



AGENDA

REGULAR MEETING OF THE CAPE CORAL CHARTER SCHOOL GOVERNING BOARD

Tuesday, May 11, 2021

City of Cape Coral Council Chambers

5:30 PM

1. CALL TO ORDER

A. Chairman Michael Campbell

2. MOMENT OF SILENCE:

A. Chairman Michael Campbell

3. PLEDGE OF ALLEGIANCE:

A. Chairman Michael Campbell

4. ROLL CALL:

A. Michael Campbell (C) , Susan Mitchell (VC), Gloria Tate, Dist 1,
Kristifer Jackson, Dr Melissa Rodriguez Meehan, Dr Guido Minaya,
Tami Traiger Parent Representatives: Jennifer Hoagland
(OHS/SAC), Sara Kalbhenn (OMS)

B. GOVERNING BOARD REORGANIZATION 2021-2022

5. APPROVAL OF MINUTES:

A. Request for Approval of the Minutes of the Regular Governing
Board Meeting on Tuesday, April 13, 2021.

6. APPROVAL OF AGENDA REGULAR MEETING:

A. Request for Approval of the Agenda of the Regular Governing
Board Meeting on Tuesday, May 11, 2021

7. PUBLIC COMMENT:

A. Public Comment is limited to three(3) minutes per individual; 45
minutes total comment time.

8. CONSENT AGENDA:

A. No Activity

9. SUPERINTENDENT REPORT:

A. Superintendent Jacquelin Collins

10. CHAIRMAN REPORT:

A. Superintendent's Performance Evaluation Superscore - Member Traiger

11. FOUNDATION REPORT:

A. Gary Cerny, Foundation President

12. STAFF COMMENT:

A. No Activity

13. UNFINISHED BUSINESS:

A. No Activity

14. NEW BUSINESS:

- A. Request for Piggyback Contract Purchase to Upgrade the Oasis Charter Schools with the Cisco Unified Communication Manager (CUCM) Telephone and Communications System- Danielle Jensen, Interim Operations Manager
- B. Request for Approval of the New Pay Ranges for the Following Charter School Employee Job Classifications - Veteran Teachers, Food Service Workers, and School Bus Drivers - Superintendent Collins

15. FINAL BOARD COMMENT AND DISCUSSION:

16. TIME AND DATE OF NEXT MEETING

- A. The Next Regular Governing Board Meeting will be held on Tuesday, June 8, 2021 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

17. ADJOURNMENT:

Members of the audience who address the Board/Commission/Committee shall step up to the speaker's lectern and give his/her full name, address and whom he/she represents. Proper decorum shall be maintained at all time. Any audience member who is boisterous or disruptive in any manner to the conduct of this meeting shall be asked to leave or be escorted from the meeting room.

In accordance with the Americans with Disabilities Act and S.S. 286.26, Florida Statutes, persons needing a special accommodation to participate in this proceeding should contact the Human Resources Department whose Office is located at Cape Coral City Hall, telephone 1-239-574-0530 for assistance; if hearing impaired, telephone the Florida Relay Service Numbers, 1-800-955-8771 (TDD) or 1-800-955-8700 (v) for assistance. In accordance with Florida Statute 286.0105: any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is based.

Item Number:	1.A.
Meeting Date:	5/11/2021
Item Type:	CALL TO ORDER

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Chairman Michael Campbell

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 2.A.

Meeting Date: 5/11/2021

Item Type: MOMENT OF SILENCE:

AGENDA REQUEST FORM

City Of Cape Coral Charter School Authority

TITLE:

Chairman Michael Campbell

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 3.A.

Meeting
Date: 5/11/2021

Item Type: PLEDGE OF
ALLEGIANCE:

AGENDA REQUEST FORM
City Of Cape Coral Charter School
Authority

TITLE:

Chairman Michael Campbell

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number:	4.A.
Meeting Date:	5/11/2021
Item Type:	ROLL CALL:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Michael Campbell (C) , Susan Mitchell (VC), Gloria Tate, Dist 1, Kristifer Jackson, Dr Melissa Rodriguez Meehan, Dr Guido Minaya, Tami Traiger Parent Representatives: Jennifer Hoagland (OHS/SAC), Sara Kalbhenn (OMS)

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number:	4.B.
Meeting Date:	5/11/2021
Item Type:	ROLL CALL:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:
GOVERNING BOARD REORGANIZATION 2021-2022

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

ATTACHMENTS:

Description	Type
▣ BOARD REORG 2021-22	Backup Material

GOVERNING BOARD REORGANIZATION PROCEDURE:

Procedure to elect a Chairman

- Only the seven (7) voting board members can vote.
- Members make nominations; there is no need for a Second
- After nominations are made, a **Motion is made to close nominations and requires**
- **a Second.**
- **Board members vote.**
- The member with the **highest number of votes will become chairman.**
- It is customary in order to show support for the new chairman **the current chairman requests a confirmation vote to make it unanimous; members respond with “yes” or “no.”**
- Current Chair states **Member XX** has received the largest number of votes and they **will now take over as the newly elected chairman.**
- The newly elected chairman will assume the seat and **follow the same procedure for electing the Vice Chairman.**

Nominations for Chairman:

Motion made by member _____ to close nominations for chairman,

Second by _____

NOMINATIONS: _____

1ST BOARD VOTE:

Campbell	Jackson	Minaya	Mitchell	Rodriguez Meehan	Tate	Traiger

NOMINEE WITH HIGHEST NUMBER OF VOTES: _____

CONFIRMATION VOTE FOR: _____

Members respond “Yes” or “No”

Campbell	Jackson	Minaya	Mitchell	Rodriguez Meehan	Tate	Traiger
YES	YES	YES	YES	YES	YES	YES
NO	NO	NO	NO	NO	NO	NO

Procedure to elect a Vice-Chairman

- Only the seven (7) voting board members can vote.
- Members make nominations; there is no need for a Second
- After nominations are made, a **Motion is made to close nominations and requires**
- **a Second.**
- **Board members vote.**
- The member with the **highest number of votes will become vice-chairman.**
- It is customary in order to show support for the new vice-chairman, **the current chairman requests a confirmation vote to make it unanimous; members respond with “yes” or “no.”**
- Current Chair states **Member XX** has received the largest number of votes and they **will now take over as the newly elected vice-chairman.**
- The newly elected vice-chairman assumes the seat.

Nominations for Vice-Chairman:

Motion made by member _____ to close nominations for vice-chairman,

Second by _____

NOMINATIONS: _____

1ST BOARD VOTE:

Campbell	Jackson	Minaya	Mitchell	Rodriguez Meehan	Tate	Traiger

NOMINEE WITH HIGHEST NUMBER OF VOTES: _____

CONFIRMATION VOTE FOR: _____
Members respond “Yes” or “No”

Campbell	Jackson	Minaya	Mitchell	Rodriguez Meehan	Tate	Traiger
YES	YES	YES	YES	YES	YES	YES
NO	NO	NO	NO	NO	NO	NO

Item Number: 5.A.

