Board of Education Regular Meeting/Business
Monday, July 22, 2024 6:00 PM

Virginia Moon Administrative Center
8545 Park Drive
Ralston, NE 68127

Agenda

1. Call To Order
   Speaker(s): Board President
2. Pledge of Allegiance
   Speaker(s): Board President
   2.1. Roll Call - Excuse Board Members not in attendance
      Speaker(s): Board President
3. Public Comment Sign In Procedure
   3.1. Public Comment
4. Consent Agenda (Action)
   Speaker(s): Board President
5. Board Development and Communication
   5.1. Board Members' Update
6. Superintendent's Report
   Speaker(s): Superintendent
   6.1. Meadows Elementary School Improvement Plan Overview
      Speaker(s): Lisa Schroeder
   6.2. Nutrition Services Report
      Speaker(s): Judy Kyle
   6.3. Government Relations Update
      Speaker(s): Mr. Jason Buckingham
   6.4. NASB Updates and Information
      Speaker(s): Mrs. Elizabeth Kumru
   6.5. Enrollment Update
      Speaker(s): Dr. Anne Harley
   6.6. 2024-2025 District Budget Overview/LB 644 meeting.
      Speaker(s): Aaron Bredenkamp
   6.7. District Bond Project Update
      Speaker(s): Jason Buckingham
   6.8. Local Union 226 Negotiated Agreements for Food Service Workers and Operations and Maintenance Workers
      Speaker(s): Aaron Bredenkamp
   6.9. Nutrition Services Report
      Speaker(s): Judy Kyle
7. Standards Based School Improvement
   7.1. 2024-2025 Staff Handbook (Action)
      Speaker(s): Michael Rupprecht
   7.2. Policies 4011, 4053, 5004, 5005, 5024, 5052, 6041, 6042 and 6043 - amended and submitted for approval (Action)
      Speaker(s): Jason Buckingham

8. Policy Review
   - 3013 Emergency Closings
   - 3048 Communicable Disease
   - 5023 Student Illness
   - 3004 General Purchasing and Procurement
   - 6020 Multicultural Education
   - 6033 Restraint and Seclusion of Students
9. Pre-Adjournment Information and Activities
   - 9.1. Announcements
   - 9.2. Board of Education Supplemental Meeting Information
   - 9.3. Future Board Calendar
10. Adjourn

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with state law.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall permit public comment at meetings as required by law, subject to lawful limitations at the discretion of the board. Public comment is a limited forum, and such limitations include a prohibition against discussing particular staff members, students, or officers. Individuals also may be required to sign up for public comment in advance to allow the board to efficiently allocate time. The board may make and enforce other reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board may, at its discretion, enter into executive session in accordance with state law. The public will not be able to view or participate in the meeting while the board is in executive session, and will be required to leave the meeting during the pendency of executive session. The board may enter into executive session in accordance with state law for the following reasons:

(1) Discussing personnel issues, including but not limited to hiring or discipline;
(2) Discussing student discipline or placement;
(3) Consulting with legal counsel or reviewing communications from legal counsel;
(4) Preparing for negotiations with collective bargaining associations;
(5) Discussing marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions, when public discussion may be harmful to the competitive position of the business; or
(6) Discussing school safety information as described in 1-27-1.5(8) and 1-27-1.5(17).

Library Materials. Any statements regarding specific library materials, regardless of whether the speaker wishes for the District to maintain a particular source or material or wishes for the district to exclude a specific source or material, will not be allowed during public comment. Such requests will be considered in accordance with District Policy 6032.

Statements regarding the District's policy itself will be considered subject to other lawful limitations on the statement.

Adopted on: _____
Revised on: _____
Reviewed on: _____

Ralston Public Schools
Board of Education Regular Meeting

Monday, July 8, 2024

Ralston Public Schools Board of Education met in open, public session on Monday, July 8, 2024. The meeting took place at the Virginia Moon Administrative Center, 8545 Park Drive, Ralston, NE. The District provided advance notice by publication in *The Omaha Daily Record* and on the District's website, www.ralstonschools.org.

Call to Order
Board President, Mrs. Robin Richards, called the meeting to order at 6:00 pm.

Roll Call
In addition to the Board members, those in attendance included Mr. Jason Buckingham, Dr. Aaron Bredenkamp, Dr. Anne Harley, and Dr. Mike Rupprecht.

Consent Agenda
Consent agenda items include minutes from the June 24th meeting; June Financial Report, June bills in the amount of $589,919.18 for the General Fund, and $3,979,925.71 for the Special Building Fund. Prior to the meeting Ms. Mary Roarty and Mrs. Samantha Willey reviewed the bills.

Recommend the following teacher be hired for the 2024-2025 school year:
Sarah Hall - RHS - Dean of Students. BA-University of Nebraska at Kearney; MA-University of Nebraska at Kearney. Previous experience - Ralston Public Schools (2020-2024).

Motion to approve consent agenda was made by Mrs. Liz Kumru and seconded by Mrs. Carrie Hough.

Mrs. Krause:	Yes
Mrs. Richards:	Abstain
Mrs. Hough:	Yes
Ms. Roarty:	Abstain
Mrs. Kumru:	Yes

BOARD DEVELOPMENT AND COMMUNICATION

Board Comments
Many Board members expressed excitement and joy at watching the City of Ralston's 4th of July Parade. Two BOE members were also guests of the Mayor and joined other community leaders at the Mayor's Luncheon before the parade. Our Board enjoyed seeing all the student involvement and the official announcement of the School's Foundation Distinguished Alumni recipients in the parade.

Construction projects were another main topic of conversation. Several members have received tours of certain buildings from Mr. Buckingham, while others mentioned driving by schools and observing the progress. Timelines are tight this summer, and the Board wishes to thank those working on our schools so hard to have them ready for our staff and students this fall.

Mrs. Kumru sponsored a Seymour Elementary student to attend a storytelling camp and took a Meadows Elementary teacher as her guest to a storytelling workshop.

Mrs. Krause said a student in one of her collegiate classes mentioned she was a Ralston alum after hearing her talk about her time on the School Board during class.

District Financial Report
Dr. Aaron Bredenkamp provided his monthly overview of the District Financial Report. He was able to address questions the Board of Education members had about any part of the financial statements.

Government Relations Update
Mr. Buckingham provided an update to the Board regarding legislative issues. A Special Session has been scheduled. Legislators first day will be July 25, with the first three days being taken up by bill introduction. Main topics for the special session will revolve around school finance and property tax relief.

NASB Update
Mrs. Liz Kumru did not have an update for the Board of Education.

Enrollment Update
Dr. Anne Harley reviewed the enrollment information with the Board. There was a glitch in the reports provided by ESU#3 so not every grade level had accurate data. Of the data that was correct, the District is still trending to be about 33 students larger than in the previous year. A more accurate report will be provided to the Board at the next meeting.

The Bridge Family Resource Connector Network Update
Mr. Buckingham provided the Board with an update on the Bridge Family Resource Network. Three participating districts (RPS, Millard, and Westside) have an MOU with the Bridge to provide afterschool services for middle school students. All three districts and the Bridge are in the process of evaluating the first year.

RPS has a request to change the current service model to the original one presented to participating districts. It is a work in progress to figure out the best service model for the three participating districts. More information to come at a future meeting.

District Bond Project Update
July 5, 2024

- BL
  - Switch gear test 7/11, Certificate of Occupancy to follow
  - Panic buttons and card readers are finishing next week
  - July 24, install playground fencing for Pre-K, finish site work

- RHS
  - Sidewalk pour 7/5, 2nd big pour ⅞
  - Hot water heaters are installed, looking to be operational this week

- SY
  - Drywall work is started on the south side of the building
  - Plumbing rough-ins and underground inspections are next week
  - EFIS done on north side, finish framing widows on east side next week

○ Several of the sections of sawtooth roof have been demoed and reinstalled, project nearly ⅓ complete

● RMS
○ Monday/Tuesday, pouring middle parking lot, ramp to be torn out and poured 3rd week of July
○ Drywall work is continuing
○ Most classrooms have new ceiling tile, lights and flooring
○ Waxing of VCT taking place in science rooms and some hallways upstairs

● MB
○ Working on soil removal and compaction
○ Concrete footings are nearly removed
○ Generator to be installed, then inspections on elevator and fire sprinkler systems can take place

● KW
○ Flooring is installed in each upstairs classroom,
○ Demolition is 50% done on the main floor with tile and carpet installation taking place this week
○ Roofing has been installed, flashing work to be completed this week

STANDARDS BASED SCHOOL IMPROVEMENT

2024 – 2025 District Student Fee List Approval
Ms. Liz Kumru motioned to approve the approve the 2023-2024 Student Fees as presented. The motion was seconded by Mrs. Samantha Willey.

Ms. Roarty:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Kumru:	Yes
Mrs. Richards:	Yes

Elementary, Middle School, High School Handbooks Approval
Mrs. Katie Krause motioned to approve the 2024-2025 student handbooks for all our elementary schools, Ralston Middle School, and Ralston High School. The motion was seconded by Ms. Mary Roarty.

Ms. Roarty:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Kumru:	Yes
Mrs. Richards:	Yes

Strategic Plan Final
Ms. Mary Roarty motioned to approve the final version of the RPS Strategic Plan for 2024 – 2029. The motion was seconded by Mrs. Liz Kumru.

Ms. Roarty:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Kumru:	Yes

Mrs. Richards: Yes

Recommendation to change policy number for current Policy #3060 Use of Temporary Facilities to #3064
Mrs. Liz Kumru motioned to change Policy #3060 Use of Temporary Facilities to #3064. The motion was seconded by Mrs. Katie Krause.

Ms. Roarty: Yes
Ms. Krause: Yes
Mrs. Hough: Yes
Mrs. Kumru: Yes
Mrs. Richards: Yes

Approval of Amended Policies 2006, 2008, 2009, 3003.1, 3004.1, 3017, 3032, 3053, 3057, 3059, 3060, 5001, 5035, 6031, and 6039
Mrs. Carri Hough motioned to approve the amended policies 2006, 2008, 2009, 3003.1, 3004.1, 3017, 3032, 3053, 3057, 3059, 3060, 5001, 5035, 6031, and 6039. The motion was seconded by Mrs. Liz Kumru.

Ms. Roarty: Yes
Ms. Krause: Yes
Mrs. Hough: Yes
Mrs. Kumru: Yes
Mrs. Richards: Yes

Approval to Eliminate Policy 3033 – Lending Textbooks to Non-Public Schools
Mrs. Liz Kumru motioned to approve the elimination of Policy 3033 – Textbooks to Non-Public Schools. The motion was seconded by Mrs. Katie Krause.

Ms. Roarty: Yes
Ms. Krause: Yes
Mrs. Hough: Yes
Mrs. Kumru: Yes
Mrs. Richards: Yes

Policy Review
The following policies were reviewed:

4011 – Employee Leave Under the Family and Medical Leave Act
4053 – Conflict of Interest
5004 – Option Enrollment
5005 – Transportation
5024 – Medication of Students
5052 – School Wellness
6036 – Reading Instruction and Intervention Services
6041 – Malcolm X Day Education
6042 – Projection Maps 1
6042 – Mapping Data

Review of 2024 – 2025 Staff Handbooks
Dr. Michael Rupprecht outlined the proposed changes to the 2024-2025 Staff Handbook and addressed any questions the Board had during discussion. The administration will

ask the Board of Education to approve the Staff Handbook and any changes at its regular meeting on July 22nd.

Executive Session
A motion was made by Ms. Mary Roarty at 7:23 pm to go into Executive Session to discuss an ongoing lawsuit. The motion was seconded by Ms. Liz Kumru.

Ms. Roarty:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Kumru:	Yes
Mrs. Richards:	Yes

A motion was made by Mrs. Liz Kumru at 7:45 pm to come out of Executive Session. The motion was seconded by Mrs. Katie Krause.

Ms. Roarty:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Kumru:	Yes
Mrs. Richards:	Yes

Adjournment
The Board voted to adjourn the meeting at 7:47 pm with a motion made by Mrs. Liz Kumru and a second by Mrs. Katie Krause.

Mrs. Hough:	Yes
Mrs. Krause:	Yes
Mrs. Kumru:	Yes
Ms. Roarty:	Yes
Mrs. Richards:	Yes

The next regular meeting is scheduled for July 22, 2024, at 6:00 pm.

_____
Mrs. Robin Richards, President

_____
Mrs. Samantha Willey, Secretary

Meadows Elementary

July 22, 2024

School Improvement Goals:

Reading scores will meet/exceed State averages

Increased average daily attendance

Reading Goal:

*Our goal is to annually improve our reading proficiency levels in order to meet or exceed state averages in reading as measured by NSCAS in May 2024.

- In Spring 2023 NSCAS ELA, 3rd (+5), 4th (+14), and 6th (+6) grade were above the state average.

Data Points BOY:

- **Early reading:**
  Low Risk- 52% Some Risk- 34% High Risk- 14%
- **a-Reading:**
  Advanced- 32% Low Risk- 31% Some Risk-22% High Risk- 15%

- **Fall NSCAS**

Meadows			
ELA	Developing	On Track	Advanced
Grade 3	62%	32%	5%
Grade 4	64%	18%	18%
Grade 5	53%	38%	9%
Grade 6	64%	33%	3%

Action Steps:

- **Reading-**

- Push in and co-teaching implemented with all students receiving Tier I grade level instruction
- WIN time for intervention support
- CORE phonics survey given to K-2 to indicate greatest area of need for intervention
- IXL skill diagnostic
- PLCs organized for four week rotation focusing on EL/Sped, SAT, SEL/behavior, and IRIP/reading supports
- Distribution of paras based on need rather than grade level
- “Self-directed student” is always our goal- thinkers and doers. Work on mindset of ‘I can do hard things!’

Data Points at Semester:

- **Early Reading:**
  Low risk- 52% Some risk- 27% High risk-21%
- **a-Reading**
  Advanced- 39% Low risk- 25% Some risk- 22% High risk-14%
- **Winter NSCAS:**

Meadows			
ELA	Developing	On Track	Advanced
Grade 3	53%	44%	3%
Grade 4	52%	33%	15%
Grade 5	52%	36%	12%
Grade 6	47%	47%	6%

Data Points at Semester:

- **As we looked at our FastBridge data:**

  First grade's proficiency decreased.

  Fall: Low risk- 38% Some risk- 40% High risk- 10%

  Winter: Low risk- 38% Some risk- 29% High risk- 33%

  Second (12 to 16) , **third** (9 to 14) **fourth** (12 to 14), and **fifth** (12-15) increases in advanced students.

Updated Action Steps:

- Reorganized our schedule for co-teachers to support skills instruction.
- Boot Camp for 3-6 prior to NSCAS testing
- Goal setting for NSCAS and FastBridge.
  - Students in 3-6 had a staff member as a ‘NSCAS buddy’.
  - Students in K-2 had support from 3-6 students during FastBridge testing
- Counselor presented lessons on test preparation
- ‘Space Jam’ theme for motivation
- Communication to families regarding goals and preparing their student for testing.
- NeSA/NSCAS achievement boards in our hallway as motivation to strive for goals.

Data Points Today:

****NSCAS scores are unofficial.**

Compiled by our SIT team at our CIP data retreat-

1) Spring 2024 Fastbridge Reading Data

- Overall - 54.3%
- Kindergarten- 41.5% (6 were one point off to be at 'no risk')
- 1st 36.2% (4 were one or two points off of being 'no risk')
- 2nd 61.9%
- 3rd 59%
- 4th 66.7%
- 5th 60%
- 6th 60.5%

Boys (137 total) - 65 (47.4%) on track, 38 (27.7%) off track, 33 (24.1%) at risk, 1 person no data
Girls (141 total) - 86 (61%) on track, 29 (20.6%) at risk, 25 (17.7%) off track, 1 person no data
**First and second grade (24-25) will need the most support.

Meadows			
ELA	Developing	On Track	Advanced
Grade 3	28%	62%	10%
Grade 4	31%	37%	31%
Grade 5	43%	46%	11%
Grade 6	39%	47%	13%

Table dent group	3rd ELA (2443)	4th ELA (2493)	5th ELA (2504)	6th ELA (2518)
Hispanic	2419-2444 (+19)	2464-2473 (+9)	2443-2446 (+3)	2483-2476 (-7)
F/R	2416-2457 (+41)	2437-2489 (+52)	2467-2477 (+10)	2480-2507 (+27)
Sped	2433-2482 (+49)	2392-2475 (+83)	2463-2493 (+30)	2438-2489 (+51)

Updated Action Steps:

- Building in co-plan time so classroom teachers can collaborate with our specialists.
- PLCs data driven.
- Professional development let by Suzanne Graves (7 Mighty Moves with K-2) and Lindsay Sadlemyer (Shifting the Balance with 3-6).
- Refine WIN time.
- Goal setting (individual student and classroom WIGs)
- No opting out. High value on engagement/SIOP strategies
- Look for connections between attendance, behavior, and achievement and proactively plan.

What we have learned moving forward into next year…

- We can do hard things! High expectations.
- No opting out. Engagement and minds on thinking are key.
- Good things happen with time- consistency matters.
- Co-planning time is critical to ensure ALL kids are getting what they need.
- Decision making based on data.

NSCAS Trend Data:

*** unofficial**

NSCAS Proficiency Percentages

Data Years (3-6)	ELA	Math	Science
23-24*	65%*		77%
22-23	57%	70%	79%
21-22	55%	58%	84%
20-21	52%	51%	—
18-19	53%	53%	65%

Attendance
Goal:

- 95% or higher daily attendance.
- Chronic absenteeism below 10%

Data Points BOY:

Average Daily Attendance:

- 2021-22: 92.84%
- 2022-23: 94.13%
- First semester, 2023: 95.68%

Chronic Absentieeism:

2021-22: 68 students
2022-23: 50 students

Students missing 10 days or more:

- 2022-23: 97
  20 of these 97 had 20 tardies or more- high of 51 tardies
  Ten days missed- 1 out of every 17.6
  Fifteen days missed- 1 out of every 11.7
  Twenty days missed- 1 out of every 8.8

Action Steps:

- Relationships, relationships, relationships!
- Communication with families.
- Attendance competitions- featured on Facebook and in our Mustang Minute
- Random incentives for being at school on time
- Staff trading cards
- We questioned if our communication is enough regarding families who do not speak English.

Data Points at Semester

Average Daily Attendance:

- 2021-22: 92.78%
- 2022-23: 94.39%
- Second semester, 2024: 95.68%

st semester	10 absences	11-14 absences	15-19 absences	20+ absences	Totals- 71 school days for PK
Preschool	2	3	1	2	8 34 students
Kindergarten	2	1	0	0	3
1st	1	3	0	0	4
2nd	2	0	1	0	3
3rd	1	2	2	0	5
4th	2	1	1	0	4
5th	0	3	1	0	4
6th	1	0	1	0	2

Updated Action Steps:

- Required parent sign in for tardies.
- Continued communication regarding absence and tardy data via Facebook and the Mustang Minute.
- Cindy Kirkpatrick assists with students who have shown that their health concerns create barriers to attendance.
- Inquired about the Ralston app as a consistent communication tool for all families.

Data Points Today:

Average Daily Attendance:

- **2021-22:** 92.84% **2022-23:** 94.16% **2023-24:** 95.28%

Attendance data- 10 or more absences

Preschool: (12.3, 17.9, 10.3, 27.5, 12.5, 53.1, 12.1, 14.1, 19.3, 87.3)
Kindergarten: (14.1, 16.5, 11.0, 11.6, 20.0, 13.6, 11.1, 11.4)
First: (10, 12.0, 13.3, 14.8, 22.4, 10.8, 28.1, 10.5, 14.1, 12.0, 12.6, 14.8, 20.6)
Second: (11.1, 10.0, 16.9, 25.1 10.4, 10.0, 12.8, 14.3, 10.0,)
Third: : (13.6, 14.0, 20.5, 11.1, 11.1, 27.0, 12.6, 13.1, 13.3, 13.6, 13.3, 13.8, 19.9, 11.1)
Fourth: (10.5,11.5, 12.8, 15.4, 18.1, 13.5, 10.3, 15.9, 10.3, 15.6)
Fifth: (19.6, 12.8, 10.3, 23.0, 15.5, 15.0, 19.0)
Sixth: (11.6, 10.4, 12.1, 13.4, 11.1, 10.3, 12.9, 14.0, 29.4, 12.0, 18.6, 12.10)

Hispanic- 36
Special Education- 12
Medical
Option- 13
Preschool- out of neighborhood-6
Intraschool transfer- 13

Updated Action Steps:

- We will continue with our incentives, competitions, and communication regarding attendance.
- We will implement a check in/check out mentor for our students who are above the 10% chronic attendance threshold.
- Instead of parents coming in to sign in when their child is tardy, they will now come into the building and fill out the child's tardy slip.
- Continued communication about the importance of daily school attendance.
- Students will track their own daily attendance on calendars- will be shared at conferences.
- Visual daily attendance tracking using our attendance boards.

What we have learned moving forward into next year….

- Relationships are always paramount as is communication.
- We have to get these numbers in front of our kids and families.
- Consistency matters- we aren't just talking about this with academics. Our PBiS team revisited our processes this summer in order to refine our expectations and our common practices.
- Peers encouraging others to be at school and creating a welcoming environment is a result of our plan!

Questions?

lisa_schroeder@ralstonschools.org

Ralston Public Schools

Annual Food Service Review

July 22, 2024



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RPS Free and Reduced History



	Enrollment	F&R %
2011	3151	50.1%
2012	3103	55.7%
2013	3130	56.7%
2014	3126	57.7%
2015	3186	57.3%
2016	3339	57.8%
2017	3373	61%
2018	3356	59.1%
2019	3337	61%
2020	3315	62.6%
2021	3180	60.9%
2022	3277	53.4%
2023	3321	65.2%
2024	3358	67.2%

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QUALITY OF LIFE SERVICES

Free & Reduced – Percentage of Enrollment

2023/24

	May 2023	May 2024	Difference
Blumfield	69.5%	75.2%	+ 5.7%
Karen Western	70%	70.8%	+ .8%
Meadows	54.6%	58.5%	+ 3.9%
Mockingbird	82%	83%	+ 1%
Seymour	58.5%	59.7%	+ 1.2%
Wildewood	60%	66.6%	+ 6.6%
Ralston Middle	67%	66.3%	- .7%
Ralston High	61.4%	62.3%	+ .9%
District Average	65.2%	67.2%	+ 2%

Financial Highlights

	2022/23
Total Revenue	$2,506,386
Total Costs	($2,289,924)
Commodities Received	$223,409
RPS	$439,871

	2023/24
Total Revenue	$2,592,572
Total Costs	($2,369,294)
Commodities Received	$213,880
RPS	$287,462

State and Federal Reimbursement to RPS

2009/10	$667,481	2014/15	$1,206,772	2019/20	$1,412,965
2010/11	$714,499	2015/16	$1,291,124	2020/21	$1,731,443
2011/12	$943,238	2016/17	$1,422,564	2021/22	$2,501,847
2012/13	$1,028,816	2017/18	$1,416,582	2022/23	$1,834,270
2013/14	$1,179,137	2018/19	$1,399,239	2023/24	$1,940,660

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QUALITY OF LIFE SERVICES

New Program Introduced at RMS in 2023/24 - Foodie





The DYK program retired and Foodie came in beginning in 2023/24

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QUALITY OF LIFE SERVICES

Fresh Fruit and Vegetable Program



The Fresh Fruit & Vegetable Program was at every elementary school in 2023/24. This was the first year that Meadows was part of the program, which was wonderful for them. This program provides fresh fruits and vegetables in the classroom for students and teachers 2-3 times per week.

Jim Frederick went with me to deliver FFVP at Mockingbird this past year and he got some great pictures. I really appreciate him bringing attention to this program through district social media.





Kids Can Cook February 15, 2024







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QUALITY OF LIFE SERVICES

Kids Can Cook









Health and Safety

Our food service training time for 2023/24 averaged 8 hours per person. Training includes everything from cooking temperatures to safe lifting. Kitchen managers also received extra training in 23/24 on universal precautions (barf bucket), which was offered by the Douglas County Health Department.

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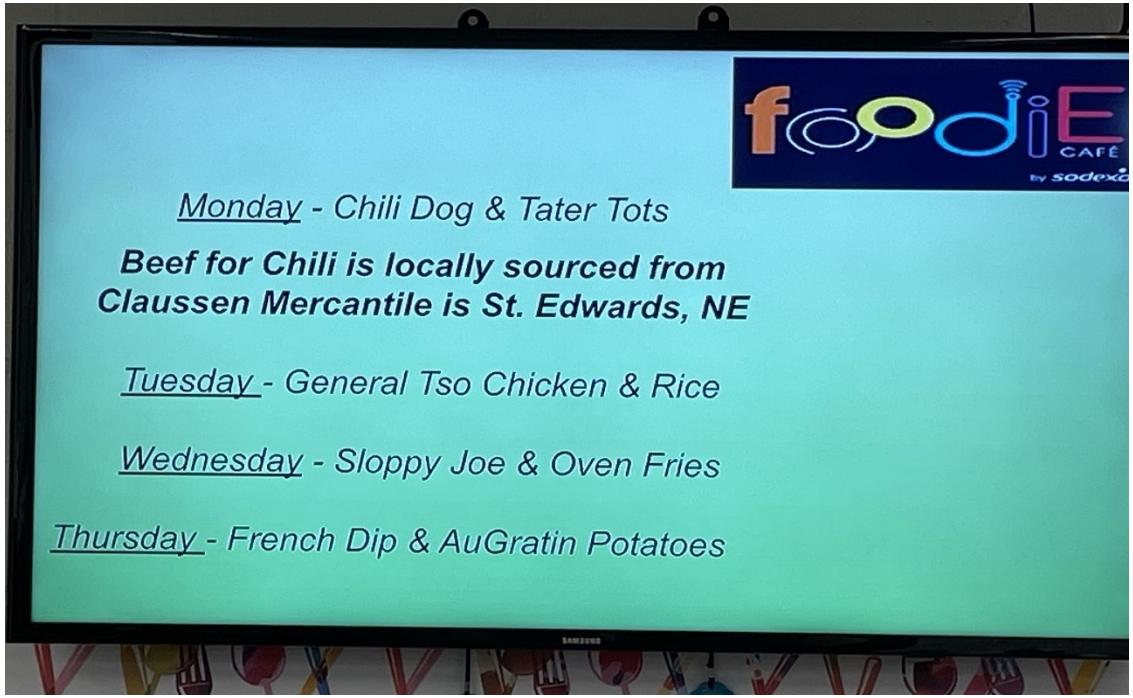
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QUALITY OF LIFE SERVICES

Local Foods Grant

Local Food for Schools Grant

$14,100

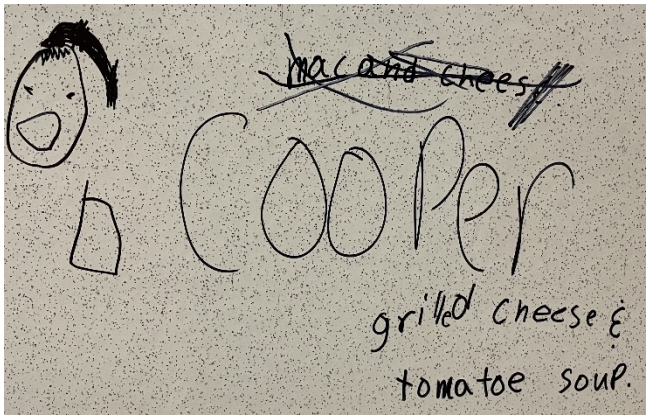
Most of our money was spent on beef. Early in the school year we bought some corn, tomatoes, and bell peppers, but our time is limited there by the season.

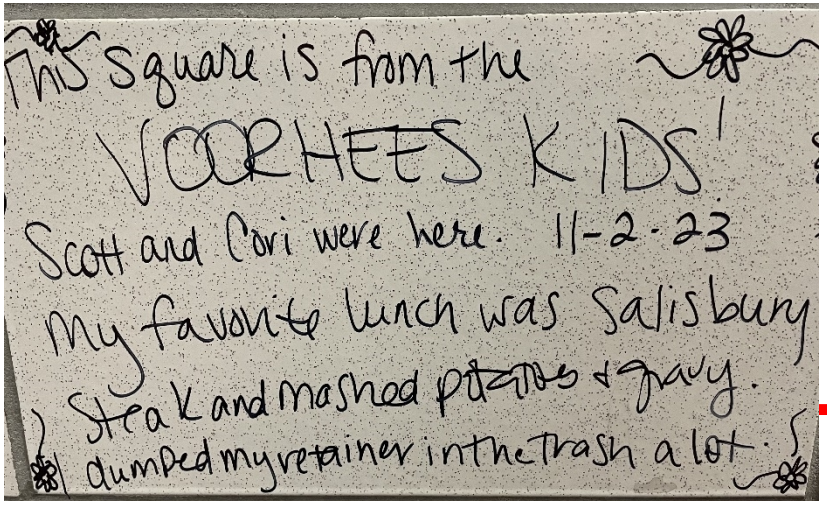


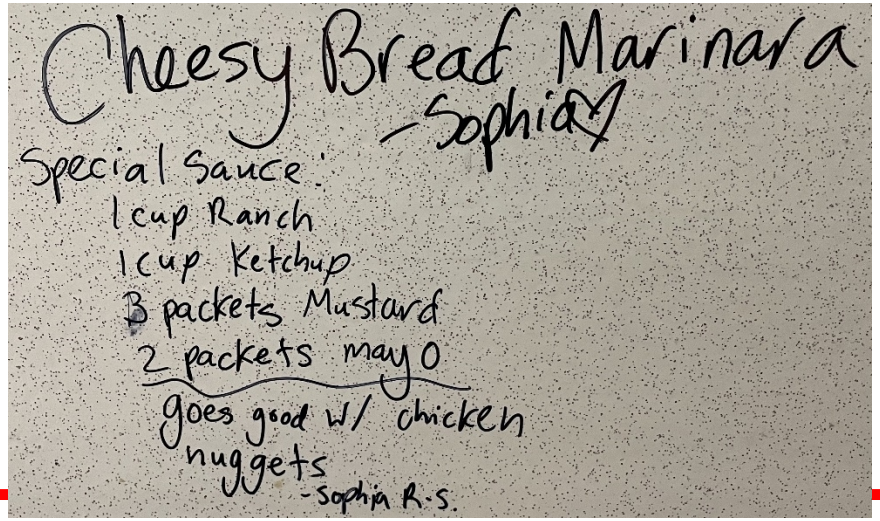
We promoted the local grown on our TV signage at RHS and RMS. We used paper signs in the elementary schools.

Blumfield students left their lunch memories on the kitchen wall before demolition









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QUALITY OF LIFE SERVICES

Captured - Meadows

Likes

Salad Bar
Nachos
Having their own seats
Thanksgiving
Lunch ladies and Mr. Ray
Breakfast
Open Lunch Room
Attendance Board
Likes that the trays have sections

Dislikes

Sanitizer bucket – have to pick up trays when someone comes to wipe the table and it stays wet
Celery, Broccoli, Radishes
White Milk

Mixed Reviews

Grilled Cheese – sometimes they are crunchy and sometimes they are soft



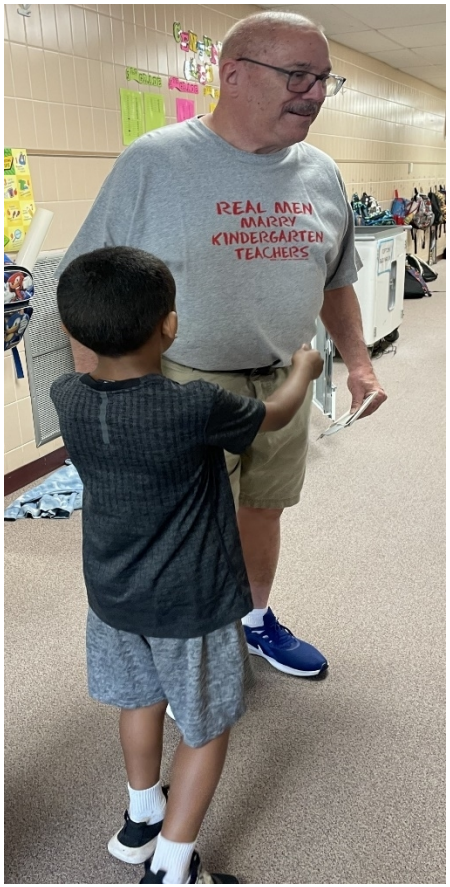






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QUALITY OF LIFE SERVICES

Food Service Highlights



- We played Lucky Tray in all elementary schools in September – October and the students all love this game.
- Free breakfast was provided for all ACT/SAT testing dates at Ralston High during the school year.
- In December, all elementary students played Elf on the Shelf. We again gave the Ralston library nearly 100 empty milk cartons to use for gingerbread houses.
- The food service department was short its coordinator for most of November, December, and January, which meant Judy processed all F&R lunch applications. She has not done this in several years, and had to learn a lot all over again, and she was slow. Judy was not in schools much during this time. However, it was good when the new person was hired, because she was able to train her easily.
- The weekly backpack program continued in 2023/24. We have 152 students that take home backpacks every weekend.

Wastewatch



We started Waste Watch at RHS in May, 2024.
The goal is to identify top wasted items in real time.
It encourages teamwork and engagement in the kitchen.



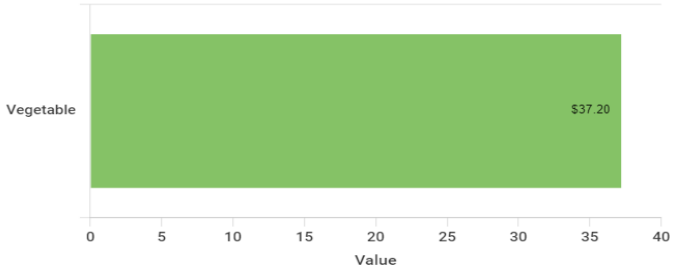
sodexo
QUALITY OF LIFE SERVICES

Waste Watch

Last Quarter / By Value / By Day

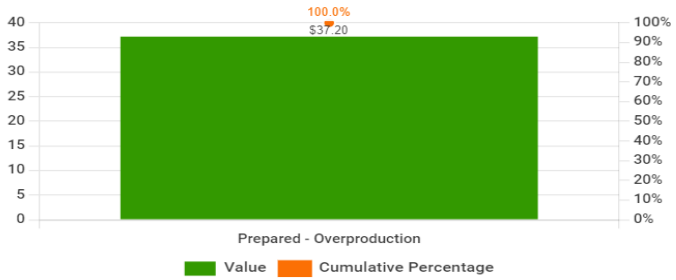
WASTE VALUE	WASTE WEIGHT	WASTE TRANSACTIONS
$37.20	20.44 LB	4

TOP WASTED FOODS

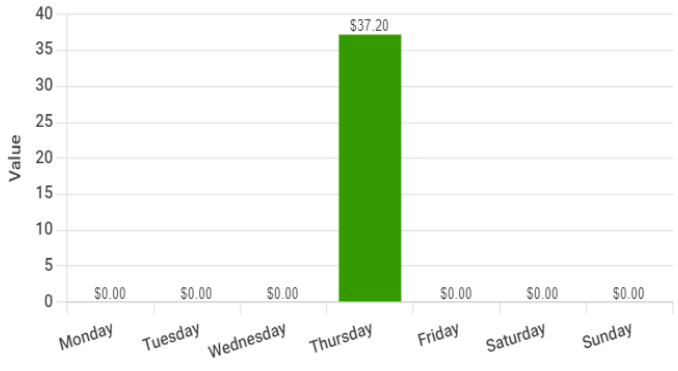


TOP LOSS REASONS

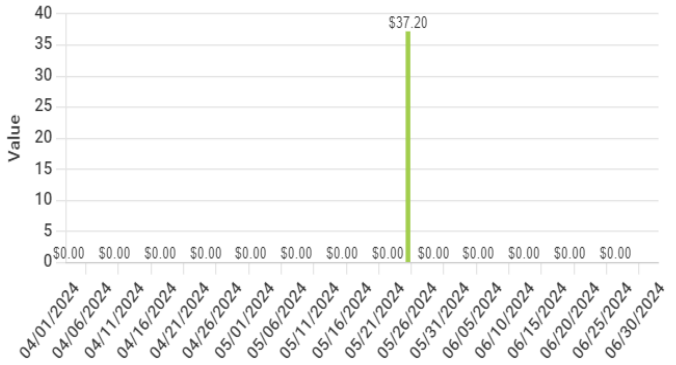
View All



WASTE BY DAY OF WEEK



WASTE TREND



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QUALITY OF LIFE SERVICES

Food Service Highlights



- We donated about $700 in cash and food to the Ralston High Food Pantry and to negative balance seniors.
- Judy also worked one afternoon at the Food Bank for the Heartland in the annual Sodexo Servathon.
- We held a Parent Advisory Committee meetings this past March.
- Traditional Ralston Thanksgivings were held at Ralston High and Karen Western, and these are always good.
- Share tables are in place at RMS and RHS.
- Judy has been asked to be a part of the media advisory board at RHS and is looking forward to more of this.
- Wellness policies were updated this year, and this has to be done every three years.
- We receive lunch account donations every year. Sometimes these are acts of kindness. Sometimes these are families that leave the district and they donate their lunch account balance. In 23/24, a woman lost her husband and made the RPS lunch fund the memorial fund in his memory. This brought in a huge amount of money - $685, which was used for graduating seniors. Several of these seniors wrote thank you notes to her.

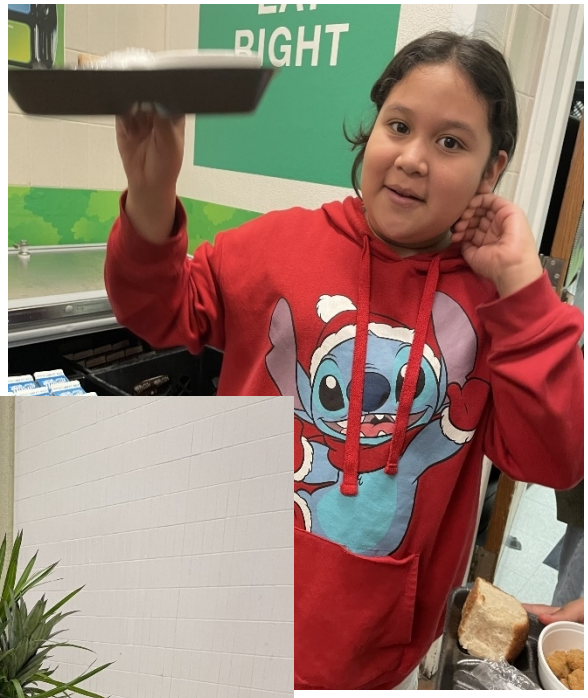
Food Service Highlights





- We worked hard to finger scan in most schools. By the end of the school year, all but one school was scanning.
- We did a lot of moving in and out ot the Westside Community Center, which really has a great kitchen.
- We continued presentation cooking at RHS and RMS.
- The online F&R lunch application really caught on in popularity this year and we look for continued growth in 24/25. It is available in both English and Spanish.
- The RMS winners of Kid Culinary prepared their breakfast for the school in March.
- Kid Culinary students served hors d'oeurves at the Heart of Learning in May and they did a great job









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QUALITY OF LIFE SERVICES

2024 Legislative Session*

January

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	1	2	3 DAY 1	4 DAY 2	5 DAY 3	6
7	8 DAY 4	9 DAY 5	10 DAY 6	11 DAY 7	12 DAY 8	13
14	15 HOLIDAY	16 DAY 9	17 DAY 10	18 DAY 11	19 DAY 12	20
21	22 DAY 13	23 DAY 14	24 DAY 15	25 DAY 16	26 DAY 17	27
28	29 RECESS	30 DAY 18	31 DAY 19			

February

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				1 DAY 20	2 DAY 21	3
4	5 DAY 22	6 DAY 23	7 DAY 24	8 DAY 25	9 RECESS	10
11	12 DAY 26	13 DAY 27	14 DAY 28	15 DAY 29	16 RECESS	17
18	19 HOLIDAY	20 DAY 30	21 DAY 31	22 DAY 32	23 DAY 33	24
25	26 RECESS	27 DAY 34	28 DAY 35	29 DAY 36		

March

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					1 RECESS	2
3	4 DAY 37	5 DAY 38	6 DAY 39	7 DAY 40	8 RECESS	9
10	11 RECESS	12 DAY 41	13 DAY 42	14 DAY 43	15 DAY 44	16
17	18 DAY 45	19 DAY 46	20 DAY 47	21 DAY 48	22 RECESS	23
24 31	25 DAY 49	26 DAY 50	27 DAY 51	28 DAY 52	29 RECESS	30

April

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	1 RECESS	2 DAY 53	3 DAY 54	4 DAY 55	5 DAY 56	6
7	8 RECESS	9 DAY 57	10 DAY 58	11 DAY 59	12 RECESS	13
14	15 RECESS	16 RECESS	17 RECESS	18 DAY 60	19	20
21	22	23	24	25	26	27
28	29	30				

Federal & State Holidays

January 15 – Martin Luther King Jr. Day
February 19 – Presidents' Day

Legislative Recess Days

January 29
February 9, 16, 26
March 1, 8, 11, 22, 29
April 1, 8, 12, 15, 16, 17

*The Speaker reserves the right to revise the session calendar.

2023 NEBRASKA UNICAMERAL LEGISLATURE
Alphabetical List

Capitol Mailing Address: Senator _____
District # State Capitol
PO Box 94604
Lincoln NE 68509-460

As of 1/6/2023

Senator	District	Capitol Phone	Room	City
Aguilar, Raymond	35	471-2617	1118	Grand Island
Albrecht, Joni	17	471-2716	12th Floor	Thurston
Arch, John	14	471-2730	2103	La Vista
Armendariz, Christy	18	471-2618	10th Floor	Omaha
Ballard, Beau	21	471-2673	1403	Lincoln
Blood, Carol	3	471-2627	10th Floor	Bellevue
Bostar, Eliot	29	471-2734	10th Floor	Lincoln
Bostelman, Bruce	23	471-2719	1210	Brainard
Brandt, Tom	32	471-2711	1528	Plymouth
Brewer, Tom	43	471-2628	1423	Gordon
Briese, Tom	41	471-2631	2108	Albion
Cavanaugh, John	9	471-2723	8th Floor	Omaha
Cavanaugh, Machaela	6	471-2714	11th Floor	Omaha
Clements, Robert	2	471-2613	1305	Elmwood
Conrad, Danielle	46	471-2720	1206	Lincoln
Day, Jen	49	471-2725	11th Floor	Omaha
DeBoer, Wendy	10	471-2718	12th Floor	Bennington
DeKay, Barry	40	471-2801	11th Floor	Niobrara
Dorn, Myron	30	471-2620	1208	Adams
Dover, Robert	19	471-2929	12th Floor	Norfolk
Dungan, George	26	471-2610	12th Floor	Lincoln
Erdman, Steve	47	471-2616	1124	Bayard
Fredrickson, John	20	471-2622	8th Floor	Omaha
Geist, Suzanne	25	471-2731	1110	Lincoln
Halloran, Steve	33	471-2712	1115	Hastings
Hansen, Ben	16	471-2728	1117	Blair
Hardin, Brian	48	471-2802	11th Floor	Gering
Holdcroft, Rick	36	471-2642	1302	Bellevue
Hughes, Jana	24	471-2756	10th Floor	Seward
Hunt, Megan	8	471-2722	12th Floor	Omaha
Ibach, Teresa	44	471-2805	12th Floor	Sumner
Jacobson, Mike	42	471-2729	1523	North Platte
Kauth, Kathleen	31	471-2327	1522	Omaha
Linehan, Lou Ann	39	471-2885	1116	Elkhorn
Lippincott, Loren	34	471-2630	11th Floor	Central City
Lowe, John S., Sr.	37	471-2726	1306	Kearney
McDonnell, Mike	5	471-2710	1101	Omaha
McKinney, Terrell	11	471-2612	1212	Omaha
Moser, Mike	22	471-2715	1529	Columbus
Murman, Dave	38	471-2732	1107	Glenvil
Raybould, Jane	28	471-2633	10th Floor	Lincoln
Riepe, Merv	12	471-2623	1308	Ralston
Sanders, Rita	45	471-2615	11th Floor	Bellevue
Slama, Julie	1	471-2733	1401	Sterling
Vargas, Tony	7	471-2721	8th Floor	Omaha
von Gillern, R. Brad	4	471-2621	10th Floor	Elkhorn
Walz, Lynne	15	471-2625	1120	Fremont
Wayne, Justin T.	13	471-2727	1103	Omaha
Wishart, Anna	27	471-2632	8th Floor	Lincoln

2023 NEBRASKA UNICAMERAL LEGISLATURE

Capitol Mailing Address: Senator _____
District # State Capitol
PO Box 94604
Lincoln NE 68509

As of 1/5/2022

District	Senator	Capitol Phone	Room	City
1	**Slama**, Julie	(402) 471-2733	1401	Sterling
2	**Clements**, Robert	(402) 471-2613	1305	Elmwood
3	**Blood**, Carol	(402) 471-2627	10th Floor	Bellevue
4	**von Gillern**, R. Brad	(402) 471-2621	10th Floor	Elkhorn
5	**McDonnell**, Mike	(402) 471-2710	1101	Omaha
6	**Cavanaugh**, Machaela	(402) 471-2714	11th Floor	Omaha
7	**Vargas**, Tony	(402) 471-2721	8th Floor	Omaha
8	**Hunt**, Megan	(402) 471-2722	12th Floor	Omaha
9	**Cavanaugh**, John	(402) 471-2723	8th Floor	Omaha
10	**DeBoer**, Wendy	(402) 471-2718	12th Floor	Bennington
11	**McKinney**, Terrell	(402) 471-2612	1212	Omaha
12	**Riepe**, Merv	(402) 471-2623	1308	Ralston
13	**Wayne**, Justin T.	(402) 471-2727	1103	Omaha
14	**Arch**, John	(402) 471-2730	2103	La Vista
15	**Walz**, Lynne	(402) 471-2625	1120	Fremont
16	**Hansen**, Ben	(402) 471-2728	1117	Blair
17	**Albrecht**, Joni	(402) 471-2716	12th Floor	Thurston
18	**Armendariz**, Christy	(402) 471-2618	10th Floor	Omaha
19	**Dover**, Robert	(402) 471-2929	12th Floor	Norfolk
20	**Fredrickson**, John	(402) 471-2622	8th Floor	Omaha
21	**Ballard**, Beau	(402) 471-2673	1403	Lincoln
22	**Moser**, Mike	(402) 471-2715	1529	Columbus
23	**Bostelman**, Bruce	(402) 471-2719	1210	Brainard
24	**Hughes**, Jana	(402) 471-2756	10th Floor	Seward
25	**Geist**, Suzanne	(402) 471-2731	1110	Lincoln
26	**Dungan**, George	(402) 471-2610	12th Floor	Lincoln
27	**Wishart**, Anna	(402) 471-2632	8th Floor	Lincoln
28	**Raybould**, Jane	(402) 471-2633	10th Floor	Lincoln
29	**Bostar**, Eliot	(402) 471-2734	10th Floor	Lincoln
30	**Dorn**, Myron	(402) 471-2620	1208	Adams
31	**Kauth,** Kathleen	(402) 471-2327	1522	Omaha
32	**Brandt**, Tom	(402) 471-2711	1528	Plymouth
33	**Halloran**, Steve	(402) 471-2712	1115	Hastings
34	**Lippincott**, Loren	(402) 471-2630	11th Floor	Central City
35	**Aguilar**, Raymond	(402) 471-2617	1118	Grand Island
36	**Holdcroft**, Rick	(402) 471-2642	1302	Bellevue
37	**Lowe**, John S., Sr.	(402) 471-2726	1306	Kearney
38	**Murman**, Dave	(402) 471-2732	1107	Glenvil
39	**Linehan**, Lou Ann	(402) 471-2885	1116	Elkhorn
40	**DeKay**, Barry	(402) 471-2801	11th Floor	Niobrara
41	**Briese**, Tom	(402) 471-2631	2108	Albion
42	**Jacobson**, Mike	(402) 471-2729	1523	North Platte
43	**Brewer**, Tom	(402) 471-2628	1423	Gordon
44	**Ibach**, Teresa	(402) 471-2805	11th Floor	Sumner
45	**Sanders**, Rita	(402) 471-2615	11th Floor	Bellevue
46	**Conrad**, Danielle	(402) 471-2720	1206	Lincoln
47	**Erdman**, Steve	(402) 471-2616	1124	Bayard
48	**Hardin**, Brian	(402) 471-2802	11th Floor	Gering
49	**Day**, Jen	(402) 471-2725	11th Floor	Omaha

2025-2026 OE Projected Enrollments

School	2025-2026 Students	2025-2026 Grade	2025-2026 Sections	Class Size	Current Enrollment	Difference	Nbr Submitted or In Process	External 2025-2026 Students	External Current Students	Total 2025-2026 Students	Total Current Students	Difference
BLUMFIELD ELEMENTARY	0	KG	2.00	0	0	0	0	0	0	0	0	0
	39	02	2.00	19.50	34	5	0	0	0	39	34	5
	34	03	2.00	17.00	36	-2	0	0	0	34	36	-2
	36	04	2.00	18.00	37	-1	0	0	0	36	37	-1
	37	05	2.00	18.50	36	1	0	1	1	38	37	1
	36	06	2.00	18.00	47	-11	0	0	0	36	47	-11
	22	07*			0	0	0	0	0	22	0	22
Building Total:	**204**				**190**	**-8**				**205**	**191**	**14**
KAREN WESTERN ELEMEN	0	KG	2.00	0	5	-5	0	1	0	1	5	-4
	4	01	2.00	2.00	28	-24	0	0	0	4	28	-24
	28	02	2.00	14.00	36	-8	0	0	0	28	36	-8
	36	03	1.00	36.00	29	7	0	0	0	36	29	7
	29	04	2.00	14.50	31	-2	0	0	0	29	31	-2
	31	05	1.00	31.00	23	8	0	0	0	31	23	8
	21	06	1.00	21.00	26	-5	0	0	0	21	26	-5
	12	07*			0	0	0	0	0	12	0	12
Building Total:	**161**				**178**	**-29**				**162**	**178**	**-16**
MEADOWS ELEMENTARY	0	KG	2.00	0	2	-2	0	2	0	2	2	0
	1	01	2.00	0.50	42	-41	0	0	0	1	42	-41
	42	02	2.00	21.00	45	-3	0	0	0	42	45	-3
	45	03	2.00	22.50	41	4	0	0	0	45	41	4
	41	04	2.00	20.50	37	4	0	0	0	41	37	4
	37	05	2.00	18.50	37	0	0	2	2	39	39	0
	37	06	2.00	18.50	34	3	0	0	0	37	34	3
	14	07*			0	0	0	0	1	14	1	13
Building Total:	**217**				**238**	**-35**				**221**	**241**	**-20**
MOCKINGBIRD ELEMENTAF	0	KG	3.00	0	0	0	0	5	0	5	0	5

2025-2026 OE Projected Enrollments

School	2025-2026 Students	2025-2026 Grade	2025-2026 Sections	Class Size	Current Enrollment	Difference	Nbr Submitted or In Process	External 2025-2026 Students	External Current Students	Total 2025-2026 Students	Total Current Students	Difference
MOCKINGBIRD ELEMENTAF	69	02	3.00	23.00	56	13	0	0	1	69	57	12
	56	03	3.00	18.67	71	-15	0	1	0	57	71	-14
	71	04	3.00	23.67	53	18	0	0	0	71	53	18
	53	05	2.00	26.50	49	4	0	0	0	53	49	4
	49	06	3.00	16.33	66	-17	0	0	0	49	66	-17
	28	07*			0	0	0	0	1	28	1	27
Building Total:	**326**				**295**	**3**				**332**	**297**	**35**
SEYMOUR ELEMENTARY	0	KG	2.00	0	0	0	0	0	0	0	0	0
	33	02	2.00	16.50	36	-3	0	0	1	33	37	-4
	37	03	2.00	18.50	34	3	0	0	1	37	35	2
	33	04	2.00	16.50	44	-11	0	1	2	34	46	-12
	44	05	2.00	22.00	38	6	0	0	1	44	39	5
	38	06	2.00	19.00	38	0	0	0	5	38	43	-5
	10	07*			0	0	0	0	1	10	1	9
Building Total:	**195**				**190**	**-5**				**196**	**201**	**-5**
WILDEWOOD ELEMENTARY	0	KG	2.00	0	0	0	0	0	0	0	0	0
	34	02	2.00	17.00	46	-12	0	0	0	34	46	-12
	46	03	2.00	23.00	40	6	0	0	0	46	40	6
	40	04	2.00	20.00	34	6	0	0	0	40	34	6
	34	05	2.00	17.00	36	-2	0	1	1	35	37	-2
	36	06	2.00	18.00	32	4	0	1	1	37	33	4
	18	07*			0	0	0	0	0	18	0	18
Building Total:	**208**				**188**	**2**				**210**	**190**	**20**
Elementary Totals:	**1311**				**1279**	**-72**				**1326**	**1298**	**28**
RALSTON MIDDLE SCHOOL	135	07			243	-108	0	2	0	137	243	-106
	242	08			245	-3	0	2	4	244	249	-5

Projected enrollments for KG are based on APPROVED applications in Online Enrollment.

2025-2026 OE Projected Enrollments

School	2025-2026 Students	2025-2026 Grade	2025-2026 Sections	Class Size	Current Enrollment	Difference	Nbr Submitted or In Process	External 2025-2026 Students	External Current Students	Total 2025-2026 Students	Total Current Students	Difference
RALSTON MIDDLE SCHOOL	89	09*			0	0	0	0	1	89	1	88
Building Total:	**466**				**488**	**-111**				**470**	**493**	**-23**
Middle School Totals:	**466**				**488**	**-111**				**470**	**493**	**-23**
RALSTON HIGH SCHOOL	152	09			254	-102	0	1	0	153	254	-101
	253	10			272	-19	0	0	0	253	272	-19
	274	11			253	21	0	0	0	274	253	21
	292	12			278	14	0	0	0	292	278	14
Building Total:	**971**				**1057**	**-86**				**972**	**1057**	**-85**
High School Totals:	**971**				**1057**	**-86**				**972**	**1057**	**-85**
District Total:	**2748**				**2824**	**-269**				**2768**	**2848**	**-80**
KG:	0				7	-7				8	7	1
01:	5				70	-65				5	70	-65
02:	245				253	-8				245	255	-10
03:	254				251	3				255	252	3
04:	250				236	14				251	238	13
05:	236				219	17				240	224	16
06:	217				243	-26				218	249	-31
07:	135				243	-108				137	243	-106
08:	242				245	-3				244	249	-5
09:	152				254	-102				153	254	-101
10:	253				272	-19				253	272	-19
11:	274				253	21				274	253	21
12:	292				278	14				292	278	14

Projected enrollments for KG are based on APPROVED applications in Online Enrollment.

Ralston Enrollment Report as of 07/22/2024

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	0	34	6
KG	2.00	10	1	0	11	18
01	2.00	38	2	0	40	2
02	2.00	27	7	0	34	2
03	2.00	29	7	0	36	4
04	2.00	30	8	0	38	2
05	2.00	27	9	1	37	2
06	2.00	34	13	0	47	3
Building Total:		**229**	**47**	**1**	**277**	**39**

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	17	0	1	18	6
KG	2.00	12	1	0	13	10
01	2.00	20	8	0	28	0
02	2.00	28	8	0	36	1
03	1.00	22	7	0	29	1
04	2.00	24	7	0	31	0
05	1.00	19	4	0	23	0
06	1.00	21	5	0	26	0
Building Total:		**163**	**40**	**1**	**204**	**18**

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	3	37	3
KG	2.00	1	1	0	2	37
01	2.00	36	6	0	42	2
02	2.00	32	13	0	45	4
03	2.00	29	12	0	41	2
04	2.00	30	7	0	37	2
05	2.00	28	9	2	39	2
06	2.00	25	9	0	34	1
Building Total:		**215**	**57**	**5**	**277**	**53**

MOCKINGBIRD ELEMENTARY		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	PS	1.00	21	0	5	26	7
	KG	3.00	0	0	0	0	53
	01	3.00	60	9	0	69	3
	02	3.00	49	7	1	57	9
	03	3.00	63	8	0	71	3
	04	3.00	42	11	0	53	3
	05	2.00	42	7	0	49	1
	06	3.00	47	19	0	66	4
	Building Total:		**324**	**61**	**6**	**391**	**83**

SEYMOUR ELEMENTARY		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	KG	2.00	0	0	0	0	31
	01	2.00	31	2	3	36	1
	02	2.00	29	7	1	37	2
	03	2.00	27	7	1	35	0
	04	2.00	36	7	2	45	0
	05	2.00	31	7	1	39	1
	06	2.00	34	4	5	43	1
	Building Total:		**188**	**34**	**13**	**235**	**36**

WILDEWOOD ELEMENTARY		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	PS	2.00	26	0	0	26	2
	KG	2.00	0	0	0	0	25
	02	2.00	33	13	0	46	2
	03	2.00	29	11	0	40	3
	04	2.00	24	10	0	34	1
	05	2.00	25	11	1	37	0
	06	2.00	20	12	1	33	3
	Building Total:		**157**	**57**	**2**	**216**	**36**

RALSTON MIDDLE SCHOOL		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	07		186	57	0	243	4
	08		180	66	4	250	1
	Building Total:		**366**	**123**	**4**	**493**	**5**

RALSTON HIGH SCHOOL		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	09		176	78	0	254	6
	10		197	76	0	273	4
	11		181	72	0	253	1

Ralston Enrollment Report as of 07/22/2024

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		180	97	0	277	4
Building Total:		734	323	0	1057	15
District Total:		2376	742	32	3150	285
KG:		23	3	0	26	174
01:		185	27	3	215	8
02:		198	55	2	255	20
03:		199	52	1	252	13
04:		186	50	2	238	8
05:		172	47	5	224	6
06:		181	62	6	249	12
07:		186	57	0	243	4
08:		180	66	4	250	1
09:		176	78	0	254	6
10:		197	76	0	273	4
11:		181	72	0	253	1
12:		180	97	0	277	4

Valuation	$ 1,658,699,455	$ 1,792,723,470	$ 1,912,399,115	$ 1,971,895,050	$ 2,102,130,455	$ 2,340,248,555	$2,478,125,380

General Fund	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
General Fund Budget	$35,073,613	$36,298,326	$37,520,589	$38,729,266	$41,880,775	$43,741,764	$ 45,594,563
(Budget +/-)	$1,289,432	$1,224,713	$1,222,263	$1,208,677	$3,151,509	$1,860,989	$1,852,799
Tax Requirement	$17,242,181	$18,100,535	$19,481,801	$20,499,898	$21,044,479	$20,976,043	$ 22,103,725
1% Treasurer's Fee	$172,422	$181,005	$194,818	$204,999	$212,570	$211,879	$223,270
Total	$17,414,603	$18,281,540	$19,676,619	$20,704,897	$21,257,049	$21,187,922	$22,326,995
Estimated Levy	**$1.050**	**$1.020**	**$1.050**	**$1.050**	**$1.011**	**$0.905**	**$0.901**

Special Building Fund	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Taxable base	$16,421,125	$17,747,962	$18,932,751	$19,521,761	$21,021,305	$23,402,486	$24,781,254
Auto Tax Estimate							
Total Tax Funds	$0	$ 536,698	$ -	$ -	$ 807,167	$ 1,161,452	$ 1,001,163
1% Treasurer's Fee	$0	$5,367	$0	$0	$8,153	$11,732	$10,113
	0						
Total	$0	$ 542,065.37	$ -	$ -	$ 815,320.19	$ 1,173,183.51	$ 1,011,275.40
Estimated Levy	**$0.0000**	**$0.0302**	**$0.0000**	**$0.0000**	**$0.0388**	**$0.0501**	**$0.0408**
Learning Community Levies	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Budget Total (Under The Lid)	**$1.05**	**$1.05**	**$1.05**	**$1.05**	**$1.05**	**$0.96**	**$0.94**

Voluntary Separation	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Amount of Fund	$335,218	$49,649	$105,000	$129,961	$140,000	$245,000	$241,000
Auto Tax Estimate							
Total Tax Funds	$335,218	$49,649	$105,000	$129,961	$140,000	$245,000	$241,000

1% Treasurer's Fee	$3,352.18	$496.49	$1,050.00	$1,300	$1,414	$2,475	$2,434
Total	$338,570.18	$50,145.49	$106,050.00	$131,261	$141,414	$247,475	$243,434
Estimated Levy	**$0.02041**	**$0.00277**	**$0.00549**	**$0.00659**	**$0.00673**	**$0.01057**	**$0.00982**
	$1.0704	**$1.0528**	**$1.0555**	**$1.0566**	**$1.0567**	**$0.9661**	**$0.9516**
Lease/Purchase	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**	**2023-2024**	**2024-2025**
ond Issue Make Up Lease/Purchas	$0	$0	$0	$0	$0	$0	$0
State Of Nebraska Energy Loan	$0	$0	$0	$0	$0	$0	$0
Total	$0	$0	$0	$0	$0	$0	$0
Auto Tax Estimate (Income)							
Amount Of Property Tax	$0	$0	$0	$0	$0	$0	$0
1% Treasurer's Fee	$0	$0	$0	$0	$0	$0	$0
Total	$0	$0	$0	$0	$0	$0	$0
Estimated Levy	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**

General Obligation Bond Fund	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**	**2023-2024**	**2024-2025**
Tax Requirement	1,644,190	3,243,025	3,700,000	1,636,940	4,125,000	4,700,000	$5,600,000
Auto Tax Estimate (Income)							
Amount Of Property Tax	$1,644,190	$3,243,025	3,700,000	1,636,940	4,125,000	4,700,000	$5,600,000
		22,454,322					
1% Treasurer's Fee	16441.9	32430.25	37000	16369	41667	47475	$56,565.60
Total	$1,660,632	$3,275,455	$3,737,000	$1,653,309	$4,166,667	$4,747,475	$5,656,566
Estimated Levy	**$0.1001**	**$0.1827**	**$0.19541**	**$0.08384**	**$0.19821**	**$0.20286**	**$0.22826**

Limited Bond Fund (QCPUF, BABS, QSCB)	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Tax Requirement	$1,427,606	$351,744	$72,356	$591,204	$0	$0	$0
Auto Tax Estimate (Income)							
Amount Of Property Tax	$1,427,606	$351,744	$72,356	$591,204	$0	$0	$0
1% Treasurer's Fee	$14,276.06	$3,517.44	$723.56	$5,912	$0	$0	$0
Total	$1,441,882.06	$355,261.12	$73,079.56	$597,116.04	$0.00	$0.00	$0.00
Estimated Levy	**$0.0869**	**$0.0198**	**$0.0038**	**$0.03028**	**$0.00000**	**$0.00000**	**$0.00000**

Cooperative Fund	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Amount of Fund	$ 1,300,000	$ 1,300,000	$ 1,300,000	$ 1,300,000	$ 1,300,000	$ 1,300,000	$ 1,300,000
Total Tax Funds	$0	$0	$0	$0	$0	$0	$0
Estimated Levy	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Outside the lid total	**$0.2075**	**$0.2053**	**$0.2047**	**$0.1207**	**$0.2049**	**$0.2134**	**$0.2381**
Total All Funds	$38,514,697	$39,979,188	$41,436,719	$41,110,952	$46,188,856	$48,736,713	$51,494,563
Inc./(Dec.) All Funds	$1,347,242	$1,464,491	$1,457,531	($325,766)	$5,077,904	$2,547,858	$2,757,849
Total Tax Dollars (All Funds)	$20,855,687	$22,504,468	$23,592,749	$23,086,583	$26,380,450	$27,356,055	$29,238,270
Inc./Dec. Budget Dollars	$543,490	$1,648,781	$1,088,281	($506,165)	$3,293,867	$975,605	$1,882,215
Est. School Tax Levy	**$1.2575**	**$1.2553**	**$1.2547**	**$1.1707**	**$1.2549**	**$1.1689**	**$1.1799**
Inc/Dec	($0.0024)	($0.0022)	($0.0006)	($0.0840)	$0.0842	($0.0860)	$0.0109

INCOME TOTALS	2019-2020	19-20 Act.	2020-2021	20-21 Act.	2021-2022	21-22 Act.	2022-2023	23-22 Act.	2023-2024	2024-2025	Difference
Local District Taxes	$ 18,100,535	$ 16,876,683	$ 19,481,802	$ 18,661,361	$ 20,497,849	$ 20,959,131	$ 21,044,479	$ 20,606,102	$ 20,978,518	$ 22,103,725	5.4%
Common Levy Proceed											
Pro-Rata Motor Vehicle Tax	$ 30,000	$ 40,071	$ 30,000	$ 43,209	$ 30,000	$ 47,297	$ 32,000	$ 45,603	$ 45,000	$ 45,000	0.0%
Motor Vehicle Tax	$ 2,628,594	$ 3,344,359	$ 2,365,735	$ 3,420,357	$ 3,400,000	$ 3,593,381	$ 3,300,000	$ 4,023,236	$ 3,796,100	$ 3,500,000	-7.8%
Homestead Exemption Tax	$ 235,000	$ 455,859	$ 250,000	$ 500,037	$ 410,000	$ 562,586	$ 420,000	$ 565,114	$ 550,000	$ 365,000	-33.6%
Tuition From Individuals											
Tuition From Other Districts											
Interest On Investments	$ 10,000	$ 13,005	$ 6,000	$ 11,063	$ 6,000	$ 7,258	$ 15,000	$ 24,198	$ 30,000	$ 20,000	-33.3%
Local Fees & Fines	$ 40,000	$ 44,789	$ 36,000	$ 32,932	$ 35,000	$ 33,861	$ 30,000	$ 29,420	$ 30,000	$ 30,000	0.0%
Other Local Revenue	$ 10,000	$ -	$ 8,000	$ 1,600	$ 8,000	$ 103,909	$ 1,500	$ 10,000	$ 1,500	$ 1,000	-33.3%
County Fines & Licenses	$ 83,000	$ 90,046	$ 70,550	$ 73,653	$ 81,000	$ 73,783	$ 70,000	$ 70,424	$ 70,000	$ 70,000	0.0%
State Aid	$ 12,267,825	$ 12,160,961	$ 11,164,498	$ 11,060,850	$ 9,787,636	$ 9,787,636	$ 10,659,909	$ 10,659,909	$ 9,687,575	$ 10,697,127	10.4%
Special Education Program	$ 2,100,000	$ 2,487,509	$ 2,100,000	$ 1,933,960	$ 2,100,000	$ 2,198,749	$ 2,100,000	$ 2,164,135	$ 4,188,093	$ 4,188,093	0.0%
Special Education Transporta	$ 220,000	$ 251,133	$ 165,000	$ 56,134	$ 165,000	$ 213,927	$ 165,000	$ 240,558	$ 240,000	$ 240,000	0.0%
Federal Grant Reimbursement											
State Apportionment	$ 400,000	$ 438,160	$ 400,000	$ 380,456	$ 400,000	$ 372,602	$ 372,196	$ 554,881	$ 435,000	$ 385,000	-11.5%
Public Power Sales Tax	$ 365,000	$ 473,188	$ 425,000	$ 460,533	$ 425,000	$ 3,977,766	$ 3,670,691	$ 3,949,879	$ 3,950,000	$ 3,950,000	0.0%
EduJobs Funding											
Income from Cash Balance	$ -	$ -	$ 1,049,445	$ -	$ 1,437,247	$ -	$ -	$ -	$ -	$ -	
Tax Anticipation Notes											
Total	**$ 36,489,954**	**$ 36,675,763**	**$ 37,552,029**	**$ 36,636,148**	**$ 38,782,732**	**$ 41,931,889**	**$ 41,880,775**	**$ 42,943,459**	**$ 44,001,786**	**$ 45,594,945**	3.6%

DISBURSEMENTS	2019-2020	19-20 Act.	2020-2021	20-21 Act.	2021-2022	20-21 Act.	2022-2023	22-23 Act.	2023-2024	2024-2025	Difference
Instruction	$ 18,418,537	$ 17,882,674	$ 19,104,896	$ 18,857,227	$ 20,402,083	$ 19,155,798	$ 21,686,819	$ 19,793,320	$ 22,885,330	$ 23,784,987	3.9%
Special Education	$ 5,693,360	$ 5,551,142	$ 5,655,708	$ 5,402,499	$ 5,503,587	$ 5,450,924	$ 6,295,478	$ 5,578,375	$ 6,576,529	$ 6,616,885	0.6%
Pupil Support Services	$ 1,248,591	$ 1,218,846	$ 1,288,014	$ 1,221,533	$ 1,242,940	$ 1,345,147	$ 1,405,644	$ 1,400,264	$ 1,442,856	$ 1,589,405	10.2%
Staff Support Services	$ 2,131,233	$ 1,771,465	$ 2,170,096	$ 1,949,596	$ 2,226,858	$ 2,004,298	$ 2,363,250	$ 2,082,362	$ 2,625,844	$ 2,709,955	3.2%
General Administration	$ 749,337	$ 905,493	$ 779,242	$ 708,035	$ 813,755	$ 986,613	$ 835,704	$ 903,873	$ 786,919	$ 813,459	3.4%
Building Administration	$ 2,193,284	$ 2,250,266	$ 2,308,941	$ 2,271,189	$ 2,360,718	$ 2,379,004	$ 2,447,574	$ 2,513,220	$ 2,533,986	$ 2,623,534	3.5%
Business	$ 739,887	$ 642,504	$ 763,375	$ 682,582	$ 772,746	$ 671,797	$ 822,403	$ 1,240,925	$ 831,301	$ 843,768	1.5%
Operation Of Plant	$ 2,947,665	$ 2,701,049	$ 3,048,939	$ 2,710,351	$ 3,059,010	$ 2,960,119	$ 3,343,637	$ 3,084,236	$ 3,493,176	$ 3,717,962	6.4%
Maintenance Of Plant	$ 908,587	$ 973,176	$ 937,107	$ 1,013,269	$ 933,170	$ 939,013	$ 1,075,423	$ 958,933	$ 1,118,590	$ 1,165,066	4.2%
Transportation	$ 1,240,973	$ 939,536	$ 1,258,085	$ 1,026,512	$ 1,230,239	$ 1,161,757	$ 1,367,217	$ 1,363,665	$ 1,469,629	$ 1,492,299	1.5%
Board of Education	$ 218,500	$ 198,632	$ 237,626	$ 196,189	$ 237,626	$ 185,465	$ 237,626	$ 139,823	$ 237,626	$ 237,626	0.0%
Total	**$ 36,489,954**	**$ 35,034,783**	**$ 37,552,029**	**$ 36,038,982**	**$ 38,782,732**	**$ 37,239,935**	**$ 41,880,775**	**$ 39,058,995**	**$ 44,001,786**	**$ 45,594,946**	3.6%

Position
Blumfield - School Psych (was contracted out)
Mockingbird - 5th grade
Mockingbird - School Psych (shared with Blumfield)
Seymour - 6th grade
Seymour School Psych (replacement)
RMS-EL newcomer
Deaf Ed Itinerant
CO - Tech Inst Coach

State Aid and Limitations

	Budget Authority	Property Tax Authority	State Aid
23-24	$ 35,539,307	$23,228,139	$9,554,688
24-25	$ 37,758,863	$23,581,705	$10,698,127
Difference	$ 2,219,556	$339,805	$1,143,439
Percentage Δ	6.25%	1.52%	11.97%

Preliminary Valuation

	Real Estate Valuation	State Assessed	Personal Property	Total
2023	2,115,583,465	38,540,720	186,124,370	2,340,248,555
2024	2,253,460,290	38,540,720	186,124,370	2,478,125,380
Difference	137,876,825	0	0	137,876,825
Percentage Δ	7%	0%	0%	6%

BLUMFIELD ELEMENTARY						
ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024	2024-2025
0116320110000		REGULAR EDUCATION				
0116320110000	20111	Salary Certified	$ 593,004	$ 593,000	$ 607,825	$ 619,982
0116320110000	20112	Salary Classified	$ 26,928	$ 34,181	$ 56,371	$ 95,000
0116320110000	20113	Salary Substitute	$ 33,000	$ 15,000	$ 20,000	$ 20,000
0116320110000	20151	Unit Pay	$ 10,366	$ 12,439	$ 12,937	$ 13,195
0116320110000	20152	Unit Pay Classified				$ 4,000
0116320110000	20211	Health Ins. Certified	$ 133,436	$ 141,442	$ 120,193	$ 122,597
0116320110000	20212	Health Ins. Classified	$ -	$ -	$ -	$ 500
0116320110000	20221	Soc. Sec. Certified	$ 45,365	$ 45,365	$ 46,499	$ 47,429
0116320110000	20222	Soc. Sec. Classified	$ 20,600	$ 26,148	$ 43,124	$ 72,675
0116320110000	20223	Soc. Sec. Substitute	$ 25,245	$ 11,475	$ 15,300	$ 15,300
0116320110000	20231	Retirement Certified	$ 58,576	$ 58,575	$ 60,040	$ 61,241
0116320110000	20232	Retirement Classified	$ 2,660	$ 3,376	$ 5,568	$ 9,384
0116320110000	20251	Tuition Reimbursement	$ -	$ 10,000	$ 10,000	$ 10,000
0116320110000	20261	Unemployment Certified	$ -	$ -	$ -	$ -
0116320110000	20262	Unemployment Classified	$ -	$ -	$ -	$ -
0116320110000	20271	Worker's Comp. Certified	$ 3,677	$ 3,677	$ 3,769	$ 3,844
0116320110000	20272	Worker's Comp. Classified	$ 167	$ 212	$ 350	$ 589
0116320110000	20281	Cash in Lieu certified	$ 1,375	$ 1,375	$ 2,750	
0116320110000	20282	Cash in lieu classfied				
0116320110000	20291	Life Insurance Certified	$ 510	$ 510	$ 510	$ 500
0116320110000	20292	Life Insurance Classified	$ 189	$ 189	$ 189	$ 200
0116320110000	20330	Employee Training and	$ 2,000	$ 13,500	$ 13,500	$ 13,500
0116320110000	20333	Mileage Paid to Staff	$ 315	$ 315	$ 315	$ 315
0116320110000	20340	Other Professional	$ 7,193	$ 7,193	$ 7,193	$ 7,193
0116320110000	20531	Postage	$ 800	$ 800	$ 800	$ 800
0116320110000	20610	General Supplies	$ 15,850	$ 15,850	$ 15,850	$ 15,850
0116320110000	20640	Books and Periodicals	$ 2,800	$ 2,800	$ 2,800	$ 2,800
0116320110000	20650	Supplies - Technology	$ 500	$ 500	$ 500	$ 500
0116320110000	20733	Furniture and Fixtures	$ 500	$ 500	$ 500	$ 1,100
0116320110000	20734	Technology-Related	$ 2,100	$ 2,100	$ 2,100	$ 2,100
0116320110000	20810	Dues and Fees	$ -	$ -	$ -	$ -
0116320110001	20330	Employee Train	$ 2,100	$ 2,100	$ 2,100	$ 2,100
0116320110001	20610	Curricular Supplies	$ 2,100	$ 2,100	$ 2,100	$ 2,100
0116320110001	20640	Books and Periodicals	$ 28,350	$ 30,335	$ 32,458	$ 33,432
0116320110001	20734	Hardware Technology	$ 26,250	$ 28,088	$ 30,054	$ 30,955
0116320110050	20610	Science Supplies	$ 300	$ 300	$ 300	$ 300
0116320110068	20610	PE Supplies	$ 900	$ 900	$ 900	$ 900
0116320110090	20610	Art Supplies	$ 1,500	$ 1,500	$ 1,200	$ 1,200
0116320110093	20610	Vocal Music Supplies	$ 300	$ 300	$ 300	$ 300
0116320110094	20610	Band Supplies	$ 2,100	$ 2,100	$ 2,100	$ 2,100
		TOTAL	$ 1,051,054	$ 1,068,244	$ 1,120,492	$ 1,213,979
0116320112500		FLEX FUNDING				
0116320112500	20111	Salary Certified	$ -	$ -	$ -	$ -
0116320112500	20112	Salary Classified	$ -	$ -	$ -	$ -
0116320112500	20211	Health Ins. Certified	$ -	$ -	$ -	$ -
0116320112500	20221	Soc. Sec. Certified	$ -	$ -	$ -	$ -
0116320112500	20231	Retirement Certified	$ -	$ -	$ -	$ -
0116320112500	20261	Unemployment Certified	$ -	$ -	$ -	$ -
0116320112500	20271	Worker's Comp. Certified	$ -	$ -	$ -	$ -
0116320112500	20281	Cash in Lieu certified	$ -	$ -	$ -	$ -
0116320112500	20291	Life Insurance Certified	$ -	$ -	$ -	$ -

0116320112500	20610	General Supplies	$ -	$ -	$ -	$ -
		TOTAL	$ -	$ -	$ -	$ -
0116320115000		LEP				
0116320115000	20111	Salary Certified	$ 98,593	$ 62,998	$ 64,572	$65,863
0116320115000	20112	Salary Classified	$ 13,223	$ 17,052	$ 17,052	$19,000
0116320115000	20113	Salary Substitute	$ 2,000	$ 2,000	$ 2,000	$ 2,000
0116320115000	20211	Health Ins. Certified	$ 28,081	$ 29,766	$ 19,014	$ 19,394
0116320115000	20212	Health Ins. Classified	$ 300	$ 300	$ 300	$ 300
0116320115000	20221	Soc. Sec. Certified	$ 7,542	$ 4,819	$ 4,940	$ 5,039
0116320115000	20222	Soc. Sec. Classified	$ 1,012	$ 1,304	$ 1,304	$ 1,454
0116320115000	20223	Soc. Sec. Substitute	$ 153	$ 153	$ 153	$ 153
0116320115000	20231	Retirement Certified	$ 9,738	$ 6,222	$ 6,378	$ 6,506
0116320115000	20232	Retirement Classified	$ 1,306	$ 1,684	$ 1,684	$ 1,877
0116320115000	20251	Tuition Reimbursement				
0116320115000	20261	Unemployment Certified				
0116320115000	20262	Unemployment Classified				
0116320115000	20271	Worker's Comp. Certified	$ 611	$ 391	$ 400	$ 408
0116320115000	20272	Worker's Comp. Classified	$ 48	$ 61	$ 61	$ 68
0116320115000	20281	Cash in Lieu certified	$ 2,750	$ 2,750	$ 2,750	$ 2,750
0116320115000	20282	Cash in lieu classfied	$ -	$ -	$ -	$ -
0116320115000	20291	Life Insurance Certified	$ 140	$ 140	$ 140	$ 140
0116320115000	20292	Life Insurance Classified	$ -	$ -	$ -	$ -
0116320115000	20320	Professional Educational	$ -	$ -	$ -	$ -
0116320115000	20330	Employee Training and	$ -	$ -	$ -	$ -
0116320115000	20333	Mileage Paid to Staff	$ -	$ -	$ -	$ -
0116320115000	20610	General Supplies	$ 4,025	$ 4,025	$ 4,025	$ 4,025
0116320115000	20640	Books and Periodicals	$ -	$ -	$ -	$ -
0116320115000	20650	Supplies - Technology	$ -	$ -	$ -	$ -
0116320115000	20734	Technology-Related	$ -	$ -	$ -	$ -
		TOTAL	$ 169,522	$ 133,666	$ 124,774	$ 128,977
0116320116000		POVERTY				
0116320116000	20111	Salary Certified	$ 589,890	$ 548,328	$ 653,568	$ 615,000
0116320116000	20112	Salary Classified	$ -	$ -	$ -	$ -
0116320116000	20113	Salary Substitute	$ 14,000	$ 16,000	$ 16,000	$ 16,000
0116320116000	20211	Health Ins. Certified	$ 69,672	$ 73,852	$ 122,511	$ 124,961
0116320116000	20212	Health Ins. Classified				
0116320116000	20221	Soc. Sec. Certified	$ 45,127	$ 41,947	$ 49,998	$ 47,048
0116320116000	20222	Soc. Sec. Classified	$ -	$ -	$ -	$ -
0116320116000	20223	Soc. Sec. Substitute	$ 1,071	$ 1,224	$ 1,224	$ 1,224
0116320116000	20231	Retirement Certified	$ 58,263	$ 54,158	$ 64,553	$ 60,748
0116320116000	20232	Retirement Classified				
0116320116000	20251	Tuition Reimbursement				
0116320116000	20261	Unemployment Certified				
0116320116000	20262	Unemployment Classified				
0116320116000	20271	Worker's Comp. Certified	$ 3,657	$ 3,400	$ 4,052	$ 3,813
0116320116000	20272	Worker's Comp. Classified				
0116320116000	20281	Cash in Lieu certified	$ 16,500	$ 13,733	$ 13,737	$ 13,000
0116320116000	20282	Cash in lieu classfied				
0116320116000	20291	Life Insurance Certified	$ 327	$ 327	$ 327	$ 350
0116320116000	20292	Life Insurance Classified				
0116320116000	20610	General Supplies	$ 105	$ 105	$ 105	$ 105
0116320116000	20640	Books and Periodicals				
		TOTAL	$ 798,612	$ 753,074	$ 926,075	$ 882,249
0116320120000		SPED SCHOOL AGE				
0116320120000	20111	Salary Certified	$ 383,391	$ 388,943	$ 388,943	$ 388,943

0116320120000	20112	Salary Classified	$ 70,783	$ 81,400	$ 86,635	$ 120,000
0116320120000	20113	Salary Substitute	$ 7,500	$ 7,500	$ 10,000	$ 10,000
0116320120000	20211	Health Ins. Certified	$ 73,086	$ 77,471	$ 72,558	$ 74,009
0116320120000	20212	Health Ins. Classified	$ 250	$ 250	$ 250	$ 300
0116320120000	20221	Soc. Sec. Certified	$ 29,329	$ 29,754	$ 29,754	$ 29,754
0116320120000	20222	Soc. Sec. Classified	$ 5,415	$ 6,227	$ 6,628	$ 9,180
0116320120000	20223	Soc. Sec. Substitute	$ 574	$ 574	$ 765	$ 765
0116320120000	20231	Retirement Certified	$ 37,868	$ 38,416	$ 38,416	$ 38,419
0116320120000	20232	Retirement Classified	$ 6,991	$ 8,040	$ 8,557	$ 11,853
0116320120000	20251	Tuition Reimbursement				
0116320120000	20261	Unemployment Certified				
0116320120000	20262	Unemployment Classified				
0116320120000	20271	Worker's Comp. Certified	$ 2,377	$ 2,411	$ 2,411	$ 2,411
0116320120000	20272	Worker's Comp. Classified	$ 439	$ 505	$ 537	$ 744
0116320120000	20281	Cash in Lieu Certified	$ 2,200	$ 2,200	$ 2,200	$ 2,200
0116320120000	20282	Cash in Lieu Classfied				
0116320120000	20291	Life Insurance Certified	$ 271	$ 271	$ 271	$ 271
0116320120000	20292	Life Insurance Classified	$ 234	$ 234	$ 234	$ 234
0116320120000	20320	Professional Educational	$ 8,625	$ 27,000	$ 27,000	$ 27,000
0116320120000	20330	Employee Training and				
0116320120000	20333	Mileage Paid to Staff				
0116320120000	20563	Tuition to Private Schools				
0116320120000	20569	Tuition - Other	$ 103,500	$ 103,500	$ 103,500	$ 103,500
0116320120000	20610	General Supplies	$ 988	$ 7,500	$ 7,500	$ 7,500
0116320120000	20640	Books and Periodicals				
0116320120000	20733	Furniture and Fixtures				
0116320120000	20734	Technology-Related				
		TOTAL	$ 733,821	$ 782,197	$ 786,159	$ 827,084
0116320129100		SPED 3-5				
0116320129100	20111	Salary Certified				
0116320129100	20112	Salary Classified	$ -	$ -	$ 15,000	$ -
0116320129100	20113	Salary Substitute				
0116320129100	20211	Health Ins. Certified				
0116320129100	20212	Health Ins. Classified				
0116320129100	20221	Soc. Sec. Certified	$ -	$ -	$ 1,148	$ -
0116320129100	20222	Soc. Sec. Classified				
0116320129100	20223	Soc. Sec. Substitute				
0116320129100	20231	Retirement Certified				
0116320129100	20232	Retirement Classified	$ -	$ -	$ 1,483	$ -
0116320129100	20251	Tuition Reimbursement				
0116320129100	20261	Unemployment Certified				
0116320129100	20262	Unemployment Classified				
0116320129100	20271	Worker's Comp. Certified				
0116320129100	20272	Worker's Comp. Classified			$ 93	$ -
0116320129100	20281	Cash in Lieu Certified				
0116320129100	20282	Cash in Lieu Classfied				
0116320129100	20291	Life Insurance Certified				
0116320129100	20292	Life Insurance Classified				
0116320129100	20320	Professional Educational	$ -	$ 50,000	$ 50,000	$ 40,000
0116320129100	20330	Employee Training and				
0116320129100	20561	Tuition to Other School				
0116320129100	20610	General Supplies	$ 3,000	$ 3,000	$ 3,000	$ 3,000
0116320129100	20630	Food	$ 2,415	$ 2,415	$ 2,415	$ 2,415
		TOTAL	$ 5,415	$ 55,415	$ 73,139	$ 45,415
0116320129200		SPED BIRTH TO 2				

0116320129200	20111	Salary Certified				
0116320129200	20112	Salary Classified				
0116320129200	20211	Health Ins. Certified				
0116320129200	20212	Health Ins. Classified				
0116320129200	20221	Soc. Sec. Certified				
0116320129200	20222	Soc. Sec. Classified				
0116320129200	20231	Retirement Certified				
0116320129200	20232	Retirement Classified				
0116320129200	20251	Tuition Reimbursement				
0116320129200	20261	Unemployment Certified				
0116320129200	20262	Unemployment Classified				
0116320129200	20271	Worker's Comp. Certified				
0116320129200	20272	Worker's Comp. Classified				
0116320129200	20281	Cash in Lieu Certified				
0116320129200	20282	Cash in Lieu Classfied				
0116320129200	20291	Life Insurance Certified				
0116320129200	20292	Life Insurance Classified				
0116320129200	20320	Professional Educational	$ 5,500	$ 30,000	$ 30,000	$ 25,000
0116320129200	20330	Employee Training and				
0116320129200	20333	Mileage Paid to Staff				
0116320129200	20610	General Supplies				$ 2,000
0116320129200	20734	Technology-Related				
0116320129200	20735	Technology Software				
		TOTAL	$ 5,500	$ 30,000	$ 30,000	$ 27,000
0116320130000		SUMMER SCHOOL				
0116320130000	20111	Salary Certified				
0116320130000	20112	Salary Classified				
0116320130000	20211	Health Ins. Certified				
0116320130000	20212	Health Ins. Classified				
0116320130000	20221	Soc. Sec. Certified				
0116320130000	20222	Soc. Sec. Classified				
0116320130000	20231	Retirement Certified				
0116320130000	20232	Retirement Classified				
0116320130000	20271	Worker's Comp. Certified				
0116320130000	20272	Worker's Comp. Classified				
0116320130000	20281	Cash in Lieu Certified				
0116320130000	20282	Cash in Lieu Classfied				
0116320130000	20291	Life Insurance Certified				
0116320130000	20292	Life Insurance Classified				
0116320130000	20610	General Supplies				
0116320130000	20630	Food				
0116320130000	20640	Textbooks				
		TOTAL	$ -	$ -	$ -	$ -
0116320211000		SOCIAL WORK/ATTENDANCE				
0116320211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779	$ 9,975
0116320211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136	$ 3,199
0116320211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748	$ 763
0116320211000	20231	Retirement Certified	$ 931	$ 955	$ 966	$ 985
0116320211000	20251	Tuition Reimbursement				
0116320211000	20261	Unemployment Certified				
0116320211000	20271	Worker's Comp. Certified	$ 58	$ 60	$ 61	$ 62
0116320211000	20281	Cash in Lieu Certified				
0116320211000	20291	Life Insurance Certified	$ 47	$ 47	$ 47	$ 47
0116320211000	20320	Professional Educational	$ 58	$ 58	$ 58	$ 58
0116320211000	20333	Mileage Paid to Staff	$ 81	$ 81	$ 81	$ 81

0116320211000	20610	General Supplies	$ 46	$ 46	$ 46	$ 46
		TOTAL	$ 14,133	$ 14,577	$ 14,921	$ 15,214
0116320212000		GUIDANCE SERVICES				
0116320212000	20111	Salary Certified	$ 65,000	$ 49,699	$ 51,736	$ 58,000
0116320212000	20211	Health Ins. Certified	$ 21,769	$ 8,970	$ 9,342	$ 9,529
0116320212000	20221	Soc. Sec. Certified	$ 4,973	$ 3,802	$ 3,958	$ 4,437
0116320212000	20231	Retirement Certified	$ 6,420	$ 4,909	$ 5,110	$ 5,729
0116320212000	20251	Tuition Reimbursement				
0116320212000	20261	Unemployment Certified				
0116320212000	20271	Worker's Comp. Certified	$ 403	$ 308	$ 321	$ 360
0116320212000	20281	Cash in Lieu Certified	$ 1,234	$ 1,234	$ 1,234	$ 1,234
0116320212000	20291	Life Insurance Certified	$ 18	$ 18	$ 18	$ 50
0116320212000	20320	Professional Educational	$ 300	$ 1,500	$ 1,500	$ 1,500
0116320212000	20333	Mileage Paid to Staff	$ 81	$ 81	$ 81	$ 81
0116320212000	20610	General Supplies	$ 971	$ 971	$ 971	$ 971
0116320212000	20735	Technology Software				$ 4,000
		TOTAL	$ 101,168	$ 71,491	$ 74,270	$ 85,890
0116320213000		HEALTH SERVICES				
0116320213000	20111	Salary Certified	$ 15,775	$ 16,333	$ 16,234	$ 16,559
0116320213000	20112	Salary Classified	$ 17,614	$ 20,257	$ 22,365	$ 22,812
0116320213000	20211	Health Ins. Certified	$ 3,819	$ 4,048	$ 4,291	$ 4,377
0116320213000	20212	Health Ins. Classified	$ 75	$ 75	$ 75	$ 77
0116320213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,249	$ 1,242	$ 1,267
0116320213000	20222	Soc. Sec. Classified	$ 1,348	$ 1,550	$ 1,711	$ 1,745
0116320213000	20231	Retirement Certified	$ 1,558	$ 1,613	$ 1,604	$ 1,636
0116320213000	20232	Retirement Classified	$ 1,740	$ 2,001	$ 2,209	$ 2,253
0116320213000	20251	Tuition Reimbursement				
0116320213000	20261	Unemployment Certified				
0116320213000	20262	Unemployment Classified				
0116320213000	20271	Worker's Comp. Certified	$ 98	$ 101	$ 101	$ 103
0116320213000	20272	Worker's Comp. Classified	$ 109	$ 126	$ 139	$ 141
0116320213000	20281	Cash in Lieu Certified				
0116320213000	20282	Cash in Lieu Classfied				
0116320213000	20291	Life Insurance Certified	$ 12	$ 12	$ 12	$ 12
0116320213000	20292	Life Insurance Classified	$ 46	$ 46	$ 46	$ 46
0116320213000	20330	Employee Training and	$ 138	$ 138	$ 138	$ 138
0116320213000	20333	Mileage Paid to Staff	$ 81	$ 81	$ 81	$ 100
0116320213000	20610	General Supplies	$ 599	$ 599	$ 599	$ 599
		TOTAL	$ 44,218	$ 48,228	$ 50,845	$ 51,864
0116320214100		PSYCH SERVICES SCHOOL AGE				
0116320214100	20111	Salary Certified	$ 37,300	$ 37,300	$ 35,244	$ 35,244
0116320214100	20211	Health Ins. Certified	$ -	$ -	$ 4,765	$ 4,860
0116320214100	20221	Soc. Sec. Certified	$ 2,853	$ 2,853	$ 2,696	$ 2,696
0116320214100	20231	Retirement Certified	$ 3,684	$ 3,684	$ 3,481	$ 3,481
0116320214100	20251	Tuition Reimbursement				
0116320214100	20261	Unemployment Certified				
0116320214100	20271	Worker's Comp. Certified	$ 231	$ 231	$ 219	$ 219
0116320214100	20281	Cash in Lieu Certified	$ 2,500	$ 2,500	$ 2,500	$ 2,500
0116320214100	20291	Life Insurance Certified	$ 28	$ 28	$ 28	$ 28
0116320214100	20330	Employee Training and	$ 86	$ 500	$ 500	$ 500
0116320214100	20333	Mileage Paid to Staff	$ 58	$ 58	$ 58	$ 58
0116320214100	20610	General Supplies	$ 633	$ 633	$ 633	$ 1,000
		TOTAL	$ 47,373	$ 47,787	$ 50,123	$ 50,586
0116320215000		SPEECH PATHOLOGY				
0116320215000	20111	Salary Certified				

0116320215000	20211	Health Ins. Certified				
0116320215000	20221	Soc. Sec. Certified				
0116320215000	20231	Retirement Certified				
0116320215000	20251	Tuition Reimbursement				
0116320215000	20261	Unemployment Certified				
0116320215000	20271	Worker's Comp. Certified				
0116320215000	20281	Cash in Lieu Certified				
0116320215000	20291	Life Insurance Certified				
0116320215000	20333	Mileage Paid to Staff				
0116320215000	20340	Other Professional Services	$ 3,680	$ 3,680	$ 3,680	$ 3,680
0116320215000	20610	General Supplies	$ 127	$ 127	$ 127	$ 300
		TOTAL	$ 3,807	$ 3,807	$ 3,807	$ 3,980
0116320215100		SPEECH/AUD SCHOOL AGE				
0116320215100	20111	Salary Certified				
0116320215100	20112	Salary Classified				
0116320215100	20113	Salary Substitute				
0116320215100	20132	Overtime				
0116320215100	20211	Health Ins. Certified				
0116320215100	20212	Health Ins. Classifed				
0116320215100	20221	Soc. Sec. Certified				
0116320215100	20222	Soc. Sec. Classified				
0116320215100	20223	Soc. Sec. Substitute				
0116320215100	20231	Retirement Certified				
0116320215100	20232	Retirement Classified				
0116320215100	20251	Tuition Reimbursement				
0116320215100	20261	Unemployment Certified				
0116320215100	20262	Unemployment Classified				
0116320215100	20271	Worker's Comp. Certified				
0116320215100	20272	Worker's Comp. Classified				
0116320215100	20281	Cash in Lieu Certified				
0116320215100	20282	Cash in Lieu Classfied				
0116320215100	20291	Life Insurance Certified				
0116320215100	20292	Life Insurance Classified				
0116320215100	20320	Professional Educational				
0116320215100	20330	Employee Training and				
0116320215100	20333	Mileage Paid to Staff				
		TOTAL	$ -	$ -	$ -	$ -
0116320218100		VISION SERVICES SPED				
0116320218100	20320	Professional Educational	$ 2,000	$ 2,000	$ 2,000	$ 2,000
		TOTAL	$ 2,000	$ 2,000	$ 2,000	$ 2,000
0116320221100		SCHOOL IMPROVEMENT				
0116320221100	20111	Salary Certified				
0116320221100	20211	Health Ins. Certified				
0116320221100	20221	Soc. Sec. Certified				
0116320221100	20231	Retirement Certified				
0116320221100	20251	Tuition Reimbursement				
0116320221100	20261	Unemployment Certified				
0116320221100	20271	Worker's Comp. Certified				
0116320221100	20281	Cash in Lieu Certified				
0116320221100	20291	Life Insurance Certified				
0116320221100	20320	Professional Educational				
0116320221100	20330	Employee Training and				
0116320221100	20332	Mileage Paid to Parents				
0116320221100	20333	Mileage Paid to Staff				
0116320221100	20540	Advertising				

0116320221100	20610	General Supplies				
0116320221100	20733	Furniture and Fixtures				
0116320221100	20810	Dues and Fees				
		TOTAL	$ -	$ -	$ -	$ -
0116320222000		LIBRARY/MEDIA SERVICES				
0116320222000	20111	Salary Certified	$ 36,951	$ 38,207	$ 39,244	$ 41,991
0116320222000	20112	Salary Classified	$ 16,098	$ 18,513	$ 21,533	$ 23,040
0116320222000	20113	Salary Substitute	$ 400	$ 600	$ 1,000	$ 2,000
0116320222000	20211	Health Ins. Certified	$ 10,223	$ 10,223	$ 10,223	$ 10,427
0116320222000	20212	Health Ins. Classified	$ 57	$ 57	$ 57	$ 1,000
0116320222000	20221	Soc. Sec. Certified	$ 2,827	$ 2,923	$ 3,002	$ 3,212
0116320222000	20222	Soc. Sec. Classified	$ 1,231	$ 1,416	$ 1,647	$ 1,763
0116320222000	20223	Soc. Sec. Substitute	$ 31	$ 46	$ 77	$ 153
0116320222000	20231	Retirement Certified	$ 3,650	$ 3,774	$ 3,876	$ 4,148
0116320222000	20232	Retirement Classified	$ 1,590	$ 1,828	$ 2,127	$ 2,276
0116320222000	20251	Tuition Reimbursement				
0116320222000	20261	Unemployment Certified				
0116320222000	20262	Unemployment Classified				
0116320222000	20271	Worker's Comp. Certified	$ 229	$ 237	$ 243	$ 260
0116320222000	20272	Worker's Comp. Classified	$ 100	$ 115	$ 134	$ 143
0116320222000	20281	Cash in Lieu Certified				
0116320222000	20282	Cash in Lieu Classfied				
0116320222000	20291	Life Insurance Certified	$ 28	$ 28	$ 28	$ 30
0116320222000	20292	Life Insurance Classified	$ 46	$ 46	$ 46	$ 46
0116320222000	20610	General Supplies	$ 250	$ 250	$ 250	$ 250
0116320222000	20640	Books and Periodicals	$ 5,500	$ 5,500	$ 5,500	$ 5,500
0116320222000	20642	Audio-Visual Materials	$ 550	$ 550	$ 550	$ 550
		TOTAL	$ 79,760	$ 84,313	$ 89,537	$ 96,790
0116320223000		TECHNOLOGY-INSTRUTION				
0116320223000	20642	Audio-Visual Materials	$ 300	$ 300	$ 300	$ 300
		TOTAL	$ 300	$ 300	$ 300	$ 300
0116320241000		OFFICE OF THE PRINCIPAL				
0116320241000	20110	Salary Classified	$ 28,845	$ 33,172	$ 34,831	$ 35,875
0116320241000	20111	Salary Certified	$ 83,000	$ 93,232	$ 96,495	$ 99,390
0116320241000	20210	Health Ins. Classified	$ 300	$ 300	$ 300	$ 306
0116320241000	20211	Health Ins. Certified	$ 16,538	$ 330	$ 330	$ 337
0116320241000	20220	Soc. Sec. Classified	$ 2,207	$ 2,538	$ 2,665	$ 2,744
0116320241000	20221	Soc. Sec. Certified	$ 6,350	$ 7,132	$ 7,382	$ 7,603
0116320241000	20230	Retirement Classified	$ 2,849	$ 3,276	$ 3,440	$ 3,544
0116320241000	20231	Retirement Certified	$ 8,198	$ 9,209	$ 9,531	$ 9,818
0116320241000	20251	Tuition Reimbursement				
0116320241000	20260	Unemployment Classified				
0116320241000	20261	Unemployment Certified				
0116320241000	20270	Worker's Comp. Classified	$ 179	$ 206	$ 216	$ 222
0116320241000	20271	Worker's Comp. Certified	$ 515	$ 578	$ 598	$ 616
0116320241000	20280	Cash in Lieu Classfied		$ 2,750	$ 3,666	$ 3,666
0116320241000	20281	Cash in Lieu Certified	$ 6,416	$ 2,750	$ 2,750	$ 2,750
0116320241000	20290	Life Insurance Classified	$ 46	$ 46	$ 46	$ 46
0116320241000	20291	Life Insurance Certified	$ 280	$ 280	$ 280	$ 280
0116320241000	20333	Mileage Paid to Staff	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0116320241000	20810	Dues and Fees	$ 650	$ 650	$ 650	$ 650
		TOTAL	$ 157,372	$ 157,448	$ 164,179	$ 168,848
0116320261000		OPERATIONS OF BUILDING				
0116320261000	20110	Salary Custodial/Maint.	$ 59,192	$ 68,071	$ 86,025	$ 86,025
0116320261000	20120	Salary Temp.				

