

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, August 25, 2022
7:30 p.m.

Board Meeting Agenda

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 was held at 7:00 p.m. prior to the Board Meeting. Presentation by Casey Unrein on the subject of procurement, more than just purchasing.

The Board meeting convened at 7:37 p.m.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer, President

Prayer: Amanda Mortensen

Pledge of Allegiance: Casey Unrein

Board Members Present: Shannon Greer, Amanda Mortenson, Casey Unrein, Kevin Peterson, Blake Clark, Holly Myers (via Zoom)

Board Members Absent: Jaycee Rogers, Shauna Mahoney

Approval of Minutes: Kevin Peterson made a motion to approve the minutes from July 28, 2022 Board Meeting. Amanda Mortenson made a second. No discussion. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Casey Unrein, Kevin Peterson, Blake Clark, Holly Myers

Public Opportunity to Address the Board:

Note: The Board will not take action on an item introduced during this portion of the agenda pursuant to Utah Code 52-4-202(6)(b).

Set time for adjournment: The time set for adjournment was 8:47 pm

Teacher Representative Report: Kari McCoy reported on the student leadership board, three opportunities for students to apply for leadership opportunities. 1 Holding doors open for students coming in for breakfast, 2 announcement coordinator (write script, go in to classroom, etc), and 3 peer tutoring for life skills class. Student Lighthouse team lead first school assembly with help from the Hope Squad. Point of clarification, Student lighthouse team is an application selection process, the Hope Squad is designated by peer nomination and teacher recommendation. Thank you for \$1,000 allotment for teachers to get classrooms set up, it was much appreciated especially for new teachers. Kindergarten kids began school today.

Christine Giles gave the teachers and faculty report on the topic of culture. Trying to have a more professional and unified culture. Culture keeping reminders have been given. Professional development, LTRS training is helpful and teachers are learning a lot of great teaching techniques. Text 1 training has begun with 4th grade team and is going great as well. Team appreciates the development opportunities. All teachers report data on shared google doc to collaborate. An emphasis has been made on enrichment activities and are encouraging feedback from teachers in meetings. SPED has been busy with new curriculum and testing.

Administration Report: Blake Clark, Executive Director, reported that all reports are complete. Note on board update enrollment data for 2022/23 school year is on trend with numbers over the past 8+ years.

Financial Report: Spencer Adams, Business Administrator, discussed budget report as of the end of July, state revenue is on track/slightly ahead, a lot of yellow/red expenses because of up front school year costs. Specifically, section 3000 LTRS training. Revenues are well above expenses, partially because of school land trust being received up front and expenses held out to end of month. Casey Unrein asked if CD has matured, Kevin Peterson will check on that. All reports are finished.

Committee Reports (3 min each):

- **Policies Committee** – Nothing new to report
- **Finance Committee** – Nothing outside of committee minutes to report
- **Benefits Committee** – Nothing new to report
- **Curriculum Committee** – Nothing new to report
- **Outreach Committee** – Nothing new to report
- **Technology Committee** - Nothing new to report
- **LAND Trust Committee** – Nothing new to report
- **PTO Committee** – Nothing new to report
- **Board Development Committee** – Shannon Greer, Board retreat will be next month
- **Campus Management Committee** – Steve Erickson, Chair

Discussion and/or Action Items:

- Expenditures over \$5,000
- **Library Materials Policy:** Kevin Peterson made a motion to approve the library materials policy as outlined in the board packet. Casey Unrein seconded. Discussion: Shannon Greer suggested to add classroom libraries specifically stated in the policy.

Kevin Peterson asked if the committee selection will be formed for GWA to the Utah state guidelines. Timetable for approval and appeal process are as designated in legislation, our option as GWA is to create a policy more strict than the legislation but not take longer. Shannon Greer suggested considering posting a link to the GWA website homepage and . Kevin Peterson amended motion to accept policy with modifying wording to match our school structure, such as classrooms vs all schools, executive director vs principal, district vs GWA, clarifying classroom libraries. Amended motion was seconded by Casey Unrein. Amended motion passed unanimously.

- **Special Education Contractor Agreements Adjustments:** Amanda Mortensen made a motion to approve the proposal as in the board packet. Kevin Peterson seconded. Discussion: Kevin Peterson proposed that we cap the mileage reimbursement for budgeting purposes. Casey Unrein asked for clarification regarding the need for the additional hours, Blake Clark answered that the current caseload is creating a need for additional OT hours. General consensus was that the cap is not necessary. Motion passed unanimously.
- **Executive Level Secretary – Purchasing, Financing, Budgeting:** Kevin Peterson made a motion to approve the Executive Level Secretary – Purchasing/Finance/Budgeting. Amanda Mortensen seconded. Discussion: Shannon Greer expressed concern with moving without documentation or evidence of overtime pay for this position. Suggested clarifying salary exempt vs salary non-exempt. This position has gone from part time to full time to suggestion for salary without the scope of responsibility and number of students increasing. Amanda Mortensen asked why the work load and needed hours have increased without additional student count. Blake Clark responded that for example purchasing isn't related to number of students, rather it's the amount of purchasing. This secretary is supporting students by supporting teachers so teachers request for secretary to make purchases directly, rather than a reimbursement. Additionally, prices going up requiring potentially more RFP's being required, building is aging and needing to be updated and sometimes on an emergency basis. Casey Unrein offered hours outside of their typical shift, sees value in centralizing the role to one person. Blake Clark brought up the differences in the nature of an hourly vs salary position. Shannon Greer brought up concern that job description may be too specific to the person in the role. Kevin Peterson asked would we change the job description for a new hire or would job description stay the same. Blake Clark answered that if we brought in an in-house business manager could change the position but outside of that the job description would stay the same. Holly Myers suggested if there are reasons to move from hourly to salary that are not stated as expectations, they should be stated in the job description. Shannon Greer is concerned that overtime has not been reported to verify that the additional hours to justify moving to salary without evidence of necessity. Motion did not pass. Kevin Peterson and Amanda Mortensen voted in favor. Shannon Greer, Casey Unrein, and Holly Myers voted not in favor. Timeline for reconsideration varied among team members between 1 month to one year. Holly Myers suggested that barriers for clocking in overtime be analyzed and removed to get more accurate data. The board consensus was to revisit in 6 months agenda. Shannon Greer stated her opinion it isn't the budget concern its more the lack of process and documentation.

- **HVAC Replacement Unit:** Kevin Peterson made a motion to approve the proposal for HVAC Replacement unit to be paid out of CAP-EX. Casey Unrein seconded. Discussion: Kevin Peterson clarified the purpose of CAP-EX funds. Motion passed unanimously.
- **GoGuardian Renewal:** Amanda Mortensen made a motion to approve the Go Guardian renewal as outlined in the packet. Kevin Peterson seconded. Discussion: Blake Clark confirmed that they are still happy with Go Guardian's services. Casey Unrein asked if Powerschool could handle the same tasks that GoGuardian is handling. The consensus was, no Powerschool could not.
- **Special Education Curriculum:** Casey Unrein made a motion to approve the additional Special Education Curriculum not to exceed the amount of \$12,835.43. Amanda Mortensen seconded. Discussion: Kevin Peterson asked what data was analyzed to determine the need for this purchase. Kim Townes said RISE and Acadience data was used to make determination. Townes also mentioned that research based curriculum has never been used in the GWA SPED program. Townes intends to get at least 1.5% improvement in benchmarks of both Acadience and RISE data. Townes confirmed that only the consumables will need to be repurchased annually but the teacher subscription are a one time purchase. Motion passed unanimously.

No Closed Session was Held

Next Meeting: The next regular Board Meeting will be held **September 29, 2022 at 4:00pm.**

Adjournment: Kevin Peterson motioned to adjourn the Board Meeting, which passed unanimously.

The board meeting adjourned at 9:29 pm

Submitted by Holly Myers, Board Member



Financial Summary

as of August 31, 2022

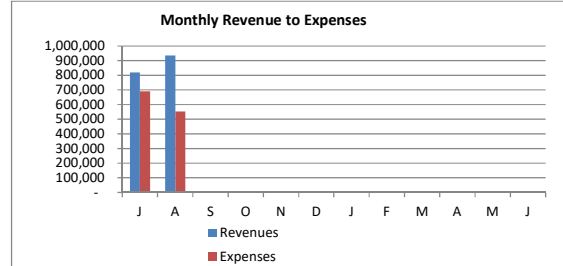
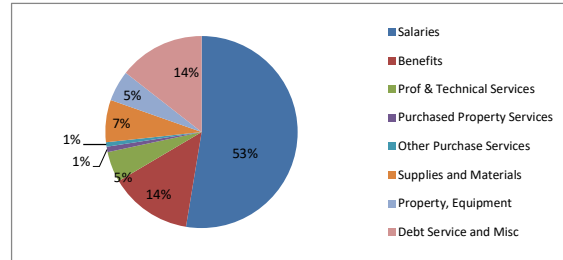
16.7% through the Year

