

CHRISTINE DUNCAN HERITAGE ACADEMY

2020-2021 BUDGET



Presented by K12 Accounting

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Governing Council Members

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Vice-President	Elijah Esquivel
Treasurer	Ben Maes
Secretary	Francisco Ronguillpo
Member	Rick Reichard

Management Team

Principal	Jesus Moncada
Business Manager	Angie Lerner

Budget Highlights

Christine Duncan Heritage Academy (CDH) collaborated with administration, staff and parents to develop a budget that is aligned with the School’s goals. CDH balanced the budget on anticipated revenues for Fiscal Year (FY) 2021 by using cash carryover of about \$218,685.

CDH anticipates no teachers to receive a raise due to change in licensure level. All teachers and staff will receive the 4% average pay increase.

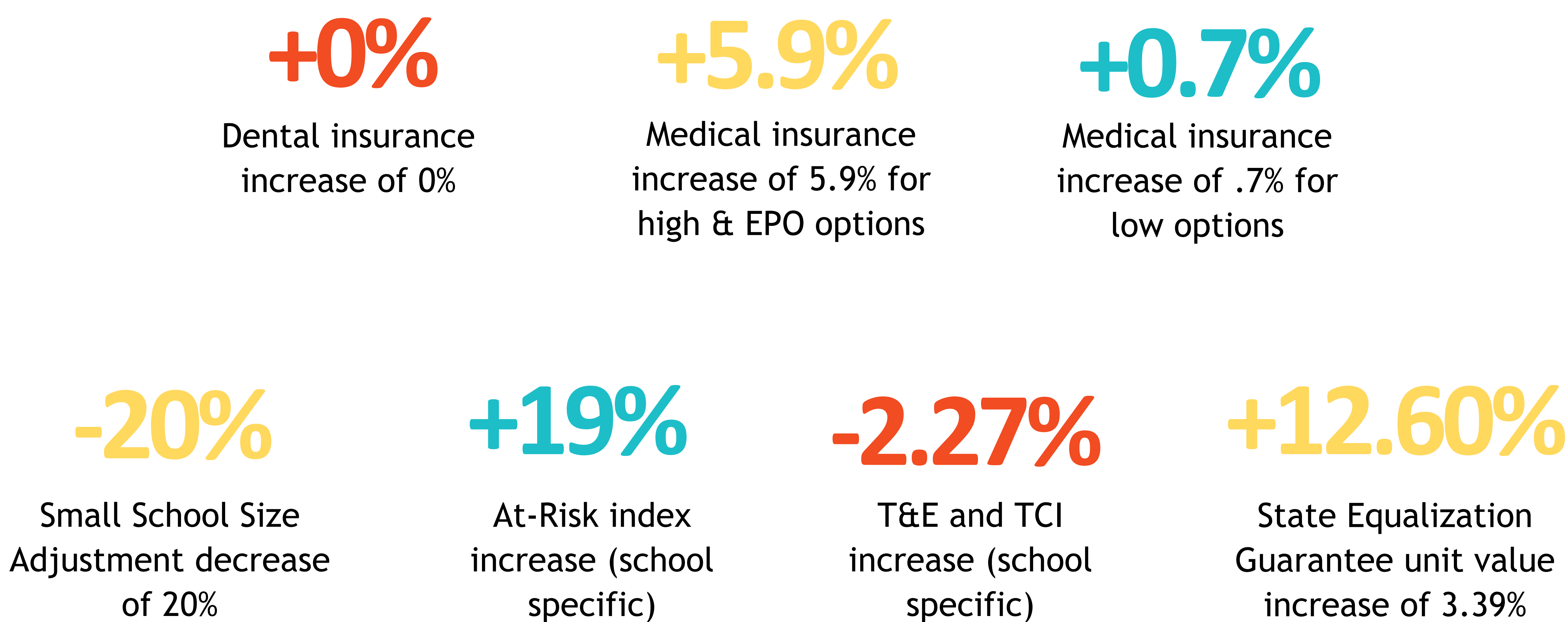
The unit value used to determine the school’s State Equalization Guarantee (SEG) increased by 3.39% to a total unit value of \$4,758.10.

The Small School Size Adjustment has been be phased out of CDH’ funding formula. There will be no impact on the budget.

SB-9 and HB-33 are based on an estimate since information was not available at the time of the budget approval to CDH’s governing council.

Budgeted Changes & Statutory Requirements

The expected funding formula and major expenditure changes used to prepare the budget were as follows:



+0%

RE (EARN \$15,000 OR LESS)
HAS BEEN REACTIVATED WHICH ALLOWS
RETIREE TO NOT CONTRIBUTE

\$60,000

COUNSELORS MINIMUM \$60,000

+4%

4% AVERAGE INCREASE FOR ALL EMPLOYEES

\$60,000

PRINCIPALS

- HS factor 1.6 ($60,000 \times 1.6$) = \$96,000 min
- JH factor 1.4 ($60,000 \times 1.4$) = \$84,000 min
- Elementary factor 1.2 ($60,000 \times 1.2$) = \$72,000 min
- HS Asst factor 1.25 ($60,000 \times 1.25$) = \$75,000 min
- JH Asst factor 1.15 ($60,000 \times 1.15$) = \$69,000 min
- Elementary Asst factor 1.1 ($60,000 \times 1.1$) = \$66,000 min

**NMSA 22-10A-2 identifies above responsibility factor.*

\$41,000

LEVEL I TEACHERS MINIMUM \$41,000

\$50,000

LEVEL II TEACHERS MINIMUM \$50,000

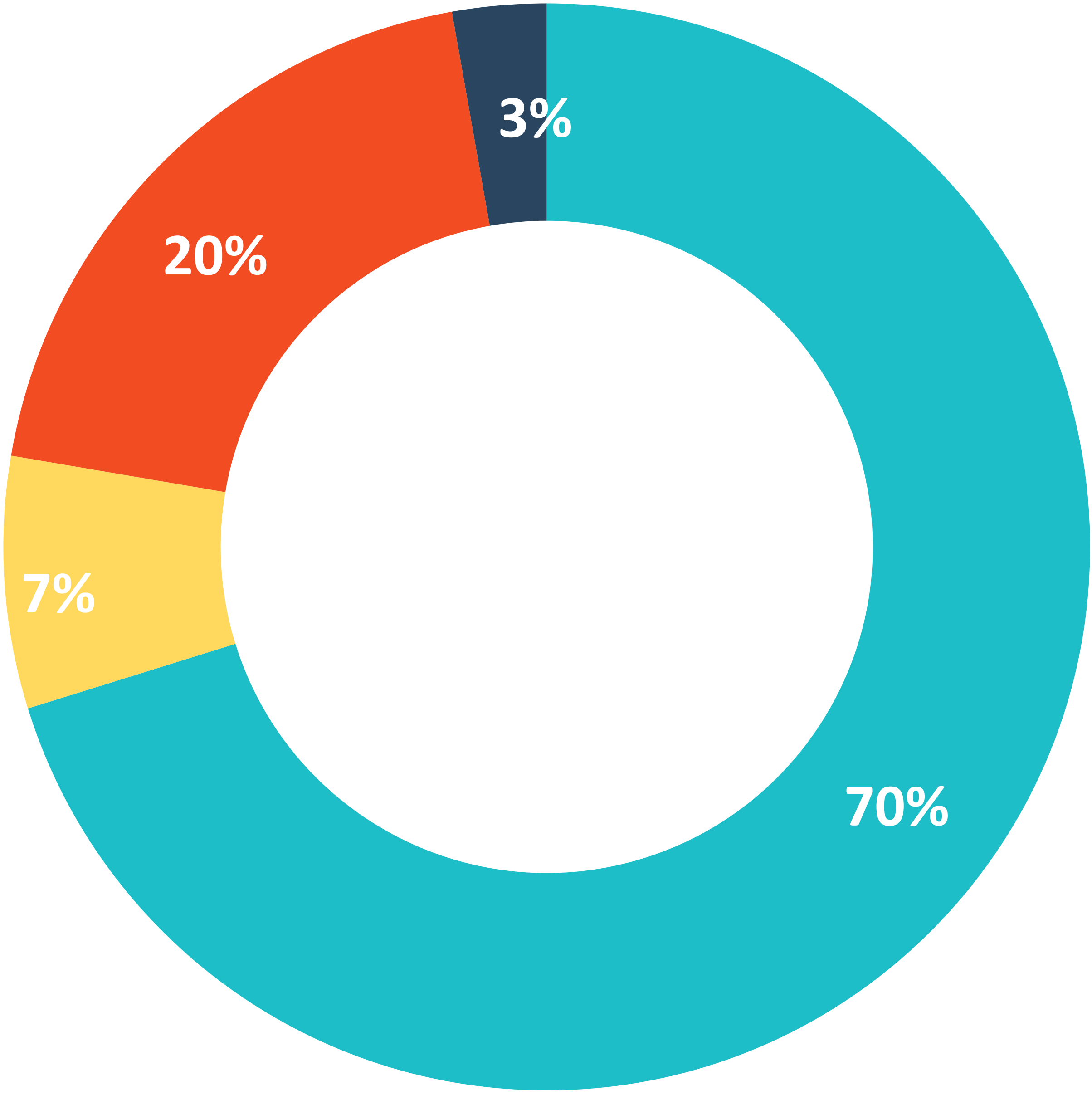
\$9.00

MINIMUM WAGE TO \$9.00

\$60,000

LEVEL III TEACHERS MINIMUM \$60,000

Budget Summary



I. General Fund	
Operational	\$4,901,876
Food Service	\$339,979
Sub-total	\$5,241,855

II. Special Revenue	
Title I	\$151,828
IDEA-B	\$75,004
Title II	\$21,299
Title III	\$6,120
Medicaid	\$17,105
Pre-K	\$280,000
Elem & Mid Sch Initiative	\$8,000
Sub-total	\$559,356

