

CHARTER SCHOOL ACCOUNTABILITY COMMITTEE

DELAWARE DEPARTMENT OF EDUCATION



The Bryan Allen Stevenson School of Excellence

Formal Review

Initial Report

May 1, 2024

On April 10, 2024, the Delaware Department of Education (DOE) placed the charter of The Bryan Allen Stevenson School of Excellence (BASSE) on formal review, pursuant to 14 Del. C. §515, to determine whether the school is violating the terms of its charter and, if so, whether to order remedial measures.

The following individuals were in attendance at the initial meeting of the Charter School Accountability Committee (CSAC) on April 29, 2024:

Voting Committee Members

- Kim Klein, Associate Secretary of Operations Support
- Aimee Beam, Education Associate, School Support
- Gregory Fulkerson, Education Associate, Academic Support
- Tiffany Green, Education Associate, Workforce Support
- Brook Hughes, Education Associate, Operations Support
- Joyce Leatherbury, Education Associate, Academic Support
- April McCrae, Education Associate, Academic Support
- Ted Molin, Community Member

Ex-Officio Members (Non-voting)

- Shawn Brittingham, Delaware State Board of Education
- Kendall Massett, Executive Director, Delaware Charter School Network

Staff to the Committee (Non-voting)

- Leroy Travers, Director, Charter School Office
- Alicia Balcerak, Administrative Secretary, Charter School Office
- John Carwell Jr., Education Associate, Charter School Office
- Faye Schilling, Education Specialist, Charter School Office
- Carla Jarosz, Deputy Attorney General

Representatives BASSE

- Teresa Berry, Board President
- Chantalle Ashford, Head of School
- Katherine Cauley, Board Secretary
- Michelle Lambert, Financial Consultant
- Crystal Timmons-Bryant, Development Director

***Initial Charter School Accountability Questions and Feedback
Formal Review
Bryan Allen Stevenson School of Excellence (BASSE)***

BASSE was given time to provide an overview of the school.

The school has been working diligently to ensure that their enrollment continues to increase. There is a great deal of excitement and enthusiasm within the community from parents, students, and community members. BASSE is excited about the programs that it will offer students. Bryan Allen Stevenson is a once in a generation leader and BASSE is excited to bring those attributes to students in Sussex County. While the school has not met their required 80% enrollment, they are finding that many parents are working on their own timeline, and some do not understand the totality of the requirements for enrollment at a charter school.

Enrollment

1. As of April 28, how many first-year agreements does BASSE have?
A - As of April 28 BASSE had 188 signed first-year agreements. An additional signed first-year agreement was collected on the day of the meeting. There are 207 acceptances.
2. What enrollment does the school anticipate reaching by the September 30, 2024 unit count?
A - BASSE anticipates reaching, at a minimum, their 95% enrollment number, which is 238 students. Based on the energy from the community BASSE anticipates reaching their original projected enrollment of 250 students prior to unit count. The school has received positive feedback from families and continues to receive, on average, four new applications each week. If they continue receiving new applications at the current rate, BASSE will have students on a waitlist before the first day of school. The school's recruitment and enrollment plan is ongoing and supported by the board, staff, engaged parents, caregivers, and students.
3. If enrollment increases significantly over the summer, will the school have the ability to hire additional staff in time for the beginning of the school year?
A – BASSE realizes that late hires are common. They may have to support some positions with contracted substitutes as a contingency plan until all positions are filled. The school plans to be transparent with interested candidates about which positions may open as the school year approaches.

Finance

4. The proposed teacher salaries (\$50,000) reflected in this budget are lower than what was proposed in the original budget (\$57,000) ([see p. 1919 of original budget](#)). How does this impact the school's ability to recruit and retain teachers, specifically during a year in which the State is implementing the first year of Public Education Compensation Committee (PECC) recommendations?
A - Salaries are now \$57,000 or higher in the revised budget (appendix A).