BUDGET REPORT

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

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment	1013	1010	1000	
Revenue				
1000 Local	\$ 53,248	\$ 226,049	\$ 234,607	23%
3000 State	\$ 1,700,805	\$ 8,618,679	\$ 8,925,160	19%
4000 Federal	\$ -	\$ 463,667	\$ 458,212	0%
Total Revenue	\$ 1,754,053	\$ 9,308,395	\$ 9,617,979	18%
Expenses				
100 Salaries	\$ 601,551	\$ 4,853,645	\$ 4,853,645	12%
200 Benefits	\$ 175,335	\$ 1,286,490	\$ 1,286,490	14%
300 Prof & Technical Services	\$ 84,066	\$ 424,167	\$ 472,804	18%
400 Purchased Property Services	\$ 14,730	\$ 84,000	\$ 84,000	18%
500 Other Purchase Services	\$ 7,911	\$ 68,300	\$ 68,300	12%
600 Supplies and Materials	\$ 163,364	\$ 655,797	\$ 655,797	25%
700 Property, Equipment	\$ 108,049	\$ 342,800	\$ 474,843	23%
800 Debt Service and Misc	\$ 219,752	\$ 1,334,713	\$ 1,334,713	16%
Total Expenses	\$ 1,374,758	\$ 9,049,911	\$ 9,230,591	15%
Net Income from Operations	\$ 379,295	\$ 258,484	\$ 387,388	98%
Operating Margin	21.6%	2.8%	4.0%	

EXPENSES



RATIOS

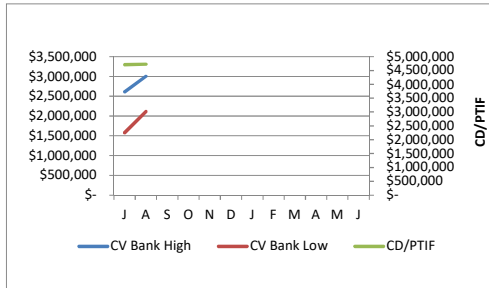
	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	4.0%	5%		1.23%
Debt Service Coverage	1.30	1.25	1.05	0.10
Days Cash on Hand	306	130	30	12
Building Payment %	13.9%	< 22%		-0.17%

CASH

Month Ending Cash Balance	\$ 7,726,148
Days Cash on Hand	306

Includes
 \$1,257,951 CD
 \$3,466,685 PTIF

Bank Account



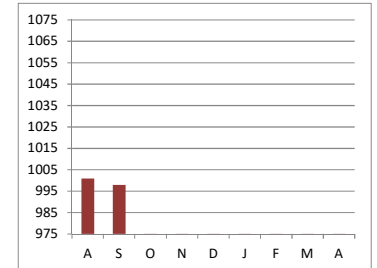
RESERVES

	Actual Ytd	Forecast
Last Year Reserve Balance	\$ 5,841,739	\$ 5,841,739
Reserves Added this Year	\$ 379,295	\$ 387,388
Project 1	\$ -	\$ -
New Reserve Balance	\$ 6,221,034	\$ 6,229,127

ENROLLMENT

	A	S	O	N	D	J	F	M	A
K	127	129							
1	133	132							
2	140	140							
3	140	140							
4	123	120							
5	131	131							
6	108	107							
7	99	99							
Total	1001	998	0	0	0	0	0	0	0

WPU 862.34



Created by Red Apple



Budget Detail Report

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

Percentage of Year: **16.7%**



	(1013 Students)	Current Yr	(1010 Students)	1000		
	FY22		Actuals	Approved	Changes	Forecast
Revenue	Actuals	Actuals	Budget			
Revenue						
1000 Revenue From Local Sources						
1510 Interest	\$ 36,256	\$ 21,569	\$ 33,500	\$ -	\$ 33,500	64.4%
1600 Food Services	\$ 33,519	\$ 21,494	\$ 175,000	\$ -	\$ 175,000	12.3%
1741 Student Activities and Fees	\$ 8,332	\$ 720	\$ 6,000	\$ -	\$ 6,000	12.0%
1741 Textbook and Library Fees	\$ 229	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Donations	\$ 11,497	\$ 208	\$ 6,349	\$ -	\$ 6,349	3.3%
1920 Field Fund Donations	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Leadership Flags	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
1920 GWA Gives Back	\$ 5,009	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Background Checks	\$ 1,496	\$ 499	\$ 1,200	\$ -	\$ 1,200	41.6%
1920 Staff Lounge	\$ 2,723	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%
1920 Principal Discretionary	\$ 162	\$ -	\$ -	\$ -	\$ -	0.0%
1920 Dixie Direct Fundraiser	\$ -	\$ 8,558	\$ -	\$ 8,558	\$ 8,558	100.0%
1930 Sales of Assets	\$ 6,573	\$ 200	\$ 1,000	\$ -	\$ 1,000	20.0%
1990 Miscellaneous Income	\$ 5,319	\$ -	\$ -	\$ -	\$ -	0.0%
Total 1000:	\$ 111,115	\$ 53,248	\$ 226,049	\$ 8,558	\$ 234,607	22.7%
3000 Revenue From State Sources MSP						
30-3005 Regular School Program K	\$ 277,873	\$ 45,590	\$ 297,672	\$ -	\$ 297,672	15.3%
30-3010 Regular School Program 1-12	\$ 3,011,210	\$ 537,324	\$ 3,226,515	\$ -	\$ 3,226,515	16.7%
30-3020 Professional Staff	\$ 230,673	\$ 40,881	\$ 226,817	\$ -	\$ 226,817	18.0%
Special Ed Deferred Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
31-1205 Sped Educ Reg Add-On W/PUS	\$ 358,660	\$ 63,295	\$ 372,386	\$ -	\$ 372,386	17.0%
31-1210 Sped Educ Reg Self Contained	\$ 31,022	\$ 6,723	\$ 31,025	\$ -	\$ 31,025	21.7%
31-1220 Sped Educ Extended Year Program	\$ 2,259	\$ 620	\$ 3,331	\$ -	\$ 3,331	18.6%
31-1225 Sped Educ State Programs	\$ 5,997	\$ 1,226	\$ 5,557	\$ -	\$ 5,557	22.1%
31-1278 Sped Educ Stipends Extended Year	\$ 1,904	\$ -	\$ 784	\$ -	\$ 784	0.0%
31-5201 Class Size Reduction K-8	\$ 351,803	\$ 62,499	\$ 345,922	\$ -	\$ 345,922	18.1%
31-5344 Enhancement for At-Risk Student	\$ 64,658	\$ 15,323	\$ 63,577	\$ -	\$ 63,577	24.1%
31-5901 Career and Tech Ed Dist. Add-On	\$ 5,668	\$ 980	\$ 5,897	\$ -	\$ 5,897	16.6%
31-5903 CTE Comprehensive Counseling	\$ 20,000	\$ 3,333	\$ 19,666	\$ -	\$ 19,666	16.9%
32-0500 Charter School Admin-Costs Base Funding	\$ 96,528	\$ 15,725	\$ 94,914	\$ -	\$ 94,914	16.6%
32-5619 Charter School Local Replacement	\$ 2,746,917	\$ 490,414	\$ 2,899,000	\$ -	\$ 2,899,000	16.9%
32-5651 Educator Professional Time	\$ -	\$ 67,745	\$ -	\$ 84,681	\$ 84,681	80.0%
32-5653 Public Ed Capital & Technology	\$ -	\$ 128,603	\$ -	\$ 128,603	\$ 128,603	100.0%
33-5641 Early Intervention - OEK	\$ 152,652	\$ 25,000	\$ 152,652	\$ -	\$ 152,652	16.4%
33-5805 Early Literacy	\$ 51,450	\$ 5,679	\$ 50,590	\$ -	\$ 50,590	11.2%
34-5642 Elementary School Counselor Grant	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ 50,000	0.0%
34-5807 Teacher Salary Supplement Program	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
34-5868 Teacher Supplies and Materials	\$ 7,415	\$ 5,928	\$ 7,415	\$ -	\$ 7,415	79.9%
34-5876 Educator Salary Adjustment	\$ 248,457	\$ 41,409	\$ 248,457	\$ -	\$ 248,457	16.7%
34-5911 ELL Software	\$ 6,632	\$ -	\$ -	\$ -	\$ -	0.0%
35-5420 School Land Trust Program	\$ 134,357	\$ 137,330	\$ 137,145	\$ 185	\$ 137,330	100.0%
35-5655 Digital Teaching & Learning	\$ 62,886	\$ -	\$ 58,919	\$ -	\$ 58,919	0.0%
35-5666 Professional Learning Grant	\$ -	\$ -	\$ -	\$ 8,812	\$ 8,812	0.0%
35-5678 TSSA	\$ 165,244	\$ -	\$ 163,633	\$ 33,234	\$ 196,867	0.0%
35-5679 School Based Mental Health Grant	\$ 54,851	\$ -	\$ 54,851	\$ 623	\$ 55,474	0.0%
35-5810 Library Books & Elective Resources	\$ 1,067	\$ 178	\$ 1,049	\$ -	\$ 1,049	17.0%
Library ARPA Physical Collection Grant	\$ 2,000	\$ -	\$ -	\$ -	\$ -	0.0%
Children & Teen Enhancement Grant	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%
38-5673 Substance Prevention	\$ 2,333	\$ 4,000	\$ 2,294	\$ 1,706	\$ 4,000	100.0%
38-5674 Elementary Suicide Prevention	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	100.0%
LETRS Professional Development Grant	\$ -	\$ -	\$ -	\$ 48,637	\$ 48,637	0.0%
38-8070 School Lunch (Liquor Tax)	\$ 121,242	\$ -	\$ 70,000	\$ -	\$ 70,000	0.0%
19-5601 Beverly Taylor Sorenson Grant	\$ 26,541	\$ -	\$ 27,611	\$ -	\$ 27,611	0.0%
Total 3000:	\$ 8,296,299	\$ 1,700,805	\$ 8,618,679	\$ 306,481	\$ 8,925,160	19.1%
4000 Revenue From Federal Sources						
42-7210 ESSER CARES	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
42-7215 ESSER II CARES	\$ 45,009	\$ -	\$ 29,231	\$ -	\$ 29,231	0.0%
42-7220 GEERS	\$ 22,714	\$ -	\$ -	\$ -	\$ -	0.0%
42-7225 ESSER III ARP	\$ 448,374	\$ -	\$ 54,000	\$ -	\$ 54,000	0.0%
45-7280 Corona Relief Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
45-7522 IDEA Pre-School	\$ 2,588	\$ -	\$ 2,588	\$ -	\$ 2,588	0.0%
45-7524 IDEA Flow-Through	\$ 141,461	\$ -	\$ 141,461	\$ -	\$ 141,461	0.0%
45-8075 National School Lunch Program	\$ 46,614	\$ -	\$ 40,000	\$ -	\$ 40,000	0.0%
45-8075 Free & Reduced Reimbursement	\$ 545,496	\$ -	\$ 115,000	\$ -	\$ 115,000	0.0%
45-8075 School Breakfast Program	\$ 57,387	\$ -	\$ 35,000	\$ -	\$ 35,000	0.0%
45-8081 Emergency Operating Funds	\$ 536	\$ -	\$ -	\$ -	\$ -	0.0%
47-7290 CARES UEN WIFI	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
48-7801 Federal Title I A	\$ 93,232	\$ -	\$ 32,784	\$ -	\$ 32,784	0.0%
48-7860 Federal NCLB Title II A	\$ 14,409	\$ -	\$ 13,603	\$ (5,455)	\$ 8,148	0.0%
Total 4000:	\$ 1,417,820	\$ -	\$ 463,667	\$ (5,455)	\$ 458,212	0.0%
Total Revenue:	\$ 9,825,234	\$ 1,754,053	\$ 9,308,395	\$ 309,584	\$ 9,617,979	0.0%



