



A New Mexico Public Charter School

**The ASK Academy**

*21<sup>st</sup> Century Design Thinking*

**The ASK Academy  
Governing Council Meeting  
ASK Academy Commons  
4550 Sundt Road NE, Rio Rancho, NM**

Open Session  
March 12, 2020  
6:30pm

**Agenda**

- I. **Call To Order**
- II. **Establishment of Quorum**
- III. **Pledge of Allegiance**
- IV. **Public Comment**
- V. **Meet the Project Manager: Mrs. Carol Donlin, ReCon Coordinator**
- VI. **Scholar Presentation: Ziven Lopez, Engineering Internship, DHF Technical Products**
- VII. **Consent Agenda**
  - a. **Approve Minutes of February 13, 2019** **Dr. Jeanne Forrester, Chair**
  - b. **Financial Monthly Report**
  - c. **General Fund BAR 520-000 1920-0015-I**
  - d. **Flowthrough BAR 520-000 1920-0016-IB**
  - e. **General Fund BAR 520-000 1920-0017-I**
  - f. **General Fund BAR 520-000 1920-0018-I**
  - g. **Flowthrough BAR 520-000 1920-0019-T**
  - h. **General Fund BAR 520-000 1920-0020-M**
  - i. **General Fund BAR 520-000 1920-0021-M**
- VIII. **Reports, Discussion and Possible Action**
  - a. **Chair Update, CEO Recruitment** **Dr. Jeanne Forrester, Chair**
  - b. **General Manager Update** **Dan Busse, General Manager**
  - c. **Enrollment Data Analysis** **Dan Barbour, Director**
  - d. **2020-21 Calendar**
  - e. **2020-21 Salary Schedule Draft**
  - f. **Charter Renewal & Contract Negotiations** **Connie Castilleja, Director**
  - g. **ASK Equity Council**
  - h. **Lease Purchase Arrangement Update**
  - i. **Capital Outlay Request Update**
- IX. **Announcements**
  - a. **Board Finance Training, 6<sup>th</sup> Grade Academy, March 14, 10 am - 1:00 pm**
  - b. **Next Governing Council Meeting is April 16, 2020**
- XIII. **Adjournment**

*If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact Mackenzie at 505.891.0757 at least one (1) week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes, can be provided in various accessible formats. Please contact Mackenzie at 505.891.0757 if a summary or other type of accessible format is needed.*



A New Mexico Public Charter School

**The ASK Academy**

*21<sup>st</sup> Century Design Thinking*

## Governing Council Meeting

The ASK Academy  
 ASK Academy Commons  
 4550 Sundt Road NE  
 Rio Rancho, NM

Open & Closed Sessions  
 February 13, 2020  
 6:30pm

## Minutes

*Attendance:*

Present	Board Members	Title
X	Dr. Jeanne Forrester	Chair
	Dr. Denise Gonzales	Vice Chair
X	Michael Malloy	Secretary
X	Edgar Short	Director
X	David Stoliker	Director
X	Lindsey Bomke	Director
X	Michael Smith	Director
<b>ASK Academy Members</b>		
X	Dan Busse	General Manager
X	Dan Barbour	Assistant General Manager
X	Constance Dove Castilleja	Director of Advancement
	Paul Stephenson	E&D Director
X	Mackenzie Woods	Business Admin. Assistant
X	Dain Forsythe	Project Manager
	Edward Garcia	Project Manager
X	Cheryl Kemnitz	PSC Representative

- I. **Call to Order – 6:30 pm.**
- II. **Establishment of Quorum – established in introductions.**
- III. **Pledge of Allegiance.**
- IV. **Public Comment – none.**
  - a. Chairwoman Forrester reminds the board and the audience in attendance that everything from gavel at 6:30 pm to adjournment is public record. Each speaker is to be acknowledged by the chair. It is the chair's responsibility to keep order during the open meeting.
- V. **Meet the Project Manager: Dain Forsythe, High School English**
  - a. Project Manager Forsythe begins with a performance of playing the Irish flute. Mr. Forsythe teaches ELA, with an emphasis in literature, literary analysis, writing, and reading. Writing can be a challenge at times with students, as well as an interest in poetry. He welcomes the opportunity to collaborate with his peers to better meet the needs of the writing skills of the students.
  - b. The board asks if there are any opportunities for literary groups at school? Director David Stoliker offers to volunteer and assist Mr. Forsythe in the establishment of a Poetry Slam/Club in the future.
- VI. **Scholar Presentation: The Chain Reaction Challenge**
  - a. Program Manager Cheryl Kerby presents the scholars and their team.
  - b. The Chain Reaction Challenge was sponsored by the Directed Energy Professional Society and the International Test and Evaluation Association. The scholars present their skit and chain reaction project. They won \$1,000 and the first place prize. This was a Middle School and High School competition, and The ASK Academy's middle school team won by over 20 points!
  - c. Mrs. Kerby awards the team, which is made up of a majority of female participants, with their medals.
- VII. **Consent Agenda – Director Michael Smiths made a motion to approve the consent agenda, Director Michael Malloy seconded. The consent agenda was approved unanimously, 6-0 vote, after discussion about the finances.**
  - a. Approve Minutes of December 12, 2019 Meeting
  - b. Financial Monthly Report
  - c. Capital Outlay BAR 520-000-1920-0014-IB
- VIII. **Reports, Discussion and Possible Action**
  - a. General Manager Update
    - i. Mr. Dan Busse presents the general manager update.