- a. Will BASSE be competitive in attracting talent compared to the salaries and benefits offered by other local school districts and charter schools?
A – The school anticipates being competitive with local districts and charter schools.
5. Has the school gathered demographic or household data indicating that 150 enrolled students qualify for free school meals, which was used to calculate the food service budget?
A – The revised budget shows food service reimbursement calculated at 70% free, 20% reduced and 10% paid.
6. Are International Baccalaureate (IB) costs included in the curriculum budget?
A - They are included in the curriculum line and amount to \$50,000.
 - a. If not, where can those projected costs be found?
A – The costs are included in the budget.
 - b. The costs for the program can be significant. Is there an estimate for the number of students that will participate?
A - All students will participate in the IB program.
7. Submit a new budget based on the feedback provided. Utilize the school’s enrollment, as confirmed by first year agreements, as of April 23, 2024.
A – A revised budget based on an enrollment of 185 students is included (attachment A).

Staffing

8. What is BASSE’s hiring plan and timeline?
A – The hiring plan and timeline are attached as attachment B.
 - a. Has there been any staff hires?
A - BASSE plans to hire most staff before the end of May. There are currently applicants for all posted positions.
9. The budget does not reflect expenses related to support personnel (counselor, social worker, psychologist, etc.). How will the school support the social and emotional needs of students?
A – The attached, revised staffing plan has included a counselor. In addition, the Related Service line in the budget includes a contracted psychologist, speech therapist, occupational therapist, and a paraprofessional to support social and emotional needs.

CSAC Follow-up Questions

Aimee Beam - The number of free and reduced lunches appears to be inflated. What was used to make this estimate?

A - This number was determined by looking at the average of other charter schools. It is still too early to determine the actual number, however.

Gregory Fulkerson - It was stated that other districts in the area want BASSE to open. Explain why that is the case.

A – School administrators and community members began to reach out to BASSE because they are seeking change and additional options for students in Sussex County. For example, the Indian River School District has been very welcoming, and even invited BASSE to many functions, allowing them to set up tables at events and distribute flyers and information about the school to families. Sussex Academy Charter School has also invited BASSE to events. Sussex Technical High School provided BASSE with equipment to assist in the start-up of the school. The student population is growing in Sussex County and districts and schools are overflowing. BASSE has not been treated as competitors, but rather welcomed as a community school. People in the community are excited about the BASSE model and other schools are excited to have the school's offerings in Sussex County.

Brook Hughes - What is the school's unit number with 185 students.

A – The unit number is 10.49.

April McCrae - Has BASSE worked with Institutions of Higher Education to find programs in which students are working towards degrees in education to assist with staffing needs?

A – BASSE has been working with Delaware State University and Delaware Technical and Community College to recruit staff. Additionally, members of the board have connections with the University of Delaware. Some of these partnerships have stalled or are contingent upon the school opening.

April McCrae – Will the contract for a school psychologist be for a singular person?

A - At this time, the anticipated special education population will be approximately ten percent. Therefore, one person will be sufficient to fulfill this role.

Shawn Brittingham - What is your projected enrollment the day the school opens?

A – The school anticipates having 238 students, at least. However, based on the current application rate, BASSE could have a waitlist and be closer to 250 students.

Shawn Brittingham - How many administrators will the school have?

A – There will be one academic administrator (Chantalle Ashford), one director of development (Crystal Timmons- Bryant), and one director of special education.

Kendall Massett – Stated that she is very proud of the school's hard work and commitment. Although there are currently 189 first year agreements, there are 207 acceptances. The school is a well-known commodity within the education space in Sussex County and there are already candidates who want to work at the school. Both Ms. Ashford and Ms. Timmons-Bryant have

been extremely involved with the Delaware Charter Schools Network and are already active members of the community.

Leroy Travers – Are there other districts in the area that have an IB program.

[A - Sussex Central High School is the only school in the area with an IB program.](#)

Kim Klein - CSAC takes this formal review process very seriously. As has been communicated, first year agreements are used to determine official enrollment. Families may accept an invitation to enroll, however, until they provide the first-year agreement, their enrollment is not official. The school is strongly encouraged to obtain the eleven remaining necessary first year agreements prior to the next meeting of CSAC.

The following items were requested as follow-ups to this meeting:

1. Provide a breakdown of the budget for the IB program.
2. If available, provide a quote or proposal from the IB program.
3. Provide a copy of the Certificate of Occupancy (the deadline is June 1, 2024). If one is not available, provide an update on the status.

Next Steps

- On or before May 1st, CSAC will provide an initial report.
- An initial public hearing will take place on May 6th at 5:00 p.m. (3rd Floor Conference Room, 401 Federal Street, Dover, DE 19901).
- The school will have the opportunity to submit a written response to the CSAC initial report, which is due by close of business on May 16th.
- A second and final meeting of CSAC will be held on May 28th.
- On or before May 29th CSAC will issue its final report including its recommendations.



