	869,242	1,196,435	2,030,065			3,332,705	6,233,828	(3,422,715)	2,811,113	
Capital Expenditures	15,147	-	89,000	102,669	30,782	53,000			36,046	6,200	237,276	35,013	357,500	180,341	124,970	71,000	890,721	448,223		448,223	
Total Expenditures	3,737,540	4,054,946	4,998,588	5,215,058	3,054,219	3,199,666	3,440,427	3,617,323	4,178,248	4,397,656	2,602,877	4,099,163	11,388,509	11,568,716	3,732,746	3,718,303	37,133,154	39,870,831	(3,422,715)	36,448,116	
Net Changes in Fund Balance	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-	
Beginning Fund balance - July 1,																			0	0	
Est. Ending Fund balance - June 30,	\$ -	\$ -	\$ -	\$ -	\$ 0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0	\$ 0	\$ -	\$ 0	
Est. Unassigned Fund balance ratio	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.44%	0.00%	-	0.00%	
FEFP Budgeted Enrollment	538	538	680.00	690.00	414.62	414.62	481	479	606.00	625.00	409.74	614.00	1,578.00	1,580.00			4,708	4,941.06			
Actual FEFP Funded Count	541.06	0	685.13	0	411.22	0	480	0	604.12	0	409	0	1,580.48	0			4,712	0			

^E Estimate

¹ Approved for adoption by board of trustees - February 24, 2020

² Adopted budget presented for approval by Board of Trustees - August 24, 2020.

³ Beginning Fund Balance represents estimated Unassigned balance as of July 1, 2020.

⁴ Instruction function under Admin office reflects the funds for the systemwide summer program

LAKE WALES CHARTER SCHOOLS, Inc.
FY20-21 Proposed Subsidiary Program Budget

	Polk Avenue Elementary		Hillcrest Elementary		Janie Howard Elementary		DRF Babson Park Elementary		Lake Wales High School		Combined Total	
	FY20	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20	FY21
	Subsidiary Fund ¹	Subsidiary Fund ²	Subsidiary Fund ¹	Subsidiary Fund ²	Subsidiary Fund ¹	Subsidiary Fund ²	Subsidiary Fund ¹	Subsidiary Fund ²	Subsidiary Fund ¹	Subsidiary Fund ²	Subsidiary Fund ¹	Subsidiary Fund ²
REVENUES												
PreK Program-Revenue	\$ 73,853	\$ 75,539	\$ 83,304	\$ 79,200	\$ 71,687	\$ 64,785	\$ 68,700	\$ 72,414	\$ 210,000	\$ 207,489	\$ 507,544	\$ 499,427
After School Program-Revenue	-	-	114,000	81,000	-	-	66,000	66,000	-	-	\$ 180,000	\$ 147,000
Total Revenues	73,853	75,539	197,304	160,200	71,687	64,785	134,700	138,414	210,000	207,489	687,544	646,427
EXPENDITURES												
Instruction	73,853	75,539	78,851	120,159	71,687	64,785	70,286	72,414	217,808	207,489	512,485	540,386
Community Services/Athletics	-	-	114,000	135,090	-	-	94,772	66,000	-	-	208,772	201,090
Total Expenditures	73,853	75,539	192,851	255,249	71,687	64,785	165,058	138,414	217,808	207,489	721,257	741,476
Net Changes in Fund Balance	-	-	4,453	(95,049)	-	-	(30,358)	-	(7,808)	-	(33,713)	(95,049)
Beginning Fund balance - July 1,	68,358	75,005	138,228	167,313	(17,904)	(21,413)	195,760	199,749	81,132	50,628	483,477	492,696
Est. Ending Fund balance - June 30,	\$ 68,358	\$ 75,005	\$ 142,681	\$ 72,264	\$ (17,904)	\$ (21,413)	\$ 165,402	\$ 199,749	\$ 73,324	\$ 50,628	\$ 449,764	\$ 397,647

¹ Approved for adoption by board of trustees - February 24, 2020
² Adopted budget presented for approval by Board of Trustees - August 24, 2020.
³ Beginning Fund Balance represents estimated Unassigned balance as of July 1, 2020.

LAKE WALES CHARTER SCHOOLS, Inc.

