

# Finance Committee Report

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*The finance committee is responsible for planning, monitoring, and recommending the yearly budget to the Board of Directors. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.*

## Executive Summary

- 2023-2024 Financials Update
- 2024-25 Funding Estimate
- 2024-2025 Draft Budget
- Proposed Motions

## February 2023-24 Financial Review

- All expenses are tracking as expected
- Watching the Risk Mitigation line as we anticipate overages
  - Potential initiatives
    - Purchase Chromebooks that would otherwise be included in the 2024-25 budget
    - iPads and accessories for teachers that would otherwise be included in the 2024-25 budget
      - Total Impact of \$60,000 during the current fiscal year
    - Purchase musical instruments to be used in a new “loaner” program
      - Total estimate is \$25,000
    - If all three motions are passed, the impact on the margin will be a reduction from 8.29% to 5.55%
  - PTO will be donating funds to purchase close to 20 Promethean Boards for classrooms
  - Possible movement of funds to updates the website mandated by the State

## 2024-25 Funding Estimate

- We are using a 5% increase to PPR
- The same starting student estimated count as previous years

## 2024-25 Draft Budget

- Includes proposed Salary and FTE pay increases
  - 5% for teachers and 7% for FTE (increase last year was less for FTE than Salary staff)
- Includes estimated increases for Insurance and Workmen’s Compensation increases

- Current Margin estimate is .78%
- Does not include the purchase of the Chromebooks, iPads, or instruments
- A 7% increase to flex benefit contributions, but this will depend on the contribution amount that all charter schools agree upon
  - The increase will bridge the gap between where we estimate the charters to agree on employee contribution and what Jefferson County contributes
- Estimated 7% increase in purchased services

#### **Proposed Motions**

- Motion XX-XX-XX: Move to approve the purchase of Chromebooks, iPads, and musical instruments within the 2023-24 budget
- Motion XX-XX-XX: Move to approve the authorization of a one-time Bonus capped at \$2,000 per staff based on their FTE and who have been employed at Lincoln for at least one semester and remained employed until the end of the school year

Contact Travis Harrison if you would like to join this committee: [TravisHarrison@lincolnacademy.net](mailto:TravisHarrison@lincolnacademy.net)



