

Unofficial Board Minutes

Mission Statement: *“We are a community of learners. We will do whatever it takes to learn. We are building a strong foundation by believing we can, working our plan, then feeling the power of success.”*

George Washington Academy

Thursday, March 24, 2022
7:30 p.m.

Board Meeting Minutes

Location: George Washington Academy
2277 South 3000 East
St. George, Utah
Library
The meeting will also be available through Zoom. Anyone interested in participating via Zoom conferencing can email Shannon Greer at sgreer@gwacademy.org for call-in information.

The Board Training on Student Privacy will be held at 7:00 p.m. prior to the Board Meeting.

The Board meeting will convene at 7:30 p.m.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer, President

Prayer: Kevin Peterson

Pledge of Allegiance: Shannon

Board Members Present: Shannon Greer, April Paxton, Rachel Stewart, Casey Unrein, Kevin Peterson, Jaycee Rogers, Rachel Stewart, Blake Clark and Shauna Mahoney. Holly Myers attended via Zoom.

Others Present: Aubrey Johnson, LaNessa Stevens, Steve Erickson, Chance Manzanares, and Debbie Kuavaka

Approval of Minutes: Kevin Peterson made a motion to accept the Minutes from the February 24, 2022 Board Meeting. April Paxton seconded. The motion passed by Shannon Greer, April Paxton, Holly Myers, Rachel Stewart, Casey Unrein, Kevin Peterson, Jaycee Rogers, and Shauna Mahoney. Rachel Stewart abstained.

Public Opportunity to Address the Board: None

Set time for adjournment: The time set for adjournment was 8:15 p.m.

Teacher Representative Report:

Christine Giles reported that the faculty is collaborating together to create a Leadership Day on Friday May 13th. It will feature clubs spotlights, parent tours of the school, artwork, etc. and the students will lead the event. The Willy Wonka production is underway and the music teacher is working hard to create props and get parent involvement. Incoming teacher leaders attended a BLT Meeting (Building Leadership Team) and collaborated with past BLT grade-level leaders about students and the school.

Administration Report: Blake Clark, Executive Director, sent out the board update to all board members via email. He reported that the reading center is showing great progress in student data. He reported about his attendance at a recent conference where the school counselor, social worker, and he presented on the social and emotional unit of GWA.

Financial Report: Spencer Adams, Business Administrator, reported that expenses are looking good. Financial ratios are looking good. Kevin Peterson reported that free and reduced lunches will continue.

Committee Reports (3 min each):

- **Policies Committee** –Nothing new to report.
- **Finance Committee** – Kevin Peterson, Chair, reported that the new budget has been sent to committee members to review.
- **Benefits Committee** – Nothing new to report.
- **Curriculum Committee** – LaNessa Stevens, Chair, reported that the committee is looking at science curriculums. Amplify is going to present to the school in April.
- **Outreach Committee** – Nothing new to report.
- **Technology Committee** - Nothing new to report.
- **LAND Trust Committee** – Kevin Peterson, Chair, said that the land trust plan has been submitted to the state.
- **PTO Committee** – April Paxton, Chair, reported that the movie night was a success. The PTO is putting on an art competition.
- **Board Development Committee** – Nothing new to report.
- **Campus Management Committee** – Steve Erickson, Chair, reported that the city is working to the north of the school. The outdoor classroom tables have arrived.

Discussion and/or Action Items:

- Expenditures over \$5,000
- Proposal for Board Action: Land Trust Plan 2022-2023: Kevin Peterson made a motion to accept the Land Trust Plan 2022-2023 as presented in the board packet. Shauna Mahoney seconded. Blake Clark reported that the plan reflects previous plans. Kevin added that an additional paraprofessional has been added and that there has been more allocation to teacher trainings in the summer. Shannon Greer asked about what data tracking is occurring. Blake reported that tracking occurs through committee meetings and continuous methods of tracking data from administration. Kevin reported that this plan has benefited many students, including giving outdated Chromebooks to students in

need as well as reaching students through the Wellness Center. Casey Unrein asked about what the follow-up reporting looks like. Blake said that there is a state audit that occurs. The motion passed unanimously (all present voted in favor).

Closed Meeting – *none*.

Reconvene — The board reconvened at 8:15 p.m.

Next Meeting: The next regular Board Meeting will be held on April 28, 2022 at 7:30pm.

Adjournment

Submitted by Jaycee Rogers, Board Secretary



Financial Summary

as of March 31, 2022

75.0% through the Year

BUDGET REPORT

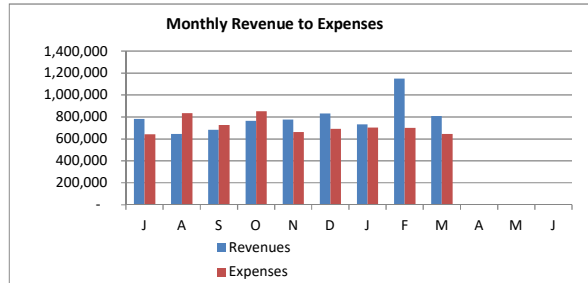
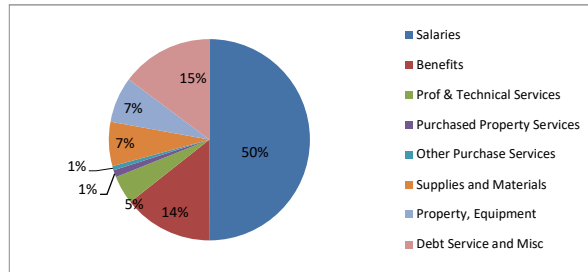
Green - more than 5% ahead of forecast
 Yellow - within 5% of forecast
 Red - more than 5% behind forecast

Enrollment
Revenue
 1000 Local
 3000 State
 4000 Federal
Total Revenue

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment	1013	1010	1017	
1000 Local	\$ 70,980	\$ 107,220	\$ 92,759	77%
3000 State	\$ 6,251,117	\$ 7,885,494	\$ 8,290,643	75%
4000 Federal	\$ 848,947	\$ 482,520	\$ 1,266,895	67%
Total Revenue	\$ 7,171,044	\$ 8,475,234	\$ 9,650,297	74%
Expenses				
100 Salaries	\$ 3,172,945	\$ 4,217,184	\$ 4,498,458	71%
200 Benefits	\$ 886,497	\$ 1,299,753	\$ 1,301,354	68%
300 Prof & Technical Services	\$ 264,084	\$ 393,079	\$ 410,149	64%
400 Purchased Property Services	\$ 57,343	\$ 69,380	\$ 103,600	55%
500 Other Purchase Services	\$ 40,563	\$ 53,100	\$ 58,800	69%
600 Supplies and Materials	\$ 474,858	\$ 497,536	\$ 643,220	74%
700 Property, Equipment	\$ 588,010	\$ 315,000	\$ 663,580	89%
800 Debt Service and Misc	\$ 1,006,329	\$ 1,329,713	\$ 1,329,713	76%
Total Expenses	\$ 6,490,629	\$ 8,174,744	\$ 9,008,874	72%
Net Income from Operations	\$ 680,415	\$ 300,489	\$ 641,423	106%

Operating Margin 9.5% 3.5% 6.6%

EXPENSES

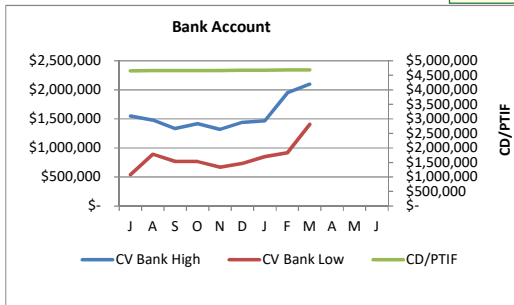


RATIOS

	Actual	Goal	Covenant
Operating Margin	6.6%	5%	
Debt Service Coverage	1.50	1.25	1.05
Days Cash on Hand	275	130	30
Building Payment %	14.2%	< 22%	

CASH

Month Ending Cash Balance	\$ 6,786,738	Includes \$1,240,970 CD
Days Cash on Hand	275	\$3,446,508 PTIF



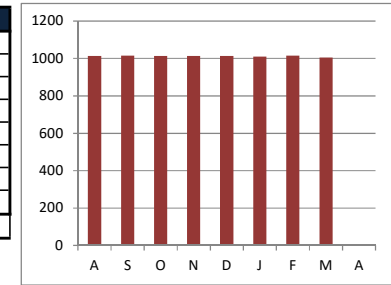
RESERVES

	Actual Ytd	Forecast
Last Year Reserve Balance	\$ 4,966,037	\$ 4,966,037
Reserves Added this Year	\$ 680,415	\$ 641,423
Project 1	\$ -	\$ -
New Reserve Balance	\$ 5,646,452	\$ 5,607,460

ENROLLMENT

	A	S	O	N	D	J	F	M	A
K	137	140	138	139	140	137	140	140	
1	136	137	140	140	138	136	137	135	
2	136	135	134	135	135	138	140	138	
3	132	132	130	129	129	130	129	128	
4	130	130	130	130	129	131	132	130	
5	134	133	134	133	134	135	135	134	
6	107	107	107	107	107	104	103	102	
7	101	101	100	101	102	100	100	98	
Total	1013	1015	1013	1014	1014	1011	1016	1005	0