Meeting

5/11/2021

Date:

Item Type: APPROVAL OF MINUTES:

AGENDA REQUEST FORM

City Of Cape Coral Charter School
Authority

TITLE:

Request for Approval of the Minutes of the Regular Governing Board Meeting on Tuesday, April 13, 2021.

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

ATTACHMENTS:

	Description	Type
▯	GB MINUTES APR 13 2021	Backup Material



GOVERNING BOARD MINUTES

City of Cape Coral Charter School Authority

Governing Board Regular Meeting

City Council Chambers
Tuesday, April 13, 2021, at 5:30p.m.

1. Call to Order

A meeting of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on Tuesday, April 13, 2021 at City Council Chambers, Cape Coral FL 33990. Chairman Campbell called the meeting to order at 5:31p.m.

2. Moment of Silence

Chairman Michael Campbell

3. Pledge of Allegiance to the Flag of the United States of America

Chairman Campbell

4. Board Member Roll Call

Campbell, Tate, Dist.1, Metzger, Minaya, Traiger, Hoagland(OHS),
Jackson(OEN/OES). Absent Excused: Mitchell, Treichler Absent: Kalbhenn (OMS)
Also Present: Jacquelin Collins, Superintendent
MaryAnne Moniz, Business Manager
Danielle Jensen, Interim Operations Manager
Dr Christina Britton, Principal, Oasis High
Elizabeth Cannon, AP Oasis High
Donnie Hopper, Principal, Oasis Middle
Kevin Brown, Principal, Oasis Elementary North
Kelly Weeks, AP Oasis Elementary North
MaryBeth Grecsek, Principal, Oasis Elementary South
Carrie Abes, AP Oasis Elementary South
Dr John Omundsen, Oasis STEM and Innovation
Dolores Menendez, City Attorney
Mark Moriarty, Assistant City Attorney, City of Cape Coral
CCPD Officer DiGiovanni

15. Final Board Comment and Discussion

Member Minaya Very impressed with the *FL Charter Schools Governing Conference* and hopes that next year all board members can participate. Again, he recognizes the stellar work the superintendent and her administrative teams are doing and is very proud to be associated with our system. He is looking forward to Oasis High graduation in June and commends Dr. Britton for the 100% grad rate and would like to know how we shore up against Lee County students.

Member Metzger Agreed with Minaya regarding system accomplishments and excellence. This is her last meeting and she has been a proud member of the board for three years, and is still a school parent and will continue to support the charter schools in any way she can. She is happy that she was a part of putting smiles back on the faces of students and their parents, and hopes that everyone stays healthy during the pandemic.

Member Tate, District 1 Very impressed with Superintendent's State of the Charter Schools presentation and thinks she should present it to the City Council during their COW meeting on April 28th. She also thinks it's a good idea if we get more marketing and attention on the schools which could possibly encourage professional connections that can help us. Tate is looking forward to working with the Charter Schools and wants teachers and staff to know they are appreciated, and the principal's presentation are encouraging.

Member Traiger Thanked principals for doing such a great job, and she thanked outgoing board members Metzger and Treichler for the dedication and service to the governing board and charter schools. Traiger is also very impressed and looking forward to more news of the successful implementation of STEM Initiatives and the cybersecurity program and would like to see more publicity about the wonderful things going on at the charter schools.

Chairman Campbell Thanked the outgoing board members and principals for doing such great jobs and reporting what's happening in our schools.

Parent Representative Hoagland Thanked the principals for great presentations and is pleased parents and students seem happy during this time.

Parent Representative Jackson Thanked principals and teachers for all their hard work during testing and thinks the superintendent is doing a great job as students and parent seem to be happy.

16. Time and Date of Next Regular Meeting

The next Regular Governing Board Meeting will be held on Tuesday, May 11, 2021 at 5:30 p.m. in City Council Chambers.

17. Adjournment

The Governing Board adjourned at 6:56 p.m.

Respectfully Submitted,

Kathleen Paul-Evans

Charter School Authority Board Secretary

Secretary

Date of approval

Item Number:	6.A.
Meeting Date:	5/11/2021
Item Type:	APPROVAL OF AGENDA REGULAR MEETING:

AGENDA REQUEST FORM
City Of Cape Coral Charter School
Authority

TITLE:

Request for Approval of the Agenda of the Regular Governing Board Meeting on Tuesday, May 11, 2021

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 7.A. Meeting Date: 5/11/2021 Item Type: PUBLIC COMMENT:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Public Comment is limited to three(3) minutes per individual; 45 minutes total comment time.

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 8.A.

Meeting Date: 5/11/2021

Item Type: CONSENT AGENDA:

AGENDA REQUEST FORM

City Of Cape Coral Charter School Authority

TITLE:

No Activity

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number:	9.A.
Meeting Date:	5/11/2021
Item Type:	SUPERINTENDENT REPORT:

AGENDA REQUEST FORM
City Of Cape Coral Charter School
Authority

TITLE:

Superintendent Jacquelin Collins

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 10.A.
Meeting Date: 5/11/2021
Item Type: CHAIRMAN REPORT:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Superintendent's Performance Evaluation Superscore - Member Traiger

SUMMARY:

This Superintendent's Annual Performance Evaluation is complete.

The final superscore is: 3.95 which is HIGHLY EFFECTIVE.

This evaluation will be attached to the superintendent's personnel file on or before May 15, 2021, and submitted to Human Resources for a pay increase per contract details.

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

ATTACHMENTS:

Description	Type
▣ SUPER EVAL MAY 2021 SUPERSCORE	Backup Material

CITY OF CAPE CORAL CHARTER SCHOOL AUTHORITY
SUPERINTENDENT'S PERFORMANCE EVALUATION MAY 2021

SUPERINTENDENT'S NAME: Jacquelin Collins			
GOVERNING BOARD CHAIRMAN	Michael Campbell	GOVERNING BOARD VICE-CHAIR	Susan Mitchell
REVIEW PERIOD	May 1, 2020 – May 3, 2021	2020 SCORE AND RATING	3.95/Highly Effective

Score Ranges: Highly Effective (3.250-4.00)
Effective (2.500-3.249) Needs Improvement (1.750-2.499) Unsatisfactory (1.00-7.49)

Following each score is a selected comment from a governing board member regarding the performance of Superintendent Collins.