FY20-21 Proposed Special Revenue Fund Budget

All School Sites & Administration

	Polk Avenue Elementary		Hillcrest Elementary		Janie Howard Wilson Elementary		DRF Babson Park Elementary		Edward Bok Middle School		Bok North Middle School		Lake Wales High School		Administration		Total	
	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²	FY20 Special Revenue Fund ¹	FY21 Special Revenue Fund ²
REVENUES																		
Federal - Title I	\$ 285,155	\$ 253,683	\$ 273,555	\$ 213,018	\$ 225,005	\$ 200,333	\$ 124,480	\$ 95,928	\$ 133,630	\$ 100,418	\$ 77,905	\$ 84,468	\$ 265,930	\$ 201,183	\$ 289,791	\$ 303,439	\$ 1,675,451	\$ 1,452,469
Federal - IDEA	27,555	28,523	32,371	33,402	53,356	59,986	66,298	67,133	59,398	61,390	27,716	26,301	178,215	182,972	370,670	354,117	815,579	813,824
Federal - IDEA Pre K															\$ 21,818	\$ 14,013	\$ 21,818	\$ 14,013
Federal - Title I, Part C, Migrant															33,377	26,791	33,377	26,791
Federal - Title II															\$ 218,089	\$ 236,196	\$ 218,089	\$ 236,196
Federal - Title III, Part A, ELL															53,442	69,063	53,442	69,063
Federal- Title IV															\$ 144,759	\$ 107,966	\$ 144,759	\$ 107,966
Federal - ROTC													\$ 60,000	\$ 55,000			\$ 60,000	\$ 55,000
Federal - Title X, Part C, Homeless															\$ 36,750	\$ 56,941	\$ 36,750	\$ 56,941
Federal - C. Perkins													\$ 65,722	\$ 71,880			\$ 65,722	\$ 71,880
Federal-Charter School Start Up- CSP												\$ 550,036					\$ 550,036	\$ -
Federal - ESSER under the CARES Act															\$ 1,163,398		\$ 1,163,398	\$ -
Federal - GEER Summer Recovery Award															\$ 107,408		\$ -	\$ 107,408
Federal - NSLP															\$ 2,704,927	\$ 2,602,141	\$ 2,704,927	\$ 2,602,141
State and local sources															\$ 435,000	\$ 395,000	\$ 435,000	\$ 395,000
Total Revenues	312,710	282,206	305,926	246,420	278,361	260,319	190,778	163,061	193,028	161,808	655,657	110,769	569,867	511,035	4,308,623	5,436,474	6,814,950	7,172,090
EXPENDITURES																		
Instruction	312,710	282,206	305,926	246,420	278,361	260,319	190,778	163,061	193,028	161,808	655,657	110,769	569,867	511,035	293,538	1,040,885	2,799,865	2,776,502
Pupil Personnel Services															274,723	117,933	274,723	117,933
Instructional Media																	-	-
Instruction & Curriculum Development															407,064	424,970	407,064	424,970
Instructional Staff Training															139,885	142,526	139,885	142,526
Board of Education																	-	-
General Administration															32,706	86,314	32,706	86,314
School Administration																	-	-
Facilities Acquisition & Construction																	-	-
Fiscal Services																	-	-
Central Services																15,000	-	15,000
Food Service															3,319,972	3,224,396	3,319,972	3,224,396
Transportation															20,781	21,500	20,781	21,500
Operation of Plant																440,204	-	440,204
Maintenance of Plant																150,000	-	150,000
Community Services																	-	-
Total Expenditures	312,710	282,206	305,926	246,420	278,361	260,319	190,778	163,061	193,028	161,808	655,657	110,769	569,867	511,035	4,488,669	5,663,729	6,994,996	7,399,345
Net Changes in Fund Balance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(180,046)	(227,255)	(180,046)	(227,255)
Beginning Fund balance - July 1,	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,515,089	1,335,043	1,515,089	1,335,043
Est. Ending Fund balance - June 30,	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,335,043	\$ 1,107,788	\$ 1,335,043	\$ 1,107,788

^E Estimate

¹ Approved for adoption by board of trustees - February 24, 2020

² Adopted budget presented for approval by Board of Trustees - August 24, 2020.

³ Beginning Fund Balance represents estimated Unassigned balance as of July 1, 2020.

LAKE WALES CHARTER SCHOOLS, Inc.
FY20-21 Proposed Capital Project Budget

	Bok South Debt Svc	Bok North 1919 Complex				Total
		1919 site Development Debt Svc	Primary School Remodel/6 Classrooms	Portable Classrooms & Admin Building	Cafeteria Reno	
1 PECO- Fixed Capital Outlay Funds	\$ 305,870.00	\$ 310,874.00		\$ -	\$ -	\$ 616,744.00
2 External funding (Loan)	-		296,029.82	441,897.67	812,430.00	1,550,357.49
3 House Bill Appropriation 5001(Fund Balance	-	1,284,076.23	3,205.18	-	-	1,287,281.41
Total Revenues	305,870.00	1,594,950.23	299,235.00	441,897.67	812,430.00	3,454,382.90
4 Construction Costs/Setup Cost	-	-	274,485.00	75,863.00	628,910.00	979,258.00
5 Rental	-		-	192,528.00	-	192,528.00
6 Debt service	282,000.00	28,750.00	-	-	-	310,750.00
7 Site Development	-	1,566,200.23		108,864.00		1,675,064.23
8 Other Costs	-	-	24,750.00	64,642.67	183,520.00	272,912.67
Total Expenses	282,000.00	1,594,950.23	299,235.00	441,897.67	812,430.00	3,430,512.90
	23,870.00	-	-	-	-	23,870.00
9 <i>Net Changes in Fund Balance</i>						23,870.00
10 <i>Projected Beginning Fund Balance - Restricted</i>						-
11 <i>Projected Ending Fund Balance - Restricted</i>						23,870.00