WPU 873.01



Budget Detail Report

Actuals as of: **March 31, 2022**

Percentage of Year: **75.0%**



	(1011 Students) FY21 Actuals	(1013 Students) Current Yr's Actuals	(1010 Students) Approved Budget	Changes	(1017 Students) Forecast	% of Forecast
Revenue						
1000 Revenue From Local Sources						
1510 Interest	\$ 42,831	\$ 24,244	\$ 45,000	\$ (11,500)	\$ 33,500	72.4%
1600 Food Services	\$ 83,722	\$ 23,598	\$ 40,000	\$ (10,000)	\$ 30,000	78.7%
1741 Student Activities and Fees	\$ 17,152	\$ 5,144	\$ 6,000	\$ -	\$ 6,000	85.7%
1741 Textbook and Library Fees	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Donations	\$ 13,290	\$ 9,388	\$ 6,349	\$ 5,000	\$ 11,349	82.7%
1920 Field Fund Donations	\$ 61,866	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Leadership Flags	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
1920 GWA Gives Back	\$ 2,014	\$ 5,009	\$ -	\$ 5,000	\$ 5,000	100.2%
1920 Background Checks	\$ 1,164	\$ 1,463	\$ 931	\$ 669	\$ 1,600	91.4%
1920 Staff Lounge	\$ 3,041	\$ 1,662	\$ 4,500	\$ -	\$ 4,500	36.9%
1920 Principal Discretionary	\$ -	\$ 162	\$ 500	\$ -	\$ 500	32.4%
1920 Dixie Direct Fundraiser	\$ -	\$ -	\$ -	\$ -	\$ -	-
1930 Sales of Assets	\$ 620	\$ 310	\$ 3,940	\$ (3,630)	\$ 310	100.0%
1990 Miscellaneous Income	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total 1000:	\$ 225,700	\$ 70,980	\$ 107,220	\$ (14,461)	\$ 92,759	76.5%
3000 Revenue From State Sources MSP						
30-3005 Regular School Program K	\$ 263,961	\$ 209,436	\$ -	\$ 277,873	\$ 277,873	75.4%
30-3010 Regular School Program 1-12	\$ 2,865,100	\$ 2,259,433	\$ 3,309,434	\$ (297,522)	\$ 3,011,912	75.0%
30-3020 Professional Staff	\$ 219,461	\$ 173,112	\$ 219,244	\$ 11,429	\$ 230,673	75.0%
Special Ed Deferred Revenue	\$ 787,406	\$ -	\$ -	\$ -	\$ -	0.0%
31-1205 Sped Educ Reg Add-On WPLUS	\$ 372,913	\$ 268,995	\$ 372,386	\$ (13,726)	\$ 358,660	75.0%
31-1210 Sped Educ Reg Self Contained	\$ 31,025	\$ 23,267	\$ 31,025	\$ (3)	\$ 31,022	75.0%
31-1220 Sped Educ Extended Year Program	\$ 3,331	\$ 1,694	\$ 3,331	\$ (1,072)	\$ 2,259	75.0%
31-1225 Sped Educ State Programs	\$ 5,557	\$ 4,498	\$ 5,557	\$ 440	\$ 5,997	75.0%
31-1278 Sped Educ Stipends Extended Year	\$ 2,912	\$ 784	\$ 448	\$ 336	\$ 784	100.0%
31-5201 Class Size Reduction K-8	\$ 328,411	\$ 264,444	\$ 328,086	\$ 23,717	\$ 351,803	75.2%
31-5344 Enhancement for At-Risk Student	\$ 40,663	\$ 48,493	\$ 40,623	\$ 24,035	\$ 64,658	75.0%
31-5901 Career and Tech Ed Dist. Add-On	\$ 8,749	\$ 5,629	\$ 5,568	\$ 429	\$ 5,997	93.9%
31-5903 CTE Comprehensive Counseling	\$ -	\$ 15,000	\$ -	\$ 20,000	\$ 20,000	75.0%
32-0500 Charter School Admin- Costs Base Funding	\$ 15,000	\$ 72,396	\$ 15,000	\$ 81,528	\$ 96,528	75.0%
32-5619 Charter School Local Replacement	\$ 2,590,182	\$ 2,060,188	\$ 2,728,010	\$ 18,907	\$ 2,746,917	75.0%
32-5658 Supp Educ COVID 19	\$ 130,940	\$ -	\$ -	\$ -	\$ -	0.0%
33-5331 Gifted and Talented	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
33-5641 Early Intervention - OEK	\$ 75,000	\$ 114,489	\$ -	\$ 152,652	\$ 152,652	75.0%
33-5805 Early Literacy	\$ 36,810	\$ 38,587	\$ 36,327	\$ 15,123	\$ 51,450	75.0%
34-5642 Elementary School Counselor Grant	\$ -	\$ 50,000	\$ 25,000	\$ 25,000	\$ 50,000	100.0%
34-5807 Teacher Salary Supplement Program	\$ 6,397	\$ -	\$ -	\$ -	\$ -	0.0%
34-5868 Teacher Supplies and Materials	\$ 7,815	\$ 7,415	\$ 7,815	\$ (400)	\$ 7,415	100.0%
34-5876 Educator Salary Adjustment	\$ 252,237	\$ 187,018	\$ 252,237	\$ (3,780)	\$ 248,457	75.3%
34-5911 ELL Software	\$ 7,800	\$ -	\$ -	\$ -	\$ -	0.0%
35-5420 School Land Trust Program	\$ 134,040	\$ 134,357	\$ 136,473	\$ (2,116)	\$ 134,357	100.0%
35-5655 Digital Teaching & Learning	\$ 42,622	\$ 62,886	\$ 57,870	\$ 5,016	\$ 62,886	100.0%
35-5678 TSSA	\$ 135,571	\$ 124,142	\$ 135,571	\$ 30,844	\$ 166,415	74.6%
35-5679 School Based Mental Health Grant	\$ 56,155	\$ 13,039	\$ 55,749	\$ (898)	\$ 54,851	23.8%
35-5680 UCCRC - Utah College and Career Counseling	\$ -	\$ -	\$ 20,000	\$ -	\$ 20,000	0.0%
35-5810 Library Books & Elective Resources	\$ 1,064	\$ 800	\$ 1,062	\$ 5	\$ 1,067	75.0%
Library ARPA Physical Collection Grant	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	100.0%
Children & Teen Enhancement Grant	\$ -	\$ -	\$ -	\$ 3,000	\$ 3,000	0.0%
38-5672 Substance Prevention	\$ -	\$ 2,333	\$ -	\$ 2,333	\$ 2,333	100.0%
38-5674 Elementary Suicide Prevention	\$ 1,566	\$ 1,000	\$ 1,066	\$ -	\$ 1,066	93.8%
38-8070 School Lunch (Liquor Tax)	\$ 122,058	\$ 85,776	\$ 70,000	\$ 30,000	\$ 100,000	85.8%
19-5601 Beverly Taylor Sorenson Grant	\$ 24,269	\$ 19,906	\$ 27,611	\$ -	\$ 27,611	72.1%
Total 3000:	\$ 8,569,015	\$ 6,251,117	\$ 7,885,494	\$ 405,149	\$ 8,290,643	75.4%
4000 Revenue From Federal Sources						
42-7210 ESSER CARES	\$ 56,316	\$ -	\$ -	\$ -	\$ -	0.0%
42-7215 ESSER II CARES	\$ 130,770	\$ -	\$ 67,576	\$ -	\$ 67,576	0.0%
42-7220 GEERS	\$ 19,130	\$ -	\$ -	\$ -	\$ -	0.0%
42-7225 ESSER III ARP	\$ -	\$ 414,364	\$ -	\$ 427,603	\$ 427,603	96.9%
45-7280 Corona Relief Grant	\$ 24,899	\$ -	\$ -	\$ -	\$ -	0.0%
45-7522 IDEA Pre-School	\$ 2,061	\$ -	\$ 1,853	\$ 735	\$ 2,588	0.0%
45-7524 IDEA Flow-Through	\$ 133,727	\$ -	\$ 70,697	\$ 70,764	\$ 141,461	0.0%
45-8075 National School Lunch Program	\$ 45,546	\$ 31,665	\$ 30,000	\$ 12,000	\$ 42,000	75.4%
45-8075 Free & Reduced Reimbursement	\$ 305,213	\$ 365,580	\$ 230,000	\$ 220,000	\$ 450,000	81.2%
45-8075 School Breakfast Program	\$ 20,595	\$ 36,802	\$ -	\$ 46,000	\$ 46,000	80.0%
45-8081 Emergency Operating Funds	\$ -	\$ 536	\$ -	\$ 536	\$ 536	100.0%
47-7290 CARES UEN WIFI	\$ 29,285	\$ -	\$ -	\$ -	\$ -	0.0%
48-7801 Federal Title I A	\$ 75,479	\$ -	\$ 68,791	\$ 6,737	\$ 75,528	0.0%
48-7860 Federal NCLB Title II A	\$ 13,603	\$ -	\$ 13,603	\$ -	\$ 13,603	0.0%
Total 4000:	\$ 856,624	\$ 848,947	\$ 482,520	\$ 784,375	\$ 1,266,895	67.0%
Total Revenue:	\$ 9,651,339	\$ 7,171,044	\$ 8,475,234	\$ 1,175,063	\$ 9,650,297	74.3%



	(1011 Students)	(1013 Students)	(1010 Students)	(1017 Students)		
	FY21 Actuals	Current Yr's Actuals	Approved Budget	Changes	Forecast	% of Forecast
Expenses						
100 Salaries						
121.2 Administration	\$ 330,247	\$ 260,367	\$ 354,391	\$ -	\$354,391	73.5%
131 Teachers	\$ 2,410,978	\$ 1,873,791	\$ 2,523,083	\$ (19,490)	\$2,503,593	74.8%
131 Special Education Salaries	\$ 169,607	\$ 156,364	\$ 212,809	\$3,578	\$216,387	72.3%
132 Substitute Teachers (PTO Stipend)	\$ 29,845	\$ -	\$ 30,000	\$ -	\$ 30,000	0.0%
132 SpEd Substitutes	\$ -	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%
131 Stipends / Merit Pay	\$ 176,124	\$ 27,186	\$ 55,000	\$ (18,980)	\$ 36,020	75.5%
Summer Study Hall Stipend						0.0%
LAND TRUST - Stipends	\$ 11,950	\$ -	\$ -	\$ -	\$ -	0.0%
Special Education Stipends (After School)	\$ 27,333	\$ 31,904	\$ -	\$ 46,000	\$ 46,000	69.4%
COVID 19 Stipend	\$ 117,088	\$ -	\$ -	\$ -	\$ -	0.0%
ESSER II - Stipends	\$ -	\$ -	\$ 12,000	\$ -	\$ 12,000	0.0%
ESSER III - After School Stipends	\$ -	\$ 28,000	\$ -	\$ 54,000	\$ 54,000	51.9%
142 Counselor	\$ 87,983	\$ 106,898	\$ 155,126	\$ -	\$155,126	68.9%
UCCRS	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
143 School Nurse	\$ 2,439	\$ 2,209	\$ 2,891	\$ 27	\$2,918	75.7%
145 Librarian / Literacy Aide	\$ 11,008	\$ 9,243	\$ 13,692	\$ 214	\$13,906	66.5%
152 Secretaries	\$ 79,252	\$ 81,641	\$ 83,979	\$ 28,377	\$112,356	72.7%
161 Teacher Aides, Reading Specialists & Subs	\$ 264,113	\$ 228,945	\$ 248,301	\$ 93,300	\$341,601	67.0%
161 LAND TRUST - ELL Aide/Student Support Para	\$ 19,653	\$ 22,160	\$ 40,860	\$ -	\$ 40,860	54.2%
161 SpEd Aides & Speech Therapist	\$ 116,434	\$ 100,470	\$ 108,237	\$ 74,515	\$182,752	55.0%
162 Computer Aides	\$ 29,843	\$ 27,271	\$ 39,035	\$ 611	\$39,646	68.8%
182 Custodial & Maintenance	\$ 109,798	\$ 81,642	\$ 114,153	\$ 961	\$115,114	70.9%
191 Lunch Room Aide	\$ 189,317	\$ 134,854	\$ 218,626	\$ 18,161	\$236,787	57.0%
Total 100:	\$ 4,183,012	\$ 3,172,945	\$ 4,217,184	\$ 281,274	\$ 4,498,458	70.5%
200 Employee Benefits						
220 Social Security	\$ 241,366	\$ 202,022	\$ 294,546	\$ 21,517	\$ 316,064	63.9%
LAND TRUST - BENEFITS	\$ 2,418	\$ 1,695	\$ 3,126	\$ -	\$ 3,126	54.2%
SpEd Social Security	\$ 21,351	\$ 18,512	\$ 24,943	\$ -	\$ 24,943	74.2%
COVID 19 Stipend	\$ 8,957	\$ -	\$ -	\$ -	\$ -	0.0%
230 Retirement	\$ 191,662	\$ 147,388	\$ 192,500	\$ -	\$ 192,500	76.6%
240 Group Insurance	\$ 598,606	\$ 486,292	\$ 742,059	\$ (22,000)	\$ 720,059	67.5%
240 Deductible Stipend	\$ 11,524	\$ 11,893	\$ 15,000	\$ -	\$ 15,000	79.3%
270 Worker's Compensation Fund	\$ 13,181	\$ 16,425	\$ 14,341	\$ 2,084	\$ 16,425	100.0%
280 Unemployment Insurance	\$ 5,976	\$ 2,270	\$ 13,238	\$ -	\$ 13,238	17.1%
Total 200:	\$ 1,095,041	\$ 886,497	\$ 1,299,753	\$ 1,601	\$ 1,301,354	68.1%
300 Purchased Professional & Technical						
320 Special Education Contractors	\$ 100,651	\$ 69,088	\$ 120,610	\$ -	\$ 120,610	57.3%
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ 9,300	\$ -	\$ -	\$ -	\$ -	0.0%
330 Employee Training & Development	\$ 26,477	\$ 6,780	\$ 20,000	\$ -	\$ 20,000	33.9%
LAND TRUST - Training & Development	\$ 2,578	\$ 9,134	\$ 24,000	\$ (8,000)	\$ 16,000	57.1%
SpEd Training & Development	\$ 9,582	\$ 1,800	\$ -	\$ -	\$ -	0.0%
330 SEDC Services	\$ 3,891	\$ -	\$ 3,891	\$ -	\$ 3,891	0.0%
340 Audit	\$ 11,350	\$ 22,070	\$ 5,000	\$ 17,070	\$ 22,070	100.0%
345 Business Manager Services	\$ 76,800	\$ 57,600	\$ 76,800	\$ -	\$ 76,800	75.0%
349 Legal Services	\$ 670	\$ 928	\$ 15,000	\$ -	\$ 15,000	6.2%
350 Technical Services (IT)	\$ 64,212	\$ 75,729	\$ 99,278	\$ -	\$ 99,278	76.3%
580 Admin & Teacher Travel	\$ 5,762	\$ 12,247	\$ 22,500	\$ (2,220)	\$ 20,280	60.4%
LAND TRUST - Travel	\$ 1,923	\$ 6,488	\$ 6,000	\$ 8,000	\$ 14,000	46.3%
SpEd - Travel	\$ -	\$ 2,220	\$ -	\$ 2,220	\$ 2,220	100.0%
Total 300:	\$ 313,196	\$ 264,084	\$ 393,079	\$ 17,070	\$ 410,149	64.4%
400 Purchased Property Services						
411 Water/Sewage	\$ 10,936	\$ 8,109	\$ 12,000	\$ -	\$ 12,000	67.6%
412 Disposal Services	\$ 8,000	\$ 7,799	\$ 8,000	\$ 3,600	\$ 11,600	67.2%
420 Cleaning Services	\$ 2,838	\$ 2,638	\$ 4,000	\$ -	\$ 4,000	66.0%
431 Lawn Care Services	\$ 11,925	\$ 7,140	\$ 16,500	\$ (4,500)	\$ 12,000	59.5%
431 Non-Technology Repairs & Maintenance	\$ 17,931	\$ 25,174	\$ 15,880	\$ 35,120	\$ 51,000	49.4%
432 Copy Machine Servicing	\$ 9,636	\$ 6,483	\$ 13,000	\$ -	\$ 13,000	49.9%
Total 400:	\$ 61,266	\$ 57,343	\$ 69,380	\$ 34,220	\$ 103,600	55.4%
500 Other Purchased Services						
522 Property & Liability Insurance	\$ 34,834	\$ 31,399	\$ 32,100	\$ 5,700	\$ 37,800	83.1%
530 Telephone	\$ 9,841	\$ 1,009	\$ 9,000	\$ -	\$ 9,000	11.2%
540 Marketing	\$ 6,095	\$ 8,155	\$ 9,000	\$ -	\$ 9,000	90.6%
590 Field Trips / Bus Rental	\$ -	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%
Total 500:	\$ 50,770	\$ 40,563	\$ 53,100	\$ 5,700	\$ 58,800	69.0%