Activity	How Long	What Day	Who?	For Round 1 Applicants	<p>For Plan B and Ongoing hiring (staff that we receive units for/determine a funding stream for later): The “What Day” hiring timeline will be followed for a 10-day turnaround.</p>
Select the Hiring Team and Provide them with Anti-Bias Training (Minimizing Bias by TNTP) and Review initial Norming Strategies.				By May 3rd	
Application Acknowledged	0 min. Automated		Frontline	Ongoing	
Applicant Screened and 5 Notified of Next Steps (scheduling Phone Interview/Video Interview via Frontline)	30 min	1	HOS/HR	By May 3rd	
Phone Interviews Conducted for Candidates and Notified of Next Steps (scheduling in-person/virtual interview via Frontline; performance task)	30 min	3	HOS/Appropriate Hiring Manager (AHM)	Between May 3rd and May 7th	
Performance Task is blind reviewed and evaluated	15 min	4-5	HOS/Appropriate Hiring Manager (AHM)	By May 10th	



**BRYAN ALLEN STEVENSON
SCHOOL OF EXCELLENCE**

Attachment A

In-Person/Virtual Interview conducted <ul style="list-style-type: none">• Norm after each interview	1.5 hour	6-7	Hiring Team	Between May 13th and May 17th	
Reference Check Completed	1 hour	6-7	HOS/Appropriate Hiring Manager (AHM)	By May 17th	
Candidate is rejected or offered position	0 min. Automated	6-7	HOS/Appropriate Hiring Manager (AHM)	By May 17th	

BASSE
Preliminary Budget
 July 2024 through June 2025

Attachment B

FY25 Preliminary Budget Enrollment 185	Budget Assumptions
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Income

CHARGES TO SCHOOL DISTRICTS

40005 · Local School District (98000)	\$ 377,856	Per revenue Worksheet
40007 · CSD Settlement (99150)	0	N/A

Total CHARGES TO SCHOOL DISTRICTS

377,856

EARNINGS ON CASH AND INVESTMENT

48505 · Interest on Deposit	4,800	Based on current year average
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Total EARNINGS ON CASH AND INVESTMENT

4,800

FEDERAL FUNDING

40003 · Federal Entitlements	693,498	CSP Grant Only, Consolidated App allocations not yet available
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Total FEDERAL FUNDING

693,498

LOCAL FUNDRAISING

48330 · Donation/Contributions (prior year carryover)	70,000	Prior year contributions carried over
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Total LOCAL FUNDRAISING

70,000

SCHOOL LUNCH FEES

48011 · USDA/DOE Meal Reimbursement	207,792	Assume 70% Free, 20% Reduced & 10% Paid. Includes Lunch and Breakfast for 180 days. Based on current reimbursement rates
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Total SCHOOL LUNCH FEES

207,792

STATE FUNDING

40000 · State Appropriation (05213)	1,407,860	Per revenue worksheet
40017 · Charter Transportation (05177)	227,877	Per revenue worksheet
40001 · Tech Block Grant (05235)	3,438	\$327.75 x 10.49 Div I units
40002 · Ed Sustainment (05289)	25,690	\$2448.97 x 10.49 Div I units
40004 · MCI Equipment (10230)	0	Not Eligible in 1st Year
40008 · Erin's Law	308	Per Brook Hughes Estimates
40010 · Curriculum & PD	1,125	Per Brook Hughes Estimates

Total STATE FUNDING

1,666,298

Total Income

3,020,244

Expense

FACILITIES & MAINTENANCE

55205 · Electric	19,476	Based on current average expense
55206 · Natural Gas	25,717	Based on current average expense
55402 · Rent	182,000	Based on lease agreement
55452 · Insurance	25,000	Based on insurance quote
55507 · Maintenance	5,000	General maintenance

Total FACILITIES & MAINTENANCE

257,193

FOOD SERVICE

56111 · Food	179,820	\$5.40 for Lunch & Breakfast x 185 student x 180 days
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Total FOOD SERVICE