Expenses	(1013 Students)	(1010 Students)	(1010 Students)	1000		
	FY22 Actuals	Current Yr Actuals	Approved Budget	Changes	Forecast	% of Forecast
100 Salaries						
121 Administration	\$ 348,257	\$ 61,796	\$ 390,906	\$ -	\$ 390,906	15.8%
131 Teachers	\$ 2,464,001	\$ 417,517	\$ 2,653,940	\$ -	\$ 2,653,940	15.7%
131 Special Education Salaries	\$ 209,402	\$ 27,837	\$ 223,304	\$ -	\$ 223,304	12.5%
132 Substitute Teachers (PTO Stipend)	\$ 8,326	\$ -	\$ 30,000	\$ -	\$ 30,000	0.0%
132 SpEd Substitutes	\$ -	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%
131 Stipends / Merit Pay	\$ 80,397	\$ 3,000	\$ 52,020	\$ -	\$ 52,020	5.8%
Summer Study Hall Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
LETRS Training Stipend	\$ -	\$ -	\$ 65,000	\$ -	\$ 65,000	0.0%
LAND TRUST - Stipends	\$ 1,125	\$ -	\$ -	\$ -	\$ -	0.0%
Special Education Stipends (After School)	\$ 43,904	\$ -	\$ -	\$ -	\$ -	0.0%
COVID 19 Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
ESSER II - Stipends	\$ 3,000	\$ -	\$ 12,000	\$ -	\$ 12,000	0.0%
ESSER III - After School Stipends	\$ 58,250	\$ -	\$ 54,000	\$ -	\$ 54,000	0.0%
142 Counselor	\$ 151,048	\$ 27,422	\$ 171,182	\$ -	\$ 171,182	16.0%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
143 School Nurse	\$ 2,717	\$ 355	\$ 9,075	\$ -	\$ 9,075	3.9%
145 Librarian / Literacy Aide	\$ 12,483	\$ 713	\$ 23,835	\$ -	\$ 23,835	3.0%
152 Secretaries	\$ 110,496	\$ 11,497	\$ 121,982	\$ -	\$ 121,982	9.4%
161 Teacher Aides, Reading Specialists & Subs	\$ 287,163	\$ 15,098	\$ 419,165	\$ -	\$ 419,165	3.6%
161 LAND TRUST - K Aide/Student Support Para	\$ 30,935	\$ 1,369	\$ 34,000	\$ -	\$ 34,000	4.0%
161 SpEd Aides & Speech Therapist	\$ 127,717	\$ 3,705	\$ 159,398	\$ -	\$ 159,398	2.3%
162 Computer Aides	\$ 36,595	\$ 1,465	\$ 21,005	\$ -	\$ 21,005	7.0%
182 Custodial & Maintenance	\$ 110,269	\$ 11,916	\$ 107,917	\$ -	\$ 107,917	11.0%
191 Lunch Room Aide	\$ 231,425	\$ 17,861	\$ 299,916	\$ -	\$ 299,916	6.0%
Total 100:	\$ 4,317,510	\$ 601,551	\$ 4,853,645	\$ -	\$ 4,853,645	12.4%
200 Employee Benefits						
220 Social Security	\$ 281,966	\$ 40,925	\$ 339,044	\$ -	\$ 339,044	12.1%
LAND TRUST - BENEFITS	\$ 4,574	\$ 105	\$ 2,601	\$ -	\$ 2,601	4.0%
SpEd Social Security	\$ 23,687	\$ 1,919	\$ 29,659	\$ -	\$ 29,659	6.5%
COVID 19 Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
230 Retirement	\$ 203,879	\$ 30,653	\$ 214,523	\$ -	\$ 214,523	14.3%
240 Group Insurance	\$ 668,982	\$ 83,381	\$ 656,000	\$ -	\$ 656,000	12.7%
240 Deductible Stipend	\$ 15,868	\$ 7,088	\$ 15,000	\$ -	\$ 15,000	47.3%
270 Worker's Compensation Fund	\$ 15,225	\$ 11,264	\$ 16,425	\$ -	\$ 16,425	68.6%
280 Unemployment Insurance	\$ 8,483	\$ -	\$ 13,238	\$ -	\$ 13,238	0.0%
Total 200:	\$ 1,222,664	\$ 175,335	\$ 1,286,490	\$ -	\$ 1,286,490	13.6%
300 Purchased Professional & Technical						
320 Special Education Contractors	\$ 100,505	\$ -	\$ 120,610	\$ -	\$ 120,610	0.0%
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
330 Employee Training & Development	\$ 32,005	\$ 1,601	\$ 30,000	\$ -	\$ 30,000	5.3%
LAND TRUST - Training & Development	\$ 9,134	\$ -	\$ 24,000	\$ -	\$ 24,000	0.0%
SpEd Training & Development	\$ 1,800	\$ -	\$ -	\$ -	\$ -	0.0%
LETRS Professional Learning Grant PD	\$ -	\$ 48,637	\$ -	\$ -	\$ 48,637	100.0%
330 SEDC Services	\$ -	\$ -	\$ 3,891	\$ -	\$ 3,891	0.0%
340 Audit	\$ 22,070	\$ -	\$ 22,070	\$ -	\$ 22,070	0.0%
345 Business Manager Services	\$ 76,800	\$ 13,056	\$ 78,336	\$ -	\$ 78,336	16.7%
349 Legal Services	\$ 1,638	\$ 70	\$ 15,000	\$ -	\$ 15,000	0.5%
350 Technical Services (IT)	\$ 98,144	\$ 15,793	\$ 101,760	\$ -	\$ 101,760	15.5%
580 Admin & Teacher Travel	\$ 29,004	\$ 3,821	\$ 20,280	\$ -	\$ 20,280	18.8%
LAND TRUST - Travel	\$ 6,538	\$ -	\$ 6,000	\$ -	\$ 6,000	0.0%
SpEd - Travel	\$ 2,621	\$ 1,088	\$ 2,220	\$ -	\$ 2,220	49.0%
Total 300:	\$ 380,259	\$ 84,066	\$ 424,167	\$ -	\$ 472,804	17.8%
400 Purchased Property Services						
411 Water/Sewage	\$ 10,597	\$ 1,475	\$ 12,000	\$ -	\$ 12,000	12.3%
412 Disposal Services	\$ 11,222	\$ 442	\$ 13,000	\$ -	\$ 13,000	3.4%
420 Cleaning Services	\$ 2,684	\$ 2,090	\$ 4,000	\$ -	\$ 4,000	52.3%
431 Lawn Care Services	\$ 10,700	\$ 2,980	\$ 12,000	\$ -	\$ 12,000	24.8%
431 Non-Technology Repairs & Maintenance	\$ 31,073	\$ 6,193	\$ 30,000	\$ -	\$ 30,000	20.6%
432 Copy Machine Servicing	\$ 9,145	\$ 1,550	\$ 13,000	\$ -	\$ 13,000	11.9%
Total 400:	\$ 75,421	\$ 14,730	\$ 84,000	\$ -	\$ 84,000	17.5%
500 Other Purchased Services						
522 Property & Liability Insurance	\$ 42,668	\$ 6,878	\$ 45,300	\$ -	\$ 45,300	15.2%
530 Telephone	\$ 10,127	\$ 277	\$ 11,000	\$ -	\$ 11,000	2.5%
540 Marketing	\$ 9,042	\$ 756	\$ 9,000	\$ -	\$ 9,000	8.4%
590 Field Trips / Bus Rental	\$ 100	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%
Total 500:	\$ 61,937	\$ 7,911	\$ 68,300	\$ -	\$ 68,300	0.0%