Governing Board Members Participating in this Evaluation and Overall Score: 7

Michael Campbell, 4.0
Susan Mitchell, 4.0
Kristifer Jackson, 4.0
Vanessa Metzger, 4.0
Dr. Guido Minaya, 3.75
Gloria Tate, District 1, 4.0
Tami Traiger, 4.0

Performance Standard 1: Information and Communication
SCORE/RATING AVERAGE: 3.93 /Highly Effective

Minaya – 3.6/4.0 - Data Collection, monitoring and overall direction of the Strategic Plan (Effective)

Performance Standard 2: Leadership and Management
SCORE/RATING AVERAGE: 3.96 /Highly Effective

Campbell – 3.8/4.0 – Understands the prudent use of networking as a potential vehicle for communicating system wide with the community (Effective)

Performance Standard 3: Support for Teaching and Learning
SCORE/RATING AVERAGE: 3.96 /Highly Effective

Minaya – 3.8/4.0 – Ensures that training plans are developed to provide skills to employees to accomplish tasks in alignment with the Strategic Plan.

Performance Standard 4: Strategic Planning and Continuous Improvement
SCORE/RATING AVERAGE: 3.96 /Highly Effective

Campbell 3.8/4.0 – Analyzes and uses data for decision making to review or improve actions, plans, processes, and systems.

Governing Board Action

A copy of this performance evaluation was submitted to the Governing Board for approval during the City of Cape Coral Charter School Authority Governing Board Regular Meeting on May 11, 2021 in City Council Chambers. After final board approval the evaluation will be forwarded to the Charter School Authority Human Resources Department for inclusion in the superintendent's personnel file on or before May 15, 2021.

Michael Campbell
Chairman

Date: May 11, 2021

Susan Mitchell
Vice-Chair

Date: May 11, 2021

Kathleen Paul-Evans
Board Secretary

Date: May 11, 2021

A handwritten signature in black ink, consisting of a large, stylized loop on the left and a long, horizontal stroke extending to the right, ending in a small hook.

Item Number: 11.A.

Meeting Date: 5/11/2021

Item Type: FOUNDATION REPORT:

AGENDA REQUEST FORM

City Of Cape Coral Charter School Authority

TITLE:

Gary Cerny, Foundation President

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 12.A. Meeting Date: 5/11/2021 Item Type: STAFF COMMENT:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:
No Activity

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number: 13.A.

Meeting Date: 5/11/2021

Item Type: UNFINISHED BUSINESS:

AGENDA REQUEST FORM

City Of Cape Coral Charter School Authority

TITLE:

No Activity

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

Item Number:	14.A.
Meeting Date:	5/11/2021
Item Type:	NEW BUSINESS:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Request for Piggyback Contract Purchase to Upgrade the Oasis Charter Schools with the Cisco Unified Communication Manager (CUCM) Telephone and Communications System- Danielle Jensen, Interim Operations Manager

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

ATTACHMENTS:

Description	Type
☐ phone upgrade may 2021	Backup Material



CAPE CORAL CHARTER SCHOOL AUTHORITY

ADMINISTRATION DIVISION

TO: Cape Coral Charter School Authority Governing Board
THRU: Jacquelin Collins, Superintendent *[Signature]*
FROM: Danielle Jensen, Interim Director of Operations *[Signature]*
DATE: April 28, 2021
SUBJECT: Cape Coral Charter School Authority – Upgraded Phone System

BACKGROUND:

City IT Department and the Charter School have identified the need to upgrade the existing Toshiba phone system which was installed in 2005 and is no longer supported by the company nor are the parts for the system available.

RECOMMENDATION:

The Charter School, along with City IT department, are recommending the purchase of the Cisco Unified Communication Manager (CUCM) system at a delivered cost of \$100,000 plus contingency. This project will include an upgraded phones system for all administrative offices and classrooms which includes 250 phones with enhanced features and functionality. The Charter School will piggyback on Florida State Data Communications Products and Services #43220000-WSCA-14-ACS contract. The Charter School will work with vendor, UDT, to provide the product and professional services. The phones will be purchased by either UDT or CXTEC depending on the lowest cost contract. Due to the importance of communication, the system must be ordered in June to be ready for installation in July to ensure limited downtime without communication and ensure all troubleshooting is completed before students return. To do this, the Charter School must issue the purchase order in June to order the parts and secure the vendor to install the system in July. The amount to cover this purchase will be utilized from fiscal year 2021 Reserves. Project will be completed in July during fiscal year 2022 which was planned for the 2022 budget.

In summary, the recommendation is to purchase the Cisco Unified Communication Manager (CUCM) phone system and utilize the best pricing provided by a competitively bid Florida State Data Communications Products and Services Contract #43220000-WSCA-14-ACS. All contracts with vendors will be finalized in May. The Governing Board must approve the purchase since the phone system will be close to the \$100,000 threshold. Finally, the Governing Board will need to also approve that \$100,000 be moved from Reserves to ensure funds are available to issue the purchase order in fiscal year 2021 but the project will be completed as budgeted in 2022 fiscal year.

Item Number:	14.B.
Meeting Date:	5/11/2021
Item Type:	NEW BUSINESS:

AGENDA REQUEST FORM
City Of Cape Coral Charter School Authority

TITLE:

Request for Approval of the New Pay Ranges for the Following Charter School Employee Job Classifications - Veteran Teachers, Food Service Workers, and School Bus Drivers - Superintendent Collins