III. Capital	
SB-9	\$483,656
HB-33	\$974,070
Sub-total	\$1,457,726

IV. Other	
Fresh Fruit & Vegetables	\$21,741
Child & Adult Food Program	\$167,073
Student Activity	\$19,713
Sub-total	\$208,527

Total Initial Budget \$7,467,464

Revenue Summary

Below is a chart that summarizes the revenue change for Christine Duncan Heritage Academy. The revenue budget is expected to increase by about 6.03% when considering projections for General funds listed below. The decrease is due to the anticipated decrease in Lease Assistance funding.

Dual Credit Instructional Materials, Library GO Bonds, Lease Assistance and SB-9 State Match and

HB-33 awards are presented below based on projections and for informational purposes.

Amounts have been projected to be similar to what was received in the 2019-2020 school year. These funds are not being included in the initial budget and will be budgeted using budget adjustment requests once initial 2020-2021 awards have been issued by APS and NMPED.

General Funds	2019-20	2020-21	Change	% Change
SEG	\$3,723,691	\$4,177,083	\$453,392	12.18%
Instructional Materials	\$31,507		(\$31,507)	-100.00%
Food Services	\$221,275	\$215,000	(\$6,275)	-2.84%
	\$3,976,473	\$4,392,083	\$415,610	10.45%
Special Revenue Funds				
Title I	\$139,570	\$151,828	\$12,258	8.78%
IDEA-B	\$84,390	\$75,004	(\$9,386)	-11.12%
Title II	\$23,666	\$21,299	(\$2,367)	0.00%
Title III	\$4,770	\$6,120	\$1,350	28.30%
Title IV	\$2,423		(\$2,423)	-100.00%
Medicaid	\$10,570	\$10,000	(\$570)	-5.39%
Pre-K	\$280,000	\$280,000	\$0	0.00%
Elementary & Middle School Initiative	\$8,000	\$8,000	\$0	0.00%
	\$553,389	\$552,251	(\$1,138)	-0.21%
Capital & Other Funds				
Dual Credit *	\$10,256	\$10,256	\$0	0.00%
2012 Go Bond Library *	\$4,772	\$0		
Food Services	\$221,275	\$215,000	(\$6,275)	-2.84%
Fresh Fruit and Vegetable *	\$21,741	\$21,741		
Child & Adult Food Program	\$141,986	\$130,600	(\$11,386)	-8.02%
Breakfast for elementary students *	\$3,856	\$3,856		
NM Grown FVV *	\$6,000	\$6,000		
Student Activity Fund	\$14,282	\$10,000	(\$4,282)	-29.98%
Lease Assistance *	\$291,256	\$233,762	(\$57,494)	-19.74%
HB-33	\$271,669	\$271,669	\$0	0.00%
SB-9 Local	\$86,736	\$90,000	\$3,264	3.76%
SB-9 - State Match *	\$9,854	\$9,854		
	\$1,083,683	\$1,002,738	(\$76,173)	-7.03%
Total Estimated Revenue	\$5,613,545	\$5,947,072	\$338,299	6.03%

Please refer to the 910B-5 worksheet in the Appendix that illustrates the school's SEG revenue of \$4,177,071, which represents an increase of 9.90% from FY 2020 SEG revenue. The increase in SEG is primarily due to the increase in student enrollment, At-Risk, and Extended Learning and K-5 Plus programs.

Areas of decrease for SEG funding include decrease in special education and bilingual programs, and T&E/TCI.

Information on areas that caused the increases and decreases in SEG are noted below in the SEG Program Cost comparison chart.

The following components changed for net increase of \$592,942.

- Student enrollment
- At-Risk
- Extended Learning & K-5 Plus

The following components changed for net decrease of -\$216,491.

- T&E/TCI
- Special Education
- Bilingual Education

	Actual			Program Units			Program Dollars			
	2019-20	2020-21	Diff	2019-20	2020-21	Diff	2019-20	2020-21	Diff	Diff %
Unit Value - SEG							\$4,602.27	\$4,758.10	\$156	3.39%
Grades K-12	389.75	406.25	16.5	462.833	482.878	20.045	\$2,113,022	\$2,297,582	\$184,559	16.96%
Special Education	64.69	69.08	4.39	79.100	63.200	-15.900	\$361,124	\$300,712	(\$60,412)	-177.89%
Fine Arts	60	324.5	264.5	3.000	16.225	13.225	\$13,696	\$77,200	\$63,504	463.66%
Bilingual	449	405.5	-43.5	112.250	101.333	-10.917	\$512,467	\$482,153	(\$30,315)	-5.92%
*** T & E	1.11025	1.0495	-0.06075	51.027	24.144	-26.883	\$232,961	\$114,880	(\$118,081)	-50.69%
K-5 Plus	0	0	0	34.500	36.000	1.500	\$157,507	\$171,292	\$13,785	8.75%
Extended Learning	0	0	0	0.000	45.980	45.980	\$0	\$218,777	\$218,777	0.00%
District/School Size	0	0	0	0.000	0.000	0.000	\$0	\$0	\$0	0.00%
Growth/Safe & Harmless	22	23.5	1.5	37.775	40.730	2.955	\$172,458	\$193,797	\$21,339	12.37%
At-Risk	0.177	0.21	0.033	68.986	85.313	16.327	\$314,948	\$405,925	\$90,977	28.89%
TOTAL		243.36225		849.471	895.803	46.331	\$3,878,184	\$4,262,318	\$384,134	9.90%
Less APS 2% Fee							(\$77,564)	(\$85,247)	(\$7,683)	9.91%
Total Funding							\$3,800,620	\$4,177,071	\$376,451	9.90%

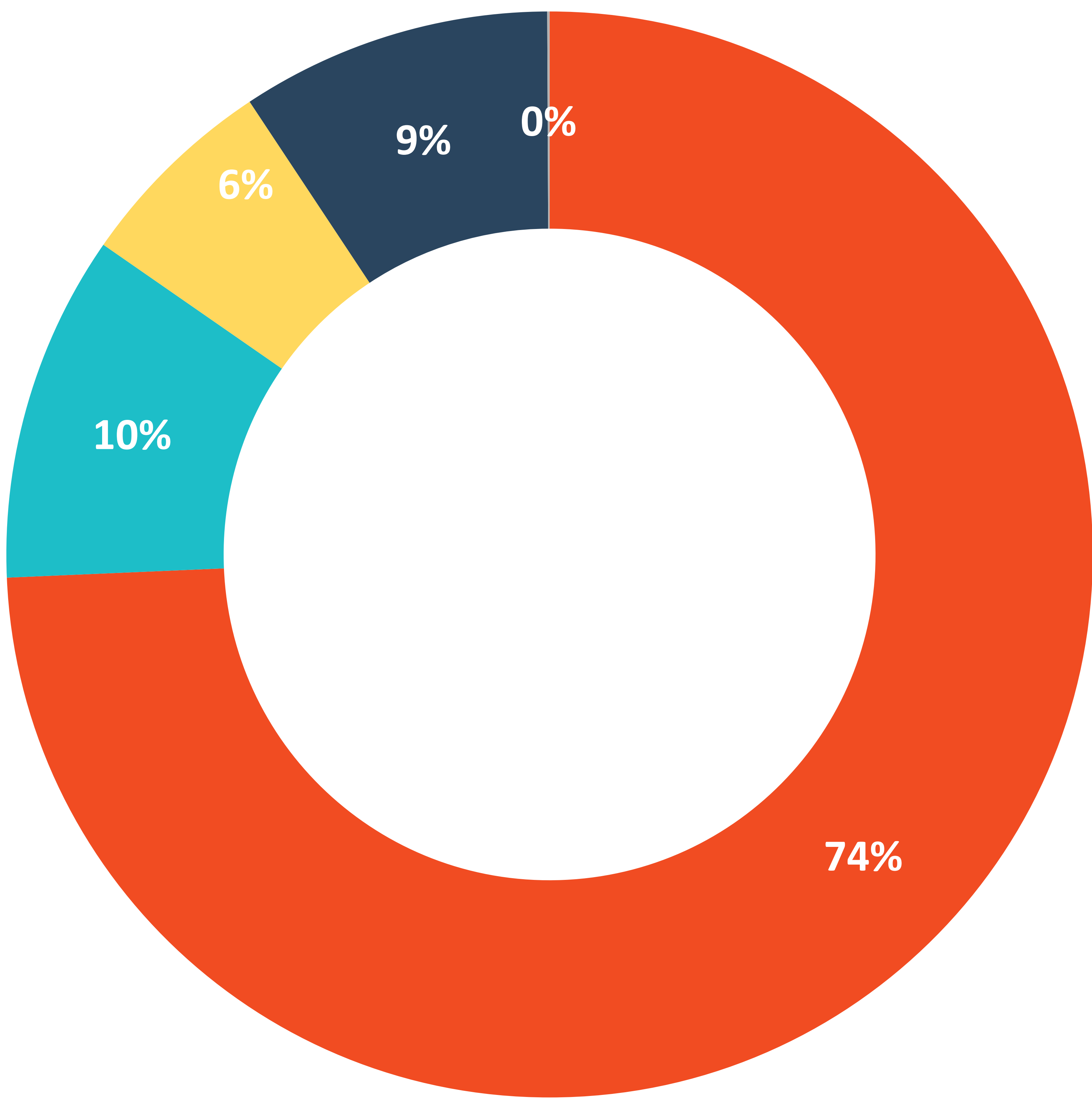
Christine Duncan Heritage Academy was able to balance its budget by using \$218,685 cash carryover while also providing all staff with raises. The school’s management will work towards increasing student enrollment and exploring other funding options in anticipation of the Small School Size Adjustment eventually phasing out of the school’s SEG funding. The school is also continuing to accumulate their fund balances in SB-9 and HB-33 to use towards building and land purchase.