0116320261000	20130	Overtime	$ 5,000	$ 5,000	$ 5,000	$ 5,000
0116320261000	20210	Health Ins. Custodial/Maint.	$ 17,341	$ 18,415	$ 18,484	$ 19,000
0116320261000	20220	Soc. Sec. Custodial/Maint.	$ 4,528	$ 5,207	$ 6,581	$ 6,581
0116320261000	20230	Retirement Custodial/Main.	$ 5,846	$ 6,723	$ 8,497	$ 8,497
0116320261000	20260	Unemployment				
0116320261000	20270	Worker's Comp.	$ 367	$ 422	$ 533	$ 3,441
0116320261000	20280	Cash in Lieu Classfied				
0116320261000	20290	Life Insurance	$ 93	$ 93	$ 93	$ 93
0116320261000	20340	Other Professional Services	$ 1,150	$ 1,231	$ 1,317	$ 1,369
0116320261000	20350	Techinical Services				$ 800
0116320261000	20352	Other Technical Services	$ 345	$ 369	$ 395	$ 411
0116320261000	20530	Communications	$ 173	$ 185	$ 197	$ 205
0116320261000	20610	General Supplies	$ 10,350	$ 16,000	$ 16,000	$ 16,640
0116320261000	20621	Natural Gas	$ 23,000	$ 24,610	$ 43,500	$ 45,000
0116320261000	20622	Electricity	$ 94,875	$ 101,516	$ 70,000	$ 75,000
0116320261000	20629	Water and Sewer	$ 8,615	$ 9,218	$ 9,863	$ 10,554
0116320261000	20730	Equipment	$ 1,150	$ 1,231	$ 1,317	$ 1,369
		TOTAL	$ 232,025	$ 258,291	$ 267,802	$ 279,986
0116320262000		MAINTENANCE OF BUILDINGS				
0116320262000	20110	Salary Custodial/Maint.				
0116320262000	20120	Salary Temp.				
0116320262000	20130	Overtime				
0116320262000	20210	Health Ins. Custodial/Maint.				
0116320262000	20220	Soc. Sec. Custodial/Maint.				
0116320262000	20230	Retirement Custodial/Main.				
0116320262000	20270	Worker's Comp.				
0116320262000	20280	Cash in Lieu Classfied				
0116320262000	20290	Life Insurance				
0116320262000	20352	Other Technical Services	$ 9,200	$ 9,844	$ 10,533	$ 10,954
0116320262000	20430	Repairs and Maintenance	$ 17,055	$ 18,249	$ 19,526	$ 20,307
0116320262000	20520	Property Ins.	$ 14,950	$ 14,950	$ 14,950	$ 14,950
0116320262000	20530	Communications	$ 460	$ 492	$ 527	$ 548
0116320262000	20610	General Supplies	$ 300	$ 500	$ 500	$ 1,000
0116320262000	20731	Equipment	$ 345	$ 369	$ 395	$ 411
0116320262000	20733	Furniture and Fixtures				
0116320262000	20810	Dues and Fees				
		TOTAL	$ 42,310	$ 44,404	$ 46,431	$ 48,170
0116320266000		SECURITY				
0116320266000	20330	Professional Development	$ 115	$ 115	$ 115	$ 115
0116320266000	20340	School Resource Officer	$ 5,750	$ 6,153	$ 6,153	$ 4,831
0116320266000	20610	General Supplies	$ 1,035	$ 1,035	$ 1,035	$ 1,035
		TOTAL	$ 6,900	$ 7,303	$ 7,303	$ 5,981
0116320353500		HAL				
0116320353500	20111	Salary Certified	$ 30,199	$ 17,228	$ 17,660	$ 18,543
0116320353500	20211	Health Ins. Certified	$ 3,385		$ 4,843	$ 4,940
0116320353500	20221	Soc. Sec. Certified	$ 2,310	$ 1,318	$ 1,351	$ 1,419
0116320353500	20231	Retirement Certified	$ 2,983	$ 1,702	$ 1,744	$ 1,831
0116320353500	20251	Tuition Reimbursement				
0116320353500	20261	Unemployment Certified				
0116320353500	20271	Worker's Comp. Certified	$ 187	$ 107	$ 109	$ 115
0116320353500	20281	Cash in Lieu Certified				
0116320353500	20291	Life Insurance Certified	$ 38	$ 38	$ 38	$ 38
0116320353500	20333	Mileage Paid to Staff	$ 23	$ 23	$ 23	$ 23
0116320353500	20320	Professional Educational				
0116320353500	20610	General Supplies	$ 480	$ 480	$ 480	$ 500

		TOTAL	$ 39,605	$ 20,895	$ 26,249	$ 26,249
0116320354000		STATE EARLY CHILDHOOD				
0116320354000	20111	Salary Certified				
0116320354000	20112	Salary Classified				
0116320354000	20113	Salary Substitute				
0116320354000	20211	Health Ins. Certified				
0116320354000	20212	Health Ins. Classified				
0116320354000	20221	Soc. Sec. Certified				
0116320354000	20222	Soc. Sec. Classified				
0116320354000	20223	Soc. Sec. Substitute				
0116320354000	20231	Retirement Certified				
0116320354000	20232	Retirement Classified				
0116320354000	20251	Tuition Reimbursement				
0116320354000	20261	Unemployment Certified				
0116320354000	20262	Unemployment Classified				
0116320354000	20271	Worker's Comp. Certified				
0116320354000	20272	Worker's Comp. Classified				
0116320354000	20281	Cash in Lieu Certified				
0116320354000	20282	Cash in Lieu Certified				
0116320354000	20291	Life Insurance Certified				
0116320354000	20292	Life Insurance Classified				
0116320354000	20333	Mileage Paid to Staff	$ 21	$ 21	$ 21	$ -
		TOTAL	$ 21	$ 21	$ 21	$ -
01163203599000		OTHER STATE CATEGORICAL PROGRAMS (Learning Community Grant)				
0116320359900	20111	Salary Certified	$ 10,089	$ 10,341	$ 10,341	$ 10,548
0116320359900	20211	Health Ins. Certified	$ 3,628	$ 3,628	$ 1,591	$ 1,623
0116320359900	20221	Soc. Sec. Certified	$ 772	$ 791	$ 791	$ 807
0116320359900	20231	Retirement Certified	$ 997	$ 1,022	$ 1,022	$ 1,043
0116320359900	20261	Unemployment Certified				
0116320359900	20271	Worker's Comp. Certified	$ 36	$ 37	$ 37	$ 65
0116320359900	20281	Cash in Lieu Certified				
0116320359900	20291	Life Insurance Certified	$ 36	$ 36	$ 36	$ 36
		TOTAL	$ 15,559	$ 15,856	$ 13,819	$ 14,122
0116320620000		TITLE 1 PART A BASIC PROG				
0116320620000	20111	Salary Certified	$ 99,900	$ 102,398	$ 29,113	$ 95,000
0116320620000	20112	Salary Classified	$ 12,402	$ 12,650	$ 2,950	$ -
0116320620000	20113	Salary Substitute	$ 1,605	$ 1,605	$ 1,600	$ -
0116320620000	20211	Health Ins. Certified	$ 16,482	$ 16,482	$ 14,533	$ 14,824
0116320620000	20212	Health Ins. Classified	$ 50	$ 50	$ 50	$ 50
0116320620000	20221	Soc. Sec. Certified	$ 7,642	$ 7,833	$ 2,227	$ 7,268
0116320620000	20222	Soc. Sec. Classified	$ 949	$ 968	$ 226	$ -
0116320620000	20223	Soc. Sec. Substitute	$ 123	$ 123	$ 122	$ -
0116320620000	20231	Retirement Certified	$ 9,867	$ 10,114	$ 2,875	$ 9,384
0116320620000	20232	Retirement Classified	$ 1,225	$ 1,249	$ 291	$ -
0116320620000	20251	Tuition Reimbursement				
0116320620000	20261	Unemployment Certified				
0116320620000	20262	Unemployment Classified				
0116320620000	20271	Worker's Comp. Certified	$ 619	$ 635	$ 181	$ 589
0116320620000	20272	Worker's Comp. Classified	$ 77	$ 78	$ 18	$ -
0116320620000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750	$ 3,000
0116320620000	20282	Cash in Lieu Classified				
0116320620000	20291	Life Insurance Certified	$ 119	$ 119	$ 119	$ 119
0116320620000	20292	Life Insurance Classified	$ 46	$ 46	$ 46	$ 46
0116320620000	20320	Professional Educational	$ 777	$ 777	$ 777	$ 777
0116320620000	20330	Employee Training and	$ 274	$ 6,000	$ 6,000	$ 6,000

0116320620000	20333	Mileage Paid to Staff	$ 103	$ 103	$ 103	$ 103
0116320620000	20590	Interagency Purchased				
0116320620000	20610	General Supplies	$ 2,218	$ 2,218	$ 2,218	$ 2,218
		TOTAL	$ 157,228	$ 166,198	$ 66,199	$ 139,376
0116320621000		TITLE 1 ACCOUNTABILITY				
0116320621000	20111	Salary Certified				
0116320621000	20211	Health Ins. Certified				
0116320621000	20221	Soc. Sec. Certified				
0116320621000	20231	Retirement Certified				
0116320621000	20251	Tuition Reimbursement				
0116320621000	20261	Unemployment Certified				
0116320621000	20271	Worker's Comp. Certified				
0116320621000	20281	Cash in Lieu Certified				
0116320621000	20291	Life Insurance Certified				
0116320621000	20320	Professional Educational	$ 7,517	$ 7,517	$ 7,517	$ 7,517
0116320621000	20330	Employee Training and				
0116320621000	20610	General Supplies	$ 1,824	$ 1,824	$ 1,824	$ 1,824
		TOTAL	$ 9,340	$ 9,340	$ 9,340	$ 9,340
0116320631000		TITLE 2 EFFECTIVE INSTRUCTION				
0116320631000	20111	Salary Certified				
0116320631000	20113	Salary Substitute				
0116320631000	20211	Health Ins. Certified				
0116320631000	20221	Soc. Sec. Certified				
0116320631000	20223	Soc. Sec. Classified				
0116320631000	20231	Retirement Certified				
0116320631000	20251	Tuition Reimbursement				
0116320631000	20261	Unemployment Certified				
0116320631000	20271	Worker's Comp. Certified				
0116320631000	20281	Cash in Lieu Certified				
0116320631000	20291	Life Insurance Certified				
0116320631000	20320	Professional Educational				
0116320631000	20330	Employee Training and	$ 8,457	$ 8,457	$ 8,457	$ 4,000
0116320631000	20610	General Supplies	$ 71	$ 71	$ 71	$ 71
		TOTAL	$ 8,528	$ 8,528	$ 8,528	$ 4,071
0116320640600		IDEA BIRTH THROUGH 4				
0116320640600	20111	Salary Certified	$ 28,037	$ 28,763	$ 29,933	$ 31,430
0116320640600	20112	Salary Classified	-	-		
0116320640600	20113	Salary Substitute	$ 1,700	$ 1,700	$ 1,700	$ 1,700
0116320640600	20211	Health Ins. Certified	$ 4,860	$ 4,860	$ 4,860	$ 4,957
0116320640600	20212	Health Ins. Classified				
0116320640600	20221	Soc. Sec. Certified	$ 2,145	$ 2,200	$ 2,290	$ 2,404
0116320640600	20222	Soc. Sec. Classified				
0116320640600	20223	Soc. Sec. Substitute	$ 130	$ 130	$ 130	$ 130
0116320640600	20231	Retirement Certified	$ 2,769	$ 2,841	$ 2,956	$ 3,105
0116320640600	20232	Retirement Classified				
0116320640600	20251	Tuition Reimbursement				
0116320640600	20261	Unemployment Certified				
0116320640600	20262	Unemployment Classified				
0116320640600	20271	Worker's Comp. Certified	$ 174	$ 178	$ 186	$ 195
0116320640600	20272	Worker's Comp. Classified				
0116320640600	20281	Cash in Lieu Certified	$ 550	$ 550	$ 550	$ 550
0116320640600	20282	Cash in Lieu Classified				
0116320640600	20291	Life Insurance Certified	$ 138	$ 138	$ -	$ 20
0116320640600	20292	Life Insurance Classified				
		TOTAL	$ 40,503	$ 41,361	$ 42,605	$ 44,491

0116320640800		IDEA E/P				
0116320640800	20111	Salary Certified	$ 91,266	$ 184,221	$ 106,107	$ 145,000
0116320640800	20112	Salary Classified	$ 12,264	$ 16,738	$ 19,240	$ 19,240
0116320640800	20113	Salary Substitute	$ 1,500	$ 1,500	$ 1,500	$ 1,500
0116320640800	20132	Overtime				
0116320640800	20211	Health Ins. Certified	$ 16,924	$ 26,941	$ 28,918	$ 29,496
0116320640800	20212	Health Ins. Classified	$ 45	$ 45	$ 45	$ 100
0116320640800	20221	Soc. Sec. Certified	$ 6,982	$ 14,093	$ 8,117	$ 11,093
0116320640800	20222	Soc. Sec. Classified	$ 938	$ 1,280	$ 1,472	$ 1,472
0116320640800	20223	Soc. Sec. Substitute	$ 115	$ 115	$ 115	$ 115
0116320640800	20231	Retirement Certified	$ 9,014	$ 18,196	$ 10,480	$ 14,322
0116320640800	20232	Retirement Classified	$ 1,211	$ 1,653	$ 1,900	$ 1,900
0116320640800	20251	Tuition Reimbursement				
0116320640800	20261	Unemployment Certified				
0116320640800	20262	Unemployment Classified				
0116320640800	20271	Worker's Comp. Certified	$ 566	$ 1,142	$ 658	$ 899
0116320640800	20272	Worker's Comp. Classified	$ 76	$ 104	$ 119	$ 119
0116320640800	20281	Cash in Lieu Certified				
0116320640800	20282	Cash in Lieu Classified				
0116320640800	20291	Life Insurance Certified	$ -	$ -	$ -	$ 120
0116320640800	20292	Life Insurance Classified	$ 47	$ 47	$ 47	$ 47
0116320640800	20320	Professional Educational	$ 18,152	$ 18,152	$ 18,152	$ 18,152
0116320640800	20610	General Supplies	$ 392	$ 392	$ 392	$ 392
		TOTAL	$ 159,492	$ 284,618	$ 197,262	$ 243,966
0116320641200		IDEA PART B PROPOR.				
0116320641200	20320	Professional Educational				
		TOTAL				
0116320692500		TITLE 3 ENG. LANG. ACQ.				
0116320692500	20111	Salary Certified				
0116320692500	20112	Salary Classified				
0116320692500	20113	Salary Substitute				
0116320692500	20211	Health Ins. Certified				
0116320692500	20212	Health Ins. Classified				
0116320692500	20221	Soc. Sec. Certified				
0116320692500	20222	Soc. Sec. Classified				
0116320692500	20223	Soc. Sec. Substitute				
0116320692500	20231	Retirement Certified				
0116320692500	20232	Retirement Classified				
0116320692500	20251	Tuition Reimbursement				
0116320692500	20261	Unemployment Certified				
0116320692500	20262	Unemployment Classified				
0116320692500	20272	Worker's Comp. Certified				
0116320692500	20273	Worker's Comp. Classified				
0116320692500	20281	Cash in Lieu Certified				
0116320692500	20282	Cash in Lieu Classified				
0116320692500	20291	Life Insurance Certified				
0116320692500	20292	Life Insurance Classified				
0116320692500	20320	Professional Educational	$ 471	$ 471	$ 471	$ 471
0116320692500	20330	Employee Training and	$ 82	$ 82	$ 82	$ 4,000
0116320692500	20610	General Supplies	$ 4,325	$ 4,325	$ 4,325	$ 4,325
		TOTAL	$ 4,877	$ 4,877	$ 4,877	$ 8,795
0616320310000		FOOD SERVICE				
0616320310000	20110	Salary Food Service	$ 47,723	$ 56,170	$ 59,539	$ 65,000
0616320310000	20130	Overtime				
0616320310000	20210	Health Ins. Food Service	$ 180	$ 180	$ 180	$ 250

0616320310000	20220	Soc. Sec. Food Service	$ 3,651	$ 4,297	$ 4,555	$ 4,973
0616320310000	20230	Retirement Food Service	$ 4,714	$ 5,548	$ 5,881	$ 6,421
0616320310000	20260	Unemployment Food Service				
0616320310000	20270	Worker's Comp. Food Service	$ 296	$ 348	$ 369	$ 2,600
0616320310000	20280	Cash in Lieu Classfied				
0616320310000	20290	Life Insurance Food Service	$ 140	$ 140	$ 140	$ 140
0616320310000	20333	Mileage Paid to Staff	$ 163	$ 163	$ 163	$ 163
0616320310000	20340	Other Professional Services	$ 141,795	$ 141,795	$ 141,795	$ 180,000
0616320310000	20530	Communications	$ 126	$ 126	$ 126	$ 126
0616320310000	20610	General Supplies	$ 1,287	$ 1,287	$ 1,287	$ 1,287
0616320310000	20733	Furniture and Fixtures	$ 1,625	$ 1,625	$ 1,625	$ 1,625
		TOTAL	$ 201,699	$ 211,678	$ 215,659	$ 262,584
0116320696900		Title IV Student Support and Academic Enrichment				
0116320696900	20111	Salary Certified				
0116320696900	20112	Salary Classified				
0116320696900	20113	Salary Substitute				
0116320696900	20211	Health Ins. Certified				
0116320696900	20212	Health Ins. Classified				
0116320696900	20221	Soc. Sec. Certified				
0116320696900	20222	Soc. Sec. Classified				
0116320696900	20223	Soc. Sec. Substitute				
0116320696900	20231	Retirement Certified				
0116320696900	20232	Retirement Classified				
0116320696900	20251	Tuition Reimbursement				
0116320696900	20261	Unemployment Certified				
0116320696900	20262	Unemployment Classified				
0116320696900	20272	Worker's Comp. Certified				
0116320696900	20273	Worker's Comp. Classified				
0116320696900	20281	Cash in Lieu Certified				
0116320696900	20282	Cash in Lieu Classified				
0116320696900	20291	Life Insurance Certified				
0116320696900	20292	Life Insurance Classified				
0116320696900	20320	Professional Educational				
0116320696900	20330	Employee Training and				
0116320696900	20610	General Supplies				
		TOTAL	$ -	$ -	$ -	$ -
1.16321E+11		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento				
0116320699000	20111	Salary Certified				
0116320699000	20211	Health Ins. Certified				
0116320699000	20221	Soc. Sec. Certified				
0116320699000	20231	Retirement Certified				
0116320699000	20261	Unemployment Certified				
0116320699000	20271	Worker's Comp. Certified				
0116320699000	20281	Cash in Lieu Certified				
0116320699000	20291	Life Insurance Certified				
		TOTAL	$ -	$ -	$ -	$ -

% change	$ change	NOTES				
				2021-2022	2022-2023	2023-2024
2.0%	$ 12,157		Regular Education	$ 2,058,794	$ 1,975,880	$ 2,197,590
68.5%	$ 38,629		SPED	$ 797,915	$ 921,205	$ 945,227
0.0%	$ -		Pupil Services	$ 166,419	$ 141,599	$ 147,338
2.0%	$ 259		Staff Services	$ 80,060	$ 84,613	$ 89,837
	$ 4,000	Student Teacher Stipends	General Admin.	$ -	$ -	$ -
2.0%	$ 2,404		School Admin	$ 157,372	$ 157,448	$ 164,179
	$ 500		Fiscal	$ -	$ -	$ -
2.0%	$ 930		Operations	$ 232,025	$ 258,291	$ 267,802
68.5%	$ 29,551		Maintenance	$ 42,310	$ 44,404	$ 46,431
0.0%	$ -		Transportation	$ -	$ -	$ -
2.0%	$ 1,201		Early Childhood	$ 15,580	$ 15,877	$ 13,840
68.5%	$ 3,816		Title	$ 179,974	$ 188,943	$ 88,945
0.0%	$ -		IDEA	$ 199,995	$ 325,979	$ 239,867
	$ -		BOE	$ -	$ -	$ -
	$ -					
2.0%	$ 75		TOTAL	$ 3,534,896	$ 3,583,440	$ 3,858,404
68.5%	$ 239					
-100.0%	$ (2,750)					
	$ -					
-2.0%	$ (10)					
5.8%	$ 11					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
120.0%	$ 600					
0.0%	$ -					
	$ -					
0.0%	$ -					
0.0%	$ -					
3.0%	$ 974					
3.0%	$ 902					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
8.3%	$ 93,487					
	$ -					
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	$ -					
	$ -					
2.0%	$1,291					
11.4%	$1,948					
0.0%	$ -					
2.0%	$ 380					
0.0%	$ -					
2.0%	$ 99					
11.4%	$ 149					
0.0%	$ -					
2.0%	$ 128					
11.4%	$ 193					
	$ -					
	$ -					
	$ -					
2.0%	$ 8					
11.4%	$ 7					
0.0%	$ -					
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0.0%	$ -					
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0.0%	$ -					
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	$ -					
3.4%	$ 4,203					
-5.9%	-$ 38,568					
	$ -					
0.0%	$ -					
2.0%	$ 2,450					
	$ -					
-5.9%	-$ 2,950					
	$ -					
0.0%	$ -					
-5.9%	-$ 3,804					
	$ -					
	$ -					
	$ -					
	$ -					
-5.9%	-$ 239					
	$ -					
-5.4%	$ (737)					
	$ -					
7.0%	$ 23					
	$ -					
0.0%	$ -					
	$ -					
-4.7%	-$ 43,826					
0.0%	$ -					

38.5%	$ 33,365					
0.0%	$ -					
2.0%	$ 1,451					
20.0%	$ 50					
0.0%	$ -					
38.5%	$ 2,552					
0.0%	$ -					
0.0%	$ 3					
38.5%	$ 3,296					
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0.0%	$ -					
38.5%	$ 207					
0.0%	$ -					
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5.2%	$ 40,925					
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-100.0%	-$ 1,148					
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-37.9%	-$ 27,724					

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-16.7%	$ 5,000					
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2.0%	$ 196					
2.0%	$ 63					
2.0%	$ 15					
2.0%	$ 19					
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	$ -					
2.0%	$ 1					
	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					

0.0%	$ -					
2.0%	$ 294					
12.1%	$ 6,264					
2.0%	$ 187					
12.1%	$ 479					
12.1%	$ 619					
	$ -					
	$ -					
12.1%	$ 39					
0.0%	$ -					
177.8%	$ 32					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
	$ 4,000	Character Strong Subscription				
15.6%	$ 11,620					
2.0%	$ 325					
2.0%	$ 447					
2.0%	$ 86					
2.0%	$ 2					
2.0%	$ 25					
2.0%	$ 34					
2.0%	$ 32					
2.0%	$ 44					
	$ -					
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	$ -					
2.0%	$ 2					
2.0%	$ 3					
	$ -					
	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
24.2%	$ 20					
0.0%	$ -					
2.0%	$ 1,019					
0.0%	$ -	ADDED PART TIME PYSCHE				
2.0%	$ 95					
0.0%	$ -					
0.0%	$ 0					
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0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
0.0%	$ -					
58.1%	$ 368					
0.9%	$ 463					
	$ -					

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0.0%	$ -					
137.2%	$ 174					
4.6%	$ 174					
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7.0%	$ 2,747					
7.0%	$ 1,507					
100.0%	$ 1,000					
2.0%	$ 204					
1654.4%	$ 943					
7.0%	$ 210					
7.0%	$ 115					
100.0%	$ 77					
7.0%	$ 272					
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8.1%	$ 7,253					
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3.0%	$ 1,045					
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3.0%	$ 80					
3.0%	$ 221					
3.0%	$ 103					
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2.8%	$ 516					
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545.2%	$ 2,908					
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4.0%	$ 53					
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4.0%	$ 16					
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4.0%	$ 640					
3.4%	$ 1,500					
7.1%	$ 5,000					
7.0%	$ 690					
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3.7%	$ 1,739					
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-21.5%	$ (1,322)					
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-18.1%	-$ 1,322					
5.0%	$ 883					
2.0%	$ 97					
5.0%	$ 68					
5.0%	$ 87					
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5.0%	$ 5					
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2.0%	$ 20					
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75.7%	$ 28					
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2.2%	$ 303					
226.3%	$ 65,887	MOVED READING INTERVENTIONIST HERE				
-100.0%	-$ 2,950					
-100.0%	-$ 1,600					
2.0%	$ 291					
0.0%	$ -					
226.3%	$ 5,040					
-100.0%	-$ 226					
-100.0%	-$ 122					
226.3%	$ 6,508					
-100.0%	-$ 291					
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226.3%	$ 408					
-100.0%	-$ 18					
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4.4%	$ 1,886					

36.7%	$ 38,893					
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2.0%	$ 578					
122.2%	$ 55					
36.7%	$ 2,975					
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36.7%	$ 3,841					
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36.7%	$ 241					
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4792.1%	$ 3,918					
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80.3%	$ 3,918					
9.2%	$ 5,461					
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38.9%	$ 70					

9.2%	$ 418					
9.2%	$ 540					
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604.3%	$ 2,231					
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26.9%	$ 38,205					
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21.8%	$ 46,925					
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2024-2025		
$ 2,251,454	2.45%	
$ 956,065	1.15%	
$ 158,949	7.88%	
$ 97,090	8.07%	
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$ 168,848	2.84%	
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$ 279,986	4.55%	
$ 48,170	3.75%	
$ -		
$ 14,122	2.04%	
$ 161,583	81.67%	
$ 288,457	20.26%	
$ -		
$ 3,960,562	2.65%	

KAREN WESTERN ELEMENTARY					
ORG Code	Account Cod	Description	2021-2022	2022-2023	2023-2024
0116420110000		REGULAR EDUCATION			
0116420110000	20111	Salary Certified	$ 389,302	$ 441,055	$ 527,162
0116420110000	20112	Salary Classified	$ 12,466	$ -	$ 15,965
0116420110000	20113	Salary Substitute	$ 17,000	$ 17,000	$ 17,000
0116420110000	20151	Unit Pay	$ 6,509	$ 9,705	$ 10,093
0116420110000	20152	Unit Pay Classified			
0116420110000	20211	Health Ins. Certified	$ 97,743	$ 137,704	$ 161,854
0116420110000	20212	Health Ins. Classified	$ 45	$ -	
0116420110000	20221	Soc. Sec. Certified	$ 29,782	$ 33,741	$ 40,328
0116420110000	20222	Soc. Sec. Classified	$ 954	$ -	$ 1,221
0116420110000	20223	Soc. Sec. Substitute	$ 1,301	$ 1,301	$ 1,301
0116420110000	20231	Retirement Certified	$ 38,451	$ 43,563	$ 52,068
0116420110000	20232	Retirement Classified	$ 1,231	$ -	$ 1,577
0116420110000	20251	Tuition		$ 5,000	$ 5,000
0116420110000	20261	Unemployment			
0116420110000	20262	Unemployment			
0116420110000	20271	Worker's Comp.	$ 2,414	$ 2,735	$ 3,268
0116420110000	20272	Worker's Comp.	$ 77	$ -	$ 99
0116420110000	20281	Cash in Lieu certified	$ 5,500	$ 5,500	$ 5,500
0116420110000	20282	Cash in lieu classfied			
0116420110000	20291	Life Insurance Certified	$ 599	$ 599	$ 599
0116420110000	20292	Life Insurance	$ 47	$ 47	$ 47
0116420110000	20330	Employee Training and	$ 2,000	$ 8,000	$ 8,000
0116420110000	20333	Mileage Paid to Staff	$ 150	$ 150	$ 150
0116420110000	20340	Other Professional Services(Outdoor Ed.)	$ 3,425	$ 3,425	$ 3,425
0116420110000	20531	Postage	$ 800	$ 800	$ 800
0116420110000	20610	General Supplies	$ 9,500	$ 9,500	$ 9,500
0116420110000	20640	Books and Periodicals	$ 2,800	$ 2,800	$ 2,800
0116420110000	20650	Supplies - Technology	$ 500	$ 500	$ 500
0116420110000	20733	Furniture and Fixtures	$ 800	$ 800	$ 800
0116420110000	20734	Technology-Related	$ 500	$ 500	$ 500
0116420110000	20810	Dues and Fees	$ -	$ -	$ -
0116420110001	20330	Employee Train	$ 1,000	$ 1,000	$ 1,000
0116420110001	20610	Curricular Supplies	$ 1,000	$ 1,000	$ 1,000
0116420110001	20640	Books and Periodicals	$ 13,500	$ 14,445	$ 15,456
0116420110001	20734	Hardware Technology	$ 12,500	$ 13,375	$ 14,311
0116420110050	20610	Science Supplies	$ -	$ -	$ -
0116420110068	20610	PE Supplies	$ 300	$ 300	$ 300
0116420110090	20610	Art Supplies	$ 500	$ 500	$ 800
0116420110093	20610	Vocal Music Supplies	$ 300	$ 300	$ 300
0116420110094	20610	Band Supplies	$ 1,000	$ 1,000	$ 1,000
		TOTAL	$ 653,995	$ 756,344	$ 903,724
0116420112500		FLEX FUNDING			
0116420112500	20111	Salary Certified			
0116420112500	20112	Salary Classified			
0116420112500	20211	Health ins. certified			
0116420112500	20221	Soc. Sec. Certified			
0116420112500	20231	Retirement Certified			
0116420112500	20261	Unemployment			
0116420112500	20271	Worker's Comp.			
0116420112500	20281	Cash in Lieu certified			

0116420112500	20291	Life Insurance Certified			
0116420112500	20610	General Supplies			
		TOTAL			
0116420115000		LEP			
0116420115000	20111	Salary Certified	$ 72,345	$ 104,687	$ 162,708
0116420115000	20112	Salary Classified			
0116420115000	20113	Salary Substitute	$ 1,500	$ 2,000	$ 2,500
0116420115000	20211	Health Ins. Certified	$ 23,966	$ 35,518	$ 46,543
0116420115000	20212	Health Ins. Classified			
0116420115000	20221	Soc. Sec. Certified	$ 5,534	$ 8,009	$ 12,447
0116420115000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116420115000	20223	Soc. Sec. Substitute	$ 115	$ 153	$ 191
0116420115000	20231	Retirement Certified	$ 1,833	$ 2,717	$ 3,561
0116420115000	20232	Retirement Classified	$ -	$ -	$ -
0116420115000	20251	Tuition	$ 423	$ 613	$ 952
0116420115000	20261	Unemployment	$ -	$ -	$ -
0116420115000	20262	Unemployment	$ 9	$ 12	$ 15
0116420115000	20271	Worker's Comp.	$ 140	$ 208	$ 272
0116420115000	20272	Worker's Comp.	$ -	$ -	$ -
0116420115000	20281	Cash in Lieu certified	$ 32	$ 47	$ 73
0116420115000	20282	Cash in lieu classfied	$ -	$ -	$ -
0116420115000	20291	Life Insurance Certified	$ 93	$ 93	$ 93
0116420115000	20292	Life Insurance	$ 11	$ 16	$ 21
0116420115000	20320	Professional			
0116420115000	20330	Employee Training and			
0116420115000	20333	Mileage Paid to Staff			
0116420115000	20610	General Supplies	$ 2,100	$ 2,100	$ 2,100
0116420115000	20640	Books and Periodicals	$ 2,000	$ 2,000	$ 2,000
0116420115000	20650	Supplies - Technology			
0116420115000	20734	Technology-Related			
		TOTAL	$ 110,102	$ 158,172	$ 233,476
0116420116000		POVERTY			
0116420116000	20111	Salary Certified	$ 239,666	$ 253,543	$ 340,029
0116420116000	20112	Salary Classified			
0116420116000	20113	Salary Substitute	$ 8,000	$ 8,000	$ 10,000
0116420116000	20211	Health Ins. Certified	$ 73,077	$ 40,301	$ 83,058
0116420116000	20212	Health Ins. Classified			
0116420116000	20221	Soc. Sec. Certified	$ 18,334	$ 19,396	$ 26,012
0116420116000	20222	Soc. Sec. Classified			
0116420116000	20223	Soc. Sec. Substitute	$ 612	$ 612	$ 765
0116420116000	20231	Retirement Certified	$ 23,672	$ 25,042	$ 33,585
0116420116000	20232	Retirement Classified			
0116420116000	20251	Tuition			
0116420116000	20261	Unemployment			
0116420116000	20262	Unemployment			
0116420116000	20271	Worker's Comp.	$ 1,486	$ 1,572	$ 2,108
0116420116000	20272	Worker's Comp.			
0116420116000	20281	Cash in Lieu certified			
0116420116000	20282	Cash in lieu classfied		$ 6,800	$ 6,800
0116420116000	20291	Life Insurance Certified	$ 188	$ 188	
0116420116000	20292	Life Insurance			
0116420116000	20610	General Supplies	$ 50	$ 50	$ 50
0116420116000	20640	Books and Periodicals			
		TOTAL	$ 365,085	$ 355,504	$ 502,407
0116420120000		SPED SCHOOL AGE			

0116420120000	20111	Salary Certified	$ 68,078	$ 46,024	$ 71,940
0116420120000	20112	Salary Classified	$ 12,916	$ 14,853	$ 18,367
0116420120000	20113	Salary Substitute	$ 2,000	$ 2,000	$ 2,500
0116420120000	20211	Health Ins. Certified	$ 12,693	$ 13,455	$ 29,346
0116420120000	20212	Health Ins. Classified	$ 50	$ 50	$ 50
0116420120000	20221	Soc. Sec. Certified	$ 5,208	$ 3,521	$ 5,503
0116420120000	20222	Soc. Sec. Classified	$ 988	$ 1,136	$ 1,405
0116420120000	20223	Soc. Sec. Substitute	$ 153	$ 153	$ 191
0116420120000	20231	Retirement Certified	$ 6,724	$ 4,546	$ 7,106
0116420120000	20232	Retirement Classified	$ 1,276	$ 1,467	$ 1,814
0116420120000	20251	Tuition			
0116420120000	20261	Unemployment			
0116420120000	20262	Unemployment			
0116420120000	20271	Worker's Comp.	$ 422	$ 285	$ 446
0116420120000	20272	Worker's Comp.	$ 80	$ 92	$ 114
0116420120000	20281	Cash in Lieu Certified			
0116420120000	20282	Cash in Lieu Classfied			
0116420120000	20291	Life Insurance Certified	$ 46	$ 46	$ 46
0116420120000	20292	Life Insurance	$ 46	$ 46	$ 46
0116420120000	20320	Professional	$ 4,500	$ 7,500	$ 7,500
0116420120000	20330	Employee Training and			
0116420120000	20333	Mileage Paid to Staff			
0116420120000	20563	Tuition to Private			
0116420120000	20569	Tuition - Other	$ 93,000	$ 93,000	$ 93,000
0116420120000	20610	General Supplies	$ 680	$ 680	$ 680
0116420120000	20640	Books and Periodicals			
0116420120000	20733	Furniture and Fixtures			
0116420120000	20734	Technology-Related			
		TOTAL	$ 208,860	$ 188,854	$ 240,054
0116420129100		SPED 3-5			
0116420129100	20111	Salary Certified			
0116420129100	20112	Salary Classified			
0116420129100	20113	Salary Substitute			
0116420129100	20211	Health Ins. Certified			
0116420129100	20212	Health Ins. Classified			
0116420129100	20221	Soc. Sec. Certified			
0116420129100	20222	Soc. Sec. Classified			
0116420129100	20223	Soc. Sec. Substitute			
0116420129100	20231	Retirement Certified			
0116420129100	20232	Retirement Classified			
0116420129100	20251	Tuition			
0116420129100	20261	Unemployment			
0116420129100	20262	Unemployment			
0116420129100	20271	Worker's Comp.			
0116420129100	20272	Worker's Comp.			
0116420129100	20281	Cash in Lieu Certified			
0116420129100	20282	Cash in Lieu Classfied			
0116420129100	20291	Life Insurance Certified			
0116420129100	20292	Life Insurance			
0116420129100	20320	Professional		$ 8,500	$ 8,500
0116420129100	20330	Employee Training and			
0116420129100	20561	Tuition to Other			
0116420129100	20630	Food	$ 2,415	$ 2,415	$ 2,415
0116420129100	20640	General Supplies	$ 1,800	$ 1,800	$ 1,800
		TOTAL	$ 4,215	$ 12,715	$ 12,715

0116420129200		SPED BIRTH TO 2			
0116420129200	20111	Salary Certified			
0116420129200	20112	Salary Classified			
0116420129200	20211	Health Ins. Certified			
0116420129200	20212	Health Ins. Classified			
0116420129200	20221	Soc. Sec. Certified			
0116420129200	20222	Soc. Sec. Classified			
0116420129200	20231	Retirement Certified			
0116420129200	20232	Retirement Classified			
0116420129200	20251	Tuition			
0116420129200	20261	Unemployment			
0116420129200	20262	Unemployment			
0116420129200	20271	Worker's Comp.			
0116420129200	20272	Worker's Comp.			
0116420129200	20281	Cash in Lieu Certified			
0116420129200	20282	Cash in Lieu Classfied			
0116420129200	20291	Life Insurance Certified			
0116420129200	20292	Life Insurance			
0116420129200	20320	Professional	$ 6,200	$ 13,500	$ 13,500
0116420129200	20330	Employee Training and			
0116420129200	20333	Mileage Paid to Staff			
0116420129200	20610	General Supplies			
0116420129200	20734	Technology-Related			
0116420129200	20735	Technology Software			
		TOTAL	$ 6,200	$ 13,500	$ 13,500
0116420130000		SUMMER SCHOOL			
0116420130000	20111	Salary Certified			
0116420130000	20112	Salary Classified			
0116420130000	20211	Health Ins. Certified			
0116420130000	20212	Health Ins. Classified			
0116420130000	20221	Soc. Sec. Certified			
0116420130000	20222	Soc. Sec. Classified			
0116420130000	20231	Retirement Certified			
0116420130000	20232	Retirement Classified			
0116420130000	20271	Worker's Comp.			
0116420130000	20272	Worker's Comp.			
0116420130000	20281	Cash in Lieu Certified			
0116420130000	20282	Cash in Lieu Classfied			
0116420130000	20291	Life Insurance Certified			
0116420130000	20292	Life Insurance			
0116420130000	20610	General Supplies			
0116420130000	20630	Food			
0116420130000	20640	Textbooks			
		TOTAL	$ -	$ -	$ -
0116420211000		SOCIAL WORK/ATTENDANCE			
0116420211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779
0116420211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,102
0116420211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748
0116420211000	20231	Retirement Certified	$ 931	$ 955	$ 966
0116420211000	20251	Tuition			
0116420211000	20261	Unemployment			
0116420211000	20271	Worker's Comp.	$ 58	$ 58	$ 58
0116420211000	20281	Cash in Lieu Certified			
0116420211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6
0116420211000	20320	Professional	$ 30	$ 30	$ 30

0116420211000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42
0116420211000	20610	General Supplies	$ 24	$ 24	$ 24
		TOTAL	$ 14,004	$ 14,447	$ 14,755
0116420212000		GUIDANCE SERVICES			
0116420212000	20111	Salary Certified	$ -	$ -	$ -
0116420212000	20211	Health Ins. Certified	$ -	$ -	$ -
0116420212000	20221	Soc. Sec. Certified	$ -	$ -	$ -
0116420212000	20231	Retirement Certified	$ -	$ -	$ -
0116420212000	20251	Tuition			
0116420212000	20261	Unemployment			
0116420212000	20271	Worker's Comp.	$ -	$ -	$ -
0116420212000	20281	Cash in Lieu Certified			
0116420212000	20291	Life Insurance Certified	$ -	$ -	$ -
0116420212000	20320	Professional	$ 500	$ 1,500	$ 1,500
0116420212000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42
0116420212000	20610	General Supplies	$ 949	$ 949	$ 949
0116420212000	20735	Technology Software			
		TOTAL	$ 1,491	$ 2,491	$ 2,491
0116420213000		HEALTH SERVICES			
0116420213000	20111	Salary Certified	$ 15,775	$ 16,169	$ 16,234
0116420213000	20112	Salary Classified	$ 15,724	$ 21,817	$ 20,500
0116420213000	20211	Health Ins. Certified	$ 3,819	$ 3,819	$ 3,819
0116420213000	20212	Health Ins. Classified	$ 57	$ 79	$ 74
0116420213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,237	$ 1,242
0116420213000	20222	Soc. Sec. Classified	$ 1,203	$ 1,669	$ 1,568
0116420213000	20231	Retirement Certified	$ 1,558	$ 1,597	$ 1,603
0116420213000	20232	Retirement Classified	$ 1,553	$ 2,155	$ 2,025
0116420213000	20251	Tuition			
0116420213000	20261	Unemployment			
0116420213000	20262	Unemployment			
0116420213000	20271	Worker's Comp.	$ 57	$ 58	$ 58
0116420213000	20272	Worker's Comp.	$ 57	$ 79	$ 74
0116420213000	20281	Cash in Lieu Certified			
0116420213000	20282	Cash in Lieu Classfied			
0116420213000	20291	Life Insurance Certified	$ 12	$ 12	$ 12
0116420213000	20292	Life Insurance	$ 46	$ 46	$ 46
0116420213000	20330	Employee Training and Development Services	$ 72	$ 150	$ 150
0116420213000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42
0116420213000	20610	General Supplies	$ 456	$ 456	$ 456
		TOTAL	$ 41,637	$ 49,385	$ 47,903
0116420214100		PSYCH SERVICES SCHOOL AGE			
0116420214100	20111	Salary Certified	$ 62,504	$ 64,067	$ 43,571
0116420214100	20211	Health Ins. Certified	$ 8,122	$ 8,609	$ 7,580
0116420214100	20221	Soc. Sec. Certified	$ 4,782	$ 4,901	$ 3,333
0116420214100	20231	Retirement Certified	$ 6,174	$ 6,328	$ 4,304
0116420214100	20251	Tuition			
0116420214100	20261	Unemployment			
0116420214100	20271	Worker's Comp.	$ 388	$ 397	$ 270
0116420214100	20281	Cash in Lieu Certified			
0116420214100	20291	Life Insurance Certified	$ 19	$ 19	$ 19
0116420214100	20330	Employee Training and	$ 45	$ 500	$ 500
0116420214100	20333	Mileage Paid to Staff	$ 30	$ 30	$ 30
0116420214100	20610	General Supplies	$ 330	$ 330	$ 330
		TOTAL	$ 82,393	$ 85,181	$ 59,937

		SPEECH PATHOLOGY			
0116420215000	20111	Salary Certified			
0116420215000	20211	Health Ins. Certified			
0116420215000	20221	Soc. Sec. Certified			
0116420215000	20231	Retirement Certified			
0116420215000	20251	Tuition			
0116420215000	20261	Unemployment			
0116420215000	20271	Worker's Comp.			
0116420215000	20281	Cash in Lieu Certified			
0116420215000	20291	Life Insurance Certified			
0116420215000	20333	Mileage Paid to Staff			
0116420215000	20340	Other Professional			
0116420215000	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0116420215100		SPEECH/AUD SCHOOL AGE			
0116420215100	20111	Salary Certified	$ 35,838	$ 36,734	$ 40,049
0116420215100	20112	Salary Classified	$ 36,952	$ -	$ -
0116420215100	20113	Salary Substitute	$ 5,000	$ 2,800	$ 1,500
0116420215100	20132	Overtime			
0116420215100	20211	Health Ins. Certified	$ 22,093	$ 22,093	$ 15,055
0116420215100	20212	Health Ins. Classifed	$ 133	$ -	$ -
0116420215100	20221	Soc. Sec. Certified	$ 2,742	$ 2,810	$ 3,064
0116420215100	20222	Soc. Sec. Classified	$ 2,827	$ -	$ -
0116420215100	20223	Soc. Sec. Substitute	$ 383	$ 214	$ 115
0116420215100	20231	Retirement Certified	$ 3,540	$ 3,628	$ 3,956
0116420215100	20232	Retirement Classified	$ 3,650	$ -	$ -
0116420215100	20251	Tuition			
0116420215100	20261	Unemployment			
0116420215100	20262	Unemployment			
0116420215100	20271	Worker's Comp.	$ 222	$ 228	$ 248
0116420215100	20272	Worker's Comp.	$ 229	$ -	$ -
0116420215100	20281	Cash in Lieu Certified	$ 3,666	$ 3,666	$ 3,666
0116420215100	20282	Cash in Lieu Classfied			
0116420215100	20291	Life Insurance Certified	$ 273	$ 273	$ 273
0116420215100	20292	Life Insurance	$ 608	$ 608	$ 608
0116420215100	20320	Professional	$ 147,411	$ 147,411	$ 147,411
0116420215100	20330	Employee Training and			
0116420215100	20333	Mileage Paid to Staff			
		TOTAL	$ 265,566	$ 220,465	$ 215,945
0116420215200		SPEECH/AUD 3-5			
0116420215200	20111	Salary Certified			
0116420215200	20112	Salary Classified			
0116420215200	20113	Salary Substitute			
0116420215200	20132	Overtime			
0116420215200	20211	Health Ins. Certified			
0116420215200	20221	Soc. Sec. Certified			
0116420215200	20222	Soc. Sec. Classified			
0116420215200	20223	Soc. Sec. Substitute			
0116420215200	20231	Retirement Certified			
0116420215200	20232	Retirement Classified			
0116420215200	20251	Tuition			
0116420215200	20261	Unemployment			
0116420215200	20262	Unemployment			
0116420215200	20271	Worker's Comp.			
0116420215200	20272	Worker's Comp.			

0116420215200	20281	Cash in Lieu Certified			
0116420215200	20282	Cash in Lieu Classfied			
0116420215200	20291	Life Insurance Certified			
0116420215200	20292	Life Insurance			
0116420215200	20320	Professional	$ 2,400		
0116420215200	20330	Employee Training and			
0116420215200	20333	Mileage Paid to Staff			
		TOTAL	$ 2,400	$ -	$ -
0116420215300		SPEECH/AUD BIRTH-2			
0116420215300	20111	Salary Certified	$ 19,425	$ -	$ 754
0116420215300	20112	Salary Classified	$ -	$ -	$ -
0116420215300	20113	Salary Substitute	$ -	$ -	$ -
0116420215300	20132	Overtime			
0116420215300	20211	Health Ins. Certified	$ 6,186	-	$ 249
0116420215300	20221	Soc. Sec. Certified	$ 1,486	$ -	$ -
0116420215300	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116420215300	20223	Soc. Sec. Substitute	$ -	$ -	$ -
0116420215300	20231	Retirement Certified	$ 1,919	$ -	$ -
0116420215300	20232	Retirement Classified			
0116420215300	20251	Tuition			
0116420215300	20261	Unemployment			
0116420215300	20262	Unemployment			
0116420215300	20271	Worker's Comp.	$ 120		
0116420215300	20272	Worker's Comp.	$ -		
0116420215300	20281	Cash in Lieu Certified			
0116420215300	20282	Cash in Lieu Classfied			
0116420215300	20291	Life Insurance Certified	$ 13		
0116420215300	20292	Life Insurance			
0116420215300	20320	Professional			
0116420215300	20330	Employee Training and			
0116420215300	20333	Mileage Paid to Staff			
		TOTAL	$ 29,149	$ -	$ 1,003
0116420218100		VISION SERVICES SPED			
0116420218100	20320	Professional			
		TOTAL			
0116420221100		SCHOOL IMPROVEMENT			
0116420221100	20111	Salary Certified			
0116420221100	20211	Health Ins. Certified			
0116420221100	20221	Soc. Sec. Certified			
0116420221100	20231	Retirement Certified			
0116420221100	20251	Tuition			
0116420221100	20261	Unemployment			
0116420221100	20271	Worker's Comp.			
0116420221100	20281	Cash in Lieu Certified			
0116420221100	20291	Life Insurance Certified			
0116420221100	20320	Professional			
0116420221100	20330	Employee Training and			
0116420221100	20332	Mileage Paid to			
0116420221100	20333	Mileage Paid to Staff			
0116420221100	20540	Advertising			
0116420221100	20610	General Supplies			
0116420221100	20733	Furniture and Fixtures			
0116420221100	20810	Dues and Fees			
		TOTAL			
0116420222000		LIBRARY/MEDIA SERVICES			

0116420222000	20111	Salary Certified			
0116420222000	20112	Salary Classified	$ 16,173	$ 18,902	$ 20,036
0116420222000	20113	Salary Substitute			
0116420222000	20211	Health Ins. Certified			
0116420222000	20212	Health Ins. Classified	$ 60	$ 60	$ 60
0116420222000	20221	Soc. Sec. Certified			
0116420222000	20222	Soc. Sec. Classified	$ 1,237	$ 1,446	$ 1,533
0116420222000	20223	Soc. Sec. Substitute	$ -	$ -	$ -
0116420222000	20231	Retirement Certified	$ -	$ -	$ -
0116420222000	20232	Retirement Classified			
0116420222000	20251	Tuition			
0116420222000	20261	Unemployment			
0116420222000	20262	Unemployment			
0116420222000	20271	Worker's Comp.	$ -	$ -	$ -
0116420222000	20272	Worker's Comp.	$ 100	$ 117	$ 124
0116420222000	20281	Cash in Lieu Certified			
0116420222000	20282	Cash in Lieu Classfied			
0116420222000	20291	Life Insurance Certified			
0116420222000	20292	Life Insurance	$ 46	$ 46	$ 46
0116420222000	20610	General Supplies	$ 300	$ 300	$ 300
0116420222000	20640	Books and Periodicals	$ 2,500	$ 2,500	$ 2,500
0116420222000	20642	Audio-Visual Materials	$ 300	$ 300	$ 300
		TOTAL	$ 20,717	$ 23,671	$ 24,899
0116420223000		TECHNOLOGY-INSTRUTION			
0116420223000	20642	Audio-Visual Materials	$ 300	$ 300	$ 300
		TOTAL	$ 300	$ 300	$ 300
0116420241000		OFFICE OF THE PRINCIPAL			
0116420241000	20110	Salary Classified	$ 22,982	$ 26,429	$ 25,313
0116420241000	20111	Salary Certified	$ 89,688	$ 96,883	$ 99,305
0116420241000	20210	Health Ins. Classified	$ 90	$ 90	
0116420241000	20211	Health Ins. Certified	$ 22,092	$ 23,418	$ 25,738
0116420241000	20220	Soc. Sec. Classified	$ 1,758	$ 2,022	$ 1,936
0116420241000	20221	Soc. Sec. Certified	$ 6,861	$ 7,412	$ 7,597
0116420241000	20230	Retirement Classified	$ 2,270	$ 2,610	$ 2,500
0116420241000	20231	Retirement Certified	$ 8,858	$ 9,569	$ 9,808
0116420241000	20251	Tuition			
0116420241000	20260	Unemployment			
0116420241000	20261	Unemployment			
0116420241000	20270	Worker's Comp.	$ 142	$ 164	$ 157
0116420241000	20271	Worker's Comp.	$ 556	$ 601	$ 616
0116420241000	20280	Cash in Lieu Classfied	$ 2,750	$ 2,750	$ 2,750
0116420241000	20281	Cash in Lieu Certified			
0116420241000	20290	Life Insurance	$ 46	$ 46	
0116420241000	20291	Life Insurance Certified	$ 280	$ 280	
0116420241000	20333	Mileage Paid to Staff	$ 1,000	$ 1,000	$ 1,000
0116420241000	20810	Dues and Fees	$ 650	$ 650	$ 650
		TOTAL	$ 160,024	$ 173,923	$ 177,371
0116420261000		OPERATIONS OF BUILDING			
0116420261000	20110	Salary	$ 59,829	$ 68,803	$ 72,932
0116420261000	20120	Salary Temp.			
0116420261000	20130	Overtime	$ 5,000	$ 5,000	$ 5,000
0116420261000	20210	Health Ins.	$ 17,343	$ 17,376	$ 29,523
0116420261000	20220	Soc. Sec.	$ 4,959	$ 5,646	$ 5,962
0116420261000	20230	Retirement	$ 6,403	$ 7,290	$ 7,698
0116420261000	20260	Unemployment			

0116420261000	20270	Worker's Comp. Custodial/Maint.	$ 402	$ 458	$ 483
0116420261000	20280	Cash in Lieu Classfied			
0116420261000	20290	Life Insurance	$ 94	$ 94	$ 94
0116420261000	20340	Other Professional	$ 600	$ 600	$ 600
0116420261000	20350	Techinical Services			
0116420261000	20352	Other Technical	$ 180	$ 180	$ 180
0116420261000	20530	Communications	$ 90	$ 90	$ 90
0116420261000	20610	General Supplies	$ 5,400	$ 7,500	$ 7,500
0116420261000	20621	Natural Gas	$ 12,000	$ 12,840	$ 17,000
0116420261000	20622	Electricity	$ 49,500	$ 52,965	$ 56,673
0116420261000	20629	Water and Sewer	$ 4,500	$ 4,815	$ 5,152
0116420261000	20730	Equipment	$ 600	$ 642	$ 687
		TOTAL	$ 166,901	$ 184,298	$ 209,573
0116420262000		MAINTENANCE OF BUILDINGS			
0116420262000	20110	Salary			
0116420262000	20120	Salary Temp.			
0116420262000	20130	Overtime			
0116420262000	20210	Health Ins.			
0116420262000	20220	Soc. Sec.			
0116420262000	20230	Retirement			
0116420262000	20270	Worker's Comp.			
0116420262000	20280	Cash in Lieu Classfied			
0116420262000	20290	Life Insurance			
0116420262000	20352	Other Technical	$ 4,800	$ 8,500	$ 8,500
0116420262000	20430	Repairs and	$ 14,920	$ 20,000	$ 20,000
0116420262000	20520	Property Ins.	$ 7,800	$ 8,346	$ 8,930
0116420262000	20530	Communications	$ 240	$ 257	$ 275
0116420262000	20610	General Supplies	$ 60	$ 500	$ 500
0116420262000	20731	Equipment	$ 180	$ 193	$ 206
0116420262000	20733	Furniture and Fixtures			
0116420262000	20810	Dues and Fees			
		TOTAL	$ 28,000	$ 37,795	$ 38,411
0116420266000		SECURITY			
0116420266000	20330	Professional	$ 60	$ 60	$ 60
0116420266000	20340	School Resource	$ 3,000	$ 3,210	$ 3,210
0116420266000	20610	General Supplies	$ 540	$ 540	$ 540
		TOTAL	$ 3,600	$ 3,810	$ 3,810
0116420353500		HAL			
0116420353500	20111	Salary Certified	$ 12,762	$ 16,619	$ 17,313
0116420353500	20211	Health Ins. Certified	$ 3,057	$ 4,112	$ 4,834
0116420353500	20221	Soc. Sec. Certified	$ 976	$ 1,271	$ 1,324
0116420353500	20231	Retirement Certified	$ 1,261	$ 1,641	$ 1,710
0116420353500	20251	Tuition			
0116420353500	20261	Unemployment			
0116420353500	20271	Worker's Comp.	$ 79	$ 103	$ 107
0116420353500	20281	Cash in Lieu Certified			
0116420353500	20291	Life Insurance Certified	$ 10	$ 10	$ 10
0116420353500	20333	Mileage Paid to Staff	$ 12	$ 12	$ 12
0116420353500	20320	Professional			
0116420353500	20610	General Supplies	$ 370	$ 370	$ 370
		TOTAL	$ 18,527	$ 24,139	$ 25,681
0116420354000		STATE EARLY CHILDHOOD			
0116420354000	20111	Salary Certified			
0116420354000	20112	Salary Classified			

0116420354000	20113	Salary Substitute			
0116420354000	20211	Health Ins. Certified			
0116420354000	20212	Health Ins. Classified			
0116420354000	20221	Soc. Sec. Certified			
0116420354000	20222	Soc. Sec. Classified			
0116420354000	20223	Soc. Sec. Substitute			
0116420354000	20231	Retirement Certified			
0116420354000	20232	Retirement Classified			
0116420354000	20251	Tuition			
0116420354000	20261	Unemployment			
0116420354000	20262	Unemployment			
0116420354000	20271	Worker's Comp.			
0116420354000	20272	Worker's Comp.			
0116420354000	20281	Cash in Lieu Certified			
0116420354000	20282	Cash in Lieu Certified			
0116420354000	20291	Life Insurance Certified			
0116420354000	20292	Life Insurance			
0116420354000	20333	Mileage Paid to Staff	$ 21	$ 50	$ 50
		TOTAL	$ 21	$ 50	$ 50
0116420359900		OTHER STATE CATEGORICAL PROGRAMS Learning Community Grant			
0116420359900	20111	Salary Certified	$ 10,089	$ 11,098	$ 9,808
0116420359900	20211	Health Ins. Certified	$ 3,628	$ 3,928	$ 1,581
0116420359900	20221	Soc. Sec. Certified	$ 772	$ 849	$ 750
0116420359900	20231	Retirement Certified	$ 997	$ 1,097	$ 970
0116420359900	20261	Unemployment			
0116420359900	20271	Worker's Comp.	$ 36	$ 40	$ 35
0116420359900	20281	Cash in Lieu Certified			
0116420359900	20291	Life Insurance Certified	$ 36	$ 36	$ 36
		TOTAL	$ 15,559	$ 17,048	$ 13,180
0116420620000		TITLE 1 PART A BASIC PROG			
0116420620000	20111	Salary Certified	$ 95,926	$ 55,385	$ 77,911
0116420620000	20112	Salary Classified			
0116420620000	20113	Salary Substitute			
0116420620000	20211	Health Ins. Certified	$ 32,345	$ 18,517	$ 14,157
0116420620000	20212	Health Ins. Classified			
0116420620000	20221	Soc. Sec. Certified	$ 7,338	$ 4,237	$ 5,960
0116420620000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116420620000	20223	Soc. Sec. Substitute	$ -	$ -	$ -
0116420620000	20231	Retirement Certified	$ 9,475	$ 5,470	$ 7,695
0116420620000	20232	Retirement Classified	$ -	$ -	$ -
0116420620000	20251	Tuition			
0116420620000	20261	Unemployment			
0116420620000	20262	Unemployment			
0116420620000	20271	Worker's Comp.	$ 595	$ 343	$ 483
0116420620000	20272	Worker's Comp.	$ -	$ -	$ -
0116420620000	20281	Cash in Lieu Certified			
0116420620000	20282	Cash in Lieu Classified			
0116420620000	20291	Life Insurance Certified	$ 24	$ 24	$ 24
0116420620000	20292	Life Insurance			
0116420620000	20320	Professional	$ 405	$ 405	$ 405
0116420620000	20330	Employee Training and	$ 143	$ 2,775	$ 2,775
0116420620000	20333	Mileage Paid to Staff	$ 54	$ 54	$ 54
0116420620000	20590	Interagency Purchased			
0116420620000	20610	General Supplies	$ 1,157	$ 1,157	$ 1,157
		TOTAL	$ 147,462	$ 88,368	$ 110,622

0116420621000		TITLE 1 ACCOUNTABILITY			
0116420621000	20111	Salary Certified			
0116420621000	20211	Health Ins. Certified			
0116420621000	20221	Soc. Sec. Certified			
0116420621000	20231	Retirement Certified			
0116420621000	20251	Tuition			
0116420621000	20261	Unemployment			
0116420621000	20271	Worker's Comp.			
0116420621000	20281	Cash in Lieu Certified			
0116420621000	20291	Life Insurance Certified			
0116420621000	20320	Professional	$ 3,579	$ 3,579	$ 3,579
0116420621000	20330	Employee Training and			
0116420621000	20610	General Supplies	$ 868	$ 868	$ 868
		TOTAL	$ 4,448	$ 4,448	$ 4,448
0116420631000		TITLE 2 EFFECTIVE INSTR.			
0116420631000	20111	Salary Certified	-	-	
0116420631000	20113	Salary Substitute			
0116420631000	20211	Health Ins. Certified	-	-	
0116420631000	20221	Soc. Sec. Certified	-	-	
0116420631000	20223	Soc. Sec. Classified			
0116420631000	20231	Retirement Certified	-	-	
0116420631000	20251	Tuition			
0116420631000	20261	Unemployment			
0116420631000	20271	Worker's Comp.	-	-	
0116420631000	20281	Cash in Lieu Certified			
0116420631000	20291	Life Insurance Certified	-	-	
0116420631000	20320	Professional	$ 4,372	$ 4,372	$ 4,372
0116420631000	20330	Employee Training and	$ 34	$ 34	$ 34
0116420631000	20610	General Supplies			
		TOTAL	$ 4,406	$ 4,406	$ 4,406
0116420640600		IDEA Base Allocation 3-5			
0116420640600	20111	Salary Certified	$ 1,000	$ 1,000	$ 1,000
0116420640600	20112	Salary Classified			
0116420640600	20113	Salary Substitute			
0116420640600	20211	Health Ins. Certified	$ 800	$ 800	$ 200
0116420640600	20212	Health Ins. Classified			
0116420640600	20221	Soc. Sec. Certified	$ 77	$ 77	$ 77
0116420640600	20222	Soc. Sec. Classified			
0116420640600	20223	Soc. Sec. Substitute			
0116420640600	20231	Retirement Certified	$ 99	$ 99	$ 99
0116420640600	20232	Retirement Classified			
0116420640600	20251	Tuition			
0116420640600	20261	Unemployment			
0116420640600	20262	Unemployment			
0116420640600	20271	Worker's Comp.	$ 6	$ 6	$ 6
0116420640600	20272	Worker's Comp.			
0116420640600	20281	Cash in Lieu Certified			
0116420640600	20282	Cash in Lieu Classified			
0116420640600	20291	Life Insurance Certified	$ 46	$ 46	$ 46
0116420640600	20292	Life Insurance			
0116420640600	20333	Mileage Paid to Staff			
		TOTAL	$ 2,027	$ 2,027	$ 1,427
0116420640800		IDEA E/P			
0116420640800	20111	Salary Certified		$ 75,300	$ 76,207
0116420640800	20112	Salary Classified	$ 73,087	-	

0116420640800	20113	Salary Substitute			
0116420640800	20132	Overtime			
0116420640800	20211	Health Ins. Certified	$ 8,700	$ 9,222	$ 9,000
0116420640800	20212	Health Ins. Classified	-		
0116420640800	20221	Soc. Sec. Certified		$ 5,760	$ 5,830
0116420640800	20222	Soc. Sec. Classified	$ 5,591		
0116420640800	20223	Soc. Sec. Substitute	$ -		
0116420640800	20231	Retirement Certified	$ -	$ 7,437	$ 7,528
0116420640800	20232	Retirement Classified	$ 7,219	-	-
0116420640800	20251	Tuition			
0116420640800	20261	Unemployment			
0116420640800	20262	Unemployment			
0116420640800	20271	Worker's Comp.	$ -	$ 467	$ 472
0116420640800	20272	Worker's Comp.	$ 453	-	-
0116420640800	20281	Cash in Lieu Certified			
0116420640800	20282	Cash in Lieu Classified			
0116420640800	20291	Life Insurance Certified	$ 94	$ 94	$ 94
0116420640800	20292	Life Insurance	$ 46		
0116420640800	20320	Professional	$ 9,470	$ 9,470	$ 9,470
0116420640800	20610	General Supplies	$ 204	$ 204	$ 204
		TOTAL	$ 104,864	$ 107,955	$ 108,805
0116420641200		IDEA PART B PROPOR.			
0116420641200	20320	Professional			
		TOTAL			
0116420692500		TITLE 3 ENG. LANG. ACQ.			
0116420692500	20111	Salary Certified			
0116420692500	20112	Salary Classified			
0116420692500	20113	Salary Substitute			
0116420692500	20211	Health Ins. Certified			
0116420692500	20212	Health Ins. Classified			
0116420692500	20221	Soc. Sec. Certified			
0116420692500	20222	Soc. Sec. Classified			
0116420692500	20223	Soc. Sec. Substitute			
0116420692500	20231	Retirement Certified			
0116420692500	20232	Retirement Classified			
0116420692500	20251	Tuition			
0116420692500	20261	Unemployment			
0116420692500	20262	Unemployment			
0116420692500	20272	Worker's Comp.			
0116420692500	20273	Worker's Comp.			
0116420692500	20281	Cash in Lieu Certified			
0116420692500	20282	Cash in Lieu Classified			
0116420692500	20291	Life Insurance Certified			
0116420692500	20292	Life Insurance			
0116420692500	20320	Professional	$ 246	$ 250	$ 250
0116420692500	20330	Employee Training and	$ 43	$ 50	$ 50
0116420692500	20610	General Supplies	$ 2,256	$ 2,256	$ 2,256
		TOTAL	$ 2,545	$ 2,556	$ 2,556
0616420310000		FOOD SERVICE			
0616420310000	20110	Salary Food Service	$ 32,313	$ 38,047	$ 40,333
0616420310000	20130	Overtime			
0616420310000	20210	Health Ins. Food	$ 116	$ 137	$ 137
0616420310000	20220	Soc. Sec. Food Service	$ 2,472	$ 2,911	$ 3,085
0616420310000	20230	Retirement Food	$ 3,192	$ 3,758	$ 3,984
0616420310000	20260	Unemployment Food			

0616420310000	20270	Worker's Comp. Food	$ 200	$ 236	$ 250
0616420310000	20280	Cash in Lieu Classfied			
0616420310000	20290	Life Insurance Food	$ 92	$ 92	$ 92
0616420310000	20333	Mileage Paid to Staff			
0616420310000	20340	Other Professional	$ 73,980	$ 73,980	$ 73,980
0616420310000	20530	Communications	$ 66	$ 66	$ 66
0616420310000	20610	General Supplies	$ 671	$ 671	$ 671
0616420310000	20733	Furniture and Fixtures	$ 848	$ 848	$ 848
		TOTAL	$ 113,950	$ 120,745	$ 123,446
0116420696900		Title IV Student Support and Academic Enrichment			
0116420696900	20111	Salary Certified			
0116420696900	20112	Salary Classified			
0116420696900	20113	Salary Substitute			
0116420696900	20211	Health Ins. Certified			
0116420696900	20212	Health Ins. Classified			
0116420696900	20221	Soc. Sec. Certified			
0116420696900	20222	Soc. Sec. Classified			
0116420696900	20223	Soc. Sec. Substitute			
0116420696900	20231	Retirement Certified			
0116420696900	20232	Retirement Classified			
0116420696900	20251	Tuition			
0116420696900	20261	Unemployment			
0116420696900	20262	Unemployment			
0116420696900	20272	Worker's Comp.			
0116420696900	20273	Worker's Comp.			
0116420696900	20281	Cash in Lieu Certified			
0116420696900	20282	Cash in Lieu Classified			
0116420696900	20291	Life Insurance Certified			
0116420696900	20292	Life Insurance			
0116420696900	20320	Professional			
0116420696900	20330	Employee Training and			
0116420696900	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
1.16421E+11		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento			
0116420699000	20111	Salary Certified			
0116420699000	20211	Health Ins. Certified			
0116420699000	20221	Soc. Sec. Certified			
0116420699000	20231	Retirement Certified			
0116420699000	20261	Unemployment			
0116420699000	20271	Worker's Comp.			
0116420699000	20281	Cash in Lieu Certified			
0116420699000	20291	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

2024-2025	% change	$ change	NOTES		
					2021-2022
$ 400,000	-24.1%	$ (127,162)	ELIMINATED A POSITION	Regular Education	$ 1,147,709
$ 43,000	169.3%	$ 27,035		SPED	$ 596,383
$ 17,000	0.0%	$ -		Pupil Services	$ 60,732
$ 10,295	2.0%	$ 202		Staff Services	$ 21,017
$ 4,000		$ 4,000	Student Teacher Stipends	General Admin.	$ -
$ 165,091	2.0%	$ 3,237		School Admin	$ 160,024
$ 100		$ 100		Fiscal	$ -
$ 30,600	-24.1%	$ (9,728)		Operations	$ 166,901
$ 3,290	169.3%	$ 2,068		Maintenance	$ 28,000
$ 1,301	0.0%	$ -		Transportation	$ -
$ 39,511	-24.1%	$ (12,557)		Early Childhood	$ 15,580
$ 4,247	169.4%	$ 2,671		Title	$ 158,860
$ 5,000	0.0%	$ -		IDEA	$ 106,892
		$ -		BOE	$ -
		$ -			
$ 2,480	-24.1%	$ (788)		TOTAL	$ 2,180,765
$ 267	169.3%	$ 168			
$ 5,500	0.0%	$ -			
		$ -			
$ 500	-16.5%	$ (99)			
$ 100	112.8%	$ 53			
$ 8,000	0.0%	$ -			
$ 150	0.0%	$ -			
$ 3,425	0.0%	$ -			
$ 800	0.0%	$ -			
$ 10,500	10.5%	$ 1,000			
$ 2,800	0.0%	$ -			
$ 500	0.0%	$ -			
$ 1,000	25.0%	$ 200			
$ 500	0.0%	$ -			
$ -		$ -			
$ 1,000	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 15,920	3.0%	$ 464			
$ 14,741	3.0%	$ 429			
$ 300		$ 300			
$ 500	66.7%	$ 200			
$ 800	0.0%	$ -			
$ 300	0.0%	$ -			
$ 1,500	50.0%	$ 500			
$ 796,017	-11.9%	$ (107,708)			
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$ 162,708	0.0%	$ -			
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$ 2,500	0.0%	$ -			
$ 47,474	2.0%	$ 931			
		$ -			
$ 12,447	0.0%	$ -			
$ -		$ -			
$ 191	0.0%	$ -			
$ 16,072	351.4%	$ 12,511			
$ -		$ -			
$ 500	-47.5%	$ (452)			
$ -		$ -			
$ -	-100.0%	$ (15)			
$ 1,009	270.4%	$ 736			
$ -		$ -			
$ 50	-31.4%	$ (23)			
$ -		$ -			
$ 93	0.0%	$ -			
$ 21	0.8%	$ 0			
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$ 2,100	0.0%	$ -			
$ 2,000	0.0%	$ -			
		$ -			
		$ -			
$ 247,165	5.9%	$ 13,689			
$ 400,000	17.6%	$ 59,971			
		$ -			
$ 10,000	0.0%	$ -			
$ 84,719	2.0%	$ 1,661			
		$ -			
$ 30,600	17.6%	$ 4,588			
		$ -			
$ 765	0.0%	$ -			
$ 39,511	17.6%	$ 5,927			
		$ -			
		$ -			
		$ -			
		$ -			
$ 2,480	17.6%	$ 372			
		$ -			
$ 6,800		$ 6,800			
$ -	-100.0%	$ (6,800)			
$ 300		$ 300			
		$ -			
$ 50	0.0%	$ -			
		$ -			
$ 575,225	14.5%	$ 72,818			

$	80,000	11.2%	$	8,060		
$	18,734	2.0%	$	367		
$	2,500	0.0%	$	-		
$	35,000	19.3%	$	5,654		
$	60	20.0%	$	10		
$	6,120	11.2%	$	617		
$	1,433	2.0%	$	28		
$	191	0.0%	$	-		
$	7,902	11.2%	$	797		
$	1,851	2.0%	$	36		
			$	-		
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			$	-		
$	496	11.2%	$	50		
$	116	2.0%	$	2		
			$	-		
			$	-		
$	46	0.0%	$	-		
$	46	0.0%	$	-		
$	7,500	0.0%	$	-		
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$	93,000	0.0%	$	-		
$	680	0.0%	$	-		
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$	255,676	6.5%	$	15,621		
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$	8,500	0.0%	$	-		
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$	2,415	0.0%	$	-		
$	1,800	0.0%	$	-		
$	12,715	0.0%	$	-		

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$ 9,975	2.0%	$ 196			
$ 3,164	2.0%	$ 62			
$ 763	2.0%	$ 15			
$ 985	2.0%	$ 19			
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		$ -			
$ 62	6.6%	$ 4			
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$ 6	0.0%	$ -			
$ 30	0.0%	$ -			

$	42	0.0%	$	-		
$	24	0.0%	$	-		
$	15,051	2.0%	$	296		
$	72,000		$	72,000	ADDED FULL TIME COUNSELOR	
$	-		$	-		
$	5,508		$	5,508		
$	7,111		$	7,111		
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			$	-		
$	446		$	446		
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$	-		$	-		
$	1,500	0.0%	$	-		
$	42	0.0%	$	-		
$	949	0.0%	$	-		
$	4,000		$	4,000	Character Strong Subscription	
$	87,557	3414.9%	$	85,066		
$	16,559	2.0%	$	325		
$	22,550	10.0%	$	2,050		
$	3,895	2.0%	$	76		
$	100	35.5%	$	26		
$	1,267	2.0%	$	25		
$	1,725	10.0%	$	157		
$	1,636	2.0%	$	32		
$	2,227	10.0%	$	203		
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			$	-		
			$	-		
$	103	75.7%	$	44		
$	140	89.4%	$	66		
			$	-		
			$	-		
$	12	0.0%	$	-		
$	46	0.0%	$	-		
$	150	0.0%	$	-		
$	42	0.0%	$	-		
$	456	0.0%	$	-		
$	50,907	6.3%	$	3,004		
$	44,878	3.0%	$	1,307		
$	7,732	2.0%	$	152		
$	3,433	3.0%	$	100		
$	4,433	3.0%	$	129		
			$	-		
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$	278	3.0%	$	8		
$	2,000		$	2,000		
$	30	57.9%	$	11		
$	500	0.0%	$	-		
$	30	0.0%	$	-		
$	330	0.0%	$	-		
$	63,644	6.2%	$	3,707		

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$ -	-100.0%	$ (15,055)			
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$ -	-100.0%	$ (3,064)			
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$ -	-100.0%	$ (115)			
$ -	-100.0%	$ (3,956)			
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$ -	-100.0%	$ (248)			
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$ 3,666	0.0%	$ -			
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$ 273	0.0%	$ -			
$ 608	0.0%	$ -			
$ 147,411	0.0%	$ -			
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$ 151,958	-29.6%	$ (63,987)			
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$ 769	2.0%	$ 15			
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$ 254	2.0%	$ 5			
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$ 1,163	15.9%	$ 160			
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$ 22,500	12.3%	$ 2,464			
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$ 80	33.3%	$ 20			
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$ 1,721	12.3%	$ 188			
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$ 2,223		$ 2,223			
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$ 140	12.3%	$ 15			
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$ 46	0.0%	$ -			
$ 300	0.0%	$ -			
$ 2,500	0.0%	$ -			
$ 300	0.0%	$ -			
$ 29,809	19.7%	$ 4,910			
$ 300	0.0%	$ -			
$ 300	0.0%	$ -			
$ 34,000	34.3%	$ 8,687			
$ 102,284	3.0%	$ 2,979			
$ 5,000		$ 5,000			
$ 26,253	2.0%	$ 515			
$ 2,601	34.3%	$ 665			
$ 7,825	3.0%	$ 228			
$ 3,358	34.3%	$ 858			
$ 10,103	3.0%	$ 295			
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		$ -			
$ 211	34.3%	$ 54			
$ 634	3.0%	$ 18			
$ 2,750	0.0%	$ -			
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$ 46		$ 46			
$ 280		$ 280			
$ 1,000	0.0%	$ -			
$ 650	0.0%	$ -			
$ 196,996	11.1%	$ 19,625			
$ 80,000	9.7%	$ 7,068			
		$ -			
$ 5,000	0.0%	$ -			
$ 30,113	2.0%	$ 590			
$ 6,503	9.1%	$ 541			
$ 8,396	9.1%	$ 698			
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$ 3,400	603.7%	$ 2,917			
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$ 94	0.0%	$ -			
$ 624	4.0%	$ 24			
$ 800		$ 800			
$ 187	4.0%	$ 7			
$ 94	4.0%	$ 4			
$ 7,800	4.0%	$ 300			
$ 20,000	17.6%	$ 3,000			
$ 55,000	-3.0%	$ (1,673)			
$ 5,410	5.0%	$ 258			
$ 714	4.0%	$ 27			
$ 224,135	6.9%	$ 14,562			
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$ 8,840	4.0%	$ 340			
$ 20,000	0.0%	$ -			
$ 9,287	4.0%	$ 357			
$ 286	4.0%	$ 11			
$ 520	4.0%	$ 20			
$ 214	4.0%	$ 8			
		$ -			
		$ -			
$ 39,148	1.9%	$ 736			
$ 60	0.0%	$ -			
$ 3,757	17.0%	$ 547			
$ 540	0.0%	$ -			
$ 4,357	14.4%	$ 547			
$ 18,500	6.9%	$ 1,187			
$ 5,550	14.8%	$ 716			
$ 1,415	6.9%	$ 91			
$ 1,827	6.9%	$ 117			
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		$ -			
$ 115	6.9%	$ 7			
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$ 10	0.0%	$ -			
$ 12	0.0%	$ -			
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$ 370	0.0%	$ -			
$ 27,799	8.2%	$ 2,119			
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$ -	-100.0%	$ (50)			
$ -	-100.0%	$ (50)			
$ 10,102	3.0%	$ 294			
$ 1,613	2.0%	$ 32			
$ 773	3.0%	$ 23			
$ 999	3.0%	$ 29			
		$ -			
$ 61	71.7%	$ 25			
		$ -			
$ 36	0.0%	$ -			
$ 13,583	3.1%	$ 403			
$ 80,248	3.0%	$ 2,337	MOVED READING INTERVENTIONIST HERE		
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$ 22,440	58.5%	$ 8,283			
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$ 6,139	3.0%	$ 179			
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$ 7,927	3.0%	$ 232			
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$ 498	3.0%	$ 14			
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$ 40	66.7%	$ 16			
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$ 405	0.0%	$ -			
$ 2,775	0.0%	$ -			
$ 54	0.7%	$ 0			
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$ 1,157	0.0%	$ -			
$ 121,683	10.0%	$ 11,061			

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$ 3,579	0.0%	$ -			
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$ 868	0.0%	$ -			
$ 4,448	0.0%	$ -			
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$ 4,372	0.0%	$ -			
$ 34	0.0%	$ -			
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$ 4,406	0.0%	$ -			
$ 1,020	2.0%	$ 20			
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$ 204	2.0%	$ 4			
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$ 78	2.0%	$ 2			
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$ 101	2.0%	$ 2			
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$ 6	2.0%	$ 0			
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$ 20	-56.5%	$ (26)			
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$ 1,429	0.1%	$ 2			
$ 77,731	2.0%	$ 1,524			
$ 15,500		$ 15,500			

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$ 9,180	2.0%	$ 180			
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$ 5,946	2.0%	$ 117			
$ 1,186		#VALUE!			
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$ 7,678	2.0%	$ 150			
$ 1,531		#VALUE!			
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$ 482	2.0%	$ 9			
$ 96		#VALUE!			
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$ 94	0.0%	$ -			
$ 46		#VALUE!			
$ 9,470	0.0%	$ -			
$ 204	0.0%	$ -			
$ 129,144	18.7%	$ 20,339			
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$ 250	0.0%	$ -			
$ 50	0.0%	$ -			
$ 2,256	0.0%	$ -			
$ 2,556	0.0%	$ -			
$ 44,100	9.3%	$ 3,767			
		$ -			
$ 140	2.0%	$ 3			
$ 3,374	9.3%	$ 288			
$ 4,356	9.3%	$ 372			
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$ 1,764	605.4%	$ 1,514				
		$ -				
$ 92	0.0%	$ -				
		$ -				
$ 73,980	0.0%	$ -				
$ 66	0.0%	$ -				
$ 671	0.0%	$ -				
$ 848	0.0%	$ -				
$ 129,390	4.8%	$ 5,944				
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2022-2023	2023-2024	2024-2025		
$ 1,294,159	$ 1,665,288	$ 1,646,207	-1.1%	
$ 520,716	$ 543,154	$ 498,656	-8.2%	
$ 70,132	$ 68,959	$ 157,872	128.9%	
$ 23,971	$ 25,199	$ 30,109	19.5%	
$ -	$ -	$ -		
$ 173,923	$ 177,371	$ 196,996	11.1%	
$ -	$ -	$ -		
$ 184,298	$ 209,573	$ 224,135	6.9%	
$ 37,795	$ 38,411	$ 39,148	1.9%	
$ -	$ -	$ -		
$ 17,098	$ 13,230	$ 13,583	2.7%	
$ 99,778	$ 122,032	$ 133,093	9.1%	
$ 109,983	$ 110,233	$ 130,573	18.5%	
$ -	$ -	$ -		
$ 2,304,995	$ 2,727,955	$ 2,793,122	2.4%	

MEADOWS ELEMENTARY

ORG Code	Account C	Description	2021-2022	2022-2023	2023-2024	2024-2025
0116620110000		REGULAR EDUCATION				
0116620110000	20111	Salary Certified	$ 457,758	$ 474,624	$ 482,617	$ 525,000
0116620110000	20112	Salary Classified	$ 25,064	$ 44,123	$ 28,323	$ 80,000
0116620110000	20113	Salary Substitute	$ 17,000	$ 17,000	$ 21,000	$ 21,000
0116620110000	20151	Unit Pay	$ 10,927	$ 13,440	$ 13,978	$ 14,257
0116620110000	20152	Unit Pay Classified				$ 4,000
0116620110000	20211	Health Ins. Certified	$ 105,109	$ 124,774	$ 135,397	$ 138,105
0116620110000	20212	Health Ins.	$ 85	$ 85	$ 85	$ 400
0116620110000	20221	Soc. Sec. Certified	$ 35,018	$ 36,309	$ 36,920	$ 40,163
0116620110000	20222	Soc. Sec. Classified	$ 1,917	$ 3,375	$ 2,167	$ 6,120
0116620110000	20223	Soc. Sec. Substitute	$ 1,301	$ 1,301	$ 1,607	$ 1,607
0116620110000	20231	Retirement	$ 45,213	$ 46,879	$ 47,668	$ 51,858
0116620110000	20232	Retirement	$ 2,476	$ 4,358	$ 2,797	$ 7,902
0116620110000	20251	Tuition				
0116620110000	20261	Unemployment				
0116620110000	20262	Unemployment				
0116620110000	20271	Worker's Comp.	$ 2,838	$ 2,943	$ 2,992	$ 3,255
0116620110000	20272	Worker's Comp.	$ 155	$ 274	$ 176	$ 496
0116620110000	20281	Cash in Lieu	$ 4,125	$ 4,125	$ 5,691	$ 4,125
0116620110000	20282	Cash in lieu				
0116620110000	20291	Life Insurance	$ 459	$ 459	$ 459	$ 400
0116620110000	20292	Life Insurance	$ 94	$ 94	$ 94	$ 150
0116620110000	20330	Employee Training	$ 2,000	$ 11,600	$ 11,600	$ 10,000
0116620110000	20333	Mileage Paid to	$ 285	$ 285	$ 285	$ 285
0116620110000	20340	Other Professional	$ 6,508	$ 6,508	$ 6,508	$ 6,508
0116620110000	20531	Postage	$ 500	$ 500	$ 500	$ 500
0116620110000	20610	General Supplies	$ 14,700	$ 14,700	$ 14,700	$ 14,700
0116620110000	20640	Books and	$ 500	$ 500	$ 500	$ 500
0116620110000	20650	Supplies -	$ 500	$ 500	$ 500	$ 500
0116620110000	20733	Furniture and	$ 1,000	$ 1,000	$ 1,000	$ 1,200
0116620110000	20734	Technology-Related	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0116620110000	20810	Dues and Fees				
0116620110001	20330	Employee Train	$ 1,900	$ 1,900	$ 1,900	$ 1,900
0116620110001	20610	Curricular Supplies	$ 1,900	$ 1,900	$ 1,900	$ 1,900
0116620110001	20640	Books and	$ 25,650	$ 20,544	$ 21,982	$ 22,642
0116620110001	20734	Hardware	$ 23,750	$ 84,744	$ 90,676	$ 50,290
0116620110050	20610	Science Supplies	$ 300	$ 300	$ 300	$ 300
0116620110068	20610	PE Supplies	$ 900	$ 900	$ 900	$ 900
0116620110090	20610	Art Supplies	$ 1,500	$ 1,500	$ 1,100	$ 1,100
0116620110093	20610	Vocal Music	$ 300	$ 300	$ 300	$ 300
0116620110094	20610	Band Supplies	$ 2,300	$ 2,300	$ 2,300	$ 2,300
		TOTAL	$ 795,032	$ 925,142	$ 939,921	$ 1,015,662
0116620112500		FLEX FUNDING				
0116620112500	20111	Salary Certified				
0116620112500	20112	Salary Classified				
0116620112500	20211	Health Ins. Certified				
0116620112500	20221	Soc. Sec. Certified				
0116620112500	20231	Retirement				
0116620112500	20261	Unemployment				
0116620112500	20271	Worker's Comp.				
0116620112500	20281	Cash in Lieu				
0116620112500	20291	Life Insurance				

0116620112500	20610	General Supplies				
		TOTAL	$ -	$ -	$ -	$ -
0116620115000		LEP				
0116620115000	20111	Salary Certified	$ 66,038	$ 68,660	$ 71,475	$ 72,905
0116620115000	20112	Salary Classified		$ 350	$ -	$ 50
0116620115000	20113	Salary Substitute	$ 1,500	$ 1,500	$ 2,000	$ 2,000
0116620115000	20211	Health Ins. Certified	$ 22,092	$ 23,417	$ 25,093	$ 25,595
0116620115000	20212	Health Ins.				
0116620115000	20221	Soc. Sec. Certified	$ 5,052	$ 5,252	$ 5,468	$ 5,577
0116620115000	20222	Soc. Sec. Classified	$ -	$ 27	$ -	$ 4
0116620115000	20223	Soc. Sec. Substitute	$ 115	$ 115	$ 153	$ 153
0116620115000	20231	Retirement	$ 6,523	$ 6,782	$ 7,060	$ 7,201
0116620115000	20232	Retirement	$ -	$ 35	$ -	$ 5
0116620115000	20251	Tuition				
0116620115000	20261	Unemployment				
0116620115000	20262	Unemployment				
0116620115000	20271	Worker's Comp.	$ 409	$ 426	$ 443	$ 452
0116620115000	20272	Worker's Comp.	$ -	$ 2	$ -	$ 0
0116620115000	20281	Cash in Lieu				
0116620115000	20282	Cash in lieu				
0116620115000	20291	Life Insurance	$ 46	$ 46	$ 46	$ 46
0116620115000	20292	Life Insurance				
0116620115000	20320	Professional				
0116620115000	20330	Employee Training				
0116620115000	20333	Mileage Paid to				
0116620115000	20610	General Supplies	$ 6,650	$ 6,650	$ 6,650	$ 6,650
0116620115000	20640	Books and				
0116620115000	20650	Supplies -				
0116620115000	20734	Technology-Related				
		TOTAL	$ 108,425	$ 113,261	$ 118,388	$ 120,638
0116620116000		POVERTY				
0116620116000	20111	Salary Certified	$ 682,640	$ 700,115	$ 777,637	$ 777,637
0116620116000	20112	Salary Classified			$ 12,602	$ 12,602
0116620116000	20113	Salary Substitute	$ 15,000	$ 15,000	$ 15,000	$ 15,000
0116620116000	20211	Health Ins. Certified	$ 180,635	$ 191,473	$ 205,092	$ 209,194
0116620116000	20212	Health Ins.				
0116620116000	20221	Soc. Sec. Certified	$ 52,222	$ 53,559	$ 59,489	$ 59,489
0116620116000	20222	Soc. Sec. Classified	$ -	$ -	$ 964	$ 964
0116620116000	20223	Soc. Sec. Substitute	$ 1,148	$ 1,148	$ 1,148	$ 1,148
0116620116000	20231	Retirement	$ 67,424	$ 69,150	$ 76,807	$ 76,813
0116620116000	20232	Retirement	$ -	$ -	$ 1,245	$ 1,245
0116620116000	20251	Tuition				
0116620116000	20261	Unemployment				
0116620116000	20262	Unemployment				
0116620116000	20271	Worker's Comp.	$ 4,232	$ 4,341	$ 4,821	$ 4,821
0116620116000	20272	Worker's Comp.	$ -	$ -	$ 78	$ 78
0116620116000	20281	Cash in Lieu	$ 2,750	$ 2,750	$ 5,471	$ 5,471
0116620116000	20282	Cash in lieu				
0116620116000	20291	Life Insurance	$ 374	$ 374	$ 374	$ 400
0116620116000	20292	Life Insurance				
0116620116000	20610	General Supplies	$ 95	$ 95	$ 95	$ 95
0116620116000	20640	Books and				
		TOTAL	$ 1,006,520	$ 1,038,004	$ 1,160,823	$ 1,164,957
0116620120000		SPED SCHOOL AGE				
0116620120000	20111	Salary Certified	$ 111,529	$ 119,410	$ 122,395	$ 126,067

0116620120000	20112	Salary Classified	$ 13,397	$ 31,202	$ 28,404	$ 38,000
0116620120000	20113	Salary Substitute	$ 3,700	$ 3,700	$ 3,800	$ 3,800
0116620120000	20211	Health Ins. Certified	$ 15,286	$ 16,203	$ 17,305	$ 17,651
0116620120000	20212	Health Ins.	$ 85	$ 100	$ 100	$ 102
0116620120000	20221	Soc. Sec. Certified	$ 8,532	$ 9,135	$ 9,363	$ 9,644
0116620120000	20222	Soc. Sec. Classified	$ 1,025	$ 2,387	$ 2,173	$ 2,907
0116620120000	20223	Soc. Sec. Substitute	$ 283	$ 283	$ 291	$ 291
0116620120000	20231	Retirement	$ 11,016	$ 11,794	$ 12,089	$ 12,453
0116620120000	20232	Retirement	$ 1,323	$ 3,082	$ 2,805	$ 3,754
0116620120000	20251	Tuition				
0116620120000	20261	Unemployment				
0116620120000	20262	Unemployment				
0116620120000	20271	Worker's Comp.	$ 691	$ 740	$ 759	$ 782
0116620120000	20272	Worker's Comp.	$ 83	$ 193	$ 176	$ 236
0116620120000	20281	Cash in Lieu	$ 2,750	$ 2,750	$ 2,750	$ 2,750
0116620120000	20282	Cash in Lieu				
0116620120000	20291	Life Insurance	$ 93	$ 93	$ 93	$ 93
0116620120000	20292	Life Insurance	$ 141	$ 141	$ 141	$ 141
0116620120000	20320	Professional	$ 7,200	$ 11,000	$ 11,000	$ 11,000
0116620120000	20330	Employee Training				
0116620120000	20333	Mileage Paid to				
0116620120000	20563	Tuition to Private				
0116620120000	20569	Tuition - Other	$ 86,400	$ 86,400	$ 86,400	$ 86,400
0116620120000	20610	General Supplies	$ 932	$ 932	$ 932	$ 932
0116620120000	20640	Books and				
0116620120000	20733	Furniture and				
0116620120000	20734	Technology-Related				
		TOTAL	$ 264,466	$ 299,546	$ 300,976	$ 317,001
0116620129100		SPED 3-5				
0116620129100	20111	Salary Certified				
0116620129100	20112	Salary Classified				
0116620129100	20113	Salary Substitute				
0116620129100	20211	Health Ins. Certified				
0116620129100	20212	Health Ins.				
0116620129100	20221	Soc. Sec. Certified				
0116620129100	20222	Soc. Sec. Classified				
0116620129100	20223	Soc. Sec. Substitute				
0116620129100	20231	Retirement				
0116620129100	20232	Retirement				
0116620129100	20251	Tuition				
0116620129100	20261	Unemployment				
0116620129100	20262	Unemployment				
0116620129100	20271	Worker's Comp.				
0116620129100	20272	Worker's Comp.				
0116620129100	20281	Cash in Lieu				
0116620129100	20282	Cash in Lieu				
0116620129100	20291	Life Insurance				
0116620129100	20292	Life Insurance				
0116620129100	20320	Professional		$ 7,000	$ 7,000	$ 7,000
0116620129100	20330	Employee Training	$ 3,200	$ 3,200	$ 3,200	$ 3,200
0116620129100	20561	Tuition to Other				
0116620129100	20610	General Supplies				
0116620129100	20630	Food	$ 2,415	$ 2,415	$ 2,415	$ 2,415
		TOTAL	$ 5,615	$ 12,615	$ 12,615	$ 12,615
0116620129200		SPED BIRTH TO 2				

0116620129200	20111	Salary Certified				
0116620129200	20112	Salary Classified				
0116620129200	20211	Health Ins. Certified				
0116620129200	20212	Health Ins.				
0116620129200	20221	Soc. Sec. Certified				
0116620129200	20222	Soc. Sec. Classified				
0116620129200	20231	Retirement				
0116620129200	20232	Retirement				
0116620129200	20251	Tuition				
0116620129200	20261	Unemployment				
0116620129200	20262	Unemployment				
0116620129200	20271	Worker's Comp.				
0116620129200	20272	Worker's Comp.				
0116620129200	20281	Cash in Lieu				
0116620129200	20282	Cash in Lieu				
0116620129200	20291	Life Insurance				
0116620129200	20292	Life Insurance				
0116620129200	20320	Professional	$ 1,500	$ 15,000	$ 15,000	$ 15,000
0116620129200	20330	Employee Training				
0116620129200	20333	Mileage Paid to				
0116620129200	20610	General Supplies				
0116620129200	20734	Technology-Related				
0116620129200	20735	Technology				
		TOTAL	$ 1,500	$ 15,000	$ 15,000	$ 15,000
0116620130000		SUMMER SCHOOL				
0116620130000	20111	Salary Certified				
0116620130000	20112	Salary Classified				
0116620130000	20211	Health Ins. Certified				
0116620130000	20212	Health Ins.				
0116620130000	20221	Soc. Sec. Certified				
0116620130000	20222	Soc. Sec. Classified				
0116620130000	20231	Retirement				
0116620130000	20232	Retirement				
0116620130000	20271	Worker's Comp.				
0116620130000	20272	Worker's Comp.				
0116620130000	20281	Cash in Lieu				
0116620130000	20282	Cash in Lieu				
0116620130000	20291	Life Insurance				
0116620130000	20292	Life Insurance				
0116620130000	20610	General Supplies				
0116620130000	20630	Food				
0116620130000	20640	Books and				
		TOTAL	$ -	$ -	$ -	$ -
0116620211000		SOCIAL WORK/ATTENDANCE				
0116620211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779	$ 9,975
0116620211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136	$ 3,199
0116620211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748	$ 763
0116620211000	20231	Retirement	$ 931	$ 955	$ 966	$ 985
0116620211000	20251	Tuition				
0116620211000	20261	Unemployment				
0116620211000	20271	Worker's Comp.	$ 58	$ 60	$ 61	$ 62
0116620211000	20281	Cash in Lieu				
0116620211000	20291	Life Insurance	$ 19	$ 19	$ 19	$ 40
0116620211000	20320	Professional	$ 30	$ 30	$ 30	$ 30
0116620211000	20333	Mileage Paid to	$ 42	$ 42	$ 42	$ 42

0116620211000	20610	General Supplies	$ 24	$ 24	$ 24	$ 24
TOTAL			$ 14,017	$ 14,461	$ 14,805	$ 15,119
0116620212000		GUIDANCE SERVICES				
0116620212000	20111	Salary Certified	$ 65,000	$ 46,779	$ 48,696	$ 52,105
0116620212000	20211	Health Ins. Certified	$ 18,000	$ 9,143	$ 9,452	$ 9,641
0116620212000	20221	Soc. Sec. Certified	$ 4,973	$ 3,579	$ 3,725	$ 3,986
0116620212000	20231	Retirement	$ 6,420	$ 4,620	$ 4,810	$ 5,147
0116620212000	20251	Tuition				
0116620212000	20261	Unemployment				
0116620212000	20271	Worker's Comp.	$ 403	$ 290	$ 302	$ 323
0116620212000	20281	Cash in Lieu				
0116620212000	20291	Life Insurance	$ 19	$ 19	$ 19	$ 40
0116620212000	20320	Professional	$ 500	$ 2,500	$ 2,500	$ 2,500
0116620212000	20333	Mileage Paid to	$ 67	$ 67	$ 67	$ 67
0116620212000	20610	General Supplies	$ 38	$ 38	$ 38	$ 38
0116620212000	20735	Technology				$ 4,000
		TOTAL	$ 95,420	$ 67,036	$ 69,609	$ 73,847
0116620213000		HEALTH SERVICES				
0116620213000	20111	Salary Certified	$ 15,775	$ 16,169	$ 16,234	$ 16,559
0116620213000	20112	Salary Classified	$ 18,342	$ 19,586	$ 23,055	$ 25,000
0116620213000	20211	Health Ins. Certified	$ 3,819	$ 4,048	$ 1,060	$ 1,081
0116620213000	20212	Health Ins.		$ 5,500	$ 5,500	$ 5,610
0116620213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,237	$ 1,242	$ 1,267
0116620213000	20222	Soc. Sec. Classified	$ 1,403	$ 1,498	$ 1,764	$ 1,913
0116620213000	20231	Retirement	$ 1,558	$ 1,597	$ 1,603	$ 1,636
0116620213000	20232	Retirement	$ 1,812	$ 1,935	$ 2,277	$ 2,469
0116620213000	20251	Tuition				
0116620213000	20261	Unemployment				
0116620213000	20262	Unemployment				
0116620213000	20271	Worker's Comp.	$ 98	$ 100	$ 101	$ 103
0116620213000	20272	Worker's Comp.	$ 114	$ 121	$ 143	$ 155
0116620213000	20281	Cash in Lieu			$ 343	$ 343
0116620213000	20282	Cash in Lieu				
0116620213000	20291	Life Insurance	$ 6	$ 6	$ 6	$ 10
0116620213000	20292	Life Insurance	$ 46	$ 46	$ 46	$ 46
0116620213000	20330	Employee Training	$ 115	$ 115	$ 115	$ 115
0116620213000	20333	Mileage Paid to	$ 67	$ 67	$ 67	$ 67
0116620213000	20610	General Supplies	$ 550	$ 550	$ 550	$ 550
		TOTAL	$ 44,911	$ 52,576	$ 54,106	$ 56,923
0116620214100		PSYCH SERVICES SCHOOL AGE				
0116620214100	20111	Salary Certified	$ -	$ 13,987	$ 10,937	$ 11,265
0116620214100	20211	Health Ins. Certified	$ -	$ 1,732	$ 1,895	$ 1,933
0116620214100	20221	Soc. Sec. Certified	$ -	$ 1,070	$ 837	$ 862
0116620214100	20231	Retirement	$ -	$ 1,381	$ 1,080	$ 1,113
0116620214100	20251	Tuition				
0116620214100	20261	Unemployment				
0116620214100	20271	Worker's Comp.	$ -	$ 87	$ 68	$ 70
0116620214100	20281	Cash in Lieu			$ 546	$ 546
0116620214100	20291	Life Insurance	$ -	$ 46	$ 46	$ 46
0116620214100	20330	Employee Training	$ 72	$ 72	$ 72	$ 72
0116620214100	20333	Mileage Paid to	$ 48	$ 48	$ 48	$ 48
0116620214100	20610	General Supplies	$ 528	$ 528	$ 528	$ 528
TOTAL			$ 648	$ 18,951	$ 16,057	$ 16,482
0116620215000		SPEECH PATHOLOGY				
0116620215000	20111	Salary Certified	$ 34,688	$ 34,688		$ -

0116620215000	20211	Health Ins. Certified	$ 11,046	$ 11,046		
0116620215000	20221	Soc. Sec. Certified	$ 2,654	$ 2,654	$ -	$ -
0116620215000	20231	Retirement	$ 3,426	$ 3,426	$ -	$ -
0116620215000	20251	Tuition				
0116620215000	20261	Unemployment				
0116620215000	20271	Worker's Comp.	$ 215	$ 215	$ -	$ -
0116620215000	20281	Cash in Lieu				
0116620215000	20291	Life Insurance	$ 23	$ 23	$ 23	$ 23
0116620215000	20333	Mileage Paid to				
0116620215000	20340	Other Professional	$ 3,072	$ 3,072	$ 3,072	$ 3,072
0116620215000	20610	General Supplies	$ 106	$ 106	$ 106	$ 106
		TOTAL	$ 55,229	$ 55,229	$ 3,201	$ 3,201
0116620215100		SPEECH/AUD SCHOOL AGE				
0116620215100	20111	Salary Certified	$ 34,688	$ 54,579	$ 58,574	$ 60,917
0116620215100	20112	Salary Classified				
0116620215100	20113	Salary Substitute				
0116620215100	20132	Overtime				
0116620215100	20211	Health Ins. Certified	$ 11,046	$ 18,231	$ 19,323	$ 19,709
0116620215100	20212	Health Ins. Classifed				
0116620215100	20221	Soc. Sec. Certified	$ 2,654	$ 4,175	$ 4,481	$ 4,660
0116620215100	20222	Soc. Sec. Classified	$ -	$ -	$ -	$ -
0116620215100	20223	Soc. Sec. Substitute	$ -	$ -	$ -	$ -
0116620215100	20231	Retirement	$ 3,426	$ 5,391	$ 5,785	$ 6,017
0116620215100	20232	Retirement	$ -	$ -	$ -	$ -
0116620215100	20251	Tuition				
0116620215100	20261	Unemployment				
0116620215100	20262	Unemployment				
0116620215100	20271	Worker's Comp.	$ 215	$ 338	$ 363	$ 378
0116620215100	20272	Worker's Comp.	$ -	$ -	$ -	$ -
0116620215100	20281	Cash in Lieu				
0116620215100	20282	Cash in Lieu				
0116620215100	20291	Life Insurance				
0116620215100	20292	Life Insurance				
0116620215100	20320	Professional				
0116620215100	20330	Employee Training				
0116620215100	20333	Mileage Paid to				
		TOTAL	$ 52,029	$ 82,714	$ 88,526	$ 91,682
0116620218100		VISION SERVICES SPED				
0116620218100	20320	Professional				
		TOTAL	$ -	$ -	$ -	$ -
0116620221100		SCHOOL IMPROVEMENT				
0116620221100	20111	Salary Certified				
0116620221100	20211	Health Ins. Certified				
0116620221100	20221	Soc. Sec. Certified				
0116620221100	20231	Retirement				
0116620221100	20251	Tuition				
0116620221100	20261	Unemployment				
0116620221100	20271	Worker's Comp.				
0116620221100	20281	Cash in Lieu				
0116620221100	20291	Life Insurance				
0116620221100	20320	Professional				
0116620221100	20330	Employee Training				
0116620221100	20332	Mileage Paid to				
0116620221100	20333	Mileage Paid to				
0116620221100	20540	Advertising				

0116620221100	20610	General Supplies				
0116620221100	20733	Furniture and				
0116620221100	20810	Dues and Fees				
		TOTAL	$ -	$ -	$ -	$ -
0116620222000		LIBRARY/MEDIA SERVICES				
0116620222000	20111	Salary Certified	$ 21,518	$ 22,809	$ 23,559	$ 24,737
0116620222000	20112	Salary Classified	$ 16,098	$ 18,513	$ 23,128	$ 23,128
0116620222000	20113	Salary Substitute	$ 500	$ 500	$ 750	$ 750
0116620222000	20211	Health Ins. Certified				$ 89
0116620222000	20212	Health Ins.	$ 4,558	$ 4,567	$ 4,583	$ 4,675
0116620222000	20221	Soc. Sec. Certified	$ 1,646	$ 1,745	$ 1,802	$ 1,892
0116620222000	20222	Soc. Sec. Classified	$ 1,231	$ 1,416	$ 1,769	$ 1,769
0116620222000	20223	Soc. Sec. Substitute	$ 38	$ 38	$ 57	$ 57
0116620222000	20222	Retirement	$ 2,125	$ 2,253	$ 2,327	$ 2,443
0116620222000	20232	Retirement	$ 1,590	$ 1,828	$ 2,284	$ 2,285
0116620222000	20251	Tuition				
0116620222000	20261	Unemployment				
0116620222000	20262	Unemployment				
0116620222000	20271	Worker's Comp.	$ 133	$ 141	$ 146	$ 153
0116620222000	20272	Worker's Comp.	$ 100	$ 115	$ 143	$ 143
0116620222000	20281	Cash in Lieu	$ 1,375	$ 1,375	$ 1,375	$ 1,375
0116620222000	20282	Cash in Lieu				
0116620222000	20291	Life Insurance	$ 24	$ 24	$ -	$ 24
0116620222000	20292	Life Insurance	$ 47	$ 47	$ -	$ 47
0116620222000	20610	General Supplies	$ 100	$ 100	$ 100	$ 100
0116620222000	20640	Books and	$ 3,500	$ 3,500	$ 3,500	$ 3,500
0116620222000	20642	Audio-Visual	$ 100	$ 100	$ 100	$ 100
		TOTAL	$ 54,684	$ 59,071	$ 65,625	$ 67,268
0116620223000		TECHNOLOGY-INSTRUTION				
0116620223000	20642	Audio-Visual				
		TOTAL	$ -	$ -	$ -	$ -
0116620241000		OFFICE OF THE PRINCIPAL				
0116620241000	20110	Salary Classified	$ 23,442	$ 27,469	$ 30,806	$ 32,346
0116620241000	20111	Salary Certified	$ 107,772	$ 108,881	$ 112,692	$ 116,073
0116620241000	20210	Health Ins.	$ 85	$ 85	$ 90	$ 90
0116620241000	20211	Health Ins. Certified	$ 8,452	$ 8,959	$ 9,581	$ 9,773
0116620241000	20220	Soc. Sec. Classified	$ 1,793	$ 2,101	$ 2,357	$ 2,474
0116620241000	20221	Soc. Sec. Certified	$ 8,245	$ 8,329	$ 8,621	$ 8,880
0116620241000	20230	Retirement	$ 2,315	$ 2,713	$ 3,043	$ 3,195
0116620241000	20231	Retirement	$ 10,645	$ 10,754	$ 11,131	$ 11,465
0116620241000	20251	Tuition				
0116620241000	20260	Unemployment				
0116620241000	20261	Unemployment				
0116620241000	20270	Worker's Comp.	$ 145	$ 170	$ 191	$ 201
0116620241000	20271	Worker's Comp.	$ 668	$ 675	$ 699	$ 720
0116620241000	20280	Cash in Lieu				
0116620241000	20281	Cash in Lieu				
0116620241000	20290	Life Insurance	$ 46	$ 46	$ 46	$ 46
0116620241000	20291	Life Insurance	$ 180	$ 180	$ 180	$ 250
0116620241000	20333	Mileage Paid to	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0116620241000	20810	Dues and Fees	$ 650	$ 650	$ 650	$ 650
		TOTAL	$ 165,437	$ 172,014	$ 181,085	$ 187,162
0116620261000		OPERATIONS OF BUILDING				
0116620261000	20110	Salary	$ 58,672	$ 57,166	$ 70,877	$ 79,000
0116620261000	20120	Salary Temp.				