March 12, 2024

Account Number	Description	Prior Year			Current Year		Current Year		
		Total	Estimated Revenue	Budget	Operational Funds	Capital Funds	Total	Variance	Percent Spent
	<b>Prior Year Carryforward</b>	<b>5,835,465.50</b>			<b>3,675,067.01</b>	<b>2,412,894.91</b>	<b>6,087,961.92</b>		
401000	Commissions/Profits	1,847.43	8,663.00	0.00	1,437.37	-	1,437.37	7,225.63	17%
401400	Ticket Sales	1,005.00	1,668.00	0.00	1,285.75	-	1,285.75	382.25	77%
408000	Resale	21,785.36	20,000.00	0.00	17,747.06	-	17,747.06	2,252.94	89%
409000	Sales-Fund Raising	4,424.41	12,846.00	0.00	4,968.87	-	4,968.87	7,877.13	39%
411000	Prop Tax-Mill Levy Override	1,463,617.50	1,500,066.00	0.00	1,196,098.20	-	1,196,098.20	303,967.80	80%
415000	Earnings On Investments	83,747.79	65,000.00	0.00	-	72,929.28	72,929.28	(7,929.28)	112%
419000	Other Revenue	9.14	1,137.00	0.00	12.88	-	12.88	1,124.12	1%
433000	State Revenue - Cap. Const.	257,864.60	273,036.00	0.00	-	173,893.08	173,893.08	99,142.92	64%
433000	State Revenue - UPK Payments	-	188,500.00	0.00	137,521.81	-	137,521.81	50,978.19	73%
434000	Exceptional Children Revenue	99,636.00	90,354.00	0.00	90,354.00	-	90,354.00	-	100%
450000	Transfers PPR	6,974,913.52	7,972,483.00	0.00	5,980,143.60	-	5,980,143.60	1,992,339.40	75%
450000	Transfers Bond	412,248.75	461,120.50	0.00	-	250,858.52	250,858.52	210,261.98	54%
451000	Fees/Dues	96,179.75	82,817.00	0.00	79,973.02	-	79,973.02	2,843.98	97%
455000	Tuition from Individuals	275,019.12	111,500.00	0.00	118,909.66	-	118,909.66	(7,409.66)	107%
461000	Building Rental	6,490.00	15,796.00	0.00	1,555.00	-	1,555.00	14,241.00	10%
474000	Transportation - Field Trips	35,963.85	49,968.00	0.00	38,620.95	-	38,620.95	11,347.05	77%
482000	Activity Revenue	11,912.50	21,711.00	0.00	12,325.00	-	12,325.00	9,386.00	57%
498000	Donations	35,734.00	18,169.00	0.00	19,156.49	-	19,156.49	(987.49)	105%
499000	Miscellaneous Revenue	-	600.00	0.00	-	-	-	600.00	0%
950500	Mandatory Transfers State Intercept	(412,248.75)	(461,120.50)	0.00	(36,308.83)	(214,549.69)	(250,858.52)	(210,261.98)	54%
	<b>Revenues</b>	<b>9,370,149.97</b>	<b>10,434,314.00</b>	<b>-</b>	<b>7,663,800.83</b>	<b>283,131.19</b>	<b>7,946,932.02</b>	<b>2,487,381.98</b>	<b>76%</b>
	<b>Available</b>	<b>15,205,615.47</b>	<b>10,434,314.00</b>		<b>11,338,867.84</b>	<b>2,696,026.10</b>	<b>14,034,893.94</b>	<b>2,487,381.98</b>	<b>135%</b>
511700-521000	Adminstration	338,245.10		377,010.00	249,648.32	-	249,648.32	127,361.68	66%
521100	Teacher	2,830,544.48		3,171,284.00	2,090,915.14	-	2,090,915.14	1,080,368.86	66%
521900	Substitute Teacher	30,930.00		45,000.00	32,330.00	-	32,330.00	12,670.00	72%
522100	Counselor	25,904.62		69,517.00	16,184.23	-	16,184.23	53,332.77	23%