Estimated cash carryover that will be carried over for all funds into FY2021 is \$1,962,326. The Public Education Department requires that public schools include estimated cash carryover amounts within their budgets. Once the fiscal year closes, and the independent audit is complete, the school will then adjust any estimated cash carryover that was budgeted to the actual cash as of June 30th. CDH is anticipating the following carryovers; Operational \$724,793, Food Services \$124,979, Student Activity 9,713, Medicaid 7,105, Child & Adult Prog 36,473, SB-9 \$356,862, and HB-33 \$702,401.

Expenditures by Function Code - Operational

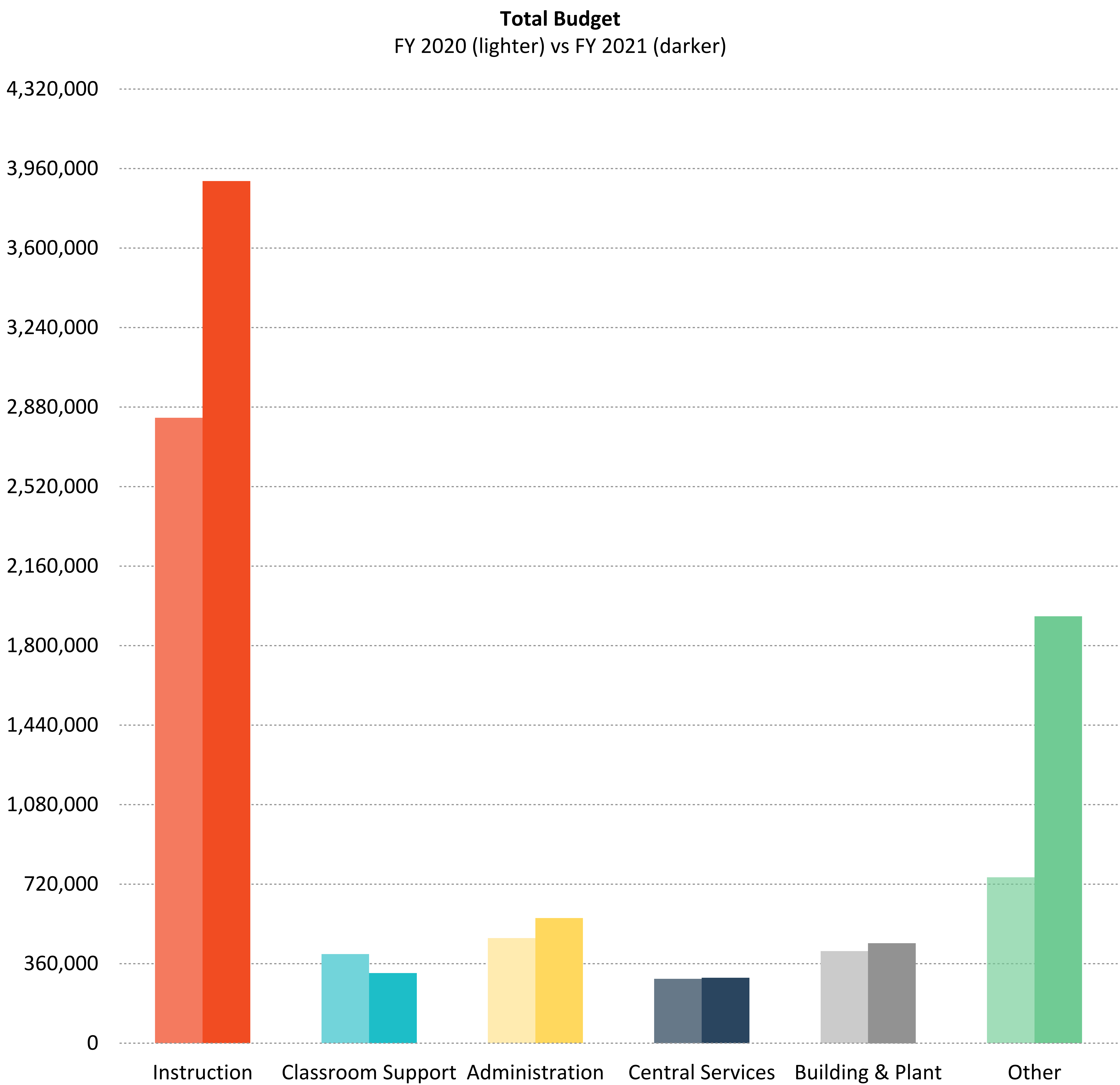
The data to the right indicates that the school has budgeted 69% of Operational (Fund 11000) expenditures in instruction and 5% in classroom support for a total of 74% for instruction and support. Below is further information on the Operational portion of the budget.

- Instructional & Support
- Administration
- Central Services
- Building & Plant
- Other