0116620261000	20130	Overtime	$ 500	$ 500	$ 2,000	$ 2,500
0116620261000	20210	Health Ins.	$ 6,114	$ 12,622	$ 16,161	$ 16,484
0116620261000	20220	Soc. Sec.	$ 4,527	$ 4,411	$ 5,575	$ 6,235
0116620261000	20230	Retirement	$ 5,844	$ 5,696	$ 7,198	$ 8,050
0116620261000	20260	Unemployment				
0116620261000	20270	Worker's Comp.	$ 367	$ 358	$ 2,062	$ 3,260
0116620261000	20280	Cash in Lieu				
0116620261000	20290	Life Insurance	$ 93	$ 93	$ 93	$ 93
0116620261000	20340	Other Professional	$ 960	$ 960	$ 960	$ 998
0116620261000	20350	Techinical Services				$ 800
0116620261000	20352	Other Technical	$ 288	$ 288	$ 288	$ 300
0116620261000	20530	Communications	$ 144	$ 144	$ 144	$ 150
0116620261000	20610	General Supplies	$ 8,640	$ 16,000	$ 16,000	$ 16,640
0116620261000	20621	Natural Gas	$ 19,200	$ 20,544	$ 24,500	$ 30,000.00
0116620261000	20622	Electricity	$ 79,200	$ 84,744	$ 47,000	$ 50,000
0116620261000	20629	Other (water)	$ 7,190	$ 7,693	$ 8,232	$ 8,808
0116620261000	20730	Equipment	$ 960	$ 1,027	$ 1,099	$ 1,143
		TOTAL	$ 192,699	$ 212,246	$ 202,189	$ 224,461
0116620262000		MAINTENANCE OF BUILDINGS				
0116620262000	20110	Salary				
0116620262000	20120	Salary Temp.				
0116620262000	20130	Overtime				
0116620262000	20210	Health Ins.				
0116620262000	20220	Soc. Sec.				
0116620262000	20230	Retirement				
0116620262000	20270	Worker's Comp.				
0116620262000	20280	Cash in Lieu				
0116620262000	20290	Life Insurance				
0116620262000	20352	Other Technical	$ 7,680	8,218	8,793	$ 9,145
0116620262000	20430	Repairs and	$ 18,972	20,300	21,721	$ 22,590
0116620262000	20530	Communications	$ 362	388	415	$ 432
0116620262000	20520	Property Ins.	$ 12,480	13,354	14,288	$ 14,860
0116620262000	20610	General Supplies	$ 96	500	500	1,000
0116620262000	20731	Equipment	$ 272	500	500	$ 520
0116620262000	20733	Furniture and				
0116620262000	20810	Dues and Fees				
		TOTAL	$ 39,862	$ 43,259	$ 46,217	$ 48,546
0116620266000		SECURITY				
0116620266000	20330	Professional	$ 96	$ 96	$ 96	$ 96
0116620266000	20340	School Resource	$ 4,800	$ 5,136	$ 5,496	$ 5,367
0116620266000	20610	General Supplies	$ 864	$ 864	$ 864	$ 864
TOTAL			$ 5,760	$ 6,096	$ 6,456	$ 6,327
0116620353500		HAL				
0116620353500	20111	Salary Certified	$ 25,524	$ 33,240	$ 34,627	$ 37,051
0116620353500	20211	Health Ins. Certified	$ 6,114	$ 8,223	$ 8,201	$ 8,365
0116620353500	20221	Soc. Sec. Certified	$ 1,953	$ 2,543	$ 2,649	$ 2,834
0116620353500	20231	Retirement	$ 2,521	$ 3,283	$ 3,420	$ 3,660
0116620353500	20251	Tuition				
0116620353500	20261	Unemployment				
0116620353500	20271	Worker's Comp.	$ 158	$ 206	$ 215	$ 230
0116620353500	20281	Cash in Lieu				
0116620353500	20291	Life Insurance	$ 18	$ 18	$ 18	$ 20
0116620353500	20333	Mileage Paid to	$ 19	$ 19	$ 19	$ 19
0116620353500	20320	Professional				
0116620353500	20610	General Supplies	$ 442	$ 442	$ 442	$ 442

		TOTAL	$ 36,749	$ 47,974	$ 49,591	$ 52,621
0116620354000		STATE EARLY CHILDHOOD				
0116620354000	20111	Salary Certified				
0116620354000	20112	Salary Classified				
0116620354000	20113	Salary Substitute				
0116620354000	20211	Health Ins. Certified				
0116620354000	20212	Health Ins.				
0116620354000	20221	Soc. Sec. Certified				
0116620354000	20222	Soc. Sec. Classified				
0116620354000	20223	Soc. Sec. Substitute				
0116620354000	20231	Retirement				
0116620354000	20232	Retirement				
0116620354000	20251	Tuition				
0116620354000	20261	Unemployment				
0116620354000	20262	Unemployment				
0116620354000	20271	Worker's Comp.				
0116620354000	20272	Worker's Comp.				
0116620354000	20281	Cash in Lieu				
0116620354000	20282	Cash in Lieu				
0116620354000	20291	Life Insurance				
0116620354000	20292	Life Insurance				
0116620354000	20333	Mileage Paid to				
		TOTAL	$ -	$ -	$ -	$ -
0116620359900		OTHER STATE CATEGORICAL PROGRAMS Learning Community Grant				
0116620359900	20111	Salary Certified	$ 10,089	$ 11,166	$ 9,867	$ 10,163
0116620359900	20211	Health Ins. Certified	$ 3,628	$ 3,951	$ 1,591	$ 1,623
0116620359900	20221	Soc. Sec. Certified	$ 772	$ 854	$ 755	$ 777
0116620359900	20231	Retirement	$ 997	$ 1,104	$ 976	$ 1,004
0116620359900	20261	Unemployment				
0116620359900	20271	Worker's Comp.	$ 36	$ 40	$ 36	$ 37
0116620359900	20281	Cash in Lieu				
0116620359900	20291	Life Insurance	$ 36	$ 36	$ 36	$ 36
		TOTAL	$ 15,559	$ 17,151	$ 13,260	$ 13,640
0116620620000		TITLE 1 PART A BASIC PROG				
0116620620000	20111	Salary Certified	$ 72,603	-		$ 47,000
0116620620000	20112	Salary Classified	$ 12,159	$ 41,365	$ 44,483	$ -
0116620620000	20113	Salary Substitute	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0116620620000	20211	Health Ins. Certified	$ 20,075	-		
0116620620000	20212	Health Ins.	$ 90	$ 90	$ 90	$ 90
0116620620000	20221	Soc. Sec. Certified	$ 5,554			$ 3,596
0116620620000	20222	Soc. Sec. Classified	$ 930	$ 3,164	$ 3,403	$ -
0116620620000	20223	Soc. Sec. Substitute	$ 77	$ 77	$ 77	$ 77
0116620620000	20231	Retirement	$ 7,171			$ 4,643
0116620620000	20232	Retirement	$ 1,201	$ 4,086	$ 4,394	$ -
0116620620000	20251	Tuition				
0116620620000	20261	Unemployment				
0116620620000	20262	Unemployment				
0116620620000	20271	Worker's Comp.	$ 450	$ -	$ -	$ 291
0116620620000	20272	Worker's Comp.	$ 75	$ 256	$ 276	$ -
0116620620000	20281	Cash in Lieu	$ 1,375	$ 1,375	$ 1,375	$ 1,375
0116620620000	20282	Cash in Lieu				
0116620620000	20291	Life Insurance	$ 23	$ 23	$ -	$ 23
0116620620000	20292	Life Insurance	$ 94	$ 94	$ -	$ 94
0116620620000	20320	Professional	$ 649	$ 649	$ 649	$ 649
0116620620000	20330	Employee Training	$ 229	$ 229	$ 229	$ 229

0116620620000	20333	Mileage Paid to	$ 86	$ 86	$ 86	$ 86
0116620620000	20590	Interagency				
0116620620000	20610	General Supplies	$ 1,851	$ 1,851	$ 1,851	$ 1,851
		TOTAL	$ 125,692	$ 54,344	$ 57,911	$ 61,003
0116620621000		TITLE 1 ACCOUNTABILITY				
0116620621000	20111	Salary Certified				
0116620621000	20211	Health Ins. Certified				
0116620621000	20221	Soc. Sec. Certified				
0116620621000	20231	Retirement				
0116620621000	20251	Tuition				
0116620621000	20261	Unemployment				
0116620621000	20271	Worker's Comp.				
0116620621000	20281	Cash in Lieu				
0116620621000	20291	Life Insurance				
0116620621000	20320	Professional	$ 6,801	$ 6,801	$ 6,801	$ 6,801
0116620621000	20330	Employee Training				
0116620621000	20610	General Supplies	$ 1,650	$ 1,650	$ 1,650	$ 1,650
		TOTAL	$ 8,451	$ 8,451	$ 8,451	$ 8,451
0116620631000		TITLE 2 EFFECTIVE INSTR.				
0116620631000	20111	Salary Certified				
0116620631000	20113	Salary Substitute				
0116620631000	20211	Health Ins. Certified				
0116620631000	20221	Soc. Sec. Certified				
0116620631000	20223	Soc. Sec. Classified				
0116620631000	20231	Retirement				
0116620631000	20251	Tuition				
0116620631000	20261	Unemployment				
0116620631000	20271	Worker's Comp.				
0116620631000	20281	Cash in Lieu				
0116620631000	20291	Life Insurance				
0116620631000	20320	Professional	$ 7,123	$ 7,123	$ 7,123	$ 7,123
0116620631000	20330	Employee Training	$ 65	$ 65	$ 65	$ 65
0116620631000	20610	General Supplies				
		TOTAL	$ 7,188	$ 7,188	$ 7,188	$ 7,188
0116620640600		IDEA PRESCHOOL BASE				
0116620640600	20111	Salary Certified				
0116620640600	20112	Salary Classified				
0116620640600	20113	Salary Substitute				
0116620640600	20211	Health Ins. Certified				
0116620640600	20212	Health Ins.				
0116620640600	20221	Soc. Sec. Certified				
0116620640600	20222	Soc. Sec. Classified				
0116620640600	20223	Soc. Sec. Substitute				
0116620640600	20231	Retirement				
0116620640600	20232	Retirement				
0116620640600	20251	Tuition				
0116620640600	20261	Unemployment				
0116620640600	20262	Unemployment				
0116620640600	20271	Worker's Comp.				
0116620640600	20272	Worker's Comp.				
0116620640600	20281	Cash in Lieu				
0116620640600	20282	Cash in Lieu				
0116620640600	20291	Life Insurance				
0116620640600	20292	Life Insurance				
		TOTAL	$ -	$ -	$ -	$ -

0116620640800		IDEA E/P				
0116620640800	20111	Salary Certified				
0116620640800	20112	Salary Classified				
0116620640800	20113	Salary Substitute				
0116620640800	20132	Overtime				
0116620640800	20211	Health Ins. Certified				
0116620640800	20212	Health Ins.				
0116620640800	20221	Soc. Sec. Certified				
0116620640800	20222	Soc. Sec. Classified				
0116620640800	20223	Soc. Sec. Substitute				
0116620640800	20231	Retirement				
0116620640800	20232	Retirement				
0116620640800	20251	Tuition				
0116620640800	20261	Unemployment				
0116620640800	20262	Unemployment				
0116620640800	20271	Worker's Comp.				
0116620640800	20272	Worker's Comp.				
0116620640800	20281	Cash in Lieu				
0116620640800	20282	Cash in Lieu				
0116620640800	20291	Life Insurance				
0116620640800	20292	Life Insurance				
0116620640800	20320	Professional	$ 15,153	$ 15,153	$ 15,153	$ 15,153
0116620640800	20610	General Supplies	$ 327	$ 327	$ 327	$ 327
		TOTAL	$ 15,480	$ 15,480	$ 15,480	$ 15,480
0116620641200		IDEA PART B PROPOR.				
0116620641200	20320	Professional	$ 6,500			
		TOTAL	$ 6,500			
0116620692500		TITLE 3 ENG. LANG. ACQ.				
0116620692500	20111	Salary Certified				
0116620692500	20112	Salary Classified				
0116620692500	20113	Salary Substitute				
0116620692500	20211	Health Ins. Certified				
0116620692500	20212	Health Ins.				
0116620692500	20221	Soc. Sec. Certified				
0116620692500	20222	Soc. Sec. Classified				
0116620692500	20223	Soc. Sec. Substitute				
0116620692500	20231	Retirement				
0116620692500	20232	Retirement				
0116620692500	20251	Tuition				
0116620692500	20261	Unemployment				
0116620692500	20262	Unemployment				
0116620692500	20272	Worker's Comp.				
0116620692500	20273	Worker's Comp.				
0116620692500	20281	Cash in Lieu				
0116620692500	20282	Cash in Lieu				
0116620692500	20291	Life Insurance				
0116620692500	20292	Life Insurance				
0116620692500	20320	Professional	$ 225	$ 225	$ 225	$ 225
0116620692500	20330	Employee Training	$ 127	$ 127	$ 127	$ 127
0116620692500	20610	General Supplies	$ 1,900	$ 1,900	$ 1,900	$ 1,900
		TOTAL	$ 2,252	$ 2,252	$ 2,252	$ 2,252
0116620696900		Title IV Student Support and Academic Enrichment				
0116620696900	20111	Salary Certified				
0116620696900	20112	Salary Classified				
0116620696900	20113	Salary Substitute				

0116620696900	20211	Health Ins. Certified				
0116620696900	20212	Health Ins.				
0116620696900	20221	Soc. Sec. Certified				
0116620696900	20222	Soc. Sec. Classified				
0116620696900	20223	Soc. Sec. Substitute				
0116620696900	20231	Retirement				
0116620696900	20232	Retirement				
0116620696900	20251	Tuition				
0116620696900	20261	Unemployment				
0116620696900	20262	Unemployment				
0116620696900	20272	Worker's Comp.				
0116620696900	20273	Worker's Comp.				
0116620696900	20281	Cash in Lieu				
0116620696900	20282	Cash in Lieu				
0116620696900	20291	Life Insurance				
0116620696900	20292	Life Insurance				
0116620696900	20320	Professional				
0116620696900	20330	Employee Training				
0116620696900	20610	General Supplies				
		TOTAL	$ -	$ -	$ -	$ -
0616620310000		FOOD SERVICE				
0616620310000	20110	Salary Food Service	$ 37,242	$ 39,008	$ 43,696	$ 44,570
0616620310000	20130	Overtime				
0616620310000	20210	Health Ins. Food		$ 123	$ 123	$ 3,000
0616620310000	20221	Soc. Sec. Food	$ 2,849	$ 2,984	$ 3,343	$ 3,410
0616620310000	20230	Retirement Food	$ 3,678	$ 3,853	$ 4,316	$ 4,403
0616620310000	20260	Unemployment				
0616620310000	20270	Worker's Comp.	$ 231	$ 242	$ 271	$ 3,120
0616620310000	20280	Cash in Lieu				
0616620310000	20290	Life Insurance Food				
0616620310000	20333	Mileage Paid to	$ 136	$ 136	$ 136	$ 136
0616620310000	20340	Other Professional	$ 118,368	$ 118,368	$ 118,368	$ 118,368
0616620310000	20530	Communications	$ 105	$ 105	$ 105	$ 105
0616620310000	20610	General Supplies	$ 1,074	$ 1,074	$ 1,074	$ 1,074
0616620310000	20733	Furniture and	$ 1,357	$ 1,357	$ 1,357	$ 1,357
		TOTAL	$ 165,040	$ 167,250	$ 172,788	$ 179,542
0116620699000		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento				
0116620699000	20111	Salary Certified				
0116620699000	20211	Health Ins. Certified				
0116620699000	20221	Soc. Sec. Certified				
0116620699000	20231	Retirement				
0116620699000	20261	Unemployment				
0116620699000	20271	Worker's Comp.				
0116620699000	20281	Cash in Lieu				
0116620699000	20291	Life Insurance				
		TOTAL	$ -	$ -	$ -	$ -

% change	$ change	NOTES			
				2021-2022	2022-2023
8.8%	$ 42,383		Regular Education	1,946,726	2,124,382
182.5%	$ 51,677		SPED	379,488	484,056
0.0%	$ -		Pupil Services	160,108	140,169
2.0%	$ 280		Staff Services	54,684	59,071
	$ 4,000	Student Teacher Stipends	General Admin.	0	0
2.0%	$ 2,708		School Admin	165,437	172,014
370.6%	$ 315		Fiscal	0	0
8.8%	$ 3,242		Operations	192,699	212,246
182.5%	$ 3,953		Maintenance	39,862	43,259
0.0%	$ -		Transportation	0	0
8.8%	$ 4,190		Early Childhood	0	0
182.5%	$ 5,105		Title	143,582	72,235
	$ -		IDEA	21,980	15,480
	$ -		BOE	0	0
	$ -				
8.8%	$ 263		TOTAL	2,939,005	3,235,197
182.5%	$ 320				
-27.5%	$ 1,566				
	$ -				
-12.9%	$ 59				
59.6%	$ 56				
-13.8%	$ 1,600				
0.0%	$ -				
0.0%	$ 1				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
20.0%	$ 200				
0.0%	$ -				
	$ -				
0.0%	$ -				
0.0%	$ -				
3.0%	$ 659				
-44.5%	$ 40,386				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
8.1%	$ 75,741				
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2.0%	$ 1,430				
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0.0%	$ -				
2.0%	$ 502				
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2.0%	$ 109				
	$ 4				
0.0%	$ -				
2.0%	$ 142				
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2.0%	$ 9				
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0.0%	$ -				
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	$ -				
1.9%	$ 2,250				
0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
2.0%	$ 4,102				
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0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
0.0%	$ 6				
0.0%	$ 0				
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0.0%	$ -				
0.0%	$ -				
0.0%	$ -				
	$ -				
7.0%	$ 26				
	$ -				
0.0%	$ -				
	$ -				
0.4%	$ 4,134				
3.0%	$ 3,672				

33.8%	$ 9,596				
0.0%	$ -				
2.0%	$ 346				
2.0%	$ 2				
3.0%	$ 281				
33.8%	$ 734				
0.0%	$ -				
3.0%	$ 364				
33.8%	$ 948				
	$ -				
	$ -				
	$ -				
3.0%	$ 23				
33.8%	$ 59				
0.0%	$ -				
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0.0%	$ -				
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5.3%	$ 16,025				
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2.0%	$ 196				
2.0%	$ 63				
2.0%	$ 15				
2.0%	$ 19				
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2.0%	$ 1				
	$ -				
110.5%	$ 21				
0.0%	$ -				
0.0%	$ -				

0.0%	$ -				
2.1%	$ 315				
7.0%	$ 3,409				
2.0%	$ 189				
7.0%	$ 261				
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2023-2024	2024-2025		
2,268,723	2,353,879	3.8%	
436,375	455,981	4.5%	
144,975	152,217	5.0%	
65,625	67,268	2.5%	
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181,085	187,162	3.4%	
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202,189	224,461	11.0%	
46,217	48,546	5.0%	
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75,801	78,893	4.1%	
15,480	15,480	0.0%	
0	0		
3,345,190	3,489,514	4.3%	

MOCKINGBIRD ELEMENTARY

ORG Code	Account Cod	Description	2021-2022	2022-2023	2023-2024
0116720110000		REGULAR EDUCATION			
0116720110000	20111	Salary Certified	$ 607,596	$ 716,598	$ 817,987
0116720110000	20112	Salary Classified	$ 52,106	$ 33,618	$ 35,635
0116720110000	20113	Salary Substitute	$ 35,000	$ 35,000	$ 37,000
0116720110000	20151	Unit Pay	$ 13,167	$ 12,439	$ 12,937
0116720110000	20152	Unit Pay Classified			
0116720110000	20211	Health Ins. Certified	$ 175,262	$ 203,957	$ 235,314
0116720110000	20212	Health Ins. Classified	$ 250	$ 250	$ 250
0116720110000	20221	Soc. Sec. Certified	$ 46,481	$ 54,820	$ 62,576
0116720110000	20222	Soc. Sec. Classified	$ 3,986	$ 2,572	$ 2,726
0116720110000	20223	Soc. Sec. Substitute	$ 2,678	$ 2,678	$ 2,831
0116720110000	20231	Retirement Certified	$ 60,012	$ 70,778	$ 80,793
0116720110000	20232	Retirement Classified	$ 5,147	$ 3,321	$ 3,520
0116720110000	20251	Tuition Reimbursement		$ 5,000	$ 5,000
0116720110000	20261	Unemployment			
0116720110000	20262	Unemployment			
0116720110000	20271	Worker's Comp.	$ 3,767	$ 4,443	$ 5,072
0116720110000	20272	Worker's Comp.	$ 323	$ 208	$ 221
0116720110000	20281	Cash in Lieu certified	$ 2,750	$ 2,750	$ 2,750
0116720110000	20282	Cash in lieu classfied			
0116720110000	20291	Life Insurance Certified	$ 1,261	$ 1,261	$ 1,261
0116720110000	20292	Life Insurance Classified	$ 187	$ 187	$ 187
0116720110000	20330	Employee Training and	$ 2,000	$ 12,900	$ 12,900
0116720110000	20333	Mileage Paid to Staff	$ 315	$ 315	$ 315
0116720110000	20340	Other Professional	$ 7,193	$ 7,193	$ 7,193
0116720110000	20531	Postage	$ 800	$ 800	$ 800
0116720110000	20610	General Supplies	$ 16,225	$ 16,225	$ 16,225
0116720110000	20640	Books and Periodicals	$ 2,500	$ 2,500	$ 2,500
0116720110000	20650	Supplies - Technology	$ 1,500	$ 1,500	$ 1,500
0116720110000	20733	Furniture and Fixtures	$ 1,500	$ 1,500	$ 1,500
0116720110000	20734	Technology-Related	$ 700	$ 700	$ 700
0116720110000	20810	Dues and Fees	$ -	$ -	$ -
0116720110001	20330	Employee Train	$ 2,100	$ 2,100	$ 2,100
0116720110001	20610	Curricular Supplies	$ 2,100	$ 2,100	$ 2,100
0116720110001	20640	Books and Periodicals	$ 28,350	$ 30,335	$ 32,458
0116720110001	20734	Hardware Technology	$ 26,250	$ 28,088	$ 30,054
0116720110050	20610	Science Supplies	$ 300	$ 300	$ 300
0116720110068	20610	PE Supplies	$ 800	$ 800	$ 800
0116720110090	20610	Art Supplies	$ 1,100	$ 1,100	$ 1,500
0116720110093	20610	Vocal Music Supplies	$ 300	$ 300	$ 450
0116720110094	20610	Band Supplies	$ 2,500	$ 2,500	$ 2,500
		TOTAL	$ 1,106,506	$ 1,261,134	$ 1,421,952
0116720112500		FLEX FUNDING			
0116720112500	20111	Salary Certified			
0116720112500	20112	Salary Classified			
0116720112500	20211	Health Ins. Certified			
0116720112500	20221	Soc. Sec. Certified			
0116720112500	20231	Retirement Certified			
0116720112500	20261	Unemployment			
0116720112500	20271	Worker's Comp.			
0116720112500	20281	Cash in Lieu certified			
0116720112500	20291	Life Insurance Certified			

0116720112500	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0116720115000		LEP			
0116720115000	20111	Salary Certified	$ 154,354	$ 160,356	$ 218,388
0116720115000	20112	Salary Classified	$ 18,678	$ 25,073	$ 22,107
0116720115000	20113	Salary Substitute	$ 2,000	$ 2,500	$ 3,000
0116720115000	20211	Health Ins. Certified	$ 21,137	$ 36,536	$ 42,828
0116720115000	20212	Health Ins. Classified	$ 67	$ 200	$ 200
0116720115000	20221	Soc. Sec. Certified	$ 11,808	$ 12,267	$ 16,707
0116720115000	20222	Soc. Sec. Classified	$ 1,429	$ 1,918	$ 1,691
0116720115000	20223	Soc. Sec. Substitute	$ 153	$ 191	$ 230
0116720115000	20231	Retirement Certified	$ 15,246	$ 15,838	$ 21,570
0116720115000	20232	Retirement Classified	$ 1,845	$ 2,476	$ 2,184
0116720115000	20251	Tuition Reimbursement			
0116720115000	20261	Unemployment			
0116720115000	20262	Unemployment			
0116720115000	20271	Worker's Comp.	$ 957	$ 994	$ 1,354
0116720115000	20272	Worker's Comp.	$ 116	$ 155	$ 137
0116720115000	20281	Cash in Lieu certified	$ 1,375	$ 1,375	$ 4,059
0116720115000	20282	Cash in lieu classfied			
0116720115000	20291	Life Insurance Certified	$ 121	$ 121	$ 121
0116720115000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116720115000	20320	Professional Educational			
0116720115000	20330	Employee Training and	$ 4,000	$ 4,000	$ 4,000
0116720115000	20333	Mileage Paid to Staff			
0116720115000	20610	General Supplies	$ 7,350	$ 7,350	$ 7,350
0116720115000	20640	Books and Periodicals	$ 1,500	$ 1,500	$ 1,500
0116720115000	20650	Supplies - Technology			
0116720115000	20734	Technology-Related			
		TOTAL	$ 242,181	$ 272,898	$ 347,471
0116720116000		POVERTY			
0116720116000	20111	Salary Certified	$ 632,369	$ 597,282	$ 612,214
0116720116000	20112	Salary Classified			
0116720116000	20113	Salary Substitute	$ 11,000	$ 20,000	$ 23,000
0116720116000	20211	Health Ins. Certified	$ 192,031	$ 153,612	$ 173,798
0116720116000	20212	Health Ins. Classified			
0116720116000	20221	Soc. Sec. Certified	$ 48,376	$ 45,692	$ 46,834
0116720116000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116720116000	20223	Soc. Sec. Substitute	$ 842	$ 1,530	$ 1,760
0116720116000	20231	Retirement Certified	$ 62,459	$ 58,994	$ 60,468
0116720116000	20232	Retirement Classified	$ -	$ -	$ -
0116720116000	20251	Tuition Reimbursement			
0116720116000	20261	Unemployment			
0116720116000	20262	Unemployment			
0116720116000	20271	Worker's Comp.	$ 3,921	$ 3,703	$ 3,796
0116720116000	20272	Worker's Comp.	$ -	$ -	$ -
0116720116000	20281	Cash in Lieu certified	$ 1,000	$ 1,000	$ 1,000
0116720116000	20282	Cash in lieu classfied			
0116720116000	20291	Life Insurance Certified	$ 422	$ 422	$ 422
0116720116000	20292	Life Insurance Classified			
0116720116000	20610	General Supplies	$ 105	$ 105	$ 105
0116720116000	20640	Books and Periodicals			
		TOTAL	$ 952,525	$ 882,340	$ 923,397
0116720120000		SPED SCHOOL AGE			
0116720120000	20111	Salary Certified	$ 153,965	$ 170,035	$ 177,755

0116720120000	20112	Salary Classified	$ 46,550	$ 73,087	$ 83,682
0116720120000	20113	Salary Substitute	$ 6,000	$ 5,000	$ 5,200
0116720120000	20211	Health Ins. Certified	$ 25,387	$ 31,850	$ 88,325
0116720120000	20212	Health Ins. Classified	$ 200	$ 225	$ 225
0116720120000	20221	Soc. Sec. Certified	$ 11,778	$ 13,008	$ 13,598
0116720120000	20222	Soc. Sec. Classified	$ 3,561	$ 5,591	$ 6,402
0116720120000	20223	Soc. Sec. Substitute	$ 459	$ 383	$ 398
0116720120000	20231	Retirement Certified	$ 15,207	$ 16,794	$ 17,557
0116720120000	20232	Retirement Classified			
0116720120000	20251	Tuition Reimbursement			
0116720120000	20261	Unemployment			
0116720120000	20262	Unemployment			
0116720120000	20271	Worker's Comp.	$ 955	$ 1,054	$ 1,102
0116720120000	20272	Worker's Comp.	$ 289	$ 453	$ 519
0116720120000	20281	Cash in Lieu Certified	$ 2,500	$ 2,500	$ 2,500
0116720120000	20282	Cash in Lieu Classfied			
0116720120000	20291	Life Insurance Certified	$ 140	$ 140	$ 140
0116720120000	20292	Life Insurance Classified	$ 140	$ 140	$ 140
0116720120000	20320	Professional Educational	$ 8,175	$ 8,175	$ 8,175
0116720120000	20330	Employee Training and			
0116720120000	20333	Mileage Paid to Staff			
0116720120000	20563	Tuition to Private			
0116720120000	20569	Tuition - Other	$ 98,100	$ 140,000	$ 140,000
0116720120000	20610	General Supplies	$ 988	$ 988	$ 988
0116720120000	20640	Books and Periodicals			
0116720120000	20733	Furniture and Fixtures			
0116720120000	20734	Technology-Related			
		TOTAL	$ 374,394	$ 469,423	$ 546,706
0116720129100		SPED 3-5			
0116720129100	20111	Salary Certified			
0116720129100	20112	Salary Classified			
0116720129100	20113	Salary Substitute			
0116720129100	20211	Health Ins. Certified			
0116720129100	20212	Health Ins. Classified			
0116720129100	20221	Soc. Sec. Certified			
0116720129100	20222	Soc. Sec. Classified			
0116720129100	20223	Soc. Sec. Substitute			
0116720129100	20231	Retirement Certified			
0116720129100	20232	Retirement Classified			
0116720129100	20251	Tuition Reimbursement			
0116720129100	20261	Unemployment			
0116720129100	20262	Unemployment			
0116720129100	20271	Worker's Comp.			
0116720129100	20272	Worker's Comp.			
0116720129100	20281	Cash in Lieu Certified			
0116720129100	20282	Cash in Lieu Classfied			
0116720129100	20291	Life Insurance Certified			
0116720129100	20292	Life Insurance Classified			
0116720129100	20320	Professional Educational	$ 2,430	$ 4,500	$ 4,500
0116720129100	20330	Employee Training and			
0116720129100	20561	Tuition to Other School			
0116720129100	20610	General Supplies	$ 2,300	$ 2,300	$ 2,300
0116720129100	20630	Food	$ 250	$ 250	$ 250
		TOTAL	$ 4,980	$ 7,050	$ 7,050
0116720129200		SPED BIRTH TO 2			

0116720129200	20111	Salary Certified			
0116720129200	20112	Salary Classified			
0116720129200	20211	Health Ins. Certified			
0116720129200	20212	Health Ins. Classified			
0116720129200	20221	Soc. Sec. Certified			
0116720129200	20222	Soc. Sec. Classified			
0116720129200	20231	Retirement Certified			
0116720129200	20232	Retirement Classified			
0116720129200	20251	Tuition Reimbursement			
0116720129200	20261	Unemployment			
0116720129200	20262	Unemployment			
0116720129200	20271	Worker's Comp.			
0116720129200	20272	Worker's Comp.			
0116720129200	20281	Cash in Lieu Certified			
0116720129200	20282	Cash in Lieu Classfied			
0116720129200	20291	Life Insurance Certified			
0116720129200	20292	Life Insurance Classified			
0116720129200	20320	Professional Educational	$ 4,000	$ 18,000	$ 18,000
0116720129200	20330	Employee Training and			
0116720129200	20333	Mileage Paid to Staff			
0116720129200	20610	General Supplies			
0116720129200	20734	Technology-Related			
0116720129200	20735	Technology Software			
		TOTAL	$ 4,000	$ 18,000	$ 18,000
0116720130000		SUMMER SCHOOL			
0116720130000	20111	Salary Certified			
0116720130000	20112	Salary Classified			
0116720130000	20211	Health Ins. Certified			
0116720130000	20212	Health Ins. Classified			
0116720130000	20221	Soc. Sec. Certified			
0116720130000	20222	Soc. Sec. Classified			
0116720130000	20231	Retirement Certified			
0116720130000	20232	Retirement Classified			
0116720130000	20271	Worker's Comp.			
0116720130000	20272	Worker's Comp.			
0116720130000	20281	Cash in Lieu Certified			
0116720130000	20282	Cash in Lieu Classfied			
0116720130000	20291	Life Insurance Certified			
0116720130000	20292	Life Insurance Classified			
0116720130000	20610	General Supplies			
0116720130000	20630	Food			
0116720130000	20640	Books and Periodicals			
		TOTAL	$ -	$ -	$ -
0116720211000		SOCIAL WORK/ATTENDANCE			
0116720211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779
0116720211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136
0116720211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748
0116720211000	20231	Retirement Certified	$ 931	$ 955	$ 966
0116720211000	20251	Tuition Reimbursement			
0116720211000	20261	Unemployment			
0116720211000	20271	Worker's Comp.	$ 58	$ 60	$ 61
0116720211000	20281	Cash in Lieu Certified			
0116720211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6
0116720211000	20320	Professional Educational	$ 30	$ 30	$ 30
0116720211000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42

0116720211000	20610	General Supplies	$ 24	$ 24	$ 24
		TOTAL	$ 14,004	$ 14,448	$ 14,792
0116720212000		GUIDANCE SERVICES			
0116720212000	20111	Salary Certified	$ 72,380	$ 73,032	$ 76,950
0116720212000	20211	Health Ins. Certified	$ 21,769	$ 23,524	$ 24,987
0116720212000	20221	Soc. Sec. Certified	$ 5,537	$ 5,587	$ 5,887
0116720212000	20231	Retirement Certified	$ 7,149	$ 7,213	$ 7,600
0116720212000	20251	Tuition Reimbursement			
0116720212000	20261	Unemployment			
0116720212000	20271	Worker's Comp.	$ 449	$ 453	$ 477
0116720212000	20281	Cash in Lieu Certified			
0116720212000	20291	Life Insurance Certified	$ 19	$ 19	$ 19
0116720212000	20320	Professional Educational	$ 55	$ 2,000	$ 2,000
0116720212000	20333	Mileage Paid to Staff	$ 76	$ 76	$ 76
0116720212000	20610	General Supplies	$ 44	$ 44	$ 44
0116720212000	20735	Technology Software			
		TOTAL	$ 107,477	$ 111,948	$ 118,040
0116720213000		HEALTH SERVICES			
0116720213000	20111	Salary Certified	$ 15,775	$ 16,169	$ 16,234
0116720213000	20112	Salary Classified	$ 16,173	$ 18,270	$ 18,609
0116720213000	20211	Health Ins. Certified	$ 3,819	$ 4,048	$ 1,060
0116720213000	20212	Health Ins. Classified	$ 58	$ 66	$ 67
0116720213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,237	$ 1,242
0116720213000	20222	Soc. Sec. Classified	$ 1,597	$ 1,805	$ 1,838
0116720213000	20231	Retirement Certified	$ 1,558	$ 1,597	$ 1,603
0116720213000	20232	Retirement Classified	$ 1,597	$ 1,805	$ 1,838
0116720213000	20251	Tuition Reimbursement			
0116720213000	20261	Unemployment			
0116720213000	20262	Unemployment			
0116720213000	20271	Worker's Comp.	$ 98	$ 100	$ 101
0116720213000	20272	Worker's Comp.	$ 100	$ 113	$ 115
0116720213000	20281	Cash in Lieu Certified			
0116720213000	20282	Cash in Lieu Classfied			
0116720213000	20291	Life Insurance Certified			
0116720213000	20292	Life Insurance Classified	$ 12	$ 12	$ 12
0116720213000	20330	Employee Training and	$ 131	$ 131	$ 131
0116720213000	20333	Mileage Paid to Staff	$ 76	$ 76	$ 76
0116720213000	20610	General Supplies	$ 583	$ 583	$ 583
		TOTAL	$ 42,785	$ 46,012	$ 43,510
0116720214100		PSYCH SERVICES SCHOOL AGE			
0116720214100	20111	Salary Certified	$ 37,490	$ 16,822	$ 13,287
0116720214100	20211	Health Ins. Certified	$ 9,171	$ 4,189	$ 3,468
0116720214100	20221	Soc. Sec. Certified	$ 2,868	$ 1,287	$ 1,016
0116720214100	20231	Retirement Certified	$ 3,703	$ 1,662	$ 1,312
0116720214100	20251	Tuition Reimbursement			
0116720214100	20261	Unemployment			
0116720214100	20271	Worker's Comp.	$ 232	$ 104	$ 82
0116720214100	20281	Cash in Lieu Certified			
0116720214100	20291	Life Insurance Certified	$ -	$ -	$ 46
0116720214100	20330	Employee Training and	$ 100	$ 1,300	$ 1,300
0116720214100	20333	Mileage Paid to Staff	$ 55	$ 55	$ 55
0116720214100	20610	General Supplies	$ 600	$ 600	$ 600
		TOTAL	$ 53,619	$ 25,418	$ 21,166
0116720215000		SPEECH PATHOLOGY			
0116720215000	20111	Salary Certified			

0116720215000	20211	Health Ins. Certified			
0116720215000	20221	Soc. Sec. Certified			
0116720215000	20231	Retirement Certified			
0116720215000	20251	Tuition Reimbursement			
0116720215000	20261	Unemployment			
0116720215000	20271	Worker's Comp.			
0116720215000	20281	Cash in Lieu Certified			
0116720215000	20291	Life Insurance Certified			
0116720215000	20333	Mileage Paid to Staff			
0116720215000	20340	Other Professional	$ 3,488	$ 3,488	$ 3,488
0116720215000	20610	General Supplies	$ 120	$ 120	$ 120
		TOTAL	$ 3,608	$ 3,608	$ 3,608
0116720215100		SPEECH/AUD SCHOOL AGE			
0116720215100	20111	Salary Certified	$ 48,972	$ 55,055	$ -
0116720215100	20112	Salary Classified			
0116720215100	20113	Salary Substitute	$ 500	$ 500	$ -
0116720215100	20132	Overtime			
0116720215100	20211	Health Ins. Certified	$ 8,462	$ 10,701	$ -
0116720215100	20212	Health Ins. Classifed			
0116720215100	20221	Soc. Sec. Certified	$ 3,746	$ 4,212	$ -
0116720215100	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116720215100	20223	Soc. Sec. Substitute	$ 38	$ 38	$ -
0116720215100	20231	Retirement Certified	$ 4,837	$ 5,438	$ -
0116720215100	20232	Retirement Classified	$ -	$ -	$ -
0116720215100	20251	Tuition Reimbursement			
0116720215100	20261	Unemployment			
0116720215100	20262	Unemployment			
0116720215100	20271	Worker's Comp.	$ 304	$ 341	$ -
0116720215100	20272	Worker's Comp.	$ -	$ -	$ -
0116720215100	20281	Cash in Lieu Certified			
0116720215100	20282	Cash in Lieu Classfied			
0116720215100	20291	Life Insurance Certified	$ 46	$ 46	$ -
0116720215100	20292	Life Insurance Classified			
0116720215100	20320	Professional Educational			$ 66,661
0116720215100	20330	Employee Training and			
0116720215100	20333	Mileage Paid to Staff			
		TOTAL	$ 66,905	$ 76,331	$ 66,661
0116720218100		VISION SERVICES SPED			
0116720218100	20320	Professional Educational			
TOTAL					
0116720221100		SCHOOL IMPROVEMENT			
0116720221100	20111	Salary Certified			
0116720221100	20211	Health Ins. Certified			
0116720221100	20221	Soc. Sec. Certified			
0116720221100	20231	Retirement Certified			
0116720221100	20251	Tuition Reimbursement			
0116720221100	20261	Unemployment			
0116720221100	20271	Worker's Comp.			
0116720221100	20281	Cash in Lieu Certified			
0116720221100	20291	Life Insurance Certified			
0116720221100	20320	Professional Educational			
0116720221100	20330	Employee Training and			
0116720221100	20332	Mileage Paid to Parents			
0116720221100	20333	Mileage Paid to Staff			
0116720221100	20540	Advertising			

0116720221100	20610	General Supplies			
0116720221100	20733	Furniture and Fixtures			
0116720221100	20810	Dues and Fees			
		TOTAL	$ -	$ -	$ -
0116720222000		LIBRARY/MEDIA SERVICES			
0116720222000	20111	Salary Certified			
0116720222000	20112	Salary Classified	$ 17,718	$ 20,948	$ 21,827
0116720222000	20113	Salary Substitute	$ 500	$ 500	$ 600
0116720222000	20211	Health Ins. Certified			
0116720222000	20212	Health Ins. Classified	$ 75	$ 75	$ 75
0116720222000	20221	Soc. Sec. Certified	$ -	$ -	$ -
0116720222000	20222	Soc. Sec. Classified	$ 1,355	$ 1,603	$ 1,670
0116720222000	20223	Soc. Sec. Substitute	$ 38	$ 38	$ 46
0116720222000	20222	Retirement Certified	$ -	$ -	$ -
0116720222000	20232	Retirement Classified	$ 1,750	$ 2,069	$ 2,156
0116720222000	20251	Tuition Reimbursement			
0116720222000	20261	Unemployment			
0116720222000	20262	Unemployment			
0116720222000	20271	Worker's Comp.	$ -	$ -	$ -
0116720222000	20272	Worker's Comp.	$ 110	$ 130	$ 135
0116720222000	20281	Cash in Lieu Certified			
0116720222000	20282	Cash in Lieu Classfied			
0116720222000	20291	Life Insurance Certified			
0116720222000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116720222000	20610	General Supplies	$ 300	$ 300	$ 300
0116720222000	20640	Books and Periodicals	$ 4,700	$ 4,700	$ 4,700
0116720222000	20642	Audio-Visual Materials	$ 1,000	$ 1,000	$ 1,000
		TOTAL	$ 27,593	$ 31,409	$ 32,555
0116720223000		TECHNOLOGY-INSTRUTION			
0116720223000	20642	Audio-Visual Materials			
		TOTAL	$ -	$ -	$ -
0116720241000		OFFICE OF THE PRINCIPAL			
0116720241000	20110	Salary Classified	$ 25,892	$ 28,124	$ 32,347
0116720241000	20111	Salary Certified	$ 112,368	$ 121,711	$ 125,971
0116720241000	20210	Health Ins. Classified	$ 100	$ 100	
0116720241000	20211	Health Ins. Certified	$ 22,092	$ 23,417	$ 25,093
0116720241000	20220	Soc. Sec. Classified	$ 1,981	$ 2,151	$ 2,475
0116720241000	20221	Soc. Sec. Certified	$ 8,596	$ 9,311	$ 9,637
0116720241000	20230	Retirement Classified	$ 2,557	$ 2,778	$ 3,195
0116720241000	20231	Retirement Certified	$ 11,099	$ 12,021	$ 12,442
0116720241000	20251	Tuition Reimbursement			
0116720241000	20260	Unemployment			
0116720241000	20261	Unemployment			
0116720241000	20270	Worker's Comp.	$ 161	$ 174	$ 201
0116720241000	20271	Worker's Comp.	$ 697	$ 755	$ 781
0116720241000	20280	Cash in Lieu Classfied	$ 2,750	$ 2,750	$ 2,750
0116720241000	20281	Cash in Lieu Certified			
0116720241000	20290	Life Insurance Classified	$ 46	$ 46	$ 46
0116720241000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0116720241000	20333	Mileage Paid to Staff	$ 1,000	$ 1,000	$ 1,000
0116720241000	20810	Dues and Fees	$ 650	$ 650	$ 650
		TOTAL	$ 190,268	$ 205,269	$ 216,867
0116720261000		OPERATIONS OF BUILDING			
0116720261000	20110	Salary Custodial/Maint.	$ 90,000	$ 105,321	$ 85,781
0116720261000	20120	Salary Temp.			

0116720261000	20130	Overtime	$ 1,000	$ 1,000	$ 1,200
0116720261000	20210	Health Ins.	$ 34,846	$ 85,457	$ 52,032
0116720261000	20220	Soc. Sec.	$ 6,885	$ 8,057	$ 6,562
0116720261000	20230	Retirement	$ 8,889	$ 10,403	$ 8,473
0116720261000	20260	Unemployment			
0116720261000	20270	Worker's Comp.	$ 558	$ 653	$ 532
0116720261000	20280	Cash in Lieu Classfied			
0116720261000	20290	Life Insurance	$ 140	$ 140	
0116720261000	20340	Other Professional	$ 1,090	$ 1,166	$ 1,248
0116720261000	20350	Techinical Services			
0116720261000	20352	Other Technical Services	$ 327	$ 350	$ 374
0116720261000	20530	Communications	$ 164	$ 175	$ 187
0116720261000	20610	General Supplies	$ 9,810	$ 15,000	$ 15,000
0116720261000	20621	Natural Gas	$ 21,800	$ 17,000	$ 17,000
0116720261000	20622	Electricity	$ 89,925	$ 96,220	$ 75,000
0116720261000	20629	Other(water)	$ 8,165	$ 8,737	$ 9,348
0116720261000	20730	Equipment	$ 1,090	$ 1,166	$ 1,248
		TOTAL	$ 274,689	$ 350,844	$ 273,985
0116720262000		MAINTENANCE OF BUILDINGS			
0116720262000	20110	Salary Custodial/Maint.			
0116720262000	20120	Salary Temp.			
0116720262000	20130	Overtime			
0116720262000	20210	Health Ins.			
0116720262000	20220	Soc. Sec.			
0116720262000	20230	Retirement			
0116720262000	20271	Worker's Comp.			
0116720262000	20280	Cash in Lieu Classfied			
0116720262000	20290	Life Insurance			
0116720262000	20352	Other Technical Services	$ 8,720	$ 9,330	$ 9,984
0116720262000	20430	Repairs and	$ 24,213	$ 25,908	$ 27,721
0116720262000	20520	Property Ins.	$ 14,170	$ 15,162	$ 16,223
0116720262000	20530	Communications	$ 436	$ 467	$ 499
0116720262000	02610	General Supplies	$ 109	$ 500	$ 500
0116720262000	20731	Equipment	$ 327	$ 350	$ 374
0116720262000	20733	Furniture and Fixtures			
0116720262000	20810	Dues and Fees			
		TOTAL	$ 47,975	$ 51,717	$ 55,302
011672026600		SECURITY			
0116720266000	20330	Professional	$ 109	$ 109	$ 109
0116720266000	20340	School Resource Officer	$ 5,450	$ 5,832	$ 6,240
0116720266000	20610	General Supplies	$ 981	$ 981	$ 981
		TOTAL	$ 6,540	$ 6,922	$ 7,330
0116720353500		HAL			
0116720353500	20111	Salary Certified	$ 30,199	$ 19,622	$ 20,406
0116720353500	20211	Health Ins. Certified	$ 3,385	$ 2,787	$ -
0116720353500	20221	Soc. Sec. Certified	$ 2,310	$ 1,501	$ 1,561
0116720353500	20231	Retirement Certified	$ 2,983	$ 1,938	$ 2,016
0116720353500	20251	Tuition Reimbursement			
0116720353500	20261	Unemployment			
0116720353500	20271	Worker's Comp.	$ 187	$ 122	$ 127
0116720353500	20281	Cash in Lieu Certified	$ 400	$ 400	$ 2,750
0116720353500	20291	Life Insurance Certified	$ 38	$ 38	
0116720353500	20333	Mileage Paid to Staff	$ 22	$ 22	$ 22
0116720353500	20320	Professional Educational			
0116720353500	20610	General Supplies	$ 468	$ 468	$ 468

		TOTAL	$ 39,992	$ 26,898	$ 27,349
0116720354000		STATE EARLY CHILDHOOD			
0116720354000	20111	Salary Certified			
0116720354000	20112	Salary Classified	$ 12,159	$ 15,989	$ 14,051
0116720354000	20113	Salary Substitute			
0116720354000	20211	Health Ins. Certified			
0116720354000	20212	Health Ins. Classified	$ 44	$ 50	$ 50
0116720354000	20221	Soc. Sec. Certified	$ -	$ -	$ -
0116720354000	20222	Soc. Sec. Classified	$ 930	$ 1,223	$ 1,075
0116720354000	20223	Soc. Sec. Substitute	$ -	$ -	$ -
0116720354000	20231	Retirement Certified	$ -	$ -	$ -
0116720354000	20232	Retirement Classified	$ 1,201	$ 1,579	$ 1,388
0116720354000	20251	Tuition Reimbursement			
0116720354000	20261	Unemployment			
0116720354000	20262	Unemployment			
0116720354000	20271	Worker's Comp.	$ -	$ -	$ -
0116720354000	20272	Worker's Comp.	$ 75	$ 99	$ 87
0116720354000	20281	Cash in Lieu Certified			
0116720354000	20282	Cash in Lieu Certified			
0116720354000	20291	Life Insurance Certified	$ 94	$ 94	$ 94
0116720354000	20292	Life Insurance Classified			
0116720354000	20333	Mileage Paid to Staff			
		TOTAL	$ 14,503	$ 19,034	$ 16,744
01167203599000		OTHER STATE CATEGORICAL PROGRAMS Learning Community Grant			
0116720359900	20111	Salary Certified	$ 10,089	$ 13,025	$ 9,867
0116720359900	20211	Health Ins. Certified	$ 3,628	$ 3,628	$ 1,591
0116720359900	20221	Soc. Sec. Certified	$ 772	$ 996	$ 755
0116720359900	20231	Retirement Certified	$ 997	$ 1,288	$ 976
0116720359900	20261	Unemployment			
0116720359900	20271	Worker's Comp.	$ 36	$ 47	$ 36
0116720359900	20281	Cash in Lieu Certified			
0116720359900	20291	Life Insurance Certified	$ 36	$ 36	$ 36
		TOTAL	$ 15,559	$ 19,020	$ 13,260
0116720620000		TITLE 1 PART A BASIC PROG			
0116720620000	20111	Salary Certified	$ 111,585	$ 78,728	$ 69,255
0116720620000	20112	Salary Classified	$ 12,159	$ 12,328	$ 15,467
0116720620000	20113	Salary Substitute	$ 500	$ 1,000	$ 1,500
0116720620000	20211	Health Ins. Certified	$ 21,769	-	-
0116720620000	20212	Health Ins. Classified	$ 60	$ 60	$ 60
0116720620000	20221	Soc. Sec. Certified	$ 8,536	$ 6,023	$ 5,298
0116720620000	20222	Soc. Sec. Classified	$ 930	$ 943	$ 1,183
0116720620000	20223	Soc. Sec. Substitute	$ 38	$ 77	$ 115
0116720620000	20231	Retirement Certified	$ 11,021	$ 7,776	$ 6,840
0116720620000	20232	Retirement Classified	$ 1,201	$ 1,218	$ 1,528
0116720620000	20251	Tuition Reimbursement			
0116720620000	20261	Unemployment			
0116720620000	20262	Unemployment			
0116720620000	20271	Worker's Comp.	$ 692	$ 488	$ 429
0116720620000	20272	Worker's Comp.	$ 75	$ 76	$ 96
0116720620000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750
0116720620000	20282	Cash in Lieu Classified			
0116720620000	20291	Life Insurance Certified	$ 71	$ 71	$ 71
0116720620000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116720620000	20320	Professional Educational	$ 736	$ 6,000	$ 6,000
0116720620000	20330	Employee Training and	$ 260	$ 260	$ 260

0116720620000	20333	Mileage Paid to Staff	$ 97	$ 97	$ 97
0116720620000	20590	Interagency Purchased			
0116720620000	20610	General Supplies	$ 2,102	$ 2,102	$ 2,102
		TOTAL	$ 174,630	$ 120,043	$ 113,097
0116720621000		TITLE 1 ACCOUNTABILITY			
0116720621000	20111	Salary Certified			
0116720621000	20211	Health Ins. Certified			
0116720621000	20221	Soc. Sec. Certified			
0116720621000	20231	Retirement Certified			
0116720621000	20251	Tuition Reimbursement			
0116720621000	20261	Unemployment			
0116720621000	20271	Worker's Comp.			
0116720621000	20281	Cash in Lieu Certified			
0116720621000	20291	Life Insurance Certified			
0116720621000	20320	Professional Educational	$ 7,517	$ 7,517	$ 7,517
0116720621000	20330	Employee Training and			
0116720621000	20610	General Supplies	$ 1,824	$ 1,824	$ 1,824
		TOTAL	$ 9,340	$ 9,340	$ 9,340
0116720631000		TITLE 2 EFFECTIVE INSTR.			
0116720631000	20111	Salary Certified			
0116720631000	20113	Salary Substitute			
0116720631000	20211	Health Ins. Certified			
0116720631000	20221	Soc. Sec. Certified			
0116720631000	20223	Soc. Sec. Classified			
0116720631000	20231	Retirement Certified			
0116720631000	20251	Tuition Reimbursement			
0116720631000	20261	Unemployment			
0116720631000	20271	Worker's Comp.			
0116720631000	20281	Cash in Lieu Certified			
0116720631000	20291	Life Insurance Certified			
0116720631000	20320	Professional Educational			
0116720631000	20330	Employee Training and	$ 8,062	$ 8,062	$ 8,062
0116720631000	20610	General Supplies	$ 71	$ 71	$ 71
		TOTAL	$ 8,133	$ 8,133	$ 8,133
0116720640600		IDEA PRESCHOOL BASE			
0116720640600	20111	Salary Certified			
0116720640600	20112	Salary Classified			
0116720640600	20113	Salary Substitute			
0116720640600	20211	Health Ins. Certified			
0116720640600	20212	Health Ins. Classified			
0116720640600	20221	Soc. Sec. Certified			
0116720640600	20222	Soc. Sec. Classified			
0116720640600	20223	Soc. Sec. Substitute			
0116720640600	20231	Retirement Certified			
0116720640600	20232	Retirement Classified			
0116720640600	20251	Tuition Reimbursement			
0116720640600	20261	Unemployment			
0116720640600	20262	Unemployment			
0116720640600	20271	Worker's Comp.			
0116720640600	20272	Worker's Comp.			
0116720640600	20281	Cash in Lieu Certified			
0116720640600	20282	Cash in Lieu Classified			
0116720640600	20291	Life Insurance Certified			
0116720640600	20292	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

0116720641000		IDEA E/P			
0116720641000	20111	Salary Certified			
0116720641000	20112	Salary Classified			
0116720641000	20113	Salary Substitute			
0116720641000	20132	Overtime			
0116720641000	20211	Health Ins. Certified			
0116720641000	20212	Health Ins. Classified			
0116720641000	20221	Soc. Sec. Certified			
0116720641000	20222	Soc. Sec. Classified			
0116720641000	20223	Soc. Sec. Substitute			
0116720641000	20231	Retirement Certified			
0116720641000	20232	Retirement Classified			
0116720641000	20251	Tuition Reimbursement			
0116720641000	20261	Unemployment			
0116720641000	20262	Unemployment			
0116720641000	20271	Worker's Comp.			
0116720641000	20272	Worker's Comp.			
0116720641000	20281	Cash in Lieu Certified			
0116720641000	20282	Cash in Lieu Classified			
0116720641000	20291	Life Insurance Certified			
0116720641000	20292	Life Insurance Classified			
0116720641000	20329	Professional Educational	$ 17,205	$ 17,205	$ 17,205
0116720641000	20610	General Supplies	$ 371	$ 371	$ 371
		TOTAL	$ 17,576	$ 17,576	$ 17,576
0116720641200		IDEA PART B PROPOR.			
0116720641200	20320	Professional Educational			
		TOTAL	$ -	$ -	$ -
0116720692500		TITLE 3 ENG. LANG. ACQ.			
0116720692500	20111	Salary Certified			
0116720692500	20112	Salary Classified			
0116720692500	20113	Salary Substitute			
0116720692500	20211	Health Ins. Certified			
0116720692500	20212	Health Ins. Classified			
0116720692500	20221	Soc. Sec. Certified			
0116720692500	20222	Soc. Sec. Classified			
0116720692500	20223	Soc. Sec. Substitute			
0116720692500	20231	Retirement Certified			
0116720692500	20232	Retirement Classified			
0116720692500	20251	Tuition Reimbursement			
0116720692500	20261	Unemployment			
0116720692500	20262	Unemployment			
0116720692500	20272	Worker's Comp.			
0116720692500	20273	Worker's Comp.			
0116720692500	20281	Cash in Lieu Certified			
0116720692500	20282	Cash in Lieu Classified			
0116720692500	20291	Life Insurance Certified			
0116720692500	20292	Life Insurance Classified			
0116720692500	20320	Professional Educational	$ 446	$ 446	$ 446
0116720692500	20330	Employee Training and	$ 77	$ 77	$ 77
0116720692500	20610	General Supplies	$ 4,099	$ 4,099	$ 4,099
		TOTAL	$ 4,623	$ 4,623	$ 4,623
0616720310000		FOOD SERVICE			
0616720310000	20110	Salary Food Service	$ 41,354	$ 54,013	$ 58,095
0616720310000	20130	Overtime			
0616720310000	20210	Health Ins. Food Service	$ 149	$ 194	$ 209

0616720310000	20221	Soc. Sec. Food Service	$ 3,164	$ 4,132	$ 4,444
0616720310000	20230	Retirement Food	$ 4,085	$ 5,335	$ 5,738
0616720310000	20260	Unemployment Food			
0616720310000	20270	Worker's Comp. Food	$ 256	$ 335	$ 360
0616720310000	20280	Cash in Lieu Classfied			
0616720310000	20290	Life Insurance Food			
0616720310000	20333	Mileage Paid to Staff	$ 154	$ 154	$ 154
0616720310000	20340	Other Professional	$ 134,397	$ 134,397	$ 134,397
0616720310000	20530	Communications	$ 119	$ 119	$ 119
0616720310000	20610	General Supplies	$ 1,220	$ 1,220	$ 1,220
0616720310000	20733	Furniture and Fixtures	$ 1,541	$ 1,541	$ 1,541
		TOTAL	$ 186,438	$ 201,440	$ 206,277
1.16721E+11		Title IV Student Support and Academic Enrichment			
0116720696900	20111	Salary Certified			
0116720696900	20112	Salary Classified			
0116720696900	20113	Salary Substitute			
0116720696900	20211	Health Ins. Certified			
0116720696900	20212	Health Ins. Classified			
0116720696900	20221	Soc. Sec. Certified			
0116720696900	20222	Soc. Sec. Classified			
0116720696900	20223	Soc. Sec. Substitute			
0116720696900	20231	Retirement Certified			
0116720696900	20232	Retirement Classified			
0116720696900	20251	Tuition Reimbursement			
0116720696900	20261	Unemployment			
0116720696900	20262	Unemployment			
0116720696900	20272	Worker's Comp.			
0116720696900	20273	Worker's Comp.			
0116720696900	20281	Cash in Lieu Certified			
0116720696900	20282	Cash in Lieu Classified			
0116720696900	20291	Life Insurance Certified			
0116720696900	20292	Life Insurance Classified			
0116720696900	20320	Professional Educational			
0116720696900	20330	Employee Training and			
0116720696900	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
1.16721E+11		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento			
0116720699000	20111	Salary Certified			
0116720699000	20211	Health Ins. Certified			
0116720699000	20221	Soc. Sec. Certified			
0116720699000	20231	Retirement Certified			
0116720699000	20261	Unemployment			
0116720699000	20271	Worker's Comp.			
0116720699000	20281	Cash in Lieu Certified			
0116720699000	20291	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -
1.1672E+11		Buffet Grant			
0116720340000	20111	Salary Certified			
		TOTAL	$ -	$ -	$ -

2024-2025	% change	$ change	NOTES		
					2021-2022
$ 775,000	-5.3%	$ (42,987)		Regular Education	2,341,204
$ 96,000	169.4%	$ 60,365		SPED	507,506
$ 37,000	0.0%	$ -		Pupil Services	170,807
$ 13,195	2.0%	$ 259		Staff Services	27,593
$ 4,000		$ 4,000	Student Teacher Stipends	General Admin.	0
$ 235,314	0.0%	$ -		School Admin	190,268
$ 5,000	1900.0%	$ 4,750		Fiscal	0
$ 59,288	-5.3%	$ (3,289)		Operations	274,689
$ 7,344	169.4%	$ 4,618		Maintenance	47,975
$ 2,831	0.0%	$ -		Transportation	0
$ 76,553	-5.2%	$ (4,240)		Early Childhood	30,061
$ 9,483	169.4%	$ 5,963		Title	196,726
$ 5,000	0.0%	$ -		IDEA	17,576
		$ -		BOE	0
		$ -			
$ 4,805	-5.3%	$ (267)		TOTAL	3,560,040
$ 595	169.4%	$ 374			
$ 2,750	0.0%	$ -			
		$ -			
$ 1,261	0.0%	$ -			
$ 187	0.0%	$ -			
$ 12,900	0.0%	$ -			
$ 315	0.0%	$ -			
$ 7,193	0.0%	$ -			
$ 800	0.0%	$ -			
$ 16,225	0.0%	$ -			
$ 2,500	0.0%	$ -			
$ 1,500	0.0%	$ -			
$ 1,650	10.0%	$ 150			
$ 700	0.0%	$ -			
$ -		$ -			
$ 2,100	0.0%	$ -			
$ 2,100	0.0%	$ -			
$ 33,432	3.0%	$ 974			
$ 30,955	3.0%	$ 902			
$ 300	0.0%	$ -			
$ 800	0.0%	$ -			
$ 1,500	0.0%	$ -			
$ 450	0.0%	$ -			
$ 2,500	0.0%	$ -			
$ 1,453,525	2.2%	$ 31,573			
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$ 150,000	-31.3%	$ (68,388)			
$ 25,000	13.1%	$ 2,893			
$ 3,000	0.0%	$ -			
$ 43,685	2.0%	$ 857			
$ 204	2.0%	$ 4			
$ 11,475	-31.3%	$ (5,232)			
$ 1,913	13.1%	$ 221			
$ 230	0.0%	$ -			
$ 14,817	-31.3%	$ (6,753)			
$ 2,469	13.1%	$ 286			
		$ -			
		$ -			
		$ -			
$ 930	-31.3%	$ (424)			
$ 155	13.1%	$ 18			
$ 1,375	-66.1%	$ (2,684)			
		$ -			
$ 121	0.0%	$ -			
$ 46	0.0%	$ -			
		$ -			
$ 4,000	0.0%	$ -			
		$ -			
$ 7,350	0.0%	$ -			
$ 1,500	0.0%	$ -			
		$ -			
		$ -			
$ 268,269	-22.8%	$ (79,202)			
$ 675,000	10.3%	$ 62,786			
		$ -			
$ 23,000	0.0%	$ -			
$ 177,274	2.0%	$ 3,476			
		$ -			
$ 51,638	10.3%	$ 4,803			
$ -		$ -			
$ 1,760	0.0%	$ -			
$ 66,675	10.3%	$ 6,207			
$ -		$ -			
		$ -			
		$ -			
		$ -			
$ 4,185	10.3%	$ 389			
$ -		$ -			
$ 1,500	50.0%	$ 500			
		$ -			
$ 422	0.0%	$ -			
		$ -			
$ 105	0.0%	$ -			
		$ -			
$ 1,001,558	8.5%	$ 78,161			
$ 197,000	10.8%	$ 19,245			

$	68,000	-18.7%	$	(15,682)		
$	5,200	0.0%	$	-		
$	90,092	2.0%	$	1,767		
$	225	0.0%	$	-		
$	15,071	10.8%	$	1,472		
$	5,202	-18.7%	$	(1,200)		
$	398	0.0%	$	-		
$	19,459	10.8%	$	1,902		
			$	-		
			$	-		
			$	-		
			$	-		
$	1,221	10.8%	$	119		
$	422	-18.7%	$	(97)		
$	2,500	0.0%	$	-		
			$	-		
$	140	0.0%	$	-		
$	140	0.0%	$	-		
$	8,175	0.0%	$	-		
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$	140,000	0.0%	$	-		
$	988	0.0%	$	-		
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$	554,232	1.4%	$	7,527		
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$	4,500	0.0%	$	-		
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$	2,300	0.0%	$	-		
$	250	0.0%	$	-		
$	7,050	0.0%	$	-		

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$	9,975	2.0%	$ 196			
$	3,199	2.0%	$ 63			
$	763	2.0%	$ 15			
$	985	2.0%	$ 19			
			$ -			
			$ -			
$	62	2.0%	$ 1			
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$	6	0.0%	$ -			
$	30	0.0%	$ -			
$	42	0.0%	$ -			

$	24	0.0%	$	-		
$	15,085	2.0%	$	294		
$	80,028	4.0%	$	3,078		
$	25,487	2.0%	$	500		
$	6,122	4.0%	$	235		
$	7,905	4.0%	$	305		
			$	-		
			$	-		
$	496	4.0%	$	19		
			$	-		
$	40	110.5%	$	21		
$	2,000	0.0%	$	-		
$	76	0.0%	$	-		
$	44	0.0%	$	-		
$	4,000		$	4,000	Character Strong Subscription	
$	122,198	3.5%	$	4,158		
$	16,721	3.0%	$	487		
$	23,000	23.6%	$	4,391		
$	1,081	2.0%	$	21		
$	68	2.0%	$	1		
$	1,279	3.0%	$	37		
$	1,760	-4.3%	$	(79)		
$	1,652	3.0%	$	48		
$	2,272	23.6%	$	434		
			$	-		
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			$	-		
$	104	3.0%	$	3		
$	143	23.6%	$	27		
			$	-		
			$	-		
			$	-		
$	30	150.0%	$	18		
$	131	0.2%	$	0		
$	76	0.0%	$	-		
$	583	0.0%	$	-		
$	48,900	12.4%	$	5,390		
$	69,000	419.3%	$	55,713	ADDED PART TIME PYSCHE	
$	3,537	2.0%	$	69		
$	5,279	419.3%	$	4,262		
$	6,816	419.3%	$	5,503		
			$	-		
			$	-		
$	428	419.3%	$	345		
			$	-		
$	46	0.0%	$	-		
$	1,300	0.0%	$	-		
$	55	0.0%	$	-		
$	600	0.0%	$	-		
$	86,460	308.5%	$	65,294		
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$	3,488	0.0%	$ -			
$	120	0.0%	$ -			
$	3,608	0.0%	$ -			
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$	68,661	3.0%	$ 2,000			
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$	68,661	3.0%	$ 2,000			
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$ 24,010	10.0%	$ 2,183			
$ 612	2.0%	$ 12			
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$ 77	2.0%	$ 2			
$ -		$ -			
$ 1,837	10.0%	$ 167			
$ 47	2.0%	$ 1			
$ -		$ -			
$ 2,372	10.0%	$ 216			
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		$ -			
$ -		$ -			
$ 149	10.0%	$ 14			
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		$ -			
$ 46	0.0%	$ -			
$ 300	0.0%	$ -			
$ 4,700	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 35,148	8.0%	$ 2,593			
		$ -			
$ -	$ -	$ -			
$ 34,611	7.0%	$ 2,264			
$ 129,750	3.0%	$ 3,779			
		$ -			
$ 25,595	2.0%	$ 502			
$ 2,648	7.0%	$ 173			
$ 9,926	3.0%	$ 289			
$ 3,419	7.0%	$ 224			
$ 12,816	3.0%	$ 374			
		$ -			
		$ -			
		$ -			
$ 215	7.0%	$ 14			
$ 804	3.0%	$ 23			
$ 2,750	0.0%	$ -			
		$ -			
$ 46	0.0%	$ -			
$ 280	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 650	0.0%	$ -			
$ 224,510	3.5%	$ 7,643			
$ 87,497	2.0%	$ 1,716			
		$ -			

$	4,000	233.3%	$	2,800			
$	52,032	0.0%	$	-			
$	6,693	2.0%	$	131			
$	8,643	2.0%	$	170			
			$	-			
$	6,125	1051.6%	$	5,593			
			$	-			
			$	-			
$	1,298	4.0%	$	50			
$	1,000		$	1,000			
$	389	4.0%	$	15			
$	195	4.0%	$	7			
$	15,600	4.0%	$	600			
$	20,000	17.6%	$	3,000			
$	75,000	0.0%	$	-			
$	10,002	7.0%	$	654			
$	1,298	4.0%	$	50			
$	289,772	5.8%	$	15,787			
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			$	-			
			$	-			
$	10,383	4.0%	$	399			
$	28,830	4.0%	$	1,109			
$	16,872	4.0%	$	649			
$	519	4.0%	$	20			
$	520	4.0%	$	20			
$	389	4.0%	$	15			
			$	-			
			$	-			
$	57,514	4.0%	$	2,212			
$	109	0.0%	$	-			
$	6,978	11.8%	$	738			
$	981	0.0%	$	-			
$	8,068	10.1%	$	738			
$	20,000	-2.0%	$	(406)			
$	2,900		$	2,900			
$	1,530	-2.0%	$	(31)			
$	1,976	-2.0%	$	(40)			
			$	-			
			$	-			
$	124	-2.0%	$	(3)			
$	2,750	0.0%	$	-			
			$	-			
$	22	0.9%	$	0			
			$	-			
$	468	0.0%	$	-			

$	29,769	8.8%	$	2,420		
			$	-		
$	21,000	49.5%	$	6,949		
			$	-		
			$	-		
$	50	0.0%	$	-		
$	-		$	-		
$	1,607	49.5%	$	532		
$	-		$	-		
$	-		$	-		
$	2,074	49.5%	$	687		
			$	-		
			$	-		
			$	-		
$	-		$	-		
$	130	49.5%	$	43		
			$	-		
			$	-		
$	-	-100.0%	$	(94)		
$	94		$	94		
			$	-		
$	24,955	49.0%	$	8,211		
$	10,064	2.0%	$	197		
$	1,623	2.0%	$	32		
$	770	2.0%	$	15		
$	995	2.0%	$	20		
			$	-		
$	62	75.7%	$	27		
			$	-		
$	36	0.0%	$	-		
$	13,551	2.2%	$	291		
$	97,500	40.8%	$	28,245	MOVED READING INTERVENTIONIST HERE	
$	-	-100.0%	$	(15,467)		
$	-	-100.0%	$	(1,500)		
				#VALUE!		
$	-	-100.0%	$	(60)		
$	7,459	40.8%	$	2,161		
$	-	-100.0%	$	(1,183)		
$	-	-100.0%	$	(115)		
$	9,631	40.8%	$	2,791		
$	-	-100.0%	$	(1,528)		
			$	-		
			$	-		
			$	-		
$	605	40.8%	$	175		
$	-	-100.0%	$	(96)		
$	2,750	0.0%	$	-		
			$	-		
$	71	0.0%	$	-		
$	46	0.0%	$	-		
$	6,000	0.0%	$	-		
$	260	0.1%	$	0		

$ 97	0.0%	$ -			
		$ -			
$ 2,102	0.0%	$ -			
$ 126,521	11.9%	$ 13,423			
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$ 7,517	0.0%	$ -			
		$ -			
$ 1,824	0.0%	$ 0			
$ 9,341	0.0%	$ 0			
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$ 8,062	0.0%	$ -			
$ 71	-0.6%	$ (0)			
$ 8,133	0.0%	$ (0)			
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$ 17,205	0.0%	$ -			
$ 371	0.0%	$ -			
$ 17,576	0.0%	$ -			
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$ 446	0.0%	$ -			
$ 77	-0.6%	$ (0)			
$ 4,099	0.0%	$ -			
$ 4,622	0.0%	$ (0)			
$ 70,000	20.5%	$ 11,905			
$ 500		$ 500			
$ 213	2.0%	$ 4			

$	5,355	20.5%	$	911		
$	6,914	20.5%	$	1,176		
			$	-		
$	4,900	1260.4%	$	4,540		
			$	-		
			$	-		
$	154	0.0%	$	-		
$	134,397	0.0%	$	-		
$	119	0.0%	$	-		
$	1,220	0.0%	$	-		
$	1,541	0.0%	$	-		
$	225,313	9.2%	$	19,036		
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2022-2023	2023-2024	2024-2025		
2,443,269	2,720,169	2,753,120	1.21%	
599,830	663,191	738,011	11.28%	
179,330	183,671	194,251	5.76%	
31,409	32,555	35,148	7.97%	
0	0	0		
205,269	216,867	224,510	3.52%	
0	0	0		
350,844	273,985	289,772	5.76%	
51,717	55,302	57,514	4.00%	
0	0	0		
38,054	30,004	38,506	28.33%	
142,139	135,194	148,616	9.93%	
17,576	17,576	17,576	0.00%	
0	0	0		
3,861,668	4,145,739	4,292,326	3.54%	

SEYMOUR ELEMENTARY					
ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024
0116820110000		REGULAR EDUCATION			
0116820110000	20111	Salary Certified	$ 430,572	$ 425,253	$ 450,111
0116820110000	20112	Salary Classified	$ 12,402	$ 17,281	$ 14,787
0116820110000	20113	Salary Substitute	$ 25,000	$ 20,000	$ 23,000
0116820110000	20151	Unit Pay	$ 8,107	$ 9,705	$ 10,093
0116820110000	20152	Unit Pay Classified			
0116820110000	20211	Health Ins. Certified	$ 53,823	$ 72,255	$ 147,290
0116820110000	20212	Health Ins. Classified	$ 65	$ 65	$ 65
0116820110000	20221	Soc. Sec. Certified	$ 32,939	$ 32,532	$ 34,433
0116820110000	20222	Soc. Sec. Classified	$ 949	$ 1,322	$ 1,131
0116820110000	20223	Soc. Sec. Substitute	$ 1,913	$ 1,530	$ 1,760
0116820110000	20231	Retirement Certified	$ 42,528	$ 42,002	$ 44,457
0116820110000	20232	Retirement Classified	$ 1,225	$ 1,707	$ 1,461
0116820110000	20251	Tuition Reimbursement			
0116820110000	20261	Unemployment			
0116820110000	20262	Unemployment			
0116820110000	20271	Worker's Comp.	$ 2,670	$ 2,637	$ 2,791
0116820110000	20272	Worker's Comp.	$ 77	$ 107	$ 92
0116820110000	20281	Cash in Lieu certified	$ 8,250	$ 8,250	$ 8,250
0116820110000	20282	Cash in lieu classfied			
0116820110000	20291	Life Insurance Certified	$ 248	$ 248	$ 248
0116820110000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116820110000	20330	Employee Training and	$ 800	$ 8,600	$ 8,600
0116820110000	20333	Mileage Paid to Staff	$ 195	$ 195	$ 195
0116820110000	20340	Other Professional	$ 4,453	$ 4,453	$ 4,453
0116820110000	20531	Postage	$ 900	$ 900	$ 900
0116820110000	20610	General Supplies	$ 10,600	$ 10,600	$ 10,600
0116820110000	20640	Books and Periodicals	$ 1,500	$ 1,500	$ 1,500
0116820110000	20650	Supplies - Technology	$ 500	$ 500	$ 500
0116820110000	20733	Furniture and Fixtures	$ 500	$ 500	$ 500
0116820110000	20734	Technology-Related	$ 500	$ 500	$ 500
0116820110000	20810	Dues and Fees	$ -	$ -	$ -
0116820110001	20330	Employee Train	$ 1,300	$ 1,300	$ 1,300
0116820110001	20610	Curricular Supplies	$ 1,300	$ 1,300	$ 1,300
0116820110001	20640	Books and Periodicals	$ 17,350	$ 18,565	$ 19,864
0116820110001	20734	Hardware Technology	$ 16,250	$ 17,388	$ 18,605
0116820110050	20610	Sci. Supplies	$ 500	$ 500	$ 500
0116820110068	20610	PE Supplies	$ 500	$ 500	$ 500
0116820110090	20610	Art Supplies	$ 400	$ 400	$ 1,050
0116820110093	20610	Vocal Music Supplies	$ 300	$ 300	$ 300
0116820110094	20610	Band Supplies	$ 1,700	$ 1,700	$ 1,700
		TOTAL	$ 680,360	$ 704,639	$ 812,881
0116820112500		FLEX FUNDING			
0116820112500	20111	Salary Certified			
0116820112500	20112	Salary Classified			
0116820112500	20211	Health Ins. Certified			
0116820112500	20221	Soc. Sec. Certified			
0116820112500	20231	Retirement Certified			
0116820112500	20261	Unemployment			
0116820112500	20271	Worker's Comp.			
0116820112500	20281	Cash in Lieu certified			
0116820112500	20291	Life Insurance Certified			

0116820112500	20610	General Supplies			
		TOTAL			
0116820115000		LEP			
0116820115000	20111	Salary Certified	$ 29,865	$ 31,123	$ 32,523
0116820115000	20112	Salary Classified			
0116820115000	20113	Salary Substitute	$ 1,500	$ 1,500	$ 2,000
0116820115000	20211	Health Ins. Certified	$ 11,046	$ 11,708	$ 12,450
0116820115000	20212	Health Ins. Classified			
0116820115000	20221	Soc. Sec. Certified	$ 2,285	$ 2,381	$ 2,488
0116820115000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116820115000	20223	Soc. Sec. Substitute	$ 115	$ 115	$ 153
0116820115000	20231	Retirement Certified	$ 2,950	$ 3,074	$ 3,212
0116820115000	20232	Retirement Classified	$ -	$ -	$ -
0116820115000	20251	Tuition Reimbursement			
0116820115000	20261	Unemployment			
0116820115000	20262	Unemployment			
0116820115000	20271	Worker's Comp.	$ 108	$ 112	$ 117
0116820115000	20272	Worker's Comp.	$ -	$ -	$ -
0116820115000	20281	Cash in Lieu certified			
0116820115000	20282	Cash in lieu classfied			
0116820115000	20291	Life Insurance Certified			
0116820115000	20292	Life Insurance Classified			
0116820115000	20320	Professional			
0116820115000	20330	Employee Training and	$ 4,500	$ 4,500	$ 4,500
0116820115000	20333	Mileage Paid to Staff			
0116820115000	20610	General Supplies	$ 4,550	$ 4,550	$ 4,550
0116820115000	20640	Books and Periodicals			
0116820115000	20650	Supplies - Technology			
0116820115000	20734	Technology-Related			
		TOTAL	$ 56,918	$ 59,063	$ 61,993
0116820116000		POVERTY			
0116820116000	20111	Salary Certified	$ 323,326	$ 391,061	$ 409,748
0116820116000	20112	Salary Classified			
0116820116000	20113	Salary Substitute	$ 6,200	$ 6,800	$ 7,300
0116820116000	20211	Health Ins. Certified	$ 62,766	$ 85,831	$ 91,559
0116820116000	20212	Health Ins. Classified			
0116820116000	20221	Soc. Sec. Certified	$ 24,734	$ 29,916	$ 31,346
0116820116000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116820116000	20223	Soc. Sec. Substitute	$ 474	$ 520	$ 558
0116820116000	20231	Retirement Certified	$ 31,935	$ 38,625	$ 40,471
0116820116000	20232	Retirement Classified	$ -	$ -	$ -
0116820116000	20251	Tuition Reimbursement			
0116820116000	20261	Unemployment			
0116820116000	20262	Unemployment			
0116820116000	20271	Worker's Comp.	$ 2,005	$ 2,425	$ 2,540
0116820116000	20272	Worker's Comp.	$ -	$ -	$ -
0116820116000	20281	Cash in Lieu certified	$ 2,750	$ 2,750	$ 2,750
0116820116000	20282	Cash in lieu classfied			
0116820116000	20291	Life Insurance Certified	$ 234	$ 234	$ 234
0116820116000	20292	Life Insurance Classified			
0116820116000	20610	General Supplies	$ 65	$ 65	$ 65
0116820116000	20640	Books and Periodicals			
		TOTAL	$ 454,489	$ 558,227	$ 586,571
0116820120000		SPED SCHOOL AGE			
0116820120000	20111	Salary Certified	$ 138,568	$ 89,610	$ 118,284

0116820120000	20112	Salary Classified	$ 59,368	$ 64,856	$ 68,871
0116820120000	20113	Salary Substitute	$ 2,600	$ 2,600	$ 2,700
0116820120000	20211	Health Ins. Certified	$ 12,693	$ 13,292	$ 40,735
0116820120000	20212	Health Ins. Classified	$ 210	$ 5,100	$ 5,075
0116820120000	20221	Soc. Sec. Certified	$ 10,600	$ 6,855	$ 9,049
0116820120000	20222	Soc. Sec. Classified	$ 4,542	$ 4,961	$ 5,269
0116820120000	20223	Soc. Sec. Substitute	$ 199	$ 199	$ 207
0116820120000	20231	Retirement Certified	$ 13,686	$ 8,851	$ 11,683
0116820120000	20232	Retirement Classified	$ 5,864	$ 6,406	$ 6,802
0116820120000	20251	Tuition Reimbursement			
0116820120000	20261	Unemployment			
0116820120000	20262	Unemployment			
0116820120000	20271	Worker's Comp.	$ 859	$ 556	$ 733
0116820120000	20272	Worker's Comp.	$ 368	$ 402	$ 427
0116820120000	20281	Cash in Lieu Certified	$ 4,125	$ 4,125	$ 4,125
0116820120000	20282	Cash in Lieu Classfied			
0116820120000	20291	Life Insurance Certified	$ 117	$ 117	$ 117
0116820120000	20292	Life Insurance Classified	$ 192	$ 192	$ 192
0116820120000	20320	Professional	$ 11,000	$ 13,500	$ 13,500
0116820120000	20330	Employee Training and			
0116820120000	20333	Mileage Paid to Staff			
0116820120000	20563	Tuition to Private			
0116820120000	20569	Tuition - Other	$ 59,400	$ 59,400	$ 59,400
0116820120000	20610	General Supplies	$ 764	$ 764	$ 764
0116820120000	20640	Books and Periodicals			
0116820120000	20733	Furniture and Fixtures			
0116820120000	20734	Technology-Related			
		TOTAL	$ 325,155	$ 281,786	$ 347,933
0116820129100		SPED 3-5			
0116820129100	20111	Salary Certified			
0116820129100	20112	Salary Classified			
0116820129100	20113	Salary Substitute			
0116820129100	20211	Health Ins. Certified			
0116820129100	20212	Health Ins. Classified			
0116820129100	20221	Soc. Sec. Certified			
0116820129100	20222	Soc. Sec. Classified			
0116820129100	20223	Soc. Sec. Substitute			
0116820129100	20231	Retirement Certified			
0116820129100	20232	Retirement Classified			
0116820129100	20251	Tuition Reimbursement			
0116820129100	20261	Unemployment			
0116820129100	20262	Unemployment			
0116820129100	20271	Worker's Comp.			
0116820129100	20272	Worker's Comp.			
0116820129100	20281	Cash in Lieu Certified			
0116820129100	20282	Cash in Lieu Classfied			
0116820129100	20291	Life Insurance Certified			
0116820129100	20292	Life Insurance Classified			
0116820129100	20320	Professional	$ 1,300	$ 4,500	$ 4,500
0116820129100	20330	Employee Training and			
0116820129100	20561	Tuition to Other School			
0116820129100	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0116820129100	20630	Food	$ 2,415	$ 2,415	$ 2,415
		TOTAL	$ 5,715	$ 8,915	$ 8,915
0116820129200		SPED BIRTH TO 2			

0116820129200	20111	Salary Certified	$ 33,390		
0116820129200	20112	Salary Classified			
0116820129200	20211	Health Ins. Certified	$ -		
0116820129200	20212	Health Ins. Classified	$ -		
0116820129200	20221	Soc. Sec. Certified	$ 2,554		
0116820129200	20222	Soc. Sec. Classified	$ -		
0116820129200	20231	Retirement Certified	$ 3,298		
0116820129200	20232	Retirement Classified	$ -		
0116820129200	20251	Tuition Reimbursement			
0116820129200	20261	Unemployment			
0116820129200	20262	Unemployment			
0116820129200	20271	Worker's Comp.	$ 207		
0116820129200	20272	Worker's Comp.			
0116820129200	20281	Cash in Lieu Certified	$ 1,375		
0116820129200	20282	Cash in Lieu Classfied			
0116820129200	20291	Life Insurance Certified	$ 24	$ 24	
0116820129200	20292	Life Insurance Classified			
0116820129200	20320	Professional	$ 3,800	$ 15,500	$ 15,500
0116820129200	20330	Employee Training and			
0116820129200	20333	Mileage Paid to Staff			
0116820129200	20610	General Supplies			
0116820129200	20734	Technology-Related			
0116820129200	20735	Technology Software			
		TOTAL	$ 44,648	$ 15,524	$ 15,500
0116820130000		SUMMER SCHOOL			
0116820130000	20111	Salary Certified			
0116820130000	20112	Salary Classified			
0116820130000	20211	Health Ins. Certified			
0116820130000	20212	Health Ins. Classified			
0116820130000	20221	Soc. Sec. Certified			
0116820130000	20222	Soc. Sec. Classified			
0116820130000	20231	Retirement Certified			
0116820130000	20232	Retirement Classified			
0116820130000	20271	Worker's Comp.			
0116820130000	20272	Worker's Comp.			
0116820130000	20281	Cash in Lieu Certified			
0116820130000	20282	Cash in Lieu Classfied			
0116820130000	20291	Life Insurance Certified			
0116820130000	20292	Life Insurance Classified			
0116820130000	20610	General Supplies			
0116820130000	20630	Food			
0116820130000	20640	Books and Periodicals			
		TOTAL	$ -	$ -	$ -
0116820211000		SOCIAL WORK/ATTENDANCE			
0116820211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779
0116820211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136
0116820211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748
0116820211000	20231	Retirement Certified	$ 931	$ 955	$ 966
0116820211000	20251	Tuition Reimbursement			
0116820211000	20261	Unemployment			
0116820211000	20271	Worker's Comp.	$ 58	$ 60	$ 61
0116820211000	20281	Cash in Lieu Certified			
0116820211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6
0116820211000	20320	Professional	$ 30	$ 30	$ 30
0116820211000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42

0116820211000	20610	General Supplies	$ 24	$ 24	$ 24
		TOTAL	$ 14,004	$ 14,448	$ 14,792
0116820212000		GUIDANCE SERVICES			
0116820212000	20111	Salary Certified	$ -		
0116820212000	20211	Health Ins. Certified	$ -		
0116820212000	20221	Soc. Sec. Certified	$ -		
0116820212000	20231	Retirement Certified	$ -		
0116820212000	20251	Tuition Reimbursement			
0116820212000	20261	Unemployment			
0116820212000	20271	Worker's Comp.	$ -		
0116820212000	20281	Cash in Lieu Certified			
0116820212000	20291	Life Insurance Certified			
0116820212000	20320	Professional	$ 500	$ 500	$ 500
0116820212000	20333	Mileage Paid to Staff	$ 46	$ 46	$ 46
0116820212000	20610	General Supplies	$ 26	$ 26	$ 26
0116820212000	20735	Technology Software			
		TOTAL	$ 573	$ 573	$ 573
0116820213000		HEALTH SERVICES			
0116820213000	20111	Salary Certified	$ 15,775	$ 16,169	$ 16,234
0116820213000	20112	Salary Classified	$ 17,862	$ 21,066	$ 22,329
0116820213000	20211	Health Ins. Certified	$ 2,920	$ 4,110	$ 1,060
0116820213000	20212	Health Ins. Classified	$ 75	$ 75	$ 75
0116820213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,237	$ 1,242
0116820213000	20222	Soc. Sec. Classified	$ 1,366	$ 1,612	$ 1,708
0116820213000	20231	Retirement Certified	$ 1,558	$ 1,597	$ 1,603
0116820213000	20232	Retirement Classified	$ 1,764	$ 2,081	$ 2,205
0116820213000	20251	Tuition Reimbursement			
0116820213000	20261	Unemployment			
0116820213000	20262	Unemployment			
0116820213000	20271	Worker's Comp.	$ 57	$ 58	$ 58
0116820213000	20272	Worker's Comp.	$ 111	$ 131	$ 138
0116820213000	20281	Cash in Lieu Certified			$ 343
0116820213000	20282	Cash in Lieu Classfied			
0116820213000	20291	Life Insurance Certified	$ 12	$ 12	$ 12
0116820213000	20292	Life Insurance Classified	$ 47	$ 47	$ 47
0116820213000	20330	Employee Training and	$ 79	$ 79	$ 79
0116820213000	20333	Mileage Paid to Staff	$ 46	$ 46	$ 46
0116820213000	20610	General Supplies	$ 476	$ 476	$ 476
		TOTAL	$ 43,355	$ 48,795	$ 47,657
0116820214100		PSYCH SERVICES SCHOOL AGE			
0116820214100	20111	Salary Certified	$ 60,317	$ 37,450	$ 51,853
0116820214100	20211	Health Ins. Certified	$ 8,122	$ 14,747	$ 20,024
0116820214100	20221	Soc. Sec. Certified	$ 4,614	$ 2,865	$ 3,967
0116820214100	20231	Retirement Certified	$ 5,958	$ 3,699	$ 5,122
0116820214100	20251	Tuition Reimbursement			
0116820214100	20261	Unemployment			
0116820214100	20271	Worker's Comp.	$ 374	$ 232	$ 321
0116820214100	20281	Cash in Lieu Certified			
0116820214100	20291	Life Insurance Certified	$ 19	$ 19	$ 19
0116820214100	20330	Employee Training and	$ 50	$ 50	$ 50
0116820214100	20333	Mileage Paid to Staff	$ 33	$ 33	$ 33
0116820214100	20610	General Supplies	$ 363	$ 363	$ 363
		TOTAL	$ 79,849	$ 59,458	$ 81,751
0116820215000		SPEECH PATHOLOGY			
0116820215000	20111	Salary Certified			

0116820215000	20211	Health Ins. Certified			
0116820215000	20221	Soc. Sec. Certified			
0116820215000	20231	Retirement Certified			
0116820215000	20251	Tuition Reimbursement			
0116820215000	20261	Unemployment			
0116820215000	20271	Worker's Comp.			
0116820215000	20281	Cash in Lieu Certified			
0116820215000	20291	Life Insurance Certified			
0116820215000	20333	Mileage Paid to Staff			
0116820215000	20340	Other Professional			
0116820215000	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0116820215100		SPEECH/AUD SCHOOL AGE			
0116820215100	20111	Salary Certified			
0116820215100	20112	Salary Classified			
0116820215100	20113	Salary Substitute			
0116820215100	20132	Overtime			
0116820215100	20211	Health Ins. Certified			
0116820215100	20212	Health Ins. Classifed			
0116820215100	20221	Soc. Sec. Certified			
0116820215100	20222	Soc. Sec. Classified			
0116820215100	20223	Soc. Sec. Substitute			
0116820215100	20231	Retirement Certified			
0116820215100	20232	Retirement Classified			
0116820215100	20251	Tuition Reimbursement			
0116820215100	20261	Unemployment			
0116820215100	20262	Unemployment			
0116820215100	20271	Worker's Comp.			
0116820215100	20272	Worker's Comp.			
0116820215100	20281	Cash in Lieu Certified			
0116820215100	20282	Cash in Lieu Classfied			
0116820215100	20291	Life Insurance Certified			
0116820215100	20292	Life Insurance Classified			
0116820215100	20320	Professional			
0116820215100	20330	Employee Training and			
0116820215100	20333	Mileage Paid to Staff			
		TOTAL	$ -	$ -	$ -
0116820218100		VISION SERVICES SPED			
0116820218100	20320	Professional	$ 4,905	$ 4,905	$ 4,905
		TOTAL	$ 4,905	$ 4,905	$ 4,905
0116820221100		SCHOOL IMPROVEMENT			
0116820221100	20111	Salary Certified			
0116820221100	20211	Health Ins. Certified			
0116820221100	20221	Soc. Sec. Certified			
0116820221100	20231	Retirement Certified			
0116820221100	20251	Tuition Reimbursement			
0116820221100	20261	Unemployment			
0116820221100	20271	Worker's Comp.			
0116820221100	20281	Cash in Lieu Certified			
0116820221100	20291	Life Insurance Certified			
0116820221100	20320	Professional			
0116820221100	20330	Employee Training and			
0116820221100	20332	Mileage Paid to Parents			
0116820221100	20333	Mileage Paid to Staff			
0116820221100	20540	Advertising			

0116820221100	20610	General Supplies			
0116820221100	20733	Furniture and Fixtures			
0116820221100	20810	Dues and Fees			
		TOTAL	$ -	$ -	$ -
0116820222000		LIBRARY/MEDIA SERVICES			
0116820222000	20111	Salary Certified	$ 24,634	$ 25,250	$ 26,695
0116820222000	20112	Salary Classified	$ 16,036	$ 22,704	$ 19,161
0116820222000	20113	Salary Substitute	$ 500	$ 1,600	$ 1,800
0116820222000	20211	Health Ins. Certified	$ 6,815	$ 7,403	$ 9,889
0116820222000	20212	Health Ins. Classified	$ 58	$ 58	$ 69
0116820222000	20221	Soc. Sec. Certified	$ 1,885	$ 1,932	$ 2,042
0116820222000	20222	Soc. Sec. Classified	$ 1,227	$ 1,737	$ 1,466
0116820222000	20223	Soc. Sec. Substitute	$ 38	$ 122	$ 138
0116820222000	20231	Retirement Certified	$ 2,433	$ 2,494	$ 2,637
0116820222000	20232	Retirement Classified	$ 1,584	$ 2,242	$ 1,893
0116820222000	20251	Tuition Reimbursement			
0116820222000	20261	Unemployment			
0116820222000	20262	Unemployment			
0116820222000	20271	Worker's Comp.	$ 153	$ 157	$ 166
0116820222000	20272	Worker's Comp.	$ 99	$ 141	$ 119
0116820222000	20281	Cash in Lieu Certified			
0116820222000	20282	Cash in Lieu Classfied			
0116820222000	20291	Life Insurance Certified	$ 18	$ 18	$ 18
0116820222000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116820222000	20610	General Supplies	$ 200	$ 200	$ 200
0116820222000	20640	Books and Periodicals	$ 3,300	$ 3,300	$ 3,300
0116820222000	20642	Audio-Visual Materials	$ 100	$ 100	$ 100
		TOTAL	$ 59,125	$ 69,503	$ 69,737
0116820223000		TECHNOLOGY-INSTRUTION			
0116820223000	20642	Audio-Visual Materials			
		TOTAL	$ -	$ -	$ -
0116820241000		OFFICE OF THE PRINCIPAL			
0116820241000	20110	Salary Classified	$ 27,081	$ 31,542	$ 35,014
0116820241000	20111	Salary Certified	$ 96,646	$ 100,832	$ 104,361
0116820241000	20210	Health Ins. Classified	$ 8,221	$ 9,102	$ 7,467
0116820241000	20211	Health Ins. Certified	$ 8,452	$ 9,296	$ 9,581
0116820241000	20220	Soc. Sec. Classified	$ 2,072	$ 2,413	$ 2,679
0116820241000	20221	Soc. Sec. Certified	$ 7,393	$ 7,714	$ 7,984
0116820241000	20230	Retirement Classified	$ 2,675	$ 3,115	$ 3,458
0116820241000	20231	Retirement Certified	$ 9,546	$ 9,959	$ 10,308
0116820241000	20251	Tuition Reimbursement			
0116820241000	20260	Unemployment			
0116820241000	20261	Unemployment			
0116820241000	20270	Worker's Comp.	$ 168	$ 196	$ 217
0116820241000	20271	Worker's Comp.	$ 599	$ 625	$ 647
0116820241000	20280	Cash in Lieu Classfied	$ 2,750	$ 2,750	$ 2,750
0116820241000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750
0116820241000	20290	Life Insurance Classified	$ 46	$ 46	$ 46
0116820241000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0116820241000	20333	Mileage Paid to Staff	$ 1,000	$ 1,000	$ 1,000
0116820241000	20810	Dues and Fees	$ 650	$ 650	$ 650
		TOTAL	$ 170,329	$ 182,270	$ 189,192
0116820261000		OPERATIONS OF BUILDING			
0116820261000	20110	Salary Custodial/Maint.	$ 58,344	$ 57,583	$ 72,865
0116820261000	20120	Salary Temp.			

0116820261000	20130	Overtime	$ 2,500	$ 2,500	$ 2,500
0116820261000	20210	Health Ins.	$ 34,968	$ 25,147	$ 29,523
0116820261000	20220	Soc. Sec.	$ 4,463	$ 4,405	$ 5,574
0116820261000	20230	Retirement	$ 5,768	$ 5,693	$ 7,204
0116820261000	20260	Unemployment			
0116820261000	20270	Worker's Comp.	$ 362	$ 357	$ 452
0116820261000	20280	Cash in Lieu Classfied			
0116820261000	20290	Life Insurance	$ 93	$ 93	$ 93
0116820261000	20340	Other Professional	$ 660	$ 706	$ 756
0116820261000	20350	Techinical Services			
0116820261000	20352	Other Technical	$ 198	$ 212	$ 227
0116820261000	20530	Communications	$ 99	$ 106	$ 113
0116820261000	20610	General Supplies	$ 5,940	$ 7,500	$ 7,500
0116820261000	20621	Natural Gas	$ 13,200	$ 18,000	$ 29,635
0116820261000	20622	Electricity	$ 54,450	$ 58,262	$ 43,000
0116820261000	20629	Other(water)	$ 4,950	$ 5,297	$ 5,667
0116820261000	20730	Equipment	$ 660	$ 706	$ 756
		TOTAL	$ 186,656	$ 186,567	$ 205,865
0116820262000		MAINTENANCE OF BUILDINGS			
0116820262000	20110	Salary Custodial/Maint.			
0116820262000	20120	Salary Temp.			
0116820262000	20130	Overtime			
0116820262000	20210	Health Ins.			
0116820262000	20220	Soc. Sec.			
0116820262000	20230	Retirement			
0116820262000	20271	Worker's Comp.			
0116820262000	20280	Cash in Lieu Classfied			
0116820262000	20290	Life Insurance			
0116820262000	20352	Other Technical	$ 5,280	$ 5,650	$ 6,045
0116820262000	20430	Repairs and	$ 15,762	$ 16,865	$ 18,046
0116820262000	20520	Property Ins.	$ 8,580	$ 9,181	$ 9,823
0116820262000	20530	Communications	$ 264	$ 282	$ 302
0116820262000	20610	General Supplies	$ 66	$ 500	$ 500
0116820262000	20731	Equipment	$ 198	$ 212	$ 227
0116820262000	20733	Furniture and Fixtures			
0116820262000	20810	Dues and Fees			
		TOTAL	$ 30,150	$ 32,690	$ 34,943
011682026600		SECURITY			
0116820266000	20330	Professional	$ 66	$ 66	$ 66
0116820266000	20340	School Resource Officer	$ 3,300	$ 3,531	$ 3,778
0116820266000	20610	General Supplies	$ 594	$ 594	$ 594
		TOTAL	$ 3,960	$ 4,191	$ 4,438
0116820353500		HAL			
0116820353500	20111	Salary Certified	$ 15,099	$ 19,325	$ 19,410
0116820353500	20210	Health Ins. Certified	$ 1,692	$ 2,353	$ 4,667
0116820353500	20221	Soc. Sec. Certified	$ 1,155	$ 1,478	$ 1,485
0116820353500	20231	Retirement Certified	$ 1,491	$ 1,909	$ 1,917
0116820353500	20251	Tuition Reimbursement			
0116820353500	20261	Unemployment			
0116820353500	20271	Worker's Comp.	$ 94	$ 120	$ 120
0116820353500	20281	Cash in Lieu Certified			
0116820353500	20291	Life Insurance Certified	$ 10	$ 10	$ 10
0116820353500	20333	Mileage Paid to Staff	$ 13	$ 13	$ 13
0116820353500	20320	Professional			
0116820353500	20610	General Supplies	$ 382	$ 382	$ 382

		TOTAL	$ 19,936	$ 25,590	$ 28,005
0116820354000		STATE EARLY CHILDHOOD			
0116820354000	20111	Salary Certified			
0116820354000	20112	Salary Classified			
0116820354000	20113	Salary Substitute			
0116820354000	20211	Health Ins. Certified			
0116820354000	20212	Health Ins. Classified			
0116820354000	20221	Soc. Sec. Certified			
0116820354000	20222	Soc. Sec. Classified			
0116820354000	20223	Soc. Sec. Substitute			
0116820354000	20231	Retirement Certified			
0116820354000	20232	Retirement Classified			
0116820354000	20251	Tuition Reimbursement			
0116820354000	20261	Unemployment			
0116820354000	20262	Unemployment			
0116820354000	20271	Worker's Comp.			
0116820354000	20272	Worker's Comp.			
0116820354000	20281	Cash in Lieu Certified			
0116820354000	20282	Cash in Lieu Certified			
0116820354000	20291	Life Insurance Certified			
0116820354000	20292	Life Insurance Classified			
0116820354000	20333	Mileage Paid to Staff			
		TOTAL			
0116820359900		OTHER STATE CATEGORICAL PROGRAMS Learning Community Grant			
0116820359900	20111	Salary Certified	$ 10,089	$ 11,098	$ 9,808
0116820359900	20211	Health Ins. Certified	$ 3,628	$ 3,928	$ 1,581
0116820359900	20221	Soc. Sec. Certified	$ 772	$ 772	$ 772
0116820359900	20231	Retirement Certified	$ 997	$ 997	$ 997
0116820359900	20261	Unemployment			
0116820359900	20271	Worker's Comp.	$ 36	$ 36	$ 36
0116820359900	20281	Cash in Lieu Certified			
0116820359900	20291	Life Insurance Certified	$ 36	$ 36	$ 36
		TOTAL	$ 15,558	$ 16,867	$ 13,230
0116820620000		TITLE 1 PART A BASIC PROG			
0116820620000	20111	Salary Certified	$ 41,392	$ 42,352	$ 44,088
0116820620000	20112	Salary Classified	$ 15,250	$ 17,446	$ 15,864
0116820620000	20113	Salary Substitute	$ 1,500	$ 1,500	$ 2,000
0116820620000	20211	Health Ins. Certified	$ 13,061	$ 14,091	$ 14,953
0116820620000	20212	Health Ins. Classified	$ 55	$ 63	$ 57
0116820620000	20221	Soc. Sec. Certified	$ 3,166	$ 3,240	$ 3,373
0116820620000	20222	Soc. Sec. Classified	$ 1,167	$ 1,335	$ 1,214
0116820620000	20223	Soc. Sec. Substitute	$ 115	$ 115	$ 153
0116820620000	20231	Retirement Certified	$ 4,088	$ 4,183	$ 4,355
0116820620000	20232	Retirement Classified	$ 1,506	$ 1,723	$ 1,567
0116820620000	20251	Tuition Reimbursement			
0116820620000	20261	Unemployment			
0116820620000	20262	Unemployment			
0116820620000	20271	Worker's Comp.	$ 252	$ 258	$ 269
0116820620000	20272	Worker's Comp.	$ 95	$ 108	$ 98
0116820620000	20281	Cash in Lieu Certified			
0116820620000	20282	Cash in Lieu Classified			
0116820620000	20291	Life Insurance Certified	$ 23	$ 23	$ 23
0116820620000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0116820620000	20320	Professional	$ 446	$ 446	$ 446
0116820620000	20330	Employee Training and	$ 157	$ 3,400	$ 3,400

0116820620000	20333	Mileage Paid to Staff	$ 59	$ 59	$ 59
0116820620000	20590	Interagency Purchased			
0116820620000	20610	General Supplies	$ 1,273	$ 1,273	$ 1,273
		TOTAL	$ 83,651	$ 91,661	$ 93,237
0116820621000		TITLE 1 ACCOUNTABILITY			
0116820621000	20111	Salary Certified			
0116820621000	20211	Health Ins. Certified			
0116820621000	20221	Soc. Sec. Certified			
0116820621000	20231	Retirement Certified			
0116820621000	20251	Tuition Reimbursement			
0116820621000	20261	Unemployment			
0116820621000	20271	Worker's Comp.			
0116820621000	20281	Cash in Lieu Certified			
0116820621000	20291	Life Insurance Certified			
0116820621000	20320	Professional	$ 4,653	$ 4,653	$ 4,653
0116820621000	20330	Employee Training and			
0116820621000	20610	General Supplies	$ 1,129	$ 1,129	$ 1,129
		TOTAL	$ 5,782	$ 5,782	$ 5,782
0116820631000		TITLE 2 EFFECTIVE INSTR.			
0116820631000	20111	Salary Certified			
0116820631000	20113	Salary Substitute			
0116820631000	20211	Health Ins. Certified			
0116820631000	20221	Soc. Sec. Certified			
0116820631000	20223	Soc. Sec. Classified			
0116820631000	20231	Retirement Certified			
0116820631000	20251	Tuition Reimbursement			
0116820631000	20261	Unemployment			
0116820631000	20271	Worker's Comp.			
0116820631000	20281	Cash in Lieu Certified			
0116820631000	20291	Life Insurance Certified			
0116820631000	20320	Professional	$ 4,894	$ 4,894	$ 4,894
0116820631000	20330	Employee Training and	$ 44	$ 44	$ 44
0116820631000	20610	General Supplies			
		TOTAL	$ 4,938	$ 4,938	$ 4,938
0116820640600		IDEA PRESCHOOL BASE			
0116820640600	20111	Salary Certified			
0116820640600	20112	Salary Classified			
0116820640600	20113	Salary Substitute			
0116820640600	20211	Health Ins. Certified			
0116820640600	20212	Health Ins. Classified			
0116820640600	20221	Soc. Sec. Certified			
0116820640600	20222	Soc. Sec. Classified			
0116820640600	20223	Soc. Sec. Substitute			
0116820640600	20231	Retirement Certified			
0116820640600	20232	Retirement Classified			
0116820640600	20251	Tuition Reimbursement			
0116820640600	20261	Unemployment			
0116820640600	20262	Unemployment			
0116820640600	20271	Worker's Comp.			
0116820640600	20272	Worker's Comp.			
0116820640600	20281	Cash in Lieu Certified			
0116820640600	20282	Cash in Lieu Classified			
0116820640600	20291	Life Insurance Certified			
0116820640600	20292	Life Insurance Certified			
		TOTAL			

0116820640800		IDEA E/P			
0116820640800	20111	Salary Certified	$ 66,780	$ 104,453	$ 106,095
0116820640800	20112	Salary Classified	$ 17,343	$ 20,304	$ 18,135
0116820640800	20113	Salary Substitute			
0116820640800	20132	Overtime			
0116820640800	20211	Health Ins. Certified	$ 22,092	$ 23,177	
0116820640800	20212	Health Ins. Classified	$ 88	$ 90	
0116820640800	20221	Soc. Sec. Certified	$ 5,109	$ 7,991	
0116820640800	20222	Soc. Sec. Classified	$ 1,327	$ 1,553	
0116820640800	20223	Soc. Sec. Substitute	$ -	$ -	
0116820640800	20231	Retirement Certified	$ 6,596	$ 10,317	
0116820640800	20232	Retirement Classified	$ 1,713	$ 2,005	
0116820640800	20251	Tuition Reimbursement			
0116820640800	20261	Unemployment			
0116820640800	20262	Unemployment			
0116820640800	20271	Worker's Comp.	$ 414	$ 648	
0116820640800	20272	Worker's Comp.	$ 108	$ 126	
0116820640800	20281	Cash in Lieu Certified			$ 4,010
0116820640800	20282	Cash in Lieu Classified			
0116820640800	20291	Life Insurance Certified			
0116820640800	20292	Life Insurance Classified	$ 47	$ 47	
0116820640800	20320	Professional	$ 10,418	$ 10,418	$ 10,418
0116820640800	20610	General Supplies	$ 225	$ 225	$ 225
		TOTAL	$ 132,258	$ 181,353	$ 138,882
0116820641200		IDEA PART B PROPOR.			
0116820641200	20320	Professional			
		TOTAL	$ -	$ -	$ -
0116820692500		TITLE 3 ENG. LANG. ACQ.			
0116820692500	20111	Salary Certified			
0116820692500	20112	Salary Classified			
0116820692500	20113	Salary Substitute			
0116820692500	20211	Health Ins. Certified			
0116820692500	20212	Health Ins. Classified			
0116820692500	20221	Soc. Sec. Certified			
0116820692500	20222	Soc. Sec. Classified			
0116820692500	20223	Soc. Sec. Substitute			
0116820692500	20231	Retirement Certified			
0116820692500	20232	Retirement Classified			
0116820692500	20251	Tuition Reimbursement			
0116820692500	20261	Unemployment			
0116820692500	20262	Unemployment			
0116820692500	20272	Worker's Comp.			
0116820692500	20273	Worker's Comp.			
0116820692500	20281	Cash in Lieu Certified			
0116820692500	20282	Cash in Lieu Classified			
0116820692500	20291	Life Insurance Certified			
0116820692500	20292	Life Insurance Classified			
0116820692500	20320	Professional	$ 270	$ 270	$ 270
0116820692500	20330	Employee Training and	$ 47	$ 47	$ 47
0116820692500	20610	General Supplies	$ 2,482	$ 2,482	$ 2,482
		TOTAL	$ 2,799	$ 2,799	$ 2,799
0616820310000		FOOD SERVICE			
0616820310000	20110	Salary Food Service	$ 32,244	$ 38,304	$ 37,524
0616820310000	20130	Overtime			
0616820310000	20210	Health Ins. Food Service	$ 116	$ 138	$ 135

0616820310000	20221	Soc. Sec. Food Service	$ 2,467	$ 2,930	$ 2,871
0616820310000	20230	Retirement Food	$ 3,185	$ 3,783	$ 3,706
0616820310000	20260	Unemployment Food			
0616820310000	20270	Worker's Comp. Food	$ 200	$ 237	$ 233
0616820310000	20280	Cash in Lieu Classfied			
0616820310000	20290	Life Insurance Food	$ 93	$ 93	$ 93
0616820310000	20333	Mileage Paid to Staff			
0616820310000	20340	Other Professional			
0616820310000	20530	Communications			
0616820310000	20610	General Supplies			
0616820310000	20733	Furniture and Fixtures			
		TOTAL	$ 38,305	$ 45,486	$ 44,562
1.16821E+11		Title IV Student Support and Academic Enrichment			
0116820696900	20111	Salary Certified			
0116820696900	20112	Salary Classified			
0116820696900	20113	Salary Substitute			
0116820696900	20211	Health Ins. Certified			
0116820696900	20212	Health Ins. Classified			
0116820696900	20221	Soc. Sec. Certified			
0116820696900	20222	Soc. Sec. Classified			
0116820696900	20223	Soc. Sec. Substitute			
0116820696900	20231	Retirement Certified			
0116820696900	20232	Retirement Classified			
0116820696900	20251	Tuition Reimbursement			
0116820696900	20261	Unemployment			
0116820696900	20262	Unemployment			
0116820696900	20272	Worker's Comp.			
0116820696900	20273	Worker's Comp.			
0116820696900	20281	Cash in Lieu Certified			
0116820696900	20282	Cash in Lieu Classified			
0116820696900	20291	Life Insurance Certified			
0116820696900	20292	Life Insurance Classified			
0116820696900	20320	Professional			
0116820696900	20330	Employee Training and			
0116820696900	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
1.16821E+11		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento			
0116820699000	20111	Salary Certified			
0116820699000	20211	Health Ins. Certified			
0116820699000	20221	Soc. Sec. Certified			
0116820699000	20231	Retirement Certified			
0116820699000	20261	Unemployment			
0116820699000	20271	Worker's Comp.			
0116820699000	20281	Cash in Lieu Certified			
0116820699000	20291	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

2024-2025	% change	$ change	NOTES			
					2021-2022	2022-2023
$ 459,113	2.0%	$ 9,002	Added 6th grade	Regular Education	1211703	1347519
$ 40,000	170.5%	$ 25,213		SPED	503628	419383
$ 23,000	0.0%	$ -		Pupil Services	61892	68007
$ 10,295	2.0%	$ 202		Staff Services	59125	69503
$ 4,000		$ 4,000	Student Teacher Stipends	General Admin.	0	0
$ 150,236	2.0%	$ 2,946		School Admin	170329	182270
$ 150	130.8%	$ 85		Fiscal	0	0
$ 35,122	2.0%	$ 689		Operations	186656	186567
$ 3,060	170.5%	$ 1,929		Maintenance	30150	32690
$ 1,760	0.0%	$ -		Transportation	0	0
$ 45,350	2.0%	$ 893		Early Childhood	15558	16867
$ 3,951	170.5%	$ 2,491		Title	97171	105180
		$ -		IDEA	132258	181353
		$ -		BOE		
		$ -				
$ 2,847	2.0%	$ 56		TOTAL	2223483	2305939
$ 248	170.5%	$ 156				
$ 8,250	0.0%	$ -				
		$ -				
$ 300	21.0%	$ 52				
$ 60	30.4%	$ 14				
$ 8,600	0.0%	$ -				
$ 195	0.0%	$ -				
$ 4,453	0.0%	$ 1				
$ 900	0.0%	$ -				
$ 10,600	0.0%	$ -				
$ 1,500	0.0%	$ -				
$ 500	0.0%	$ -				
$ 1,100	120.0%	$ 600				
$ 500	0.0%	$ -				
$ -		$ -				
$ 1,300	0.0%	$ -				
$ 1,339	3.0%	$ 39				
$ 20,460	3.0%	$ 596				
$ 19,163	3.0%	$ 558				
$ 500	0.0%	$ -				
$ 500	0.0%	$ -				
$ 1,050	0.0%	$ -				
$ 300	0.0%	$ -				
$ 1,700	0.0%	$ -				
$ 862,401	6.1%	$ 49,520				
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$ 68,000	109.1%	$ 35,477				
		$ -				
$ 2,000	0.0%	$ -				
$ 25,000	100.8%	$ 12,550				
$ 35		$ 35				
$ 5,202	109.1%	$ 2,714				
$ -		$ -				
$ 153	0.0%	$ -				
$ 6,717	109.1%	$ 3,505				
$ -		$ -				
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		$ -				
$ 422	260.1%	$ 305				
$ -		$ -				
		$ -				
		$ -				
$ 50		$ 50				
$ 10		$ 10				
		$ -				
$ 4,500	0.0%	$ -				
		$ -				
$ 4,550	0.0%	$ -				
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$ 116,639	88.1%	$ 54,645				
$ 515,000	25.7%	$ 105,252	MOVED POSITIONS FROM EARLY CHILDHOOD GRANT TO HERE			
		$ -				
$ 10,000	37.0%	$ 2,700				
$ 120,000	31.1%	$ 28,441				
		$ -				
$ 39,398	25.7%	$ 8,052				
$ -		$ -				
$ 765	37.0%	$ 207				
$ 50,871	25.7%	$ 10,400				
$ -		$ -				
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$ 3,193	25.7%	$ 653				
$ -		$ -				
$ 2,750	0.0%	$ -				
		$ -				
$ 234	0.0%	$ -				
		$ -				
$ 65	0.0%	$ -				
		$ -				
$ 742,275	26.5%	$ 155,704				
$ 128,000	8.2%	$ 9,716				

$ 102,000	48.1%	$ 33,129					
$ 6,000	122.2%	$ 3,300					
$ 41,550	2.0%	$ 815					
$ 7,000	37.9%	$ 1,925					
$ 9,792	8.2%	$ 743					
$ 7,803	48.1%	$ 2,534					
$ 459	122.2%	$ 252					
$ 12,644	8.2%	$ 961					
$ 10,075	48.1%	$ 3,273					
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$ 794	8.2%	$ 60					
$ 632	48.1%	$ 205					
$ 4,125	0.0%	$ -					
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$ 117	0.0%	$ -					
$ 200	4.2%	$ 8					
$ 13,500	0.0%	$ -					
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$ 59,400	0.0%	$ -					
$ 764	0.0%	$ -					
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$ 404,855	16.4%	$ 56,922					
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$ 4,500	0.0%	$ -					
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$ 2,000	0.0%	$ -					
$ 2,415	0.0%	$ -					
$ 8,915	0.0%	$ -					

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$ 9,975	2.0%	$ 196				
$ 3,199	2.0%	$ 63				
$ 763	2.0%	$ 15				
$ 985	2.0%	$ 19				
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$ 62	2.0%	$ 1				
		$ -				
$ 6	0.0%	$ -				
$ 30	0.0%	$ -				
$ 42	0.0%	$ -				