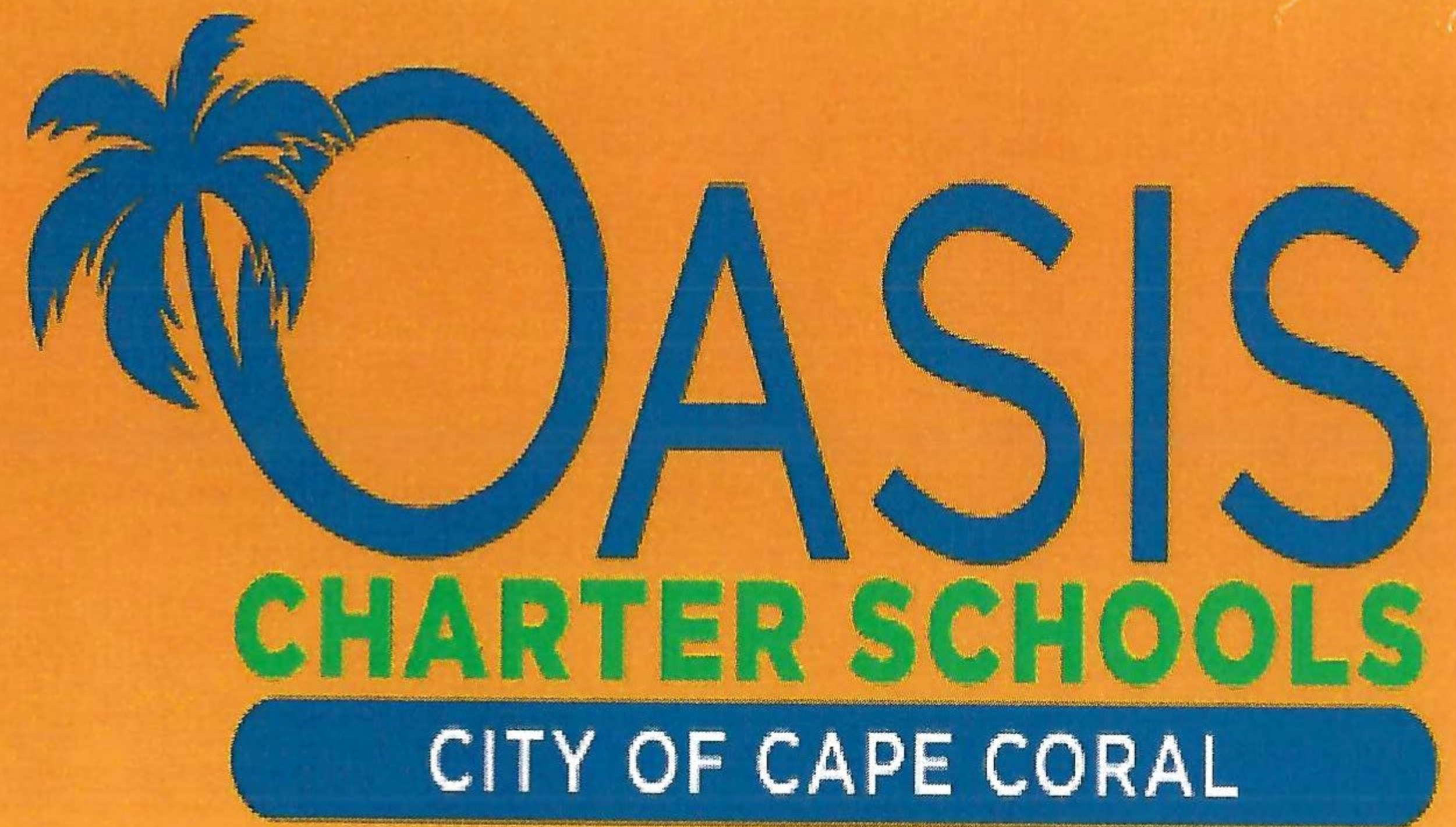
SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION:

ATTACHMENTS:

	Description	Type
▢	SALARY ADJUSTMENTS VETERAN TEACHERS, FOOD SERVICE, BUS DRIVERS MAY 2021	Backup Material



Budget Workshop: Salary Adjustments

Budget Review

Budget workshop #1: \$300,000 set aside for salary increases for 2021-2022.

Three major focus groups for salary adjustments:

- ▶ Veteran teachers
- ▶ Food service
- ▶ Transportation (Bus drivers)
- ▶ Cost of living adjustment for support services

FOOD SERVICE

Position	Year of Service	Current Rate	Proposed Rate
Kitchen Lead	0	\$15.00	\$16.00 (\$15.84 SDLC)
	1 – 5	\$15.19	\$16.25
	5+	\$15.45	\$16.50
FS Worker	0	\$10.50	\$12.00 (\$12.19 SDLC)
	1-5	10.82	\$12.50
	5+	\$10.92	\$12.75
Substitute		\$9.25	\$11.00
Increased cost with benefits (FICA, Med, FRS, WC):			\$34,165.98
• Two additional paid holidays:			\$3,618.28
Total increased cost:			\$37,784.26

VETERAN TEACHERS

Amount recommended for adjustments average of 3.84%: \$138,783.75

Based on Compression for veterans

Increased cost with benefits (FICA, Med, FRS, WC) (59 Teachers)

Substitute

\$14.00

\$14.00 (**\$12.36 SDLC**)

Scenerio 1:

Teachers with
8+ years of
service as of
8/1/2020

% Below Target	% Adj	# of Teachers
< 5%	0.00%	2
5 - 9.9%	4.28%	10
10 - 14.9%	5.28%	33
15 - 19.9%	6.28%	3

48

Total cost: \$138,517.67

Scenerio 2:

Teachers with
6+ years of
service as of
8/1/2020

% Below Target	% Adj	# of Teachers
< 5%	0.00%	3
5 - 9.9%	3.38%	23
10 - 14.9%	4.38%	33
15 - 19.9%	5.38%	3

62

Total cost: \$138,783.75

TRANSPORTATION

Position	Year of Service	Current Rate	Proposed Rate
Bus Driver (18)	New Hires	\$16.00	\$16.32 (\$16.32 SDLC)
	1 – 5	\$16.48	\$16.89 (\$.50 raise)
	5 – 10 years	\$17.00	\$17.75 (\$.75 raise)
	10+ Years	17.43	\$18.98 (\$1.25 raise)
Substitute		\$14.40	\$14.69 (\$14.69 SDLC)
Proposed 3 paid holidays			\$7,369.92
Increased cost with benefits (FICA, Med, FRS, WC):			\$26,374.97
(Less 1% for No pay):			\$4,279.39
Total Increase in Costs:			\$22,095.58

6+ Years of Service

Position Title	7/1/2020 Annual	Total with Benefits	Increase	New Annual	Total with Benefits	Total Cost	Full YOS	Pre Range Penetration	Post Range Penetration	% Behind Target
CS CM Except.	\$ 48,776.00	\$ 57,765.42	4.38%	\$ 50,909.95	\$ 60,292.65	\$ 2,527.24	10	7.7%	20.5%	11.6%
CS CM Teacher	\$ 53,644.05	\$ 63,530.65		\$ 53,644.05	\$ 63,530.65	\$ -	2	37.0%	37.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%
CS CM Teacher	\$ 48,256.00	\$ 57,149.58	4.38%	\$ 50,367.20	\$ 59,649.87	\$ 2,500.29	11	4.5%	17.2%	13.9%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	8	0.0%	12.5%	11.3%
CS CM Teacher	\$ 49,932.07	\$ 59,134.56	3.38%	\$ 51,617.28	\$ 61,130.35	\$ 1,995.79	10	14.6%	24.8%	9.5%
CS CM Teacher	\$ 53,644.05	\$ 63,530.65		\$ 53,644.05	\$ 63,530.65	\$ -	2	37.0%	37.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 49,474.15	\$ 58,592.24	3.38%	\$ 51,143.90	\$ 60,569.73	\$ 1,977.49	9	11.9%	21.9%	9.0%
CS CM Teacher	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	14	21.5%	35.0%	12.8%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 53,089.82	\$ 62,874.27		\$ 53,089.82	\$ 62,874.27	\$ -	3	33.6%	33.6%	
CS CM Teacher	\$ 48,776.00	\$ 57,765.42		\$ 48,776.00	\$ 57,765.42	\$ -	1	7.7%	7.7%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS CM Teacher	\$ 53,088.77	\$ 62,873.03	3.38%	\$ 54,880.51	\$ 64,994.99	\$ 2,121.96	12	33.6%	44.4%	6.7%
CS CM Teacher	\$ 47,569.28	\$ 56,336.30	3.38%	\$ 49,174.74	\$ 58,237.65	\$ 1,901.35	6	0.4%	10.1%	8.5%
CS CM Teacher	\$ 49,237.87	\$ 58,312.41		\$ 49,237.87	\$ 58,312.41	\$ -	2	10.5%	10.5%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25	5.38%	\$ 50,053.13	\$ 59,277.92	\$ 3,023.67	11	0.0%	15.4%	15.2%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS CM Teacher	\$ 49,526.09	\$ 58,653.75	3.38%	\$ 51,197.60	\$ 60,633.31	\$ 1,979.56	8	12.2%	22.2%	7.5%
CS CM Teacher	\$ 47,569.28	\$ 56,336.30	3.38%	\$ 49,174.74	\$ 58,237.65	\$ 1,901.35	7	0.4%	10.1%	9.8%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	6	0.0%	9.6%	8.6%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 48,002.23	\$ 56,849.04		\$ 48,002.23	\$ 56,849.04	\$ -	5	3.0%	3.0%	
CS CM Teacher	\$ 50,483.51	\$ 59,787.63	4.38%	\$ 52,692.17	\$ 62,403.33	\$ 2,615.71	14	17.9%	31.2%	13.9%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 49,816.00	\$ 58,997.09	4.38%	\$ 51,995.45	\$ 61,578.21	\$ 2,581.12	14	13.9%	27.0%	15.0%
CS CM Teacher	\$ 51,076.91	\$ 60,490.38	3.38%	\$ 52,800.75	\$ 62,531.93	\$ 2,041.55	10	21.5%	31.9%	7.5%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS CM Teacher	\$ 50,483.51	\$ 59,787.63	4.38%	\$ 52,692.17	\$ 62,403.33	\$ 2,615.71	14	17.9%	31.2%	13.9%
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	

