

FY 2018-19 SCHOOL OPERATING BUDGET

ADOPTED BY THE LYNCHBURG CITY SCHOOL BOARD

JULY 10, 2018



Every Child, By Name and By Need, to Graduation



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LYNCHBURG CITY SCHOOLS - FY 2018-19 Budget

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ORGANIZATION OF THE BUDGET DOCUMENT

Lynchburg City Schools - FY 2018-19 Budget

The FY 2018-2019 adopted budget follows a format that is easily readable and efficiently organized in order to present comprehensive information through the use of narrative, schedules, and graphs. The adopted budget is a reflection of school board priorities that are the result of input from staff, parents, students, and the Lynchburg City Public Schools community concerning the needs of our youth. The budget document consists of six major sections:

- **Introductory Section**

This section provides an overview of Lynchburg City Schools, an executive summary, and a comprehensive review of the budget.

- **Revenue Section**

This section details school revenue from all sources for the operating, food service and grant funds. The revenue data includes the FY 2018-2019 adopted budget compared to the FY 2017-2018 adopted budget and the actual revenues for FY 2014-2015 thru FY 2016-2017.

- **Expenditure Section**

This section lists expenditures for the operating fund by program and by object. The expenditure data includes the FY 2018-2019 adopted budget compared to the FY 2017-2018 adopted budget, and the actual expenditures for FY 2014-2015 thru FY 2016-2017.

- **Informational Section**

This section includes additional information that would further enhance the reader's understanding of the budget and the Lynchburg City Schools. It consists of school accreditation information, budget accounts, budget policies, and budget terminology.

- **School Nutrition Fund Section**

This section includes revenues and expenditures for the School Nutrition fund by program and other information that would enhance the reader's understanding of the budget and the School Nutrition program. The revenues and expenditures data includes the FY 2018-2019 adopted budget compared to the FY 2017-2018 adopted budget and the actual revenues for FY 2014-2015 through FY 2016-2017.

- **Grants Fund Section**

This section includes revenues and expenditures for the Grant Fund by program and other information that would enhance the reader's understanding of the budget and the Lynchburg City Schools Grant program. The revenues and expenditures data includes the FY 2018-2019 adopted budget compared to the FY 2017-2018 adopted budget and the actual revenues for FY 2014-2015 through FY 2016-2017.

Introductory Section



OVERVIEW OF THE LYNCHBURG CITY SCHOOLS

Lynchburg City Schools FY 2018-19 Budget

Lynchburg City Schools is a progressive urban school division located in Central Virginia. We serve approximately 7,900 students in kindergarten through twelfth grade. Our student population represents a diversity of cultures, languages, and ethnic groups.

Our school division is comprised of two high schools, three middle schools, eleven elementary schools and an early learning center. Our school division's operations include the regional Central Virginia Governor's School for Science and Technology, two alternative education centers for students with non-traditional learning needs (Fort Hill Community School and Empowerment Academy), and a regional special education program (LAUREL). A number of schools also offer academic support and enrichment through after-school programs.

Lynchburg City Schools is a fiscally dependent school division in which funds in excess of the budget appropriated by the Lynchburg City Council revert to the City of Lynchburg at the end of each fiscal year. Consequently, the school division does not carry beginning or ending balances in its operating funds. Lynchburg City Schools operates three funds: operating fund, food service fund, and grant fund.

EXECUTIVE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

FY 2018-2019 All Funds Revenue Budget:

The FY 2018-19 all funds revenue budget will total \$113,602,226, an increase of \$2,216,082 from the FY2017-18 adopted budget.

- The FY2018-19 operating revenue budget will total \$97,672,407, an increase of \$2,347,740 from the FY2017-18 adopted budget or 2.46%.
- The FY2018-19 grant revenue budget will total \$11,249,561, a decrease of \$102,567 from the FY2017-18 adopted budget or 0.90%.
- The FY2018-19 school nutrition revenue budget totals \$4,680,258, a decrease of \$29,091 from the FY2017-18 adopted budget or -0.62%%.

FY2018-19 All Funds Expenditure Budget:

The FY2018-19 all funds expenditure budget will total \$113,602,226, an increase of \$2,216,082 from the FY2017-18 adopted budget.

- The FY2018-19 operating expenditure budget will total \$97,672,407, an increase of \$2,347,740 from the FY2017-18 adopted budget or 2.46%.
- The FY2018-19 grant expenditure budget totals \$11,249,561, a decrease of \$102,567 from the FY2017-18 adopted budget or 0.01%. All of the grants are reimbursable.
- The FY2018-19 school nutrition expenditure budget totals \$4,680,258, a decrease of \$29,091 from the FY2017-18 adopted budget or 2.10%.

FY2018-19 Capital Improvement Funds:

The FY2018-19 operating budget includes \$300,000 for the purchase of school buses.

ALL FUNDS REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Change	Change
	Revenue	Revenue	Revenue	Budget	Budget	Amount	Percent
OPERATING REVENUE							
State	\$ 47,583,654	\$ 46,855,457	\$ 49,308,526	\$ 50,758,919	\$ 53,104,855	\$ 2,345,936	4.62%
Federal	520,460	320,000	846,621	463,500	463,500	-	0.00%
Other revenue	1,896,214	2,856,726	2,233,377	2,073,750	2,075,554	1,804	0.09%
City	36,319,745	42,621,770	42,873,232	42,028,498	42,028,498	-	0.00%
TOTAL OPERATING REVENUE	\$ 86,320,073	\$ 92,653,954	\$ 95,261,756	\$ 95,324,667	\$ 97,672,407	\$ 2,347,740	2.46%
GRANT REVENUE							
Federal	\$ 7,902,684	\$ 8,507,639	\$ 9,344,329	\$ 8,890,006	\$ 8,870,583	\$ (19,423)	-0.22%
State	2,307,836	1,846,421	2,451,466	2,320,622	2,237,478	(83,144)	-3.58%
Local	31,029	143,952	115,937	141,500	141,500	-	0.00%
TOTAL GRANT REVENUE	\$ 10,241,549	\$ 10,498,012	\$ 11,911,732	\$ 11,352,128	\$ 11,249,561	\$ (102,567)	-0.90%
SCHOOL NUTRITION							
Commissions	\$ 2,154	\$ 1,160	\$ 564	\$ 2,000	\$ 600	\$ (1,400)	-70.00%
Federal	3,066,133	3,730,990	3,951,987	4,000,000	4,000,000	-	0.00%
State	279,968	232,739	112,984	158,349	223,658	65,309	41.24%
Cafeteria Sales	613,602	471,294	548,906	525,000	381,000	(144,000)	-27.43%
Use of Money	138	-	-	-	-	-	0.00%
Other Revenue	27,071	54,397	62,024	24,000	75,000	51,000	212.50%
TOTAL SCHOOL NUTRITION	\$ 3,989,066	\$ 4,490,580	\$ 4,676,465	\$ 4,709,349	\$ 4,680,258	\$ (29,091)	-0.62%
TOTAL ALL FUNDS	\$ 100,550,688	\$ 107,642,545	\$ 111,849,953	\$ 111,386,144	\$ 113,602,226	\$ 2,216,082	1.99%

ALL FUNDS EXPENDITURES SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2018-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	<u>Expenditures</u>	<u>Expenditures</u>	<u>Expenditures</u>	<u>Budget</u>	<u>Budget</u>	<u>Change</u>	<u>Change</u>
OPERATING EXPENDITURES							
Instruction	\$ 61,909,077	\$ 65,846,740	\$ 68,909,218	\$ 70,095,015	\$ 70,528,680	\$ 433,665	0.62%
Administration	4,873,193	5,426,428	5,717,931	6,379,287	7,046,226	\$ 666,938	10.45%
Pupil Transportation	4,912,279	5,800,226	5,520,140	4,950,581	6,059,817	\$ 1,109,236	22.41%
Operation and Maintenance	11,085,588	11,109,162	10,395,487	10,518,462	10,629,055	\$ 110,593	1.05%
Facilities	25,931	14,825	20,758	71,165	122,029	\$ 50,864	71.47%
Technology	3,740,445	4,375,751	3,440,589	3,293,156	3,265,601	\$ (27,556)	-0.84%
Other Non-Instructional Operations	24,670	21,358	12,153	17,000	21,000	\$ 4,000	23.53%
TOTAL OPERATING EXPENDITURES	\$ 86,571,184	\$ 92,594,491	\$ 94,016,276	\$ 95,324,667	\$ 97,672,407	\$ 2,347,740	2.46%
GRANT EXPENDITURES							
Federal	\$ 7,902,684	\$ 8,508,704	\$ 9,345,091	\$ 8,890,006	\$ 8,870,583	\$ (19,423)	-0.22%
State	2,307,836	1,828,643	2,436,233	2,320,622	2,237,478	\$ (83,144)	-3.58%
Local	31,029	160,664	130,408	141,500	141,500	\$ -	0.00%
TOTAL GRANT EXPENDITURES	\$ 10,241,549	\$ 10,498,011	\$ 11,911,732	\$ 11,352,128	\$ 11,249,561	\$ (102,567)	-0.90%
SCHOOL NUTRITION							
Personnel Services and Fringe Benefits	\$ 1,650,065	\$ 1,823,523	\$ 1,902,076	\$ 2,194,972	\$ 2,396,314	\$ 201,342	9.17%
Non-Personnel Costs	1,962,625	2,268,506	2,505,326	2,514,377	2,283,944	\$ (230,433)	-9.16%
TOTAL SCHOOL NUTRITION	\$ 3,612,690	\$ 4,092,029	\$ 4,407,402	\$ 4,709,349	\$ 4,680,258	\$ (29,091)	-0.62%
TOTAL ALL FUNDS	\$ 100,425,423	\$ 107,184,531	\$ 110,335,410	\$ 111,386,144	\$ 113,602,225	\$ 2,216,081	1.99%

AVERAGE DAILY MEMBERSHIP

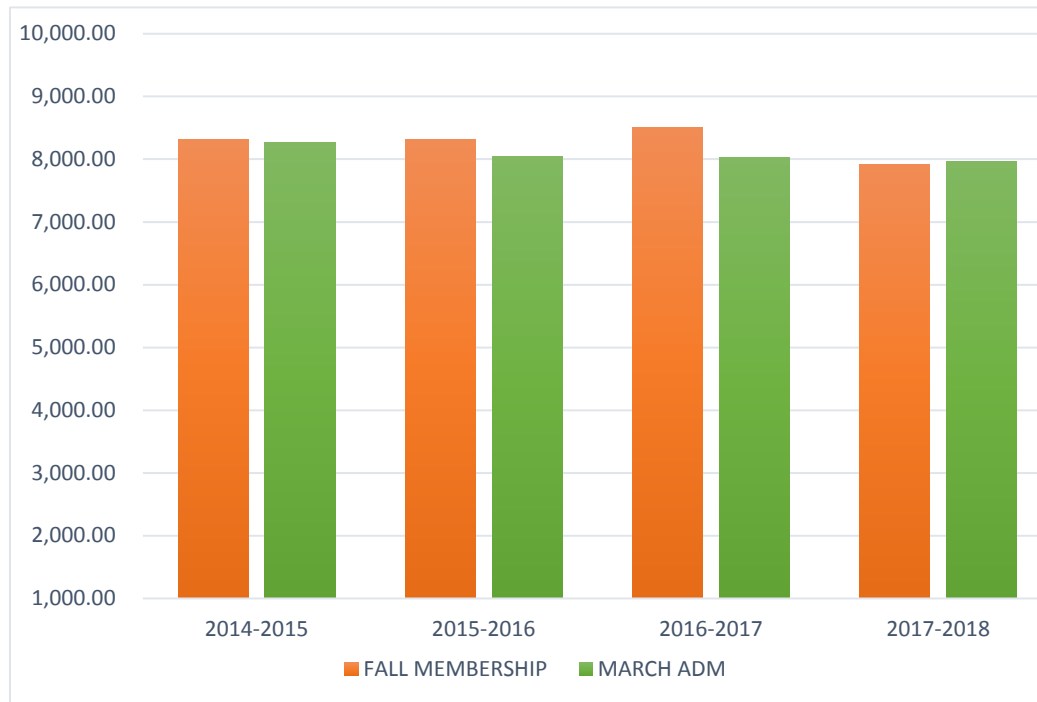
Lynchburg City Schools - FY 2018-19 Budget

Average Daily Membership (ADM) is a prime determinant of state education funding. The school division's student membership has increased, based on September 30 (fall membership) and March 31 (March ADM).

The 2018-2019 budget is based on Virginia Department of Education's (VDOE) projected Average Daily Membership (ADM) of 7,921.55.

The following chart describes both the fall membership and the March ADM from FY 2015 through FY 2018:

	2014-2015	2015-2016	2016-2017	2017-2018
FALL MEMBERSHIP	8,318.00	8,310.15	8,500.00	7,921.55
MARCH ADM	8,273.80	8,051.20	8,030.67	7,966.80



Revenue Detail



REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

The FY 2018-2019 operating budget revenue totals \$97,672,407. The increase in FY 2018-2019 operating budget revenue is \$2,347,740 over the FY2017-2018 adopted budget or 2.46%.

- Revenue from the Commonwealth of Virginia is \$53,104,855, an increase of \$2,345,936 over the FY2017-2018 adopted budget or 4.62%. The State revenue by category is as follow:

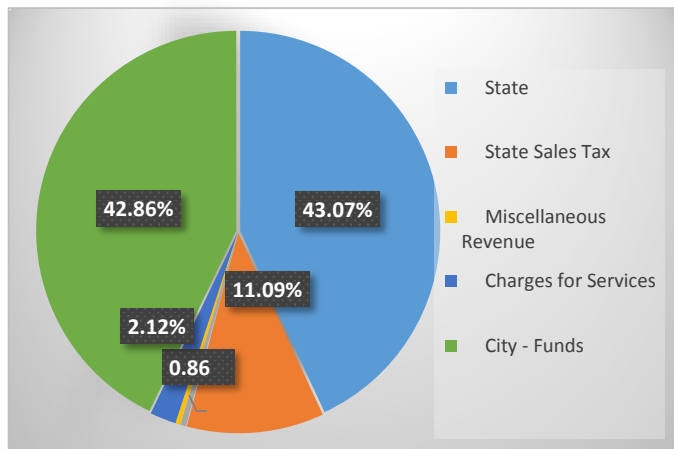
○ State Sales Tax	\$10,878,445
○ Standards of Quality Funds	\$34,095,841
○ Incentive Programs	\$2,069,634
○ Categorical Accounts	\$93,167
○ Lottery Funded Programs	\$5,967,768

- Revenue from the *City of Lynchburg* (City) for FY2018-19 is \$42,028,498, which is the same as it was in the FY2017-2018 adopted budget.
- Revenue from the *Federal Government* for FY2018-19 is \$463,500, which is the same as it was in the FY2017-2018 adopted budget.
- Revenue from *Other Sources* for FY2018-19 is \$2,075,554, which is \$1,804 more than the FY2017-2018 adopted budget.

OPERATING FUND REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	Revenue	Revenue	Revenue	Budget	Budget	Change	Change
Average Daily Membership	8,113.30	8,009.13	8,397.73	8,030.67	7,921.55	(109.12)	-1.36%
REVENUE CATEGORY							
State	\$ 37,625,309	\$ 36,602,110	\$ 38,717,882	\$ 40,144,605	\$ 42,226,410	\$ 2,081,805	5.19%
State Sales Tax	9,958,345	10,253,347	10,590,644	10,614,314	10,878,445	264,131	2.49%
Total State	\$ 47,583,654	\$ 46,855,457	\$ 49,308,526	\$ 50,758,919	\$ 53,104,855	\$ 2,345,936	4.62%
Total Federal	\$ 520,460	\$ 320,000	\$ 846,621	\$ 463,500	\$ 463,500	\$ -	0.00%
Miscellaneous Revenue	\$ 726,730	\$ 1,365,367	\$ 412,650	\$ 534,750	\$ 376,250	\$ (158,500)	-29.64%
Charges for Services	1,169,484	1,491,359	1,820,727	1,539,000	1,699,304	160,304	10.42%
Total Other	\$ 1,896,214	\$ 2,856,726	\$ 2,233,377	\$ 2,073,750	\$ 2,075,554	\$ 1,804	0.09%
Total Non-City	\$ 50,000,328	\$ 50,032,184	\$ 52,388,524	\$ 53,296,169	\$ 55,643,909	\$ 2,347,740	4.41%
Total City*	\$ 36,319,745	\$ 42,621,770	\$ 42,873,232	\$ 42,028,498	\$ 42,028,498	\$ -	0.00%
TOTAL OPERATING BUDGET	\$ 86,320,073	\$ 92,653,954	\$ 95,261,756	\$ 95,324,667	\$ 97,672,407	\$ 2,347,740	2.46%
*Excludes donation from City of Lynchburg for school buses.							



The chart illustrates the percentage of FY 2018-2019 operating budget revenue to be received from each funding source:

OPERATING FUND REVENUE - STATE

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent	Percent of
	Revenue	Revenue	Revenue	Budget	Budget	Change	Change	Total
CATEGORY								
State Sales Tax	\$ 9,958,345	\$10,253,347	\$10,590,644	\$10,614,314	\$10,878,445	\$ 264,131	2.49%	20.48%
SOQ Programs:								
Basic Aid	\$ 22,184,149	\$ 21,111,601	\$ 21,971,533	\$ 21,769,498	\$ 22,885,425	\$ 1,115,927	5.13%	43.09%
Textbooks	-	-	-	557,117	502,501	(54,616)	-9.80%	0.95%
Vocational Education	230,078	222,718	404,127	400,913	628,813	227,900	56.85%	1.18%
Gifted Education	245,765	237,903	245,546	243,593	249,529	5,936	2.44%	0.47%
Special Education	2,849,828	2,758,665	2,834,007	2,811,468	3,044,252	232,784	8.28%	5.73%
Prevention, intervention, & Remediation	1,317,718	1,275,566	1,488,621	1,476,782	1,492,182	15,400	1.04%	2.81%
Fringe Benefits	4,439,456	4,216,454	4,563,059	4,866,783	4,920,709	53,926	1.11%	9.27%
English as a Second Language	129,125	138,897	149,127	154,875	154,277	(598)	-0.39%	0.29%
Remedial Summer School	107,297	130,650	164,036	164,036	218,153	54,117	32.99%	0.41%
Total of SOQ Program	\$ 31,503,416	\$ 30,092,454	\$ 31,820,056	\$ 32,445,065	\$ 34,095,841	\$ 1,650,776	5.09%	64.20%
Incentive Programs:								
At Risk	\$ -	\$ -	\$ -	\$ 1,156,655	\$ 1,584,718	\$ 428,063	37.01%	2.98%
Compensation Supplement	-	384,793	-	231,552	-	(231,552)	-100.00%	0.00%
Special Ed - Regional Tuition	-	-	-	-	361,153	361,153	0.00%	0.68%
Early Reading Specialists Initiative	-	38,807	30,117	-	82,509	82,509	0.00%	0.16%
Math/Reading Instructional Specialists	40,267	40,624	-	20,502	41,254	20,752	101.22%	0.08%
Total of Incentive Programs	\$ 40,267	\$ 464,224	\$ 30,117	\$ 1,408,709	\$ 2,069,634	\$ 660,925	46.92%	3.90%
Categorical Programs:								
Special Ed - Homebound	\$ 100,051	\$ 104,828	\$ 108,063	\$ 110,224	\$ 93,167	\$ (17,057)	-15.47%	0.18%
Special Ed - Regional Tutition	-	-	-	377,433	-	(377,433)	-100.00%	0.00%
Career & Tech Education-Equipment	13,267	12,988	23,334	-	-	-	0.00%	0.00%
Total of Categorical Programs	\$ 113,318	\$ 117,816	\$ 131,397	\$ 487,657	\$ 93,167	(394,490)	-80.89%	0.18%
Lottery Funded Programs:								
Foster Care	\$ 134,715	\$ 81,045	\$ 178,330	\$ 190,250	\$ 202,382	\$ 12,132	6.38%	0.38%
At-Risk	1,468,098	1,420,874	1,498,543	332,551	-	(332,551)	-100.00%	0.00%
VA Preschool Initiative at Risk 4 YR OLDS	1,057,968	1,092,096	936,390	932,488	956,491	24,003	2.57%	1.80%
Early Reading Intervention	186,361	180,349	207,993	205,913	219,007	13,094	6.36%	0.41%
K-3 Primary Class Size	1,693,633	1,634,375	1,899,533	1,915,875	1,846,920	(68,955)	-3.60%	3.48%

OPERATING FUND REVENUE - STATE

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent	Percent of
	<u>Revenue</u>	<u>Revenue</u>	<u>Revenue</u>	<u>Budget</u>	<u>Budget</u>	<u>Change</u>	<u>Change</u>	<u>Total</u>
SOL Algebra Readiness	137,583	135,579	145,275	143,036	145,199	2,163	1.51%	0.27%
Special Ed - Regional Tuition	747,425	851,347	1,004,586	634,048	872,213	238,165	37.56%	1.64%
Career & Tech Education	39,387	44,907	35,205	57,895	48,323	(9,572)	-16.53%	0.09%
Supplemental Lottery Per Pupil Allocation	-	-	268,873	1,391,118	1,677,233	286,115	20.57%	3.16%
Textbooks	503,138	487,044	561,584	-	-	-	0.00%	0.00%
Total of Lottery Funded Programs	\$ 5,968,308	\$ 5,927,616	\$ 6,736,312	\$ 5,803,174	\$ 5,967,768	\$ 164,594	2.84%	11.24%
TOTAL STATE REVENUE	\$ 47,583,654	\$ 46,855,457	\$ 49,308,526	\$ 50,758,919	\$ 53,104,855	\$ 2,345,936	4.62%	100.00%

OPERATING FUND REVENUE - FEDERAL

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent	Percent of
CATEGORY	<u>Revenue</u>	<u>Revenue</u>	<u>Revenue</u>	<u>Budget</u>	<u>Budget</u>	<u>Change</u>	<u>Change</u>	<u>Total</u>
Impact Aid	\$ 9,173	\$ 8,942	\$ 12,070	\$ 8,500	\$ 8,500	\$ -	0.00%	1.83%
Medicaid Reimbursement	408,055	200,914	708,471	350,000	350,000	-	0.00%	75.51%
Junior ROTC	103,232	110,144	126,080	105,000	105,000	-	0.00%	22.65%
TOTAL FEDERAL	\$ 520,460	\$ 320,000	\$ 846,621	\$ 463,500	\$ 463,500	\$ -	0.00%	100.00%

OPERATING FUND REVENUE: CITY FUNDS

Lynchburg City Schools FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent	Percent of
CATEGORY	<u>Revenue</u>	<u>Revenue</u>	<u>Revenue</u>	<u>Budget</u>	<u>Budget</u>	<u>Change</u>	<u>Change</u>	<u>Total</u>
City Funds	\$ 36,319,745	\$ 42,621,770	\$ 42,873,232	\$ 42,028,498	\$ 42,028,498	0.00%	0.00%	100.00%
TOTAL CITY FUNDS	\$ 36,319,745	\$ 42,621,770	\$ 42,873,232	\$ 42,028,498	\$ 42,028,498	0.00%	0.00%	100.00%

OPERATING FUND REVENUE - OTHER

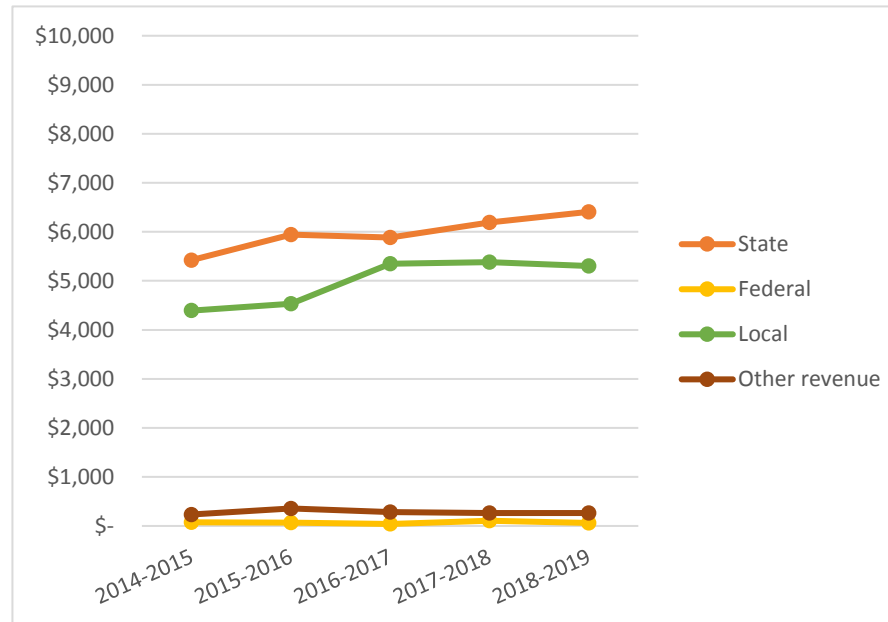
Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
CATEGORY	Actual Revenue	Actual Revenue	Actual Revenue	Adopted Budget	Adopted Budget	Dollar Change	Percent Change	Percent of Total
Miscellaneous:								
Other Funds	\$ 91,131	\$ 71,650	\$ 70,252	\$ 75,000	\$ 55,000	\$ (20,000)	-26.67%	2.65%
Rebates & Refunds	17,828	21,645	18,169	86,250	86,250	-	0.00%	4.16%
Sale Other Equipment	30,295	15,340	9,237	3,000	10,000	7,000	233.33%	0.48%
Insurance Adjustments	283,674	134,414	87,859	100,000	5,000	(95,000)	-95.00%	0.24%
E-Rate Reimbursements	149,289	938,886	77,035	115,500	80,000	(35,500)	-30.74%	3.85%
Print Production	65,283	93,429	64,519	65,000	50,000	(15,000)	-23.08%	2.41%
School Nutrition Utilities	89,230	90,003	85,578	90,000	90,000	-	0.00%	4.34%
	\$ 726,730	\$ 1,365,367	\$ 412,650	\$ 534,750	\$ 376,250	\$ (158,500)	-29.64%	18.13%
Charges for Services:								
Rents-LAUREL	\$ 123,000	\$ 123,000	\$ 155,250	\$ 123,000	\$ 123,000	\$ -	0.00%	5.93%
Rents-CVGS	-	-	-	-	43,000	43,000	0.00%	2.07%
Tuition - Day School	100,557	80,994	84,747	80,000	100,000	20,000	25.00%	4.82%
GED Testing Fees	41,332	20,076	15,473	20,000	25,000	5,000	25.00%	1.20%
Tuition - Summer School	150	29,556	39,816	25,000	30,000	5,000	20.00%	1.45%
Tuition - NonCenter Based	375,315	556,434	777,654	500,000	600,000	100,000	20.00%	28.91%
Special Pupil Fees	31,816	31,026	25,770	31,000	25,000	(6,000)	-19.35%	1.20%
Bus Rentals	322,612	420,602	494,425	325,000	325,000	-	0.00%	15.66%
Dual Enrollment	128,214	156,180	143,800	185,000	150,000	(35,000)	-18.92%	7.23%
Facility Rentals	46,488	73,491	83,792	50,000	75,000	25,000	50.00%	3.61%
Indirect Costs from Grants	-	-	-	200,000	203,304	3,304	1.65%	9.80%
	\$ 1,169,484	\$ 1,491,359	\$ 1,820,727	\$ 1,539,000	\$ 1,699,304	\$ 160,304	8.80%	81.87%
TOTAL OTHER REVENUE	\$ 1,896,214	\$ 2,856,726	\$ 2,233,377	\$ 2,073,750	\$ 2,075,554	\$ 1,804	0.09%	100.00%

REVENUE PER STUDENT

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
	Actual	Actual	Actual	Adopted	Adopted
	Revenue	Revenue	Revenue	Budget	Budget
ADM	8,113.30	8,009.13	7,966.80	7,966.80	7,921.55
Revenue per Student					
State	\$ 5,423	\$ 5,941	\$ 5,881	\$ 6,189	\$ 6,408
Federal	71	65	40	106	59
Local	4,393	4,535	5,350	5,381	5,306
Other revenue	234	357	280	260	262
Total revenue per student	\$ 10,120	\$ 10,898	\$ 11,552	\$ 11,937	\$ 12,034



OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

STATE REVENUE GROUP 1: STANDARDS OF QUALITY (SOQ) PROGRAMS

BASIC SCHOOL AID

\$22,885,425

Basic Aid includes funding for the basic instructional positions derived from minimum student to teacher ratios required by the Standards of Quality (SOQ) {see §22.1-253.12:2, Code of Virginia} for each school division with a minimum ratio of 51 instructional personnel for each 1,000 pupils; plus all other personal and non-personal support costs funded through the SOQ.

SALES TAX

\$10,878,445

A portion of net revenue from the state sales tax and use tax dedicated to public education is distributed to counties, cities, and towns in support of the Standards of Quality. The distributions are based on each locality's pro-rata share of school age population as based on the 2008 triennial census count of school aged population.

TEXTBOOK (Split Funded in both SOQ and Lottery Service Areas)

\$502,501

State law requires that students attending public schools receive free textbooks. State funding is provided on a per pupil basis based on the funded per pupil amount for textbooks.

VOCATIONAL EDUCATION - (SOQ PROGRAM)

\$628,813

State funds are provided to support career and technical education courses for students in grades 6-12. The funding supports the salary cost of instructional positions based on the class size maximums established by the Board of Education {see 8VAC20-120-150}.

GIFTED EDUCATION

\$249,529

Gifted education funding supports the state share of one full-time equivalent instructional position per 1,000 students in adjusted ADM.

SPECIAL EDUCATION

\$3,044,252

Funding for special education provides for the state share of salary costs of instructional positions generated based on the staffing standards for special education. Each special education student is counted in their respective school and up to three disabilities per student may be recognized for calculating instructional positions for funding.

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

STATE REVENUE GROUP 1: STANDARDS OF QUALITY (SOQ) PROGRAMS

REMEDIAL SUMMER SCHOOL

Remedial Summer School programs provide additional education opportunities for at-risk students. These funds are available to school divisions for the operation of programs designed to remediate students who are required to attend such programs during a summer school session, or during an intersession in the case of year-round schools.

\$218,153

ENGLISH AS A SECOND LANGUAGE

State funds are provided to support local school divisions providing the necessary educational services to children not having English as their primary language. The funding supports the salary and benefits cost of instructional positions at a standard of 17 positions per 1,000 ESL students.

\$154,277

PREVENTION, INTERVENTION AND REMEDIATION

SOQ Prevention, Intervention, and Remediation funding provides remedial services to children who need additional instruction. Funding is disbursed to local school divisions to support the state share of additional professional instructional positions ranging from a pupil teacher ratio of 10:1 to 18:1 based on the division-level failure rate on the SOL English and math tests for all students at risk of educational failure (the 3 year average free lunch eligibility date is used as a proxy for at risk students).

\$1,492,182

FRINGE BENEFITS

VRS RETIREMENT

This funding supports the state share of cost of employer contributions to VRS for retirement benefits for funded SOQ instructional and professional support positions.

\$3,318,733

SOCIAL SECURITY

This funding supports the state share of cost of the employer share of Social Security costs for funded SOQ instructional and professional support positions.

\$1,502,164

GROUP LIFE

This funding supports the state share of cost of employer contributions to the Virginia Retirement System (VRS) for Group Life benefits for funded SOQ instructional professional support positions.

\$99,812

\$4,920,709

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

STATE REVENUE GROUP II: INCENTIVE-BASED PROGRAMS

AT RISK (Split funded in both Incentive Programs and Lottery-Funded Programs)

\$1,584,718

State payments for at-risk students are disbursed to school divisions based on the estimated number of federal free lunch participants in each school division to support programs for students who are educationally at-risk. Funding is provided as a percentage add-on to Basic Aid to support the additional costs of educating at-risk students. Funding is based on the percentage of students eligible for free lunch x Current year unadjusted ADM.

SPECIAL EDUCATION - REGIONAL TUITION

\$361,153

Regional tuition reimbursement funding provides for students with low-incidence disabilities who can be served more appropriately and less expensively in a regional program than in more restrictive settings. A joint or a single school division operates regional special education programs. These programs accept eligible children with disabilities from other local school divisions. All reimbursement is in lieu of the per pupil basic operation cost and other state aid otherwise available.

Reimbursement of the state share (based on the composite index) of approved tuition costs for eligible students with disabilities at approved regional special education programs.

EARLY READING SPECIALISTS INITIATIVE

\$82,509

These funds are designated to provide one early reading specialist position for all third-grade classes in schools that had a pass rate of less than 75 percent in the prior year Standards of Learning reading test. School divisions that are affected will have to match the funding of the additional positions based on their composite index of local ability to pay.

MATH/READING INSTRUCTIONAL SPECIALISTS

\$41,254

This program provides the state share of the cost for one reading or math instructional specialist in underperforming schools. Eligible schools will include those that have been denied accreditation or were accredited with warning for the third consecutive year. In addition, the Department shall identify up to 20 accredited additional schools from those that were accredited with warning for the second consecutive year that have shown little or no improvement in student achievement in the past year. The Governor's introduced budget would allow these funds to be used for tuition for current instructional personnel to earn licensure as math specialist.

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

STATE REVENUE GROUP III: CATEGORICAL PROGRAMS

SPECIAL EDUCATION - HOMEBOUND

\$93,167

Homebound funding provides for the continuation of educational services for students who are temporarily confined to their homes for medical reasons. State funds reimburse school divisions for a portion of the hourly rate paid to teachers employed to provide homebound instruction to eligible children.

These funds are based on prior year expenditure data. Divisions are reimbursed a percentage of hourly payments to teachers employed to provide homebound instruction to eligible children. The maximum hourly rate is established annually by the Department of Education, and the reimbursement percentage is based on each locality's composite index.

STATE REVENUE GROUP IV: LOTTERY FUNDED PROGRAMS

FOSTER CARE

\$202,382

Foster care funding provides reimbursement to localities for educating students in foster care that are not residents of their school district. State funds are provided for prior year local operations costs for each pupil not a resident of the school division providing his education if the student has been placed in foster care or other custodial care within the geographical boundaries of such school division by a Virginia agency, whether state or local, which is authorized under the laws of the Commonwealth to place children. Funds also cover children who have been placed in an orphanage or children's home which exercises legal guardianship rights, or who is a resident of Virginia and has been placed, not solely for school purposes, in a child-caring institution or group home. Funds are also provided to support handicapped children attending public school who have been placed in foster care or other such custodial care across jurisdictional lines.

VIRGINIA PRESCHOOL INITIATIVE

\$956,491

The Virginia Preschool Initiative provides funding for programs for unserved, at-risk four-year-old children, which include quality preschool education, health services, social services, parental involvement, and pupil transportation. Programs must provide full-day or half-day and, at least, school-year services. Educational services may be delivered by both public and private providers.

EARLY READING INTERVENTION

\$219,007

The Early Reading Intervention program is designed to reduce the number of students needing remedial reading services. Program funds are used by local school divisions for: special reading teachers; trained aides; volunteer tutors under the supervision of a certified teacher; computer-based reading tutorial programs; aides to instruct in class groups while the teacher provides direct instruction to the students who need extra assistance; or extended instructional time in the school day or year for these students.

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

K-3 PRIMARY CLASS SIZE REDUCTION

\$1,846,920

State funding is disbursed to school divisions as an incentive payment for reducing class sizes in grades Kindergarten through three below the required SOQ standard of 24:1 pupil-teacher ratio. Payments are based on the incremental cost of providing the lower class sizes based on the lower of the statewide average per pupil cost of all divisions or the actual division per pupil cost. Schools with free lunch eligibility percentages of 16% and greater are eligible for funding. The required ratios range from 19:1 and may go as low as 14:1 based on the free lunch eligibility rate of the eligible school.

SOL ALGEBRA READINESS

\$145,199

Funding is based on the estimated number of 7th and 8th grade students who are at-risk of failing the Algebra I end-of-course. This number is approximated based on the free lunch eligibility percentage for the school division.

SPECIAL EDUCATION - REGIONAL TUITION

\$872,213

Regional tuition reimbursement funding provides for students with low-incidence disabilities who can be served more appropriately and less expensively in a regional program than in more restrictive settings. A joint or a single school division operates regional special education programs. These programs accept eligible children with disabilities from other local school divisions. All reimbursement is in lieu of the per pupil basic operation cost and other state aid otherwise available.

Reimbursement of the state share (based on the composite index) of approved tuition costs for eligible students with disabilities at approved regional special education programs.

CAREER AND TECHNICAL EDUCATION

\$48,323

Adult Education funds provide adult education for persons who have academic or economic disadvantages, and who have limited English-speaking abilities. These funds pay for full-time and part-time teacher salaries and supplements to existing teacher salaries.

Funding is based on a pro-rata distribution of a fixed per pupil amount calculated based on prior year expenditures.

SUPPLEMENTAL LOTTERY PER PUPIL ALLOCATION

\$1,677,233

Funds are allocated with no more than 50 percent to be used for recurring costs and at least 50 percent to be spent on nonrecurring expenditures by the relevant school division.

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

TOTAL STATE REVENUE	\$53,104,855
FEDERAL REVENUE	
IMPACT AID	\$8,500
Funds designed to assist United States local school districts that have lost property tax revenue due to the presence of tax-exempt Federal property, or that have experienced increased expenditures due to the enrollment of federally connected children, including children living on Indian lands.	
MEDICAID REIMBURSEMENTS	\$350,000
Reimbursement for related services provided to Medicaid eligible students in accordance with Individualized Education Programs (IEP's).	
JROTC PROGRAM	\$105,000
Reimbursement from the U.S. Marines and U.S. Air Force for program participation.	
TOTAL FEDERAL REVENUE	\$463,500
OTHER REVENUE - MISCELLANEOUS	
OTHER FUNDS	\$55,000
This category accounts for any miscellaneous , small revenue.	
REBATES AND REFUNDS	\$86,250
This category accounts for any funds returned, rebated, or refunded from an expenditure made in the operating fund.	
SALES OTHER EQUIPMENT	\$10,000
Proceeds from the sale of equipment not needed or used in the school district.	
INSURANCE ADJUSTMENTS	\$5,000
Amounts received from insurance claims.	

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

E-RATE REIMBURSEMENTS	\$80,000
The E-Rate program was enacted into law with the Telecommunications Act of 1996. The law directed the Federal Communications Commission (FCC) to establish a mechanism to provide schools and libraries with discounted telecommunications and advanced services.	
PRINT PRODUCTION	\$50,000
Amounts collected for printing services billed throughout the division.	
SCHOOL NUTRITION UTILITIES	\$90,000
School Nutrition's portion of their utility costs	
TOTAL OTHER REVENUE - MISCELLANEOUS	\$376,250
OTHER REVENUE - CHARGES FOR SERVICES	
RENTS	\$166,000
Building rental income received from the LAUREL Regional School and the Central Virginia Governor's School for Science and Technology.	
TUITION - DAY SCHOOL	\$100,000
Charges for local cost of education non-resident students who attend Lynchburg City Schools	
GED TESTING	\$25,000
Charges for attending adult education classes	
TUITION - SUMMER SCHOOL	\$30,000
Charges for attending summer school.	
TUITION - NON CENTER BASED	\$600,000
Reimbursement for Special Education expenditures for LAUREL students based at Lynchburg City Schools.	

OPERATING FUND - REVENUE - BACKGROUND DATA

Lynchburg City Schools - FY 2018-19 Budget

SPECIAL PUPIL FEES	\$25,000
Fees collected from students for behind-the-wheel training after program expenses. Amount of fees collected for transcript requests.	
BUS RENTALS	\$325,000
Amounts collected for field trip billings throughout the division.	
DUAL ENROLLMENT	\$150,000
Amount of tuition collected from students enrolled in dual enrollment classes.	
FACILITIES RENTALS	\$75,000
Payment received for facility rentals	
INDIRECT COSTS FROM GRANTS	\$203,304
An indirect costs percentage of 3.3% is charged to most of the grants to cover to cost of grant administration.	
TOTAL OTHER REVENUE - CHARGES FOR SERVICES	<u>\$1,699,304</u>
CITY OF LYNCHBURG REVENUE	
LOCAL CITY FUNDS	\$42,028,498
Local funds required to meet minimum SOQ requirements for the Basic Aid program plus additional funds to meet capital outlay, debt service, and the balance of other educational programs funded in part by categorical aid. Also to meet other requirements established by accreditation standards, local share of matching grants, and additional services above State funding level (special education, transportation, elementary music, physical education, in-service, summer school, adult education, plant operations, etc.).	
TOTAL CITY OF LYNCHBURG REVENUE	<u>\$42,028,498</u>
TOTAL OPERATING FUND REVENUE	<u>\$97,672,407</u>

Expenditure Details



EXPENDITURE SUMMARY

Lynchburg City Schools - FY2018-19 Budget

The FY2018-2019 operating budget expenditure totals \$97,672,407 an increase of \$2,347,740 or 2.46% increase from FY2017-2018 adopted operating budget. The major cost changes from the FY2018 are as follows:

- The budget includes a one-time bonus of \$500 to full time contracted employees and \$250 to part time contracted who are contracted between July 1, 2018 and August 9, 2018. The bonuses will be paid on August 15, 2018.
- The Virginia Retirement System (VRS) rates for professional staff for the FY2018-19 budget year decreased a total of 0.67 percentage points. The breakdown of the rate decreases were as follows: Retirement from 16.32% to 15.68% and Group Life Insurance from 1.23% to 1.20%.
- Due to the increase in employee medical claims expense for the past two years and the projected increase medical claims costs for next year, the budget for employee medical claims expenditure was increased. The employer and employee contributions were increased by 24% and 10% respectively. The increase in the medical claims expenditure budget is reflected in the employee benefits cost in each functional area.
- Changes in functional areas are as follows:

❖ **Instruction**

Personnel Services

The decrease in Personnel Services cost of \$900,213 over the FY2017-18 adopted budget is due to staff reductions resulting from reorganization within the instructional department of schools and the Central Office.

Employee Benefits

The increase in Employee Benefits cost of \$1,251,082 over the FY2017-18 adopted budget is due to the increase in the medical claims budget. The Instruction Department has the most employees affected by the medical insurance cost increase.

Other Charges

The increase in Other Charges from the FY2017-18 adopted budget of \$76,765 is mainly due to the increase in the professional development, communications and travel budgets.

EXPENDITURE SUMMARY

Lynchburg City Schools - FY2018-19 Budget

Tuition Payments/Joint Operations

The increase in Tuition Payments/Joint Operations from the FY2017-18 adopted budget of \$326,636 is mainly due to the increase of \$200,000 in the budget for the center-based program at Laurel Regional Program.

❖ **Administration**

Personnel Services

The increase in Personnel Services cost of \$369,712 over the FY2017-18 adopted budget is due mainly to the reallocation of the personnel budget for Board Certified Behavior Analysts and Attendance Clerks that was previously budgeted in Instruction that is now budgeted in Administration.

Employee Benefits

The increase in Employee Benefits cost of \$215,528 over the FY2017-18 adopted budget is due to the increase in the medical claims budget and the benefits cost associated with the employee positions reclassified from the Instructions budget.

Purchase Services

The increase in Purchase Services from FY2017-18 adopted budget of \$116,000 is mainly due to the increase budget for legal fees.

Materials and Supplies

The increase in Materials and Supplies from FY2017-18 adopted budget of \$34,053 is mainly due the increase in the materials and supplies budget in some administration departments.

❖ **Pupil Transportation**

Personnel Services

The increase in Personnel Services cost of \$305,757 over the FY2017-18 adopted budget is due to the hiring of six (6) bus aids and the increase in the overtime budget for bus drives and bus aids.

Employee Benefits

The increase in Employee Benefits cost of \$305,757 over the FY2017-18 adopted budget is due to the benefits costs associated with the hiring of the six (6) Bus Aids and the increase in the medical claims budget.

