#### **Executive Summary**

On February 21, 2017, the School Board discussed and provided consent to move forward with the Superintendent's recommendations on Budget Submissions and Priorities for the 2017-18 budget.

At the March 21, 2017, work session, the Board reviewed the projected 2016-17 fiscal year results of operations as of February 28, 2017, and the preliminary 2017-18 budget that included the Superintendent's recommendations from the February 21<sup>st</sup> Board work session and adjustments for student growth. At the School Board meeting that afternoon, the Board approved the release of school and department budgets for 2017-18.

Since the March work session, the staffing process was conducted and completed on June 5, 2017. As a result of that process, some schools have waivered for positions to be added to the budget to meet their schools' specific needs. For example, guidance counselors in the high schools, combining two ESE aides to add an ESE teaching unit, etc.

The revenue and appropriation assumptions used in preparing the tentative budget for the fiscal year 2017-2018 are as follows:

- Estimated student growth of 302.06 FTE.
- Revenues reflect the FEFP Summary from the Special Session dated June 8, 2017, except for the .748 Discretionary Millage, which was calculated based upon the June 1, 2017 Preliminary Taxable Assessed Value received from the Property Appraiser.
- Salaries and employee benefits have been increased for the additional positions associated with student growth and approved budget priorities.
- Employee benefits have been increased for an estimated group health plan increase of 10%.
- A salary increase has been included for the contractual one half a percent increase for instructional staff on the performance salary schedule who are either highly effective or effective and a one and half percent increase for all staff.

The following tables reflect the change in taxable values and the estimated impact to the school district for the 2017-2018 budget. A comparison between what was presented at the March work session and today's work session has been provided to facilitate an understanding of the changes.

| Tax Roll       | Required<br>Local Effort<br>Millage | Discretionary<br>Millage | Voted Operating<br>Millage | Capital<br>Millage | Total<br>Millage |
|----------------|-------------------------------------|--------------------------|----------------------------|--------------------|------------------|
| 54,846,630,663 | 4.185                               | 0.748                    | 1.000                      | 1.500              | 7.433            |

#### Final Taxable Assessed Value and Millage Rates 2016-17

#### Preliminary 2017 Tax Roll from the Property Appraiser and Millage Rates per the Special Session Report dated June 8, 2017

| Tax Roll             | Required     | Discretionary | Voted Operating | Capital | Total   |  |
|----------------------|--------------|---------------|-----------------|---------|---------|--|
|                      | Local Effort | Millage       | Millage Millage |         | Millage |  |
|                      | Millage      |               |                 |         |         |  |
| \$<br>58,727,433,412 | 4.384        | 0.748         | 1.000           | 1.500   | 7.632   |  |

Proposed changes to Tax Roll and Millage Rate from the current values to the Special Session Report dated June 8, 2017

| (Ir | Tax Roll<br>ncrease 7.08%) | Required<br>Local Effort<br>Millage<br>(Increase) | Discretionary<br>Millage<br>(No Change) | Voted Operating<br>Millage<br>(No Change) | Capital<br>Millage<br>(No Change) | Total<br>Millage<br>(Increase) |
|-----|----------------------------|---|---|---|-----------------------------------|--------------------------------|
| \$  | 3,880,802,749              | 0.199   | 0.000                                   | 0.000                                     | 0.000                             | 0.199                          |

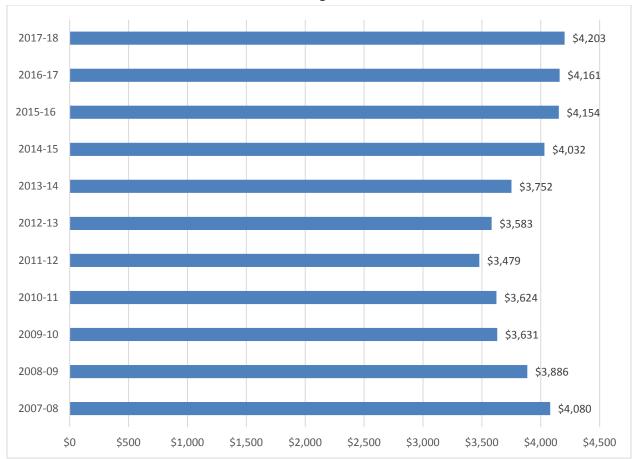
#### 2017-18 Preliminary General Fund Budget Based Upon the Special Session Report June 8, 2017

Estimated General Fund Revenues and Transfers In for the 2017-18 fiscal year with a comparison to the between the March 21, 2017, work session.

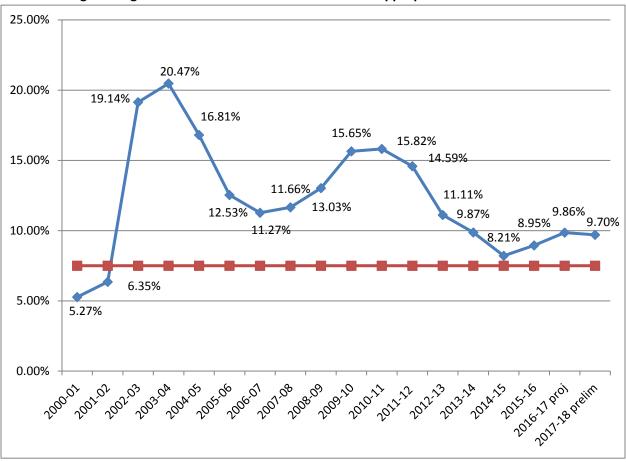
| Description  | Projected<br>Results of<br>Operations<br>for 2016-17 | March 21, 2017<br>Level Funding<br>Budget<br>2017-18 | June 20, 2017<br>Preliminary<br>Budget<br>2017-18 | Increase<br>(Decrease) |
|--|--|--|---|------------------------|
| Federal Direct – No Change since   |  |  |   |                        |
| last work session.   | \$2,571,211  | \$2,822,635  | \$2,822,635                                       | \$0                    |
| <b>State</b> – Increase in Florida Education<br>Finance Program (FEFP) funding<br>since March projection for level   | 404 700 000  |  | 400 700 007                                       | <u> </u>               |
| funding and growth.<br>Local – Increase in FEFP funding  | \$81,723,399   | \$79,675,668   | \$80,709,027                                      | \$1,033,359            |
| since March projection for level<br>funding and growth, and a decrease<br>for Discretionary and Voted millage<br>based on the June 1 <sup>st</sup> Preliminary |  |  |   |                        |
| Taxable Assessed values.   | \$325,524,078  | \$331,999,218  | \$336,538,790                                     | \$4,539,572            |
| Transfers In From Other Funds – No<br>Change since last work session.  | \$20,251,661   | \$20,250,661   | \$20,250,661                                      | \$0                    |
| Total Revenues and Transfers in<br>from Other Funds.   | \$430,070,349  | \$434,748,182  | \$440,321,113                                     | \$5,572,931            |

