

Agenda of Regular School Board Meeting



The Board of Trustees Lakeland Joint School District No. 272

A Regular School Board Meeting of the Board of Trustees of Lakeland Joint School District No. 272 will be held Monday, June 10, 2013, beginning at 5:00 PM in the Administrative Offices, 15506 N. WASHINGTON ST., RATHDRUM, ID 83858.

Lakeland Joint School District does not discriminate against individuals or groups on the basis of disability in the admission or access to, or treatment in, its public meetings, programs or activities. Requests of assistance or accommodations can be arranged by contacting the Clerk of the Board by emailing clerk@lakeland272.org or via phone at (208)687-0431, ext. 1118.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

- A. **Call to Order 4:30 p.m.**
- B. **Amendment to the Agenda**
 - 1. Approve/deny to amend the agenda adding personnel to Executive Session prior to the Student Hearings
- C. **Executive Session as authorized by Idaho Code 67-2345 (b) 4:30 p.m.**
 - 1. Personnel (Amendment)
 - 2. Student 2012-L
 - 3. Student 2013-D
- D. **Annual Budget Hearing 5:30 p.m.** **3**
- E. **Close Budget Hearing**
- F. **Welcome Visitors/Pledge of Allegiance 6:00 p.m.**
- G. **Approve Agenda**
- H. **Consent Agenda**
 - 1. Minutes of Previous Meeting(s) -Regular Meeting of May 13, 2013 & Special Meeting May 30, 2013 27
 - 2. Regular and Special Bills 36
- I. **Report and Presentation Agenda**
 - 1. LEA
 - 2. Visitor Presentations
 - a. Jacquie Kiefer Neff- Naming the Lakeland Junior High Football Field 50
 - 3. Staff Reports
 - a. Tom Taggart
 - 1) Financial 57
 - b. Brad Murray
 - 1) Summer School
 - 2) Opening School Year Calendar 61
- J. **Action Agenda**

1. Pastor Terry Robinson, Calvary Christian Fellowship-Facility Use Request (Amendment)	
2. Approve/deny the hiring of new personnel	63
3. Approve/deny Notifications of Staff Resignations & Retirements as presented	
4. Approve/deny FY2013/2014 Budget as presented	
5. Approve/deny Administrator contracts and terms as presented by Administration	66
6. Approve/deny extending the Superintendent's contract	
7. Approve/deny the list of returning certified staff for the 2013/2014 school year as recommended by administration	67
8. Approve/deny Non-Certified Salary Schedule as presented	73
9. Approve/deny the hiring of personnel for secondary alternative school teaching positions as recommended by Administration	76
10. Approve/deny to re-admit Student 2012-L for the 2013 Summer School Session	
11. Approve/deny to expel Student 2013-D	
12. Approve/deny the Negotiated Agreement for the 2013/2014 School Year as presented	77
13. Approve/deny Timberlake and Lakeland High School students as presented to graduate using the Lakeland School District Alternative Route to graduation	
14. Approve/deny the contract with The State of Idaho, Department of Health and Welfare	98
15. Approve/deny 2013-2014 Non-Resident Tuition Form as presented	136
16. Approve/deny Timberlake High School Athletics request to use the football equipment by Timberlake High School Students in Missoula, Montana while attending the University of Montana Football Camp	137
K. <u>Discussion Agenda</u>	
1. KTEC	
2. Revisions in Concussion Policy #3505	138
3. Data Sharing Agreement with the Idaho State Board of Education	141
4. Principal Evaluation Process	155
5. Correspondence	
a. Discipline Reports	161
b. Other	168

Posted at District office on: _____
At the time of: _____
By: _____ 2

School District: Lakeland Joint School District #272
SUMMARY STATEMENT 2013-2014 SCHOOL BUDGET
ALL FUNDS

NOTICE IS HEREBY GIVEN, that a special meeting of the Board of Trustees of Lakeland Jt. School District No. 272, Kootenai County, Idaho, will be held on the 10th day of June, 2013 at 5:30 p.m. in the District Administration Office at 15506 N. Washington, Rathdrum, Idaho, at which meeting there shall be a public hearing on the maintenance and operation budget for the forthcoming school year. A summary of the proposed budget is published herein. This budget, as presently determined by the Board of Trustees, is now available in the District Office of the School District and will remain available until the special meeting and hearing, as provided by law. This budget hearing is called pursuant to Section 33-801, Idaho Code as amended.