6+ Years of Service

Position Title	7/1/2020 Annual	Total with Benefits	Increase	New Annual	Total with Benefits	Total Cost	Full YOS	Pre Range Penetration	Post Range Penetration	% Behind Target
CS CM Teacher	\$ 48,853.49	\$ 57,857.19		\$ 48,853.49	\$ 57,857.19	\$ -	3	8.1%	8.1%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS CM Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	6	0.0%	9.6%	8.6%
CS OE Except.	\$ 49,918.19	\$ 59,118.11	4.38%	\$ 52,102.11	\$ 61,704.53	\$ 2,586.42	12	14.5%	27.7%	12.2%
CS OE Media	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 52,242.48	\$ 61,870.76	4.38%	\$ 54,528.08	\$ 64,577.61	\$ 2,706.85	15	28.5%	42.3%	12.2%
CS OE Teacher	\$ 50,150.11	\$ 59,392.78	0.00%	\$ 50,150.11	\$ 59,392.78	\$ -	7	15.9%	15.9%	4.9%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OE Teacher	\$ 48,450.01	\$ 57,379.35	4.38%	\$ 50,569.70	\$ 59,889.70	\$ 2,510.35	9	5.7%	18.5%	10.9%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	5	0.0%	0.0%	
CS OE Teacher	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%
CS OE Teacher	\$ 49,816.00	\$ 58,997.09		\$ 49,816.00	\$ 58,997.09	\$ -	1	13.9%	13.9%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 51,074.07	\$ 60,487.02		\$ 51,074.07	\$ 60,487.02	\$ -	2	21.5%	21.5%	
CS OE Teacher	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 52,557.46	\$ 62,243.80		\$ 52,557.46	\$ 62,243.80	\$ -	2	30.4%	30.4%	
CS OE Teacher	\$ 53,088.74	\$ 62,873.00	4.38%	\$ 55,411.38	\$ 65,623.69	\$ 2,750.69	15	33.6%	47.6%	10.8%
CS OE Teacher	\$ 51,074.07	\$ 60,487.02		\$ 51,074.07	\$ 60,487.02	\$ -	2	21.5%	21.5%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 48,450.01	\$ 57,379.35	3.38%	\$ 50,085.20	\$ 59,315.90	\$ 1,936.55	8	5.7%	15.6%	9.5%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 48,450.01	\$ 57,379.35	3.38%	\$ 50,085.20	\$ 59,315.90	\$ 1,936.55	8	5.7%	15.6%	9.5%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 49,864.74	\$ 59,054.82	5.38%	\$ 52,544.97	\$ 62,229.01	\$ 3,174.20	15	14.2%	30.3%	16.2%