179,820

INSTRUCTIONAL SUPPORT

51000 · Salaries	893,779	Based on Staffing Schedule. Includes summer salary obligation
52000 · OECs	503,602	Based on Staffing Schedule. Includes summer salary obligation
55020 · Legal	10,000	Contingency
55030 · Instructional Services	83,400	Special Education & Language Learner support, substitute teacher & 1 Para
55032 · Related Services	60,530	Contract Psychologist for IEP Evaluations, Speech & OT
55035 · Central Admin Services	54,000	Accounting, HR & Payroll Services
55052 · IT Professional Services	24,000	IT Support
55101 · Postage	1,500	Misc Mailings
55125 · Telecommunication	5,268	Based on DTI billing
55400 · Equipment Rental	11,218	Copier Equipment
55600 · Printing & Binding	2,500	General printing
56000 · Office Supplies	12,628	General admin supplies
56128 · Medical Supplies	5,000	Nurse office supplies
56144 · Computers	86,840	Student Computers
56145 · Computer Supplies	24,840	Staff Computers
56150 · Instructional Supplies	118,585	Curriculum
56157 · Textbooks	70,250	Student textbooks
56950 · Institutional Equipment	245,503	Furniture & phone system
56980 · Training Supplies	1,500	General training supplies

Total INSTRUCTIONAL SUPPORT

2,214,943

TRANSPORTATION

55036 · Transportation Services	217,450	Based on quotes
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Total TRANSPORTATION

217,450

Total Expense

2,869,405

Net Income

\$ 150,839

Attachment B

Bryan Allen Stevenson School of Excellence

Charter School Revenue Calculation - Estimated State Funding

Student Total:	185			
Regular:	167			
Special:	18			
Location				
Districts:				
Appoquinimink	0	Christina	0	Laurel 22
Brandywine	0	Colonial	0	Milford 29
Caesar Rodney	0	Delmar	0	Red Clay 0
Cape Henlopen	13	Indian River	62	Seaford 46
Capital	0	Lake Forest	4	Smyrna 0
				Woodbridge 9
Transportation Eligible Students:	176			
Regular Students K-3	0.00	Unit size Regular K-3 students =		16.2
Regular Students 4-12	167.00	Unit size Regular students 4-12 =		20
Special Students K-12 Basic	18.00	Unit size Basic students K-12 =		8.4
Special Students K-12 Intense	0.00	Unit size Intense Students K-12=		6
Special Students K-12 Complex	0.00	Unit size Complex Students K-12=		2.6
# of Div I Units Generated =	10.49		\$37,555	\$394,062
Administrative Assistant =	1.00		\$45,997	\$45,997
Percentage 11 Month Supervisor =	0.07		\$66,248	\$4,637
Percentage Transportation Supervisor =	0.02		\$66,248	\$1,325
Principal =	0.00		\$76,454	\$0
Assistant Principal =	0.00		\$66,638	\$0
Percentage Visiting Teacher =	0.04		\$49,810	\$1,992
Percentage Driver Education Teacher =	0.00		\$47,769	\$0
Nurse =	0.08		\$48,709	\$3,833
Academic Excellence Units =	0.74		\$46,471	\$34,389
Related Services Specialist K-3, 4-12 Reg, Basic K-12	0.18		\$52,930	\$9,744
Related Services Specialist Intensive	0.00		\$52,930	\$0
Related Services Specialist Complex	0.00		\$52,930	\$0
School Counselor/Social Worker =	0.57		\$55,135	\$31,427
School Psychologist/Mental Health Therapist =	0.26		\$50,199	\$13,052
Clerical Units =	1.00		\$35,039	\$35,039
Custodial Units =	4.00		\$29,843	\$119,372
Cafeteria Manager =	0.73		\$30,545	\$22,298
Cafeteria Worker =	1.15		\$19,749	\$22,711
Total Staffing =	20.34			
Total Salary Costs				\$739,878
OEC Rate			32.25%	\$238,611
Health Insurance Per FTE			\$13,408	\$272,652
Subtotal Personnel Revenue				\$1,251,140
<u>Other State Sources (based on Latest Available Values)</u>				
Division II Units (No Vocational Courses) =	10.49			
Division II - All Other Costs - Current Unit Value =	\$ 2,925		\$	30,692
Division II - Energy - Current Unit Value =	\$ 2,387		\$	25,046
Division III - Equalization - Unit Value =	\$ 10,771		\$	113,014
Academic Excellence Division III =			\$	7,970
Student Transportation Amount =			\$	227,877
Division II AOC Reduction				(\$20,002)
Subtotal Other Sources				\$384,597
Grand Total State Sources				\$1,635,737

Charter School Name: Bryan Allen Stevenson School of Excellence

New Charter School Estimated State and Local Fund Calculations

Disclaimer: The following estimates will vary from actuals and do not account for any extenuating circumstances.
--State funds are automatically calculated and are detailed on the "State Detail Page" tab.