	(1011 Students) FY21 Actuals	(1013 Students) Current Yr's Actuals	(1010 Students) Approved Budget	Changes	(1017 Students) Forecast	% of Forecast
600 Supplies and Materials						
610a Classroom Supplies	\$ 48,468	\$ 31,757	\$ 40,000	\$ 20,000	\$ 60,000	52.9%
LAND TRUST - STEM Supplies	\$ 3,648	\$ 3,126	\$ 12,000		\$ 12,000	26.1%
LAND TRUST - ESL Supplies	\$ 328	\$ -	\$ -		\$ -	0.0%
610b Special Ed Supplies	\$ 30,051	\$ 7,244	\$ 2,357	\$ 7,643	\$ 10,000	72.4%
610c Theatre Supplies	\$ -	\$ 2,936	\$ 4,000		\$ 4,000	73.4%
610d CCA Expenses	\$ 3,486	\$ 2,653	\$ 5,179	\$ -	\$ 5,179	51.2%
610e Student Activity Supplies / Incentives	\$ 12,956	\$ 8,656	\$ 13,000	\$ 5,000	\$ 18,000	48.1%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Special Ed Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
610f Board Expenses/meals	\$ 6,091	\$ 798	\$ 7,000	\$ -	\$ 7,000	11.4%
610g Office Supplies/General	\$ 27,813	\$ 20,428	\$ 20,000	\$ 8,000	\$ 28,000	73.0%
610h Safety Supplies	\$ 1,742	\$ 2,085	\$ 3,000	\$ -	\$ 3,000	69.5%
610i GWA Gives Back	\$ 165	\$ 5,096	\$ -	\$ 5,000	\$ 5,000	101.9%
610j First Aid Supplies	\$ 1,259	\$ 268	\$ 1,000	\$ -	\$ 1,000	26.8%
610k Principal Discretionary Fund	\$ 8,000	\$ 7,189	\$ 10,000	\$ -	\$ 10,000	71.9%
610l Leadership Flags	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
610m Staff Lounge	\$ 4,612	\$ 4,741	\$ 4,000	\$ 1,000	\$ 5,000	94.8%
610n Swag Store	\$ -	\$ 4,821	\$ 8,000	\$ -	\$ 8,000	60.3%
610o Christmas Party	\$ -	\$ 4,018	\$ -	\$ 4,018	\$ 4,018	100.0%
610p Health and Wellness	\$ -	\$ 1,003	\$ -	\$ 4,000	\$ 4,000	25.1%
621 Natural Gas	\$ 7,969	\$ 7,811	\$ 7,500	\$ 2,500	\$ 10,000	78.1%
622 Electricity	\$ 37,889	\$ 30,726	\$ 40,000	\$ -	\$ 40,000	76.8%
630 School Lunch Prgm	\$ 163,767	\$ 156,873	\$ 150,000	\$ 50,000	\$ 200,000	78.4%
641 Textbooks/Curriculum	\$ 213,598	\$ 68,304	\$ 82,500	\$ -	\$ 82,500	82.8%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
644 Library Books	\$ 3,726	\$ 9,323	\$ 5,000	\$ 5,000	\$ 10,000	93.2%
670 Educational Software	\$ 10,659	\$ 21,357	\$ 22,000	\$ -	\$ 22,000	97.1%
LAND TRUST - Educational Software	\$ 16,388	\$ 14,501	\$ 16,000	\$ -	\$ 16,000	90.6%
SpEd - Educational Software	\$ 5,752	\$ 939	\$ 5,000	\$ (1,600)	\$ 3,400	27.6%
ESSER III - Educational Software	\$ -	\$ 29,360	\$ -	\$ 30,000	\$ 30,000	97.9%
680 Maintenance Supplies & Material	\$ 40,909	\$ 23,722	\$ 40,000	\$ -	\$ 40,000	59.3%
ESSER III - Maintenance Supplies	\$ -	\$ 5,123	\$ -	\$ 5,123	\$ 5,123	100.0%
Total 600:	\$ 649,276	\$ 474,858	\$ 497,536	\$ 145,684	\$ 643,220	73.8%
700 Property						
710 Land and Site Improvements & Building	\$ 25,438	\$ 10,705	\$ 25,000	\$ 3,000	\$ 28,000	38.2%
733 Furniture and Fixtures	\$ 8,086	\$ 14,658	\$ 16,000	\$ -	\$ 16,000	91.6%
SpEd - Furniture and Fixtures	\$ 4,204	\$ -	\$ -	\$ -	\$ -	0.0%
734 Technology Hardware	\$ 52,839	\$ 14,410	\$ 25,000	\$ (10,000)	\$ 15,000	96.1%
LAND TRUST - Hardware	\$ 33,063	\$ 33,096	\$ 57,700	\$ (5,000)	\$ 52,700	62.8%
SpEd - Tech Hardware	\$ 52,071	\$ -	\$ -	\$ 5,500	\$ 5,500	0.0%
ESSER III - Tech Hardware	\$ -	\$ 332,124	\$ -	\$ 338,480	\$ 338,480	98.1%
736 Technology Software	\$ 34,334	\$ 45,136	\$ 35,000	\$ 10,000	\$ 45,000	100.3%
LAND TRUST - Software	\$ 995	\$ 7,712	\$ 1,300	\$ 5,000	\$ 6,300	122.4%
SpEd - Software	\$ -	\$ 1,600	\$ -	\$ 1,600	\$ 1,600	100.0%
739 Kitchen Equipment	\$ 6,614	\$ 4,052	\$ 5,000	\$ -	\$ 5,000	81.0%
790 Cap Ex Fund	\$ 185,581	\$ 124,517	\$ 150,000	\$ -	\$ 150,000	83.0%
Total 700:	\$ 403,225	\$ 588,010	\$ 315,000	\$ 348,580	\$ 663,580	88.6%
800 Debt Service & Miscellaneous						
810 Dues and Fees	\$ 13,619	\$ 9,975	\$ 15,000	\$ -	\$ 15,000	66.5%
830 Bond Restricted Assets (Interest)	\$ 559,913	\$ 419,934	\$ 530,913	\$ -	\$ 530,913	79.1%
840 Bond Restricted Assets (Principal)	\$ 725,000	\$ 543,750	\$ 750,000	\$ -	\$ 750,000	72.5%
833 Bond Fees	\$ 6,000	\$ 32,670	\$ 33,800	\$ -	\$ 33,800	96.7%
890 Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total 800:	\$ 1,304,532	\$ 1,006,329	\$ 1,329,713	\$ -	\$ 1,329,713	75.7%
Total Expenses:	\$ 8,060,318	\$ 6,490,629	\$ 8,174,744	\$ 834,129	\$ 9,008,874	72.0%
Net Income:	\$ 1,591,021	\$ 680,415	\$ 300,489	\$ 340,934	\$ 641,423	106.1%
					\$ 250,000	
					\$ 433,325	
					\$ 208,098	
Cap Ex Fund:		At year end: \$ 145,469		Use: \$114,982	At year end: \$ 170,952	
(Unrestricted over \$350,000) Special Project Fund:		Beg. Of Year \$ -			At year end: \$ 83,325	
Fund Reserve:	\$ 4,966,037	\$ 5,646,452	\$ 5,266,526		\$ 5,399,362	

Budget Detail Report

Actuals as of: **March 31, 2022** Percentage of Year: **75.0%**



	(1021 Students)	(998 Students)	(1011 Students)	(1013 Students)	(1010 Students)	1017		1000		
	FY19 Actuals	FY20 Actuals	FY21 Actuals	Current Yr's Actuals	Approved Budget	Forecast	Changes	FY23 Proposed Budget	% of Forecast	
Revenue										
1000 Revenue From Local Sources										
1510 Interest	\$ 100,557	\$ 103,796	\$ 42,831	\$ 24,244	\$ 45,000	\$ 33,500	\$ -	\$ 33,500	72.4%	
1600 Food Services	\$ 213,834	\$ 173,710	\$ 83,722	\$ 23,598	\$ 40,000	\$ 30,000	\$ 145,000	\$ 175,000	78.7%	
1741 Student Activities and Fees	\$ 24,702	\$ 11,786	\$ 17,152	\$ 5,144	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	85.7%	
1741 Textbook and Library Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
1920 Donations	\$ 187	\$ 3,201	\$ 13,290	\$ 9,388	\$ 6,349	\$ 11,349	\$ (5,000)	\$ 6,349	82.7%	
1920 Field Fund Donations	\$ -	\$ -	\$ 61,866	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
1920 Leadership Flags	\$ -	\$ 1,845	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
1920 GWA Gives Back	\$ 1,617	\$ -	\$ 2,014	\$ 5,009	\$ -	\$ 5,000	\$ (5,000)	\$ -	100.2%	
1920 Background Checks	\$ 1,114	\$ 754	\$ 1,164	\$ 1,463	\$ 931	\$ 1,600	\$ (400)	\$ 1,200	91.4%	
1920 Staff Lounge	\$ 2,941	\$ 2,516	\$ 3,041	\$ 1,662	\$ 4,500	\$ 4,500	\$ (1,500)	\$ 3,000	36.9%	
1920 Principal Discretionary	\$ 500	\$ -	\$ -	\$ 162	\$ 500	\$ 500	\$ (500)	\$ -	32.4%	
1920 Dixie Direct Fundraiser	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
1930 Sales of Assets	\$ -	\$ 4,090	\$ 620	\$ 310	\$ 3,940	\$ 310	\$ 690	\$ 1,000	100.0%	
1990 Miscellaneous Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
Total 1000:	\$ 345,452	\$ 301,698	\$ 225,700	\$ 70,980	\$ 107,220	\$ 92,759	\$ 133,290	\$ 226,049	76.5%	
3000 Revenue From State Sources MSP										
30-3005 Regular School Program K	\$ -	\$ -	\$ 263,961	\$ 209,436	\$ -	\$ 277,873	\$ 19,799	\$ 297,672	75.4%	
30-3010 Regular School Program 1-12	\$ 2,931,657	\$ 3,053,423	\$ 2,865,100	\$ 2,259,433	\$ 3,309,434	\$ 3,011,912	\$ 214,603	\$ 3,226,515	75.0%	
30-3020 Professional Staff	\$ 191,803	\$ 205,196	\$ 219,461	\$ 173,112	\$ 219,244	\$ 230,673	\$ (3,856)	\$ 226,817	75.0%	
Special Ed Deferred Revenue	\$ -	\$ -	\$ 787,406	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
31-1205 Sped Educ Reg Add-On WPUS	\$ 367,105	\$ 388,892	\$ 372,913	\$ 268,995	\$ 372,386	\$ 358,660	\$ 13,726	\$ 372,386	75.0%	
31-1210 Sped Educ Reg Self Contained	\$ 21,709	\$ 37,714	\$ 31,025	\$ 23,267	\$ 31,025	\$ 31,022	\$ 3	\$ 31,025	75.0%	
31-1220 Sped Educ Extended Year Program	\$ 3,436	\$ 3,451	\$ 3,331	\$ 1,694	\$ 3,331	\$ 2,259	\$ 1,072	\$ 3,331	75.0%	
31-1225 Sped Educ State Programs	\$ 6,256	\$ 6,272	\$ 5,557	\$ 4,498	\$ 5,557	\$ 5,997	\$ (440)	\$ 5,557	75.0%	
31-1278 Sped Educ Stipends Extended Year	\$ 2,000	\$ 3,047	\$ 2,912	\$ 784	\$ 448	\$ 784	\$ -	\$ 784	100.0%	
31-5201 Class Size Reduction K-8	\$ 307,908	\$ 322,363	\$ 328,411	\$ 264,444	\$ 328,086	\$ 351,803	\$ (5,881)	\$ 345,922	75.2%	
31-5344 Enhancement for At-Risk Student	\$ 34,021	\$ 39,192	\$ 40,663	\$ 48,493	\$ 40,623	\$ 64,658	\$ (1,081)	\$ 63,577	75.0%	
31-5901 Career and Tech Ed Dist. Add-On	\$ 5,226	\$ 5,219	\$ 8,749	\$ 5,629	\$ 5,568	\$ 5,997	\$ (100)	\$ 5,897	93.9%	
31-5903 CTE Comprehensive Counseling	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ 20,000	\$ (334)	\$ 19,666	75.0%	
32-0500 Charter School Admin-Costs Base Funding	\$ 102,100	\$ 98,205	\$ 15,000	\$ 72,396	\$ 15,000	\$ 96,528	\$ (1,614)	\$ 94,914	75.0%	
32-5619 Charter School Local Replacement	\$ 2,283,977	\$ 2,401,717	\$ 2,590,182	\$ 2,060,188	\$ 2,728,010	\$ 2,746,917	\$ 152,083	\$ 2,899,000	75.0%	
32-5658 Supp Educ COVID 19	\$ -	\$ -	\$ 130,940	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
33-5331 Gifted and Talented	\$ 4,453	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
33-5641 Early Intervention - OEK	\$ -	\$ -	\$ 75,000	\$ 114,489	\$ -	\$ 152,652	\$ -	\$ 152,652	75.0%	
33-5805 Early Literacy	\$ 32,158	\$ 34,205	\$ 36,810	\$ 38,587	\$ 36,327	\$ 51,450	\$ (860)	\$ 50,590	75.0%	
34-5642 Elementary School Counselor Grant	\$ -	\$ -	\$ -	\$ 50,000	\$ 25,000	\$ 50,000	\$ -	\$ 50,000	100.0%	
34-5807 Teacher Salary Supplement Program	\$ 4,876	\$ 8,391	\$ 6,397	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
34-5868 Teacher Supplies and Materials	\$ 8,298	\$ 8,117	\$ 7,815	\$ 7,415	\$ 7,815	\$ 7,415	\$ -	\$ 7,415	100.0%	
34-5876 Educator Salary Adjustment	\$ 257,973	\$ 256,148	\$ 252,237	\$ 187,018	\$ 252,237	\$ 248,457	\$ -	\$ 248,457	75.3%	
34-5911 ELL Software	\$ -	\$ -	\$ 7,800	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
35-5420 School Land Trust Program	\$ 108,486	\$ 125,697	\$ 134,040	\$ 134,357	\$ 136,473	\$ 134,357	\$ 2,788	\$ 137,145	100.0%	
35-5655 Digital Teaching & Learning	\$ 1,346	\$ -	\$ 42,622	\$ 62,886	\$ 57,870	\$ 62,886	\$ (3,967)	\$ 58,919	100.0%	
35-5678 TSSA	\$ -	\$ 128,688	\$ 135,571	\$ 124,142	\$ 135,571	\$ 166,415	\$ (2,782)	\$ 163,633	74.6%	
35-5679 School Based Mental Health Grant	\$ -	\$ 40,898	\$ 56,155	\$ 13,039	\$ 55,749	\$ 54,851	\$ -	\$ 54,851	23.8%	
35-5680 UCCRC - Utah College and Career Counseling	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ 20,000	\$ -	\$ 20,000	0.0%	
35-5810 Library Books & Elective Resources	\$ 1,205	\$ 1,201	\$ 1,064	\$ 800	\$ 1,062	\$ 1,067	\$ (18)	\$ 1,049	75.0%	
Library ARPA Physical Collection Grant	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ (2,000)	\$ -	100.0%	
Children & Teen Enhancement Grant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ (3,000)	\$ -	0.0%	
38-5672 Substance Prevention	\$ -	\$ -	\$ -	\$ 2,333	\$ -	\$ 2,333	\$ (39)	\$ 2,294	100.0%	
38-5674 Elementary Suicide Prevention	\$ -	\$ -	\$ 1,566	\$ 1,000	\$ 1,066	\$ 1,066	\$ (66)	\$ 1,000	93.8%	
38-8070 School Lunch (Liquor Tax)	\$ 63,025	\$ 77,356	\$ 122,058	\$ 85,776	\$ 70,000	\$ 100,000	\$ (30,000)	\$ 70,000	85.8%	
19-5601 Beverly Taylor Sorenson Grant	\$ 25,035	\$ 23,601	\$ 24,269	\$ 19,906	\$ 27,611	\$ 27,611	\$ -	\$ 27,611	72.1%	
Total 3000:	\$ 6,764,053	\$ 7,268,993	\$ 8,569,015	\$ 6,251,117	\$ 7,885,494	\$ 8,290,643	\$ 348,036	\$ 8,638,679	75.4%	
4000 Revenue From Federal Sources										
42-7210 ESSER CARES	\$ -	\$ -	\$ 56,316	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
42-7215 ESSER II CARES	\$ -	\$ -	\$ 130,770	\$ -	\$ 67,576	\$ 67,576	\$ (38,345)	\$ 29,231	0.0%	
42-7220 GEERS	\$ -	\$ -	\$ 19,130	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
42-7225 ESSER III ARP	\$ -	\$ -	\$ -	\$ 414,364	\$ -	\$ 427,603	\$ (373,603)	\$ 54,000	96.9%	
45-7280 Corona Relief Grant	\$ -	\$ -	\$ 24,899	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
45-7522 IDEA Pre-School	\$ 2,017	\$ 2,116	\$ 2,061	\$ -	\$ 1,853	\$ 2,588	\$ -	\$ 2,588	0.0%	
45-7524 IDEA Flow-Through	\$ 70,697	\$ 15,363	\$ 133,727	\$ -	\$ 70,697	\$ 141,461	\$ -	\$ 141,461	0.0%	
45-8075 National School Lunch Program	\$ 37,122	\$ 40,074	\$ 45,546	\$ 31,665	\$ 30,000	\$ 42,000	\$ (2,000)	\$ 40,000	75.4%	
45-8075 Free & Reduced Reimbursement	\$ 96,523	\$ 112,678	\$ 305,213	\$ 365,580	\$ 230,000	\$ 450,000	\$ (335,000)	\$ 115,000	81.2%	
45-8075 School Breakfast Program	\$ -	\$ -	\$ 20,595	\$ 36,802	\$ -	\$ 46,000	\$ (11,000)	\$ 35,000	80.0%	
45-8081 Emergency Operating Funds	\$ -	\$ -	\$ -	\$ 536	\$ -	\$ 536	\$ (536)	\$ -	100.0%	
47-7290 CARES UEN WiFi	\$ -	\$ -	\$ 29,285	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	
48-7801 Federal Title I A	\$ -	\$ 45,131	\$ 75,479	\$ -	\$ 68,791	\$ 75,528	\$ -	\$ 75,528	0.0%	
48-7860 Federal NCLB Title II A	\$ 94	\$ 1,500	\$ 13,603	\$ -	\$ 13,603	\$ 13,603	\$ -	\$ 13,603	0.0%	
Total 4000:	\$ 206,453	\$ 216,862	\$ 856,624	\$ 848,947	\$ 482,520	\$ 1,266,895	\$ (760,484)	\$ 506,411	67.0%	
Total Revenue:	\$ 7,315,958	\$ 7,787,553	\$ 9,651,339	\$ 7,171,044	\$ 8,475,234	\$ 9,650,297	\$ (279,158)	\$ 9,371,139	74.3%	