RON DESANTIS
GOVERNOR

June 29, 2020

Secretary Laurei Lee
Secretary of State
R. A. Gray Building
500 South Bronough Street
Tallahassee, Florida 32399-0250

TALLAHASSEE, FLORIDA
2020 JUN 29 PM 12:58
FILED

Dear Secretary Lee:

When I released my recommended budget for Fiscal Year 2020-2021 last November, Florida's unemployment rate was at an all-time low, visitors were traveling to our state in record numbers, and Florida's economy was thriving. Due to the COVID-19 global pandemic, our state's circumstances are markedly different.

Over the course of the past three months, our state unemployment rate has quadrupled, and too many Florida families now face hardships through no fault of their own. There is no one unaffected by this public health crisis.

As our state moves forward with a *Safe. Smart. Step-by-Step. Plan for Florida's Recovery*, we as elected officials must do all that we can for the health and well-being of Floridians. We have a responsibility to be judicious, mindful stewards of taxpayer dollars. Due to the unforeseen circumstances presented by COVID-19, I am obligated to significantly reduce spending in the Fiscal Year 2020-2021 budget in a fiscally responsible manner while safeguarding important initiatives in education, the environment and other priorities.

The vetoes to the 2020-2021 General Appropriations Act total \$1 billion. \$487.8 million directly benefits the General Revenue Fund, and vetoes of state trust funded appropriations will result in savings that create increased reserve balances. In addition to these vetoes, I authorized an annual release plan for operating appropriations that will provide for a 23.5 percent release of authorized appropriations for each quarter of Fiscal Year 2020-2021. This action, known as the 6 percent release holdback, will curtail state agency spending during the upcoming fiscal year to allow for a review and potential reduction of non-essential state services and programs.

We have also identified almost \$800 million of General Revenue that agencies will not need to spend as we close out the 2019-2020 Fiscal Year. This will create a larger General Revenue unallocated reserve balance that can be carried into the next fiscal year. All together, these actions will allow for a reassessment of the state's financial situation in anticipation of potential future decline in revenues.

These actions ensure that Florida maintains a strong fiscal position with available resources to support our ongoing COVID-19 response.

Despite these efforts to reduce spending, the Fiscal Year 2020-2021 budget protects the important and historic investment in K-12 education by preserving \$500 million for increased teacher and instructional personnel compensation and maintaining record per-pupil spending in our schools. Additionally, the Fiscal Year 2020-2021 budget maintains our focus on environmental protection, exceeding our annual goal of \$625 million in funding for water quality improvements and the protection of our valuable natural resources.

With these actions, we continue to promote fiscal responsibility while prioritizing key areas of the budget that will improve the quality of life for Floridians. There is a light at the end of the tunnel, and I will continue to monitor our state's COVID-19 response efforts and fiscal position to ensure that Florida emerges stronger than before.

By the authority vested in me as Governor of Florida, under the provisions of Article III, Section 8, of the Constitution of Florida, I do hereby withhold my approval of portions of House Bill 5001, enacted during the 122nd Regular Session of the Legislature, and entitled:

An act making appropriations; providing moneys for the annual period beginning July 1, 2020, and ending June 30, 2021, and supplemental appropriations for the period ending June 30, 2020, to pay salaries, and other expenses, capital outlay - buildings, and other improvements, and for other specified purposes of the various agencies of state government; providing effective dates.