522200	Teacher Librarian	75,522.00		85,417.00	56,120.10	-	56,120.10	29,296.90	66%
524200	Coordinator - Classified	151,293.03		162,970.00	114,716.57	-	114,716.57	48,253.43	70%
526200	Instructional Coach	130,552.14		153,729.00	100,486.42	-	100,486.42	53,242.58	65%
529200	Occupational Therapist	30,108.57		44,394.00	19,410.52	-	19,410.52	24,983.48	44%
529400	Nurse	25,500.00		27,540.00	18,190.00	-	18,190.00	9,350.00	66%
529600	Social Worker	71,165.10		133,405.00	30,198.87	-	30,198.87	103,206.13	23%
529800	Speech Therapist	47,910.15		53,363.00	31,971.02	-	31,971.02	21,391.98	60%
552100	School Secretary	226,216.17		255,664.00	155,236.47	-	155,236.47	100,427.53	61%
557100	Paraprofessional	688,993.24		770,693.00	417,684.21	-	417,684.21	353,008.79	54%
557600	Clinic Aides	27,856.62		29,700.00	19,824.90	-	19,824.90	9,875.10	67%
591100	Custodian	118,162.18		153,889.00	68,589.74	-	68,589.74	85,299.26	45%
591400	Campus Supervisor	67,619.39		69,055.00	53,137.47	-	53,137.47	15,917.53	77%
599400	Unused Sick Leave	26,954.21		25,000.00	1,320.98	-	1,320.98	23,679.02	5%
599810	Additional Pay - Certificated	2,695.00		15,000.00	5,375.00	-	5,375.00	9,625.00	36%
599820	Additional Pay-Classified	2,521.15		1,750.00	50.00	-	50.00	1,700.00	3%
599830	Additional Pay-Administrative	200.00		1,750.00	200.00	-	200.00	1,550.00	11%
	<b>Salaries</b>	<b>4,918,893.15</b>		<b>5,646,130.00</b>	<b>3,481,589.96</b>	<b>-</b>	<b>3,481,589.96</b>	<b>2,164,540.04</b>	<b>62%</b>
699000	Employee Benefits	1,420,501.56		1,697,475.00	993,570.68	-	993,570.68	703,904.32	59%
	<b>Benefits</b>	<b>1,420,501.56</b>		<b>1,697,475.00</b>	<b>993,570.68</b>	<b>-</b>	<b>993,570.68</b>	<b>703,904.32</b>	<b>59%</b>
	<b>Total Salaries and Benefits</b>	<b>6,339,394.71</b>		<b>7,343,605.00</b>	<b>4,475,160.64</b>	<b>-</b>	<b>4,475,160.64</b>	<b>2,868,444.36</b>	<b>61%</b>
701000	Mileage And Travel	53.94		1,100.00	825.30	-	825.30	274.70	75%
702000	Employee Training & Conf	3,557.46		18,350.00	355.43	-	355.43	17,994.57	2%
708000	Background Verifications	2,254.70		2,500.00	1,298.05	-	1,298.05	1,201.95	52%
710000	Meals/Refreshments	4,554.67		7,805.00	1,499.44	-	1,499.44	6,305.56	19%
713000	Student Transportation	6,672.85		10,498.00	3,169.20	-	3,169.20	7,328.80	30%
715000	Student Admission/Entry Fees	34,885.81		43,000.00	34,020.19	-	34,020.19	8,979.81	79%
721000	Legal Fees	637.50		10,000.00	1,112.50	-	1,112.50	8,887.50	11%
723000	Printing	-		1,100.00	-	-	-	1,100.00	0%
731000	Contracted Services	170,452.83		202,500.00	102,454.58	-	102,454.58	100,045.42	51%
735000	Bank Fees & Other Expense	4,586.25		5,200.00	-	3,462.76	3,462.76	1,737.24	67%
743000	Equipment Rental	1,146.22		5,500.00	560.29	-	560.29	4,939.71	10%