| Budget Work Session June 20, 2017     |  |  |   |                        |  |  |  |
|---------------------------------------|--|--|---|------------------------|--|--|--|
| Description                           | Projected<br>Results of<br>Operations<br>for 2016-17 | March 21, 2017<br>Level Funding<br>Budget<br>2017-18 | June 20, 2017<br>Preliminary<br>Budget<br>2017-18 | Increase<br>(Decrease) |  |  |  |
| Salaries – The increase is due to the |  |  |   |                        |  |  |  |
| request to include a one and a half   |  |  |   |                        |  |  |  |
| percent salary increase, plus         |  |  |   |                        |  |  |  |
| additional ESE Aides for student      |  |  |   |                        |  |  |  |
| growth and positions added through    |  |  |   |                        |  |  |  |
| the waiver process.                   | \$243,672,893  | \$247,670,730  | \$250,967,685                                     | \$3,296,955            |  |  |  |
| Employee Benefits – The increase is   |  |  |   |                        |  |  |  |
| based upon the additional salaries    |  |  |   |                        |  |  |  |
| above and a change to employee        |  |  |   |                        |  |  |  |
| group insurance to allow for          |  |  |   |                        |  |  |  |
| position growth not included in the   |  |  |   |                        |  |  |  |
| March work session.                   | \$77,308,788   | \$79,894,322   | \$81,262,704                                      | \$1,368,382            |  |  |  |
| Purchased Services District – The     |  |  |   |                        |  |  |  |
| increase is due to the cost of        |  |  |   |                        |  |  |  |
| Professional Service contracts,       |  |  |   |                        |  |  |  |
| particularly for ESE Services where   |  |  |   |                        |  |  |  |
| we are unable to find applicants.     |  |  |   |                        |  |  |  |
| Also, changes per the 3/20/17         |  |  |   |                        |  |  |  |
| Budget Amendment.                     | \$26,675,907   | \$25,875,198   | \$26,328,873                                      | \$453,675              |  |  |  |
| Purchased Services Charter Schools    |  |  |   |                        |  |  |  |
| The increase is based upon the FEFP   |  |  |   |                        |  |  |  |
| funding from the Special Session      |  |  |   |                        |  |  |  |
| and changes to Charter School         |  |  |   |                        |  |  |  |
| enrollment projections.               | \$53,418,504   | \$57,748,317   | \$57,978,488                                      | \$230,171              |  |  |  |
| Energy Services – The increase is     |  |  |   |                        |  |  |  |
| due to electrical cost trends.        | \$9,568,848  | \$9,856,512  | \$9,861,491                                       | \$4,979                |  |  |  |
| Materials and Supplies – The          |  |  |   |                        |  |  |  |
| decrease is due to current trending.  | \$9,137,397  | \$11,050,076   | \$10,669,557                                      | (\$380,519)            |  |  |  |
| Capital Outlay – The decrease is due  |  |  |   |                        |  |  |  |
| to current trending.                  | \$2,143,874  | \$2,187,515  | \$2,145,604                                       | (\$41,912)             |  |  |  |
| Other Expenses - The increase is      |  |  |   |                        |  |  |  |
| due to current trending.              | \$1,041,331  | \$962,361  | \$1,041,759                                       | \$79,398               |  |  |  |
| Transfer Out – No change since last   |  |  |   |                        |  |  |  |
| work session                          | \$577,910  | \$577,910  | \$577,910   | \$0                    |  |  |  |
| Total Appropriations and Transfers    |  |  |   |                        |  |  |  |
| Out                                   | \$423,545,452  | \$435,822,941  | \$440,834,071                                     | \$5,011,131            |  |  |  |

| Description                       | Projected<br>Results of<br>Operations<br>for 2016-17 | March 21, 2017<br>Level Funding<br>Budget<br>2017-18 | June 20, 2017<br>Preliminary<br>Budget<br>2017-18 | Increase<br>(Decrease) |
|-----------------------------------|--|--|---|------------------------|
| Beginning Gross Fund Balance      | \$58,877,796   | \$65,471,121   | \$65,402,693                                      | \$(68,427)             |
| Add Revenues and Transfers In     | \$430,070,349  | \$434,748,182  | \$440,321,113                                     | \$5,572,931            |
| Less Appropriations and Transfers |  |  |   |                        |
| Out                               | \$423,545,452  | \$435,822,941  | \$440,834,071                                     | \$5,011,130            |
| Ending Gross Fund Balance         | \$65,402,693   | \$64,396,361   | \$64,889,735                                      | \$493,374              |
| Ending Unassigned Fund Balance    | \$41,743,610   | \$42,269,875   | \$42,763,249                                      | \$493,374              |
| Ending Unassigned Fund Balance %  | 9.86%  | 9.70%  | 9.70%   | \$0                    |



Florida Education Finance Program Base Student Allocation



Ending Unassigned Fund Balance as a Percent of Total Appropriations and Transfers Out

### Comparative Statement of Revenues, Appropriations, and Fund Balance for the Fiscal Years 2015-16 to 2017-18 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|                                      | 2015-2016     | 2016-2017          | 2016-2017        | 2016-2017     | 2017-2018     | 2017-2018     |
|--------------------------------------|---------------|--------------------|------------------|---------------|---------------|---------------|
|                                      | Actual        | Original           | Amended          | Projected     | Level Funding | Preliminary   |
| Account Description                  |               | Budget             | Budget           | Actual        | Budget        | Budget        |
|                                      | Reven         |                    | In from Other Fu | nds           |               |               |
| Federal Direct                       | \$2,612,345   | \$2,664,592        | \$2,571,211      | \$2,571,211   | \$2,822,635   | \$2,822,635   |
| State                                | \$78,196,386  | \$80,054,619       | \$80,354,418     | \$81,723,399  | \$79,675,668  | \$80,709,027  |
| Local                                | \$317,131,855 | \$323,189,314      | \$327,094,308    | \$325,524,078 | \$331,999,218 | \$336,538,790 |
| Total Revenues                       | \$397,940,587 | \$405,908,525      | \$410,019,937    | \$409,818,688 | \$414,497,521 | \$420,070,452 |
|                                      |               | Transfe            | ers In           |               |               |               |
| Property Insurance Millage transfer  | \$2,320,807   | \$2,571,523        | \$2,571,523      | \$2,571,523   | \$2,571,523   | \$2,571,523   |
| Capital (P.E.C.O.maintenance)        | \$777,187     | \$1,156,515        | \$1,157,515      | \$1,157,515   | \$1,156,515   | \$1,156,515   |
| Capital (Charter School)             | \$1,402,267   | \$1,770,013        | \$1,770,013      | \$1,770,013   | \$1,770,013   | \$1,770,013   |
| Capital (Millage maintenance)        | \$13,466,139  | \$13,083,384       | \$13,083,384     | \$13,083,384  | \$13,083,384  | \$13,083,384  |
| Capital (Millage equipment)          | \$1,770,216   | \$1,669,226        | \$1,669,226      | \$1,669,226   | \$1,669,226   | \$1,669,226   |
| Total Transfers In                   | \$19,736,616  | \$20,250,661       | \$20,251,661     | \$20,251,661  | \$20,250,661  | \$20,250,661  |
| Total Revenues & Transfers In        | \$417,677,203 | \$426,159,186      | \$430,271,598    | \$430,070,349 | \$434,748,182 | \$440,321,113 |
|                                      |               | Appropri           | iations          |               |               |               |
| Salaries                             | \$235,341,937 | \$244,571,346      | \$243,740,282    | \$243,672,893 | \$247,670,730 | \$250,967,685 |
| Employee Benefits                    | \$72,699,513  | \$76,901,312       | \$77,005,584     | \$77,308,788  | \$79,894,322  | \$81,262,704  |
| Purchased Services - District        | \$22,757,840  | \$23,584,966       | \$25,597,315     | \$26,675,907  | \$25,875,198  | \$26,328,873  |
|                                      |               |                    |                  |               |               |               |
| Purchased Services - Charter schools | \$50,490,872  | \$56,100,619       | \$54,320,780     | \$53,418,504  | \$57,748,317  | \$57,978,488  |
| Energy Services                      | \$9,339,092   | \$9,841,194        | \$9,594,259      | \$9,568,848   | \$9,856,512   | \$9,861,491   |
| Materials and Supplies               | \$9,426,938   | \$10,971,956       | \$9,685,779      | \$9,137,397   | \$11,050,076  | \$10,669,557  |
| Capital Outlay                       | \$2,064,978   | \$2,106,275        | \$2,194,452      | \$2,143,874   | \$2,187,515   | \$2,145,604   |
| Other Expenses                       | \$941,040     | \$959,862          | \$961,912        | \$1,041,331   | \$962,361     | \$1,041,759   |
| Transfers Out                        | \$577,910     | \$577,910          | \$577,910        | \$577,910     | \$577,910     | \$577,910     |
| Total Appropriations                 | \$403,640,120 | \$425,615,440      | \$423,678,273    | \$423,545,452 | \$435,822,941 | \$440,834,071 |
| Excess (Deficiency) of Revenues and  |               |                    |                  |               |               |               |
| Transfers Over Expenditures          | \$14,037,083  | \$543,747          | \$6,593,324      | \$6,524,897   | (\$1,074,760) | (\$512,958)   |
|                                      |               | Fund Ba            | lance            |               |               |               |
| Beginning Gross Fund Balance         | \$44,840,713  | \$58,877,796       | \$58,877,796     | \$58,877,796  | \$65,471,121  | \$65,402,693  |
| Ending Gross Fund Balance            | \$58,877,796  | \$59,421,542       | \$65,471,121     | \$65,402,693  | \$64,396,361  | \$64,889,735  |
|                                      | Com           | position of Ending | Gross Fund Balan | ice           |               |               |
| Assigned for Encumbrances            | \$2,850,559   | \$2,850,559        | \$2,850,559      | \$2,850,559   | \$2,850,559   | \$2,850,559   |
|                                      |               |                    |                  |               |               |               |
| Non Spendable - Inventory/Prepaid    | \$5,764,339   | \$5,764,339        | \$5,764,339      | \$5,764,339   | \$5,764,339   | \$5,764,339   |
| Restricted for Categorical & Grant   |               |                    |                  |               |               |               |
| Carry forwards                       | \$3,401,083   | \$3,401,083        | \$4,301,083      | \$4,301,083   | \$4,301,083   | \$4,301,083   |
| Restricted for Work Force            |               |                    |                  |               |               |               |
| Development                          | \$6,276,988   | \$6,276,988        | \$6,276,988      | \$6,276,988   | \$4,790,488   | \$4,790,488   |
| Assigned School & Department Carry   |               |                    |                  |               |               |               |
| forwards                             | \$4,466,114   | \$4,466,114        | \$4,466,114      | \$4,466,114   | \$4,420,017   | \$4,420,017   |
| Unassigned by Board Policy 10% to    |               |                    |                  |               |               |               |
| 7.5% of Total Appropriations         | \$36,118,713  | \$36,662,459       | \$41,812,038     | \$41,743,610  | \$42,269,875  | \$42,763,249  |
| Unassigned - Amount beyond assigned  |               |                    |                  |               |               |               |
| 10%                                  |               |                    |                  |               |               |               |
| Total Ending Gross Fund Balance      | \$58,877,796  | \$59,421,542       | \$65,471,121     | \$65,402,693  | \$64,396,361  | \$64,889,735  |