Polk Avenue Elementary

Employee#	Name	LOCATION	BASE	ED SUPP	MA SUPP	MAFIELD	PHD	EX PERIOD	EXT CONT	ADD DUTY	Total
10262	ACEVEDO, CAROLINE	1351	48,322.00	-	-	-	-	-	-	-	48,322.00
11643	AKOUKA, MEREDITH G	1351	42,172.00	-	-	-	-	-	-	-	42,172.00
11094	BARKER, ELIZABETH	1351	45,622.00	-	-	-	-	-	-	-	45,622.00
11441	BLAIR, REBECCA A	1351	44,872.00	-	-	-	-	-	-	-	44,872.00
10171	BRITT, TINA M	1351	47,122.00	-	-	-	-	-	-	-	47,122.00
11524	BROOKS, SUZANNE	1351	43,772.00	-	2,203.00	-	-	-	-	-	45,975.00
11407	BROWN, KRISTIN L	1351	42,672.00	-	-	-	-	-	-	-	42,672.00
11471	CACHOLA ORTIZ, JAVIER	1351	44,522.00	-	-	-	-	-	-	-	44,522.00
11636	CLAYTON, AMBER L	1351	21,321.00	-	-	-	-	-	-	-	21,321.00
11371	COOK, CHANCE B	1351	46,972.00	-	2,203.00	-	-	-	-	-	49,175.00
10678	CRUZ, LINDSEY M	1351	46,772.00	-	-	-	-	-	-	-	46,772.00
11220	DOWNES, LAURA L	1351	46,084.67	-	2,203.00	-	-	-	-	-	48,287.67
11513	EUDAVE ESCOBAR, ANA K	1351	15,702.35	-	-	-	-	-	-	-	15,702.35
11134	FLETCHER, MELANIE D	1351	55,222.00	-	2,203.00	-	-	-	5,859.60	-	63,284.60
10234	GILBERT, JENNIFER L	1351	18,579.63	-	-	-	-	-	-	-	18,579.63
11381	GONZALEZ, GREGMARIE	1351	18,549.00	-	-	-	-	-	-	-	18,549.00
10875	GRAHAM, TIFFANY M	1351	20,202.00	-	-	-	-	-	-	3,798.00	24,000.00
10979	HARROLD, PAULA E	1351	50,672.00	-	-	-	-	-	-	-	50,672.00
11709	HARTWELL, KALEY M	1351	42,472.00	-	-	-	-	-	-	-	42,472.00
10042	HIXENBAUGH, REBECCA L	1351	79,740.66	-	-	-	-	-	-	-	79,740.66
9664	HUGHES, ELIZABETH	1351	49,822.00	-	-	-	-	-	-	-	49,822.00
11310	KASEMAN, MICHELE L	1351	44,372.00	-	-	-	-	-	-	-	44,372.00
10869	KEEVER, MARK G	1351	45,922.00	-	2,203.00	-	-	-	-	-	48,125.00
9660	KELLY, MELISSA	1351	55,822.00	-	2,203.00	-	-	-	-	-	58,025.00
11290	KINNEY, TARA	1351	44,372.00	-	-	-	-	-	-	-	44,372.00
11188	KIRBY, VIOLA R	1351	49,822.00	-	-	-	-	-	-	-	49,822.00
9690	LASSETER, BRENDA	1351	56,422.00	-	-	-	-	-	-	-	56,422.00
11364	LEBRON ANDUJAR, SHAYRA	1351	14,794.44	1,000.00	-	-	-	-	-	-	15,794.44
11284	LITTLE, EMILY	1351	45,272.00	-	-	-	-	-	-	-	45,272.00
11580	LOPEZ PANTOJAS, ELBA	1351	13,945.17	1,300.00	-	-	-	-	-	-	15,245.17
11739	MARANS, JENNIFER D	1351	43,072.00	-	-	-	-	-	-	-	43,072.00
11124	MARQUEZ, LAURA E	1351	14,711.00	1,000.00	-	-	-	-	-	-	15,711.00
9669	MARTIN, DONNA L	1351	28,772.60	-	-	-	-	-	-	-	28,772.60
11457	MCMULLEN, MICHELLE L	1351	44,572.00	-	-	-	-	-	-	-	44,572.00
11123	METZ, ROBYN L	1351	46,172.00	-	2,203.00	-	-	-	-	-	48,375.00
10639	MOSES, MELISSA A	1351	46,472.00	-	-	-	-	-	-	-	46,472.00
10457	MURPHY, YOLONDA A	1351	49,822.00	-	-	-	-	-	-	-	49,822.00
11078	NIEVES, CHASITY M	1351	44,372.00	-	-	-	-	-	-	-	44,372.00
9963	POOSER, TRACEY L	1351	18,579.63	-	-	-	-	-	-	-	18,579.63
9605	QUAM, GAIL A	1351	102,792.83	-	-	-	-	-	-	-	102,792.83
9945	RANDEV, AMBICA	1351	49,222.00	-	2,203.00	-	-	-	-	-	51,425.00