$ 24	0.0%	$ -					
$ 15,085	2.0%	$ 294					
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		$ -					
$ 500	0.0%	$ -					
$ 46	0.0%	$ -					
$ 26	0.0%	$ -					
$ 4,000		$ 4,000	Character Strong Subscription				
$ 573	0.0%	$ -					
$ 16,721	3.0%	$ 487					
$ 25,000	12.0%	$ 2,671					
$ 1,200	13.2%	$ 140					
$ 100	33.3%	$ 25					
$ 1,279	3.0%	$ 37					
$ 1,913	12.0%	$ 204					
$ 1,652	3.0%	$ 48					
$ 2,469	12.0%	$ 264					
		$ -					
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		$ -					
$ 104	77.4%	$ 45					
$ 155	12.0%	$ 17					
	-100.0%	$ (343)					
		$ -					
$ 12	0.0%	$ -					
$ 47	0.0%	$ -					
$ 79	0.0%	$ -					
$ 46	0.0%	$ -					
$ 476	0.0%	$ -					
$ 51,252	7.5%	$ 3,596					
$ 52,890	2.0%	$ 1,037					
$ 20,424	2.0%	$ 400					
$ 4,046	2.0%	$ 79					
$ 5,224	2.0%	$ 103					
		$ -					
		$ -					
$ 328	2.0%	$ 6					
		$ -					
$ 25	31.6%	$ 6					
$ 50	1.0%	$ 1					
$ 33	0.0%	$ -					
$ 363	0.0%	$ -					
$ 83,384	2.0%	$ 1,633					
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$ 4,905	0.0%	$ -				
$ 4,905	0.0%	$ -				
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$ 28,030	5.0%	$ 1,335				
$ 23,000	20.0%	$ 3,839				
$ 1,800	0.0%	$ -				
$ 10,087	2.0%	$ 198				
$ 70	2.0%	$ 1				
$ 2,144	5.0%	$ 102				
$ 1,760	20.0%	$ 294				
$ 138	0.0%	$ -				
$ 2,769	5.0%	$ 132				
$ 2,272	20.0%	$ 379				
		$ -				
		$ -				
		$ -				
$ 174	5.0%	$ 8				
$ 143	20.0%	$ 24				
		$ -				
		$ -				
$ 18	0.0%	$ -				
$ 46	0.0%	$ -				
$ 200	0.0%	$ -				
$ 3,300	0.0%	$ -				
$ 100	0.0%	$ -				
$ 76,049	9.1%	$ 6,312				
		$ -				
$ -		$ -				
$ 35,714	2.0%	$ 700				
$ 107,492	3.0%	$ 3,131				
$ 7,616	2.0%	$ 149				
$ 9,773	2.0%	$ 192				
$ 2,732	2.0%	$ 54				
$ 8,223	3.0%	$ 240				
$ 3,528	2.0%	$ 69				
$ 10,618	3.0%	$ 310				
		$ -				
		$ -				
		$ -				
$ 221	2.0%	$ 4				
$ 666	3.0%	$ 19				
$ 2,750	0.0%	$ -				
$ 2,750	0.0%	$ -				
$ 46	0.0%	$ -				
$ 280	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 650	0.0%	$ -				
$ 194,060	2.6%	$ 4,868				
$ 74,322	2.0%	$ 1,457				
		$ -				

$ 2,500	0.0%	$ -					
$ 30,113	2.0%	$ 590					
$ 5,686	2.0%	$ 111					
$ 7,348	2.0%	$ 144					
		$ -					
$ 2,973	558.1%	$ 2,521					
		$ -					
$ 93	0.0%	$ -					
$ 786	4.0%	$ 30					
$ 800		$ 800					
$ 236	4.0%	$ 9					
$ 118	4.0%	$ 5					
$ 7,800	4.0%	$ 300					
$ 30,000	1.2%	$ 365					
$ 45,000	4.7%	$ 2,000					
$ 6,064	7.0%	$ 397					
$ 786	4.0%	$ 30					
$ 214,625	4.3%	$ 8,760					
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$ 6,287	4.0%	$ 242					
$ 18,768	4.0%	$ 722					
$ 10,216	4.0%	$ 393					
$ 314	4.0%	$ 12					
$ 520	4.0%	$ 20					
$ 236	4.0%	$ 9					
		$ -					
		$ -					
$ 36,341	4.0%	$ 1,398					
$ 66	0.0%	$ -					
$ 4,831	27.9%	$ 1,052					
$ 594	0.0%	$ -					
$ 5,491	23.7%	$ 1,052					
$ 19,410	0.0%	$ -					
$ 4,760	2.0%	$ 93					
$ 1,485	0.0%	$ -					
$ 1,917	0.0%	$ 0					
		$ -					
		$ -					
$ 120	0.0%	$ -					
		$ -					
$ 20	100.0%	$ 10					
$ 150	1036.4%	$ 137					
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$ 382	0.0%	$ -					

$ 28,245	0.9%	$ 240					
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$ 10,004	2.0%	$ 196					
$ 1,613	2.0%	$ 32					
$ 765	-0.9%	$ (7)					
$ 988	-0.9%	$ (9)					
		$ -					
$ 62	72.3%	$ 26					
		$ -					
$ 36	0.0%	$ -					
$ 13,468	1.8%	$ 238					
$ 44,970	2.0%	$ 882	MOVED READING INTERVENTIONIST HERE				
$ -	-100.0%	$ (15,864)					
$ -	-100.0%	$ (2,000)					
$ 15,252	2.0%	$ 299					
$ -	-100.0%	$ (57)					
$ 3,440	2.0%	$ 67					
$ -	-100.0%	$ (1,214)					
$ -	-100.0%	$ (153)					
$ 4,442	2.0%	$ 87					
$ -	-100.0%	$ (1,567)					
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		$ -					
$ 279	3.7%	$ 10					
$ -	-100.0%	$ (98)					
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		$ -					
$ 23	0.0%	$ -					
$ -	-100.0%	$ (46)					
$ 446	0.0%	$ -					
$ 3,400	0.0%	$ -					

$ 59	0.0%	$ -				
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$ 1,273	0.0%	$ -				
$ 73,583	-21.1%	$ (19,653)				
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$ 4,653	0.0%	$ -				
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$ 1,129	0.0%	$ -				
$ 5,782	0.0%	$ -				
$ 72,000		$ 72,000				
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$ 10,000		$ 10,000				
$ 5,508		$ 5,508				
		$ -				
$ 7,112		$ 7,112				
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$ 446		$ 446				
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$ 4,894	0.0%	$ -				
$ 44	-0.5%	$ (0)				
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$ 100,004	1925.1%	$ 95,066				
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$ 110,339	4.0%	$ 4,244				
$ 18,498	2.0%	$ 363				
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$ 24,113		$ 24,113				
$ 94		$ 94				
$ 8,441		$ 8,441				
$ 1,415		$ 1,415				
$ -		$ -				
$ 10,899		$ 10,899				
$ 1,827		$ 1,827				
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$ 684		$ 684				
$ 115		$ 115				
$ 4,010	0.0%	$ -				
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$ 65		$ 65				
$ 47		$ 47				
$ 10,418	0.0%	$ -				
$ 225	0.0%	$ -				
$ 191,189	37.7%	$ 52,306				
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$ 270	0.0%	$ -				
$ 47	0.2%	$ 0				
$ 2,482	0.0%	$ -				
$ 2,799	0.0%	$ 0				
$ 45,000	19.9%	$ 7,476				
		$ -				
$ 138	2.0%	$ 3				

$ 3,443	19.9%	$ 572					
$ 4,445	19.9%	$ 739					
		$ -					
$ 1,800	673.7%	$ 1,567					
		$ -					
$ 93	0.0%	$ -					
		$ -					
$ 73,980		$ 73,980					
$ 66		$ 66					
$ 671		$ 671					
$ 848		$ 848					
$ 130,483	192.8%	$ 85,922					
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2023-2024	2024-2025		
1489450	1749560	17.46%	
506661	517559	2.15%	
67459	72401	7.33%	
69737	76049	9.05%	
0	0		
189192	194060	2.57%	
0	0		
205865	214625	4.26%	
34943	36341	4.00%	
0	0		
13230	13468	1.80%	
106756	182169	70.64%	
138882	191189	37.66%	
2563307	2860595	11.60%	

WILDEWOOD ELEMENTARY

ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024
0116920110000		REGULAR EDUCATION			
0116920110000	20111	Salary Certified	$ 524,672	$ 508,754	$ 482,659
0116920110000	20112	Salary Classified	$ 48,678	$ 55,457	$ 44,277
0116920110000	20113	Salary Substitute	$ 15,000	$ 15,000	$ 17,000
0116920110000	20151	Unit Pay	$ 9,354	$ 13,440	$ 13,978
0116920110000	20152	Unit Pay Classified			
0116920110000	20211	Health Ins. Certified	$ 64,575	$ 80,819	$ 77,024
0116920110000	20212	Health Ins. Classified	$ 175	$ 175	$ 175
0116920110000	20221	Soc. Sec. Certified	$ 40,137	$ 38,920	$ 36,923
0116920110000	20222	Soc. Sec. Classified	$ 3,724	$ 4,242	$ 3,387
0116920110000	20223	Soc. Sec. Substitute	$ 1,148	$ 1,148	$ 1,301
0116920110000	20231	Retirement Certified	$ 51,822	$ 50,250	$ 47,672
0116920110000	20232	Retirement Classified	$ 4,808	$ 5,477	$ 4,373
0116920110000	20251	Tuition Reimbursement			
0116920110000	20261	Unemployment Certified			
0116920110000	20262	Unemployment Classified			
0116920110000	20271	Worker's Comp. Certified	$ 3,253	$ 3,154	$ 2,992
0116920110000	20272	Worker's Comp. Classified	$ 302	$ 344	$ 275
0116920110000	20281	Cash in Lieu certified	$ 6,875	$ 6,875	$ 7,015
0116920110000	20282	Cash in lieu classfied			
0116920110000	20291	Life Insurance Certified	$ 445	$ 445	$ 445
0116920110000	20292	Life Insurance Classified	$ 188	$ 188	$ 188
0116920110000	20330	Employee Training and	$ 2,000	$ 11,100	$ 11,100
0116920110000	20333	Mileage Paid to Staff	$ 240	$ 240	$ 240
0116920110000	20340	Other Professional	$ 5,480	$ 5,480	$ 5,480
0116920110000	20531	Postage	$ 900	$ 900	$ 900
0116920110000	20610	General Supplies	$ 11,875	$ 11,875	$ 11,875
0116920110000	20640	Books and Periodicals	$ 800	$ 800	$ 800
0116920110000	20650	Supplies - Technology	$ 500	$ 500	$ 500
0116920110000	20733	Furniture and Fixtures	$ 1,000	$ 1,000	$ 1,000
0116920110000	20734	Technology-Related	$ 500	$ 500	$ 500
0116920110000	20810	Dues and Fees	$ -	$ -	$ -
0116920110001	20330	Employee Train	$ 1,600	$ 1,600	$ 1,600
0116920110001	20610	Curricular Supplies	$ 1,600	$ 1,600	$ 1,600
0116920110001	20640	Books and Periodicals	$ 21,600	$ 23,112	$ 24,730
0116920110001	20734	Hardware Technology	$ 20,000	$ 21,400	$ 22,898
0116920110050	20610	Sci. Supplies	$ 200	$ 200	$ 200
0116920110068	20610	PE Supplies	$ 600	$ 600	$ 600
0116920110090	20610	Art Supplies	$ 1,000	$ 1,000	$ 1,050
0116920110093	20610	Vocal Music Supplies	$ 300	$ 300	$ 300
0116920110094	20610	Band Supplies	$ 2,000	$ 2,000	$ 2,000
		TOTAL	$ 847,351	$ 868,895	$ 827,057
0116920112500		FLEX FUNDING			
0116920112500	20111	Salary Certified			
0116920112500	20112	Salary Classified			
0116920112500	20211	Health Ins. Certified			
0116920112500	20221	Soc. Sec. Certified			
0116920112500	20231	Retirement Certified			
0116920112500	20261	Unemployment Certified			
0116920112500	20271	Worker's Comp. Certified			
0116920112500	20281	Cash in Lieu certified			
0116920112500	20291	Life Insurance Certified			

0116920112500	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0116920115000		LEP			
0116920115000	20111	Salary Certified	$ 33,946	$ 37,841	$ 38,556
0116920115000	20112	Salary Classified			
0116920115000	20113	Salary Substitute	$ 1,500	$ 1,500	$ 1,700
0116920115000	20211	Health Ins. Certified	$ 4,212	$ 4,608	$ 4,852
0116920115000	20212	Health Ins. Classified			
0116920115000	20221	Soc. Sec. Certified	$ 2,597	$ 2,895	$ 2,950
0116920115000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116920115000	20223	Soc. Sec. Substitute	$ 115	$ 115	$ 130
0116920115000	20231	Retirement Certified	$ 3,353	$ 3,738	$ 3,808
0116920115000	20232	Retirement Classified	$ -	$ -	$ -
0116920115000	20251	Tuition Reimbursement			
0116920115000	20261	Unemployment Certified			
0116920115000	20262	Unemployment Classified			
0116920115000	20271	Worker's Comp. Certified	$ 210	$ 235	$ 239
0116920115000	20272	Worker's Comp. Classified	$ -	$ -	$ -
0116920115000	20281	Cash in Lieu certified	$ 1,375	$ 1,375	$ 1,392
0116920115000	20282	Cash in lieu classfied			
0116920115000	20291	Life Insurance Certified			
0116920115000	20292	Life Insurance Classified			
0116920115000	20320	Professional Educational			
0116920115000	20330	Employee Training and			
0116920115000	20333	Mileage Paid to Staff			
0116920115000	20610	General Supplies	$ 5,600	$ 5,600	$ 5,600
0116920115000	20640	Books and Periodicals			
0116920115000	20650	Supplies - Technology			
0116920115000	20734	Technology-Related			
		TOTAL	$ 52,908	$ 57,906	$ 59,227
0116920116000		POVERTY			
0116920116000	20111	Salary Certified	$ 481,929	$ 479,367	$ 480,182
0116920116000	20112	Salary Classified			
0116920116000	20113	Salary Substitute	$ 10,000	$ 22,000	$ 22,000
0116920116000	20211	Health Ins. Certified	$ 119,482	$ 120,725	$ 117,356
0116920116000	20212	Health Ins. Classified			
0116920116000	20221	Soc. Sec. Certified	$ 36,868	$ 36,672	$ 36,734
0116920116000	20222	Soc. Sec. Classified			
0116920116000	20223	Soc. Sec. Substitute	$ 765	$ 1,683	$ 1,683
0116920116000	20231	Retirement Certified	$ 47,600	$ 47,347	$ 47,428
0116920116000	20232	Retirement Classified			
0116920116000	20251	Tuition Reimbursement			
0116920116000	20261	Unemployment Certified			
0116920116000	20262	Unemployment Classified			
0116920116000	20271	Worker's Comp. Certified	$ 2,988	$ 2,972	$ 2,977
0116920116000	20272	Worker's Comp. Classified			
0116920116000	20281	Cash in Lieu certified	$ 8,250	$ 8,250	$ 5,476
0116920116000	20282	Cash in lieu classfied			
0116920116000	20291	Life Insurance Certified	$ 328	$ 328	$ 328
0116920116000	20292	Life Insurance Classified			
0116920116000	20610	General Supplies	$ 80	$ 80	$ 80
0116920116000	20640	Books and Periodicals			
		TOTAL	$ 708,290	$ 719,424	$ 714,244
0116920120000		SPED SCHOOL AGE			
0116920120000	20111	Salary Certified	$ 135,563	$ 102,026	$ 104,267

0116920120000	20112	Salary Classified	$ 14,375	$ 10,418	$ 10,231
0116920120000	20113	Salary Substitute	$ 3,500	$ 3,500	$ 3,500
0116920120000	20211	Health Ins. Certified	$ 16,925	$ 18,578	$ 18,979
0116920120000	20212	Health Ins. Classified	$ 75	$ 75	$ 75
0116920120000	20221	Soc. Sec. Certified	$ 10,371	$ 7,805	$ 7,976
0116920120000	20222	Soc. Sec. Classified	$ 1,100	$ 797	$ 783
0116920120000	20223	Soc. Sec. Substitute	$ 268	$ 268	$ 268
0116920120000	20231	Retirement Certified	$ 13,390	$ 10,077	$ 10,298
0116920120000	20232	Retirement Classified	$ 1,420	$ 1,029	$ 1,011
0116920120000	20251	Tuition Reimbursement			
0116920120000	20261	Unemployment Certified			
0116920120000	20262	Unemployment Classified			
0116920120000	20271	Worker's Comp. Certified	$ 840	$ 633	$ 646
0116920120000	20272	Worker's Comp. Classified	$ 89	$ 65	$ 63
0116920120000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750
0116920120000	20282	Cash in Lieu Classfied			
0116920120000	20291	Life Insurance Certified	$ 140	$ 140	$ 140
0116920120000	20292	Life Insurance Classified			
0116920120000	20320	Professional Educational	$ 6,825	$ 7,500	$ 7,500
0116920120000	20330	Employee Training and			
0116920120000	20333	Mileage Paid to Staff			
0116920120000	20563	Tuition to Private Schools			
0116920120000	20569	Tuition - Other	$ 81,900	$ 80,000	$ 80,000
0116920120000	20610	General Supplies	$ 848	$ 848	$ 848
0116920120000	20640	Books and Periodicals			
0116920120000	20733	Furniture and Fixtures			
0116920120000	20734	Technology-Related			
		TOTAL	$ 290,378	$ 246,508	$ 249,336
0116920129100		SPED 3-5			
0116920129100	20111	Salary Certified			
0116920129100	20112	Salary Classified			
0116920129100	20113	Salary Substitute			
0116920129100	20211	Health Ins. Certified			
0116920129100	20212	Health Ins. Classified			
0116920129100	20221	Soc. Sec. Certified			
0116920129100	20222	Soc. Sec. Classified			
0116920129100	20223	Soc. Sec. Substitute			
0116920129100	20231	Retirement Certified			
0116920129100	20232	Retirement Classified			
0116920129100	20251	Tuition Reimbursement			
0116920129100	20261	Unemployment Certified			
0116920129100	20262	Unemployment Classified			
0116920129100	20271	Worker's Comp. Certified			
0116920129100	20272	Worker's Comp. Classified			
0116920129100	20281	Cash in Lieu Certified			
0116920129100	20282	Cash in Lieu Classfied			
0116920129100	20291	Life Insurance Certified			
0116920129100	20292	Life Insurance Classified			
0116920129100	20320	Professional Educational			
0116920129100	20330	Employee Training and			
0116920129100	20561	Tuition to Other School			
0116920129100	20610	General Supplies	$ 2,300	$ 4,000	$ 4,000
0116920129100	20630	Food	$ 2,415	$ 2,415	$ 2,415
		TOTAL	$ 4,715	$ 6,415	$ 6,415
0116920129200		SPED BIRTH TO 2			

0116920129200	20111	Salary Certified			
0116920129200	20112	Salary Classified			
0116920129200	20211	Health Ins. Certified			
0116920129200	20212	Health Ins. Classified			
0116920129200	20221	Soc. Sec. Certified			
0116920129200	20222	Soc. Sec. Classified			
0116920129200	20231	Retirement Certified			
0116920129200	20232	Retirement Classified			
0116920129200	20251	Tuition Reimbursement			
0116920129200	20261	Unemployment Certified			
0116920129200	20262	Unemployment Classified			
0116920129200	20271	Worker's Comp. Certified			
0116920129200	20272	Worker's Comp. Classified			
0116920129200	20281	Cash in Lieu Certified			
0116920129200	20282	Cash in Lieu Classfied			
0116920129200	20291	Life Insurance Certified			
0116920129200	20292	Life Insurance Classified			
0116920129200	20320	Professional Educational	$ 6,700	$ 7,300	$ 7,300
0116920129200	20330	Employee Training and			
0116920129200	20333	Mileage Paid to Staff			
0116920129200	20610	General Supplies			
0116920129200	20734	Technology-Related			
0116920129200	20735	Technology Software			
		TOTAL	$ 6,700	$ 7,300	$ 7,300
0116920130000		SUMMER SCHOOL			
0116920130000	20111	Salary Certified			
0116920130000	20112	Salary Classified			
0116920130000	20211	Health Ins. Certified			
0116920130000	20212	Health Ins. Classified			
0116920130000	20221	Soc. Sec. Certified			
0116920130000	20222	Soc. Sec. Classified			
0116920130000	20231	Retirement Certified			
0116920130000	20232	Retirement Classified			
0116920130000	20271	Worker's Comp. Certified			
0116920130000	20272	Worker's Comp. Classified			
0116920130000	20281	Cash in Lieu Certified			
0116920130000	20282	Cash in Lieu Classfied			
0116920130000	20291	Life Insurance Certified			
0116920130000	20292	Life Insurance Classified			
0116920130000	20610	General Supplies			
0116920130000	20630	Food			
0116920130000	20640	Books and Periodicals			
		TOTAL	$ -	$ -	$ -
0116920211000		SOCIAL WORK/ATTENDANCE			
0116920211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779
0116920211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136
0116920211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748
0116920211000	20231	Retirement Certified	$ 931	$ 955	$ 966
0116920211000	20251	Tuition Reimbursement			
0116920211000	20261	Unemployment Certified			
0116920211000	20271	Worker's Comp. Certified	$ 58	$ 60	$ 61
0116920211000	20281	Cash in Lieu Certified			
0116920211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6
0116920211000	20320	Professional Educational	$ 30	$ 30	$ 30
0116920211000	20333	Mileage Paid to Staff	$ 42	$ 42	$ 42

0116920211000	20610	General Supplies	$ 24	$ 24	$ 24
		TOTAL	$ 14,004	$ 14,448	$ 14,792
0116920212000		GUIDANCE SERVICES			
0116920212000	20111	Salary Certified	$ 73,888	$ 77,135	$ 80,220
0116920212000	20211	Health Ins. Certified	$ 21,769	$ 23,466	$ 24,936
0116920212000	20221	Soc. Sec. Certified	$ 5,652	$ 5,901	$ 6,137
0116920212000	20231	Retirement Certified	$ 7,298	$ 7,619	$ 7,923
0116920212000	20251	Tuition Reimbursement			
0116920212000	20261	Unemployment Certified			
0116920212000	20271	Worker's Comp. Certified	$ 458	$ 478	$ 497
0116920212000	20281	Cash in Lieu Certified			
0116920212000	20291	Life Insurance Certified	$ 140	$ 140	$ 140
0116920212000	20320	Professional Educational	$ 1,700	$ 2,600	$ 2,600
0116920212000	20333	Mileage Paid to Staff	$ 64	$ 64	$ 64
0116920212000	20610	General Supplies	$ 961	$ 961	$ 961
0116920212000	20735	Technology Software			
		TOTAL	$ 111,931	$ 118,364	$ 123,479
0116920213000		HEALTH SERVICES			
0116920213000	20111	Salary Certified	$ 15,775	$ 16,742	$ 16,234
0116920213000	20112	Salary Classified	$ 16,038	$ 18,592	$ 19,707
0116920213000	20211	Health Ins. Certified	$ 3,819	$ 3,819	$ 1,060
0116920213000	20212	Health Ins. Classified	$ 75	$ 75	$ 75
0116920213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,281	$ 1,242
0116920213000	20222	Soc. Sec. Classified	$ 1,227	$ 1,422	$ 1,508
0116920213000	20231	Retirement Certified	$ 1,558	$ 1,654	$ 1,603
0116920213000	20232	Retirement Classified	$ 1,584	$ 1,836	$ 1,946
0116920213000	20251	Tuition Reimbursement			
0116920213000	20261	Unemployment Certified			
0116920213000	20262	Unemployment Classified			
0116920213000	20271	Worker's Comp. Certified	$ 98	$ 104	$ 101
0116920213000	20272	Worker's Comp. Classified	$ 99	$ 115	$ 122
0116920213000	20281	Cash in Lieu Certified			$ 343
0116920213000	20282	Cash in Lieu Classfied			
0116920213000	20291	Life Insurance Certified	$ 12	$ 12	$ 12
0116920213000	20292	Life Insurance Classified	$ 47	$ 47	$ 47
0116920213000	20330	Employee Training and	$ 109	$ 109	$ 109
0116920213000	20333	Mileage Paid to Staff	$ 64	$ 64	$ 64
0116920213000	20610	General Supplies	$ 544	$ 544	$ 544
		TOTAL	$ 42,256	$ 46,415	$ 44,717
0116920214100		PSYCH SERVICES SCHOOL AGE			
0116920214100	20111	Salary Certified	$ -	$ 12,710	$ 12,963
0116920214100	20211	Health Ins. Certified	$ -	$ 3,686	$ 5,006
0116920214100	20221	Soc. Sec. Certified	$ -	$ 972	$ 992
0116920214100	20231	Retirement Certified	$ -	$ 1,255	$ 1,280
0116920214100	20251	Tuition Reimbursement			
0116920214100	20261	Unemployment Certified			
0116920214100	20271	Worker's Comp. Certified	$ -	$ 79	$ 80
0116920214100	20281	Cash in Lieu Certified			
0116920214100	20291	Life Insurance Certified	$ -	$ -	$ -
0116920214100	20330	Employee Training and	$ 68	$ 68	$ 68
0116920214100	20333	Mileage Paid to Staff	$ 46	$ 46	$ 46
0116920214100	20610	General Supplies	$ 501	$ 1,000	$ 1,000
		TOTAL	$ 614	$ 19,816	$ 21,435
0116920215000		SPEECH PATHOLOGY			
0116920215000	20111	Salary Certified			

0116920215000	20211	Health Ins. Certified			
0116920215000	20221	Soc. Sec. Certified			
0116920215000	20231	Retirement Certified			
0116920215000	20251	Tuition Reimbursement			
0116920215000	20261	Unemployment Certified			
0116920215000	20271	Worker's Comp. Certified			
0116920215000	20281	Cash in Lieu Certified			
0116920215000	20291	Life Insurance Certified			
0116920215000	20333	Mileage Paid to Staff			
0116920215000	20340	Other Professional Services	$ 2,912	$ 2,912	$ 2,912
0116920215000	20610	General Supplies	$ 100	$ 100	$ 100
		TOTAL	$ 3,012	$ 3,012	$ 3,012
0116920215100		SPEECH/AUD SCHOOL AGE			
0116920215100	20111	Salary Certified		$ 36,000	$ 37,080
0116920215100	20112	Salary Classified			
0116920215100	20113	Salary Substitute			
0116920215100	20132	Overtime			
0116920215100	20211	Health Ins. Certified		$ 120	$ 120
0116920215100	20212	Health Ins. Classifed			
0116920215100	20221	Soc. Sec. Certified		$ 2,754	$ 2,837
0116920215100	20222	Soc. Sec. Classified			
0116920215100	20223	Soc. Sec. Substitute			
0116920215100	20231	Retirement Certified		$ 3,556	$ 3,663
0116920215100	20232	Retirement Classified			
0116920215100	20251	Tuition Reimbursement			
0116920215100	20261	Unemployment Certified			
0116920215100	20262	Unemployment Classified			
0116920215100	20271	Worker's Comp. Certified		$ 130	$ 133
0116920215100	20272	Worker's Comp. Classified			
0116920215100	20281	Cash in Lieu Certified			$ 1,358
0116920215100	20282	Cash in Lieu Classfied			
0116920215100	20291	Life Insurance Certified		$ 46	$ 46
0116920215100	20292	Life Insurance Classified			
0116920215100	20320	Professional Educational			
0116920215100	20330	Employee Training and			
0116920215100	20333	Mileage Paid to Staff			
		TOTAL		$ 42,606	$ 45,237
0116920218100		VISION SERVICES SPED			
0116920218100	20320	Professional Educational			
		TOTAL	$ -	$ -	$ -
0116920221100		SCHOOL IMPROVEMENT			
0116920221100	20111	Salary Certified			
0116920221100	20211	Health Ins. Certified			
0116920221100	20221	Soc. Sec. Certified			
0116920221100	20231	Retirement Certified			
0116920221100	20251	Tuition Reimbursement			
0116920221100	20261	Unemployment Certified			
0116920221100	20271	Worker's Comp. Certified			
0116920221100	20281	Cash in Lieu Certified			
0116920221100	20291	Life Insurance Certified			
0116920221100	20320	Professional Educational			
0116920221100	20330	Employee Training and			
0116920221100	20332	Mileage Paid to Parents			
0116920221100	20333	Mileage Paid to Staff			
0116920221100	20540	Advertising			

0116920221100	20610	General Supplies			
0116920221100	20733	Furniture and Fixtures			
0116920221100	20810	Dues and Fees			
		TOTAL	$ -	$ -	$ -
0116920222000		LIBRARY/MEDIA SERVICES			
0116920222000	20111	Salary Certified	$ 21,518	$ 22,331	$ 23,085
0116920222000	20112	Salary Classified	$ 16,173	$ 18,699	$ 19,892
0116920222000	20113	Salary Substitute	$ 500	$ 500	$ 750
0116920222000	20211	Health Ins. Certified	$ 50	$ 50	$ 50
0116920222000	20212	Health Ins. Classified	$ 60	$ 60	$ 60
0116920222000	20221	Soc. Sec. Certified	$ 1,646	$ 1,708	$ 1,766
0116920222000	20222	Soc. Sec. Classified	$ 1,237	$ 1,430	$ 1,522
0116920222000	20223	Soc. Sec. Substitute	$ 38	$ 38	$ 57
0116920222000	20231	Retirement Certified	$ 2,125	$ 2,206	$ 2,280
0116920222000	20232	Retirement Classified	$ 1,597	$ 1,847	$ 1,965
0116920222000	20251	Tuition Reimbursement			
0116920222000	20261	Unemployment Certified			
0116920222000	20262	Unemployment Classified			
0116920222000	20271	Worker's Comp. Certified	$ 133	$ 138	$ 143
0116920222000	20272	Worker's Comp. Classified	$ 100	$ 116	$ 123
0116920222000	20281	Cash in Lieu Certified	$ 1,375	$ 1,375	$ 1,375
0116920222000	20282	Cash in Lieu Classfied			
0116920222000	20291	Life Insurance Certified	$ 24	$ 24	$ 24
0116920222000	20292	Life Insurance Classified	$ 47	$ 47	$ 47
0116920222000	20610	General Supplies	$ 150	$ 150	$ 150
0116920222000	20640	Books and Periodicals	$ 3,400	$ 3,400	$ 3,400
0116920222000	20642	Audio-Visual Materials	$ 350	$ 350	$ 350
		TOTAL	$ 50,525	$ 54,470	$ 57,039
0116920223000		TECHNOLOGY-INSTRUTION			
0116920223000	20642	Audio-Visual Materials			
		TOTAL	$ -	$ -	$ -
0116920241000		OFFICE OF THE PRINCIPAL			
0116920241000	20110	Salary Classified	$ 23,664	$ 26,699	$ 31,033
0116920241000	20111	Salary Certified	$ 89,870	$ 96,883	$ 102,696
0116920241000	20210	Health Ins. Classified	$ 75	$ 75	$ 75
0116920241000	20211	Health Ins. Certified	$ 22,092	$ 23,417	$ 25,093
0116920241000	20220	Soc. Sec. Classified	$ 1,810	$ 2,042	$ 2,374
0116920241000	20221	Soc. Sec. Certified	$ 6,875	$ 7,412	$ 7,856
0116920241000	20230	Retirement Classified	$ 2,337	$ 2,637	$ 3,065
0116920241000	20231	Retirement Certified	$ 8,876	$ 9,569	$ 10,143
0116920241000	20251	Tuition Reimbursement			
0116920241000	20260	Unemployment Classified			
0116920241000	20261	Unemployment Certified			
0116920241000	20270	Worker's Comp. Classified	$ 147	$ 166	$ 192
0116920241000	20271	Worker's Comp. Certified	$ 557	$ 601	$ 637
0116920241000	20280	Cash in Lieu Classfied	$ 3,666	$ 3,666	$ 3,666
0116920241000	20281	Cash in Lieu Certified	$ -	$ -	$ -
0116920241000	20290	Life Insurance Classified	$ 46	$ 46	$ 46
0116920241000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0116920241000	20333	Mileage Paid to Staff	$ 1,000	$ 1,000	$ 1,000
0116920241000	20810	Dues and Fees	$ 650	$ 650	$ 650
		TOTAL	$ 161,945	$ 175,142	$ 188,807
0116920261000		OPERATIONS OF BUILDING			
0116920261000	20110	Salary Custodial/Maint.	$ 59,194	$ 60,007	$ 72,284
0116920261000	20120	Salary Temp.			

0116920261000	20130	Overtime	$ 5,000	$ 6,000	$ 6,000
0116920261000	20210	Health Ins. Custodial/Maint.	$ 17,630	$ 18,963	$ 19,962
0116920261000	20220	Soc. Sec. Custodial/Maint.	$ 4,528	$ 4,591	$ 5,530
0116920261000	20230	Retirement Custodial/Main.	$ 5,847	$ 5,927	$ 7,139
0116920261000	20260	Unemployment			
0116920261000	20270	Worker's Comp.	$ 367	$ 372	$ 448
0116920261000	20280	Cash in Lieu Classfied			
0116920261000	20290	Life Insurance	$ 94	$ 94	$ 94
0116920261000	20340	Other Professional Services	$ 910	$ 974	$ 1,042
0116920261000	20350	Techinical Services			
0116920261000	20352	Other Technical Services	$ 273	$ 292	$ 313
0116920261000	20530	Communications	$ 137	$ 146	$ 156
0116920261000	20610	General Supplies	$ 8,190	$ 16,000	$ 16,000
0116920261000	20621	Natural Gas	$ 18,200	$ 19,474	$ 27,500
0116920261000	20622	Electricity	$ 75,075	$ 80,330	$ 54,000
0116920261000	20629	Other (water)	$ 6,820	$ 7,297	$ 7,808
0116920261000	20730	Equipment	$ 910	$ 974	$ 1,042
		TOTAL	$ 203,174	$ 221,441	$ 219,318
0116920262000		MAINTENANCE OF BUILDINGS			
0116920262000	20110	Salary Custodial/Maint.			
0116920262000	20120	Salary Temp.			
0116920262000	20130	Overtime			
0116920262000	20210	Health Ins. Custodial/Maint.			
0116920262000	20220	Soc. Sec. Custodial/Maint.			
0116920262000	20230	Retirement Custodial/Main.			
0116920262000	20271	Worker's Comp.			
0116920262000	20280	Cash in Lieu Classfied			
0116920262000	20290	Life Insurance			
0116920262000	20352	Other Technical Services	$ 7,280	$ 7,790	$ 8,335
0116920262000	20430	Repairs and Maintenance	$ 15,687	$ 16,785	$ 17,960
0116920262000	20520	Property Ins.	$ 11,830	$ 12,658	$ 13,544
0116920262000	20530	Communications	$ 364	$ 389	$ 417
0116920262000	20610	General Supplies	$ 91	$ 500	$ 500
0116920262000	20731	Equipment	$ 273	$ 292	$ 313
0116920262000	20733	Furniture and Fixtures			
0116920262000	20810	Dues and Fees			
		TOTAL	$ 35,525	$ 38,414	$ 41,068
0116920266000		SECURITY			
0116920266000	20330	Professional Development	$ 91	$ 91	$ 91
0116920266000	20340	School Resource Officer	$ 4,550	$ 4,869	$ 5,209
0116920266000	20610	General Supplies	$ 819	$ 819	$ 819
		TOTAL	$ 5,460	$ 5,779	$ 6,119
0116920353500		HAL			
0116920353500	20111	Salary Certified	$ 25,524	$ 36,125	$ 37,028
0116920353500	20211	Health Ins. Certified	$ 6,114	$ 7,395	$ 8,333
0116920353500	20221	Soc. Sec. Certified	$ 1,953	$ 2,764	$ 2,833
0116920353500	20231	Retirement Certified	$ 2,521	$ 3,568	$ 3,657
0116920353500	20251	Tuition Reimbursement			
0116920353500	20261	Unemployment Certified			
0116920353500	20271	Worker's Comp. Certified	$ 158	$ 224	$ 230
0116920353500	20281	Cash in Lieu Certified			
0116920353500	20291	Life Insurance Certified	$ 19	$ 19	$ 19
0116920353500	20333	Mileage Paid to Staff	$ 18	$ 18	$ 18
0116920353500	20320	Professional Educational			
0116920353500	20610	General Supplies	$ 432	$ 432	$ 432

		TOTAL	$ 36,739	$ 50,545	$ 52,550
0116920354000		STATE EARLY CHILDHOOD			
0116920354000	20111	Salary Certified			
0116920354000	20112	Salary Classified			
0116920354000	20113	Salary Substitute			
0116920354000	20211	Health Ins. Certified			
0116920354000	20212	Health Ins. Classified			
0116920354000	20221	Soc. Sec. Certified			
0116920354000	20222	Soc. Sec. Classified			
0116920354000	20223	Soc. Sec. Substitute			
0116920354000	20231	Retirement Certified			
0116920354000	20232	Retirement Classified			
0116920354000	20251	Tuition Reimbursement			
0116920354000	20261	Unemployment Certified			
0116920354000	20262	Unemployment Classified			
0116920354000	20271	Worker's Comp. Certified			
0116920354000	20272	Worker's Comp. Classified			
0116920354000	20281	Cash in Lieu Certified			
0116920354000	20282	Cash in Lieu Certified			
0116920354000	20291	Life Insurance Certified			
0116920354000	20292	Life Insurance Classified			
0116920354000	20333	Mileage Paid to Staff			
		TOTAL	$ -	$ -	$ -
0116920359900		OTHER STATE CATEGORICAL PROGRAMS Learning Community Grant			
0116920359900	20111	Salary Certified	$ 10,089	$ 11,164	$ 9,867
0116920359900	20211	Health Ins. Certified	$ 3,628	$ 3,952	$ 1,591
0116920359900	20221	Soc. Sec. Certified	$ 772	$ 772	$ 772
0116920359900	20231	Retirement Certified	$ 997	$ 997	$ 997
0116920359900	20261	Unemployment Certified			
0116920359900	20271	Worker's Comp. Certified	$ 36	$ 36	$ 36
0116920359900	20281	Cash in Lieu Certified			
0116920359900	20291	Life Insurance Certified	$ 36	$ 36	$ 36
		TOTAL	$ 15,558	$ 16,957	$ 13,299
0116920620000		TITLE 1 PART A BASIC PROG			
0116920620000	20111	Salary Certified	$ 93,192	$ 71,283	$ 73,065
0116920620000	20112	Salary Classified			
0116920620000	20113	Salary Substitute			
0116920620000	20211	Health Ins. Certified	$ 32,092	$ 23,152	$ 24,823
0116920620000	20212	Health Ins. Classified			
0116920620000	20221	Soc. Sec. Certified	$ 7,129	$ 5,453	$ 5,589
0116920620000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0116920620000	20223	Soc. Sec. Substitute	$ -	$ -	$ -
0116920620000	20231	Retirement Certified	$ 9,205	$ 7,041	$ 7,217
0116920620000	20232	Retirement Classified	$ -	$ -	$ -
0116920620000	20251	Tuition Reimbursement			
0116920620000	20261	Unemployment Certified			
0116920620000	20262	Unemployment Classified			
0116920620000	20271	Worker's Comp. Certified	$ 578	$ 442	$ 453
0116920620000	20272	Worker's Comp. Classified	$ -	$ -	$ -
0116920620000	20281	Cash in Lieu Certified			
0116920620000	20282	Cash in Lieu Classified			
0116920620000	20291	Life Insurance Certified	$ 28	$ 28	$ 28
0116920620000	20292	Life Insurance Classified			
0116920620000	20320	Professional Educational	$ 615	$ 615	$ 615
0116920620000	20330	Employee Training and	$ 217	$ 4,300	$ 4,300

0116920620000	20333	Mileage Paid to Staff	$ 81	$ 81	$ 81
0116920620000	20590	Interagency Purchased			
0116920620000	20610	General Supplies	$ 1,755	$ 1,755	$ 1,755
		TOTAL	$ 144,891	$ 114,150	$ 117,926
0116920621000		TITLE 1 ACCOUNTABILITY			
0116920621000	20111	Salary Certified			
0116920621000	20211	Health Ins. Certified			
0116920621000	20221	Soc. Sec. Certified			
0116920621000	20231	Retirement Certified			
0116920621000	20251	Tuition Reimbursement			
0116920621000	20261	Unemployment Certified			
0116920621000	20271	Worker's Comp. Certified			
0116920621000	20281	Cash in Lieu Certified			
0116920621000	20291	Life Insurance Certified			
0116920621000	20320	Professional Educational	$ 5,727	$ 5,727	$ 5,727
0116920621000	20330	Employee Training and			
0116920621000	20610	General Supplies	$ 1,389	$ 1,389	$ 1,389
		TOTAL	$ 7,116	$ 7,116	$ 7,116
0116920631000		TITLE 2 EFFECTIVE INSTR.			
0116920631000	20111	Salary Certified			
0116920631000	20113	Salary Substitute			
0116920631000	20211	Health Ins. Certified			
0116920631000	20221	Soc. Sec. Certified			
0116920631000	20223	Soc. Sec. Classified			
0116920631000	20231	Retirement Certified			
0116920631000	20251	Tuition Reimbursement			
0116920631000	20261	Unemployment Certified			
0116920631000	20271	Worker's Comp. Certified			
0116920631000	20281	Cash in Lieu Certified			
0116920631000	20291	Life Insurance Certified			
0116920631000	20320	Professional Educational	$ 6,666	$ 6,666	$ 6,666
0116920631000	20330	Employee Training and	$ 54	$ 54	$ 54
0116920631000	20610	General Supplies			
		TOTAL	$ 6,720	$ 6,720	$ 6,720
0116920640600		IDEA PRESCHOOL BASE			
0116920640600	20111	Salary Certified			
0116920640600	20112	Salary Classified			
0116920640600	20113	Salary Substitute			
0116920640600	20211	Health Ins. Certified			
0116920640600	20212	Health Ins. Classified			
0116920640600	20221	Soc. Sec. Certified			
0116920640600	20222	Soc. Sec. Classified			
0116920640600	20223	Soc. Sec. Substitute			
0116920640600	20231	Retirement Certified			
0116920640600	20232	Retirement Classified			
0116920640600	20251	Tuition Reimbursement			
0116920640600	20261	Unemployment Certified			
0116920640600	20262	Unemployment Classified			
0116920640600	20271	Worker's Comp. Certified			
0116920640600	20272	Worker's Comp. Classified			
0116920640600	20281	Cash in Lieu Certified			
0116920640600	20282	Cash in Lieu Classified			
0116920640600	20291	Life Insurance Certified			
0116920640600	20292	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

0116920640800		IDEA E/P			
0116920640800	20111	Salary Certified	$ 53,765	$ 55,692	$ 103,016
0116920640800	20112	Salary Classified	$ 25,322	$ 29,990	$ 28,306
0116920640800	20113	Salary Substitute	$ 350	$ 600	$ 700
0116920640800	20132	Overtime			
0116920640800	20211	Health Ins. Certified	$ 8,462	$ 9,654	$ 19,107
0116920640800	20212	Health Ins. Classified	$ 91	$ 90	$ 90
0116920640800	20221	Soc. Sec. Certified	$ 4,113	$ 4,260	$ 7,881
0116920640800	20222	Soc. Sec. Classified	$ 1,937	$ 2,294	$ 2,165
0116920640800	20223	Soc. Sec. Substitute	$ 27	$ 46	$ 54
0116920640800	20231	Retirement Certified	$ 5,310	$ 5,501	$ 10,175
0116920640800	20232	Retirement Classified	$ 2,501	$ 2,962	$ 2,796
0116920640800	20251	Tuition Reimbursement			
0116920640800	20261	Unemployment Certified			
0116920640800	20262	Unemployment Classified			
0116920640800	20271	Worker's Comp. Certified	$ 333	$ 345	$ 639
0116920640800	20272	Worker's Comp. Classified	$ 157	$ 186	$ 175
0116920640800	20281	Cash in Lieu Certified			
0116920640800	20282	Cash in Lieu Classified	$ 95	$ 95	$ 95
0116920640800	20291	Life Insurance Certified			
0116920640800	20292	Life Insurance Classified			
0116920640800	20320	Professional Educational	$ 14,364	$ 14,364	$ 14,364
0116920640800	20610	General Supplies	$ 310	$ 310	$ 310
		TOTAL	$ 117,137	$ 126,389	$ 189,872
0116920641200		IDEA PART B PROPOR.			
0116920641200	20320	Professional Educational			
		TOTAL	$ -	$ -	$ -
0116920692500		TITLE 3 ENG. LANG. ACQ.			
0116920692500	20111	Salary Certified			
0116920692500	20112	Salary Classified			
0116920692500	20113	Salary Substitute			
0116920692500	20211	Health Ins. Certified			
0116920692500	20212	Health Ins. Classified			
0116920692500	20221	Soc. Sec. Certified			
0116920692500	20222	Soc. Sec. Classified			
0116920692500	20223	Soc. Sec. Substitute			
0116920692500	20231	Retirement Certified			
0116920692500	20232	Retirement Classified			
0116920692500	20251	Tuition Reimbursement			
0116920692500	20261	Unemployment Certified			
0116920692500	20262	Unemployment Classified			
0116920692500	20272	Worker's Comp. Certified			
0116920692500	20273	Worker's Comp. Classified			
0116920692500	20281	Cash in Lieu Certified			
0116920692500	20282	Cash in Lieu Classified			
0116920692500	20291	Life Insurance Certified			
0116920692500	20292	Life Insurance Classified			
0116920692500	20320	Professional Educational	$ 373	$ 373	$ 373
0116920692500	20330	Employee Training and	$ 65	$ 65	$ 65
0116920692500	20610	General Supplies	$ 3,422	$ 3,422	$ 3,422
		TOTAL	$ 3,859	$ 3,859	$ 3,859
0616920310000		FOOD SERVICE			
0616920310000	20110	Salary Food Service	$ 42,213	$ 44,128	$ 45,201
0616920310000	20130	Overtime			
0616920310000	20210	Health Ins. Food Service	$ 152	$ 3,852	$ 3,852

0616920310000	20221	Soc. Sec. Food Service	$ 3,229	$ 3,376	$ 3,458
0616920310000	20230	Retirement Food Service	$ 4,169	$ 4,359	$ 4,465
0616920310000	20260	Unemployment Food Service			
0616920310000	20270	Worker's Comp. Food Service	$ 262	$ 274	$ 280
0616920310000	20280	Cash in Lieu Classfied			
0616920310000	20290	Life Insurance Food Service	$ 94	$ 94	$ 94
0616920310000	20333	Mileage Paid to Staff	$ 129	$ 129	$ 129
0616920310000	20340	Other Professional Services	$ 112,203	$ 112,203	$ 112,203
0616920310000	20530	Communications	$ 99	$ 99	$ 99
0616920310000	20610	General Supplies	$ 1,018	$ 1,018	$ 1,018
0616920310000	20733	Furniture and Fixtures	$ 1,286	$ 1,286	$ 1,286
		TOTAL	$ 164,855	$ 170,818	$ 172,085
1.16921E+11		Title IV Student Support and Academic Enrichment			
0116920696900	20111	Salary Certified			
0116920696900	20112	Salary Classified			
0116920696900	20113	Salary Substitute			
0116920696900	20211	Health Ins. Certified			
0116920696900	20212	Health Ins. Classified			
0116920696900	20221	Soc. Sec. Certified			
0116920696900	20222	Soc. Sec. Classified			
0116920696900	20223	Soc. Sec. Substitute			
0116920696900	20231	Retirement Certified			
0116920696900	20232	Retirement Classified			
0116920696900	20251	Tuition Reimbursement			
0116920696900	20261	Unemployment Certified			
0116920696900	20262	Unemployment Classified			
0116920696900	20272	Worker's Comp. Certified			
0116920696900	20273	Worker's Comp. Classified			
0116920696900	20281	Cash in Lieu Certified			
0116920696900	20282	Cash in Lieu Classified			
0116920696900	20291	Life Insurance Certified			
0116920696900	20292	Life Insurance Classified			
0116920696900	20320	Professional Educational			
0116920696900	20330	Employee Training and			
0116920696900	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
1.16921E+11		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento			
0116920699000	20111	Salary Certified			
0116920699000	20211	Health Ins. Certified			
0116920699000	20221	Soc. Sec. Certified			
0116920699000	20231	Retirement Certified			
0116920699000	20261	Unemployment Certified			
0116920699000	20271	Worker's Comp. Certified			
0116920699000	20281	Cash in Lieu Certified			
0116920699000	20291	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

2024-2025	% change	$ change	NOTES			
					2021-2022	2022-2023
$ 530,000	9.8%	$ 47,341		Regular Educatior	1,645,288	1,696,769
$ 58,000	31.0%	$ 13,723		SPED	347,675	372,072
$ 17,000	0.0%	$ -		Pupil Services	169,010	180,047
$ 14,257	2.0%	$ 280		Staff Services	50,525	54,470
$ 4,000		$ 4,000	Student Teacher Stipends	General Admin.	0	0
$ 93,840	21.8%	$ 16,816		School Admin	161,945	175,142
$ 179	2.0%	$ 4		Fiscal	0	0
$ 40,545	9.8%	$ 3,622		Operations	203,174	221,441
$ 4,437	31.0%	$ 1,050		Maintenance	35,525	38,414
$ 1,301	0.0%	$ -		Transportation	0	0
$ 52,352	9.8%	$ 4,680		Early Childhood	36	36
$ 5,729	31.0%	$ 1,356		Title	162,587	131,846
		$ -		IDEA	117,137	126,389
		$ -		BOE	0	0
		$ -				
$ 3,286	9.8%	$ 294		TOTAL	2,613,143	2,738,356
$ 360	31.0%	$ 85				
$ 7,015	0.0%	$ -				
		$ -				
$ 445	0.0%	$ -				
$ 188	0.0%	$ -				
$ 11,100	0.0%	$ -				
$ 240	0.0%	$ -				
$ 5,480	0.0%	$ -				
$ 900	0.0%	$ -				
$ 11,875	0.0%	$ -				
$ 800	0.0%	$ -				
$ 500	0.0%	$ -				
$ 1,200	20.0%	$ 200				
$ 500	0.0%	$ -				
		$ -				
$ 1,600	0.0%	$ -				
$ 1,600	0.0%	$ -				
$ 25,472	3.0%	$ 742				
$ 23,585	3.0%	$ 687				
$ 200	0.0%	$ -				
$ 600	0.0%	$ -				
$ 1,050	0.0%	$ -				
$ 300	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 921,935	11.5%	$ 94,878				
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$ 79,560	106.3%	$ 41,004				
$ -		$ -				
$ 1,000	-41.2%	$ (700)				
$ 4,949	2.0%	$ 97				
$ 100		$ 100				
$ 6,086	106.3%	$ 3,137				
$ -		$ -				
$ 77	-41.2%	$ (54)				
$ 7,859	106.4%	$ 4,051				
$ -		$ -				
		$ -				
		$ -				
		$ -				
$ 493	106.3%	$ 254				
$ -		$ -				
$ 1,800	29.3%	$ 408				
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$ 5,600	0.0%	$ -				
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$ 107,524	81.5%	$ 48,297				
$ 535,000	11.4%	$ 54,818				
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$ 22,000	0.0%	$ -				
$ 119,703	2.0%	$ 2,347				
		$ -				
$ 40,928	11.4%	$ 4,194				
$ 1,683	0.0%	$ -				
$ 52,846	11.4%	$ 5,419				
		$ -				
		$ -				
		$ -				
$ 3,317	11.4%	$ 340				
$ 5,476	0.0%	$ -				
		$ -				
$ 328	0.0%	$ -				
		$ -				
$ 80	0.0%	$ -				
		$ -				
$ 781,361	9.4%	$ 67,117				
$ 109,480	5.0%	$ 5,213				

$	20,000	95.5%	$	9,769			
$	3,500	0.0%	$	-			
$	19,359	2.0%	$	380			
$	77	2.0%	$	2			
$	8,375	5.0%	$	399			
$	1,530	95.5%	$	747			
$	268	0.0%	$	-			
$	10,814	5.0%	$	516			
$	1,976	95.5%	$	965			
			$	-			
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$	679	5.0%	$	32			
$	124	95.5%	$	61			
$	2,750	0.0%	$	-			
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$	140	0.0%	$	-			
			$	-			
$	7,500	0.0%	$	-			
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$	80,000	0.0%	$	-			
$	848	0.0%	$	-			
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$	267,419	7.3%	$	18,083			
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$	4,000	0.0%	$	-			
$	2,415	0.0%	$	-			
$	6,415	0.0%	$	-			

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$	7,300	0.0%	$ -				
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$	9,975	2.0%	$ 196				
$	3,199	2.0%	$ 63				
$	763	2.0%	$ 15				
$	985	2.0%	$ 19				
			$ -				
			$ -				
$	62	2.0%	$ 1				
			$ -				
$	6	0.0%	$ -				
$	30	0.0%	$ -				
$	42	0.0%	$ -				

$ 24	0.0%	$ -					
$ 15,085	2.0%	$ 294					
$ 81,824	2.0%	$ 1,604					
$ 25,435	2.0%	$ 499					
$ 6,260	2.0%	$ 123					
$ 8,082	2.0%	$ 159					
		$ -					
		$ -					
$ 507	2.0%	$ 10					
		$ -					
$ 140	0.0%	$ -					
$ 2,600	0.0%	$ -					
$ 64	0.0%	$ -					
$ 961	0.0%	$ (0)					
$ 4,000		$ 4,000	Character Strong Subscription				
$ 125,873	1.9%	$ 2,395					
$ 16,721	3.0%	$ 487					
$ 23,000	16.7%	$ 3,293					
$ 1,081	2.0%	$ 21					
$ 77	2.0%	$ 2					
$ 1,279	3.0%	$ 37					
$ 1,760	16.7%	$ 252					
$ 1,652	3.0%	$ 48					
$ 2,272	16.7%	$ 325					
		$ -					
		$ -					
		$ -					
$ 104	3.0%	$ 3					
$ 143	16.7%	$ 20					
$ 343	0.0%	$ -					
		$ -					
$ 12	0.0%	$ -					
$ 47	0.0%	$ -					
$ 109	-0.2%	$ (0)					
$ 64	0.0%	$ -					
$ 544	0.1%	$ 1					
$ 49,206	10.0%	$ 4,489					
$ 13,222	2.0%	$ 259					
$ 5,106	2.0%	$ 100					
$ 1,012	2.0%	$ 20					
$ 1,306	2.0%	$ 26					
		$ -					
		$ -					
$ 82	2.0%	$ 2					
		$ -					
$ 10		$ 10					
$ 68	-0.4%	$ (0)					
$ 46	0.0%	$ -					
$ 1,000	0.0%	$ -					
$ 21,851	1.9%	$ 416					
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$ 2,912	0.0%	$ -				
$ 100	-0.1%	$ (0)				
$ 3,012	0.0%	$ (0)				
$ 108,000	191.3%	$ 70,920				
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$ 122	2.0%	$ 2				
		$ -				
$ 8,262	191.3%	$ 5,425				
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$ 10,668	191.3%	$ 7,005				
		$ -				
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		$ -				
$ 670	401.6%	$ 536				
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$ 1,358	0.0%	$ -				
		$ -				
$ 50	8.7%	$ 4				
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$ 129,130	185.5%	$ 83,893				
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$ 24,239	5.0%	$ 1,154				
$ 22,080	11.0%	$ 2,188				
$ 750	0.0%	$ -				
$ 51	2.0%	$ 1				
$ 61	2.0%	$ 1				
$ 1,854	5.0%	$ 88				
$ 1,689	11.0%	$ 167				
$ 57	0.0%	$ -				
$ 2,394	5.0%	$ 114				
$ 2,181	11.0%	$ 216				
		$ -				
		$ -				
		$ -				
$ 150	5.0%	$ 7				
$ 137	11.0%	$ 14				
$ 1,375	0.0%	$ -				
		$ -				
$ 24	0.0%	$ -				
$ 47	0.0%	$ -				
$ 150	0.0%	$ -				
$ 3,400	0.0%	$ -				
$ 350	0.0%	$ -				
$ 60,991	6.9%	$ 3,951				
		$ -				
$ -		$ -				
$ 32,585	5.0%	$ 1,552				
$ 105,777	3.0%	$ 3,081				
$ 77	2.0%	$ 2				
$ 25,595	2.0%	$ 502				
$ 2,493	5.0%	$ 119				
$ 8,092	3.0%	$ 236				
$ 3,219	5.0%	$ 154				
$ 10,448	3.0%	$ 305				
		$ -				
		$ -				
		$ -				
$ 202	5.0%	$ 10				
$ 656	3.0%	$ 19				
$ 3,666	0.0%	$ -				
		$ -				
$ 46	0.0%	$ -				
$ 280	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 650	0.0%	$ -				
$ 194,784	3.2%	$ 5,978				
$ 82,000	13.4%	$ 9,716				
		$ -				

$ 6,000	0.0%	$ -					
$ 20,361	2.0%	$ 399					
$ 6,273	13.4%	$ 743					
$ 8,100	13.5%	$ 960					
		$ -					
$ 3,280	631.9%	$ 2,832					
		$ -					
$ 94	0.0%	$ -					
$ 1,084	4.0%	$ 42					
$ 800		$ 800					
$ 325	4.0%	$ 13					
$ 163	4.0%	$ 6					
$ 16,640	4.0%	$ 640					
$ 30,000	9.1%	$ 2,500					
$ 55,000	1.9%	$ 1,000					
$ 8,355	7.0%	$ 547					
$ 1,084	4.0%	$ 42					
$ 239,557	9.2%	$ 20,239					
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$ 8,668	4.0%	$ 333					
$ 18,678	4.0%	$ 718					
$ 14,086	4.0%	$ 542					
$ 433	4.0%	$ 17					
$ 1,000	100.0%	$ 500					
$ 325	4.0%	$ 13					
		$ -					
		$ -					
$ 43,191	5.2%	$ 2,123					
$ 91	0.0%	$ -					
$ 4,831	-7.3%	$ (379)					
$ 819	0.0%	$ -					
$ 5,741	-6.2%	$ (379)					
$ 37,769	2.0%	$ 741					
$ 8,500	2.0%	$ 167					
$ 2,889	2.0%	$ 57					
$ 3,731	2.0%	$ 73					
		$ -					
		$ -					
$ 234	2.0%	$ 5					
		$ -					
$ 25	31.6%	$ 6					
$ 18	0.0%	$ -					
		$ -					
$ 432	0.0%	$ -					

$ 53,598	2.0%	$ 1,048					
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$ 10,064	2.0%	$ 197					
$ 1,623	2.0%	$ 32					
$ 770	-0.3%	$ (2)					
$ 994	-0.3%	$ (3)					
		$ -					
$ 62	73.3%	$ 26					
		$ -					
$ 36	0.0%	$ -					
$ 13,550	1.9%	$ 251					
$ 52,000	-28.8%	$ (21,065)	MOVED READING INTERVENTIONIST HERE				
		$ -					
$ 500		$ 500					
$ 25,319	2.0%	$ 496					
		$ -					
$ 3,978	-28.8%	$ (1,611)					
$ -		$ -					
$ 38		$ 38					
$ 5,136	-28.8%	$ (2,081)					
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		$ -					
$ 322	-28.8%	$ (131)					
$ -		$ -					
		$ -					
		$ -					
$ 28	0.0%	$ -					
		$ -					
$ 615	0.0%	$ -					
$ 4,300	0.0%	$ -					

$ 81	0.0%	$ -				
		$ -				
$ 1,755	0.0%	$ 0				
$ 94,073	-20.2%	$ (23,853)				
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$ 5,727	0.0%	$ -				
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$ 1,389	0.0%	$ (0)				
$ 7,116	0.0%	$ (0)				
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$ 6,666	0.0%	$ -				
$ 54	-0.7%	$ (0)				
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$ 6,720	0.0%	$ (0)				
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$	108,167	5.0%	$	5,151			
$	74,000	161.4%	$	45,694			
$	700	0.0%	$	-			
			$	-			
$	19,489	2.0%	$	382			
$	90	0.0%	$	-			
$	8,275	5.0%	$	394			
$	5,661	161.4%	$	3,496			
$	54	0.0%	$	-			
$	10,684	5.0%	$	509			
$	7,309	161.4%	$	4,513			
			$	-			
			$	-			
			$	-			
$	671	5.0%	$	32			
$	459	161.4%	$	283			
$	20		$	20			
$	95	0.0%	$	-			
			$	-			
			$	-			
$	14,364	0.0%	$	-			
$	310	0.0%	$	0			
$	250,346	31.8%	$	60,474			
			$	-			
$	-		$	-			
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			$	-			
$	373	0.0%	$	-			
$	65	0.5%	$	0			
$	3,422	0.0%	$	(0)			
$	3,860	0.0%	$	0			
$	46,105	2.0%	$	904			
			$	-			
$	3,929	2.0%	$	77			

$ 3,527	2.0%	$ 69					
$ 4,554	2.0%	$ 90					
		$ -					
$ 1,844	558.1%	$ 1,564					
		$ -					
$ 94	0.0%	$ -					
$ 129	0.0%	$ -					
$ 112,203	0.0%	$ -					
$ 99	0.0%	$ -					
$ 1,018	0.0%	$ (0)					
$ 1,286	0.0%	$ -					
$ 174,789	1.6%	$ 2,704					
		$ -					
		$ -					
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2023-2024	2024-2025		
1,653,077	1,864,417	12.78%	
377,451	484,333	28.32%	
183,806	195,905	6.58%	
57,039	60,991	6.93%	
0	0		
188,807	194,784	3.17%	
0	0		
219,318	239,557	9.23%	
41,068	43,191	5.17%	
0	0		
36	13,550	37537.82%	
135,622	111,769	-17.59%	
189,872	250,346	31.85%	
0	0		
2,720,567	3,083,180	13.33%	

RALSTON MIDDLE SCHOOL

ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024
0126020110000		REGULAR EDUCATION			
0126020110000	20111	Salaries Certified	$ 1,630,380	$ 1,840,835	$ 1,886,855
0126020110000	20112	Salaries Classified	$ 38,884	$ 72,300	$ 44,032
0126020110000	20113	Salaries Substitute	$ 48,000	$ 52,000	$ 54,000
0126020110000	20151	Unit Pay	$ 87,905	$ 92,300	$ 95,992
0126020110000	20152	Unit Pay			
0126020110000	20211	Health Ins. Certified	$ 398,377	$ 416,712	$ 399,767
0126020110000	20212	Health Ins. Classified	$ 150	$ 200	$ 200
0126020110000	20221	Soc. Sec. Certified	$ 124,724	$ 140,824	$ 144,344
0126020110000	20222	Soc. Sec. Classified	$ 2,975	$ 5,531	$ 3,368
0126020110000	20223	Soc. Sec. Substitutes	$ 3,672	$ 3,978	$ 4,131
0126020110000	20231	Retirement Certified	$ 161,033	$ 181,819	$ 186,365
0126020110000	20232	Retirement Classified	$ 3,841	$ 7,141	$ 4,349
0126020110000	20251	Tuition Reimbursement			
0126020110000	20261	Unemployment Certified			
0126020110000	20262	Unemployment Classified			
0126020110000	20271	Worker's Comp. Certified	$ 10,108	$ 11,413	$ 11,699
0126020110000	20272	Worker's Comp. Classified	$ 241	$ 448	$ 273
0126020110000	20281	Cash in Lieu certified	$ 8,250	$ 8,250	$ 7,404
0126020110000	20282	Cash in lieu classfied			
0126020110000	20291	Life Insurance Certified	$ 1,292	$ 1,292	$ 1,292
0126020110000	20292	Life Insurance Classified	$ 94	$ 94	$ 94
0126020110000	20330	Employee Training and	$ 12,000	$ 26,100	$ 26,100
0126020110000	20333	Mileage Paid to Staff	$ 900	$ 900	$ 900
0126020110000	20531	Postage	$ 2,200	$ 2,200	$ 2,200
0126020110000	20610	General Supplies	$ 23,625	$ 23,625	$ 23,625
0126020110000	20640	Books and Periodicals	-	-	
0126020110000	20650	Supplies - Technology Related	$ 2,000	$ 2,000	$ 2,000
0126020110000	20733	Furniture and Fixtures	$ 3,500	$ 3,500	$ 3,500
0126020110000	20734	Technology-Related Hardware	$ 1,500	$ 6,200	$ 6,200
0126020110000	20810	Dues and Fees			
0126020110001	20330	Employee Training	$ -	$ -	$ -
0126020110001	20610	Curricular Supplies	$ 3,000	$ 3,000	$ 3,000
0126020110001	20640	Books and Periodicals	$ 61,500	$ 65,805	$ 70,411
0126020110001	20734	Technology-Related Hardware	$ 37,500	$ 40,125	$ 42,934
0126020110010	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0126020110029	20610	General Supplies	$ 1,000	$ 1,000	$ 1,000
0126020110030	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0126020110040	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0126020110050	20610	General Supplies	$ 5,000	$ 5,000	$ 5,000
0126020110060	20610	General Supplies	$ 4,000	$ 4,000	$ 4,000
0126020110060	20630	Food	$ 2,500	$ 2,500	$ 2,500
0126020110068	20610	General Supplies	$ 1,000	$ 1,000	$ 1,000
0126020110080	20610	General Supplies	$ 4,500	$ 4,500	$ 4,500
0126020110085	20610	General Supplies	$ 300	$ 300	$ 300
0126020110090	20610	General Supplies	$ 1,500	$ 1,500	$ 1,500
0126020110093	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0126020110094	20340	Profesional Services	$ 1,000	$ 1,000	$ 1,000
0126020110094	20610	Band Supplies	$ 1,500	$ 1,500	$ 1,500
0126020800099	20913	Fund Transfers to Activities Fund	$ 7,000	$ 8,000	$ 8,000
		TOTAL	$ 2,704,950	$ 3,046,892	$ 3,063,335
0126020112500		FLEX FUNDING			

0126020112500	20111	Salaries Certified			
0126020112500	20211	Health Ins. Certified			
0126020112500	20221	Soc. Sec. Certified			
0126020112500	20231	Retirement Certified			
0126020112500	20251	Tuition Reimbursement			
0126020112500	20261	Unemployment Certified			
0126020112500	20271	Worker's Comp. Certified			
0126020112500	20281	Cash in Lieu certified			
0126020112500	20291	Life Insurance Certified			
0126020112500	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0126020115000		LEP			
0126020115000	20111	Salaries Certified	$ 68,264	$ 74,371	$ 76,230
0126020115000	20112	Salaries Classified	$ 1,500	$ 3,602	$ 3,600
0126020115000	20113	Salaries Substitute	$ 2,500	$ 2,500	$ 2,500
0126020115000	20211	Health Ins. Certified	$ 1,500	$ 1,500	$ 1,500
0126020115000	20212	Health Ins. Classified	$ 10	$ 10	$ 10
0126020115000	20221	Soc. Sec. Certified	$ 5,222	$ 5,689	$ 5,832
0126020115000	20222	Soc. Sec. Classified	$ 115	$ 276	$ 275
0126020115000	20223	Soc. Sec. Substitute	$ 191	$ 191	$ 191
0126020115000	20231	Retirement Certified	$ 6,742	$ 7,346	$ 7,529
0126020115000	20232	Retirement Classified	$ 148	$ 356	$ 356
0126020115000	20251	Tuition Reimbursement			
0126020115000	20261	Unemployment Certified			
0126020115000	20262	Unemployment Classified			
0126020115000	20271	Worker's Comp. Certified	$ 423	$ 461	$ 473
0126020115000	20272	Worker's Comp. Classified	$ 9	$ 22	$ 22
0126020115000	20281	Cash in Lieu certified			
0126020115000	20282	Cash in lieu classfied			
0126020115000	20291	Life Insurance Certified	$ 47	$ 47	$ 47
0126020115000	20292	Life Insurance Classified	$ 2	$ 2	$ 2
0126020115000	20320	Professional Educational Services		$ 1,500	$ 1,500
0126020115000	20330	Employee Training and		$ 1,500	$ 1,500
0126020115000	20333	Mileage Paid to Staff			
0126020115000	20610	General Supplies	$ 564	$ 564	$ 564
0126020115000	20640	Books and Periodicals			
0126020115000	20650	Supplies - Technology Related			
0126020115000	20734	Technology-Related Hardware			
		TOTAL	$ 87,238	$ 99,937	$ 102,131
0126020116000		POVERTY			
0126020116000	20111	Salaries Certified			
0126020116000	20112	Salaries Classified			
0126020116000	20113	Salaries of Regular Employees Paid			
0126020116000	20211	Health Ins. Certified			
0126020116000	20212	Health Ins. Classified			
0126020116000	20221	Soc. Sec. Certified			
0126020116000	20222	Soc. Sec. Classified			
0126020116000	20231	Retirement Certified			
0126020116000	20232	Retirement Classified			
0126020116000	20251	Tuition Reimbursement			
0126020116000	20261	Unemployment Certified			
0126020116000	20262	Unemployment Classified			
0126020116000	20271	Worker's Comp. Certified			
0126020116000	20272	Worker's Comp. Classified			
0126020116000	20291	Life Insurance Certified			

0126020116000	20292	Life Insurance Classified			
0126020116000	20610	General Supplies			
0126020116000	20640	Books and Periodicals			
		TOTAL	$ -	$ -	$ -
0126020120000		SPED SCHOOL AGE			
0126020120000	20111	Salaries Certified	$ 323,512	$ 361,512	$ 374,041
0126020120000	20112	Salaries Classified	$ 73,000	$ 102,659	$ 82,005
0126020120000	20113	Salaries Substitute	$ 11,000	$ 12,000	$ 12,000
0126020120000	20211	Health Ins. Certified	$ 78,150	$ 93,000	$ 84,310
0126020120000	20212	Health Ins. Classified	$ 5,771	$ 5,771	$ 5,771
0126020120000	20221	Soc. Sec. Certified	$ 24,749	$ 27,656	$ 28,614
0126020120000	20222	Soc. Sec. Classified	$ 5,585	$ 7,853	$ 6,273
0126020120000	20231	Retirement Certified	$ 31,953	$ 35,707	$ 36,944
0126020120000	20232	Retirement Classified	$ 7,210	$ 10,140	$ 8,100
0126020120000	20251	Tuition Reimbursement			
0126020120000	20261	Unemployment Certified			
0126020120000	20262	Unemployment Classified			
0126020120000	20271	Worker's Comp. Certified	$ 2,006	$ 2,241	$ 2,319
0126020120000	20272	Worker's Comp. Classified	$ 453	$ 636	$ 508
0126020120000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750
0126020120000	20282	Cash in Lieu Classfied			
0126020120000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0126020120000	20292	Life Insurance Classified	$ 328	$ 328	$ 328
0126020120000	20320	Professional Educational Services	$ 10,635	$ 10,635	$ 10,635
0126020120000	20330	Employee Training and	$ 600	$ 1,800	$ 1,800
0126020120000	20333	Mileage Paid to Staff	$ 1,140	$ 1,140	$ 1,140
0126020120000	20563	Tuition to Private Schools			
0126020120000	20569	Tuition - Other	$ 90,000	$ 90,000	$ 90,000
0126020120000	20610	General Supplies	$ 5,000	$ 5,000	$ 5,000
0126020120000	20640	Books and Periodicals			
0126020120000	20733	Furniture and Fixtures	$ 150	$ 150	$ 150
0126020120000	20734	Technology-Related Hardware	$ 300	$ 300	$ 300
		TOTAL	$ 674,571	$ 771,558	$ 753,269
0126020130000		SUMMER SCHOOL			
0126020130000	20111	Salaries Certified	$ 15,075	$ 15,075	$ -
0126020130000	20112	Salaries Classified	$ 739	$ 739	
0126020130000	20211	Health Ins. Certified	$ 54	$ 54	$ -
0126020130000	20212	Health Ins. Classified	$ 3	$ 3	$ -
0126020130000	20221	Soc. Sec. Certified	$ 1,153	$ 1,153	$ -
0126020130000	20222	Soc. Sec. Classified	$ 57	$ 57	$ -
0126020130000	20231	Retirement Certified	$ 1,489	$ 1,489	$ -
0126020130000	20232	Retirement Classified	$ 73	$ 73	$ -
0126020130000	20251	Tuition Reimbursement			
0126020130000	20261	Unemployment Certified			
0126020130000	20262	Unemployment Classified			
0126020130000	20271	Worker's Comp. Certified	$ 93	$ 93	$ -
0126020130000	20272	Worker's Comp. Classified	$ 5	$ 5	$ -
0126020130000	20281	Cash in Lieu Certified			
0126020130000	20282	Cash in Lieu Classfied			
0126020130000	20291	Life Insurance Certified			
0126020130000	20292	Life Insurance Classified			
0126020130000	20610	General Supplies	$ 300	$ 300	$ 300
0126020130000	20630	Food			
0126020130000	20640	Books and Periodicals			
		TOTAL	$ 19,041	$ 19,041	$ 300

0126020211000		SOCIAL WORK/ATTENDANCE			
0126020211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 12,529
0126020211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136
0126020211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 958
0126020211000	20231	Retirement Certified	$ 931	$ 955	$ 1,237
0126020211000	20261	Unemployment Certified			
0126020211000	20271	Worker's Comp. Certified	$ 58	$ 60	$ 78
0126020211000	20281	Cash in Lieu Certified			
0126020211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6
0126020211000	20320	Professional Educational Services	$ 99	$ 99	$ 99
0126020211000	20333	Mileage Paid to Staff	$ 56	$ 56	$ 56
0126020211000	20610	General Supplies			
		TOTAL	$ 14,063	$ 14,508	$ 18,100
0126020212000		GUIDANCE SERVICES			
0126020212000	20111	Salaries Certified	$ 64,046	$ 67,066	$ 68,541
0126020212000	20211	Health Ins. Certified	$ 22,092	$ 20,413	$ 21,946
0126020212000	20221	Soc. Sec. Certified	$ 4,900	$ 5,131	$ 5,243
0126020212000	20231	Retirement Certified	$ 6,326	$ 6,624	$ 6,770
0126020212000	20251	Tuition Reimbursement			
0126020212000	20261	Unemployment Certified			
0126020212000	20271	Worker's Comp. Certified	$ 397	$ 416	$ 425
0126020212000	20281	Cash in Lieu Certified			
0126020212000	20291	Life Insurance Certified	$ 47	$ 47	$ 47
0126020212000	20320	Professional Educational Services	$ 7,245	$ 7,245	$ 7,245
0126020212000	20333	Mileage Paid to Staff			
0126020212000	20610	General Supplies	$ 500	$ 500	$ 500
		TOTAL	$ 105,552	$ 107,441	$ 110,717
0126020213000		HEALTH SERVICES			
0126020213000	20111	Salaries Certified	$ 15,775	$ 16,742	$ 16,234
0126020213000	20112	Salaries Classified	$ 18,725	$ 22,189	$ 19,115
0126020213000	20211	Health Ins. Certified	$ 3,819	$ 4,110	$ 1,060
0126020213000	20212	Health Ins. Classified	$ 75	$ 80	$ 80
0126020213000	20221	Soc. Sec. Certified	$ 1,207	$ 1,281	$ 1,242
0126020213000	20222	Soc. Sec. Classified	$ 1,432	$ 1,697	$ 1,462
0126020213000	20231	Retirement Certified	$ 1,558	$ 1,654	$ 1,603
0126020213000	20232	Retirement Classified	$ 1,849	$ 2,192	$ 1,888
0126020213000	20251	Tuition Reimbursement			
0126020213000	20261	Unemployment Certified			
0126020213000	20262	Unemployment Classified			
0126020213000	20271	Worker's Comp. Certified	$ 57	$ 60	$ 58
0126020213000	20272	Worker's Comp. Classified	$ 116	$ 138	$ 119
0126020213000	20281	Cash in Lieu Certified			$ 343
0126020213000	20282	Cash in Lieu Classfied			
0126020213000	20291	Life Insurance Certified	$ 12	$ 12	$ 12
0126020213000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0126020213000	20330	Employee Training and	$ 324	$ 324	$ 324
0126020213000	20333	Mileage Paid to Staff	$ 56	$ 56	$ 56
0126020213000	20610	General Supplies	$ 400	$ 400	$ 400
		TOTAL	$ 45,452	$ 50,981	$ 44,043
0126020214100		PSYCH SERVICES SCHOOL AGE			
0126020214100	20111	Salaries Certified	$ 61,904	$ -	
0126020214100	20211	Health Ins. Certified	$ 14,947	$ -	
0126020214100	20221	Soc. Sec. Certified	$ 4,736		
0126020214100	20231	Retirement Certified	$ 6,114		
0126020214100	20251	Tuition Reimbursement			

0126020214100	20261	Unemployment Certified			
0126020214100	20271	Worker's Comp. Certified	$ 384		
0126020214100	20281	Cash in Lieu Certified			
0126020214100	20291	Life Insurance Certified	$ 46		
0126020214100	20330	Employee Training and	$ 106	$ 106	$ 106
0126020214100	20333	Mileage Paid to Staff	$ 71	$ 71	$ 71
0126020214100	20610	General Supplies	$ 776	$ 776	$ 776
		TOTAL	$ 89,082	$ 952	$ 952
0126020215000		SPEECH PATHOLOGY			
0126020215000	20111	Salaries Certified			
0126020215000	20211	Health Ins. Certified			
0126020215000	20221	Soc. Sec. Certified			
0126020215000	20231	Retirement Certified			
0126020215000	20251	Tuition Reimbursement			
0126020215000	20261	Unemployment Certified			
0126020215000	20271	Worker's Comp. Certified			
0126020215000	20281	Cash in Lieu Certified			
0126020215000	20291	Life Insurance Certified			
0126020215000	20333	Mileage Paid to Staff	$ 500	$ 4,512	$ 4,512
0126020215000	20340	Other Professional Services	$ 4,512	$ 4,512	$ 4,512
0126020215000	20610	General Supplies	$ 155	$ 155	$ 155
		TOTAL	$ 5,167	$ 9,179	$ 9,179
0126020215100		SPEECH/AUD SCHOOL AGE			
0126020215100	20111	Salaries Certified	$ 54,908	$ 35,200	$ 36,080
0126020215100	20112	Salaries Classified			
0126020215100	20113	Salaries Substitute	$ 600	$ 600	$ 700
0126020215100	20211	Health Ins. Certified	$ 150	$ 150	$ 150
0126020215100	20212	Health Ins. Classified			
0126020215100	20221	Soc. Sec. Certified	$ 4,200	$ 2,693	$ 2,760
0126020215100	20222	Soc. Sec. Classified	$ -	$ -	$ -
0126020215100	20223	Soc. Sec. Substitutes	$ 46	$ 46	$ 54
0126020215100	20231	Retirement Certified	$ 5,423	$ 3,477	$ 3,564
0126020215100	20232	Retirement Classified	$ -	$ -	$ -
0126020215100	20251	Tuition Reimbursement			
0126020215100	20261	Unemployment Certified			
0126020215100	20262	Unemployment Classified			
0126020215100	20271	Worker's Comp. Certified	$ 340	$ 218	$ 224
0126020215100	20272	Worker's Comp. Classified	$ -	$ -	$ -
0126020215100	20281	Cash in Lieu Certified	$ 2,000	$ 2,000	$ 2,000
0126020215100	20282	Cash in Lieu Classfied			
0126020215100	20291	Life Insurance Certified	$ 140	$ 140	$ 140
0126020215100	20292	Life Insurance Classified	$ 140	$ 140	$ 140
0126020215100	20320	Professional Educational Services	$ 147,411	$ 147,411	$ 147,411
0126020215100	20330	Employee Training and			
0126020215100	20333	Mileage Paid to Staff			
		TOTAL	$ 215,359	$ 192,075	$ 193,222
0126020218100		VISION SERVICES SPED			
0126020218100	20320	Professional Educational Services	$ 4,905	$ 4,905	$ 4,905
		TOTAL	$ 4,905	$ 4,905	$ 4,905
0126020221100		SCHOOL IMPROVEMENT			
0126020221100	20111	Salaries Certified			
0126020221100	20211	Health Ins. Certified			
0126020221100	20221	Soc. Sec. Certified			
0126020221100	20231	Retirement Certified			
0126020221100	20251	Tuition Reimbursement			

0126020221100	20261	Unemployment Certified			
0126020221100	20271	Worker's Comp. Certified			
0126020221100	20281	Cash in Lieu Certified			
0126020221100	20291	Life Insurance Certified			
0126020221100	20320	Professional Educational Services			
0126020221100	20330	Employee Training and			
0126020221100	20332	Mileage Paid to Parents			
0126020221100	20333	Mileage Paid to Staff			
0126020221100	20540	Advertising			
0126020221100	20610	General Supplies			
0126020221100	20733	Furniture and Fixtures			
0126020221100	20810	Dues and Fees			
		TOTAL	$ -	$ -	$ -
0126020222000		LIBRARY/MEDIA SERVICES			
0126020222000	20111	Salaries Certified	$ 76,982	$ 82,575	$ 81,905
0126020222000	20112	Salaries Classified	$ 17,258	$ 21,626	$ 22,490
0126020222000	20113	Salaries Substitute	$ 700	$ 700	$ 800
0126020222000	20211	Health Ins. Certified	$ 22,092	$ 22,799	$ 24,790
0126020222000	20212	Health Ins. Classified	$ 75	$ 75	$ 75
0126020222000	20221	Soc. Sec. Certified	$ 5,889	$ 6,317	$ 6,266
0126020222000	20222	Soc. Sec. Classified	$ 1,320	$ 1,654	$ 1,720
0126020222000	20223	Soc. Sec. Substitutes	$ 54	$ 54	$ 61
0126020222000	20231	Retirement Certified	$ 7,604	$ 8,156	$ 8,090
0126020222000	20232	Retirement Classified	$ 1,705	$ 2,136	$ 2,221
0126020222000	20251	Tuition Reimbursement			
0126020222000	20261	Unemployment Certified			
0126020222000	20261	Unemployment Classified			
0126020222000	20271	Worker's Comp. Certified	$ 477	$ 512	$ 508
0126020222000	20272	Worker's Comp. Classified	$ 107	$ 134	$ 139
0126020222000	20281	Cash in Lieu Certified			
0126020222000	20282	Cash in Lieu Classfied			
0126020222000	20291	Life Insurance Certified	$ 46	$ 46	$ 46
0126020222000	20292	Life Insurance Classified	$ 46	$ 46	$ 46
0126020222000	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000
0126020222000	20640	Books and Periodicals	$ 8,000	$ 8,000	$ 8,000
0126020222000	20642	Audio-Visual Materials	$ 1,000	$ 1,000	$ 1,000
		TOTAL	$ 145,355	$ 157,830	$ 160,158
0126020223000		TECHNOLOGY-INSTRUTION			
0126020223000	20642	Audio-Visual Materials	$ 800	$ 800	$ 800
		TOTAL	$ 800	$ 800	$ 800
0126020241000		OFFICE OF THE PRINCIPAL			
0126020241000	20111	Salaries Certified	$ 204,936	$ 223,943	$ 200,000
0126020241000	20112	Salaries Classified	$ 57,304	$ 65,093	$ 67,545
0126020241000	20211	Health Ins. Certified	$ 44,185	$ 47,674	$ 50,186
0126020241000	20212	Health Ins. Classified	$ 38,551	$ 40,360	$ 29,106
0126020241000	20221	Soc. Sec. Certified	$ 15,678	$ 17,132	$ 15,300
0126020241000	20222	Soc. Sec. Classified	$ 4,384	$ 4,980	$ 5,167
0126020241000	20231	Retirement Certified	$ 20,242	$ 22,119	$ 19,754
0126020241000	20232	Retirement Classified	$ 5,660	$ 6,429	$ 6,671
0126020241000	20251	Tuition Reimbursement			
0126020241000	20261	Unemployment Certified			
0126020241000	20262	Unemployment Classified			
0126020241000	20271	Worker's Comp. Certified	$ 1,271	$ 1,388	$ 1,240
0126020241000	20272	Worker's Comp. Classified	$ 355	$ 404	$ 419
0126020241000	20280	Cash in Lieu Classfied			

0126020241000	20281	Cash in Lieu Certified			
0126020241000	20291	Life Insurance Certified	$ 561	$ 561	$ 561
0126020241000	20292	Life Insurance Classified	$ 94	$ 94	$ 94
0126020241000	20333	Mileage Paid to Staff	$ 2,000	$ 2,000	$ 2,000
0126020241000	20810	Dues and Fees	$ 1,300	$ 1,300	$ 1,300
		TOTAL	$ 396,519	$ 433,476	$ 399,343
0126020261000		OPERATIONS OF BUILDING			
0126020261000	20110	Salary Grounds/Maint	$ 175,567	$ 185,000	$ 174,444
0126020261000	20120	Salary Temporary			
0126020261000	20130	Overtime	$ 12,000	$ 15,000	$ 20,000
0126020261000	20210	Health Ins. Grounds/Maint.	$ 82,482	$ 87,920	$ 74,540
0126020261000	20220	Soc. Sec. Grounds/Maint	$ 14,349	$ 15,300	$ 14,875
0126020261000	20230	Retirement Grounds/Maint.	$ 18,526	$ 19,754	$ 19,205
0126020261000	20260	Unemployment Grounds/Maint.			
0126020261000	20270	Worker's Comp Grounds/Maint.	$ 1,089	$ 1,147	$ 1,082
0126020261000	20280	Cash in Lieu Classfied			
0126020261000	20290	Life Insurance Ground/Maint.	$ 234	$ 234	$ 234
0126020261000	20340	Other Professional Services	$ 1,410	$ 1,509	$ 1,614
0126020261000	20350	Techinical Services			
0126020261000	20352	Other Technical Services	$ 423	$ 453	$ 484
0126020261000	20530	Communications	$ 212	$ 226	$ 242
0126020261000	20610	General Supplies	$ 12,690	$ 25,000	$ 25,000
0126020261000	20621	Natural Gas	$ 28,200	$ 35,000	$ 35,000
0126020261000	20622	Electricity	$ 116,325	$ 124,468	$ 139,500
0126020261000	20629	Other (water)	$ 10,560	$ 11,299	$ 12,090
0126020261000	20730	Equipment	$ 141	$ 151	$ 161
		TOTAL	$ 474,207	$ 522,460	$ 518,472
0126020262000		MAINTENANCE OF BUILDINGS			
0126020262000	20111	Salary Grounds/Maint.			
0126020262000	20120	Salaries Temporary			
0126020262000	20130	Overtime			
0126020262000	20210	Health Ins. Grounds/Maint.			
0126020262000	20220	Soc. Sec. Grounds/Maint			
0126020262000	20230	Retirement Grounds/Maint.			
0126020262000	20260	Unemployment Grounds/Maint.			
0126020262000	20270	Worker's Comp Grounds/Maint.			
0126020262000	20280	Cash in Lieu Classfied			
0126020262000	20290	Life Insurance Ground/Maint.			
0126020262000	20352	Other Technical Services	$ 11,280	$ 23,000	$ 23,000
0126020262000	20430	Repairs and Maintenance Services	$ 28,037	$ 35,000	$ 35,000
0126020262000	20520	Property Ins.	$ 18,330	$ 19,613	$ 20,986
0126020262000	20530	Communications	$ 564	$ 603	$ 646
0126020262000	20610	General Supplies	$ 141	$ 1,000	$ 1,000
0126020262000	20730	Equipment	$ 423	$ 453	$ 484
0126020262000	20733	Furniture and Fixtures			
0126020262000	20810	Dues and Fees			
		TOTAL	$ 58,775	$ 79,669	$ 81,116
012602066000		SECURITY			
0126020266000	20330	Professional Development	$ 141	$ 141	$ 141
0126020266000	20340	School Resource Officer	$ 7,050	$ 1,007	$ 144
0126020266000	20610	General Supplies	$ 1,269	$ 1,269	$ 1,269
		TOTAL	$ 8,460	$ 2,417	$ 1,554
0626020310000		FOOD SERVICE			
0626020310000	20110	Salary Food Service	$ 66,541	$ 81,485	$ 85,911
0626020310000	20130	Overtime			

0626020310000	20210	Health Ins. Food Service	$ 250	$ 250	$ 250
0626020310000	20220	Soc. Sec. Food Service	$ 5,090	$ 6,234	$ 6,572
0626020310000	20230	Retirement Food Service	$ 6,572	$ 8,048	$ 8,485
0626020310000	20260	Unemployment Food Service			
0626020310000	20270	Worker's Comp. Food Service	$ 413	$ 505	$ 533
0626020310000	20280	Cash in Lieu Classfied			
0626020310000	20290	Life Insurance Food Service	$ 188	$ 188	$ 188
0626020310000	20333	Mileage Paid to Staff	$ 200	$ 200	$ 200
0626020310000	20340	Other Professional Services	$ 173,853	$ 173,853	$ 173,853
0626020310000	20530	Communications	$ 154	$ 154	$ 154
0626020310000	20610	General Supplies	$ 1,578	$ 1,578	$ 1,578
0626020310000	20733	Furniture and Fixtures	$ 1,993	$ 1,993	$ 1,993
		TOTAL	$ 256,831	$ 274,487	$ 279,716
0126020353500		HAL			
0126020353500	20111	Salaries Certified		$ 36,283	$ 38,574
0126020353500	20211	Health Ins. Certified		$ 7,428	$ 7,874
0126020353500	20221	Soc. Sec. Certified		$ 2,776	$ 2,951
0126020353500	20231	Retirement Certified		$ 3,587	$ 3,814
0126020353500	20251	Tuition Reimbursement			
0126020353500	20261	Unemployment Certified			
0126020353500	20271	Worker's Comp. Certified		$ 131	$ 139
0126020353500	20281	Cash in Lieu Certified			
0126020353500	20291	Life Insurance Certified		$ 46	$ 46
0126020353500	20610	General Supplies	$ 782	$ 782	$ 782
		TOTAL	$ 782	$ 51,033	$ 54,179
0126020620000		TITLE 1 PART A BASIC PROG			
0126020620000	20111	Salaries Certified			
0126020620000	20112	Salaries Classified			
0126020620000	20113	Salaries Substitute			
0126020620000	20211	Health Ins. Certified			
0126020620000	20212	Health Ins. Classified			
0126020620000	20221	Soc. Sec. Certified			
0126020620000	20222	Soc. Sec. Classified			
0126020620000	20223	Soc. Sec. Substitutes			
0126020620000	20231	Retirement Certified			
0126020620000	20232	Retirement Classified			
0126020620000	20251	Tuition Reimbursement			
0126020620000	20261	Unemployment Certified			
0126020620000	20262	Unemployment Classified			
0126020620000	20271	Worker's Comp. Certified			
0126020620000	20272	Worker's Comp. Classified			
0126020620000	20281	Cash in Lieu Certified			
0126020620000	20282	Cash in Lieu Classified			
0126020620000	20291	Life Insurance Certified			
0126020620000	20292	Life Insurance Classified			
0126020620000	20320	Professional Educational Services	$ 736	$ 736	$ 736
0126020620000	20330	Employee Training and	$ 260	$ 260	$ 260
0126020620000	20333	Mileage Paid to Staff	$ 97	$ 97	$ 97
0126020620000	20590	Interagency Purchased Services			
0126020620000	20610	General Supplies	$ 2,102	$ 2,102	$ 2,102
		TOTAL	$ 3,196	$ 3,196	$ 3,196
0126020621000		TITLE 1 ACCOUNTABILITY			
0126020621000	20111	Salaries Certified			
0126020621000	20211	Health Ins. Certified			
0126020621000	20221	Soc. Sec. Certified			

0126020621000	20231	Retirement Certified			
0126020621000	20251	Tuition Reimbursement			
0126020621000	20261	Unemployment Certified			
0126020621000	20271	Worker's Comp. Certified			
0126020621000	20281	Cash in Lieu Certified			
0126020621000	20291	Life Insurance Certified			
0126020621000	20320	Professional Educational Services			
0126020621000	20330	Employee Training and			
		TOTAL			
0126020631000		TITLE 2 EFFECTIVE INSTR.			
0126020631000	20111	Salaries Certified			
0126020631000	20113	Salaries Substitute			
0126020631000	20211	Health Ins. Certified			
0126020631000	20221	Soc. Sec. Certified			
0126020631000	20223	Soc. Sec. Substitutes			
0126020631000	20231	Retirement Certified			
0126020631000	20251	Tuition Reimbursement			
0126020631000	20261	Unemployment Certified			
0126020631000	20271	Worker's Comp. Certified			
0126020631000	20281	Cash in Lieu Certified			
0126020631000	20291	Life Insurance Certified			
0126020631000	20320	Professional Educational Services	$ 9,271	$ 9,271	$ 9,271
0126020631000	20330	Employee Training and			
0126020631000	20610	General Supplies			
		TOTAL	$ 9,271	$ 9,271	$ 9,271
0126020640800		IDEA E/P			
0126020640800	20111	Salaries Certified	$ 37,490	$ 51,250	$ 53,150
0126020640800	20112	Salaries Classified			
0126020640800	20113	Salaries Substitute			
0126020640800	20132	Overtime			
0126020640800	20211	Health Ins. Certified	$ 135	$ 12,856	$ 13,877
0126020640800	20212	Health Ins. Classified			
0126020640800	20221	Soc. Sec. Certified	$ 2,868	$ 3,921	$ 4,066
0126020640800	20222	Soc. Sec. Classified	$ -	$ -	$ -
0126020640800	20223	Soc. Sec. Substitutes	$ -	$ -	$ -
0126020640800	20231	Retirement Certified	$ 3,703	$ 5,062	$ 5,250
0126020640800	20232	Retirement Classified	$ -	$ -	$ -
0126020640800	20261	Unemployment Certified			
0126020640800	20262	Unemployment Classified			
0126020640800	20271	Worker's Comp. Certified	$ 232	$ 318	$ 330
0126020640800	20272	Worker's Comp. Classified	$ -	$ -	$ -
0126020640800	20281	Cash in Lieu Certified	$ 1,375	$ 1,375	$ 1,375
0126020640800	20282	Cash in Lieu Classified			
0126020640800	20291	Life Insurance Certified			
0126020640800	20292	Life Insurance Classified			
0126020640800	20320	Professional Educational Services	$ 2,226	$ 2,226	$ 2,226
0126020640800	20610	General Supplies	$ 480	$ 480	$ 480
		TOTAL	$ 48,509	$ 77,487	$ 80,753
0126020641200		IDEA PART B PROPOR.			
0126020641200	20320	Professional Educational Services	$ 6,500	$ 6,500	
		TOTAL	$ 6,500	$ 6,500	$ -
0126020692500		TITLE 3 ENG. LANG. ACQ.			
0126020692500	20111	Salaries Certified			
0126020692500	20112	Salaries Classified	$ 19,188	$ 22,350	$ 22,054
0126020692500	20113	Salaries Substitute			

0126020692500	20211	Health Ins. Certified			
0126020692500	20212	Health Ins. Classified	$ 58	$ 75	$ 75
0126020692500	20221	Soc. Sec. Certified			
0126020692500	20222	Soc. Sec. Classified	$ 1,468	$ 1,710	$ 1,687
0126020692500	20223	Soc. Sec. Substitutes	$ -	$ -	$ -
0126020692500	20231	Retirement Certified	$ -	$ -	$ -
0126020692500	20232	Retirement Classified	$ 1,895	$ 2,208	$ 2,178
0126020692500	20261	Unemployment Certified			
0126020692500	20262	Unemployment Classified			
0126020692500	20272	Worker's Comp. Certified	$ -	$ -	$ -
0126020692500	20273	Worker's Comp. Classified	$ 119	$ 139	$ 137
0126020692500	20281	Cash in Lieu Certified			
0126020692500	20282	Cash in Lieu Classified			
0126020692500	20291	Life Insurance Certified	$ 46	$ 46	$ 46
0126020692500	20292	Life Insurance Classified			
0126020692500	20320	Professional Educational Services	$ 577	$ 577	$ 577
0126020692500	20330	Employee Training and	$ 100	$ 100	$ 100
0126020692500	20610	General Supplies	$ 5,302	$ 5,302	$ 5,302
		TOTAL	$ 28,754	$ 32,507	$ 32,157
0126020696900		Title IV Student Support and Academic Enrichment			
0126020696900	20111	Salary Certified			
0126020696900	20112	Salary Classified			
0126020696900	20113	Salary Substitute			
0126020696900	20211	Health Ins. Certified			
0126020696900	20212	Health Ins. Classified			
0126020696900	20221	Soc. Sec. Certified			
0126020696900	20222	Soc. Sec. Classified			
0126020696900	20223	Soc. Sec. Substitute			
0126020696900	20231	Retirement Certified			
0126020696900	20232	Retirement Classified			
0126020696900	20251	Tuition Reimbursement			
0126020696900	20261	Unemployment Certified			
0126020696900	20262	Unemployment Classified			
0126020696900	20272	Worker's Comp. Certified			
0126020696900	20273	Worker's Comp. Classified			
0126020696900	20281	Cash in Lieu Certified			
0126020696900	20282	Cash in Lieu Classified			
0126020696900	20291	Life Insurance Certified			
0126020696900	20292	Life Insurance Classified			
0126020696900	20320	Professional Educational Services			
0126020696900	20330	Employee Training and			
0126020696900	20610	General Supplies			
		TOTAL	$ -	$ -	$ -
0126020699000		FEDERAL SERVICES - OTHER FEDERAL CATEGORICAL RECEIPTS McKinney-Vento			
0126020699000	20111	Salary Certified			
0126020699000	20211	Health Ins. Certified			
0126020699000	20221	Soc. Sec. Certified			
0126020699000	20231	Retirement Certified			
0126020699000	20261	Unemployment Certified			
0126020699000	20271	Worker's Comp. Certified			
0126020699000	20281	Cash in Lieu Certified			
0126020699000	20291	Life Insurance Certified			
		TOTAL	$ -	$ -	$ -

2024-2025	% change	$ change	NOTES			
					2021-2022	2022-2023
$ 1,905,724	1.0%	$ 18,869		Regular Education	$ 2,812,012	$ 3,216,903
$ 55,000	24.9%	$ 10,968		SPED	$ 989,085	$ 978,669
$ 54,000	0.0%	$ -		Pupil Services	$ 173,528	$ 175,347
$ 97,912	2.0%	$ 1,920		Staff Services	$ 146,155	$ 158,630
$ 8,000		$ 8,000	Student Teacher Stipends	General Admin.	$ -	$ -
$ 407,762	2.0%	$ 7,995		School Admin	$ 396,519	$ 433,476
$ 204	2.0%	$ 4		Fiscal	$ -	$ -
$ 145,788	1.0%	$ 1,443		Operations	$ 474,207	$ 522,460
$ 4,208	24.9%	$ 839		Maintenance	$ 58,775	$ 79,669
$ 4,131	0.0%	$ -		Transportation	$ -	$ -
$ 188,244	1.0%	$ 1,879		Early Childhood	$ -	$ -
$ 5,433	24.9%	$ 1,084		Title	$ 41,220	$ 44,973
		$ -		IDEA	$ 55,009	$ 83,987
		$ -		BOE	$ -	$ -
		$ -				
$ 11,815	1.0%	$ 117				
$ 341	24.9%	$ 68				
$ 7,404	0.0%	$ -				
		$ -				
$ 1,292	0.0%	$ -				
$ 94	0.0%	$ -				
$ 25,000	-4.2%	$ (1,100)				
$ 900	0.0%	$ -				
$ 2,200	0.0%	$ -				
$ 23,625	0.0%	$ -				
		$ -				
$ 2,000	0.0%	$ -				
$ 4,000	14.3%	$ 500				
$ 6,200	0.0%	$ -				
		$ -				
$ 4,000		$ 4,000				
$ 3,000	0.0%	$ -				
$ 72,524	3.0%	$ 2,112				
$ 43,969	2.4%	$ 1,035				
$ 2,000	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 5,000	0.0%	$ -				
$ 4,000	0.0%	$ -				
$ 2,500	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 4,500	0.0%	$ -				
$ 300	0.0%	$ -				
$ 1,500	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 1,500	0.0%	$ -				
$ 8,000	0.0%	$ -				
$ 3,123,068	1.9%	$ 59,733				

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$ 140,000	83.7%	$ 63,770	Added EL Newcomer Position			
$ 3,600	0.0%	$ -				
$ 2,500	0.0%	$ -				
$ 1,530	2.0%	$ 30				
$ 10	2.0%	$ 0				
$ 10,710	83.7%	$ 4,878				
$ 275	0.0%	$ -				
$ 191	0.0%	$ -				
$ 13,829	83.7%	$ 6,300				
$ 356	0.0%	$ 0				
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$ 868	83.7%	$ 395				
$ 22	0.0%	$ -				
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$ 47	0.0%	$ -				
$ 2	0.0%	$ -				
$ 1,500	0.0%	$ -				
$ 1,500	0.0%	$ -				
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$ 564	0.0%	$ -				
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$ 177,505	73.8%	$ 75,374				
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$ 381,522	2.0%	$ 7,481				
$ 140,000	70.7%	$ 57,995				
$ 12,000	0.0%	$ -				
$ 85,996	2.0%	$ 1,686				
$ 5,886	2.0%	$ 115				
$ 29,186	2.0%	$ 572				
$ 10,710	70.7%	$ 4,437				
$ 37,686	2.0%	$ 742				
$ 13,829	70.7%	$ 5,729				
		$ -				
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$ 2,365	2.0%	$ 46				
$ 868	70.7%	$ 360				
$ 2,750	0.0%	$ -				
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$ 280	0.0%	$ -				
$ 328	0.0%	$ -				
$ 10,635	0.0%	$ -				
$ 1,800	0.0%	$ -				
$ 1,140	0.0%	$ -				
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$ 90,000	0.0%	$ -				
$ 5,000	0.0%	$ -				
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$ 150	0.0%	$ -				
$ 300	0.0%	$ -				
$ 832,432	10.5%	$ 79,164				
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$ 500	66.7%	$ 200				
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$ 500	66.7%	$ 200				

$ 9,975	-20.4%	$ (2,554)				
$ 3,199	2.0%	$ 63				
$ 763	-20.4%	$ (195)				
$ 985	-20.4%	$ (252)				
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$ 62	-20.4%	$ (16)				
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$ 6	0.0%	$ -				
$ 99	0.0%	$ -				
$ 56	0.0%	$ -				
		$ -				
$ 15,145	-16.3%	$ (2,955)				
$ 69,912	2.0%	$ 1,371				
$ 22,385	2.0%	$ 439				
$ 5,348	2.0%	$ 105				
$ 6,906	2.0%	$ 136				
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$ 433	2.0%	$ 8				
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$ 47	0.0%	$ -				
$ 7,245	0.0%	$ -				
		$ -				
$ 500	0.0%	$ -				
$ 112,776	1.9%	$ 2,059				
$ 16,559	2.0%	$ 325				
$ 23,000	20.3%	$ 3,885				
$ 1,081	2.0%	$ 21				
$ 82	2.0%	$ 2				
$ 1,267	2.0%	$ 25				
$ 1,760	20.3%	$ 297				
$ 1,636	2.0%	$ 32				
$ 2,272	20.3%	$ 384				
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$ 103	75.7%	$ 44				
$ 143	20.3%	$ 24				
$ 343	0.0%	$ -				
		$ -				
$ 12	0.0%	$ -				
$ 46	0.0%	$ -				
$ 324	-0.1%	$ (0)				
$ 56	0.0%	$ -				
$ 400	0.0%	$ -				
$ 49,082	11.4%	$ 5,039				
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$ 106	0.2%	$ 0				
$ 71	0.0%	$ -				
$ 776	0.1%	$ 1				
$ 953	0.1%	$ 1				
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$ 500	-88.9%	$ (4,012)				
$ 4,512	0.0%	$ -				
$ 155	-0.1%	$ (0)				
$ 5,167	-43.7%	$ (4,012)				
$ 36,802	2.0%	$ 722				
		$ -				
$ 700	0.0%	$ -				
$ 153	2.0%	$ 3				
		$ -				
$ 2,815	2.0%	$ 55				
$ -		$ -				
$ 54	0.0%	$ -				
$ 3,635	2.0%	$ 72				
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$ 228	2.0%	$ 4				
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$ 2,000	0.0%	$ -				
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$ 140	0.0%	$ -				
$ 140	0.0%	$ -				
$ 39,000	-73.5%	$ (108,411)				
		$ -				
		$ -				
$ 85,667	-55.7%	$ (107,555)				
$ 4,905	0.0%	$ -				
$ 4,905	0.0%	$ -				
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$ 81,905	0.0%	$ -				
$ 22,490	0.0%	$ -				
$ 800	0.0%	$ -				
$ 25,286	2.0%	$ 496				
$ 77	2.0%	$ 2				
$ 6,266	0.0%	$ -				
$ 1,720	0.0%	$ -				
$ 61	0.0%	$ -				
$ 8,090	0.0%	$ 1				
$ 2,222	0.0%	$ 0				
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$ 508	0.0%	$ -				
$ 139	0.0%	$ -				
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$ 46	0.0%	$ -				
$ 46	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 8,000	0.0%	$ -				
$ 1,000	0.0%	$ -				
$ 160,656	0.3%	$ 498				
$ 800	0.0%	$ -				
$ 800	0.0%	$ -				
$ 206,000	3.0%	$ 6,000				
$ 72,949	8.0%	$ 5,404				
$ 51,190	2.0%	$ 1,004				
$ 29,688	2.0%	$ 582				
$ 15,759	3.0%	$ 459				
$ 5,581	8.0%	$ 413				
$ 20,348	3.0%	$ 594				
$ 7,206	8.0%	$ 534				
		$ -				
		$ -				
		$ -				
$ 1,277	3.0%	$ 37				
$ 452	8.0%	$ 34				
		$ -				

		$ -				
$ 561	0.0%	$ -				
$ 94	0.0%	$ -				
$ 2,000	0.0%	$ -				
$ 1,300	0.0%	$ -				
$ 414,404	3.8%	$ 15,061				
$ 174,444	0.0%	$ -				
		$ -				
$ 20,000	0.0%	$ -				
$ 76,031	2.0%	$ 1,491				
$ 15,172	2.0%	$ 297				
$ 19,207	0.0%	$ 2				
		$ -				
$ 6,978	545.2%	$ 5,896				
		$ -				
$ 234	0.0%	$ -				
$ 1,695	5.0%	$ 81				
$ 1,200		$ 1,200				
$ 509	5.0%	$ 24				
$ 254	5.0%	$ 12				
$ 26,250	5.0%	$ 1,250				
$ 40,000	14.3%	$ 5,000				
$ 150,000	7.5%	$ 10,500				
$ 12,936	7.0%	$ 846				
$ 170	5.0%	$ 8				
$ 545,080	5.1%	$ 26,607				
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$ 24,150	5.0%	$ 1,150				
$ 36,750	5.0%	$ 1,750				
$ 22,035	5.0%	$ 1,049				
$ 678	5.0%	$ 32				
$ 1,050	5.0%	$ 50				
$ 509	5.0%	$ 24				
		$ -				
		$ -				
$ 85,172	5.0%	$ 4,056				
$ 141	0.0%	$ -				
$ 8,051	5495.8%	$ 7,907				
$ 1,269	0.0%	$ -				
$ 1,554	0.0%	$ 0				
$ 90,207	5.0%	$ 4,296				
		$ -				

$ 255	2.0%	$ 5					
$ 6,901	5.0%	$ 329					
$ 8,910	5.0%	$ 425					
		$ -					
$ 559	5.0%	$ 27					
		$ -					
$ 188	0.0%	$ -					
$ 200	0.0%	$ -					
$ 173,853	0.0%	$ -					
$ 154	0.0%	$ -					
$ 1,578	0.0%	$ 0					
$ 1,993	0.0%	$ 0					
$ 284,798	1.8%	$ 5,081					
$ 39,345	2.0%	$ 771					
$ 8,031	2.0%	$ 157					
$ 3,010	2.0%	$ 59					
$ 3,890	2.0%	$ 77					
		$ -					
		$ -					
$ 244	75.7%	$ 105					
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$ 46	0.0%	$ -					
$ 782	0.0%	$ -					
$ 55,349	2.2%	$ 1,170					
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$ 736	0.0%	$ -					
$ 260	0.1%	$ 0					
$ 97	0.0%	$ -					
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$ 2,102	0.0%	$ 0					
$ 3,196	0.0%	$ 0					
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$ 9,271	0.0%	$ -				
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$ 9,271	0.0%	$ -				
$ 54,213	2.0%	$ 1,063				
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$ 14,155	2.0%	$ 278				
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$ 4,147	2.0%	$ 81				
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$ 5,355	2.0%	$ 105				
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$ 336	2.0%	$ 7				
$ -		$ -				
$ 1,375	0.0%	$ -				
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		$ -				
$ 2,226	0.0%	$ -				
$ 480	0.0%	$ (0)				
$ 82,287	1.9%	$ 1,534				
		$ -				
$ -		$ -				
		$ -				
$ 22,495	2.0%	$ 441				
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$ 77	2.0%	$ 2				
		$ -				
$ 1,721	2.0%	$ 34				
$ -		$ -				
$ -		$ -				
$ 2,222	2.0%	$ 44				
		$ -				
		$ -				
$ -		$ -				
$ 139	2.0%	$ 3				
		$ -				
		$ -				
$ 46	0.0%	$ -				
		$ -				
$ 577	0.0%	$ -				
$ 100	-0.3%	$ (0)				
$ 5,302	0.0%	$ (0)				
$ 32,679	1.6%	$ 522				
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2023-2024	2024-2025	% change	
$ 3,219,945	$ 3,356,422	4.24%	
$ 961,527	$ 929,124	-3.37%	
$ 174,414	$ 178,557	2.38%	
$ 160,958	$ 161,456	0.31%	
$ -	$ -		
$ 399,343	$ 414,404	3.77%	
$ -	$ -		
$ 518,472	$ 545,080	5.13%	
$ 81,116	$ 85,172	5.00%	
$ -	$ -		
$ -	$ -		
$ 44,624	$ 45,146	1.17%	
$ 80,753	$ 82,287	1.90%	
$ -	$ -		