### Comparative Statement of Revenues for the Fiscal Years 2015-2016 through 2017-2018 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|                                     | 2015-2016     | 2016-2017     | 2016-2017     | 2016-2017     | 2017-2018     | 2017-2018     |
|-------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                     | Actual        | Original      | Amended       | Projected     | Level Funding | Preliminary   |
| Account Description                 |               | Budget        | Budget        | Actual        | Budget        | Budget        |
|                                     | •             | Federal I     | Direct        |               |               |               |
| ROTC / PELL / SEOG                  | \$393,575     | \$401,446     | \$401,446     | \$401,446     | \$409,475     | \$409,475     |
| Medicaid Reimbursement              | \$2,218,770   | \$2,263,146   | \$2,169,765   | \$2,169,765   | \$2,413,160   | \$2,413,160   |
| Total Federal Direct                | \$2,612,345   | \$2,664,592   | \$2,571,211   | \$2,571,211   | \$2,822,635   | \$2,822,635   |
|                                     | ·             | Stat          | e             |               |               |               |
| Florida Ed. Finance Program         | (\$1,383,023) | \$882,687     | \$601,925     | \$1,289,933   | \$608,968     | \$1,310,539   |
| ESE Scholarships                    | (\$2,969,273) | (\$3,028,659) | (\$3,114,566) | (\$3,144,714) | (\$3,151,006) | (\$3,181,507) |
| Best and Brightest Scholorship      | \$1,362,285   |               | \$1,486,086   | \$1,486,086   |               |               |
| Work Force Development              | \$7,363,187   | \$7,147,469   | \$7,147,469   | \$7,147,469   | \$7,147,469   | \$7,183,206   |
| Ed. Enhancement / Lottery           |               |               | \$0           | \$745,832     |               |               |
| CO&DS Withheld for Admin            | \$27,105      | \$27,105      | \$27,105      | \$27,105      | \$27,105      | \$27,105      |
| Race Track Funds                    | \$446,500     | \$446,500     | \$446,500     | \$446,500     | \$446,500     | \$446,500     |
| Class Size Reduction                | \$47,243,753  | \$47,968,961  | \$47,820,692  | \$47,820,692  | \$48,380,194  | \$48,204,691  |
| Instructional Materials             | \$3,549,525   | \$3,588,430   | \$3,552,534   | \$3,605,676   | \$3,594,099   | \$3,586,379   |
| State License Tax                   | \$246,278     | \$246,278     | \$246,278     | \$246,278     | \$246,278     | \$246,278     |
| Transportation                      | \$6,226,814   | \$6,297,121   | \$6,449,886   | \$6,354,390   | \$6,525,350   | \$6,387,727   |
| Safe Schools                        | \$959,475     | \$959,228     | \$959,219     | \$960,188     | \$970,442     | \$952,133     |
|                                     |               |               |               |               |               |               |
| Supplemental Academic Instruction   | \$8,615,669   | \$8,741,111   | \$8,686,853   | \$8,686,853   | \$8,788,489   | \$8,758,112   |
| Reading Instruction                 | \$2,006,075   | \$2,008,701   | \$2,011,381   | \$2,015,922   | \$2,034,914   | \$2,007,791   |
| Teachers Lead Program               | \$702,713     | \$694,084     | \$694,084     | \$694,084     | \$702,205     | \$695,271     |
|                                     |               |               |               |               |               |               |
| Florida School Recognition Program  | \$2,734,660   | \$2,734,660   | \$1,998,048   | \$1,998,048   | \$1,998,048   | \$2,740,680   |
| Digital Classrooms                  | \$890,400     | \$1,166,700   | \$1,166,681   | \$1,168,814   | \$1,180,331   | \$1,167,840   |
| Other Miscellaneous State           | \$174,243     | \$174,243     | \$174,243     | \$174,243     | \$176,282     | \$176,282     |
| Total State                         | 78,196,386    | 80,054,619    | 80,354,418    | 81,723,399    | 79,675,668    | 80,709,027    |
|                                     |               | Loca          | al            |               |               |               |
| District School Tax (Required Local |               |               |               |               |               |               |
| Effort)                             | \$220,226,949 | \$220,320,449 | \$222,523,654 | \$222,523,654 | \$220,974,553 | \$223,797,307 |
| District School Tax (Discretionary) | \$36,484,996  | \$39,378,661  | \$39,772,447  | \$39,772,447  | \$42,513,170  | \$42,170,995  |
| Voted School Tax                    | \$48,776,733  | \$52,645,268  | \$53,171,721  | \$53,171,721  | \$56,856,890  | \$56,378,336  |
| Course Fees                         | \$2,403,304   | \$2,403,304   | \$2,403,304   | \$2,403,304   | \$2,431,423   | \$2,431,423   |
| Childcare Fees                      | \$1,890,342   | \$1,890,342   | \$2,091,563   | \$2,015,179   | \$2,091,563   | \$2,015,179   |
| Rent                                | \$334,544     | \$334,544     | \$354,105     | \$495,634     | \$354,105     | \$495,634     |
| Interest                            | \$494,629     | \$494,629     | \$494,629     | \$550,317     | \$494,629     | \$550,317     |
| Food Service Indirect Cost          | \$392,348     | \$392,348     | \$563,748     | \$496,541     | \$563,748     | \$496,541     |
| Federal Indirect Cost               | \$806,389     | \$806,389     | \$972,952     | \$859,992     | \$972,952     | \$859,992     |
| Other Misc. Sources                 | \$5,321,621   | \$4,523,380   | \$4,746,185   | \$3,235,289   | \$4,746,185   | \$7,343,066   |
| Total Local                         | \$317,131,855 | \$323,189,314 | \$327,094,308 | \$325,524,078 | \$331,999,218 | \$336,538,790 |
| Total Revenues                      | \$397,940,586 | \$405,908,525 | \$410,019,937 | \$409,818,688 | \$414,497,521 | \$420,070,452 |