	(1021 Students)	(998 Students)	(1011 Students)	(1013 Students)	(1010 Students)	1017	1000		
	FY19	FY20	FY21	Current Yr's	Approved	Forecast	FY23 Proposed	% of Forecast	
Expenses	Actuals	Actuals	Actuals	Actuals	Budget		Budget		
100 Salaries									
121 Administration	\$ 177,699	\$ 224,807	\$ 330,247	\$ 260,367	\$ 354,391	\$354,391	\$36,516	\$390,906	73.5%
131 Teachers	\$ 2,204,956	\$ 2,285,395	\$ 2,410,978	\$ 1,873,791	\$ 2,523,083	\$2,503,593	\$197,174	\$2,700,767	74.8%
131 Special Education Salaries	\$ -	\$ 145,137	\$ 169,607	\$ 156,364	\$ 212,809	\$216,387	\$15,018	\$231,406	72.3%
132 Substitute Teachers (PTO Stipend)	\$ 48,468	\$ 44,479	\$ 29,845	\$ -	\$ 30,000	\$ 30,000	\$ -	\$ 30,000	0.0%
132 SpEd Substitutes	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ -	\$ 5,000	0.0%
131 Stipends / Merit Pay	\$ 139,808	\$ 66,063	\$ 176,124	\$ 27,186	\$ 55,000	\$ 36,020	\$ 16,000	\$ 52,020	75.5%
Summer Study Hall Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
LAND TRUST - Stipends	\$ -	\$ 6,000	\$ 11,950	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Special Education Stipends (After School)	\$ -	\$ -	\$ 27,333	\$ 31,904	\$ -	\$ 46,000	\$ (46,000)	\$ -	69.4%
COVID 19 Stipend	\$ -	\$ -	\$ 117,088	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
ESSER II - Stipends	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ 12,000	\$ -	\$ 12,000	0.0%
ESSER III - After School Stipends	\$ -	\$ -	\$ -	\$ 28,000	\$ -	\$ 54,000	\$ -	\$ 54,000	51.9%
142 Counselor	\$ 21,659	\$ 49,348	\$ 87,983	\$ 106,898	\$ 155,126	\$155,126	\$16,055	\$171,182	68.9%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
143 School Nurse	\$ 2,394	\$ 2,110	\$ 2,439	\$ 2,209	\$ 2,891	\$2,918	\$5,149	\$8,067	75.7%
145 Librarian / Literacy Aide	\$ 18,707	\$ 16,856	\$ 11,008	\$ 9,243	\$ 13,692	\$13,906	\$888	\$14,794	66.5%
152 Secretaries	\$ 115,770	\$ 92,778	\$ 79,252	\$ 81,641	\$ 83,979	\$112,356	\$9,035	\$121,391	72.7%
161 Teacher Aides, Reading Specialists & Subs	\$ 173,729	\$ 215,301	\$ 264,113	\$ 228,945	\$ 248,301	\$341,601	\$56,332	\$397,933	67.0%
161 LAND TRUST - K Aide/Student Support Para	\$ -	\$ 8,926	\$ 19,653	\$ 22,160	\$ 40,860	\$ 40,860	\$ (6,860)	\$ 34,000	54.2%
161 SpEd Aides & Speech Therapist	\$ 114,326	\$ 107,379	\$ 116,434	\$ 100,470	\$ 108,237	\$182,752	\$386	\$183,138	55.0%
162 Computer Aides	\$ 25,234	\$ 29,857	\$ 29,843	\$ 27,271	\$ 39,035	\$39,646	\$ (20,604)	\$19,043	68.8%
182 Custodial & Maintenance	\$ 77,252	\$ 95,290	\$ 109,798	\$ 81,642	\$ 114,153	\$115,114	\$ (12,118)	\$102,997	70.9%
191 Lunch Room Aide	\$ 193,879	\$ 182,237	\$ 189,317	\$ 134,854	\$ 218,626	\$236,787	\$26,604	\$263,392	57.0%
Total 100:	\$ 3,313,881	\$ 3,571,393	\$ 4,183,012	\$ 3,172,945	\$ 4,217,184	\$ 4,498,458	\$293,576	\$ 4,792,034	70.5%
200 Employee Benefits									
220 Social Security	\$ 249,256	\$ 256,523	\$ 241,366	\$ 202,022	\$ 294,546	\$ 316,064	\$ 15,831	\$ 331,895	63.9%
LAND TRUST - BENEFITS	\$ -	\$ 1,142	\$ 2,418	\$ 1,695	\$ 3,126	\$ 3,126	\$ (525)	\$ 2,601	54.2%
SpEd Social Security	\$ -	\$ -	\$ 21,351	\$ 18,512	\$ 24,943	\$ 24,943	\$ 7,153	\$ 32,095	74.2%
COVID 19 Stipend	\$ -	\$ -	\$ 8,957	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
230 Retirement	\$ 160,458	\$ 169,758	\$ 191,662	\$ 147,388	\$ 192,500	\$ 192,500	\$ 22,023	\$ 214,523	76.6%
240 Group Insurance	\$ 525,659	\$ 531,517	\$ 598,606	\$ 486,292	\$ 742,059	\$ 720,059	\$ 39,941	\$ 760,000	67.5%
240 Deductible Stipend	\$ 4,647	\$ 12,251	\$ 11,524	\$ 11,893	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	79.3%
270 Worker's Compensation Fund	\$ 12,840	\$ 12,185	\$ 13,181	\$ 16,425	\$ 14,341	\$ 16,425	\$ -	\$ 16,425	100.0%
280 Unemployment Insurance	\$ 2,700	\$ 2,655	\$ 5,976	\$ 2,270	\$ 13,238	\$ 13,238	\$ -	\$ 13,238	17.1%
Total 200:	\$ 955,560	\$ 986,031	\$ 1,095,041	\$ 886,497	\$ 1,299,753	\$ 1,301,354	\$ 84,423	\$ 1,385,777	68.1%
300 Purchased Professional & Technical	107%	101%	113%						
320 Special Education Contractors	\$ 81,636	\$ 93,207	\$ 100,651	\$ 69,088	\$ 120,610	\$ 120,610	\$ -	\$ 120,610	57.3%
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ 9,030	\$ 40,000	\$ 9,300	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
330 Employee Training & Development	\$ 30,682	\$ 29,679	\$ 26,477	\$ 6,780	\$ 20,000	\$ 20,000	\$ -	\$ 20,000	33.9%
LAND TRUST - Training & Development	\$ -	\$ 6,372	\$ 2,578	\$ 9,134	\$ 24,000	\$ 16,000	\$ 8,000	\$ 24,000	57.1%
SpEd Training & Development	\$ -	\$ -	\$ 9,582	\$ 1,800	\$ -	\$ -	\$ -	\$ -	#DIV/0!
330 SEDC Services	\$ 3,433	\$ 3,341	\$ 3,891	\$ -	\$ 3,891	\$ 3,891	\$ -	\$ 3,891	0.0%
340 Audit	\$ 9,857	\$ 255	\$ 11,350	\$ 22,070	\$ 5,000	\$ 22,070	\$ -	\$ 22,070	100.0%
345 Business Manager Services	\$ 76,800	\$ 76,800	\$ 76,800	\$ 57,600	\$ 76,800	\$ 76,800	\$ 1,536	\$ 78,336	75.0%
349 Legal Services	\$ 1,005	\$ 10,755	\$ 670	\$ 928	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	6.2%
350 Technical Services (IT)	\$ 64,325	\$ 64,389	\$ 64,212	\$ 75,729	\$ 99,278	\$ 99,278	\$ 2,482	\$ 101,760	76.3%
580 Admin & Teacher Travel	\$ 25,512	\$ 14,181	\$ 5,762	\$ 12,247	\$ 22,500	\$ 20,280	\$ -	\$ 20,280	60.4%
LAND TRUST - Travel	\$ -	\$ 5,422	\$ 1,923	\$ 6,488	\$ 6,000	\$ 14,000	\$ (8,000)	\$ 6,000	46.3%
SpEd - Travel	\$ -	\$ -	\$ -	\$ 2,220	\$ -	\$ 2,220	\$ -	\$ 2,220	100.0%
Total 300:	\$ 302,280	\$ 338,979	\$ 313,196	\$ 264,084	\$ 393,079	\$ 410,149	\$ 4,018	\$ 414,167	64.4%
400 Purchased Property Services									
411 Water/Sewage	\$ 10,531	\$ 11,480	\$ 10,936	\$ 8,109	\$ 12,000	\$ 12,000	\$ -	\$ 12,000	67.6%
412 Disposal Services	\$ 2,896	\$ 5,487	\$ 8,000	\$ 7,799	\$ 8,000	\$ 11,600	\$ 1,400	\$ 13,000	67.2%
420 Cleaning Services	\$ 1,937	\$ 3,095	\$ 2,838	\$ 2,638	\$ 4,000	\$ 4,000	\$ -	\$ 4,000	66.0%
431 Lawn Care Services	\$ 18,761	\$ 15,835	\$ 11,925	\$ 7,140	\$ 16,500	\$ 12,000	\$ -	\$ 12,000	59.5%
431 Non-Technology Repairs & Maintenance	\$ 11,695	\$ 12,300	\$ 17,931	\$ 25,174	\$ 15,880	\$ 51,000	\$ (21,000)	\$ 30,000	49.4%
432 Copy Machine Servicing	\$ 10,038	\$ 7,442	\$ 9,636	\$ 6,483	\$ 13,000	\$ 13,000	\$ -	\$ 13,000	49.9%
Total 400:	\$ 55,858	\$ 55,639	\$ 61,266	\$ 57,343	\$ 69,380	\$ 103,600	\$ (19,600)	\$ 84,000	55.4%
500 Other Purchased Services									
522 Property & Liability Insurance	\$ 18,828	\$ 27,924	\$ 34,834	\$ 31,399	\$ 32,100	\$ 37,800	\$ 2,200	\$ 40,000	83.1%
530 Telephone	\$ 8,282	\$ 9,060	\$ 9,841	\$ 1,009	\$ 9,000	\$ 9,000	\$ 2,000	\$ 11,000	11.2%
540 Marketing	\$ 3,510	\$ 5,928	\$ 6,095	\$ 8,155	\$ 9,000	\$ 9,000	\$ -	\$ 9,000	90.6%
590 Field Trips / Bus Rental	\$ 1,294	\$ -	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ -	\$ 3,000	0.0%
Total 500:	\$ 31,914	\$ 42,912	\$ 50,770	\$ 40,563	\$ 53,100	\$ 58,800	\$ 4,200	\$ 63,000	69.0%



