



CREW RETENTION AND EQUITABLE HR INITIATIVES 2022-2023

The following three funds/initiatives are available to any full-time employee who meets the criteria outlined in the documents linked below.

The goal of these funds are to improve the outcomes for Detroit Achievement Academy and Detroit Prep students through an investment in keeping quality educators in front of students in the classroom. In service of this goal, the following initiatives will be created for the Detroit Achievement Academy District in the 2023 fiscal year (FY23).

RETURN TO THE CLASSROOM FUND

FY23 Qualifying Staff: 2

FY23 Budget Impact: \$20,000.00

Summary: Staff members in direct instructional roles (crew leaders, classroom teachers) who have previously held leadership positions but are choosing to return to the classroom are eligible for a \$10,000 stipend in addition to their scheduled salary.

INSTRUCTIONAL CREW TENURE SALARY (5 YR)

FY23 Qualifying Staff: 3

FY23 Budget Impact: \$34,500.00

Summary: Certified instructional staff members who provide direct instruction to students and have been employed by our district in such a role for 5 complete school years will be eligible for a salary of \$67,500 per year for years 6-10 of district employment. Non-certified instructional staff members who provide direct instruction to students and have been employed by our district for 5 complete school years will be eligible for a salary of \$47,500 per year for years 6-10 of district employment.

INSTRUCTIONAL CREW TENURE SABBATICAL (10 YR)

Fy23 Qualifying Staff: 0

FY23 Budget Impact: \$0.00

Summary: Instructional staff members who provide direct instruction to students and have been employed by our district in such a role for 10 complete school years will be eligible for a 12 month sabbatical at 100% of pay in their 11th year of employment with the district. (This will not have an impact on our district budget or scheduling until FY28.)

06 / 19 / 2022

Detroit Achievement Academy

Resolved, this resolution shall be the general appropriations act of Detroit Achievement Academy for the fiscal year ended June 30, 2022 for the general fund.

	Original 2021-2022 FY	Revised 2021-2022 FY
Revenue		
Local Revenue	\$ 7,800	\$ 331,054
State Revenue	4,961,888	5,104,983
Federal Revenue	1,152,758	1,387,063
Activity Revenue	31,891	30,934
Other Financing Sources Rev	-	-
Total Revenue	6,154,338	6,854,034
Total fund balance		
July 1 available to appropriate	401,655	401,655
Total available to appropriate	6,555,993	7,255,689
Expenditures		
Elementary	2,305,005	2,370,227
Added Needs	728,552	879,855
Social Work	210,515	134,241
Executive Admin	539,845	772,922
Board Expenses	32,150	27,384
School Administration	893,843	1,106,513
Other Business Services	94,085	89,573
Facilities/Occupancy Expenses	831,394	1,289,326
Food Service Expense	-	-
Athletics	-	-
Transportation	149,242	155,607
Transfers	56,672	7,415
Other Financing Uses	20,574	15,102
Total Appropriated	5,861,877	6,848,165
Excess Revenues Over (Under) Expenditures	292,461	5,869
Projected June 30, 2021/2022 Fund Balance	694,116	407,524

Certification:

I certify that Detroit Achievement Academy Board of Director adopted the foregoing resolution at a properly open meeting held on 14 Day of June at which a quorum was present.

By: 

Board President

06 / 19 / 2022

Date

Detroit Achievement Academy

Resolved, this resolution shall be the special appropriations act of Detroit Achievement Academy for the fiscal year ended June 30, 2022 for the special fund.

	Original 2021-2022 FY	Revised 2021-2022 FY
Revenue		
Local Revenue	\$ -	\$ -
State Revenue	3,268	8,954
Federal Revenue	255,860	283,665
Activity Revenue	-	-
Other Financing Sources Rev	-	-
Transfer	56,672	7,415
Total Revenue	315,801	300,034
Total fund balance		
July 1 available to appropriate	-	-
Total available to appropriate	315,801	300,034
Expenditures		
Elementary	-	-
Added Needs	-	-
Social Work	-	-
Executive Admin	-	-
Board Expenses	-	-
School Administration	-	-
Other Business Services	-	-
Facilities/Occupancy Expenses	-	-
Food Service Expense	315,801	300,034
Transportation	-	-
Other Financing Uses	-	-
Total Appropriated	315,801	300,034
Excess Revenues Over (Under) Expenditures	(0)	0
Projected June 30, 2021/2022 Fund Balance	(0)	0

Certification:

I certify that Detroit Achievement Academy Board of Director adopted the foregoing resolution at a properly open meeting held on 14 Day of June at which a quorum was present.

By: 

Board President

06 / 19 / 2022

Date

Detroit Achievement Academy

Resolved, this resolution shall be the general appropriations act of Detroit Achievement Academy for the fiscal year ended June 30, 2023 for the general fund.