Please enter the following information:

Specify grade configuration for the year of estimate

(Example K-8, 9-12)

Specify the county the school will be located

Choices New Castle, Kent or Sussex

Enter the number of students in the red cells below by school district and student type and the estimated funds will calculate below.

Enter the number of tenth graders in the box in cell location J12

	#students per unit
Regular Students K-3	16.2
Regular Students 4-12	20
Special Students K-12 Basic	8.4
Special Students K-12 Intense	6
Special Students K-12 Complex	2.6

State Funding	Local Funding	Total Funding
\$1,635,737	\$377,856	\$2,013,594

UNITS 10.49

Enter Estimated # of 10th Graders Here

0

Enter Estimated # of K-5 Students Here:

0

Enter Estimated # of 6-8 Students Here:

185

<u>29 Appoquinimink</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$2,699.30	\$0
Regular Students 4-12	0.00	\$2,186.43	\$0
Special Students K-12 Basic	0.00	\$5,205.80	\$0
Special Students K-12 Intense	0.00	\$7,288.11	\$0
Special Students K-12 Complex	0.00	\$16,818.72	\$0
Totals	0.00		\$0

<u>31 Brandywine</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$4,858.01	\$0
Regular Students 4-12	0.00	\$3,934.99	\$0
Special Students K-12 Basic	0.00	\$9,369.02	\$0
Special Students K-12 Intense	0.00	\$13,116.63	\$0
Special Students K-12 Complex	0.00	\$30,269.14	\$0
Totals	0.00		\$0

<u>10 Caesar Rodney</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$2,076.01	\$0
Regular Students 4-12	0.00	\$1,681.57	\$0
Special Students K-12 Basic	0.00	\$4,003.73	\$0
Special Students K-12 Intense	0.00	\$5,605.22	\$0
Special Students K-12 Complex	0.00	\$12,935.12	\$0
Totals	0.00		\$0

<u>17 Cape Henlopen</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$3,485.58	\$0
Regular Students 4-12	12.00	\$2,823.32	\$33,880
Special Students K-12 Basic	1.00	\$6,722.18	\$6,722
Special Students K-12 Intense	0.00	\$9,411.06	\$0
Special Students K-12 Complex	0.00	\$21,717.82	\$0
Totals	13.00		\$40,602

<u>13 Capital</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$1,505.39	\$0
Regular Students 4-12	0.00	\$1,219.37	\$0
Special Students K-12 Basic	0.00	\$2,903.25	\$0
Special Students K-12 Intense	0.00	\$4,064.55	\$0
Special Students K-12 Complex	0.00	\$9,379.73	\$0
Totals	0.00		\$0

<u>33 Christina</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$5,062.70	\$0
Regular Students 4-12	0.00	\$4,100.79	\$0
Special Students K-12 Basic	0.00	\$9,763.78	\$0
Special Students K-12 Intense	0.00	\$13,669.29	\$0
Special Students K-12 Complex	0.00	\$31,544.51	\$0
Totals	0.00		\$0

<u>34 Colonial</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$4,850.92	\$0
Regular Students 4-12	0.00	\$3,929.25	\$0
Special Students K-12 Basic	0.00	\$9,355.36	\$0
Special Students K-12 Intense	0.00	\$13,097.50	\$0
Special Students K-12 Complex	0.00	\$30,224.99	\$0
Totals	0.00		\$0

<u>37 Delmar</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$863.83	\$0
Regular Students 4-12	0.00	\$699.70	\$0
Special Students K-12 Basic	0.00	\$1,665.95	\$0
Special Students K-12 Intense	0.00	\$2,332.33	\$0
Special Students K-12 Complex	0.00	\$5,382.31	\$0
Totals	0.00		\$0