	(1021 Students) FY19 Actuals	(998 Students) FY20 Actuals	(1011 Students) FY21 Actuals	(1013 Students) Current Yr's Actuals	(1010 Students) Approved Budget	1017 Forecast	Changes	1000 FY23 Proposed Budget	% of Forecast
600 Supplies and Materials									
610a Classroom Supplies	\$ 49,207	\$ 50,164	\$ 48,468	\$ 31,757	\$ 40,000	\$ 60,000	\$ 20,000	\$ 80,000	52.9%
LAND TRUST - STEM Supplies		\$ 2,197	\$ 3,648	\$ 3,126	\$ 12,000	\$ 12,000	\$ -	\$ 12,000	26.1%
LAND TRUST - ESL Supplies		\$ -	\$ 328	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
610b Special Ed Supplies	\$ 2,357	\$ 3,377	\$ 30,051	\$ 7,244	\$ 2,357	\$ 10,000	\$ -	\$ 10,000	72.4%
610c Theatre Supplies	\$ -	\$ -	\$ -	\$ 2,936	\$ 4,000	\$ 4,000	\$ -	\$ 4,000	73.4%
610d CCA Expenses	\$ 1,364	\$ 2,251	\$ 3,486	\$ 2,653	\$ 5,179	\$ 5,179	\$ -	\$ 5,179	51.2%
610e Student Activity Supplies / Incentives	\$ 4,624	\$ 11,444	\$ 12,956	\$ 8,656	\$ 13,000	\$ 18,000	\$ (5,000)	\$ 13,000	48.1%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Special Ed Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
610f Board Expenses/meals	\$ 2,918	\$ 2,109	\$ 6,091	\$ 798	\$ 7,000	\$ 7,000	\$ -	\$ 7,000	11.4%
610g Office Supplies/General	\$ 9,333	\$ 9,609	\$ 27,813	\$ 20,428	\$ 20,000	\$ 28,000	\$ -	\$ 28,000	73.0%
610h Safety Supplies	\$ 2,758	\$ 2,109	\$ 1,742	\$ 2,085	\$ 3,000	\$ 3,000	\$ -	\$ 3,000	69.5%
610i GWA Gives Back	\$ 2,265	\$ 165	\$ 165	\$ 5,096	\$ -	\$ 5,000	\$ (5,000)	\$ -	101.9%
610j First Aid Supplies	\$ 308	\$ 877	\$ 1,259	\$ 268	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	26.8%
610k Principal Discretionary Fund	\$ 6,276	\$ 6,361	\$ 8,000	\$ 7,189	\$ 10,000	\$ 10,000	\$ -	\$ 10,000	71.9%
610l Leadership Flags	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
610m Staff Lounge	\$ 3,174	\$ 4,564	\$ 4,612	\$ 4,741	\$ 4,000	\$ 5,000	\$ (1,000)	\$ 4,000	94.8%
610n Swag Store	\$ -	\$ -	\$ -	\$ 4,821	\$ 8,000	\$ 8,000	\$ -	\$ 8,000	60.3%
610o Christmas Party			\$ -	\$ 4,018	\$ -	\$ 4,018	\$ -	\$ 4,018	100.0%
610p Health and Wellness			\$ -	\$ 1,003	\$ -	\$ 4,000	\$ -	\$ 4,000	25.1%
621 Natural Gas	\$ 7,048	\$ 7,195	\$ 7,969	\$ 7,811	\$ 7,500	\$ 10,000	\$ 2,500	\$ 12,500	78.1%
622 Electricity	\$ 40,980	\$ 31,382	\$ 37,889	\$ 30,726	\$ 40,000	\$ 40,000	\$ -	\$ 40,000	76.8%
630 School Lunch Prgm	\$ 144,666	\$ 147,100	\$ 163,767	\$ 156,873	\$ 150,000	\$ 200,000	\$ -	\$ 200,000	78.4%
641 Textbooks/Curriculum	\$ 78,533	\$ 195,846	\$ 213,598	\$ 68,304	\$ 82,500	\$ 82,500	\$ (6,419)	\$ 76,081	82.8%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Digital Teaching & Learning Curriculum					\$ -	\$ -	\$ 43,919	\$ 43,919	#DIV/0!
644 Library Books	\$ 5,120	\$ 2,624	\$ 3,726	\$ 9,323	\$ 5,000	\$ 10,000	\$ (3,000)	\$ 7,000	93.2%
670 Educational Software	\$ 35,672	\$ 10,659	\$ 10,659	\$ 21,357	\$ 22,000	\$ 22,000	\$ 4,500	\$ 26,500	97.1%
LAND TRUST - Educational Software		\$ 16,388	\$ 16,388	\$ 14,501	\$ 16,000	\$ 16,000	\$ (1,300)	\$ 14,700	90.6%
SpEd - Educational Software	\$ -	\$ 5,752	\$ 5,752	\$ 939	\$ 5,000	\$ 3,400	\$ -	\$ 3,400	27.6%
ESSER III - Educational Software			\$ -	\$ 29,360	\$ -	\$ 30,000	\$ (30,000)	\$ -	97.9%
680 Maintenance Supplies & Material	\$ 35,448	\$ 36,323	\$ 40,909	\$ 23,722	\$ 40,000	\$ 40,000	\$ -	\$ 40,000	59.3%
ESSER III - Maintenance Supplies	\$ 35,448	\$ 36,323	\$ -	\$ 5,123	\$ -	\$ 5,123	\$ (5,123)	\$ -	100.0%
Total 600:	\$ 467,499	\$ 584,819	\$ 649,276	\$ 474,858	\$ 497,536	\$ 643,220	\$ 14,077	\$ 657,297	73.8%
700 Property									
710 Land and Site Improvements & Building	\$ 28,888	\$ 27,384	\$ 25,438	\$ 10,705	\$ 25,000	\$ 28,000	\$ (3,000)	\$ 25,000	38.2%
733 Furniture and Fixtures	\$ 23,301	\$ 17,848	\$ 8,086	\$ 14,658	\$ 16,000	\$ 16,000	\$ 4,000	\$ 20,000	91.6%
SpEd - Furniture and Fixtures	\$ -	\$ -	\$ 4,204	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
734 Technology Hardware	\$ 72,346	\$ 36,138	\$ 52,839	\$ 14,410	\$ 25,000	\$ 15,000	\$ (12,300)	\$ 2,700	96.1%
LAND TRUST - Hardware		\$ 39,649	\$ 33,063	\$ 33,096	\$ 57,700	\$ 52,700	\$ 2,300	\$ 55,000	62.8%
SpEd - Tech Hardware	\$ -	\$ -	\$ 52,071	\$ -	\$ -	\$ 5,500	\$ (5,500)	\$ -	0.0%
ESSER III - Tech Hardware				\$ 332,124	\$ -	\$ 338,480	\$ (338,480)	\$ -	98.1%
Digital Teaching & Learning Hardware					\$ -	\$ -	\$ 15,000	\$ 15,000	#DIV/0!
736 Technology Software	\$ 31,756	\$ 38,126	\$ 34,334	\$ 45,136	\$ 35,000	\$ 45,000	\$ 3,000	\$ 48,000	100.3%
LAND TRUST - Software		\$ 1,274	\$ 995	\$ 7,712	\$ 1,300	\$ 6,300	\$ (800)	\$ 5,500	122.4%
SpEd - Software	\$ -	\$ 5,752	\$ -	\$ 1,600	\$ -	\$ 1,600	\$ -	\$ 1,600	100.0%
739 Kitchen Equipment	\$ 1,983	\$ 3,666	\$ 6,614	\$ 4,052	\$ 5,000	\$ 5,000	\$ -	\$ 5,000	81.0%
790 Cap Ex Fund	\$ 14,762	\$ 119,433	\$ 185,581	\$ 124,517	\$ 150,000	\$ 150,000	\$ -	\$ 150,000	83.0%
Total 700:	\$ 173,036	\$ 289,270	\$ 403,225	\$ 588,010	\$ 315,000	\$ 663,580	\$ (335,780)	\$ 327,800	88.6%
800 Debt Service & Miscellaneous									
810 Dues and Fees	\$ 12,172	\$ 11,591	\$ 13,619	\$ 9,975	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	66.5%
830 Bond Restricted Assets (Interest)	\$ 591,363	\$ 690,709	\$ 559,913	\$ 419,934	\$ 530,913	\$ 530,913	\$ (30,000)	\$ 500,913	79.1%
840 Bond Restricted Assets (Principal)	\$ 676,845	\$ 521,193	\$ 725,000	\$ 543,750	\$ 750,000	\$ 750,000	\$ 35,000	\$ 785,000	72.5%
833 Bond Fees	\$ 41,170	\$ 33,800	\$ 6,000	\$ 32,670	\$ 33,800	\$ 33,800	\$ -	\$ 33,800	96.7%
890 Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Total 800:	\$ 1,321,550	\$ 1,257,293	\$ 1,304,532	\$ 1,006,329	\$ 1,329,713	\$ 1,329,713	\$ 5,000	\$ 1,334,713	75.7%
Total Expenses:	\$ 6,621,578	\$ 7,126,336	\$ 8,060,318	\$ 6,490,629	\$ 8,174,744	\$ 9,008,874	\$ 49,914	\$ 9,058,788	72.0%
Net Income:	\$ 694,380	\$ 661,217	\$ 1,591,021	\$ 680,415	\$ 300,489	\$ 641,423	\$ (329,072)	\$ 312,351	106.1%
Goal for Unrestricted Net Income:						\$ 250,000		\$ 250,000	
Unrestricted Net Income:						\$ 496,325		\$ 312,351	
Restricted Net Income:						\$ 145,098		\$ -	
Cap Ex Fund:	\$ (35,581)			At year end: \$ 145,469		At year end: Use: \$114,982		At year end: \$ 170,952	
	\$ -	\$ -							
Fund Reserve:	\$ 4,063,511	\$ 4,063,511	\$ 4,966,037	\$ 5,646,452	\$ 5,266,526	\$ 5,462,362		\$ 5,578,878	



PROPOSAL FOR BOARD ACTION

Proposal Title: HVAC Billing

Submitted by: Steve Erickson

Sponsoring Committee: _____

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

We owe Outwest HVAC \$20,856 for 2019 and 2020 Preventative Maintenance which is done 3 times a year. Their invoice system changed in 2019 when they merged with another company, the new system was not sending invoices. We paid the check-marked invoices because those were the services Jessica knew about and would ask for an invoice.