6+ Years of Service

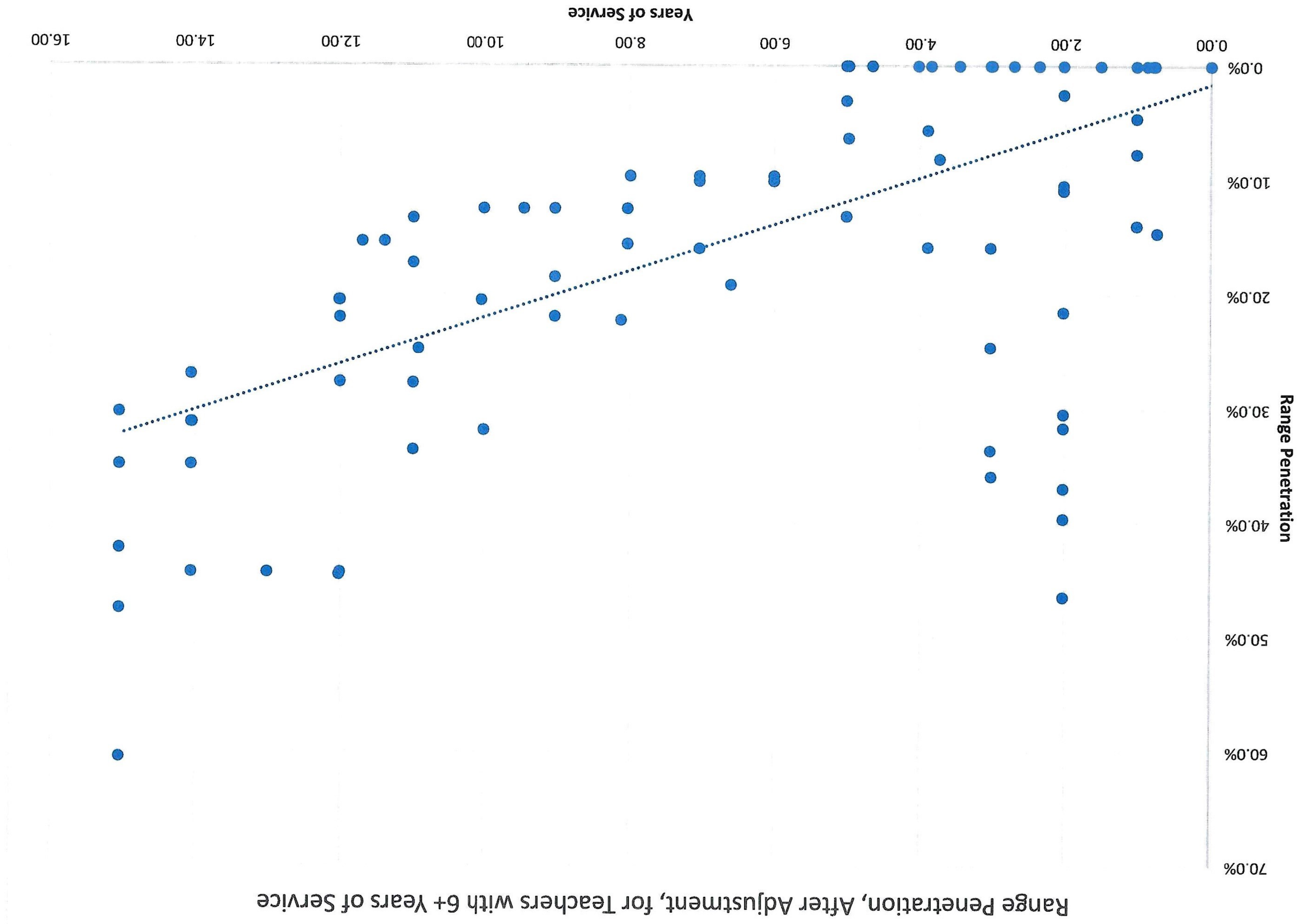
Position Title	7/1/2020 Annual	Total with Benefits	Increase	New Annual	Total with Benefits	Total Cost	Full YOS	Pre Range Penetration	Post Range Penetration	% Behind Target
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 57,574.39	\$ 68,185.35	0.00%	\$ 57,574.39	\$ 68,185.35	\$ -	15	60.6%	60.6%	3.2%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OE Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	9	0.0%	12.5%	12.6%
CS OE Teacher	\$ 47,500.00	\$ 56,254.25	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	3	0.0%	0.0%	
CS OE Teacher	\$ 48,432.27	\$ 57,358.34		\$ 47,500.00	\$ 56,254.25	\$ -	3	5.6%	5.6%	
CS OE Teacher/Guid	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OH Teacher	\$ 49,306.06	\$ 58,393.16		\$ 49,306.06	\$ 58,393.16	\$ -	2	10.9%	10.9%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OH Teacher	\$ 51,590.15	\$ 61,098.21		\$ 51,590.15	\$ 61,098.21	\$ -	3	24.6%	24.6%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OH Teacher	\$ 51,076.91	\$ 60,490.38	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%
CS OH Teacher	\$ 53,472.49	\$ 63,327.48		\$ 53,472.49	\$ 63,327.48	\$ -	3	35.9%	35.9%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OH Teacher	\$ 50,483.51	\$ 59,787.63	4.38%	\$ 52,692.17	\$ 62,403.33	\$ 2,615.71	14	17.9%	31.2%	13.9%
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OH Teacher	\$ 54,086.05	\$ 64,054.11		\$ 54,086.05	\$ 64,054.11	\$ -	2	39.6%	39.6%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	10	0.0%	12.5%	13.9%
CS OH Teacher	\$ 53,121.90	\$ 62,912.27	3.38%	\$ 54,914.76	\$ 65,035.56	\$ 2,123.29	12	33.8%	44.6%	6.6%
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	9	0.0%	12.5%	12.6%
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OH Teacher	\$ 47,911.86	\$ 56,742.02		\$ 47,911.86	\$ 56,742.02	\$ -	2	2.5%	2.5%	
CS OH Teacher	\$ 49,023.53	\$ 58,058.57	3.38%	\$ 50,678.07	\$ 60,018.04	\$ 1,959.48	6	9.2%	19.1%	5.7%
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS OH Teacher	\$ 53,088.74	\$ 62,873.00	0.00%	\$ 53,088.74	\$ 62,873.00	\$ -	10	33.6%	33.6%	3.8%
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OH Teacher	\$ 48,672.00	\$ 57,642.25		\$ 48,672.00	\$ 57,642.25	\$ -	0	7.0%	7.0%	
CS OH Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%	
CS OH Teacher	\$ 47,632.00	\$ 56,410.58	4.38%	\$ 49,715.90	\$ 58,878.54	\$ 2,467.96	10	0.8%	13.3%	13.7%