RALSTON HIGH SCHOOL						
ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024	2024-2025
0136020110000		REGULAR EDUCATION				
0136020110000	20111	Salaries Certified	$ 3,905,027	$ 4,036,742	$ 4,043,865	$ 4,084,304
0136020110000	20112	Salaries Classified	$ 65,787	$ 99,474	$ 94,810	$ 115,000
0136020110000	20113	Salaries Substitute	$ 85,000	$ 115,000	$ 118,500	$ 120,000
0136020110000	20151	Unit Pay	$ 376,716	$ 386,472	$ 386,472	$ 394,201
0136020110000	20152	Unit Pay				$ 8,000
0136020110000	20211	Health Ins. Certified	$ 800,838	$ 866,217	$ 835,379	$ 852,087
0136020110000	20212	Health Ins. Classified	$ 4,826	$ 4,895	$ 5,000	$ 5,100
0136020110000	20221	Soc. Sec. Certified	$ 327,553	$ 338,376	$ 338,921	$ 342,606
0136020110000	20222	Soc. Sec. Classified	$ 5,033	$ 7,610	$ 7,253	$ 8,798
0136020110000	20223	Soc. Sec. Substitutes	$ 6,503	$ 8,798	$ 9,065	$ 9,180
0136020110000	20231	Retirement Certified	$ 422,908	$ 436,881	$ 437,584	$ 442,378
0136020110000	20232	Retirement Classified	$ 6,498	$ 9,825	$ 9,364	$ 11,359
0136020110000	20251	Tuition Reimbursement	$ 20,000	$ 20,000	$ 20,000	$ 20,000
0136020110000	20261	Unemployment Certified				
0136020110000	20262	Unemployment Classified				
0136020110000	20271	Worker's Comp. Certified	$ 26,547	$ 27,424	$ 27,468	$ 27,767
0136020110000	20272	Worker's Comp.	$ 408	$ 617	$ 588	$ 713
0136020110000	20281	Cash in Lieu certified	$ 27,500	$ 27,500	$ 42,333	$ 42,333
0136020110000	20282	Cash in lieu classfied				
0136020110000	20291	Life Insurance Certified	$ 3,059	$ 3,059	$ 3,059	$ 3,059
0136020110000	20292	Life Insurance Classified	$ 234	$ 234	$ 234	$ 234
0136020110000	20330	Professional	$ 25,000	$ 57,200	$ 57,200	$ 50,000
0136020110000	20333	Mileage Paid to Staff	$ 2,100	$ 2,100	$ 2,100	$ 2,100
0136020110000	20441	Rentals of Land and	$ 18,000	$ 18,000	$ 18,000	$ 18,000
0136020110000	20531	Postage	$ 3,800	$ 3,800	$ 3,800	$ 3,800
0136020110000	20540	Advertising (Blueprint)	$ 10,000	$ 10,000	$ 10,000	$ 10,000
0136020110000	20569	Tuition (Other)				
0136020110000	20610	General Supplies	$ 42,050	$ 42,050	$ 42,050	$ 42,050
0136020110000	20640	Books and Periodicals	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110000	20642	Audio-Visual Materials				
0136020110000	20650	Supplies - Technology	$ 2,000	$ 2,000	$ 2,000	$ 2,000
0136020110000	20733	Furniture and Fixtures	$ 2,500	$ 2,500	$ 2,500	$ 2,500
0136020110000	20734	Technology-Related	$ -	$ 15,000	$ 15,000	$ 15,000
0136020110000	20810	Dues and Fees				
0136020110001	20330	Employee Train				$ 4,000
0136020110001	20610	Curricular Supplies	$ 7,000	$ 7,000	$ 7,000	$ 7,210
0136020110001	20640	Books and Periodicals	$ 143,500	$ 153,545	$ 164,293	$ 169,222
0136020110001	20734	Technology-Related	$ 87,500	$ 93,625	$ 100,179	$ 103,180
0136020110010	20610	General Supplies	$ 7,500	$ 7,500	$ 7,500	$ 7,500
0136020110010	20640	Books and Periodicals	$ 2,500	$ 2,500	$ 2,500	$ 2,500
0136020110012	20340	Other Professional	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110012	20610	General Supplies	$ 4,000	$ 4,000	$ 4,000	$ 4,000
0136020110012	20640	Books and Periodicals	$ 100	$ 100	$ 100	$ 100
0136020110013	20610	General Supplies	$ 5,000	$ 5,000	$ 5,000	$ 5,000
0136020110013	20640	Books and Periodicals	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110029	20610	General Supplies	$ 3,000	$ 3,000	$ 3,000	$ 3,000
0136020110029	20640	Books and Periodicals	$ -	$ -	$ -	$ -
0136020110030	20610	General Supplies	$ 5,000	$ 5,000	$ 5,000	$ 5,000
0136020110040	20340	Other Professional	$ 400	$ 400	$ 400	$ 400
0136020110040	20610	General Supplies	$ 4,000	$ 4,000	$ 4,000	$ 4,000
0136020110050	20610	General Supplies	$ 7,000	$ 7,000	$ 7,000	$ 7,000
0136020110060	20340	Other Professional	$ 400	$ 400	$ 400	$ 400
0136020110060	20610	General Supplies	$ 10,000	$ 10,000	$ 10,000	$ 10,000
0136020110068	20610	General Supplies	$ 2,250	$ 2,250	$ 2,250	$ 2,250
0136020110079	20610	General Supplies	$ 5,000	$ 5,000	$ 5,000	$ 5,000

0136020110080	20610	General Supplies	$ 7,000	$ 7,000	$ 7,000	$ 7,000
0136020110080	20733	Furniture and Fixtures	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110082	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000	$ 2,000
0136020110083	20610	General Supplies	$ 4,000	$ 4,000	$ 4,000	$ 4,000
0136020110083	20640	Books and Periodicals	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110084	20610	General Supplies		$ 3,000	$ 3,000	$ 3,000
0136020110085	20610	General Supplies	$ 750	$ 750	$ 750	$ 750
0136020110085	20640	Books and Periodicals	$ 1,000	$ 1,000	$ 1,000	$ 1,000
0136020110090	20610	General Supplies	$ 8,000	$ 8,000	$ 8,000	$ 8,000
0136020110093	20610	General Supplies	$ 4,500	$ 4,500	$ 4,500	$ 4,500
0136020110094	20340	Other Professional	$ 3,000	$ 3,000	$ 3,000	$ 3,000
0136020110094	20610	General Supplies	$ 4,000	$ 4,000	$ 4,000	$ 4,000
0136020110099	20913	Fund Transfers to	$ 20,000	$ 22,000	$ 22,000	$ 22,000
		TOTAL	$ 6,543,285	$ 6,916,343	$ 6,924,418	$ 7,036,580
0136020112500		FLEX FUNDING				
0136020112500	20111	Salaries Certified				
0136020112500	20211	Health Ins. Certified				
0136020112500	20221	Soc. Sec. Certified				
0136020112500	20231	Retirement Certified				
0136020112500	20251	Tuition Reimbursement				
0136020112500	20261	Unemployment Certified				
0136020112500	20271	Worker's Comp. Certified				
0136020112500	20281	Cash in Lieu certified				
0136020112500	20291	Life Insurance Certified				
0136020112500	20610	General Supplies				
		TOTAL	$ -	$ -	$ -	$ -
0136020115000		LEP				
0136020115000	20111	Salaries Certified	$ 167,629	$ 176,041	$ 175,893	$ 179,411
0136020115000	20112	Salaries Classified	$ 82,086	$ 101,806	$ 101,569	$ 120,000
0136020115000	20113	Salaries Substitute	$ 5,500	$ 4,000	$ 4,200	$ 4,200
0136020115000	20211	Health Ins. Certified	$ 47,686	$ 55,032	$ 37,537	$ 38,288
0136020115000	20212	Health Ins. Classified	$ 21,517	$ 24,485	$ 24,600	$ 25,092
0136020115000	20221	Soc. Sec. Certified	$ 12,824	$ 13,467	$ 13,456	$ 13,725
0136020115000	20222	Soc. Sec. Classified	$ 6,280	$ 7,788	$ 7,770	$ 9,180
0136020115000	20223	Soc. Sec. Substitutes	$ 421	$ 306	$ 321	$ 321
0136020115000	20231	Retirement Certified	$ 16,557	$ 17,388	$ 17,373	$ 17,722
0136020115000	20232	Retirement Classified	$ 8,108	$ 10,055	$ 10,032	$ 11,853
0136020115000	20251	Tuition Reimbursement				
0136020115000	20261	Unemployment Certified				
0136020115000	20262	Unemployment Classified				
0136020115000	20271	Worker's Comp. Certified	$ 1,039	$ 1,091	$ 1,091	$ 1,112
0136020115000	20272	Worker's Comp.	$ 509	$ 631	$ 630	$ 744
0136020115000	20281	Cash in Lieu certified	$ 2,750	$ 2,750	$ 2,750	$ 2,750
0136020115000	20282	Cash in lieu classfied				
0136020115000	20291	Life Insurance Certified	$ 187	$ 187	$ 187	$ 187
0136020115000	20292	Life Insurance Classified	$ 187	$ 187	$ 187	$ 187
0136020115000	20320	Professional Educational	$ 69,000	$ 69,000	$ 69,000	$ 69,000
0136020115000	20330	Employee Training and				
0136020115000	20333	Mileage Paid to Staff				
0136020115000	20610	General Supplies	$ 1,288	$ 1,288	$ 1,288	$ 1,288
0136020115000	20640	Books and Periodicals				
0136020115000	20650	Supplies - Technology				
0136020115000	20734	Technology-Related				
		TOTAL	$ 443,567	$ 485,503	$ 467,883	$ 495,060
0136020116000		POVERTY				
0136020116000	20111	Salaries Certified				
0136020116000	20112	Salaries Classified				
0136020116000	20113	Salaries of Regular				
0136020116000	20211	Health Ins. Certified				

0136020116000	20212	Health Ins. Classified				
0136020116000	20221	Soc. Sec. Certified				
0136020116000	20222	Soc. Sec. Classified				
0136020116000	20231	Retirement Certified				
0136020116000	20232	Retirement Classified				
0136020116000	20251	Tuition Reimbursement				
0136020116000	20261	Unemployment Certified				
0136020116000	20262	Unemployment Classified				
0136020116000	20271	Worker's Comp. Certified				
0136020116000	20272	Worker's Comp.				
0136020116000	20291	Life Insurance Certified				
0136020116000	20292	Life Insurance Classified				
0136020116000	20610	General Supplies				
0136020116000	20640	Books and Periodicals				
		TOTAL	$ -	$ -	$ -	$ -
0136020120000		SPED SCHOOL AGE				
0136020120000	20111	Salaries Certified	$ 621,776	$ 595,383	$ 588,993	$ 600,773
0136020120000	20112	Salaries Classified	$ 168,036	$ 142,067	$ 149,739	$ 152,734
0136020120000	20113	Salaries Substitute	$ 9,500	$ 14,000	$ 16,000	$ 16,000
0136020120000	20211	Health Ins. Certified	$ 116,008	$ 149,076	$ 177,468	$ 181,017
0136020120000	20212	Health Ins. Classified	$ 17,314	$ 14,046	$ 5,075	$ 5,177
0136020120000	20221	Soc. Sec. Certified	$ 47,566	$ 45,547	$ 45,058	$ 45,959
0136020120000	20222	Soc. Sec. Classified	$ 12,855	$ 10,868	$ 11,455	$ 11,684
0136020120000	20231	Retirement Certified	$ 61,413	$ 58,806	$ 58,175	$ 59,343
0136020120000	20232	Retirement Classified	$ 16,597	$ 14,032	$ 14,790	$ 15,087
0136020120000	20251	Tuition Reimbursment				
0136020120000	20261	Unemployment Certified				
0136020120000	20262	Unemployment Classified				
0136020120000	20271	Worker's Comp. Certified	$ 3,855	$ 3,691	$ 3,652	$ 3,725
0136020120000	20272	Worker's Comp.	$ 1,042	$ 881	$ 928	$ 947
0136020120000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750	$ 2,750
0136020120000	20282	Cash in Lieu Classfied				
0136020120000	20291	Life Insurance Certified	$ 955	$ 955	$ 955	$ 955
0136020120000	20292	Life Insurance Classified	$ 470	$ 470	$ 470	$ 470
0136020120000	20320	Professional Educational	$ 24,290	$ 24,290	$ 24,290	$ 24,290
0136020120000	20330	Employee Training and				
0136020120000	20333	Mileage Paid to Staff	$ 2,660	$ 2,660	$ 2,660	$ 2,660
0136020120000	20563	Tuition to Private Schools				
0136020120000	20569	Tuition - Other		$ 250,000	$ 250,000	$ 250,000
0136020120000	20610	General Supplies	$ 10,000	$ 10,000	$ 10,000	$ 10,000
0136020120000	20640	Books and Periodicals				
0136020120000	20733	Furniture and Fixtures	$ 350	$ 350	$ 350	$ 350
0136020120000	20734	Technology-Related	$ 315	$ 315	$ 315	$ 315
		TOTAL	$ 1,117,751	$ 1,340,187	$ 1,363,123	$ 1,384,235
0136020130000		SUMMER SCHOOL				
0136020130000	20111	Salaries Certified	$ 18,134	$ 18,587	$ 63,043	$ 64,304
0136020130000	20112	Salaries Classified	$ 2,440	$ 2,501	$ 20,397	$ 20,805
0136020130000	20211	Health Ins. Certified	$ 1,650	$ 1,691	$ 20,397	$ 20,805
0136020130000	20212	Health Ins. Classified	$ 15	$ 15	$ 16	$ 16
0136020130000	20221	Soc. Sec. Certified	$ 1,387	$ 1,422	$ 4,823	$ 4,919
0136020130000	20222	Soc. Sec. Classified	$ 187	$ 191	$ 1,560	$ 1,592
0136020130000	20231	Retirement Certified	$ 1,791	$ 1,836	$ 6,227	$ 6,352
0136020130000	20232	Retirement Classified	$ 241	$ 247	$ 2,015	$ 2,055
0136020130000	20251	Tuition Reimbursement				
0136020130000	20261	Unemployment Certified				
0136020130000	20262	Unemployment Classified				
0136020130000	20271	Worker's Comp. Certified	$ 112	$ 115	$ 391	$ 399
0136020130000	20272	Worker's Comp.	$ 15	$ 16	$ 126	$ 129
0136020130000	20281	Cash in Lieu Certified				

0136020130000	20282	Cash in Lieu Classfied				
0136020130000	20291	Life Insurance Certified				
0136020130000	20292	Life Insurance Classified				
0136020130000	20610	General Supplies				
0136020130000	20630	Food				
0136020130000	20640	Books and Periodicals				
		TOTAL	$ 25,972	$ 26,621	$ 118,995	$ 121,375
0136020211000		SOCIAL WORK/ATTENDANCE				
0136020211000	20111	Salary Certified	$ 9,430	$ 9,666	$ 9,779	$ 9,975
0136020211000	20211	Health Ins. Certified	$ 2,761	$ 2,927	$ 3,136	$ 3,199
0136020211000	20221	Soc. Sec. Certified	$ 721	$ 739	$ 748	$ 763
0136020211000	20231	Retirement Certified	$ 931	$ 955	$ 966	$ 985
0136020211000	20261	Unemployment Certified				
0136020211000	20271	Worker's Comp. Certified	$ 58	$ 60	$ 61	$ 62
0136020211000	20281	Cash in Lieu Certified				
0136020211000	20291	Life Insurance Certified	$ 6	$ 6	$ 6	$ 6
0136020211000	20320	Professional Educational	$ 99	$ 99	$ 99	$ 99
0136020211000	20333	Mileage Paid to Staff	$ 56	$ 56	$ 56	$ 56
0136020211000	20610	General Supplies				
		TOTAL	$ 14,063	$ 14,508	$ 14,851	$ 15,145
0136020212000		GUIDANCE SERVICES				
0136020212000	20111	Salary Certified	$ 211,567	$ 221,050	$ 225,097	$ 229,599
0136020212000	20211	Health Ins. Certified	$ 44,830	$ 33,250	$ 48,993	$ 49,973
0136020212000	20221	Soc. Sec. Certified	$ 16,185	$ 16,910	$ 17,220	$ 17,564
0136020212000	20231	Retirement Certified	$ 20,896	$ 21,833	$ 22,233	$ 22,679
0136020212000	20261	Unemployment Certified				
0136020212000	20271	Worker's Comp. Certified	$ 1,312	$ 1,371	$ 1,396	$ 1,424
0136020212000	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750	$ 2,750
0136020212000	20291	Life Insurance Certified	$ 94	$ 94	$ 94	$ 94
0136020212000	20320	Professional Educational	$ 17,066	$ 17,066	$ 17,066	$ 17,066
0136020212000	20333	Mileage Paid to Staff	$ 225	$ 225	$ 225	$ 225
0136020212000	20610	General Supplies	$ 2,129	$ 2,129	$ 2,129	$ 2,129
		TOTAL	$ 317,054	$ 316,678	$ 337,203	$ 343,503
0136020213000		HEALTH SERVICES				
0136020213000	20111	Salaries Certified	$ 61,779	$ 65,516	$ 63,943	$ 65,222
0136020213000	20112	Salaries Classified				
0136020213000	20211	Health Ins. Certified	$ 20,853	$ 19,392	$ 20,397	$ 20,805
0136020213000	20212	Health Ins. Classified				
0136020213000	20221	Soc. Sec. Certified	$ 4,726	$ 5,012	$ 4,892	$ 4,989
0136020213000	20222	Soc. Sec. Classified	$ -	$ -	$ -	$ -
0136020213000	20231	Retirement Certified	$ 6,102	$ 6,471	$ 6,316	$ 6,442
0136020213000	20232	Retirement Classified	$ -	$ -	$ -	$ -
0136020213000	20251	Tuition Reimbursment				
0136020213000	20261	Unemployment Certified				
0136020213000	20262	Unemployment Classified				
0136020213000	20271	Worker's Comp. Certified	$ 383	$ 406	$ 396	$ 404
0136020213000	20272	Worker's Comp.	$ -	$ -	$ -	$ -
0136020213000	20281	Cash in Lieu Certified				$ 300
0136020213000	20282	Cash in Lieu Classfied				
0136020213000	20291	Life Insurance Certified	$ 59	$ 59	$ 59	$ 59
0136020213000	20292	Life Insurance Classified				
0136020213000	20330	Employee Training and	$ 419	$ 419	$ 419	$ 419
0136020213000	20333	Mileage Paid to Staff	$ 500	$ 500	$ 500	$ 500
0136020213000	20610	General Supplies	$ 1,605	$ 1,605	$ 1,605	$ 1,605
		TOTAL	$ 96,426	$ 99,380	$ 98,526	$ 100,746
0136020214100		PSYCH SERVICES SCHOOL AGE				
0136020214100	20111	Salaries Certified	$ 71,296	$ 73,742	$ 74,304	$ 55,000
0136020214100	20211	Health Ins. Certified	$ 19,883	$ 21,104	$ 22,583	$ 23,035
0136020214100	20221	Soc. Sec. Certified	$ 5,454	$ 5,641	$ 5,684	$ 4,208

0136020214100	20231	Retirement Certified	$ 7,042	$ 7,283	$ 7,339	$ 5,433
0136020214100	20261	Unemployment Certified				
0136020214100	20271	Worker's Comp. Certified	$ 442	$ 457	$ 461	$ 341
0136020214100	20281	Cash in Lieu Certified				
0136020214100	20291	Life Insurance Certified	$ 42	$ 42	$ 42	$ 42
0136020214100	20330	Employee Training and	$ 161	$ 161	$ 161	$ 161
0136020214100	20333	Mileage Paid to Staff	$ 161	$ 161	$ 161	$ 161
0136020214100	20340	Other Professional		$ 3,000	$ 3,000	$ 3,000
0136020214100	20610	General Supplies	$ 1,771	$ 1,771	$ 1,771	$ 1,771
		TOTAL	$ 106,252	$ 113,363	$ 115,506	$ 93,151
0136020215000		SPEECH PATHOLOGY				
0136020215000	20111	Salaries Certified				
0136020215000	20211	Health Ins. Certified				
0136020215000	20221	Soc. Sec. Certified				
0136020215000	20231	Retirement Certified				
0136020215000	20251	Tuition Reimbursement				
0136020215000	20261	Unemployment Certified				
0136020215000	20271	Worker's Comp. Certified				
0136020215000	20281	Cash in Lieu Certified				
0136020215000	20291	Life Insurance Certified				
0136020215000	20330	Professional Develoment		$ 2,000	$ 2,000	$ 2,000
0136020215000	20333	Mileage Paid to Staff	$ 64	$ 64	$ 64	$ 64
0136020215000	20340	Other Professional	$ 10,304	$ 10,304	$ 10,304	$ 10,304
0136020215000	20610	General Supplies	$ 354	$ 354	$ 354	$ 354
		TOTAL	$ 10,723	$ 12,723	$ 12,723	$ 12,723
0136020215100		SPEECH/AUD SCHOOL AGE				
0136020215100	20111	Salaries Certified		$ 61,854	$ 62,041	$ 63,282
0136020215100	20112	Salaries Classified				
0136020215100	20113	Salaries Substitute		$ 600	$ 750	$ 750
0136020215100	20211	Health Ins. Certified		$ 9,501	$ 10,037	$ 10,238
0136020215100	20212	Health Ins. Classified				
0136020215100	20221	Soc. Sec. Certified		$ 4,732	$ 4,746	$ 4,841
0136020215100	20222	Soc. Sec. Classified				$ -
0136020215100	20223	Soc. Sec. Substitutes				$ 57
0136020215100	20231	Retirement Certified		$ 6,110	$ 6,128	$ 6,251
0136020215100	20232	Retirement Classified				
0136020215100	20251	Tuition Reimbursement				
0136020215100	20261	Unemployment Certified				
0136020215100	20262	Unemployment Classified				
0136020215100	20271	Worker's Comp. Certified		$ 223	$ 223	$ 392
0136020215100	20272	Worker's Comp.				
0136020215100	20281	Cash in Lieu Certified				
0136020215100	20282	Cash in Lieu Classfied				
0136020215100	20291	Life Insurance Certified		$ 46	$ 46	$ 46
0136020215100	20292	Life Insurance Classified				
0136020215100	20320	Professional Educational	$ 147,411	$ 147,411	$ 147,411	$ 147,411
0136020215100	20330	Employee Training and				
0136020215100	20333	Mileage Paid to Staff				
		TOTAL	$ 147,411	$ 230,476	$ 231,383	$ 233,268
0136020218100		VISION SERVICES SPED				
0136020218100	20320	Professional Educational				
		TOTAL	$ -	$ -	$ -	$ -
0136020221100		SCHOOL IMPROVEMENT				
0136020221100	20111	Salaries Certified				
0136020221100	20211	Health Ins. Certified				
0136020221100	20221	Soc. Sec. Certified				
0136020221100	20231	Retirement Certified				
0136020221100	20251	Tuition Reimbursement				
0136020221100	20261	Unemployment Certified				

0136020221100	20271	Worker's Comp. Certified				
0136020221100	20281	Cash in Lieu Certified				
0136020221100	20291	Life Insurance Certified				
0136020221100	20320	Professional Educational				
0136020221100	20330	Employee Training and				
0136020221100	20333	Mileage Paid to Staff				
0136020221100	20540	Advertising				
0136020221100	20610	General Supplies				
0136020221100	20733	Furniture and Fixtures				
0136020221100	20810	Dues and Fees				
		TOTAL	$ -	$ -	$ -	$ -
0136020222000		LIBRARY/MEDIA SERVICES				
0136020222000	20111	Salaries Certified	$ 69,377	$ 72,251	$ 73,680	$ 75,154
0136020222000	20112	Salaries Classified	$ 16,496	$ 19,895	$ 19,847	$ 21,832
0136020222000	20113	Salaries Substitute	$ 700	$ 2,000	$ 2,500	$ 2,500
0136020222000	20211	Health Ins. Certified	$ 22,092	$ 75	$ 75	$ 77
0136020222000	20212	Health Ins. Classified	$ 5,788	$ 5,900	$ 5,900	$ 6,018
0136020222000	20221	Soc. Sec. Certified	$ 5,307	$ 5,527	$ 5,637	$ 5,749
0136020222000	20222	Soc. Sec. Classified	$ 1,262	$ 1,522	$ 1,518	$ 1,670
0136020222000	20223	Soc. Sec. Substitutes	$ 54	$ 153	$ 191	$ 191
0136020222000	20231	Retirement Certified	$ 6,852	$ 7,136	$ 7,277	$ 7,424
0136020222000	20232	Retirement Classified	$ 1,629	$ 1,965	$ 1,960	$ 2,156
0136020222000	20251	Tuition Reimbursement				
0136020222000	20261	Unemployment Certified				
0136020222000	20262	Unemployment Classified				
0136020222000	20271	Worker's Comp. Certified	$ 430	$ 448	$ 457	$ 466
0136020222000	20272	Worker's Comp.	$ 102	$ 123	$ 123	$ 135
0136020222000	20281	Cash in Lieu Certified		$ 2,750	$ 2,750	$ 2,750
0136020222000	20282	Cash in Lieu Classfied				
0136020222000	20291	Life Insurance Certified	$ 47	$ 47	$ 47	$ 47
0136020222000	20292	Life Insurance Classified	$ 47	$ 47	$ 47	$ 47
0136020222000	20610	General Supplies	$ 2,000	$ 2,000	$ 2,000	$ 2,000
0136020222000	20640	Books and Periodicals	$ 15,000	$ 15,000	$ 15,000	$ 15,000
0136020222000	20642	Audio-Visual Materials	$ 800	$ 800	$ 800	$ 800
		TOTAL	$ 147,984	$ 137,640	$ 139,810	$ 144,016
0136020223000		TECHNOLOGY-INSTRUTION				
0136020223000	20642	Audio-Visual Materials				
		TOTAL	$ -	$ -	$ -	$ -
0136020241000		OFFICE OF THE PRINCIPAL				
0136020241000	20111	Salaries Certified	$ 491,419	$ 437,909	$ 486,171	$ 500,756
0136020241000	20112	Salaries Classified	$ 184,403	$ 217,578	$ 235,509	$ 240,219
0136020241000	20211	Health Ins. Certified	$ 82,822	$ 89,648	$ 94,122	$ 96,004
0136020241000	20212	Health Ins. Classified	$ 54,261	$ 60,668	$ 47,099	$ 48,041
0136020241000	20221	Soc. Sec. Certified	$ 37,594	$ 33,500	$ 37,192	$ 38,308
0136020241000	20222	Soc. Sec. Classified	$ 14,107	$ 16,645	$ 18,016	$ 18,377
0136020241000	20231	Retirement Certified	$ 48,537	$ 43,252	$ 48,019	$ 49,464
0136020241000	20232	Retirement Classified	$ 18,213	$ 21,490	$ 23,261	$ 23,728
0136020241000	20251	Tuition Reimbursement				
0136020241000	20261	Unemployment Certified				
0136020241000	20262	Unemployment Classified				
0136020241000	20271	Worker's Comp. Certified	$ 3,047	$ 2,715	$ 3,014	$ 3,105
0136020241000	20272	Worker's Comp.	$ 1,143	$ 1,349	$ 1,460	$ 1,489
0136020241000	20281	Cash in Lieu Certified	$ 2,532	$ 2,532	$ 2,532	$ 2,532
0136020241000	20282	Cash in Lieu Classfied	$ 7,500	$ 7,500	$ 7,500	$ 7,500
0136020241000	20291	Life Insurance Certified	$ 1,318	$ 1,318	$ 1,318	$ 1,318
0136020241000	20292	Life Insurance Classified	$ 328	$ 328	$ 328	$ 328
0136020241000	20333	Mileage Paid to Staff	$ 9,000	$ 9,000	$ 9,000	$ 9,000
0136020241000	20810	Dues and Fees	$ 2,600	$ 2,600	$ 2,600	$ 2,600
		TOTAL	$ 958,825	$ 948,032	$ 1,017,142	$ 1,042,769

0136020261000		OPERATIONS OF BUILDING				
0136020261000	20110	Salaries Grounds/Maint	$ 349,300	$ 341,112	$ 391,626	$ 407,291
0136020261000	20120	Salaries Temporary				
0136020261000	20130	Overtime	$ 57,000	$ 57,000	$ 68,000	$ 68,000
0136020261000	20210	Health Ins.	$ 108,313	$ 120,204	$ 143,728	$ 146,603
0136020261000	20220	Soc. Sec. Grounds/Maint	$ 26,721	$ 26,095	$ 29,959	$ 31,158
0136020261000	20230	Retirement	$ 34,500	$ 33,692	$ 38,681	$ 40,231
0136020261000	20260	Unemployment				
0136020261000	20270	Worker's Comp	$ 2,166	$ 2,115	$ 2,428	$ 16,292
0136020261000	20280	Cash in Lieu Classfied	$ 1,000	$ 1,000	$ 1,000	$ 1,500
0136020261000	20290	Life Insurance	$ 515	$ 515	$ 515	$ 515
0136020261000	20340	Other Professional	$ 3,220	$ 3,220	$ 3,220	$ 3,220
0136020261000	20350	Techinical Services				$ 1,600
0136020261000	20352	Other Technical Services	$ 966	$ 966	$ 966	$ 1,005
0136020261000	20530	Communications	$ 600	$ 600	$ 600	$ 624
0136020261000	20610	General Supplies	$ 28,980	$ 35,000	$ 35,000	$ 35,000
0136020261000	20621	Natural Gas	$ 64,400	$ 90,000	$ 154,350	$ 160,000
0136020261000	20622	Electricity	$ 265,650	$ 284,246	$ 309,325	$ 350,000
0136020261000	20629	Other (water)	$ 24,120	$ 25,808	$ 27,615	$ 29,548
0136020261000	20730	Equipment	$ 3,220	$ 3,445	$ 3,687	$ 3,834
		TOTAL	$ 970,671	$ 1,025,018	$ 1,210,700	$ 1,296,420
0136020262000		MAINTENANCE OF BUILDINGS				
0136020262000	20110	Salary Grounds/Maint.				
0136020262000	20120	Salaries Temporary				
0136020262000	20130	Overtime				
0136020262000	20214	Soc. Sec. Grounds/Maint				
0136020262000	20210	Health Ins.				
0136020262000	20231	Retirement				
0136020262000	20261	Unemployment				
0136020262000	20271	Worker's Comp				
0136020262000	20280	Cash in Lieu Classfied				
0136020262000	20290	Life Insurance				
0136020262000	20352	Other Technical Services	$ 25,760	$ 27,563	$ 29,493	$ 30,672
0136020262000	20430	Repairs and Maintenance	$ 47,710	$ 51,050	$ 54,623	$ 56,808
0136020262000	20520	Property Insurance		$ -	$ -	$ -
0136020262000	20530	Communications	$ 1,288	$ 1,378	$ 1,475	$ 1,534
0136020262000	20610	General Supplies	$ 322	$ 1,500	$ 1,500	$ 1,560
0136020262000	20731	Equipment	$ 966	$ 1,034	$ 1,106	$ 1,150
0136020262000	20733	Furniture and Fixtures				
0136020262000	20810	Dues and Fees				
		TOTAL	$ 76,046	$ 82,525	$ 88,196	$ 91,724
0136020266000		SECURITY				
0136020266000	20330	Professional	$ 322	$ 322	$ 322	$ 322
0136020266000	20340	School Resource Officer	$ 16,100	$ 17,227	$ 18,433	$ 16,639
0136020266000	20610	General Supplies	$ 2,898	$ 2,898	$ 2,898	$ 2,898
		TOTAL	$ 19,320	$ 20,447	$ 21,653	$ 19,859
0636020310000		FOOD SERVICE				
0636020310000	20110	Salary Food Service	$ 273,621	$ 192,541	$ 247,222	$ 252,166
0636020310000	20130	Overtime		$ 71,214	$ 72,000	$ 72,000
0636020310000	20210	Health Ins. Food Service	$ 15,740	$ 6,032	$ 5,196	$ 5,300
0636020310000	20220	Soc. Sec. Food Service	$ 20,932	$ 14,729	$ 18,912	$ 19,291
0636020310000	20230	Retirement Food Service	$ 27,026	$ 26,051	$ 31,530	$ 32,021
0636020310000	20260	Unemployment Food				
0636020310000	20270	Worker's Comp. Food	$ 1,696	$ 1,635	$ 1,979	$ 12,967
0636020310000	20280	Cash in Lieu Classfied				
0636020310000	20290	Life Insurance Food	$ 564	$ 564	$ 564	$ 564
0636020310000	20333	Mileage Paid to Staff	$ 500	$ 500	$ 500	$ 500
0636020310000	20340	Other Professional	$ 397,026	$ 397,026	$ 397,026	$ 397,026
0636020310000	20530	Communications	$ 352	$ 352	$ 352	$ 352

0636020310000	20610	General Supplies	$ 3,603	$ 3,603	$ 3,603	$ 3,603
0636020310000	20733	Furniture and Fixtures	$ 4,551	$ 4,551	$ 4,551	$ 4,551
TOTAL			$ 745,611	$ 718,798	$ 783,435	$ 800,340
0136020353500		HAL				
0136020353500	20610	General Supplies	$ 1,144	$ -	$ -	$ -
		TOTAL	$ 1,144	$ -	$ -	$ -
0136020620000		TITLE 1 PART A BASIC PROG				
0136020620000	20111	Salaries Certified				
0136020620000	20112	Salaries Classified				
0136020620000	20113	Salaries Substitute				
0136020620000	20211	Health Ins. Certified				
0136020620000	20212	Health Ins. Classified				
0136020620000	20221	Soc. Sec. Certified				
0136020620000	20222	Soc. Sec. Classified				
0136020620000	20223	Soc. Sec. Substitutes				
0136020620000	20231	Retirement Certified				
0136020620000	20232	Retirement Classified				
0136020620000	20251	Tuition Reimbursement				
0136020620000	20261	Unemployment Certified				
0136020620000	20262	Unemployment Classified				
0136020620000	20271	Worker's Comp. Certified				
0136020620000	20271	Worker's Comp.				
0136020620000	20281	Cash in Lieu Certified				
0136020620000	20282	Cash in Lieu Classified				
0136020620000	20291	Life Insurance Certified				
0136020620000	20292	Life Insurance Classified				
0136020620000	20320	Professional Educational	$ 736	$ 736	$ 736	$ 736
0136020620000	20330	Employee Training and	$ 260	$ 260	$ 260	$ 260
0136020620000	20333	Mileage Paid to Staff	$ 97	$ 97	$ 97	$ 97
0136020620000	20590	Interagency Purchased				
0136020620000	20610	General Supplies	$ 2,102	$ 2,102	$ 2,102	$ 2,102
		TOTAL	$ 3,196	$ 3,196	$ 3,196	$ 3,196
0136020621000		TITLE 1 ACCOUNTABILITY				
0136020621000	20111	Salaries Certified				
0136020621000	20211	Health Ins. Certified				
0136020621000	20221	Soc. Sec. Certified				
0136020621000	20231	Retirement Certified				
0136020621000	20251	Tuition Reimbursement				
0136020621000	20261	Unemployment Certified				
0136020621000	20271	Worker's Comp. Certified				
0136020621000	20281	Cash in Lieu Certified				
0136020621000	20291	Life Insurance Certified				
0136020621000	20320	Professional Educational				
0136020621000	20330	Employee Training and				
		TOTAL				
0136020631000		TITLE 2 EFFECTIVE INSTR.				
0136020631000	20111	Salaries Certified		$ 4,000		
0136020631000	20113	Salaries Substitute				
0136020631000	20211	Health Ins. Certified		$ 1,251		
0136020631000	20221	Soc. Sec. Certified		$ 306		
0136020631000	20223	Soc. Sec. Substitutes				
0136020631000	20231	Retirement Certified		$ 395		
0136020631000	20251	Tuition Reimbursement				
0136020631000	20261	Unemployment Certified				
0136020631000	20271	Worker's Comp. Certified		$ 14		
0136020631000	20281	Cash in Lieu Certified				
0136020631000	20291	Life Insurance Certified				
0136020631000	20320	Professional Educational				
0136020631000	20330	Employee Training and	$ 21,172	$ 21,172	$ 21,172	$ 21,172

0136020631000	20610	General Supplies				
		TOTAL	$ 21,172	$ 27,139	$ 21,172	$ 21,172
0136020640800		IDEA E/P				
0136020640800	20111	Salaries Certified	$ 7,921	$ 8,193	$ 8,256	$ 8,421
0136020640800	20112	Salaries Classified				
0136020640800	20113	Salaries Substitute				
0136020640800	20132	Overtime				
0136020640800	20211	Health Ins. Certified	$ 2,209	$ 2,344	$ 2,509	$ 2,559
0136020640800	20212	Health Ins. Classified				
0136020640800	20221	Soc. Sec. Certified	$ 606	$ 627	$ 632	$ 644
0136020640800	20222	Soc. Sec. Classified	-	-	$ -	$ -
0136020640800	20223	Soc. Sec. Substitutes	$ -	$ -	$ -	$ -
0136020640800	20231	Retirement Certified	$ 782	$ 809	$ 815	$ 832
0136020640800	20232	Retirement Classified	-	-	-	$ -
0136020640800	20261	Unemployment Certified				
0136020640800	20262	Unemployment Classified				
0136020640800	20271	Worker's Comp. Certified	$ 49	$ 51	$ 51	$ 52
0136020640800	20272	Worker's Comp.	-	-	-	
0136020640800	20281	Cash in Lieu Certified	$ 1,375	$ 1,375	$ 1,375	$ 1,375
0136020640800	20282	Cash in Lieu Classified				
0136020640800	20291	Life Insurance Certified				
0136020640800	20292	Life Insurance Classified				
0136020640800	20320	Professional Educational	$ 53,051	$ 53,051	$ 53,051	$ 53,051
0136020640800	20610	General Supplies	$ 480	$ 480	$ 480	$ 480
TOTAL			$ 66,474	$ 66,930	$ 67,169	$ 67,415
0136020641200		IDEA PART B PROPOR.				
0136020641200	20320	Professional Educational				
		TOTAL	$ -	$ -	$ -	$ -
0136020670000		CARL PERKINS GRANT				
0136020670000	20113	Substitutes				
0136020670000	20223	Soc. Sec. Substitutes				
0136020670000	20320	Professional Educational Services				
0136020670000	20333	Travel and Mileage				
0136020670000	20610	General Supplies				
0136020670000	20810	Dues and Fees				
		TOTAL	$ -	$ -	$ -	$ -
0136020692500		TITLE 3 ENG. LANG. ACQ.				
0136020692500	20111	Salaries Certified				
0136020692500	20112	Salaries Classified				
0136020692500	20113	Salaries Substitute				
0136020692500	20211	Health Ins. Certified				
0136020692500	20212	Health Ins. Classified				
0136020692500	20221	Soc. Sec. Certified				
0136020692500	20222	Soc. Sec. Classified				
0136020692500	20223	Soc. Sec. Substitutes				
0136020692500	20231	Retirement Certified				
0136020692500	20232	Retirement Classified				
0136020692500	20261	Unemployment Certified				
0136020692500	20262	Unemployment Classified				
0136020692500	20272	Worker's Comp. Certified				
0136020692500	20273	Worker's Comp.				
0136020692500	20281	Cash in Lieu Certified				
0136020692500	20282	Cash in Lieu Classified				
0136020692500	20291	Life Insurance Certified				
0136020692500	20292	Life Insurance Classified				
0136020692500	20320	Professional Educational	$ 1,318	$ 1,318	$ 1,318	$ 1,318
0136020692500	20330	Employee Training and	$ 229	$ 229	$ 229	$ 229
0136020692500	20610	General Supplies	$ 12,109	$ 12,109	$ 12,109	$ 12,109
		TOTAL	$ 13,656	$ 13,656	$ 13,656	$ 13,656

0136020696900		Title IV Student Support and Academic Enrichment				
0136020696900	20111	Salary Certified				
0136020696900	20112	Salary Classified				
0136020696900	20113	Salary Substitute				
0136020696900	20211	Health Ins. Certified				
0136020696900	20212	Health Ins. Classified				
0136020696900	20221	Soc. Sec. Certified				
0136020696900	20222	Soc. Sec. Classified				
0136020696900	20223	Soc. Sec. Substitute				
0136020696900	20231	Retirement Certified				
0136020696900	20232	Retirement Classified				
0136020696900	20251	Tuition Reimbursement				
0136020696900	20261	Unemployment Certified				
0136020696900	20262	Unemployment Classified				
0136020696900	20272	Worker's Comp. Certified				
0136020696900	20273	Worker's Comp.				
0136020696900	20281	Cash in Lieu Certified				
0136020696900	20282	Cash in Lieu Classified				
0136020696900	20291	Life Insurance Certified				
0136020696900	20292	Life Insurance Classified				
0136020696900	20320	Professional Educational				
0136020696900	20330	Employee Training and				
0136020696900	20610	General Supplies				
		TOTAL	$ -	$ -	$ -	$ -
0136020699000		ReVision Grant/McKinney Vento				
0136020699000	20111	Salary Certified				
0136020699000	20113	Substitutes				
0136020699000	20211	Health Ins. Certified				
0136020699000	20221	Soc. Sec. Certified				
0136020699000	20223	Soc. Sec. Substitutes				
0136020699000	20231	Retirement Certified				
0136020699000	20261	Unemployment Certified				
0136020699000	20271	Worker's Comp. Certified				
0136020699000	20281	Cash in Lieu Certified				
0136020699000	20291	Life Insurance Certified				
0136020699000	20330	Employee Training and				
0136020699000	20333	Travel/Mileage				
0136020699000	20610	Supplies				
0136020699000	20731	Equipment				
		TOTAL	-	-	-	-

% change	$ change	NOTES			
				2021-2022	2022-2023
1.0%	$ 40,439		Regular Education	$ 7,013,967.89	$ 7,428,467.04
21.3%	$ 20,190		SPED	$ 1,382,136.89	$ 1,696,748.96
1.3%	$ 1,500		Pupil Services	$ 446,863.26	$ 451,012.49
2.0%	$ 7,729		Staff Services	$ 147,984.47	$ 137,639.73
	$ 8,000	Student Teacher Stipends	General Admin.	$ -	$ -
2.0%	$ 16,708		School Admin	$ 958,824.58	$ 948,032.23
2.0%	$ 100		Fiscal	$ -	$ -
1.1%	$ 3,685		Operations	$ 970,671.49	$ 1,025,017.89
21.3%	$ 1,545		Maintenance	$ 76,046.00	$ 82,524.68
1.3%	$ 115		Transportation	$ -	$ -
1.1%	$ 4,793		Early Childhood	$ -	$ -
21.3%	$ 1,995		Title	$ 38,023.57	$ 43,990.09
0.0%	$ -		IDEA	$ 66,473.53	$ 66,929.89
	$ -		BOE	$ -	$ -
	$ -				
1.1%	$ 299		TOTAL	$ 10,996,494.58	$ 11,769,443.02
21.3%	$ 125				
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-12.6%	$ (7,200)				
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2.0%	$ 3,518				
18.1%	$ 18,431				
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2.0%	$ 751				
2.0%	$ 492				
2.0%	$ 269				
18.1%	$ 1,410				
0.0%	$ -				
2.0%	$ 349				
18.2%	$ 1,821				
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18.1%	$ 114				
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2.0%	$ 1,168				
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1.5%	$ 21,113				
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2.0%	$ 344				
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2.0%	$	2,875				
4.0%	$	1,198				
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571.0%	$	13,864				
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3.7%	$	5,650				
13.1%	$	40,675				
7.0%	$	1,933				
4.0%	$	147				
7.1%	$	85,720				
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4.0%	$	3,528				
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-9.7%	$	(1,794)				
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-8.3%	$	(1,794)				
2.0%	$	4,944				
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2023-2024	2024-2025	% change
$ 7,511,295.52	$ 7,653,015.30	1.89%
$ 1,722,734.04	$ 1,723,377.15	0.04%
$ 472,232.47	$ 479,252.76	1.49%
$ 139,809.59	$ 144,015.75	3.01%
$ -	$ -	
$ 1,017,142.27	$ 1,042,769.45	2.52%
$ -	$ -	
$ 1,210,699.94	$ 1,296,420.12	7.08%
$ 88,196.41	$ 91,724.26	4.00%
$ -	$ -	
$ -	$ -	
$ 38,023.57	$ 38,023.88	0.00%
$ 67,169.32	$ 67,414.65	0.37%
$ -	$ -	
$ 12,162,110.24	$ 12,430,574.79	2.21%

DISTRICT WIDE

ORG Code	Account Code	Description	2021-2022	2022-2023	2023-2024
0180020110000		DW REGULAR EDUCATION			
0180020110000	20113	Salary Substitute	$ 25,000	$ 25,000	$ 25,000
0180020110000	20130	Overtime			
0180020110000	20223	Soc. Sec. Substitute	$ 1,913	$ 1,913	$ 1,913
0180020110000	20238	Early Retirement	$ 49,649	$ 130,000	$ 130,000
0180020110000	20790	Transfer to Other Funds			
		TOTAL	$ 76,562	$ 156,913	$ 156,913
0180020120000		SPED ADMINISTRATION			
0180020120000	20110	Salary Classified	$ 41,034	$ 48,051	$ 48,714
0180020120000	20111	Salary Certified	$ 108,655	$ 153,904	$ 243,500
0180020120000	20210	Health Ins. Classified	$ 17,034	$ 17,960	$ 19,336
0180020120000	20211	Health Ins. Certified	$ 22,092	$ 33,806	$ 44,806
0180020120000	20220	Soc. Sec. Classified	$ 3,139	$ 3,676	$ 3,727
0180020120000	20221	Soc. Sec. Certified	$ 8,312	$ 11,774	$ 18,628
0180020120000	20230	Retirement Classified	$ 4,053	$ 4,746	$ 4,811
0180020120000	20231	Retirement Certified	$ 10,732	$ 15,201	$ 24,050
0180020120000	20251	Tuition Reimbursement			
0180020120000	20260	Unemployment Classified			
0180020120000	20261	Unemployment Certified			
0180020120000	20270	Worker's Comp. Classified	$ 254	$ 298	$ 302
0180020120000	20271	Worker's Comp. Certified	$ 674	$ 954	$ 1,510
0180020120000	20280	Cash in Lieu Classified			
0180020120000	20281	Cash in Lieu Certified			
0180020120000	20290	Life Insurance Classified	$ 47	$ 47	$ 47
0180020120000	20291	Life Insurance Certified	$ 281	$ 281	$ 281
0180020120000	20320	Professional Educational Services		$ 3,500	$ 3,500
0180020120000	20330	Employee Training and Development	$ 1,000	$ 1,000	$ 1,000
0180020120000	20333	Mileage Paid to Staff	$ 1,800	$ 1,800	$ 1,800
0180020120000	20530	Communications	$ 600	$ 600	$ 600
0180020120000	20610	General Supplies	$ 500	$ 500	$ 500
0180020120000	20810	Dues and Fees	$ 650	$ 4,700	$ 4,700
		TOTAL	$ 220,857	$ 302,798	$ 421,812
0180020221000		IMPROVEMENT OF INSTRUCTION			
0180020221000	20111	Salary Certified	$ 124,021	$ 128,219	$ 132,066
0180020221000	20112	Salary Classified			
0180020221000	20211	Health Ins. Certified	$ 22,092	$ 23,866	$ 25,093
0180020221000	20212	Health Ins. Classified			
0180020221000	20221	Soc. Sec. Certified	$ 9,488	$ 9,809	$ 10,103
0180020221000	20222	Soc. Sec. Classified	$ -	$ -	$ -
0180020221000	20231	Retirement Certified	$ 12,250	$ 12,664	$ 13,044
0180020221000	20232	Retirement Classified	$ -	$ -	$ -
0180020221000	20251	Tuition Reimbursement			
0180020221000	20261	Unemployment Certified			
0180020221000	20262	Unemployment Classified			
0180020221000	20271	Worker's Comp. Certified	$ 769	$ 795	$ 819
0180020221000	20272	Worker's Comp. Classified	$ -	$ -	$ -
0180020221000	20281	Cash in Lieu Certified			
0180020221000	20282	Cash in Lieu Classified			
0180020221000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0180020221000	20292	Life Insurance Classified			
0180020221000	20330	Employee Training and Development			
0180020221000	20333	Mileage Paid to Staff			

0180020221000	20580	Travel			
0180020221000	20540	Advertising			
0180020221000	20610	General Supplies			
0180020221000	20733	Furniture and Fixtures			
0180020221000	20810	Dues and Fees	$ 15,000	$ 15,000	$ 15,000
		TOTAL	$ 183,899	$ 190,633	$ 196,405
0180020221200		CURRICULUM DEVELOPMENT			
0180020221200	20110	Salary Classified	$ 31,495	$ 37,644	$ 39,898
0180020221200	20111	Salary Certified	$ 123,520	$ 138,641	$ 260,000
0180020221200	20210	Health Ins. Classified	$ 17,039	$ 18,180	$ 19,336
0180020221200	20211	Health Ins. Certified	-	-	$ 44,000
0180020221200	20220	Soc. Sec. Classified	$ 2,409	$ 2,880	$ 3,052
0180020221200	20221	Soc. Sec. Certified	$ 9,449	$ 10,606	$ 19,890
0180020221200	20230	Retirement Classified	$ 3,111	$ 3,718	$ 3,941
0180020221200	20231	Retirement Certified	$ 12,200	$ 13,694	$ 25,680
0180020221200	20251	Tuition Reimbursement			
0180020221200	20260	Unemployment Classified			
0180020221200	20261	Unemployment Certified			
0180020221200	20270	Worker's Comp. Classified	$ 195	$ 233	$ 247
0180020221200	20271	Worker's Comp. Certified	$ 766	$ 860	$ 1,612
0180020221200	20280	Cash in Lieu Classified			
0180020221200	20281	Cash in Lieu Certified	$ 2,750	$ 2,750	$ 2,750
0180020221200	20290	Life Insurance Classified			
0180020221200	20291	Life Insurance Certified	$ 561	$ 561	$ 561
0180020221200	20320	Professional Educational Services	$ 30,000	$ 30,000	$ 30,000
0180020221200	20330	Employee Training and Development	$ 4,500	$ 4,500	$ 4,500
0180020221200	20333	Mileage Paid to Staff	$ 7,500	$ 7,500	$ 7,500
0180020221200	20340	Assessments	$ 55,000	$ 55,000	$ 55,000
0180020221200	20810	Dues and Fees	$ 1,000	$ 1,000	$ 1,000
		TOTAL	$ 301,495	$ 327,766	$ 518,967
0180020231000		BOARD OF EDUCATION			
0180020231000	20320	Professional Educational Services	$ 23,000	$ 23,000	$ 23,000
0180020231000	20340	Other Professional Services	$ 2,500	$ 2,500	$ 2,500
0180020231000	20520	Insurance (Other Than Employee	$ 105,126	$ 105,126	$ 105,126
0180020231000	20580	Travel	$ 10,000	$ 10,000	$ 10,000
0180020231000	20610	General Supplies	$ 4,500	$ 4,500	$ 4,500
0180020231000	20810	Dues and Fees	$ 92,500	$ 92,500	$ 92,500
		TOTAL	$ 237,626	$ 237,626	$ 237,626
0180020232000		EXECUTIVE GENERAL ADMINISTRATION			
0180020232000	20105	Salaries Paid to Superintendent	$ 251,075	$ 251,075	$ 198,000
0180020232000	20110	Salary Classified	$ 79,057	$ 81,033	$ 85,222
0180020232000	20210	Health Ins. Classified	$ 44,185	$ 46,953	$ 44,429
0180020232000	20211	Health Ins. Certified	$ 22,092	$ 23,418	$ 25,093
0180020232000	20220	Soc. Sec. Classified	$ 6,048	$ 6,199	$ 6,519
0180020232000	20221	Soc. Sec. Certified	$ 19,207	$ 19,207	$ 15,147
0180020232000	20230	Retirement Classified	$ 7,808	$ 8,004	$ 8,417
0180020232000	20231	Retirement Certified	$ 24,799	$ 24,799	$ 19,556
0180020232000	20251	Tuition Reimbursement			
0180020232000	20260	Unemployment Classified			
0180020232000	20261	Unemployment Certified			
0180020232000	20270	Worker's Comp. Classified	$ 490	$ 502	$ 528
0180020232000	20271	Worker's Comp. Certified	$ 1,557	$ 1,557	$ 1,228
0180020232000	20280	Cash in Lieu Classified			
0180020232000	20281	Cash in Lieu Certified			
0180020232000	20290	Life Insurance Classified	$ 320	$ 320	$ 320

0180020232000	20291	Life Insurance Certified	$ 327	$ 327	$ 327
0180020232000	20320	Professional Educational Services	$ 22,000	$ 22,000	$ 22,000
0180020232000	20330	Employee Training and Development	$ 7,500	$ 7,500	$ 7,500
0180020232000	20333	Mileage Paid to Staff	$ 13,000	$ 13,000	$ 13,000
0180020232000	20530	Communications	$ 600	$ 600	$ 600
0180020232000	20531	Postage	$ 10,000	$ 10,000	$ 10,000
0180020232000	20540	Advertising	$ 8,300	$ 8,300	$ 8,300
0180020232000	20590	Interagency Purchased Services			
0180020232000	20610	General Supplies	$ 17,000	$ 17,000	$ 17,000
0180020232000	20810	Dues and Fees		$ 6,000	$ 6,000
		TOTAL	$ 535,365	$ 547,793	$ 489,187
0180020251000		FISCAL SERVICES			
0180020251000	20110	Salary Classified	$ 182,937	$ 191,991	$ 206,069
0180020251000	20111	Salary Certified	$ 146,232	$ 154,736	$ 147,000
0180020251000	20210	Health Ins. Classified	$ 44,185	$ 47,547	$ 47,547
0180020251000	20211	Health Ins. Certified	$ 22,092	$ 23,418	$ 24,823
0180020251000	20220	Soc. Sec. Classified	$ 13,995	$ 14,687	$ 15,764
0180020251000	20221	Soc. Sec. Certified	$ 11,187	$ 11,837	$ 11,246
0180020251000	20230	Retirement Classified	$ 18,069	$ 18,963	$ 20,353
0180020251000	20231	Retirment Certified	$ 14,443	$ 15,283	$ 14,519
0180020251000	20251	Tuition Reimbursement			
0180020251000	20260	Unemployment Classified			
0180020251000	20261	Unemployment Certified			
0180020251000	20270	Worker's Comp. Classified	$ 1,134	$ 1,190	$ 1,278
0180020251000	20271	Worker's Comp. Certified	$ 907	$ 959	$ 911
0180020251000	20280	Cash in Lieu Classified	$ 2,750	$ 2,750	$ 2,750
0180020251000	20281	Cash in Lieu Certified			
0180020251000	20290	Life Insurance Classified	$ 261	$ 261	$ 261
0180020251000	20291	Life Insurance Certified	$ 280	$ 280	$ 280
0180020251000	20333	Mileage Paid to Staff	$ 3,000	$ 3,000	$ 3,000
0180020251000	20520	Insurance (property/liability)	$ 252,275	$ 275,000	$ 275,000
0180020251000	20610	General Supplies	$ 3,000	$ 3,000	$ 3,000
0180020251000	20733	Furniture and Fixtures	$ 1,000	$ 1,000	$ 1,000
0180020251000	20810	Dues and Fees	$ 25,000	$ 25,000	$ 25,000
0180020251000	20835	Interest on Short-Term Debt	$ 30,000	$ 31,500	$ 31,500
		TOTAL	$ 772,746	$ 822,403	$ 831,301
0180020253000		DUPLICATING SERVICES			
0180020253000	20430	Repairs and Maintenance Services			
0180020253000	20442	Rentals of Equipment and Vehicles	$ 85,000	$ 85,000	$ 85,000
TOTAL			$ 85,000	$ 85,000	$ 85,000
0180020256000		PUBLIC INFORMATION SERVICES			
0180020256000	20110	Salary Classified	$ 159,871	$ 166,296	$ 171,374
0180020256000	20210	Health Ins. Classified	$ 22,092	$ 24,022	$ 25,093
0180020256000	20220	Soc. Sec. Classified	$ 12,230	$ 12,722	$ 13,110
0180020256000	20230	Retirement Classified	$ 15,790	$ 16,425	$ 16,927
0180020256000	20260	Unemployment Classified			
0180020256000	20270	Worker's Comp. Classified	$ 991	$ 1,031	$ 1,063
0180020256000	20280	Cash in Lieu Classified			$ 2,750
0180020256000	20290	Life Insurance Classified	$ 2,750	$ 2,750	$ 2,750
0180020256000	20320	Professional Educational Services	$ 23,265	$ 23,265	$ 23,265
0180020256000	20333	Mileage Paid to Staff	$ 500	$ 500	$ 500
0180020256000	20531	Postage	$ 4,500	$ 4,500	$ 4,500
0180020256000	20540	Advertising	$ 15,650	$ 15,650	$ 15,650
0180020256000	20550	Printing and Binding	$ 9,000	$ 9,000	$ 9,000
0180020256000	20610	General Supplies	$ 9,250	$ 9,250	$ 9,250

0180020256000	20810	Dues and Fees	$ 2,500	$ 2,500	$ 2,500
		TOTAL	$ 278,390	$ 287,911	$ 297,731
0180020257000		PERSONNEL SERVICES			
0180020257000	20110	Salary Classified	$ 43,126	$ 44,204	$ 47,236
0180020257000	20111	Salary Certified			
0180020257000	20210	Health Ins. Classified	$ 22,092	$ 23,418	$ 25,093
0180020257000	20211	Health Ins. Certified			
0180020257000	20220	Soc. Sec. Classified	$ 3,299	$ 3,382	$ 3,614
0180020257000	20221	Soc. Sec. Certified			
0180020257000	20230	Retirement Classified	$ 4,260	$ 4,366	$ 4,665
0180020257000	20231	Retirment Certified			
0180020257000	20260	Unemployment Classified			
0180020257000	20261	Unemployment Certified			
0180020257000	20270	Worker's Comp. Classified	$ 267	$ 274	$ 293
0180020257000	20271	Worker's Comp. Certified			
0180020257000	20280	Cash in Lieu Classified			
0180020257000	20281	Cash in Lieu Certified			
0180020257000	20290	Life Insurance Classified	$ 280	$ 280	$ 280
0180020257000	20291	Life Insurance Certified			
0180020257000	20330	Employee Training and Development	$ 3,250	$ 3,250	$ 3,250
0180020257000	20340	Other Professional Services	$ 20,500	$ 20,500	$ 20,500
0180020257000	20540	Advertising	$ 15,000	$ 20,000	$ 20,000
0180020257000	20580	Travel	$ 3,000	$ 3,000	$ 3,000
0180020257000	20610	General Supplies	$ 750	$ 750	$ 750
0180020257000	20810	Dues and Fees	$ 7,450	$ 8,500	$ 8,500
		TOTAL	$ 123,274	$ 131,924	$ 137,181
0180020258000		TECHNOLOGY SERVICES			
0180020258000	20111	Salary Certified	$ 105,849	$ 108,495	$ 112,293
0180020258000	20114	Salary Classified	$ 315,159	$ 333,038	$ 358,201
0180020258000	20211	Health Ins. Certified	$ 22,092	$ 24,322	$ 24,322
0180020258000	20214	Health Ins. Classified	$ 106,399	$ 96,472	$ 97,037
0180020258000	20221	Soc. Sec. Classified	$ 8,097	$ 8,300	$ 8,590
0180020258000	20224	Soc. Sec. Classified	$ 24,110	$ 25,477	$ 27,402
0180020258000	20231	Retirement Certified	$ 10,455	$ 10,716	$ 11,091
0180020258000	20234	Retirement Classified	$ 31,128	$ 32,894	$ 35,380
0180020258000	20251	Tuition Reimbursement			
0180020258000	20261	Unemployment Certified			
0180020258000	20264	Unemployment Classified			
0180020258000	20271	Worker's Comp. Certified	$ 656	$ 673	$ 696
0180020258000	20274	Worker's Comp. Classified	$ 19,540	$ 20,648	$ 22,208
0180020258000	20281	Cash in Lieu Certified			
0180020258000	20284	Cash in Lieu Classified			$ 2,750
0180020258000	20291	Life Insurance Certified	$ 46	$ 46	$ 46
0180020258000	20294	Life Insurance Classified	$ 1,515	$ 1,515	$ 1,515
0180020258000	20330	Employee Training and Development	$ 8,000	$ 8,000	$ 8,000
0180020258000	20333	Mileage Paid to Staff	$ 2,500	$ 2,500	$ 2,500
0180020258000	20340	Other Professional Services (computer	$ 30,000	$ 30,000	$ 30,000
0180020258000	20382	Distance Education &	$ 195,000	$ 195,000	$ 195,000
0180020258000	20650	Supplies - Technology Related	$ 5,000	$ 20,000	$ 20,000
0180020258000	20733	Furniture and Fixtures	$ 500	$ 500	$ 500
0180020258000	20734	Technology-Related Hardware	$ 20,000	$ 50,000	$ 50,000
0180020258000	20735	Technology Software	$ 40,000	$ 40,000	$ 40,000
		TOTAL	$ 946,046	$ 1,008,597	$ 1,047,532
0180020261000		BUILDING OPERATIONS			
0180020261000	20110	Salary Classified	$ 114,516	$ 122,171	$ 122,648

0180020261000	20130	Overtime	$ 15,000	-	
0180020261000	20210	Health Benefits - Non-Instructional	$ 8,462	$ 9,390	$ 9,581
0180020261000	20220	Soc. Sec. Classified	$ 8,760	$ 9,346	$ 9,383
0180020261000	20230	Retirement Classified	$ 11,311	$ 12,067	$ 12,114
0180020261000	20260	Unemployment Classified			
0180020261000	20270	Worker's Comp. Classified	$ 710	$ 757	$ 760
0180020261000	20280	Cash in Lieu Classified			
0180020261000	20290	Life Insurance Classified	$ 429	$ 429	$ 429
0180020261000	20340	Other Professional Services	$ 12,000	$ 15,000	$ 15,000
0180020261000	20352	Other Technical Services	$ 2,500	$ 2,500	$ 2,500
0180020261000	20530	Communications	$ 30,000	$ 30,000	$ 30,000
0180020261000	20610	General Supplies	$ 70,000	$ 75,000	$ 75,000
0180020261000	20621	Natural Gas	$ 7,300	$ 7,811	$ 9,858
0180020261000	20622	Electricity	$ 27,000	$ 27,000	$ 27,000
0180020261000	20629	Garbage	$ 45,000	$ 63,500	$ 63,500
0180020261000	20731	Equipment	$ 5,000	$ 7,500	$ 7,500
		TOTAL	$ 357,988	$ 382,472	$ 385,273
0180020262000		MAINTENANCE OF BUIDLINGS			
0180020262000	20110	Salary Classified	$ 339,246	$ 378,935	$ 388,086
0180020262000	20120	Salary Temporary	$ 15,000	$ 15,000	$ 15,000
0180020262000	20130	Salary Overtime	$ 20,000	$ 20,000	$ 25,000
0180020262000	20210	Health Ins. Classified	$ 66,066	$ 103,597	$ 103,858
0180020262000	20220	Soc. Sec. Classified	$ 28,630	$ 31,666	$ 32,749
0180020262000	20231	Retirement Classified	$ 33,507	$ 37,427	$ 38,331
0180020262000	20260	Unemployment Classified			
0180020262000	20270	Worker's Comp. Classified	$ 2,103	$ 2,349	$ 2,406
0180020262000	20280	Cash in Lieu Classified			$ 5,500
0180020262000	20290	Life Insurance Classified	$ 1,275	$ 1,275	$ 1,275
0180020262000	20352	Other Technical Services	$ 1,500	$ 3,500	$ 3,500
0180020262000	20430	Repairs and Maintenance Services	$ 32,000	$ 32,000	$ 32,000
0180020262000	20530	Communications	$ 4,200	$ 4,200	$ 4,200
0180020262000	20610	General Supplies	$ 12,000	$ 12,000	$ 12,000
0180020262000	20626	Gasoline	$ 17,000	$ 21,000	$ 21,000
0180020262000	20731	Equipment	$ 2,000	$ 2,000	$ 2,000
0180020262000	20733	Furniture and Fixtures			
0180020262000	20810	Dues and Fees			
		TOTAL	$ 574,527	$ 664,950	$ 686,905
0180020265000		STUDENT TRANSPORTATION VEHICLES			
0180020265000	20610	General Supplies			
0180020265000	20732	Vehicles	$ 50,000	$ 50,000	$ 50,000
		TOTAL	$ 50,000	$ 50,000	$ 50,000
0180020266000		SECURITY			
0180020266000	20340	Other Professional Services			
0180020266000	20610	General Supplies			
0180020266000	20626	Gasoline			
		TOTAL	$ -	$ -	$ -
0180020271000		TRANSPORTATION REG. ED			
0180020271000	20110	Salary Classified	$ 15,000	$ 15,000	$ 15,000
0180020271000	20210	Health Ins. Classified	$ 54	$ 54	$ 8,058
0180020271000	20220	Soc. Sec. Classified	$ 1,148	$ 1,148	$ 1,148
0180020271000	20230	Retirement Classified	$ 1,482	$ 1,482	$ 1,482
0180020271000	20260	Unemployment Classified			
0180020271000	20270	Worker's Comp. Classified	$ 93	$ 93	$ 93
0180020271000	20280	Cash in Lieu Classified			
0180020271000	20290	Life Insurance Classified			

0180020271000	20332	Mileage Paid to Parents	$ 2,000	$ 2,000	$ 2,000
0180020271000	20340	Other Professional	$ 90,000	$ 94,000	$ 94,000
0180020271000	20430	Other Professional Services (tires and	$ 8,000	$ 8,000	$ 8,000
0180020271000	20510	Student Transportation Services(LC)	$ 390,000	$ 494,286	$ 494,286
0180020271000	20530	Communications	$ 1,500	$ 1,500	$ 1,500
0180020271000	20626	Gasoline	$ 35,000	$ 39,200	$ 43,904
0180020271000	20810	Dues and Fees			
		TOTAL	$ 544,276	$ 656,762	$ 669,470
0180020271200		SPED TRANSPORTATION			
0180020271200	20110	Salary Driver	$ 243,289	$ 261,656	$ 297,715
0180020271200	20112	Salary Classified	$ 8,318	$ 8,318	$ 9,907
0180020271200	20130	Overtime Driver	$ 25,000	$ 25,000	$ 28,000
0180020271200	20132	Overtime			
0180020271200	20210	Health Ins. Driver	$ 38,958	$ 41,751	$ 33,975
0180020271200	20212	Health Ins. Classified	$ 50	$ 50	$ 50
0180020271200	20220	Soc. Sec. Driver	$ 18,612	$ 20,017	$ 22,775
0180020271200	20222	Soc. Sec. Classified	$ 636	$ 636	$ 758
0180020271200	20230	Retirement Driver	$ 24,030	$ 25,844	$ 29,405
0180020271200	20232	Retirement Classified	$ 822	$ 822	$ 979
0180020271200	20260	Unemployment Driver			
0180020271200	20262	Unemployment Classified			
0180020271200	20270	Worker's Comp. Driver	$ 1,508	$ 1,622	$ 1,846
0180020271200	20272	Worker's Comp. Classified	$ 52	$ 52	$ 61
0180020271200	20280	Cash in Lieu Driver	$ 20,166	$ 20,166	$ 20,166
0180020271200	20282	Cash in Lieu Classifed			
0180020271200	20290	Life Insurance Driver	$ 429	$ 429	$ 429
0180020271200	20292	Life Insurance Classified	$ 93	$ 93	$ 93
0180020271200	20332	Mileage Paid to Parents	$ 4,500	$ 4,500	$ 4,500
0180020271200	20430	Repairs and Maintenance Services	$ 50,000	$ 50,000	$ 50,000
0180020271200	20510	Student Transportation Services	$ 10,000	$ 10,000	$ 10,000
0180020271200	20520	Insurance (vehicle Ins.)	$ 71,000	$ 71,000	$ 71,000
0180020271200	20530	Communications	$ 7,500	$ 7,500	$ 7,500
0180020271200	20626	Gasoline	$ 55,000	$ 55,000	$ 55,000
0180020271200	20732	Vehicles	$ 56,000	$ 56,000	$ 56,000
0180020271200	20810	Dues and Fees			
		TOTAL	$ 635,963	$ 660,455	$ 700,159
0180020340000		PRIVATE GRANTS AUTISM AND BUFFETT			
0180020340000	20110	Salary Classified			
0180020340000	20111	Salary Certified	$ 48,312	$ 51,716	$ 51,421
0180020340000	20112	Salary Classified			
0180020340000	20211	Health Ins. Certfied	$ 22,092	$ 23,610	$ 25,093
0180020340000	20212	Health Ins. Classified			
0180020340000	20221	Soc. Sec. Certified	$ -	$ -	$ -
0180020340000	20222	Soc. Sec. Classified	$ 3,696	$ 3,956	$ -
0180020340000	20223	Soc. Sec. Substitutes			
0180020340000	20231	Retirement Certified			
0180020340000	20251	Retirement Classified	$ 4,772	$ 5,108	$ 5,079
0180020340000	20232	Tuition Reimbursement			
0180020340000	20261	Unemployment Certified			
0180020340000	20262	Unemployment Classified			
0180020340000	20271	Worker's Comp. Certified	$ 300	$ 321	$ 319
0180020340000	20272	Worker's Comp. Classified	$ -	$ -	$ -
0180020340000	20281	Cash in Lieu Certified	$ 1,000	$ 1,000	$ 1,000
0180020340000	20282	Cash in Lieu Classifed			
0180020340000	20291	Life Insurance Certified	$ 47	$ 47	$ 47

0180020340000	20292	Life Insurance Classified			
0180020340000	20330	Employee Training and Development	$ 340	$ 340	$ 340
0180020340000	20610	General Supplies	$ 11,531	$ 11,531	$ 11,531
0180020340000	20734	Technology-Related Hardware	$ 916	$ 916	$ 916
		TOTAL	$ 93,005	$ 98,545	$ 95,746
0180020359900		OTHER CATERGORICAL PROGRAMS (REGION 24)			
0180020359900	20111	Salary Certified	$ 70,118	-	
0180020359900	20113	Salary Substitute			
0180020359900	20211	Health Ins. Certfied	$ 22,091	-	
0180020359900	20221	Soc. Sec. Certified	$ 5,364	-	
0180020359900	20223	Soc. Sec. Substitutes			
0180020359900	20231	Retirement Certified	$ 6,926		
0180020359900	20251	Tuition Reimbursement			
0180020359900	20261	Unemployment Certified			
0180020359900	20271	Worker's Comp. Certified	$ 435		
0180020359900	20281	Cash in Lieu Certified			
0180020359900	20291	Life Insurance Certified	$ 46		
0180020359900	20330	Employee Training and Development	$ 5,557	$ 5,557	$ 5,557
0180020359900	20340	Other Professional Services			
0180020359900	20610	General Supplies	$ 3,438	$ 3,438	$ 3,438
0180020359901	20111	Salary Certifed Peak Grant	$ 10,000	$ 10,000	$ 10,000
0180020359901	20113	Salary Substitute Peak Grant			
0180020359901	20211	Health Ins. Certfied Peak Grant			
0180020359901	20221	Soc. Sec. Certified Peak Grant			
0180020359901	20223	Soc. Sec. Substitutes Peak Grant			
0180020359901	20231	Retirement Certified Peak			
0180020359901	20281	Cash in Lieu Certified Peak			
0180020359901	20291	Life Insurance Certified Peak Grant			
0180020359901	20330	Professional Educational Services Peak	$ 13,686	$ 13,686	$ 13,686
0180020359901	20333	Mileage Paid to Staff Peak			
0180020359901	20610	Supplies Peak			
0180020359902	20330	Professional Development Region 24			
0180020359902	20610	Supplies Region 24			
0880020262000	20450	Building Improvements			
0280020110000	20734	Depreciation Technology			
0280020120000	20732	Depreciation Vehicles			
0980020262000	20450	QCPUF			
		TOTAL	$ 137,660	$ 32,681	$ 32,681
0180020640400		DW IDEA TRANSPORTATION PK			
0180020640400	20110	Salary Classified			
0180020640400	20210	Health Ins. Classified			
0180020640400	20220	Soc. Sec. Classified			
0180020640400	20230	Retirement Classified			
0180020640400	20260	Unemployment Classified			
0180020640400	20270	Worker's Comp. Classified			
0180020640400	20280	Cash in Lieu Classified			
0180020640400	20290	Life Insurance Classified			
		TOTAL	$ -	$ -	$ -
0180020620000		TITLE ST. GERALD'S			
0180020620000	20112	Salary Classified	$ 16,180		
0180020620000	20212	Health Ins. Classified	$ 58		
0180020620000	20222	Soc. Sec. Classified	$ 1,238		
0180020620000	20232	Retirement Classified	$ 1,600		
0180020620000	20262	Unemployment Classified			
0180020620000	20272	Worker's Comp. Classified	$ 100		

0180020620000	20282	Cash in Lieu Classified			
0180020620000	20292	Life Insurance Classified			
0180020620000	20610	General Supplies			
		TOTAL	$ 19,176	$ -	$ -
0180020631000		TiTLE 2 ST. GERALD'S			
0180020631000	20330	Employee Training and Development	$ 10,800	$ 10,800	$ 10,800
0180020631000	20640	Books and Periodicals	$ 500	$ 500	$ 500
		TOTAL	$ 11,300	$ 11,300	$ 11,300
0180020640800		DW IDEA TRANSPORTATION			
0180020640800	20110	Salary Classified	$ 74,128	$ 75,531	$ 68,507
0180020640800	20210	Health Ins. Classified	$ 25,267	$ 26,783	$ 28,390
0180020640800	20220	Soc. Sec. Classified	$ 5,663	$ 5,771	$ 5,234
0180020640800	20230	Retirement Classified	$ 7,322	$ 7,461	$ 6,767
0180020640800	20260	Unemployment Classified			
0180020640800	20270	Worker's Comp. Classified	$ 460	$ 468	$ 425
0180020640800	20280	Cash in Lieu Classified			
0180020640800	20290	Life Insurance Classified	$ 140	$ 140	$ 140
		TOTAL	$ 112,980	$ 116,154	$ 109,463
1080020215100		Suburban Schools/Cooperative Fund			
1080020215100	20111	Salary Certified	$ 578,011	$ 526,557	$ 546,040
1080020215100	20112	Salary Classified	$ 565,312	$ 731,478	$ 694,917
1080020215100	20113	Salary Substitute	$ 10,000	$ 10,000	$ 12,000
1080020215100	20211	Health Ins. Certified	$ 112,000	$ 110,900	$ 116,696
1080020215100	20212	Health Ins. Classified	$ 145,083	$ 163,828	$ 106,186
1080020215100	20221	Soc. Sec. Certified	$ 44,218	$ 40,282	$ 41,772
1080020215100	20222	Soc. Sec. Classified	$ 43,246	$ 55,958	$ 53,161
1080020215100	20223	Soc. Sec. Substitute	$ 765	$ 765	$ 918
1080020215100	20231	Retirement Certified	$ 57,095	$ 52,012	$ 53,937
1080020215100	20232	Retirement Classified	$ 55,840	$ 72,254	$ 68,643
1080020215100	20251	Tuition Reimbursement			
1080020215100	20261	Unemployment Certified			
1080020215100	20262	Unemployment Classified			
1080020215100	20272	Worker's Comp. Certified	$ 3,584	$ 3,265	$ 3,385
1080020215100	20273	Worker's Comp. Classified	$ 3,505	$ 4,535	$ 4,308
1080020215100	20281	Cash in Lieu Certified	$ 1,000	$ 1,000	$ 8,250
1080020215100	20282	Cash in Lieu Classified	$ 3,666	$ 3,666	$ 11,000
1080020215100	20291	Life Insurance Certified	$ 757	$ 757	$ 757
1080020215100	20292	Life Insurance Classified	$ 890	$ 890	$ 890
1080020215100	20320	Professional Educational Services	$ 5,000	$ 5,000	$ 5,000
1080020215100	20330	Employee Training and Development	$ 1,000	$ 1,000	$ 1,000
1080020215100	20333	Mileage to staff	$ 30,000	$ 30,000	$ 30,000
1080020215100	20610	General Supplies	$ 9,000	$ 9,000	$ 9,000
		TOTAL	$ 1,669,971	$ 1,823,147	$ 1,767,860
0180020641200		DW IDEA Proportional			
0180020641200	20111	Salary Certified		$ 12,000	$ 12,000
0180020641200	20211	Health Ins. Certified		$ 3,283	$ 3,283
0180020641200	20221	Soc. Sec. Certified		$ 918	$ 918
0180020641200	20231	Retirement Certified		$ 1,186	$ 1,186
0180020641200	20291	Life Insurance Certified		$ 12	$ 12
0180020641200	20320	Professional Educational Services		$ 250	$ 250
		TOTAL		$ 17,649	$ 17,649
0680020310000		FOOD SERVICE			
0680020310000	20110	Salary Food Service		60,000	79,816
0680020310000	20130	Overtime		2,600	2,600
0680020310000	20210	Health Ins. Food Service		17,000	18,000

0680020310000	20220	Soc. Sec. Food Service		4,590	6,106
0680020310000	20230	Retirement Food Service		6,183	8,140
0680020310000	20260	Unemployment Food Service			
0680020310000	20270	Worker's Comp. Food Service		388	511
0680020310000	20280	Cash in Lieu Classfied			
0680020310000	20290	Life Insurance Food Service		564	564
0680020310000	20333	Mileage Paid to Staff		500	500
0680020310000	20340	Other Professional Services		60,000	60,000
0680020310000	20530	Communications		800	800
0680020310000	20610	General Supplies		3,500	3,500
0680020310000	20733	Furniture and Fixtures		4,551	4,551
		TOTAL	-	160,676	185,088

2024-2025	% change	$ change	NOTES		
					2021-2022
$ 25,000	0.0%	$ -		Regular Education	$ 76,562
		$ -		SPED	$ 220,857
$ 1,913	0.0%	$ -		Pupil Services	$ -
$ 130,000	0.0%	$ -		Staff Services	$ 1,639,715
		$ -		General Admin.	$ 813,755
$ 156,913	0.0%	$ -		School Admin	$ -
				Fiscal	$ 772,746
$ 49,688	2.0%	$ 974.28		Operations	$ 357,988
$ 150,000	-38.4%	$ (93,500.00)		Maintenance	$ 574,527
$ 19,723	2.0%	$ 386.72		Transportation	$ 1,230,239
$ 45,702	2.0%	$ 896.12		Early Childhood	$ -
$ 3,801	2.0%	$ 74.53		Title	$ 30,476
$ 11,475	-38.4%	$ (7,152.75)		IDEA	$ 112,980
$ 4,908	2.0%	$ 96.63		BOE	$ 237,626
$ 14,817	-38.4%	$ (9,233.80)		Suburban Schools	$ 1,669,971
		$ -		Total	$ 5,686,389
		$ -			
		$ -			
$ 308	2.0%	$ 6.04			
$ 930	-38.4%	$ (579.70)			
		$ -			
		$ -			
$ 47	0.0%	$ -			
$ 281	0.0%	$ -			
$ 3,500	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 1,800	0.0%	$ -			
$ 600	0.0%	$ -			
$ 500	0.0%	$ -			
$ 4,700	0.0%	$ -			
$ 313,780	-25.6%	$ (108,031.92)			
$ 146,775	11.1%	$ 14,709.43			
		$ -			
$ 25,595	2.0%	$ 501.86			
		$ -			
$ 11,228	11.1%	$ 1,125.27			
$ -		$ -			
$ 14,498	11.1%	$ 1,454.02			
$ -		$ -			
		$ -			
		$ -			
		$ -			
$ 910	11.1%	$ 91.20			
$ -		$ -			
		$ -			
		$ -			
$ 280	0.0%	$ -			
		$ -			
		$ -			
		$ -			

		$ -			
		$ -			
		$ -			
		$ -			
$ 15,000	0.0%	$ -			
$ 214,286	9.1%	$ 17,881.78			
$ 41,095	3.0%	$ 1,196.94			
$ 130,000	-50.0%	$ (130,000.00)			
$ 19,723	2.0%	$ 386.72			
$ 44,880	2.0%	$ 880.00			
$ 3,144	3.0%	$ 91.57			
$ 9,945	-50.0%	$ (9,945.00)			
$ 4,059	3.0%	$ 118.55			
$ 12,841	-50.0%	$ (12,839.06)			
		$ -			
		$ -			
		$ -			
$ 255	3.0%	$ 7.42			
$ 806	-50.0%	$ (806.00)			
		$ -			
$ 2,750	0.0%	$ -			
		$ -			
$ 561	0.0%	$ -			
$ 30,000	0.0%	$ -			
$ 4,500	0.0%	$ -			
$ 7,500	0.0%	$ -			
$ 55,000	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 368,059	-29.1%	$ (150,908.86)			
$ 23,000	0.0%	$ -			
$ 2,500	0.0%	$ -			
$ 105,126	0.0%	$ -			
$ 10,000	0.0%	$ -			
$ 4,500	0.0%	$ -			
$ 92,500	0.0%	$ -			
$ 237,626	0.0%	$ -			
$ 203,940	3.0%	$ 5,940.00			
$ 95,000	11.5%	$ 9,778.00			
$ 45,318	2.0%	$ 888.58			
$ 25,595	2.0%	$ 501.86			
$ 7,268	11.5%	$ 748.02			
$ 15,601	3.0%	$ 454.41			
$ 9,384	11.5%	$ 966.53			
$ 20,145	3.0%	$ 588.33			
		$ -			
		$ -			
		$ -			
$ 589	11.5%	$ 60.62			
$ 1,264	3.0%	$ 36.83			
		$ -			
		$ -			
$ 320	0.0%	$ -			

$	327	0.0%	$	-		
$	22,000	0.0%	$	-		
$	7,500	0.0%	$	-		
$	13,000	0.0%	$	-		
$	600	0.0%	$	-		
$	10,000	0.0%	$	-		
$	8,300	0.0%	$	-		
			$	-		
$	17,000	0.0%	$	-		
$	6,000	0.0%	$	-		
$	509,150	4.1%	$	19,963.18		
$	212,251	3.0%	$	6,182.07		
$	149,940	2.0%	$	2,940.00		
$	48,498	2.0%	$	950.94		
$	25,319	2.0%	$	496.45		
$	16,237	3.0%	$	472.93		
$	11,470	2.0%	$	224.91		
$	20,966	3.0%	$	612.30		
$	14,811	2.0%	$	291.58		
			$	-		
			$	-		
			$	-		
$	1,316	3.0%	$	38.33		
$	930	2.0%	$	18.23		
$	2,750	0.0%	$	-		
			$	-		
$	500	91.6%	$	239.00		
$	280	0.0%	$	-		
$	3,000	0.0%	$	-		
$	275,000	0.0%	$	-		
$	3,000	0.0%	$	-		
$	1,000	0.0%	$	-		
$	25,000	0.0%	$	-		
$	31,500	0.0%	$	-		
$	843,768	1.5%	$	12,466.74		
			$	-		
$	85,000	0.0%	$	-		
$	85,000	0.0%	$	-		
$	176,515	3.0%	$	5,141.22		
$	25,595	2.0%	$	501.86		
$	13,503	3.0%	$	393.30		
$	17,436	3.0%	$	509.21		
			$	-		
$	1,094	3.0%	$	31.88		
$	2,750	0.0%	$	-		
$	2,750	0.0%	$	-		
$	23,265	0.0%	$	-		
$	500	0.0%	$	-		
$	4,500	0.0%	$	-		
$	15,650	0.0%	$	-		
$	9,000	0.0%	$	-		
$	9,250	0.0%	$	-		

$	2,500	0.0%	$	-		
$	304,309	2.2%	$	6,577.47		
$	48,181	2.0%	$	944.72		
$	135,000				MOVED MIKE TO HERE	
$	25,595	2.0%	$	501.86		
$	25,595					
$	3,686	2.0%	$	72.27		
$	10,328					
$	4,759	2.0%	$	93.70		
$	13,335					
			$	-		
$	299	2.0%	$	5.86		
$	837					
			$	-		
$	280	0.0%	$	-		
$	1,264					
$	3,250	0.0%	$	-		
$	20,500	0.0%	$	-		
$	20,000	0.0%	$	-		
$	3,000	0.0%	$	-		
$	750	0.0%	$	-		
$	8,500	0.0%	$	-		
$	325,158	137.0%	$	187,977.22		
$	114,538	2.0%	$	2,245.85		
$	368,947	3.0%	$	10,746.03		
$	24,808	2.0%	$	486.44		
$	98,978	2.0%	$	1,940.74		
$	8,762	2.0%	$	171.81		
$	28,224	3.0%	$	822.07		
$	11,314	2.0%	$	222.74		
$	36,444	3.0%	$	1,064.34		
			$	-		
			$	-		
			$	-		
$	710	2.0%	$	13.92		
$	2,287	-89.7%	$	(19,920.99)		
			$	-		
$	2,750	0.0%	$	-		
$	46	0.0%	$	-		
$	1,515	0.0%	$	-		
$	8,000	0.0%	$	-		
$	2,500	0.0%	$	-		
$	30,000	0.0%	$	-		
$	195,000	0.0%	$	-		
$	20,000	0.0%	$	-		
$	500	0.0%	$	-		
$	50,000	0.0%	$	-		
$	40,000	0.0%	$	-		
$	1,045,325	-0.2%	$	(2,207.05)		
$	125,101	2.0%	$	2,452.96		

		$ -			
$ 9,964	4.0%	$ 383.24			
$ 9,570	2.0%	$ 187.65			
$ 12,357	2.0%	$ 243.28			
		$ -			
$ 5,004	558.1%	$ 4,243.62			
$ 2,000		$ 2,000.00			
$ 429	0.0%	$ -			
$ 15,000	0.0%	$ -			
$ 2,500	0.0%	$ -			
$ 30,000	0.0%	$ -			
$ 75,000	0.0%	$ -			
$ 11,000	11.6%	$ 1,142.00			
$ 35,000	29.6%	$ 8,000.00			
$ 63,500	0.0%	$ -			
$ 7,500	0.0%	$ -			
$ 403,926	4.8%	$ 18,652.75			
$ 395,848	2.0%	$ 7,761.72			
$ 15,000	0.0%	$ -			
$ 25,000	0.0%	$ -			
$ 105,935	2.0%	$ 2,077.16			
$ 33,342	1.8%	$ 593.77			
$ 39,101	2.0%	$ 769.79			
		$ -			
$ 15,834	558.1%	$ 13,427.78			
$ 5,500	0.0%	$ -			
$ 2,000	56.9%	$ 725.00			
$ 3,500	0.0%	$ -			
$ 32,000	0.0%	$ -			
$ 4,200	0.0%	$ -			
$ 12,000	0.0%	$ -			
$ 21,000	0.0%	$ -			
$ 2,000	0.0%	$ -			
$ 3,000		$ 3,000.00			
		$ -			
$ 715,260	4.1%	$ 28,355.22			
		$ -			
$ 53,500	7.0%	$ 3,500.00			
$ 53,500	7.0%	$ 3,500.00			
		$ -			
		$ -			
		$ -			
$ -		$ -			
$ 15,300	2.0%	$ 300.00			
$ 8,058	0.0%	$ -			
$ 1,170	2.0%	$ 22.95			
$ 1,511	2.0%	$ 29.75			
		$ -			
$ 1,071	1051.6%	$ 978.00			
		$ -			
		$ -			

$	2,000	0.0%	$	-		
$	94,000	0.0%	$	-		
$	8,000	0.0%	$	-		
$	528,886	7.0%	$	34,600.02		
$	1,500	0.0%	$	-		
$	49,172	12.0%	$	5,268.48		
			$	-		
$	710,669	6.2%	$	41,199.20		
$	303,669	2.0%	$	5,954.30		
$	10,105	2.0%	$	198.14		
$	28,000	0.0%	$	-		
			$	-		
$	34,655	2.0%	$	679.50		
$	51	2.0%	$	1.00		
$	23,231	2.0%	$	455.50		
$	773	2.0%	$	15.16		
$	29,996	2.0%	$	590.54		
$	998	2.0%	$	19.65		
			$	-		
			$	-		
$	21,257	1051.6%	$	19,411.02		
$	707	1051.6%	$	645.94		
$	20,166	0.0%	$	-		
			$	-		
$	429	0.0%	$	-		
$	93	0.0%	$	-		
$	4,500	0.0%	$	-		
$	50,000	0.0%	$	-		
$	10,000	0.0%	$	-		
$	71,000	0.0%	$	-		
$	7,500	0.0%	$	-		
$	55,000	0.0%	$	-		
$	56,000	0.0%	$	-		
			$	-		
$	728,130	4.0%	$	27,970.74		
			$	-		
$	52,449	2.0%	$	1,028.42		
			$	-		
$	25,595	2.0%	$	501.86		
			$	-		
$	4,012		$	4,012.38		
$	-		$	-		
			$	-		
			$	-		
$	5,180	2.0%	$	101.58		
			$	-		
			$	-		
			$	-		
$	3,671	1051.6%	$	3,352.65		
$	-		$	-		
$	2,000	100.0%	$	1,000.00		
			$	-		
$	47	0.0%	$	-		

		$ -			
$ 340	0.0%	$ -			
$ 11,531	0.0%	$ -			
$ 916	0.0%	$ -			
$ 105,743	10.4%	$ 9,996.89			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
$ 5,557	0.0%	$ -			
		$ -			
$ 3,438	0.0%	$ -			
$ 10,000	0.0%	$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
$ 13,686	0.0%	$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
$ 32,681	0.0%	$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
		$ -			
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		$ -			
		$ -			
		$ -			
$ -		$ -			
$ 10,800	0.0%	$ -			
$ 500	0.0%	$ -			
$ 11,300	0.0%	$ -			
$ 69,877	2.0%	$ 1,370.14			
$ 28,958	2.0%	$ 567.80			
$ 5,339	2.0%	$ 104.68			
$ 6,902	2.0%	$ 135.34			
		$ -			
$ 4,891	1051.6%	$ 4,466.66			
		$ -			
$ 140	0.0%	$ -			
$ 116,107	6.1%	$ 6,644.61			
$ 558,053	2.2%	$ 12,012.88			
$ 710,205	2.2%	$ 15,288.17			
$ 12,000	0.0%	$ -			
$ 119,030	2.0%	$ 2,333.92			
$ 108,310	2.0%	$ 2,123.72			
$ 42,691	2.2%	$ 918.99			
$ 54,331	2.2%	$ 1,169.55			
$ 918	0.0%	$ -			
$ 55,123	2.2%	$ 1,186.61			
$ 70,153	2.2%	$ 1,510.14			
		$ -			
		$ -			
		$ -			
$ 3,460	2.2%	$ 74.48			
$ 4,403	2.2%	$ 94.79			
$ 8,250	0.0%	$ -			
$ 11,000	0.0%	$ -			
$ 757	0.0%	$ -			
$ 890	0.0%	$ -			
$ 5,000	0.0%	$ -			
$ 1,000	0.0%	$ -			
$ 30,000	0.0%	$ -			
$ 9,000	0.0%	$ -			
$ 1,804,574	2.1%	$ 36,713.23			
$ 12,000	0.0%	$ -			
$ 3,349	2.0%	$ 65.66			
$ 918	0.0%	$ -			
$ 1,187	0.0%	$ 0.10			
	-100.0%	$ (12.00)			
$ 250	0.0%	$ -			
$ 17,703	0.3%	$ 53.76			
81,412	2.0%	$ 1,596.32			
5,000	92.3%	$ 2,400.00			
18,000	0.0%	$ -			

6,228	2.0%	$ 122.12			
8,536	4.9%	$ 395.41			
		$ -			
3,456	576.4%	$ 2,945.51			
		$ -			
564	0.0%	$ -			
500	0.0%	$ -			
70,000	16.7%	$ 10,000.00			
800	0.0%	$ -			
3,500	0.0%	$ -			
4,551	0.0%	$ -			
202,548	9.4%	$ 17,459.36			

2022-2023	2023-2024	2024-2025	% change
$ 156,913	$ 156,913	$ 156,913	0.00%
$ 302,798	$ 421,812	$ 313,780	-25.61%
$ -	$ -	$ -	
$ 1,743,920	$ 1,985,085	$ 2,037,828	2.66%
$ 835,704	$ 786,919	$ 813,459	3.37%
$ -	$ -	$ -	
$ 822,403	$ 831,301	$ 843,768	1.50%
$ 382,472	$ 385,273	$ 403,926	4.84%
$ 664,950	$ 686,905	$ 715,260	4.13%
$ 1,367,217	$ 1,419,629	$ 1,492,299	5.12%
$ -	$ -	$ -	
$ 11,300	$ 11,300	$ 11,300	0.00%
$ 133,803	$ 127,112	$ 133,810	5.27%
$ 237,626	$ 237,626	$ 237,626	0.00%
$ 1,823,147	$ 1,767,860	$ 1,804,574	2.08%
$ 6,276,375	$ 6,673,836	$ 6,777,232	1.55%

	2023-2024	2024-2025			2023-2024	2024-2025	
Disbursements				**Income**			
Regular Education	$ 22,882,450	$ 23,784,987	3.94%	Property Tax	$ 20,976,043	$22,103,725	5.38%
SPED	$ 6,578,131	$ 6,616,885	0.59%	Pro-Rata Motor Vehicle	$ 45,000	$45,000	0.00%
Pupil Services	$ 1,442,856	$ 1,589,405	10.16%	Motor Vehicle Tax	$ 3,796,100	$3,500,000	-7.80%
Staff Services	$ 2,625,844	$ 2,709,955	3.20%	Homestead Exemption	$ 550,000	$365,000	-33.64%
General Admin.	$ 786,919	$ 813,459	3.37%	Tuition from individuals			
School Admin	$ 2,533,986	$ 2,623,534	3.53%	Tuition from other districts			
Fiscal	$ 831,301	$ 843,768	1.50%	Interest on investments	$ 30,000	$20,000	-33.33%
Operations	$ 3,493,177	$ 3,717,962	6.43%	Local Fines and Fees	$ 30,000	$30,000	0.00%
Maintenance	$ 1,118,590	$ 1,165,066	4.15%	Other Local Revenue	$ 1,500	$1,000	-33.33%
Transportation	$ 1,419,629	$ 1,492,299	5.12%	County Fines and Licenses	$ 70,000	$70,000	0.00%
Early Childhood	$ 70,340	$ 93,229	32.54%	State Aid	$ 9,687,575	$10,697,127	10.42%
Title	$ 758,297	$ 910,594	20.08%	SPED Programs	$ 4,188,093	$4,188,093	0.00%
IDEA	$ 986,943	$ 1,177,132	19.27%	SPED Transportation	$ 240,000	$240,000	0.00%
BOE	$ 237,626	$ 237,626	0.00%	State Apportionment	$ 385,000	$385,000	0.00%
				Public Power Sales Tax	$ 3,950,000	$3,950,000	0.00%
				Income from Cash Balance			
	$ 43,950,509	$ 45,594,945	3.74%		$ 43,949,311	$ 45,594,945	3.74%

Ralston Public Schools
Budget Development Calendar
2024/2025

November 2023 to June 2024	Detailed administrative review of all budget categories and proposed budget reductions/additions
February/March	Business Officials forecast funding outlook and preliminary valuation projections
February	NDE may certify 2024/2025 state aid to schools, no guarantees as they now have until June 1 for certification if they choose
April to June	Cabinet level administration planning meetings for 2024/2025 strategic planning for budget development
May/June	Formulate and finalize department and building budgets and compile all pertinent information into a working document for BOE inspection.
June 10	Preliminary budget projections for the 2024/2025 budget development presented to BOE
July	Cabinet level administrative budget development and refinement.
July 8	Present preliminary budget and projections to the Board of Education as a discussion item during regular BOE Meeting.
August 20	Real property valuation is certified by the County Assessor's Office of Douglas County
August 26	Present amended budget proposal for Board consideration
September 1	Special building fund levy and budget allocation is certified to each member school by the Learning Community Coordinating Council.
September 9	Conduct Official Budget Hearing at 5:30 PM prior to the Regular Board of Education Meeting at 6:00 PM.
September 9	Conduct Tax Request Hearing at 5:45 PM prior to the regular Board of Education meeting at 6:00 PM
September 9	Officially adopt the 2024/2025 Ralston Public Schools Budget during the regular BOE Meeting.
September 23	Officially approve the 2024/2025 Tax Request Resolution for the Ralston Public Schools.

Revised 01/16/2024

Bond Planning/Update Agenda

July 17, 2024

- BL
  - Plumbing and electrical final inspections are passed
  - Panic buttons and card readers are finishing this week
  - July 24, install playground fencing for Pre-K, finish site work
- RHS
  - Parking lot is poured, sidewalk work to finish this week
- SY
  - Fire supply line is installed in the building
  - Overhead electrical and plumbing have their inspections this week
  - Drywall work is continuing throughout the building, mudding and taping work to continue
  - Some painting has started
- RMS
  - Driveway to parking lot is finished
  - FCS casework is up for installation is coomplete,
  - Most classrooms have flooring in place, hallway work is progressing
  - Waxing VCT 7/17-7/19
  - Paint is ongoing, Boxlights are most;ly installed,
  - EFIS work is continuing on the west side of the building
  - Cafeteria flooring is installed
- MB
  - Dirt work is progressing, 65% of the driveway has been poured,
  - Focus is currently on the driveway and sidewalk paths
  - Playground equipment is onsite and has been installed
  - Flooring is nearly finished, painting touch ups continue
  - Generator is installed and will allow for final startup of the fire suppression and elevators
  - Attempting pre-inspection on 7/31
  - Safety fencing is installed

July 5, 2024

- BL
  - Switch gear test 7/11, Certificate of Occupancy to follow
  - Panic buttons and card readers are finishing next week
  - July 24, install playground fencing for Pre-K, finish site work
- RHS
  - Sidewalk pour 7/5, 2nd big pour ⅞
  - Hot water heaters are installed, looking to be operational this week

- SY
    - Drywall work is started on the south side of the building
    - Plumbing rough-in's and underground inspections are next week
    - EFIS done on north side, finish framing widows on east side next week
    - Several of the sections of sawtooth roof have been demoed and reinstalled, project nearly ⅓ complete
- RMS
    - Monday/Tuesday, pouring middle parking lot, ramp to be torn out and poured 3rd week of July
    - Drywall work is continuing
    - Most classrooms have new ceiling tile, lights and flooring
    - Waxing of VCT taking place in science rooms and some hallways upstairs
- MB
    - Working on soil removal and compaction
    - Concrete footings are nearly removed
    - Generator to be installed, then inspections on elevator and fire sprinkler systems can take place
- KW
    - Flooring is installed in each upstairs classroom,
    - Demolition is 50% done on the main floor with tile and carpet installation taking place this week
    - Roofing has been installed, flashing work to be completed this week

May 30, 2024

- BL
    - Parking lot and sidewalk demo is complete
    - Countertops are being installed
    - Gym is nearly painted
    - Plumbing fixture installation is near complete
- MB
    - Exterior prep and paint is ongoing
    - Abatement to wrap up early next week
    - Utilities are shut off to the old building
    - Paving at new playground next week
    - Flooring company to return next week
- ME
    - 11 month walkthrough
- SY
    - Demo is progressing throughout the building

    - South side exterior windows are removed and framing is going up
- RMS
    - Demo of ceiling and carpet is taking place in the main office and corridors
    - Carpet is being removed in the upper hallways and some classrooms
    - Parking lot to start once installation of

May 9, 2024

- BL
    - All RTU's are functioning
    - Classroom flooring installed
    - Classroom casework nearly complete
    - Classroom technology is installed, majority of intercom speakers are in place
    - Lighting is finished
    - Fixtures and partitions are being installed throughout the building
    - Most areas have ceiling pads
    - Hallway and cafeteria work on flooring is progressing
    - Driveway work to begin after the last day of school
- MB
    - Work continues on completing electrical and plumbing
    - All rooms now have flooring and casework
    - Demolition meeting was held May 1, work to begin as soon as the building is empty
    - Main entry exterior is nearly complete
    - Hallway protection work is ongoing
    - Technology work is beginning in each room
- SY and RMS
    - Meetings held in each school to prepare the staff for the move and boxing up of materials
- RHS
    - Initial bid is being worked for the staff parking lot

April 18, 2024

- BL
    - Diffusers and Registers are being installed
    - Low voltage work is continuing, call switches
    - Lights are being installed in the gym
    - Water heaters are in place
    - Drywall work is nearly complete
    - Corridor grid work has started, most classroom are done with grid
    - Plumbing fixtures are being installed

    - Dryfall paint in cafeteria media center
    - Casework installation is nearly complete, starting custom desks
    - Window sills are coming soon
- RMS/SY
    - May 13, trailer moves onsite to RMS
    - May 7th pull plans for both schools
- MB
    - Metal panel are being installed on the main entrance
    - Grading is nearly complete on the playground area
    - Flooring installed in most classrooms on the 2nd floor.
    - Reinstallation of vinyl hall protection is occurring
    - Gym floor has been stained and is being painted
    - Solid surfaces to begin installation next week
    - Boilers are currently online and providing some heat
    - Gym entrance doors are being installed.

April 4, 2024

- BL
    - Start up on RTU's 4 out of 7 are operational
    - Most rough in's are done for electrical
    - Area 1 nearly complete, flooring installed, area 2 is painted, area 3 is primed, area 4 and 5 are mudded, taped and are being sanded
    - Casework, dry erase and bulletin boards are installed in phases 1 and 2
- MB
    - Start up next week for HVAC units
    - Sidewalk to be poured around the building next week
    - Above ceiling inspections are near complete
    - Light fixtures and ceiling grid installation is ongoing
    - Elevator work is ongoing
    - Construction trailer moves out on Monday
    - Kitchen equipment is delivered
    - Wood floor is installed in the gym
    - Playground equipment delivered 4/29
    - Exterior asbestos panel removal is mostly complete

March 28, 2024

- BL
    - Doors and casework are onsite
    - Roof top units are connected to electrical, gas lines being installed

    - Start up of RTU's next week
    - Light fixtures in phase 2, lights in west half of the building
    - Phases 4 and 5 being taped and mudded
    - Ceiling grids are going in phases 2 and 3
    - Painting in phase 3
- MB
    - Permanent Power is up and running
    - HVAC start up next week
    - Gym floor installation has started
    - Flooring to start on 1st floor, 2 rooms a day
    - Elevators are onsite
    - Lighting is continuing to be installed
    - N. retaining wall complete, work started on E. retaining wall
    - Kitchen equipment in next week
    - Plumbing fixtures are beginning to be installed
- SY
    - Tree removal on NW corner of the building to make room for handicap access

March 14, 2024

- BL
    - Electrical rough ins ongoing for RTU's curbs are mostly installed with a couple remaining until after final removal of old RTU's. Start ups on two new units next Monday. Crane back on site to demo remaining original RTU's
    - Low voltage installation taking place phase 1
    - Phases 4 and 5 drywall is progressing, 80% of drywall is installed with various stages of finishing and taping to be completed
    - Ceiling grids to start phase 1 on Tuesday
    - Water heater installation to begin next week
    - Tile installation is ongoing in each of the restrooms
    - Casework to begin arriving next week
- MB
    - Retaining wall work beginning for the East and North sides of the building
    - Hard lids are nearly finished in hallways and restrooms
    - Cloud framing is done in the media center, music room and cafeteria are next
    - Sound panel are painted and are being installed in the gym
    - Fitter are working on HVAC system
    - Permanent electrical is installed, waiting on OPPD to make it active
    - RR upstairs to be tiled and gridded by next Wednesday
    - Sprinkler line is near completion

March 7, 2024

- MB
    - Hard lid inspections done, some bathrooms can begin adding partitions
    - Finish electrical work is taking place on the main floor, lights installed in the gym.
    - End of next week will mark the majority of completion for drywall installation
    - Water heaters and softeners are tied in
    - Tile work is nearly complete in restroom areas
    - Exterior asbestos removal to start March 29
- BL
    - Permanent power is back on, switch gear is installed
    - Roughing in electrical and gas for RTU's
    - Drywall work completed phase 2, phase 3 is ongoing, phase 5 is next
    - Priming and painting taking place Phase 1 and Phase 2
    - Ceiling going up next week phase 1
    - Tile work taking place in restrooms
    - More concrete work to take place next week on east side of building.
- SY
    - Asbestos inspection #2 Friday and Monday.

February 29, 2024

- MB
    - Finishing restroom ceilings on the Academic wing
    - Electrical rough in continuing upper academic wing
    - Casework installation to start Monday
    - Permanent water is on to the building
    - Ceiling grid work is ongoing, clouds to be installed in Cafeteria/Media/Music
    - Network cabling and data rack installationh is ongoing
    - Quarry tile in the kitchen area
- BL
    - Electrical rough ins phases 4 and 5 ongoing
    - Trenching in the sprinkler line this week
    - Exterior lighting is taking place
    - Drywall in phase 3 is being installed, phases 1 and 2 are being finished
    - Tile work starting next week in primary bathrooms
    - Fire sprinkler work to be complete next week
    - Phase 1 ready for paint
- SY/RMS
    - More pre-construction work is taking place, site logistics and scheduling

February 22, 2024

- MB
    - Most installed plumbing and electrical has passed rough in inspection, once inspections are passed, drywall is installed
    - Continuing to work on the retention pond, civil engineer is redesigning the grading and the slope
    - Most casework is delivered
    - Upper academic wing is being sheetrocked
    - Lighting and grid work is taking place on the first floor
    - Permanent power is installed
    - Partial store front is being installed on the main entrance.
- BL
    - As plumbing and electrical rough ins are completed and passed inspection, drywall work is following behind them. Phase 1 is complete, phases 2 and 3 are in the process of drywall install,
    - Concrete work is taking place along the perimeter of the building
    - Roof curb installs and RTU's change outs to take place this week\
    - Sprinkler work is nearly finished phases 3 and 4.
- RMS/SY
    - Continuing to plan for summer work, phasing plan is being finalized for fall RMS work
- KW
    - Pre Construction meeting was held for flooring installation, work to take place in June and July of 2024

February 8, 2024

- MB
    - Lower Academic wing passed plumbing and electrical inspections, drywall work to follow
    - Power pole is set and in place to feed permanent power to the school
    - Fire alarm and sprinkler system work is continuing
    - Ceiling grid to follow in painted rooms next week
    - RR tile work is ongoing, kitchen tile work to begin next week
    - Main entry storefront install starts next week
- BL
    - Concrete work outside of the building is beginning
    - Demo of exterior doors next week, new doors and glazier is onsite
    - Wednesday, drywall work begins

    - Roof curbs are here, plan to install RTU's depending on weather and crane availability
- SY/RMS
    - Staging/mobilization work is ongoing.
    - RMS GMP presented to BOE 2/12
- WW
    - Fire Marshal to do final inspection 2/12

February 2, 2024

- MB
    - Stairwells are closing up, elevator install to begin after inspection
    - Permanent Power to be installed within the next two weeks, then permanent HVAC can be commissioned
    - Drywall is progressing in the academic wing
    - Painting is taking place in the office and main hall, ceiling grid to follow
    - Tile work taking place in restrooms
    - New utility pole to be set next week
- BL
    - Glazier on site next week for exterior doors, interior glass
    - Framing complete in phases 1 and 2, phases 3 and 4 nearly complete
    - Underground work is complete
    - Drywall delivery, installation to begin in old Primary wing
    - Structural steel mostly installed, a couple more areas to add for roof top units
    - Fire Sprinkler mains are installed
- WW & ME
    - Finished on repair of Media Center desk (ME)
    - Last of backordered exterior lights to be installed next week, programming to follow (WW)
    - Sliding doors on order for office (WW)
- SY
    - Site plan and phasing for construction beginning to take shape
- RMS
    - GMP provided
    - Phasing plan discussed, shared with RMS Admin.