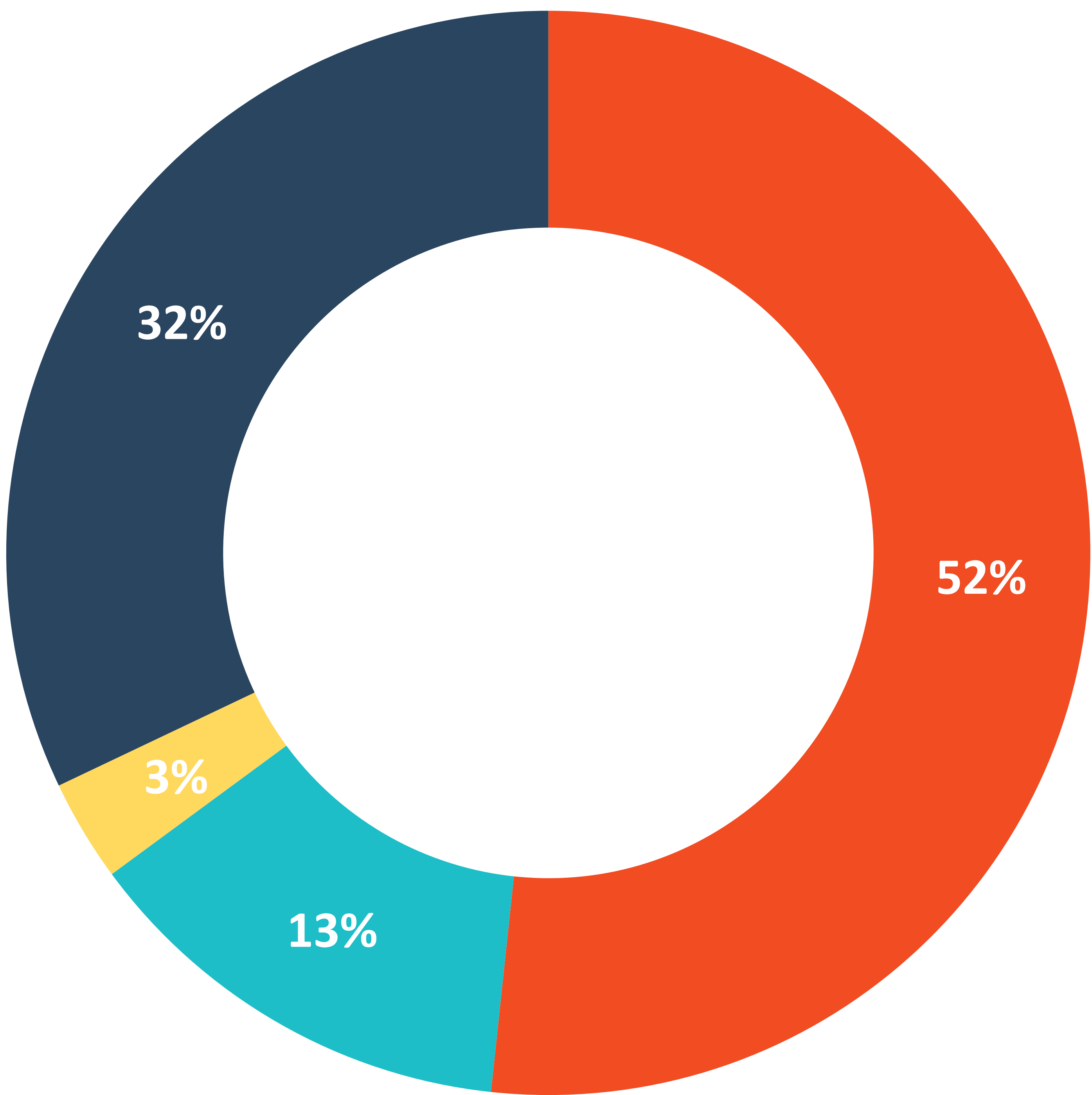


Expenditures by Function Code – All Funds

Please note that the lease cost is not entirely budgeted until lease assistance allocations are released around September of the FY 2021 school year. Once allocations have been released, a BAR (Budget Adjustment Request) will be submitted for governing council approval and the remainder of the lease cost will be budgeted.



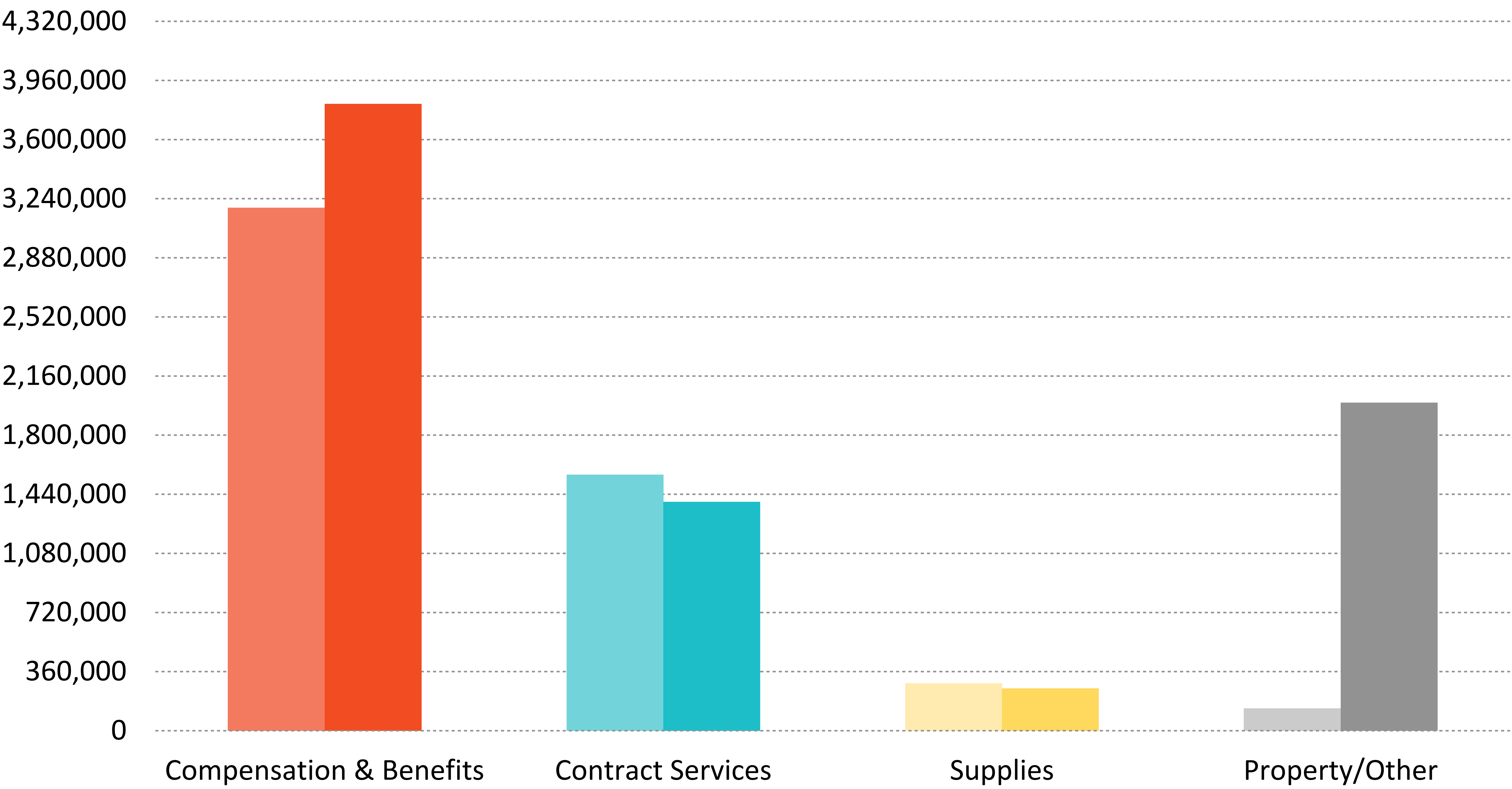
Expenditures by Object Code - Operational