	(1013 Students) FY22 Actuals	Current Yr Actuals	(1010 Students) Approved Budget	Changes	1000 Forecast	% of Forecast
600 Supplies and Materials						
610a Classroom Supplies	\$ 50,898	\$ 21,835	\$ 63,000	\$ -	\$ 63,000	34.7%
LAND TRUST - STEM Supplies	\$ 3,227	\$ -	\$ 12,000	\$ -	\$ 12,000	0.0%
LAND TRUST - ESL Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
ESSER II - Supplies	\$ -	\$ -	\$ 17,000	\$ -	\$ 17,000	0.0%
610b Special Ed Supplies	\$ 7,321	\$ 2,308	\$ 10,000	\$ -	\$ 10,000	23.1%
610c Theatre Supplies	\$ 3,334	\$ 590	\$ 4,000	\$ -	\$ 4,000	14.8%
610d CCA Expenses	\$ 7,159	\$ -	\$ 5,179	\$ -	\$ 5,179	0.0%
610e Student Activity Supplies / Incentives	\$ 9,655	\$ 2,027	\$ 18,000	\$ -	\$ 18,000	11.3%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Special Ed Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
610f Board Expenses/meals	\$ 3,393	\$ -	\$ 7,000	\$ -	\$ 7,000	0.0%
610g Office Supplies/General	\$ 24,713	\$ 9,226	\$ 28,000	\$ -	\$ 28,000	33.0%
610h Safety Supplies	\$ 2,322	\$ 1,969	\$ 3,000	\$ -	\$ 3,000	65.6%
610i GWA Gives Back	\$ 5,096	\$ -	\$ -	\$ -	\$ -	0.0%
610j First Aid Supplies	\$ 398	\$ 169	\$ 1,000	\$ -	\$ 1,000	16.9%
610k Principal Discretionary Fund	\$ 9,693	\$ 2,980	\$ 10,000	\$ -	\$ 10,000	29.8%
610l Leadership Flags	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
610m Staff Lounge	\$ 5,570	\$ 1,503	\$ 5,500	\$ -	\$ 5,500	27.3%
610n Swag Store	\$ 4,821	\$ -	\$ -	\$ -	\$ -	0.0%
610o Christmas Party	\$ 4,018	\$ -	\$ 4,018	\$ -	\$ 4,018	0.0%
610p Health and Wellness	\$ 1,793	\$ -	\$ 4,000	\$ -	\$ 4,000	0.0%
621 Natural Gas	\$ 10,144	\$ 263	\$ 12,500	\$ -	\$ 12,500	2.1%
622 Electricity	\$ 40,467	\$ 7,867	\$ 40,000	\$ -	\$ 40,000	19.7%
630 School Lunch Prgm	\$ 208,598	\$ 19,548	\$ 200,000	\$ -	\$ 200,000	9.8%
641 Textbooks/Curriculum	\$ 26,138	\$ 61,350	\$ 76,081	\$ -	\$ 76,081	80.6%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Digital Teaching & Learning Curriculum	\$ 51,395	\$ -	\$ 43,919	\$ -	\$ 43,919	0.0%
644 Library Books	\$ 9,654	\$ 321	\$ 7,000	\$ -	\$ 7,000	4.6%
670 Educational Software	\$ 21,357	\$ 25,350	\$ 26,500	\$ -	\$ 26,500	95.7%
LAND TRUST - Educational Software	\$ 14,501	\$ -	\$ 14,700	\$ -	\$ 14,700	0.0%
SpEd - Educational Software	\$ 1,343	\$ 690	\$ 3,400	\$ -	\$ 3,400	20.3%
ESSER III - Educational Software	\$ 29,360	\$ -	\$ -	\$ -	\$ -	0.0%
680 Maintenance Supplies & Material	\$ 29,619	\$ 5,368	\$ 40,000	\$ -	\$ 40,000	13.4%
ESSER III - Maintenance Supplies	\$ 5,123	\$ -	\$ -	\$ -	\$ -	0.0%
Total 600:	\$ 591,110	\$ 163,364	\$ 655,797	\$ -	\$ 655,797	24.9%
700 Property						
710 Land and Site Improvements & Building	\$ 30,499	\$ 21,880	\$ 25,000	\$ -	\$ 25,000	87.5%
733 Furniture and Fixtures	\$ 15,649	\$ 13,602	\$ 20,000	\$ -	\$ 20,000	68.0%
SpEd - Furniture and Fixtures	\$ -	\$ 1,296	\$ -	\$ -	\$ -	0.0%
734 Technology Hardware	\$ 19,393	\$ 6,528	\$ 2,700	\$ -	\$ 2,700	241.8%
LAND TRUST - Hardware	\$ 50,403	\$ -	\$ 55,000	\$ -	\$ 55,000	0.0%
SpEd - Tech Hardware	\$ 4,485	\$ -	\$ -	\$ -	\$ -	0.0%
ESSER III - Tech Hardware	\$ 332,124	\$ -	\$ -	\$ -	\$ -	0.0%
Digital Teaching & Learning Hardware	\$ -	\$ -	\$ 15,000	\$ -	\$ 15,000	0.0%
736 Technology Software	\$ 46,451	\$ 28,814	\$ 48,000	\$ -	\$ 48,000	60.0%
LAND TRUST - Software	\$ 7,712	\$ -	\$ 5,500	\$ -	\$ 5,500	0.0%
SpEd - Software	\$ 1,600	\$ 1,680	\$ 1,600	\$ -	\$ 1,600	105.0%
739 Kitchen Equipment	\$ 4,168	\$ 23,440	\$ 20,000	\$ 3,440	\$ 23,440	100.0%
790 Cap Ex Fund	\$ 127,067	\$ 10,809	\$ 150,000	\$ 128,603	\$ 278,603	3.9%
Total 700:	\$ 639,551	\$ 108,049	\$ 342,800	\$ 132,043	\$ 474,843	22.8%
800 Debt Service & Miscellaneous						
810 Dues and Fees	\$ 11,165	\$ 5,600	\$ 15,000	\$ -	\$ 15,000	37.3%
830 Bond Restricted Assets (Interest)	\$ 530,913	\$ 93,318	\$ 500,913	\$ -	\$ 500,913	18.6%
840 Bond Restricted Assets (Principal)	\$ 750,000	\$ 120,834	\$ 785,000	\$ -	\$ 785,000	15.4%
833 Bond Fees	\$ 57,240	\$ -	\$ 33,800	\$ -	\$ 33,800	0.0%
890 Miscellaneous	\$ 3,486	\$ -	\$ -	\$ -	\$ -	0.0%
Total 800:	\$ 1,352,804	\$ 219,752	\$ 1,334,713	\$ -	\$ 1,334,713	16.5%
Total Expenses:	\$ 8,641,256	\$ 1,374,758	\$ 9,049,911	\$ 132,043	\$ 9,230,591	14.9%
Net Income:	\$ 1,183,978	\$ 379,295	\$ 258,484	\$ 177,541	\$ 387,388	97.9%
					\$ 250,000	
					\$ 385,447	
					\$ 1,941	
Cap Ex Fund:		At year end: \$ 168,402		Use: \$10,809	At year end: \$ 436,196	
(Unrestricted over \$350,000) Special Project Fund:		Beg of Year \$ 97,843			At year end: \$ 133,290	
Fund Reserve:	\$ 5,841,739		\$ 6,100,223		\$ 6,227,186	



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.