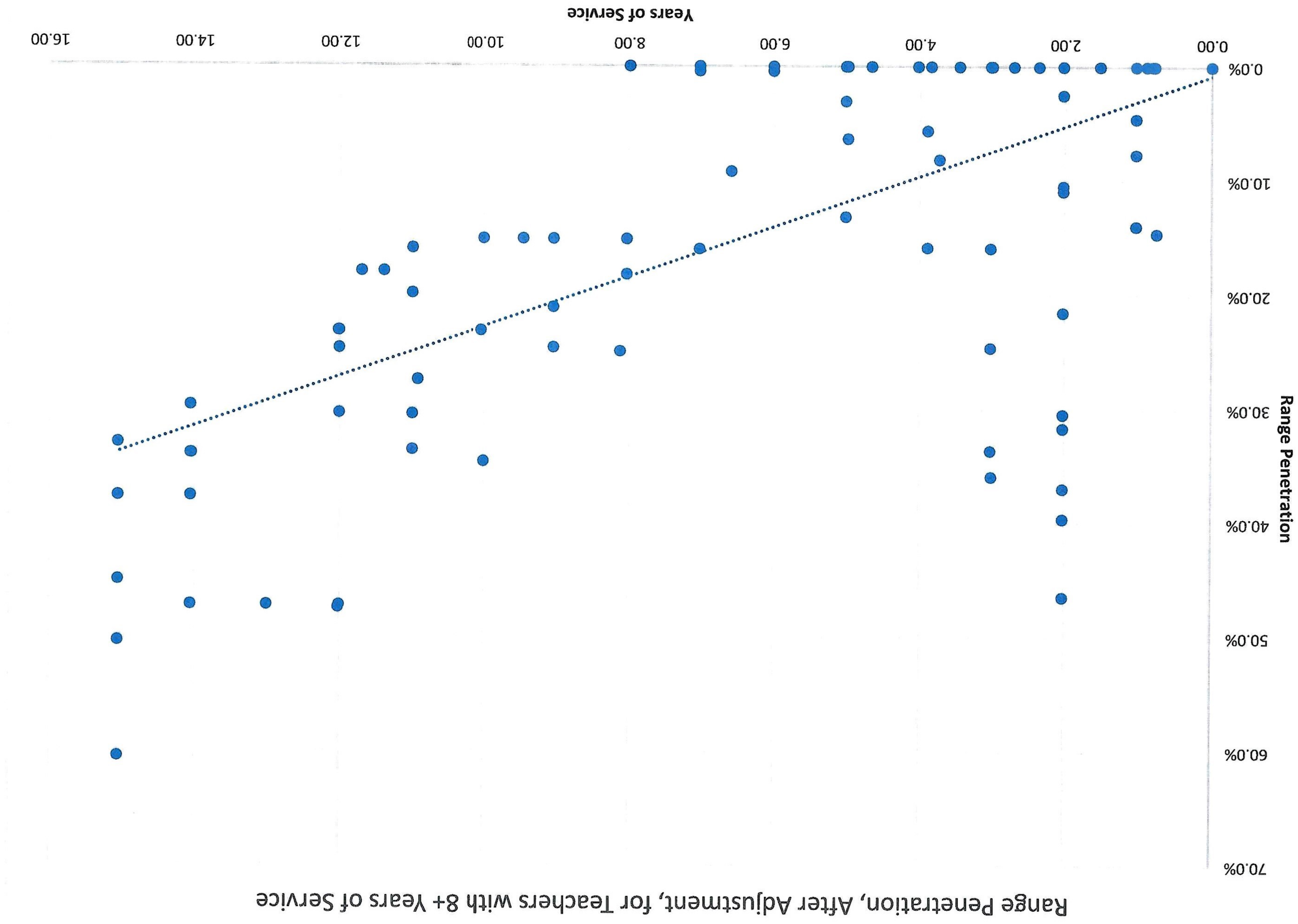
6+ Years of Service

Position Title	7/1/2020		Total with		Increase	New Annual	Total with		Total Cost	Full YOS	Pre Range		% Behind Target
	Annual	Benefits	Annual	Benefits			Penetration	Post Range Penetration					
CS OH Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%		
CS OH Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%		
CS OH Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%		
CS OH Teacher	\$ 49,017.79	\$ 58,051.77	\$ 51,162.32	\$ 60,591.53	4.38%	\$ 51,162.32	\$ 60,591.53	\$ 2,539.76	12	9.1%	22.0%	13.8%	
CS OH Teacher/Guid	\$ 52,758.25	\$ 62,481.60	\$ 52,758.25	\$ 62,481.60		\$ 52,758.25	\$ 62,481.60	\$ -	2	31.6%	31.6%		
CS OM Except.	\$ 49,237.87	\$ 58,312.41	\$ 49,237.87	\$ 58,312.41		\$ 49,237.87	\$ 58,312.41	\$ -	2	10.5%	10.5%		
CS OM Teacher	\$ 50,483.51	\$ 59,787.63	\$ 52,692.17	\$ 62,403.33	4.38%	\$ 52,692.17	\$ 62,403.33	\$ 2,615.71	14	17.9%	31.2%	13.9%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 49,103.13	\$ 58,152.83	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	6	0.0%	9.6%	8.6%	
CS OM Teacher	\$ 54,086.05	\$ 64,054.11	\$ 54,086.05	\$ 64,054.11		\$ 54,086.05	\$ 64,054.11	\$ -	2	39.6%	39.6%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 49,578.13	\$ 58,715.37	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	9	0.0%	12.5%	12.6%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%		
CS OM Teacher	\$ 48,549.79	\$ 57,497.52	\$ 48,549.79	\$ 57,497.52		\$ 48,549.79	\$ 57,497.52	\$ -	4	6.3%	6.3%		
CS OM Teacher	\$ 50,131.63	\$ 59,370.89	\$ 50,131.63	\$ 59,370.89		\$ 50,131.63	\$ 59,370.89	\$ -	3	15.8%	15.8%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%		
CS OM Teacher	\$ 58,240.00	\$ 68,973.63	\$ 58,240.00	\$ 68,973.63		\$ 58,240.00	\$ 68,973.63	\$ -	0	64.6%	64.6%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 50,053.13	\$ 59,277.92	5.38%	\$ 50,053.13	\$ 59,277.92	\$ 3,023.67	11	0.0%	15.4%	15.2%	
CS OM Teacher	\$ 53,088.77	\$ 62,873.03	\$ 54,880.51	\$ 64,994.99	3.38%	\$ 54,880.51	\$ 64,994.99	\$ 2,121.96	14	33.6%	44.4%	9.4%	
CS OM Teacher	\$ 47,632.00	\$ 56,410.58	\$ 49,715.90	\$ 58,878.54	4.38%	\$ 49,715.90	\$ 58,878.54	\$ 2,467.96	11	0.8%	13.3%	15.0%	
CS OM Teacher	\$ 51,076.91	\$ 60,490.38	\$ 53,311.52	\$ 63,136.83	4.38%	\$ 53,311.52	\$ 63,136.83	\$ 2,646.45	15	21.5%	35.0%	14.1%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 49,578.13	\$ 58,715.37	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	8	0.0%	12.5%	11.3%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 49,103.13	\$ 58,152.83	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	7	0.0%	9.6%	10.0%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%		
CS OM Teacher	\$ 49,919.99	\$ 59,120.24	\$ 49,919.99	\$ 59,120.24		\$ 49,919.99	\$ 59,120.24	\$ -	0	14.6%	14.6%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%		
CS OM Teacher	\$ 53,088.77	\$ 62,873.03	\$ 54,880.51	\$ 64,994.99	3.38%	\$ 54,880.51	\$ 64,994.99	\$ 2,121.96	13	33.6%	44.4%	8.0%	
CS OM Teacher	\$ 55,224.00	\$ 65,401.78	\$ 55,224.00	\$ 65,401.78		\$ 55,224.00	\$ 65,401.78	\$ -	2	46.5%	46.5%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	2	0.0%	0.0%		
CS OM Teacher	\$ 48,776.00	\$ 57,765.42	\$ 50,909.95	\$ 60,292.65	4.38%	\$ 50,909.95	\$ 60,292.65	\$ 2,527.24	12	7.7%	20.5%	14.2%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 49,578.13	\$ 58,715.37	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	9	0.0%	12.5%	12.6%	
CS OM Teacher	\$ 48,776.00	\$ 57,765.42	\$ 50,909.95	\$ 60,292.65	4.38%	\$ 50,909.95	\$ 60,292.65	\$ 2,527.24	12	7.7%	20.5%	14.2%	
CS OM Teacher	\$ 49,932.07	\$ 59,134.56	\$ 52,116.60	\$ 61,721.69	4.38%	\$ 52,116.60	\$ 61,721.69	\$ 2,587.14	11	14.6%	27.8%	10.9%	
CS OM Teacher	\$ 47,840.00	\$ 56,656.91	\$ 47,840.00	\$ 56,656.91		\$ 47,840.00	\$ 56,656.91	\$ -	0	2.0%	2.0%		
CS OM Teacher	\$ 50,440.00	\$ 59,736.09	\$ 50,440.00	\$ 59,736.09		\$ 50,440.00	\$ 59,736.09	\$ -	0	17.7%	17.7%		
CS OM Teacher	\$ 48,256.00	\$ 57,149.58	\$ 48,256.00	\$ 57,149.58		\$ 48,256.00	\$ 57,149.58	\$ -	1	4.5%	4.5%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	5	0.0%	0.0%		
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	5	0.0%	0.0%		
CS OM Teacher	\$ 48,256.00	\$ 57,149.58	\$ 50,367.20	\$ 59,649.87	4.38%	\$ 50,367.20	\$ 59,649.87	\$ 2,500.29	11	4.5%	17.2%	13.9%	