JHW 2020-21 Salaries

Employee#	Name	LOCATION	BASE	ED SUPP	MA SUPP	MAFIELD	PHD	EX PERIOD	EKT CONT	ADD DUTY	Total
9901	BARNHARDT, APRIL M	1401	79,740.66	-	-	-	-	-	-	-	79,740.66
11350	BLAIR, JESSICA K	1401	44,372.00	-	-	-	-	-	-	-	44,372.00
10663	CAMANN, LISA J	1401	46,372.00	-	-	-	-	-	-	-	46,372.00
11725	CANDELARIA-MALDONADO, MARIANNE	1401	21,321.00	1,600.00	-	-	-	-	-	-	22,921.00
11054	CARSON, STEPHANIE N	1401	42,172.00	-	-	-	-	-	-	-	42,172.00
10711	COLE, BRIANNA M	1401	44,872.00	-	-	-	-	-	-	-	44,872.00
11321	CORSO, ALEXANDRA M	1401	44,022.00	-	-	-	-	-	-	-	44,022.00
10153	DEGOLYER, MOLLY K	1401	48,622.00	-	-	-	-	-	-	-	48,622.00
9985	DONALDSON, CHERYL L	1401	38,325.22	-	-	-	-	-	-	-	38,325.22
11152	FAIRWEATHER-WATSON, RHOBBYN-ANNE	1401	41,872.00	-	2,203.00	-	-	-	-	5,000.00	44,075.00
11378	GARCIA, ESMERALDA	1401	40,672.00	-	-	-	-	-	-	-	40,672.00
9805	HALL, LORI	1401	43,372.00	-	-	-	-	-	-	-	43,372.00
9903	HARRIS, AMY E	1401	53,422.00	-	-	-	-	-	-	-	53,422.00
10298	HAYES, GWENDOLYN Y	1401	47,572.00	-	-	-	-	-	-	-	47,572.00
11276	HITCHCOCK, KARI A	1401	43,672.00	-	-	-	-	-	-	-	43,672.00
11452	HOWARD, JAMESHA J	1401	13,539.00	500.00	-	-	-	-	-	-	14,039.00
11737	JOHNSON, MEADOWARSKI R	1401	12,559.68	-	-	-	-	-	-	-	12,559.68
9975	KAHM, DEMRAH D	1401	47,922.00	-	-	-	-	-	-	-	47,922.00
11234	KIEFFER, RACHEL W	1401	44,022.00	-	-	-	-	-	-	-	44,022.00
10165	LAWSON, TANYA M	1401	29,006.44	-	-	-	-	-	-	-	29,006.44
10335	MARTINEZ, EPIFANIA	1401	46,822.00	-	2,203.00	-	-	-	-	-	49,025.00
11736	MEDINA UZCATEGUI, AARON L	1401	25,518.08	-	-	-	-	-	-	-	25,518.08
11515	MILTON, MARY M	1401	44,422.00	-	-	-	-	-	-	-	44,422.00
11516	MILTON, WILLIAM T	1401	44,122.00	-	-	-	-	-	-	-	44,122.00
9732	PADGETT, STACIE	1401	77,418.12	-	-	-	-	-	-	-	77,418.12
11323	PENTECOST, MARK D	1401	46,772.00	-	-	-	-	-	-	-	46,772.00
9619	RAY, LINDA J	1401	99,798.86	-	-	-	-	-	-	-	99,798.86
11074	REDMON, GENIFER M	1401	44,022.00	-	-	-	-	-	-	-	44,022.00
11271	ROBINSON, CYNTHIA	1401	16,658.62	1,700.00	-	-	-	-	-	-	18,358.62
11540	ROECKER, AMANDA L	1401	14,368.50	1,000.00	-	-	-	-	-	-	15,368.50
11596	ROECKER, CHRISTOPHER	1401	13,965.00	1,600.00	-	-	-	-	-	-	15,565.00
11595	SMITH, KARINA A	1401	14,383.95	1,000.00	-	-	-	-	-	-	15,383.95
10311	STEGMAN, TINA H	1401	47,422.00	-	2,203.00	-	-	-	-	-	49,625.00
11380	STULL, JOSHUA J	1401	42,672.00	-	-	-	-	-	-	-	42,672.00
11198	SZYMCZYK, CAROLYN C	1401	47,072.00	-	-	-	-	-	-	-	47,072.00
11060	TRZCINSKI, TIFFANI R	1401	44,022.00	-	-	-	-	-	-	-	44,022.00
11741	VALDEZ, RUBY	1401	21,854.00	1,000.00	-	-	-	-	-	-	22,854.00
10970	WRIGHT, MICHELLE L	1401	44,572.00	-	-	-	-	-	-	-	44,572.00
11611	ZELLNER, ALEXIS M	1401	41,672.00	-	2,203.00	-	-	-	-	-	43,875.00