## **Comparison of Positions**

## 2015-2016 through 2017-2018

## 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|  |  | 2015-2016   | 2016-2017   | 2016-2017   | 2016-2017   | 2017-2018   | 2017-2018  |
|--|--|---|---|---|---|---|--|
|  |  | Actual  | Original  | Amended   | Actual  | Level Funding   | Preliminary  |
|  | Classification   | Filled  | Budget  | Budget  | Filled  | Budget  | Budget   |
|  |  |   | Instructiona  | l Personnel   |   |   | -  |
| he Florida   | Legislature has defined I  | nstructional Personn  |   |   | includes the prov   | ision of direct instru  | ctional services t   |
|  | •  | also includes person  | -   |   | •   |   |  |
| eachers  |  | 2,421.2   | 2 2,529.2   | 2,524.3   | 2,453.2   | 2,585.9   | 2,588  |
| eacher Aide  | es & Para Aides  | 542.4   | 572.6   | 569.9   | 531.8   | 583.0   | 586  |
| Juidance Co  | ounselors & Behavior   |   |   |   |   |   |  |
| pecialists   |  | 102.4   | 110.8   | 110.3   | 108.3   | 108.1   | 119  |
| 'sychologist:  | s and Social Workers   | 29.6  | 5 30.2  | 30.2  | 30.2  | 30.6  | 31   |
| otal Instruc   | ctional Personnel  | 3,095.6   | 5 3,242.8   | 3,234.6   | 3,123.5   | 3,307.5   | 3,325  |
|  |  |   | Educational Sup   | port Personnel  |   |   |  |
| The Flo  | orida Legislature has de   | fined Educational S   | -   | •   | ose job function  | s are neither admii   | nistrative nor   |
|  |  |   | •• • •  | oports the education  | •   |   |  |
| /anagers / S   | Supv. / Specialists  | 115.1   |   | 126.8   | 122.8   | 143.4   | 142  |
| Bus Aides  |  | 54.0  | ) 58.0  | 60.0  | 54.0  | 60.0  | 60   |
| Bus Drivers  |  | 236.5   | 5 269.0   | 269.7   | 218.2   | 269.0   | 268  |
| Custodians   |  | 265.6   | 5 324.6   | 324.6   | 249.6   | 353.6   | 354  |
| Data Processing Pers.  |  | 92.2  | 2 95.2  | 96.2  | 93.2  | 104.2   | 109  |
| District & School Secretarial  |  |   |   |   |   |   |  |
|  | hool Secretarial   | 305.1   | 313.7   | 312.1   | 298.1   | 326.1   | 327.   |
| District & Sch   |  | 305.1   |   | 312.1<br>163.5  | 298.1<br>151.5  |   |  |
| District & Sch<br>Maint. /Mec  | hool Secretarial<br>chanics/Delivery<br>tional Support Pers.   |   | 162.1   |   |   | 167.5   | 327.<br>162.<br>1,423.   |
| District & Sch<br>Maint. /Mec  | chanics/Delivery   | 152.1   | 162.1<br>5 1,345.1  | 163.5<br>1,352.9  | 151.5   | 167.5   | 162.   |
| District & Sch<br>Maint. /Mecl<br>Fotal Educati  | chanics/Delivery   | 152.1<br>1,220.6  | 162.1<br>1,345.1<br>Administrativ   | 163.5<br>1,352.9<br>/e Personnel  | 151.5<br>1,187.4  | 167.5<br>1,423.8  | 162.<br>1,423.   |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br><b>The Flo</b>  | chanics/Delivery<br>tional Support Pers.<br>Drida Legislature has de<br>developmer   | 152.1<br>1,220.6  | Administrativ<br>personnel as "th   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res   | 151.5<br>1,187.4<br>ponsible for mar  | 167.5<br>1,423.8<br>nagement function   | 162.<br>1,423.   |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Boarc  | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members  | fined Administrativ<br>t of policies and im<br>5.0  | Administrative<br>personnel as "th<br>plementation of th<br>5.0   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug   | 151.5<br>1,187.4<br>ponsible for mar<br><u>sh the direction (</u><br>5.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0  | 162<br>1,423<br>s such as the<br>5   |
| District & Sch<br>Maint. /Mech<br>Total Educati<br>The Flo<br>School Board<br>Superintende   | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>lent  | fined Administrativ<br>t of policies and im<br>5.0  | Administrative personnel as "the plementation of the plementation | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throus<br>5.0<br>1.0   | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction o<br>5.0<br>1.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0   | 162.<br>1,423.<br>s such as the<br>5.<br>1.  |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Boarc  | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>lent  | fined Administrativ<br>t of policies and im<br>5.0  | Administrative personnel as "the plementation of the plementation | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throus<br>5.0<br>1.0   | 151.5<br>1,187.4<br>ponsible for mar<br><u>sh the direction (</u><br>5.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0   | 162<br>1,423<br>s such as the<br>5<br>1  |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin   | chanics/Delivery<br>tional Support Pers.<br>Drida Legislature has de<br>developmer<br>d Members<br>lent<br>incipals<br>perintendents   | 152.1<br>1,220.6<br>Ifined Administrativ<br>It of policies and im<br>5.0<br>1.0<br>52.0<br>2.0  | 162.1           1,345.1           Administrative           personnel as "the plementation of the plementa   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0  | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction o<br>5.0<br>1.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0   | 162<br>1,423<br>s such as the<br>5<br>1<br>70<br>3   |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin   | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>lent<br>incipals  | 152.1<br>1,220.6<br>fined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0  | 162.1           1,345.1           Administrative           personnel as "the plementation of the plementa   | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4  | 151.5<br>1,187.4<br>ponsible for mar<br><u>sh the direction (</u><br>5.0<br>1.0<br>53.0   | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4  | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.   |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals  | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors       | 152.1<br>1,220.6<br>afined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0                                      | 162.1           1,345.1           Administrative           personnel as "the           plementation of the           0         5.0           0         1.0           0         54.0           0         2.0           4         15.4           0         39.0   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0                                      | 151.5<br>1,187.4<br>ponsible for mar<br><u>sh the direction (</u><br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0                                      | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.                             |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini   | chanics/Delivery<br>tional Support Pers.<br>Drida Legislature has de<br>developmer<br>d Members<br>lent<br>incipals<br>perintendents   | 152.1<br>1,220.6<br>Ifined Administrative<br>of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4                               | 162.1           1,345.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         54.0           0         54.0           15.4         39.0           116.4         116.4  | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4                             | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4   | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4                             | 162.<br>1,423.<br>s such as the<br>5.<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.               |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals  | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors       | 152.1<br>1,220.6<br>afined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0                                      | 162.1           1,345.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         54.0           0         54.0           15.4         39.0           116.4         116.4  | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0                                      | 151.5<br>1,187.4<br>ponsible for mar<br><u>sh the direction (</u><br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0  | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4                             | 162.<br>1,423.   |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total   | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>lent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers. | 152.1<br>1,220.6<br>Ifined Administrative<br>of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4                               | 162.1           1,345.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         54.0           0         54.0           15.4         39.0           116.4         116.4  | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4                             | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4   | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4                             | 162.<br>1,423.<br>s such as the<br>5.<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.               |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total   | chanics/Delivery<br>tional Support Pers.<br><b>Drida Legislature has de</b><br><b>developmer</b><br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors       | 152.1<br>1,220.6<br>Ifined Administrative<br>of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4                               | 162.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         5.0           0         5.0           0         54.0           0         54.0           0         39.0           4         116.4           5         4,704.2   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4<br>4,704.9                  | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3                              | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4                             | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.                     |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Board<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total  | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers.  | 152.1<br>1,220.6<br>Ifined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4<br>4,430.6                  | 162.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         5.0           0         5.0           0         54.0           0         54.0           0         39.0           4         116.4           5         4,704.2   | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4                             | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3                              | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4<br>4,864.7                  | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.<br>4,881.           |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total<br>50,000<br>40,000                     | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers.  | 152.1<br>1,220.6<br>Ifined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4<br>4,430.6                  | 162.1           Administrative           personnel as "the           plementation of the           0         5.0           0         5.0           0         5.0           0         5.0           0         54.0           0         54.0           0         39.0           4         116.4           5         4,704.2   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4<br>4,704.9                  | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3                              | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4<br>4,864.7                  | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.<br>4,881.           |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total<br>50,000<br>40,000<br>30,000          | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>lent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers. | 152.1<br>1,220.6<br>ifined Administrative<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4<br>4,430.6<br>37,436 36,47 | 162.1         1,345.1         Administrative         ye personnel as "the plementation of the plementatin of the plementation of the plementatin of the pleme   | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4<br>4,704.9<br>35,567 36,115 | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3<br>36,221                    | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4<br>4,864.7<br>36,439 36,764 | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.<br>4,881.<br>37,267 |
| District & Sch<br>Maint. /Mec<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total<br>50,000<br>40,000<br>30,000<br>10,000 | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>ent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers.  | 152.1<br>1,220.6<br>Ifined Administrativ<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4<br>4,430.6                  | 162.1         1,345.1         Administrative         ye personnel as "the plementation of the plementating the plementation of the plementating the plementat   | 163.5<br>1,352.9<br>ve Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4<br>4,704.9                  | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3<br>36,221 3<br>▲             | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4<br>4,864.7                  | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.<br>4,881.           |
| District & Sch<br>Maint. /Mecl<br>Total Educati<br>The Flo<br>School Boarc<br>Superintende<br>Assistant Prin<br>Assistant Sup<br>Directors & E<br>Principals<br>Total Admini<br>Grand Total<br>50,000<br>40,000<br>30,000          | chanics/Delivery<br>tional Support Pers.<br>orida Legislature has de<br>developmer<br>d Members<br>lent<br>incipals<br>perintendents<br>Executive Directors<br>istrative Pers. | 152.1<br>1,220.6<br>ifined Administrative<br>at of policies and im<br>5.0<br>1.0<br>52.0<br>2.0<br>15.4<br>39.0<br>114.4<br>4,430.6<br>37,436 36,47 | 162.1         1,345.1         Administrative         ve personnel as "the plementation of the plementating the plementation of the plementating the plementat   | 163.5<br>1,352.9<br>/e Personnel<br>ose employees res<br>nose policies throug<br>5.0<br>1.0<br>54.0<br>3.0<br>15.4<br>39.0<br>117.4<br>4,704.9<br>35,567 36,115 | 151.5<br>1,187.4<br>ponsible for mar<br>gh the direction of<br>5.0<br>1.0<br>53.0<br>3.0<br>15.4<br>39.0<br>116.4<br>4,427.3<br>36,221<br>36,221<br>4,612 | 167.5<br>1,423.8<br>nagement function<br>of personnel."<br>5.0<br>1.0<br>70.0<br>3.0<br>15.4<br>39.0<br>133.4<br>4,864.7<br>36,439 36,764 | 162.<br>1,423.<br>s such as the<br>5.<br>1.<br>70.<br>3.<br>13.<br>39.<br>132.<br>4,881.<br>37,267 |