Background:

Jessica verified with Rod that all the services were performed, also checked with Spencer on what we have paid. Jessica was able to negotiate and they will not charge us for all the service calls just the 2 PM invoices. Our system in place now prevents this from happening again. This year Jessica started calling companies to come out because we ran into this problem on a smaller scale. Rod would call someone to come out and Jessica had no clue so she wouldn't know to follow up by asking for an invoice if they didn't send them in a timely manner. We also have another 3-year contract the board approved that started in 2021 so Jessica has a blanket PO as a reminder.

Assessment:

Recommendation:

No vote required - This is just an update

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at jrogers@gwacademy.org by the 15th day of the month of the Board meeting.

Outwest HVAC, Inc
 PO Box 910248
 Saint George, UT 84791
 435.688.9378
 outwestair@gmail.com



INVOICE

BILL TO

Rod Sedgwick
 George Washington
 Academy
 % Rod Sedgwick
 2277 S 3000 E
 St George, UT
 84790

SHIP TO

Rod Sedgwick
 George Washington
 Academy
 entire building
 2019 PM

INVOICE # 1218

DATE 12/31/2020

DUE DATE 01/10/2021

TERMS Net 10

ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
PM	Preventive Maintenance: as per estimate: service each of the 55 rooftop units plus 1 portable unit, replace filters, clean coils once per year, check all components, fans, blower wheels, motors, belts, rain guards, coil fins, economizer filters, actuators, reversing valve, defrost sensor, etc			
PM	Preventive Maintenance: regular labor (calculated at 3x per year per agreement)	3	910.00	2,730.00
PM	Preventive Maintenance: labor for coil cleaning once per year per system (56 systems total)	56	65.00	3,640.00
Belt	Belts replaced once per year	56	20.00	1,120.00
Filters	(112) 16x25x2; (16) 16x20x2; (1) 16x20x1; (1) 20x20x1 = 130 x 4	520	4.50	2,340.00
Filters	(8) 20x25x2; (14) 20x25x1; (1) 20x20x1 = 23 total x 4	92	6.50	598.00

2019 PM in full

BALANCE DUE

\$10,428.00

Outwest HVAC, Inc
 PO Box 910248
 Saint George, UT 84791
 435.688.9378
 outwestair@gmail.com



INVOICE

BILL TO
 Rod Sedgwick
 George Washington
 Academy
 % Rod Sedgwick
 2277 S 3000 E
 St George, UT
 84790

SHIP TO
 Rod Sedgwick
 George Washington
 Academy
 entire building PM
 2020

INVOICE # 1219
DATE 12/31/2020
DUE DATE 01/10/2021
TERMS Net 10

ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
PM	Preventive Maintenance: as per estimate: service each of the 55 rooftop units plus 1 portable unit, replace filters, clean coils once per year, check all components, fans, blower wheels, motors, belts, rain guards, coil fins, economizer filters, actuators, reversing valve, defrost sensor, etc			
PM	Preventive Maintenance: labor as per written estimate	3	910.00	2,730.00
PM	Labor for the coil cleaning for each system (56 systems total)	56	65.00	3,640.00
Belt	Belts replaced once per year per system	56	20.00	1,120.00
Filters	(112) 16x25x2; (16) 16x20x2; (1) 16x20x1; (1) 20x20x1. = 130 x 4	520	4.50	2,340.00
Filters	(8) 20x25x2; (14) 20x25x1; (1) 20x20x1 = 23 total x 4	92	6.50	598.00

2020 PM - thank you!

BALANCE DUE

\$10,428.00

George Washington Academy service dates

4/13/17 two filters only

3/14/18 PM

4/23/18 service call run cap

10/11/18 PM

1/25/19 PM

4/26/19 PM

8/6/19 PM

9/30/19 service call on north unit

12/23/19 PM

1/6/20 room 137 is 53-degrees inside

1/9/20 installed part for room 137

1/15/20 room 137 again (I think).

2/3/20 kindergarten room cold.

3/6/20 PM

3/10/20 service call to find bad motor for exhaust hood

3/20/20 installed motor ^

3/26/20 kitchen pizza warmer not working - elements provided by GWA

✓ 5/20/20 new unit installed

5/22/20 PM

6/1/20 service call

6/5/20 water leaking on gym floor

8/6/20 PM

✓ 8/19/20 service call

✓ 8/27/20 lobby unit not working

8/31/20 new unit not communicating with thermostat

✓ 9/8/20 one unit had a leak

- ✓ 9/17/20 room 75 service call
- ✓ 9/21/20 room 131 service call control board
- ✓ 10/30/20 new unit installed
- ✓ 12/2/20 service call
- 12/21/20 PM
- 1/6/21 service call
- 1/12/21 service call - water heater issue
- ✓ 1/15/21 front office not working



PROPOSAL FOR BOARD ACTION

Proposal Title: _____

Submitted by: _____

Sponsoring Committee: _____

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

Background:

Assessment:

Recommendation:

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at jrogers@gwacademy.org by the 15th day of the month of the Board meeting.

Teacher Salary Schedule

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS Degree			BS Degree +30 Semester Hrs Approved Credit			Masters Degree			Masters Degree +36 Semester Hrs Approved Credit		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$44,997	\$4,200	\$49,197	\$49,424	\$4,200	\$53,624	\$51,636	\$4,200	\$55,836	\$55,694	\$4,200	\$59,894
2	\$45,735	\$4,200	\$49,935	\$49,792	\$4,200	\$53,992	\$52,004	\$4,200	\$56,204	\$56,062	\$4,200	\$60,262
3	\$46,471	\$4,200	\$50,671	\$50,161	\$4,200	\$54,361	\$52,374	\$4,200	\$56,574	\$56,431	\$4,200	\$60,631
4	\$47,211	\$4,200	\$51,411	\$50,531	\$4,200	\$54,731	\$52,742	\$4,200	\$56,942	\$56,801	\$4,200	\$61,001
5	\$47,947	\$4,200	\$52,147	\$51,269	\$4,200	\$55,469	\$53,481	\$4,200	\$57,681	\$57,908	\$4,200	\$62,108
6	\$48,685	\$4,200	\$52,885	\$52,374	\$4,200	\$56,574	\$54,586	\$4,200	\$58,786	\$59,013	\$4,200	\$63,213
7	\$49,424	\$4,200	\$53,624	\$53,481	\$4,200	\$57,681	\$55,694	\$4,200	\$59,894	\$60,120	\$4,200	\$64,320
8	\$50,531	\$4,200	\$54,731	\$54,586	\$4,200	\$58,786	\$56,801	\$4,200	\$61,001	\$61,224	\$4,200	\$65,424
9	\$51,269	\$4,200	\$55,469	\$55,694	\$4,200	\$59,894	\$57,908	\$4,200	\$62,108	\$61,963	\$4,200	\$66,163
10	\$52,374	\$4,200	\$56,574	\$56,801	\$4,200	\$61,001	\$59,013	\$4,200	\$63,213	\$63,070	\$4,200	\$67,270
11	\$53,481	\$4,200	\$57,681	\$57,908	\$4,200	\$62,108	\$60,120	\$4,200	\$64,320	\$64,178	\$4,200	\$68,378
12	\$54,586	\$4,200	\$58,786	\$59,013	\$4,200	\$63,213	\$60,858	\$4,200	\$65,058	\$65,284	\$4,200	\$69,484
13	\$55,694	\$4,200	\$59,894	\$60,120	\$4,200	\$64,320	\$61,963	\$4,200	\$66,163	\$66,389	\$4,200	\$70,589
14	\$56,801	\$4,200	\$61,001	\$60,858	\$4,200	\$65,058	\$63,070	\$4,200	\$67,270	\$67,497	\$4,200	\$71,697
15	\$57,908	\$4,200	\$62,108	\$61,963	\$4,200	\$66,163	\$64,178	\$4,200	\$68,378	\$68,602	\$4,200	\$72,802
16	\$59,013	\$4,200	\$63,213	\$63,070	\$4,200	\$67,270	\$65,284	\$4,200	\$69,484	\$69,711	\$4,200	\$73,911
17	Passed in Board Meeting on Effective 7/1/2022			\$64,178	\$4,200	\$68,378	\$66,389	\$4,200	\$70,589	\$70,817	\$4,200	\$75,017
18				\$65,284	\$4,200	\$69,484	\$67,497	\$4,200	\$71,697	\$71,553	\$4,200	\$75,753
19				\$66,389	\$4,200	\$70,589	\$68,602	\$4,200	\$72,802	\$72,660	\$4,200	\$76,860
20				\$67,497	\$4,200	\$71,697	\$69,711	\$4,200	\$73,911	\$73,767	\$4,200	\$77,967
21				\$70,817	\$4,200	\$75,017	\$74,872	\$4,200	\$79,072			
22				\$71,553	\$4,200	\$75,753	\$75,979	\$4,200	\$80,179			
23				\$77,087	\$4,200	\$81,287						
24				\$78,192	\$4,200	\$82,392						
25				\$79,299	\$4,200	\$83,499						
26				\$80,405	\$4,200	\$84,605						
27	\$82,249	\$4,200	\$86,449									
28	\$84,464	\$4,200	\$88,664									

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

[This Policy will be included at the bottom of all current and future pay scales]

Special Education Teacher Salary Schedule

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS Degree			BS Degree +30 Semester Hrs Approved Credit			Masters Degree			Masters Degree +36 Semester Hrs Approved Credit		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$48,373	\$4,200	\$52,573	\$53,131	\$4,200	\$57,331	\$55,508	\$4,200	\$59,708	\$59,871	\$4,200	\$64,071
2	\$49,164	\$4,200	\$53,364	\$53,923	\$4,200	\$58,123	\$56,301	\$4,200	\$60,501	\$60,664	\$4,200	\$64,864
3	\$49,957	\$4,200	\$54,157	\$54,716	\$4,200	\$58,916	\$57,093	\$4,200	\$61,293	\$61,455	\$4,200	\$65,655
4	\$50,751	\$4,200	\$54,951	\$55,509	\$4,200	\$59,709	\$57,888	\$4,200	\$62,088	\$62,248	\$4,200	\$66,448
5	\$51,544	\$4,200	\$55,744	\$56,302	\$4,200	\$60,502	\$58,680	\$4,200	\$62,880	\$63,040	\$4,200	\$67,240
6	\$52,336	\$4,200	\$56,536	\$57,094	\$4,200	\$61,294	\$59,473	\$4,200	\$63,673	\$63,835	\$4,200	\$68,035
7	\$53,131	\$4,200	\$57,331	\$57,887	\$4,200	\$62,087	\$60,267	\$4,200	\$64,467	\$64,629	\$4,200	\$68,829
8	\$54,322	\$4,200	\$58,522	\$59,078	\$4,200	\$63,278	\$61,458	\$4,200	\$65,658	\$65,820	\$4,200	\$70,020
9	\$55,114	\$4,200	\$59,314	\$59,870	\$4,200	\$64,070	\$62,250	\$4,200	\$66,450	\$66,612	\$4,200	\$70,812
10	\$56,302	\$4,200	\$60,502	\$61,058	\$4,200	\$65,258	\$63,438	\$4,200	\$67,638	\$67,801	\$4,200	\$72,001
11	\$57,493	\$4,200	\$61,693	\$62,249	\$4,200	\$66,449	\$64,629	\$4,200	\$68,829	\$68,991	\$4,200	\$73,191
12	\$58,680	\$4,200	\$62,880	\$63,436	\$4,200	\$67,636	\$65,817	\$4,200	\$70,017	\$70,179	\$4,200	\$74,379
13	\$59,871	\$4,200	\$64,071	\$64,627	\$4,200	\$68,827	\$67,008	\$4,200	\$71,208	\$71,369	\$4,200	\$75,569
14	\$61,061	\$4,200	\$65,261	\$65,817	\$4,200	\$70,017	\$68,196	\$4,200	\$72,396	\$72,559	\$4,200	\$76,759
15	\$62,252	\$4,200	\$66,452	\$67,008	\$4,200	\$71,208	\$69,387	\$4,200	\$73,587	\$73,750	\$4,200	\$77,950
16	\$63,438	\$4,200	\$67,638	\$68,194	\$4,200	\$72,394	\$70,575	\$4,200	\$74,775	\$74,937	\$4,200	\$79,137
17				\$69,385	\$4,200	\$73,585	\$71,766	\$4,200	\$75,966	\$76,127	\$4,200	\$80,327
18				\$70,573	\$4,200	\$74,773	\$72,953	\$4,200	\$77,153	\$77,315	\$4,200	\$81,515
19				\$71,764	\$4,200	\$75,964	\$74,144	\$4,200	\$78,344	\$78,506	\$4,200	\$82,706
20				\$72,950	\$4,200	\$77,150	\$75,331	\$4,200	\$79,531	\$79,694	\$4,200	\$83,894
21							\$76,522	\$4,200	\$80,722	\$80,883	\$4,200	\$85,083
22							\$77,709	\$4,200	\$81,909	\$82,071	\$4,200	\$86,271
23										\$83,262	\$4,200	\$87,462
24										\$84,450	\$4,200	\$88,650
25										\$85,636	\$4,200	\$89,836
26										\$86,824	\$4,200	\$91,024
27										\$88,015	\$4,200	\$92,215
28										\$89,202	\$4,200	\$93,402