Bok South 2020-21 Salaries

Employee#	Name	LOCATION	BASE	ED SUPP	MA SUPP	MAFIELD	PHD	EX PERIOD	EXT CONT	ADD DUTY	Total
10880	ALBRITTON, KRISTEN	1601	50,422.00	-	-	-	-	-	-	-	50,422.00
9877	ANDERSON, ROXANNE C	1601	49,822.00	-	2,203.00	-	-	-	5,308.60	23,825.25	81,158.85
10356	BABINGTON, PAMELA W	1601	47,422.00	-	-	-	-	-	-	-	47,422.00
10047	BASS, TERESA K	1601	27,341.35	-	-	-	-	-	-	3,500.00	30,841.35
10064	BATES, TAMI S	1601	35,995.52	-	-	-	-	-	-	-	35,995.52
9679	BROWN, REBEKAH	1601	52,222.00	-	-	-	-	-	-	-	52,222.00
9724	BYRD, JENNIFER	1601	50,322.00	-	2,203.00	-	-	-	-	-	52,525.00
9850	BYRD, STEPHANIE M	1601	48,622.00	-	-	-	-	-	-	-	48,622.00
11194	CLAYPOOL, MICHAEL K	1601	46,222.00	-	-	-	-	-	-	-	46,222.00
10003	CROFT, AUNDREA D	1601	81,158.85	-	-	-	-	-	-	-	81,158.85
11735	DELACERDA, MEAGAN	1601	40,672.00	-	-	-	-	-	-	-	40,672.00
10668	FELL, JOSHUA T	1601	46,522.00	-	2,203.00	-	-	-	-	-	48,725.00
11265	FUENTES, EMILIO	1601	18,871.87	-	-	-	-	-	-	5,000.00	23,871.87
9745	GRAMLICH, LYNNE	1601	49,822.00	-	-	-	-	-	-	-	49,822.00
10588	GRESHEL, REBECCA L	1601	44,022.00	-	-	-	-	-	-	-	44,022.00
11111	HARRIS, MICHAEL	1601	47,122.00	-	-	-	-	-	-	-	47,122.00
11269	HEATH, KRISTIANA B	1601	44,722.00	-	-	-	-	-	-	-	44,722.00
9825	HENRY, TRACI	1601	54,022.00	-	2,203.00	-	-	-	-	-	56,225.00
11287	HERMAN, JEFFREY	1601	16,907.99	1,600.00	-	-	-	-	-	-	18,507.99
11631	HILL, STACY	1601	55,072.00	-	-	-	-	-	-	-	55,072.00
11426	KENNEDY, VERONICA J	1601	14,821.65	500.00	-	-	-	-	-	-	15,321.65
10729	KOCHANOWSKI, ROBERT C	1601	50,422.00	-	2,203.00	-	-	-	-	-	52,625.00
11570	LEMON, AUBREY N	1601	41,672.00	-	-	-	-	-	-	-	41,672.00
10472	LINDER, ALICIA M	1601	54,622.00	-	-	-	-	-	-	-	54,622.00
11729	MARTINEZ, JANE	1601	46,972.00	-	-	-	-	-	-	-	46,972.00
11179	MCKEEMAN, MORGAN	1601	44,372.00	-	2,203.00	-	-	-	-	-	46,575.00
11574	MORGAN, KAYLEE N	1601	41,672.00	-	-	-	-	-	-	-	41,672.00
9599	MOSES, DAMIEN A	1601	115,268.49	-	-	-	3,252.00	-	-	-	118,520.49
11508	PERCOCO, ANDREW	1601	45,922.00	-	2,203.00	-	-	-	-	-	48,125.00
9642	RICHARDS, KARI J	1601	49,222.00	-	2,203.00	-	-	-	-	-	51,425.00
10728	RICHARDS, MICHAEL W	1601	45,222.00	-	-	-	-	-	-	-	45,222.00
10514	RIGEL, PAUL E	1601	46,122.00	-	2,203.00	-	-	-	-	-	48,325.00
10730	RODRIGUEZ, JENNIFER V	1601	19,435.07	-	-	-	-	-	-	-	19,435.07
11195	SCHOENEMANN, RICHARD E	1601	44,922.00	-	-	-	-	-	-	-	44,922.00
10859	SEALEY, NICOLE M	1601	47,422.00	-	-	-	-	-	-	-	47,422.00
10736	SEBRING, ELIZABETH A	1601	50,422.00	-	-	-	-	-	-	-	50,422.00
11056	SHARPLESS, EMILYN J	1601	41,872.00	-	-	-	-	-	-	-	41,872.00
10312	SMITH, MARGARET E	1601	52,222.00	-	-	-	-	-	-	-	52,222.00
11704	STEWART, PAMELA E	1601	43,372.00	-	2,203.00	-	-	-	-	-	45,575.00
10824	UNZUETA, AMY E	1601	15,262.54	1,600.00	-	-	-	-	-	-	16,862.54
11104	VOGEL, KERRY L	1601	48,272.00	-	2,203.00	-	-	-	-	-	50,475.00