“Building a strong foundation”



Student
2023-2024

Pending Approval 9/29/2022

Aug 15 (T)*	1 st Day of School - Grades 1-7	Mar 11-15 (M-F)	Spring Break (No School)
Aug 24 (Th)*	1 st Day of School - Kindergarten	Mar 29-Apr 1 F-M	Easter/Spring Recess (No School)
Sept 4 (M)	Labor Day (No School)	April 8-12 (M-F)	*SEPs (Release at 1:00PM)
Sept 18-22 (M-F)	*SEPs (Release at 1:00PM)	May 23 (Th)	Last Day of School-Minimum Day 1pm
Oct 12-13 (Th-F)	Fall Break (No School)	*First Day of School (Grades 1-7)	
Nov 22-24 (W-F)	SEOP/Thanksgiving Holiday (No School)	*First Day of School (Kindergarten)	
Dec 21 (Th)-Jan 2 (T)	Christmas/Winter Holiday (No School)	Teacher Prep Day - No School 10/16,11/27,1/2,2/16,3/18	
Jan 8-12 (M-F)	*SEPs (Release at 1:00PM)	Minimum Day (Release at 1:00PM)	
Jan 15 (M)	Martin L. King, Jr. Day (No School)	*Last Day of School - Grades K-7 (Min Day)	
Feb 19 (M)	President's Day (No School)	*End of Trimester (T1-Nov.10 th , T2-Feb.16 th , T3-May 23 rd)	

JULY 2023						
SU	M	T	W	TH	F	SA
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

AUGUST 2023						
SU	M	T	W	TH	F	SA
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	*15	16	17	18	19
20	21	22	23	*24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
SU	M	T	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
SU	M	T	W	TH	F	SA
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
SU	M	T	W	TH	F	SA
			1	2	3	4
5	6	7	8	9	10*	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
SU	M	T	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

JANUARY 2024						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
SU	M	T	W	TH	F	SA
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16*	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
SU	M	T	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

APRIL 2024						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
SU	M	T	W	TH	F	SA
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	*23	24	25
26	27	28	29	30	31	

JUNE 2024						
SU	M	T	W	TH	F	SA
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29



PROPOSAL FOR BOARD ACTION

Proposal Title: Salary Employee - Salary Increase

Submitted by: B.Clark

Sponsoring Committee: Finance

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:

Our goal at GWA is to always remain competitive and higher than the neighboring school district. To do this we need to increase our employees that are salary by \$2,000

Background:

Assessment:

The Finance Committee has looked at the budget and they feel that a \$2,000 raise for every salary employee is sustainable. This raise would go into effect on October 10th 2022

Recommendation:

It is the recommendation of the Finance Committee for the Board to review this proposal.

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	\$46,997	\$4,200	\$51,197	\$51,424	\$4,200	\$55,624	\$53,636	\$4,200	\$57,836	\$57,694	\$4,200	\$61,894
2	\$47,735	\$4,200	\$51,935	\$51,792	\$4,200	\$55,992	\$54,004	\$4,200	\$58,204	\$58,062	\$4,200	\$62,262
3	\$48,471	\$4,200	\$52,671	\$52,161	\$4,200	\$56,361	\$54,374	\$4,200	\$58,574	\$58,431	\$4,200	\$62,631
4	\$49,211	\$4,200	\$53,411	\$52,531	\$4,200	\$56,731	\$54,742	\$4,200	\$58,942	\$58,801	\$4,200	\$63,001
5	\$49,947	\$4,200	\$54,147	\$53,269	\$4,200	\$57,469	\$55,481	\$4,200	\$59,681	\$59,540	\$4,200	\$63,740
6	\$50,685	\$4,200	\$54,885	\$54,374	\$4,200	\$58,574	\$56,586	\$4,200	\$60,786	\$61,013	\$4,200	\$65,213
7	\$51,424	\$4,200	\$55,624	\$55,481	\$4,200	\$59,681	\$57,694	\$4,200	\$61,894	\$62,120	\$4,200	\$66,320
8	\$52,531	\$4,200	\$56,731	\$56,586	\$4,200	\$60,786	\$58,801	\$4,200	\$63,001	\$63,224	\$4,200	\$67,424
9	\$53,269	\$4,200	\$57,469	\$57,694	\$4,200	\$61,894	\$59,908	\$4,200	\$64,108	\$63,963	\$4,200	\$68,163
10	\$54,374	\$4,200	\$58,574	\$58,801	\$4,200	\$63,001	\$61,013	\$4,200	\$65,213	\$65,070	\$4,200	\$69,270
11	\$55,481	\$4,200	\$59,681	\$59,908	\$4,200	\$64,108	\$62,120	\$4,200	\$66,320	\$66,178	\$4,200	\$70,378
12	\$56,586	\$4,200	\$60,786	\$61,013	\$4,200	\$65,213	\$62,858	\$4,200	\$67,058	\$67,284	\$4,200	\$71,484
13	\$57,694	\$4,200	\$61,894	\$62,120	\$4,200	\$66,320	\$63,963	\$4,200	\$68,163	\$68,389	\$4,200	\$72,589
14	\$58,801	\$4,200	\$63,001	\$62,858	\$4,200	\$67,058	\$65,070	\$4,200	\$69,270	\$69,497	\$4,200	\$73,697
15	\$59,908	\$4,200	\$64,108	\$63,963	\$4,200	\$68,163	\$66,178	\$4,200	\$70,378	\$70,602	\$4,200	\$74,802
16	\$61,013	\$4,200	\$65,213	\$65,070	\$4,200	\$69,270	\$67,284	\$4,200	\$71,484	\$71,711	\$4,200	\$75,911
17	\$62,139	\$4,200	\$66,339	\$66,178	\$4,200	\$70,378	\$68,389	\$4,200	\$72,589	\$72,817	\$4,200	\$77,017
18	\$63,287	\$4,200	\$67,487	\$67,487	\$4,200	\$71,484	\$69,497	\$4,200	\$73,697	\$73,553	\$4,200	\$77,753
19	\$64,457	\$4,200	\$68,657	\$68,389	\$4,200	\$72,589	\$70,602	\$4,200	\$74,802	\$74,660	\$4,200	\$78,860
20	\$65,649	\$4,200	\$69,849	\$69,497	\$4,200	\$73,697	\$71,711	\$4,200	\$75,911	\$75,767	\$4,200	\$79,967
21	\$66,864	\$4,200	\$71,064	\$70,623	\$4,200	\$74,823	\$72,817	\$4,200	\$77,017	\$76,872	\$4,200	\$81,072
22	\$68,102	\$4,200	\$72,302	\$71,768	\$4,200	\$75,968	\$73,882	\$4,200	\$78,082	\$77,979	\$4,200	\$82,179
23	\$69,364	\$4,200	\$73,564	\$72,932	\$4,200	\$77,132	\$75,046	\$4,200	\$79,246	\$79,087	\$4,200	\$83,287
24	\$70,650	\$4,200	\$74,850	\$74,116	\$4,200	\$78,316	\$76,230	\$4,200	\$80,430	\$80,192	\$4,200	\$84,392
25	\$71,960	\$4,200	\$76,160	\$75,320	\$4,200	\$79,520	\$77,434	\$4,200	\$81,634	\$81,299	\$4,200	\$85,499
26	\$73,295	\$4,200	\$77,495	\$76,544	\$4,200	\$80,744	\$78,658	\$4,200	\$82,858	\$82,405	\$4,200	\$86,605
27	\$74,656	\$4,200	\$78,856	\$77,788	\$4,200	\$81,988	\$79,902	\$4,200	\$84,102	\$83,649	\$4,200	\$87,849
28	\$76,043	\$4,200	\$80,243	\$79,053	\$4,200	\$83,253	\$81,167	\$4,200	\$85,367	\$84,914	\$4,200	\$89,114
29	\$77,456	\$4,200	\$81,656	\$80,339	\$4,200	\$84,539	\$82,453	\$4,200	\$86,653	\$86,200	\$4,200	\$90,400
30	\$78,896	\$4,200	\$83,096	\$81,646	\$4,200	\$85,846	\$83,760	\$4,200	\$87,960	\$87,507	\$4,200	\$91,707

**Passed in Board Meeting on (Proposed)
Effective 10/1/2022**

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]