	GENERAL M & O FUND				ALL OTHER FUNDS			
REVENUES	Prior Year	Prior Year	Prior Year	Proposed	Prior Year	Prior Year	Prior Year	Proposed
	Actual	Actual	Actual/Budget	Budget	Actual	Actual	Actual/Budget	Budget
	2010-2011	2011-2012	2012-2013	2013-2014	2010-2011	2011-2012	2012-2013	2013-2014
Beginning Balances	900,190	1,897,695	-	-	2,829,997	3,416,234	499,851	1,133,564
Local Tax Revenue	3,395,444	3,391,329	5,065,000	5,068,500	4,587,578	4,558,326	2,254,614	1,800,000
Other Local	145,420	96,357	145,500	130,500	483,929	483,185	487,250	700,233
County Revenue				-		-		-
State Revenue	20,584,503	18,724,326	18,181,799	18,618,911	162,917	335,901	424,286	313,612
Federal Revenue	650,979	539,907	320,000	237,500	3,266,199	2,971,341	2,666,933	2,540,136
Other Sources	45,000	45,033	45,000	35,000		133,414	265,000	280,000
Totals	25,721,536	24,694,647	23,757,299	24,090,411	11,330,619	11,898,400	6,597,934	6,767,545
EXPENDITURES	Prior Year	Prior Year	Prior Year	Proposed	Prior Year	Prior Year	Prior Year	Proposed
	Actual	Actual	Actual/Budget	Budget	Actual	Actual	Actual/Budget	Budget
	2010-2011	2011-2012	2012-2013	2013-2014	2010-2011	2011-2012	2012-2013	2013-2014
Salaries	16,715,912	16,379,627	16,184,547	16,490,805	1,703,484	1,440,913	1,481,811	1,541,645
Benefits	4,624,433	4,565,884	4,548,648	4,896,494	493,285	416,532	425,025	489,484
Purchased Services	1,223,392	1,118,052	1,171,805	1,089,500	767,558	784,095	974,312	937,582
Supplies & Materials	1,142,974	1,155,887	1,349,299	1,119,112	808,039	849,592	790,621	757,623
Capital Outlay				-	1,023,032	1,868,573	1,117,700	1,148,900
Debt Retirement				-	3,052,239	3,050,526	1,728,465	1,832,405
Insurance & Judgments	117,129	117,686	116,500	129,500	21,747	26,333	25,000	23,731
Transfers (net)		118,714	245,000	280,000	45,000	45,033	45,000	35,000
Contingency Reserve			141,500	85,000			-	-
Unappropriated Balances	1,897,695	1,238,798			3,416,234	3,416,802	10,000	1,175
Totals	25,721,536	24,694,647	23,757,299	24,090,411	11,330,619	11,898,400	6,597,934	6,767,545

A copy of the School District Budget is available for public inspection at the District's Administrative Office.

Brook A. Cunningham
Clerk of the Board
Lakeland Jt. School District #272

LAKELAND JOINT SCHOOL DISTRICT NO. 272

Rathdrum, Idaho 83858

BUDGET HEARING
2013-2014 Budget
June 10, 2013
5:30 PM

GENERAL FUND REVENUE & BALANCE	2012-2013	2013-2014
Balance	-	-
District Taxes	5,065,000.00	5,068,500.00
State Support	18,181,799.00	18,618,911.00
Federal Support	320,000.00	237,500.00
Other Local Sources/Transfer	190,500.00	165,500.00
Total Revenue + Transfer	23,757,299.00	24,090,411.00
Total Revenue + Transfer + Balance	23,757,299.00	24,090,411.00