		Original 2022-2023 FY
Revenue		
	Local Revenue	\$ 463,334
	State Revenue	6,296,376
	Federal Revenue	1,417,858
	Activity Revenue	55,890
	Other Financing Sources Rev	-
Total Revenue		8,233,459
	Total fund balance	
	July 1 available to appropriate	407,394
	Total available to appropriate	8,640,853
 Expenditures		
	Elementary	2,562,646
	Middle School	-
	Added Needs	1,035,970
	Social Work	295,287
	Executive Admin	890,413
	Board Expenses	32,355
	School Administration	1,039,318
	Other Business Services	113,463
	Facilities/Occupancy Expenses	1,524,421
	Food Service Expense	-
	Athletics	-
	Transportation	100,198
	Transfers	110,573
	Other Financing Uses	18,212
Total Appropriated		7,722,854
Excess Revenues Over (Under) Expenditures		510,605
Projected June 30, 2022/2023 Fund Balance		917,999

Certification:

I certify that Detroit Achievement Academy Board of Director adopted the foregoing resolution at a properly open meeting held on 14 Day of June at which a quorum was present.

By:  _____ Board President	06 / 19 / 2022 _____ Date
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Detroit Achievement Academy

Resolved, this resolution shall be the special appropriations act of Detroit Achievement Academy for the fiscal year ended June 30, 2023 for the special fund.

		Original 2022-2023 FY
Revenue		
Local Revenue		\$ -
State Revenue		4,325
Federal Revenue		297,140
Activity Revenue		-
Other Financing Sources Rev		-
Transfer		110,573
Total Revenue		412,038
Total fund balance		-
July 1 available to appropriate		-
Total available to appropriate		412,038
 Expenditures		
Elementary		-
Added Needs		-
Social Work		-
Executive Admin		-
Board Expenses		-
School Administration		-
Other Business Services		-
Facilities/Occupancy Expenses		-
Food Service Expense		412,038
Transportation		-
Other Financing Uses		-
Total Appropriated		412,038
Excess Revenues Over (Under) Expenditures		0
Projected June 30, 2022/2023 Fund Balance		0

Certification:

I certify that Detroit Achievement Academy Board of Director adopted the foregoing resolution at a properly open meeting held on 14 Day of June at which a quorum was present.

By: 

 Board President

06 / 19 / 2022

 Date



**DETROIT ACHIEVEMENT ACADEMY
2022-2023
SCHOOL BOARD MEETINGS**

- **August 9th, 2022 // 6pm**
 - Detroit Prep : 8411 Sylvester, Detroit, MI 48214
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **September 13th, 2022 // 6pm**
 - Detroit Achievement Academy : 7000 W Outer Dr, Detroit, MI 48235
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **October 11th, 2022 // 6pm**
 - Detroit Prep : 8411 Sylvester, Detroit, MI 48214
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **December 13th, 2022 // 6pm**
 - Detroit Prep : 8411 Sylvester, Detroit, MI 48214
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **February 14th, 2023 // 6pm**
 - Detroit Prep : 8411 Sylvester, Detroit, MI 48214
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **March 14th, 2023 // 6pm // *Annual Organizational Meeting***
 - Detroit Achievement Academy : 7000 W Outer Dr, Detroit, MI 48235
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard
- **June 13th, 2023 // 6pm // *Annual Budget Hearing***
 - Detroit Prep : 8411 Sylvester, Detroit, MI 48214
 - Public Zoom Meeting ID : 846 660 8760 // Password: DAABoard

06 / 19 / 2022



Support and Instructional Staff Salary Schedule

Anticipated Board Approval 6.14.22

2022-2023

	HS / Permit	BA Teacher	BA Support - no credential	MA Teacher	MA - no credential	MA - SW, SpEd, High Need Credential
1	\$40,000	\$40,000	\$40,000	\$41,000	\$41,000	\$49,000
2	\$40,500	\$41,000	\$40,500	\$43,000	\$42,000	\$50,500
3	\$41,000	\$43,000	\$41,000	\$44,000	\$43,000	\$52,000
4	\$41,500	\$45,000	\$42,500	\$46,000	\$44,000	\$53,500
5	\$42,000	\$47,000	\$44,000	\$48,000	\$45,000	\$55,000
6	\$42,500	\$48,500	\$45,500	\$50,000	\$46,000	\$56,500
7	\$43,000	\$50,000	\$47,000	\$52,000	\$47,500	\$58,000
8	\$43,500	\$50,500	\$48,500	\$53,000	\$49,000	\$59,500
9	\$44,000	\$51,000	\$49,000	\$55,000	\$50,000	\$61,500
10	\$45,750	\$51,500	\$49,500	\$57,000	\$51,000	\$62,500
11	\$47,000	\$52,000	\$50,000	\$59,000	\$51,500	\$64,000
12	\$48,250	\$55,500	\$51,500	\$60,000	\$52,000	\$65,500
13	\$49,500	\$57,000	\$53,000	\$62,000	\$53,500	\$67,000
14	\$50,750	\$58,500	\$54,500	\$64,000	\$55,000	\$68,500
15	\$52,000	\$64,000	\$55,000	\$74,000	\$56,000	\$74,000