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	\$50,373	\$4,200	\$54,573	\$55,131	\$4,200	\$59,331	\$57,508	\$4,200	\$61,708	\$61,871	\$4,200	\$66,071
2	\$51,164	\$4,200	\$55,364	\$55,923	\$4,200	\$60,123	\$58,301	\$4,200	\$62,501	\$62,664	\$4,200	\$66,864
3	\$51,957	\$4,200	\$56,157	\$56,716	\$4,200	\$60,916	\$59,093	\$4,200	\$63,293	\$63,455	\$4,200	\$67,655
4	\$52,751	\$4,200	\$56,951	\$57,509	\$4,200	\$61,709	\$59,888	\$4,200	\$64,088	\$64,248	\$4,200	\$68,448
5	\$53,544	\$4,200	\$57,744	\$58,302	\$4,200	\$62,502	\$60,680	\$4,200	\$64,880	\$65,040	\$4,200	\$69,240
6	\$54,336	\$4,200	\$58,536	\$59,094	\$4,200	\$63,294	\$61,473	\$4,200	\$65,673	\$65,835	\$4,200	\$70,035
7	\$55,131	\$4,200	\$59,331	\$59,887	\$4,200	\$64,087	\$62,267	\$4,200	\$66,467	\$66,629	\$4,200	\$70,829
8	\$56,322	\$4,200	\$60,522	\$61,078	\$4,200	\$65,278	\$63,458	\$4,200	\$67,658	\$67,820	\$4,200	\$72,020
9	\$57,114	\$4,200	\$61,314	\$61,870	\$4,200	\$66,070	\$64,250	\$4,200	\$68,450	\$68,612	\$4,200	\$72,812
10	\$58,302	\$4,200	\$62,502	\$63,058	\$4,200	\$67,258	\$65,438	\$4,200	\$69,638	\$69,801	\$4,200	\$74,001
11	\$59,493	\$4,200	\$63,693	\$64,249	\$4,200	\$68,449	\$66,629	\$4,200	\$70,829	\$70,991	\$4,200	\$75,191
12	\$60,680	\$4,200	\$64,880	\$65,436	\$4,200	\$69,636	\$67,817	\$4,200	\$72,017	\$72,179	\$4,200	\$76,379
13	\$61,871	\$4,200	\$66,071	\$66,627	\$4,200	\$70,827	\$69,008	\$4,200	\$73,208	\$73,369	\$4,200	\$77,569
14	\$63,061	\$4,200	\$67,261	\$67,817	\$4,200	\$72,017	\$70,196	\$4,200	\$74,396	\$74,559	\$4,200	\$78,759
15	\$64,252	\$4,200	\$68,452	\$69,008	\$4,200	\$73,208	\$71,387	\$4,200	\$75,587	\$75,750	\$4,200	\$79,950
16	\$65,438	\$4,200	\$67,638	\$70,194	\$4,200	\$72,394	\$72,575	\$4,200	\$74,775	\$76,937	\$4,200	\$79,137
17	\$66,422	\$4,200	\$68,622	\$71,385	\$4,200	\$73,585	\$73,766	\$4,200	\$75,966	\$78,127	\$4,200	\$80,327
18	\$67,421	\$4,200	\$69,621	\$72,573	\$4,200	\$74,773	\$74,953	\$4,200	\$77,153	\$79,315	\$4,200	\$81,515
19	\$68,436	\$4,200	\$70,636	\$73,764	\$4,200	\$75,964	\$76,144	\$4,200	\$78,344	\$80,506	\$4,200	\$82,706
20	\$69,467	\$4,200	\$71,667	\$74,950	\$4,200	\$77,150	\$77,331	\$4,200	\$79,531	\$81,694	\$4,200	\$83,894
21	\$70,514	\$4,200	\$72,714	\$76,082	\$4,200	\$78,282	\$78,522	\$4,200	\$80,722	\$82,883	\$4,200	\$85,083
22	\$71,577	\$4,200	\$73,777	\$77,231	\$4,200	\$79,431	\$79,709	\$4,200	\$81,909	\$84,071	\$4,200	\$86,271
23	\$72,656	\$4,200	\$74,856	\$78,398	\$4,200	\$80,598	\$80,914	\$4,200	\$83,114	\$85,262	\$4,200	\$87,462
24	\$73,752	\$4,200	\$75,952	\$79,583	\$4,200	\$81,783	\$82,138	\$4,200	\$84,338	\$86,450	\$4,200	\$88,650
25	\$74,865	\$4,200	\$77,065	\$80,786	\$4,200	\$82,986	\$83,381	\$4,200	\$85,581	\$87,636	\$4,200	\$89,836
26	\$75,995	\$4,200	\$78,195	\$82,008	\$4,200	\$84,208	\$84,643	\$4,200	\$86,843	\$88,824	\$4,200	\$91,024
27	\$77,143	\$4,200	\$79,343	\$83,249	\$4,200	\$85,449	\$85,925	\$4,200	\$88,125	\$90,015	\$4,200	\$92,215
28	\$78,309	\$4,200	\$80,509	\$84,509	\$4,200	\$86,709	\$87,227	\$4,200	\$89,427	\$91,202	\$4,200	\$93,402
29	\$79,493	\$4,200	\$81,693	\$85,789	\$4,200	\$87,989	\$88,549	\$4,200	\$90,749	\$92,405	\$4,200	\$94,605
30	\$80,695	\$4,200	\$82,895	\$87,089	\$4,200	\$89,289	\$89,892	\$4,200	\$92,092	\$93,624	\$4,200	\$95,824

Passed in Board Meeting on (Proposed)
Effective 10/1/2022

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]

Hourly SpEd 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	\$50,373	\$31.48	\$251.87	\$55,131	\$34.46	\$275.66	\$57,508	\$35.94	\$287.54	\$61,871	\$38.67	\$309.36
2	\$51,164	\$31.98	\$255.82	\$55,923	\$34.95	\$279.62	\$58,301	\$36.44	\$291.51	\$62,664	\$39.17	\$313.32
3	\$51,957	\$32.47	\$259.79	\$56,716	\$35.45	\$283.58	\$59,093	\$36.93	\$295.47	\$63,455	\$39.66	\$317.28
4	\$52,751	\$32.97	\$263.76	\$57,509	\$35.94	\$287.55	\$59,888	\$37.43	\$299.44	\$64,248	\$40.16	\$321.24
5	\$53,544	\$33.47	\$267.72	\$58,302	\$36.44	\$291.51	\$60,680	\$37.93	\$303.40	\$65,040	\$40.65	\$325.20
6	\$54,336	\$33.96	\$271.68	\$59,094	\$36.93	\$295.47	\$61,473	\$38.42	\$307.37	\$65,835	\$41.15	\$329.18
7	\$55,131	\$34.46	\$275.66	\$59,887	\$37.43	\$299.44	\$62,267	\$38.92	\$311.34	\$66,629	\$41.64	\$333.15
8	\$56,322	\$35.20	\$281.61	\$61,078	\$38.17	\$305.39	\$63,458	\$39.66	\$317.29	\$67,820	\$42.39	\$339.10
9	\$57,114	\$35.70	\$285.57	\$61,870	\$38.67	\$309.35	\$64,250	\$40.16	\$321.25	\$68,612	\$42.88	\$343.06
10	\$58,302	\$36.44	\$291.51	\$63,058	\$39.41	\$315.29	\$65,438	\$40.90	\$327.19	\$69,801	\$43.63	\$349.01
11	\$59,493	\$37.18	\$297.47	\$64,249	\$40.16	\$321.25	\$66,629	\$41.64	\$333.15	\$70,991	\$44.37	\$354.96
12	\$60,680	\$37.93	\$303.40	\$65,436	\$40.90	\$327.18	\$67,817	\$42.39	\$339.09	\$72,179	\$45.11	\$360.90
13	\$61,871	\$38.67	\$309.36	\$66,627	\$41.64	\$333.14	\$69,008	\$43.13	\$345.04	\$73,369	\$45.86	\$366.85
14	\$63,061	\$39.41	\$315.31	\$67,817	\$42.39	\$339.09	\$70,196	\$43.87	\$350.98	\$74,559	\$46.60	\$372.80
15	\$64,252	\$40.16	\$321.26	\$69,008	\$43.13	\$345.04	\$71,387	\$44.62	\$356.94	\$75,750	\$47.34	\$378.75
16	\$65,438	\$40.90	\$327.19	\$70,194	\$43.87	\$350.97	\$72,575	\$45.36	\$362.88	\$76,937	\$48.09	\$384.69
17	\$66,422	\$41.51	\$332.11	\$71,385	\$44.62	\$356.93	\$73,766	\$46.10	\$368.83	\$78,127	\$48.83	\$390.64
18	\$67,421	\$42.14	\$337.11	\$72,573	\$45.36	\$362.87	\$74,953	\$46.85	\$374.77	\$79,315	\$49.57	\$396.58
19	\$68,436	\$42.77	\$342.18	\$73,764	\$46.10	\$368.82	\$76,144	\$47.59	\$380.72	\$80,506	\$50.32	\$402.53
20	\$69,467	\$43.42	\$347.34	\$74,950	\$46.84	\$374.75	\$77,331	\$48.33	\$386.66	\$81,694	\$51.06	\$408.47
21	\$70,514	\$44.07	\$352.57	\$76,082	\$47.55	\$380.41	\$78,522	\$49.08	\$392.61	\$82,883	\$51.80	\$414.42
22	\$71,577	\$44.74	\$357.89	\$77,231	\$48.27	\$386.16	\$79,709	\$49.82	\$398.55	\$84,071	\$52.54	\$420.36
23	\$72,656	\$45.41	\$363.28	\$78,398	\$49.00	\$391.99	\$80,914	\$50.57	\$404.57	\$85,262	\$53.29	\$426.31
24	\$73,752	\$46.10	\$368.76	\$79,583	\$49.74	\$397.92	\$82,138	\$51.34	\$410.69	\$86,450	\$54.03	\$432.25
25	\$74,865	\$46.79	\$374.33	\$80,786	\$50.49	\$403.93	\$83,381	\$52.11	\$416.91	\$87,636	\$54.77	\$438.18
26	\$75,995	\$47.50	\$379.98	\$82,008	\$51.26	\$410.04	\$84,643	\$52.90	\$423.22	\$88,824	\$55.52	\$444.12
27	\$77,143	\$48.21	\$385.72	\$83,249	\$52.03	\$416.25	\$85,925	\$53.70	\$429.63	\$90,015	\$56.26	\$450.08
28	\$78,309	\$48.94	\$391.55	\$84,509	\$52.82	\$422.55	\$87,227	\$54.52	\$436.14	\$91,202	\$57.00	\$456.01
29	\$79,493	\$49.68	\$397.47	\$85,789	\$53.62	\$428.95	\$88,549	\$55.34	\$442.75	\$92,405	\$57.75	\$462.03
30	\$80,695	\$50.43	\$403.48	\$87,089	\$54.43	\$435.45	\$89,892	\$56.18	\$449.46	\$93,624	\$58.52	\$468.12