GENERAL FUND EXPENDITURES

	2012-2013	2013-2014
Elementary Program		
Salaries	4,346,906.00	4,441,553.00
Benefits	1,159,760.00	1,282,646.00
Purchased Services	11,750.00	6,000.00
Supplies/Materials	224,636.00	160,750.00
	<u>5,743,052.00</u>	<u>5,890,949.00</u>
Secondary Program		
Salaries	4,426,194.00	4,547,957.00
Benefits	1,295,803.00	1,398,624.00
Purchased Services	11,000.00	15,500.00
Supplies/Materials	286,008.00	161,500.00
	<u>6,019,005.00</u>	<u>6,123,581.00</u>
Alternative School Program		
Salaries	368,547.00	384,516.00
Benefits	98,492.00	105,443.00
Purchased Services	9,500.00	9,500.00
Supplies/Materials	16,000.00	16,000.00
	<u>492,539.00</u>	<u>515,459.00</u>
Exceptional Child & Gifted Program		
Salaries	1,052,450.00	925,841.00
Benefits	313,555.00	317,231.00
Purchased Services	6,500.00	2,000.00
Supplies/Materials	2,000.00	3,000.00
	<u>1,374,505.00</u>	<u>1,248,072.00</u>
Extracurricular Activity Program		
Salaries	432,000.00	414,000.00
Benefits	92,477.00	93,540.00
Purchased Services	14,000.00	14,000.00
Supplies/Materials	-	-
Insurance	-	-
	<u>538,477.00</u>	<u>521,540.00</u>
Summer School Program		
Salaries	64,563.00	55,250.00
Benefits	12,458.00	10,285.00
Supplies/Materials	500.00	250.00
	<u>77,521.00</u>	<u>65,785.00</u>
Adult Education Program		
Salaries	500.00	-
Supplies/Materials	-	-
	<u>500.00</u>	<u>-</u>

Page 2	2012-2013	2013-2014
Guidance/Health Programs		
Salaries	713,160.00	708,807.00
Benefits	199,433.00	215,120.00
Purchased Services	2,000.00	-
Supplies/Materials	4,500.00	4,250.00
	<u>919,093.00</u>	<u>928,177.00</u>
Ancillary Services Program		
Salaries	211,538.00	261,871.00
Benefits	64,925.00	76,412.00
Purchased Services	55,000.00	-
Supplies/Materials	1,500.00	1,000.00
	<u>332,963.00</u>	<u>339,283.00</u>
Educational Media Program		
Salaries	337,181.00	338,718.00
Benefits	93,844.00	94,871.00
Purchased Services	-	-
Supplies/Materials	48,750.00	48,750.00
	<u>479,775.00</u>	<u>482,339.00</u>
Instructional Related Technology		
Salaries	140,870.00	228,126.00
Benefits	45,843.00	66,388.00
Purchased Services	17,500.00	17,500.00
Supplies/Materials	70,000.00	51,500.00
	<u>274,213.00</u>	<u>363,514.00</u>
	-	-
Board of Trustees		
Purchased Services	52,000.00	59,500.00
Supplies/Materials	1,500.00	5,500.00
Insurance	32,500.00	32,500.00
	<u>86,000.00</u>	<u>97,500.00</u>
District Administrative Services		
Salaries	306,525.00	324,612.00
Benefits	90,847.00	99,390.00
Purchased Services	18,100.00	18,850.00
Supplies/Materials	5,000.00	11,500.00
	<u>420,472.00</u>	<u>454,352.00</u>
School Administration Program		
Salaries	1,512,503.00	1,573,230.00
Benefits	424,958.00	466,378.00
Purchased Services	39,105.00	25,000.00
Supplies/Materials	13,100.00	24,600.00
	<u>1,989,666.00</u>	<u>2,089,208.00</u>
Business Operations		
Salaries	215,000.00	220,000.00
Benefits	61,587.00	65,435.00
Purchased Services	2,500.00	2,500.00
Supplies/Materials	250.00	250.00
	<u>279,337.00</u>	<u>288,185.00</u>
Administrative Tech Services		
Salaries	133,050.00	102,500.00
Benefits	38,006.00	31,470.00
Purchased Services	21,500.00	10,750.00
Supplies/Materials	29,000.00	30,000.00
	<u>221,556.00</u>	<u>174,720.00</u>