<u>36 Indian River</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$3,983.36	\$0
Regular Students 4-12	56.00	\$3,226.52	\$180,685
Special Students K-12 Basic	6.00	\$7,682.20	\$46,093
Special Students K-12 Intense	0.00	\$10,755.08	\$0
Special Students K-12 Complex	0.00	\$24,819.41	\$0
Totals	62.00		\$226,778

<u>15 Lake Forest</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$1,324.36	\$0
Regular Students 4-12	4.00	\$1,072.73	\$4,291
Special Students K-12 Basic	0.00	\$2,554.12	\$0
Special Students K-12 Intense	0.00	\$3,575.77	\$0
Special Students K-12 Complex	0.00	\$8,251.77	\$0
Totals	4.00		\$4,291

<u>16 Laurel</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$637.95	\$0
Regular Students 4-12	20.00	\$516.74	\$10,335
Special Students K-12 Basic	2.00	\$1,230.32	\$2,461
Special Students K-12 Intense	0.00	\$1,722.45	\$0
Special Students K-12 Complex	0.00	\$3,974.89	\$0
Totals	22.00		\$12,795

<u>18 Milford</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$1,449.67	\$0
Regular Students 4-12	26.00	\$1,174.23	\$30,530
Special Students K-12 Basic	3.00	\$2,795.80	\$8,387
Special Students K-12 Intense	0.00	\$3,914.12	\$0
Special Students K-12 Complex	0.00	\$9,032.57	\$0
Totals	29.00		\$38,917

<u>32 Red Clay</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$4,971.08	\$0
Regular Students 4-12	0.00	\$4,026.57	\$0
Special Students K-12 Basic	0.00	\$9,587.08	\$0
Special Students K-12 Intense	0.00	\$13,421.91	\$0
Special Students K-12 Complex	0.00	\$30,973.65	\$0
Totals	0.00		\$0

<u>23 Seaford</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$976.75	\$0
Regular Students 4-12	41.00	\$791.17	\$32,438
Special Students K-12 Basic	5.00	\$1,883.73	\$9,419
Special Students K-12 Intense	0.00	\$2,637.22	\$0
Special Students K-12 Complex	0.00	\$6,085.89	\$0
Totals	46.00		\$41,857

<u>24 Smyrna</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$1,510.58	\$0
Regular Students 4-12	0.00	\$1,223.57	\$0
Special Students K-12 Basic	0.00	\$2,913.27	\$0
Special Students K-12 Intense	0.00	\$4,078.58	\$0
Special Students K-12 Complex	0.00	\$9,412.10	\$0
Totals	0.00		\$0

<u>35 Woodbridge</u>	#	Local Pupil Rate	Amount
Regular Students K-3	0.00	\$1,500.34	\$0
Regular Students 4-12	8.00	\$1,215.27	\$9,722
Special Students K-12 Basic	1.00	\$2,893.51	\$2,894
Special Students K-12 Intense	0.00	\$4,050.91	\$0
Special Students K-12 Complex	0.00	\$9,348.26	\$0
Totals	9.00		\$12,616

Attachment B

**BASSE STAFFING BUDGET
FISCAL YEAR 2025**

POSITION	SALARY	OEC Rate							Total Salary
		23.78%		1.40%	6.20%	0.11%	1.45%	0.08%	
		Pension 52001	Health Ins 52002	Workers Comp 52005	Social Security 52006	Unemp Ins 52009	Medicare 2016	Family Caregiving Leave	
ELA Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Spanish Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Humanities Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Math Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Science Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Phys Ed/Health	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Art Teacher	57,000	13,555	14,202	798	3,534	63	827	46	90,023
Special Education Teacher	61,468	14,617	14,202	861	3,811	68	891	49	95,967
Nurse	61,468	14,617	14,202	861	3,811	68	891	49	95,967
Food Service	30,000	7,134	14,202	420	1,860	33	435	24	54,108
Office Staff	40,000	9,512	14,202	560	2,480	44	580	32	67,410
Custodian	36,000	8,561	14,202	504	2,232	40	522	29	62,089
Counselor	61,468	14,617	14,202	861	3,811	68	891	49	95,967
Head of Schools	112,500	26,753	12,091	1,575	6,975	124	1,631	90	161,739
Director of Development	91,875	21,848	12,474	1,286	5,696	101	1,332	74	134,686
Total	893,779	212,541	209,191	12,513	55,414	983	12,960	715	1,398,096