**Passed in Board Meeting on (Proposed)
Effective 10/1/2022**

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	\$46,997	\$29.37	\$234.99	\$51,424	\$32.14	\$257.12	\$53,636	\$33.52	\$268.18	\$57,694	\$36.06	\$288.47
2	\$47,735	\$29.83	\$238.68	\$51,792	\$32.37	\$258.96	\$54,004	\$33.75	\$270.02	\$58,062	\$36.29	\$290.31
3	\$48,471	\$30.29	\$242.36	\$52,161	\$32.60	\$260.81	\$54,374	\$33.98	\$271.87	\$58,431	\$36.52	\$292.16
4	\$49,211	\$30.76	\$246.06	\$52,531	\$32.83	\$262.66	\$54,742	\$34.21	\$273.71	\$58,801	\$36.75	\$294.01
5	\$49,947	\$31.22	\$249.74	\$53,269	\$33.29	\$266.35	\$55,481	\$34.68	\$277.41	\$59,908	\$37.44	\$299.54
6	\$50,685	\$31.68	\$253.43	\$54,374	\$33.98	\$271.87	\$56,586	\$35.37	\$282.93	\$61,013	\$38.13	\$305.07
7	\$51,424	\$32.14	\$257.12	\$55,481	\$34.68	\$277.41	\$57,694	\$36.06	\$288.47	\$62,120	\$38.83	\$310.60
8	\$52,531	\$32.83	\$262.66	\$56,586	\$35.37	\$282.93	\$58,801	\$36.75	\$294.01	\$63,224	\$39.52	\$316.12
9	\$53,269	\$33.29	\$266.35	\$57,694	\$36.06	\$288.47	\$59,908	\$37.44	\$299.54	\$63,963	\$39.98	\$319.82
10	\$54,374	\$33.98	\$271.87	\$58,801	\$36.75	\$294.01	\$61,013	\$38.13	\$305.07	\$65,070	\$40.67	\$325.35
11	\$55,481	\$34.68	\$277.41	\$59,908	\$37.44	\$299.54	\$62,120	\$38.83	\$310.60	\$66,178	\$41.36	\$330.89
12	\$56,586	\$35.37	\$282.93	\$61,013	\$38.13	\$305.07	\$63,224	\$39.29	\$314.29	\$67,284	\$42.05	\$336.42
13	\$57,694	\$36.06	\$288.47	\$62,120	\$38.83	\$310.60	\$63,963	\$39.98	\$319.82	\$68,389	\$42.74	\$341.95
14	\$58,801	\$36.75	\$294.01	\$62,858	\$39.29	\$314.29	\$65,070	\$40.67	\$325.35	\$69,497	\$43.44	\$347.49
15	\$59,908	\$37.44	\$299.54	\$63,963	\$39.98	\$319.82	\$66,178	\$41.36	\$330.89	\$70,602	\$44.13	\$353.01
16	\$61,013	\$38.13	\$305.07	\$65,070	\$40.67	\$325.35	\$67,284	\$42.05	\$336.42	\$71,711	\$44.82	\$358.56
17	\$62,120	\$38.84	\$310.70	\$66,178	\$41.36	\$330.89	\$68,389	\$42.74	\$341.95	\$72,817	\$45.51	\$364.09
18	\$63,224	\$39.55	\$316.44	\$67,284	\$42.05	\$336.42	\$69,497	\$43.44	\$347.49	\$73,553	\$46.26	\$369.62
19	\$64,457	\$40.29	\$322.29	\$68,389	\$42.74	\$341.95	\$70,602	\$44.13	\$353.01	\$74,660	\$47.01	\$375.15
20	\$65,649	\$41.03	\$328.25	\$69,497	\$43.44	\$347.49	\$71,711	\$44.82	\$358.56	\$75,767	\$47.76	\$380.68
21	\$66,864	\$41.79	\$334.32	\$70,623	\$44.14	\$353.12	\$72,817	\$45.51	\$364.09	\$76,872	\$48.51	\$386.21
22	\$68,102	\$42.56	\$340.51	\$71,768	\$44.86	\$358.84	\$73,882	\$46.18	\$369.41	\$77,979	\$49.26	\$391.74
23	\$69,364	\$43.35	\$346.82	\$72,932	\$45.58	\$364.66	\$75,046	\$46.90	\$375.23	\$79,087	\$50.01	\$402.27
24	\$70,650	\$44.16	\$353.25	\$74,116	\$46.32	\$370.58	\$76,230	\$47.64	\$381.15	\$80,192	\$50.76	\$412.80
25	\$71,960	\$44.98	\$359.80	\$75,320	\$47.08	\$376.60	\$77,434	\$48.40	\$387.17	\$81,299	\$51.51	\$423.33
26	\$73,295	\$45.81	\$366.48	\$76,544	\$47.84	\$382.72	\$78,658	\$49.16	\$393.29	\$82,405	\$52.26	\$433.86
27	\$74,656	\$46.66	\$373.28	\$77,788	\$48.62	\$388.94	\$79,902	\$49.94	\$399.51	\$83,649	\$53.01	\$444.39
28	\$76,043	\$47.53	\$380.22	\$79,053	\$49.41	\$395.27	\$81,167	\$50.73	\$405.84	\$84,914	\$53.76	\$454.92
29	\$77,456	\$48.41	\$387.28	\$80,339	\$50.21	\$401.70	\$82,453	\$51.53	\$412.27	\$86,200	\$54.51	\$465.45
30	\$78,896	\$49.31	\$394.48	\$81,646	\$51.03	\$408.23	\$83,760	\$52.35	\$418.80	\$87,507	\$55.26	\$475.98

**Passed in Board Meeting on (Proposed)
Effective 10/1/2022**

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

Instructional Coach/Reading Specialist 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	\$58,528	\$4,200	\$62,728	\$62,859	\$4,200	\$67,059	\$65,024	\$4,200	\$69,224	\$68,995	\$4,200	\$73,195
2	\$59,250	\$4,200	\$63,450	\$63,636	\$4,200	\$67,836	\$65,385	\$4,200	\$69,585	\$69,848	\$4,200	\$74,048
3	\$59,970	\$4,200	\$64,170	\$64,411	\$4,200	\$68,611	\$65,746	\$4,200	\$69,946	\$70,699	\$4,200	\$74,899
4	\$60,693	\$4,200	\$64,893	\$65,189	\$4,200	\$69,389	\$66,109	\$4,200	\$70,309	\$71,553	\$4,200	\$75,753
5	\$61,415	\$4,200	\$65,615	\$65,966	\$4,200	\$70,166	\$66,829	\$4,200	\$71,029	\$70,877	\$4,200	\$75,077
6	\$62,137	\$4,200	\$66,337	\$66,743	\$4,200	\$70,943	\$67,911	\$4,200	\$72,111	\$71,959	\$4,200	\$76,159
7	\$62,859	\$4,200	\$67,059	\$67,520	\$4,200	\$71,720	\$68,995	\$4,200	\$73,195	\$73,043	\$4,200	\$77,243
8	\$63,942	\$4,200	\$68,142	\$68,686	\$4,200	\$72,886	\$70,078	\$4,200	\$74,278	\$74,126	\$4,200	\$78,326
9	\$64,663	\$4,200	\$68,863	\$69,482	\$4,200	\$73,682	\$71,161	\$4,200	\$75,361	\$75,209	\$4,200	\$79,409
10	\$65,746	\$4,200	\$69,946	\$70,628	\$4,200	\$74,828	\$72,243	\$4,200	\$76,443	\$76,291	\$4,200	\$80,491
11	\$66,829	\$4,200	\$71,029	\$71,794	\$4,200	\$75,994	\$73,326	\$4,200	\$77,526	\$77,374	\$4,200	\$81,574
12	\$67,911	\$4,200	\$72,111	\$72,959	\$4,200	\$77,159	\$74,983	\$4,200	\$79,183	\$79,031	\$4,200	\$83,231
13	\$68,995	\$4,200	\$73,195	\$74,126	\$4,200	\$78,326	\$76,150	\$4,200	\$80,350	\$80,198	\$4,200	\$84,398
14	\$70,078	\$4,200	\$74,278	\$75,292	\$4,200	\$79,492	\$77,316	\$4,200	\$81,516	\$81,364	\$4,200	\$85,564
15	\$71,161	\$4,200	\$75,361	\$76,458	\$4,200	\$80,658	\$78,482	\$4,200	\$82,682	\$82,530	\$4,200	\$86,730
16	\$72,243	\$4,200	\$76,443	\$77,642	\$4,200	\$81,842	\$79,666	\$4,200	\$83,866	\$83,714	\$4,200	\$87,914
17	\$73,342	\$4,200	\$77,542	\$78,845	\$4,200	\$83,045	\$80,869	\$4,200	\$85,069	\$84,917	\$4,200	\$89,117
18	\$74,458	\$4,200	\$78,658	\$80,067	\$4,200	\$84,267	\$82,091	\$4,200	\$86,291	\$86,139	\$4,200	\$90,339
19	\$75,592	\$4,200	\$79,792	\$81,309	\$4,200	\$85,509	\$83,333	\$4,200	\$87,533	\$87,381	\$4,200	\$91,581
20	\$76,743	\$4,200	\$80,943	\$82,571	\$4,200	\$86,771	\$84,595	\$4,200	\$88,795	\$88,643	\$4,200	\$92,843
21	\$77,912	\$4,200	\$82,112	\$83,853	\$4,200	\$88,053	\$85,877	\$4,200	\$90,077	\$89,925	\$4,200	\$94,125
22	\$79,100	\$4,200	\$83,300	\$85,155	\$4,200	\$89,355	\$87,179	\$4,200	\$91,379	\$91,227	\$4,200	\$95,427
23	\$80,306	\$4,200	\$84,506	\$86,478	\$4,200	\$90,678	\$88,502	\$4,200	\$92,702	\$92,550	\$4,200	\$96,750
24	\$81,531	\$4,200	\$85,731	\$87,822	\$4,200	\$92,022	\$89,846	\$4,200	\$94,046	\$93,894	\$4,200	\$98,094
25	\$82,775	\$4,200	\$86,975	\$89,188	\$4,200	\$93,388	\$91,212	\$4,200	\$95,412	\$95,260	\$4,200	\$99,460
26	\$84,039	\$4,200	\$88,239	\$90,575	\$4,200	\$94,775	\$92,599	\$4,200	\$96,799	\$96,647	\$4,200	\$100,847
27	\$85,322	\$4,200	\$89,522	\$91,984	\$4,200	\$96,184	\$94,008	\$4,200	\$98,208	\$98,056	\$4,200	\$102,256
28	\$86,626	\$4,200	\$90,826	\$93,416	\$4,200	\$97,616	\$95,440	\$4,200	\$99,640	\$99,488	\$4,200	\$103,688
29	\$87,950	\$4,200	\$92,150	\$94,871	\$4,200	\$99,071	\$96,895	\$4,200	\$101,095	\$100,943	\$4,200	\$105,143
30	\$89,295	\$4,200	\$93,495	\$96,349	\$4,200	\$100,549	\$98,373	\$4,200	\$102,573	\$102,421	\$4,200	\$106,621