Chris Bode

06 / 19 / 2022



06 / 19 / 2022

BOARD MEETING MINUTES // 3.8.22
Detroit Prep // 8411 Sylvester, Detroit, MI 48214
Zoom Participants // Meeting ID: 846 660 8760 // Passcode: DAABoard
6:00p

Mission: Detroit Achievement Academy exists to holistically support the education and development of students who have the determination, drive, and skills to shape their own path of high achievement with the ultimate goal of creating civically engaged, joyful citizens who are ready to change the world.

- I. CALL TO ORDER - 6:03pm
- II. ROLL CALL - In Person: Greg DeMars, Lenora Hanks, Trevor Duke, Lewis Butler; Virtual Participants: Jared Stasik, Sarah Beaubien, Lindsey Barrett
- III. APPROVAL OF AGENDA - *Addition of action item E. Approve Cancellation of April and May board meetings. Motion: Trevor Duke, Second: Lenora Hanks; Motion Approved 7-0*
- IV. PUBLIC COMMENT ON AGENDA ITEMS - *No public comment*
A section of the agenda has been reserved for public comment. You are welcome to address the board during this time. If you'd like to speak, be aware of the following items:
 - a. Stand and state your name and the topic you'd like to address.
 - b. Please limit your comments to 3 minutes or less so that everyone has a chance to speak.
 - c. The board reserves the right to not address any/all public comments.
- V. FINANCIAL REPORT - *Greg DeMars reports financials on track against budget*
- VI. SCHOOL REPORTS - *Kyle Smitley reports on attendance and enrollment, Winter NWEA data (compared to historical data and national averages). Kyle Smitley presents new 5 year plan for the school district, along with Operational plans, organizational charts, facility plans and budget drafts for the next 5 years.*
 - A. DAA
 - B. DP
- VII. AUTHORIZER UPDATE - *Merrideth ; May 10th Board reception event at the DIA; annual board member survey open until 27th; Loretta.humphrey@53.com - financial literacy course for middle schoolers*



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VIII. DISCUSSION ITEMS

- A. *Cancel meetings for next two months!*
- B. *School Calendars - 22-23, 23-24, 24-25*

IX. ACTION ITEMS: *Motion to approve all action items A-E: Trevor Duke, Second: Greg DeMars || Roll Call Vote: Lenora Hanks - Approve, Trevor Duke - Approve, Greg DeMars - Approve, Lewis Butler - Approve, Lindsey Barrett - Approve, Jared Stasik - Approve, Sarah Beaubien - Approve*

- A. Approve 2.8.22 Regular meeting minutes
- B. Approve 5-year plan
- C. Approve 5-year operational plans
- D. Approve calendars:
 - i. 22-23 Student Calendar
 - ii. 22-23 Staff Calendar
 - iii. 23-24 Student Calendar
 - iv. 23-24 Staff Calendar
 - v. 24-25 Student Calendar
 - vi. 24-25 Staff Calendar
- E. Approve cancellation of April and May Board Meetings

X. BOARD COMMENT ON NON-AGENDA ITEMS - Lewis Butler comments on progress and forward motion of organization

XI. ADJOURNMENT - 7:36pm

This meeting is a meeting of the Board of Directors in public for the purpose of conducting the Academy's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda.

TITLE	6.14.22 Board Meeting Documents for Signature
FILE NAME	Board Docs for Signature.pdf
DOCUMENT ID	ac3d04ea176bec6b3869bde413b47b82ba045737
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

Document History



SENT

06 / 15 / 2022

12:18:57 UTC

Sent for signature to Lewis Butler
 (lewis@detroitachievement.org) from
 alexa@detroitachievement.org
 IP: 68.40.66.36



VIEWED

06 / 19 / 2022

23:30:40 UTC

Viewed by Lewis Butler (lewis@detroitachievement.org)
 IP: 76.122.169.131



SIGNED

06 / 19 / 2022

23:31:24 UTC

Signed by Lewis Butler (lewis@detroitachievement.org)
 IP: 76.122.169.131



COMPLETED

06 / 19 / 2022

23:31:24 UTC

The document has been completed.