March 12, 2024

Account Number	Description	Prior Year		Current Year		Current Year		Variance	Percent Spent
		Total	Estimated Revenue	Budget	Operational Funds	Capital Funds	Total		
745000	Contract Maint/Eq Repair	10,568.65		10,100.00	300.45	-	300.45	9,799.55	3%
745500	Technology Services	51,403.06		85,000.00	32,867.69	-	32,867.69	52,132.31	39%
746000	Const Maint/Repair-Bldg	136,338.81		201,500.00	131,046.84	-	131,046.84	70,453.16	65%
752000	Marketing - Advertising	8,442.60		3,000.00	1,006.69	-	1,006.69	1,993.31	34%
761000	Natural Gas	29,924.17		45,000.00	11,136.63	-	11,136.63	33,863.37	25%
764000	Electricity	77,643.49		85,000.00	50,322.33	-	50,322.33	34,677.67	59%
765000	Voice Communication Line	12,846.37		20,000.00	9,438.27	-	9,438.27	10,561.73	47%
766000	Water & Sanitation	18,310.51		22,000.00	10,862.14	-	10,862.14	11,137.86	49%
768000	Postage	249.40		600.00	390.37	-	390.37	209.63	65%
769000	Permits/Licenses/Fees	26,714.76		22,000.00	9,387.54	-	9,387.54	12,612.46	43%
770000	Risk Management Charges	81,221.93		90,000.00	85,736.47	-	85,736.47	4,263.53	95%
770800	Unemployment Comp Insur	9,782.47		16,938.00	3,248.14	-	3,248.14	13,689.86	19%
781000	Lease Purch-Other-Principal	140,000.00		145,000.00	-	-	-	145,000.00	0%
781500	Lease Purch-Other-Interest	319,024.10		315,631.00	-	157,815.35	157,815.35	157,815.65	50%
950000	Transfers District Fees	852,395.67		921,124.00	690,882.21	-	690,882.21	230,241.79	75%
	<b>Purchased Services</b>	<b>2,003,668.22</b>		<b>2,290,446.00</b>	<b>1,181,920.75</b>	<b>161,278.11</b>	<b>1,343,198.86</b>	<b>947,247.14</b>	<b>59%</b>
801000	Contingency	-		0.00	-	-	-	-	n/a
804000	Fund Raising	-		1,500.00	-	-	-	1,500.00	0%
805000	Materials/Supplies-Other	12,292.36		23,000.00	6,608.96	-	6,608.96	16,391.04	29%
806000	Materials/Supplies Resale	18,866.21		20,500.00	4,062.85	-	4,062.85	16,437.15	20%
810000	Office Material/Supplies	1,808.25		3,500.00	2,795.02	-	2,795.02	704.98	80%
810001	Office Equipment - Under \$5K	41,800.75		11,000.00	2,524.86	-	2,524.86	8,475.14	23%
812000	Clinic Supplies/Materials	723.77		1,250.00	1,975.68	-	1,975.68	(725.68)	158%
814000	Custodial Supplies	15,714.82		17,200.00	6,814.08	-	6,814.08	10,385.92	40%
820000	Instructional Material/Supply	70,857.04		108,035.00	27,099.23	-	27,099.23	80,935.77	25%
820001	Instructional Equip-Under \$5K	22,550.04		58,500.00	56,343.10	-	56,343.10	2,156.90	96%
822000	Textbooks	101,133.20		43,500.00	13,231.99	-	13,231.99	30,268.01	30%
823000	Copier Usage	30,748.68		35,000.00	19,881.68	-	19,881.68	15,118.32	57%
824000	Testing Materials	618.36		2,000.00	-	-	-	2,000.00	0%
826000	Graduation Materials	33.13		500.00	-	-	-	500.00	0%
840000	Maint Materials/Supplies	24,997.64		30,000.00	11,697.41	-	11,697.41	18,302.59	39%
870000	Library Materials	4,621.94		5,700.00	4,337.95	-	4,337.95	1,362.05	76%
885000	Miscellaneous Expense	-		500.00	-	-	-	500.00	0%
889000	Consumable Supplies	12.47		500.00	21.25	-	21.25	478.75	4%
	<b>Materials and Supplies</b>	<b>346,778.66</b>		<b>362,185.00</b>	<b>157,394.06</b>	<b>-</b>	<b>157,394.06</b>	<b>204,790.94</b>	<b>43%</b>
930000	Building Improvements	427,811.96		2,402,392.00	2,026,848.72	-	2,026,848.72	375,543.28	84%
	<b>Capital Outlay</b>	<b>427,811.96</b>		<b>2,402,392.00</b>	<b>2,026,848.72</b>	<b>-</b>	<b>2,026,848.72</b>	<b>375,543.28</b>	<b>84%</b>
	<b>Total Expenditures</b>	<b>9,117,653.55</b>		<b>12,398,628.00</b>	<b>7,841,324.17</b>	<b>161,278.11</b>	<b>8,002,602.28</b>		
	<b>Pre-Adjusted Carryforward</b>	<b>6,087,961.92</b>			<b>3,497,543.67</b>	<b>2,534,747.99</b>	<b>6,032,291.66</b>		
810001	Office Equipment - Under \$5K	-		0.00	-	-	-	-	
	<b>Encumbrances</b>	<b>-</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
810001	Office Equipment - Under \$5K	-		0.00	-	-	-	-	
	<b>Requisitions</b>	<b>-</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
	<b>TABOR (school enters amount)</b>			<b>267,482.37</b>					
	<b>Adjusted Carryforward</b>	<b>6,087,961.92</b>			<b>3,497,543.67</b>	<b>2,534,747.99</b>	<b>6,032,291.66</b>		