**Passed in Board Meeting on (Proposed)
Effective 10/1/2022**

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

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[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	\$49,306	\$4,200	\$53,506	\$54,032	\$4,200	\$58,232	\$61,135	\$4,200	\$65,335
2	\$49,785	\$4,200	\$53,985	\$55,096	\$4,200	\$59,296	\$61,730	\$4,200	\$65,930
3	\$50,267	\$4,200	\$54,467	\$55,631	\$4,200	\$59,831	\$62,334	\$4,200	\$66,534
4	\$50,991	\$4,200	\$55,191	\$56,435	\$4,200	\$60,635	\$63,238	\$4,200	\$67,438
5	\$51,726	\$4,200	\$55,926	\$57,251	\$4,200	\$61,451	\$64,156	\$4,200	\$68,356
6	\$52,472	\$4,200	\$56,672	\$58,080	\$4,200	\$62,280	\$65,089	\$4,200	\$69,289
7	\$53,227	\$4,200	\$57,427	\$58,922	\$4,200	\$63,122	\$66,035	\$4,200	\$70,235
8	\$53,997	\$4,200	\$58,197	\$59,775	\$4,200	\$63,975	\$66,997	\$4,200	\$71,197
9	\$54,777	\$4,200	\$58,977	\$60,642	\$4,200	\$64,842	\$67,971	\$4,200	\$72,171
10	\$55,570	\$4,200	\$59,770	\$61,522	\$4,200	\$65,722	\$68,962	\$4,200	\$73,162
11	\$56,372	\$4,200	\$60,572	\$62,414	\$4,200	\$66,614	\$69,966	\$4,200	\$74,166
12	\$57,186	\$4,200	\$61,386	\$63,320	\$4,200	\$67,520	\$70,986	\$4,200	\$75,186
13	\$58,015	\$4,200	\$62,215	\$64,240	\$4,200	\$68,440	\$72,020	\$4,200	\$76,220
14	\$58,856	\$4,200	\$63,056	\$65,175	\$4,200	\$69,375	\$73,070	\$4,200	\$77,270
15	\$59,708	\$4,200	\$63,908	\$66,121	\$4,200	\$70,321	\$74,136	\$4,200	\$78,336
20	\$60,576	\$4,200	\$64,776	\$67,083	\$4,200	\$71,283	\$75,218	\$4,200	\$79,418
25	\$61,453	\$4,200	\$65,653	\$68,060	\$4,200	\$72,260	\$79,094	\$4,200	\$83,294

Passed in Board Meeting on (Proposed)

Effective 10/1/2022

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

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Special Education Director 220 Days										
Lane 1			Lane 2			Lane 3				
Step	BS Degree + Special Ed Credential			BS Degree + 30 Semester Hrs Approved + Special Ed Credential			Masters Degree + Special Ed Credential			Total
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	
1	\$57,717	\$4,200	\$61,917	\$62,915	\$4,200	\$67,115	\$70,726	\$4,200	\$74,926	\$74,926
2	\$58,243	\$4,200	\$62,443	\$64,085	\$4,200	\$68,285	\$71,382	\$4,200	\$75,582	\$75,582
3	\$58,773	\$4,200	\$62,973	\$64,673	\$4,200	\$68,873	\$72,046	\$4,200	\$76,246	\$76,246
4	\$59,569	\$4,200	\$63,769	\$65,558	\$4,200	\$69,758	\$73,043	\$4,200	\$77,243	\$77,243
5	\$60,378	\$4,200	\$64,578	\$66,456	\$4,200	\$70,656	\$74,052	\$4,200	\$78,252	\$78,252
6	\$61,199	\$4,200	\$65,399	\$67,367	\$4,200	\$71,567	\$75,078	\$4,200	\$79,278	\$79,278
7	\$62,030	\$4,200	\$66,230	\$68,294	\$4,200	\$72,494	\$76,118	\$4,200	\$80,318	\$80,318
8	\$62,876	\$4,200	\$67,076	\$69,231	\$4,200	\$73,431	\$77,177	\$4,200	\$81,377	\$81,377
9	\$63,734	\$4,200	\$67,934	\$70,186	\$4,200	\$74,386	\$78,248	\$4,200	\$82,448	\$82,448
10	\$64,606	\$4,200	\$68,806	\$71,153	\$4,200	\$75,353	\$79,337	\$4,200	\$83,537	\$83,537
11	\$65,490	\$4,200	\$69,690	\$72,135	\$4,200	\$76,335	\$80,443	\$4,200	\$84,643	\$84,643
12	\$66,384	\$4,200	\$70,584	\$73,131	\$4,200	\$77,331	\$81,564	\$4,200	\$85,764	\$85,764
13	\$67,296	\$4,200	\$71,496	\$72,258	\$4,200	\$76,458	\$82,702	\$4,200	\$86,902	\$86,902
14	\$68,220	\$4,200	\$72,420	\$75,172	\$4,200	\$79,372	\$83,856	\$4,200	\$88,056	\$88,056
15	\$69,160	\$4,200	\$73,360	\$76,213	\$4,200	\$80,413	\$85,030	\$4,200	\$89,230	\$89,230
20	\$70,112	\$4,200	\$74,312	\$77,271	\$4,200	\$81,471	\$86,219	\$4,200	\$90,419	\$90,419
25	\$75,529	\$4,200	\$79,729	\$78,345	\$4,200	\$82,545	\$90,484	\$4,200	\$94,684	\$94,684

Passed in Board Meeting on (Proposed)

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Executive Director	
Step	Salary
1	\$117,404
2	\$119,101
3	\$120,798
4	\$122,546
5	\$124,296
6	\$126,093
7	\$127,894
8	\$129,750
9	\$131,604
10	\$135,425
15	\$139,357
Passed in Board Meeting on (Proposed) Effective 10/1/2022	

Assistant Director	
Step	Salary
1	\$94,323
2	\$95,681
3	\$97,038
4	\$98,437
5	\$99,837
6	\$101,275
7	\$102,715
8	\$104,200
9	\$105,683
10	\$108,740
15	\$111,886
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Administrative Services Director	
Step	Salary, Exempt
1	\$59,708
2	\$60,435
3	\$61,162
4	\$61,889
5	\$62,617
6	\$63,343
7	\$64,070
8	\$64,796
9	\$65,523
10	\$66,251
11	\$66,978
12	\$67,704
13	\$68,431
14	\$69,157
15	\$69,885
20	\$75,699
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Licensed Clinical Social Worker	
Step	Salary, Exempt
1	\$63,204
2	\$63,974
3	\$64,746
4	\$65,516
5	\$66,288
6	\$67,058
7	\$67,830
8	\$68,600
9	\$69,370
10	\$70,142
11	\$70,913
12	\$71,684
13	\$72,454
14	\$73,225
15	\$73,997
20	\$80,164
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