January 15, 2024

- MB
    - Framing inspection for 2nd floor next week, drywalling to follow
    - Temporary heat is installed and building is at a workable temperature
    - Duct work, plum ing, electrical work all progressing on schedule

    - Gym is painted, ceiling and walls
    - Tile work is starting in some sections
- BL
    - All major demo has been completed, some minor areas remain
    - Curbs for RTU's on 2/05, installation to follow
    - Underground plumbing is complete
    - Framing phases 2 and 3 progressing
- ME
    - Media Center desk repair
- WW
    - Exterior lights to be completed in 2 weeks, followed by programming
- SY
    - Sub Contracts are nearly filled
    - GMP on tonight's agenda
- KW
    - Prebid walkthrough on flooring 1/15
- RMS
    - Walkthrough 1/15

December 28, 2023

- MB
    - MUD working on bringing gas line from the street to the new building
    - Gym ceiling is primed
    - VAVs mostly installed
    - Wall insulation is being installed
    - Framing nearly complete academic wing upper and lower
    - Asbestos removal on old building to begin over spring break
- BL
    - Demolition ongoing, complete in phases 1-3
    - Duct work is being installed in several areas
    - Front sidewalk has been replaced along MB drive
    - Floor grinding is ongoing
- WW
    - Parking lot tarring to continue
    - Tile work ongoing around drinking fountains
    - Punch list items ongoing
- SY
    - Subcontractors are being notified and mobilization to begin
    - Westside has agreed to extend our lease at WCC

November 27, 2023

- MB
    - Insulation work continuing
    - Framing on main office and 1st floor of the academic wing nearing completion
    - Electrical inspections in the academic section
    - Boiler installation to begin
    - Storm sewer is connected and operational
    - HVAC main trunks are being run
    - Exterior windows are mostly installed
    - Roof top units may be up for initial startup within the month
    - Retention pond and stormwater runoff is near completion
    - Utility stub-ins have been extended to the building

- WW
    - Move in complete
    - Punch list work is ongoing
    - Flooring is nearing completion with waxing and some closets to be completed
- BL
    - Move is in progress
    - Job trailer is onsite
    - Asbestos work has started
- SY
    - Bid work is ongoing,
    - Mapping out timeline for project work this summer
- RHS
    - BA/SB field turf install is complete,
    - Punchlist work, including railing and electrical is ongoing

November 9, 2023

- MB
    - Insulation work continuing
    - Framing on main office and 1st floor of the academic wing taking place
    - Most exterior windows are installed
    - Retention pond and stormwater runoff is near completion
- WW
    - Sidewalk pours are complete as of 11/8
    - Final inspection for ceiling work is complete, padding is ongoing
    - RTU's start up has been completed

    - Sink and toilet installs are started
    - Lights are in almost all areas
    - COX has strung fiber and is working on having network capabilities to our building shortly
    - Access points are being installed,
    - Prime is on site working on cameras, door controls and security alarms
- BL
    - Shop drawings being finalized
- SY
    - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

November 3, 2023

- MB
    - Insulation work continuing
    - Framing is taking place on main office area
    - Most exterior windows are installed
    - Retention pond and stormwater runoff is near completion
- WW
    - Sidewalk pours are ongoing, main entrance is complete
    - Ceiling padding to start next week
    - RTU's start up next week
    - Sink and toilet installs this week
    - Lights are in most hallways, a few classrooms and cafeteria to pick up yet
- BL
    - Shop drawings being finalized
- SY
    - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

October 16, 2023

- MB
    - Main Entry – Exterior: https://api2.enscape3d.com/v3/view/4213c738-6de7-4d40-adf6-7734896feca0
    - Main Office: https://api2.enscape3d.com/v3/view/7cfc1821-771e-40f7-91f7-439704db035d

    - Main Entry – Interior: https://api2.enscape3d.com/v3/view/3ef4589b-24f5-4d25-ac9c-a76ad3cf0b59
    - Cafeteria: https://api2.enscape3d.com/v3/view/cba1063a-bc96-425b-a051-ed5d974049c4
    - Gymnasium: https://api2.enscape3d.com/v3/view/ab0b5eaa-88c0-4c66-a46f-3dee4362864a
    - Media Center: https://api2.enscape3d.com/v3/view/6e90d288-fc6c-46e3-b71d-ff3c74ef7838
    - Classroom: https://api2.enscape3d.com/v3/view/15b21acc-6a13-41f9-807b-1dd02454f4a5
    - Music Room: https://api2.enscape3d.com/v3/view/81df8eb7-064c-45c1-8e2e-c3f3d4facc3f
    - Setting window frames, glass to follow
    - Exterior paint is progressing and will be done prior to Nov. 10
    - Framing is starting for the main floor
    - Building the retention pond for roof drainage next week
    - Air will be craned in next week
- BL
    - Precon ongoing,
    - Filling dumpsters
    - Construction trailer to move soon
- WW
    - Driveway is complete, sidewalks to be formed next week
    - Crane to set RTU's on Friday
    - Drywall is mostly hung, all classrooms complete,
    - Classroom technology is starting to be installed
    - Fire alarms and emergency lighting is being installed
    - Ceiling grid is complete in 75% of classrooms, hallways
    - Interior glass and door frames to be completed this week
    - 75% of casework is onsite, 2nd delivery in 2-3 weeks

October 9, 2023

- BL
    - Site logistics continuing, electrician onsite for switch gear placement
    - Asbestos report returned, along with abatement bid, favorable bid number

- WW
    - Pavement work is continuing, forming up a pour Wednesday
    - Ceiling grid and lighting install continues on

    - Roof top units are being installed, startups 10/20
    - Office area near completed for framing and drywall work
    - LVT being installed in the 4th-6th grade areas

- MB
    - Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
    - 2nd floor is poured
    - Receiving area walls are complete
    - Roofing of academic wing is continuing
    - Topping out ceremony 10/11

- SY
    - Design phase is nearing completion working on alternatives to opaque glass around the perimeter
    - Initial building permit has been approved

- RMS
    - Design phase ongoing
    - Heat Pump replacement is ongoing

September 21, 2023

- ME
    - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks
- BL
    - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
    - Building Permit approved
    - Asbestos report and bids due next week
- WW
    - Pavement tearout is continuing on the East half of the drive
    - Ceiling grid and lights and some flooring installed in old primary wing
    - Remaining roof top units are on track for end of September
    - New RR are being tiled both floor and walls
    - Framing is nearing completion in several areas
- MB

- Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
- Topping out ceremony? Interest from the BOE
- Asbestos bids are due next week

September 11, 2023

- ME
  - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks
- BL
  - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
  - Building Permit approved
- WW
  - Patching in parking lot and main stair commencing
  - Curbs for the rooftop units are being set this week
  - Ceiling grid install is progressing, painting is complete in the former primary wing
  - Rough in's complete in almost all RR
  - Preparing to shift from old Electrical gear to new wiring next week
  - Window replacement is starting
- MB
  - Tie in's for the walls and decking is complete for ⅔ of the building, work to finish above the tornado shelter.
  - Gym and music room roof is complete,
  - Beginning to form up the 2nd floor for pouring
  - Asbestos contractors on site last week, preparing a plan for safe demo of the building this summer.
  - Paint has been applied on a test panel.
- RHS
  - Softball field and main building is up and operational.
  - Lighting programming is nearing completion,
  - Work to pick upon the baseball side over the next month and a half.

August 31, 2023

- ME
  - Punch list items are being completed

- MB
    - Continued work on trusses, decking and roofing taking place, gym is nearly complete
    - Sample panels are painted to show color schemes
    - Asbestos testing of the old building is ongoing
    - Temp. Electrical is being installed in the lower section, along with some conduit in the gym
    - Retaining wall on West side of the building will start next two weeks
- WW
    - Driveway demo phase II to begin next week
    - Inspections for plumbing, electrical, insulation and framing are all ongoing and have been passed to date.
    - Lighting installs and panel work ongoing
    - Framing is nearly up to the gym/cafeteria area
    - Ceiling grid install is starting in the old primary area
    - Painting and some tile work is happening in the primary area
- BL
    - Beginning the plan for mobilization and site planning (trailer location)

August 17, 2023

- ME
    - Move in is complete, security, fire and alarm system are all functioning
- KW
    - Fire, intruder and camera systems are all functioning
    - A few heat pumps are left to replace
    - Parking lot work is complete
- MB
    - 2nd story work is taking place
    - Roof work commencing on parts of the building
    - Nearly all poured walls are complete
    - Roof decking work is progressing
    - Asbestos inspection is continuing
- WW
    - Inspections have all cleared so far for electrical, plumbing and framing
    - Two new roof top units have arrived for HVAC
    - Electrical work is progressing,
    - Drywall work is taking place in the East half of the building
    - Potential completion as early as 10/31
- BL

    - Contracts mostly returned, off hour inspections of the building are taking place
- RHS
    - Turf is installed on the softball side,
    - Building is complete
    - Lights, scoreboard are both operable
    - Opening ceremony Sept 5
- SY and RMS
    - Work continuing on design and Preconstruction work.
        - Some demo may take place on off hours prior to summer of 2024.

August 3, 2023

- ME
    - Move complete, buttoning up punch list
    - Gym to be painted,
    - Network uplink ongoing
    - Parking lot complete
    - Exterior lights finished
- KW
    - On to punch list items
    - Some minor network cabling to complete, network is being linked, AP's on Monday
    - Gym lights are complete
- MB
    - More walls are poured and erected, should be finished with walls in the next month.
    - Hollow core for tornado shelter to be delivered, floor poured in the next two weeks
    - Decking has been installed on a good part of the N. end of the building, roofers to begin two weeks
- WW
    - Pouring driveway on 8/3. Should be ready by 8/10
    - Duct work is nearly complete
    - Electrical and flooring demo nearly complete
    - Underground plumbing is almost done.
- BL
    - Contracts are ready for submission from subcontractors.
- RHS
    - Building work is near complete
    - Lighting should be ready to go very soon

    - Turf to be delivered once is stops raining
    - Ongoing sidewalk and grading work
- SY and RMS
    - Precon meeting on 8/10 to establish scope of projects
    - HVAC at RMS is concluding for the summer, work remaining will be completed at off times during the school year. Wrap up by Christmas

July 22, 2023

- Meadows
    - Work continuing on interior finishes
        - Hallway tile
        - Boxlights
        - Lighting
        - Ceiling pads
        - Painting
    - Driveway pour is complete, parking lot work continuing
    - Move in set for July 24-26
    - Onsite tour for Meadows staff on 7/21
- WW
    - Demolition near complete
    - West half of driveway to be demoed and repoured before August 10
- MB
    - More walls have been erected,
    - Utility work complete, 93rd N. bound is reopened. Two pours left on S. bound 93rd
- KW
    - HVAC units are mostly up and running,
    - Custodians have been onsite this week working on cleaning classrooms
    - Fire sprinkler system nearly complete
    - Work continuing on repouring front drive and exit from the parking lot
- RMS
    - HVAC units are in varying degrees of installation and completion. Much work needs to be done to get the building up to 100% climate controlled by 8/10, several crews including plumbers, electricians and tinners are on site working on installation,
    - Building is currently comfortable, and gets somewhat more cool with each new unit installed.
- RHS

    - Softball field turf is due to be installed in August.
    - Back driveway has been mostly poured, more work to come on the approach and the parking stalls
    - Field should be accessible for play, but the surrounding areas around the RR/Concession stand/Pressbox may not be ready for opening, this

    - may require the season starting at Crown/Wager until the site is safe enough for players and fans.
- Misc
    - CM@R selection process should be completed by 7/24, finalists are Weitz and Boyd Jones
    - 2nd Tranche of bonds are sold, we came out pretty good as there was a bidding war on some of our bonds. Interest rates are higher, but are much lower than we estimated at the outset of the project.

July 10, 2023

- Meadows
    - Work continuing on interior finishes
        - Hallway tile
        - Boxlights
        - Lighting
        - Ceiling pads
        - Painting
    - Driveway to be poured this week
    - Move dates set for July 24-26
    - Bay Meadows project is complete
- WW
    - Demolition is moving along well, some framing is to start this week
    - A good portion of new duct work is already in place.
    -
- MB
    - New walls have been poured and erected, next set of walls are being framed and should be ready for lifting in 2 weeks
- KW
    - Multiple meetings with contractors, more electricians on site,
    - HVAC to begin turning on units on July 14.
    - Fire line nearly complete
    - Painting to be completed by next week
    - Custodians to begin the process of cleaning the building starting July 19
- RMS

    - 20 new heat pumps are installed, another 23 console units are up and running.
    - Trying to have a total of 93 units installed at RMS prior to school opening.
    - Upstairs at RMS may run on the old units to start school.

June 19, 2023

- Meadows
    - Driveway work is progressing, demo and grading near complete
    - Most drywall work is complete, most priming of walls is ongoing, some rooms have received first coat of paint
    - Ceiling grids are in various stages of completion, some flooring has taken been installed
    - After July 4, some Boxlights will begin to be installed
    - Lighting complete in some rooms
    - Additional concrete tear out and replace to be added to the scope of work
    - Preliminary date for movers has been established for July 24-26.
- WW
    - Gas and water shut off, electrical has been made safe
    - VAV's are installed in the primary wing
    - Saw cuts for new sewer lines are scheduled for next week
    - West half of driveway to be replaced by 8/10
    - Meeting w/ First Student on WW transportation plan
    -
- MB
    - Utility work is continuing underground, some locations will be repoured soon
    - East side walls to be poured over the next two weeks, bricks are being installed
    - Floor is completely poured on the academic wing,
    - South gym walls are also to be poured.
    - Beginning to work on logistics of old building demolition
- KW
    - Timeline is tracking for drywall and ceiling completion,
    - HVAC is a concern at this time, meeting held 6/20
    - Front driveway loop is being replaced
    - Roofing project to conclude in the next week
    - Additional concrete replacement to be added to scope of work
- RHS
    - Building is in the punch list phase,
    - Grading and rock continues to be installed
    - Dugouts are poured for both fields
    - Scoreboards have been installed

- BL
    - GMP has been approved, subcontractors are being scheduled for the project
- RMS
    - HVAC work continuing, meeting w/ contractor 6/20
- Bay Meadows
    - Work began Friday 6/16, to be completed 6/23

May 22, 2023

- Met w/ Scott Keene, updated 2nd bond resolution
- Met w/ KW roof contractor McKinnis roofing, project to start 2nd week of June
- BB/SB project update, concession stand is near completion, driveway tearout is beginning
- Finalizing BL plan for bid submission
- Met w/ CM@R candidate(s) regarding scope of phase 2
- Technology demo meeting at KW
- WW to move 5/23-5/25

May 5, 2023

- Bid walkthrough at Blumfield, over 40 subcontractors attended
- Preconstruction meeting held for KW w/ contractor and HVAC
- CM@R documents prepared for BOE meeting
- Bond Draw #2 discussion scheduled w/ Piper
- Cooling tower is online and running at RMS!

April 24, 2023

- Meadows Elementary is settled in at WCC, two weeks under their belt at this point. More than 25% of their time at WCC is complete.
- Mover for WW has been identified, school to end a few days early to facilitate WW packing and preparation for the move.
- Finalizing Blumfield plan, structural HVAC engineering work is ongoing
- BB/SB on site inspection, tour of new building has been conducted, floor is poured, connection to storm sewer for field run off has been made.
- Architect/attorney meeting by phone, preparing for potential CM@R contract for last rounds of construction, (BOE discussion upcoming)
- Staff meeting with contractor and staff at KW regarding the upcoming renovation project
- Cooling tower at RMS has been installed, work is ongoing and should have A/C restored prior to May 1.

April 3, 2023

- Meadows is substantially moved, needed items in place at WCC, rest of materials are either in the gym or in storage. Remainder to be moved in the next two weeks
- Asbestos removal and demolition are underway, initial plumbing and electrical work have commenced.
- Meeting with KW contractor and subs regarding electrical and fire suppression
- BA/SB concession stand framing is near complete, building will be weathered in by mid-April
- Dirt work to take place at the fields starting next week
- Pouring of walls continues at MB, crane is scheduled for wall erection in the next two weeks
- Blumfield page turn

March 20, 2023

- Met at Meadows w/ contractor and moving company to solidify moving plan for April 1
- Meeting on Meadows transportation plan 3/21
- BB/SB field meeting, timelines are beginning to take shape for field completion, underground utility work has started.
- OAC meeting for MB/ME/WW/BL plans
- KW preconstruction meeting held with general contractor, electrician and painting subcontractors.
- Met w/ Seymour staff to outline construction timeline for summer 2024

March 6, 2023

- Bid awarded to Midwest DCM
- Blumfield plan presented to teaching staff
- Construction plan presented to RMS teaching staff
- Meadows Library book move plan
- BB/SB field construction meeting, masonry work is nearly complete on the concession stand
- Bay Meadows project shared with Mrs. Telecky, she is reviewing our Hold Harmless agreement

February 20, 2023

- Bid opening for KW completed 2/17

- Architects currently working on Blumfield plans
- Tour for BOE members at WCC
- First BB/SB building OAC meeting, progressing on building block walls
- Camera bid for KW and WW in progress

February 6, 2023

- Continued work at MB to dry out/thaw out ground for lower level pour, lower level to be complete by Wednesday
- Light bases and light pole installation occurring at RHS
- KW pre-bid walkthrough on Tuesday
- BL initial plans are available
- Meadows, continuing to prepare for move in April. Boxes are on site, staff is slowly packing, additional dumpster to be on site
- Met on HVAC control system for WW
- WW GMP completed
- Meeting held on RHS HVAC project
- Bid opening for cameras completed, Prime is lowest bidder
- KW page turn completed
- Presentation to KW staff on building project
- Met on Bay Meadows Park project with engineer and contractor
- Shared Blumfield initial plan with Principal
- Met on dugout change order for RHS
- Meeting w/ Scott Keene on bonds
- Flythrough for WW will be ready this week
-

January 17, 2023

- Continued work at MB to dry out/thaw out ground for lower level pour
- HVAC work continues at KW and RMS, control systems
- Cooling tower demolition completed RMS, work continues in boiler room
- Lower gym unit now repaired and online.
- Pre-bid meeting at WW, very well attended, bids have been submitted and are being tabulated, GMP review 1/23 and 1/26
- Meadows security camera bid opening 1/23
- KW page turn meeting 1/23

January 9, 2022

- Footings poured at BA/SB field complex

- Boxes delivered for packing at Meadows
- Camera installation Invitation to Bid is open
- KCAV toured KW for classroom tech. Bid
- HVAC Controls walkthrough at RMS and KW
- HVAC Controls installation began 12/28
- RHS Controls walkthrough
- WW pre-bid walkthrough
- Asbestos removal bids received Meadows
- KCAV to present to cabinet

December 12, 2022

- Building pad has been compacted and passed engineering standards for BA/SB fields
- Page turn meeting for WW
- Concrete poured at MB, 1/2 of slab for academic wing has been completed
- Flooring slab for lower level to be poured week of 12/19
- WW walkthrough complete for doors and hardware
- Meadows staff toured WCC
- Contacted moving company for Meadows move
- KW walkthrough w/ electrical engineer
- Bid recommendation for Meadows classroom tech.

November 21, 2022

- Continued dirt work at RHS,
- Office staff tour of WCC
- Bids collected on classroom technology
- Work scheduled to begin Nov 30th on KW cooling tower refurbishment
- Contract for BA/SB field work completed

November 14, 2022

- BA/SB field work is progressing, trailer and staging areas identified
- Security camera/door access meeting
- Field trip for 1st graders
- HVAC controls RMS/KW, phase 1 to be completed Nov. 21
- KW foundation repair project completed
- Meadows GMP
- Moving company identified Two Men and a Truck

- Beginning KW design process

October 31, 2022

- Demolition and excavation work continuing at RHS, work trailer areas and staging areas have been identified
- Project coordination meeting between Nemaha Cons. and Construct Inc.
- Met w/ security camera and door access vendor to solicit budgeting numbers
- Conducted field trip for 1st grade MB students of the Weitz construction trailer
- Received bid numbers for Meadows Elementary
- HVAC tech meeting for RMS/KW projects
- KW foundation project near completion

October 17, 2022

- Demolition and excavation work started on Baseball/Softball field project,
- Pre-constrution meeting held on BA/SB fields, subcontractors for field work, electrical, utilities and earth work have all been identified.
- Food service staff toured WCC, Douglas County Health inspector also attended
- Continued addendums to BA/SB contract, attorneys for both sides are in review
- Initial Meadows bids are nearly complete and should be available by the BOE meeting on November 14.
- Demonstration of HVAC control units set
- Meeting w/ WW Principal and Architect to review input from WW presentation

October 3, 2022

- BCDM presented draft plan for WW, input gathered from staff
- Construction meeting held, GMP timeline for Meadows set, Nov. 14
- Logistics regarding Meadows/WW move
- Switch gear and HVAC bids to be separated out for supply chain issues
- MB timeline update, 2 weeks behind schedule
- KW foundation contractor secured, scheduled for 10/26
- Toured WCC w/ kitchen staff and Health inspector
- Set a meeting for HVAC controls demo through Alvine Engineering

September 26, 2022

- Met w/ First Student to outline transportation plan for Meadows transition
- Building and Grounds subcommittee meeting, outlined finishes for Meadows

- Presented finishes to Meadows staff, solicited input

September 19, 2022

- Swing Site visit
- Continued progress on portions of RMS HVAC Project, delays still on some components to make the system fully functional
- Received 2nd bid on KW foundation project
- Met w/ Facility Advocates to consider fall work in RMS boiler room
- Rebar on site at MB, foundation footings to be excavated and poured.

September 5, 2022

- Conducted initial presentation of Meadows GMP w/ Weitz and BCDM
- Page Turn for Meadows completed
- Met w/ Civil Engineer and Nemaha Construction to Value Engineer existing BA/SB bid
- HVAC controls meeting w/ Alvine Engineering and Facility Advocates
- Rebar plans to be approved and delivered to MB this week,
- 2nd contractor contacted for KW foundation project.

August 29, 2022

- Interior design for Meadows presented
- Bid opening BA/SB field
- Rebar design package finalized
- Visited WCC
- Secured insurance certificate and reviewed contract for WCC
- Discussed timeline on HVAC at RMS
- Setting control system meeting w/ mechanical engineer

August 22, 2022

- Presented initial building plans to BL staff

August 15, 2022

- Geopier installation finished
- Pre-bid walkthrough for BA/SB fields
- Toured alternate placement site at Westside Community Center
- Presented initial building plan to WW staff
- BA/SB field bid opening moved to 8/30
- Drawings for Meadows to be complete by 9/19
- Footing work at MB to begin 9/12

- Rebar plans 9/5 due for MB

August 8, 2022

- Geopier installation to begin this week
- Bidding is open for BA/SB fields
- Temp. fix at RMS is complete and running
- Meeting on Meadows Park drainage issue
- Bid received for KW foundation repair work, soliciting 2nd bid
- Finalized contract for phase 2 GMP at MB
- Finalized contract for HVAC at RMS/KW phase 2

August 1, 2022

- Geopier installation to begin next week
- Page turn on BB/SB fields
- KW foundation work, subcontractor contacted, engineer contacted
- Bids for RMS/KW HVAC to BOE for approval
- Met w/ subcontractor on MB cameras and door access
- Contacted contractor on temp. fix to RMS HVAC issues.
- Bidding period to open on BA/SB fields 8/4

July 18, 2022

- Excavation work near completion MB
- Met w/ Weitz/BCDM on subcontractor bids for MB construction, near finalization and GMP
- MB virtual walkthrough uploaded
- Construction meeting, advancing Meadows design
- HVAC bids collected 7/21 for KW and RMS

July 5, 2022

- Excavation work on MB in progress, footings work to begin soon
- Security fencing installed
- Bids due July 21st for RMS/KW
- Weitz gathering subcontractor bids for MB GMP
- Proposal for electrical engineering work on BB/SB fields received
- Proposal for 3rd party testing from Thiele on MB project
- Continued refinement of the BB/SB field project and Meadows Elementary

June 27, 2022

- Excavation work on MB in progress
- More tree removal at MB
- Civil engineer work submitted on Bay Meadows drainage issue
- Bidding is open on Phase 2 RMS/KW HVAC project, close July 21st

June 20, 2022

- Work begins MB site
- Virtual tour of MB conducted at BCDM
- Pre–bid meeting #2 for RMS/KW HVAC Phase 2
- Grease interceptor bids received

June 13, 2022

- Received initial quote KCAV
- Builder's Risk Insurance for MB site procured
- Set up temporary office space for Weitz job
- Pre-bid walkthrough meeting RMS/KW HVAC Phase 2

June 6, 2022

- Technology presentation, Promethean Boards
- Secured quotes for Builder's Risk Insurance for MB project
- Technology design follow up for MB 6/3 BCDM
- Received approval for storm water permit from City of Omaha

May 23, 2022

- BOE action item phase 1 MB plan
- Final run through MB design plans BCDM 5/27

May 16, 2022

- Construction meeting, finalized bids for dirt work
- Met w/ KSB regarding finalizing Phase 1 MB contract
- Plans for review w/ BCDM and Weitz

May 9, 2022

- Met w/ BCDM on door hardware and security for MB
- Contacted Prime for initial placement/estimate for camera system at MB
- Tech meeting w/ KCAV and RPS
- Reviewed final designs for RMS/KW HVAC systems

May 2, 2022

- Meadows initial Budget meeting 5/4
- Shared pictures of tilt up construction from Shadow Lake

April 25, 2022

- Construction meeting held 4/28
- BB/SB meeting 4/28
- Toured Wysong Elementary in Lincoln for use of sound/alarms/intercom systems

April 18, 2022

- Finalized Tilt up construction model and keeping daycare at RHS
- HVAC engineers did a final walk through at RMS and KW, plans to follow.
- Contract signed for Phase 1 RMS HVAC

April 11, 2022

- Meeting w/ Weitz/BCDM/OPPD regarding energy supply to new MB
- Construction meeting, continued to adjust MB plan to fit budget.

April 4, 2022

- Contract approved for Phase 1 RMS HVAC
- Met w/ OPPD and Weitz regarding MB power supply
- 2nd round cuts to MB plan
- Met w/ engineer on KW cooling tower refurbishment
- Met w/ AES controls on control systems for HVAC all buildings

March 28, 2022

- Bid opening for Phase 1 RMS HVAC
- Construction meeting BCDM/ Weitz
- 1st round of cuts to MB plan
- Planning trip to Lincoln to check Audio Enhancements - April 20th

March 21, 2022

- Trees removed from MB
- Bids collected for phase 1 RMS HVAC 3/23
- BB/SB field meeting 3/23

March 14, 2022

- Sub contractor to begin tree removal at MB 3/15
- Site visit for interested parties for phase 1 RMS HVAC project, bids due 3/23/22
- Presented contract w/ Weitz at BOE meeting 3/14
- Passed County Zoning Board waiver for height of MB and signage
- Presented Meadows building plan to staff for feedback
- Construction meeting to further MB plans and plans for grading/earth removal. End of April to break ground

March 7, 2022

- Ball Field meeting
- MB site visit w/ Weitz
- Planning for tree removal, construction trailers and construction parking
- Offer of 3.75% accepted by Weitz Construction, contract to be presented to the BOE

February 28, 2022

- Met w/ BCDM and Weitz construction, discussed finalizing the plan for MB and GMP
- Counteroffer sent to Weitz at 3.75%, contract language is almost in full agreement
- Zoning Board meeting scheduled for March 10
- LINK to Tech recommendations
- Next Softball/Baseball Complex Design Meeting set for March 4th

February 21, 2022

- Met w/ BCDM and Judy Kyle on kitchen design and layout
- Met w/ BCDM and Weitz regarding lighting, networking and technology at new MB

- Met w/ Student Services to determine which rooms may require special lighting
- Sent final version of contract to Weitz via KSB Law
- Link to Boxlight Evaluations

February 14, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Finalized plans for QCPUF refund w/ Gilmore Bell, to be proposed for action at BOE meeting 2/14
- Met w/ Rick and a rep. from SysCool regardings cooling tower options at RMS and KW
- Meeting w/ our attorney regarding ongoing negotiations w/ Weitz
- Shared input from Meadows regarding design changes
- Met with Lamp/Rynearson on initial planning for the Softball and Baseball fields

February 7, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Electronic plans were shared for ME, BL and WW, plans currently under review
- ME plans shared w/ building principal
- Reviewed soil report regarding MB building site
- Reviewed changes to contract language suggested by Weitz
- Shared cost estimates for all four projects w/ Weitz
- Met w/ RDH regarding RMS/KW plans for HVAC projects

January 27, 2022

- CM@R firms ranked Weitz #1, Boyd Jones #2
- Process of adjusting CM@R contract to meet RPS requirements
- Jan. 25th met w/ Coady Pruett, attorney and Pat Carson, architect to finish initial contract offering to Weitz
- Jan. 14, met w/ Judy Kyle and Pat Carson to review design of kitchen at MB and Meadows

January 10, 2022

- Jan. 10, top 2 CM@R's to present to the BOE for review and rank, then negotiations on fee begin w/ CM@R, attorney and district admin.
- Jan. 6th meeting with City of Omaha Planning Board to discuss MB project and need for applications for special permissions
- Jan. 5, met w/ City of Ralston on ballfield plan

- In-person presentations/interviews were conducted Jan. 4th with top 2 CM@R's identified for BOE presentation
- CM@R Selection Committee met and discussed candidates Dec. 30, top 4 were identified for in-person interview
- Dec. 30th bond were closed, funds transferred to NLAF, $500,000 transferred to special building fund
- Met w/ KCAV Dec. 30th on classroom tech.
- Dec. 28 met w/ Bond Counsel and Bond Advisor to finalize sale of bond and receipt of proceeds
- Final two elementary buildings are evaluating the boxlight. All evaluations will be complete by 1/18.

December 20th

- Collection of bid proposals from interested CM@R contract Dec 22
- Instructions for selection committee Dec. 22
- Ranking committee to meet and discuss Dec. 30
- Boards moved to ME/WW - demoed through 1/18 - boards will stay at ME/WW thru 2/4

December 13th

- Meeting w/ MB staff on building design December 17th
- Meeting w/ district Media Specialists regarding design at MB Dec. 17th
- Boards are being demoed through the 12/21 at RHS, RMS, MB, & KW

December 6th

- Met w/ Architect, further development of MB plan,
- Meeting w/Lamp Rynearson regarding BB/SB fields December 9th
- Boards are being demoed through the 12/8 at RHS, RMS, BL, & SY
- Bonds go to market this week
- Conducted tours with interested bidders of BL, ME, and WW Dec. 10
- Finished scoring rubric for CM@R rating process

November 29th

- Ran advertisements T,R& F w/ newspaper
- Finalized plan for initial bond offering w/ Piper
- Approved contract for RDH KW/RMS mechanical design
- Boxlights delivered, will distribute this week with training happening next week (12/1 & 12/2)
-

November 22nd

- Met w/ BCDM on Mockingbird design
- Prepared advertisement for CM@R
- Still waiting on delivery of Box Lights (3) to get cycled through our buildings.
- Bond rating meeting w/ Standard & Poor's
- Met w/ salesperson from Audio Enhancement
-

November 15th

- Met w/ Public Trust advisors liquid asset fund
- Met on Ball fields w/Lamp/Rynearson/BCDM
- Met w/ Alvines on HVAC control systems
- Met w/ School Specialty on camera systems
- Met w/MCL Construction
- Met w/ Boyd Jones CM@R

November 8th

- Bond advisor attending BOE meeting 11/8, will recommend refinance and first traunch.
- Met w/ mechanical engineer, walkthrough at KW and RMS
- Met w/ architect and Tiny/Little Rams staff on MB plan
- Met w/architect on needs at new MB kitchen
- Survey work is ongoing at MB
- Technology
    - Training last week for RHS/Admin training on Tuesday(11/9)
    - Additional boards (3) and carts should be in by 11/13
    - Set up meeting with Audio Enhancement for 11/17/2021 at 5:30 PM
-

October 28, 2021

Since the Bond Passed...

- Bond advisor first set of bonds going to market soon.
- Master calendar and seasons to take the projects on
- Development for HVAC plans at RMS & KW
- Met w/ architects and mechanical engineers on MB facility design
- Met with electrical engineers on lighting options
- Began discussions of what we want intercoms, alarms, and camera systems to look like

- Multiple tours of different buildings in different districts re: facilities, layouts, technology
- CM@R for MB, BL, ME, WW, finalizing RFP, advertisements are coming soon.
- Decided to merge the 4 schools above together because they are contingent on one another
- Board passed a resolution, will need to identify 1 more member to complete the team for hiring
- Working with KSB to create the RFP to go out
- Survey work started on MB
- Technology
    - Board in district that are training on w/ 6 staff members
    - Connecting with others who have passed the bond re: technology components
    - Met with KCAV to talk security, boards, audio (the Boxlight company and microphone/intercom system)
    - Met with the engineers that are working on the project
    - Communicated with principals which staff we are looking to have help us try out the machines, waiting for devices to arrive, then planning to communicate with staff requesting pilot

Special Building Fund Expenditure Tracker

As of 07/05/2024

Building	FY 24	FY 23	FY 22	Total to Date	Budgeted	Variance to date	Anticipated final variance
163 BL	$ 7,580,026	$ 473,126	$ 253,411	$ 8,306,563	$ 9,582,464	$ 1,275,901	$ 250,000
164 KW	$ 763,177	$ 1,556,682		$ 2,319,859	$ 2,836,267	$ 516,408	$ 245,000
166 ME	$ 750,526	$ 5,738,202	$ 89,636	$ 6,578,364	$ 6,899,195	**$ 320,831**	$ 320,000
167 MB	$ 11,220,803	$ 10,397,409	$ 1,078,804	$ 22,697,016	$ 24,916,803	$ 2,219,787	$ (1,762,941)
168 SY	$ 2,192,008	$ 43,443		$ 2,235,451	$ 3,569,961	$ 1,334,510	$ (852,551)
169 WW	$ 3,939,636	$ 2,637,355	$ 44,431	$ 6,621,422	$ 6,559,752	**$ (61,670)**	$ (61,670)
260 RMS	$ 2,341,252	$ 73,217		$ 2,414,469	$ 6,706,296	$ 4,291,827	$ 250,000
360 RHS	$ 2,740,498	$ 3,391,996	$ 12,029	$ 6,144,523	$ 22,231,322	$ 16,086,799	$ -
800 DW	$ 250,600	$ 3,801,433	$ 797,939	$ 4,849,972	$ 4,862,940	$ 12,969	$ -
				$ -		$ -	
Totals	$ 31,778,526	$ 28,112,863	$ 2,276,250	$ 62,167,639	$ 88,165,000	$ 25,997,362	$ (1,612,162)

MB $ 1,762,941

96150130

NEGOTIATED AGREEMENT
Food Service Workers

Ralston Public Schools
and
Service Employees Local No. 226

This agreement is made by and between the Board of Education of Ralston Public Schools, also known as Douglas County School District 0054 and hereinafter referred to as the Board or the District, and Service Employees International Union, Local Number 226, affiliated with the AFL-CIO and hereinafter referred to as the Union. The terms of this Agreement shall be in effect for a period commencing September 1, 2024 and ending August 31, 2026.

ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union. The District recognizes the Union as the exclusive representative of "employees" as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees. Whenever used in this Agreement, the term "employees" shall mean full-time and part-time employees employed by the District as food service workers but excluding temporary personnel as defined in Section 1.3 of this Agreement.

Section 1.3 - Definition of Temporary Personnel. Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign and direct their work; to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job or service; to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the

District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3

NONDISCRIMINATION

Section 3 - Nondiscrimination. The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

Section 4.1 - Check off. Upon receipt by the District of a check off authorization, dated and executed by an employee, the District shall deduct the Union's membership dues for the month in which such deduction is made. The District will forward the monies so deducted to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The District shall deduct from an employee's wages only that amount of money which the employee has certified to the District, in writing, is the amount of dues to be withheld and paid to the Union. In the same manner, the District shall also withhold such amounts specified by the employee for charitable contributions and such other purposes as are permitted by the Board.

Section 4.2 - Check Authorization Form. The District shall not deduct any monies from an employee's wages pursuant to Section 4.1 of this Agreement, unless the check off authorization executed by the employee conforms to the rules and regulations of the District.

Section 4.3 - Hold Harmless Provision. The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions taken by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance. A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps. The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor. The grievant shall first take up the grievance by presenting it to his or her immediate supervisor

within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Director of Food Services. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Director of Food Services or his or her designated representative.
The Director of Food Services or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

Step 3 - Written Appeal to the Superintendent of Schools. If the Director of Food Services or his or her designated representative does not satisfactorily settle the grievance within ten (10) days from the date it is presented to him or her, the employee or the Union may appeal the grievance to the Superintendent of Schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within twenty (20) days of the date that the grievance was presented to the Director of Food Services or ten (10) days after the determination made by the Director of Food Services, whichever date is later.

The Superintendent of Schools or a designated representative shall make a written determination regarding the grievance within thirty (30) days from the date it is presented to him/her.

Step 4 - Appeal to the Board of Education. If the determination of the Superintendent of Schools is not satisfactory to the grievant, it may be appealed to the Board within thirty (30) days of the date of the Superintendents' decision. At its next regular meeting, the Board shall hear the grievance in open or closed session in accordance with the law and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations. The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to

calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification". The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay. Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his or her designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification.

Section 6.3 - Overtime Rate of Pay. For all hours actually worked in excess of forty (40) hours in a workweek, an employee shall be paid one and one-half (1.5) times his or her straight-time rate of pay for that workweek.

Section 6.4 - No Pyramiding of Overtime or Premium Pay. For each period of time for which an employee is entitled to compensation pursuant to a provision of this Agreement, he or she shall be paid in accordance with that pay formula set forth in this Agreement which entitles him or her to the greatest amount of compensation, but he or she shall not be entitled to compensation pursuant to any other pay formula set forth in this Agreement. Time for which an employee is compensated pursuant to the preceding sentence at a premium rate shall not be counted to enable the employee to receive compensation pursuant to another provision of this Agreement.

Section 6.5 - Compensatory Time. The District shall not assign compensatory time in lieu of paying overtime compensation.

Section 6.6 - Uniforms. Each employee shall wear a uniform in accordance with the requirements of the District. Each employee is responsible for the care and cleaning of her or his own uniforms. Each employee will wear a clean, well maintained, uniform to work each day. The District will pay each employee $150.00 (One hundred fifty dollars) per year as a uniform allowance upon completion of 60 working days of probation. For current employees the uniform allowance will be paid through payroll in October of each year and will be subject to the

appropriate taxes as outlined by the IRS. Probationary employees will be paid the uniform allowance after completion of 60 working days. The uniform allowance will be intended to be used to buy at least one pair of slip resistant shoes and specified pants to wear to work. The food service director will publish the required specifications for shoes and pants that are required to be worn. Questions about individual uniforms meeting the identified specifications will be determined by the food service director and will not be open to appeal.

Section 6.7 – Performance Incentive Pay. The District shall pay each employee a performance incentive of $.25 cents per hour upon two consecutive years of earning at least a 3.5 index score on the evaluation rubric used in the employee evaluation process. Once a performance incentive has been earned it will remain in the employee's hourly pay. For this contract evaluation scores earned for the 2010/2011 school year will count as the first year of a two-year cycle for current employees. New employees will be eligible immediately to begin the process of earning an appropriate evaluation score for this benefit. An employee must work at least two consecutive quarters to be evaluated to be eligible for the performance incentive pay benefit. An employee successfully earning a performance incentive may then begin the two-year process of earning the benefit again.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings. Job openings will be posted in the school kitchen area on the Union bulletin board and communicated via district-wide email. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. Such employee applicants will be entitled to a personal interview, if requested in the application, for the purpose of establishing their qualifications for the position. The District will consider all employee applicants and all other applicants to assure the selection of the best qualified person for the position. The district will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees of the District, the District will select the employee with the greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leave of absence, as a food service worker. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 - Layoff. When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employee's skills, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluation and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 - Recall. When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment of all persons decline recall. An employee who has been laid off shall have recall rights for a period of twelve (12) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours. The Director of Food Services will establish the duty hours of all employees.

Section 8.2 - Lunch Break. The District will provide each employee with an unpaid lunch break of 30 minutes. Employees scheduled for under a six hour workday have the option to forgo their lunch break. The District shall endeavor to assure that the lunch break is uninterrupted, but both the Board and Union recognize that emergencies will occur which may unavoidably interrupt the lunch break. The employee may leave the building during the lunch break if she or he clocks out upon departing and clocks in upon returning.

ARTICLE 9

LEAVE

Section 9.1 Employees covered by this contract will accrue their hourly equivalent of 10 (ten) days of sick leave per year. Sick leave will accrue by the number of hours worked per day (i.e. employees working 6 hours per day will accrue 6 hours of leave per month) and may be used by the hour (i.e. doctor's appointments, etc.) The maximum number of sick hours that may be accumulated in a calendar year is ten times the average assigned workday. After three consecutive days of absence, the School District administration may require the employee to submit a physician's written certification attesting to the employee's sickness or disability.

In addition the employee's hourly equivalent of two (2) days are designated for personal leave (personal business that cannot be scheduled outside of work time), provided that three days notice shall be given to the Director of Food Service by submitting a completed Leave Request form to his/her office and the 60 day probationary period has been met. This 3-day requirement may be waived by the Food Service Director if the need for the leave is based on an emergency and such notice would have been impossible or impractical. The employee need not give a reason for the leave. If personal leave days are unused, two days will be carried over at the end of the school year (not to exceed four in one year). Unused, accrued sick leave days may be carried over from one year to the next, when service is unbroken, to a maximum hourly accumulation of seventy times the hourly equivalent of one workday. Sick leave days may be either used for personal or family illness (maximum of 10 days per year may be used for family illness). Family illness is defined the same as certified staff, i.e., spouse, child (including

stepchild), parent, or a person who resides in the employee's home for whom the employee is legally responsible.

Snow Days: All snow days may be made up in the calendar year to maximize instruction for the students. Employees will not be required to take personal days during snow days knowing that the days may be made up at a later time in the current year calendar.

Section 9.2 – Unused Sick Leave. Upon leaving the district each food service employee shall be paid 50% of their hourly rate times the number of hours of unused sick leave remaining at separation of employment, not to exceed 70 seventy (7*0)* days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 9.3 – Requirements. Because of the difficulty of finding proper replacements, no more than three persons district wide may take their paid leave day, on any single day. Personal leave may not be taken on the day preceding or the day following intersession, a holiday, or a vacation day.

Section 9.4 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn $40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in June of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will not count against earning perfect attendance.

ARTICLE 10

BEREAVEMENT LEAVE

Section 10 - Bereavement Leave. An employee shall be permitted as many of the following number of consecutive days of paid leave, at the employee's discretion, for bereavement purposes: Five (5) days in the event of the death of the employee's spouse, child, stepchild, grandchild, parent, step-parent, sister or brother; three (3) days in the event of the death of the employee's or the spouse's grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew or a person who resides in the employee's household for whose care the employee is responsible; one (1) day of paid leave in the event of the death of the employee's aunt, uncle or cousin, or any persons not named above. The Director of Food Services shall have the discretion to grant unpaid bereavement leave to extend the leave described above.

ARTICLE 11

TERM LIFE INSURANCE

Section 11 - Term Life Insurance. The District will provide group term life insurance coverage for employees in the amount stated in the Ralston Education Association negotiated agreement. Employees shall have the option to purchase additional insurance at their own expense as may be allowed by the term life insurance policy provisions.

ARTICLE 12

VISION EXAMINATIONS

Section 12.2 - Vision Examination. The District will pay up to Fifty Dollars ($50) per employee for a vision examination every second year according to the rules and regulations of the District.

ARTICLE 13

DISABILITY INSURANCE

Section 13.1 - Disability. -The employee will pay the premium as a payroll deduction for participation in the long-term disability program. The Board will increase each employee's compensation by an amount equal to the employee's disability insurance. Employees will receive 66 2/3 percent disability insurance coverage based on the employee's salary.

Section 13.2 - Qualifications. Each employee shall be entitled to disability coverage beginning on the date when the employee has used all his or her accumulated sick leave.

ARTICLE 14

ACTS IN VIOLATION OF LAWS OR ORDERS

Section 14.1 - Acts in Violation of Laws or Orders. Nothing in this agreement shall be construed to require either party to act in violation of any state or federal law or any presidential order. In the event such conditions should arise, this agreement should be considered modified to the extent necessary to comply with the law.

ARTICLE 15

HEALTH INSURANCE

Section 15.1-Health Insurance. Under the provisions of the Affordable Care Act, all eligible employees will now be offered health insurance through the district's health insurance

provider. Single Health insurance will be offered for all eligible employees at a rate of contribution not to exceed 9.5% of the employee's gross paycheck. Employees choosing the health insurance option will have a rate not to exceed their hourly rate multiplied by 13 for their monthly deduction. This deduction will be made for the 10 pay periods of the employee's work year. Additionally, employees who choose may select additional health coverage at an additional premium, which is paid entirely by the employee.

SIGNATURES OF THE PARTIES

Dated the _____ day of _____, 2024.

_____
Aaron Bredenkamp, Chief Negotiator
Ralston Board of Education

Dated the _____ day of _____, 2024.

_____
Steve Owens, President
Service Employees International Union, Local 226

APPENDIX I

For the 2024-2025 contract year, all Managers and Assistant Managers will receive a ~~$1.50~~ $1.00 dollar per hour raise. Kitchen Assistants will receive a ~~$1.50~~ $1.00 per hour raise.

For the 2025-2026 contract year, all Managers and Assistant Managers will receive a $.50 dollar per hour raise. Kitchen Assistants will receive a $.50 per hour raise.

Entry Level Wage*

	2024-2025	2025-2026
ELEMENTARY SCHOOL		
Manager	~~18.60~~ 19.60	20.10
Kitchen Asst.	~~15.45~~ 16.45	16.95
MIDDLE SCHOOL		
Manager	~~19.60~~ 20.60	21.10
Lead Cashier	~~16.90~~ 17.90	18.40
Kitchen Asst.	~~15.45~~ 16.45	16.95
HIGH SCHOOL		
Manager	~~19.90~~ 20.90	21.40
Asst. Manager	~~18.60~~ 19.60	20.10
Kitchen Asst.	~~15.45~~ 16.45	16.95

*Actual starting salaries may be increased slightly at the discretion of the administration for employees who have applicable prior experience in the field.

Longevity Payments: Food Service employees will receive longevity increases starting with the new fiscal year after the 6th, 11th, 16th, 21st, and 26th anniversary of employment have been reached. The employee will receive an additional 30 cents per hour above their established hourly wage. This longevity bonus remains in effect each year until the next plateau is reached or until changed by Board Action. A break in service will nullify this benefit.

6-10 years - 30 cents
11-15 years - 30 cents
16-20 years - 30 cents
21-25 years - 30 cents
26+ years - 30 cents

APPENDIX II

Quarterly awards for perfect attendance will be reviewed during the month following the specific quarter outlined below. Payments will be made through the payroll process in June of each year. Quarters for food service employees are as follows:

Quarter 1 – July through September
Quarter 2 – October through December
Quarter 3 – January through February
Quarter 4 – March through May

To be eligible for quarterly awards, employees must be full time employees. Part-time employees will be paid on a prorated basis equal to their full-time equivalency (FTE).

NEGOTIATED AGREEMENT
OPERATIONS AND MAINTENANCE DIVISION

Ralston Public Schools
and
Service Employees Local No. 226

This agreement is made by and between the Board of Education of Ralston Public Schools, also known as Douglas County School District 0054 and hereinafter referred to as the Board or the District, and Service Employees International Union, Local Number 226, affiliated with the AFL-CIO and hereinafter referred to as the Union. The terms of this Agreement shall be in effect for a period commencing September 1, 2024 and ending August 31, 2026.

ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union - The District recognizes the Union as the exclusive representative of "employees" as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees - Whenever used in this Agreement, the term "employees" shall mean all full-time employees employed by the District as custodians, grounds personnel, maintenance personnel and delivery drivers, but excluding temporary personnel as defined in Section 1.4 of this Agreement.

Section 1.3 - Definition of Full-Time Employee - A full-time employee is an employee who is assigned work for forty (40) hours per workweek by the District but excludes temporary personnel as defined in Section 1.4.

Section 1.4 - Definition of Temporary Personnel - Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives - Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign and direct

their work; to assign and require the completion of safety training, to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job, or service; and to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

It is the duty and responsibility of the school district to provide adequate equipment and materials to service employees to perform the tasks expected of them on a daily basis. All building services employees shall communicate with their immediate supervisor if there is equipment and materials that are ineffective or in disrepair. It should also be understood that any equipment or materials that are unsafe shall be reported immediately.

ARTICLE 3

NONDISCRIMINATION

Section 3 – Nondiscrimination - The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

Section 4.1 - Check Off - Upon receipt by the District of a check off authorization dated and executed by an employee, the District shall deduct the Union's membership dues for the month in which such deduction is made. The District will forward the monies so deducted to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The District shall deduct from an employee's wages only that amount of money that the employee has certified to the District, in writing, is the amount of dues to be withheld and paid to the Union. In the same manner, the District shall also withhold such amounts specified by the employee for contributions and such other purposes as are permitted by the Board.

Section 4.2 - Check Off Authorization Form - The District shall not deduct any monies from an employee's wages pursuant to Section 4.1 of this Agreement, unless the check off authorization executed by the employee conforms to the rules and regulations of the District.

Section 4.3 - Hold Harmless Provision - The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance - A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps - The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor - The grievant shall first take up the grievance by presenting it to his or her immediate supervisor within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to Supervisor of Building and Grounds - If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Supervisor of Buildings and Grounds or his or her designated representative.

The Supervisor of Buildings and Grounds or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

Step 3 - Written Appeal to the Superintendent of Schools - If the Supervisor of Buildings and Grounds or his or her designated representative does not satisfactorily settle the grievance within ten (10) days from the date it is presented to him or her, the employee or the Union may appeal the grievance to the Superintendent of Schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within twenty (20) days of the date that the grievance was presented to the Supervisor of Buildings and Grounds or ten (10) days after the determination made by the Supervisor of Buildings and Grounds, whichever date is later.

The Superintendent of Schools or a designated representative shall make a written determination regarding the grievance within thirty (30) days from the date it is presented to him.

Step 4 - Appeal to the Board of Education - If the determination of the

Superintendent of Schools is not satisfactory to the grievant, it may be appealed to the Board within thirty (30) days of the date of the Superintendent's decision. At its next regular meeting, the Board shall hear the grievance in open or closed session in accordance with the law, and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation - All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations - The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification" - The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay - Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification in Appendix I.

Section 6.3 - Overtime Rate of Pay - For all hours actually worked in excess of forty (40) hours in a workweek, except as hereinafter provided**,** an employee shall be paid one and one-half (1.5) times the straight-time rate of pay for that workweek**,** but premium pay shall not be pyramided. Hours worked per week shall include paid holidays and approved paid vacation.

Section 6.4- Call-Back Pay - An employee who is notified by the District to report for work at a time other than the employee's regularly scheduled starting time shall be entitled to a minimum of two (2) hours of work and shall perform such duties as the District assigns.

Section 6.5 - Compensatory Time - The District shall not assign compensatory time in lieu of paying overtime compensation, however an employee may request that compensatory time be granted in lieu of overtime pay.

Section 6.6- Flexible Time - Pursuant to Articles 2 and 8, the District reserves the right to schedule employees' work in the manner deemed to be in the best interest of the District, including the use of flex time (assignments of less than eight (8) hours in duration). However, the District will not use flex time to prevent an employee from earning overtime compensation. For example, if the District calls an employee in prior to the beginning of his or her assigned work hours for the day, the District may not require the employee to leave the shift early if school is in session unless the employee agrees to the early dismissal. On days when school is not in session, the District may require an employee who begins work prior to the beginning of his or her assigned work hours for the day to cease work at the conclusion of eight (8) hours work. During times of inclement weather, the district may require all custodians to be called in to perform snow removal. Some of these snow events may occur on times outside of the Monday-Friday work week. It is expected that each custodian arrive at their designated school to assist with snow removal.

Section 6.7– Uniforms - Each employee shall wear a clean well-maintained uniform provided by the District. Each employee shall be entitled to five (5) shirts and three (3) pairs of slacks upon initial employment. The District will provide a new shirt or pair of slacks when the employee turns in an old, non-serviceable shirt or pair of slacks of the kind currently being used by the District. The District shall reimburse each employee $19.45 per pair of jeans and $27.00 per shirt. Each employee is responsible for the care and cleaning of his or her own uniforms.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings - Job openings will be posted on the Union bulletin board and will be posted district-wide via email sent to all staff. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. The District will consider all employee applicants and all other applicants to assure the selection of the best-qualified person for the position. The District will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the sole judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees

of the District, the District will select the employee with the greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leaves of absence, as a custodian, maintenance person, grounds person or driver. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 – Layoff - When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employees' skill, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluations and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 – Recall - When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment or all persons decline recall. An employee who has been laid off shall have recall rights for a period of twenty-four (24) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours - The District will provide all full-time employees covered by this agreement with forty (40) hours of employment per workweek, except when an employee's service is interrupted due to conditions beyond the control of the District. The Supervisor of Buildings and Grounds shall establish the duty hours of all employees and will endeavor to schedule each employee's workweek in five (5) eight-hour shifts but reserves the right to schedule the workweek as is deemed to be in the best interest of the District.

Section 8.2 - Lunch Hour and Breaks - The District will provide each employee with an unpaid lunch break of 30 minutes and two breaks of fifteen (15) minutes each during each eight (8) hour shift. The District shall endeavor to assure that the lunch break is uninterrupted; but both the Board and the Union recognize that emergencies will occur which may unavoidably interrupt the employee's breaks. All service employees must clock out prior to taking their lunch breaks and clock back in upon their return. The employee may leave the building during the lunch break.

ARTICLE 9

HOLIDAYS

Section 9.1 – Holidays - Employees shall be entitled to be paid for the following holidays. If any of the holidays fall on Saturday or Sunday, the holiday will be observed on a workday. The exact dates of the holidays noted below with an asterisk may be adjusted. The holiday calendar will be established by September 1 of each school year. The District Administration may on occasion adjust the Holiday calendar to maximize the time off for employees as well as optimize available work production schedules.

Fourth of July
Labor Day
Thanksgiving
Friday after Thanksgiving
*December 24
December 25
*December 31
January 1
Memorial Day
*Floating Holiday TBD each year

Section 9.2 - Manner of Payment - When any of the above holidays fall on the employee's regular work day and such employee does not work on that day, he or she shall receive eight (8) hours of straight-time pay; provided, however, that in order to be entitled to such holiday pay, an employee must have worked his or her normally scheduled hours on both his or her regularly scheduled work days immediately preceding the holiday and on his or her regularly scheduled work day immediately following the holiday, unless the employee has been excused by the District for reason of illness or other good reason.

ARTICLE 10

VACATIONS

Section 10.1 - Vacations - When calculating entitlement to vacation days, the starting date of employment will be used for determination of years of service, vacation time allotted will be adjusted on Sept. 1 of each year. From the original hire date through the second full year of employment, employees will be awarded one-half day (1/2) day of vacation for each month of employment up to a maximum of five (5) days. Employees employed more than two (2) full years, but fewer than eight (8) complete years will be entitled to two (2) weeks vacation - prorated to the employee's FTE status. Employees who begin their eighth (8^{th}) year of employment will be entitled to three (3) weeks of vacation on September 1^{st} following their anniversary date prorated to the employee's FTE status. Employees who begin their twenty first (21) year of will be entitled to four

(4) weeks of vacation on September 1st following their anniversary date prorated to the employee's FTE status. Employees may accumulate vacation up to six (6) weeks prorated to the employee's FTE status.

0-2 years – one (1) week
3-7 years - two (2) weeks
8 - 20 years - three (3) weeks
21 years or more - four (4) weeks

Section 10.2 - Times of Vacations - All vacation schedules are subject to supervisory approval.

ARTICLE 11

SICK LEAVE

Section 11.1 - Sick Leave - Employees will be awarded one (1) day of sick leave for each full month of employment up to a total of eighty (80) days. A full month of employment is defined as a month in which the employee works more than half of the workdays in the month. Sick leave days will not be credited to the sick leave accumulation of an employee who has accumulated eighty (80) sick leave days. After three consecutive days of absence, the School District administration may require the employee to submit a physician's written certification attesting to the employee's sickness or disability. An employee who calls in sick on days designated for snow removal may result in the district requesting a physician's written certification excusing the employee from snow removal on that day. Up to five (5) days of the employee's accumulated sick leave may be taken by the employee for the care for a sick spouse, children and/or the parents of the employee.

Section 11.2 – Unused Sick Leave – Upon leaving the district each employee shall be paid 50% of their hourly rate times the number of hours remaining in their sick leave bank upon separation of employment for up to eighty (80) days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 11.3 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn $40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in September of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will count against earning perfect attendance.

ARTICLE 12

PERSONAL LEAVE

Section 12.1 - Paid Leave - One (1) day of Personal Leave (personal business that cannot be conducted outside of work time) will be granted to each employee. Staff may carry one Personal day forward at the end of the school year.

Section 12.2 – Requirements - An employee must submit a request for paid leave to the office of Director of Buildings and Grounds at least five (5) days prior to the date of the requested leave. The employee need not give a reason for the leave. The five (5) day requirement may be waived by the supervisor if the leave is based on an emergency and such notice would have been impossible or impractical. Paid leave may not be taken on the day preceding or following a vacation day or holiday.

Employees must have completed the 60-day probationary period to qualify for a personal leave day.

ARTICLE 13

BEREAVEMENT LEAVE

Section 13.1 - Bereavement Leave - An employee will be allowed five (5) days of Bereavement due to the death of a member of the employee's immediate family. Immediate family is defined as including parents, spouse, sister, brother, children, grandchildren and step-children and step-parents. Bereavement leave of (3) days is allowed for the death of a grandparent, in-laws, niece, nephew or person's who reside in the employee's household. Bereavement leave of (1) day is permissible for the death of an aunt, uncle, or cousin, or any persons not named above.

ARTICLE 14

HEALTH AND LIFE INSURANCE

Section 14.1 - Health Insurance - The Board will provide each full-time employee with $1,050 deductible PPO Group Health Coverage including individual PPO dental insurance coverage (80% A and B with 50% C coverage). Employees qualifying and electing employee/spouse, employee/child or family coverage will pay a 5% per month premium. Employees are responsible for 100% of dental insurance costs beyond the offered individual PPO coverage.

Section 14.2 - Change of Insurer - If the Board changes the insurer, the objective will be to maintain or improve insurance coverage for the same or less cost than is charged by the present insurer.

Section 14.3 - Payment in Lieu of Health Insurance Coverage - A full-time employee may, upon making written application by September-1st, elect to receive $2,750 credit to an individual Pay-Flex account in lieu of individual or family coverage. The District will pay $2,750 ($229.16 per month) over the contract year**.** Any employee who elects to receive such payments in lieu of health insurance coverage will sign a waiver of insurance, which will be placed in the employee's file.

When two employees who are both working for the School District of Ralston are married to each other, one employee may elect to carry a family plan and one employee may elect to take the $2,750 Pay-Flex account credit; however, both employees shall not be entitled to take paid health insurance coverage.

Section 14.4 - Term Life Insurance - The District will provide group term life insurance coverage for employees in the amount stated in the Ralston Education Association negotiated agreement. Employees shall have the option to purchase additional insurance at their own expense as may be allowed by the term life insurance policy provisions.

Section 14.5 - Disability Income Insurance: The employee will pay the premium as a payroll deduction for participation in the long-term disability program. The Board will increase each employee's compensation by an amount equal to the employee's disability insurance. Employees will receive 66 2/3 percent disability insurance coverage based on the employee's salary. An employee shall be entitled to disability coverage beginning on the date when the employee has used all his or her accumulated sick leave.

ARTICLE 15

PHYSICAL AND VISION EXAMINATIONS

Section 15.1 - Vision Examination - The District will pay up to Fifty Dollars ($50) per employee for a vision examination every second year according to the rules and regulations of the District.

ARTICLE 16

ACTS IN VIOLATION OF LAWS OR ORDERS

Section 16.1 - Acts in Violation of Laws or Orders - Nothing in this agreement shall be construed to require either party to act in violation of any state or federal law or any presidential order. In the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the law.

ARTICLE 17

UNION BUSINESS

Section 17 - Union Business - Upon written application to the Superintendent of Schools, one officer or steward of the Union shall be permitted to be absent from work to attend the grievance hearing of an employee. At an employee's request and with the approval of the Supervisor of Buildings and Grounds, one officer or steward of the Union shall be given unpaid leave to participate in a discussion with the employee and his or her supervisor if the officer's or steward's absence would not interfere with the operating requirements of the District.

A Union officer or steward who is employed by the District shall clock out beginning when he or she ceases work to attend to union business and shall clock in upon resuming work. The officer or steward shall submit a written statement to the Supervisor of Buildings and Grounds or his or her designee specifying the amount of time that the officer or steward was away from work and that the absence was because of authorized Union business. Upon receipt of an invoice, the Union shall reimburse the District for all costs and expenses resulting from the absence of the officer or steward from his or her assigned duties including the wages with applicable taxes and fringe benefits paid or provided to the officer or steward as an employee of the District.

Union officers and stewards shall, on the employer's premises during non-working time, be entitled to investigate and process grievances, collect union dues, post printed matter on union bulletin boards and disseminate official union communications. As used herein, the term "non-working time" means the non-working time of the steward and any bargaining unit employee contacted.

SIGNATURES OF THE PARTIES

Dated the _____ day of _____, 2024. Dated the _____ day of _____, 2024.

_____	_____
Aaron Bredenkamp, Chief Negotiator Ralston Board of Education	Steve Owens, President Service Employees International Union, Local 226

APPENDIX 1

2024-2026

Custodian ~~$17.60~~ $18.85 for 2024-2025 and $19.50 for 2025-2026

2024-2025 Wage Increase - For the 2024-2025 contract year, each employee will receive a ~~$1.50~~ $1.25 per hour increase. The rates listed above reflect the base hiring rate for the 2024-2025 contract year(s). A custodian that works at night will receive a $0.10 (ten cent) shift differential.

2025-2026 Wage Increase - For the 2025-2026 contract year, each employee will receive a $.65 per hour increase. The rates listed above reflect the base hiring rate for the 2025-2026 contract year(s). A custodian that works at night will receive a $0.10 (ten cent) shift differential.

Should the health insurance package agreed to in this contract exceed a 10% increase for the 2024-2025 or 2025-2026 school year, either party has the right to re-open negotiations through written communication within 30 days from release of the 2024-2025 and 2025-2026 health insurance rates from the Educators Health Alliance.

Longevity Payment - Beginning in the fiscal year that follows the completion of an employee's fifth year of consecutive full-time employment, and each five years of consecutive full-time employment thereafter, an employee shall receive a longevity payment in the amount set forth below.

6 - 10 years - 15 cents

11-15 years - 15 cents

16-20 years - 20 cents

21 years and up - 20 cents

APPENDIX II

Quarterly awards for perfect attendance will be reviewed during the month following the specific quarter outlined below. Payments will be made through the payroll process in September of each year. Quarters for service employees are as follows:

Quarter 1 – September through November
Quarter 2 – December through February
Quarter 3 – March through May
Quarter 4 – June through August

To be eligible for quarterly awards, employees must be full time employees. Part-time employees will be paid on a pro-rated basis equal to their full-time equivalency (FTE).

Ralston Public Schools

Annual Food Service Review

July 22, 2024



Confidential and proprietary to Sodexo. Do not share or post without proper consent.

RPS Free and Reduced History



	Enrollment	F&R %
2011	3151	50.1%
2012	3103	55.7%
2013	3130	56.7%
2014	3126	57.7%
2015	3186	57.3%
2016	3339	57.8%
2017	3373	61%
2018	3356	59.1%
2019	3337	61%
2020	3315	62.6%
2021	3180	60.9%
2022	3277	53.4%
2023	3321	65.2%
2024	3358	67.2%

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QUALITY OF LIFE SERVICES

Free & Reduced – Percentage of Enrollment

2023/24

	May 2023	May 2024	Difference
Blumfield	69.5%	75.2%	+ 5.7%
Karen Western	70%	70.8%	+ .8%
Meadows	54.6%	58.5%	+ 3.9%
Mockingbird	82%	83%	+ 1%
Seymour	58.5%	59.7%	+ 1.2%
Wildewood	60%	66.6%	+ 6.6%
Ralston Middle	67%	66.3%	- .7%
Ralston High	61.4%	62.3%	+ .9%
District Average	65.2%	67.2%	+ 2%

Financial Highlights

	2022/23
Total Revenue	$2,506,386
Total Costs	($2,289,924)
Commodities Received	$223,409
RPS	$439,871

	2023/24
Total Revenue	$2,592,572
Total Costs	($2,369,294)
Commodities Received	$213,880
RPS	$287,462

State and Federal Reimbursement to RPS

2009/10	$667,481	2014/15	$1,206,772	2019/20	$1,412,965
2010/11	$714,499	2015/16	$1,291,124	2020/21	$1,731,443
2011/12	$943,238	2016/17	$1,422,564	2021/22	$2,501,847
2012/13	$1,028,816	2017/18	$1,416,582	2022/23	$1,834,270
2013/14	$1,179,137	2018/19	$1,399,239	2023/24	$1,940,660

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New Program Introduced at RMS in 2023/24 - Foodie





The DYK program retired and Foodie came in beginning in 2023/24

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Fresh Fruit and Vegetable Program



The Fresh Fruit & Vegetable Program was at every elementary school in 2023/24. This was the first year that Meadows was part of the program, which was wonderful for them. This program provides fresh fruits and vegetables in the classroom for students and teachers 2-3 times per week.

Jim Frederick went with me to deliver FFVP at Mockingbird this past year and he got some great pictures. I really appreciate him bringing attention to this program through district social media.





Kids Can Cook February 15, 2024







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Kids Can Cook









Health and Safety

Our food service training time for 2023/24 averaged 8 hours per person. Training includes everything from cooking temperatures to safe lifting. Kitchen managers also received extra training in 23/24 on universal precautions (barf bucket), which was offered by the Douglas County Health Department.

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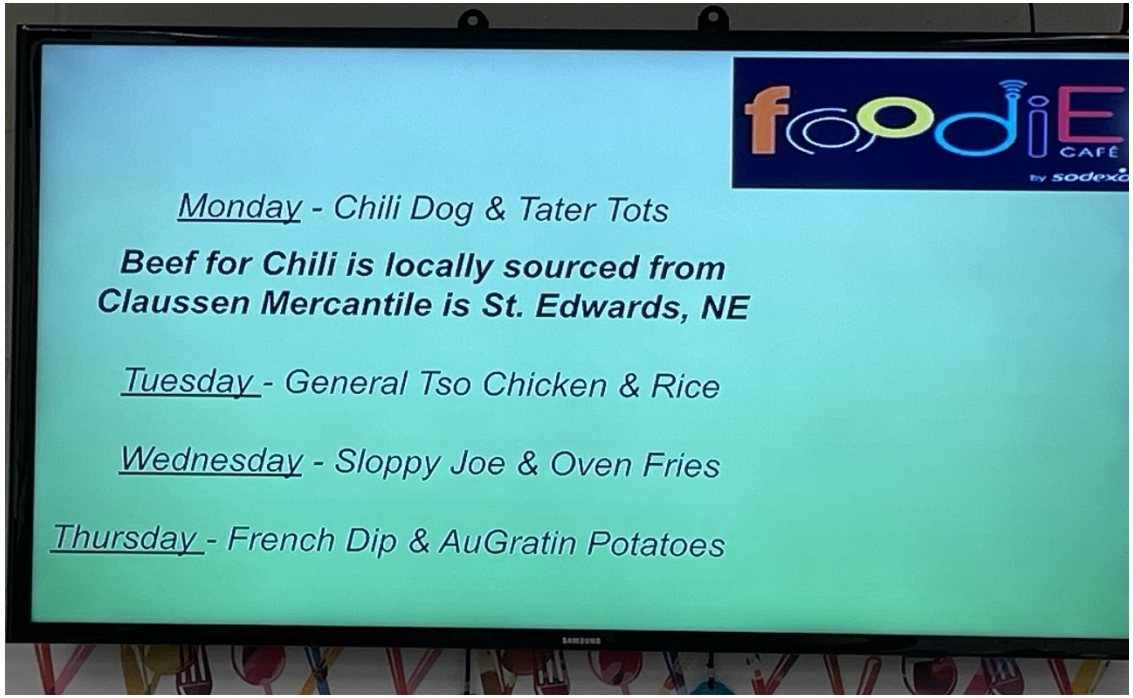
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Local Foods Grant

Local Food for Schools Grant

$14,100

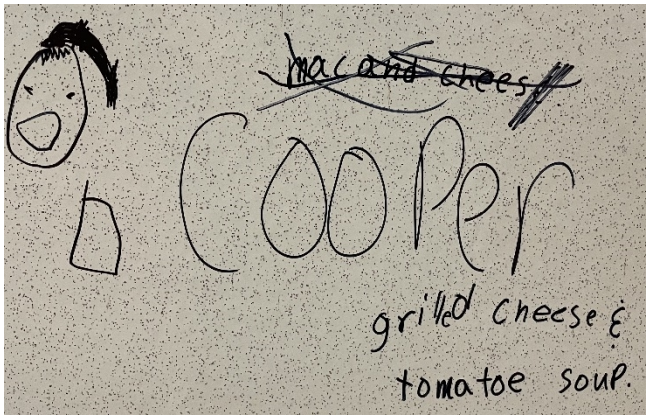
Most of our money was spent on beef. Early in the school year we bought some corn, tomatoes, and bell peppers, but our time is limited there by the season.

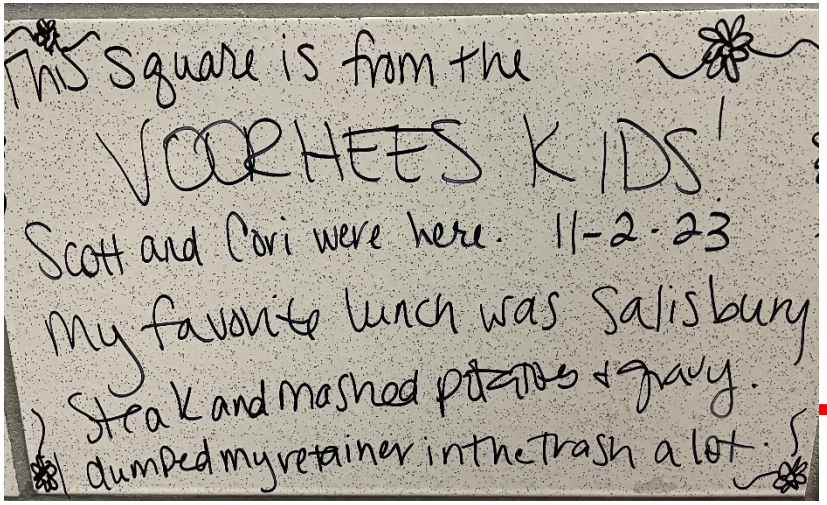


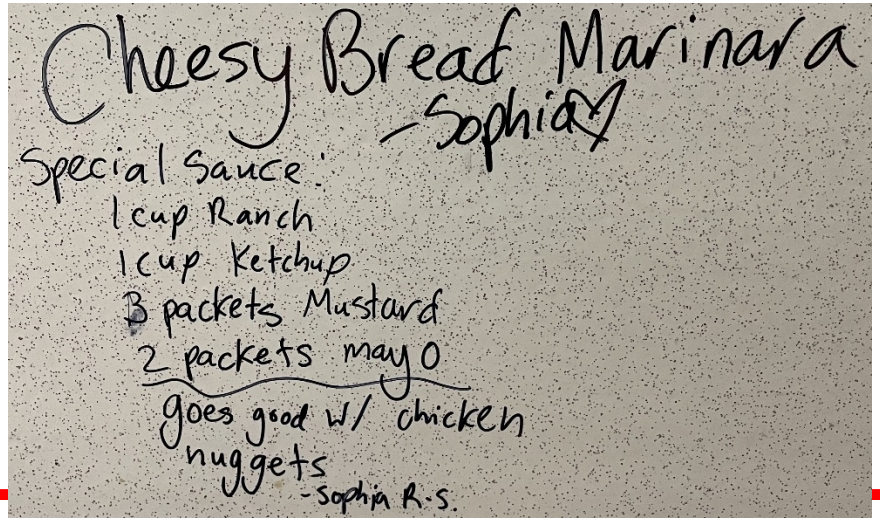
We promoted the local grown on our TV signage at RHS and RMS. We used paper signs in the elementary schools.

Blumfield students left their lunch memories on the kitchen wall before demolition









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Captured - Meadows

Likes

Salad Bar
Nachos
Having their own seats
Thanksgiving
Lunch ladies and Mr. Ray
Breakfast
Open Lunch Room
Attendance Board
Likes that the trays have sections

Dislikes

Sanitizer bucket – have to pick up trays when someone comes to wipe the table and it stays wet
Celery, Broccoli, Radishes
White Milk

Mixed Reviews

Grilled Cheese – sometimes they are crunchy and sometimes they are soft



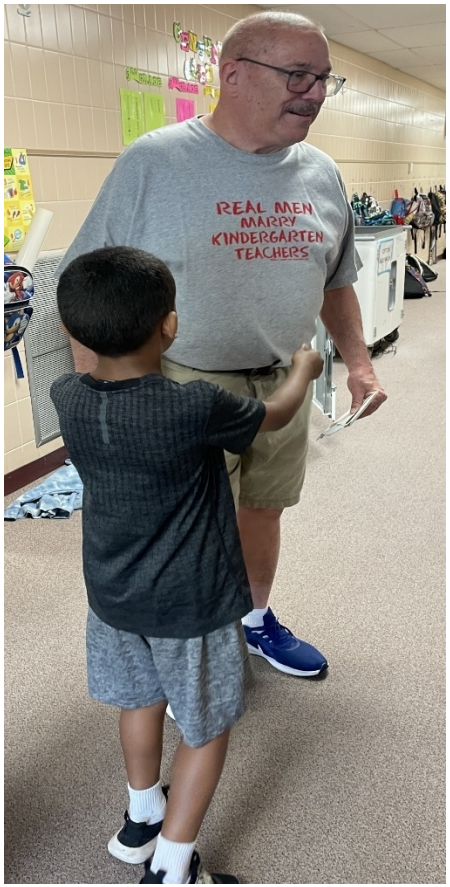






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Food Service Highlights



- We played Lucky Tray in all elementary schools in September – October and the students all love this game.
- Free breakfast was provided for all ACT/SAT testing dates at Ralston High during the school year.
- In December, all elementary students played Elf on the Shelf. We again gave the Ralston library nearly 100 empty milk cartons to use for gingerbread houses.
- The food service department was short its coordinator for most of November, December, and January, which meant Judy processed all F&R lunch applications. She has not done this in several years, and had to learn a lot all over again, and she was slow. Judy was not in schools much during this time. However, it was good when the new person was hired, because she was able to train her easily.
- The weekly backpack program continued in 2023/24. We have 152 students that take home backpacks every weekend.

Wastewatch



We started Waste Watch at RHS in May, 2024.
The goal is to identify top wasted items in real time.
It encourages teamwork and engagement in the kitchen.



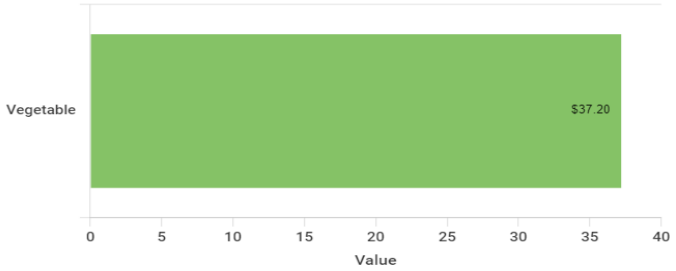
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Waste Watch

Last Quarter / By Value / By Day

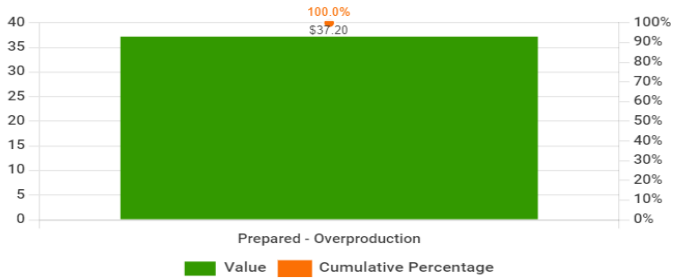
WASTE VALUE	WASTE WEIGHT	WASTE TRANSACTIONS
$37.20	20.44 LB	4

TOP WASTED FOODS

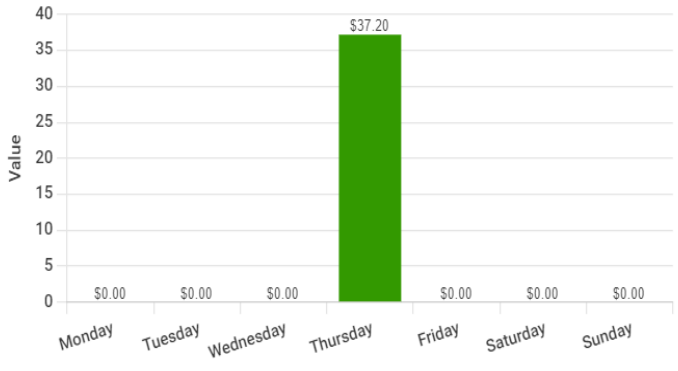


TOP LOSS REASONS

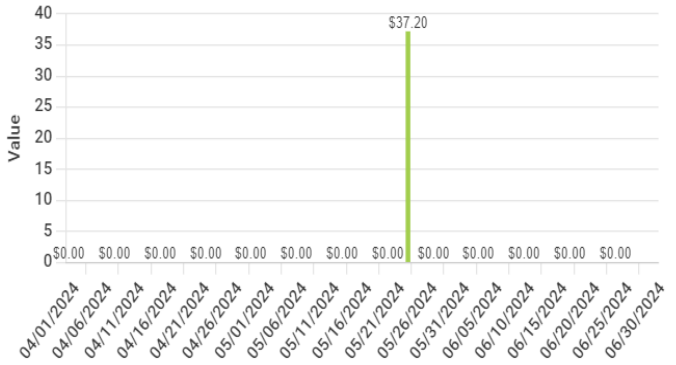
View All



WASTE BY DAY OF WEEK



WASTE TREND



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Food Service Highlights



- We donated about $700 in cash and food to the Ralston High Food Pantry and to negative balance seniors.
- Judy also worked one afternoon at the Food Bank for the Heartland in the annual Sodexo Servathon.
- We held a Parent Advisory Committee meetings this past March.
- Traditional Ralston Thanksgivings were held at Ralston High and Karen Western, and these are always good.
- Share tables are in place at RMS and RHS.
- Judy has been asked to be a part of the media advisory board at RHS and is looking forward to more of this.
- Wellness policies were updated this year, and this has to be done every three years.
- We receive lunch account donations every year. Sometimes these are acts of kindness. Sometimes these are families that leave the district and they donate their lunch account balance. In 23/24, a woman lost her husband and made the RPS lunch fund the memorial fund in his memory. This brought in a huge amount of money - $685, which was used for graduating seniors. Several of these seniors wrote thank you notes to her.

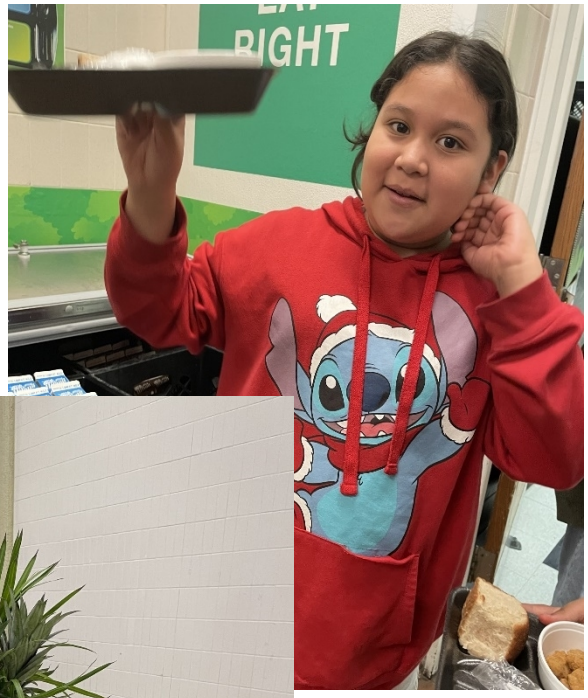
Food Service Highlights





- We worked hard to finger scan in most schools. By the end of the school year, all but one school was scanning.
- We did a lot of moving in and out ot the Westside Community Center, which really has a great kitchen.
- We continued presentation cooking at RHS and RMS.
- The online F&R lunch application really caught on in popularity this year and we look for continued growth in 24/25. It is available in both English and Spanish.
- The RMS winners of Kid Culinary prepared their breakfast for the school in March.
- Kid Culinary students served hors d'oeurves at the Heart of Learning in May and they did a great job









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QUALITY OF LIFE SERVICES

2024-25 Draft Staff handbook

Summary of changes

Page 7: Non-discrimination

(Updated to reflect proposed BOE policy)

Page 14: Sick leave

Sick leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Unless prohibited by a negotiated agreement that an employee belongs to, an employee's supervisor may require an employee to submit a physician's written certification attesting to the employee's sickness or disability after three consecutive days of absence due to illness. Any employee who fraudulently uses, or attempts to use, sick leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

Page 16: Travel

All out-of-district travel must be pre-approved by a supervisor. A travel and expense form is available online ~~through a supervisor~~ or on the Ralston Forms website. All receipts being submitted for reimbursement (especially transportation, lodging and meals) must be kept and submitted with the completed travel and expense form to the Accounts Payable Department. Receipts must be itemized, or the district may not be able to reimburse expenses. It is the responsibility of the employee to collect itemized receipts. Please see Appendix A for reimbursement guidelines.

Page 16: Mileage

(Language now includes a link to the Ralston Forms site to request reimbursement.)

Page 27: Complaint Procedure

(Added policy 2006 – complaint procedure)

Page 37: Communicable Diseases

~~In light of the unique challenges and circumstances posed by the outbreak of the novel coronavirus and the recent promulgation of expansive federal regulations, the rules and information provided in this handbook may be supplemented or amended by the school district's administration at any time, consistent with applicable law and board policy. All staff members shall be provided notice of any such changes by the district's regular means of contact.~~

In the event of a serious health outbreak that significantly impacts the day-to-day operations of the district, the rules and information provided in this handbook may be supplemented or amended by the school district's administration at any time, consistent with applicable law and board policy. All staff members shall be provided notice of any such changes by the district's regular means of contact.

Page 38: AHERA notification

~~The following buildings contain no asbestos-containing building materials; therefore, no operations and maintenance programs or future inspections are required: Ralston Middle School. During the past year, asbestos containing building materials have been removed, encapsulated, or enclosed in the following buildings: Mockingbird kitchen storage. During the next year, we plan to conduct the following asbestos related activities at the following school buildings: removal of kitchen storage room floor tile at Mockingbird Elementary.~~

Page 43: Monitoring / no expectation of privacy

Access to the District's network, email, voice mail, and Internet/Intranet resources are given to employees to assist them in the performance of their work. At a minimum, all employees are expected to check their email on a weekly basis when they are providing services to the district. The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

Appendix A: District Reimbursement Guidelines

Expenses that will not be reimbursed:

1. **Alcoholic Beverages** will NOT be reimbursed.
2. **Entertainment** such as movies, etc.
3. **Laundry fees**
4. **Personal maintenance items**
5. **Tips** for cab fare, shuttles, and meals will be reimbursed but are limited to 20% of the charges.
6. **Cab fares, shuttle costs, etc.** for employee's personal travel such as sightseeing, shopping, travel to and from dining locations, etc.

Meals:

When traveling away from Ralston and it is necessary to have a meal while on duty it is expected that care is used in selection an appropriate price level restaurant. ~~Exact per diem amounts have not been set so care and good judgment should be used in keeping costs appropriate~~. Per diem rate for meals is capped at $60 per day. If only one meal is required during a trip, the amount is capped at $25. Please use care and discretion in your dining choices. It is also expected that detailed documentation and receipts are kept to ensure reimbursement. Meal reimbursement is for RPS staff members only unless the event is hosted by the Ralston Public Schools, and you are doing the business of the Ralston Public Schools.

Appendix F: Title IX

(Updated the district's Title IX language)



Employee Handbook

Revised August, 2024

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Professionals:

Welcome to the Ralston Public Schools – we are glad to have you on our team. At Ralston Public Schools, we believe that our employees are our most valuable assets. In fact, we attribute our success as a public school district in significant part to our ability to recruit, hire and maintain a happy, professional, and productive instructional and support staff. We hope that during your career at Ralston Public Schools you will become a productive and successful member of our team.

This employee handbook describes, in summary form, the personnel policies and procedures that govern the employment relationship between the Ralston Public Schools and its employees. The policies and procedures stated in this book are just a general outline; many policies are described in detail in the negotiated agreement that applies to your employment group. You may receive updated information concerning changes in policy and procedures from time to time, and those updates should be kept with your copy of the handbook. If you have any questions about any of the provisions in the handbook, please contact Human Resources at the Administrative Offices.

Personally, as Superintendent of Schools, I want to thank you in advance for your commitment and professionalism as we all work together as a team to make the Ralston Public Schools a world class educational institution. I would also like to extend an open invitation to you to share any compliments, concerns, or ideas with me that will help all of us to make our organization better.

Sincerely,

Jason Buckingham
Superintendent

WELCOME

Welcome, and congratulations on becoming a member of the Ralston Public Schools employee team. By accepting this opportunity, you are committing your talents and skills to the task of developing well educated, productive and responsible adults. The work you do now is an investment in the future of our students.

RALSTON'S PURPOSE STATEMENT

A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope.

RALSTON'S DIRECTION STATEMENT

Cultivating resilient citizens prepared for the diverse demands of the future.

GOVERNING BELIEFS

The Ralston Public Schools believe

- An educational process is a partnership involving the school, the family, the student, and the community
- Students learn best when they are actively engaged in the learning process
- All students can learn
- Students learn best when schools maintain high expectations for learning
- The foremost responsibility of any educational organization is the student
- The essence of education is the ability to develop lifelong learners to deal responsibly with choice in a changing world

THE SCHOOL BOARD

The Board of Education is the controlling body of the Ralston Public Schools. The Board is responsible for establishing a vision, making policy and establishing the budget.

Members of the Ralston Board of Education are elected by the qualified voters of the Ralston School District on a non-partisan ballot on the first Tuesday following the first Monday in November of even numbered years. The term of office is four years and begins on the first Thursday following the first Tuesday of January after the election.

Board of Education meetings are held the second and fourth Monday of every month at 6:00 p.m. in the District Office Board Room. Notice of meetings are published the preceding Wednesday in the Omaha Daily Record. These are open meetings and visitors are welcome.

The Superintendent of Schools is responsible for seeing that the Board's policies are put into action. The superintendent does this through a system of administrators who serve throughout the schools and offices in the district. In this way, all functions are orchestrated to best reach our goals.

You and the work you do are important and integral parts of a carefully planned system designed by the residents of the Ralston School District. They are depending on you to nurture and educate our most precious resource - our children.

GENERAL INFORMATION

The school district's handbooks are intended to convey information and explain school regulations and procedures that are necessary for the school to run smoothly and efficiently. Although the board of education may take action to approve the handbooks annually, the administration has the authority to change the contents of any handbook at any time so long as the changes are consistent with board policy.

None of the district's handbooks create a "contract" between the school district, staff members, parents or students. If any information contained in any handbook conflicts with board policy or state statute, the policy or statute will govern.

NON-DISCRIMINATION

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The school district prohibits sex discrimination in any education program or activity in any education program or activity that it operates.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their disability, or that have other related concerns or questions, should contact the ADA/ Title II Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org or in person at school.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their sex, or that have other related concerns or questions, should contact the Title IX Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org, 8545 Park Drive, Ralston Nebraska or in person at school. The School District's specific Notice of Nondiscrimination on the Basis of Sex may be accessed at the following link: https://www.ralstonschools.org/site/handlers/filedownload.ashx?moduleinstanceid=1169&dataid=9780&FileName=3053_-_Nondiscrimination.pdf.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their race, color, or national origin, or that have other related concerns or questions, should contact the Title VI Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org, 8545 Park Drive, Ralston Nebraska or in person at school.

Individuals who believe that they have been the subject of any other unlawful discrimination or harassment should contact the Human Resource office at (402) 898-3483, mrupprecht@ralstonschools.org or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

For additional prohibited discrimination and related information, please review school district Policy 3059 – Nondiscrimination.

EQUAL OPPORTUNITY

The Ralston Public Schools shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state, and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethic origin, sex, disability, age, martial status, veteran status, genetic background, pregnancy or childbirth, or related medical condition.

COMPENSATION

SALARY INFORMATION

Teachers and identified certified employees are placed on a salary schedule according to the negotiated agreement between the Ralston Education Association and the Board of Education. Placement and advancement on the schedules are based on experience, the number of years served in the district, the addition of approved undergraduate hours for endorsements or specialties not previously approved, or graduate hours in your field. Teachers who report college hours before November 1st advance on the schedule for the entire school year. The Human Resource Office can be contacted for more information or an explanation of the salary schedule.

SALARY INFORMATION FOR CLASSIFIED STAFF

Pay rates for classified staff are established each year by the Board of Education with input from the superintendent of Schools and the Assistant Superintendent of Business and Finance. A raise may be granted each year based on the financial climate of the school district.

PAYDAY

Ralston school employees are paid monthly. Payday is the 18th of the month, unless that date falls on a weekend. In that case deposits are issued the Friday before. Employees are notified by automated e-mail when pay records are available for viewing each month.

UNIT PAY

Teachers who have duties beyond their normal teaching assignments, such as coaching, department head responsibilities, and building supervision, may be eligible for supplemental pay. Supplemental assignments and unit pay schedules are determined annually. The supplemental salary schedule is a part of the teacher's negotiated agreement. In order to maintain accurate compensation records, teachers are expected notify the Human Resource office as soon as possible regarding any changes to their supplemental assignments.

CLOCKING IN AND OUT

Hourly employees are required to use the district's online (ETS) timesheet to record all hours worked. Staff members are required to clock in no sooner than 7 minutes before/after the scheduled shift and clock out no later than 7 minutes before/after the scheduled shift. If an employee is unable to clock in or out within the allotted period of time, the staff member is required to attach a note to the timecard explaining the discrepancy to their supervisor.

If an employee misses an entry into the timekeeping system, the staff member is responsible for correcting their timecard at the earliest possible convenience. If an employee makes a correction to their timesheet, the staff member is required to attach a note to the timecard explaining the discrepancy to their supervisor. Employees who consistently miss time clock entries may be subject to disciplinary action.

Employees are not allowed to use another person's login credentials under any circumstances in order to clock in/out or modify the timecard of another staff member.

Any employee who knowingly misrepresents or falsifies documentation about the number of hours they have worked or knowingly misrepresents or falsifies documentation about the number of hours another employee has worked will be subject to disciplinary action, up to and including termination of employment.

OVERTIME AND COMPENSATORY TIME

All classified staff members must keep an accurate record of all hours worked for the district. Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Overtime that is not approved in advance, may not be payable. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

"Non-exempt" employees may not waive their rights under the Fair Labor Standards Act.

For more information, please see Ralston Board Policy 4050.

DIRECT DEPOSIT

Direct deposit of paychecks into bank accounts is mandatory. Instead of a check, employees can access their pay records online through the Employee Access Center. To enroll in direct deposit, employees must provide a voided check prior to their first pay date.

DEDUCTIONS

All required deductions, such as for federal, state, and local taxes, retirement contributions, and all authorized voluntary deductions, such as for insurance or union dues, will be withheld automatically from your paychecks. Garnishments are legal proceedings imposed by a court of law upon the school district requiring payment to a third party of monies earned by district employees. The school district will accept all legal garnishments and tax levies against wages in compliance with state and federal law. An employee's pay will be held upon receipt of a garnishment until a court order is issued indicating satisfaction of the indebtedness or until ordered to surrender the monies to the court or its agent. The school district prohibits improper pay deductions, and employees shall be reimbursed for any improper pay deductions. If you believe that an improper deduction has been made to your pay, you should immediately report this information to your direct supervisor, payroll personnel, or the superintendent.

If a staff member owes funds to the district at the time of their resignation or termination, the district may deduct that which is owed to the district from the employee's final paycheck.

OUTSIDE EMPLOYMENT

An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.

Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or their designee.

Employees shall not sell, solicit or promote the sale of goods or services to students. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s). Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.

No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.

For more information, please see Ralston Board Policy 4008.

AT-WILL EMPLOYMENT

Classified staff members are employed "at-will" unless they are a member of a bargaining unit that is subject to a negotiated agreement with the district. Either you or the school district may terminate your employment at any time, for any reason, with or without cause or notice. This handbook is not a contract, express or implied, guaranteeing employment for any specific duration.

BENEFITS

HEALTH INSURANCE

The school district's health insurance plan is administered by Blue Cross and Blue Shield of Nebraska. The plan year's coverage is effective September 1st. The current plan is as stated in your employee benefit package. If one of the qualifying members is less than full time but at least 50% FTE, the monthly premium will be prorated based upon the reduced FTE. Details are available in the Payroll Office. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

DENTAL INSURANCE

Dental coverage through Blue Cross and Blue Shield of Nebraska (100% A, 75% B, and 50% C coverage) covers the cost of preventive, diagnostic and maintenance services. This includes a check-up and cleaning twice a year, fillings, extractions, X-rays and sealants. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LONG-TERM DISABILITY INSURANCE

Employees will receive 66 2/3 percent long-term disability insurance coverage based on the employee's salary and fringe benefits. An employee shall be entitled to disability coverage beginning on the date when the employee has used all of their accumulated sick leave. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LIFE INSURANCE

The district provides term life insurance ($20,000 in most cases) for full time employees. The plan includes accidental death and dismemberment coverage in the same amount as the basic life benefit. Employees may choose to buy supplemental insurance at an amount allowed by the

district and the carrier. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

WORKER'S COMPENSATION

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a collective bargaining agreement.

Workman's compensation pays medical costs for injuries on the job and partially reimburses for loss of salary up to a legislated maximum. Salary reimbursement begins after a seven-day waiting period. If the employee is off the job more than six weeks, the initial seven days will be paid retroactively.

TUITION REIMBURSEMENT

An eligible employee may receive tuition reimbursement based on the terms of the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

COBRA BENEFITS

Under a federal law known as COBRA, employees, their spouses, and children are allowed to continue group health insurance at their own expense under any of the following conditions:

- Death of the employee.
- Leaving the district's employment, whether through resignation or termination.
- Reduction of hours.
- Divorce or legal separation.
- The employee is entitled to benefits under Title XVIII of the Social Security Act.
- A dependent child ceases to be a dependent child under the plan.

Coverage may continue for up to 18 months in cases of termination or reduction of hours, and 36 months in other instances. Details are available through the Business Office.

403B PLAN

Monthly contributions to qualified 403b investment accounts are available through payroll deductions. Employees can elect to have money deducted from their monthly salary and sent to an account with an approved 403B Plan vendor. Contact the payroll office for a list of approved vendors, and also once you have set up an account with your financial planner. Additional information is available through the Business Office.

PAY FLEX

Pay Flex is a program designed to set aside your pre-tax salary dollars for specific medical or childcare expenses. When enrolled in the program, a specified amount is put into an account

before payroll deductions. The money in this account is available for health care needs not covered by insurance, such as orthodontics, co-pays, prescriptions, eyeglasses, and also for childcare costs from qualified providers.

Enrollment in or withdrawal from the Pay Flex program is permitted in October each year during the official enrollment period. The plan year is October 1- September 30. Enrollment information is distributed in August and enrollment forms are due September 1st. Contact the Business Office for more information.

VOLUNTARY SEPARATION PROGRAM

Teachers with 20 years of service may qualify for the Voluntary Separation Program. The Voluntary Separation Program is outlined in the teacher's negotiated contract or through specific board action.

RETIREMENT

Employees are required to participate in the Nebraska School Employees Retirement system. Contributions, which are subject to change annually, are deducted automatically from paychecks. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LEAVE

FAMILY AND MEDICAL LEAVE

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act. Under the FMLA, eligible employees are entitled to certain rights, and have certain obligations with respect to unpaid leave for certain family and medical reasons.

FMLA leave eligibility: An eligible employee under the FMLA is an employee who has been employed by Ralston Public Schools for at least twelve (12) months, who has worked at least 1,250 hours in the past 12 months, and who works at a facility in which at least fifty (50) employees are employed at that facility or within seventy-five (75) miles of that facility. Returning Service members are given credit for any months or hours of service they would have been employed but for their military service.

Reasons for FMLA leave: The school district will grant an eligible employee up to a total of 12 workweeks of unpaid leave under the following conditions:

- For birth of a son or daughter, and to care for the newborn child
- For placement of a son or daughter with the employee for adoption or foster care
- To care for the employee's spouse, son, daughter, or parent with a serious health condition
- Because of a serious health condition that makes the employee unable to perform the functions of their job

- Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the armed forces in support of a contingency operation

The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member a total of 26 workweeks of unpaid leave during a 12-month period to care for the service member. The leave described in this paragraph shall only be available during a single 12-month period.

The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.

Any staff member who needs to take an extended leave for medical or personal reasons must submit a leave request and complete FMLA forms. The absences that most often fall into the scheduled category are maternity, scheduled surgeries, and medical leaves of absence.

For more information, please see Ralston Board Policy 4011.

FAMILY MILITARY LEAVE

All employees, including elected officials of the State of Nebraska or any political subdivision thereof, who shall be members of the National Guard, Army Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a leave of absence from their respective duties, without loss of pay, on all days during which they are employed with or without pay under the orders or authorization of competent authority in the active service of the State or of the United States, not to exceed fifteen workdays in any one calendar year. Such leave of absence shall be in addition to the regular annual leave of the persons named herein. When the Governor of this state shall declare that a state of emergency exists, and any of the persons named in this section are ordered to active service of the state, an additional leave of absence will be granted until such member is released from active service by competent authority. During the additional leave of absence because of the call of the Governor, any official or employee subject to the provisions of this section shall receive such portion of his salary or compensation as will equal to the loss he may suffer while in active service of the State.

An administrator, at their discretion, may require an employee who requests leave under the Nebraska Family Military Leave Act to provide certification from the proper military authority to verify the employee's eligibility for the leave requested.

Military Leave under the Federal Family and Medical Leave Act (FMLA) will be governed by the FMLA and the board's policy regarding the FMLA.

SICK LEAVE

Sick leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Unless prohibited by a negotiated agreement that an employee belongs to, an employee's supervisor may require an employee to submit a physician's written certification attesting to the employee's sickness or disability after three consecutive days of absence due to illness. Any employee who fraudulently uses, or attempts to use, sick leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

PERSONAL LEAVE

Personal leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

BEREAVEMENT LEAVE

An employee shall be permitted paid leave for bereavement purposes per the current negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Any employee who fraudulently uses, or attempts to use, bereavement leave leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

ASSOCIATION LEAVE

Association leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Any employee who fraudulently uses, or attempts to use, association leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

JURY DUTY

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district their witness fee.

An employee who has been subpoenaed to testify in court in a matter relating to business of the district will be considered on official District business.

ELECTION DUTY

An employee who has been selected to perform election duty will be granted paid leave. Employees must sign over to the district the compensation they receive for Election duty, but not compensation for expenses.

VOTING

Ralston Public Schools will grant employees time off to vote if they do not have two consecutive hours away from work while the polls are open. The district will specify the two hours the employee may be absent from work to vote, and no deduction will be made from wages on account of such absence. Appointed election officials should contact their administrator to arrange paid time off.

REPORTING LEAVE

All employees are expected to report all leave taken to their supervisor and the employee benefits professional each time leave is taken. Please speak with your building administrator or direct supervisor as to their expectations to make sure this is accomplished as soon as possible. Failure to report leave will be considered insubordination and will be addressed as such.

PURCHASES AND REIMBURSEMENT

PURCHASE ORDERS

Orders may be placed at your building. A requisition form must be filled out. This is available from the school secretary or a supervisor. It must be filled out completely, including address, item, quantity and price. It must also be signed by a supervisor. The requisition form should be turned in to the building secretary for input as a purchase order. The building secretary will notify accounts payable for printing and mailing of the purchase order. The original signed requisition and any additional information should be attached to the requisition and sent to accounts payable. No items or service should ever be ordered without being assigned to a purchase order and submitted into the purchase order system.

If the item is needed immediately, a requisition, complete with purchase order number, can be obtained from the building secretary. The requisition, approved and signed by a supervisor, can then be taken to the vendor. A receipt of goods will be issued. The completed and signed requisition and receipt should be turned in to the building secretary for input into the system as a purchase order. Once entered, the requisition and receipt should be submitted to accounts payable for the printing of the purchase order.

There may be occasions, such as registration to attend a preapproved seminar, when a fee will need to be paid prior to the Board of Education meeting. Please contact your building secretary for details. Administrators are responsible for establishing procedures in their buildings and department to ensure that these procedures are followed.

TRAVEL

All out-of-district travel must be pre-approved by a supervisor. A travel and expense form is available online or on the Ralston Forms website. All receipts being submitted for reimbursement (especially transportation, lodging and meals) must be kept and submitted with the completed travel and expense form to the Accounts Payable Department. Receipts must be itemized, or the district may not be able to reimburse expenses. It is the responsibility of the employee to collect itemized receipts. Please see Appendix A for reimbursement guidelines.

MILEAGE

Expenses for required travel throughout the district on school business by an approved employee may be reimbursed if the employees' own vehicle is used. Mileage reimbursement is based on the state approved rate and will be within the guidelines of the Local Government Miscellaneous Expenditure Act. Mileage requests shall be submitted using the online form. Itemized details of each trip must be included on the form. One entry labeled total miles for the day is not acceptable. Forms must be filled out completely and signed electronically by the employee and supervisor. Forms shall be turned in at the end of each month. They will be processed by the Accounts Payable Department (see reimbursement checks). Please see Appendix A for reimbursement guidelines.

REIMBURSEMENT GUIDELINES

Guidelines are in place to outline reimbursement of expenses to employees while doing the business of the Ralston Public Schools. Please review the Ralston Public Schools Reimbursement Guidelines in Appendix A of this document.

REIMBURSEMENT CHECKS

Reimbursement checks are issued once a month and are processed by the Accounts Payable Department. Vouchers must be submitted by the 25th of the month to receive payment the following month. Please see Appendix A for reimbursement guidelines.

RESTRICTIONS ON EMPLOYEES RECEIVING GRATUTITIES

An employee who, because of their employment by the school district, receives any bonus merchandise or gift with a value over $25.00 must disclose the receipt of such gift to the superintendent. The superintendent, at their discretion, may require that the gift become the property of the district.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

ASSIGNMENTS

JOB DESCRIPTIONS

Job descriptions are the district's way of letting employees know what is expected of them. They are not, however, comprehensive nor intended to be limiting. Employees are part of a total team. If anything on the description is unclear, clarification should be sought by contacting the district's Human Resource office.

PLACEMENTS AND TRANSFERS

The District Office assigns all staff. Top priority is given to the needs of the students. Assignments within buildings or departments are the responsibility of the building/program administrator.

It is the policy of the Ralston Public Schools to fill all positions with the best-qualified people. The district reserves the right to place/transfer employees in positions they see are most beneficial to the success of the district. The district also prefers to promote from within whenever possible. As positions become available, administration will, at its discretion, either directly promote or transfer a qualified employee of the district or open the position for application by internal and external candidates.

If a position is opened for application, it will be posted electronically. Frequently, job vacancies will be advertised with outside sources during the same week they are posted online. This is done to speed up the screening process and to aid in ensuring that vacancies are filled by the most qualified persons.

To apply for an open position, you should either submit a formal letter of interest to the Human Resources Office referencing the position and requesting an interview. Interviews will be arranged by the Human Resources Department.

A detailed procedure regarding district transfers is available. Contact Human Resources Office or your building principal for more information.

HOURS

Members of the certified staff shall be on duty before and after the regularly scheduled student school day long enough to plan and to carry out their individual professional responsibilities as determined by the superintendent of Schools and/or the building principal.

Classified staff hours are determined at time of hire.

If a staff member needs to leave campus during their regularly assigned hours, they are expected to obtain permission from their building principal and/or notify a member of the school's front office staff before their departure and upon their return (if applicable). To help maintain accurate records of who is currently on campus, principals may require their staff members to sign out when they leave the building then sign back in upon their return.

Staff members who repeatedly leave campus without obtaining the permission of their building principal and/or notifying a member of the school's front office staff may be subject to disciplinary action up to and including termination of employment.

NEGOTIATED AGREEMENTS

Negotiated agreements for the various employee groups are available for review electronically in the Essential Documents folder located in the district's G-mail system (Google Drive). The negotiated agreement and salary schedule for teachers are negotiated by the district and the Ralston Education Association.

EMPLOYEE PERSONNEL FILE

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration. An employee may respond to any document(s) in their personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

NOTIFICATION OF CHANGE OF ADDRESS/PHONE NUMBER

The district must keep accurate employee information. Therefore, the Human Resources Office should be contacted regarding change of address or phone numbers. This information is for district use only and is not made available to the public.

CERTIFIED EVALUATIONS

All certificated employees to be evaluated shall be notified annually in writing. A certified administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certified employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, they shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only.

The Ralston Public Schools shall provide procedures for the evaluation of staff. The evaluation shall serve as a basis for improvement of performance and continued employment in the Ralston

School District. The procedures shall provide a source of information for sound decision-making as well as for counseling, for in-service training, and for continual growth of all employees. The procedures shall provide not only for the identification and improvement of staff skills and abilities that enhance the learning process, but also for the dismissal of those who do not meet the standards of the district.

The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

For more information, please see Ralston Board Policies 4030 and 4031.

CLASSIFIED EVALUATIONS

Non-certificated District employees will receive a written evaluation yearly. To gain a clear understanding of your job expectations and your performance, you and your supervisor will discuss your evaluation together and each of you will sign it. The evaluation then becomes part of your permanent personnel file.

Classified employees who are new to the district may receive an initial evaluation by their supervisor at the conclusion of a 60-day probationary period of employment. This evaluation is at the discretion of the employee's supervisor and is used to identify strengths and/or areas where continued professional growth may be needed.

GRIEVANCE PROCEDURE

A Ralston School District employee who wishes to file a grievance with the district may use the grievance procedure outlined in Board Policy 4013. Certified staff members should follow the grievance procedure outlined in the teachers' negotiated agreement.

DISCIPLINARY PROCEDURE

The key to a successful working relationship between employer and employee is good communication. If a problem arises with a job performance or behavior, it is important for the employee to have a clear understanding of the district's concerns. The following disciplinary guidelines have been set by the district. With cooperation, these procedures can keep small problems from becoming big ones.

The following disciplinary actions will be considered whenever an infraction of the employer and employee relationship occurs. Infractions may be related to policies, rules, regulations or procedures that are administrative in nature, or the infraction may be related to job performances. These actions are not intended to be a hierarchy, but options. It is understood that this guideline for disciplinary action in no way negates the grievance clause of the contract between the school and the Ralston Education Association. The supervisor will select the most appropriate action.