### **Comparison of Salaries**

## 2015-2016 through 2017-2018

# 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|  | 2015-2016   | 2016-2017  | 2016-2017  | 2016-2017   | 2017-2018   | 2017-2018  |
|--|---|--|--|---|---|--|
|  | Actual  | Original   | Amended  | Projected   | Level Funding   | Preliminary  |
| Classification   |   | Budget   | Budget   | Actual  | Budget  | Budget   |
|  | •   |  |  |   |   |  |
| The Florida Legislature has defined Ins  | tructional Darcannal  | Instructional  |  | includes the maxi   | sion of direct instruct   |  |
| _  | so includes personne  | -  |  | -   |   | ctional services to  |
| Teachers   | \$136,378,810   | \$141,698,189  | \$142,417,477  | \$142,404,912   | \$143,742,216   | \$146,004,542  |
| Teacher Aides & Para Aides   | \$11,559,684  | \$12,069,032   | \$12,198,570   | \$12,146,087  | \$12,291,812  | \$12,502,850   |
| Guidance Counselors  | \$5,869,144   | \$6,384,662  | \$6,337,906  | \$6,344,849   | \$6,211,492   | \$6,947,983  |
| Psychologists and Social Workers   | \$2,066,740   | \$2,118,408  | \$2,203,970  | \$2,187,834   | \$2,233,162   | \$2,279,477  |
| After School Childcare Staff   | \$961,502   | \$1,034,961  | \$1,053,026  | \$1,058,112   | \$1,053,026   | \$1,100,436  |
| Part Time Adult Teaching Staff   | \$1,478,927   | \$1,591,917  | \$1,513,505  | \$1,474,180   | \$1,788,963   | \$1,742,480  |
| Extra Duty Days  | \$546,548   | \$618,410  | \$605,209  | \$625,538   | \$656,113   | \$673,721  |
| Longevity (Classified & Instructional)   | \$7,390,823   | \$7,316,915  | \$7,395,361  | \$7,216,225   | \$7,210,477   | \$7,035,820  |
| Substitutes-Classified   | \$2,874,977   | \$3,194,625  | \$3,482,095  | \$3,476,199   | \$2,089,257   | \$2,349,911  |
| Supplements  | \$2,651,437   | \$2,757,495  | \$2,950,277  | \$2,957,519   | \$3,009,283   | \$3,016,670  |
| Temporary/P.T.Hourly   | \$1,194,197   | \$1,335,434  | \$1,286,746  | \$1,295,032   | \$2,328,143   | \$2,336,630  |
| Terminal Leave Pay   | \$4,210,312   | \$4,315,570  | \$3,072,777  | \$3,519,789   | \$3,072,777   | \$3,219,789  |
| One Time Payments  | \$3,397,019   | \$3,484,660  | \$3,087,834  | \$3,094,232   | \$2,298,048   | \$1,607,166  |
| Total Instructional Personnel  | \$180,580,120   | \$187,920,277  | \$187,604,753  | \$187,800,508   | \$187,984,769   | \$190,817,475  |
|  | , , ,   | . , ,  | , , ,  | . , ,   | , , ,   |  |
|  |   |  |  | -   |   | istrative nor  |
| Coord./Managers/Supv./Specialists  | instructional, ye<br>\$7,115,494  | t whose work sup<br>\$7,779,395  | ports the educatio<br>\$7,614,954  | nal process."   | \$8,479,730   |  |
| Coord./Managers/Supv./Specialists<br>Bus Aides   |   |  | -  | -   |   | \$8,417,714<br>\$899,160   |
|  | \$7,115,494   | \$7,779,395  | \$7,614,954  | nal process."<br>\$7,517,295  | \$8,479,730   | \$8,417,714  |
| Bus Aides  | \$7,115,494<br>\$910,512  | \$7,779,395<br>\$942,380   | \$7,614,954<br>\$911,375   | nal process."<br>\$7,517,295<br>\$899,362   | \$8,479,730<br>\$897,704  | \$8,417,714<br>\$899,160   |
| Bus Aides<br>Bus Drivers   | \$7,115,494<br>\$910,512<br>\$5,124,436   | \$7,779,395<br>\$942,380<br>\$5,313,668  | \$7,614,954<br>\$911,375<br>\$4,978,393  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106  | \$8,479,730<br>\$897,704<br>\$4,891,534   | \$8,417,714<br>\$899,160<br>\$4,971,923  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082   | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069   | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086  | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949   |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial   | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319   | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419   | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714  | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814   |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity   | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277   | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190   | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020  | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011   |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery   | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br><b>Personnel</b>  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has defin   | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>e Personnel<br>ose employees res  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions  | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has defin<br>development  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br>ned Administrative<br>of policies and imp  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>e Personnel<br>ose employees respose policies throug  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>h the direction o   | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions<br>f personnel."   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>such as the   |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has defin<br>development  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br>ned Administrative<br>of policies and imp<br>\$194,170   | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>e Personnel<br>ose employees response policies throug<br>\$196,149  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>h the direction o<br>\$195,477  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions<br>f personnel."   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br><b>such as the</b><br>\$195,477   |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has defin<br>development<br>School Board Members<br>Superintendent  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br>ned Administrative<br>of policies and imp<br>\$194,170<br>\$221,644  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185   | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>e Personnel<br>ose employees res<br>ose policies throug<br>\$196,149<br>\$238,773   | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>h the direction o<br>\$195,477<br>\$246,316   | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions<br>f personnel."   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br><b>such as the</b><br>\$195,477<br>\$265,010  |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has define<br>development of<br>School Board Members<br>Superintendent<br>Assistant Principals                      | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br><b>ned Administrative</b><br>of policies and imp<br>\$194,170<br>\$221,644<br>\$4,672,997  | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185<br>\$4,789,822  | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>• Personnel<br>ose employees res<br>ose policies throug<br>\$196,149<br>\$238,773<br>\$4,995,354  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>the direction o<br>\$195,477<br>\$246,316<br>\$4,999,767  | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions<br>f personnel."<br>\$196,149<br>\$238,773<br>\$6,378,327  | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>\$46,312,687<br>\$uch as the<br>\$195,477<br>\$265,010<br>\$6,539,721   |