Page 3	2012-2013	2013-2014
Building - Custodial Program		
Salaries	602,925.00	572,574.00
Benefits	178,047.00	188,442.00
Purchased Services	758,600.00	713,700.00
Supplies/Materials	60,000.00	60,000.00
Insurance	62,500.00	75,000.00
	<u>1,662,072.00</u>	<u>1,609,716.00</u>
General Maintenance Non-Student Occupied		
Salaries	37,770.00	37,500.00
Benefits	12,892.00	4,590.00
Purchased Services	5,000.00	11,500.00
Supplies/Materials	27,500.00	32,500.00
	<u>83,162.00</u>	<u>86,090.00</u>
General Maintenance Student Occupied		
Salaries	381,615.00	395,000.00
Benefits	123,683.00	120,326.00
Purchased Services	102,500.00	114,250.00
Supplies/Materials	100,000.00	100,000.00
	<u>707,798.00</u>	<u>729,576.00</u>
Pupil Transportation Program		
Salaries	897,500.00	955,000.00
Benefits	241,863.00	259,703.00
Purchased Services	32,750.00	58,950.00
Supplies/Materials	447,805.00	396,550.00
Insurance	15,000.00	11,500.00
	<u>1,634,918.00</u>	<u>1,681,703.00</u>
District Transportation Program		
Salaries	3,750.00	3,750.00
Benefits	175.00	200.00
Purchased Services	12,500.00	10,000.00
Supplies/Materials	11,250.00	11,212.00
Insurance	6,500.00	10,500.00
	<u>34,175.00</u>	<u>35,662.00</u>
Capital Objects		
Interfund Transfers	245,000.00	280,000.00
Contingency	141,500.00	85,000.00
Unappropriated Balance	-	-
Total Expenditures	23,757,299.00	24,090,411.00

	2012-2013	2013-2014
General Fund Total		
Balance	-	-
Revenue/Transfer	23,757,299.00	24,090,411.00
	<u>23,757,299.00</u>	<u>24,090,411.00</u>
Expenditures:		
Salaries	16,184,547.00	16,490,805.00
Benefits	4,548,648.00	4,896,494.00
Purchased Services	1,171,805.00	1,089,500.00
Supplies/Materials	1,349,299.00	1,119,112.00
Capital Outlay	-	-
Insurance	116,500.00	129,500.00
Interfund Transfers	245,000.00	280,000.00
Contingency	141,500.00	85,000.00
Unappropriated Balance	-	-
	<u>23,757,299.00</u>	<u>24,090,411.00</u>

Salaries + Benefits = 88.78%

FOREST RESERVE FUND	2012-2013	2013-2014
Balance	-	-
Revenue	30,000.00	27,500.00
	<u>30,000.00</u>	<u>27,500.00</u>
Expenditures:		
Purchased Services	25,000.00	20,000.00
Supplies/Materials	5,000.00	7,500.00
Capital Objects	-	-
	<u>30,000.00</u>	<u>27,500.00</u>
BASE PROGRAM		
Balance	-	-
Revenue	-	266,000.00
	<u>-</u>	<u>266,000.00</u>
Expenditures:		
Salaries		202,550.00
Benefits		42,450.00
Purchased Services	-	12,500.00
Supplies/Materials	-	8,500.00
Capital Objects	-	-
	<u>-</u>	<u>266,000.00</u>
ISEE Phase II Grant - SchoolNet		
Balance	-	-
Revenue	159,172.00	60,500.00
	<u>159,172.00</u>	<u>60,500.00</u>
Expenditures:		
Salaries	84,806.00	30,000.00
Benefits	24,054.00	7,000.00
Purchased Services	47,312.00	23,500.00
Supplies/Materials	3,000.00	-
Capital Objects	-	-
	<u>159,172.00</u>	<u>60,500.00</u>
VOCATIONAL EDUCATION		
Balance	-	-
Revenue	68,614.00	62,112.00
	<u>68,614.00</u>	<u>62,112.00</u>
Expenditures:		
Salaries		
Benefits		
Purchased Services	8,100.00	7,900.00
Supplies/Materials	50,564.00	46,812.00
Capital Objects	9,950.00	7,400.00
	<u>68,614.00</u>	<u>62,112.00</u>
GIFTED AND TALENTED FUND		
Balance	6,500.00	-
Revenue	-	-
	<u>6,500.00</u>	<u>-</u>
Expenditures:		
Salaries	-	-
Benefits	-	-
Purchased Services	5,500.00	-
Supplies/Materials	1,000.00	-
	<u>6,500.00</u>	<u>-</u>