- ii. Mr. Busse thanks Director Lindsey Bomke for the new partnership with UNMH. The ASK Academy will have nine scholars job shadowing this year at UNMH.
  - iii. There are numerous upcoming events at The ASK Academy:
    - 1. On February 14<sup>th</sup> the proposed 2020-2021 calendar will be presented to the Parent Support Committee.
    - 2. On February 24<sup>th</sup> ASK will host a speaker from NASA, Michael Kirsch.
    - 3. ASK will be hosting its own job fair on March 20<sup>th</sup> in an effort to fill teacher vacancies. Mr. Edward Garcia came up with this idea. The school will be prepared to interview potential candidates immediately.
    - 4. There are several upcoming competitions for scholars:
      - a. M3 Math Challenge
      - b. Los Alamos National Labs – continuation of the Governor’s STEM Challenge
      - c. Council for International Relations Simulation
      - d. Model UN Competition at UNM
      - e. NM English Expo
  - iv. The ASK Academy’s lottery submission opened February 1<sup>st</sup>. There are 163 submissions for 6<sup>th</sup> grade, 15 submissions for 7<sup>th</sup> grade, 15 submissions for 8<sup>th</sup> grade, 24 submissions for 9<sup>th</sup> grade, 3 submissions for 10<sup>th</sup> grade, 1 submission for 11<sup>th</sup> grade, and 1 submission for 12<sup>th</sup> grade.
  - v. Any questions or comments for Mr. Busse?
    - 1. There is a discussion about the satellites described in the written GM report. The ASK Academy had the ability to launch two satellites on high altitude balloons and the scholars will track them.
- b. Capital Outlay Request
- i. Presentation from Mrs. Connie Dove Castilleja on the Capital Outlay Request made to the legislature. The request for funds is going towards STEM specific technology across campus. This would include interactive flat board panels for each classroom that can connect with each scholar’s laptop to what’s being shown on the screen. There would also be improvements to teleconferencing, streamlining technology overall, and additions to the science equipment in the labs.
  - ii. Mrs. Dove Castilleja spoke at length with legislators beforehand, including Representative Harper. The general feeling is very positive and hopeful.
  - iii. The ASK Academy has requested \$256,000 this year, and this is a modest amount compared to other schools and school districts.
  - iv. Mr. Daniel Barbour gives an update regarding the Legislative Session.
  - v. The Governing Council appreciates the trips and efforts that the admin staff have made with the legislators during the session.

**IX. Closed Session**

- a. Real Estate Acquisition NM Stat 10-15-1[H][8] – Review of Lease Purchase Arrangement for 4550 Sundt Rd. NE, Rio Rancho, NM (pursuant to NMSA 1978, Sections 22-26A-1, *et seq*)

- b. Pending Litigation NM State S 10-15-1[H][7]
- c. Limited Personnel Matters NM Stat S 10-15-1[H][2]
- d. Director Michael Smith motions, and Director Michael Malloy seconds, that the Governing Council go into closed session at 7:15 pm.
  - i. The motion passes 6-0, with all board members voting in favor of the motion.

**X. Possible Action Related to Real Estate Acquisition**

- a. Director Michael Smith motions, and Director Lindsey Bomke seconds, that the Governing Council should move back into open session at 8:40 pm.
- b. Resolution Approving Submittal of Lease Purchase Agreement with the ASK Academy Education Foundation to Public Education Department
  - i. Director Michael Smith motions, and Director Lindsey Bomke seconds, that the Lease Purchase Agreement between the ASK Academy Education Foundation and The ASK Academy be approved.
  - ii. The motion passes 6-0, with all board members voting in favor of the motion.

**XI. Possible Action Related to Limited Personnel Matters**

- a. Director Michael Smith motions, and Director Michael Malloy seconds the motion, that the lead position for ASK Academy be transitioned from “General Manager” to “Chief Executive Officer” as agreed upon by the Governing Council members, the current General Manager and the Executive Council by school year 2020-21, with the draft job description presented by the Governing Council employed (which may be further detailed as internal restructuring occurs and a contract for the new position is pursued).
  - i. The motion passes 5-1, Director Edgar Short is the only dissenting vote.
- b. Director Michael Smith motions, and Director Lindsey Bomke seconds the motion, that advertising for candidates for the newly-approved Chief Executive Officer position for the school year 2020-21 be pursued by the Personnel Committee within the 2 weeks following this Governing Council meeting.
  - i. The motion passes 5-1, Director Edgar Short is the only dissenting vote.