**Budget for 24-25**

Account		24-25 WORKING BUDGET FIRST DRAFT			COMMENTS FOR ORIGINAL BUDGET
Number	Description	Estimated Revenue	Budget	Bond Transfers	
	<b>Prior Year Carry forward</b>				
401000	Commissions/Profits	8,663.00	0.00		
401400	Ticket Sales	1,668.00	0.00		
408000	Resale	20,000.00	0.00		
409000	Sales-Fund Raising	12,846.00	0.00		
411000	Prop Tax-Mill Levy Override	1,535,394.21	0.00		
415000	Earnings On Investments	11,330.00	0.00		
419000	Other Revenue	1,137.00	0.00		
433000	State Revenue - Cap Construction	305,866.40	0.00		
433000	State Revenue - UPK Payments	188,500.00			WHAT IS THE BUDGET
434000	Exceptional Children Revenue	82,250.00	0.00		
450000	Transfers PPR Funding ONLY	8,202,600.00	0.00		
451000	Fees/Dues	82,817.00	0.00		
455000	Tuition from Individuals	112,000.00	0.00		WHAT IS THE BUDGET
461000	Building Rental	15,796.00	0.00		
474000	Trans - Field Trips	49,968.00	0.00		
482000	Resale/Activity Revenue	21,711.00	0.00		
498000	Donations	5,000.00	0.00		
499000	Miscellaneous Revenue	600.00	0.00		
950500	State Intercept Bond Transfers	(460,902.42)	0.00	460,902.42	pulled from the State Intercept Schedule in the Bond Book
950500	Bond R & R Payments	-	0.00	0.00	
	<b>Revenues</b>	10,197,244.19	0.00	460,902.42	
512100-513100	Adminstration		376,722.00		
521100	Teacher		3,466,563.22		
521900	Substitute Teacher		45,000.00		
522100	Counselor		80,921.40		
522200	Teacher Librarian		89,687.85		
524200	Coordinator - Classified		178,445.87		
526200	Instructional Coach		161,392.70		
529200	Occupational Therapist		39,924.29		
529400	Charter Nurse		26,775.00		
529600	Social Worker		163,379.25		
529800	Speech Therapist		56,798.74		

552100	School Secretary		243,079.51		
557100	Paraprofessional		874,702.10		
557600	Clinic Aides		31,221.00		
591100	Custodian		153,358.39		
591400	Campus Supervisor		72,356.00		
599400	Unused Sick Leave		25,000.00		
599810	Additional Pay - Certificated		15,000.00		
599820	Additional Pay-Classified		1,750.00		
599830	Additional Pay-Administrative		1,750.00		
	<b>Salaries</b>		6,103,827.32	-	
699000	Employee Benefits		1,794,982.08	-	
	<b>Benefits</b>		1,794,982.08	-	
	<b>Total Salaries and Benefits</b>		7,898,809.41		
701000	Mileage And Travel		1,100.00		
702000	Employee Training & Conf		18,350.00		
708000	Employee Background Verificatn		2,500.00		
710000	Meals/Refreshments		7,805.00		
713000	Student Transportation		10,500.00		
715000	Student Admission/Entry Fees		43,000.00		
721000	Legal Fees		10,000.00		
723000	Printing		1,100.00		
731000	Contracted Services		190,000.00		
735000	<b>Bank Fees</b>				
743000	Equipment Rental		5,500.00		
745000	Contract Maint/Eq Repair		10,100.00		
745500	Technology Services		85,000.00		
746000	Const Maint/Repair-Bldg		75,000.00		
752000	Marketing - Advertising		3,000.00		
761000	Natural Gas		45,000.00		
764000	Electricity		85,000.00		
765000	Voice Communication Line		20,000.00		
766000	Water & Sanitation		22,000.00		
768000	Postage		600.00		
769000	Permits/Licenses/Fees		22,000.00		
770000	Risk Management Charges		90,000.00		
770800	Unemployment Comp Insur		18,311.48		
781000	Lease Purch-Other-Principal		0.00	150,000.00	Pulled this number from the Bond Debt Service table in Bond Book
781500	Lease Purch-Other-Interest		0.00	312,100.10	Pulled this number from the Bond Debt Service table in Bond Book
950000	Transfers District Fees		897,260.00		
	<b>Purchased Services</b>		1,779,545.34	462,100.10	
804000	Fund Raising		1,500.00		
805000	Materials/Supplies-Other		23,000.00		
806000	Materials/Supplies Resale		23,000.00		
810000	Office Material/Supplies		3,500.00		
810001	Office Equipment - Under \$5K		30,000.00		
812000	Clinic Supplies/Materials		1,250.00		
814000	Custodial Supplies		17,200.00		
820000	Instructional Material/Supply		108,035.00		
820001	Instructional Equip-Under \$5K		50,000.00		
822000	Textbooks		30,000.00		
823000	Copier Usage		35,000.00		
824000	Testing Materials		2,000.00		