- **Verbal Counseling:** A conversation which would include but not be limited to reminding the employees of rules, regulations, procedures, job description as well as complimentary remarks of good performance.
- **Oral Reprimand:** A written summary of an oral reprimand that will be placed in the employees personnel file to document the conversation. (i.e., on such and such day I had a discussion with John Doe about...) A signature of the employee and supervisor is required on this written summary.
- **Conference Report:** A set meeting with the employee and their supervisor to discuss inadequate performance or inappropriate behavior. This conference will provide a thorough discussion of behavior or inadequate performance and actions needed to be taken to improve that behavior or performance. This conference may include the superintendent. A written summary, signed by the employee, is placed in the employee's personal file.
- **Written Reprimand:** An action by an employee of a more serious nature will trigger a written reprimand. It gives the employee notice that their actions have placed their continued employment with the district in jeopardy.
- **Suspension with Pay:** This will generally be used when an employee has been charged with a crime or when a serious accusation is made against the employee. The employee may be suspended with pay while an investigation is conducted.
- **Suspension without Pay:** This action may be taken for two reasons: 1) as a result of less serious disciplinary actions which have not improved performance. 2) as a result of an infraction of a very serious nature.
- **Termination of Employment:** This action may be used when the nature of the infraction warrants it or when the employee's records show previous infractions have not been corrected. Employee will be given a written notice of the effective date of termination.

JOB ABANDONMENT

Unexcused absences are a serious matter. Unless prohibited by a provision within a collective bargaining agreement, any employee who has three consecutive days of unexcused absences shall be considered to have abandoned their job without notice, effective at the end of the employee's normal shift on the third day. The employee's supervisor shall notify the Human Resource Office at the end of the third workday. Abandonment is considered a voluntary resignation.

RESIGNATION OR DISMISSAL OF CERTIFICATED STAFF

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. In the event of dismissal, procedures for the dismissal of certified staff members are governed by the laws of the State of Nebraska.

Staff members who submit their resignations to the board of education by April 15th will be released from the next school year's contract. Staff members who submit their resignations after April 15th will not be released unless the board is able to obtain the services of a quality replacement. Staff members who refuse to fulfill their contractual obligations are subject to being reported to the Professional Practices Committee of the Nebraska Department of Education.

PROFESSIONAL EXPECTATIONS

STAFF ETHICS

The Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education, are the minimum standards for all certificated staff members of the school district. All certified employees are responsible for reading, acknowledging, and complying with these standards.

Please refer to APPENDIX C to review these standards in detail.

Ralston Public Schools respects the privacy interests of its employees and recognizes their right to conduct their personal lives free from interference from the District. Nonetheless, employees should keep in mind that, even while off-duty, they represent the Ralston Public Schools to the public and should strive to preserve the district's reputation. In addition, certain types of off-duty conduct may reflect poorly upon an employee's character and judgment and thereby influence their standing as an employee of the Ralston Public Schools. Therefore, employees

who engage in unprofessional or criminal conduct or other serious misconduct off-duty may be subject to disciplinary action by the district, including termination of employment, if such conduct is determined by administration to be harmful to our image, inconsistent with expectations of our employees, or otherwise adversely affects our legitimate business interests. School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair their ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students. Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.

- Intruding on a student's personal space (e.g., by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g., by e-mail, text messaging, through social media or instant messaging) on a matter that does not pertain to a school matter. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related and inappropriate for persons other than the individual student to receive (i.e., grades). In these cases, the students' parents should be included in the communications when possible.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior that exploits the special position of trust and authority between an employee and student.

An employee is required to make a report to their direct supervisor and/or superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the President of the Ralston School Board.

A student who feels their boundaries have been violated should immediately report the conduct or communication to a teacher, administrator, counselor, or other school employee with whom they feel comfortable.

All reports made under this policy will remain confidential to the extent allowed by law. Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with Health and Human Services, filing a report with law enforcement officials and filing a report with the Commissioner of Education.

PERFORMANCE AND BEHAVIOR

The following set of rules and regulations is intended to serve as a general guideline in governing appropriate employee behavior. The list is not intended to include all offenses for which an employee may be disciplined or discharged.

Performance Rules:

- Always make your best effort in your work.
- You are expected to meet reasonable standards of efficiency, productivity, and performance.
- Do not leave during working hours without advance permission from your supervisor.
- Always be punctual.

Behavior Toward Others:

- All staff members are expected to behave in a professional manner at all times. This expectation includes all interactions staff members have with students, staff members, parents, or other stakeholders of the Ralston Public Schools.
- Insubordination is prohibited. Insubordination includes the failure or refusal to obey the orders or instructions of a supervisor or administrator, the use of abusive or threatening language toward such individuals, or any conduct that undermines supervisor authority.
- Do not threaten, intimidate, coerce, provoke, interfere, or fight with other employees, supervisors, or students and their families at any time.
- Do not make false or malicious statements about employees, supervisors, students and their families, or Ralston Public Schools at any time.
- The use of profane or abusive language is not permitted in any situation.

Property of Others:

- Do not abuse, misuse, damage, destroy, sabotage, or steal the property of Ralston Public Schools, or the property of employees, supervisors, or students and their families.
- The use of Ralston Public Schools' equipment and supplies for personal purposes is generally not permitted. On various occasions and with permission from administration usage may be permitted on a limited basis and for a nominal fee.

Honesty:

- Do not falsify or fail to disclose completely all information requested or recorded on any employment, personnel, or other record of the district or its students and families.
- Do not alter, misuse, or remove from the district, without proper authorization, employee lists, student records, or confidential information of any nature.

Condition of District Premises:

- Do not create or contribute to unsanitary conditions on the district's premises; do not litter.
- Keep you work area safe and clean at all times.

Other Rules:

- Do not post or remove notices, signs, or any written or printed material on or from bulletin boards or elsewhere on the district's property at any time without advance permission.
- Always report any mistake by yourself or another person that could affect the district.

EMPLOYMENT-RELATED SEXUAL HARASSMENT

It is the policy of the school district to provide an environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication constituting sexual harassment. Sexual harassment by any employees and students is unequivocally prohibited. Sexual harassment is misconduct that interferes with work productivity and wrongfully deprives employees of the opportunity to work and students of the opportunity to study and be in an environment free from unsolicited and unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors and other such verbal or physical misconduct. Sexual harassment is a prohibited practice and is a violation of the law.

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment

A person who feels harassed is encouraged to inform the person engaging in sexually harassing conduct or communication directly that the conduct or communication is offensive and must stop. If the person who feels harassed does not wish to communicate directly with the person whose conduct or communication is offensive, or if direct communication with the offending person has been ineffective, the person who feels harassed should report the conduct or communication using the district's complaint policy. Complaints involving sexual harassment may also be submitted at any time to the district's Title IX coordinator.

Regardless of the means selected for resolving the problem, the good faith initiation of a complaint of sexual harassment will not affect the complainant's employment, compensation or work assignments as an employee, or status as a student.

COMPLAINT PROCEDURE

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss

their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.

2. The second step is for the complainant to speak to the building principal, coordinator, superintendent of schools, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
    a. Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
    b. Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
    c. Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
    d. Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted at any time during the complaint procedure to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:

a. Determine whether the complainant has discussed the matter with the respondent.
    1. If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
    2. If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
b. Strongly encourage the complainant to reduce his or her concerns to writing.
c. Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
    1. All relevant details of the complaint;
    2. All witnesses and documents which the complainant believes support the complaint;
    3. The action or solution which the complainant seeks.
d. Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.

4. If either the complainant or the respondent is not satisfied with the decision he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal. This provision applies to appeals under the board's policies governing complaints of discrimination or harassment, including Title IX and any other policy with a separate grievance or complaint procedure, unless that other procedure includes its own appeal process. All requirements for appeals within any other policy apply, and in addition to those requirements, the following also apply.
    a. The appeal must be in writing.
    b. This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
    c. For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
    d. The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

a. When the complaint is about a board policy, not implementation of the policy;
b. When the complaint involves the budget or school expenditures that have been or must be approved by the board; or
c. When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

d. This appeal must be in writing.
e. This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
f. This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
g. The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
h. There is no appeal from any decision of the board unless authorized by law.

6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
    a. Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
    b. Determine whether the complainant has discussed the matter with the superintendent.
        1. If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
        2. If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
    c. Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
    d. Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

e. Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

DRESS CODE

The attire worn by staff members conveys an important image to students and the general public. Certified staff, para-educators and office staff are expected to dress professionally. The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees. Custodial, maintenance, food service, and transportation staff should wear their employee uniform during work hours.

Staff must maintain a clean and professional image at all times when representing the district. Staff members who dress unprofessionally or have an appearance that is a distraction to the learning environment will be in violation of this policy and referred to the administration to correct the situation. Staff members who continue to dress in an inappropriate manner will be considered insubordinate and handled accordingly.

SECURITY BADGES

All District employees are required to wear a Ralston School District security badge. The initial security badge will be provided by the school district. All replacement badges will be purchased at the expense of the employee. While on duty and in the various school buildings staff members should have their ID badge on.

CARE OF DISTRICT PROPERTY & EQUIPMENT

Nearly all staff members will be issued some sort of equipment or property owned by the Ralston Public Schools to help achieve your job responsibilities. Examples of this equipment could be laptop computers, various electronic equipment or phones, books, tools, or different types of safety equipment. Staff members are expected to use great care and respect when using District owned equipment and property. In the event that District owned property has been lost, stolen, or damaged beyond what is normal wear and tear, the district will assess appropriate monetary damages back to the staff member to replace the lost, stolen, or damaged item.

PERSONAL PROPERTY AT SCHOOL

Bringing valuable personal property to any school district building is strongly discouraged. The Ralston Public Schools will accept no level of responsibility for lost, stolen, or damaged personal property brought to school by employees. The best advice in these situations is to leave valuable personal property at home in a secure place to be assured of its protection. Examples of such items are: personal computers, expensive jewelry, large amounts of cash, personal electronic devices, tools, and family keepsakes to name just a few.

CERTIFICATION AND ENDORSEMENT REQUIREMENTS

All educators, including substitute teachers, must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements.

Certified employees are required to maintain all their endorsements and may not permit any endorsement to lapse or remove it from their certificates. Any certificated employee working under a provisional endorsement must document regular progress and complete said endorsement as outlined in the Nebraska Department of Education, Rule 21.

The board or superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.

Each administrator, including the superintendent, principals, and supervisors or supervisor of any special subjects or subject in which persons directly supervise the work of other teachers shall hold either a Nebraska Administrative and Supervisory Certificate or a Nebraska Professional Administrative and Supervisory Certificate.

PROFESSIONAL GROWTH OF CERTIFIED STAFF

Every six years, permanent certificated employees shall give evidence of professional growth. The six-year period shall commence on August 1st of the year the certified staff member achieves permanent status or tenure and shall end on July 31st after the sixth year of continuous service. Each subsequent six-year cycle shall begin immediately following the end of a cycle. Hours or credits cannot be accumulated during one cycle to be applied during a subsequent six-year cycle.

Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities which may count towards the teacher's professional growth requirements include, but are not limited to:

- Mentoring a teacher new to the district
- Leading (or serving on) an external accreditation visit
- Teaching undergraduate or graduate level college courses directly related to education
- Publishing professional journal articles and/or research on a topic directly related to education
- Presenting on a topic directly related to education at a state or national conference
- Presenting on a topic directly related to education during a district inservice
- Attending at a state or national conference directly related to education
- Attending pre-approved professional workshops, seminars, or local inservice activities
- Serving on a pre-approved district-level committee
- Serving on a building school improvement committee
- Supervising a student teacher

One unit of professional growth credit will generally be equivalent to twelve hours of personal time spent on an educational activity.

Failure to comply with the requirement shall result in the following action:

1. Those certified staff members who fail to meet the statutory requirements shall be frozen on the salary schedule for the seventh year of the cycle or the first year of non-compliance.
2. Those in non-compliance with the statutory requirements shall be notified by April 15th of the sixth year of the cycle that their contract will be amended for the following contract year to include a freeze in dollar amount.
3. Evidence of compliance with the statutory requirements by October 1st of the seventh year shall result in restoration of normal salary status.
4. Failure to complete the statutory requirements by March 15th of the seventh year shall result in notification of suspension without pay and a recommendation for termination of employment at the close of the contract year as specified under Nebraska Revised Statute 79-824

PROFESSIONAL DEVELOPMENT PROCEDURES

Professional development is an important part of keeping with current trends and practices to provide the best service and instructional quality for our students and community. With that, employees will be asked to participate in professional development activities on a regular basis.

Professional development opportunities may be initiated by teachers, building administrators, or district administration. In all cases professional development must support the goals and mission of the Ralston Public Schools. Prior to registering for a professional development activity get approval from your supervisor or administrator. Procedures for registering for professional development activities are outlined in Appendix B of this document.

DISCLOSURE OF STAFF QUALIFICATIONS

Parents/guardians may inquire about the professional qualifications of their child's classroom teachers. The district designates the following information as "directory information" and will give parents/guardians such information upon request:

- Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether the teacher is teaching under an emergency or provisional teaching certificate.
- The baccalaureate degree major of the teacher, along with information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.
- Whether the parent/guardian's child has been assigned, or has been taught for four or more consecutive weeks, by a teacher who does not meet state or federal requirements.

ACADEMIC CONTENT STANDARDS, ASSESSMENTS, ACCOUNTABILITY

The instructional curriculum of the Ralston Public School District will reflect state-approved academic content standards and district-established academic content standards. The Board of Education adopts District academic content standards that are equal to or exceed in rigor, the measurable academic content standards adopted by the state board of education. These content standards describe the knowledge, skills, and processes that are taught, learned, and assessed.

The Board of Education shall direct the superintendent to develop and implement a comprehensive student assessment system. The assessment system will be responsive to federal, state, and district requirements. It will reflect district identified academic content standards and state approved academic content standards. The comprehensive student assessment system shall be aligned with the instructional curriculum of the Ralston Public School District.
The Board of Education of the Ralston Public School District directs that the instructional curriculum shall be the taught curriculum.

The responsibility of the teachers is to teach the instructional curriculum using best practices that promote student learning. The responsibility of the principals shall be to monitor the taught curriculum through the use of the curriculum guide and learning plans as well as to evaluate teachers through the teacher evaluation process to ensure the instructional curriculum is the taught curriculum. The superintendent and their designee(s) shall ensure that principals monitor the implemented curriculum and evaluate teachers.

ASSESSMENT ADMINISTRATION AND SECURITY

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

For more information, please see Ralston Board Policy 4048.

HEALTH AND SAFETY

USE OF TOBACCO PRODUCTS

The use or possession of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted on school property at any time.

BREAK TIME FOR NURSING MOTHERS

The district will provide reasonable break time for an employee who wishes to breastfeed or express breast milk for her nursing child each time the employee has the need to do so. The district will provide a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

BEHAVIORAL AND MENTAL HEALTH TRAINING

All public school employees who interact with students and any other appropriate personnel are required to complete at least one hour of behavioral and mental health training with a focus on suicide awareness and prevention training every year. The superintendent will determine the appropriate personnel required to receive the training.

These employees must complete the training designated by the school district or superintendent no later than October 31 of each school year or within 30 days of their initial employment, whichever is later. Failure to complete this training may subject the employee to employment-related discipline.

DRUG AND ALCOHOL-FREE WORKPLACE

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

Within five days after a conviction, an employee must notify the head of the department in which they are assigned of any conviction of a criminal drug statute for a violation occurring in the workplace. The failure to report such a conviction will result in dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

An employee who is convicted of violating any criminal drug statute for conduct that occurred in the workplace will be subject to disciplinary action, including but not limited to suspension or discharge. The district may, in its sole discretion, require the employee to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

DRUG TESTING OF DRIVERS

Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to ensure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substance test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substance test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until they undergo a post-accident alcohol test, whichever occurs first.

A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a

lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action that may include termination of the driver's employment and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater, but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Any applicant who tests positive for the presence of these illegal drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

If a driver is so seriously injured that they cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when their name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

For more information, please see Ralston Board Policy 4003.

WORKPLACE SEARCHES

To safeguard the property and interests of our students, employees, and patrons; to help prevent the possession, sale, and use of illegal drugs on school grounds, and in keeping with the spirit and intent of the district's drug-free workplace policy and other policies, the school district reserves the right to question employees and all other persons entering and leaving our premises, and to inspect any packages, parcels, purses, handbags, briefcases, lunch boxes, or any other possessions or articles carried to and from school when it has reasonable grounds to do so. The school also reserves the right to search any employee's office, desk, files, locker, or any other school owned property on school grounds. All offices, desks, files, lockers, and so forth, are school district property and are issued or provided for the use of employees only during their

employment with the district. Inspections may be conducted at any time at the discretion of the administration. Employees who refuse to cooperate with this provision will be subject to disciplinary action up to and including discharge.

WEAPONS AND FIREARMS

Weapons: No student may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. No visitor under the age of 18 may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy.

Definition of Weapon: The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms: No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm: The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms: The prohibition against firearms does not apply to:

1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training; or
2. Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;
3. Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;
4. Firearms contained within a private vehicle **operated by a nonstudent adult** that are not loaded **and** are encased or are in a locked firearm rack that is on a motor vehicle; or
5. A handgun carried as a concealed handgun by nonstudent adult who holds a valid permit issued under the Concealed Handgun Permit Act in a vehicle or on their person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area, except as prohibited by federal law.

Definition of Encased: The term "encased" means enclosed in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied, or otherwise fastened with no part of the firearm exposed.

Exceptions for Students: The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The firearm or weapon has been brought to school grounds or to an activity or event off school grounds for some educational purpose;
2. The person bringing the firearm or weapon has requested and received the prior approval of both the instructor and the building principal to do so; and
3. All arrangements to use and store the firearm or weapon safely while it is on school premises have been agreed to and carried out.

Consequences – Firearm: Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Consequences – Weapon: State law and this policy provide that any student who violates this policy by knowingly bringing, possessing, handling or transmitting a weapon, other than a firearm, on school grounds, in a school owned vehicle, or at a school activity or event off school grounds may be suspended on a long-term basis, mandatorily reassigned, or expelled for the remainder of the school year in which the expulsion takes effect (if the misconduct occurs during the first semester) or the remainder of the second semester, summer school, and the first semester of the following school year (if the misconduct occurs during the second semester).

Confiscation of Firearms: Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm possessed in violation of this policy. By statute, any firearm that is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities.

Report to Law Enforcement Authorities: All school personnel are required to report any violation of this policy to a principal or the Superintendent of Schools. Pursuant to state and federal law, school personnel are required to report to law enforcement authorities when a student brings a firearm or weapon to school.

NOTIFICATION OF ARREST, CRIMINAL CHARGES, LICENSURE OR CHILD ABUSE

Employees shall notify the superintendent or designee by the next working day after the employee is (a) arrested; (b) ticketed; or (c) issued any form of criminal charge for committing an offense, crime, or infraction.

The above notification and reporting requirement herein apply if:

1. The maximum penalty for the crime equals or exceeds seven days incarceration;
2. The crime relates to abuse, neglect, or endangerment of a minor, or a minor was allegedly a victim or a witness;
3. The crime relates to misuse of drugs, alcohol, or controlled substances;
4. Job responsibilities are impacted including offenses that:
    a. Would constitute a violation of NDE Standards of Conduct and Ethics, chapter 27; or

   b. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives students; or
   c. Would impact the employee's Commercial Driver's License if the employee's job requires that the employee have a CDL.
5. The crime relates to alleged violence, force, coercion, or sexual misconduct;
6. The arrest or criminal activity occurs while the employee is on duty, or at a school attendance facility, on school property, at a school-supervised activity or school-sponsored function or in a school-owned or utilized vehicle.

Employees must also promptly report to the superintendent or designee whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense is not otherwise reportable. Employees must give full disclosure of the existence and nature of the above proceedings and shall also immediately notify the superintendent or designee of the disposition of any such case or matter.

Employees shall also notify the superintendent or designee by the next working day after the employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license requirement for the employee's position. Employees shall also notify the superintendent or designee by the next working day after the employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Legal documents related to criminal charges, arrests, and child abuse complaints shall be treated and maintained as part of the employee's confidential criminal background file. Failure to notify the superintendent or designee as required under this policy may subject the employee to disciplinary action, up to and including termination.

WORKPLACE SAFETY

It shall be the policy of the Ralston Public Schools to take every reasonable precaution for the safety of the students, employees, visitors and all others having business with this school district.

The district will provide a loss control program designed to prevent on-the-job injuries and illnesses. In addition, each building will design procedures to address school violence. With staff and parent involvement, each school principal shall be responsible for developing a building safety management plan. The plan shall be reviewed annually. Cooperation by all employees is expected in our effort to make our schools a safe place to work and learn.

REPORTING AN ACCIDENT

If an employee is involved in an accident at work, immediately or as soon as possible within 24 hours, they must complete an Employee Accident Form and report the accident to the immediate supervisor. This form is available from the building secretary. The supervisor will then complete an accident analysis form. Both forms must be sent to the Business Office.

In order to protect you and other employees, you must present a physician's statement releasing you to return to work following any injury or illness for which you received a doctor's care or that resulted in your absence for three or more consecutive scheduled working days. The doctor's

release must state that you are released to return to work either: (a) without limitation; or (b) with limitations, listing them specifically.

THREAT REPORTING AND ASSESSMENT

All staff and students must report substantive threats to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS THAT REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

UNIVERSAL PRECAUTIONS

In general, a student or employee illness or injury will be dealt with by the school nurse or health paraprofessional. Because the need to help a sick or injured child may exist, training is required for all school employees. Because of the threat of infectious diseases, the following precautions must be followed for everyone's health & safety.

- Gloves should be worn when contact with any blood or bodily fluids are anticipated and should therefore be carried during playground duty, school activities, sports and field trips. They should also be worn for touching mucous membranes or broken skin (abrasions, etc.). Gloves should be changed after contact with each student. Hands should be washed immediately after removal of gloves.
- Disposable paper supplies and bandages should be used in the treatment and clean-up of any blood or bodily fluid.
- Disposable emergency mouth-to-mouth resuscitation masks should be used for such emergencies.
- Employees, who have an open lesion, wound, dermatitis, etc., should cover them with a dressing that will prevent contamination from other sources.
- Clean-up of blood and bodily fluids are dealt with primarily by the custodial staff. Again, precautions must be taken by all employees.
- Gloves must be worn for clean-up and disposal.
- Contain blood or bodily fluids with paper towels and use them to wipe up. Then place them in an individual plastic bag for disposal.
- Vomit must be covered with vomit absorbent first. (This is available from the custodians.) Follow the directions, then place the material in an individual plastic bag for disposal.
- Anything non-disposable (dust pans, brooms, etc.) must be sanitized. Cover them with a plastic bag until this can be done correctly.
- All plastic bags containing disposed material must be tied and disposed of in a lined trash receptacle.

- Soiled clothing should be removed immediately and placed in a plastic bag for laundering in hot water and detergent for 25 minutes. If cooler water is used, appropriate solutions must be used to inactivate the microorganisms.
- Both the injured party and the first aid responder must wash their hands or any exposed areas of the body immediately at the finish of clean-up and disposal. Should first aid to a fellow employee or visiting adult be required, the same precautions should be applied.

COMMUNICABLE DISEASES

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases. Communicable diseases are defined by the Nebraska Department of Health and Human Services in Title 173 Nebraska Administrative Code, Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis.

A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSSA) events will be subject to its rules and procedures, if any.

If medical judgment substantiates that an employee has a chronic communicable disease and that employee poses a significant health threat to students and/or other employees, the employee may be placed on medical leave.

The superintendent is responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

In the event of a serious health outbreak that significantly impacts the day-to-day operations of the district, the rules and information provided in this handbook may be supplemented or amended by the school district's administration at any time, consistent with applicable law and board policy. All staff members shall be provided notice of any such changes by the district's regular means of contact.

HIPPA

The Health Insurance Portability and Accountability Act of 1996 protects certain health information. Prior to obtaining or releasing employees' protected health information, employees may be requested to sign an authorization for the disclosure of health information. If protected health information is requested from a third party, the School District will ensure that protected health information is released only as allowed by federal and state law.

HIV/AIDS AND AIDS-RELATED CONDITIONS

Ralston Public Schools recognizes that Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS), its related conditions such as AIDS Related Complex (ARC), and seropositive test results for HIV/AIDS and/or ARC, are the source of considerable concern and pose significant and delicate issues for all employees. As a result of such recognition, we have established guidelines for handling issues that may arise when an employee is affected by these conditions.

Policy Statement: Ralston Public Schools is committed to maintaining a safe and healthy work environment for all employees. Consistent with this commitment, the Company will treat HIV/AIDS and/or ARC the same as other illnesses in terms of all our employee policies and benefits, such as group health and life insurance, disability leaves of absence, and other disability benefits.

Based on the overwhelming weight of available medical and scientific opinion, including statements from the Surgeon General of the United States, and the U.S. Public Health Service and Centers for Disease Control, there is no evidence that such diseases are casually transmitted in ordinary social or occupational settings or circumstances. Therefore, subject to changes in available medical information and/or specific conditions involving the potential for transmission of these diseases, it is the policy of Ralston Public Schools that employees with such diseases or any of their related conditions may continue to work as long as they are able, with any reasonable accommodation required by law, to perform the essential functions of their positions. Employees who are affected by HIV/AIDS and/or ARC or any other life-threatening illness will be treated with compassion and understanding. Co-workers will be expected not to refuse to work or withhold their services for fear of contracting such diseases by working with such an affected employee and not to harass or otherwise discriminate against such a person.

Procedures: Recognizing the need for all employees to be able to be accurately informed about these diseases, Ralston Public Schools will make every effort to have information available regarding the facts about them, how they are transmitted and not transmitted, and how best to keep them from spreading. Employees who would like to be provided with this information should contact the Human Resources Department.

Employees affected by or concerned about HIV/AIDS and/or ARC or any of their related conditions are encouraged to contact their supervisor or Human Resources Department to discuss their concerns and to obtain additional information. Additional information can also be found on the Nebraska AIDS Project website at http://www.nap.org. All such communications will be treated by Ralston Public Schools with strict confidentiality

AHERA NOTIFICATION

In the past, asbestos was used extensively in building materials because of its insulating, sound absorbing, and fire retarding capabilities. Virtually any building constructed before the late 1970s contained some asbestos. Intact and undisturbed asbestos materials generally do not pose a health risk. Asbestos materials, however, can become hazardous when, due to damage or deterioration over time, they release fibers. If the fibers are inhaled, they can lead to health problems, such as cancer and asbestosis.

In 1986, Congress passed the Asbestos Hazard Emergency Response Act (AHERA), which requires schools to be inspected to identify any asbestos containing building materials. Suspected asbestos-containing building materials were located, sampled (or assumed) and rated according to condition and potential hazard. Every three years, Ralston Public Schools has conducted a re-inspection to determine whether the condition of the known or assumed asbestos containing building materials (ACBM) has changed and to make recommendations on managing or removing the ACBM. At the last re-inspection conducted on January 22, 2013, all materials listed in the Management Plan as asbestos containing (or assumed to be asbestos-containing) were inspected and found to be in good condition.

The law further requires an asbestos management plan to be in place. Ralston Public Schools developed a plan, as required, which has been continually updated. The plan has several ongoing requirements: publish a notification on management plan availability and the status of asbestos activities; educate and train its employees about asbestos and how to deal with it; notify short-term or temporary workers on the locations of the asbestos containing building materials; post warning labels in routine maintenance areas where asbestos was previously identified or assumed; follow set plans and procedures designed to minimize the disturbance of asbestos containing building materials; and survey the condition of these materials every six months to assure that they remain in good condition.

It is the intention of Ralston Public Schools to comply with all federal and state regulations controlling asbestos and to take whatever steps are necessary to ensure students and employees a healthy and safe environment in which to learn and work. You are welcome to review a copy of the asbestos management plan in school district administrative office or administrative office of the school during regular business hours. Pat Flinn is our designed asbestos program coordinator, and all inquiries regarding the asbestos plan and asbestos-related issues should be directed to 402-898-3460.

SCHOOL CLOSING

During the winter months there are occasionally mornings when the decision is made to close school due to severe wind chills or driving conditions that make it unsafe for students who walk to school or are inexperienced drivers. On those days principals and specific personnel will report to check buildings and monitor if some students arrive at school so they can be returned home for safety reasons. All other personnel will not report. The Virginia Moon Administrative Center will be open from 9 a.m. to 3 p.m. on those days. A school closing protocol will be published annually to outline specifics surrounding this process.

When school is closed there will be no school-sponsored activities held without the permission of the superintendent or their designee.

TECHNOLOGY

USE OF TECHNOLOGY

The use of school-owned technology, including computers, whether stand-alone, as a part of a local area network, or as part of a wide area network such as the Internet, is a privilege, not a right. The following policies apply to any and all electronic devices (including personal devices) that are used on school property, whether or not the user is connected to a network.

All use of technology, whether personally owned or provided by the district, must be consistent with and driven by the educational objectives of the Ralston School District.

The following guidelines shall be observed by all staff members regarding the acceptable use of the district's Internet resources:

- Staff shall be restricted to use the Internet to conduct research for instructional purposes.
- Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents and patrons.
- Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
- Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

The following behaviors represent unacceptable use of the district's Internet resources:

- Staff shall not access obscene or pornographic material.
- Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.
- Staff shall not use school computers or district Internet access to use peer-to-peer sharing systems such as BitTorrent or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
- The only political advocacy allowed by staff on school computers or district Internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
- Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

To display or print sexually explicit images or documents on the district's systems is a direct violation of the district's Sexual Harassment policy. In addition, sexually explicit material may not be archived, stored, distributed, edited, or recorded using our network or computing resources. The exception to this would be documents/files needed to be archived for legal reasons.

The distribution or sharing of confidential information related to the faculty, staff, or students of the Ralston Public Schools is expressly prohibited. Even when physically able to do so, users will not access any information other than which they are specifically authorized to, and which is

necessary for the performance of their assigned duties. The district's information may not be utilized for the benefit of any other person or organization.

No employee may use the district's Internet, Intranet, or e-mail facilities to deliberately propagate any virus, worm, Trojan horse, or trap-door program code. Likewise, no employee may use the district's Internet or e-mail facilities to knowingly disable or overload any computer system or network, or to circumvent any system intended to protect the privacy or security of another user. Local law enforcement officials will be contacted in the event of theft and/or intentional damage to district's equipment or network systems.

While on district property, the use of technology shall not be permitted for personal reasons or for purposes that are contrary to the goals and objectives of the Ralston Public Schools, unless deemed incidental, intermittent, or occasional. The district administration shall have sole and absolute discretion to determine what personal use may be permitted as incidental, intermittent, or occasional. The Ralston Public Schools shall not be held liable for any loss (including, but not limited to, financial loss, identity theft, or loss of information) an employee may experience while conducting personal business on school property or with equipment owned by the district.

Any district-owned electronic devices are subject to service at any time, which may result in the loss of data. The district will not be responsible for any damage a user may suffer, including loss of data.

The Ralston School District makes no warranties of any kind, whether express or implied, for the technological services it provides. The Ralston School District will not be responsible for any liability or expense the user may incur in connection with the use of District technology. The user agrees to indemnify (hold harmless) the Ralston School District for any expenses, including attorney's fees, arising out of the use of District technology in violation of this agreement.

The Ralston Public Schools Internet facilities, computing resources, e-mail and voice mail must not be used to knowingly violate the laws and regulations of the United States or any other nation, or the laws and regulations of any state, city, province, or other local jurisdiction in any way.

Any violation of school policy and rules regarding the use of the district's computer and/or Internet resources may result in:

- Discharge from employment or such other discipline as the administration and/or the board deem appropriate.
- The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member.
- When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

The Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries, and archives on individuals' Internet, e-mail, and voice mail activities. In addition, the Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

TECHNOLOGY IN THE CLASSROOM

The district desires to use technology in a way that aids in the education of students. It is the goal of the district to embrace the helpful elements of technological advancement while remaining mindful of potential student privacy issues.

Teachers who wish to bring a device into the classroom should inform the principal before deploying the device. The building principal may, at their discretion, prohibit the use of such devices or otherwise limit their use. The building principal may, at any time, direct that a teacher discontinues use of a given device.

Smart speakers, such as Google Home, Amazon Echo, Apple HomePod, and similar devices, may be approved for use in the classroom. The device must be registered to an account linked to the classroom teacher's school e-mail address.

Any assistive technology, such as an AngelSense device, that actively or passively create or transmit audio or video recordings must have that function disabled while the student uses the device in a district classroom, unless required by law. No assistive technology devices will be permitted to record or transmit the classroom activity of other students unless required by law.

For more information, please see Board Policy 3050.

OFF-DUTY PERSONAL USE OF TECHNOLOGY

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's Internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

SCHOOL AFFILIATED WEBSITES

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated webpage that represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personally-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their principal or the superintendent prior to posting any student-related information on the Internet.

SCHOOL AFFILIATED SOCIAL MEDIA

Any social media account which purports to be "the official" account of the school district (e.g., "Ralston Football"), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district's business purpose. Staff members may not use "official" accounts for personal use.

Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts. Staff may also be required to interact with specified individuals on school-affiliated social media accounts.

When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board's policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about appropriate content should be referred to the staff member's supervising administrator.

The following is a list of unacceptable uses of social media which constitute a basis for disciplinary action up to and including termination of employment:

- Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
- Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
- Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member's immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

For more information, please see Board Policy 4051.

MONITORING / NO EXPECTATION OF PRIVACY

Access to the District's network, email, voice mail, and Internet/Intranet resources are given to employees to assist them in the performance of their work. At a minimum, all employees are expected to check their email on a weekly basis when they are providing services to the district. The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

Although Ralston Public Schools does not routinely monitor employee use of computers, Internet, e-mail or voice mail, it reserves the right to do so at any time at its discretion.

The use of encryption or passwords, the labeling of an email or document as private or personal, the deletion of an email or document, or any other such process or action shall not diminish the district's rights in any manner.

Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries and archives on individuals' Internet, email and voice mail activities. In addition, Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

COMMUNICATION / ACCESSING INFORMATION

Communication is vital to having an informed and efficient organization that is responsive to the needs of students and the community. All employees are expected to regularly read their printed and electronic communication. It is expected that employees reply promptly to mail, e-mail, and other communication requests by parents, community members, students, other teachers, and administration.

Employees who are interested in communicating electronically with more than half of the staff members at a building site, for reasons that are not related to the normal, day-to day operations of the school, must first receive the permission of the principal or the employee's immediate supervisor. Likewise, employees who are interested in communicating electronically with staff members at the district level, for reasons that are not related to the normal, day-to-day operations of the district, must first receive the permission of a district administrator. In all cases, the information being communicated must advance the educational objectives of the Ralston Public Schools and may not interfere with the learning environment, be harmful to our image, inconsistent with the expectations of our employees, or otherwise adversely affect our legitimate business interests. Employees who attempt to circumvent and/or violate this policy may be subject to disciplinary actions up to and including termination of employment.

CELL PHONE/ELECTRONIC DEVICE USE

Ralston Public Schools recognizes that employees will need to use cell phones and other electronic devices occasionally. However, the District prohibits excessive use of such devices during working hours.

DISTRICT CELL PHONES

The district will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a $50.00 monthly stipend and a $100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend, they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

ELECTRONIC COMMUNICATION WHILE DRIVING

Except as provided below, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle or while using a school-issued electronic communication device while operating a private vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, or text messages.

The superintendent or building principal may grant exceptions and allow verbal communication on an as needed basis for specific district-related worked based upon employees' duties and responsibilities.

POLICIES REGARDING STUDENTS

STUDENT SAFETY

Teachers shall make every reasonable effort to protect students from conditions that interfere with the learning process or are harmful to the health and/or safety of others.

Physical restraint of a student may sometimes be necessary to protect the student and/or other individuals. Physical restraint will be used with extreme caution and only in emergency situations where there is a risk of injury to someone if physical restraint is not used, and only after other less intrusive alternatives have failed or been deemed inappropriate. Staff members may physically restrain a student without advance notice to the building administrator when a student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

The Ralston School District's emphasis is on prevention and behavioral de-escalation that reduces the risk of injury. The emphasis is always on the care, safety, and welfare of our students. The primary technique that should be utilized by staff members is verbal de-escalation. Physical restraint may only be used when non-physical interventions would not be effective, and/or the student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

STUDENT DISCIPLINE

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in Board policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

For more information, please see Ralston Board Policy 5035.

STUDENT BULLYING

Nebraska statute defines bullying as "an ongoing pattern of physical, verbal or electronic abuse". The Centers for Disease Control and Prevention defines bullying as "any unwanted, aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple time or is highly likely to be repeated". The school district's administrators will consider these definitions when determine whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

EMERGENCY EXCLUSION

Any student may be excluded from school in the following circumstances subject to the procedural provisions governing short-term suspension found elsewhere in these policies or state law:

(a) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
(b) If the student's conduct presents a clear threat to the physical safety of themself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers that prompted the exclusion.

For more information, please see Ralston Board Policy 6031.

CORPORAL PUNISHMENT

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Some physical contact is inevitable. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

SUSPECTED CHILD ABUSE/NEGLECT

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Educators are required by law to report any known child abuse or neglect. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a situation that endangers their life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Any school employee who has reasonable cause to believe that a child has been abused or neglected must report the suspicion to the building principal immediately.

The principal and the school nurse and/or the school guidance counselor or school psychologist shall, whenever possible, investigate the concern immediately within 24 hours of receiving the initial report. The school staff shall endeavor to conduct this investigation in a manner that does not interfere with any current or future investigation by law enforcement. When the principal determines that a report should be made, they shall make a report to the office of social services or law enforcement. The principal shall inform the employee(s) who made the initial report whether they have made a report to the office of social services or law enforcement. If no such report has been made but is deemed appropriate, the employee(s) shall file such a report if they have reasonable cause to believe that a child has been abused or neglected in conjunction with the building principal, school counselor or school psychologist.

The building principal, school counselor, or school psychologist must complete the necessary paperwork and keep it on file. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged; keeping in mind that prompt reporting is essential.

The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

For more information, please see Ralston Board Policy 4054.

STUDENT INTERVIEWS

Employees shall refer any police officer, child protective service worker, or other similar individual seeking to speak to or interview a student to an administrator.

STUDENT SEARCHES

Certified and classified staff members may not search students or their belongings. If a staff member suspects that a student is in possession of contraband, they should immediately contact a member of the administration and supervise the student until the administrator arrives. Students who are suspected of having an item in violation of school rules may be directed to wait with a staff member.

ELECTRONIC COMMUNICATION WITH STUDENTS

All forms of electronic communication with students including, but not limited to, the use of e-mail, text messaging, instant messaging, and social media must advance the educational goals and objectives of the Ralston Public Schools.

STUDENT CONFIDENTIALITY

Any student records, including reports of illness, abuse and neglect are strictly confidential. Student privacy will be rigidly protected by all employees of the district. Failure to do so will result in disciplinary action, up to and including termination.

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors and/or school psychologists is confidential but not legally privileged. The counselor and/or school psychologist will attempt to respect the privacy of student disclosures but will share all relevant information with other education professionals as appropriate or as directed. The counselor and/or school psychologist will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor and/or school psychologist is in doubt about what information to release, they should discuss the matter with the building principal or with the superintendent.

CRISIS ASSISTANCE

The school district will use a Crisis Response Team (CRT) to plan and coordinate efforts to deal with an emergency that involves the school, staff, and students. The primary concern will be the safety and welfare of students and staff, followed by the protection and salvaging of property.

During a crisis, school will be conducted in as normal and routine a manner as possible. To help provide students and staff with the services to cope with an emergency, the CRT may call upon patrons and school and community professionals who are skilled in providing counseling.
A careful balance must be maintained between the right of the public to information and the rights of the student and staff to privacy and normalcy. All crisis information will remain confidential unless decided otherwise by the general coordinator. The general coordinator will be responsible for dealing with the media and providing information to the public.

For more information, please see Ralston Board Policy 4036.

SUMMARY

This handbook is a general guide to the operations of the school district. More information and specific details on matters covered here are provided in negotiated agreements, Board of Education policies and building handbooks. Questions that are not addressed in this handbook may be answered by contacting a supervisor, the Human Resources Office or another appropriate office. All employees are wished the best as they work with their colleagues to provide quality education for the students of Ralston.

EMPLOYEE ACKNOWLEDGEMENT PAGE

This is to certify that I have read this employee handbook and I am familiar with its contents. I understand that it is not a binding contract but a set of guidelines for the implementation of personnel policies. I understand that by signing this acknowledgement, I agree to abide by the policies and procedures set forth by the Ralston Public Schools.

_____
Employee Signature

_____
Employee Name (Printed)

_____
Date

APPENDIX A

Ralston Public Schools
District Reimbursement Guidelines

Receipts:

If an expense item is to be reimbursed by Ralston Public Schools, there must be a receipt attached validating the expense. The receipt must include the following:

1. Name of business where purchase was made or service was performed. (Some business receipts do not include the business name. Please write the name on the receipt.)
2. Date of service
3. Detail of items/service purchased
4. If expense is for a meal or food, please include the name of the meeting and the names of the individuals who attended or ate the meals claimed for reimbursement.
5. If needed receipts may be attached to a plain piece of paper to include all pertinent information.

The following types of receipts are NOT acceptable:

1. Summary credit card slip showing only the total charge.
2. Cancelled check
3. Credit card statement with the expense circled

Bottom Line: If you do not have an acceptable receipt for expense reimbursement the district may not be able to reimburse for that expense item.

Mileage:

Mileage will be reimbursed at the standard IRS mileage allowance. The IRS updates the rate annually. The district publishes a mileage reimbursement form that is to be used for mileage reimbursement. This document can be found in the essential documents section on Google drive, or on the Ralston Forms website. Please remember to check on the availability of the Ralston Public Schools vehicles for trips in which several staff members will be attending. When available, the district vehicles must be used for travel. Mileage will only be reimbursed from your place of work to the activity location identified and back. Mileage will not be paid from your home or residence.

Rental Cars:

Rental cars are not reimbursed to the employee unless the following conditions exist:

1. Prior approval from the Assistant Superintendent for Business AND one or more of the following conditions exist:
2. The cost of the cab fare or shuttle, to **or** from the airport, is more than the daily rate plus incidentals, such as fuel and parking, to rent the car.
3. The hotel where the employee is staying is not within walking distance to the conference and the hotel does not offer shuttle service to the conference.
4. The rental is less expensive than a flight for several persons attending an event and is within a reasonable driving distance.

Purchasing Items:

We are a tax-exempt organization. As a result, we are not required to pay sales tax on purchases. Because of this, purchasing items on a personal basis and asking for reimbursement is discouraged. An employee who elects to purchase an item on their own may seek reimbursement for the item but will not receive reimbursement for any sales tax paid. The district does recognize that at times cost savings may be realized by purchasing items on a personal basis. If this becomes necessary, advanced permission from your supervisor is required prior to purchasing items that you wish to be considered for reimbursement. When asking for reimbursement on such purchases please use the receipts portion of this document to guide the reimbursement submittal. *NO PERSONAL ITEMS ARE TO BE PURCHASED USING OUR TAX EXEMPTION. PLEASE RING UP PERSONAL ITEMS SEPARATELY!*

Expenses that will not be reimbursed:

1. **Alcoholic Beverages** will NOT be reimbursed.
2. **Entertainment** such as movies, etc.
3. **Laundry fees**
4. **Personal maintenance items**
5. **Tips** for cab fare, shuttles, and meals will be reimbursed but are limited to 20% of the charges.
6. **Cab fares, shuttle costs, etc.** for employee's personal travel such as sightseeing, shopping, travel to and from dining locations, etc.

Meals:

When traveling away from Ralston and it is necessary to have a meal while on duty it is expected that care is used in selection an appropriate price level restaurant. Per diem rate for meals is capped at $60 per day. If only one meal is required during a trip, the amount is capped at $25. Please use care and discretion in your dining choices. It is also expected that detailed documentation and receipts are kept to ensure reimbursement. Meal reimbursement is for RPS staff members only unless the event is hosted by the Ralston Public Schools, and you are doing the business of the Ralston Public Schools.

District Cell Phones:

The district will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a $50.00 monthly stipend and a $100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend, they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

Charging on District Accounts:

At no time shall any employee charge items to a revolving account registered to the Ralston Public Schools unless advanced permission has been granted by a supervisor or school administrator. Charging any items for personal business on school district revolving accounts is strictly prohibited.

APPENDIX B

Ralston Public Schools
District Professional Development Guidelines

Requesting Professional Development:

1. Teachers: Please get approval from building administrator.
2. Building Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements.
3. District Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements. Communication with building principals is also essential prior to making arrangements.

Professional Development Requests from Buildings/Teachers:

Professional development requests that originate from building principals or teachers must be arranged and organized at the building level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Complete any required registration process
4. Organize any needed transportation or lodging arrangements
5. Schedule substitute teachers as needed
6. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
7. Prior to the event check that all details are covered

Professional Development Requests from District Administration:

Professional development requests that originate from Central Office or District administration must be arranged and organized at the Central Office level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Communicate with building principals and teachers about the training opportunity
4. Complete any required registration process
5. Organize any needed transportation or lodging arrangements
6. Schedule substitute teachers as needed
7. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
8. Communicate to all stakeholders details of arrangements and expectations
9. Prior to the event check that all details are covered

Requests for Payment:

Any requests for payment that would accompany reservations or registrations should be submitted well in advance of the deadline (at least 3 business days) to the Business Office so that a check can be mailed. In all cases detailed documentation should accompany requests so that accurate records may be kept and registrations and reservations are made in a timely manner.

APPENDIX C

CODE OF ETHICS

TEACHING PROFESSION

STATE OF NEBRASKA

STANDARDS OF PROFESSIONAL PRACTICES

Introduction
It is the responsibility of the Commission to provide advice and counsel to the State Board of Education in developing standards of professional practices in areas including, but not limited to, (1) ethical and professional performance, (2) competency, (3) continuance in professional service, and (4) contractual obligations.

Standards applicable to professional practices have been adopted by the Nebraska State Board of Education. The Code of Ethics, Standards for Continuance in Professional Service, and Contractual Obligations are presented in this pamphlet. The Commission shall adhere to these standards in making recommendations of whatever nature in accordance with its statutory authority.

The State Board of Education shall request the Commission or a special committee of members thereof to hold hearings and make recommendations to the State Board of Education concerning alleged violations of standards of professional ethics and practices by holders of public school certificates. Each educator can be aided by this publication in developing and continuing the use of professional practices that are in the best interest of the students, the profession, and the public.

CODE OF ETHICS

Preamble
The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence, and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility they have accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge their colleagues, and to be judged by them, in accordance with the provisions of this chapter.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in Nebraska with respect to ethical and professional conduct and are,

therefore, declared to be the criteria of ethical and professional performance adopted pursuant to the provisions of Section 79-868 R.R.S. for holders of public school certificates.

If the certificate holder is employed in a nonpublic school, that context shall be taken into account in the application of these standards.

Principle I - Commitment as a Professional Educator

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance, and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Commissioner any known violation of Principle I, number 7; Principle III, number 5; or Principle IV, number 2.
10. Shall seek no reprisal against any individual who has reported a violation of this chapter.

Principle II - Commitment to the Student

Mindful that a profession exists for the purpose of serving the best interest of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to their classes, unless approved by the local board of education.
7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public

The magnitude of responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of and confidence in the rule of law, a respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude or commit any felony under the laws of the United States or any state or territory.
6. Shall with reasonable diligence, attend to the duties of their professional position.

Principle IV - Commitment to the Profession

In the belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent their professional qualifications, or those of colleagues.
3. Shall practice the profession only with proper certification and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
5. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of their professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

STANDARDS FOR CONTRACTUAL OBLIGATIONS FOR ALL CERTIFICATE HOLDERS

Members of the teaching profession shall adhere fully to the terms of a contract or appointment.

Summary

Teaching in the public schools of Nebraska and related administrative and supervisory services are recognized as a profession by the Legislature.

In recognition of the professional status of educators, the Governor is authorized to appoint a Professional Practices Commission representative of elementary and secondary teachers, administrators, and higher education. The goal of the Commission is to develop, promote and enforce standards of professionalism for Nebraska educators.

APPENDIX D

Supplemental policies and procedures for Sign Language Interpreters

Code of professional conduct:

The Code of Professional Conduct for the Suburban Schools' Program is based on the Code of Professional Conduct of the Registry of Interpreters for the Deaf (RID) with the perspective of an educational setting. The RID Code of Professional Conduct referenced is in parenthesis following each principle.

1. The EI/T shall be dedicated to providing competent interpreting services in a manner befitting a professional. (RID tenet 2)
    - 1.1. Professional appearance: EI/Ts must always keep in mind their role to facilitate communication and their responsibilities as visual representatives of the consumers involved in any given interpreting assignment. EI/Ts should dress in a manner that will be as unobtrusive as possible and assure the best background for signing. Avoid highly visible jewelry, excessive makeup and other characteristics of physical appearance that are distracting.
    - 1.2. Personal Qualities: The EI/T must be dependable, responsible and reliable at all times. The EI/T must use tact when interacting with others, remaining diplomatic and perceptive. The EI/T must maintain an acceptable demeanor, exhibiting self-confidence and self-control.
2. The EI/T judiciously safeguards assignment-related information of a confidential nature. The obligation to protect confidences does not prevent an educational interpreter from revealing information to their employer or member of the IEP professional team for record keeping, program management and supervision. (RID tenet 1)
3. The EI/T provides parents and other members of the educational team on the student's use of interpreting service when requested. The EI/T will redirect parents and other team members to the deaf educator/resource teacher for parental/team member questions that are not related to the student's use of an interpreter within the educational setting. (RID tenets 1, 2, 3, and 4)
4. The EI/T and deaf educator/resource teacher shall provide information, when necessary, to educate the consumers about the role and appropriate use of the interpreter. (RID tenets 2 and 3)
5. The EI/T conveys the content, spirit and affect of the speaker using the language system approved by the educational team. (RID tenet 2)
6. The EI/T will not counsel nor interject personal opinion during interpretations/transliterations. (RID tenet 3)
7. The EI/T will maintain an appropriate adult-student relationship with all children/students (deaf and hearing). This is the ability to maintain "Professional Distance" or professional boundaries. (RID tenet 3)

Registry of Interpreters for the Deaf (RID) Code of Professional Conduct

The Registry of Interpreters for the Deaf, Inc. has set forth the following principles of ethical behavior to protect and guide interpreters and transliterators and hearing and deaf consumers. Underlying these principles is the desire to insure for all the right to communicate.

This Code of Professional Conduct applies to all members of the Registry of Interpreters for the Deaf, Inc. and to all certified non-members.

Tenets (updated 2008)

1. Interpreters adhere to standards of confidential communication.
2. Interpreters possess the professional skills and knowledge required for the specific interpreting situation.
3. Interpreters conduct themselves in a manner appropriate to the specific interpreting situation.
4. Interpreters demonstrate respect for consumers.
5. Interpreters demonstrate respect for colleagues, interns, and students of the profession.
6. Interpreters maintain ethical business practices.
7. Interpreters engage in professional development.

Educational Interpreter Roles and Responsibilities

1. The IEP team, not an individual EI/T, has the responsibility to determine any alternative modes of communication to be used in order to meet the needs of an individual student.
2. The EI/T will use an English-based system such as Signing Exact English System during subjects such as Reading, Writing, or English where the focus is learning to read and/or write English.
3. The EI/T will interpret any and all information presented in a classroom situation: formal instruction, individual instruction, informal social interaction between peers and conversation in classroom when appropriate.
4. The EI/T will voice interpret and relay information to non-signers.
5. The EI/T will rephrase information or simplify to aid understanding without providing the student with answers. If time does not permit during class time, the EI/T will inform the resource or deaf education teacher that extra help is needed and be willing to tutor if requested.
6. The EI/T will interpret at school functions during the school day.
7. The EI/T will tutor students when requested by deaf educators.
8. The EI/T will use any preparation time to prepare for future classes. It is the responsibility of the EI/T to know the assignments in advance so that any unknown vocabulary can be learned prior to class.
9. The EI/T will notify the deaf education teacher of tests, reviews, special assignments and any other concerns that impact the student's performance.
10. The EI/T will remain in the assigned classroom until the end of the class period, even when the student is doing independent seatwork. S/he should be available to interpret at all times.
11. Clarify routine points for the student, but do not assume the teacher's role. Repeat the interpretation of instruction only when it is needed, not routinely.
12. The EI/T will make sure students understand their interpreting, requesting feedback from the student as age or maturity allows. The EI/T will help the student develop their ability to provide appropriate feedback as a consumer of the service.
13. The EI/T will interpret all information presented in the class. Do not make indiscriminate decisions to leave out some class information.
14. The EI/T will use fingerspelling to convey key vocabulary, as method to emphasize a word/concept, and as a sign; do not invent signs without prior discussion with the student. The fingerspelling presentation must contain ***all*** the letters of the word and be presented

at a rate at which the student can receptively comprehend the word. EI/TVs need to be aware of the students' challenges with which they work. Some students may be poor spellers or have memory problems; therefore, reading a word sign may be more meaningful, faster, and provide a clearer message for students to key into than fingerspelling.

15. The EI/T will obtain information on the day's goals, tests, review, projects, extra credit work, special assignments, etc. for the deaf educator. Students are also responsible for all afore stated information.
16. The EI/T will refer any questions from parents regarding their child to the appropriate teacher(s). The EI/T ***will not*** discuss student's performance.
17. The EI/T will request to review student folders of those individuals for whom the EI/T will provide service. This review will help better prepare the EI/T to meet the language and learning demands of the students. This information may also be acquired from the deaf education teacher or the student's IEP case manager. All information learned during the review or conversation should be kept strictly confidential.
18. The EI/T will complete a sub folder. This folder should be prepared within the first week of school and be updated accordingly. These folders will be housed in the interpreter's desk/office or in the deaf education room. Sub folders should contain the following information and need to be kept up to date with schedule changes and appropriate forms:
    - Opening letter from director
    - Schedules
    - Positioning information
    - Equipment needs of students such as Alpha Smart, FM
    - Communication mode and other special information
    - Building map with key rooms/locations highlighted
    - Substitute Interpreter Time Sheet
    - Sub notes (use form appropriate for the grade level and class schedule)

Educational Interpreter Attendance

In order to ensure consistency and to maximize progress of the students who are deaf or hard of hearing, it is crucial for the EI/T to be at work. Punctuality is essential. If an absence from work is necessary, follow these guidelines.

1. All EI/TVs must call the designated interpreter or program director at 402-496-1419 (morning) or 402-339-2090 (during school hours) to report an absence.
    a. Must call between 6:00 am-7:15 am – DO NOT send a text message and DO NOT leave a message
    b. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
2. The ill/absent EI/T will contact their assigned building also.
   If you are at school and become ill:
    a. You must notify the building's deaf education teacher.
    b. You must contact the designated interpreter/program director at 402-339-2090
    c. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
3. The EI/T will document the beginning and end of their workday through the electronic timecard system as required by Ralston Public Schools.

Extra-Curricular Activities

Suburban Schools' Program offers many opportunities for extra-duty pay to interpreters. Extra-curricular activities include: sports, meetings, clubs, Open house, National Honor Society, parent conferences, etc. EI/T duty time is seven and one-half hours of which 30 minutes is a paid lunch, an additional benefit. Any activity outside of assigned duty time is considered extra-curricular and is done for extra pay. Overtime pay (time and one half) begins after you reach 40 hours in one week. The 40 hours does not include the paid lunch benefit but does include negotiated leaves.

The amount of time interpreted must be rounded to the nearest quarter hour. For example, if an activity runs ten minutes, the EI/T is to charge for fifteen. If the activity runs for 25 minutes, the EI/T is to charge for thirty minutes.

Please sign-up if you are interested in covering extra-curricular activities. The activities are posted via email to all the EI/T staff. Job assignments are based on order of interest. Any individual accepting an activity must locate his/her own substitute for the activity in the event of illness. Recurrent activities such as sport practices may be split between interpreters.

Mileage can be claimed for extra-curricular activities under certain circumstances. The mileage form can be found in Ralston's Cloud. See the section on mileage included in the forms section for details on completing the document. Conditions for mileage reimbursement for Extra-curricular activities:

- Mileage cannot be claimed for driving back to school for a club, sport, or evening activity (i.e., open house, parent-teacher conferences, etc.) in which you will be paid for your time. Example: drama rehearsal starts at 7:00 pm; the interpreter goes home between school and rehearsal—no mileage can be claimed.
- Mileage cannot be claimed for driving to a school or competition site for sports when the event occurs on the weekend such as practice or a meet/game.
- Interpreters are to facilitate communication with any non-signers (coach or fellow students), which include drive times to off-campus events. The only exception to this is when there is no room on the district vehicle for the interpreter. The program director must be notified of this situation prior to the event for approval to drive a personal vehicle and request reimbursement.

Educational Interpreter/Transliterator Performance Appraisals

Observations

The director will observe EI/Ts twice a year. Evaluations are also sent to the personnel office. This will provide for documentation of skills as well as professionalism. The director will complete the evaluation. Copies of the format are included so the EI/T can be aware of expectations. A Ralston Public Schools' general evaluation of employee skills is also completed by the program director with input from the deaf educator.

Any areas deemed unsatisfactory or "in need of improvement" will be addressed initially through informal interventions between the interpreter and the Director. If performance is not improved in a stated period of time, the interpreter will be placed on formal intervention, which can lead to termination**.**

Continuing Education

The Nebraska Department of Education Rule 51 outlines the rules and regulations governing employment of EI/Ts in the state of Nebraska. The guidelines can be view at http://www.nde.state.ne.us/SPED/sped.html. It is under the Policy and Procedures section. To maintain employment in the state, educational interpreters will obtain 20 clock hours of educationally related continuing education every two years. The RID Code of Professional Conduct, tenet 7, also requires continued professional development.

APPENDIX E

Supplemental policies and procedures for Drivers

Dress Code

Drivers are expected to present a neat, clean, and professional appearance at all times. The following minimum Transportation Department dress code standards are based on professional image, safety, and health.

a. Drivers will wear Transportation shirts provided by the district of them or Ralston shirts.
b. Drivers will wear enclosed shoes. No open-toed shoes are allowed. Sandals and flip-flops are not safe in the event of a bus evacuation.

Minimum Acceptable Conduct

Driving school children is an awesome responsibility. Consequently, drivers are held accountable for the safety of their passengers. Ralston Public Schools drivers must be above reproach at all times. The following guidelines reflect the minimum acceptable standards of conduct and dress expected of all drivers while on duty.

a. Smoking in or around any school district vehicle is prohibited.
b. Eating or drinking on the bus while students are present or while the vehicle is in motion is prohibited.
c. Drivers will not use inappropriate language or engage in inappropriate conversations while on duty and/or while on Ralston Public School property.
d. Unauthorized connections of electronic equipment (i.e., radios, tape decks, CDs…) to any district vehicle is prohibited. Drivers must be able to hear sirens and train signals.
e. Inappropriate conduct or conversations with students is strictly prohibited. Inappropriate conversation or comments about students is strictly prohibited.
f. Failure to wear seat belts in district vehicles.
g. Regular and predictable attendance is a required condition for employment.
h. While on duty, drivers should treat parents, community members, students, patrons, and all individuals in a respectful manner. Incidents involving dissatisfaction with Ralston's transportation department should be reported to the transportation supervisor immediately.

Termination and/or Suspension

Serious infraction, including but not limited to the following, may be cause for immediate termination and/or suspension:

a. Being under the influence of drugs or alcohol
b. Destruction of school property
c. Failure to stop at railroad crossings
d. Failure to report an accident involving a district vehicle
e. Failure to report an accident involving a personal vehicle
f. Carrying unauthorized passengers: In accordance with Nebraska Department of Education, Title 92, "No one except school personnel, supervisory personnel, monitoring personnel, and pupils assigned to a pupil transportation vehicle for a particular route schedule or for an activity trip as defined in 92 NAC 92-002.02 , may ride such vehicles" Essentially, this rule means no one other that students, sponsors,

and chaperones may ride a school bus.

g. Failure to pick up a student
h. Leaving a student on the vehicle after returning to the Transportation Center or other final destination
i. Unauthorized use of the district vehicles or using the vehicle for personal errands
j. Failure to be punctual
k. Deviating, without approval, from the assigned route unless there are unforeseen traffic circumstances
l. Failure to pre-trip a vehicle properly. Arrive early enough to complete the pre-trip before leaving the lot. The time clock will show if you had time to do the pre-trip.
m. Inappropriate language, comments, or touching towards students, staff, and/or other adults
n. Tampering with any cameras and/or recording devices located inside the vehicle.

Basic Loading and Unloading Policies

Bus drivers should adhere to the following procedures:

a. If a parent wishes to change a pick-up/drop-off time/location, advise them to contact the Coordinator of Transportation. Drivers are not authorized to make changes.
b. When running more than 10 minutes late for the schedule pick-up or drop-off, contact the Coordinator of Transportation who will pass on that information as appropriate.
c. Pick-ups should be curbside at the student's residence. If this is not possible, park the vehicle so the student does not have to walk on the roadway.
d. If a student is not at the authorized stop at the scheduled time, drivers will wait 3 minutes and then leave. Call the Coordinator of Transportation at the soonest opportunity.
e. Drivers are responsible for ensuring all students are properly seated on the bus with the appropriate restraint system secured, except if a parent/aide assisted/seated the child.
f. After arriving at the school of attendance, drivers or the para are responsible for removing students from the seat and assisting students in leaving the vehicle, if needed.
g. After all students have departed the vehicle, immediately check the vehicle for any students or items that may have been left behind.
h. When drivers are given route changes, new student information, or when a student has been dropped from the route, all outdated information is to be shredded at the Central Office.
i. If no one is at the student's home or the student cannot enter their home at the end of the day, the driver will continue the route and then, return to the student's home and call the Coordinator of Transportation. If after the second attempt, there is still no one at the home, then the student will be returned to school of attendance. If the child is an open enrolled student, call the Coordinator of Transportation.

Emergency Procedures

The following procedures will be used in the event of an accident involving a district vehicle, other emergencies, when experiencing mechanical problems, or during inclement weather.

Accidents (Vehicle contact with any moving or stationary object)
All accidents will be reported to the Coordinator of Transportation immediately. Drivers will call immediately, and drivers will initiate a 911 call if appropriate. The following procedures will be followed for all accidents.

a. Stop the vehicle as soon as possible
b. Drivers involved in an accident must take and maintain control of the situation. This is especially important when injuries are involved.
c. Notify the Coordinator of Transportation of the situation. Give the following information:
    - Vehicle number
    - Location
    - Number of vehicles involved
    - Number of students on board and what school they are from
    - Number of injured
d. Check for injuries and administer and/or direct first aid if required
e. Evacuate passengers to a safe area if necessary
f. Set up "breakdown" reflectors to protect accident scene and warn motorists
g. Complete accident forms in driver route book
h. Make no statements or comments to anyone other than law enforcement and/or district representatives

Mechanical Problems
If a non-safety mechanical problem arises while en-route, annotate the problem on the pre-trip vehicle inspection form. If unsure of the seriousness of the mechanical problem, contact the Coordinator of Transportation. If a safety related mechanical problem or a breakdown occurs, contact the Coordinator of Transportation and wait for further instructions.

Inclement Weather Procedures
Drivers will provide the Coordinator of Transportation and the Central Office with home phone numbers, addresses, and emergency contact phone numbers to facilitate contact in the event of inclement weather.

If weather is threatening during the day, drivers must provide the Coordinator of Transportation with a phone number (or some other piece contact information) in case of early dismissal.

If inclement weather occurs while en-route, the following procedures will be used:

a. Contact the Coordinator of Transportation only when delayed more than 10 minutes or completely immobilized by weather or traffic
b. In the case of disabled/immobilized vehicle, drivers will remain with the students to supervise and ensure their safety
c. Students are to remain onboard a disabled/immobilized vehicle until an alternate vehicle has arrived, unless remaining on the vehicle creates a safety concern
d. Under no circumstances will drivers release students without the permission of the Coordinator of Transportation
e. Vehicle windows and roof hatches will be closed after the last daily run, and whenever there is the possibility of inclement weather
f. During cold weather operations, all diesel vehicles will be plugged in at night.

g. On mornings that are 20 degrees or below, the early start crew may start vehicles
h. Drivers will not leave vehicles unattended while the engine is running at any time, including warm-up, except during the pre-trip inspection

Tornado/Severe Weather Procedures
A tornado watch indicates an area in which atmospheric conditions exist from which a tornado could develop.

A tornado warning is issued when a tornado has actually been sighted in the area or is indicated by radar.

The following procedures are designed to ensure the safety of passengers when the threat of or actual severe weather is experienced. Drivers must be familiar with these procedures and able to respond appropriately in the event of deteriorating weather conditions. Students are not to board a district vehicle while under a tornado warning.

Tornado Warning While on Route
Every situation involving a tornado/severe weather will be different. Drivers must always consider the following factors when dealing with a tornado warning/severe weather:

a. ALWAYS maintain control of the situation and accountability of all passengers.
b. Proceed immediately to the nearest safe location for evacuation. If there is immediate danger and no shelter is available, evacuate students from the vehicle and into the nearest ditch or culvert at least 100 feet away from the vehicle or any other vehicle.
c. In most instances, the driver will be the last off the bus as they will direct the evacuation and ensure all passengers have exited the vehicle. There may be instances, however, that it would be more appropriate for the driver to be the first out of the vehicle in order to direct passengers to the appropriate safe location. In this case, drivers must assign a responsible passenger to assist in the evacuation by ensuring all passengers have exited the vehicle.
d. Make certain all students go to the safe location and are accounted for.
e. Drivers should make every effort to keep the Coordinator of Transportation apprised of the evacuation location to include the number of passengers onboard. Once the tornado warning has been lifted, drivers will advise Dispatch when they are 10-8 and reaffirm the number of passengers.
f. Do not release passengers without the Coordinator of Transportation's permission.

APPENDIX F

Title IX

Nondiscrimination. The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates including in admission and employment. Inquiries about Title IX may be referred to the school district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The school district's Title IX Coordinator may be contacted at Title IX Coordinator, 8545 Park Drive, Ralston, NE, or by email at mrupprecht@ralstonschools.org, or via phone at 402-331- 4700 The school district's nondiscrimination policy and grievance procedures are included this policy, or can be accessed at: https://www.ralstonschools.org/site/handlers/filedownload.ashx?moduleinstanceid=1169&dataid=9780&FileName=3053_-_Nondiscrimination.pdf. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator.

Retaliation Prohibited. Retaliation, including peer retaliation, is prohibited in the school district's education program or activity. If the school district has information about conduct that reasonably may constitute retaliation under Title IX, it may be required to treat it as an allegation of sex discrimination. Upon receiving a complaint alleging retaliation, the school district will initiate its grievance procedures or informal resolution process.

Definitions. As used in this policy, the following terms are defined as follows:

> **Complainant** means an employee, a student, or a parent, guardian, or other individual with the legal right to act on behalf of a complainant who is alleged to have been subjected to conduct that could constitute sex discrimination, including sex-based harassment; or any other person who may have been subjected to sex discrimination when that person was participating or attempting to participate in the school district's education program or activity.
>
> **Complaint** means an oral or written request to the school district that objectively can be understood as a request for the school district to investigate and make a determination about alleged sex discrimination under Title IX.
>
> **Consent** for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. School district officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.
>
> **Respondent** means a person who is alleged to have violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that the school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

Sex-based harassment prohibited by this part is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that is:

Quid pro quo harassment. An employee, agent, or other person authorized by th school district to provide an aid, benefit, or service under the school district's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school district's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the school district's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the school district's education program or activity.

Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

- Rape—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- Sexual Assault with an Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible—(Except Prostitution Offenses) Unlawful, non-forcible sexual intercourse.

- Incest—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- Statutory Rape—Non-Forcible sexual intercourse with a person who is under the statutory age of consent

Dating violence meaning violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length and type of relationship and the frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the school district, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Response to Sex-based Harassment.

All Employees. All school district employees must notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination, including sex-based harassment under Title IX.

Title IX Coordinator. The school district will designate and authorize at least one employee as the school district's "Title IX Coordinator," to coordinate the school district's efforts to comply with its responsibilities under Title IX and this policy. The superintendent or Title IX Coordinator is authorized to delegate specific duties to one or more designees.

For conduct that could constitute sex-based harassment, the Title IX Coordinator must take the following actions:

- Offer and coordinate supportive measures for the complainant and for the respondent;
- Notify the complainant or the individual who reported the conduct of the grievance procedures and, if appropriate, the informal resolution process.
- Take other appropriate steps to avoid the recurrence of sex discrimination and restore or maintain equal access to the school district's programs and activities.

Supportive Measures. The school district will provide supportive measures, as appropriate, in cases involving sex-based harassment. These measures may include but are not limited to: counseling; extending deadlines; increased supervision; no-contact directives; leaves of absence; changes in class, work, or activities, regardless of whether there is a comparable alternative; and training and education programs related to sex-based harassment. Supportive measures may be continued, modified, or discontinued at the conclusion of any grievance process. Supportive measures will not be disclosed to anyone other than the person to whom they apply and others, including school officials, who need to know the supportive measures to implement them.

Requests to Modify Supportive Measures. A complainant or respondent may request modification or reversal of the school district's decision to provide, deny, change, or terminate supportive measures applicable to them. Requests must be made to the Title IX Coordinator in writing, and an impartial individual will review the request.

Students with Disabilities. If the complainant or respondent is a student with a disability, the Title IX Coordinator will consult with one or more members of the student's IEP or Section 504 team to determine compliance with those laws while implementing supportive measures and all other requirements of this policy and Title IX.

Emergency Removal. The school district is authorized to remove a respondent from the school district's education program or activity on an emergency basis, provided that the school district undertakes an individualized safety and risk analysis; determines that an imminent and serious threat to the health or safety of a complainant or other persons arising from the allegations of sex discrimination justifies removal; and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave. The school district is authorized to place an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures.

Informal Resolution. The school district may offer an informal resolution process unless the complaint includes allegations that an employee engaged in sex-based harassment of a student or informal resolution would be contrary to law. Prior to initiating informal resolution, the parties will be provided with notice of the allegations. Participation in informal resolution is voluntary, and any informal resolution will include consent from the complainant and respondent, the ability to withdraw from the process, and the right to resume the grievance process. If an agreement is reached, it precludes the parties from initiating or resuming the grievance process.

The informal resolution facilitator will not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Potential terms that may be included in an informal resolution agreement include but are not limited to restrictions on contact, restrictions on participation in programs or activities, and disciplinary sanctions.

If informal resolution is offered, the school district will maintain all evidence gathered, communications about the informal resolution process, and the agreement reached. This information will be disclosed to outside individuals only as permitted by law and if required to

implement the requirements of the agreement or Title IX. If no agreement is reached, only relevant and permissible evidence received during the informal resolution process will be considered during the grievance process.

Grievance Procedures to Resolve Complaints of Sex Discrimination. Any person designated as Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against any party, generally or specifically. The decisionmaker may be the same person as the Title IX Coordinator or investigator.

Complaint. Complaints of sex-based harassment may only be made by a complainant; a parent, guardian, or other individual with the legal right to act on behalf of a complainant; or the Title IX Coordinator. Complaints of sex discrimination (excluding complaints of sex-based harassment) may be made by any person who was participating or attempting to participate in the school district's education program or activity at the time of the alleged sex discrimination.

Complaint by Coordinator. In the absence of a complaint made by any other individual, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination. The Title IX Coordinator must consider, at a minimum, the following factors:

- The complainant's request not to proceed with the initiation of a complaint;
- The complainant's reasonable safety concerns regarding the initiation of a Complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the school district;
- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
- Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.

If the Title IX Coordinator initiates a complaint, they will notify the complainant prior to doing so and address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures.

Consolidation of Complaints. The school district may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references in this section to a party, complainant, or respondent include the plural, as applicable.

Basic Procedures. This grievance procedure is governed by the following basic requirements:

- A respondent is presumed not responsible for the alleged sex discrimination until a determination is made at the conclusion of the grievance procedure;
- The school district will treat the complainant and respondent equitably throughout the grievance process;
- The school district will take reasonable steps to protect the privacy of individuals participating in the grievance process in a manner that does not restrict the parties from obtaining and presenting evidence, speaking to witnesses, consulting with family members or advisors, or otherwise participating in the grievance process;
- The District will use the following timelines for each complaint, but the Title IX Coordinator or designee may extend them as needed:

Major Stage	Target Duration (calendar days)
Completion of the school district's decision whether to dismiss or investigate a complaint of sex discrimination	1-15
Investigation	1-30
Determination	1-30
Appeal	1-20

Notice of Allegations. Upon initiation of the grievance procedure, the school district will provide notice of the allegations to the parties whose identities are known. The notice will include a copy of this policy; the parties involved in the incident(s); the conduct alleged to constitute sex discrimination; and the date(s) and location(s) of the alleged incident(s), if available. Retaliation is prohibited.

If the school district decides to investigate additional allegations of sex discrimination that are not included in the initial notice, the school district will provide notice of the additional allegations to the parties.

Complaint Investigation. The burden is on the school district to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The individual investigating and deciding the complaint will:

- Provide an equal opportunity for the parties to present fact witnesses and relevant and permissible evidence;
- Objectively review all evidence gathered through the investigation and determine what evidence is relevant and permissible;
- Provide each party with an accurate description of the relevant and permissible evidence, and upon request, copies of this evidence;
- Provide the parties a reasonable opportunity to respond to the evidence;
- Use a process that enables the decision maker to question parties and witnesses to adequately assess a party's or witness's credibility, but credibility will not be based upon any individual's status as a complainant, respondent, or witness; and

- Take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. For purposes of this paragraph, disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Relevant and Permissible Evidence. The school district will consider relevant and permissible evidence. Relevant evidence is evidence related to the allegations of sex discrimination under investigation as part of the grievance procedure. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Generally relevant evidence is permissible, but does not include:

- Evidence that is protected under a privilege as recognized by Federal or State law;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional in connection with the provision of treatment to the party or witness unless the school district obtains that party's or witness's voluntary, written consent for use in this grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless that evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sexbased harassment occurred.

Determining Whether Sex Discrimination Occurred. The school district will:

- Use the preponderance of the evidence standard of proof, that it is more likely than not, to determine whether sex discrimination occurred;
- Use only relevant and permissible evidence to reach a determination;
- Notify the parties in writing of the determination whether sex discrimination occurred, including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- If there is a determination that sex discrimination occurred, coordinate and provide remedies to restore equal access, coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions, and require the Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;
- Not discipline a party, witness, or others participating in a school district's grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the school district's determination whether sex discrimination occurred.

Dismissal of a Complaint. A complaint of sex discrimination made through the grievance procedure may be dismissed for any of the following reasons:

- The school district is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the school district's education program or activity and is not employed by the school district;
- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the school district determines that without the complainant's withdrawn allegations, the remaining alleged conduct would not constitute sex discrimination even if proven;
- The school district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint under this paragraph, the school district must make reasonable efforts to clarify the allegations with the complainant.

  Upon dismissal, the school district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

  The school district will notify the complainant that a dismissal may be appealed and provide the complainant with an opportunity to appeal the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent that the dismissal may be appealed on the bases set out in this policy. Upon the dismissal of a complaint, at a minimum, the school district will:
  - Offer supportive measures to the complainant, and offer supportive measures to the respondent if the respondent has been notified of the complaint;
  - Require its Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the school district's education program or activity.

Appeal. The school district will provide the parties the opportunity to appeal the decision-maker's written determination or a dismissal of a complaint, on the grounds identified below. The school district will implement appeal procedures equally for the parties, including a reasonable and equal opportunity to make a statement in support of or challenging the outcome being appealed. Appeals under Title IX, like other comparable proceedings, will be handled consistent with the school district's general complaint policy.

Time for Appeal. Appeals may only be initiated by submitting a written Notice of Appeal to the superintendent within three (3) calendar days of the party's receipt of (1) the written determination of whether sex discrimination occurred from which the appeal is taken, or (2) the written dismissal of the complaint from which the appeal is taken.

Notice of Appeal Filed By Party. The Notice of Appeal must include (a) the name of the party or parties appealing, (b) the determination, dismissal, or portion thereof being appealed, and (c) a concise statement of the specific grounds (from the following subsection) upon which the appeal is based. A party's failure to timely submit a Notice of

Appeal will be deemed a waiver of the party's right to appeal under this policy and Title IX.

Appeals of Dismissals. If a dismissal is appealed, the school district will provide notice of the allegations to the complainant and respondent if not provided previously.

Appeal Decision. The decision maker for the appeal will be an individual who did not take part in the investigation, determination, and/or decision to dismiss the complaint. The appeal decision maker will notify the parties of the result of the appeal and the rationale for the result.

Disciplinary Sanctions and Remedies. If it is determined that sex-based harassment occurred, the school district may impose disciplinary sanctions that may include suspension, expulsion, mandatory reassignment, adverse employment action up to and including termination, or any other actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation.

Superintendent Authorized to Contract. The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the school district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

Recordkeeping. The school district will maintain the following documents for a period of at least seven years:

- For each complaint of sex discrimination, records documenting the informal resolution process or grievance procedures and the outcome.
- Records documenting the actions the school district took to meet its obligations under Title IX for any allegation of sex discrimination.
- All materials used to provide training as required by this policy. The school district will make these training materials available upon request for inspection by members of the public.



Employee Handbook

Revised August, 2024

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Professionals:

Welcome to the Ralston Public Schools – we are glad to have you on our team. At Ralston Public Schools, we believe that our employees are our most valuable assets. In fact, we attribute our success as a public school district in significant part to our ability to recruit, hire and maintain a happy, professional, and productive instructional and support staff. We hope that during your career at Ralston Public Schools you will become a productive and successful member of our team.

This employee handbook describes, in summary form, the personnel policies and procedures that govern the employment relationship between the Ralston Public Schools and its employees. The policies and procedures stated in this book are just a general outline; many policies are described in detail in the negotiated agreement that applies to your employment group. You may receive updated information concerning changes in policy and procedures from time to time, and those updates should be kept with your copy of the handbook. If you have any questions about any of the provisions in the handbook, please contact Human Resources at the Administrative Offices.

Personally, as Superintendent of Schools, I want to thank you in advance for your commitment and professionalism as we all work together as a team to make the Ralston Public Schools a world class educational institution. I would also like to extend an open invitation to you to share any compliments, concerns, or ideas with me that will help all of us to make our organization better.

Sincerely,

Jason Buckingham
Superintendent

WELCOME

Welcome, and congratulations on becoming a member of the Ralston Public Schools employee team. By accepting this opportunity, you are committing your talents and skills to the task of developing well educated, productive and responsible adults. The work you do now is an investment in the future of our students.

RALSTON'S PURPOSE STATEMENT

A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope.

RALSTON'S DIRECTION STATEMENT

Cultivating resilient citizens prepared for the diverse demands of the future.

GOVERNING BELIEFS

The Ralston Public Schools believe

- An educational process is a partnership involving the school, the family, the student, and the community
- Students learn best when they are actively engaged in the learning process
- All students can learn
- Students learn best when schools maintain high expectations for learning
- The foremost responsibility of any educational organization is the student
- The essence of education is the ability to develop lifelong learners to deal responsibly with choice in a changing world

THE SCHOOL BOARD

The Board of Education is the controlling body of the Ralston Public Schools. The Board is responsible for establishing a vision, making policy and establishing the budget.

Members of the Ralston Board of Education are elected by the qualified voters of the Ralston School District on a non-partisan ballot on the first Tuesday following the first Monday in November of even numbered years. The term of office is four years and begins on the first Thursday following the first Tuesday of January after the election.

Board of Education meetings are held the second and fourth Monday of every month at 6:00 p.m. in the District Office Board Room. Notice of meetings are published the preceding Wednesday in the Omaha Daily Record. These are open meetings and visitors are welcome.

The Superintendent of Schools is responsible for seeing that the Board's policies are put into action. The superintendent does this through a system of administrators who serve throughout the schools and offices in the district. In this way, all functions are orchestrated to best reach our goals.

You and the work you do are important and integral parts of a carefully planned system designed by the residents of the Ralston School District. They are depending on you to nurture and educate our most precious resource - our children.

GENERAL INFORMATION

The school district's handbooks are intended to convey information and explain school regulations and procedures that are necessary for the school to run smoothly and efficiently. Although the board of education may take action to approve the handbooks annually, the administration has the authority to change the contents of any handbook at any time so long as the changes are consistent with board policy.

None of the district's handbooks create a "contract" between the school district, staff members, parents or students. If any information contained in any handbook conflicts with board policy or state statute, the policy or statute will govern.

NON-DISCRIMINATION

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The school district prohibits sex discrimination in any education program or activity in any education program or activity that it operates.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their disability, or that have other related concerns or questions, should contact the ADA/ Title II Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org or in person at school.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their sex, or that have other related concerns or questions, should contact the Title IX Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org, 8545 Park Drive, Ralston Nebraska or in person at school. The School District's specific Notice of Nondiscrimination on the Basis of Sex may be accessed at the following link: https://www.ralstonschools.org/site/handlers/filedownload.ashx?moduleinstanceid=1169&dataid=9780&FileName=3053_-_Nondiscrimination.pdf.

Individuals who believe that they have been the subject of unlawful discrimination or harassment due to their race, color, or national origin, or that have other related concerns or questions, should contact the Title VI Coordinator: Dr. Mike Rupprecht at (402) 898-3483, mrupprecht@ralstonschools.org, 8545 Park Drive, Ralston Nebraska or in person at school.

Individuals who believe that they have been the subject of any other unlawful discrimination or harassment should contact the Human Resource office at (402) 898-3483, mrupprecht@ralstonschools.org or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

For additional prohibited discrimination and related information, please review school district Policy 3059 – Nondiscrimination.

EQUAL OPPORTUNITY

The Ralston Public Schools shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state, and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethic origin, sex, disability, age, martial status, veteran status, genetic background, pregnancy or childbirth, or related medical condition.

COMPENSATION

SALARY INFORMATION

Teachers and identified certified employees are placed on a salary schedule according to the negotiated agreement between the Ralston Education Association and the Board of Education. Placement and advancement on the schedules are based on experience, the number of years served in the district, the addition of approved undergraduate hours for endorsements or specialties not previously approved, or graduate hours in your field. Teachers who report college hours before November 1st advance on the schedule for the entire school year. The Human Resource Office can be contacted for more information or an explanation of the salary schedule.

SALARY INFORMATION FOR CLASSIFIED STAFF

Pay rates for classified staff are established each year by the Board of Education with input from the superintendent of Schools and the Assistant Superintendent of Business and Finance. A raise may be granted each year based on the financial climate of the school district.

PAYDAY

Ralston school employees are paid monthly. Payday is the 18th of the month, unless that date falls on a weekend. In that case deposits are issued the Friday before. Employees are notified by automated e-mail when pay records are available for viewing each month.

UNIT PAY

Teachers who have duties beyond their normal teaching assignments, such as coaching, department head responsibilities, and building supervision, may be eligible for supplemental pay. Supplemental assignments and unit pay schedules are determined annually. The supplemental salary schedule is a part of the teacher's negotiated agreement. In order to maintain accurate compensation records, teachers are expected notify the Human Resource office as soon as possible regarding any changes to their supplemental assignments.

CLOCKING IN AND OUT

Hourly employees are required to use the district's online (ETS) timesheet to record all hours worked. Staff members are required to clock in no sooner than 7 minutes before/after the scheduled shift and clock out no later than 7 minutes before/after the scheduled shift. If an employee is unable to clock in or out within the allotted period of time, the staff member is required to attach a note to the timecard explaining the discrepancy to their supervisor.

If an employee misses an entry into the timekeeping system, the staff member is responsible for correcting their timecard at the earliest possible convenience. If an employee makes a correction to their timesheet, the staff member is required to attach a note to the timecard explaining the discrepancy to their supervisor. Employees who consistently miss time clock entries may be subject to disciplinary action.

Employees are not allowed to use another person's login credentials under any circumstances in order to clock in/out or modify the timecard of another staff member.

Any employee who knowingly misrepresents or falsifies documentation about the number of hours they have worked or knowingly misrepresents or falsifies documentation about the number of hours another employee has worked will be subject to disciplinary action, up to and including termination of employment.

OVERTIME AND COMPENSATORY TIME

All classified staff members must keep an accurate record of all hours worked for the district. Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Overtime that is not approved in advance, may not be payable. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

"Non-exempt" employees may not waive their rights under the Fair Labor Standards Act.

For more information, please see Ralston Board Policy 4050.

DIRECT DEPOSIT

Direct deposit of paychecks into bank accounts is mandatory. Instead of a check, employees can access their pay records online through the Employee Access Center. To enroll in direct deposit, employees must provide a voided check prior to their first pay date.

DEDUCTIONS

All required deductions, such as for federal, state, and local taxes, retirement contributions, and all authorized voluntary deductions, such as for insurance or union dues, will be withheld automatically from your paychecks. Garnishments are legal proceedings imposed by a court of law upon the school district requiring payment to a third party of monies earned by district employees. The school district will accept all legal garnishments and tax levies against wages in compliance with state and federal law. An employee's pay will be held upon receipt of a garnishment until a court order is issued indicating satisfaction of the indebtedness or until ordered to surrender the monies to the court or its agent. The school district prohibits improper pay deductions, and employees shall be reimbursed for any improper pay deductions. If you believe that an improper deduction has been made to your pay, you should immediately report this information to your direct supervisor, payroll personnel, or the superintendent.

If a staff member owes funds to the district at the time of their resignation or termination, the district may deduct that which is owed to the district from the employee's final paycheck.

OUTSIDE EMPLOYMENT

An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.

Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or their designee.

Employees shall not sell, solicit or promote the sale of goods or services to students. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s). Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.

No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.

For more information, please see Ralston Board Policy 4008.

AT-WILL EMPLOYMENT

Classified staff members are employed "at-will" unless they are a member of a bargaining unit that is subject to a negotiated agreement with the district. Either you or the school district may terminate your employment at any time, for any reason, with or without cause or notice. This handbook is not a contract, express or implied, guaranteeing employment for any specific duration.

BENEFITS

HEALTH INSURANCE

The school district's health insurance plan is administered by Blue Cross and Blue Shield of Nebraska. The plan year's coverage is effective September 1st. The current plan is as stated in your employee benefit package. If one of the qualifying members is less than full time but at least 50% FTE, the monthly premium will be prorated based upon the reduced FTE. Details are available in the Payroll Office. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

DENTAL INSURANCE

Dental coverage through Blue Cross and Blue Shield of Nebraska (100% A, 75% B, and 50% C coverage) covers the cost of preventive, diagnostic and maintenance services. This includes a check-up and cleaning twice a year, fillings, extractions, X-rays and sealants. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LONG-TERM DISABILITY INSURANCE

Employees will receive 66 2/3 percent long-term disability insurance coverage based on the employee's salary and fringe benefits. An employee shall be entitled to disability coverage beginning on the date when the employee has used all of their accumulated sick leave. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LIFE INSURANCE

The district provides term life insurance ($20,000 in most cases) for full time employees. The plan includes accidental death and dismemberment coverage in the same amount as the basic life benefit. Employees may choose to buy supplemental insurance at an amount allowed by the

district and the carrier. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

WORKER'S COMPENSATION

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a collective bargaining agreement.

Workman's compensation pays medical costs for injuries on the job and partially reimburses for loss of salary up to a legislated maximum. Salary reimbursement begins after a seven-day waiting period. If the employee is off the job more than six weeks, the initial seven days will be paid retroactively.

TUITION REIMBURSEMENT

An eligible employee may receive tuition reimbursement based on the terms of the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

COBRA BENEFITS

Under a federal law known as COBRA, employees, their spouses, and children are allowed to continue group health insurance at their own expense under any of the following conditions:

- Death of the employee.
- Leaving the district's employment, whether through resignation or termination.
- Reduction of hours.
- Divorce or legal separation.
- The employee is entitled to benefits under Title XVIII of the Social Security Act.
- A dependent child ceases to be a dependent child under the plan.

Coverage may continue for up to 18 months in cases of termination or reduction of hours, and 36 months in other instances. Details are available through the Business Office.

403B PLAN

Monthly contributions to qualified 403b investment accounts are available through payroll deductions. Employees can elect to have money deducted from their monthly salary and sent to an account with an approved 403B Plan vendor. Contact the payroll office for a list of approved vendors, and also once you have set up an account with your financial planner. Additional information is available through the Business Office.

PAY FLEX

Pay Flex is a program designed to set aside your pre-tax salary dollars for specific medical or childcare expenses. When enrolled in the program, a specified amount is put into an account

before payroll deductions. The money in this account is available for health care needs not covered by insurance, such as orthodontics, co-pays, prescriptions, eyeglasses, and also for childcare costs from qualified providers.

Enrollment in or withdrawal from the Pay Flex program is permitted in October each year during the official enrollment period. The plan year is October 1- September 30. Enrollment information is distributed in August and enrollment forms are due September 1st. Contact the Business Office for more information.

VOLUNTARY SEPARATION PROGRAM

Teachers with 20 years of service may qualify for the Voluntary Separation Program. The Voluntary Separation Program is outlined in the teacher's negotiated contract or through specific board action.

RETIREMENT

Employees are required to participate in the Nebraska School Employees Retirement system. Contributions, which are subject to change annually, are deducted automatically from paychecks. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LEAVE

FAMILY AND MEDICAL LEAVE

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act. Under the FMLA, eligible employees are entitled to certain rights, and have certain obligations with respect to unpaid leave for certain family and medical reasons.

FMLA leave eligibility: An eligible employee under the FMLA is an employee who has been employed by Ralston Public Schools for at least twelve (12) months, who has worked at least 1,250 hours in the past 12 months, and who works at a facility in which at least fifty (50) employees are employed at that facility or within seventy-five (75) miles of that facility. Returning Service members are given credit for any months or hours of service they would have been employed but for their military service.

Reasons for FMLA leave: The school district will grant an eligible employee up to a total of 12 workweeks of unpaid leave under the following conditions:

- For birth of a son or daughter, and to care for the newborn child
- For placement of a son or daughter with the employee for adoption or foster care
- To care for the employee's spouse, son, daughter, or parent with a serious health condition
- Because of a serious health condition that makes the employee unable to perform the functions of their job

- Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the armed forces in support of a contingency operation

The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member a total of 26 workweeks of unpaid leave during a 12-month period to care for the service member. The leave described in this paragraph shall only be available during a single 12-month period.

The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.

Any staff member who needs to take an extended leave for medical or personal reasons must submit a leave request and complete FMLA forms. The absences that most often fall into the scheduled category are maternity, scheduled surgeries, and medical leaves of absence.

For more information, please see Ralston Board Policy 4011.

FAMILY MILITARY LEAVE

All employees, including elected officials of the State of Nebraska or any political subdivision thereof, who shall be members of the National Guard, Army Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a leave of absence from their respective duties, without loss of pay, on all days during which they are employed with or without pay under the orders or authorization of competent authority in the active service of the State or of the United States, not to exceed fifteen workdays in any one calendar year. Such leave of absence shall be in addition to the regular annual leave of the persons named herein. When the Governor of this state shall declare that a state of emergency exists, and any of the persons named in this section are ordered to active service of the state, an additional leave of absence will be granted until such member is released from active service by competent authority. During the additional leave of absence because of the call of the Governor, any official or employee subject to the provisions of this section shall receive such portion of his salary or compensation as will equal to the loss he may suffer while in active service of the State.

An administrator, at their discretion, may require an employee who requests leave under the Nebraska Family Military Leave Act to provide certification from the proper military authority to verify the employee's eligibility for the leave requested.

Military Leave under the Federal Family and Medical Leave Act (FMLA) will be governed by the FMLA and the board's policy regarding the FMLA.

SICK LEAVE

Sick leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Unless prohibited by a negotiated agreement that an employee belongs to, an employee's supervisor may require an employee to submit a physician's written certification attesting to the employee's sickness or disability after three consecutive days of absence due to illness. Any employee who fraudulently uses, or attempts to use, sick leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

PERSONAL LEAVE

Personal leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

BEREAVEMENT LEAVE

An employee shall be permitted paid leave for bereavement purposes per the current negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Any employee who fraudulently uses, or attempts to use, bereavement leave leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

ASSOCIATION LEAVE

Association leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned. Any employee who fraudulently uses, or attempts to use, association leave in a manner that is not consistent with the terms outlined by the district will be subject to disciplinary action up to and including termination of employment.

JURY DUTY

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district their witness fee.

An employee who has been subpoenaed to testify in court in a matter relating to business of the district will be considered on official District business.

ELECTION DUTY

An employee who has been selected to perform election duty will be granted paid leave. Employees must sign over to the district the compensation they receive for Election duty, but not compensation for expenses.

VOTING

Ralston Public Schools will grant employees time off to vote if they do not have two consecutive hours away from work while the polls are open. The district will specify the two hours the employee may be absent from work to vote, and no deduction will be made from wages on account of such absence. Appointed election officials should contact their administrator to arrange paid time off.

REPORTING LEAVE

All employees are expected to report all leave taken to their supervisor and the employee benefits professional each time leave is taken. Please speak with your building administrator or direct supervisor as to their expectations to make sure this is accomplished as soon as possible. Failure to report leave will be considered insubordination and will be addressed as such.

PURCHASES AND REIMBURSEMENT

PURCHASE ORDERS

Orders may be placed at your building. A requisition form must be filled out. This is available from the school secretary or a supervisor. It must be filled out completely, including address, item, quantity and price. It must also be signed by a supervisor. The requisition form should be turned in to the building secretary for input as a purchase order. The building secretary will notify accounts payable for printing and mailing of the purchase order. The original signed requisition and any additional information should be attached to the requisition and sent to accounts payable. No items or service should ever be ordered without being assigned to a purchase order and submitted into the purchase order system.

If the item is needed immediately, a requisition, complete with purchase order number, can be obtained from the building secretary. The requisition, approved and signed by a supervisor, can then be taken to the vendor. A receipt of goods will be issued. The completed and signed requisition and receipt should be turned in to the building secretary for input into the system as a purchase order. Once entered, the requisition and receipt should be submitted to accounts payable for the printing of the purchase order.

There may be occasions, such as registration to attend a preapproved seminar, when a fee will need to be paid prior to the Board of Education meeting. Please contact your building secretary for details. Administrators are responsible for establishing procedures in their buildings and department to ensure that these procedures are followed.

TRAVEL

All out-of-district travel must be pre-approved by a supervisor. A travel and expense form is available online or on the Ralston Forms website. All receipts being submitted for reimbursement (especially transportation, lodging and meals) must be kept and submitted with the completed travel and expense form to the Accounts Payable Department. Receipts must be itemized, or the district may not be able to reimburse expenses. It is the responsibility of the employee to collect itemized receipts. Please see Appendix A for reimbursement guidelines.

MILEAGE

Expenses for required travel throughout the district on school business by an approved employee may be reimbursed if the employees' own vehicle is used. Mileage reimbursement is based on the state approved rate and will be within the guidelines of the Local Government Miscellaneous Expenditure Act. Mileage requests shall be submitted using the online form. Itemized details of each trip must be included on the form. One entry labeled total miles for the day is not acceptable. Forms must be filled out completely and signed electronically by the employee and supervisor. Forms shall be turned in at the end of each month. They will be processed by the Accounts Payable Department (see reimbursement checks). Please see Appendix A for reimbursement guidelines.

REIMBURSEMENT GUIDELINES

Guidelines are in place to outline reimbursement of expenses to employees while doing the business of the Ralston Public Schools. Please review the Ralston Public Schools Reimbursement Guidelines in Appendix A of this document.

REIMBURSEMENT CHECKS

Reimbursement checks are issued once a month and are processed by the Accounts Payable Department. Vouchers must be submitted by the 25th of the month to receive payment the following month. Please see Appendix A for reimbursement guidelines.

RESTRICTIONS ON EMPLOYEES RECEIVING GRATUTITIES

An employee who, because of their employment by the school district, receives any bonus merchandise or gift with a value over $25.00 must disclose the receipt of such gift to the superintendent. The superintendent, at their discretion, may require that the gift become the property of the district.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

ASSIGNMENTS

JOB DESCRIPTIONS

Job descriptions are the district's way of letting employees know what is expected of them. They are not, however, comprehensive nor intended to be limiting. Employees are part of a total team. If anything on the description is unclear, clarification should be sought by contacting the district's Human Resource office.

PLACEMENTS AND TRANSFERS

The District Office assigns all staff. Top priority is given to the needs of the students. Assignments within buildings or departments are the responsibility of the building/program administrator.

It is the policy of the Ralston Public Schools to fill all positions with the best-qualified people. The district reserves the right to place/transfer employees in positions they see are most beneficial to the success of the district. The district also prefers to promote from within whenever possible. As positions become available, administration will, at its discretion, either directly promote or transfer a qualified employee of the district or open the position for application by internal and external candidates.

If a position is opened for application, it will be posted electronically. Frequently, job vacancies will be advertised with outside sources during the same week they are posted online. This is done to speed up the screening process and to aid in ensuring that vacancies are filled by the most qualified persons.

To apply for an open position, you should either submit a formal letter of interest to the Human Resources Office referencing the position and requesting an interview. Interviews will be arranged by the Human Resources Department.

A detailed procedure regarding district transfers is available. Contact Human Resources Office or your building principal for more information.

HOURS

Members of the certified staff shall be on duty before and after the regularly scheduled student school day long enough to plan and to carry out their individual professional responsibilities as determined by the superintendent of Schools and/or the building principal.

Classified staff hours are determined at time of hire.

If a staff member needs to leave campus during their regularly assigned hours, they are expected to obtain permission from their building principal and/or notify a member of the school's front office staff before their departure and upon their return (if applicable). To help maintain accurate records of who is currently on campus, principals may require their staff members to sign out when they leave the building then sign back in upon their return.

Staff members who repeatedly leave campus without obtaining the permission of their building principal and/or notifying a member of the school's front office staff may be subject to disciplinary action up to and including termination of employment.

NEGOTIATED AGREEMENTS

Negotiated agreements for the various employee groups are available for review electronically in the Essential Documents folder located in the district's G-mail system (Google Drive). The negotiated agreement and salary schedule for teachers are negotiated by the district and the Ralston Education Association.

EMPLOYEE PERSONNEL FILE

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration. An employee may respond to any document(s) in their personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

NOTIFICATION OF CHANGE OF ADDRESS/PHONE NUMBER

The district must keep accurate employee information. Therefore, the Human Resources Office should be contacted regarding change of address or phone numbers. This information is for district use only and is not made available to the public.

CERTIFIED EVALUATIONS

All certificated employees to be evaluated shall be notified annually in writing. A certified administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certified employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, they shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only.

The Ralston Public Schools shall provide procedures for the evaluation of staff. The evaluation shall serve as a basis for improvement of performance and continued employment in the Ralston

School District. The procedures shall provide a source of information for sound decision-making as well as for counseling, for in-service training, and for continual growth of all employees. The procedures shall provide not only for the identification and improvement of staff skills and abilities that enhance the learning process, but also for the dismissal of those who do not meet the standards of the district.

The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

For more information, please see Ralston Board Policies 4030 and 4031.

CLASSIFIED EVALUATIONS

Non-certificated District employees will receive a written evaluation yearly. To gain a clear understanding of your job expectations and your performance, you and your supervisor will discuss your evaluation together and each of you will sign it. The evaluation then becomes part of your permanent personnel file.

Classified employees who are new to the district may receive an initial evaluation by their supervisor at the conclusion of a 60-day probationary period of employment. This evaluation is at the discretion of the employee's supervisor and is used to identify strengths and/or areas where continued professional growth may be needed.

GRIEVANCE PROCEDURE

A Ralston School District employee who wishes to file a grievance with the district may use the grievance procedure outlined in Board Policy 4013. Certified staff members should follow the grievance procedure outlined in the teachers' negotiated agreement.

DISCIPLINARY PROCEDURE

The key to a successful working relationship between employer and employee is good communication. If a problem arises with a job performance or behavior, it is important for the employee to have a clear understanding of the district's concerns. The following disciplinary guidelines have been set by the district. With cooperation, these procedures can keep small problems from becoming big ones.

The following disciplinary actions will be considered whenever an infraction of the employer and employee relationship occurs. Infractions may be related to policies, rules, regulations or procedures that are administrative in nature, or the infraction may be related to job performances. These actions are not intended to be a hierarchy, but options. It is understood that this guideline for disciplinary action in no way negates the grievance clause of the contract between the school and the Ralston Education Association. The supervisor will select the most appropriate action.

- **Verbal Counseling:** A conversation which would include but not be limited to reminding the employees of rules, regulations, procedures, job description as well as complimentary remarks of good performance.
- **Oral Reprimand:** A written summary of an oral reprimand that will be placed in the employees personnel file to document the conversation. (i.e., on such and such day I had a discussion with John Doe about...) A signature of the employee and supervisor is required on this written summary.
- **Conference Report:** A set meeting with the employee and their supervisor to discuss inadequate performance or inappropriate behavior. This conference will provide a thorough discussion of behavior or inadequate performance and actions needed to be taken to improve that behavior or performance. This conference may include the superintendent. A written summary, signed by the employee, is placed in the employee's personal file.
- **Written Reprimand:** An action by an employee of a more serious nature will trigger a written reprimand. It gives the employee notice that their actions have placed their continued employment with the district in jeopardy.
- **Suspension with Pay:** This will generally be used when an employee has been charged with a crime or when a serious accusation is made against the employee. The employee may be suspended with pay while an investigation is conducted.
- **Suspension without Pay:** This action may be taken for two reasons: 1) as a result of less serious disciplinary actions which have not improved performance. 2) as a result of an infraction of a very serious nature.
- **Termination of Employment:** This action may be used when the nature of the infraction warrants it or when the employee's records show previous infractions have not been corrected. Employee will be given a written notice of the effective date of termination.

JOB ABANDONMENT

Unexcused absences are a serious matter. Unless prohibited by a provision within a collective bargaining agreement, any employee who has three consecutive days of unexcused absences shall be considered to have abandoned their job without notice, effective at the end of the employee's normal shift on the third day. The employee's supervisor shall notify the Human Resource Office at the end of the third workday. Abandonment is considered a voluntary resignation.

RESIGNATION OR DISMISSAL OF CERTIFICATED STAFF

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. In the event of dismissal, procedures for the dismissal of certified staff members are governed by the laws of the State of Nebraska.

Staff members who submit their resignations to the board of education by April 15th will be released from the next school year's contract. Staff members who submit their resignations after April 15th will not be released unless the board is able to obtain the services of a quality replacement. Staff members who refuse to fulfill their contractual obligations are subject to being reported to the Professional Practices Committee of the Nebraska Department of Education.

PROFESSIONAL EXPECTATIONS

STAFF ETHICS

The Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education, are the minimum standards for all certificated staff members of the school district. All certified employees are responsible for reading, acknowledging, and complying with these standards.

Please refer to APPENDIX C to review these standards in detail.

Ralston Public Schools respects the privacy interests of its employees and recognizes their right to conduct their personal lives free from interference from the District. Nonetheless, employees should keep in mind that, even while off-duty, they represent the Ralston Public Schools to the public and should strive to preserve the district's reputation. In addition, certain types of off-duty conduct may reflect poorly upon an employee's character and judgment and thereby influence their standing as an employee of the Ralston Public Schools. Therefore, employees

who engage in unprofessional or criminal conduct or other serious misconduct off-duty may be subject to disciplinary action by the district, including termination of employment, if such conduct is determined by administration to be harmful to our image, inconsistent with expectations of our employees, or otherwise adversely affects our legitimate business interests. School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair their ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students. Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.

- Intruding on a student's personal space (e.g., by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g., by e-mail, text messaging, through social media or instant messaging) on a matter that does not pertain to a school matter. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related and inappropriate for persons other than the individual student to receive (i.e., grades). In these cases, the students' parents should be included in the communications when possible.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior that exploits the special position of trust and authority between an employee and student.

An employee is required to make a report to their direct supervisor and/or superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the President of the Ralston School Board.

A student who feels their boundaries have been violated should immediately report the conduct or communication to a teacher, administrator, counselor, or other school employee with whom they feel comfortable.

All reports made under this policy will remain confidential to the extent allowed by law. Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with Health and Human Services, filing a report with law enforcement officials and filing a report with the Commissioner of Education.

PERFORMANCE AND BEHAVIOR

The following set of rules and regulations is intended to serve as a general guideline in governing appropriate employee behavior. The list is not intended to include all offenses for which an employee may be disciplined or discharged.

Performance Rules:

- Always make your best effort in your work.
- You are expected to meet reasonable standards of efficiency, productivity, and performance.
- Do not leave during working hours without advance permission from your supervisor.
- Always be punctual.

Behavior Toward Others:

- All staff members are expected to behave in a professional manner at all times. This expectation includes all interactions staff members have with students, staff members, parents, or other stakeholders of the Ralston Public Schools.
- Insubordination is prohibited. Insubordination includes the failure or refusal to obey the orders or instructions of a supervisor or administrator, the use of abusive or threatening language toward such individuals, or any conduct that undermines supervisor authority.
- Do not threaten, intimidate, coerce, provoke, interfere, or fight with other employees, supervisors, or students and their families at any time.
- Do not make false or malicious statements about employees, supervisors, students and their families, or Ralston Public Schools at any time.
- The use of profane or abusive language is not permitted in any situation.

Property of Others:

- Do not abuse, misuse, damage, destroy, sabotage, or steal the property of Ralston Public Schools, or the property of employees, supervisors, or students and their families.
- The use of Ralston Public Schools' equipment and supplies for personal purposes is generally not permitted. On various occasions and with permission from administration usage may be permitted on a limited basis and for a nominal fee.

Honesty:

- Do not falsify or fail to disclose completely all information requested or recorded on any employment, personnel, or other record of the district or its students and families.
- Do not alter, misuse, or remove from the district, without proper authorization, employee lists, student records, or confidential information of any nature.

Condition of District Premises:

- Do not create or contribute to unsanitary conditions on the district's premises; do not litter.
- Keep you work area safe and clean at all times.

Other Rules:

- Do not post or remove notices, signs, or any written or printed material on or from bulletin boards or elsewhere on the district's property at any time without advance permission.
- Always report any mistake by yourself or another person that could affect the district.

EMPLOYMENT-RELATED SEXUAL HARASSMENT

It is the policy of the school district to provide an environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication constituting sexual harassment. Sexual harassment by any employees and students is unequivocally prohibited. Sexual harassment is misconduct that interferes with work productivity and wrongfully deprives employees of the opportunity to work and students of the opportunity to study and be in an environment free from unsolicited and unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors and other such verbal or physical misconduct. Sexual harassment is a prohibited practice and is a violation of the law.

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment

A person who feels harassed is encouraged to inform the person engaging in sexually harassing conduct or communication directly that the conduct or communication is offensive and must stop. If the person who feels harassed does not wish to communicate directly with the person whose conduct or communication is offensive, or if direct communication with the offending person has been ineffective, the person who feels harassed should report the conduct or communication using the district's complaint policy. Complaints involving sexual harassment may also be submitted at any time to the district's Title IX coordinator.

Regardless of the means selected for resolving the problem, the good faith initiation of a complaint of sexual harassment will not affect the complainant's employment, compensation or work assignments as an employee, or status as a student.

COMPLAINT PROCEDURE

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss

their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.

2. The second step is for the complainant to speak to the building principal, coordinator, superintendent of schools, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
    a. Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
    b. Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
    c. Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
    d. Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted at any time during the complaint procedure to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:

a. Determine whether the complainant has discussed the matter with the respondent.
    1. If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
    2. If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
b. Strongly encourage the complainant to reduce his or her concerns to writing.
c. Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
    1. All relevant details of the complaint;
    2. All witnesses and documents which the complainant believes support the complaint;
    3. The action or solution which the complainant seeks.
d. Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.