**Passed in Board Meeting on
Effective 7/1/2022**

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

[This Policy will be included at the bottom of all current and future pay scales]

Hourly Teacher Pay Schedule & Equivalent

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS DEGREE	*Hourly Equivalent	**Daily Equivalent	BS Degree +30 Approved Semester Hrs	*Hourly Equivalent	** Daily Equivalent	Masters Degree	*Hourly Equivalent	**Daily Equivalent	Masters Degree +36 Approved Semester Hrs	*Hourly Equivalent	**Daily Equivalent
	Salary			Salary			Salary			Salary		
1	\$44,997	\$28.12	\$224.99	\$49,424	\$30.89	\$247.12	\$51,636	\$32.27	\$258.18	\$55,694	\$34.81	\$278.47
2	\$45,735	\$28.58	\$228.68	\$49,792	\$31.12	\$248.96	\$52,004	\$32.50	\$260.02	\$56,062	\$35.04	\$280.31
3	\$46,471	\$29.04	\$232.36	\$50,161	\$31.35	\$250.81	\$52,374	\$32.73	\$261.87	\$56,431	\$35.27	\$282.16
4	\$47,211	\$29.51	\$236.06	\$50,531	\$31.58	\$252.66	\$52,742	\$32.96	\$263.71	\$56,801	\$35.50	\$284.01
5	\$47,947	\$29.97	\$239.74	\$51,269	\$32.04	\$256.35	\$53,481	\$33.43	\$267.41	\$57,908	\$36.19	\$289.54
6	\$48,685	\$30.43	\$243.43	\$52,374	\$32.73	\$261.87	\$54,586	\$34.12	\$272.93	\$59,013	\$36.88	\$295.07
7	\$49,424	\$30.89	\$247.12	\$53,481	\$33.43	\$267.41	\$55,694	\$34.81	\$278.47	\$60,120	\$37.58	\$300.60
8	\$50,531	\$31.58	\$252.66	\$54,586	\$34.12	\$272.93	\$56,801	\$35.50	\$284.01	\$61,224	\$38.27	\$306.12
9	\$51,269	\$32.04	\$256.35	\$55,694	\$34.81	\$278.47	\$57,908	\$36.19	\$289.54	\$61,963	\$38.73	\$309.82
10	\$52,374	\$32.73	\$261.87	\$56,801	\$35.50	\$284.01	\$59,013	\$36.88	\$295.07	\$63,070	\$39.42	\$315.35
11	\$53,481	\$33.43	\$267.41	\$57,908	\$36.19	\$289.54	\$60,120	\$37.58	\$300.60	\$64,178	\$40.11	\$320.89
12	\$54,586	\$34.12	\$272.93	\$59,013	\$36.88	\$295.07	\$60,858	\$38.04	\$304.29	\$65,284	\$40.80	\$326.42
13	\$55,694	\$34.81	\$278.47	\$60,120	\$37.58	\$300.60	\$61,963	\$38.73	\$309.82	\$66,389	\$41.49	\$331.95
14	\$56,801	\$35.50	\$284.01	\$60,858	\$38.04	\$304.29	\$63,070	\$39.42	\$315.35	\$67,497	\$42.19	\$337.49
15	\$57,908	\$36.19	\$289.54	\$61,963	\$38.73	\$309.82	\$64,178	\$40.11	\$320.89	\$68,602	\$42.88	\$343.01
16	\$59,013	\$36.88	\$295.07	\$63,070	\$39.42	\$315.35	\$65,284	\$40.80	\$326.42	\$69,711	\$43.57	\$348.56
17				\$64,178	\$40.11	\$320.89	\$66,389	\$41.49	\$331.95	\$70,817	\$44.26	\$354.09
18				\$65,284	\$40.80	\$326.42	\$67,497	\$42.19	\$337.49	\$71,553	\$44.72	\$357.77
19				\$66,389	\$41.49	\$331.95	\$68,602	\$42.88	\$343.01	\$72,660	\$45.41	\$363.30
20				\$67,497	\$42.19	\$337.49	\$69,711	\$43.57	\$348.56	\$73,767	\$46.10	\$368.84
21							\$70,817	\$44.26	\$354.09	\$74,872	\$46.80	\$374.36
22							\$71,553	\$44.72	\$357.77	\$75,979	\$47.49	\$379.90
23										\$77,087	\$48.18	\$385.44
24										\$78,192	\$48.87	\$390.96
25										\$79,299	\$49.56	\$396.50
26										\$80,405	\$50.25	\$402.03
27										\$82,249	\$51.41	\$411.25
28										\$84,464	\$52.79	\$422.32

**Passed in Board Meeting on
Effective 7/1/2022**

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

[This Policy will be included at the bottom of all current and future pay scales]

Instructional Coach Salary Schedule

Step	Lane 1			Lane 2			Lane 3			Lane 4					
	BS Degree			BS Degree +30 Semester Hrs Approved Credit			Masters Degree			Masters Degree +36 Semester Hrs Approved Credit					
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total			
1	\$56,528	\$4,200	\$60,728	\$60,859	\$4,200	\$65,059	\$63,024	\$4,200	\$67,224	\$66,995	\$4,200	\$71,195			
2	\$57,250	\$4,200	\$61,450	\$58,974	\$4,200	\$63,174	\$63,385	\$4,200	\$67,585	\$67,355	\$4,200	\$71,555			
3	\$57,970	\$4,200	\$62,170	\$61,581	\$4,200	\$65,781	\$63,746	\$4,200	\$67,946	\$67,717	\$4,200	\$71,917			
4	\$58,693	\$4,200	\$62,893	\$61,942	\$4,200	\$66,142	\$61,167	\$4,200	\$65,367	\$68,078	\$4,200	\$72,278			
5	\$59,415	\$4,200	\$63,615	\$62,663	\$4,200	\$66,863	\$64,829	\$4,200	\$69,029	\$69,161	\$4,200	\$73,361			
6	\$60,137	\$4,200	\$64,337	\$63,746	\$4,200	\$67,946	\$65,911	\$4,200	\$70,111	\$70,243	\$4,200	\$74,443			
7	\$60,859	\$4,200	\$65,059	\$64,829	\$4,200	\$69,029	\$66,995	\$4,200	\$71,195	\$71,326	\$4,200	\$75,526			
8	\$61,942	\$4,200	\$66,142	\$65,911	\$4,200	\$70,111	\$68,078	\$4,200	\$72,278	\$72,408	\$4,200	\$76,608			
9	\$62,663	\$4,200	\$66,863	\$66,995	\$4,200	\$71,195	\$69,161	\$4,200	\$73,361	\$73,130	\$4,200	\$77,330			
10	\$63,746	\$4,200	\$67,946	\$68,078	\$4,200	\$72,278	\$70,243	\$4,200	\$74,443	\$74,214	\$4,200	\$78,414			
11	\$64,829	\$4,200	\$69,029	\$69,161	\$4,200	\$73,361	\$71,326	\$4,200	\$75,526	\$75,297	\$4,200	\$79,497			
12	\$65,911	\$4,200	\$70,111	\$70,243	\$4,200	\$74,443	\$72,048	\$4,200	\$76,248	\$76,379	\$4,200	\$80,579			
13	\$66,995	\$4,200	\$71,195	\$71,326	\$4,200	\$75,526	\$73,130	\$4,200	\$77,330	\$77,462	\$4,200	\$81,662			
14	\$68,078	\$4,200	\$72,278	\$72,048	\$4,200	\$76,248	\$74,214	\$4,200	\$78,414	\$78,544	\$4,200	\$82,744			
15	\$69,161	\$4,200	\$73,361	\$73,130	\$4,200	\$77,330	\$75,297	\$4,200	\$79,497	\$79,626	\$4,200	\$83,826			
16	\$70,243	\$4,200	\$74,443	\$74,214	\$4,200	\$78,414	\$76,379	\$4,200	\$80,579	\$80,711	\$4,200	\$84,911			
17	Passed in Board Meeting on Effective 7/1/2022			\$75,297	\$4,200	\$79,497	\$77,462	\$4,200	\$81,662	\$81,793	\$4,200	\$85,993			
18				\$76,379	\$4,200	\$80,579	\$78,544	\$4,200	\$82,744	\$82,515	\$4,200	\$86,715			
19				\$77,462	\$4,200	\$81,662	\$79,626	\$4,200	\$83,826	\$83,598	\$4,200	\$87,798			
20				\$78,544	\$4,200	\$82,744	\$80,711	\$4,200	\$84,911	\$84,681	\$4,200	\$88,881			
21				Passed in Board Meeting on Effective 7/1/2022						\$81,793	\$4,200	\$85,993	\$85,764	\$4,200	\$89,964
22										\$82,515	\$4,200	\$86,715	\$86,845	\$4,200	\$91,045
23													\$87,930	\$4,200	\$92,130
24													\$89,012	\$4,200	\$93,212
25										\$90,094	\$4,200	\$94,294			
26										\$91,177	\$4,200	\$95,377			
27										\$92,982	\$4,200	\$97,182			
28										\$95,149	\$4,200	\$99,349			

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised March 24, 2014

Employees will advance up the pay scale one year at a time. Any deviations from this procedure are subject to Board approval prior to Letters of Employment being sent out.

Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

[This Policy will be included at the bottom of all current and future pay scales]

SLP Salary Schedule									
Step	Lane 1			Lane 2			Lane 3		
	BS Degree + Special Ed Credential			BS Degree + 30 Semester Hrs Approved + Special Ed Credential			Masters Degree + Special Ed Credential		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$47,306	\$4,200	\$51,506	\$52,032	\$4,200	\$56,232	\$59,135	\$4,200	\$63,335
2	\$47,785	\$4,200	\$51,985	\$53,096	\$4,200	\$57,296	\$59,730	\$4,200	\$63,930
3	\$48,267	\$4,200	\$52,467	\$53,631	\$4,200	\$57,831	\$60,334	\$4,200	\$64,534
4	\$48,991	\$4,200	\$53,191	\$54,435	\$4,200	\$58,635	\$61,238	\$4,200	\$65,438
5	\$49,726	\$4,200	\$53,926	\$55,251	\$4,200	\$59,451	\$62,156	\$4,200	\$66,356
6	\$50,472	\$4,200	\$54,672	\$56,080	\$4,200	\$60,280	\$63,089	\$4,200	\$67,289
7	\$51,227	\$4,200	\$55,427	\$56,922	\$4,200	\$61,122	\$64,035	\$4,200	\$68,235
8	\$51,997	\$4,200	\$56,197	\$57,775	\$4,200	\$61,975	\$64,997	\$4,200	\$69,197
9	\$52,777	\$4,200	\$56,977	\$58,642	\$4,200	\$62,842	\$65,971	\$4,200	\$70,171
10	\$53,570	\$4,200	\$57,770	\$59,522	\$4,200	\$63,722	\$66,962	\$4,200	\$71,162
11	\$54,372	\$4,200	\$58,572	\$60,414	\$4,200	\$64,614	\$67,966	\$4,200	\$72,166
12	\$55,186	\$4,200	\$59,386	\$61,320	\$4,200	\$65,520	\$68,986	\$4,200	\$73,186
13	\$56,015	\$4,200	\$60,215	\$62,240	\$4,200	\$66,440	\$70,020	\$4,200	\$74,220
14	\$56,856	\$4,200	\$61,056	\$63,175	\$4,200	\$67,375	\$71,070	\$4,200	\$75,270
15	\$57,708	\$4,200	\$61,908	\$64,121	\$4,200	\$68,321	\$72,136	\$4,200	\$76,336
20	\$58,576	\$4,200	\$62,776	\$65,083	\$4,200	\$69,283	\$73,218	\$4,200	\$77,418
25	\$59,453	\$4,200	\$63,653	\$66,060	\$4,200	\$70,260	\$77,094	\$4,200	\$81,294

Passed in Board Meeting on

Effective 7/1/2022

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Special Education Director 220 Days