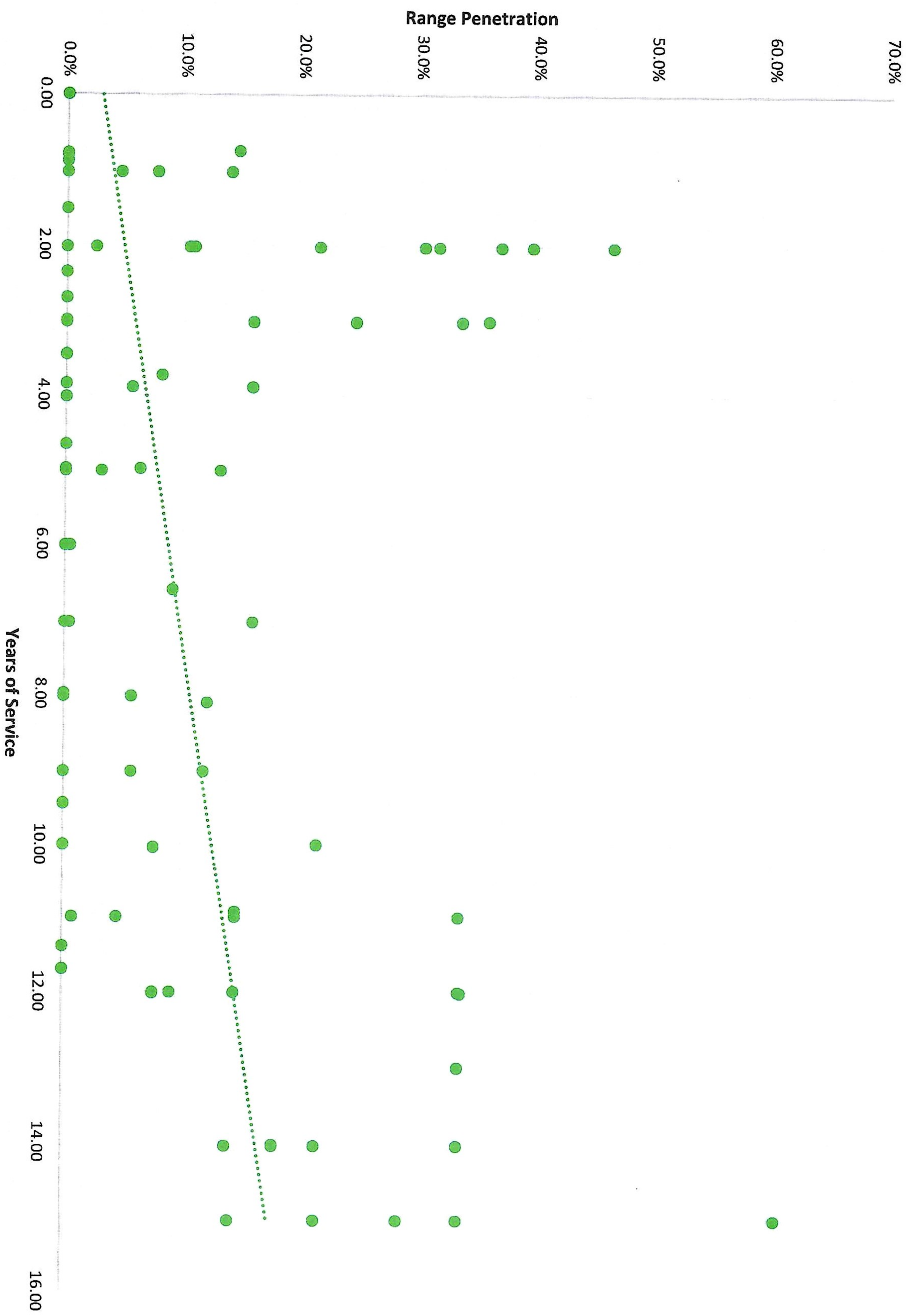
6+ Years of Service

Position Title	7/1/2020 Annual	Total with Benefits	Increase	New Annual	Total with Benefits	Total Cost	Full YOS	Pre Range Penetration	Post Range Penetration	% Behind Target
CS OM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	4	0.0%	0.0%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	3.38%	\$ 49,103.13	\$ 58,152.83	\$ 1,898.58	6	0.0%	9.6%	8.6%
CS OM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	0	0.0%	0.0%	
CS OM Teacher	\$ 49,685.47	\$ 58,842.50		\$ 49,685.47	\$ 58,842.50	\$ -	5	13.1%	13.1%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25		\$ 47,500.00	\$ 56,254.25	\$ -	3	0.0%	0.0%	
CS OM Teacher	\$ 50,135.83	\$ 59,375.86		\$ 50,135.83	\$ 59,375.86	\$ -	3	15.9%	15.9%	
CS OM Teacher	\$ 50,352.57	\$ 59,632.55		\$ 50,352.57	\$ 59,632.55	\$ -	0	17.2%	17.2%	
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	4.38%	\$ 49,578.13	\$ 58,715.37	\$ 2,461.12	8	0.0%	12.5%	11.3%
CS OM Teacher	\$ 47,500.00	\$ 56,254.25	3.84%	\$ 47,500.00	\$ 56,254.25	\$ -	1	0.0%	0.0%	
						\$ 138,783.75		7.7%	11.6%	





Range Penetration as of 8/1/2020



Cost of Living Adjustment

Number of Employees Considered: 64

Principals	Security Guard
Assistant Principals	Nurse
Receptionists	Transportation Supervisor
Clinic Assistants	Transportation Coordinator
Office Assistants	HR Manager
Paraprofessionals	Business Manager
IT	Operations Manager
Maintenance	Accounts Payable
Information Specialists	Bookkeeper
	Social Worker

<u>Total Costs:</u>	<u>1%</u>	<u>1.5%</u>	<u>2%</u>
	\$68,391.32	102,586.98	\$136,462.93

Calculation Totals

▶ Food Service	\$ 37,784.26
▶ Transportation	\$ 22,095.58
▶ Cost of Living	\$ 68,391.32
▶ Veteran Teachers	\$138,783.75
▶ Total Increase Cost	\$267,054.91

Item Number:	16.A.
Meeting Date:	5/11/2021
Item Type:	TIME AND DATE OF NEXT MEETING

AGENDA REQUEST FORM
City Of Cape Coral Charter School
Authority

TITLE:

The Next Regular Governing Board Meeting will be held on Tuesday, June 8, 2021 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

SUMMARY:

ADDITIONAL INFORMATION:

RECOMMENDED ACTION: