

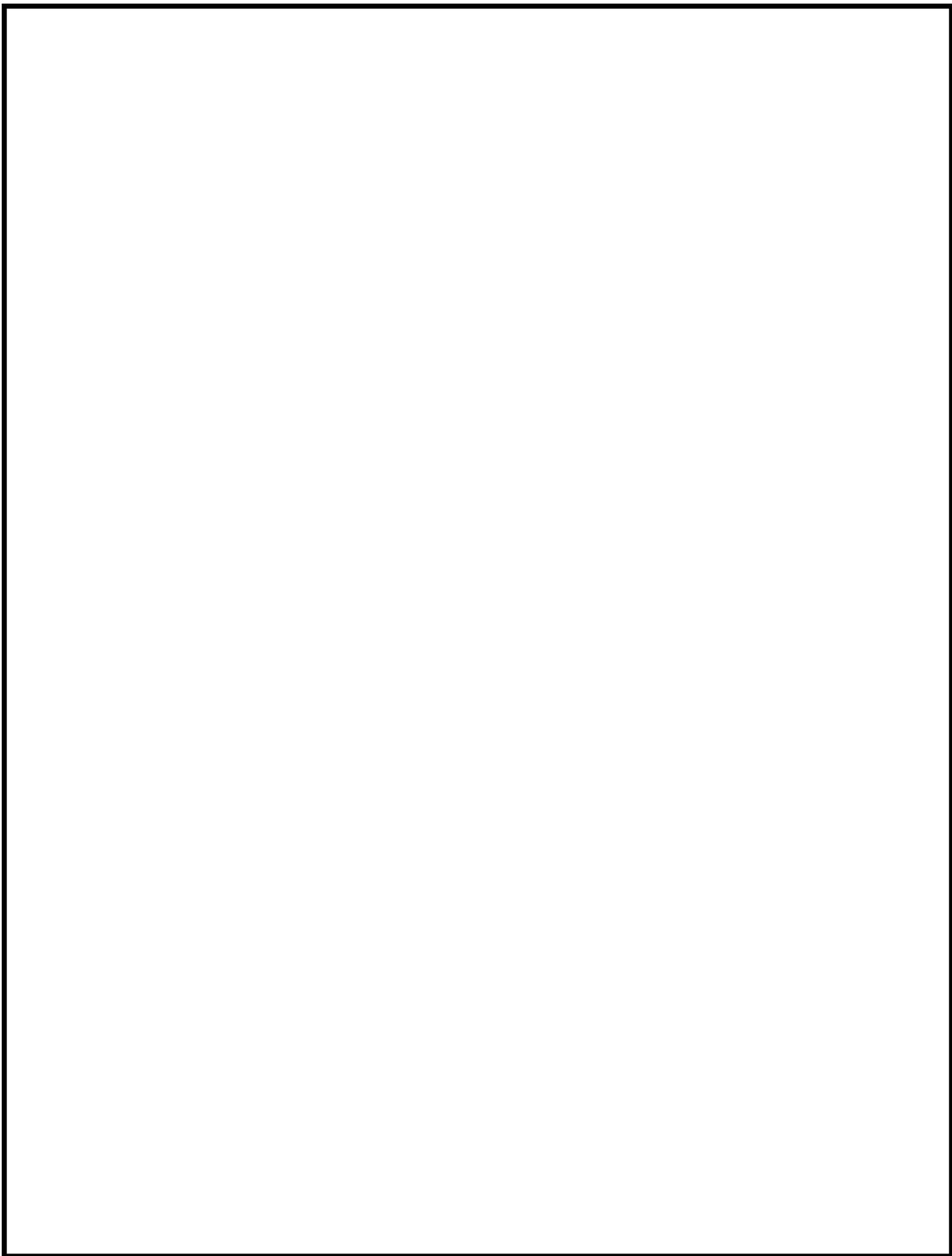
City of Aventura



Don Soffer Aventura High School Fund Budget

Fiscal Year 2023/2024





City of Aventura Don Soffer Aventura High School

Operating and Capital Budget
Fiscal Year 2023/2024



City Commission/Governing Board

Mayor Howard S. Weinberg, Esq.
Commissioner Amit Bloom
Commissioner Rachel S. Friedland, Esq.
Commissioner Billy Joel
Commissioner Paul A. Kruss
Commissioner Dr. Linda Marks
Commissioner Michael Stern

City Manager

Ronald J. Wasson

Principal

Dr. Geoff McKee

Planning/Management Services Provided

by: Charter Schools USA



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City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024

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MEMORANDUM

TO: City Commission/Governing Board
Ronald J. Wasson, City Manager

FROM: Dr. Geoff McKee, Principal, Don Soffer Aventura High School
Ayanna Jeffrey, Sr. Accounting Analyst, Charter Schools USA

DATE: April 14, 2023

SUBJECT: Proposed 2023/2024 Don Soffer Aventura High School Budget

Attached is the proposed 2023/2024 Don Soffer Aventura High School (“DSAHS”) Fund Budget (Fund 191) which will be effective from July 1, 2023 – June 30, 2024. This represents DSAHS’ 5th full year of operations. The budget was designed to meet the educational requirements that accommodate 9th through 12th grade students, while continuing to employ staff that possess the leadership qualities that will help DSAHS achieve full enrollment over the next year.

Budget Implications Resulting from the Coronavirus (“COVID-19”) Pandemic

For the last three years, COVID-19 has caused major disruption in international and U.S. economies and markets. School operations have returned to a “traditional” environment; however, the pandemic had a significant impact on learning worldwide. In response to this, the US Department of Education awarded funding to states and school districts through the Elementary and Secondary School Emergency Relief (ESSER) Fund to help schools address the negative impact caused by the pandemic. The School continues to utilize this funding to pay for additional teachers and staff to ensure students have the resources necessary. ESSER grant related revenue and expenditures are included in the FY 2023/24 budget.

The budget was prepared in a collaborative effort by CSUSA, including their Sr. Accounting Analyst, staff members from several different divisions, and the DSAHS Principal. In addition, the budget has also been reviewed by the City Manager and the Finance Director. The budget will appear on first and second reading on April 20th and May 18th, 2023, respectively.

The following are the major highlights of the 2023/2024 budget:

- The school budget is based on a projected enrollment of 800 9th, 10th, 11th and 12th grade students. This is the school’s second year of full enrollment.
- No City subsidy is budgeted for the FY2023-2024 year.
- Includes 62 full-time equivalent employees at a projected cost of \$5,640,094 and is summarized by class and category below:

Job Class Category	2022/23	2023/24	Change
	Actual	Proposed	
Administrative Staff			
Full-time	13.0	13.0	-
Part-time	-	-	-
Subtotal	13.0	13.0	-
Instructional Staff			
Full-time	47.0	49.0	2.0
Part-time	-	-	-
Subtotal	47.0	49.0	2.0
Total Employees	60.0	62.0	2.0

- Vendor Services includes contracted pupil transportation for two (2) buses to transport students that live two (2) miles or more from the School at a cost of \$172,552.
- In order to continue enhancing the instructional experience designed to prepare the students for the future, \$233,661 has been budgeted for textbooks, reference books and instructional licenses under Instructional Expenditures.

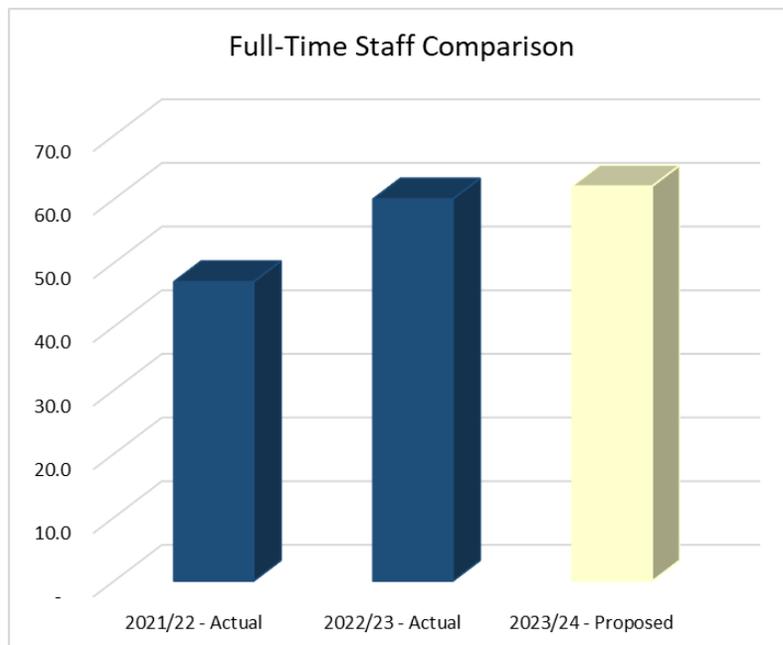
Capital expenditures of \$112,500 is budgeted for costs associated with Computer hardware, IT Infrastructure and FF&E (i.e. Classroom Furniture).

Compensation for Personnel Services

Total Compensation for Personnel Services is budgeted at \$5,640,094 or 64.1% of the total budget or 61.8% of total operating revenue. This category includes 62 full-time equivalent employees, including 13 administrative staff positions and 49 instructional staff positions as is detailed below. In order to maintain, attract, and retain highly qualified teachers, salaries for this category reflect the school’s proposed Pay Plan and stipends of \$700,000 as a result of the Miami-Dade County Referendum. All employees are under contract with CSUSA.

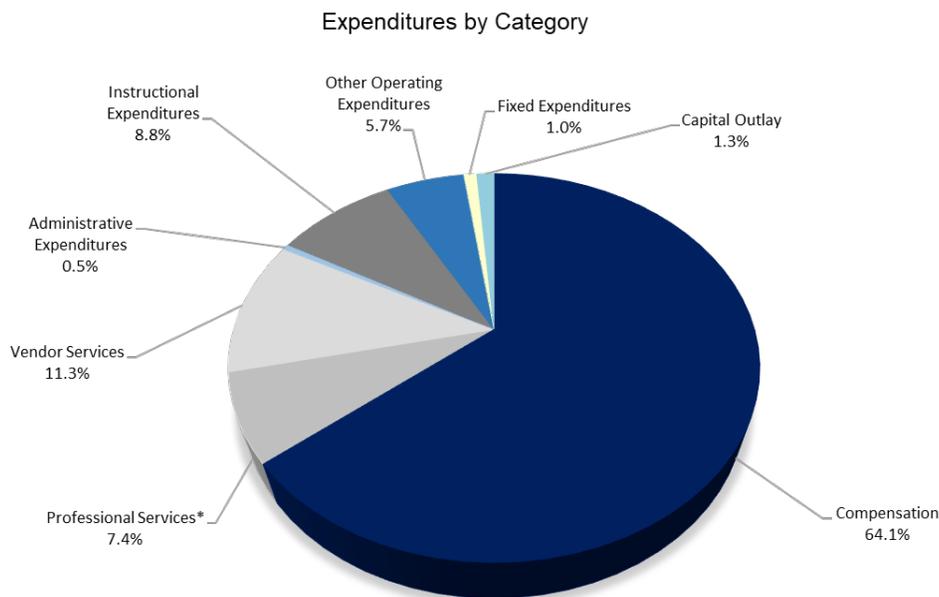
**Don Soffer Aventura High School
Comparative Personnel Allocation Summary
3 - Year Presentation**

Job Class	2021/22			2022/23			2023/24		
	Actual			Actual			Proposed		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
Administrative Staff									
Principal	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Assistant Principal	1.0	-	1.0	2.0	-	2.0	2.0	-	2.0
Dean of Student Affairs	-	-	-	-	-	-	-	-	-
School Operations Administrator	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Office Manager	-	-	-	1.0	-	1.0	1.0	-	1.0
Administrative Assistant	1.0	0.5	1.5	1.0	-	1.0	1.0	-	1.0
Receptionist	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Enrollment Management	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Guidance Counselor	1.0	-	1.0	3.0	-	3.0	3.0	-	3.0
CAP Advisor	1.0	-	1.0	-	-	-	-	-	-
IT Support	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Nurse	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Subtotal	10.0	0.5	10.5	13.0	-	13.0	13.0	-	13.0
Instructional Staff									
Teachers (9-12)	33.0	-	33.0	42.0	-	42.0	44.0	-	44.0
ESE/Special Education Teachers	2.0	-	2.0	3.0	-	3.0	3.0	-	3.0
Curriculum Resource Teacher	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Athletic Director	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0
Subtotal	37.0	-	37.0	47.0	-	47.0	49.0	-	49.0
Total	47.0	0.5	47.5	60.0	-	60.0	62.0	-	62.0



The total proposed budget for 2023/2024, is \$8,794,645 and is broken down into the following categories:

Category	Amount	%
Compensation	\$ 5,640,094	64.1%
Professional Services	647,720	7.4%
Vendor Services	991,055	11.3%
Administrative Expenditures	44,081	0.5%
Instructional Expenditures	772,020	8.8%
Other Operating Expenditures	502,416	5.7%
Fixed Expenditures	84,759	1.0%
Capital Outlay	112,500	1.3%
Total	\$ 8,794,645	100.0%



Summary

I am pleased to submit the detailed budget contained within this document and its related funding levels representing the City's continued commitment to support the Mission and Vision for Don Soffer Aventura High School as outlined on page 2.

The City Commission, acting in its capacity as the Don Soffer Aventura High School Governing Board will meet during a Governing Board Meeting on April 20, 2023 to review the proposed budget document in detail. Please refer any questions relating to the enclosed budget to the City Manager's attention.

Respectfully submitted,


 Dr. Geoff McKee
 Principal, Don Soffer Aventura High School


 Ayanna Jeffrey
 Sr. Accounting Analyst, CSUSA

City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



Introduction

**City of Aventura
Don Soffer Aventura High School**



Mission Statement

Don Soffer Aventura High School will provide a rigorous, college preparatory curriculum for the community that ensures each student develops their individual academic talents and leadership skills to become well-rounded citizens primed for excellence.

Vision Statement

Don Soffer Aventura High School will continually adopt innovative instructional methods and technology designed for the digital native learning styles of the 21st century students. The School will revolutionize instruction and be recognized as a pioneer in modern high school education.

Commitment Statement

At Don Soffer Aventura High School, students will be empowered to discover their passion, choose their path and define their future.

City of Aventura Don Soffer Aventura High School



Organization and Operations

The School is a special revenue fund found within the City's financial statements. The School commenced operations in the City in August 2019 and for the 2023/2024 school year will offer classes for 9th through 12th grades with a projected enrollment of 800 students. The School is funded by public funds based on enrollment and may be eligible for grants in accordance with state and federal guidelines, including food service and capital outlay. The School can accept private donations and the City can incur debt for its operations.

Reporting Entity

The School operates under a charter granted by the sponsoring school district, the Miami-Dade County Public School District (the "District"). The current charter is effective until June 30, 2034 but provides for a renewal of up to 15 years by mutual agreement of both parties. In August 2019, the School opened its doors to 200 9th graders. In August 2020, the School expanded its enrollment to 415 students to include 10th grade. In August 2021, the school expanded its enrollment to 620 to include 11th grade and in August 2022, expanded its enrollment to 800 to include 12th grade with approximately 200 students for each grade level.

The School is owned by the City and is operated through a management agreement as described below. The School is part of the City's government and is not a separate legal entity or otherwise organized apart from the City. The City was incorporated in November 1995 and operates under a Commission-Manager form of government.

Management Agreement

The City previously entered into a management agreement with Charter Schools USA, Inc. ("CSUSA") to provide those services necessary to organize, manage, staff, operate and maintain the School. The agreement expires on June 30, 2024, with a five-year renewal option by mutual agreement of both parties and provided that the District extends the charter granted to the City. Total management fees projected to be paid to the management company for fiscal year 2023/2024 are \$375,696. The other expenditures that are reimbursed to CSUSA from the City relate to teachers' salaries, benefits and all related operational costs.



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City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



Fund Description
&
Summary

City of Aventura

Don Soffer Aventura High School

Fund - 191

Fiscal Year 2023/2024 (July 1 - June 30)

Budget Category Summary

Fund Description

This fund accounts for operating and capital revenues and expenditures associated with the Don Soffer Aventura High School. In accordance with their Management Agreement with the City, Charter Schools USA, is responsible for the School's budgetary, accounting, auditing and financial reporting functions.

Category	2021/22 Actual	2022/23 Adopted Budget	2022/23 Projected Forecast	2023/24 Proposed Budget
Revenue Projections				
Operating Revenue	\$ 6,208,609	\$ 8,451,973	\$ 8,907,952	\$ 9,131,109
City Subsidy (Advance from the City's General Fund)	2,536,423	-	-	-
Total Revenues	\$ 8,745,032	\$ 8,451,973	\$ 8,907,952	\$ 9,131,109
Expenditures				
Operating Expenditures	\$ 6,110,146	\$ 7,826,666	\$ 7,912,096	\$ 8,682,145
Capital Expenditures	642,613	306,845	346,855	112,500
CSUSA Subsidy to offset Professional Services	-	-	-	-
Total Expenditures	\$ 6,752,759	\$ 8,133,511	\$ 8,258,950	\$ 8,794,645
Revenues over/(under) Expenditures	\$ 1,992,273	\$ 318,462	\$ 649,002	\$ 336,464

City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



Revenue Projection
&
Rationale

Don Soffer Aventura High School Proposed Budget	ACTUAL 2021-22	ADOPTED BUDGET 2022-23	PROJECTED FORECAST 2022-23	PROPOSED BUDGET 2023-24
<i>Total Number of Students</i>	637	800	805	800
<i>Forecasted Average FTE per Student</i>	\$ 7,134.46	\$ 7,445.52	\$ 7,388.44	\$ 7,388.44
REVENUE:				
Operating Revenue				
FTE	\$ 4,541,084	\$ 5,956,418	\$ 5,944,001	\$ 5,910,752
Capital Outlay	335,418	410,894	424,945	422,784
NSLP Revenue	246,244	33,935	68,414	68,124
Food Services	26,248	282,203	90,879	90,378
City's Intersection Safety Camera Program *	-	150,000	150,000	-
Grants	277,661	735,309	908,669	675,817
Miscellaneous Revenue	163,481	-	-	-
Internal Funds Revenue****	-	33,214	-	63,255
Other Program Revenue:				
AP/AICE	618,473	850,000	850,000	1,200,000
Refrendum Stipends	-	-	471,044	700,000
Total Operating Revenue	\$ 6,208,609	\$ 8,451,973	\$ 8,907,952	\$ 9,131,109
Other Non-Revenue				
City Subsidy *				
Advance from the City's General Fund	\$ 2,536,423	\$ -	\$ -	\$ -
Total Revenues	\$ 8,745,032	\$ 8,451,973	\$ 8,907,952	\$ 9,131,109

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Revenue Projection Rationale

Fiscal Year 2023/2024

Revenues

The total revenues available for allocation in the 2023/2024 proposed budget are anticipated to be \$9,131,109. This is a net increase of \$679,137 or 8.0% compared to the prior year's budget primarily due to the Miami-Dade County referendum funds which are included in the Other Program Revenue – Referendum Stipends and will be used for security personnel and teacher stipends.

Operating Revenue

FTE – totals \$5,910,752 and is based on an average of \$7,388.44/student. This revenue category includes the transportation reimbursement component. This revenue category is anticipated to decrease by \$45,666 or 0.8% in comparison to the prior years adopted budget. This line has been budgeted conservatively, using the same average FTE per student as the current fiscal year projection with a total of 800 students, which is five (5) less students projected in enrollment.

Capital Outlay – totals \$422,784 and is projected to remain relatively level in comparison to the adopted budget and year-end forecast at \$528.48/student.

NSLP Revenue – totals \$68,124 and represents an estimate for reimbursement by the National School Lunch Program (“NSLP”) for low-cost or free meals that are provided to students who qualify for the federally assisted meal program. This revenue category is projected based on current year reimbursement rates and assumes consistent eligibility year-over-year in the student population.

Food Services – totals \$90,378 and represents an estimate for un-subsidized meals purchased by students. This revenue category decreased year-over-year in line with enrollment on a per capita basis using the current year student participation rate.

Transfers In from the City's General Fund –has decreased by \$150,000 when compared with the prior year's budget amount. The City removed the transfer as the high school projected to finish the current and next fiscal year in a surplus well above the \$150,000 transfer amount from the City's General Fund for revenues generated from the City's Intersection Safety Camera Program.

Grants – The current anticipated impact from Grant Funding provided by Federal and State governments in response to the COVID-19 pandemic is included in the 2023/2024 proposed operating budget. This grant funding totals \$675,817 and will cover personnel costs. Approximately ten (10) headcount positions will be funded through ESSERS III.

Other Program Revenue – totals \$1,900,000 consisting of \$1,200,000 in additional FTE Revenue that is expected be awarded to the DSAHS from students passing the Cambridge and Advanced Placement Exams and \$700,000 in Miami-Dade County Referendum revenue that will be used for security personnel and teacher stipends.

Other Non-Revenue

City Subsidy ** (*Advance from the City's General Fund*) – the 2023/2024 budget assumes no City subsidy.



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City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



Budgetary Account Summary
by Expenditure Function

Don Soffer Aventura High School Proposed Budget		ACTUAL 2021-22	ADOPTED BUDGET 2022-23	PROJECTED FORECAST 2022-23	PROPOSED BUDGET 2023-24			
EXPENDITURES								
Administrative Staff								
Principal	1.0		1.0	1.0	1.0			
Assistant Principal	1.0		2.0	2.0	2.0			
Dean of Student Affairs			1.0	-	-			
School Operations Administrator	1.0		1.0	1.0	1.0			
Office Manager			1.0	1.0	1.0			
Administrative Assistant	1.5		2.0	1.0	1.0			
Receptionist	1.0		1.0	1.0	1.0			
Enrollment Management	1.0		1.0	1.0	1.0			
Guidance Counselor	1.0		3.0	3.0	3.0			
CAP Advisor	1.0		1.0	-	-			
IT Support	1.0		1.0	1.0	1.0			
Nurse	1.0		1.0	1.0	1.0			
Subtotal Administrative Staff	10.5	\$ 716,812	16.0	\$ 1,027,895	13.0	\$ 814,906	13.0	\$ 839,432
Instructional Staff								
Teachers (9-12)	33.0		42.0	42.0	44.0			
ESE/Special Education Teachers	2.0		3.0	3.0	3.0			
Curriculum Resource Teacher	1.0		1.0	1.0	1.0			
Athletic Director	1.0		1.0	1.0	1.0			
Subtotal Instructional Staff	37.0	\$ 2,145,991	47.0	\$ 2,810,808	47.0	\$ 2,759,059	49.0	\$ 3,174,148
Tutoring		\$ 25,000		\$ 76,862	\$ 76,862	\$ 76,862		\$ 76,862
Bonuses		49,732		159,681	175,464	175,464		91,954
Stipends		219,043		307,000	525,537	525,537		690,737
Benefits		246,835		345,329	275,260	275,260		325,783
Workers' Compensation		13,578		21,648	16,213	16,213		18,107
Payroll Taxes		237,795		340,110	391,258	391,258		423,072
Subtotal		\$ 791,983		\$ 1,250,630	\$ 1,460,593	\$ 1,460,593		\$ 1,626,514
Total Compensation	47.5	\$ 3,654,786	63.0	\$ 5,089,333	\$ 5,034,559	\$ 5,034,559	62.0	\$ 5,640,094

Don Soffer Aventura High School Proposed Budget - Continued	ACTUAL 2021-22	ADOPTED BUDGET 2022-23	PROJECTED FORECAST 2022-23	PROPOSED BUDGET 2023-24
Professional Services				
Management Fee	\$ 279,000	\$ 375,696	\$ 375,696	\$ 375,696
Finance & Accounting Services ***	54,381	-	-	-
Personnel Management (Payroll & HR Services) ***	163,141	-	-	-
Legal Fees	11,582	17,369	11,582	11,582
Fee to County Board	87,695	93,069	92,355	92,292
Outside Staff Development	28,925	28,925	28,925	28,925
Accounting Services - Audit	11,750	11,750	11,850	11,850
Professional Fees - Other	16,886	16,886	6,510	7,155
Computer Services Fees	71,288	100,000	100,563	100,000
Advertising/Marketing Expenditure	24,750	15,000	15,000	20,221
Subtotal Professional Services	\$ 749,398	\$ 658,695	\$ 642,481	\$ 647,720
Vendor Services				
Contracted Pupil Transportation	\$ 116,506	\$ 159,127	\$ 133,803	\$ 172,552
Contracted Mental Health	24,267	24,267	80,157	80,157
Extra-Curricular Activity Events & Transportation	79,507	155,000	155,000	155,000
Contracted Food Services	161,557	209,548	141,823	141,180
Drug Testing Fees	30	31	245	245
Licenses & Permits	1,544	2,012	2,012	2,012
Contracted Custodial Services	169,257	191,827	191,827	257,081
Contracted Security	13,515	3,248	152,232	182,828
Subtotal Vendor Services	\$ 566,183	\$ 745,060	\$ 857,099	\$ 991,055
Administration Expenditures				
Travel	\$ 7,020	\$ 7,020	\$ 7,736	\$ 7,736
Meals	381	381	818	818
Lodging	3,293	3,293	3,832	3,832
Business Expenditure - Other	153	153	153	153
Dues & Subscriptions	2,861	3,346	4,379	4,379
Printing	2,840	2,909	8,810	8,810
Office Supplies	10,175	15,435	15,435	15,744
Medical Supplies	2,610	2,610	2,610	2,610
Subtotal Administrative Expenditures	\$ 29,333	\$ 35,147	\$ 43,772	\$ 44,081
Instructional Expenditures				
Textbooks & Reference Books	\$ 201,878	\$ 250,462	\$ 250,462	\$ 112,037
Consumable Instructional (Student)	1,563	36,438	36,438	36,033
Consumable Instructional (Teacher)	26,251	25,000	25,000	4,039
Instructional Licenses	178,128	163,733	157,949	121,624
Testing Materials	256,450	330,670	330,670	469,829
Contracted SPED Instruction	22,748	28,591	28,591	28,458
Subtotal Instructional Expenditures	\$ 687,018	\$ 834,894	\$ 829,110	\$ 772,020

Don Soffer Aventura High School Proposed Budget - Continued	ACTUAL 2021-22	ADOPTED BUDGET 2022-23	PROJECTED FORECAST 2022-23	PROPOSED BUDGET 2023-24
Other Operating Expenditures				
Telephone & Internet	\$ 28,765	\$ 29,340	\$ 38,119	\$ 38,881
Postage	390	390	1,628	1,628
Electricity	90,700	92,514	111,878	125,192
Water & Sewer	6,440	6,569	11,328	12,676
Waste Disposal	31,050	37,260	37,260	40,623
Pest Control	3,300	3,465	3,995	3,638
Cleaning Supplies	31,530	21,530	21,530	24,760
Building Repairs & Maintenance	159,046	153,885	193,966	181,637
Miscellaneous Expenditures	11,112	10,126	10,126	10,126
Subtotal Other Operating Expenditures	\$ 362,333	\$ 355,079	\$ 429,831	\$ 439,161
Internal Funds Expense				
Internal Funds Expense****	\$ -	\$ 33,214	\$ -	\$ 63,255
Subtotal Internal Funds Revenue	\$ -	\$ 33,214	\$ -	\$ 63,255
Fixed Expenditures				
Office Equipment - Leasing Expenditures	\$ 13,695	\$ 13,624	\$ 13,624	\$ 13,896
Professional Liability & Other Insurance	47,400	61,620	61,620	70,863
Subtotal Fixed Expenditures	\$ 61,095	\$ 75,244	\$ 75,244	\$ 84,759
Total Operating Expenditures	\$ 6,110,146	\$ 7,826,666	\$ 7,912,096	\$ 8,682,145
Capital Expenditures				
Computers - Hardware	\$ 552,317	\$ 250,545	\$ 291,043	\$ 75,000
Computers - Software	2,460	-	304	-
IT Infrastructure	-	20,000	20,000	25,000
Audio Visual Equipment	42,827	23,800	15,693	-
FF&E	45,009	12,500	19,815	12,500
Total Capital Expenditures	\$ 642,613	\$ 306,845	\$ 346,855	\$ 112,500
Total Unadjusted Operating and Capital Expenditures	\$ 6,752,759	\$ 8,133,511	\$ 8,258,950	\$ 8,794,645
Unadjusted Revenue over/(under) Expenditures	\$ 1,992,273	\$ 318,462	\$ 649,002	\$ 336,464
Adjusted Revenues over/(under) Expenditures	\$ 1,992,273	\$ 318,462	\$ 649,002	\$ 336,464
Total Adjusted Operating and Capital Expenditures	\$ 6,752,759	\$ 8,133,511	\$ 8,258,950	\$ 8,794,645
Total Revenues	\$ 8,745,032	\$ 8,451,973	\$ 8,907,952	\$ 9,131,109
Projected Addition to Fund Balance/(Deficit)	<u>\$ 1,992,273</u>	<u>\$ 318,462</u>	<u>\$ 649,002</u>	<u>\$ 336,464</u>
Repayment to City	<u>\$ -</u>	<u>\$ 218,462</u>	<u>\$ 549,002</u>	<u>\$ 220,000</u>
Projected Fund Balance After Repayment	<u>\$ 1,992,273</u>	<u>\$ 100,000</u>	<u>\$ 100,000</u>	<u>\$ 116,464</u>

City of Aventura
Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



**DSAHS Instructional Pay-For-Performance
Plan**



DSAHS INSTRUCTIONAL PAY-FOR-PERFORMANCE PLAN

INDEX

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- B. PERFORMANCE BASED COMPENSATION**
- C. MERIT INCREASE SCHEDULE**
- D. SCHOOL WIDE PERFORMANCE AND RETENTION BONUS**

A. CSUSA PAY PRACTICES

CSUSA salaries are competitive with the surrounding area schools but structured differently, with a greater emphasis on performance-based pay. For base salaries, pay bands have been established to a minimum, midpoint, and maximum scale by which job families can grow with merit increases. CSUSA will budget criteria, incentives, and other motivating factors to attract, reward and retain the best employees. A salary worksheet will be used to calculate starting salaries in a fair & consistent manner. Below are the basic criteria utilized to determine starting salaries.

Base Salary for Teachers in their initial year (10 Month)

- Positive Adjustments to base for Experience
 - \$1,000 for 1-3 years
 - \$3,000 for 4-6 years
 - \$4,000 for 7-10 years
 - \$7,500 for 11-15 years
 - \$10,000 for 16-20 years
 - \$12,500 for 21-24 years
 - \$15,000 for 25+ years
- Positive Adjustments to base for Education Credentials
 - \$3,000 for Masters
 - \$5,000 for Specialist
 - \$7,000 for Doctorate
- Other Compensation: (to be reevaluated annually and subject to funding availability)
 - \$3,500 in lieu of the Miami-Dade County Referendum will be added as a stipend to Teacher base pay
 - Up to \$4,000 Positive Adjustments to base for Critical Shortage Areas/Special Consideration, if applicable and based on Budget
- \$-3,000 Negative Adjustments to base (prior to HB increase) if met all requirements and waiting for Certification documentation
- Teachers whose certification expires will have their salary reduced by \$3,000 (prior to HB increase). If certification is reestablished within one year, upon receipt of documentation, their previous salary will be reinstated.

B. PERFORMANCE BASED COMPENSATION

Research supports the notion that people are motivated through achievement, recognition, and growth opportunities. Moreover, studies indicate that not only does this contribute to the retention of high quality staff, but also positively impacts student achievement. Consequently, the School will adopt a performance-based compensation plan that includes:

- Merit increases for faculty and staff are determined by a robust evaluation tool based on the research of Robert Marzano, in alignment with statutory requirements

- Participation in various programs to provide incentive bonuses for teachers
- Performance bonuses for Administration based on Academic Performance, Enrollment/Growth and Culture metrics
- School wide performance incentive goal– provided to faculty and staff at schools that achieve predetermined school wide academic improvement goals
- Stipends (supplements) are offered separately from base pay for Additional Academic Responsibilities, Title 1 Schools, Critical Teacher Shortage Areas, Bottom 2 School improvement categories, etc.

C. MERIT INCREASE SCHEDULE

Final Level Instructional staff member scores are calculated by combining the Instructional Practice and Student Performance components of the final evaluation. Please see the school’s approved evaluation plan. Budget will determine the **Effective** teacher’s percent increase. This percent increase will fall between 50%-75% of the percent increase that **Highly Effective** teachers receive per statutory requirements.

CSUSA PERFORMANCE EVALUATION RESULTS	INSTRUCTIONAL INCREASE*
Level 1: UNSATISFACTORY/DEVELOPING/NEEDS IMPROVEMENT	0%
Level 2: DEVELOPING/ NEEDS IMPROVEMENT	0%
Level 3: APPLYING / EFFECTIVE	2.0%
Level 4: INNOVATIVE / HIGHLY EFFECTIVE	3.0%

**Merit increases are subject to budget allocation*

- A “Cost of Living” adjustment option may be included in the schedule, budget permitting
- Stipends (supplements) are offered separately from base pay for Additional Academic Responsibilities, Title 1 Schools, Critical Teacher Shortage Areas, Bottom 2 School improvement categories, etc.

D. SCHOOL WIDE PERFORMANCE AND RETENTION BONUS

CSUSA offers a school wide bonus opportunity that acknowledges and shows appreciation to our loyal and committed employees. This is an opportunity for all Full Time Staff to earn a bonus based on the overall performance of their school.*

- Up to \$500.00 for Non Instructional Employees
- Up to \$1,000.00 for Instructional Employees
- The bonus will be paid out after FTE count and the release of school grades in the fall/winter of the following year
- The bonus is based on goals established by the school and approved by leadership
- If the school meets its letter grade goal, the bonus will be paid out in full
- If the letter grade goal is not met, the bonus will be prorated based on the percentage of goals met

**School wide bonus payment is subject to budget allocation*



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Don Soffer Aventura High School
Operating and Capital Budget
Fiscal Year 2023/2024



Adopting Ordinance

CITY OF AVENTURA ORDINANCE NO. 2023-__

AN ORDINANCE OF THE CITY OF AVENTURA, FLORIDA, ADOPTING THE ATTACHED DON SOFFER AVENTURA HIGH SCHOOL BUDGET FUND 191 FOR FISCAL YEAR 2023/2024 (JULY 1 – JUNE 30), PURSUANT TO SECTION 4.05 OF THE CITY CHARTER; AUTHORIZING EXPENDITURE OF FUNDS ESTABLISHED BY THE BUDGET; PROVIDING FOR BUDGETARY CONTROL; PROVIDING FOR PERSONNEL AUTHORIZATION; PROVIDING FOR GIFTS AND GRANTS; PROVIDING FOR AMENDMENTS; PROVIDING FOR ENCUMBRANCES; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF AVENTURA, FLORIDA, AS FOLLOWS:

Section 1. The 2023/2024 Operating Budget for the Don Soffer Aventura High School, a copy of said budget being attached hereto and made a part hereof as specifically as if set forth at length herein, be and the same is hereby established and adopted.

Section 2. Expenditure of Funds Appropriated in the Budget Authorized. Funds appropriated in the Budget may be expended by and with the approval of the City Manager in accordance with the provisions of the City Charter and applicable law. Funds of the City shall be expended in accordance with the appropriations provided in the Budget adopted by this Ordinance and shall constitute an appropriation of the amounts specified therein. Supplemental appropriations or the reduction of appropriations, if any, shall be made in accordance with Section 4.07 of the City Charter.

Section 3. Budgetary Control. The Budget establishes a limitation on expenditures by department total. Said limitation requires that the total sum allocated to the Don Soffer Aventura High School Fund may not be increased or decreased without specific authorization by a duly-enacted Resolution affecting such amendment or transfer. Therefore, if requested by the Principal of Don Soffer Aventura High School, the City

Manager may authorize transfers from one individual line item account to another, so long as the line item accounts are within the same department and fund.

Section 4. Personnel Authorization. The “Personnel Allocation Summary” enumerates all authorized budgeted positions. However, if requested by the Principal of Don Soffer Aventura High School, the City Manager may amend said authorized budgeted positions in order to address the operating needs of the department so long as sufficient budgeted funds are available.

Section 5. Grants and Gifts. When the City of Aventura receives monies from any source, be it private or governmental, by Grant, Gift, or otherwise, to which there is attached as a condition of acceptance any limitation regarding the use or expenditures of the monies received, the funds so received need not be shown in the Operating Budget nor shall said budget be subject to amendment of expenditures as a result of the receipt of said monies, but said monies shall only be disbursed and applied toward the purposes for which the said funds were received. To ensure the integrity of the Operating Budget, and the integrity of the monies received by the City under Grants or Gifts, all monies received as contemplated above must, upon receipt, be segregated and accounted for based upon generally accepted accounting principles and where appropriate, placed into separate and individual trust and/or escrow accounts from which any money drawn may only be disbursed and applied within the limitations placed upon the Gift or Grant as aforesaid.

Section 6. Amendments. Upon the passage and adoption of the Don Soffer Aventura High School Fund Budget for the City of Aventura, if the City Manager determines that the Department Total will exceed its original appropriation, the City Manager is hereby authorized and directed to prepare such Ordinances as may be necessary and proper to modify any line item from the Budget hereby.

Section 7. Encumbrances. All outstanding encumbrances on June 30, 2023 shall lapse at that time; and all capital outlay encumbrances and/or capital outlay expenditures not spent during the fiscal year may be re-appropriated in the 2023/2024 fiscal year.

Section 8. Severability. The provisions of this Ordinance are declared to be severable and if any section, sentence, clause or phrase of this Ordinance shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Ordinance but they shall remain in effect, it being the legislative intent that this Ordinance shall stand notwithstanding the invalidity of any part.

Section 9. Effective Date. This Ordinance shall be effective immediately upon adoption on second reading.

The foregoing Ordinance was offered by Commissioner _____, who moved its adoption on first reading. This motion was seconded by Commissioner _____, and upon being put to a vote, the vote was as follows:

Commissioner Amit Bloom	_____
Commissioner Rachel S.Friedland	_____
Commissioner Paul A. Kruss	_____
Commissioner Dr. Linda Marks	_____
Commissioner Michael Stern	_____
Vice Mayor Billy Joel	_____
Mayor Howard S. Weinberg	_____

The foregoing Ordinance was offered by Commissioner _____, who moved its adoption on second reading. This motion was seconded by Commissioner _____, and upon being put to a vote, the vote was as follows:

Commissioner Rachel S. Friedland	_____
Commissioner Billy Joel	_____
Commissioner Paul A. Kruss	_____
Commissioner Dr. Linda Marks	_____

Commissioner Michael Stern _____

Vice Mayor Amit Bloom _____

Mayor Howard S. Weinberg _____

PASSED on first reading this 20th day of April, 2023.

PASSED AND ADOPTED on second reading this 18th day of May, 2023.

HOWARD S. WEINBERG, ESQ.
MAYOR

ATTEST:

ELLISA L. HORVATH, MMC
CITY CLERK

APPROVED AS TO LEGAL SUFFICIENCY:

CITY ATTORNEY



Don Soffer Aventura High School

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Aventura, Florida 33180

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Website: <https://aventuracharterhs.org/>