| Bus Aides Bus Drivers Custodians Data Processing Pers. District & School Secretarial Extra Duty Days Longevity Maint. /Mechanics/Delivery Total Educational Support Pers. The Florida Legislature has defin development School Board Members Superintendent Assistant Principals Asst Superintendents  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br><b>ned Administrative</b><br>of policies and imp<br>\$194,170<br>\$221,644<br>\$4,672,997<br>\$340,645                               | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185<br>\$4,789,822<br>\$349,161                               | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>e Personnel<br>ose employees res<br>ose policies throug<br>\$196,149<br>\$238,773<br>\$4,995,354<br>\$430,390   | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>h the direction o<br>\$195,477<br>\$246,316<br>\$4,999,767<br>\$440,541                               | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br>agement functions<br>f personnel."<br>\$196,149<br>\$238,773<br>\$6,378,327<br>\$533,078   | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>\$46,312,687<br>\$such as the<br>\$195,477<br>\$265,010<br>\$6,539,721<br>\$541,074   |
| Bus Aides Bus Drivers Custodians Data Processing Pers. District & School Secretarial Extra Duty Days Longevity Maint. /Mechanics/Delivery Total Educational Support Pers. The Florida Legislature has defin development School Board Members Superintendent Assistant Principals Asst Superintendents Directors & Executive Directors            | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br><b>ned Administrative</b><br>of policies and imp<br>\$194,170<br>\$221,644<br>\$4,672,997<br>\$340,645<br>\$1,609,652                | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185<br>\$4,789,822<br>\$349,161<br>\$1,678,738                | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>• Personnel<br>ose employees res<br>ose policies throug<br>\$196,149<br>\$238,773<br>\$4,995,354<br>\$430,390<br>\$1,828,871  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>th the direction o<br>\$195,477<br>\$246,316<br>\$4,999,767<br>\$440,541<br>\$1,807,965               | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br><b>agement functions</b><br><b>f personnel."</b><br>\$196,149<br>\$238,773<br>\$6,378,327<br>\$533,078<br>\$1,955,817                | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687                                    |
| Bus Aides Bus Drivers Custodians Data Processing Pers. District & School Secretarial Extra Duty Days Longevity Maint. /Mechanics/Delivery Total Educational Support Pers. The Florida Legislature has defin development School Board Members Superintendent Assistant Principals Asst Superintendents Directors & Executive Directors Principals | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br><b>ned Administrative</b><br>of policies and imp<br>\$194,170<br>\$221,644<br>\$4,672,997<br>\$340,645<br>\$1,609,652<br>\$4,670,997 | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185<br>\$4,789,822<br>\$349,161<br>\$1,678,738<br>\$4,798,133 | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br><b>Personnel</b><br><b>pse employees res</b><br><b>pse policies throug</b><br>\$196,149<br>\$238,773<br>\$4,995,354<br>\$4,995,354<br>\$430,390<br>\$1,828,871<br>\$4,588,135 | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>h the direction o<br>\$195,477<br>\$246,316<br>\$4,999,767<br>\$440,541<br>\$1,807,965<br>\$4,509,158 | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br><b>agement functions</b><br><b>f personnel."</b><br>\$196,149<br>\$238,773<br>\$6,378,327<br>\$533,078<br>\$1,955,817<br>\$4,588,135 | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$265,010<br>\$6,539,721<br>\$265,010<br>\$6,539,721<br>\$541,074<br>\$1,613,827<br>\$4,682,414 |
| Bus Aides<br>Bus Drivers<br>Custodians<br>Data Processing Pers.<br>District & School Secretarial<br>Extra Duty Days<br>Longevity<br>Maint. /Mechanics/Delivery<br>Total Educational Support Pers.<br>The Florida Legislature has defin<br>development<br>School Board Members<br>Superintendent<br>Assistant Principals<br>Asst Superintendents  | \$7,115,494<br>\$910,512<br>\$5,124,436<br>\$7,708,722<br>\$3,814,843<br>\$9,442,430<br>\$132,573<br>\$2,350,768<br>\$6,451,934<br>\$43,051,712<br><b>ned Administrative</b><br>of policies and imp<br>\$194,170<br>\$221,644<br>\$4,672,997<br>\$340,645<br>\$1,609,652                | \$7,779,395<br>\$942,380<br>\$5,313,668<br>\$7,978,527<br>\$3,990,278<br>\$9,816,728<br>\$142,702<br>\$2,384,384<br>\$6,265,799<br>\$44,613,861<br>Administrative<br>personnel as "the<br>lementation of the<br>\$194,170<br>\$227,185<br>\$4,789,822<br>\$349,161<br>\$1,678,738                | \$7,614,954<br>\$911,375<br>\$4,978,393<br>\$7,809,082<br>\$3,936,808<br>\$9,435,319<br>\$135,265<br>\$2,330,277<br>\$6,706,385<br>\$43,857,857<br>• Personnel<br>ose employees res<br>ose policies throug<br>\$196,149<br>\$238,773<br>\$4,995,354<br>\$430,390<br>\$1,828,871  | nal process."<br>\$7,517,295<br>\$899,362<br>\$4,992,106<br>\$7,867,069<br>\$3,890,621<br>\$9,436,419<br>\$132,629<br>\$2,247,190<br>\$6,690,470<br>\$43,673,161<br>ponsible for man<br>th the direction o<br>\$195,477<br>\$246,316<br>\$4,999,767<br>\$440,541<br>\$1,807,965               | \$8,479,730<br>\$897,704<br>\$4,891,534<br>\$8,379,086<br>\$4,200,230<br>\$9,772,714<br>\$135,265<br>\$2,272,020<br>\$6,767,399<br>\$45,795,682<br><b>agement functions</b><br><b>f personnel."</b><br>\$196,149<br>\$238,773<br>\$6,378,327<br>\$533,078<br>\$1,955,817                | \$8,417,714<br>\$899,160<br>\$4,971,923<br>\$8,592,949<br>\$4,411,343<br>\$9,899,814<br>\$137,934<br>\$2,191,011<br>\$6,790,839<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687<br>\$46,312,687  |

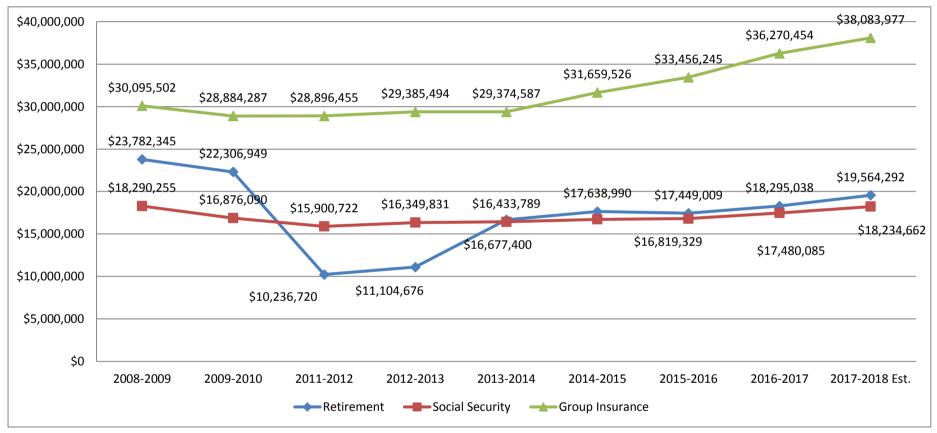
#### **Comparative Statement of Employee Benefits**