TECHNOLOGY GRANT	2012-2013	2013-2014
Balance	65,000.00	50,000.00
Revenue	130,000.00	125,000.00
	<u>195,000.00</u>	<u>175,000.00</u>
Expenditures:		
Salaries	-	-
Benefits	-	-
Purchased Services	30,000.00	50,000.00
Supplies/Materials	25,000.00	27,500.00
Capital Objects	140,000.00	97,500.00
	<u>195,000.00</u>	<u>175,000.00</u>
Fund Balance	-	-
<hr/>		
STATE TOBACCO FUND	2012-2013	2013-2014
Balance	13,500.00	16,937.00
Revenue	-	-
	<u>13,500.00</u>	<u>16,937.00</u>
Expenditures:		
Salaries	-	-
Benefits	-	-
Purchased Services	7,500.00	7,937.00
Supplies/Materials	6,000.00	9,000.00
Transfer	-	-
	<u>13,500.00</u>	<u>16,937.00</u>
Fund Balance	-	-
<hr/>		
IRI	2012-2013	2013-2014
Balance	-	-
Revenue	8,500.00	8,500.00
	<u>8,500.00</u>	<u>8,500.00</u>
Expenditures:		
Salaries	4,500.00	4,500.00
Benefits	400.00	400.00
Purchased Services	2,500.00	2,500.00
Supplies/Materials	1,100.00	1,100.00
Transfer	-	-
	<u>8,500.00</u>	<u>8,500.00</u>
Fund Balance	-	-
<hr/>		
PROFESSIONAL-TECHNICAL ACADEMY	2012-2013	2013-2014
Balance	-	-
Revenue	-	-
Transfer	140,000.00	160,000.00
	<u>140,000.00</u>	<u>160,000.00</u>
Expenditures:		
Salaries	-	-
Benefits	-	-
Purchased Services	140,000.00	160,000.00
	<u>140,000.00</u>	<u>160,000.00</u>
Fund Balance	-	-

TITLE I FUND	2012-2013	2013-2014
Balance	60,000.00	116,722.00
Revenue	732,265.00	659,858.00
	<u>792,265.00</u>	<u>776,580.00</u>
Expenditures:		
Salaries	601,492.00	588,740.00
Benefits	171,816.00	187,840.00
Purchased Services	4,000.00	-
Supplies/Materials	14,957.00	-
Capital Objects	-	-
Transfer	-	-
	<u>792,265.00</u>	<u>776,580.00</u>
Fund Balance	-	-

VI-B SPECIAL EDUCATION FUND	2012-2013	2013-2014
Balance	80,000.00	75,000.00
Revenue	751,117.00	689,666.00
	<u>831,117.00</u>	<u>764,666.00</u>
Expenditures:		
Salaries	611,900.00	577,210.00
Benefits	177,717.00	187,456.00
Purchased Services	24,000.00	-
Supplies/Materials	17,500.00	-
Capital Objects	-	-
Transfer	-	-
	<u>831,117.00</u>	<u>764,666.00</u>
Fund Balance	-	-