826000	Graduation Materials		500.00		
840000	Maint Materials/Supplies		30,000.00		
870000	Library Materials		3,200.00		
885000	Miscellaneous Expense		500.00		
889000	Consumable Supplies		500.00		
	<b>Materials and Supplies</b>		<b>384,327.95</b>	-	
930000	Building Improvements		50,000.00	0.00	
	<b>Capital Outlay</b>		50,000.00	-	
		801000 Contengency Appropriation for Building Needs	0.00		
	<b>Total Expenditures</b>		10,112,682.69	462,100.10	
	<b>NET PROFIT/(LOSS)</b>	0.78%	83,363.82		

LINCOLN Proposed 2024-2025 Teacher Salary Schedule COMPARED TO JEFFCO 2023-2024										
Years Teaching	PROPOSED 24-25					PROPOSED 24-25				
	LINCOLN BA 23-24	5.00%	JEFFCO 23-24 Lane 1 Bachelor's Degree	PERCENTAGE BETWEEN LA 24-25 & DISTRICT 23-24	AVERAGE STEP PERCENTAGE BETWEEN LA 24-25 & DISTRICT 23-24	LINCOLN Post Graduate or 40 Credits 23-24	5.00%	JEFFCO 23-24 Lane 3 Master's Degree	PERCENTAGE BETWEEN LA 24-25 & DISTRICT 23-24	AVERAGE STEP PERCENTAGE BETWEEN LA 24-25 & DISTRICT 23-24
1	44,956	50,000	52,625	95%	95%	47,525	52,000	56,919	91%	91%
2-3	47,525	51,500	53,941 55,289	95% 93%	94%	50,094	54,000	58,342 59,801	93% 90%	91%
4-6	51,379	53,948	56,671 58,088 59,540	95% 93% 91%	93%	55,232	57,994	61,296 62,828 64,399	95% 92% 90%	92%
7-9	57,801	60,691	61,029 62,555	99% 97%	97%	61,654	64,737	66,009 67,659	98% 96%	96%
JEFFCO MAX NEW HIRES - LINCOLN GIVES FULL CREDIT ON YEARS OF EXPERIENCE			64,118	95%				68,131	93%	
10-12	59,957	62,955	65,721 67,364 69,049	96% 93% 91%	93%	69,361	72,829	71,084 72,861 74,683	102% 100% 98%	100%
13-16	64,223	67,434	70,775 72,544 74,358 76,217	95% 93% 91% 88%	92%	77,068	80,921	76,550 78,464 80,425 82,436	106% 103% 101% 98%	102%
17-19	68,077	71,481	78,122 80,075 82,077	91% 89% 87%	89%	81,564	85,642	84,497 86,609 88,775	101% 99% 96%	99%
20-22	70,646	74,178	84,129 86,232 88,388	88% 86% 84%	86%	85,417	89,688	90,994 93,269 95,600	99% 96% 94%	96%
23+	73,214	76,875	88,388 88,388 88,388	87% 87% 87%	87%	88,628	93,059	95,600 95,600 95,600	97% 97% 97%	97%
			JEFFCO MAX 88,388	87%	87%			JEFFCO MAX 95,600	97%	97%