EXPENDITURE SUMMARY

Lynchburg City Schools - FY2018-19 Budget

Material and Supplies

The increase in Material and Supplies from FY2017-18 adopted budget of \$100,055 is mainly due to the increase in Transportation's the fuel budget.

Capital outlay

The Capital Outlay budget increased by \$300,000 from the FY2017-18 adopted budget due to the planned purchase of three (3) school buses.

❖ **Operation & Maintenance**

Employee Benefits

The increase in Employee Benefits cost of \$144,929 over the FY2017-18 adopted budget is due to the increase in the medical claims budget.

Other Charges

The decrease in Other Charges from the FY2017-18 adopted budget of \$174,200 is mainly due to the decrease in the electricity, heating and water budgets.

Capital outlay

The Capital Outlay budget increased by \$20,000 from the FY2017-18 adopted budget due to planned capital work to be performed in some of the rooms we rent to the public.

❖ **Facilities**

Capital outlay

The Capital Outlay budget increased by \$20,000 from the FY2017-18 adopted budget was due to capital requirements needed to improve our rental facilities this year.

EXPENDITURE SUMMARY

Lynchburg City Schools - FY2018-19 Budget

❖ Technology

Personnel Services

The decrease in Personnel Services cost of \$119,025 over the FY2017-18 adopted budget is due the reductions of two positions in the department.

Purchase Services

The increase in Purchase Services from the FY2017-18 adopted budget of \$176,677 is mainly due to the increase in software maintenance fees for varies computer software used throughout the district.

Capital outlay

The Capital Outlay budget increased by \$60,902 from the FY2017-18 adopted budget was due to capital requirements needed for the department.

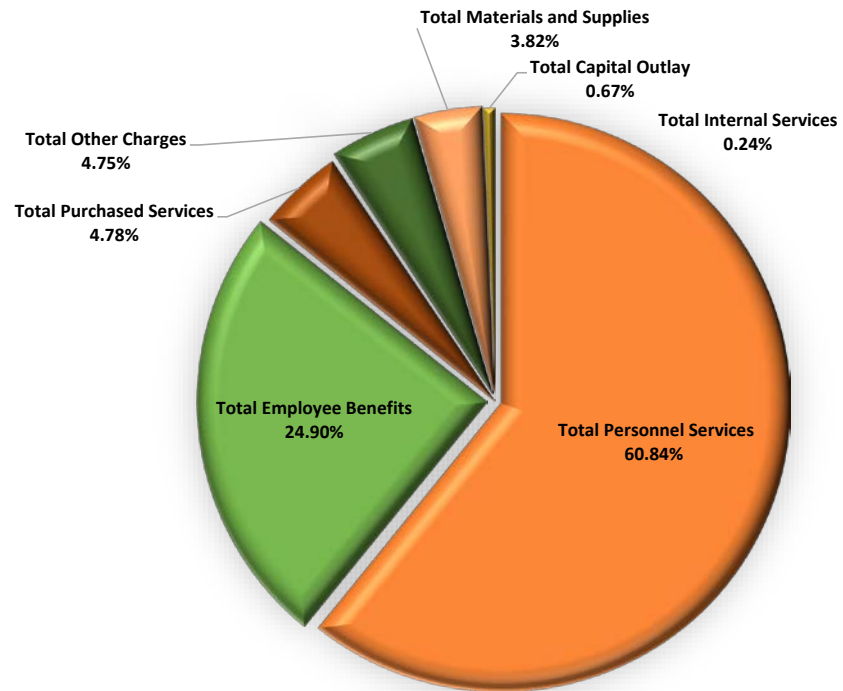
OPERATING FUND - EXPENDITURE SUMMARY BY OBJECT CODE

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent	Percent
	Expenditures	Expenditures	Expenditures	Budget	Budget	Change	Change	of Total
Total Personnel Services	\$ 53,236,159	\$ 56,945,659	\$ 56,908,320	\$ 58,451,152	\$ 58,227,701	\$ (223,452)	-0.39%	59.62%
Employee Benefits								
FICA	\$ 3,921,358	\$ 4,724,276	\$ 4,173,971	\$ 4,471,497	\$ 4,457,938	\$ (13,559)	-0.30%	4.56%
VRS	6,800,452	7,120,012	7,203,038	8,526,675	7,906,258	(620,417)	-7.28%	8.09%
RHCC	474,573	555,290	528,615	618,263	585,582	(32,681)	-5.29%	0.60%
403 (b) Plan Contribution	19,193	1,805	15,174	25,063	25,063	(0)	0.00%	0.03%
Hospitalization	4,866,145	5,481,906	7,615,064	6,351,735	8,961,015	2,609,280	41.08%	9.17%
Dental	239,951	494,716	384,525	384,340	391,115	6,775	1.76%	0.40%
Vision	20,884	154,421	27,273	27,396	21,542	(5,854)	-21.37%	0.02%
Group Life	577,655	872,107	674,269	718,896	703,498	(15,397)	-2.14%	0.72%
Disability Insurance	11,802	33,272	31,165	-	-	-	0.00%	0.00%
Unemployment	36,406	47,824	25,672	50,000	50,000	-	0.00%	0.05%
Worker's Comp	270,943	26,631	592,437	526,676	526,677	1	0.00%	0.54%
Tuition	426	-	-	-	-	-	0.00%	0.00%
Terminal Pay	148,833	14,345	195,527	200,000	200,000	-	0.00%	0.20%
Total Employee Benefits	\$ 17,388,623	\$ 19,526,605	\$ 21,466,730	\$ 21,900,540	\$ 23,828,688	1,928,148	8.80%	24.40%
Total Personnel Services & Employee Benefits	\$ 70,624,782	\$ 76,472,264	\$ 78,375,050	\$ 80,351,692	\$ 82,056,389	\$ 1,704,696	2.12%	84.01%
Total Purchased Services	\$ 3,829,993	\$ 3,888,118	\$ 4,093,639	\$ 4,611,428	\$ 4,569,973	\$ (41,456)	-0.90%	4.68%
Total Internal Services	110,647	181,773	186,826	234,950	234,350	(600)	-0.26%	0.24%
Total Other Charges	4,574,543	3,843,468	4,564,438	4,652,361	4,543,572	(108,789)	-2.34%	4.65%
Total Materials and Supplies	5,307,868	3,925,727	3,915,350	3,589,510	3,655,861	66,350	1.85%	3.74%
Total Tuition Payments/Joint Operation	1,173,607	1,421,651	1,733,205	1,644,800	1,971,436	326,636	19.86%	2.02%
Total Capital Outlay	949,744	2,861,490	1,147,769	239,925	640,827	400,902	167.09%	0.66%
Total Non-Personnel Accounts	\$ 15,946,401	\$ 16,122,227	\$ 15,641,228	\$ 14,972,975	\$ 15,616,018	\$ 643,044	4.29%	15.99%
TOTAL OPERATING FUND	\$ 86,571,184	\$ 92,594,491	\$ 94,016,276	\$ 95,324,667	\$ 97,672,407	\$ 2,347,740	2.46%	100.00%

OPERATING FUND - EXPENDITURE SUMMARY BY OBJECT CODE

Lynchburg City Schools - FY 2018-19 Budget



OPERATING FUND - EXPENDITURES BY MAJOR CATEGORY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	Expenditures	Expenditures	Expenditures	Budget	Budget	Change	Change
INSTRUCTION							
Personnel Services	\$ 43,107,103	\$ 45,592,706	\$ 45,857,864	\$ 46,938,435	\$ 46,038,223	(900,213)	-1.92%
Employee Benefits	13,910,682	14,868,316	17,265,793	17,126,993	18,378,076	1,251,082	7.30%
Purchased Services	1,709,901	2,291,358	2,079,896	2,269,883	2,079,235	(190,648)	-8.40%
Internal Services	92,676	162,451	148,279	213,750	162,650	(51,100)	-23.91%
Other Charges	171,130	227,242	182,961	190,052	266,817	76,765	40.39%
Materials and Supplies	1,705,571	1,276,116	1,641,219	1,706,102	1,627,244	(78,858)	-4.62%
Tuition Payments / Joint Operation	1,173,607	1,421,651	1,733,206	1,644,800	1,971,436	326,636	19.86%
Capital Outlay	38,407	6,900	-	5,000	5,000	-	0.00%
TOTAL INSTRUCTION	\$ 61,909,077	\$ 65,846,740	\$ 68,909,218	\$ 70,095,015	\$ 70,528,680	\$ 433,665	0.62%
ADMINISTRATION							
Personnel Services	\$ 2,324,807	\$ 3,107,962	\$ 2,644,976	\$ 2,949,353	\$ 3,319,065	\$ 369,712	12.54%
Employee Benefits	1,183,375	2,132,624	1,709,466	2,049,515	2,265,043	215,528	10.52%
Purchased Services	421,003	58,926	409,988	476,535	592,535	116,000	24.34%
Internal Services	14,195	16,286	34,492	17,500	15,500	(2,000)	-11.43%
Other Charges	809,524	78,161	826,533	801,730	735,375	(66,355)	-8.28%
Materials and Supplies	112,128	32,354	92,477	84,655	118,707	34,053	40.23%
Capital Outlay	8,162	116	-	-	-	-	0.00%
TOTAL ADMINISTRATION	\$ 4,873,193	\$ 5,426,428	\$ 5,717,931	\$ 6,379,287	\$ 7,046,226	\$ 666,938	10.45%
PUPIL TRANSPORTATION							
Personnel Services	\$ 2,821,261	\$ 2,908,153	\$ 3,011,571	\$ 2,987,364	\$ 3,293,120	\$ 305,757	10.23%
Employee Benefits	772,927	826,919	822,209	862,918	1,147,962	285,045	33.03%
Purchased Services	57,513	132,720	119,673	147,240	158,120	10,880	7.39%
Internal Services	1,149	1,226	1,358	2,700	55,200	52,500	1944.43%
Other Charges	184,912	212,085	220,471	220,477	275,477	55,000	24.95%
Materials and Supplies	991,082	681,577	841,308	729,883	829,938	100,055	13.71%
Capital Outlay	83,434	1,037,548	503,550	-	300,000	300,000	0.00%
TOTAL PUPIL TRANSPORTATION	\$ 4,912,279	\$ 5,800,226	\$ 5,520,140	\$ 4,950,581	\$ 6,059,817	\$ 1,109,236	22.41%

OPERATING FUND - EXPENDITURES BY MAJOR CATEGORY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	Expenditures	Expenditures	Expenditures	Budget	Budget	Change	Change
OPERATION & MAINTENANCE							
Personnel Services	\$ 3,580,031	\$ 3,709,559	\$ 3,671,235	\$ 3,808,413	\$ 3,928,232	\$ 119,818	3.15%
Employee Benefits	1,081,837	1,184,064	1,107,694	1,244,694	1,389,623	144,929	11.64%
Purchased Services	1,235,480	1,181,457	1,082,032	1,223,896	1,223,896	-	0.00%
Internal Services	-	-	-	-	-	-	0.00%
Other Charges	3,382,728	3,305,861	3,311,401	3,411,002	3,236,802	(174,200)	-5.11%
Materials and Supplies	1,216,938	1,056,622	985,492	745,457	745,503	46	0.01%
Capital Outlay	588,577	671,600	237,634	85,000	105,000	20,000	0.00%
TOTAL OPERATION & MAINTENANCE	\$ 11,085,588	\$ 11,109,162	\$ 10,395,488	\$ 10,518,462	\$ 10,629,055	\$ 110,593	1.05%
FACILITIES							
Personnel Services	\$ 9,447	\$ 13,774	\$ 19,306	\$ 54,963	\$ 55,463	\$ 500	0.91%
Employee Benefits	716	1,051	1,452	16,202	46,565	30,364	187.41%
Purchase Services	-	-	-	-	-	-	0.00%
Other Charges	-	-	-	-	-	-	0.00%
Capital Outlay	15,769	-	-	-	20,000	20,000	0.00%
TOTAL FACILITIES	\$ 25,931	\$ 14,825	\$ 20,758	\$ 71,165	\$ 122,029	50,864	71.47%
Debt Service & Fund Transfers	-	-	-	-	-	-	0.00%
TOTAL DEBT SERVICE & FUND TRANSFERS	\$ -	\$ -	\$ -	\$ -	\$ -	-	0.00%
Food Services & Other Non-Instructional Operations							
Personnel Services	\$ -	\$ -	\$ 45	\$ -	\$ -	-	0.00%
Employee Benefits	-	-	4	-	-	-	0.00%
Purchased Services	9,847	10,249	9,465	5,000	5,000	-	0.00%
Internal Services	360	483	450	500	500	-	0.00%
Other Charges	2,587	655	-	5,000	5,000	-	0.00%
Materials and Supplies	11,875	9,971	2,189	6,500	10,500	4,000	61.54%

OPERATING FUND - EXPENDITURES BY MAJOR CATEGORY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	Expenditures	Expenditures	Expenditures	Budget	Budget	Change	Change
Capital Outlay	-	-	-	-	-	-	0.00%
TOTAL Non-Instructional Operations	\$ 24,670	\$ 21,358	\$ 12,153	\$ 17,000	\$ 21,000	4,000	23.53%
TECHNOLOGY							
Personnel Services	\$ 1,393,511	\$ 1,613,506	\$ 1,703,323	\$ 1,712,623	\$ 1,593,598	(119,025)	-6.95%
Employee Benefits	439,087	513,632	560,112	600,219	601,419	1,200	0.20%
Purchased Services	396,248	213,408	392,585	488,874	511,187	22,313	4.56%
Internal Services	2,268	1,328	2,247	500	500	-	0.00%
Other Charges	23,662	19,465	23,072	24,100	24,100	-	0.00%
Materials and Supplies	1,270,274	869,087	352,665	316,915	323,970	7,055	2.23%
Capital Outlay	215,395	1,145,326	406,585	149,925	210,827	60,902	40.62%
TOTAL TECHNOLOGY	\$ 3,740,445	\$ 4,375,751	\$ 3,440,589	\$ 3,293,156	\$ 3,265,601	(27,556)	-0.84%
TOTAL OPERATING FUND	\$ 86,571,184	\$ 92,594,491	\$ 94,016,276	\$ 95,324,667	\$ 97,672,407	\$ 2,347,740	2.46%
OPERATING FUND							
Personnel Services	\$ 53,236,159	\$ 56,945,659	\$ 56,908,320	\$ 58,451,152	\$ 58,227,701	(223,452)	-0.38%
Employee Benefits	17,388,623	19,526,605	\$ 21,466,730	21,900,540	23,828,688	1,928,148	8.80%
Purchased Services	3,829,993	3,888,118	\$ 4,093,639	4,611,428	4,569,973	(41,456)	-0.90%
Internal Services	110,647	181,773	\$ 186,826	234,950	234,350	(600)	-0.26%
Other Charges	4,574,543	3,843,468	\$ 4,564,438	4,652,361	4,543,572	(108,789)	-2.34%
Materials and Supplies	5,307,868	3,925,727	\$ 3,915,350	3,589,510	3,655,861	66,350	1.85%
Debt Services / Tuition Payments							
Joint Operations	1,173,607	1,421,651	\$ 1,733,206	1,644,800	1,971,436	326,636	19.86%
Capital Outlay	949,744	2,861,490	\$ 1,147,769	239,925	640,827	400,902	167.09%
TOTAL OPERATING FUND	\$ 86,571,184	\$ 92,594,491	\$ 94,016,276	\$ 95,324,667	\$ 97,672,407	2,347,740	2.46%

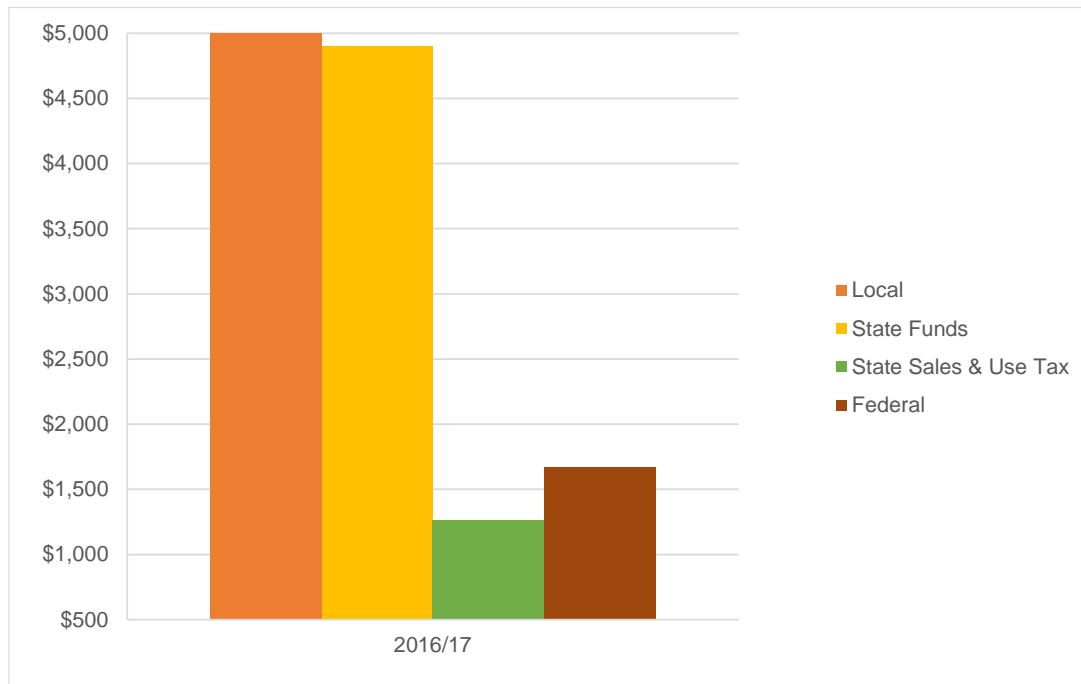
PER PUPIL EXPENDITURES FOR OPERATIONS

Lynchburg City Schools - FY 2018-19 Budget

	End of Yr ADM	Local	State Funds	State Sales & Use Tax	Federal	Total	Local % of Total
2012/13	8,594.77	\$4,242	\$4,080	\$1,019	\$1,348	\$10,690	39.69%
2013/14	8,598.71	\$4,303	\$4,101	\$1,096	\$1,288	\$10,789	39.88%
2014/15	8,686.11	\$4,453	\$4,498	\$1,146	\$1,328	\$11,426	38.97%
2015/16	8,515.43	\$5,187	\$4,398	\$1,204	\$1,448	\$12,237	42.39%
2016/17	8,397.73	\$5,044	\$4,903	\$1,261	\$1,673	\$12,881	38.16%

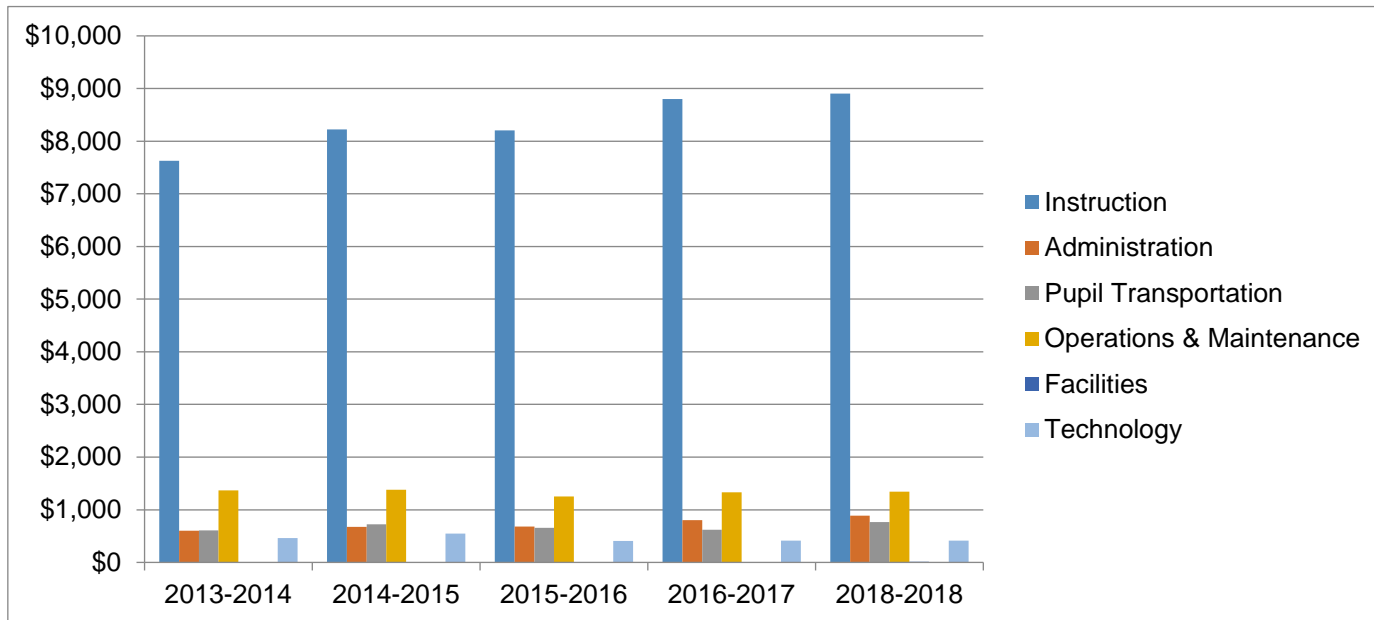
Source: *Table 15 of the Superintendent's Annual School Report for Virginia*

The Average Daily Membership (ADM) calculated at the end of the school year includes the ADM of pupils served in the school division and the ADM of resident pupils for whom tuition is paid to another school division, regional special education program, or private school. It excludes students for whom the division receives tuition payments from another division or entity. This



EXPENDITURE PER STUDENT BY FUNCTION
Lynchburg City Schools FY2018-19 Budget

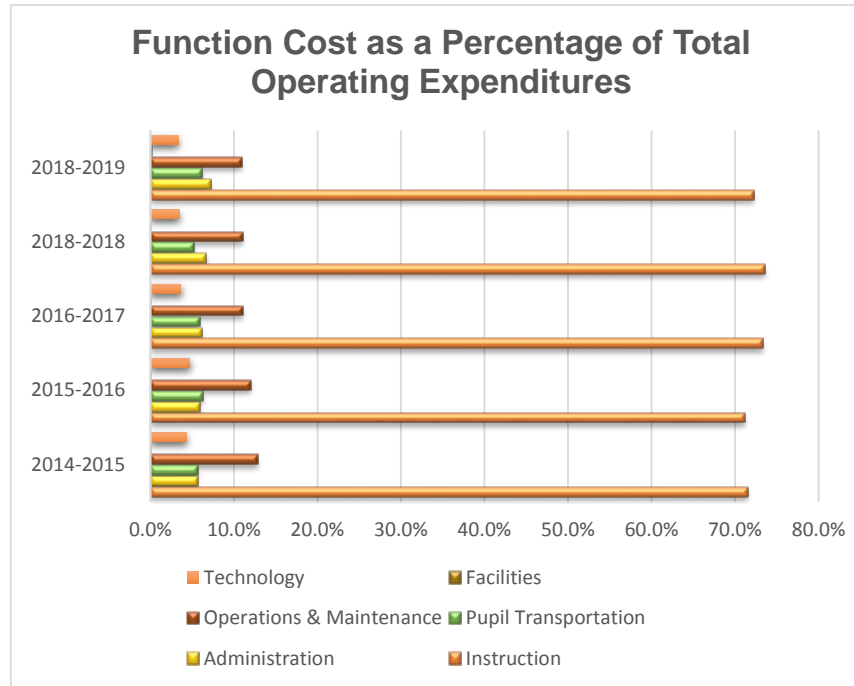
	2013-2014	2014-2015	2015-2016	2016-2017	2018-2018
	Actual	Actual	Actual	Actual	Adopted
	<u>Expenditures</u>	<u>Expenditures</u>	<u>Expenditures</u>	<u>Expenditures</u>	<u>Budget</u>
ADM	8,113.30	8,009.13	8,397.73	7,966.80	7,921.55
Expenditure per student By Function					
Instruction	\$7,631	\$8,221	\$8,206	\$8,798	\$8,903
Administration	601	678	681	801	890
Pupil Transportation	605	724	657	621	765
Operations & Maintenance	1,366	1,377	1,252	1,334	1,342
Facilities	3	2	2	9	15
Technology	461	546	410	413	412
Total Operations	\$10,667	\$11,548	\$11,208	\$11,977	\$12,327



FUNCTION COST AS A PERCENTAGE OF TOTAL EXPENDITURE

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
	Actual	Actual	Actual	Adopted	Adopted
	Expenditures	Expenditures	Expenditures	Budget	Budget
<i>Function Cost as a Percentage of Total Operating Expenditures</i>					
Instruction	71.5%	71.1%	73.3%	73.5%	72.2%
Administration	5.6%	5.9%	6.1%	6.7%	7.2%
Pupil Transportation	5.7%	6.3%	5.9%	5.2%	6.2%
Operations & Maintenance	12.8%	12.0%	11.1%	11.0%	10.9%
Facilities	0.0%	0.0%	0.0%	0.1%	0.1%
Technology	4.3%	4.7%	3.7%	3.5%	3.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%



Informational



STANDARDS OF LEARNING AND ACCOUNTABILITY

Lynchburg City Schools – FY 2018-19 Budget

Virginia's Standards of Quality and the *Regulations Establishing Standards for Accrediting Public Schools in Virginia* require schools to administer Standards of Learning (SOL) tests in English (both reading and writing), math, science, and social science/history. The Standards of Learning are academic content and skills that Virginia public school students are expected to learn at each grade level. Additionally, certain SOL tests are designated as end-of-course tests and passing these tests are requirements for graduation.

During the last several years, the SOLs and their associated tests have significantly increased in rigor. In recent years, a significant number of schools are not yet meeting targets established by the federal government and/or Virginia Department of Education (VDOE). Based on 2017, SOL test performance, there were seven schools fully accredited. We anticipate adding 3-5 more schools in 2018-2019 to the fully accredited stats list.

To address these challenges, there are some key initiatives are supported through this budget:

- Continued work towards the targets of the LCS Comprehensive Plan for 2017-2018. This plan incorporates targets for all students as well as for different subgroups of students in order to achieve equity. The plan address the areas of Achievement, Behavior, and Culture.
- Targeted support for schools by contact supervisors.
- Increased efforts to increase professional development for school staff.
- Development and refinement of LCS curriculum.
- Further resources to support the needs of students with special needs.
- Extensive work on curriculum alignment and resources.
- Evaluation of existing resources.

BUDGET DOCUMENT FORMAT AND GUIDELINES

Lynchburg City Schools – FY 2018-19 Budget

REVENUE AND EXPENDITURE FORMAT

The revenues and expenditures sections of the budget are formatted to show actual revenues and expenditures for the prior fiscal year's budget plus the actual revenues and expenditures for the three prior years. The budget request for FY 2018-2019 is shown with the dollar and percentage changes in revenues and expenditures from the FY 2017-2018 adopted budget. Expenditures are classified in accordance with guidelines established by the Virginia Department of Education. The state-imposed format is based on the following major classifications for expenditures of school funds: (i) instruction, (ii) administration, attendance and health, (iii) pupil transportation, (iv) operation and maintenance, (v) school food services and other non-instructional operations, (vi) facilities, (vii) debt and fund transfers, (viii) technology, and (ix) contingency reserves. A description of the major classifications is provide below.

REVENUE GUIDELINES

- The projected Average Daily Membership (ADM) from the Virginia Department of Education (VDOE) will be the basis for the projection of state and federal revenue estimates.
- User fees will be established for cafeteria sales, adult education, building rent, transportation services, and other user-oriented activities that recover at least the direct cost to the school division.
- The school division will aggressively seek state and federal grant funds and determine the long-term local fiscal effect of such grants, including the amount of local match required to continue the grant program.
- The school division's year-end fund balance will not be used as a budget balancing mechanism, but it will be allocated for non-recurring capital requirements or to resolve emergency requirements.
- State revenue projections will be based on the funding appropriated in the state's biennium budget, using the Virginia Department of Education's projected ADM.

OPERATING EXPENDITURE GUIDELINES

- **Major Classifications for expenditures**
 - **Instruction**
Instruction includes the activities that deal directly with the interaction between teachers, aides, or classroom assistants and students. Instruction may be provided for students in a school classroom, in another location such as

BUDGET DOCUMENT FORMAT AND GUIDELINES

Lynchburg City Schools – FY 2018-19 Budget

a home or hospital, or in other learning situations such as those involving co-curricular activities. Instruction may also be provided through another approved medium such as television, internet, radio, telephone, or correspondence. The activities of aides or classroom assistants of any type (clerks, graders, etc.) that assist in the instructional process are included in this category. Technology related expenditures related to instruction are reported under function Technology.

- **Administration, Attendance and Health**

- **Administration**

- Activities concerned with establishing and administering policy for operating the LEA.

- **Attendance and Health Services**

- Activities whose primary purpose is the promotion and improvement of children's attendance at school. This consists of various activities in the field of physical and mental health, such as medicine, dentistry, psychology, psychiatry, and nursing services, as well as activities in student attendance services. Expenditures for all health services for public school students and employed personnel should be recorded here.

- **Pupil Transportation**

Activities concerned with transporting students to and from school, as provided by state and federal law. This includes trips between home and school, and trips to and from school activities.

- **Operation and Maintenance**

Activities concerned with keeping the physical plant open, comfortable, and safe for use, and keeping the grounds, buildings, and equipment in effective working condition. This includes the activities of maintaining safety in buildings, on the grounds, and in the vicinity of schools.

- **School Food Services and Other Non-instructional Operations**

Activities concerned with providing non-instructional services to students, staff, or the community.

BUDGET DOCUMENT FORMAT AND GUIDELINES

Lynchburg City Schools – FY 2018-19 Budget

- **School Food Services**
Activities concerned with providing food to students and staff in a school or LEA. Include preparing and serving regular and incidental meals, lunches, or snacks in connection with school activities and food delivery.
- **Facilities**
Activities concerned with acquiring land and buildings, remodeling buildings, constructing buildings and additions to buildings, installing or extending service systems and other built-in equipment, and improving sites. Also included are activities related for facility rentals.
- **Debt Service and Fund Transfers**
 - **Debt Service**
Include payments for both principal and interest that service the debt of the LEA. Include only those funds appropriated to and paid by the school board.
 - **Intra-agency Fund Transfers**
Include transactions that withdraw money from one fund and place it in another without recourse within an LEA. For example, transfer of funds to an escrow account or a textbook fund.
 - **Inter-agency Fund Transfers**
Include transactions that transfer money from a school division to another agency, such as a school division transferring funds to the local governing body or to a regional program for which it serves as fiscal agent.
- **Technology**
This function captures technology-related expenditures as required by the General Assembly. All technology-related expenditures should be reported under this function. Any services (i.e., distance learning) involving the use of technology for instructional, public information, administration, or any other use should be recorded exclusively in this function.
- **Contingency Reserves**
All contingency reserve expenditures should be reported under this function.

BUDGET DOCUMENT FORMAT AND GUIDELINES

Lynchburg City Schools – FY 2018-19 Budget

- Operating expenditures are expensed using the modified accrual basis of accounting.
- Encumbrances remaining open at year-end are closed out to the current year budget.
- The school division will comply with all city, state, and federal legal requirements pertaining to the budget and expenditures.
- The budget process will be structured to ensure comprehensive input from staff, students, parents, and patrons prior to school board budget adoption.

OPERATING EXPENDITURE GUIDELINES, continued

- Baseline budget programs required to meet Standards of Quality or accreditation standards will receive first priority for funding.
- Program enhancements will be correlated to school board priorities and objectives for educational improvements.
- Budget initiatives for technological improvements leading to improvement in student learning or reduced operating costs will receive high priority for funding.
- Employee salary increases will be in accordance with established LCS salary scales and will be competitive with other urban and neighboring Virginia school districts and local governments.
- In balancing the budget, the school division will endeavor to avoid the layoff of regular employees. Personnel reductions will be accomplished through attrition to the extent possible.
- The operating budget will provide for appropriate maintenance of school equipment, facilities and grounds as well as safe and efficient transportation services.
- Sufficient funds for annual debt service and lease-purchase costs will be included in the operating budget.
- The school division will utilize a budgetary control and encumbrance accounting system that provides monthly financial reports comparing revenues and expenditures to budget and actual amounts.
- An independent audit will be performed on an annual basis treating the school board as a separate reporting entity on the city's audited financial statements. The audit management letter will be furnished to the school board with actions and the time frame required resolving any audit findings.
- All unsafe and/or obsolete equipment assets no longer used will be disposed of through a public surplus property sale unless otherwise specifically approved by the school board.

BUDGET DOCUMENT FORMAT AND GUIDELINES

Lynchburg City Schools – FY 2018-19 Budget

RESERVE GUIDELINES

- When available, the school division's year-end fund balance will be reserved for the planned maintenance of school facilities and replacement of equipment.
- A health insurance claims reserve will be maintained by the school board to meet unexpected claims increases and incurred claims to be paid after the conclusion of the current health insurance contract.
- A textbook reserve fund will be maintained for the purchase of new textbook adoptions.

CAPITAL IMPROVEMENT FUND

The school board's separate Five-Year Capital Improvement Plan reflects the school board's capital improvement objectives for the next five years, starting with FY 2019 and ending in FY 2023. The planning objectives have been developed using input received from staff, teachers, parents, students, and the community. The goal of the plan is to support and to improve the educational programs offered by the Lynchburg City Schools. The capital fund is maintained by the City of Lynchburg with separate project codes for school projects. The priorities of the plan include:

- Continuation of school-based instructional technology upgrade
- Funding of capital maintenance and equipment replacement needs, including roofs, school buses, instructional equipment and furniture, major facility repairs, and maintenance equipment with year-end fund balances

In reviewing the types of capital improvements projects to be incorporated into the plan, the following criteria were used to identify school needs and to meet planning priorities:

- School facilities must be maintained and modernized to enhance the instructional process and to prevent the long-term deterioration of the physical plant.
- School facilities must reflect changes in enrollment patterns both district-wide and within each school attendance zone.
- School capital improvement requirements must complement instructional programs and administrative services by providing the technology necessary to help students learn in an effective manner and develop usable career skills.
- School equipment should be replaced according to a schedule that improves operating efficiency by eliminating unsafe or obsolete furniture and equipment.

DEFINITIONS OF BUDGET TERMINOLOGY

Lynchburg City Schools FY 2018-19 Budget

Adopted Budget - The budget approved by the school board and enacted by city council via a budget appropriation ordinance.

Appropriation - An authorization made by City Council on request of the school board which permits the schools' administrative staff to incur obligations against and to make expenditures of governmental resources. Appropriations are usually made for fixed amounts and are typically granted for a one-year period.

Appropriation Ordinance - The official enactment by city council establishing the legal authority for the schools to obligate and expend resources.

Budget - A plan of financial operation comprised of an estimate of proposed expenditures for a fiscal year and the proposed means of financing those expenditures (revenue estimates).

Budget Calendar - The schedule of key dates that the schools will follow in the preparation and adoption of the budget.

Budget Plan - The official written document prepared by the schools' administrative staff that presents the proposed budget to the school board.

Capital Assets - School assets of significant value and having a useful life of several years, also referred to as fixed assets.

Capital Improvement Program - A plan for capital expenditures to be incurred each year over a fixed period of several future years setting forth each capital project, identifying the expected beginning and ending date for each project, the amount to be expended in each year, and the method of financing those expenditures.

Capital Projects - Projects that purchase or construct capital assets. Typically, a capital project encompasses a purchase of land or the construction of a building or facility.

Contingency Reserve - A budgetary reserve set aside for emergencies or unforeseen expenditures not otherwise budgeted.

Course of Action - Methodology proposed in a decision package for accomplishing a budget objective.

DEFINITIONS OF BUDGET TERMINOLOGY

Lynchburg City Schools FY 2018-19 Budget

Debt Service - Payment of interest and repayment of principal on school debt incurred for capital projects.

Decision Package – An analysis of the courses of action for budget study that may be feasible for accomplishing a given budget objective.

Depreciation - (1) Expiration in the service life of capital assets attributable to wear and tear, deterioration, action of the physical elements, inadequacy or obsolescence, or (2) the portion of the cost of a capital asset which is charged as an expense during a fiscal period.

Discretionary Expenditure - An expense that may be increased or reduced at the option of the budget manager; e.g., supplies, materials, repairs.

Expenditure - The cost of goods received or services rendered whether payment for such goods and services has been made or not.

Fiscal Year - Accounting period extending from July 1 to the following June 30 for the City of Lynchburg and school board.

Fixed Cost - An expense that is outside the control of the program manager since it is correlated with the operation of the physical plant: e.g., insurance, utilities, debt service.

Fringe Benefits - Payments required as part of regular employee compensation including retirement system contributions, state group life insurance, social security, and health and dental insurance premiums. Normally, the school board pays full benefits to all regular employees, while part-time employees are not eligible for retirement and insurance benefits.

FTE - A full-time equivalent (FTE) position equals 10 months for teaching employees and 12 months for administrative and classified employees (bus driver, aide, and food service employee FTEs) are based on 10 months.

General Fund - A type of governmental fund used to account for revenues and expenditures for regular day-to-day operations of the school system. The primary sources of revenue for this fund are local taxes and Federal and State grants.

DEFINITIONS OF BUDGET TERMINOLOGY

Lynchburg City Schools FY 2018-19 Budget

Goal - A concise statement of an overall priority of the school board.

Grant - A contribution of assets (usually cash) by one governmental unit or other organization to another. Typically, these contributions are made to local governments from the federal and state governments for specified purposes.

Indirect Fringe Benefits - Employee benefits not paid directly to all employees, but benefits that may accrue to individual employees based on legal requirements or local regulations. The benefits include worker's compensation coverage, terminal leave, flexible spending plan administration (section 125 plan), and attendance bonuses.

Line-Item Budget - A budget listing the specific objects regarding expenditures for personnel, and goods and services that the Schools intend to purchase during the fiscal year.

Mission Statement - Declaration of purpose for a school or department.

Objective - The measurable functions that a school program must accomplish in order to achieve the school district goals.

Object of Expenditure - Expenditure classifications based on the types of categories of goods and services purchased. Typical objects of expenditure include: Personnel Services, Employee Benefits, Purchased Services, Internal Services, Other Charges, Materials & Supplies, Debt Service, and Capital Outlay

Priority - Educational initiative established by the school board for accomplishment as the result of public input.

Program - A term used to describe a school department or cost center with distinct objectives and activities.

Preliminary Budget Plan - The budget proposed by the superintendent to the school board in December using preliminary revenue and expenditure estimates.

Recommended Budget - The budget proposed by the superintendent to the school board in January for final adoption based on current state and local revenue estimates.

DEFINITIONS OF BUDGET TERMINOLOGY

Lynchburg City Schools FY 2018-19 Budget

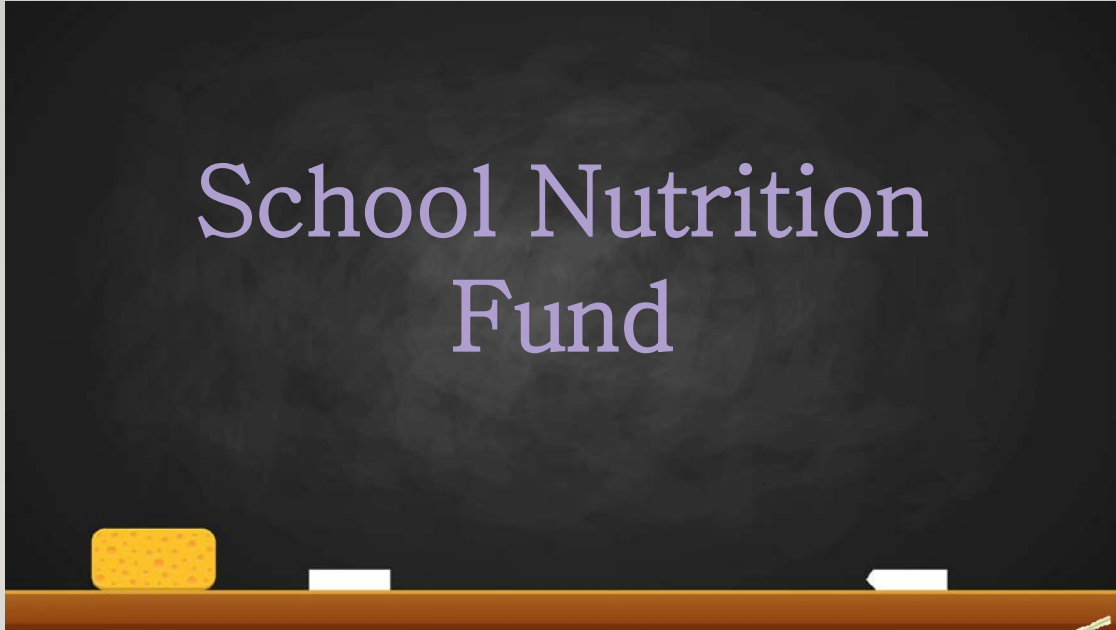
Resource Allocation Plan - A more descriptive term for the budget document, indicating that it is indeed a financial plan for the allocation of resources to specific program services.

Revenue - A term used to represent income to a specific fund.

School Budget - The portion of the overall city general fund budget under the control of the school board for the operation of the Lynchburg City Schools.

Sub-program - A component of a School departmental or cost center program with specific activities as established by State regulation.

Strategic Issues - Policy choices or decisions that serve as the fundamental basis for the organization's types of services, service levels, cost of services, and overall management.



SCHOOL NUTRITION PROGRAM

Lynchburg City Schools FY 2018-19 Budget

Lynchburg City Schools strives to provide nutritious meals to all students that meet the new guidelines required by the Healthy Hunger Free Kids Act. Meals are prepared in such a manner that will both engage and encourage students to make healthier food choice each school day. Breakfast and lunch are provided at low cost or free or at a reduced price to students who qualify based on family income to participate in the federally funded National School Lunch Program (NSLP).

LCS participates in the NSLP. NSLP is The U.S. Department of Agriculture (USDA) assisted meal program that provides nutritionally balanced lunches to school-aged children. The Virginia Department of Education (VDOE) administers the NSLP at the state level, and school divisions operate the program at the local level through agreements with VDOE. Participating school divisions receive USDA cash subsidies and donated commodities for each meal served that meets federal nutrition standards – one third of daily recommended levels of protein, calcium, iron, vitamins A and C and calories – and must provide free and reduced-price lunches to eligible students.

For the past several years, LCS has had the higher percentage of enrolled students participating in the free or reduced lunch program in our district.

	Actual			Actual			Actual		
	FY2015-16			FY2016-17			FY2017-18		
	Free	Reduced	Total	Free	Reduced	Total	Free	Reduced	Total
	Lunch	Lunch	F/R	Lunch	Lunch	F/R	Lunch	Lunch	F/R
	%	%	%	%	%	%	%	%	%
Bedford County Public Schools	28.58%	7.78%	36.36%	27.67%	7.53%	35.20%	31.58%	5.75%	37.33%
Campbell County Public Schools	37.50%	6.57%	44.07%	36.68%	6.27%	42.94%	40.94%	6.12%	47.06%
Appomattox County Public Schools	41.81%	6.43%	48.24%	39.89%	5.34%	45.23%	44.32%	5.17%	49.49%
Amherst County Public Schools	42.86%	7.81%	50.67%	41.14%	9.12%	50.25%	44.49%	7.72%	42.21%
Nelson County Public Schools	44.14%	6.73%	50.87%	42.54%	7.61%	50.16%	46.49%	7.29%	53.78%
Lynchburg City Schools (note 1)	66.76%	2.35%	69.11%	67.35%	3.48%	70.83%	76.66%	1.64%	78.31%

SOURCE: Virginia Department of Education prepared from Oct. 31, 2017 data

Note 1 -In 2016, Lynchburg City School operated under the USDA Community Eligibility Provision (CEP). The free eligible is a calculated number based on the USDA guidance.

SCHOOL NUTRITION PROGRAM

Lynchburg City Schools FY2018-19 Budget

All of the schools in the Lynchburg City School division participate in the school lunch program. All schools serve hot and cold nutritious breakfast and lunch meals to students.

All schools also participate in the National School Breakfast Program and the School Nutrition Lunch Program (SNLP). The National School Breakfast Program is a federally assisted meal program to ensure all students have access to a health breakfast at school to promote healthy eating behaviors and readiness for learning. The SNLP is a federally assisted meal program that provides nutritionally balanced, low-cost or free lunches to students. The number of students who participate in both programs at each of the schools is as follows for the last three years.

School	Actual FY2015-16				Actual FY2016-17				Actual FY2017-18			
	SNP Membership	Free Lunch %	Reduced Lunch %	Total F/R %	SNP Membership	Free Lunch %	Reduced Lunch %	Total F/R %	SNP Membership	Free Lunch %	Reduced Lunch %	Total F/R %
	Amelia Pride Center	0	0.00%	0.00%	0.00%	0	0.00%	0.00%	0.00%	0	0.00%	0.00%
Bedford Hills Elementary School	511	37.96%	2.74%	40.70%	478	40.17%	3.97%	44.14%	440	40.17%	3.97%	44.14%
Carl B. Hutcherson Building (CEP School Note 1)	173	95.38%	0.00%	95.38%	164	95.12%	0.00%	95.12%	170	95.12%	0.00%	95.12%
Dearington Elementary School (CEP School, Note 1)	185	95.14%	0.00%	95.14%	195	95.38%	0.00%	95.38%	178	95.38%	0.00%	95.38%
E.C. Glass High	1,393	39.34%	3.02%	42.35%	1367	40.97%	4.39%	45.35%	1336	40.97%	4.39%	45.35%
Fort Hill Community School	0	0.00%	0.00%	0.00%	8	100.00%	0.00%	100.00%	114	100.00%	0.00%	100.00%
Heritage Elementary School (CEP School, Note 1)	479	95.20%	0.00%	95.20%	462	95.24%	0.00%	95.24%	505	95.24%	0.00%	95.24%
Heritage High School	1026	49.22%	4.97%	54.19%	1037	51.69%	7.52%	59.21%	1055	51.69%	7.52%	59.21%
LAUREL Regional School	62	53.23%	3.23%	56.45%	57	52.63%	5.26%	57.89%	57	52.63%	5.26%	57.89%
Linkhorne Elementary School (CEP School, Note 1)	425	95.29%	0.00%	95.29%	459	95.42%	0.00%	95.42%	452	95.42%	0.00%	95.42%
Linkhorne Middle School	571	50.79%	3.85%	54.64%	551	49.00%	5.08%	54.08%	594	49.00%	5.08%	54.08%
Dunbar Middle School	703	52.63%	3.98%	56.61%	703	53.20%	5.55%	58.75%	657	53.20%	5.55%	58.75%
Paul Munro Elementary School	317	42.90%	3.47%	46.37%	326	40.80%	3.37%	44.17%	335	40.80%	3.37%	44.17%
Perrymont Elementary School (CEP School, Note 1)	377	95.23%	0.00%	95.23%	380	95.26%	0.00%	95.26%	375	95.26%	0.00%	95.26%
R. S. Payne Elementary School (CEP School, Note 1)	530	95.28%	0.00%	95.28%	489	95.30%	0.00%	95.30%	527	95.30%	0.00%	95.30%
Sandusky Elementary School (CEP School, Note 1)	320	95.31%	0.00%	95.31%	335	95.22%	0.00%	95.22%	344	95.22%	0.00%	95.22%
Sandusky Middle School	552	63.95%	5.98%	69.93%	564	65.78%	10.28%	76.06%	552	65.78%	10.28%	76.06%
Sheffield Elementary School (CEP School, Note 1)	461	95.23%	0.00%	95.23%	437	95.42%	0.00%	95.42%	398	95.42%	0.00%	95.42%
T.C. Miller Elementary School (CEP School, Note 1)	244	95.49%	0.00%	95.49%	241	95.44%	0.00%	95.44%	246	95.44%	0.00%	95.44%
William M. Bass Elementary School (CEP School, Note 1)	310	95.16%	0.00%	95.16%	253	95.26%	0.00%	95.26%	218	95.26%	0.00%	95.26%
Empowerment Academy	0	0.00%	0.00%	0.00%	0	0.00%	0.00%	0.00%	30	100.00%	0.00%	100.00%
TOTAL	8,639	66.76%	2.35%	69.08%	8,506	67.35%	3.48%	70.83%	8,583	76.66%	1.64%	78.31%

Source: Virginia Department of Education, Office of School Nutrition Program - Oct. 31, 2016 data

Note 1 - In 2017, this school operated under the USDA Community Eligibility Provision (CEP). The free eligible is a calculated number based on the USDA guidance.

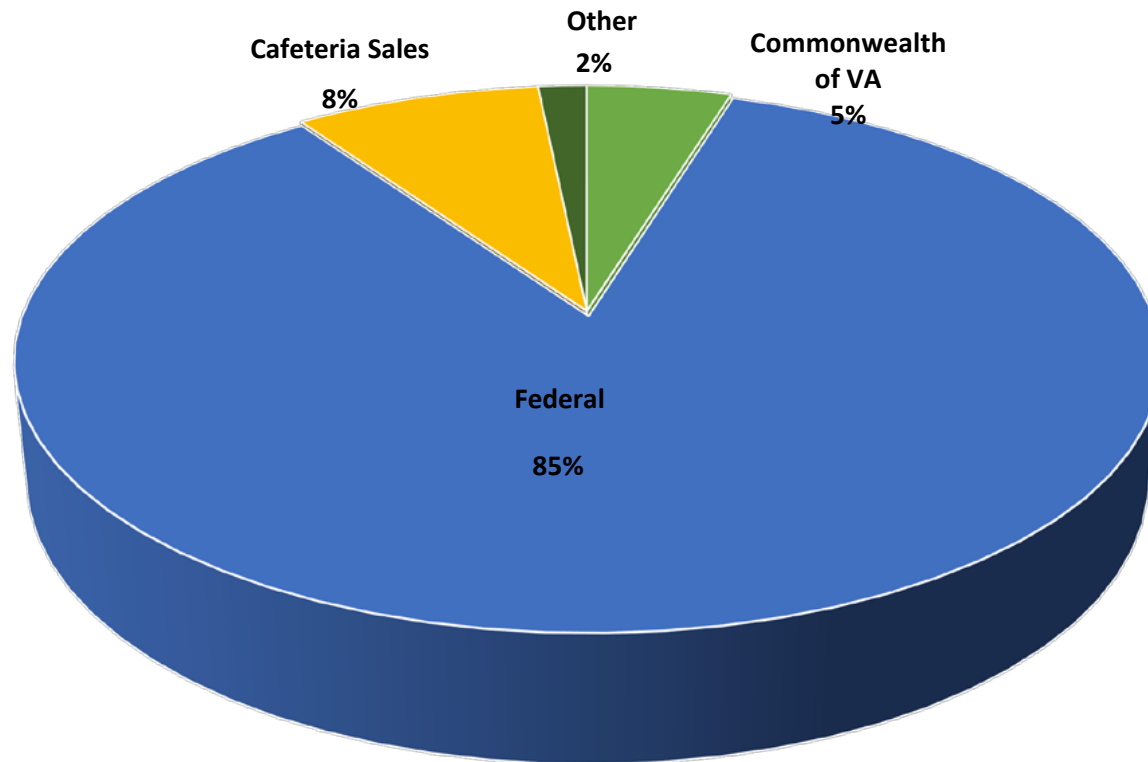
SCHOOL NUTRITION FUND - REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015 Actual Revenue	2015-2016 Actual Revenue	2016-2017 Actual Revenue	2017-2018 Adopted Budget	2018-2019 Adopted Budget	Dollar Change	Percent Change
Commissions	\$ 2,154	\$ 1,160	\$ 564	\$ 2,000	\$ 600	\$ (1,400)	-70.00%
Federal							
Federal - Breakfast	\$ 862,487	\$ 1,166,095	\$ 1,207,043	\$ 1,200,000	\$ 1,200,000	\$ -	0.00%
Federal - Lunch	2,203,646	2,564,895	2,744,944	2,800,000	2,800,000	-	-
	\$ 3,066,133	\$ 3,730,990	\$ 3,951,987	\$ 4,000,000	\$ 4,000,000	\$ -	0.00%
State							
Commonwealth of VA - Breakfast	\$ 29,757	\$ 41,287	\$ 64,243	\$ 79,232	\$ 63,217	\$ (16,015)	-20.21%
Commonwealth of VA - Lunch	44,579	44,117	45,441	44,117	45,441	1,324	3.00%
Commonwealth of VA - FFVP	189,904	147,335	3,300	-	-	-	100.00%
Commonwealth of VA - Summer Feeding Program	15,728	-	-	35,000	35,000	-	0.00%
Commonwealth of VA - Child Adult Care Food Program	-	-	-	-	45,000	45,000	100.00%
Commonwealth of VA - After the Bell Feeding Program	-	-	-	-	35,000	35,000	100.00%
	\$ 279,968	\$ 232,739	\$ 112,984	\$ 158,349	\$ 223,658	\$ 65,309	41.24%
Cafeteria Sales							
Special Pupil Fees	\$ 375,966	\$ 239,437	\$ 276,964	\$ 265,000	\$ 91,000	\$ (174,000)	-65.66%
A La Carte & Adult Meals	152,416	157,242	261,292	246,000	275,000	29,000	11.79%
Catering	85,220	74,615	10,650	14,000	15,000	1,000	7.14%
	\$ 613,602	\$ 471,294	\$ 548,906	\$ 525,000	\$ 381,000	\$ (144,000)	-27.43%
Use of Money	\$ 138	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Other Revenue							
Rebates	\$ 25,455	\$ 38,802	\$ 32,428	\$ 20,000	\$ 60,000	\$ 40,000	200.00%
Sale of Equipment	-	6,474	-	-	-	-	0.00%
Other revenue	1,616	9,121	29,596	4,000	15,000	11,000	275.00%
	\$ 27,071	\$ 54,397	\$ 62,024	\$ 24,000	\$ 75,000	\$ 51,000	212.50%
	\$ 3,989,065	\$ 4,490,580	\$ 4,676,465	\$ 4,709,349	\$ 4,680,258	\$ (29,091)	-0.62%

SCHOOL NUTRITION FUND - REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

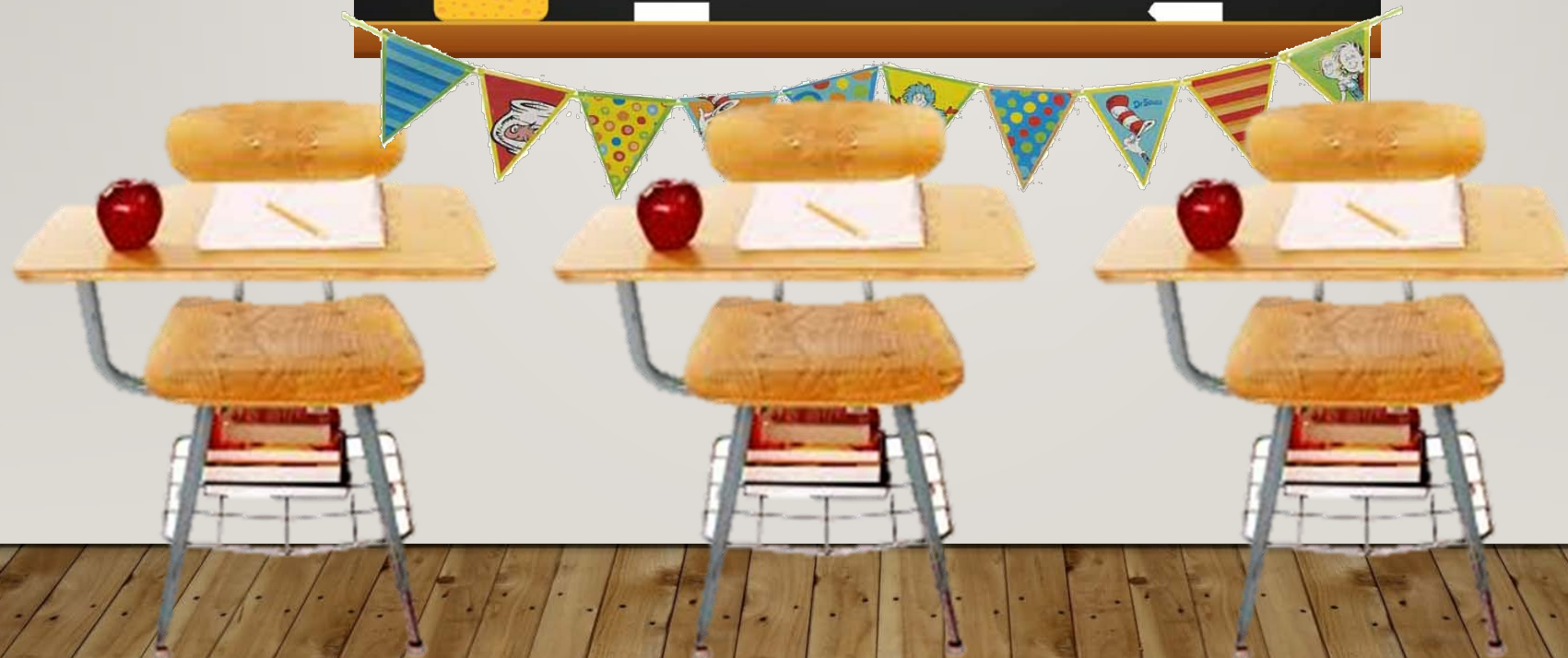


SCHOOL NUTRITION FUND - EXPENDITURE BY OBJECT CODE

Lynchburg City Schools FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019		
	Actual	Actual	Actual	Adopted	Adopted	Dollar	Percent
	Expenditures	Expenditures	Expenditures	Budget	Budget	Change	Change
Personal Services							
Employee Salaries	\$ 1,276,587	\$ 1,360,169	\$ 1,404,739	\$ 1,671,289	\$ 1,786,189	\$ 114,900	6.87%
Fringe Benefits	373,479	463,354	497,337	523,683	610,125	\$ 86,442	16.51%
Total Personal Services and Fringe Benefits	\$ 1,650,065	\$ 1,823,523	\$ 1,902,076	\$ 2,194,972	\$ 2,396,314	\$ 201,342	9.17%
Non-Personnel Costs							
Other Professional Services	\$ 3,855	\$ 3,552	\$ 2,782	\$ 1,700	\$ 1,700	\$ -	0.00%
Maintenance	52,253	33,798	26,919	3,000	3,000	-	0.00%
Maint Serv Contracts	28,564	30,115	60,390	71,300	71,300	-	0.00%
Internal Services	-	907	964	1,000	1,000	-	0.00%
Utilities	89,230	90,003	85,578	78,700	148,900	70,200	89.20%
Equipment Lease/Rental	-	-	-	100	-	(100)	-100.00%
Dues & Assoc Member	2,163	1,350	4,398	4,700	4,600	(100)	-2.13%
Other Charges	1,529	665	2,438	1,650	1,650	-	0.00%
Communicaton (telephone)	1,149	719	950	900	900	-	0.00%
Café' Prepay Fees Paid	7,670	6,619	9,596	8,000	8,000	-	0.00%
Bank Service Charges	5,463	4,706	5,176	4,500	4,500	-	0.00%
Travel	2,982	8,825	7,073	7,150	7,350	200	2.80%
Materials & Supplies	85,204	146,159	37,923	27,300	27,300	-	0.00%
Materials & Supplies - Summer	-	1,055	433	3,000	-	(3,000)	-100.00%
Ala Carte Food	-	17,326	46,378	47,400	47,400	-	0.00%
Office Supplies	19,211	25,017	4,357	-	3,000	3,000	100.00%
Chemical and Cleaning	-	-	16,495	14,000	14,000	-	0.00%
Paper & Disposables	-	-	126,029	104,875	104,875	-	0.00%
Food & Milk Products	1,607,216	1,884,350	2,041,242	2,100,902	1,800,269	(300,633)	-14.31%
Food & Milk Products - Summer	13,537	-	1,248	34,200	22,200	(12,000)	-35.09%
Other Operating Supplies	16,824	13,340	(3,409)	-	12,000	12,000	100.00%
Capital Outlay Additions	25,775	-	28,366	-	-	-	0.00%
Total Non-Personnel Costs	\$ 1,962,625	\$ 2,268,506	\$ 2,505,326	\$ 2,514,377	\$ 2,283,944	\$ (230,433)	-9.16%
TOTAL FOOD SERVICE EXPENDITURES	\$ 3,612,690	\$ 4,092,029	\$ 4,407,402	\$ 4,709,349	\$ 4,680,258	\$ (29,091)	-0.62%

WELCOME



GRANT PROGRAMS

LYNCHBURG CITY SCHOOLS - FY2018-19 BUDGET

Lynchburg City Schools supplements its operating funds from local, state and federal sources by participating in grant programs funded by private, local, state and federal sponsors. Some of the major grants LCS participates in are as follows:

FEDERAL GRANT PROGRAMS

Blue Ridge Regional Jail

Purpose of Grant: To provide appropriate special education services to youth under the age of 22 and located in the city, county, or regional jails for adjudicated as adults. Education and instructional objectives are tailored to meet the individual student's needs in coordination with the jail staff and within the confines of the jail facility.

Carl Perkins Vocational Grant

Purpose of Grant: To provide career and technology education programs that are aligned with current labor market demands.

Individuals with Disabilities Section 619-A Pre-School Incentive

Purpose of Grant: To provide funding to pay for the excess costs of providing special education and related services to children with disabilities. Excess costs are those costs for the education of a student with a disability that are in excess of the average annual per student expenditure in the school district.

Title I Improving America's School Act

Purpose of Grant: To provide extra help to disadvantaged students in order to assist them in achieving academically.

Title I, Part A School Improvement Grant

Purpose of Grant: To support the development and implementation of comprehensive school improvement plans for Title I schools identified as needing improvement. Funding supports data analysis meetings, salaries and benefits for a part-time school improvement coach, professional development for staff, and design of tiered interventions to address the student's needs.

Title I, Part D - Neglected, Delinquent or At Risk

Purpose of Grant: To support prevention services for youth at-risk of dropping out of school and provide a support system to ensure the continued education of youth who are in alternative settings or who are returning from correctional facilities.

Title II, Part A – Improving Teacher Quality

Purpose of Grant: To increase academic achievement by increasing the number of qualified teachers in classrooms; increasing the number of qualified principals and assistant principals in schools; and increasing the effectiveness of teachers and principals by holding school districts and schools accountable for improvements in student academic achievement.

Title II, Part D - Enhancing Education through Technology

Purpose of Grant: To ensure students and teachers have access to tools and training in the area of instructional technology.

GRANT PROGRAMS

LYNCHBURG CITY SCHOOLS - FY2018-19 BUDGET

Title III, Part A - English Language Acquisition & Academic Achievement

Purpose of Grant: To support programs to improve the education of limited English proficient (LEP) children and youths by helping them learn English and meet challenging state content and achievement standards. Title III programs also provide enhanced instructional opportunities for immigrant children and youths.

Title IV, Part A – Student Support and Academic Achievement

Purpose of Grant: To provide funds for programs and activities to improve students' academic achievement by increasing the capacity of local school divisions to provide all students with a well-rounded education; improve school conditions for learning; and improve the use of technology in order to improve the academic achievement and digital literacy of all students.

Title VI, Part B - Special Education

Purpose of Grant: To assist school divisions in meeting the needs of disabled students.

Project Graduation

Purpose of Grant: To provide remedial instruction and assessment opportunities for students at risk of not meeting the commonwealth's diploma requirements.

21st Century Grant

Purpose of Grant: To provide expanded learning opportunities for participating children in a safe, drug-free and supervised environment.

COMMONWEALTH OF VIRGINIA GRANTS

Adult Basic Education Grant (ABE)

Purpose of Grant: To provide support that consist of instruction that provides basic skills for adults who are performing below the ninth grade level in reading, writing, mathematics, and other basic skills.

Adult Education and Family Literacy Act (AEFLA)

Purpose of Grant: To support programs, activities, and services that include adult education, literacy, work place adult education and literacy activities, family literacy activities, English language acquisition activities, integrated English literacy and civics (IEL/Civics) education, work force preparation activities, and/or integrated education and training.

Alternative Educating Regional Grant

Purpose of Grant: To provide educational services to students who have been issued long-term suspensions or expulsions from school.

GRANT PROGRAMS

LYNCHBURG CITY SCHOOLS - FY2018-19 BUDGET

Child Development Clinic

Purpose of Grant: Serves a multidisciplinary team member who is committed to serving the children of our localities who are suspected of having developmental delays and/or disabilities. The program involves testing, assessing and making a diagnosis and providing the results back to the child's medical team and to other significant entities (serves as a liaison between the clinic and local educational agencies).

Detention Home

Purpose of Grant: To provide appropriate educational services to school age students residing in the Lynchburg Regional Juvenile Detention Center. Education and instructional objectives are tailored to meet the individual student's needs in coordination with the detention home staff and within the confines of the detention home. Students are enrolled and released by means of a court order.

E-Learning Backpack Grant

Purpose of Grant: To provide every ninth grade student attending a public school that is not fully accredited with a tablet or laptop computer, digital content and applications, and access to content creation tools.

Education Technology Initiative Bond

Purpose of Grant: The Education Technology Initiative Bond (VPSA Technology) program provides grant funding for school divisions to purchase additional technology to support the SOL Technology Initiative.

Gear-Up Program

Purpose of Grant: To provide funding for programs to increase the rate at which low-income families enroll, persist and succeed in college to equal that of students from middle-and high-income families.

Homeless Grant

Purpose of Grant: To provide funding to schools divisions for the purpose of facilitating the enrollment, attendance, and success of homeless children and youth in school.

Individual Student Alternative Education Plan (ISAEP) Program

Purpose of Program: The program is designed for those students ages 16 to 18 and enrolled in high school programs who are having difficulty finding success in a regular classroom environment.

Industry Certification Grant

Purpose of Grant: To provide funding to pay for exams to encourage more students to work toward a selected industry credential or state license while pursuing a high school diploma.

Mentor Teacher Program

Purpose of Grant: To provide grants to school divisions providing mentors for new teachers with zero years of teaching experience.

GRANT PROGRAMS

LYNCHBURG CITY SCHOOLS - FY2018-19 BUDGET

Middle School Teacher Corps Grant

Purpose of Grant: To provide targeted funding to help school divisions recruit and retain qualified middle-school mathematics teachers.

National Board Incentive Award

Purpose of Grant: To provide partial financial support to teachers interested in seeking National Board Certification.

Parent Resource Center Grant

Purpose of Grant: To provide funds to assist Parent Resource Centers (PRC)s in continuing to staff the center and/or developing and implementing activities/products centered on students and families with disabilities.

Positive Behavioral Interventions and Supports (PBIS) Grant

Purpose of Grant: To support a nationally-recognized approach to support positive academic and behavioral outcomes for all students. In Virginia schools, PBIS is the behavioral component of the Virginia Tiered Systems of Supports (VTSS).

Race to GED Grant

Purpose of Grant: To provide funds to be used to (1) increase High School Equivalency (HSE) testing capacity (with the approved GED® test); (2) provide additional instruction or supplemental academic support for adult learners to prepare for the HSE test; or (3) implement outreach activities to adults who lack a secondary education credential.

Safe Route to School Grant

Purpose of Grant: To provide funds to help ensure the safety of Virginia's schools. The funds can be used to pay for video monitoring systems, metal detectors, classroom locks, electronic-access controls, visitor-identification systems and other security upgrades.

Strategic Compensation Grant

Purpose of Grant: To provide performance and incentive payments of up to \$5,000 for teachers who meet goals related to student achievement, professional growth and leadership.

Year Round School Planning Grant

Purpose of Grant: To provide funding for divisions or individual schools pursuing the creation of new year-round or extended year school programs

LOCAL GRANTS AND PROGRAMS

Athlife Foundation

Purpose of Grant: To fund the cost of providing academic tutoring to athletes

GRANT PROGRAMS

LYNCHBURG CITY SCHOOLS - FY2018-19 BUDGET

Education Foundation Grant

Purpose of Grant: To fund programs that are not part of the school division's regular operating budget such as Classroom Innovation Grants, the Tools4Schools Warehouse, annual scholar recognition, and student scholarships.

Enrichment Summer school

Purpose of Grant: To provide enrichment summer school for students desiring to improve their academic skills during the summer break.

House Construction Account

Purpose of Grant: To fund the cost of materials for students in the building trades to construct houses. The students then sell the completed house and return the proceeds to the fund.

General Purpose Grants

Purpose of Grant: Funds received from the general public to fund programs selected by the donor or funds given to the school district to use as they deem necessary.

Partners in Education Grant

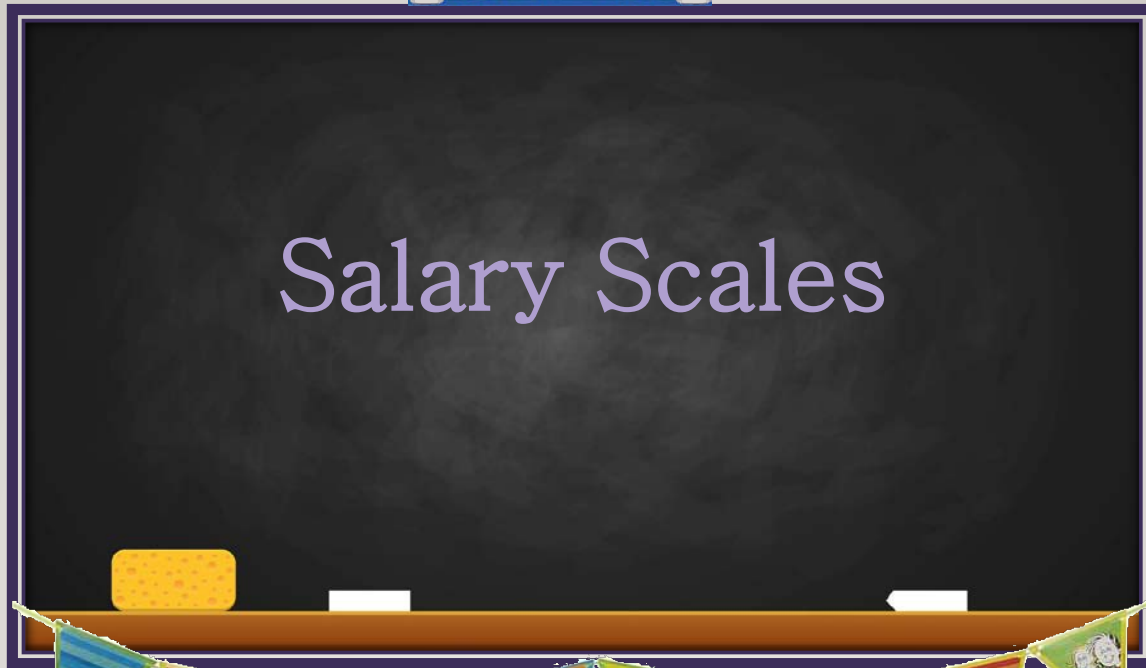
Purpose of Grant: Grants received by Partners in Education from various businesses, institutions and organizations to be used as specified by the giver. Partners in Education is a joint venture between Lynchburg City Schools and the Lynchburg Regional Business Alliance (formally the Lynchburg Regional Chamber).

GRANT FUNDS - REVENUE SUMMARY

Lynchburg City Schools - FY 2018-19 Budget

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Change	Change
	ACTUAL	ACTUAL	ACTUAL	ADOPTED	PROPOSED	Amount	Percent
	REVENUE	REVENUE	REVENUE	BUDGET	BUDGET		
Federal Grants and Programs							
Blue Ridge Regional Jail	\$ 189,395	\$ 198,960	\$ 201,008	\$ 216,050	\$ 216,050	\$ -	0.00%
Carl Perkins Vocational	216,238	199,404	231,910	227,979	227,979	-	0.00%
Individuals with Disabilities Section 619-B - Pre-School Incentive	54,463	41,974	52,749	61,129	61,129	-	0.00%
National Board Incentive	-	-	-	15,000	15,000	-	0.00%
Project Graduation - Senior	19,427	-	-	-	-	-	0.00%
Project Graduation - Summer Regional Academy	-	49,537	41,580	48,316	48,316	-	0.00%
Title I A - Improving America's School Act	3,029,997	3,063,315	3,805,082	3,917,149	3,768,936	(148,213)	-3.78%
School Improvement Grant	-	676,099	647,242	-	-	-	0.00%
Title 1 D - Neglected or Delinquent	127,359	128,693	103,432	80,979	63,444	(17,535)	-21.65%
Title II A - Improving Teacher Quality	511,365	500,209	562,540	566,187	566,187	0	0.00%
Title III A - Language Acquisition State Grant	10,823	16,585	20,634	23,841	24,236	395	1.66%
21 st Century Community Learning Center Grant	1,667,171	1,375,178	1,519,630	1,400,000	1,400,000	-	0.00%
Title IV-A Student Support and Academic Achievement	-	-	-	104,071	250,000	145,929	140.22%
Title VI-Part B - Special Education	2,076,446	2,257,685	2,158,521	2,229,306	2,229,306	-	0.00%
Total Federal Grants	\$ 7,902,684	\$ 8,507,639	\$ 9,344,329	\$ 8,890,006	\$ 8,870,583	\$ (19,423)	-0.22%
Commonwealth of Virginia Grants and Programs							
Alternative Educating Regional Grant	\$ 291,149	\$ 276,410	\$ 309,950	\$ 317,053	\$ 318,430	\$ 1,377	0.43%
AARPE Institute	6,509	-	-	-	-	-	0.00%
ABE Grant	73,187	74,994	75,146	-	-	-	0.00%
Adult Education and Family Literacy (AEFLA) Grant	6,641	6,591	4,974	-	-	-	0.00%
Detention Home	810,994	780,483	700,057	800,000	800,000	-	0.00%
E-Learning Backpack Grant	-	-	-	260,000	260,000	-	0.00%
Educational Technology Initiative Bond	818,856	114,813	690,864	416,000	416,000	-	0.00%
Epipen Grant	-	1,969	-	-	-	-	0.00%
ISAP	23,576	25,245	25,254	23,576	23,576	-	0.00%
GAE Grant	10,278	7,872	10,200	-	-	-	0.00%
Gear-Up Grant	2,706	111,980	166,630	113,000	113,000	-	0.00%
Homeless Grant	11,792	16,713	14,472	15,000	16,500	1,500	10.00%
Industry Certification	-	24,839	472	25,000	25,000	-	0.00%
Mentor Teachers	9,185	23,331	11,584	11,584	12,823	1,239	10.70%
Middle School Teacher Corps	20,000	20,000	4,988	20,000	-	(20,000)	-100.00%
National Board Certification	7,500	7,500	10,000	7,500	7,500	-	0.00%
PBIS Grant	5,670	12,910	16,266	-	-	-	0.00%
Parent Resource Center	16,251	18,762	4,328	4,909	4,909	-	0.00%
Race to GED Grant	5,630	1,065	761	-	-	-	0.00%
Safe Route to School Grant	32,309	42,658	61,792	-	-	-	0.00%
School Improvement Grant	23,212	-	-	-	-	-	0.00%
School Security Grant	99,769	94,183	-	-	-	-	0.00%
Teacher of the Year	1,077	-	-	-	-	-	0.00%
Teacher Retention Grant	5,000	-	-	-	-	-	0.00%
Year Round School Planning Grant	26,545	184,103	343,728	307,000	239,740	(67,260)	-21.91%
Total State Grants	\$ 2,307,836	\$ 1,846,421	\$ 2,451,466	\$ 2,320,622	\$ 2,237,478	\$ (83,144)	-3.58%
Local Grants and Programs							
Athlife Foundation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Ed Foundation Grant	15,000	77,853	92,449	70,000	70,000	-	0.00%
Enrichment Summer School	-	45,566	-	40,000	40,000	-	0.00%
House Construction Account	7,362	15,459	4,134	14,000	14,000	-	0.00%
Partners in Education	2,933	2,572	7,904	2,500	2,500	-	0.00%
General Purpose Grants	5,734	2,502	11,450	15,000	15,000	-	0.00%
Total Local Grants	\$ 31,029	\$ 143,952	\$ 115,937	\$ 141,500	\$ 141,500	\$ -	0.00%
Total Grants and Special Programs	\$ 10,241,549	\$ 10,498,012	\$ 11,911,732	\$ 11,352,128	\$ 11,249,561	\$ (102,567)	-0.90%

WELCOME



Administrative Pay Table Lynchburg City Schools FY 2018-2019

Grade	Contract Days	Position	1	2	3	4	5	6	7	8	9	10	11
A	238	Coordinator - Middle School, Alt Ed, Homebound	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$39,054.47	\$41,006.65	\$43,057.20
A	260	Supervisor - Operations, Coordinator - Media Relations	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$42,664.07	\$44,796.68	\$47,036.82
B	200	OT,PT, Speech Pathologist	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$48,604.20	\$51,033.88	\$53,586.11
D	210	Psychologist	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$53,464.74	\$56,138.32	\$58,944.83
F	260	Coordinator	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$50,223.62	\$52,735.36	\$55,371.95
FE	238	Assistant Principal - Elementary	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$54,060.00	\$55,681.80	\$57,352.25
FM	260	Assistant Principal - Middle School	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$59,086.56	\$60,859.16	\$62,684.94
G	260	Supervisor - Instructional	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$58,406.18	\$61,325.97
G	260	Assistant Director	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$55,625.10	\$58,406.18	\$61,325.97
GH	260	Assistant Principal - High School	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$65,441.16	\$67,404.39	\$69,426.52
GA	260	Associate Principal - High School	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$67,073.16	\$69,085.35	\$71,157.91
H	260	Director	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$72,258.42	\$74,425.72
H	260	Program Leader	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$70,153.53	\$72,258.42	\$74,425.72
HE	260	Principal - Elementary	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$74,592.60	\$76,830.38
HD	260	Principal - Detention Center	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$74,592.60	\$76,830.38
HM	260	Principal - Middle School	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$72,420.00	\$74,592.60	\$76,830.38
I	260	Principal - High School	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$102,316.29	\$105,386.35
I	260	Chief Financial Officer	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$102,316.29	\$105,386.35
I	260	Deputy Superintendent	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$99,336.39	\$102,316.29	\$105,386.35

Grade	Contract Days	Position	12	13	14	15	16	17	18	19	20	21	22	23
A	238	Coordinator - Middle School, Alt Ed, Homebound	\$45,210.50	\$47,470.91	\$49,845.00	\$52,336.06	\$54,953.90	\$57,700.71	\$60,586.35	\$63,615.18	\$66,795.93	\$66,795.93	\$66,795.93	\$71,805.36
A	260	Supervisor - Operations, Coordinator - Media Relations	\$49,389.05	\$51,858.04	\$54,450.71	\$57,172.86	\$60,032.53	\$63,033.23	\$66,185.35	\$69,494.68	\$72,969.30	\$72,969.30	\$72,969.30	\$78,442.45
B	200	OT,PT, Speech Pathologist	\$56,265.46	\$59,078.92	\$62,032.23	\$65,134.65	\$68,390.79	\$71,809.94	\$75,401.31	\$79,170.68	\$83,129.61	\$83,129.61	\$83,129.61	\$89,364.50
D	210	Psychologist	\$61,892.37	\$64,986.69	\$68,235.90	\$71,648.10	\$75,230.22	\$78,991.50	\$82,941.20	\$87,088.55	\$91,442.80	\$91,442.80	\$91,442.80	\$98,300.72
F	260	Coordinator	\$58,141.49	\$61,047.41	\$64,100.12	\$67,305.41	\$70,670.21	\$74,203.80	\$77,914.22	\$81,809.58	\$85,900.28	\$85,900.28	\$85,900.28	\$92,343.24
FE	238	Assistant Principal - Elementary	\$59,072.82	\$60,845.01	\$62,670.36	\$64,550.47	\$66,486.98	\$68,481.59	\$71,321.93	\$74,888.03	\$78,632.43	\$78,632.43	\$78,632.43	\$84,529.87
FM	260	Assistant Principal - Middle School	\$64,565.48	\$66,502.44	\$68,497.52	\$70,552.44	\$72,669.01	\$74,849.09	\$77,914.22	\$81,809.93	\$85,900.42	\$85,900.42	\$85,900.42	\$92,342.96
G	260	Supervisor - Instructional	\$64,392.56	\$67,611.73	\$70,992.72	\$74,542.47	\$78,270.24	\$82,182.93	\$86,292.14	\$90,607.08	\$95,137.05	\$95,137.05	\$95,137.05	\$102,272.37
G	260	Assistant Director	\$64,392.56	\$67,611.73	\$70,992.72	\$74,542.47	\$78,270.24	\$82,182.93	\$86,292.14	\$90,607.08	\$95,137.05	\$95,137.05	\$95,137.05	\$102,272.37
GH	260	Assistant Principal - High School	\$71,509.32	\$73,654.60	\$75,864.24	\$78,140.17	\$80,484.38	\$82,898.90	\$86,292.15	\$90,606.75	\$95,137.09	\$95,137.09	\$95,137.09	\$102,272.37
GA	260	Associate Principal - High School	\$73,292.65	\$75,491.43	\$77,756.17	\$80,088.86	\$82,491.53	\$84,966.28	\$88,203.49	\$91,996.24	\$96,596.05	\$96,596.05	\$96,596.05	\$103,840.75
H	260	Director	\$76,657.75	\$78,957.99	\$81,326.42	\$83,766.51	\$86,279.41	\$88,867.47	\$91,534.11	\$94,279.37	\$97,107.84	\$97,107.84	\$97,107.84	\$104,391.12
H	260	Program Leader	\$76,657.75	\$78,957.99	\$81,326.42	\$83,766.51	\$86,279.41	\$88,867.47	\$91,534.11	\$94,279.37	\$97,107.84	\$97,107.84	\$97,107.84	\$104,391.12
HE	260	Principal - Elementary	\$79,135.29	\$81,509.35	\$83,954.63	\$86,473.26	\$89,067.46	\$91,741.15	\$94,494.74	\$97,321.93	\$100,221.93	\$100,221.93	\$100,221.93	\$107,272.21
HD	260	Principal - Detention Center	\$79,135.29	\$81,509.35	\$83,954.63	\$86,473.26	\$89,067.46	\$91,741.15	\$94,494.74	\$97,321.93	\$100,221.93	\$100,221.93	\$100,221.93	\$107,272.21
HM	260	Principal - Middle School	\$79,135.29	\$81,509.35	\$83,954.63	\$86,473.26	\$89,067.46	\$91,741.15	\$94,494.74	\$97,321.93	\$100,221.93	\$100,221.93	\$100,221.93	\$107,272.21
I	260	Principal - High School	\$108,547.72	\$111,803.88	\$115,158.28	\$118,613.25	\$122,171.09	\$125,836.43	\$129,611.58	\$133,500.01	\$137,505.18	\$137,505.18	\$137,505.18	\$147,818.93
I	260	Chief Financial Officer	\$108,547.72	\$111,803.88	\$115,158.28	\$118,613.25	\$122,171.09	\$125,836.43	\$129,611.58	\$133,500.01	\$137,505.18	\$137,505.18	\$137,505.18	\$147,818.93
I	260	Deputy Superintendent	\$108,547.72	\$111,803.88	\$115,158.28	\$118,613.25	\$122,171.09	\$125,836.43	\$129,611.58	\$133,500.01	\$137,505.18	\$137,505.18	\$137,505.18	\$147,818.93

Revised 06/26/18

**Teacher Pay Schedules
Lynchburg City Schools FY 2018-2019**

STEP	10-MONTH TEACHER	10.5-MONTH TEACHER	11-MONTH TEACHER	12-MONTH TEACHER
	2018-2019	2018-2019	2018-2019	2018-2019
0	\$39,535.20	\$41,511.96	\$43,488.72	\$47,442.24
1	\$39,535.20	\$41,511.96	\$43,488.72	\$47,442.24
2	\$39,535.20	\$41,511.96	\$43,488.72	\$47,442.24
3	\$39,535.20	\$41,511.96	\$43,488.72	\$47,442.24
4	\$39,535.20	\$41,511.96	\$43,488.72	\$47,442.24
5	\$39,743.28	\$41,730.44	\$43,717.61	\$47,691.94
6	\$39,743.28	\$41,730.44	\$43,717.61	\$47,691.94
7	\$39,743.28	\$41,730.44	\$43,717.61	\$47,691.94
8	\$39,743.28	\$41,730.44	\$43,717.61	\$47,691.94
9	\$41,565.00	\$43,643.25	\$45,721.50	\$49,878.00
10	\$41,565.00	\$43,643.25	\$45,721.50	\$49,878.00
11	\$41,565.00	\$43,643.25	\$45,721.50	\$49,878.00
12	\$41,565.00	\$43,643.25	\$45,721.50	\$49,878.00
13	\$41,565.00	\$43,643.25	\$45,721.50	\$49,878.00
14	\$42,071.08	\$44,174.81	\$46,278.54	\$50,485.99
15	\$42,807.39	\$44,948.11	\$47,088.83	\$51,369.11
16	\$43,557.56	\$45,736.42	\$47,914.12	\$52,269.54
17	\$44,319.31	\$46,536.30	\$48,752.16	\$53,183.85
18	\$45,094.91	\$47,350.05	\$49,605.20	\$54,114.35
19	\$45,884.38	\$48,178.83	\$50,473.28	\$55,062.18
20	\$46,686.57	\$49,021.49	\$51,355.23	\$56,023.89
21	\$47,503.79	\$49,879.15	\$52,254.51	\$57,005.24
22	\$48,334.87	\$50,751.84	\$53,168.83	\$58,002.78
23	\$49,180.99	\$51,640.73	\$54,099.32	\$59,017.66
24	\$50,042.14	\$52,544.66	\$55,047.15	\$60,051.02
25	\$50,917.16	\$53,463.59	\$56,008.85	\$61,100.57
26	\$51,808.34	\$54,399.84	\$56,990.21	\$62,170.94
27	\$52,715.71	\$55,352.31	\$57,987.74	\$63,259.79
28	\$53,638.13	\$56,320.95	\$59,002.62	\$64,365.98

**Teacher Pay Schedules
Lynchburg City Schools FY 2018-2019**

29	\$54,576.71	\$57,305.77	\$60,034.83	\$65,492.98
30	\$55,531.47	\$58,309.10	\$61,085.55	\$66,638.47
31	\$56,503.57	\$59,329.74	\$62,154.75	\$67,804.77
32	\$57,491.88	\$60,366.59	\$63,241.29	\$68,990.71
33	\$64,278.13	\$67,492.68	\$70,706.06	\$77,133.98
34	\$65,402.81	\$68,674.00	\$71,944.03	\$78,484.07
35	\$66,547.15	\$69,874.96	\$73,202.78	\$79,857.28
36	\$67,831.35	\$71,223.90	\$74,615.28	\$81,398.07
37	\$69,018.45	\$72,469.95	\$75,920.29	\$82,822.13
38	\$70,226.36	\$73,737.96	\$77,249.57	\$84,271.64
39	\$71,455.08	\$75,027.95	\$78,600.81	\$85,746.56

Degree Supplements:

Masters	\$3,260.27
Education Specialist	\$4,400.26
Doctorate	\$5,044.28

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

Custodian, Delivery Person, Groundsman, Student Support Assistant, Custodian/Auto Serviceman																
Grade B+	Step															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	Hourly	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.86	\$10.15	\$10.45	\$10.76	\$11.11
	Days	Hours														
190	7	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$12,706.51	\$13,110.61	\$13,499.73	\$13,888.87	\$14,307.92	\$14,771.88	
260	8	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$19,861.26	\$20,471.66	\$21,109.04	\$21,721.89	\$22,359.25	\$23,072.60	
		15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	Hourly	\$11.42	\$11.75	\$12.11	\$12.48	\$12.86	\$13.25	\$13.62	\$14.03	\$14.46	\$14.89	\$15.35	\$15.35	\$15.35	\$16.13	
	Days	Hours														
190	7	\$15,190.95	\$15,639.94	\$16,088.92	\$16,597.78	\$17,106.65	\$17,615.50	\$18,124.37	\$18,663.16	\$19,231.89	\$19,815.57	\$20,414.22	\$20,414.22	\$20,414.22	\$21,446.92	
260	8	\$23,735.70	\$24,449.07	\$25,163.65	\$25,953.01	\$26,743.58	\$27,534.15	\$28,350.47	\$29,191.30	\$30,083.61	\$30,975.92	\$31,919.71	\$31,919.71	\$31,919.71	\$33,525.38	

Library Assistant, Health Assistant																
Grade C	Step															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	Hourly	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47	\$9.74	\$10.05	\$10.36	\$10.64	\$10.99
	Days	Hours														
190	7	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,589.75	\$12,956.71	\$13,366.02	\$13,775.33	\$14,156.41	\$14,608.06	
227	7.5	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,098.13	\$16,597.48	\$17,095.68	\$17,608.90	\$18,137.14	\$18,680.41	
		15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	Hourly	\$11.31	\$11.65	\$12.00	\$12.37	\$12.72	\$13.11	\$13.49	\$13.91	\$14.32	\$14.74	\$15.21	\$15.21	\$15.21	\$15.95	
	Days	Hours														
190	7	\$15,045.60	\$15,497.25	\$15,948.89	\$16,457.01	\$16,922.76	\$17,430.87	\$17,953.09	\$18,503.54	\$19,039.87	\$19,604.43	\$20,225.46	\$20,225.46	\$20,225.46	\$21,213.44	
227	7.5	\$19,242.18	\$19,818.98	\$20,414.26	\$21,025.73	\$21,656.83	\$22,306.46	\$22,975.71	\$23,664.62	\$24,375.50	\$25,106.03	\$25,858.51	\$25,858.51	\$25,858.51	\$27,151.96	

Instructional Assistant I																
Grade C+	Step															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	Hourly	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.33	\$10.65	\$10.99	\$11.28	\$11.65
	Days	Hours														
190	7	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,350.07	\$13,739.20	\$14,173.22	\$14,607.26	\$15,011.34	\$15,490.28	
		15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	Hourly	\$11.99	\$12.36	\$12.72	\$13.12	\$13.49	\$13.89	\$14.31	\$14.76	\$15.18	\$15.63	\$16.13	\$16.13	\$16.13	\$16.92	
	Days	Hours														
190	7	\$15,954.23	\$16,433.16	\$16,912.08	\$17,450.88	\$17,944.76	\$18,483.56	\$19,037.31	\$19,621.01	\$20,189.73	\$20,788.38	\$21,446.92	\$21,446.92	\$21,446.92	\$22,494.57	

Classified Pay Tables
Lynchburg City Schools FY 2018-2019

School Secretary I, Secretary I																
Grade D		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
			Hourly	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$9.92	\$10.24	\$10.54	\$10.85
	Days	Hours														
216	7.5		\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,085.43	\$16,583.61	\$17,080.65	\$17,592.71	\$18,120.96	\$18,664.22
227	7.5		\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$16,904.96	\$17,427.42	\$17,949.89	\$18,487.38	\$19,042.22	\$19,614.37
238	7.5		\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$17,724.48	\$18,272.38	\$18,820.29	\$19,385.50	\$19,966.93	\$20,565.67
260	7.5		\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,362.38	\$19,961.15	\$20,559.89	\$21,175.98	\$21,811.73	\$22,465.96
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Days	Hours	Hourly	\$11.86	\$12.24	\$12.60	\$12.97	\$13.36	\$13.75	\$14.17	\$14.61	\$15.03	\$15.47	\$15.94	\$15.94	\$16.74
216	7.5		\$19,223.67	\$19,800.47	\$20,394.60	\$21,006.07	\$21,637.18	\$22,286.81	\$22,953.76	\$23,642.66	\$24,352.39	\$25,082.90	\$25,836.56	\$25,836.56	\$25,836.56	\$27,126.52
227	7.5		\$20,202.72	\$20,808.41	\$21,432.61	\$22,076.42	\$22,737.59	\$23,420.74	\$24,122.36	\$24,845.95	\$25,591.50	\$26,359.01	\$27,150.81	\$27,150.81	\$27,150.81	\$28,507.82
238	7.5		\$21,182.92	\$21,817.50	\$22,471.74	\$23,146.78	\$23,840.33	\$24,555.83	\$25,293.29	\$26,052.70	\$26,832.94	\$27,638.59	\$28,467.36	\$28,467.36	\$28,467.36	\$29,890.27
260	7.5		\$23,139.84	\$23,834.54	\$24,548.89	\$25,286.35	\$26,043.46	\$26,825.99	\$27,630.49	\$28,459.28	\$29,312.31	\$30,191.96	\$31,098.18	\$31,098.18	\$31,098.18	\$32,654.01

Head Cust I, Therapeutic Educ Asst I																
Grade D+		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
			Hourly	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.86	\$11.17	\$11.51	\$11.88
	Days	Hours														
190	7		\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$13,993.63	\$14,442.62	\$14,861.68	\$15,310.67	\$15,789.59	\$16,253.56
260	8		\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$21,900.83	\$22,588.46	\$23,251.55	\$23,939.16	\$24,678.27	\$25,418.60
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Days	Hours	Hourly	\$12.58	\$12.98	\$13.35	\$13.76	\$14.16	\$14.58	\$15.03	\$15.49	\$15.94	\$16.41	\$16.91	\$16.91	\$17.75
190	7		\$16,732.50	\$17,256.31	\$17,765.18	\$18,303.96	\$18,842.75	\$19,396.52	\$19,980.20	\$20,593.84	\$21,207.45	\$21,821.07	\$22,479.60	\$22,479.60	\$22,479.60	\$23,602.08
260	8		\$26,157.68	\$26,972.78	\$27,763.35	\$28,605.43	\$29,471.99	\$30,338.56	\$31,256.62	\$32,199.18	\$33,168.70	\$34,136.99	\$35,156.78	\$35,156.78	\$35,156.78	\$36,915.67

Acct Clerk II, Print Prod Specialist, Technology Clerk																
Grade E		Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
			Hourly	\$10.43	\$10.43	\$10.43	\$10.43	\$10.43	\$10.43	\$10.43	\$10.43	\$10.43	\$10.74	\$11.07	\$11.39	\$11.74
	Days	Hours														
260	7.5		\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,331.03	\$20,959.84	\$21,588.65	\$22,234.79	\$22,901.74	\$23,589.49
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Days	Hours	Hourly	\$12.45	\$12.84	\$13.22	\$13.62	\$14.04	\$14.45	\$14.88	\$15.32	\$15.79	\$16.27	\$16.74	\$16.74	\$17.57
260	7.5		\$24,296.90	\$25,026.27	\$25,776.44	\$26,549.74	\$27,346.16	\$28,166.82	\$29,011.79	\$29,882.18	\$30,778.00	\$31,701.56	\$32,654.01	\$32,654.01	\$32,654.01	\$34,286.15

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

Instructional Asst II, Guidance Asst - Scholarship Coord																
Grade E+	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$11.07	\$11.07	\$11.07	\$11.07	\$11.07	\$11.07	\$11.07	\$11.07	\$11.07	\$11.39	\$11.73	\$12.08	\$12.45
	Days	Hours														
190	7		\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$14,712.02	\$15,146.04	\$15,610.00	\$16,073.96	\$16,552.89	\$17,061.74
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$13.21	\$13.61	\$14.02	\$14.44	\$14.88	\$15.33	\$15.78	\$16.24	\$16.74	\$17.25	\$17.75	\$17.75	\$17.75	\$18.64
	Days	Hours														
190	7		\$17,570.60	\$18,109.41	\$18,648.19	\$19,201.95	\$19,800.61	\$20,384.30	\$20,982.96	\$21,611.54	\$22,270.07	\$22,943.55	\$23,602.08	\$23,602.08	\$23,602.08	\$24,784.44

Behavioral Assistant, Facilities Rental Coordinator, Sch Secretary II, Secretary II, Registrar, School Registrar																
Grade F	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$11.28	\$11.63	\$11.99	\$12.33
	Days	Hours														
200	7		\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,317.92	\$15,792.30	\$16,281.98	\$16,771.68	\$17,261.36	\$17,781.64
216	7.5		\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$17,733.74	\$18,282.79	\$18,830.67	\$19,394.74	\$19,976.17	\$20,576.08
227	7.5		\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$18,636.48	\$19,213.27	\$19,790.06	\$20,383.05	\$20,994.51	\$21,624.47
238	7.5		\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$19,536.11	\$20,136.94	\$20,755.98	\$21,393.23	\$22,012.26	\$22,667.72
260	7.5		\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$21,345.90	\$22,005.92	\$22,665.94	\$23,346.75	\$24,047.22	\$24,768.50
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$13.08	\$13.47	\$13.88	\$14.28	\$14.72	\$15.17	\$15.63	\$16.09	\$16.56	\$17.07	\$17.57	\$17.57	\$17.57	\$18.47
	Days	Hours														
200	7		\$18,301.94	\$18,868.13	\$19,434.33	\$20,000.53	\$20,612.62	\$21,236.64	\$21,877.53	\$22,518.42	\$23,188.44	\$23,902.15	\$24,601.30	\$24,601.30	\$24,601.30	\$25,853.94
216	7.5		\$21,193.33	\$21,830.22	\$22,484.45	\$23,158.34	\$23,854.20	\$24,569.69	\$25,306.01	\$26,065.43	\$26,847.96	\$27,652.46	\$28,482.40	\$28,482.40	\$28,482.40	\$29,906.45
227	7.5		\$22,272.93	\$22,942.20	\$23,629.94	\$24,338.51	\$25,069.03	\$25,821.51	\$26,594.82	\$27,392.39	\$28,215.39	\$29,061.50	\$29,933.03	\$29,933.03	\$29,933.03	\$31,431.08
238	7.5		\$23,341.37	\$24,051.45	\$24,779.73	\$25,489.80	\$26,272.70	\$27,073.81	\$27,893.12	\$28,712.44	\$29,568.17	\$30,478.52	\$31,370.66	\$31,370.66	\$31,370.66	\$32,972.88
260	7.5		\$25,511.74	\$26,276.94	\$27,065.26	\$27,877.86	\$28,713.57	\$29,574.73	\$30,462.44	\$31,375.59	\$32,317.64	\$33,287.46	\$34,286.15	\$34,286.15	\$34,286.15	\$36,000.34

Head Custodian II, Therapeutic Educ Assistant II, Personal Care Assistant																
Grade F+	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$11.61	\$11.61	\$11.61	\$11.61	\$11.61	\$11.61	\$11.61	\$11.61	\$11.61	\$11.96	\$12.33	\$12.71	\$13.07
	Days	Hours														
190	7		\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,430.41	\$15,909.33	\$16,403.23	\$16,897.11	\$17,391.00	\$17,909.67
260	8		\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,143.86	\$24,882.97	\$25,647.80	\$26,412.63	\$27,203.23	\$28,018.30
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$13.86	\$14.29	\$14.72	\$15.14	\$15.61	\$16.08	\$16.57	\$17.06	\$17.57	\$18.11	\$18.64	\$18.64	\$18.64	\$19.58
	Days	Hours														
190	7		\$18,438.66	\$19,007.39	\$19,576.12	\$20,144.84	\$20,758.45	\$21,387.05	\$22,045.57	\$22,689.14	\$23,362.62	\$24,081.00	\$24,784.44	\$24,784.44	\$24,784.44	\$26,041.62
260	8		\$28,834.62	\$29,726.94	\$30,619.24	\$31,511.56	\$32,479.86	\$33,449.40	\$34,469.18	\$35,488.96	\$36,558.98	\$37,656.00	\$38,777.51	\$38,777.51	\$38,777.51	\$40,715.36

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

Elementary Attendance/Security Clerk, Medicaid Specialist, Maintenance Craftsman I, Tutor, S.N. Account Clerk II, Lead Groundsman/Landscaper, Warehouse																
Grade G			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.85	\$12.21	\$12.58	\$12.94	\$13.34
	Days	Hours														
	190	7	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,285.54	\$15,765.41	\$16,245.30	\$16,725.16	\$17,219.16	\$17,741.38
	190	7.5	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,377.36	\$16,891.52	\$17,405.68	\$17,919.83	\$18,449.10	\$19,008.63
	260	7.5	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$22,411.12	\$23,114.70	\$23,818.29	\$24,521.86	\$25,246.14	\$26,011.80
	260	8	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$23,899.27	\$24,643.67	\$25,389.23	\$26,134.78	\$26,927.71	\$27,744.93
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$13.73	\$14.15	\$14.58	\$15.00	\$15.45	\$15.92	\$16.42	\$16.89	\$17.41	\$17.91	\$18.47	\$18.47	\$18.47	\$19.38
	Days	Hours														
	190	7	\$18,263.60	\$18,814.05	\$19,392.72	\$19,957.29	\$20,550.08	\$21,171.10	\$21,834.46	\$22,469.59	\$23,161.19	\$23,824.55	\$24,558.48	\$24,558.48	\$24,558.48	\$25,772.29
	190	7.5	\$19,568.15	\$20,157.91	\$20,777.92	\$21,382.81	\$22,017.94	\$22,683.32	\$23,394.07	\$24,074.56	\$24,815.56	\$25,526.30	\$26,312.65	\$26,312.65	\$26,312.65	\$27,613.16
	260	7.5	\$26,777.46	\$27,584.51	\$28,432.95	\$29,260.69	\$30,129.82	\$31,040.33	\$32,012.93	\$32,944.14	\$33,958.13	\$34,930.73	\$36,006.79	\$36,006.79	\$36,006.79	\$37,786.43
	260	8	\$28,562.15	\$29,427.91	\$30,398.87	\$31,206.84	\$32,145.42	\$33,107.13	\$34,140.50	\$35,150.76	\$36,208.40	\$37,266.03	\$38,396.50	\$38,396.50	\$38,396.50	\$40,319.91

Office Mgr I, Sch Secretary III, Secretary III, Textbook Coordinator																
Grade H			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$12.07	\$12.07	\$12.07	\$12.07	\$12.07	\$12.07	\$12.07	\$12.07	\$12.07	\$12.43	\$12.82	\$13.20	\$13.61	\$14.00
	Days	Hours														
	260	7.5	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$23,531.71	\$24,262.23	\$24,990.43	\$25,740.61	\$26,512.75	\$27,308.00
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$14.43	\$14.86	\$15.30	\$15.76	\$16.25	\$16.72	\$17.22	\$17.74	\$18.27	\$18.84	\$19.38	\$19.38	\$19.38	\$20.35
	Days	Hours														
	260	7.5	\$28,126.37	\$28,970.16	\$29,839.41	\$30,735.24	\$31,656.47	\$32,606.63	\$33,584.51	\$34,591.29	\$35,630.45	\$36,698.50	\$37,800.06	\$37,800.06	\$37,800.06	\$39,689.93

Head Custodian III																
Grade H+			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$12.79	\$12.79	\$12.79	\$12.79	\$12.79	\$12.79	\$12.79	\$12.79	\$12.79	\$13.19	\$13.59	\$14.00	\$14.42	\$14.85
	Days	Hours														
	260	8	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$26,617.32	\$27,432.42	\$28,273.24	\$29,115.32	\$30,007.62	\$30,899.94
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$15.31	\$15.76	\$16.22	\$16.71	\$17.23	\$17.73	\$18.26	\$18.81	\$19.38	\$19.98	\$20.55	\$20.55	\$20.55	\$21.58
	Days	Hours														
	260	8	\$31,816.76	\$32,760.55	\$33,754.57	\$34,774.37	\$35,819.89	\$36,865.42	\$37,986.94	\$39,134.20	\$40,307.19	\$41,530.43	\$42,754.91	\$42,754.91	\$42,754.91	\$44,896.21

Classified Pay Tables
Lynchburg City Schools FY 2018-2019

Account Clerk III, Automotive Mechanic I, Grounds Foreman, Maintenance Craftsman II, Office Manger-Laurel, Bookkeeper - Elem																
Grade I	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$12.67	\$12.67	\$12.67	\$12.67	\$12.67	\$12.67	\$12.67	\$12.67	\$12.67	\$13.07	\$13.45	\$13.86	\$14.27
	Days	Hours														
	238	7.5	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$22,613.09	\$23,323.17	\$24,015.03	\$24,743.31	\$25,471.59	\$26,236.29
	260	7.5	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$24,703.78	\$25,474.76	\$26,238.81	\$27,027.12	\$27,837.40	\$28,673.12
	260	8	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$26,350.91	\$27,168.13	\$27,985.34	\$28,826.84	\$29,692.61	\$30,582.65
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$15.15	\$15.61	\$16.07	\$16.54	\$17.05	\$17.55	\$18.09	\$18.64	\$19.19	\$19.76	\$20.35	\$20.35	\$20.35	\$21.37
	Days	Hours														
	238	7.5	\$27,037.40	\$27,856.71	\$28,676.03	\$29,531.75	\$30,442.10	\$31,334.25	\$32,299.22	\$33,264.19	\$34,247.37	\$35,266.96	\$36,322.97	\$36,322.97	\$36,322.97	\$38,143.67
	260	7.5	\$29,533.10	\$30,418.52	\$31,330.52	\$32,271.41	\$33,240.07	\$34,237.59	\$35,264.02	\$36,321.65	\$37,411.68	\$38,534.05	\$39,689.93	\$39,689.93	\$39,689.93	\$41,673.46
	260	8	\$31,495.80	\$32,457.51	\$33,419.21	\$34,429.47	\$35,462.84	\$36,520.48	\$37,626.67	\$38,757.13	\$39,910.72	\$41,112.84	\$42,339.25	\$42,339.25	\$42,339.25	\$44,454.54

Diesel Mechanic, Secretary IV, Office Mgr II, Personnel Associate, Financial Assistant, Field Coordinator Environmental Services																
Grade K	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$13.97	\$13.97	\$13.97	\$13.97	\$13.97	\$13.97	\$13.97	\$13.97	\$13.97	\$14.41	\$14.85	\$15.28	\$15.74
	Days	Hours														
	260	7.5	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$27,251.36	\$28,087.08	\$28,929.72	\$29,798.95	\$30,692.45	\$31,612.55
	260	8	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,068.43	\$29,957.32	\$30,870.46	\$31,784.78	\$32,746.50	\$33,731.32
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$16.69	\$17.19	\$17.72	\$18.25	\$18.79	\$19.35	\$19.94	\$20.53	\$21.15	\$21.79	\$22.44	\$22.44	\$22.44	\$23.55
	Days	Hours														
	260	7.5	\$32,561.54	\$33,538.27	\$34,543.90	\$35,581.88	\$36,648.78	\$37,748.04	\$38,879.66	\$40,047.12	\$41,248.10	\$42,484.89	\$43,759.86	\$43,759.86	\$43,759.86	\$45,947.95
	260	8	\$34,717.28	\$35,751.81	\$36,856.84	\$37,963.03	\$39,093.50	\$40,271.35	\$41,473.49	\$42,724.17	\$43,997.97	\$45,320.30	\$46,666.93	\$46,666.93	\$46,666.93	\$48,998.36

M.S. Security Admin Asst, Dispatcher, Purchasing Clerk, Field Trip Coordinator																
Grade L	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$14.67	\$14.67	\$14.67	\$14.67	\$14.67	\$14.67	\$14.67	\$14.67	\$14.67	\$15.11	\$15.57	\$16.04	\$16.52
	Days	Hours														
	185	7.5	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,352.98	\$20,984.12	\$21,614.08	\$22,262.52	\$22,929.48	\$23,617.23
	190	7.5	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$20,898.90	\$21,534.04	\$22,184.30	\$22,864.79	\$23,545.29	\$24,271.16
	260	7.5	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$28,603.77	\$29,492.64	\$30,376.91	\$31,288.90	\$32,227.48	\$33,193.83
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$17.53	\$18.07	\$18.62	\$19.17	\$19.73	\$20.32	\$20.93	\$21.56	\$22.23	\$22.89	\$23.55	\$23.55	\$23.55	\$24.75
	Days	Hours														
	185	7.5	\$24,326.96	\$25,056.32	\$25,807.64	\$26,582.11	\$27,379.67	\$28,200.36	\$29,046.47	\$29,919.17	\$30,816.14	\$31,740.86	\$32,692.15	\$32,692.15	\$32,692.15	\$34,326.59
	190	7.5	\$24,981.90	\$25,753.13	\$26,524.37	\$27,310.71	\$28,112.20	\$28,959.04	\$29,836.13	\$30,728.34	\$31,665.92	\$32,618.62	\$33,571.31	\$33,571.31	\$33,571.31	\$35,249.88
	260	7.5	\$34,190.19	\$35,215.48	\$36,270.81	\$37,360.83	\$38,479.73	\$39,634.47	\$40,823.88	\$42,049.13	\$43,311.37	\$44,609.42	\$45,947.95	\$45,947.95	\$45,947.95	\$48,244.73

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

IA with Signing Skills, Intervener for Deaf-Blind, S.N. Financial Asst																
Grade M	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$15.40	\$15.40	\$15.40	\$15.40	\$15.40	\$15.40	\$15.40	\$15.40	\$15.40	\$15.86	\$16.34	\$16.83	\$17.34
	Days	Hours														
	190	7.5	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$21,947.34	\$22,602.18	\$23,284.56	\$23,982.24	\$24,709.50	\$25,451.04
	260	7.5	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,030.00	\$30,927.00	\$31,863.00	\$32,818.50	\$33,813.00	\$34,827.00
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$18.39	\$18.94	\$19.51	\$20.09	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$23.99	\$24.70	\$24.70	\$24.70	\$25.94
	Days	Hours														
	190	7.5	\$26,206.86	\$26,991.24	\$27,805.20	\$28,633.44	\$29,491.26	\$30,377.64	\$31,293.60	\$32,238.12	\$33,197.94	\$34,186.32	\$35,203.26	\$35,203.26	\$35,203.26	\$36,962.76
	260	7.5	\$35,860.50	\$36,933.00	\$38,044.50	\$39,175.50	\$40,365.00	\$41,574.00	\$42,822.00	\$44,109.00	\$45,435.00	\$46,780.50	\$48,165.00	\$48,165.00	\$48,165.00	\$50,583.00

Truancy Officer, Guidance Testing Clerk, Educational Interpreter II, S.N. Field Manager																
Grade O	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.51	\$18.05	\$18.57	\$19.11
	Days	Hours														
	190	7.5	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,230.10	\$24,956.34	\$25,726.44	\$26,467.98	\$27,238.08	\$28,081.62
	227	7.5	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$28,928.56	\$29,807.04	\$30,701.71	\$31,622.96	\$32,571.95	\$33,548.68
	260	7.5	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$33,150.00	\$34,144.50	\$35,197.50	\$36,211.50	\$37,264.50	\$38,434.50
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$20.29	\$20.89	\$21.53	\$22.19	\$22.85	\$23.53	\$24.26	\$24.97	\$25.71	\$26.49	\$27.26	\$27.26	\$27.26	\$28.64
	Days	Hours														
	190	7.5	\$28,909.86	\$29,767.68	\$30,683.64	\$31,613.88	\$32,558.40	\$33,532.50	\$34,563.72	\$35,581.68	\$36,642.48	\$37,747.14	\$38,851.80	\$38,851.80	\$38,851.80	\$40,814.28
	227	7.5	\$34,555.46	\$35,592.30	\$36,660.35	\$37,759.59	\$38,892.37	\$40,058.66	\$41,260.81	\$42,498.76	\$43,773.73	\$45,086.83	\$46,439.20	\$46,439.20	\$46,439.20	\$48,761.41
	260	7.5	\$39,565.50	\$40,735.50	\$41,983.50	\$43,270.50	\$44,557.50	\$45,883.50	\$47,307.00	\$48,691.50	\$50,134.50	\$51,655.50	\$53,157.00	\$53,157.00	\$53,157.00	\$55,848.00

Automotive Mechanic II, Research Assistant/Webmaster, Financial Analyst																
Grade P	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$17.83	\$17.83	\$17.83	\$17.83	\$17.83	\$17.83	\$17.83	\$17.83	\$17.83	\$18.37	\$18.93	\$19.51	\$20.09
	Days	Hours														
	260	7.5	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$34,756.59	\$35,846.59	\$36,921.58	\$38,030.08	\$39,170.95	\$40,345.34
	260	8	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$37,074.16	\$38,227.74	\$39,381.32	\$40,560.34	\$41,785.59	\$43,036.26
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$21.32	\$21.94	\$22.60	\$23.31	\$23.98	\$24.71	\$25.45	\$26.19	\$27.00	\$27.80	\$28.64	\$28.64	\$28.64	\$30.08
	Days	Hours														
	260	7.5	\$41,556.72	\$42,803.92	\$44,086.96	\$45,409.31	\$46,772.11	\$48,174.20	\$49,620.24	\$51,109.02	\$52,641.74	\$54,220.69	\$55,848.19	\$55,848.19	\$55,848.19	\$58,639.67
	260	8	\$44,334.32	\$45,656.68	\$47,027.56	\$48,470.11	\$49,888.39	\$51,379.51	\$52,918.00	\$54,505.05	\$56,163.76	\$57,846.74	\$59,577.11	\$59,577.11	\$59,577.11	\$62,535.03

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

Technology Technician, Technology Technician - Programmer, TV Media Specialist, Licensure Specialist																
Grade Q	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$18.72	\$18.72	\$18.72	\$18.72	\$18.72	\$18.72	\$18.72	\$18.72	\$18.72	\$19.30	\$19.88	\$20.48	\$21.10
	Days	Hours														
	260	7.5	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$36,514.70	\$37,639.39	\$38,768.70	\$39,932.67	\$41,130.18	\$42,363.53
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$22.37	\$23.04	\$23.75	\$24.44	\$25.17	\$25.94	\$26.70	\$27.53	\$28.34	\$29.19	\$30.08	\$30.08	\$30.08	\$31.59
	Days	Hours														
	260	7.5	\$43,635.02	\$44,944.64	\$46,292.41	\$47,681.80	\$49,111.63	\$50,585.40	\$52,103.10	\$53,665.86	\$55,274.86	\$56,933.57	\$58,640.82	\$58,640.82	\$58,640.82	\$61,574.49

LPN-SPED, LPN - Elementary, School/Community Caseworker, General Ledger Accountant																
Grade R	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$20.27	\$20.87	\$21.50	\$22.16
	Days	Hours														
	185	7.5	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$27,265.23	\$28,120.59	\$28,964.41	\$29,833.63	\$30,728.30	\$31,650.69
	190	7	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,141.68	\$26,955.64	\$27,756.04	\$28,597.13	\$29,478.92	\$30,333.58
	260	7.5	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$38,317.90	\$39,520.03	\$40,705.98	\$41,927.75	\$43,184.22	\$44,479.98
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$23.50	\$24.20	\$24.93	\$25.66	\$26.46	\$27.22	\$28.06	\$28.90	\$29.77	\$30.65	\$31.59	\$31.59	\$31.59	\$33.15
	Days	Hours														
	185	7.5	\$32,599.69	\$33,577.57	\$34,584.35	\$35,622.35	\$36,691.56	\$37,791.96	\$38,925.89	\$40,093.35	\$41,296.63	\$42,534.61	\$43,811.86	\$43,811.86	\$43,811.86	\$46,002.29
	190	7	\$31,256.06	\$32,192.12	\$33,155.30	\$34,132.06	\$35,190.20	\$36,207.65	\$37,320.07	\$38,432.48	\$39,599.15	\$40,765.83	\$42,013.90	\$42,013.90	\$42,013.90	\$44,089.50
	260	7.5	\$45,815.02	\$47,189.38	\$48,605.37	\$50,062.94	\$51,565.59	\$53,112.20	\$54,705.02	\$56,347.53	\$58,037.46	\$59,778.23	\$61,572.19	\$61,572.19	\$61,572.19	\$64,650.32

Exec Asst to Superintendent, School Nurse, Student Services Specialist, Truancy Officer/Parent Facilitator, Homeless Education Liason, Behavioral Lead																
Grade S	Step		1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Hourly		\$20.66	\$20.66	\$20.66	\$20.66	\$20.66	\$20.66	\$20.66	\$20.66	\$20.66	\$21.28	\$21.91	\$22.57	\$23.26
	Days	Hours														
	200	7.5	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$30,966.41	\$31,921.18	\$32,878.26	\$33,864.24	\$34,880.27	\$35,926.35
	227	7.5	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$35,147.27	\$36,230.35	\$37,312.26	\$38,433.49	\$39,575.52	\$40,775.33
	238	7.5	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$36,851.06	\$37,980.38	\$39,120.08	\$40,293.32	\$41,501.22	\$42,742.67
	260	7.5	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$40,256.33	\$41,496.60	\$42,735.74	\$44,021.07	\$45,328.39	\$46,702.75
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$24.68	\$25.41	\$26.16	\$26.97	\$27.75	\$28.61	\$29.48	\$30.32	\$31.24	\$32.20	\$33.15	\$33.15	\$33.15	\$34.82
	Days	Hours														
	200	7.5	\$37,004.80	\$38,114.46	\$39,258.80	\$40,436.66	\$41,649.19	\$42,897.56	\$44,185.22	\$45,511.03	\$46,876.15	\$48,282.85	\$49,731.20	\$49,731.20	\$49,731.20	\$52,217.52
	227	7.5	\$42,015.60	\$43,254.72	\$44,553.95	\$45,912.13	\$47,270.29	\$48,705.92	\$50,162.35	\$51,638.42	\$53,193.09	\$54,826.38	\$56,440.01	\$56,440.01	\$56,440.01	\$59,274.26
	238	7.5	\$44,024.55	\$45,345.74	\$46,706.22	\$48,108.31	\$49,550.89	\$51,037.36	\$52,568.91	\$54,145.55	\$55,769.59	\$57,442.16	\$59,166.75	\$59,166.75	\$59,166.75	\$62,124.70
	260	7.5	\$48,123.35	\$49,542.80	\$51,030.43	\$52,586.26	\$54,140.93	\$55,786.92	\$57,454.89	\$59,144.79	\$60,926.03	\$62,796.27	\$64,644.55	\$64,644.55	\$64,644.55	\$67,890.30

**Classified Pay Tables
Lynchburg City Schools FY 2018-2019**

Systems Admin, COTA, Physical Therapy Asst, BCABA, Personnel Analyst, System Analyst/Programmer, Benefits Specialist, Assessment Specialist, Attendance Clerk																
Grade T			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$22.34	\$23.00	\$23.72	\$24.41	\$25.14
	Days	Hours														
200	7.5		\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$32,510.10	\$33,517.40	\$34,523.50	\$35,559.08	\$36,626.52	\$37,723.44
210	7.5		\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$34,130.04	\$35,199.74	\$36,252.73	\$37,339.13	\$38,458.98	\$39,612.24
238	7.5		\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$38,683.68	\$39,872.24	\$41,060.79	\$42,323.63	\$43,567.89	\$44,886.45
260	7.5		\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$42,262.97	\$43,572.59	\$44,879.91	\$46,226.53	\$47,613.60	\$49,041.13
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$25.91	\$26.67	\$27.49	\$28.31	\$29.15	\$30.03	\$30.92	\$31.84	\$32.81	\$33.79	\$34.82	\$34.82	\$34.82	\$36.55
	Days	Hours														
200	7.5		\$38,856.93	\$40,021.08	\$41,221.78	\$42,459.07	\$43,732.91	\$45,044.50	\$46,397.37	\$47,787.97	\$49,222.22	\$50,697.74	\$52,219.30	\$52,219.30	\$52,219.30	\$54,830.67
210	7.5		\$40,798.94	\$42,019.06	\$43,289.33	\$44,576.32	\$45,913.43	\$47,300.69	\$48,721.39	\$50,175.50	\$51,679.77	\$53,234.18	\$54,822.00	\$54,822.00	\$54,822.00	\$57,563.11
238	7.5		\$46,242.14	\$47,616.41	\$49,064.95	\$50,532.08	\$52,036.33	\$53,596.31	\$55,193.42	\$56,846.26	\$58,573.38	\$60,319.07	\$62,157.61	\$62,157.61	\$62,157.61	\$65,240.41
260	7.5		\$50,512.57	\$52,027.95	\$53,589.57	\$55,196.26	\$56,852.66	\$58,558.76	\$60,314.57	\$62,124.70	\$63,988.01	\$65,907.93	\$67,885.67	\$67,885.67	\$67,885.67	\$71,279.37

Educational Interpreter III																
Grade W			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$24.93	\$24.93	\$24.93	\$24.93	\$24.93	\$24.93	\$24.93	\$24.93	\$24.93	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89
	Days	Hours														
190	7.5		\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$35,523.54	\$36,584.34	\$37,674.72	\$38,807.94	\$39,970.74	\$41,163.12
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$29.75	\$30.64	\$31.56	\$32.51	\$33.49	\$34.49	\$35.52	\$36.58	\$37.67	\$38.80	\$39.96	\$39.96	\$39.96	\$41.96
	Days	Hours														
190	7.5		\$42,398.34	\$43,663.14	\$44,970.78	\$46,323.30	\$47,718.66	\$49,142.58	\$50,610.36	\$52,122.00	\$53,677.50	\$55,291.14	\$56,947.62	\$56,947.62	\$56,947.62	\$58,648.98

Educational Interpreter IV, Lead Educational Interpreter																
Grade X			Step													
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hourly		\$26.17	\$26.17	\$26.17	\$26.17	\$26.17	\$26.17	\$26.17	\$26.17	\$26.17	\$26.96	\$27.76	\$28.60	\$29.46	\$30.35
	Days	Hours														
190	7.5		\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$37,296.30	\$38,416.26	\$39,563.76	\$40,756.14	\$41,977.08	\$43,241.88
			15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Hourly		\$31.25	\$32.19	\$33.16	\$34.15	\$35.17	\$36.22	\$37.30	\$38.42	\$39.58	\$40.76	\$41.98	\$41.98	\$41.98	\$44.08
	Days	Hours														
190	7.5		\$44,535.24	\$45,872.46	\$47,253.54	\$48,663.18	\$50,116.68	\$51,614.04	\$53,154.24	\$54,753.60	\$56,395.80	\$58,081.86	\$59,826.06	\$59,826.06	\$59,826.06	\$62,819.76

**Full-Time Transportation Pay Tables
Lynchburg City Schools FY 2018-2019**

Bus Assistant																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade A		Hourly	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.04	\$10.30	\$10.57	\$10.87	\$11.16	\$11.46	
	Days	Hours															
	185	8	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$14,847.52	\$15,238.07	\$15,646.64	\$16,067.22	\$16,499.82	\$16,945.64	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$11.74	\$12.07	\$12.43	\$12.75	\$13.14	\$13.47	\$13.83	\$14.22	\$14.60	\$15.02	\$15.41	\$15.41	\$15.41	\$16.15	
	Days	Hours															
	185	8	\$17,404.67	\$17,878.12	\$18,366.02	\$18,868.30	\$19,383.82	\$19,917.36	\$20,465.32	\$21,030.12	\$21,612.91	\$22,212.55	\$22,830.20	\$22,830.20	\$22,830.20	\$23,888.87	

Bus Driver																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade D		Hourly	\$11.42	\$11.42	\$11.42	\$11.42	\$11.42	\$11.42	\$11.42	\$11.42	\$11.42	\$11.74	\$12.06	\$12.39	\$12.74	\$13.08	
	Days	Hours															
	185	8	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$16,910.80	\$17,383.04	\$17,855.30	\$18,341.98	\$18,843.08	\$19,358.58	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$13.44	\$13.82	\$14.21	\$14.59	\$14.99	\$15.40	\$15.84	\$16.29	\$16.73	\$17.19	\$17.67	\$17.67	\$17.67	\$18.50	
	Days	Hours															
	185	8	\$19,890.93	\$20,438.90	\$21,002.47	\$21,584.08	\$22,183.71	\$22,798.96	\$23,434.65	\$24,088.36	\$24,762.48	\$25,455.85	\$26,169.63	\$26,169.63	\$26,169.63	\$27,397.75	

Bus Driver/Trainer																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade H		Hourly	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64	\$14.03	\$14.42	\$14.83	\$15.25	\$15.66	
	Days	Hours															
	185	8	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,200.95	\$20,776.55	\$21,350.96	\$21,942.17	\$22,551.41	\$23,179.88	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$16.11	\$16.55	\$17.01	\$17.49	\$18.00	\$18.48	\$19.00	\$19.54	\$20.09	\$20.70	\$21.26	\$21.26	\$21.26	\$22.26	
	Days	Hours															
	185	8	\$23,826.39	\$24,490.91	\$25,178.28	\$25,883.64	\$26,610.66	\$27,360.50	\$28,131.96	\$28,927.46	\$29,747.01	\$30,590.58	\$31,458.17	\$31,458.17	\$31,458.17	\$32,949.47	

**Part-Time Transportation Pay Tables
Lynchburg City Schools FY 2018-2019**

PART-TIME Bus Assistant																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade A		Hourly	\$9.54	\$9.54	\$9.54	\$9.54	\$9.54	\$9.54	\$9.54	\$9.54	\$9.54	\$9.80	\$10.06	\$10.33	\$10.60	\$10.90	
	Days	Hours															
	185	8	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,128.99	\$14,498.30	\$14,885.79	\$15,289.19	\$15,692.58	\$16,130.07	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$11.17	\$11.47	\$11.79	\$12.12	\$12.46	\$12.78	\$13.15	\$13.49	\$13.86	\$14.26	\$14.64	\$14.64	\$14.64	\$15.34	
	Days	Hours															
	185	8	\$16,533.46	\$16,987.99	\$17,458.44	\$17,930.02	\$18,434.54	\$18,922.03	\$19,443.60	\$19,964.05	\$20,519.70	\$21,091.27	\$21,662.86	\$21,662.86	\$21,662.86	\$22,688.96	

PART-TIME Bus Driver																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade D		Hourly	\$10.87	\$10.87	\$10.87	\$10.87	\$10.87	\$10.87	\$10.87	\$10.87	\$10.87	\$11.17	\$11.46	\$11.77	\$12.11	\$12.44	
	Days	Hours															
	185	8	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,080.07	\$16,533.46	\$16,970.95	\$17,425.48	\$17,912.97	\$18,400.45	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$12.76	\$13.14	\$13.48	\$13.85	\$14.25	\$14.63	\$15.04	\$15.45	\$15.89	\$16.32	\$16.76	\$16.76	\$16.76	\$17.56	
	Days	Hours															
	185	8	\$18,887.94	\$19,426.57	\$19,948.14	\$20,502.65	\$21,074.24	\$21,645.81	\$22,251.48	\$22,874.19	\$23,512.80	\$24,152.55	\$24,825.26	\$24,825.26	\$24,825.26	\$25,985.45	

PART-TIME Bus Driver/Trainer																	
			Step														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Grade H		Hourly	\$12.97	\$12.97	\$12.97	\$12.97	\$12.97	\$12.97	\$12.97	\$12.97	\$12.97	\$13.32	\$13.71	\$14.08	\$14.48	\$14.87	
	Days	Hours															
	185	8	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,191.34	\$19,728.83	\$20,284.49	\$20,839.01	\$21,427.63	\$22,016.25	
				15	16	17	18	19	20	21	22	23	24	25	26	27	28
		Hourly	\$15.29	\$15.70	\$16.15	\$16.60	\$17.07	\$17.53	\$18.04	\$18.55	\$19.07	\$19.62	\$20.17	\$20.17	\$20.17	\$21.11	
	Days	Hours															
	185	8	\$22,621.91	\$23,243.49	\$23,900.29	\$24,572.98	\$25,261.61	\$25,951.36	\$26,691.11	\$27,447.91	\$28,221.74	\$29,029.68	\$29,836.47	\$29,836.47	\$29,836.47	\$31,248.93	

Part-Time School Nutrition Pay Table

Lynchburg City Schools FY 2018-2019

STEP	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F
1	\$9.59	\$10.07	\$10.57	\$11.11	\$11.66
2	\$9.78	\$10.27	\$10.78	\$11.33	\$11.89
3	\$9.98	\$10.48	\$11.00	\$11.56	\$12.13
4	\$10.18	\$10.69	\$11.22	\$11.79	\$12.37
5	\$10.38	\$10.90	\$11.44	\$12.03	\$12.62
6	\$10.59	\$11.12	\$11.67	\$12.27	\$12.87
7	\$10.80	\$11.34	\$11.90	\$12.51	\$13.13
8	\$11.02	\$11.57	\$12.14	\$12.76	\$13.39
9	\$11.24	\$11.80	\$12.38	\$13.02	\$13.66
10	\$11.46	\$12.03	\$12.63	\$13.28	\$13.93
11	\$11.69	\$12.28	\$12.88	\$13.54	\$14.21
12	\$11.92	\$12.52	\$13.14	\$13.81	\$14.50
13	\$12.16	\$12.77	\$13.41	\$14.09	\$14.79
14	\$12.41	\$13.03	\$13.67	\$14.37	\$15.08
15	\$12.65	\$13.29	\$13.95	\$14.66	\$15.39
16	\$12.91	\$13.55	\$14.23	\$14.95	\$15.69
17	\$13.17	\$13.82	\$14.51	\$15.25	\$16.01
18	\$13.43	\$14.10	\$14.80	\$15.56	\$16.33
19	\$13.70	\$14.38	\$15.10	\$15.87	\$16.65
20	\$13.97	\$14.67	\$15.40	\$16.19	\$16.99

GRADE B - SNP WORKER

GRADE C - LINE CASHIER

GRADE D - ELEMENTARY HEAD CASHIER

GRADE E - MIDDLE & HIGH HEAD CASHIER, ALTERNATIVE ED WORKER

GRADE F - LEAD PERSON

Full-Time School Nutrition Pay Table

Lynchburg City Schools FY 2018-2019

STEP	GRADE B	GRADE F	GRADE G	GRADE I
1	\$10.15	\$12.33	\$14.14	\$15.29
2	\$10.35	\$12.58	\$14.42	\$15.59
3	\$10.56	\$12.83	\$14.71	\$15.91
4	\$10.77	\$13.08	\$15.01	\$16.22
5	\$10.99	\$13.35	\$15.31	\$16.55
6	\$11.15	\$13.61	\$15.61	\$16.88
7	\$11.37	\$13.89	\$15.92	\$17.22
8	\$11.60	\$14.16	\$16.24	\$17.56
9	\$11.83	\$14.45	\$16.57	\$17.91
10	\$12.07	\$14.74	\$16.90	\$18.27
11	\$12.15	\$15.03	\$17.24	\$18.64
12	\$12.39	\$15.33	\$17.58	\$19.01
13	\$12.64	\$15.64	\$17.93	\$19.39
14	\$12.89	\$15.95	\$18.29	\$19.78
15	\$13.15	\$16.27	\$18.66	\$20.17
16	\$13.41	\$16.59	\$19.03	\$20.58
17	\$13.68	\$16.93	\$19.41	\$20.99
18	\$13.96	\$17.26	\$19.80	\$21.41
19	\$14.24	\$17.61	\$20.20	\$21.84
20	\$14.52	\$17.96	\$20.60	\$22.27

GRADE B - OPERATIONS SUPPORT WORKER GRADE

GRADE F - LEAD PERSON

GRADE G - ELEMENTARY MANAGER

GRADE I - MIDDLE & HIGH SCHOOL MANAGER

WELCOME