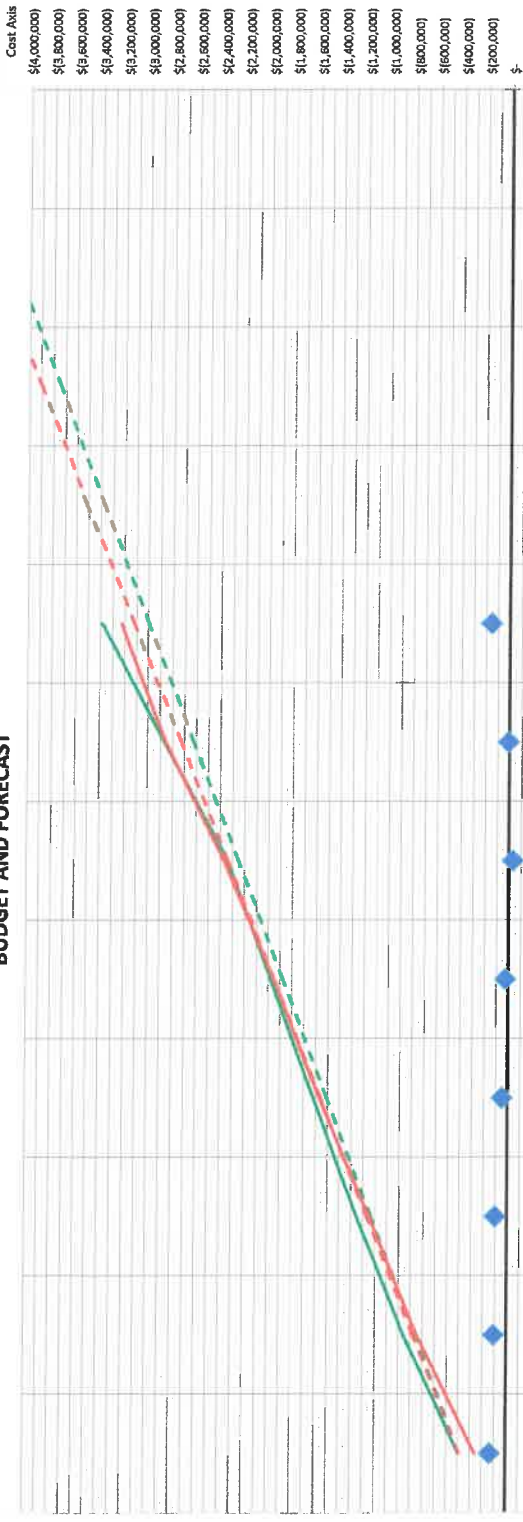
**XII. Announcements**

- a. The next ASK Academy Education Foundation Meeting is March 12, 2020 at 4:30 pm.
- b. The next Finance Committee Meeting is March 12, 2020 at 5:30 pm.
- c. The next Governing Council Meeting is March 12, 2020 at 6:30 pm.
- d. There will be a GC training on Saturday, March 14, 2020 from 10:00 am – 1:00 pm with Michael Vigil. This is limited to fulfilling required training hours; there may be a board retreat sometime in the future.
  - i. Some GC members will need the remaining 3 hours of training to complete their annual requirement.

**XIII. Adjournment – 8:54 pm.**

### BUDGET AND FORECAST

Income & Variance Axis



Cost Axis

Month	Actual Variance	Cumulative Budgeted Income	Cumulative Income	Budgeted Costs YTD	Actual Costs YTD
July	\$136,688	\$389,811	\$395,198	(\$258,511)	
Aug	\$109,000	\$765,187	\$817,907	(\$745,908)	
Sep	\$103,472	\$1,134,565	\$1,253,601	(\$1,150,128)	
Oct	\$49,804	\$1,505,939	\$1,615,168	(\$1,559,244)	
Nov	\$27,146	\$1,879,314	\$1,980,344	(\$1,955,199)	
Dec	(\$31,158)	\$2,251,650	\$2,339,424	(\$2,370,582)	
Jan	\$9,006	\$2,624,066	\$2,864,507	(\$2,855,501)	
Feb	\$156,802	\$2,996,442	\$3,383,264	(\$3,226,462)	
Mar		\$3,368,818		(\$3,508,300)	
Apr		\$3,741,194		(\$3,888,111)	
May		\$4,113,569		(\$4,287,922)	
Jun		\$4,485,945		(\$4,677,733)	

**ASK ACADEMY BUDGETING AND FORECASTING WORKSHEET**

BUDGETS	YTD Total											
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Monthly Budgeted Income	\$ 389,811	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376	\$ 372,376
Monthly Budgeted Costs	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)	(389,811)
Monthly Budget Variance	\$0	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)
Cumulative Budgeted Income	\$389,811	\$762,187	\$1,134,563	\$1,506,939	\$1,879,314	\$2,251,690	\$2,624,066	\$2,996,442	\$3,368,818	\$3,741,194	\$4,113,569	\$4,485,945
Cumulative Budgeted Costs	(389,811)	(779,622)	(1,195,453)	(1,559,244)	(1,923,035)	(2,286,826)	(2,650,617)	(3,014,408)	(3,379,199)	(3,743,990)	(4,108,781)	(4,473,572)
Cumulative Budget Variance	\$0	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)	(\$17,435)

ACTUALS	YTD Total											
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Monthly Income	\$ 395,198	\$ 462,709	\$ 395,693	\$ 385,568	\$ 361,176	\$ 359,080	\$ 525,083	\$ 518,757	\$ -	\$ -	\$ -	\$ -
Cumulative Income	\$395,198	\$857,907	\$1,253,601	\$1,639,169	\$1,999,345	\$2,358,425	\$2,883,508	\$3,402,265	\$3,402,265	\$3,402,265	\$3,402,265	\$3,402,265
Monthly Costs	(258,511)	(490,397)	(401,220)	(419,236)	(383,835)	(417,388)	(484,919)	(370,951)	\$ -	\$ -	\$ -	\$ -
Cumulative Cost	(\$258,511)	(\$748,908)	(\$1,150,128)	(\$1,569,364)	(\$1,953,199)	(\$2,370,587)	(\$2,855,501)	(\$3,226,452)	(\$3,226,452)	(\$3,226,452)	(\$3,226,452)	(\$3,226,452)
Monthly Variance	\$136,688	(\$27,688)	(\$5,527)	(\$33,668)	(\$22,659)	(\$59,303)	\$40,164	\$147,796	\$0	\$0	\$0	\$0
Cumulative Actual Variance	\$136,688	\$109,000	\$109,472	\$49,804	\$27,146	(\$31,158)	\$9,006	\$156,802	\$156,802	\$156,802	\$156,802	\$156,802

MONTHLY VARIANCES	YTD Total											
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Monthly Income Variance	\$ 387	\$ 90,333	\$23,317	(\$6,808)	(\$11,200)	(\$13,296)	\$152,707	\$146,381	(\$372,376)	(\$372,376)	(\$372,376)	(\$372,376)
Cumulative Income Variance	\$5,387	\$95,721	\$119,038	\$112,230	\$101,030	\$87,784	\$240,441	\$386,822	\$14,446	(\$357,829)	(\$710,309)	(\$1,022,681)
Monthly Cost Variance	\$131,300	(\$100,586)	(\$11,409)	(\$29,425)	\$5,976	(\$27,572)	(\$95,108)	\$18,850	\$89,811	\$89,811	\$89,811	\$89,811
Cumulative Cost Variance	\$131,300	\$30,714	\$19,305	(\$10,120)	(\$4,143)	(\$31,716)	(\$126,823)	(\$107,973)	\$281,858	\$671,649	\$1,061,460	\$1,451,271

YEAR TO DATE VARIANCES	YTD Total											
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Budgeted Income YTD	\$ 389,811	\$ 762,187	\$ 1,134,563	\$ 1,506,939	\$ 1,879,314	\$ 2,251,690	\$ 2,624,066	\$ 2,996,442	\$ 3,368,818	\$ 3,741,194	\$ 4,113,569	\$ 4,485,945
Actual Income YTD	\$ 395,198	\$ 857,907	\$ 1,253,601	\$ 1,619,168	\$ 1,980,344	\$ 2,358,425	\$ 2,883,508	\$ 3,402,265	\$ 3,402,265	\$ 3,402,265	\$ 3,402,265	\$ 3,402,265
% Total YTD Income Variance	9%	19%	28%	36%	44%	52%	64%	75%	75%	75%	75%	75%
Budgeted Costs YTD	(389,811)	(779,622)	(1,189,433)	(1,559,244)	(1,923,035)	(2,286,826)	(2,650,617)	(3,014,408)	(3,379,199)	(3,743,990)	(4,108,781)	(4,473,572)
Actual Cost YTD	(121,823)	(749,988)	(1,150,128)	(1,569,364)	(1,953,199)	(2,370,587)	(2,855,501)	(3,226,452)	(3,226,452)	(3,226,452)	(3,226,452)	(3,226,452)
% Total YTD Costs Incurred	3%	16%	25%	34%	42%	51%	61%	69%	69%	69%	69%	69%
% Total YTD Cost Variance	-69%	-4%	-2%	1%	0%	1%	5%	3%	-8%	-17%	-25%	-31%

YEAR END PROJECTIONS	YTD Total											
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Projected Income Variance	\$ 61,997.61	\$ 563,374.94	\$ 470,663.15	\$ 334,091.99	\$ 241,159.87	\$ 174,788.08	\$ 411,043.33	\$ 579,108.06	\$ 19,237.04	\$ (429,181.62)	\$ (796,415.17)	\$ (1,102,681.02)
Projected Cost Variance	\$ (1,461,876)	\$ (15,357)	\$ (6,435)	\$ 2,550	\$ 829	\$ 5,286	\$ 18,118	\$ 13,497	\$ (31,315)	\$ (67,165)	\$ (96,486)	\$ (120,939)
Year End Projected Net Variance	\$ (1,399,878)	\$ 548,018	\$ 464,228	\$ 336,622	\$ 241,989	\$ 180,075	\$ 429,161	\$ 592,605	\$ (12,078)	\$ (486,347)	\$ (892,912)	\$ (1,223,620)

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO**  
**PUBLIC EDUCATION DEPARTMENT**  
**300 Don Gaspar Santa Fe, NM 87501-2786**  
**Budget Adjustment Request**

Doc. ID: 520-000-1920-0015-I  
Fund Type: General Fund / Capital Outlay / Debt Service

Adjustment Type: Increase

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Justine Vigil, Business Manager

Total Approved Budget (Flowthrough):

Phone: 505-938-7707

Email: justine@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	
Budget Period: Jul 1 2019 12:00AM	To: Jun 30 2020 12:00AM
A. Approved Carryover:	
B. Total Current Year Allocation:	
D. Total Funding Available:	

Revenue 11000.0000.43101 \$70,543

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
11000 Operational	1000 Instruction	51100 Salaries Expense	0000 No Program	1611 Substitutes-Sick Leave	\$35,552	\$22,759	\$58,311	
11000 Operational	2400 Support Services-School Administration	55813 Employee Travel - Non-Teachers	0000 No Program	0000 No Job Class	\$1,500	\$834	\$2,334	
11000 Operational	2500 Central Services	56113 Software	0000 No Program	0000 No Job Class	\$15,000	\$1,098	\$16,098	
11000 Operational	2600 Operation & Maintenance of Plant	53711 Other Charges	0000 No Program	0000 No Job Class	\$1,000	\$3,978	\$4,978	
11000 Operational	2600 Operation & Maintenance of Plant	54416 Communication Services	0000 No Program	0000 No Job Class	\$20,000	\$35,721	\$55,721	
11000 Operational	2600 Operation & Maintenance of Plant	56118 General Supplies and Materials	0000 No Program	0000 No Job Class	\$30,000	\$6,153	\$36,153	
Sub Total						\$70,543		
Indirect Cost								
<b>DOC. TOTAL</b>						\$70,543		

**Justification:**

Per attached new SEG FY2020

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO**  
**PUBLIC EDUCATION DEPARTMENT**  
**300 Don Gaspar Santa Fe, NM 87501-2786**  
**Budget Adjustment Request**

Doc. ID: 520-000-1920-0016-IB  
Fund Type: Flowthrough

Adjustment Type: Initial Budget

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Justine Vigil, Business Manager

Total Approved Budget (Flowthrough):

Phone: 505-938-7707

Email: justine@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	
Budget Period: 07/01/2019	To: 06/30/2020
A. Approved Carryover:	
B. Total Current Year Allocation:	
D. Total Funding Available:	

Revenue 31703.0000.43202      \$25,717

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
31703 SB-9 State Match Cash	4000 Capital Outlay	56113 Software	0000 No Program	0000 No Job Class		\$25,717	\$25,717	
Sub Total						\$25,717		
Indirect Cost								
<b>DOC. TOTAL</b>						<b>\$25,717</b>		

**Justification:**

Per attached - FY2019-2020 Final SEG

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO  
PUBLIC EDUCATION DEPARTMENT  
300 Don Gaspar Santa Fe, NM 87501-2786  
Budget Adjustment Request**

Doc. ID: 520-000-1920-0017-1

Fund Type: General Fund / Capital Outlay / Debt Service

Adjustment Type: Increase

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Ashley Woodard

Total Approved Budget (Flowthrough):

Phone: 5059387717

Email: ashley.w@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	<b>Budget Period:</b> Jul 1 2019 12:00AM	<b>To:</b> Jun 30 2020 12:00AM
<b>A. Approved Carryover:</b>		
<b>B. Total Current Year Allocation:</b>		
<b>D. Total Funding Available:</b>		

Revenue 11000.0000.41702 \$6,104

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
11000 Operational	1000 Instruction	56118 General Supplies and Materials	1010 Regular Education (K-12) Programs	0000 No Job Class	\$50,000	\$6,104	\$56,104	
Sub Total						\$6,104		
Indirect Cost								
<b>DOC. TOTAL</b>						\$6,104		

**Justification:**

To budget for funds received by school.

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO**  
**PUBLIC EDUCATION DEPARTMENT**  
 300 Don Gaspar Santa Fe, NM 87501-2786  
**Budget Adjustment Request**

Doc. ID: 520-000-1920-0018-1

Fund Type: General Fund / Capital Outlay / Debt Service

Adjustment Type: Increase

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Ashley Woodard

Total Approved Budget (Flowthrough):

Phone: 5059387717

Email: ashley.w@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	
Budget Period: Jul 1 2019 12:00AM	To: Jun 30 2020 12:00AM
A. Approved Carryover:	
B. Total Current Year Allocation:	
D. Total Funding Available:	

Revenue 11000.0000.41980 \$347

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
11000 Operational	1000 Instruction	56112 Other Textbooks	1010 Regular Education (K-12) Programs	0000 No Job Class	\$50,000	\$347	\$50,347	
11000 Operational	2100 Support Services-Students	51300 Additional Compensation	0000 No Program	1211 Coordinator/Subject Matter Specialist				1,271.00
Sub Total						\$347		1,271.00
Indirect Cost								
<b>DOC. TOTAL</b>						\$347		

**Justification:**

To adjust budget to reflect expenditures.

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO  
PUBLIC EDUCATION DEPARTMENT  
300 Don Gaspar Santa Fe, NM 87501-2786  
Budget Adjustment Request**

Doc. ID: 520-000-1920-0019-T  
Fund Type: Flowthrough

Adjustment Type: Transfer

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Ashley Woodard

Total Approved Budget (Flowthrough):

Phone: 5059387717

Email: ashley.w@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	
Budget Period: 07/01/2019	To: 06/30/2020
A. Approved Carryover:	
B. Total Current Year Allocation:	
D. Total Funding Available:	

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
24101 Title I - ESEA	1000 Instruction	51100 Salaries Expense	1010 Regular Education (K- 12) Programs	1411 Teachers- Grades 1-12	\$15,031	(\$15,031)		(0.36)
24101 Title I - ESEA	1000 Instruction	56113 Software	1010 Regular Education (K- 12) Programs	0000 No Job Class	\$10,812	(\$7,257)	\$3,555	
24101 Title I - ESEA	2100 Support Services-Students	51100 Salaries Expense	0000 No Program	1214 Guidance Counselors/Soc ial Workers		\$22,288	\$22,288	0.36
Sub Total						\$0		
Indirect Cost								
<b>DOC. TOTAL</b>						\$0		

**Justification:**

To adjust budget to reflect expenditures.

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO**  
**PUBLIC EDUCATION DEPARTMENT**  
 300 Don Gaspar Santa Fe, NM 87501-2786  
**Budget Adjustment Request**

Doc. ID: 520-000-1920-0020-M  
 Fund Type: General Fund / Capital Outlay / Debt Service

Adjustment Type: Maintenance

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Ashley Woodard

Total Approved Budget (Flowthrough):

Phone: 5059387717

Email: ashley.w@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	
Budget Period: Jul 1 2019 12:00AM	To: Jun 30 2020 12:00AM
A. Approved Carryover:	
B. Total Current Year Allocation:	
D. Total Funding Available:	

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
11000 Operational	1000 Instruction	51100 Salaries Expense	2000 Special Programs	1412 Teachers-Special Education	\$360,908	(\$112,618)	\$248,290	
11000 Operational	1000 Instruction	52111 Educational Retirement	0000 No Program	0000 No Job Class	\$267,722	(\$1,978)	\$265,744	
11000 Operational	1000 Instruction	52210 FICA Payments	0000 No Program	0000 No Job Class	\$117,348	(\$8,710)	\$108,638	
11000 Operational	1000 Instruction	52220 Medicare Payments	0000 No Program	0000 No Job Class	\$27,445	(\$2,000)	\$25,445	
11000 Operational	1000 Instruction	52313 Dental	0000 No Program	0000 No Job Class	\$18,922	(\$12,000)	\$6,922	
11000 Operational	1000 Instruction	52500 Unemployment Compensation	0000 No Program	0000 No Job Class	\$37,855	(\$33,900)	\$3,955	
11000 Operational	1000 Instruction	51100 Salaries Expense	1010 Regular Education (K-12) Programs	1411 Teachers-Grades 1-12	\$1,494,165	\$68,632	\$1,562,797	
11000 Operational	1000 Instruction	51300 Additional Compensation	1010 Regular Education (K-12) Programs	1411 Teachers-Grades 1-12	\$34,553	\$21,774	\$56,327	
11000 Operational	1000 Instruction	52311 Health and Medical Premiums	0000 No Program	0000 No Job Class	\$154,648	\$9,415	\$164,063	
11000 Operational	1000 Instruction	52312 Life	0000 No Program	0000 No Job Class	\$1,876	\$276	\$2,152	
11000 Operational	1000 Instruction	52315 Disability	0000 No Program	0000 No Job Class	\$2,041	\$1,764	\$3,805	
11000 Operational	1000 Instruction	53330 Professional Development	1010 Regular Education (K-12) Programs	0000 No Job Class		\$1,897	\$1,897	
11000 Operational	1000 Instruction	53711 Other Charges	1010 Regular Education (K-12) Programs	0000 No Job Class	\$3,000	\$4,352	\$7,352	
11000 Operational	1000 Instruction	55915 Other Contract Services	1010 Regular Education (K-12) Programs	0000 No Job Class		\$30,454	\$30,454	
11000 Operational	1000 Instruction	56113 Software	1010 Regular Education (K-12) Programs	0000 No Job Class	\$20,000	\$310	\$20,310	
11000 Operational	1000 Instruction	56118 General Supplies and Materials	1010 Regular Education (K-12) Programs	0000 No Job Class	\$50,000	\$15,352	\$65,352	

11000 Operational	1000 Instruction	57332 Supply Assets (\$5,000 or less)	1010 Regular Education (K- 12) Programs	0000 No Job Class		\$16,980	\$16,980	
					Sub Total	\$0		
					Indirect Cost			
					DOC. TOTAL	\$0		

**Justification:**

To adjust budget to reflect expenditures.

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Must submit backup for all BARs, except transfers of funds for SEG or direct grants

**STATE OF NEW MEXICO**  
**PUBLIC EDUCATION DEPARTMENT**  
**300 Don Gaspar Santa Fe, NM 87501-2786**  
**Budget Adjustment Request**

Doc. ID: 520-000-1920-0021-M  
Fund Type: General Fund / Capital Outlay / Debt Service

Adjustment Type: Maintenance

Fiscal Year: 2019-2020

Entity Name: ASK Academy

Adjustment Changes Intent/Scope of Program Yes or No?: No

Contact: Ashley Woodard

Total Approved Budget (Flowthrough):

Phone: 5059387717

Email: ashley.w@vigilgroup.net

<b>FLOWTHROUGH ONLY</b>	<b>Budget Period:</b> Jul 1 2019 12:00AM	<b>To:</b> Jun 30 2020 12:00AM
<b>A. Approved Carryover:</b>		
<b>B. Total Current Year Allocation:</b>		
<b>D. Total Funding Available:</b>		

Fund	Function	Object	Program	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
11000 Operational	2100 Support Services-Students	51100 Salaries Expense	0000 No Program	1211 Coordinator/Subject Matter Specialist	\$85,911	(\$11,288)	\$74,623	
11000 Operational	2100 Support Services-Students	51100 Salaries Expense	0000 No Program	1214 Guidance Counselors/Social Workers	\$60,510	(\$22,287)	\$38,223	
11000 Operational	2100 Support Services-Students	52311 Health and Medical Premiums	0000 No Program	0000 No Job Class	\$28,255	(\$20,442)	\$7,813	
11000 Operational	2300 Support Services-General Administration	52311 Health and Medical Premiums	0000 No Program	0000 No Job Class	\$13,263	(\$2,085)	\$11,178	
11000 Operational	2300 Support Services-General Administration	52500 Unemployment Compensation	0000 No Program	0000 No Job Class	\$2,014	(\$1,916)	\$98	
11000 Operational	2400 Support Services-School Administration	52311 Health and Medical Premiums	0000 No Program	0000 No Job Class	\$20,000	(\$8,480)	\$11,520	
11000 Operational	2400 Support Services-School Administration	52313 Dental	0000 No Program	0000 No Job Class	\$2,420	(\$1,364)	\$1,056	
11000 Operational	2400 Support Services-School Administration	52500 Unemployment Compensation	0000 No Program	0000 No Job Class	\$3,000	(\$2,527)	\$473	
11000 Operational	2600 Operation & Maintenance of Plant	51100 Salaries Expense	0000 No Program	1615 Custodial	\$46,824	(\$13,475)	\$33,349	
11000 Operational	2100 Support Services-Students	51100 Salaries Expense	2000 Special Programs	1211 Coordinator/Subject Matter Specialist		\$39,191	\$39,191	1.00
11000 Operational	2100 Support Services-Students	51300 Additional Compensation	0000 No Program	1211 Coordinator/Subject Matter Specialist		\$1,271	\$1,271	
11000 Operational	2100 Support Services-Students	52111 Educational Retirement	0000 No Program	0000 No Job Class	\$30,357	\$4,163	\$34,520	
11000 Operational	2100 Support Services-Students	52112 ERA - Retiree Health	0000 No Program	0000 No Job Class	\$4,291	\$589	\$4,880	
11000 Operational	2100 Support Services-Students	52210 FICA Payments	0000 No Program	0000 No Job Class	\$13,302	\$1,379	\$14,681	
11000 Operational	2100 Support Services-Students	52220 Medicare Payments	0000 No Program	0000 No Job Class	\$3,111	\$323	\$3,434	
11000 Operational	2100 Support Services-Students	52315 Disability	0000 No Program	0000 No Job Class	\$236	\$45	\$281	
11000 Operational	2100 Support Services-Students	55813 Employee Travel - Non-Teachers	0000 No Program	0000 No Job Class	\$1,000	\$30	\$1,030	

11000 Operational	2300 Support Services-General Administration	53411 Auditing	0000 No Program	0000 No Job Class	\$13,500	\$1,064	\$14,564
11000 Operational	2300 Support Services-General Administration	55915 Other Contract Services	0000 No Program	0000 No Job Class	\$10,000	\$2,487	\$12,487
11000 Operational	2300 Support Services-General Administration	56118 General Supplies and Materials	0000 No Program	0000 No Job Class		\$500	\$500
11000 Operational	2400 Support Services-School Administration	51100 Salaries Expense	0000 No Program	1217 Secretarial/Cleri- cal/Technical Assistants	\$80,904	\$2,570	\$83,474
11000 Operational	2400 Support Services-School Administration	52111 Educational Retirement	0000 No Program	0000 No Job Class	\$33,561	\$1,584	\$35,145
11000 Operational	2400 Support Services-School Administration	52112 ERA - Retiree Health	0000 No Program	0000 No Job Class	\$4,744	\$241	\$4,985
11000 Operational	2400 Support Services-School Administration	52210 FICA Payments	0000 No Program	0000 No Job Class	\$14,706	\$178	\$14,884
11000 Operational	2400 Support Services-School Administration	52220 Medicare Payments	0000 No Program	0000 No Job Class	\$3,440	\$41	\$3,481
11000 Operational	2400 Support Services-School Administration	52312 Life	0000 No Program	0000 No Job Class	\$247	\$32	\$279
11000 Operational	2400 Support Services-School Administration	52315 Disability	0000 No Program	0000 No Job Class	\$261	\$583	\$844
11000 Operational	2400 Support Services-School Administration	53330 Professional Development	0000 No Program	0000 No Job Class	\$1,500	\$638	\$2,138
11000 Operational	2400 Support Services-School Administration	53711 Other Charges	0000 No Program	0000 No Job Class	\$1,200	\$1,106	\$2,306
11000 Operational	2400 Support Services-School Administration	56118 General Supplies and Materials	0000 No Program	0000 No Job Class	\$20,000	\$5,000	\$25,000
11000 Operational	2500 Central Services	55400 Advertising	0000 No Program	0000 No Job Class	\$1,000	\$1,700	\$2,700
11000 Operational	2500 Central Services	55915 Other Contract Services	0000 No Program	0000 No Job Class		\$7,000	\$7,000
11000 Operational	2600 Operation & Maintenance of Plant	52111 Educational Retirement	0000 No Program	0000 No Job Class	\$3,089	\$719	\$3,808
11000 Operational	2600 Operation & Maintenance of Plant	52112 ERA - Retiree Health	0000 No Program	0000 No Job Class	\$437	\$102	\$539
11000 Operational	2600 Operation & Maintenance of Plant	52210 FICA Payments	0000 No Program	0000 No Job Class	\$1,354	\$315	\$1,669
11000 Operational	2600 Operation & Maintenance of Plant	52220 Medicare Payments	0000 No Program	0000 No Job Class	\$317	\$74	\$391
11000 Operational	2600 Operation & Maintenance of Plant	53711 Other Charges	0000 No Program	0000 No Job Class	\$1,000	\$3,977	\$4,977
11000 Operational	2600 Operation & Maintenance of Plant	54411 Electricity	0000 No Program	0000 No Job Class	\$45,000	\$5,000	\$50,000
11000 Operational	2600 Operation & Maintenance of Plant	54415 Water/Sewage	0000 No Program	0000 No Job Class	\$5,000	\$1,610	\$6,610
11000 Operational	2600 Operation & Maintenance of Plant	55200 Property/Liability Insurance	0000 No Program	0000 No Job Class	\$69,917	\$136	\$70,053
11000 Operational	2600 Operation & Maintenance of Plant	55915 Other Contract Services	0000 No Program	0000 No Job Class	\$108,000	\$216	\$108,216
Sub Total						\$0	1.00
Indirect Cost							
DOC. TOTAL						\$0	

# The ASK Academy

## 2020-2021 School Calendar Draft 3-4-20

July 2020						
Su	M	Tu	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	
			10	5.0		

August 2020						
Su	M	Tu	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			17	2.0	

September 2020						
Su	M	Tu	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			
				17	1.5	

October 2020						
Su	M	Tu	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
				17	2.5	

November 2020						
Su	M	Tu	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					
				13	1.5	

December 2020						
Su	M	Tu	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		
				12	1.5	

January 2021						
Su	M	Tu	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				14	3.0	

February 2021						
Su	M	Tu	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						
				15	2.0	

March 2021						
Su	M	Tu	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			
				15	2.0	

April 2021						
Su	M	Tu	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	
				17	2.0	

May 2021						
Su	M	Tu	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			16	1.5	

June 2021						
Su	M	Tu	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			
				11		

- No School
- A.M. Scholar Intervention/1/2 Prof Dev
- A.M. Scholar Intervention/Full Day Prof Dev
- Admin Start/Stop
- Full Day In-Svc/No Scholar Intervention
- End of Quarter
- School Begins and Ends
- A.M. Classes / P.M. SLATE
- Governing Council Meeting

Student

School Days/hours by Semester

1st	76	562
2nd	77	570

Staff Professional Days by Semester

1st	14.0
2nd	10.5

# The ASK Academy

## LEVEL I BEGINNING TEACHER & CERTIFIED STAFF SALARY SCHEDULE LEVEL II PROFESSIONAL AND LEVEL III MASTER TEACHER SALARY SCHEDULE

SCHOOL YEAR 2020 - 2021 DRAFT

EXPER.	BA			NBCT			BA+15			NBCT			BA + 45 or MA			MA+15			MA+ 45 or Ph d		
	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
0	41,820	51,000	61,200	61,200	51,102	61,302	42,024	51,204	61,404	42,126	51,306	61,506	42,228	51,408	61,608	42,228	51,408	61,608	42,228	51,408	61,608
1	42,640	52,000	62,400	62,400	52,104	62,504	42,848	52,208	62,608	42,962	52,312	62,712	43,056	52,416	62,816	43,056	52,416	62,816	43,056	52,416	62,816
2	42,656	52,015	62,415	62,415	52,119	62,519	42,863	52,223	62,623	42,977	52,327	62,727	43,071	52,431	62,831	43,071	52,431	62,831	43,071	52,431	62,831
3	42,671	52,030	62,430	62,430	52,134	62,534	42,878	52,238	62,638	42,992	52,342	62,742	43,086	52,446	62,846	43,086	52,446	62,846	43,086	52,446	62,846
4	42,687	52,045	62,445	62,445	52,149	62,549	42,895	52,253	62,653	43,000	52,357	62,757	43,103	52,461	62,861	43,103	52,461	62,861	43,103	52,461	62,861
5	42,702	52,060	62,460	62,460	52,166	62,564	42,910	52,270	62,668	43,015	52,375	62,772	43,118	52,476	62,876	43,118	52,476	62,876	43,118	52,476	62,876
6	42,718	52,080	62,480	62,480	52,181	62,584	42,925	52,285	62,688	43,030	52,390	62,792	43,133	52,496	62,896	43,133	52,496	62,896	43,133	52,496	62,896
7	42,734	52,095	62,495	62,495	52,196	62,599	42,942	52,300	62,703	43,045	52,405	62,807	43,150	52,511	62,911	43,150	52,511	62,911	43,150	52,511	62,911
8	42,749	52,110	62,510	62,510	52,213	62,614	42,957	52,315	62,718	43,060	52,420	62,822	43,165	52,526	62,926	43,165	52,526	62,926	43,165	52,526	62,926
9	42,765	52,125	62,525	62,525	52,228	62,629	42,972	52,335	62,733	43,075	52,435	62,837	43,180	52,541	62,941	43,180	52,541	62,941	43,180	52,541	62,941
10	42,780	52,140	62,540	62,540	52,243	62,644	42,987	52,350	62,748	43,093	52,450	62,852	43,195	52,556	62,956	43,195	52,556	62,956	43,195	52,556	62,956
11	42,796	52,155	62,555	62,555	52,260	62,659	43,004	52,365	62,763	43,108	52,470	62,867	43,213	52,561	62,971	43,213	52,561	62,971	43,213	52,561	62,971
12	42,812	52,170	62,570	62,570	52,275	62,674	43,019	52,380	62,778	43,123	52,485	62,882	43,228	52,566	62,986	43,228	52,566	62,986	43,228	52,566	62,986
13	42,827	52,185	62,585	62,585	52,290	62,689	43,034	52,395	62,793	43,138	52,500	62,897	43,243	53,001	63,001	43,243	53,001	63,001	43,243	53,001	63,001
14	42,843	52,205	62,605	62,605	52,305	62,709	43,052	52,410	62,813	43,153	52,515	62,917	43,258	53,016	63,016	43,258	53,016	63,016	43,258	53,016	63,016
15	42,858	52,220	62,620	62,620	52,322	62,724	43,067	52,425	62,828	43,171	52,530	62,932	43,273	53,031	63,031	43,273	53,031	63,031	43,273	53,031	63,031
16	42,874	52,235	62,635	62,635	52,337	62,739	43,082	52,440	62,843	43,186	52,545	62,947	43,291	53,046	63,046	43,291	53,046	63,046	43,291	53,046	63,046
17	42,890	52,250	62,650	62,650	52,352	62,754	43,097	52,455	62,858	43,203	52,560	62,962	43,306	53,061	63,061	43,306	53,061	63,061	43,306	53,061	63,061
18	42,905	52,265	62,665	62,665	52,369	62,769	43,112	52,470	62,873	43,218	52,575	62,977	43,321	53,076	63,076	43,321	53,076	63,076	43,321	53,076	63,076
19	42,921	52,280	62,680	62,680	52,384	62,784	43,129	52,485	62,888	43,233	52,590	62,992	43,336	53,091	63,091	43,336	53,091	63,091	43,336	53,091	63,091
20	42,936	52,295	62,695	62,695	52,399	62,799	43,144	52,500	62,906	43,248	52,605	63,007	43,351	53,106	63,106	43,351	53,106	63,106	43,351	53,106	63,106
21	42,952	52,310	62,710	62,710	52,414	63,014	43,159	52,515	62,921	43,263	52,620	63,022	43,366	53,121	63,121	43,366	53,121	63,121	43,366	53,121	63,121
22	42,968	52,330	63,070	63,070	52,434	63,204	43,176	52,535	63,339	43,280	52,635	63,467	43,384	53,136	63,136	43,384	53,136	63,136	43,384	53,136	63,136
23	42,983	52,345	63,195	63,195	52,449	63,328	43,191	52,550	63,464	43,295	52,650	63,592	43,399	53,151	63,151	43,399	53,151	63,151	43,399	53,151	63,151
24	42,999	52,360	63,320	63,320	52,464	63,453	43,206	52,565	63,589	43,310	52,665	63,717	43,414	53,166	63,166	43,414	53,166	63,166	43,414	53,166	63,166
25	43,014	52,375	63,445	63,445	52,479	63,578	43,221	52,580	63,709	43,325	52,680	63,837	43,429	53,181	63,181	43,429	53,181	63,181	43,429	53,181	63,181
26	43,030	52,390	63,570	63,570	52,494	63,703	43,238	52,595	63,834	43,340	52,695	63,966	43,444	53,196	63,196	43,444	53,196	63,196	43,444	53,196	63,196
27	43,046	52,405	63,695	63,695	52,509	63,823	43,253	52,610	63,959	43,355	52,705	64,082	43,459	53,211	63,211	43,459	53,211	63,211	43,459	53,211	63,211
28	43,061	52,420	63,810	63,810	52,524	63,948	43,268	52,625	64,084	43,370	52,715	64,207	43,474	53,226	63,226	43,474	53,226	63,226	43,474	53,226	63,226
29	43,077	52,435	63,935	63,935	52,539	64,073	43,285	52,640	64,209	43,385	52,730	64,332	43,489	53,241	63,241	43,489	53,241	63,241	43,489	53,241	63,241
30	43,092	52,450	64,060	64,060	52,554	64,198	43,300	52,655	64,334	43,400	52,745	64,457	43,504	53,256	63,256	43,504	53,256	63,256	43,504	53,256	63,256

Note:

As permitted by State Statutes, Board Policies, and resources, training and experience will be recognized during school year

1 Level II-Professional and Level III-Master Teachers must have at least three years successful teaching experience.

2 In 2019-2020 no Teacher at Level I or above shall earn less than \$41,000.00

3 In 2019-2020 no Teacher at Level II or above shall earn less than \$50,000.00

4 In 2019-2020 no Teacher at Level III shall earn less than \$60,000.00

5 No Additional increments will be paid.

6 We do not do collective bargaining.

This schedule does not predict future salaries

4% increase draft 3-4-20