2015-2016 through 2017-2018

#### 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|  |              |              |              | <u> </u>     |               |              |
|--|--------------|--------------|--------------|--------------|---------------|--------------|
|  | 2015-2016    | 2016-2017    | 2016-2017    | 2016-2017    | 2017-2018     | 2017-2018    |
|  | Actual       | Original     | Amended      | Projected    | Level Funding | Preliminary  |
| Employee Benefit Detail                |              | Budget       | Budget       | Actual       | Budget        | Budget       |
| Retirement                             | \$17,449,009 | \$19,022,538 | \$18,292,942 | \$18,295,038 | \$19,443,563  | \$19,564,292 |
| Social Security                        | \$16,819,329 | \$17,609,137 | \$18,152,042 | \$17,480,085 | \$18,079,964  | \$18,234,662 |
| Group Insurance                        | \$33,456,245 | \$35,129,058 | \$35,129,058 | \$36,270,454 | \$36,885,511  | \$38,083,977 |
| Cafeteria Plan, Group Life, Disability |              |              |              |              |               |              |
| Dental/Vision Insurance                | \$1,882,431  | \$1,920,080  | \$2,246,955  | \$2,139,671  | \$2,291,894   | \$2,182,465  |
| Employee Assistance Programs           |              |              |              |              |               |              |
| including unemployment                 |              |              |              |              |               |              |
| compensation                           | \$284,668    | \$290,361    | \$271,714    | \$236,211    | \$274,893     | \$238,975    |
| Early Retirement Plan Insurance        | \$489,318    | \$484,425    | \$465,042    | \$472,269    | \$441,790     | \$448,656    |
| Workers Compensation                   | \$2,318,513  | \$2,445,712  | \$2,447,830  | \$2,415,060  | \$2,476,707   | \$2,509,677  |
| Total                                  | \$72,699,513 | \$76,901,312 | \$77,005,584 | \$77,308,788 | \$79,894,322  | \$81,262,704 |

Comparison of the Major Employee Benefits for the Period 2008-2009 through 2017-2018



### Comparative Statement of Appropriations by Object, For the Fiscal Years 2015-16 through 2017-18 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

| 2010 201                               | 7 Projection Bas |               |               | s through thuy | 01,2017              |                     |
|--|------------------|---------------|---------------|----------------|----------------------|---------------------|
|  | 2015-2016        | 2016-2017     | 2016-2017     | 2016-2017      | 2017-2018            | 2017-2018           |
|  | Actual           | Original      | Amended       | Projected      | Level Funding        | Preliminary         |
| Appropriations by Object               |                  | Budget        | Budget        | Actual         | Budget               | Budget              |
|  |                  | Purchased     | Services      |                |                      |                     |
| Professional Services                  | \$3,403,074      | \$3,843,105   | \$4,222,337   | \$4,566,849    | \$4,271,738          | \$4,667,281         |
| Charter School Payments                | \$50,490,872     | \$56,100,619  | \$54,320,780  | \$53,418,504   | \$57,748,317         | \$57,978,488        |
| Second Chance School Payments          | \$1,065,916      | \$1,087,234   | \$1,097,561   | \$1,097,561    | \$1,108,536          | \$1,111,078         |
| Virtual School Payments                | \$40,634         | \$41,447      | \$105,859     | \$131,859      | \$107,097            | \$133,401           |
| Physical Exams                         | \$20,666         | \$21,079      | \$19,608      | \$14,820       | \$19,837             | \$14,993            |
| Insurance Premiums                     | \$2,670,111      | \$2,723,513   | \$2,723,513   | \$2,723,513    | \$2,723,513          | \$2,723,513         |
| Legal Services                         | \$362,212        | \$369,456     | \$368,308     | \$468,308      | \$372,617            | \$398,787           |
| In County Travel                       | \$188,923        | \$192,701     | \$168,164     | \$174,882      | \$168,164            | \$174,882           |
| Out of County Travel                   | \$488,369        | \$498,136     | \$497,747     | \$577,271      | \$497,747            | \$580,271           |
| Repairs And Maintenance                | \$3,945,089      | \$4,023,991   | \$4,309,535   | \$4,315,833    | \$4,359,957          | \$4,366,328         |
| Rentals and Software Licensing         | \$4,799,792      | \$4,895,788   | \$5,235,338   | \$5,912,370    | \$5,296,591          | \$5,381,545         |
| Postage                                | \$175,720        | \$179,234     | \$163,369     | \$159,553      | \$165,281            | \$161,420           |
| Telephone                              | \$449,782        | \$458,778     | \$634,941     | \$555,015      | \$647,370            | \$566,509           |
| Cell Phones                            | \$123,784        | \$126,260     | \$183,742     | \$172,026      | \$185,892            | \$149,039           |
|  |                  |               | . ,           | . ,            | . ,                  | . ,                 |
| Fiber Optic Lines / Technology Hosting | \$945,443        | \$964,352     | \$1,025,915   | \$1,068,676    | \$1,044,918          | \$1,088,180         |
| Utilities - Water/Sewer                | \$1,208,076      | \$1,232,238   | \$1,267,993   | \$1,266,228    | \$1,297,829          | \$1,296,893         |
| Utilities - Garbage                    | \$362,311        | \$369,557     | \$346,887     | \$367,479      | \$343,863            | \$374,778           |
| Other Purchased Services               | \$2,507,938      | \$2,558,097   | \$3,226,498   | \$3,103,664    | \$3,264,248          | \$3,139,976         |
| Total Purchased Services               | \$73,248,712     | \$79,685,585  | \$79,918,095  | \$80,094,411   | \$83,623,515         | \$84,307,362        |
|  | -, -,            | Energy S      |               | 1 / /          |                      | 1 - 1 - 1           |
| Natural & Bottled Gas                  | \$61,687         | \$62,921      | \$51,291      | \$48,407       | \$51,891             | \$48,973            |
| Electric                               | \$7,418,214      | \$7,863,306   | \$7,443,766   | \$7,496,680    | \$7,680,858          | \$7,736,141         |
| Gasoline /Diesel Fuel                  | \$1,859,191      | \$1,914,967   | \$2,099,202   | \$2,023,761    | \$2,123,763          | \$2,076,377         |
| Total Energy Services                  | \$9,339,092      | \$9,841,194   | \$9,594,259   | \$9,568,848    | \$9,856,512          | \$9,861,491         |
|  | +-,,=            | Materials an  |               | + - / /        | + - / /              | + = , = = = , = = = |
| Consumable Supplies                    | \$6,526,955      | \$6,657,495   | \$6,754,351   | \$6,380,826    | \$6,784,351          | \$6,602,956         |
| State Textbooks                        | \$1,623,929      | \$3,012,886   | \$1,548,811   | \$1,548,317    | \$2,866,932          | \$2,844,211         |
| Discretionary Instr. Materials         | \$767,919        | \$783,277     | \$866,710     | \$733,585      | \$876,850            | \$742,168           |
| Periodicals & Newspapers               | \$63,362         | \$64,629      | \$71,312      | \$76,110       | \$72,146             | \$77,000            |
| Oil & Grease                           | \$52,441         | \$53,490      | \$42,528      | \$46,319       | \$43,025             | \$46,861            |
| Repair Parts/Tires & Tubes             | \$384,005        | \$391,685     | \$393,574     | \$343,746      | \$398,179            | \$347,768           |
| Other Materials & Supplies             | \$8,327          | \$8,494       | \$8,494       | \$8,494        | \$8,593              | \$8,593             |
| Total Materials & Supplies             | \$9,426,938      | \$10,971,956  | \$9,685,779   | \$9,137,397    | \$11,050,076         | \$10,669,557        |
| <u> </u>                               | +-,,             | Capital (     |               | +-,,00,        | ÷ = =, • • • • • • • |                     |
| New Library Books                      | \$79,730         | \$81,325      | \$128,940     | \$92,335       | \$97,837             | \$70,062            |
| Audio Visual - Not Capitalized         | \$12,847         | \$13,104      | \$128,940     | \$92,335       | \$13,257             | \$13,257            |
| Buildings & Fixed Equipment            | \$3,500          | \$3,570       | \$3,570       | \$3,570        | \$3,612              | \$13,237            |
| Equipment & Furniture                  | \$1,333,824      | \$1,360,497   | \$1,383,847   | \$1,408,300    | \$1,400,038          | \$3,612             |
| Computers / Technology Tools           | \$359,006        | \$366,186     | \$1,383,847   | \$494,325      | \$482,979            | \$500,108           |
| Remodeling & Renovations               | \$256,478        | \$261,608     | \$140,016     | \$93,768       | \$141,654            | \$94,865            |
| Software -Not Capitalized              | \$256,478        | \$19,985      | \$47,582      | \$38,472       | \$48,138             | \$38,922            |
| Total Capital Outlay                   | \$19,593         | \$19,985      |               |                |                      |                     |
|  | ۶۲,004,978       |               | \$2,194,452   | \$2,143,874    | \$2,187,515          | \$2,145,604         |
| Dues and France                        | 6005 0T0         | Other Ex      | •             | 64 004 070     | 6000 107             | 64 004 000          |
| Dues and Fees                          | \$905,378        | \$923,487     | \$923,487     | \$1,004,679    | \$923,487            | \$1,004,679         |
| Judgments                              | \$0              | \$0           | \$0           | \$0            | \$0                  | \$0                 |
| Miscellaneous Expense                  | \$31,792         | \$32,428      | \$34,478      | \$32,704       | \$34,881             | \$33,087            |
| Field Trips                            | \$3,870          | \$3,947       | \$3,947       | \$3,947        | \$3,993              | \$3,993             |
| Total Other Expenses                   | \$941,040        | \$959,862     | \$961,912     | \$1,041,331    | \$962,361            | \$1,041,759         |
| Total Appropriations by Object         | \$95,020,760     | \$103,564,871 | \$102,354,497 | \$101,985,860  | \$107,679,979        | \$108,025,772       |