Expenditures by Object Code – All Funds

- Compensation & Benefits
- Contract Services
- Supplies
- Property/Other

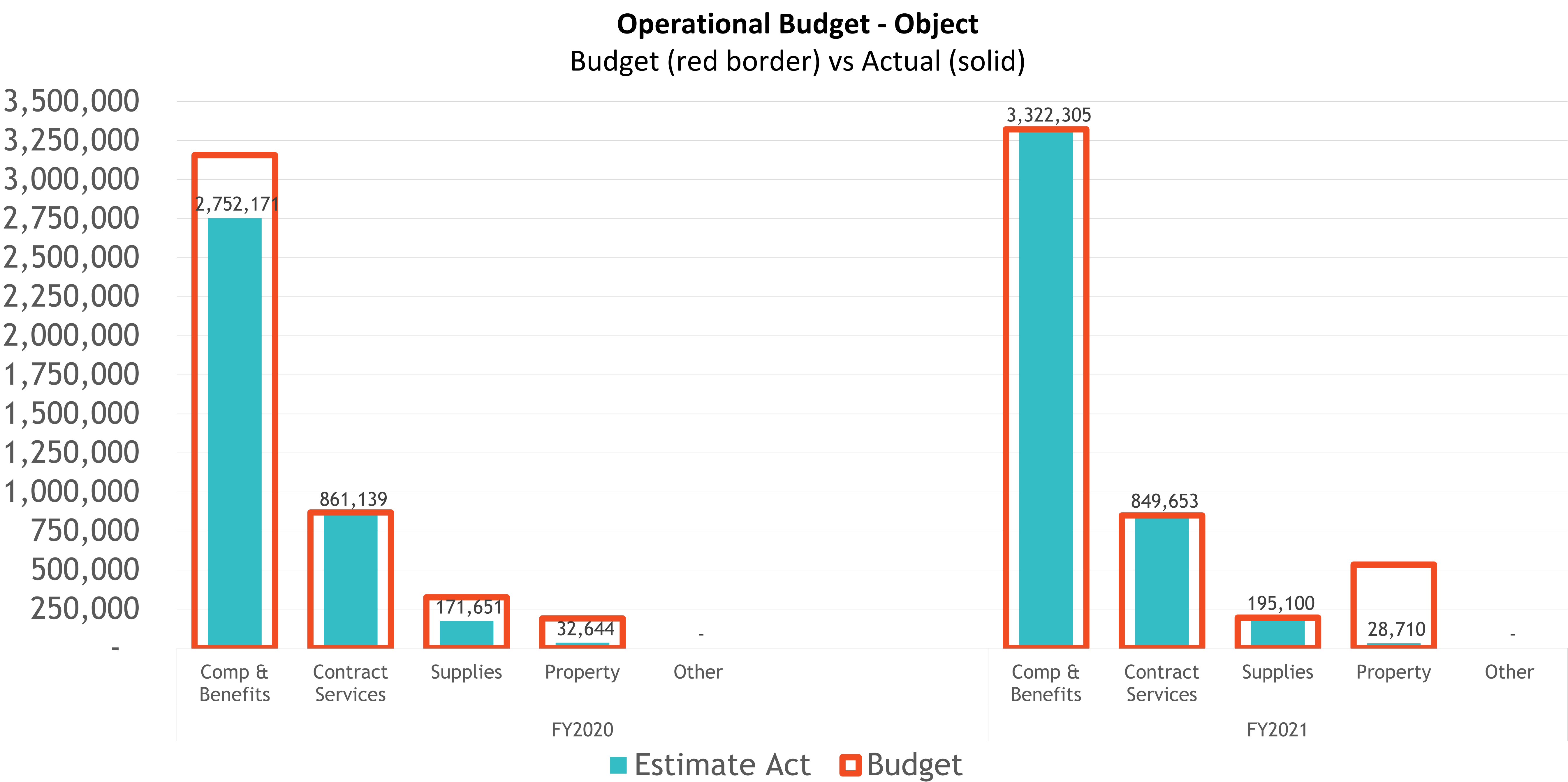
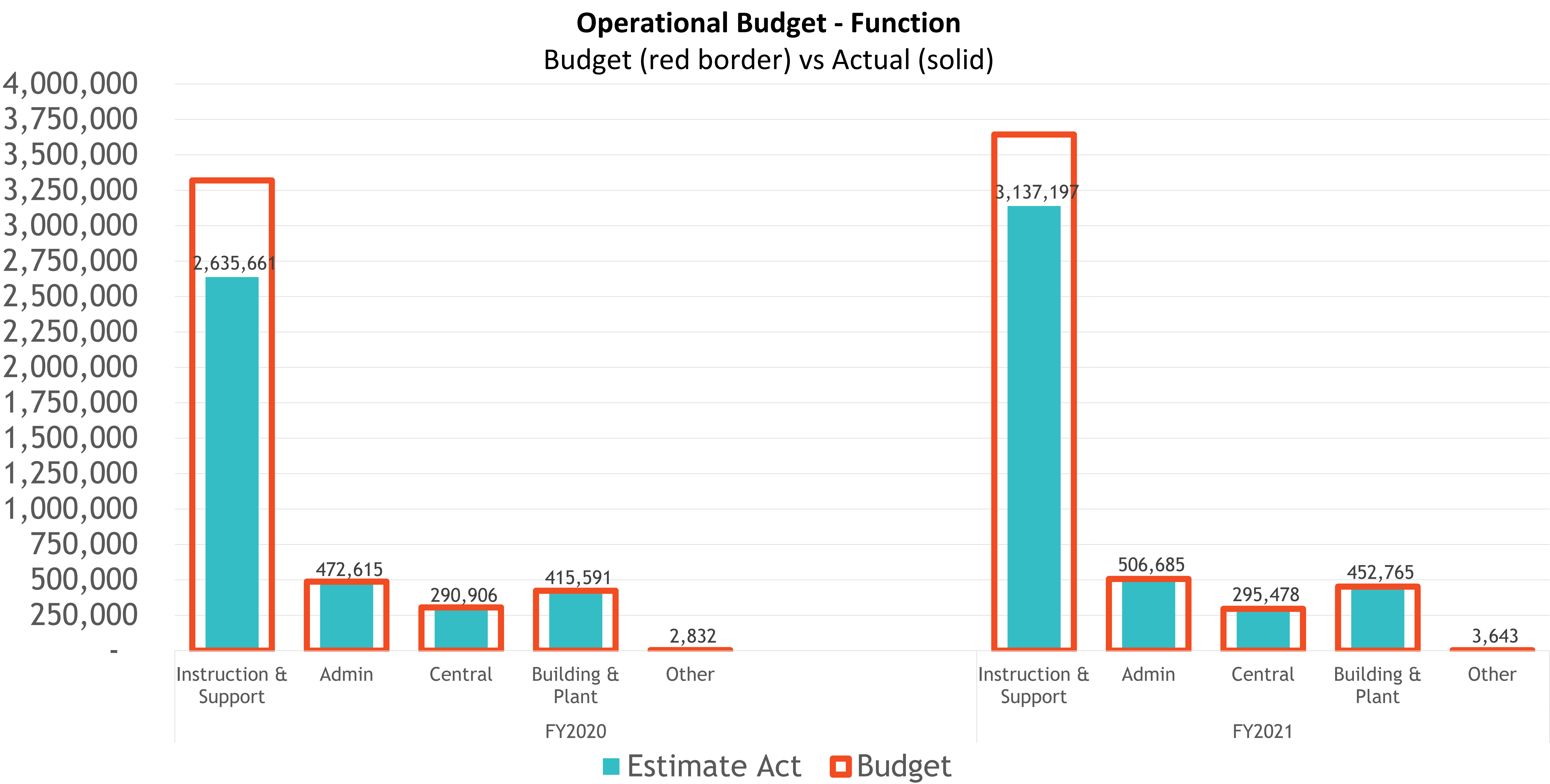
Total Budget
FY 2020 (lighter) vs FY 2021 (darker)



Expenditure Comparative - Operational

The cause for significant changes are:

- Salary & Benefits
- Increase in salary & benefit rates
 - Additional FTE for teacher and EA
- Other
- Increase in Lease cost



Personnel Costs

The salaries include the 4% average salary increase and health benefits include the increase to health insurance.

Salaried Compensation:

Positions	FTE	Salary	Benefits	Total Cost
Instructional:				
Teacher	29.5882	\$1,595,792	\$545,259	\$2,141,051
Extended Learning	9.676	\$180,375	\$60,483	\$240,858
Substitute	1	\$52,011	\$13,196	\$65,207
Total Instructional	40.2642	\$1,828,178	\$618,938	\$2,447,116
Student Support Services:				
Ancillary	1	\$52,014	\$19,277	\$71,291
Support	5	\$245,693	\$79,764	\$325,457
Office	3	\$83,100	\$26,615	\$109,715
Food Service	1	\$16,765	\$4,359	\$21,124
Building	2	\$45,500	\$16,944	\$62,444
Total Student Support Services	12	\$443,072	\$146,959	\$590,031
School Administration:				
Principal	1	\$120,000	\$45,321	\$165,321
Admin	1	\$89,025	\$22,477	\$111,502
Total School Administration:	2	\$209,025	\$67,798	\$276,823
Total Salaried Compensation	54.2642	\$2,480,275	\$833,695	\$3,313,970

Additional Compensation:

Stipend Description	Stipend Amount	Benefits	Total Cost
Admin	\$19,060	\$4,541	\$23,601
After School	\$6,116	\$1,467	\$7,583
Athletics	\$3,000	\$717	\$3,717
Endorsement	\$79,500	\$18,959	\$98,459
Extended Learning	\$111,400	\$26,590	\$137,990
K-5 Plus	\$166,425	\$39,654	\$206,079
OT	\$4,460	\$1,065	\$5,525
Pre-K PD	\$16,630	\$3,979	\$20,609
Total	\$406,591	\$96,972	\$503,563

Non-Personnel Costs

Other (Travel, Training, Property Insurance)

Description	Vendor	FY2021
Travel		\$1,000
Food		\$28,741
Student Travel		\$12,441
Other Charges		\$21,538
Professional Development		\$58,247
Sub-total		\$121,967

Supplies & Materials

Description		FY2021
General Supplies and Materials		\$103,618
Textbooks		\$75,577
Software		\$50,770
	<i>Financial</i>	<i>\$19,000</i>
	<i>PowerSchool</i>	<i>\$8,000</i>
	<i>Misc IT</i>	<i>\$3,850</i>
	<i>Instructional</i>	<i>\$19,920</i>
Sub-total		\$229,965

Capital & Reserve

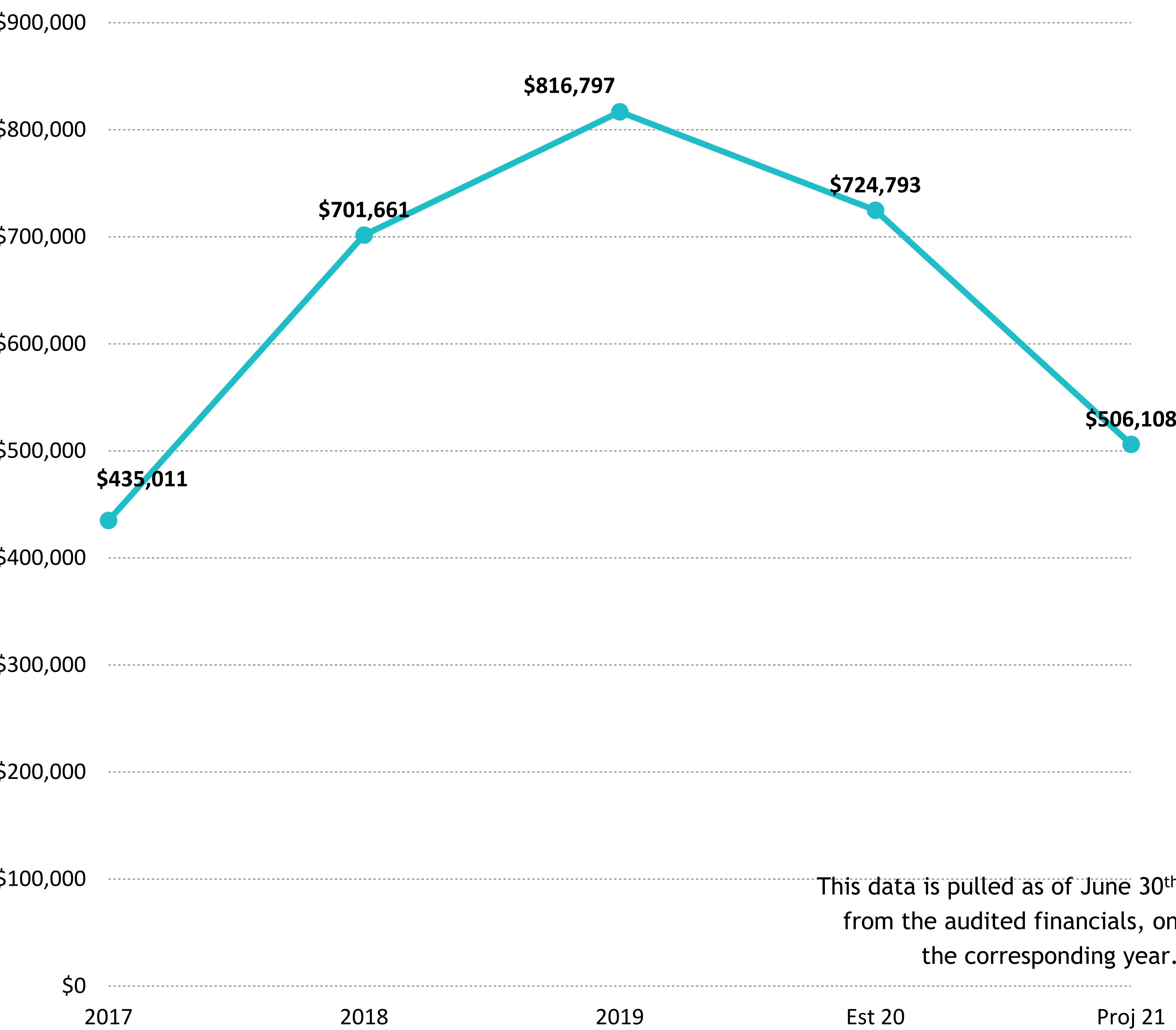
Description	FY2021
Supply Assets (Less Than \$5,000)	\$77,883
Operational - Reserve	\$506,108
Food Service - Reserve	\$90,197
SB-9 - Reserve	\$445,675
HB-33 - Reserve	\$968,637
Sub-total	\$2,088,500

Total	\$2,440,432
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Other Costs

Purchased Services		
Description	Vendor	FY2021
Other Professional/Technical Services		\$223,600
	<i>Business Manager</i>	\$162,600
	<i>IT Services</i>	\$50,000
	<i>Erate</i>	\$5,000
	<i>Other</i>	\$6,000
Other Contract Services		\$512,393
	<i>Substitute</i>	\$49,500
	<i>Food Services</i>	\$367,073
	<i>Security</i>	\$32,818
	<i>STARS</i>	\$6,000
	<i>Nursing Services</i>	\$26,105
	<i>Other</i>	\$30,897
Auditing		\$15,000
Legal		\$30,136
Advertising		\$4,000
County Tax Collection Costs		\$8,133
Speech Therapists - Contracted		\$38,498
Diagnosticians - Contracted		\$15,853
OT - Contracted		\$12,166
Sub-total		\$859,779
Purchased Property Services		
Description		FY2021
Communication Services		\$6,500
Electricity		\$53,568
Water/Sewage		\$10,900
Natural Gas		\$2,520
Renting Land and Buildings		\$202,331
Rentals of Equipment		\$10,864
Property/Liability Insurance		\$52,251
Maintenance & Repair		\$10,786
Sub-total		\$349,720
Total		\$1,209,499

The School is estimated to have a fund balance of \$724,793 in the Operational fund at end of FY 2020, which represents a decrease of \$92,004 from FY 2019. Below is a chart that illustrates the pattern over the last three years and the estimated fund balance amount as of June 30, 2021.



APPENDIX



**2020-2021 STATE EQUALIZATION GUARANTEE COMPUTATION
REVENUE ESTIMATE WORKSHEET
BASED ON
2019-2020 STARS FINAL 80/120 DAY AVERAGE**

Charter Name	Christine Duncan's Heritage Academy	Charter Number	001-118
School District Geo. Location	ALBUQUERQUE		

	3Y DD	4Y DD	C & C-GIFTED	D & D-GIFTED	*BASIC	GRADE TOTAL
Kindergarten Program						
3Y4YDD/KN	1.50					1.50
FDK					55.00	55.00
Basic Program						
Grade 1					54.50	54.50
Grade 2					45.00	45.00
Grade 3					38.50	38.50
Grade 4					43.50	43.50
Grade 5			0.50		45.50	46.00
Grade 6			1.50		40.50	42.00
Grade 7					37.50	37.50
Grade 8			0.50		43.00	43.50
Grade 9						0.00
Grade 10						0.00
Grade 11						0.00
Grade 12						0.00
Totals	0.00	1.50	2.50	0.00	403.00	

*INCLUDE STUDENTS RECEIVING A/B SERVICES

Is this a Charter School?	Y
Please enter Y or N	
Is this for the 40th Day?	N
Please enter Y or N.	

ECE (KN,3Y4YDD,&FDK) FTE	55.75
TOTAL GRADES 1-12	350.50
SUBTOTAL MEM	406.25
TOTAL MEM	406.25

	ECE FTE	COST INDEX	PROGRAM UNITS		
Kindergarten					
ECE	55.75	1.44	80.280	Kindergarten Units	80.280

Basic Program (Grade Total)

	ECE FTE	COST INDEX	PROGRAM UNITS
Grade 01	54.50	1.20	65.400
Grade 02	45.00	1.18	53.100
Grade 03	38.50	1.18	45.430
Grade 04	43.50	1.045	45.458
Grade 05	46.00	1.045	48.070
Grade 06	42.00	1.045	43.890
Grade 07 *	37.50	1.25	46.875
Grade 08 *	43.50	1.25	54.375
Grade 09 *	0.00	1.25	0.000
Grade 10 *	0.00	1.25	0.000
Grade 11 *	0.00	1.25	0.000
Grade 12 *	0.00	1.25	0.000

* Includes Vocational Weighting

Basic Program Units	402.598
TOTAL MEMBERSHIP PROGRAM UNITS	482.878

FY 21 SCM PHASE-IN WEIGHTS

0.5	T & E Index	1.051
0.5	TCI Index	1.048

STAFFING COST MULTIPLIER (SCM)	1.050
ADJUSTED BASIC PROGRAM UNITS	507.022

Special Education

	MEM	Factor	
C & C-Gifted	2.50	1.00	2.500
D & D-Gifted	0.00	2.00	0.000
3 & 4 Yr. DD	0.00	2.00	0.000

A/B MEM (Reg/Gft & Inc 3Y&4Y-12th)	66.00	0.70	46.200	Special Ed. Units	48.700
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Adjusted Ancillary FTE	0.58	25.00	Ancillary FTE Units	14.500	
				Total Special Education Units	63.200

Elementary Fine Arts Program (seperated data entry: 80/120 average data, projection for new program (parts))

80/120 ave MEM	New FAEA Prog. MEM	TOTAL	Factor		
324.50	0.00	324.50	0.0500	Fine Arts Program Units	16.225

Bilingual Program (seperated data entry: 80/120 average data, projection for new program (parts))

HOURS	80/120 ave MEM	FTE	New BMEP Prog. MEM	FTE TOTAL	Factor		
1	0.00	0.00	0.00	0.00	0.500		
2	0.50	0.17	0.00	0.00			
3	405.00	202.50	0.00	0.00			
Total Bilingual	405.50	202.67	0.00	0.00	202.67	Bilingual Units	101.335

(May not total more than the no. of students in grades K-12.)

**2020-2021 STATE EQUALIZATION GUARANTEE COMPUTATION
REVENUE ESTIMATE WORKSHEET
BASED ON
2019-2020 STARS FINAL 80/120 DAY AVERAGE**

Elementary P.E. Program (seperated data entry: 80/120 average data, projection for new program (parts))

<i>Elem PE 07-08 MEM</i>	<i>OpBud Elem PE Prog. MEM</i>	<i>Factor</i>		
0.00	0.00	0.060	Elementary P.E. Units	0.000

(NOTE: FOR FY21, ELEM PE MEM MUST NOT EXCEED PRIOR YEAR 80/120 K-6 MEM AND THEREFORE MEM MAY BE CAPPED TO TOTAL 80/120 K-6 MEM)

National Board Certified Teachers

<i>FTE:</i>	<i>Factor</i>			
0.00	1.500		National Board Certified Teachers Units:	0.000

Size Adjustment Units

	<i>UNITS</i>	<i>FY21 PHASE-OUT</i>		
Elementary/Mid/Jr. High	0.000	0.60	Charter Schools not eligible for District Size	
Senior High	0.000		School Size Adjustment Units	0.000
Geographic School District Location MEM	77714.250		Charter Schools not eligible for District Size	
District Size(<4,000)	54.749		District Size <4,000 Adjustment Units	54.749
			Charter Schools not eligible for District Size	(54.749)
District Size(<200)	0.000		District Size <200 Adjustment Units	0.000
				0.000
Rural Population Program Units	0.000		Rural Population Program Units	0.000
			New District Adjustment Units	0.000

At-Risk Units

<i>At-risk index</i>	<i>MEM</i>			
2020-2021: 0.210	406.25		At Risk Units	85.313

Charter Schools Student Activities

<i>(Districts Only)</i>	<i>MEM</i>	<i>Factor</i>		
		0.100	Charter Schools Student Activities Units	0.000
			(Charters not eligible for CS Student Activities)	0.000

Home School Student Activities

<i>(Districts Only)</i>	<i>MEM</i>	<i>Factor</i>		
		0.100	Home School Student Activities Units	0.000
			(Charters not eligible for Home School Student Activities)	0.000

Home School Student Program Units

<i>(Districts Only)</i>	<i># of Students</i>	<i># of Classes</i>	<i>Factor</i>	
			0.250	Home School Student Program Units
				(Charters not eligible for Home School Student Activities)
				(Charters not eligible for Home School Student Activities)

Extended Learning Time Program Units (including New Program Projections)

<i>80/120 ave MEM</i>	<i>New ELT Prog. MEM</i>	<i>TOTAL</i>	<i>Factor</i>	
278.00	140.00	418.00	0.110	Extended Learning Time Program Units

K-5 Plus Program Units ((including New Program Projections)

<i>80/120 ave MEM</i>	<i>New K-5+ Prog. MEM</i>	<i>TOTAL</i>	<i>Factor</i>	
120.00	0.00	120.00	0.300	K-5 Plus Program Units

TOTAL PROGRAM UNITS 895.805

Save Harmless Units 0.000

GROWTH & SAVE HARMLESS CALCULATION DATA

2019-20 Actual 40th Day MEM:	394.50		GRAND TOTAL UNITS	895.805
(Enter the District Mem EXCLUDING Charter Mem)				
2020-21 Projected MEM:	418.00		× Unit Value	4,758.10
(Enter the District Mem EXCLUDING Charter Mem)				
2020-21 Actual 40th MEM			PROGRAM COST	\$4,262,329.77
(Enter the District Mem EXCLUDING Charter Mem)			CHARTER SCHOOL ADMIN. WITHHOLDING	(\$85,246.60)
Save-Harmless Data			Non-categorical Revenue Credits:	
2020-2021 40th Day TOTAL PROGRAM UNITS			Tax Levy (41110, 41113, 41114)	
(Not Grand Total Program Units)			Federal Impact Aid (44103) (enter 100% operational)	\$0.00
			Federal Forest Reserve (44204)	\$0.00
Growth Data			Total Non-Cat Rev Credits	\$0.00
2020-21 Operating Budget Calculation	40.730		Less: 75% of Non-Categorical Revenue Credits	\$0.00
Op-Bud takes 19-20 40 Day compared to 20-21 Mem Proj. FTE			Other Credits/Adjustments:	
40th Day Calculation	0.000		Energy Efficiency Renewable Bonds (100%)	
Takes Prior Year 40th-Day and compares to Current Year 40th-Day			Total Other Credits	\$0.00

Christine Duncan Heritage Academy

Certified Employee Salary Schedule - 2020-21

LEVEL I						
EXP	BA	BA+15	BA+45/MA	MA+15	MA+45	PHD
0	\$42,641	\$42,745	\$42,849	\$42,953	\$43,057	\$43,161
1	\$42,642	\$42,746	\$42,850	\$42,954	\$43,058	\$43,162
2	\$42,643	\$42,747	\$42,851	\$42,955	\$43,059	\$43,163
3	\$42,644	\$42,748	\$42,852	\$42,956	\$43,060	\$43,164
4	\$42,645	\$42,749	\$42,853	\$42,957	\$43,061	\$43,165
5	\$42,646	\$42,750	\$42,854	\$42,958	\$43,062	\$43,166
6	\$42,647	\$42,751	\$42,855	\$42,959	\$43,063	\$43,167
7	\$42,648	\$42,752	\$42,856	\$42,960	\$43,064	\$43,168
8	\$42,649	\$42,753	\$42,857	\$42,961	\$43,065	\$43,169
9	\$42,650	\$42,754	\$42,858	\$42,962	\$43,066	\$43,170
10	\$42,651	\$42,755	\$42,859	\$42,963	\$43,067	\$43,171
11	\$42,652	\$42,756	\$42,860	\$42,964	\$43,068	\$43,172
12	\$42,653	\$42,757	\$42,861	\$42,965	\$43,069	\$43,173
13	\$42,654	\$42,758	\$42,862	\$42,966	\$43,070	\$43,174
14	\$42,655	\$42,759	\$42,863	\$42,967	\$43,071	\$43,175
15	\$42,916	\$43,020	\$43,384	\$43,488	\$43,592	\$43,696
16	\$42,917	\$43,021	\$43,385	\$43,489	\$43,593	\$43,697
17	\$42,918	\$43,022	\$43,386	\$43,490	\$43,594	\$43,698
18	\$42,919	\$43,023	\$43,387	\$43,491	\$43,595	\$43,699
19	\$42,920	\$43,024	\$43,388	\$43,492	\$43,596	\$43,700
20	\$43,181	\$43,285	\$43,909	\$44,013	\$44,117	\$44,221
21	\$43,182	\$43,286	\$43,910	\$44,014	\$44,118	\$44,223
22	\$43,183	\$43,287	\$43,911	\$44,015	\$44,119	\$44,225
23	\$43,184	\$43,288	\$43,912	\$44,016	\$44,120	\$44,227
24	\$43,185	\$43,289	\$43,913	\$44,017	\$44,121	\$44,229
25	\$43,446	\$43,550	\$44,434	\$44,538	\$44,642	\$44,750

LEVEL II						
EXP	BA	BA + 15	BA+45/MA	MA+15	MA+45	PHD
0	\$52,001	\$52,105	\$52,209	\$52,313	\$52,417	\$52,521
1	\$52,002	\$52,106	\$52,210	\$52,314	\$52,418	\$52,522
2	\$52,003	\$52,107	\$52,211	\$52,315	\$52,419	\$52,523
3	\$52,004	\$52,108	\$52,212	\$52,316	\$52,420	\$52,524
4	\$52,005	\$52,109	\$52,213	\$52,317	\$52,421	\$52,525
5	\$52,006	\$52,110	\$52,214	\$52,318	\$52,422	\$52,526
6	\$52,007	\$52,111	\$52,215	\$52,319	\$52,423	\$52,527
7	\$52,008	\$52,112	\$52,216	\$52,320	\$52,424	\$52,528
8	\$52,009	\$52,113	\$52,217	\$52,321	\$52,425	\$52,529
9	\$52,010	\$52,114	\$52,218	\$52,322	\$52,426	\$52,530
10	\$52,011	\$52,115	\$52,219	\$52,323	\$52,427	\$52,531
11	\$52,012	\$52,116	\$52,220	\$52,324	\$52,428	\$52,532
12	\$52,013	\$52,117	\$52,221	\$52,325	\$52,429	\$52,533
13	\$52,014	\$52,118	\$52,222	\$52,326	\$52,430	\$52,534
14	\$52,015	\$52,119	\$52,223	\$52,327	\$52,431	\$52,535
15	\$52,536	\$53,160	\$53,264	\$53,368	\$53,472	\$53,576
16	\$52,537	\$53,161	\$53,265	\$53,369	\$53,473	\$53,577
17	\$52,538	\$53,162	\$53,266	\$53,370	\$53,474	\$53,578
18	\$52,539	\$53,163	\$53,267	\$53,371	\$53,475	\$53,579
19	\$52,540	\$53,164	\$53,268	\$53,372	\$53,476	\$53,580
20	\$53,061	\$54,309	\$54,413	\$54,517	\$54,621	\$54,725
21	\$53,062	\$54,310	\$54,414	\$54,518	\$54,622	\$54,726
22	\$53,063	\$54,311	\$54,415	\$54,519	\$54,623	\$54,727
23	\$53,064	\$54,312	\$54,416	\$54,520	\$54,624	\$54,728
24	\$53,065	\$54,313	\$54,417	\$54,521	\$54,625	\$54,729
25	\$53,586	\$55,354	\$55,458	\$55,562	\$60,512	\$60,616

LEVEL III					
EXP	MA	MA + 15	MA + 45	PHD	
0	\$62,401	\$62,505	\$62,609	\$62,713	
1	\$62,402	\$62,506	\$62,610	\$62,714	
2	\$62,403	\$62,507	\$62,611	\$62,715	
3	\$62,404	\$62,508	\$62,612	\$62,716	
4	\$62,405	\$62,509	\$62,613	\$62,717	
5	\$62,406	\$62,510	\$62,614	\$62,718	
6	\$62,407	\$62,511	\$62,615	\$62,719	
7	\$62,408	\$62,512	\$62,616	\$62,720	
8	\$62,409	\$62,513	\$62,617	\$62,721	
9	\$62,410	\$62,514	\$62,618	\$62,722	
10	\$62,411	\$62,515	\$62,619	\$62,723	
11	\$62,412	\$62,516	\$62,620	\$62,724	
12	\$62,413	\$62,517	\$62,621	\$62,725	
13	\$62,414	\$62,518	\$62,622	\$62,726	
14	\$62,415	\$62,519	\$62,623	\$62,727	
15	\$63,456	\$63,560	\$63,664	\$63,976	
16	\$63,457	\$63,561	\$63,665	\$63,977	
17	\$63,458	\$63,562	\$63,666	\$63,978	
18	\$63,459	\$63,563	\$63,667	\$63,979	
19	\$63,460	\$63,564	\$63,668	\$63,980	
20	\$64,501	\$64,605	\$64,709	\$65,229	
21	\$64,502	\$64,606	\$64,710	\$65,230	
22	\$64,503	\$64,607	\$64,711	\$65,231	
23	\$64,504	\$64,608	\$64,712	\$65,232	
24	\$64,505	\$64,609	\$64,713	\$65,233	
25	\$65,546	\$65,650	\$65,754	\$66,482	

* The Salary Schedule includes Teachers, Librarians, Career Pathway Nurses, Counselors, Social Workers, and Interpreters.

* Teachers with a bilingual endorsement will receive a stipend of \$3,000. Teachers with a TESOL endorsement will receive a stipend of \$1,500. (\$4,500 for both endorsements)

* College credit hours recognized for salary schedule increments are earned after completion of a degree program and will be documented with

official sealed transcripts from the school prior to October 1 of the school year.

** Out of district experience allowed. ** Christine Duncan will honor up to 25 years of experience.

** Based on 160 work days

Christine Duncan Heritage Academy

Educational Assistant Salary Schedule - 2020-21

Years of Experience	H.S. Diploma/G ED	AA	BA	MA+
0	\$16,960	\$17,490	\$18,020	\$18,550
1	\$17,638	\$18,190	\$18,741	\$19,292
2	\$17,859	\$18,410	\$18,961	\$19,512
3	\$18,079	\$18,613	\$19,170	\$19,727
4	\$18,300	\$18,817	\$19,381	\$19,924
5	\$18,455	\$19,072	\$19,594	\$20,124
6	\$18,639	\$19,262	\$19,790	\$20,020
7	\$18,826	\$19,455	\$19,988	\$20,220
8	\$19,014	\$19,649	\$20,188	\$20,423
9	\$19,204	\$19,592	\$20,390	\$20,627
10	\$19,396	\$19,806	\$20,593	\$20,833
11	\$19,590	\$20,020	\$20,799	\$21,041
12	\$20,070	\$20,234	\$21,200	\$21,252
13	\$20,270	\$20,448	\$21,217	\$21,464
14	\$20,327	\$20,663	\$21,430	\$21,679
15	\$20,470	\$20,877	\$21,644	\$21,896
16	\$20,670	\$21,091	\$21,860	\$22,115
17	\$20,870	\$21,305	\$22,079	\$22,336
18	\$20,984	\$21,519	\$22,300	\$22,559
19	\$21,198	\$21,733	\$22,523	\$22,785
20	\$21,412	\$21,947	\$22,748	\$23,702

** Out of district experience allowed.

** Christine Duncan will honor up to 25 years of

** Based on 160 work days

Christine Duncan's Heritage Academy

Administrative Staff Salary Schedule - 2019-20

Years of Experience	Principal / Director	Assistant Principal	Business Manager	Business Manager Assistant	Administrative Assistant	Office Clerk (Hourly Rate)	Head Custodian	Custodian
0	\$84,000	\$70,000	\$55,000	\$30,000	\$25,000	\$21,400	\$21,000	\$17,100
1	\$85,040	\$71,040	\$56,040	\$31,000	\$25,400	\$22,300	\$21,200	\$17,300
2	\$86,080	\$72,080	\$57,080	\$32,000	\$25,800	\$22,500	\$21,400	\$17,500
3	\$87,120	\$73,120	\$58,120	\$33,000	\$26,200	\$22,700	\$21,600	\$17,700
4	\$88,160	\$74,160	\$59,160	\$34,000	\$26,600	\$22,900	\$21,800	\$17,900
5	\$89,200	\$75,200	\$60,200	\$35,000	\$27,000	\$23,100	\$22,000	\$18,100
6	\$90,240	\$76,240	\$61,240	\$36,000	\$27,400	\$23,300	\$22,200	\$18,300
7	\$91,280	\$77,280	\$62,280	\$37,000	\$27,800	\$23,500	\$22,400	\$18,500
8	\$92,320	\$78,320	\$63,320	\$38,000	\$28,200	\$23,700	\$22,600	\$18,700
9	\$93,360	\$79,360	\$64,360	\$39,000	\$28,600	\$23,900	\$22,800	\$18,900
10	\$94,400	\$80,400	\$65,400	\$40,000	\$29,000	\$24,100	\$23,000	\$19,100
11	\$95,440	\$81,440	\$66,440	\$41,000	\$29,400	\$24,300	\$23,200	\$19,300
12	\$96,480	\$82,480	\$67,480	\$42,000	\$29,800	\$24,600	\$23,400	\$19,500
13	\$97,520	\$83,520	\$68,520	\$43,000	\$30,200	\$24,700	\$23,600	\$19,700
14	\$98,560	\$84,560	\$69,560	\$44,000	\$30,600	\$24,900	\$23,800	\$19,900
15	\$99,600	\$85,600	\$70,600	\$45,000	\$31,000	\$25,100	\$24,800	\$20,700
16	\$100,640	\$89,025	\$71,640	\$46,000	\$31,400	\$25,300	\$25,000	\$20,900
17	\$101,680	\$89,915	\$72,680	\$47,000	\$31,800	\$25,500	\$25,200	\$21,100
18	\$102,720	\$90,814	\$73,720	\$48,000	\$32,200	\$25,700	\$25,400	\$21,300
19	\$103,760	\$91,723	\$74,760	\$49,000	\$32,600	\$25,900	\$25,600	\$21,500
20	\$104,800	\$92,640	\$75,800	\$50,000	\$33,000	\$26,100	\$25,800	\$21,700
21	\$105,840	\$93,566	\$76,840	\$51,000	\$33,400	\$26,300	\$26,000	\$21,900
22	\$106,880	\$94,502	\$77,880	\$52,000	\$34,800	\$26,500	\$26,200	\$22,100
23	\$107,920	\$95,447	\$78,920	\$53,000	\$36,200	\$26,700	\$26,400	\$22,300
24	\$108,960	\$96,401	\$79,960	\$54,000	\$36,600	\$26,900	\$26,600	\$22,500
25	\$110,000	\$97,365	\$81,000	\$55,000	\$36,800	\$27,100	\$26,800	\$22,700

** Out of district experience allowed.

** Christine Duncan will honor up to 25 years of experience.

** Based on 210 work days (except for Principal/Director,)

** Based on 215 work days for Principal/Director

2020						
July						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			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	

August						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						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						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		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			

Extended School Year

2020-2021

July Instructional Days = 15						
October						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				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

Aug. Instructional Days = 17						
November						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
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					

Sept. Instructional Days = 18						
December						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		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		

	Non School Days
	Parent-Teacher Conferences
	PD
	Non-Instructional Days
	K-5 First Day (ELTP)
	Middle School First Day (ELTP)

Oct. Instructional Days = 16						
2021						
January						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					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						

Nov. Instructional Days = 15						
February						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
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					

Dec. Instructional Days = 11						
March						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		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		

Jan. Instructional Days = 16						
April						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				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	

Feb. Instructional Days = 16						
May						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
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				

Mar. Instructional Days = 16						
June						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		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			

April Instructional Days = 17

May Instructional Days = 16

June Instructional Days = 7

180

Total Number of School Days for K-5

Total Number of School Days for 6-8