

Expense Changes/Operational Increases

Category	2021-Annual Cost	Proposed 2022	Annual \$ Increase	Rationale
Accounting Fees	\$4521.20	\$5000	478.80	Consistently going slightly over with complexity of 990 prep and bookkeeping questions
Bookkeeping	\$11,700	\$15,600	\$3900	12 additional hours a month to take on management of DOC, CDBG, and School contracts
Legal Fees	\$2400	\$3000	\$600	Potential increase in ByLaw, contract reviews/already going slightly over each year
Redwood Leaders	\$5000	\$12000	\$7000*	Last year was a ½ year pilot-this year we are running the programming year round
Sequoia Leaders	\$5000	\$12000	\$7000*	Last year was a ½ year pilot-this year we are running the programming year round
Relocation Expenses	\$0	\$1000	\$1000	Have utilized last few years to leverage new talent from out of state-never been budgeted for
Maintenance Expenses	\$9060	\$12000	\$2940	Increased expenses to upkeep building
Maintenance Services	\$1000	\$6000	\$5000	Now includes Maintenance Services approved at midyear
Supplies	\$6000	\$12000	\$6000	Covid cleaning, masks, increased

				activities/costs-consistently going over last year
Diversion Stipends	\$0	\$6000	\$6000*	Had never been added to the budget when amendment was made to DOC contract
Snow Removal	\$3396	\$5000	\$1604	Contract increased due to overhead expenses
Payroll Processing	\$4000	\$6000	\$2000	Increased salaries/processing fees due to retirement benefit added
Employer Paid Taxes	\$42000	\$58000	\$16000	Increased payroll, increased taxes
Outings, food, field trips	\$16180	\$18200	\$2020	Expansion of programs/excursion/need for food
Car Registration	\$0	\$350	\$350	Never budgeted for
TOTAL			\$61,894.80	Increase in Operational expenses

*Funding already secured for this

Decreases/Removals

Category	2021-Annual Cost	Proposed 2022	Annual \$ Savings	Rationale
Operations Consultant	\$24,000	\$0	\$24,000	Alli was this role and is now an employee
Program Data Consultant	\$10,000	\$0	\$10,000	This had been a thought idea to engage more admin support last fall, never was executed
Team Leader Line	\$4000	\$0	\$4000	Program iteration, we no longer use Team Leaders
Mortgage Interest!!!	\$18,125	\$0	\$18125	BURNT THE MORTGAGE!!!
TOTAL			\$56,125	

Change in Operational expenses: \$5769.80 Increase

Staffing Cost Analysis/Changes

Category	2021-Annual Cost	Proposed 2022	\$ Increase	Rationale
Payroll-Staffing	447705	630000	182,295	<ul style="list-style-type: none"> • Includes 2 new FT Next STEP Positions (Contract-pay fully covered) • FT Diversion position (Contract-pay fully covered) • All new hires (september) salary negotiations-baseline increases to program managers and Associate Director of Next STEP • 2 Community Anchors shifting from parttime to FT • All necessary b/c Of increase kids/programming dynamics coming out of covid-we are now back in after school and need to run the full facility • DOES NOT INCLUDE ADDITIONAL BRANCHES STAFF MEMBER
Payroll-ED	57000	57000	0	Listed as separate payroll cost from other staffing (changes considered as part of evaluation process)
LPS Tutors	11700	4500	-7200	Savings in payroll-district pressure to use tutoring as only absolute last resort-less tutoring happen

Change in Operational expenses: \$175,095 Increase

Current Budget Assumptions

- **DOC Contract continues**
 - Includes REDWOOD/SEQUOIA Support and Diversion Position
- **School Contracts continue**
 - Tutoring
 - Next STEP
- **No Salary Increases to anyone at this juncture**
- **No Benefit Increases at this juncture**
 - Full Time currently have 2K each year
- **Initial 300**
 - Proposed strategy for percentage match of
 - Group 1: Less than 2 years of Service starting 2022 2% of plan compensation.
 - Group 2: At least 2 but less than 5 Years of Service starting 2022 3% of plan compensation.
 - Group 3: At least 5 but less than 7 Years of Service starting 2022 4% of plan compensation.
 - Group 4: At least 7 Years of Service starting 2022 5% of plan compensation

Proposed Immediate Big Money Spending

(Requesting Immediate approval to move forward)

Proposed Idea	Amount	Rationale
Water Fountain on Big Kids Side	\$14,511	<ul style="list-style-type: none"> ● Big kids still use water jugs or run to little kids side causing a lot of havoc ● Water really far away from gym
SoundProofing Gym	\$7,208	<ul style="list-style-type: none"> ● Make it a much more functional space ● Could open it up to more events ● More appropriate for kids with sensory, noise, or other disabilities
Copyright-Intellectual property exploration	\$5000	<ul style="list-style-type: none"> ● Have been looking into for years but never followed through ● Logo/images ● Philosophical compilation ● Leadership model ● Program Names (i.e. TREE STREET YOUTH, BRANCHES, SEQUOIA, REDWOOD, MAPLE, WILLOW)
Technology Update	\$4000	<ul style="list-style-type: none"> ● Technology for blended meetings ● Structure for keeping it safe and secure
TOTAL	\$30,719	
REMAINING	\$469,281	To be determined how best to use through collective strategic vision process going forward