Step	Lane 1			Lane 2			Lane 3		
	BS Degree + Special Ed Credential			BS Degree + 30 Semester Hrs Approved + Special Ed Credential			Masters Degree + Special Ed Credential		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$55,717	\$4,200	\$59,917	\$60,915	\$4,200	\$65,115	\$68,726	\$4,200	\$72,926
2	\$56,243	\$4,200	\$60,443	\$62,085	\$4,200	\$66,285	\$69,382	\$4,200	\$73,582
3	\$56,773	\$4,200	\$60,973	\$62,673	\$4,200	\$66,873	\$70,046	\$4,200	\$74,246
4	\$57,569	\$4,200	\$61,769	\$63,558	\$4,200	\$67,758	\$71,043	\$4,200	\$75,243
5	\$58,378	\$4,200	\$62,578	\$64,456	\$4,200	\$68,656	\$72,052	\$4,200	\$76,252
6	\$59,199	\$4,200	\$63,399	\$65,367	\$4,200	\$69,567	\$73,078	\$4,200	\$77,278
7	\$60,030	\$4,200	\$64,230	\$66,294	\$4,200	\$70,494	\$74,118	\$4,200	\$78,318
8	\$60,876	\$4,200	\$65,076	\$67,231	\$4,200	\$71,431	\$75,177	\$4,200	\$79,377
9	\$61,734	\$4,200	\$65,934	\$68,186	\$4,200	\$72,386	\$76,248	\$4,200	\$80,448
10	\$62,606	\$4,200	\$66,806	\$69,153	\$4,200	\$73,353	\$77,337	\$4,200	\$81,537
11	\$63,490	\$4,200	\$67,690	\$70,135	\$4,200	\$74,335	\$78,443	\$4,200	\$82,643
12	\$64,384	\$4,200	\$68,584	\$71,131	\$4,200	\$75,331	\$79,564	\$4,200	\$83,764
13	\$65,296	\$4,200	\$69,496	\$70,258	\$4,200	\$74,458	\$80,702	\$4,200	\$84,902
14	\$66,220	\$4,200	\$70,420	\$73,172	\$4,200	\$77,372	\$81,856	\$4,200	\$86,056
15	\$67,160	\$4,200	\$71,360	\$74,213	\$4,200	\$78,413	\$83,030	\$4,200	\$87,230
20	\$68,112	\$4,200	\$72,312	\$75,271	\$4,200	\$79,471	\$84,219	\$4,200	\$88,419
25	\$73,529	\$4,200	\$77,729	\$76,345	\$4,200	\$80,545	\$88,484	\$4,200	\$92,684

Passed in Board Meeting on

Effective 7/1/2022

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

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[This Policy will be included at the bottom of all current and future pay scales]

Executive Director	
Step	Salary
1	\$115,404
2	\$117,101
3	\$118,798
4	\$120,546
5	\$122,296
6	\$124,093
7	\$125,894
8	\$127,750
9	\$129,604
10	\$133,425
15	\$137,357
Passed in Board Meeting on Effective 7/1/2022	

Assistant Director	
Step	Salary
1	\$92,323
2	\$93,681
3	\$95,038
4	\$96,437
5	\$97,837
6	\$99,275
7	\$100,715
8	\$102,200
9	\$103,683
10	\$106,740
15	\$109,886
Passed in Board Meeting on Effective 7/1/2022	

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Administrative Services Director	
Step	Salary, Exempt
1	\$57,708
2	\$58,435
3	\$59,162
4	\$59,889
5	\$60,617
6	\$61,343
7	\$62,070
8	\$62,796
9	\$63,523
10	\$64,251
11	\$64,978
12	\$65,704
13	\$66,431
14	\$67,157
15	\$67,885
20	\$73,699
Passed in Board Meeting on Effective 7/1/2022	

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[This Policy will be included at the bottom of all current and future pay scales]

Secretary Pay Schedule

Step	Secretary 1: Example: Attendance Secretary, Substitute Secretary	Secretary 2: Registrar, Health and Wellness Secretary, and other secretary roles that require additional certification and training	Executive Level Secretary: Purchasing/Finance & Budgeting Secretary
1	\$14.25	\$18.48	\$23.30
2	\$14.68	\$18.94	\$23.88
3	\$15.12	\$19.41	\$24.48
4	\$15.57	\$19.90	\$25.10
5	\$16.04	\$20.40	\$25.71
6	\$16.52	\$20.91	\$26.37
7	\$17.02	\$21.43	\$27.02
8	\$17.53	\$21.97	\$27.70
9	\$18.05	\$22.51	\$28.39
10	\$18.59	\$23.08	\$29.10
11	\$19.15	\$23.66	\$29.83
12	\$19.73	\$24.24	\$30.58
13	\$20.32	\$24.85	\$31.33
14	\$20.93	\$25.47	\$32.12
15	\$21.55	\$26.11	\$32.92

Passed in Board Meeting on

Effective 7/1/2022

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[This Policy will be included at the bottom of all current and future pay scales]

Licensed Clinical Social Worker	
Step	Salary, Exempt
1	\$61,204
2	\$61,974
3	\$62,746
4	\$63,516
5	\$64,288
6	\$65,058
7	\$65,830
8	\$66,600
9	\$67,370
10	\$68,142
11	\$68,913
12	\$69,684
13	\$70,454
14	\$71,225
15	\$71,997
20	\$78,164
Passed in Board Meeting on Effective 7/1/2022	

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[This Policy will be included at the bottom of all current and future pay scales]



PROPOSAL FOR BOARD ACTION

Proposal Title: Leader In Me Yearly Membership

Submitted by: B.Clark

Sponsoring Committee: N/A

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

Every year we need to look at the Annual Membership associated with the Leader in Me Curriculum and decide whether to renew it or not.

Background:

Assessment:

Budget specifics: 5,100 Curriculum and 7,000 Training and Development

Recommendation:

To approve the Leader in Me membership fee for the upcoming year.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at jrogers@gwacademy.org by the 15th day of the month of the Board meeting.

LeaderinMe®

Leader in Me® Agreement

This Leader in Me Agreement ("Agreement") is entered into as of the date given below (the "Effective Date") by and between Franklin Covey Client Sales, Inc., whose address is 2200 West Parkway Blvd., Salt Lake City, Utah 84119 ("FranklinCovey"), and the following organization ("Client"):

Organization:	George Washington Academy	Contact Person:	Blake Clark
Address:	2277 S 3000 E	Telephone:	4356732232
City, State, Zip:	Saint George, Utah 84790-8510	Email:	bclark@gwacademy.org

Details of Services and Materials


FranklinCovey shall provide Client the training, coaching, and materials (the "Services") to be included in the Leader in Me® network of Schools. Details of the Services are described in the following table:

Deliverable	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
Annual School Membership	5/01/2022	4/30/2023	5/01/2022	\$5,100.00	1	\$5,100.00
Professional Development						
Custom Implementation Coaching Subscription	5/01/2022	4/30/2023	5/01/2022	\$3,500.00	2	\$7,000.00
Total Investment						\$12,100.00

Client may contact FranklinCovey via email or purchase order to purchase additional products and/or services, which shall be subject to the terms and conditions of this Agreement. If Client issues a purchase order and there is a conflict between the purchase order terms and this Agreement, this Agreement shall control. If this Agreement is executed by Client after the Invoice Dates above, FranklinCovey may adjust the Invoice Dates based on the Effective Date. Such change shall not affect the Total Investment.

IN WITNESS HEREOF, all Parties have executed the foregoing Agreement by their duly authorized representatives.

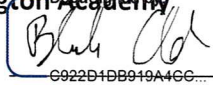
Franklin Covey Client Sales, Inc.

Signature: 
4FB4B87C50B04F2...

Printed Name: Gracey Bambrough

Title: Client Engagement Coordinator

George Washington Academy

Signature: 
G922D1DB019A4GC...

Printed Name: Blake Clark

Title: Executive Director

Effective Date: 10/26/2021

Terms and Conditions

Grant of Rights To Portal: FranklinCovey hereby grants Client a limited, non-exclusive, non-transferable, revocable license for Client teachers and/or staff for whom an annual license fee has been paid ("Users") to access the Leader in Me® Online portal ("Portal"). Access to the Portal shall be available only to Users. Users will receive a unique registration code from an authorized representative of Client (e.g., Principal) prior to logging into the Portal. Client and Users agree not to make the Portal available in any manner to the general public, non-parties to this Agreement, students, or any other individual who is not a User.

Intellectual Property License: FranklinCovey hereby grants to Client a limited, non-exclusive license (the "License") to use the FC IP (defined below) only in connection with the delivery or promotion of FranklinCovey's *Leader in Me* solution within Client's school. For clarity, and by way of example only, the FC IP may be used with lesson plans, bulletin boards, posters, tee shirts, pins, songs, and other similar uses. However, FC IP may not be used with planners/agendas, unless such planners/agendas are purchased through SDI Innovations. Further, Client shall not use a FranklinCovey trademark, such as "The Leader in Me®," in or as a domain name. The License to the FC IP shall not be sublicensed, assigned, or transferred by Client. All works created by Client using the FC IP shall be deemed derivative works ("Derivative Works"), and are owned by FranklinCovey and may be used only pursuant to the License granted herein. "FC IP" shall mean the Leader in Me trademarks and other materials provided to Client by FranklinCovey, including intellectual property associated with The 7 Habits®. Client shall effectively communicate to its staff, employees, teachers, and anyone else who may have access to or receive the FC IP, that such FC IP is copyright- and/or trademark-protected and the proprietary property of FranklinCovey, and that neither Client nor its employees shall modify, reproduce, file share, email, distribute to a third party, or publicly post (Slide Share, YouTube, etc.) the FC IP and any Derivative Works created by Client or its employees except as expressly provided for herein.

Measurable Results Assessment: The Leader in Me process includes a voluntary survey whereby staff, parents, and students are asked questions related to leadership, culture, and academics. An authorized person from Client will be provided a URL link of the survey questions to share with staff, parents, and students. Personally identifiable information ("PII") will not be collected as part of the survey, but in the event information is categorized as PII, FranklinCovey will not permit disclosure outside of its own organization and it will take all commercially practicable measures to destroy PII when it is no longer needed. Survey results will be compiled in an aggregate form and shared with third parties, such as donors and sponsors. Survey results may also be used for research.

Leadership Development: Principals Development Track and Lighthouse Coordinator Development Track provide an opportunity for Users to attend professional development. Client is responsible for all travel expenses incurred by Users attending such professional development.

Scheduling a Consultant. Contact FranklinCovey via email preferably thirty (30) days in advance to schedule a FranklinCovey consultant. Once scheduled, the cancellation/rescheduling provisions will apply.

Cancellation/Rescheduling Fees. Fifteen (15) calendar days' notice is required to cancel or reschedule a scheduled consultant. If Client provides fewer than fifteen days' notice, Client will be billed a cancellation fee of 75% or a rescheduling fee of 25% of the consultant fee to cover costs incurred by FranklinCovey, as well as any travel costs imposed on FranklinCovey as a result of such cancellation or rescheduling. Client will not be assessed a cancellation/rescheduling fee for any consultant services canceled or rescheduled by FranklinCovey.

Term, Termination, and Events of Termination: The term of this Agreement shall commence on the Effective Date and terminate on the End Date identified in the table above. If Client terminates for convenience, FranklinCovey shall not refund any invoiced amounts. Either party may terminate this Agreement if the other party materially breaches the Agreement, and such material breach remains uncured after the non-breaching party has provided thirty (30) days' written notice of such breach. Upon termination of this Agreement for any reason, Client shall immediately (a) discontinue all use of the FC IP; and (b) discontinue all use of Derivative Works.

Payment Terms: FranklinCovey shall invoice Client for all fees as identified in the table(s) above, which fees are nonrefundable and non-prorateable, including shipping and handling, and sales and use taxes (unless Client submits proof of its tax-exempt status to FranklinCovey). All shipments are FOB Shipping Point. Payment terms are net 30 from the invoice date. Fees are subject to an annual price increase.

Audio: Client is responsible for providing a conference line for live online Services, when needed. Such conference line is provided at Client's sole cost and expense.

Recordings: Client shall not make or allow to be made any audio and/or video recordings of the Services. Client shall inform the audience and otherwise take reasonable actions to ensure that no recordings of the Services are made.

Leader in Me Notifications: FranklinCovey may send to teachers, staff, and employees via email or other means promotional materials, product updates, upcoming events, and other information pertinent to the Leader in Me process. Anyone receiving such information may opt out at any time.

Copyright: FranklinCovey owns or controls all intellectual property rights, proprietary rights, and copyrights to all Services and materials provided for in this Agreement, and Client shall communicate the same to recipients of the Services ("Participants"). Client's and/or Participants' unauthorized use, reuse, copying, reproduction, recording, transmittal, modification, or revision of the Services and/or materials, if applicable, shall constitute a breach of this Agreement and/or federal copyright law. Any materials provided for herein are intended for personal use only by Participants and are not for resale, distribution to a third-party, file sharing, or public display. Nothing in this Agreement implies a grant of license for Client to use the concepts and materials outside the scope of the Agreement.

Modification of Agreement: All amendments or modifications to this Agreement must be in writing and signed by the parties hereto. The person executing this Agreement on behalf of Client warrants that he/she is authorized to enter into this Agreement and has authority to bind Client.

Affirmative Action/Equal Opportunity Employer: FranklinCovey complies with the EEO Clause of EO 11246, as amended, and the provisions of 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A, with respect to affirmative action program and posting requirements.

Force Majeure: Neither Client nor FranklinCovey shall be required to perform any term, condition, or covenant of this Agreement so long as such performance is delayed or prevented by acts of God, material or labor restriction by any governmental authority, civil riot, floods, hurricanes, or other natural disasters, or any other cause not reasonably within the control of Client or FranklinCovey.

Entire Agreement: This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement, the terms of the Agreement shall prevail.