4. If either the complainant or the respondent is not satisfied with the decision he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal. This provision applies to appeals under the board's policies governing complaints of discrimination or harassment, including Title IX and any other policy with a separate grievance or complaint procedure, unless that other procedure includes its own appeal process. All requirements for appeals within any other policy apply, and in addition to those requirements, the following also apply.
    a. The appeal must be in writing.
    b. This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
    c. For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
    d. The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

a. When the complaint is about a board policy, not implementation of the policy;
b. When the complaint involves the budget or school expenditures that have been or must be approved by the board; or
c. When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

d. This appeal must be in writing.
e. This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
f. This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
g. The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
h. There is no appeal from any decision of the board unless authorized by law.

6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
    a. Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
    b. Determine whether the complainant has discussed the matter with the superintendent.
        1. If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
        2. If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
    c. Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
    d. Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

e. Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

DRESS CODE

The attire worn by staff members conveys an important image to students and the general public. Certified staff, para-educators and office staff are expected to dress professionally. The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees. Custodial, maintenance, food service, and transportation staff should wear their employee uniform during work hours.

Staff must maintain a clean and professional image at all times when representing the district. Staff members who dress unprofessionally or have an appearance that is a distraction to the learning environment will be in violation of this policy and referred to the administration to correct the situation. Staff members who continue to dress in an inappropriate manner will be considered insubordinate and handled accordingly.

SECURITY BADGES

All District employees are required to wear a Ralston School District security badge. The initial security badge will be provided by the school district. All replacement badges will be purchased at the expense of the employee. While on duty and in the various school buildings staff members should have their ID badge on.

CARE OF DISTRICT PROPERTY & EQUIPMENT

Nearly all staff members will be issued some sort of equipment or property owned by the Ralston Public Schools to help achieve your job responsibilities. Examples of this equipment could be laptop computers, various electronic equipment or phones, books, tools, or different types of safety equipment. Staff members are expected to use great care and respect when using District owned equipment and property. In the event that District owned property has been lost, stolen, or damaged beyond what is normal wear and tear, the district will assess appropriate monetary damages back to the staff member to replace the lost, stolen, or damaged item.

PERSONAL PROPERTY AT SCHOOL

Bringing valuable personal property to any school district building is strongly discouraged. The Ralston Public Schools will accept no level of responsibility for lost, stolen, or damaged personal property brought to school by employees. The best advice in these situations is to leave valuable personal property at home in a secure place to be assured of its protection. Examples of such items are: personal computers, expensive jewelry, large amounts of cash, personal electronic devices, tools, and family keepsakes to name just a few.

CERTIFICATION AND ENDORSEMENT REQUIREMENTS

All educators, including substitute teachers, must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements.

Certified employees are required to maintain all their endorsements and may not permit any endorsement to lapse or remove it from their certificates. Any certificated employee working under a provisional endorsement must document regular progress and complete said endorsement as outlined in the Nebraska Department of Education, Rule 21.

The board or superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.

Each administrator, including the superintendent, principals, and supervisors or supervisor of any special subjects or subject in which persons directly supervise the work of other teachers shall hold either a Nebraska Administrative and Supervisory Certificate or a Nebraska Professional Administrative and Supervisory Certificate.

PROFESSIONAL GROWTH OF CERTIFIED STAFF

Every six years, permanent certificated employees shall give evidence of professional growth. The six-year period shall commence on August 1st of the year the certified staff member achieves permanent status or tenure and shall end on July 31st after the sixth year of continuous service. Each subsequent six-year cycle shall begin immediately following the end of a cycle. Hours or credits cannot be accumulated during one cycle to be applied during a subsequent six-year cycle.

Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities which may count towards the teacher's professional growth requirements include, but are not limited to:

- Mentoring a teacher new to the district
- Leading (or serving on) an external accreditation visit
- Teaching undergraduate or graduate level college courses directly related to education
- Publishing professional journal articles and/or research on a topic directly related to education
- Presenting on a topic directly related to education at a state or national conference
- Presenting on a topic directly related to education during a district inservice
- Attending at a state or national conference directly related to education
- Attending pre-approved professional workshops, seminars, or local inservice activities
- Serving on a pre-approved district-level committee
- Serving on a building school improvement committee
- Supervising a student teacher

One unit of professional growth credit will generally be equivalent to twelve hours of personal time spent on an educational activity.

Failure to comply with the requirement shall result in the following action:

1. Those certified staff members who fail to meet the statutory requirements shall be frozen on the salary schedule for the seventh year of the cycle or the first year of non-compliance.
2. Those in non-compliance with the statutory requirements shall be notified by April 15th of the sixth year of the cycle that their contract will be amended for the following contract year to include a freeze in dollar amount.
3. Evidence of compliance with the statutory requirements by October 1st of the seventh year shall result in restoration of normal salary status.
4. Failure to complete the statutory requirements by March 15th of the seventh year shall result in notification of suspension without pay and a recommendation for termination of employment at the close of the contract year as specified under Nebraska Revised Statute 79-824

PROFESSIONAL DEVELOPMENT PROCEDURES

Professional development is an important part of keeping with current trends and practices to provide the best service and instructional quality for our students and community. With that, employees will be asked to participate in professional development activities on a regular basis.

Professional development opportunities may be initiated by teachers, building administrators, or district administration. In all cases professional development must support the goals and mission of the Ralston Public Schools. Prior to registering for a professional development activity get approval from your supervisor or administrator. Procedures for registering for professional development activities are outlined in Appendix B of this document.

DISCLOSURE OF STAFF QUALIFICATIONS

Parents/guardians may inquire about the professional qualifications of their child's classroom teachers. The district designates the following information as "directory information" and will give parents/guardians such information upon request:

- Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether the teacher is teaching under an emergency or provisional teaching certificate.
- The baccalaureate degree major of the teacher, along with information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.
- Whether the parent/guardian's child has been assigned, or has been taught for four or more consecutive weeks, by a teacher who does not meet state or federal requirements.

ACADEMIC CONTENT STANDARDS, ASSESSMENTS, ACCOUNTABILITY

The instructional curriculum of the Ralston Public School District will reflect state-approved academic content standards and district-established academic content standards. The Board of Education adopts District academic content standards that are equal to or exceed in rigor, the measurable academic content standards adopted by the state board of education. These content standards describe the knowledge, skills, and processes that are taught, learned, and assessed.

The Board of Education shall direct the superintendent to develop and implement a comprehensive student assessment system. The assessment system will be responsive to federal, state, and district requirements. It will reflect district identified academic content standards and state approved academic content standards. The comprehensive student assessment system shall be aligned with the instructional curriculum of the Ralston Public School District.
The Board of Education of the Ralston Public School District directs that the instructional curriculum shall be the taught curriculum.

The responsibility of the teachers is to teach the instructional curriculum using best practices that promote student learning. The responsibility of the principals shall be to monitor the taught curriculum through the use of the curriculum guide and learning plans as well as to evaluate teachers through the teacher evaluation process to ensure the instructional curriculum is the taught curriculum. The superintendent and their designee(s) shall ensure that principals monitor the implemented curriculum and evaluate teachers.

ASSESSMENT ADMINISTRATION AND SECURITY

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

For more information, please see Ralston Board Policy 4048.

HEALTH AND SAFETY

USE OF TOBACCO PRODUCTS

The use or possession of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted on school property at any time.

BREAK TIME FOR NURSING MOTHERS

The district will provide reasonable break time for an employee who wishes to breastfeed or express breast milk for her nursing child each time the employee has the need to do so. The district will provide a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

BEHAVIORAL AND MENTAL HEALTH TRAINING

All public school employees who interact with students and any other appropriate personnel are required to complete at least one hour of behavioral and mental health training with a focus on suicide awareness and prevention training every year. The superintendent will determine the appropriate personnel required to receive the training.

These employees must complete the training designated by the school district or superintendent no later than October 31 of each school year or within 30 days of their initial employment, whichever is later. Failure to complete this training may subject the employee to employment-related discipline.

DRUG AND ALCOHOL-FREE WORKPLACE

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

Within five days after a conviction, an employee must notify the head of the department in which they are assigned of any conviction of a criminal drug statute for a violation occurring in the workplace. The failure to report such a conviction will result in dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

An employee who is convicted of violating any criminal drug statute for conduct that occurred in the workplace will be subject to disciplinary action, including but not limited to suspension or discharge. The district may, in its sole discretion, require the employee to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

DRUG TESTING OF DRIVERS

Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to ensure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substance test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substance test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until they undergo a post-accident alcohol test, whichever occurs first.

A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a

lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action that may include termination of the driver's employment and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater, but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Any applicant who tests positive for the presence of these illegal drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

If a driver is so seriously injured that they cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when their name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

For more information, please see Ralston Board Policy 4003.

WORKPLACE SEARCHES

To safeguard the property and interests of our students, employees, and patrons; to help prevent the possession, sale, and use of illegal drugs on school grounds, and in keeping with the spirit and intent of the district's drug-free workplace policy and other policies, the school district reserves the right to question employees and all other persons entering and leaving our premises, and to inspect any packages, parcels, purses, handbags, briefcases, lunch boxes, or any other possessions or articles carried to and from school when it has reasonable grounds to do so. The school also reserves the right to search any employee's office, desk, files, locker, or any other school owned property on school grounds. All offices, desks, files, lockers, and so forth, are school district property and are issued or provided for the use of employees only during their

employment with the district. Inspections may be conducted at any time at the discretion of the administration. Employees who refuse to cooperate with this provision will be subject to disciplinary action up to and including discharge.

WEAPONS AND FIREARMS

Weapons: No student may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. No visitor under the age of 18 may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy.

Definition of Weapon: The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms: No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm: The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms: The prohibition against firearms does not apply to:

1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training; or
2. Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;
3. Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;
4. Firearms contained within a private vehicle **operated by a nonstudent adult** that are not loaded **and** are encased or are in a locked firearm rack that is on a motor vehicle; or
5. A handgun carried as a concealed handgun by nonstudent adult who holds a valid permit issued under the Concealed Handgun Permit Act in a vehicle or on their person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area, except as prohibited by federal law.

Definition of Encased: The term "encased" means enclosed in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied, or otherwise fastened with no part of the firearm exposed.

Exceptions for Students: The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The firearm or weapon has been brought to school grounds or to an activity or event off school grounds for some educational purpose;
2. The person bringing the firearm or weapon has requested and received the prior approval of both the instructor and the building principal to do so; and
3. All arrangements to use and store the firearm or weapon safely while it is on school premises have been agreed to and carried out.

Consequences – Firearm: Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Consequences – Weapon: State law and this policy provide that any student who violates this policy by knowingly bringing, possessing, handling or transmitting a weapon, other than a firearm, on school grounds, in a school owned vehicle, or at a school activity or event off school grounds may be suspended on a long-term basis, mandatorily reassigned, or expelled for the remainder of the school year in which the expulsion takes effect (if the misconduct occurs during the first semester) or the remainder of the second semester, summer school, and the first semester of the following school year (if the misconduct occurs during the second semester).

Confiscation of Firearms: Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm possessed in violation of this policy. By statute, any firearm that is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities.

Report to Law Enforcement Authorities: All school personnel are required to report any violation of this policy to a principal or the Superintendent of Schools. Pursuant to state and federal law, school personnel are required to report to law enforcement authorities when a student brings a firearm or weapon to school.

NOTIFICATION OF ARREST, CRIMINAL CHARGES, LICENSURE OR CHILD ABUSE

Employees shall notify the superintendent or designee by the next working day after the employee is (a) arrested; (b) ticketed; or (c) issued any form of criminal charge for committing an offense, crime, or infraction.

The above notification and reporting requirement herein apply if:

1. The maximum penalty for the crime equals or exceeds seven days incarceration;
2. The crime relates to abuse, neglect, or endangerment of a minor, or a minor was allegedly a victim or a witness;
3. The crime relates to misuse of drugs, alcohol, or controlled substances;
4. Job responsibilities are impacted including offenses that:
    a. Would constitute a violation of NDE Standards of Conduct and Ethics, chapter 27; or

   b. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives students; or
   c. Would impact the employee's Commercial Driver's License if the employee's job requires that the employee have a CDL.
5. The crime relates to alleged violence, force, coercion, or sexual misconduct;
6. The arrest or criminal activity occurs while the employee is on duty, or at a school attendance facility, on school property, at a school-supervised activity or school-sponsored function or in a school-owned or utilized vehicle.

Employees must also promptly report to the superintendent or designee whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense is not otherwise reportable. Employees must give full disclosure of the existence and nature of the above proceedings and shall also immediately notify the superintendent or designee of the disposition of any such case or matter.

Employees shall also notify the superintendent or designee by the next working day after the employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license requirement for the employee's position. Employees shall also notify the superintendent or designee by the next working day after the employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Legal documents related to criminal charges, arrests, and child abuse complaints shall be treated and maintained as part of the employee's confidential criminal background file. Failure to notify the superintendent or designee as required under this policy may subject the employee to disciplinary action, up to and including termination.

WORKPLACE SAFETY

It shall be the policy of the Ralston Public Schools to take every reasonable precaution for the safety of the students, employees, visitors and all others having business with this school district.

The district will provide a loss control program designed to prevent on-the-job injuries and illnesses. In addition, each building will design procedures to address school violence. With staff and parent involvement, each school principal shall be responsible for developing a building safety management plan. The plan shall be reviewed annually. Cooperation by all employees is expected in our effort to make our schools a safe place to work and learn.

REPORTING AN ACCIDENT

If an employee is involved in an accident at work, immediately or as soon as possible within 24 hours, they must complete an Employee Accident Form and report the accident to the immediate supervisor. This form is available from the building secretary. The supervisor will then complete an accident analysis form. Both forms must be sent to the Business Office.

In order to protect you and other employees, you must present a physician's statement releasing you to return to work following any injury or illness for which you received a doctor's care or that resulted in your absence for three or more consecutive scheduled working days. The doctor's

release must state that you are released to return to work either: (a) without limitation; or (b) with limitations, listing them specifically.

THREAT REPORTING AND ASSESSMENT

All staff and students must report substantive threats to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS THAT REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

UNIVERSAL PRECAUTIONS

In general, a student or employee illness or injury will be dealt with by the school nurse or health paraprofessional. Because the need to help a sick or injured child may exist, training is required for all school employees. Because of the threat of infectious diseases, the following precautions must be followed for everyone's health & safety.

- Gloves should be worn when contact with any blood or bodily fluids are anticipated and should therefore be carried during playground duty, school activities, sports and field trips. They should also be worn for touching mucous membranes or broken skin (abrasions, etc.). Gloves should be changed after contact with each student. Hands should be washed immediately after removal of gloves.
- Disposable paper supplies and bandages should be used in the treatment and clean-up of any blood or bodily fluid.
- Disposable emergency mouth-to-mouth resuscitation masks should be used for such emergencies.
- Employees, who have an open lesion, wound, dermatitis, etc., should cover them with a dressing that will prevent contamination from other sources.
- Clean-up of blood and bodily fluids are dealt with primarily by the custodial staff. Again, precautions must be taken by all employees.
- Gloves must be worn for clean-up and disposal.
- Contain blood or bodily fluids with paper towels and use them to wipe up. Then place them in an individual plastic bag for disposal.
- Vomit must be covered with vomit absorbent first. (This is available from the custodians.) Follow the directions, then place the material in an individual plastic bag for disposal.
- Anything non-disposable (dust pans, brooms, etc.) must be sanitized. Cover them with a plastic bag until this can be done correctly.
- All plastic bags containing disposed material must be tied and disposed of in a lined trash receptacle.

- Soiled clothing should be removed immediately and placed in a plastic bag for laundering in hot water and detergent for 25 minutes. If cooler water is used, appropriate solutions must be used to inactivate the microorganisms.
- Both the injured party and the first aid responder must wash their hands or any exposed areas of the body immediately at the finish of clean-up and disposal. Should first aid to a fellow employee or visiting adult be required, the same precautions should be applied.

COMMUNICABLE DISEASES

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases. Communicable diseases are defined by the Nebraska Department of Health and Human Services in Title 173 Nebraska Administrative Code, Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis.

A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSSA) events will be subject to its rules and procedures, if any.

If medical judgment substantiates that an employee has a chronic communicable disease and that employee poses a significant health threat to students and/or other employees, the employee may be placed on medical leave.

The superintendent is responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

In the event of a serious health outbreak that significantly impacts the day-to-day operations of the district, the rules and information provided in this handbook may be supplemented or amended by the school district's administration at any time, consistent with applicable law and board policy. All staff members shall be provided notice of any such changes by the district's regular means of contact.

HIPPA

The Health Insurance Portability and Accountability Act of 1996 protects certain health information. Prior to obtaining or releasing employees' protected health information, employees may be requested to sign an authorization for the disclosure of health information. If protected health information is requested from a third party, the School District will ensure that protected health information is released only as allowed by federal and state law.

HIV/AIDS AND AIDS-RELATED CONDITIONS

Ralston Public Schools recognizes that Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS), its related conditions such as AIDS Related Complex (ARC), and seropositive test results for HIV/AIDS and/or ARC, are the source of considerable concern and pose significant and delicate issues for all employees. As a result of such recognition, we have established guidelines for handling issues that may arise when an employee is affected by these conditions.

Policy Statement: Ralston Public Schools is committed to maintaining a safe and healthy work environment for all employees. Consistent with this commitment, the Company will treat HIV/AIDS and/or ARC the same as other illnesses in terms of all our employee policies and benefits, such as group health and life insurance, disability leaves of absence, and other disability benefits.

Based on the overwhelming weight of available medical and scientific opinion, including statements from the Surgeon General of the United States, and the U.S. Public Health Service and Centers for Disease Control, there is no evidence that such diseases are casually transmitted in ordinary social or occupational settings or circumstances. Therefore, subject to changes in available medical information and/or specific conditions involving the potential for transmission of these diseases, it is the policy of Ralston Public Schools that employees with such diseases or any of their related conditions may continue to work as long as they are able, with any reasonable accommodation required by law, to perform the essential functions of their positions. Employees who are affected by HIV/AIDS and/or ARC or any other life-threatening illness will be treated with compassion and understanding. Co-workers will be expected not to refuse to work or withhold their services for fear of contracting such diseases by working with such an affected employee and not to harass or otherwise discriminate against such a person.

Procedures: Recognizing the need for all employees to be able to be accurately informed about these diseases, Ralston Public Schools will make every effort to have information available regarding the facts about them, how they are transmitted and not transmitted, and how best to keep them from spreading. Employees who would like to be provided with this information should contact the Human Resources Department.

Employees affected by or concerned about HIV/AIDS and/or ARC or any of their related conditions are encouraged to contact their supervisor or Human Resources Department to discuss their concerns and to obtain additional information. Additional information can also be found on the Nebraska AIDS Project website at http://www.nap.org. All such communications will be treated by Ralston Public Schools with strict confidentiality

AHERA NOTIFICATION

In the past, asbestos was used extensively in building materials because of its insulating, sound absorbing, and fire retarding capabilities. Virtually any building constructed before the late 1970s contained some asbestos. Intact and undisturbed asbestos materials generally do not pose a health risk. Asbestos materials, however, can become hazardous when, due to damage or deterioration over time, they release fibers. If the fibers are inhaled, they can lead to health problems, such as cancer and asbestosis.

In 1986, Congress passed the Asbestos Hazard Emergency Response Act (AHERA), which requires schools to be inspected to identify any asbestos containing building materials. Suspected asbestos-containing building materials were located, sampled (or assumed) and rated according to condition and potential hazard. Every three years, Ralston Public Schools has conducted a re-inspection to determine whether the condition of the known or assumed asbestos containing building materials (ACBM) has changed and to make recommendations on managing or removing the ACBM. At the last re-inspection conducted on January 22, 2013, all materials listed in the Management Plan as asbestos containing (or assumed to be asbestos-containing) were inspected and found to be in good condition.

The law further requires an asbestos management plan to be in place. Ralston Public Schools developed a plan, as required, which has been continually updated. The plan has several ongoing requirements: publish a notification on management plan availability and the status of asbestos activities; educate and train its employees about asbestos and how to deal with it; notify short-term or temporary workers on the locations of the asbestos containing building materials; post warning labels in routine maintenance areas where asbestos was previously identified or assumed; follow set plans and procedures designed to minimize the disturbance of asbestos containing building materials; and survey the condition of these materials every six months to assure that they remain in good condition.

It is the intention of Ralston Public Schools to comply with all federal and state regulations controlling asbestos and to take whatever steps are necessary to ensure students and employees a healthy and safe environment in which to learn and work. You are welcome to review a copy of the asbestos management plan in school district administrative office or administrative office of the school during regular business hours. Pat Flinn is our designed asbestos program coordinator, and all inquiries regarding the asbestos plan and asbestos-related issues should be directed to 402-898-3460.

SCHOOL CLOSING

During the winter months there are occasionally mornings when the decision is made to close school due to severe wind chills or driving conditions that make it unsafe for students who walk to school or are inexperienced drivers. On those days principals and specific personnel will report to check buildings and monitor if some students arrive at school so they can be returned home for safety reasons. All other personnel will not report. The Virginia Moon Administrative Center will be open from 9 a.m. to 3 p.m. on those days. A school closing protocol will be published annually to outline specifics surrounding this process.

When school is closed there will be no school-sponsored activities held without the permission of the superintendent or their designee.

TECHNOLOGY

USE OF TECHNOLOGY

The use of school-owned technology, including computers, whether stand-alone, as a part of a local area network, or as part of a wide area network such as the Internet, is a privilege, not a right. The following policies apply to any and all electronic devices (including personal devices) that are used on school property, whether or not the user is connected to a network.

All use of technology, whether personally owned or provided by the district, must be consistent with and driven by the educational objectives of the Ralston School District.

The following guidelines shall be observed by all staff members regarding the acceptable use of the district's Internet resources:

- Staff shall be restricted to use the Internet to conduct research for instructional purposes.
- Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents and patrons.
- Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
- Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

The following behaviors represent unacceptable use of the district's Internet resources:

- Staff shall not access obscene or pornographic material.
- Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.
- Staff shall not use school computers or district Internet access to use peer-to-peer sharing systems such as BitTorrent or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
- The only political advocacy allowed by staff on school computers or district Internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
- Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

To display or print sexually explicit images or documents on the district's systems is a direct violation of the district's Sexual Harassment policy. In addition, sexually explicit material may not be archived, stored, distributed, edited, or recorded using our network or computing resources. The exception to this would be documents/files needed to be archived for legal reasons.

The distribution or sharing of confidential information related to the faculty, staff, or students of the Ralston Public Schools is expressly prohibited. Even when physically able to do so, users will not access any information other than which they are specifically authorized to, and which is

necessary for the performance of their assigned duties. The district's information may not be utilized for the benefit of any other person or organization.

No employee may use the district's Internet, Intranet, or e-mail facilities to deliberately propagate any virus, worm, Trojan horse, or trap-door program code. Likewise, no employee may use the district's Internet or e-mail facilities to knowingly disable or overload any computer system or network, or to circumvent any system intended to protect the privacy or security of another user. Local law enforcement officials will be contacted in the event of theft and/or intentional damage to district's equipment or network systems.

While on district property, the use of technology shall not be permitted for personal reasons or for purposes that are contrary to the goals and objectives of the Ralston Public Schools, unless deemed incidental, intermittent, or occasional. The district administration shall have sole and absolute discretion to determine what personal use may be permitted as incidental, intermittent, or occasional. The Ralston Public Schools shall not be held liable for any loss (including, but not limited to, financial loss, identity theft, or loss of information) an employee may experience while conducting personal business on school property or with equipment owned by the district.

Any district-owned electronic devices are subject to service at any time, which may result in the loss of data. The district will not be responsible for any damage a user may suffer, including loss of data.

The Ralston School District makes no warranties of any kind, whether express or implied, for the technological services it provides. The Ralston School District will not be responsible for any liability or expense the user may incur in connection with the use of District technology. The user agrees to indemnify (hold harmless) the Ralston School District for any expenses, including attorney's fees, arising out of the use of District technology in violation of this agreement.

The Ralston Public Schools Internet facilities, computing resources, e-mail and voice mail must not be used to knowingly violate the laws and regulations of the United States or any other nation, or the laws and regulations of any state, city, province, or other local jurisdiction in any way.

Any violation of school policy and rules regarding the use of the district's computer and/or Internet resources may result in:

- Discharge from employment or such other discipline as the administration and/or the board deem appropriate.
- The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member.
- When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

The Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries, and archives on individuals' Internet, e-mail, and voice mail activities. In addition, the Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

TECHNOLOGY IN THE CLASSROOM

The district desires to use technology in a way that aids in the education of students. It is the goal of the district to embrace the helpful elements of technological advancement while remaining mindful of potential student privacy issues.

Teachers who wish to bring a device into the classroom should inform the principal before deploying the device. The building principal may, at their discretion, prohibit the use of such devices or otherwise limit their use. The building principal may, at any time, direct that a teacher discontinues use of a given device.

Smart speakers, such as Google Home, Amazon Echo, Apple HomePod, and similar devices, may be approved for use in the classroom. The device must be registered to an account linked to the classroom teacher's school e-mail address.

Any assistive technology, such as an AngelSense device, that actively or passively create or transmit audio or video recordings must have that function disabled while the student uses the device in a district classroom, unless required by law. No assistive technology devices will be permitted to record or transmit the classroom activity of other students unless required by law.

For more information, please see Board Policy 3050.

OFF-DUTY PERSONAL USE OF TECHNOLOGY

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's Internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

SCHOOL AFFILIATED WEBSITES

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated webpage that represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personally-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their principal or the superintendent prior to posting any student-related information on the Internet.

SCHOOL AFFILIATED SOCIAL MEDIA

Any social media account which purports to be "the official" account of the school district (e.g., "Ralston Football"), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district's business purpose. Staff members may not use "official" accounts for personal use.

Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts. Staff may also be required to interact with specified individuals on school-affiliated social media accounts.

When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board's policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about appropriate content should be referred to the staff member's supervising administrator.

The following is a list of unacceptable uses of social media which constitute a basis for disciplinary action up to and including termination of employment:

- Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
- Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
- Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member's immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

For more information, please see Board Policy 4051.

MONITORING / NO EXPECTATION OF PRIVACY

Access to the District's network, email, voice mail, and Internet/Intranet resources are given to employees to assist them in the performance of their work. At a minimum, all employees are expected to check their email on a weekly basis when they are providing services to the district. The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

Although Ralston Public Schools does not routinely monitor employee use of computers, Internet, e-mail or voice mail, it reserves the right to do so at any time at its discretion.

The use of encryption or passwords, the labeling of an email or document as private or personal, the deletion of an email or document, or any other such process or action shall not diminish the district's rights in any manner.

Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries and archives on individuals' Internet, email and voice mail activities. In addition, Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

COMMUNICATION / ACCESSING INFORMATION

Communication is vital to having an informed and efficient organization that is responsive to the needs of students and the community. All employees are expected to regularly read their printed and electronic communication. It is expected that employees reply promptly to mail, e-mail, and other communication requests by parents, community members, students, other teachers, and administration.

Employees who are interested in communicating electronically with more than half of the staff members at a building site, for reasons that are not related to the normal, day-to day operations of the school, must first receive the permission of the principal or the employee's immediate supervisor. Likewise, employees who are interested in communicating electronically with staff members at the district level, for reasons that are not related to the normal, day-to-day operations of the district, must first receive the permission of a district administrator. In all cases, the information being communicated must advance the educational objectives of the Ralston Public Schools and may not interfere with the learning environment, be harmful to our image, inconsistent with the expectations of our employees, or otherwise adversely affect our legitimate business interests. Employees who attempt to circumvent and/or violate this policy may be subject to disciplinary actions up to and including termination of employment.

CELL PHONE/ELECTRONIC DEVICE USE

Ralston Public Schools recognizes that employees will need to use cell phones and other electronic devices occasionally. However, the District prohibits excessive use of such devices during working hours.

DISTRICT CELL PHONES

The district will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a $50.00 monthly stipend and a $100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend, they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

ELECTRONIC COMMUNICATION WHILE DRIVING

Except as provided below, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle or while using a school-issued electronic communication device while operating a private vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, or text messages.

The superintendent or building principal may grant exceptions and allow verbal communication on an as needed basis for specific district-related worked based upon employees' duties and responsibilities.

POLICIES REGARDING STUDENTS

STUDENT SAFETY

Teachers shall make every reasonable effort to protect students from conditions that interfere with the learning process or are harmful to the health and/or safety of others.

Physical restraint of a student may sometimes be necessary to protect the student and/or other individuals. Physical restraint will be used with extreme caution and only in emergency situations where there is a risk of injury to someone if physical restraint is not used, and only after other less intrusive alternatives have failed or been deemed inappropriate. Staff members may physically restrain a student without advance notice to the building administrator when a student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

The Ralston School District's emphasis is on prevention and behavioral de-escalation that reduces the risk of injury. The emphasis is always on the care, safety, and welfare of our students. The primary technique that should be utilized by staff members is verbal de-escalation. Physical restraint may only be used when non-physical interventions would not be effective, and/or the student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

STUDENT DISCIPLINE

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in Board policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

For more information, please see Ralston Board Policy 5035.

STUDENT BULLYING

Nebraska statute defines bullying as "an ongoing pattern of physical, verbal or electronic abuse". The Centers for Disease Control and Prevention defines bullying as "any unwanted, aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple time or is highly likely to be repeated". The school district's administrators will consider these definitions when determine whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

EMERGENCY EXCLUSION

Any student may be excluded from school in the following circumstances subject to the procedural provisions governing short-term suspension found elsewhere in these policies or state law:

(a) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
(b) If the student's conduct presents a clear threat to the physical safety of themself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers that prompted the exclusion.

For more information, please see Ralston Board Policy 6031.

CORPORAL PUNISHMENT

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Some physical contact is inevitable. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

SUSPECTED CHILD ABUSE/NEGLECT

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Educators are required by law to report any known child abuse or neglect. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a situation that endangers their life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Any school employee who has reasonable cause to believe that a child has been abused or neglected must report the suspicion to the building principal immediately.

The principal and the school nurse and/or the school guidance counselor or school psychologist shall, whenever possible, investigate the concern immediately within 24 hours of receiving the initial report. The school staff shall endeavor to conduct this investigation in a manner that does not interfere with any current or future investigation by law enforcement. When the principal determines that a report should be made, they shall make a report to the office of social services or law enforcement. The principal shall inform the employee(s) who made the initial report whether they have made a report to the office of social services or law enforcement. If no such report has been made but is deemed appropriate, the employee(s) shall file such a report if they have reasonable cause to believe that a child has been abused or neglected in conjunction with the building principal, school counselor or school psychologist.

The building principal, school counselor, or school psychologist must complete the necessary paperwork and keep it on file. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged; keeping in mind that prompt reporting is essential.

The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

For more information, please see Ralston Board Policy 4054.

STUDENT INTERVIEWS

Employees shall refer any police officer, child protective service worker, or other similar individual seeking to speak to or interview a student to an administrator.

STUDENT SEARCHES

Certified and classified staff members may not search students or their belongings. If a staff member suspects that a student is in possession of contraband, they should immediately contact a member of the administration and supervise the student until the administrator arrives. Students who are suspected of having an item in violation of school rules may be directed to wait with a staff member.

ELECTRONIC COMMUNICATION WITH STUDENTS

All forms of electronic communication with students including, but not limited to, the use of e-mail, text messaging, instant messaging, and social media must advance the educational goals and objectives of the Ralston Public Schools.

STUDENT CONFIDENTIALITY

Any student records, including reports of illness, abuse and neglect are strictly confidential. Student privacy will be rigidly protected by all employees of the district. Failure to do so will result in disciplinary action, up to and including termination.

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors and/or school psychologists is confidential but not legally privileged. The counselor and/or school psychologist will attempt to respect the privacy of student disclosures but will share all relevant information with other education professionals as appropriate or as directed. The counselor and/or school psychologist will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor and/or school psychologist is in doubt about what information to release, they should discuss the matter with the building principal or with the superintendent.

CRISIS ASSISTANCE

The school district will use a Crisis Response Team (CRT) to plan and coordinate efforts to deal with an emergency that involves the school, staff, and students. The primary concern will be the safety and welfare of students and staff, followed by the protection and salvaging of property.

During a crisis, school will be conducted in as normal and routine a manner as possible. To help provide students and staff with the services to cope with an emergency, the CRT may call upon patrons and school and community professionals who are skilled in providing counseling.
A careful balance must be maintained between the right of the public to information and the rights of the student and staff to privacy and normalcy. All crisis information will remain confidential unless decided otherwise by the general coordinator. The general coordinator will be responsible for dealing with the media and providing information to the public.

For more information, please see Ralston Board Policy 4036.

SUMMARY

This handbook is a general guide to the operations of the school district. More information and specific details on matters covered here are provided in negotiated agreements, Board of Education policies and building handbooks. Questions that are not addressed in this handbook may be answered by contacting a supervisor, the Human Resources Office or another appropriate office. All employees are wished the best as they work with their colleagues to provide quality education for the students of Ralston.

EMPLOYEE ACKNOWLEDGEMENT PAGE

This is to certify that I have read this employee handbook and I am familiar with its contents. I understand that it is not a binding contract but a set of guidelines for the implementation of personnel policies. I understand that by signing this acknowledgement, I agree to abide by the policies and procedures set forth by the Ralston Public Schools.

_____
Employee Signature

_____
Employee Name (Printed)

_____
Date

APPENDIX A

Ralston Public Schools
District Reimbursement Guidelines

Receipts:

If an expense item is to be reimbursed by Ralston Public Schools, there must be a receipt attached validating the expense. The receipt must include the following:

1. Name of business where purchase was made or service was performed. (Some business receipts do not include the business name. Please write the name on the receipt.)
2. Date of service
3. Detail of items/service purchased
4. If expense is for a meal or food, please include the name of the meeting and the names of the individuals who attended or ate the meals claimed for reimbursement.
5. If needed receipts may be attached to a plain piece of paper to include all pertinent information.

The following types of receipts are NOT acceptable:

1. Summary credit card slip showing only the total charge; must have itemized receipt
2. Cancelled check
3. Credit card statement with the expense circled

Bottom Line: If you do not have an acceptable receipt for expense reimbursement the district may not be able to reimburse for that expense item.

Mileage:

Mileage will be reimbursed at the standard IRS mileage allowance. The IRS updates the rate annually. The district publishes a mileage reimbursement form that is to be used for mileage reimbursement. This document can be found in the essential documents section on Google drive, or on the Ralston Forms website. Please remember to check on the availability of the Ralston Public Schools vehicles for trips in which several staff members will be attending. When available, the district vehicles must be used for travel. Mileage will only be reimbursed from your place of work to the activity location identified and back. Mileage will not be paid from your home or residence.

Rental Cars:

Rental cars are not reimbursed to the employee unless the following conditions exist:

1. Prior approval from the Assistant Superintendent for Business AND one or more of the following conditions exist:
2. The cost of the cab fare or shuttle, to **or** from the airport, is more than the daily rate plus incidentals, such as fuel and parking, to rent the car.
3. The hotel where the employee is staying is not within walking distance to the conference and the hotel does not offer shuttle service to the conference.
4. The rental is less expensive than a flight for several persons attending an event and is within a reasonable driving distance.

Purchasing Items:

We are a tax-exempt organization. As a result, we are not required to pay sales tax on purchases. Because of this, purchasing items on a personal basis and asking for reimbursement is discouraged. An employee who elects to purchase an item on their own may seek reimbursement for the item but will not receive reimbursement for any sales tax paid. The district does recognize that at times cost savings may be realized by purchasing items on a personal basis. If this becomes necessary, advanced permission from your supervisor is required prior to purchasing items that you wish to be considered for reimbursement. When asking for reimbursement on such purchases please use the receipts portion of this document to guide the reimbursement submittal. *NO PERSONAL ITEMS ARE TO BE PURCHASED USING OUR TAX EXEMPTION. PLEASE RING UP PERSONAL ITEMS SEPARATELY!*

Expenses that will not be reimbursed:

1. **Alcoholic Beverages** will NOT be reimbursed.
2. **Entertainment** such as movies, etc.
3. **Laundry fees**
4. **Personal maintenance items**
5. **Tips** for cab fare, shuttles, and meals will be reimbursed but are limited to 20% of the charges.
6. **Cab fares, shuttle costs, etc.** for employee's personal travel such as sightseeing, shopping, travel to and from dining locations, etc.

Meals:

When traveling away from Ralston and it is necessary to have a meal while on duty it is expected that care is used in selection an appropriate price level restaurant. Per diem rate for meals is capped at $60 per day. If only one meal is required during a trip, the amount is capped at $25. Please use care and discretion in your dining choices. It is also expected that detailed documentation and receipts are kept to ensure reimbursement. Meal reimbursement is for RPS staff members only unless the event is hosted by the Ralston Public Schools, and you are doing the business of the Ralston Public Schools.

District Cell Phones:

The district will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a $50.00 monthly stipend and a $100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend, they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

Charging on District Accounts:

At no time shall any employee charge items to a revolving account registered to the Ralston Public Schools unless advanced permission has been granted by a supervisor or school administrator. Charging any items for personal business on school district revolving accounts is strictly prohibited.

APPENDIX B

Ralston Public Schools
District Professional Development Guidelines

Requesting Professional Development:

1. Teachers: Please get approval from building administrator.
2. Building Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements.
3. District Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements. Communication with building principals is also essential prior to making arrangements.

Professional Development Requests from Buildings/Teachers:

Professional development requests that originate from building principals or teachers must be arranged and organized at the building level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Complete any required registration process
4. Organize any needed transportation or lodging arrangements
5. Schedule substitute teachers as needed
6. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
7. Prior to the event check that all details are covered

Professional Development Requests from District Administration:

Professional development requests that originate from Central Office or District administration must be arranged and organized at the Central Office level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Communicate with building principals and teachers about the training opportunity
4. Complete any required registration process
5. Organize any needed transportation or lodging arrangements
6. Schedule substitute teachers as needed
7. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
8. Communicate to all stakeholders details of arrangements and expectations
9. Prior to the event check that all details are covered

Requests for Payment:

Any requests for payment that would accompany reservations or registrations should be submitted well in advance of the deadline (at least 3 business days) to the Business Office so that a check can be mailed. In all cases detailed documentation should accompany requests so that accurate records may be kept and registrations and reservations are made in a timely manner.

APPENDIX C

CODE OF ETHICS

TEACHING PROFESSION

STATE OF NEBRASKA

STANDARDS OF PROFESSIONAL PRACTICES

Introduction
It is the responsibility of the Commission to provide advice and counsel to the State Board of Education in developing standards of professional practices in areas including, but not limited to, (1) ethical and professional performance, (2) competency, (3) continuance in professional service, and (4) contractual obligations.

Standards applicable to professional practices have been adopted by the Nebraska State Board of Education. The Code of Ethics, Standards for Continuance in Professional Service, and Contractual Obligations are presented in this pamphlet. The Commission shall adhere to these standards in making recommendations of whatever nature in accordance with its statutory authority.

The State Board of Education shall request the Commission or a special committee of members thereof to hold hearings and make recommendations to the State Board of Education concerning alleged violations of standards of professional ethics and practices by holders of public school certificates. Each educator can be aided by this publication in developing and continuing the use of professional practices that are in the best interest of the students, the profession, and the public.

CODE OF ETHICS

Preamble
The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence, and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility they have accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge their colleagues, and to be judged by them, in accordance with the provisions of this chapter.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in Nebraska with respect to ethical and professional conduct and are,

therefore, declared to be the criteria of ethical and professional performance adopted pursuant to the provisions of Section 79-868 R.R.S. for holders of public school certificates.

If the certificate holder is employed in a nonpublic school, that context shall be taken into account in the application of these standards.

Principle I - Commitment as a Professional Educator

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance, and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Commissioner any known violation of Principle I, number 7; Principle III, number 5; or Principle IV, number 2.
10. Shall seek no reprisal against any individual who has reported a violation of this chapter.

Principle II - Commitment to the Student

Mindful that a profession exists for the purpose of serving the best interest of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to their classes, unless approved by the local board of education.
7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public

The magnitude of responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of and confidence in the rule of law, a respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude or commit any felony under the laws of the United States or any state or territory.
6. Shall with reasonable diligence, attend to the duties of their professional position.

Principle IV - Commitment to the Profession

In the belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent their professional qualifications, or those of colleagues.
3. Shall practice the profession only with proper certification and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
5. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of their professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

STANDARDS FOR CONTRACTUAL OBLIGATIONS FOR ALL CERTIFICATE HOLDERS

Members of the teaching profession shall adhere fully to the terms of a contract or appointment.

Summary

Teaching in the public schools of Nebraska and related administrative and supervisory services are recognized as a profession by the Legislature.

In recognition of the professional status of educators, the Governor is authorized to appoint a Professional Practices Commission representative of elementary and secondary teachers, administrators, and higher education. The goal of the Commission is to develop, promote and enforce standards of professionalism for Nebraska educators.

APPENDIX D

Supplemental policies and procedures for Sign Language Interpreters

Code of professional conduct:

The Code of Professional Conduct for the Suburban Schools' Program is based on the Code of Professional Conduct of the Registry of Interpreters for the Deaf (RID) with the perspective of an educational setting. The RID Code of Professional Conduct referenced is in parenthesis following each principle.

1. The EI/T shall be dedicated to providing competent interpreting services in a manner befitting a professional. (RID tenet 2)
    - 1.1. Professional appearance: EI/Ts must always keep in mind their role to facilitate communication and their responsibilities as visual representatives of the consumers involved in any given interpreting assignment. EI/Ts should dress in a manner that will be as unobtrusive as possible and assure the best background for signing. Avoid highly visible jewelry, excessive makeup and other characteristics of physical appearance that are distracting.
    - 1.2. Personal Qualities: The EI/T must be dependable, responsible and reliable at all times. The EI/T must use tact when interacting with others, remaining diplomatic and perceptive. The EI/T must maintain an acceptable demeanor, exhibiting self-confidence and self-control.
2. The EI/T judiciously safeguards assignment-related information of a confidential nature. The obligation to protect confidences does not prevent an educational interpreter from revealing information to their employer or member of the IEP professional team for record keeping, program management and supervision. (RID tenet 1)
3. The EI/T provides parents and other members of the educational team on the student's use of interpreting service when requested. The EI/T will redirect parents and other team members to the deaf educator/resource teacher for parental/team member questions that are not related to the student's use of an interpreter within the educational setting. (RID tenets 1, 2, 3, and 4)
4. The EI/T and deaf educator/resource teacher shall provide information, when necessary, to educate the consumers about the role and appropriate use of the interpreter. (RID tenets 2 and 3)
5. The EI/T conveys the content, spirit and affect of the speaker using the language system approved by the educational team. (RID tenet 2)
6. The EI/T will not counsel nor interject personal opinion during interpretations/transliterations. (RID tenet 3)
7. The EI/T will maintain an appropriate adult-student relationship with all children/students (deaf and hearing). This is the ability to maintain "Professional Distance" or professional boundaries. (RID tenet 3)

Registry of Interpreters for the Deaf (RID) Code of Professional Conduct

The Registry of Interpreters for the Deaf, Inc. has set forth the following principles of ethical behavior to protect and guide interpreters and transliterators and hearing and deaf consumers. Underlying these principles is the desire to insure for all the right to communicate.

This Code of Professional Conduct applies to all members of the Registry of Interpreters for the Deaf, Inc. and to all certified non-members.

Tenets (updated 2008)

1. Interpreters adhere to standards of confidential communication.
2. Interpreters possess the professional skills and knowledge required for the specific interpreting situation.
3. Interpreters conduct themselves in a manner appropriate to the specific interpreting situation.
4. Interpreters demonstrate respect for consumers.
5. Interpreters demonstrate respect for colleagues, interns, and students of the profession.
6. Interpreters maintain ethical business practices.
7. Interpreters engage in professional development.

Educational Interpreter Roles and Responsibilities

1. The IEP team, not an individual EI/T, has the responsibility to determine any alternative modes of communication to be used in order to meet the needs of an individual student.
2. The EI/T will use an English-based system such as Signing Exact English System during subjects such as Reading, Writing, or English where the focus is learning to read and/or write English.
3. The EI/T will interpret any and all information presented in a classroom situation: formal instruction, individual instruction, informal social interaction between peers and conversation in classroom when appropriate.
4. The EI/T will voice interpret and relay information to non-signers.
5. The EI/T will rephrase information or simplify to aid understanding without providing the student with answers. If time does not permit during class time, the EI/T will inform the resource or deaf education teacher that extra help is needed and be willing to tutor if requested.
6. The EI/T will interpret at school functions during the school day.
7. The EI/T will tutor students when requested by deaf educators.
8. The EI/T will use any preparation time to prepare for future classes. It is the responsibility of the EI/T to know the assignments in advance so that any unknown vocabulary can be learned prior to class.
9. The EI/T will notify the deaf education teacher of tests, reviews, special assignments and any other concerns that impact the student's performance.
10. The EI/T will remain in the assigned classroom until the end of the class period, even when the student is doing independent seatwork. S/he should be available to interpret at all times.
11. Clarify routine points for the student, but do not assume the teacher's role. Repeat the interpretation of instruction only when it is needed, not routinely.
12. The EI/T will make sure students understand their interpreting, requesting feedback from the student as age or maturity allows. The EI/T will help the student develop their ability to provide appropriate feedback as a consumer of the service.
13. The EI/T will interpret all information presented in the class. Do not make indiscriminate decisions to leave out some class information.
14. The EI/T will use fingerspelling to convey key vocabulary, as method to emphasize a word/concept, and as a sign; do not invent signs without prior discussion with the student. The fingerspelling presentation must contain ***all*** the letters of the word and be presented

at a rate at which the student can receptively comprehend the word. EI/TVs need to be aware of the students' challenges with which they work. Some students may be poor spellers or have memory problems; therefore, reading a word sign may be more meaningful, faster, and provide a clearer message for students to key into than fingerspelling.

15. The EI/T will obtain information on the day's goals, tests, review, projects, extra credit work, special assignments, etc. for the deaf educator. Students are also responsible for all afore stated information.
16. The EI/T will refer any questions from parents regarding their child to the appropriate teacher(s). The EI/T ***will not*** discuss student's performance.
17. The EI/T will request to review student folders of those individuals for whom the EI/T will provide service. This review will help better prepare the EI/T to meet the language and learning demands of the students. This information may also be acquired from the deaf education teacher or the student's IEP case manager. All information learned during the review or conversation should be kept strictly confidential.
18. The EI/T will complete a sub folder. This folder should be prepared within the first week of school and be updated accordingly. These folders will be housed in the interpreter's desk/office or in the deaf education room. Sub folders should contain the following information and need to be kept up to date with schedule changes and appropriate forms:
    - Opening letter from director
    - Schedules
    - Positioning information
    - Equipment needs of students such as Alpha Smart, FM
    - Communication mode and other special information
    - Building map with key rooms/locations highlighted
    - Substitute Interpreter Time Sheet
    - Sub notes (use form appropriate for the grade level and class schedule)

Educational Interpreter Attendance

In order to ensure consistency and to maximize progress of the students who are deaf or hard of hearing, it is crucial for the EI/T to be at work. Punctuality is essential. If an absence from work is necessary, follow these guidelines.

1. All EI/TVs must call the designated interpreter or program director at 402-496-1419 (morning) or 402-339-2090 (during school hours) to report an absence.
    a. Must call between 6:00 am-7:15 am – DO NOT send a text message and DO NOT leave a message
    b. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
2. The ill/absent EI/T will contact their assigned building also.
   If you are at school and become ill:
    a. You must notify the building's deaf education teacher.
    b. You must contact the designated interpreter/program director at 402-339-2090
    c. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
3. The EI/T will document the beginning and end of their workday through the electronic timecard system as required by Ralston Public Schools.

Extra-Curricular Activities

Suburban Schools' Program offers many opportunities for extra-duty pay to interpreters. Extra-curricular activities include: sports, meetings, clubs, Open house, National Honor Society, parent conferences, etc. EI/T duty time is seven and one-half hours of which 30 minutes is a paid lunch, an additional benefit. Any activity outside of assigned duty time is considered extra-curricular and is done for extra pay. Overtime pay (time and one half) begins after you reach 40 hours in one week. The 40 hours does not include the paid lunch benefit but does include negotiated leaves.

The amount of time interpreted must be rounded to the nearest quarter hour. For example, if an activity runs ten minutes, the EI/T is to charge for fifteen. If the activity runs for 25 minutes, the EI/T is to charge for thirty minutes.

Please sign-up if you are interested in covering extra-curricular activities. The activities are posted via email to all the EI/T staff. Job assignments are based on order of interest. Any individual accepting an activity must locate his/her own substitute for the activity in the event of illness. Recurrent activities such as sport practices may be split between interpreters.

Mileage can be claimed for extra-curricular activities under certain circumstances. The mileage form can be found in Ralston's Cloud. See the section on mileage included in the forms section for details on completing the document. Conditions for mileage reimbursement for Extra-curricular activities:

- Mileage cannot be claimed for driving back to school for a club, sport, or evening activity (i.e., open house, parent-teacher conferences, etc.) in which you will be paid for your time. Example: drama rehearsal starts at 7:00 pm; the interpreter goes home between school and rehearsal—no mileage can be claimed.
- Mileage cannot be claimed for driving to a school or competition site for sports when the event occurs on the weekend such as practice or a meet/game.
- Interpreters are to facilitate communication with any non-signers (coach or fellow students), which include drive times to off-campus events. The only exception to this is when there is no room on the district vehicle for the interpreter. The program director must be notified of this situation prior to the event for approval to drive a personal vehicle and request reimbursement.

Educational Interpreter/Transliterator Performance Appraisals

Observations

The director will observe EI/Ts twice a year. Evaluations are also sent to the personnel office. This will provide for documentation of skills as well as professionalism. The director will complete the evaluation. Copies of the format are included so the EI/T can be aware of expectations. A Ralston Public Schools' general evaluation of employee skills is also completed by the program director with input from the deaf educator.

Any areas deemed unsatisfactory or "in need of improvement" will be addressed initially through informal interventions between the interpreter and the Director. If performance is not improved in a stated period of time, the interpreter will be placed on formal intervention, which can lead to termination**.**

Continuing Education

The Nebraska Department of Education Rule 51 outlines the rules and regulations governing employment of EI/Ts in the state of Nebraska. The guidelines can be view at http://www.nde.state.ne.us/SPED/sped.html. It is under the Policy and Procedures section. To maintain employment in the state, educational interpreters will obtain 20 clock hours of educationally related continuing education every two years. The RID Code of Professional Conduct, tenet 7, also requires continued professional development.

APPENDIX E

Supplemental policies and procedures for Drivers

Dress Code

Drivers are expected to present a neat, clean, and professional appearance at all times. The following minimum Transportation Department dress code standards are based on professional image, safety, and health.

a. Drivers will wear Transportation shirts provided by the district of them or Ralston shirts.
b. Drivers will wear enclosed shoes. No open-toed shoes are allowed. Sandals and flip-flops are not safe in the event of a bus evacuation.

Minimum Acceptable Conduct

Driving school children is an awesome responsibility. Consequently, drivers are held accountable for the safety of their passengers. Ralston Public Schools drivers must be above reproach at all times. The following guidelines reflect the minimum acceptable standards of conduct and dress expected of all drivers while on duty.

a. Smoking in or around any school district vehicle is prohibited.
b. Eating or drinking on the bus while students are present or while the vehicle is in motion is prohibited.
c. Drivers will not use inappropriate language or engage in inappropriate conversations while on duty and/or while on Ralston Public School property.
d. Unauthorized connections of electronic equipment (i.e., radios, tape decks, CDs…) to any district vehicle is prohibited. Drivers must be able to hear sirens and train signals.
e. Inappropriate conduct or conversations with students is strictly prohibited. Inappropriate conversation or comments about students is strictly prohibited.
f. Failure to wear seat belts in district vehicles.
g. Regular and predictable attendance is a required condition for employment.
h. While on duty, drivers should treat parents, community members, students, patrons, and all individuals in a respectful manner. Incidents involving dissatisfaction with Ralston's transportation department should be reported to the transportation supervisor immediately.

Termination and/or Suspension

Serious infraction, including but not limited to the following, may be cause for immediate termination and/or suspension:

a. Being under the influence of drugs or alcohol
b. Destruction of school property
c. Failure to stop at railroad crossings
d. Failure to report an accident involving a district vehicle
e. Failure to report an accident involving a personal vehicle
f. Carrying unauthorized passengers: In accordance with Nebraska Department of Education, Title 92, "No one except school personnel, supervisory personnel, monitoring personnel, and pupils assigned to a pupil transportation vehicle for a particular route schedule or for an activity trip as defined in 92 NAC 92-002.02 , may ride such vehicles" Essentially, this rule means no one other that students, sponsors,

and chaperones may ride a school bus.

g. Failure to pick up a student
h. Leaving a student on the vehicle after returning to the Transportation Center or other final destination
i. Unauthorized use of the district vehicles or using the vehicle for personal errands
j. Failure to be punctual
k. Deviating, without approval, from the assigned route unless there are unforeseen traffic circumstances
l. Failure to pre-trip a vehicle properly. Arrive early enough to complete the pre-trip before leaving the lot. The time clock will show if you had time to do the pre-trip.
m. Inappropriate language, comments, or touching towards students, staff, and/or other adults
n. Tampering with any cameras and/or recording devices located inside the vehicle.

Basic Loading and Unloading Policies

Bus drivers should adhere to the following procedures:

a. If a parent wishes to change a pick-up/drop-off time/location, advise them to contact the Coordinator of Transportation. Drivers are not authorized to make changes.
b. When running more than 10 minutes late for the schedule pick-up or drop-off, contact the Coordinator of Transportation who will pass on that information as appropriate.
c. Pick-ups should be curbside at the student's residence. If this is not possible, park the vehicle so the student does not have to walk on the roadway.
d. If a student is not at the authorized stop at the scheduled time, drivers will wait 3 minutes and then leave. Call the Coordinator of Transportation at the soonest opportunity.
e. Drivers are responsible for ensuring all students are properly seated on the bus with the appropriate restraint system secured, except if a parent/aide assisted/seated the child.
f. After arriving at the school of attendance, drivers or the para are responsible for removing students from the seat and assisting students in leaving the vehicle, if needed.
g. After all students have departed the vehicle, immediately check the vehicle for any students or items that may have been left behind.
h. When drivers are given route changes, new student information, or when a student has been dropped from the route, all outdated information is to be shredded at the Central Office.
i. If no one is at the student's home or the student cannot enter their home at the end of the day, the driver will continue the route and then, return to the student's home and call the Coordinator of Transportation. If after the second attempt, there is still no one at the home, then the student will be returned to school of attendance. If the child is an open enrolled student, call the Coordinator of Transportation.

Emergency Procedures

The following procedures will be used in the event of an accident involving a district vehicle, other emergencies, when experiencing mechanical problems, or during inclement weather.

Accidents (Vehicle contact with any moving or stationary object)
All accidents will be reported to the Coordinator of Transportation immediately. Drivers will call immediately, and drivers will initiate a 911 call if appropriate. The following procedures will be followed for all accidents.

a. Stop the vehicle as soon as possible
b. Drivers involved in an accident must take and maintain control of the situation. This is especially important when injuries are involved.
c. Notify the Coordinator of Transportation of the situation. Give the following information:
    - Vehicle number
    - Location
    - Number of vehicles involved
    - Number of students on board and what school they are from
    - Number of injured
d. Check for injuries and administer and/or direct first aid if required
e. Evacuate passengers to a safe area if necessary
f. Set up "breakdown" reflectors to protect accident scene and warn motorists
g. Complete accident forms in driver route book
h. Make no statements or comments to anyone other than law enforcement and/or district representatives

Mechanical Problems
If a non-safety mechanical problem arises while en-route, annotate the problem on the pre-trip vehicle inspection form. If unsure of the seriousness of the mechanical problem, contact the Coordinator of Transportation. If a safety related mechanical problem or a breakdown occurs, contact the Coordinator of Transportation and wait for further instructions.

Inclement Weather Procedures
Drivers will provide the Coordinator of Transportation and the Central Office with home phone numbers, addresses, and emergency contact phone numbers to facilitate contact in the event of inclement weather.

If weather is threatening during the day, drivers must provide the Coordinator of Transportation with a phone number (or some other piece contact information) in case of early dismissal.

If inclement weather occurs while en-route, the following procedures will be used:

a. Contact the Coordinator of Transportation only when delayed more than 10 minutes or completely immobilized by weather or traffic
b. In the case of disabled/immobilized vehicle, drivers will remain with the students to supervise and ensure their safety
c. Students are to remain onboard a disabled/immobilized vehicle until an alternate vehicle has arrived, unless remaining on the vehicle creates a safety concern
d. Under no circumstances will drivers release students without the permission of the Coordinator of Transportation
e. Vehicle windows and roof hatches will be closed after the last daily run, and whenever there is the possibility of inclement weather
f. During cold weather operations, all diesel vehicles will be plugged in at night.

g. On mornings that are 20 degrees or below, the early start crew may start vehicles
h. Drivers will not leave vehicles unattended while the engine is running at any time, including warm-up, except during the pre-trip inspection

Tornado/Severe Weather Procedures
A tornado watch indicates an area in which atmospheric conditions exist from which a tornado could develop.

A tornado warning is issued when a tornado has actually been sighted in the area or is indicated by radar.

The following procedures are designed to ensure the safety of passengers when the threat of or actual severe weather is experienced. Drivers must be familiar with these procedures and able to respond appropriately in the event of deteriorating weather conditions. Students are not to board a district vehicle while under a tornado warning.

Tornado Warning While on Route
Every situation involving a tornado/severe weather will be different. Drivers must always consider the following factors when dealing with a tornado warning/severe weather:

a. ALWAYS maintain control of the situation and accountability of all passengers.
b. Proceed immediately to the nearest safe location for evacuation. If there is immediate danger and no shelter is available, evacuate students from the vehicle and into the nearest ditch or culvert at least 100 feet away from the vehicle or any other vehicle.
c. In most instances, the driver will be the last off the bus as they will direct the evacuation and ensure all passengers have exited the vehicle. There may be instances, however, that it would be more appropriate for the driver to be the first out of the vehicle in order to direct passengers to the appropriate safe location. In this case, drivers must assign a responsible passenger to assist in the evacuation by ensuring all passengers have exited the vehicle.
d. Make certain all students go to the safe location and are accounted for.
e. Drivers should make every effort to keep the Coordinator of Transportation apprised of the evacuation location to include the number of passengers onboard. Once the tornado warning has been lifted, drivers will advise Dispatch when they are 10-8 and reaffirm the number of passengers.
f. Do not release passengers without the Coordinator of Transportation's permission.

APPENDIX F

Title IX

Nondiscrimination. The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates including in admission and employment. Inquiries about Title IX may be referred to the school district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The school district's Title IX Coordinator may be contacted at Title IX Coordinator, 8545 Park Drive, Ralston, NE, or by email at mrupprecht@ralstonschools.org, or via phone at 402-331- 4700 The school district's nondiscrimination policy and grievance procedures are included this policy, or can be accessed at: https://www.ralstonschools.org/site/handlers/filedownload.ashx?moduleinstanceid=1169&dataid=9780&FileName=3053_-_Nondiscrimination.pdf. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator.

Retaliation Prohibited. Retaliation, including peer retaliation, is prohibited in the school district's education program or activity. If the school district has information about conduct that reasonably may constitute retaliation under Title IX, it may be required to treat it as an allegation of sex discrimination. Upon receiving a complaint alleging retaliation, the school district will initiate its grievance procedures or informal resolution process.

Definitions. As used in this policy, the following terms are defined as follows:

> **Complainant** means an employee, a student, or a parent, guardian, or other individual with the legal right to act on behalf of a complainant who is alleged to have been subjected to conduct that could constitute sex discrimination, including sex-based harassment; or any other person who may have been subjected to sex discrimination when that person was participating or attempting to participate in the school district's education program or activity.
>
> **Complaint** means an oral or written request to the school district that objectively can be understood as a request for the school district to investigate and make a determination about alleged sex discrimination under Title IX.
>
> **Consent** for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. School district officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.
>
> **Respondent** means a person who is alleged to have violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that the school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

Sex-based harassment prohibited by this part is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that is:

Quid pro quo harassment. An employee, agent, or other person authorized by th school district to provide an aid, benefit, or service under the school district's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school district's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the school district's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the school district's education program or activity.

Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

- Rape—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- Sexual Assault with an Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible—(Except Prostitution Offenses) Unlawful, non-forcible sexual intercourse.

- Incest—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- Statutory Rape—Non-Forcible sexual intercourse with a person who is under the statutory age of consent

Dating violence meaning violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length and type of relationship and the frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the school district, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Response to Sex-based Harassment.

All Employees. All school district employees must notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination, including sex-based harassment under Title IX.

Title IX Coordinator. The school district will designate and authorize at least one employee as the school district's "Title IX Coordinator," to coordinate the school district's efforts to comply with its responsibilities under Title IX and this policy. The superintendent or Title IX Coordinator is authorized to delegate specific duties to one or more designees.

For conduct that could constitute sex-based harassment, the Title IX Coordinator must take the following actions:

- Offer and coordinate supportive measures for the complainant and for the respondent;
- Notify the complainant or the individual who reported the conduct of the grievance procedures and, if appropriate, the informal resolution process.
- Take other appropriate steps to avoid the recurrence of sex discrimination and restore or maintain equal access to the school district's programs and activities.

Supportive Measures. The school district will provide supportive measures, as appropriate, in cases involving sex-based harassment. These measures may include but are not limited to: counseling; extending deadlines; increased supervision; no-contact directives; leaves of absence; changes in class, work, or activities, regardless of whether there is a comparable alternative; and training and education programs related to sex-based harassment. Supportive measures may be continued, modified, or discontinued at the conclusion of any grievance process. Supportive measures will not be disclosed to anyone other than the person to whom they apply and others, including school officials, who need to know the supportive measures to implement them.

Requests to Modify Supportive Measures. A complainant or respondent may request modification or reversal of the school district's decision to provide, deny, change, or terminate supportive measures applicable to them. Requests must be made to the Title IX Coordinator in writing, and an impartial individual will review the request.

Students with Disabilities. If the complainant or respondent is a student with a disability, the Title IX Coordinator will consult with one or more members of the student's IEP or Section 504 team to determine compliance with those laws while implementing supportive measures and all other requirements of this policy and Title IX.

Emergency Removal. The school district is authorized to remove a respondent from the school district's education program or activity on an emergency basis, provided that the school district undertakes an individualized safety and risk analysis; determines that an imminent and serious threat to the health or safety of a complainant or other persons arising from the allegations of sex discrimination justifies removal; and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave. The school district is authorized to place an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures.

Informal Resolution. The school district may offer an informal resolution process unless the complaint includes allegations that an employee engaged in sex-based harassment of a student or informal resolution would be contrary to law. Prior to initiating informal resolution, the parties will be provided with notice of the allegations. Participation in informal resolution is voluntary, and any informal resolution will include consent from the complainant and respondent, the ability to withdraw from the process, and the right to resume the grievance process. If an agreement is reached, it precludes the parties from initiating or resuming the grievance process.

The informal resolution facilitator will not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Potential terms that may be included in an informal resolution agreement include but are not limited to restrictions on contact, restrictions on participation in programs or activities, and disciplinary sanctions.

If informal resolution is offered, the school district will maintain all evidence gathered, communications about the informal resolution process, and the agreement reached. This information will be disclosed to outside individuals only as permitted by law and if required to

implement the requirements of the agreement or Title IX. If no agreement is reached, only relevant and permissible evidence received during the informal resolution process will be considered during the grievance process.

Grievance Procedures to Resolve Complaints of Sex Discrimination. Any person designated as Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against any party, generally or specifically. The decisionmaker may be the same person as the Title IX Coordinator or investigator.

Complaint. Complaints of sex-based harassment may only be made by a complainant; a parent, guardian, or other individual with the legal right to act on behalf of a complainant; or the Title IX Coordinator. Complaints of sex discrimination (excluding complaints of sex-based harassment) may be made by any person who was participating or attempting to participate in the school district's education program or activity at the time of the alleged sex discrimination.

Complaint by Coordinator. In the absence of a complaint made by any other individual, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination. The Title IX Coordinator must consider, at a minimum, the following factors:

- The complainant's request not to proceed with the initiation of a complaint;
- The complainant's reasonable safety concerns regarding the initiation of a Complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the school district;
- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
- Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.

If the Title IX Coordinator initiates a complaint, they will notify the complainant prior to doing so and address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures.

Consolidation of Complaints. The school district may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references in this section to a party, complainant, or respondent include the plural, as applicable.

Basic Procedures. This grievance procedure is governed by the following basic requirements:

- A respondent is presumed not responsible for the alleged sex discrimination until a determination is made at the conclusion of the grievance procedure;
- The school district will treat the complainant and respondent equitably throughout the grievance process;
- The school district will take reasonable steps to protect the privacy of individuals participating in the grievance process in a manner that does not restrict the parties from obtaining and presenting evidence, speaking to witnesses, consulting with family members or advisors, or otherwise participating in the grievance process;
- The District will use the following timelines for each complaint, but the Title IX Coordinator or designee may extend them as needed:

Major Stage	Target Duration (calendar days)
Completion of the school district's decision whether to dismiss or investigate a complaint of sex discrimination	1-15
Investigation	1-30
Determination	1-30
Appeal	1-20

Notice of Allegations. Upon initiation of the grievance procedure, the school district will provide notice of the allegations to the parties whose identities are known. The notice will include a copy of this policy; the parties involved in the incident(s); the conduct alleged to constitute sex discrimination; and the date(s) and location(s) of the alleged incident(s), if available. Retaliation is prohibited.

If the school district decides to investigate additional allegations of sex discrimination that are not included in the initial notice, the school district will provide notice of the additional allegations to the parties.

Complaint Investigation. The burden is on the school district to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The individual investigating and deciding the complaint will:

- Provide an equal opportunity for the parties to present fact witnesses and relevant and permissible evidence;
- Objectively review all evidence gathered through the investigation and determine what evidence is relevant and permissible;
- Provide each party with an accurate description of the relevant and permissible evidence, and upon request, copies of this evidence;
- Provide the parties a reasonable opportunity to respond to the evidence;
- Use a process that enables the decision maker to question parties and witnesses to adequately assess a party's or witness's credibility, but credibility will not be based upon any individual's status as a complainant, respondent, or witness; and

- Take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. For purposes of this paragraph, disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Relevant and Permissible Evidence. The school district will consider relevant and permissible evidence. Relevant evidence is evidence related to the allegations of sex discrimination under investigation as part of the grievance procedure. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Generally relevant evidence is permissible, but does not include:

- Evidence that is protected under a privilege as recognized by Federal or State law;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional in connection with the provision of treatment to the party or witness unless the school district obtains that party's or witness's voluntary, written consent for use in this grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless that evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sexbased harassment occurred.

Determining Whether Sex Discrimination Occurred. The school district will:

- Use the preponderance of the evidence standard of proof, that it is more likely than not, to determine whether sex discrimination occurred;
- Use only relevant and permissible evidence to reach a determination;
- Notify the parties in writing of the determination whether sex discrimination occurred, including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- If there is a determination that sex discrimination occurred, coordinate and provide remedies to restore equal access, coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions, and require the Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;
- Not discipline a party, witness, or others participating in a school district's grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the school district's determination whether sex discrimination occurred.

Dismissal of a Complaint. A complaint of sex discrimination made through the grievance procedure may be dismissed for any of the following reasons:

- The school district is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the school district's education program or activity and is not employed by the school district;
- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the school district determines that without the complainant's withdrawn allegations, the remaining alleged conduct would not constitute sex discrimination even if proven;
- The school district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint under this paragraph, the school district must make reasonable efforts to clarify the allegations with the complainant.

  Upon dismissal, the school district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

  The school district will notify the complainant that a dismissal may be appealed and provide the complainant with an opportunity to appeal the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent that the dismissal may be appealed on the bases set out in this policy. Upon the dismissal of a complaint, at a minimum, the school district will:
  - Offer supportive measures to the complainant, and offer supportive measures to the respondent if the respondent has been notified of the complaint;
  - Require its Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the school district's education program or activity.

Appeal. The school district will provide the parties the opportunity to appeal the decision-maker's written determination or a dismissal of a complaint, on the grounds identified below. The school district will implement appeal procedures equally for the parties, including a reasonable and equal opportunity to make a statement in support of or challenging the outcome being appealed. Appeals under Title IX, like other comparable proceedings, will be handled consistent with the school district's general complaint policy.

Time for Appeal. Appeals may only be initiated by submitting a written Notice of Appeal to the superintendent within three (3) calendar days of the party's receipt of (1) the written determination of whether sex discrimination occurred from which the appeal is taken, or (2) the written dismissal of the complaint from which the appeal is taken.

Notice of Appeal Filed By Party. The Notice of Appeal must include (a) the name of the party or parties appealing, (b) the determination, dismissal, or portion thereof being appealed, and (c) a concise statement of the specific grounds (from the following subsection) upon which the appeal is based. A party's failure to timely submit a Notice of

Appeal will be deemed a waiver of the party's right to appeal under this policy and Title IX.

Appeals of Dismissals. If a dismissal is appealed, the school district will provide notice of the allegations to the complainant and respondent if not provided previously.

Appeal Decision. The decision maker for the appeal will be an individual who did not take part in the investigation, determination, and/or decision to dismiss the complaint. The appeal decision maker will notify the parties of the result of the appeal and the rationale for the result.

Disciplinary Sanctions and Remedies. If it is determined that sex-based harassment occurred, the school district may impose disciplinary sanctions that may include suspension, expulsion, mandatory reassignment, adverse employment action up to and including termination, or any other actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation.

Superintendent Authorized to Contract. The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the school district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

Recordkeeping. The school district will maintain the following documents for a period of at least seven years:

- For each complaint of sex discrimination, records documenting the informal resolution process or grievance procedures and the outcome.
- Records documenting the actions the school district took to meet its obligations under Title IX for any allegation of sex discrimination.
- All materials used to provide training as required by this policy. The school district will make these training materials available upon request for inspection by members of the public.

4011
Employee Leave Under the Family and Medical Leave Act (FMLA)

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act ("FMLA"). The terms used herein shall have the meaning ascribed to them under the FMLA. Employees may also qualify for leave under the Nebraska Family Military Leave Act, which is covered under the district's policy for that law. If an employee qualifies for leave under both the Family and Medical Leave Act and the Nebraska Military Leave Act, any leave taken by the employee will count concurrently toward the leave limits of both acts.

I. Qualifying for Leave

A. Qualified Employees

1. To be eligible for ***unpaid*** leave under this policy, an employee must:

   a. Make the request for leave at a time when the school district employs 50 or more workers;

   b. Have been working for the school district for at least 12 months prior to the request; and

   c. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

2. The applicable 12-month period for computing an employee's entitlement to FMLA leave shall be "rolling" 12-month period measured backward from the date an employee uses any FMLA leave~~be the 12-month period measured forward from the date such employee's first FMLA leave begins~~.

3. Employees ineligible for FMLA leave for any reason may be eligible for leave under the

Nebraska Family Military Leave Act and should consult policy 4011.1.

B. Qualified Circumstances Necessitating Leave

1. The school district will grant an eligible employee up to a total of 12 workweeks of ***unpaid*** leave under the following conditions:

    a. For birth of a son or daughter, and to care for the newborn child;

    b. For placement of a son or daughter with the employee for adoption or foster care;

    c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;

    d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job; or

    e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation

2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of ***unpaid*** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph shall only be available during a single 12-month period.

    <u>For purposes of this provision and this policy, "Covered Servicemember" includes both Military</u>

Members and covered Veterans, so long as the covered Veteran was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran.

3. During the single 12-month period described in paragraph I(B)(2), an eligible employee shall be entitled to a combined total of 26 workweeks of leave under paragraphs I(B)(1) and I(B)(2). Nothing in this paragraph shall limit the availability of leave under paragraph I(B)(1) during any other 12-month period.

C. Limitations on Leave

1. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.

2. In any case in which a husband and wife both employed by the school district are entitled to FMLA leave:

   a. The aggregate number of workweeks of FMLA leave to which both are entitled is limited to 12 during any 12-month period if such leave is taken (i) because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (ii) because of the placement of a son or daughter with the employee for adoption or foster care; or (iii) to care for a sick parent who has a serious health condition; and

   b. The aggregate number of workweeks of FMLA leave to which both that husband and wife are entitled is limited to 26 during the single 12-month period in which leave is taken to care for a Covered Servicemember and the husband and wife employees are both either the son,

daughter, parent, or next of kin of such Covered Servicemember, if the leave is taken for this reason or a combination of this reason and one of the three reasons described in paragraph I(C)(2)(a). If the leave taken by the husband and wife includes leave described in paragraph I(C)(2)(a), the limitation in paragraph I(C)(2)(a) shall apply to the leave described in I(C)(2)(a).

D. Qualifying Notice and Certification

Employees seeking to use FMLA leave will be required to provide:

1. 30-day advance notice when the need to take the leave is foreseeable; provided, if (a) the leave is for needed treatment which is required to begin in less than thirty days or (b) the leave is for the reason set forth in paragraph I(B)(1)(e), the employee shall provide such notice to the school district as is reasonable and practical;

2. Medical certification supporting the need for leave due to a Serious Health Condition affecting the employee or family member or to care for a Military Member, and/or due to a Serious Injury or Illness to care for a Veteran;

3. Second or third medical opinions and periodic re-certifications (at the school district's expense);

4. Certification supporting the need for leave because of a qualifying exigency arising out of the fact that the employee’s spouse, son, daughter or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in the National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation;

5. Certification supporting the need for leave to care for a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and

6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

When leave is needed to care for a family member, for the employee's own illness, or to care for a Covered Servicemember, and such leave is foreseeable based on planned medical treatment, the employee must attempt to schedule treatment so as not to unduly disrupt the school district's operations.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the FMLA and this policy shall be unpaid leave.

B. Substitution of Paid Leave

1. The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.

2. If an employee uses paid leave under circumstances which do not qualify as FMLA leave, the leave will not count against the number of workweeks of FMLA leave to which the employee is entitled.

3. Any paid leave which is substituted for FMLA leave will be subtracted from the number of workweeks of unpaid leave provided by the FMLA and this policy.

C. Group Health Plan Benefits

1. The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period.

2. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

D. Intermittent or Reduced-Schedule Leave

1. Leave may be taken under this policy intermittently or on a reduced-leave schedule under certain circumstances.

   a. When leave is taken because of a birth or because of a placement of a child for adoption or foster care, an eligible employee may take leave intermittently or on a reduced-leave schedule only with the agreement of the school district. In such a case, the superintendent shall have the authority to approve or disapprove such intermittent or reduced leave schedule, in the superintendent's sole discretion.

   b. When leave is taken to care for a sick family member, for an employee's own

serious health condition, or to care for a covered Veteran or Military Member, an eligible employee may take leave intermittently or on a reduced-leave schedule when medically necessary.

c. When leave is taken by an eligible employee because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.

d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness

e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.

f. When an instructional employee seeks to take intermittent leave in connection with a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period

during which the leave would extend, the school district may require the employee to elect to take leave in a block, instead of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and which better accommodates the intermittent leave.

2. If an eligible employee requests intermittent leave or leave on a reduced-leave schedule that is foreseeable based on planned medical treatment, including during a period of recovery from a serious health condition, the school district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position. Such alternative position must have equivalent pay and benefits as the employee's permanent position.

3. Leave taken on an intermittent or reduced-schedule basis will be tracked hourly.

III. Return from Leave

A. Restoration to Position

1. On return from FMLA leave, an employee is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

2. Any leave taken under this policy will not result in the loss of any employment benefits accrued prior to the date on which the leave commenced.

3. An eligible employee is not entitled to accrual of any seniority or employment benefits during any period of leave, or any right, benefit, or position of employment other than to which the employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

1. The school district reserves the right to deny restoration to any eligible employee who is a "key employee" (that is an employee who is salaried and among the highest paid 10% of the employees of the school district) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the school district.

2. If the school district intends to deny restoration to such an employee, it will:

   a. notify the employee of his/her status as a "key employee" in response to the employee's notice of intent to take FMLA leave;

   b. notify the employee as soon as the school district decides it will deny job restoration and explain the reasons for this decision;

   c. offer the employee a reasonable opportunity to return to work from FMLA leave after giving this notice; and

   d. make a final determination as to whether reinstatement will be denied at the end of the leave period if the employee then requests restoration.

C. Failure to Return from Leave

If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district

for any premiums the employer paid for maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the continuation, recurrence, or onset of the serious health condition which entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

A. The school district will post in conspicuous places where employees are employed notices explaining the FMLA and providing information concerning the procedures for filing complaints of FMLA violations with the U.S. Wage and Hour Division.

~~**B.** When an employee provides notice of the need for FMLA leave, the school district shall provide the employee with a copy of the "section 301(c) notice" which is attached to this policy.~~

~~C.~~**B.** To the extent that any provision in this policy is in any manner inconsistent with the provisions of the Act or the regulations promulgated thereunder, the Act and regulations shall prevail over the provisions of this policy. The school district reserves the right to modify this policy from time to time in its sole discretion.

~~D.~~**C.** Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: _____
Revised on: _____
Reviewed on: _____

4053
Conflict of Interest

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:

   a. Business with which an employee is associated shall include the following:

      (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

      (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.

   b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

   c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes

2. Contracts with the School District.

   a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is

awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.

c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.

3. Employing Members of the Immediate Family.

a. An employee may employ or recommend or supervise the employment of an immediate family member if:

(1) The employee does not abuse his or her position.

(a) Abuse of official position shall include, but not be limited to, employing an immediate family member:

(i) who is not qualified for and able to perform the duties of the position;

(ii) for any unreasonably high salary;

(iii) who is not required to perform the duties of the position.

(2) The employee makes a reasonable solicitation and consideration of applications for employment.

(3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.

(4) The board approves the employment or supervisory position.

b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.

c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.

d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.

5. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.

c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.

d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.

e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.

6. Additional Procedures Applicable to Employees With An Annual Salary and Benefits of More than $150,000 Per Year

a. Staff whose annual salary and benefits exceed one hundred fifty thousand dollars should assess whether they have a conflict of interest before taking any action or making any decision.

b. Employees have a conflict of interest pursuant to this subdivision of the policy when their actions or decisions may cause financial benefit or detriment to themselves, a business with which they are associated or a member of their immediate family.

i. When assessing whether a conflict of interest exists, qualifying staff members should access whether the benefit or detriment identified is distinguishable from the effects of such action on the public generally or a broad segment of the public.

ii. If qualifying employees are unsure as to whether a conflict of interest exists, they may apply to the Nebraska Political Accountability and Disclosure Commission for an opinion as to whether they have a conflict of interest.

c. Qualifying employees who determine that a conflict of interest does exist under this policy shall:

i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

ii. Deliver a copy of the statement to the secretary of the board of education, who shall enter the statement onto the public records of the school district; and

iii. Abstain from participating in the matter in which the employee has a conflict of interest.

d. This subsection does not prevent a qualifying employee from making or participating in the making of a decision to the extent that the employee's participation is legally required for the action or decision to be made.

~~e.~~

~~6.~~7. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: _____
Revised on: _____
Reviewed on: _____

5004
Option Enrollment

The board of education supports the concept embodied in the Enrollment Option Program that parents and legal guardians have the primary responsibility for ensuring that their children receive the best education possible. Accordingly, the school district will participate in the option enrollment program and receive option students as provided herein.

1. Definitions

a. Option Student Defined. Option student ~~shall~~ means a nonresident student who has chosen to attend the school district under the provisions of the option enrollment program.

b. Resident School District Defined. Resident school district ~~shall~~ means the school district in which a student resides or in which the student is admitted as a resident of the school district pursuant to state law.

c. Option School District Defined. Option school district ~~shall~~ means the school district that a student chooses to attend other than his or her resident school district.

~~**d.**~~

~~**e.**~~**d. Elementary School Defined.** Elementary school means grades K-6.

~~**f.**~~

~~**g.**~~**e. Middle School Defined.** Middle school means grades 6-8.

~~**h.**~~

~~**i.**~~**f. High School Defined.** High school means grades 9-12.

2. Persons Entitled to Apply for Option Enrollment of Students. Only parents and legal guardians may apply for option enrollment of students. Applications filed by foster parents and adults acting *in loco parentis* are not authorized and will be automatically denied.

3. Duties, Entitlements and Rights of Option Students. Except as otherwise provided herein, once an option student's option enrollment application has been accepted he/she shall be treated as a resident student of the school district.

4. Standards for Acceptance or Rejection of Option Students.

a. **Special Education Capacity.** Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been ~~diagnosed~~ identified as a student with a disability as defined in section 79-1118.01, the application will be evaluated by the director of special education services or the director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.

b. **Numeric Capacity**. The board of education may set the numeric capacity of programs, classes, grade levels, or school buildings by operation of this policy or through freestanding action by the board. Numeric Capacity will be determined based upon available staff, facilities, projected enrollment of resident students, and projected number of students with which the option school district will contract based on existing contractual arrangements. Individuals seeking information about the numeric capacity set by the board may contact the superintendent for a copy of that resolution.

c. **Programmatic Capacity.** In addition to the numeric capacity standards referred to above, the board may, by resolution, prior to October 15 of each school year, declare a program, a class, or a school unavailable for the next school year to option students due to lack of capacity. Individuals seeking information about the programs that have been declared to be unavailable due to lack of capacity may contact the superintendent for a copy of the board's resolution.

d. **Other Standards for Acceptance or Rejection of Option Enrollment Applications.** In addition to the numeric and programmatic capacity standards outlined above, the school district shall not accept an option student when acceptance of the student:

i. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
ii. Would require the procurement of new equipment, technology, or furnishings;
iii. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
iv. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
v. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

e. Prohibited Standards. The school district shall not base the decision to accept or reject an option student on the student's previous academic achievement, athletic or other extracurricular ability, disabling condition(s), proficiency in the English language, or previous disciplinary proceedings.

f. Order of Acceptance. If there are more option student applicants for any program, class, grade level or school building than can be accepted into such program, class, grade level or school building, applicants shall be accepted in the following order:

i. students with brothers or sisters attending the school district, either as resident students or as option students, shall be granted first priority;

ii. thereafter, option students shall be accepted into such program, class, grade level or school building in the order in which written applications were received by the school district.

g. Maximum Capacity Report. The school district will annually establish, publish, and report the capacity for each school building under the district's control pursuant to procedures, criteria, and deadlines established by the Nebraska Department of Education.

5. False or Misleading Option Applications. If, prior to the student's attendance as an option student, the school district discovers that a previously accepted option application contained false or substantively misleading information, the option application will be rejected.

6. **Academic Credits and Graduation.** The school district shall accept credits toward graduation that were awarded by another school district, and shall award a diploma to an option student if the student meets the graduation requirements of the school district.

7. **Information Regarding Schools, Programs, Policies and Procedures.** The school district, its officers and employees, shall make information about the school district and its schools, programs, policies and procedures available to all interested people.

8. **Procedure for Students Optioning Into or Out of the School District.**

   a. The parent or legal guardian of any student desiring to option into or out of the school district shall submit a proper and timely application to the board of education and the other affected school district for enrollment during the following and subsequent school years. Any application requiring the approval of the school district shall be deemed submitted when the application is actually received in the school district's business office.

   b. On or before April 1st, the school district shall notify the parent or legal guardian of any student who has submitted an application to option into the school district and the resident school district, in writing, whether the application is accepted or rejected. If an application is rejected, the reason for such rejection shall be stated in the notification. This written notice shall be sent via certified mail to the address listed on the option application.

9. **Late Applications and Requests for Release**

   a. The board of education may refuse a request of a student seeking to option out of the school district when the option application is submitted after March 15th under the following conditions:

      i. When the district has already entered into contracts with teaching staff for the following school year;

      ii. When the district has already contracted for the performance of specific services for the student;

      iii. When the release of the student would have a negative financial impact or loss of revenue for the district.

b. The board of education will approve late applications to option into the district under the following conditions:

i. When the resident district has released the student, or if the student is an option student at the time of such application and applying to become an option student at a subsequent option school district, a release approval from the option school district the student is attending at the time of such application;

ii. When the student's late enrollment into the district meets the standards for acceptance or rejection of option students contained elsewhere in this policy;

c. The superintendent or designee will notify parents or guardians who have submitted properly completed option applications after March 15th no later than 60 days following submission of the application of the board's acceptance or rejection of the application.

9. Students Who Do Not Need a Release from the Resident District

a. A student does not need to be released from his/her resident district or the option school district the student is attending at the time of application under the following circumstances:

i. When the student has relocated to a different resident school district after February 1

ii. When a student's option school district merges with another district effective after February 1

b. The school district shall accept or reject an application from a student under this paragraph using the criteria set forth in this policy and will accept or reject the application within forty-five days.

11. Cancellation of Option.

Students who option either into or out of the school district shall:

a. Attend the option school district until graduation or relocation/re-option in a different resident school district unless the student chooses to return to the resident school district, in which case the student's parent or legal guardian shall timely submit a cancellation form to the school board or board of education of the option school district and the resident school district for approval for the following year.

b. Attend an option school district for not less than one school year unless the student relocates to a different resident school district, completes requirements for graduation prior to the end the school year, transfers to a parochial or private school, or upon mutual agreement of the resident and option school districts cancels the enrollment option and returns to the resident school district.

12. Authority of Superintendent.

The board of education authorizes the superintendent of schools to make decisions on its behalf pursuant to and to apply the criteria articulated by this policy in determining whether to grant or deny option enrollment applications.

Adopted on: _____
Revised on: _____
Reviewed on: _____

~~**[NOTE TO BE DELETED: THERE ARE THREE CHOICES FOR OPTION TRANSPORTATION BELOW; SELECT ONE AND DELETE THE OTHERS]**~~

5005
~~Option~~ Transportation

The school district will provide free transportation, partially provide free transportation, or pay an allowance for transportation in lieu of free transportation on each day school is in session to the students who reside in the district and qualify for transportation according to the district's transportation plan. The families of students who will not be provided transportation pursuant to the district's plan or who must drive students to a pick-up point will be reimbursed according to statute if they qualify for such reimbursement. Parents seeking mileage reimbursement must submit requests to the district on forms which may be obtained from the office of the Superintendent of Schools.

When a student who has been attending the district is placed into foster care, school district staff will collaborate with state and local child welfare agencies to determine whether transportation is required under state law when it is in the child's best interest that their school of origin be maintained. The district will only provide transportation to students placed in foster care when the responsible child welfare agency agrees to reimburse the school district for the cost of transportation or when transportation is otherwise required by law. The board designates the ~~Superintendent of Schools~~Director of Student Services as the initial point of contact for child welfare agency representatives to discuss transportation issues related to children in foster care.

Students who are homeless will be provided with transportation pursuant to Board Policy 5014.

The district will provide transportation to tuition students in accordance with the contract provisions, if any, for services from the contracting districts.

The use of buses for class parties, field trips, and similar purposes shall require the prior approval of the superintendent or appropriate principal.

~~**[OPTION 1]. Option Transportation**. The board of education does not provide transportation services or mileage reimbursement for option-enrolled students unless otherwise required by law~~

~~[OPTION 2]~~ **Option Transportation**. The board of education provides transportation to option students only if (a) the option student lives ~~on~~ inside of the identified transportation zone, or ~~(b)~~ the option student makes arrangements to be picked up and dropped off at preexisting stops along an existing bus route. The district does not provide mileage reimbursement for option-enrolled students unless otherwise required by law.

~~[OPTION 3] Option Transportation. The board of education shall annually set the rate for transportation services for option-enrolled students. Such transportation may only be enacted if there is mutual agreement between the school district and the parent or legal guardian of the option student. If such agreement is reached, the stops at the option homestead will be recorded by the school vehicle operator and a billing fee will be assessed to the parent or legal guardian on an annual basis. If two or more option students from the same homestead use school transportation, the district will charge for each trip made. Under no circumstances will an option student(s) be provided school transportation to and from his/her homestead if the result of such transportation (1) necessitates the addition of a third bus route and/or (2) increases the time necessary to run the complete bus route beyond the limit of one hour.~~

~~If the option student resides within the distance of one mile of the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of $.____ per mile per stop.~~

~~If the option student resides a distance greater than one mile but less than or equal to two miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of $.____ for the first mile and $.____ for the additional mile per stop.~~

~~If the option student resides a distance greater than two miles but less than or equal to three miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of $.____ for the first two miles and $.____ for the additional mile, per stop.~~

~~If the option student resides a distance greater than three miles but less than or equal to four miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at~~

~~a rate of $.___ for the first three miles and $.___ for the additional mile, per stop.~~

~~If the option student resides a distance greater than four miles but less than or equal to five miles from the route used to reach a homestead which is a regular bus stop of a resident student, the fee shall be set at a rate of $.___ for the first four miles and $.___ for the additional mile, per stop.~~

~~For distances greater than five miles from the route used to reach a homestead which is a regular bus stop for a resident student, the same formula used to determine the above quoted rates will be used to determine the fee.~~

Students who qualify for free lunch may be entitled to transportation or mileage reimbursement pursuant to state law.

Adopted on: _____
Revised on: _____
Reviewed on: _____

5024
Medication of Students

Whenever possible, parents should arrange medication schedules to eliminate the need for giving medication during school hours. When it is necessary for school personnel to administer medication to students, the school district will comply with the Nebraska Medication Aide Act, the requirements of Title 92, Nebraska Administrative Code, Chapter 59, (promulgated by the Nebraska Department of Education and entitled *Methods of Competency Assessment of School Staff Who Administer Medication*), and all state and federal regulations. Parents and guardians who wish to have their child receive medication from school personnel must comply with the following procedures:

1. **Prescription medication**

    a. Parents/guardians must provide a physician's written authorization for the administration of the medication.

    b. Parents/guardians must provide their own written permission for the administration of the medication.

    c. The medication must be brought to school in the prescription container and must be properly labeled with the student's name, the physician's name, and directions for administering the medication.

2. **Non-prescription medication** ~~Parents/guardians must provide a physician's written authorization for the administration of the medication.~~

    a. Parents/guardians must provide written permission for the administration of the medication

    b. The medication must be brought to the school in the manufacturer’s container.

    c. The container must be labeled with the child’s name and with directions for provision or administration of the medication

The district reserves the right to review and decline requests to administer or provide medications that are not consistent with standard pharmacological references, are prescribed in doses that exceed those recommended in standard pharmacological references, or that could be taken in a manner that would eliminate the need for giving them during school

hours. The district may request parental authorization to consult with the student's physician regarding any medication prescribed by such physician.

Adopted on: _____
Revised on: _____
Reviewed on: _____

~~NOTE TO BE DELETED: This policy satisfies the minimum requirements of the *Healthy, Hunger-Free Kids Act of 2010* and its final rule. Schools that wish to adopt a more "aggressive" policy with higher standards may do so and should contact KSB for policy language that is in-line with their goals.~~

5052
School Wellness

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.

b. The health curriculum will include information on good nutrition and healthy living habits.

c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.

d. The district will collaborate with public and private entities to promote student wellness.

e. Water will be made available to students throughout the school day.

2. Goals for Physical Activity

a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.

b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.

c. The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

a. The district will participate in state and federal child nutrition programs as appropriate.

b. The district will provide professional development, support, and resources for staff about student wellness.

c. Students will be provided sufficient time in which to eat school-provided meals.

d. The district's lunchrooms will be attractive and well-lighted.

e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.

f. The district may partner with other individuals or entities in the community to support the implementation of this policy.

g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)

h. The district will use evidence-based strategies to develop, structure, and support student wellness.

4. Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day

a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:

i. USDA National School Lunch and School Breakfast nutrition standards

ii. USDA Smart Snacks in School nutrition standards.

b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising is only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.

b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.

c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and

advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, and Fundraisers ~~or in Competition with the National School Lunch and Breakfast Programs~~)

a. Definitions. "Competitive food" means all food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act of 1966 available for sale to students on the school campus during the school day. For the purpose of competitive food standards implementation, "school day" means the period from the midnight before to 30 minutes after the end of the official school day.

b. Applicability. Except as otherwise allowed by the Nebraska Department of Education (NDE) or applicable law, all competitive foods ~~and beverages~~ sold during the school day ~~as part of a fundraiser or for any other purpose in competition with the National School Lunch and Breakfast Programs~~ must meet the USDA Smart Snacks Standards and the nutrition standards found in 7 CFR § 210.11. The competitive food restrictions do not apply to food sold during non-school day hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

c. Fundraiser Exemptions. A special exemption is allowed for the sale of food and/or beverages that do not meet the competitive food standards as required in this section for the purpose of conducting an infrequent school-sponsored fundraiser. The specially exempted fundraisers must not take place more than the frequency specified by NDE during such periods that schools are in session. No specially

exempted fundraiser foods or beverages may be sold in competition with school meals in the food service area during the meal service.

d. Other Exemptions. The only other nutrition exemptions from the competitive food requirements are those found in 7 CFR § 210.11.

e. Other Limitations. No competitive food can be sold to children anywhere on school premises beginning one half hour before breakfast and/or lunch service until one half hour after meal service unless all proceeds earned during these time periods go to the school nutrition program.

~~f.~~

~~g. Fundraiser food or beverages are NOT exempt from the USDA Smart Snacks in School nutrition standards. Therefore, if food is sold as a fundraiser:~~

~~(1) It shall not be sold in competition with school meals in the food service area during the meal service.~~

~~(2) It shall not be sold or otherwise made available to students anywhere on school premises during the period beginning one half hour prior to the serving period for breakfast and/or lunch and lasting until one half hour after the serving of breakfast and/or lunch.~~

~~(3) The sale of food items during the school day shall meet the USDA Smart Snacks in School nutrition requirements~~

~~(4) This restriction does not apply to food sold during non-school hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)~~

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

a. Compliance with this policy;

b. How this policy compares to NDE model wellness policies;

c. Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated June 2020 to Reflect the USDA Final Rule) found at https://api.healthiergeneration.org/resource/2.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6041
Malcolm X Day Education

Each year on May 19th, designated as El-Hajj Malik ElShabazz, Malcolm X Day, the school district will hold suitable exercises in recognition of the sacrifices of the late Nebraska Hall of Fame inductee El-Hajj Malik El-Shabazz, Malcolm X, and his contributions to the betterment of society. When May 19th falls on a Saturday or Sunday, the district will provide the suitable exercises during the preceding or following week. The program shall be implemented within any applicable laws and/or regulations.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6042
Projection Maps

The school district will only use the Gall-Peters projection map or a similar cylindrical equal-area projection map or the AuthaGraph projection map for display or use in the classroom. Use of the Mercator projection map is prohibited unless:

1. The Mercator projection map is used in conjunction with other projection maps in a teaching exercise to demonstrate that all maps are flawed in some way and different map projections serve different functions and may affect how individuals view the world; or

2. The Mercator projection map is part of any:

    a. book or material obtained prior to July 19, 2024; or geographic information system; or computer program that renders a three-dimensional representation of Earth based primarily on satellite imagery, such as Google Earth or similar software; and
    b. a Gall-Peters projection map or similar cylindrical equal-area projection map or an AuthaGraph projection map is displayed in the classroom or shown to students during the lesson in which a Mercator projection map is used.

Adopted on: _____
Revised on: _____
Reviewed on: _____

6043
Sharing Mapping Data

This policy shall provide for the sharing of information to public safety agencies in order to implement effective emergency response protocols.

Definition. Mapping data means maps relating to the school buildings or school property with data for an efficient emergency response.

Sharing of Mapping Data. Mapping data shall be shared in an electronic or printable format with public safety agencies that provide emergency services to district property to assist those agencies in responding to an emergency on district property.

Requirements Related to Mapping Data. Mapping data shared with public safety agencies pursuant to this policy shall meet the following requirements:

- The mapping data shall be compatible with and able to be integrated into software platforms used by public safety that provide emergency services to the specific school for which the data is provided without requiring:
    - The purchase of additional software by such public safety agencies; or
    - The integration of third-party software to view the data;
- The mapping data shall be a finished map product in a file format easily accessible using a standard or open-source file reader, depending on the needs of the school and the public safety agency;
- The mapping data shall be provided in a printable format;
- The mapping data shall be verified for accuracy, during production and annually, through a walk-through of the school campus;
- The mapping data shall give an indication of what direction is true north;
- The mapping data shall include accurate floor plans overlaid on accurate, verified aerial imagery of the school campus;
- The mapping data shall contain site-specific labeling that matches the structure of school buildings, including room labels, hallway names, external door or stairwell numbers, locations of hazards, key utility locations, key boxes, automated external defibrillators, and trauma kits using standard labeling rules set by the State Department of Education;
- The mapping data shall contain site-specific labeling that matches the school grounds, including parking areas, athletic fields, surrounding roads, and neighboring properties using standard labeling rules set by the State Department of Education; and
- The mapping data shall be overlaid with a grid and coordinates.

Annual Certification or Updates. The district shall annually:

- Certify to the appropriate public safety agencies that the mapping data provided pursuant to this policy is accurate; or
- If such information has changed, provide the appropriate public safety agencies with updated mapping data.

Reimbursement. The Superintendent shall apply to the State Department of Education in the manner prescribed by the Commissioner of Education for a grant to cover the costs of providing payment to vendors on behalf of the school district to facilitate the implementation of mapping data in accordance with this policy. Such application shall include a copy of this school policy, an estimate from a vendor on the cost of providing such mapping data that meets the requirements of this policy, and any other information the department may require. Alternatively, the Superintendent may apply to and contract with the district's educational service unit in the manner prescribed by the educational service unit for purposes of covering the costs of facilitating mapping data in accordance with this policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5023
Student Illness

Students who become ill at school will be sent to the building office where the school nurse or other school employee will determine the appropriate response. When a child is too ill to remain at school, a school employee will contact the child's parent(s) or guardian(s) and make arrangements for the child to be picked up or sent home. If an illness or injury requires immediate medical attention, school officials shall attempt to contact the child's parent(s) or guardian(s) regarding treatment for the child. If the parents or guardians cannot be contacted, school officials may have the child treated by an available physician and/or transported by a rescue unit. Students who show symptoms of a contagious disease may be sent home, and the district may require a physician's statement before allowing such students to return to school.

Students who suffer from a significant illness which has an actual or expected duration of six months or more may be eligible for accommodations and supports under Section 504 of the Rehabilitation Act or under the Individuals with Disabilities in Education Act. The school will provide accommodations to students who are returning to school after a prolonged absence due to illness, including pediatric cancer, through a 504 plan or an IEP, as appropriate. The student's plan will include informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff as determined by the student's IEP team or 504 committee. Parents and staff will engage in ongoing communication about the needs of a student who is facing these circumstances.

Parents must complete emergency information for each child enrolled in the district. The information should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

Adopted on: July 25, 2016
Revised on:
Reviewed on: March 9, 2020

6020
Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.

Philosophy, Mission, and Program Goals. The school district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The school district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the school district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate school district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the school district's multicultural education program.

Providing Staff Development. Appropriate school district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with school district and program goals.

Periodic Assessment. Appropriate school district staff and/or committee(s) will periodically review the school district's multicultural education program by reviewing the criteria in this policy to assess whether the school district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent will provide the board with a report on the status of the school district's multicultural education program annually.

Adopted on: July 13, 2020
Revised on:
Reviewed on: June 22, 2020

6033
Restraint and Seclusion of Students

Restraint and seclusion, as defined below, are behavioral interventions. The use of such behavioral interventions must be in accordance with this policy. The following interventions do not constitute seclusion and restraint, and are not governed by this policy: voice control, limited to loud, firm commands; time-limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

Definitions

Physical restraint refers to a personal restriction that immobilizes or reduces the ability of a student to move his or her torso, arms, legs, or head freely. The term physical restraint does not include a physical escort. Physical escort means a temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out to walk to a safe location. Physical restraint does not include incidental touching that comes along with movement inside a classroom, lunch line, or other areas of the school building where maintaining order is required.

Mechanical restraint refers to the use of any device or equipment to restrict a student's freedom of movement. The term does not include devices implemented by trained school personnel, or utilized by a student that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as:

- Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports;
- Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
- Restraints for medical immobilization; or
- Orthopedically prescribed devices that permit a student to participate in activities without risk of harm.

Chemical restraint refers to the administration of medication for the purpose of restraint, but does not include the administration of medication in accordance with the directions and prescription of a physician with the consent of the student's parent or guardian.

Seclusion refers to the involuntary confinement of a student alone in a room or area from which the

student is physically prevented from leaving. It does not include a timeout, which is a behavior management technique that is part of an approved program, involves the monitored separation of the student in a non-locked setting, and is implemented for the purpose of calming.

Use of Restraint and Seclusion

The use of chemical restraint is strictly prohibited. The use of any seclusion or restraint intervention for punitive or disciplinary purposes is strictly prohibited. Similarly, the use of any technique that constitutes corporal punishment, which is the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Seclusion and/or restraint shall not be used for the convenience of staff or as a substitute for an educational program. When restraint or seclusion is used to respond to the danger of harm posed by a student's behavior, the intervention shall be discontinued as soon as the danger of harm has dissipated.

The use of physical restraint, mechanical restraint, and seclusion is permitted in a manner consistent with this policy:

- as reasonably necessary where the student's behavior risks causing physical harm to self, others, and property;
- in accordance with the student's IEP, Section 504, or behavior intervention plan; *or*
- as otherwise prescribed, recommended, or suggested by a medical or related services provider.

Procedures

No technique shall restrict a student's breathing, deprive a student of basic needs, or unnecessarily expose a student to physical pain or discomfort.

Seclusion shall not be used for students who are severely self-injurious or suicidal. When seclusion is utilized as permitted by this policy, the following procedures shall be followed:

- The student shall be monitored by an adult in close proximity who is able to regularly observe the student;
- The confining space shall be approved for such use, unless the use of such a space is impossible or impracticable under the circumstances;
- The confining space shall be appropriately lighted, ventilated, and heated or cooled; *and*
- The confining space shall be free from objects that unreasonably expose the student or others to harm.

If a pattern of behavior emerges that requires or is anticipated to require the use of restraint and/or seclusion for the student, the appropriate educators and/or team members shall review what assessments, evaluations, supports, services, programs, or placements are appropriate in light of the student's needs and circumstances.

Recording and Reporting

Each incident of restraint or seclusion must be recorded and reported as required by the building administrators.

Training

All staff members shall be provided notice of this policy and will be trained on its contents. The Superintendent or their designee will identify school staff members likely to implement the restraint or seclusion interventions authorized by this policy and arrange for those individuals to receive appropriate training on the appropriate implementation of such interventions and the use of other behavioral supports and interventions.

Adopted on: July 13, 2020
Revised on:
Reviewed on: June 22, 2020

3004
General Purchasing and Procurement

I. Applicability of this policy.

1. Purchases made with federal funds, whether those funds are derived directly from the federal government (e.g. award of a federal grant) or are derived by pass-through awards from the Nebraska Department of Education (e.g. special education funds, school lunch funds, Title I funds) are subject to the policy on Purchasing and Procurement with Federal Funds, which is found elsewhere in this section.

2. This policy applies to all other purchases made by the school district other than construction, remodeling, repair and site improvements.

II. General Purchasing Policy

A. The school district's budget shall be the guide for all purchases. No employee of the district may make a purchase that is not provided for in the budget without board or administrative approval.

B. The board intends to purchase competitively, whenever possible, without prejudice and to seek maximum educational value for every dollar expended.

C. The acquisition of services, equipment and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district.

D. Purchases or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.

III. Building-Specific Purchasing

A. School buildings are operationally under the control of building principals. Principals have control and responsibility for the building and grounds, for all supplies and equipment housed at the building, for all school-related activities in the building, and for all pupils, teachers, and other employees assigned to the building.

B. Principals, in consultation with their staff, are responsible for requisitioning, managing, distributing, and utilizing supplies within the building.

C. The superintendent of schools or his designee is responsible for the requisitioning, managing, distributing, and utilizing of supplies for maintenance and transportation.

D. The administration is responsible for purchasing of goods, services and supplies and for providing the necessary forms for establishing efficient procedures to facilitate the process.

IV. Purchasing Procedures

A. School personnel must secure the approval of an authorized administrator before making any purchases.

B. Employees seeking reimbursement for a purchase made with their personal funds must attach an itemized receipt or invoice to all requests for reimbursement; must sign all purchase receipts or charge slips; and must submit itemized receipts and any purchasing card or credit card receipts to the office of the superintendent by the 25th of the month prior to the next regular board meeting. A non-itemized credit card receipt is not sufficient.

C. Employees making purchases with a school district credit card or purchasing program must comply with the steps set forth in the district's Purchasing (Credit) Card Program.

D. All purchases of goods and services made with district funds must be made on a properly executed purchase order.

E. All purchases shall be initiated with a purchase order. Purchase orders are signed by the person responsible for that particular budget and finally by the superintendent.

F. For purchases of more than $25,000, authorized staff members must secure written quotes and/or estimates from a reasonable number of vendors to establish a competitive market. Staff will purchase from a responsible vendor with the lowest price unless circumstances and further information would provide rationale for selecting another competitive bid. Any purchase in excess of $25,000 will require board approval.

V. Relations with Vendors

A. The board wishes to maintain good working relations with vendors who supply materials, supplies and services to the school system. The school shall not extend favoritism to any vendors. Each order shall be placed on the basis of quality, price and delivery, with past services being a factor if all other considerations are equal. The administrative team may, in its discretion, use a Nebraska a state-wide cooperative purchasing program in lieu of obtaining quotes or bids under this policy to the extent such a bid or quote is not otherwise independently required by law.

B. No purchase shall be made that violates any conflict of interest policy or law.

C. No employee shall endorse any product of any type or kind in such a manner as will identify him/her in any way as an employee of the school district.

D. The board believes in patronizing local businesses. Consequently, when proposals are judged to be equal in terms of quality, price, and/or service, the contract or purchase will be awarded to the firm that is located within the district. However, the board will not sacrifice either quality or economy to patronize local businesses.

Adopted on: July 13, 2020
Revised on:
Reviewed on: June 22, 2020

3013
Emergency Closings

School shall be held on the dates set forth on the official calendar, and shall not be closed or dismissed except when the superintendent or his/her designee determines that it is impossible or impracticable to hold school. When school is closed there will be no school-sponsored activities held without the permission of the superintendent or his/her designee.

Adopted on: July 25, 2016
Revised on:
Reviewed on: March 9, 2020

3048
Communicable Disease

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases.

Communicable Diseases. Communicable diseases are defined by the Nebraska Department of Health and Human Services in Title 173 Nebraska Administrative Code Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis.

School Attendance and Participation in School Sponsored Activities. A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSAA) events will be subject to its rules and procedures, if any.

Infection and Exposure Control Procedures/Universal Precautions. The district will monitor the information available through the Federal Centers for Disease Control, the Nebraska Department of Health and Human Services, and the Occupational Safety and Health Administration. This policy and any procedures, universal precautions, or exposure control plan will be modified, if appropriate, based upon the best new medical information provided by the above sources.

The superintendent will take appropriate measures if there is an epidemic or outbreak of a communicable disease which may include, but it's not limited to, the emergency exclusion or alternative placement of students or the closure of a school building or the entire school district.

Confidentiality. The existence of an individual's communicable disease shall be treated as confidential and will be limited to school staff on a "need-to-know" basis. If it is necessary to inform a person of another's condition (due to exposure, for instance), the person will be notified of the confidentiality of that disclosure. In addition, any communication about a student's communicable disease shall be consistent with that student's IEP or Section 504 Plan, if any.

Staff Training. Staff will receive training regarding communicable diseases and the requirements of this policy and any adopted procedures as part of the training received under the Workplace Injury Prevention and Safety Committee policy.

Reporting. School staff who learn that an individual has a communicable disease will report it to the proper authority as required by Title 173 Nebraska Administrative Code Chapter 1

Adopted on: July 9, 2018
Revised on:
Reviewed on: March 9, 2020

Bill Review Schedule for 2024

January 8
Carrie
Mary

February 12
Samantha
Katie

March 11
Robin
Liz

April 8
Mary
Samantha

May 13
Katie
Liz

June 10
Robin
Carrie

July 8
Mary
Samantha

August 12
Carrie
Liz

September 9
Samantha
Katie

October 14
Robin
Liz

November 11
Mary
Carrie

December 9
Robin
Katie