### **Comparative Statement of Appropriations by Function**

### 2015-2016 through 2017-2018

### 2016-2017 Projection Based Upon Results of Operations through May 31, 2017

|                                       | -                   | •                     |                      | <u> </u>               | -                          |                          |
|---------------------------------------|---------------------|-----------------------|----------------------|------------------------|----------------------------|--------------------------|
|                                       | 2015-2016<br>Actual | 2016-2017<br>Original | 2016-2017<br>Amended | 2016-2017<br>Projected | 2017-2018<br>Level Funding | 2017-2018<br>Preliminary |
| Appropriations by Function            |                     | Budget                | Budget               | Actual                 | Budget                     | Budget                   |
| Instruction                           | \$269,160,114       | \$283,813,959         | \$282,276,256        | \$282,218,233          | \$290,390,473              | \$293,847,267            |
| Pupil Personnel Services              | \$22,581,575        | \$23,810,980          | \$24,115,337         | \$24,111,548           | \$24,806,599               | \$25,095,752             |
| Instructional Media Services          | \$4,520,573         | \$4,788,075           | \$3,283,448          | \$3,271,069            | \$3,377,567                | \$3,404,591              |
| Instruction and Curriculum Dev        | \$2,846,537         | \$3,001,511           | \$3,172,224          | \$3,159,894            | \$3,263,156                | \$3,288,877              |
| Instructional Staff Training          | \$751,884           | \$792,819             | \$930,099            | \$920,637              | \$956,760                  | \$958,217                |
| Instruction Related Technology        | \$4,469,036         | \$4,712,343           | \$6,370,746          | \$6,356,968            | \$6,553,362                | \$6,616,452              |
| Board of Education                    | \$583,368           | \$615,128             | \$607,181            | \$598,508              | \$624,585                  | \$622,939                |
| Legal Services                        | \$362,211           | \$381,931             | \$368,308            | \$468,308              | \$372,617                  | \$398,787                |
| General Administration                | \$1,901,320         | \$2,004,833           | \$2,153,174          | \$2,141,129            | \$2,214,895                | \$2,231,527              |
| School Administration                 | \$18,107,395        | \$19,093,213          | \$19,241,542         | \$19,226,995           | \$19,793,098               | \$20,011,818             |
| Facilities Acquisition & Construction | \$38,960            | \$41,081              | \$81,844             | \$79,552               | \$84,190                   | \$82,799                 |
| Fiscal Services                       | \$1,991,920         | \$2,100,366           | \$2,260,640          | \$2,254,290            | \$2,325,441                | \$2,346,308              |
| Food Services                         | \$51,209            | \$53 <i>,</i> 997     | \$46,471             | \$46,385               | \$47,803                   | \$48,279                 |
| Central Services                      | \$5,645,247         | \$5,952,590           | \$5,639,234          | \$5,638,622            | \$5,800,882                | \$5,868,784              |
| Pupil Transportation                  | \$15,502,233        | \$16,346,219          | \$15,311,192         | \$15,295,454           | \$15,750,085               | \$15,919,797             |
| Operation of Plant                    | \$33,509,506        | \$35,343,933          | \$34,979,305         | \$34,971,564           | \$35,981,981               | \$36,399,061             |
| Maintenance of Plant                  | \$14,813,050        | \$15,619,515          | \$16,469,266         | \$16,434,100           | \$16,941,355               | \$17,104,921             |
| Administrative Technology Services    | \$3,657,997         | \$3,857,149           | \$3,012,588          | \$3,004,454            | \$3,098,943                | \$3,127,092              |
| Community Services                    | \$2,568,075         | \$2,707,888           | \$2,781,508          | \$2,769,832            | \$2,861,239                | \$2,882,893              |
| Transfers to Other Funds              | \$577,910           | \$577,910             | \$577,910            | \$577,910              | \$577,910                  | \$577,910                |
| Total                                 | \$403,640,120       | \$425,615,440         | \$423,678,273        | \$423,545,452          | \$435,822,941              | \$440,834,071            |

| \$350,000,000 | \$280,265,699    |               | \$285,864,332 | \$301,058,874      | \$303,299,373  | \$318,727,649 | \$331,846,955              |
|---------------|------------------|---------------|---------------|--------------------|----------------|---------------|----------------------------|
| \$300,000,000 | School Direct    | \$277,346,128 | \$285,804,552 |                    | +              |               |                            |
| \$250,000,000 |                  |               | •             |                    |                |               |                            |
| \$200,000,000 |                  |               |               |                    |                |               |                            |
| \$150,000,000 | \$74,973,904     |               |               |                    |                |               |                            |
| \$100,000,000 | School Support   | \$70,443,282  | \$73,046,012  | \$72,577,084       | \$71,346,674   | \$74,198,839  | \$77,203,958               |
| \$50,000,000  | District Support | \$24,162,928  | \$26,022,947  | \$26,363,773       | \$26,147,174   | \$27,411,018  | \$28,529,903               |
| \$0           | ×                | · ×           |               |                    | X              | X             | × \$ <del>3,253,2</del> 53 |
|               | 2011-12          | 2012-13       | 2013-14       | 2014-15            | 2015-16        | 2016-17 Proj. | 2017-18 Prelimnary         |
|               |                  | School Direct | School Supp   | ort 🚽 District Sup | pport District | Adm.          |                            |

| Definitions of Graph Categories   |
|---|
| School Direct costs are a compilation of the functions: Instruction, Pupil Personnel Services, Instructional Media Services, Instructional Technology Services, |
| and Community Services  |
| School Support costs are a compilation of the functions: Instruction and Curriculum Development, Instructional Staff Training, School Administration,           |
| Transportation, Operation of Plant, Food Service and Transfers to other funds.  |
|   |
| District Support Services are a compilation of the functions: Administrative Technology Services, Fiscal Services, Central Services, and Maintenance of Plant.  |
| District Administration Services are a compilation of the functions: Board of Education, Legal Services, and General Administration.                            |