\*\* hard coded first two steps of BA and MA

Master's Degree plus 75 graduate credits - individual conversations about compensation  
 Teachers who years were frozen would be reinstated to actual full time years of teaching  
 40 Credits must be pre-approved educational credits

LINCOLN Proposed 2024-2025 EA Schedule COMPARED TO JEFFCO 2023-2024

STEP	7.00% INCREASE TO ALL STEPS			
	1	2	3	4
DISTRICT 23-24	85%/90%/95%	DISTRICT 23-24 85%/90%/95%	DISTRICT 23-24 85%/90%/95%	DISTRICT 23-24 85%/90%/95%
	\$ 15.64 \$ 16.56 \$ 17.48	\$ 16.11 \$ 17.06 \$ 18.00	\$ 16.49 \$ 17.46 \$ 18.43	\$ 16.97 \$ 17.97 \$ 18.97
PROPOSED 24-25	95.02% \$ 17.48	92.83% \$ 17.59	91.45% \$ 17.74	90.60% \$ 18.09
STEP	5	6	7	8 TO 11
DISTRICT 23-24	85%/90%/95%	DISTRICT 23-24 85%/90%/95%	DISTRICT 23-24 85%/90%/95%	DISTRICT 23-24 85%/90%/95%
	\$ 17.46 \$ 18.49 \$ 19.51	\$ 17.95 \$ 19.01 \$ 20.06	\$ 18.43 \$ 19.51 \$ 20.60	\$ 18.96 \$ 20.08 \$ 21.19
PROPOSED 24-25	89.81% \$ 18.45	89.07% \$ 18.81	92.44% \$ 20.04	93.00% \$ 20.75
STEP	12 TO 15	16 TO 19	20 AND ABOVE	
DISTRICT 23-24	85%/90%/95%	DISTRICT 23-24 85%/90%/95%	DISTRICT 23-24 85%/90%/95%	
	\$ 18.33 \$ 19.41 \$ 20.49	\$ 19.92 \$ 21.10 \$ 22.27	\$ 20.43 \$ 21.63 \$ 22.83	
PROPOSED 24-25	99.46% \$ 21.45	94.90% \$ 22.25	93.51% \$ 22.47	

REVISED STEPS PER JEFFCO	23-24	PROPOSED 24-25	AMOUNT OF INCREASE	STEP CHANGE
STEP 1 22-23	\$ 16.34	\$ 17.48	\$ 1.14	
STEP 2	\$ 16.44	\$ 17.59	\$ 1.15	\$ 0.11
STEP 3	\$ 16.58	\$ 17.74	\$ 1.16	\$ 0.15
STEP 4	\$ 16.91	\$ 18.09	\$ 1.18	\$ 0.35
STEP 5	\$ 17.24	\$ 18.45	\$ 1.21	\$ 0.35
STEP 6	\$ 17.58	\$ 18.81	\$ 1.23	\$ 0.36
STEP 7	\$ 18.73	\$ 20.04	\$ 1.31	\$ 1.23
STEPS 8-11	\$ 19.39	\$ 20.75	\$ 1.36	\$ 0.71
STEPS 12-15	\$ 20.05	\$ 21.45	\$ 1.40	\$ 0.71
STEPS 16-19	\$ 20.79	\$ 22.25	\$ 1.46	\$ 0.79
STEP 20 AND ABOVE	\$ 21.00	\$ 22.47	\$ 1.47	\$ 0.22