10386	WHITAKER, MEGAN S	1621	50,422.00	-	-	-	-	-	-	50,422.00
11726	WILLIAMS, TRACY S	1621	41,572.00	-	-	-	-	-	-	41,572.00
11337	YOST, DONNA	1621	49,322.00	-	-	-	-	-	-	49,322.00

10,347.00	GRONDIN, RHONDA A	1721	26,850.48	-	-	-	-	-	-	-	26,850.48
10,212.00	HALL, JEFFERY T	1721	25,880.19	-	-	-	-	-	-	-	25,880.19
11,506.00	HARPER, CAROLINA B	1721	43,222.00	-	-	-	-	-	-	-	43,222.00
11,302.00	HAYES, EZEKIEL S	1721	40,672.00	-	-	-	-	-	-	-	40,672.00
10,445.00	HELMS, CAROLE L	1721	18,579.63	-	-	-	-	-	-	-	18,579.63
11,432.00	HOECKER, MARCIE C	1721	42,672.00	-	-	-	-	-	-	-	42,672.00
10,494.00	HOWELL, BRENDA C	1721	47,422.00	-	-	-	-	-	-	-	47,422.00
10,867.00	HULETT III, JOE H	1721	46,222.00	-	-	-	-	-	-	-	46,222.00
10,564.00	JARRETT, LAURA D	1721	48,322.00	-	-	-	-	8,053.67	-	-	56,375.67
10,294.00	JOHNSON, TAVARIS T	1721	48,322.00	-	-	-	-	-	4,930.80	-	53,252.80
11,657.00	JOSEPH, EDWARD D	1721	40,672.00	-	-	-	-	-	-	-	40,672.00
10,395.00	JOYNER, ELYSSA G	1721	47,922.00	-	-	-	-	-	-	-	47,922.00
11,118.00	KEHRES, AARON S	1721	44,722.00	-	-	-	-	-	-	-	44,722.00
11,716.00	LIGHTSEY, LAUREN R	1721	40,672.00	-	-	-	-	-	-	-	40,672.00
11,319.00	LONG, BRANDI	1721	12,063.96	-	-	-	-	-	-	-	12,063.96
10,557.00	MARKLEY, TINA F	1721	49,222.00	-	-	-	-	-	-	-	49,222.00
11,006.00	MCCOY, KALEIGH A	1721	45,622.00	-	2,203.00	-	-	-	4,880.20	-	52,705.20
10,145.00	MEDLOCK, JENNIFER B	1721	48,622.00	-	2,203.00	-	-	8,470.83	-	-	59,295.83
10,657.00	MEDLOCK, VICKIE L	1721	19,046.23	-	-	-	-	-	-	-	19,046.23
11,389.00	METHENY, BRADLEY E	1721	54,122.00	-	2,203.00	-	-	-	-	-	56,325.00
11,607.00	MILLER, TERRY B	1721	11,805.42	-	-	-	-	-	-	-	11,805.42
11,132.00	MINIX, SARA L	1721	44,722.00	-	-	-	-	-	-	-	44,722.00
10,043.00	MORROW, TINA	1721	54,022.00	-	-	-	-	-	-	-	54,022.00
11,507.00	OGUNTOLA, LAPORSHA D	1721	42,922.00	-	-	-	-	-	-	-	42,922.00
11,119.00	ORTIZ, DIANA	1721	17,057.00	-	-	-	-	-	-	-	17,057.00
9,614.00	PAVY JR, MARVIN E	1721	65,122.00	-	2,203.00	-	-	-	-	-	67,325.00
11,116.00	PEREZ-MENDEZ, JESSICA	1721	3,193.61	-	-	-	-	-	-	-	3,193.61
11,197.00	PIZARRO, MARLENE	1721	14,363.53	2,400.00	-	-	-	-	-	-	16,763.53
11,586.00	PIZARRO-GONZALEZ, ANA C	1721	41,892.16	-	2,203.00	-	-	-	-	-	44,095.16
10,820.00	QUAM, AMANDA G	1721	45,922.00	-	-	-	-	-	-	-	45,922.00
10,586.00	RAMOS, JAMIE V	1721	22,890.44	-	-	-	-	-	7,000.00	-	29,890.44
11,282.00	RAWLINGS, SUSANNAH	1721	43,022.00	-	-	-	-	-	-	-	43,022.00
9,623.00	REAMS, CHRIS A	1721	111,923.92	-	-	-	-	-	-	-	111,923.92
11,621.00	REVELO, VANESSA	1721	40,672.00	-	-	-	-	-	-	-	40,672.00
11,312.00	RICHMOND, AUSTIN J	1721	44,372.00	-	-	-	-	-	-	-	44,372.00
10,658.00	RILEY, BEVERLY J	1721	65,122.00	-	2,203.00	-	-	-	-	-	67,325.00
10,653.00	ROMANO, SYLVIA L	1721	14,954.46	-	-	-	-	-	-	-	14,954.46
10,933.00	ROMANOSKY, HEATHER M	1721	44,572.00	-	-	-	-	-	-	-	44,572.00
11,306.00	ROMEY, CURTIS M	1721	51,772.00	-	-	-	-	-	-	-	51,772.00
11,688.00	ROSARIO, JOLINA G	1721	42,472.00	-	-	-	-	-	-	-	42,472.00
10,277.00	ROYAL, TONYA E	1721	48,622.00	-	-	-	-	-	-	-	48,622.00
11,177.00	SANCHEZ, LAURA E	1721	19,919.32	-	-	-	-	-	-	-	19,919.32
10,191.00	SARAN, ANUJ	1721	98,294.07	-	-	-	-	-	20,000.00	-	118,294.07
11,591.00	SARGENT, MICHAEL J	1721	45,922.00	-	2,203.00	-	-	-	-	-	48,125.00

11,422.00	SAVARIMUTHU, KELSEA L	1721	43,872.00	-	-	-	-	-	-	-	43,872.00
11,404.00	SCHMIDT, SHYLA A	1721	11,711.03	-	-	-	-	-	-	-	11,711.03
9,815.00	SCHWARZE, ASHLEY B	1721	53,422.00	-	2,203.00	-	-	-	-	-	55,625.00
11,073.00	SETTLE JR, MICHAEL L	1721	24,594.75	-	-	-	-	-	-	-	24,594.75
10,331.00	SETTLE, MICHAEL L	1721	36,827.86	-	-	-	-	-	-	-	36,827.86
9,622.00	SIMPSON, CHARLES D	1721	80,392.56	-	-	-	-	-	-	-	80,392.56
10,916.00	SMIDDIE, DUSTIN P	1721	48,491.95	-	-	-	-	-	-	-	48,491.95
10,409.00	SMITH, BRENDA M	1721	44,772.00	-	-	-	-	-	-	-	44,772.00
11,640.00	SMITH, DALE	1721	49,372.00	-	-	-	-	-	-	-	49,372.00
11,241.00	SNEHALATA, FNU	1721	53,322.00	-	2,203.00	-	-	-	-	-	55,525.00
11,303.00	SPEER, AMY C	1721	46,822.00	-	-	-	-	-	-	-	46,822.00
9,702.00	STAFFORD, OLGA	1721	50,722.00	-	-	-	-	-	-	-	50,722.00
11,700.00	STOUT, RALPH L	1721	61,729.80	-	-	-	-	-	-	-	61,729.80
11,412.00	THIES, PAUL A	1721	56,572.00	-	2,203.00	-	-	-	-	-	58,775.00
9,644.00	THOMPSON, KRISTA L	1721	55,222.00	-	2,203.00	-	-	-	5,859.60	-	63,284.60
10,474.00	THRIFT, LEANNE M	1721	53,422.00	-	2,203.00	-	-	-	5,676.00	-	61,301.00
11,641.00	TORRES ROMERO, PAULINA	1721	8,637.84	-	-	-	-	-	-	-	8,637.84
11,258.00	TURNER, PAIGE G	1721	46,822.00	-	-	-	-	-	4,777.80	-	51,599.80
10,599.00	ULLMAN, JUNE C	1721	52,222.00	-	2,203.00	-	-	-	-	-	54,425.00
11,307.00	WALDROP, DAVID S	1721	73,158.08	-	-	-	-	-	-	-	73,158.08
11,173.00	WATSON, WILLIE	1721	42,672.00	-	-	-	-	-	-	-	42,672.00
10,607.00	WEATHERSBY, BROOK T	1721	32,269.98	1,600.00	-	-	-	-	-	5,000.00	38,869.98
11,356.00	WEIKERT, KACEY L	1721	43,372.00	-	-	-	-	-	-	-	43,372.00
11,420.00	WELCH, MOLLY E	1721	43,372.00	-	-	-	-	-	-	-	43,372.00
10,080.00	WILLIAMS, KINDREEK G	1721	47,922.00	-	2,203.00	-	-	-	-	-	50,125.00
11,174.00	WILLIAMS, MORGAN	1721	42,022.00	-	-	-	-	-	-	-	42,022.00
10,113.00	WILLIS, LANA R	1721	48,322.00	-	-	-	-	-	-	-	48,322.00
9,722.00	WINFREE, JAIME	1721	51,022.00	-	-	-	-	-	-	-	51,022.00
11,403.00	YAKOVETS, DMYTRO	1721	43,022.00	-	-	-	-	-	-	-	43,022.00
10,688.00	YORK, KRISTA M	1721	25,278.05	-	-	-	-	-	-	12,000.00	37,278.05