VI-B PRESCHOOL FUND	2012-2013	2013-2014
Balance	-	-
Revenue	21,000.00	18,984.00
	<u>21,000.00</u>	<u>18,984.00</u>
Expenditures:		
Salaries	15,500.00	14,100.00
Benefits	5,500.00	4,884.00
Purchased Services	-	-
Supplies/Materials	-	-
Capital Objects	-	-
Transfer	-	-
	<u>21,000.00</u>	<u>18,984.00</u>

CARL PERKINS FUND	2012-2013	2013-2014
Balance	-	-
Revenue	42,551.00	39,650.00
	<u>42,551.00</u>	<u>39,650.00</u>
Expenditures:		
Salaries	31,250.00	30,545.00
Benefits	8,901.00	9,105.00
Purchased Services	1,900.00	-
Supplies/Materials	500.00	-
Capital Objects	-	-
Transfer	-	-
	<u>42,551.00</u>	<u>39,650.00</u>
Fund Balance	-	-
TITLE II-A IMPROVING TEACHING QUALITY	2012-2013	2013-2014
Balance	25,000.00	-
Revenue	150,000.00	144,349.00
	<u>175,000.00</u>	<u>144,349.00</u>
Expenditures:		
Salaries	132,363.00	94,000.00
Benefits	36,637.00	50,349.00
Purchased Services	5,000.00	-
Supplies/Materials	1,000.00	-
Transfer	-	-
	<u>175,000.00</u>	<u>144,349.00</u>
FOOD SERVICE FUND	2012-2013	2013-2014
Balance	-	-
Revenue	1,425,750.00	1,387,862.00
Transfer	-	-
	<u>1,425,750.00</u>	<u>1,387,862.00</u>
Expenditures:		
Salaries	-	-
Benefits	-	-
Purchased Services	668,250.00	645,745.00
Supplies/Materials	665,000.00	657,211.00
Capital Objects	22,500.00	25,000.00
Insurance & Judgements	25,000.00	23,731.00
Transfer	45,000.00	35,000.00
	<u>1,425,750.00</u>	<u>1,386,687.00</u>
Fund Balance	-	1,175.00
BOND AND INTEREST FUND	2012-2013	2013-2014
Balance	239,851.00	769,905.00
Revenue	1,488,614.00	1,062,500.00
	<u>1,728,465.00</u>	<u>1,832,405.00</u>
Expenditures:		
Debt Retirement	1,728,465.00	1,832,405.00
	<u>1,728,465.00</u>	<u>1,832,405.00</u>
Fund Balance	-	-

SCHOOL PLANT FACILITY FUND Non Student Occupied

	2012-2013	2013-2014
Balance	10,000.00	105,000.00
Revenue/Transfer	950,500.00	921,500.00
	<hr/> 960,500.00	<hr/> 1,026,500.00
Expenditures:		
Purchased Services	5,250.00	7,500.00
Capital Objects	945,250.00	1,019,000.00
Debt Retirement	-	-
	<hr/> 950,500.00	<hr/> 1,026,500.00
Unappropriated Balance	10,000.00	-
	<hr/>	<hr/>
	2012-2013	2013-2014
Special Funds Total		
Balance	499,851.00	1,133,564.00
Revenue/Transfer	6,098,083.00	5,633,981.00
	<hr/> 6,597,934.00	<hr/> 6,767,545.00
	<hr/>	<hr/>
	2012-2013	2013-2014
Expenditures:		
Salaries	1,481,811.00	1,541,645.00
Benefits	425,025.00	489,484.00
Purchased Services	974,312.00	937,582.00
Supplies/Materials	790,621.00	757,623.00
Capital Outlay	1,117,700.00	1,148,900.00
Debt Retirement	1,728,465.00	1,832,405.00
Insurance & Judgements	25,000.00	23,731.00
Transfers	45,000.00	35,000.00
Unappropriated Balances	10,000.00	1,175.00
	<hr/> 10,000.00	<hr/> 1,175.00
Total Special Funds:	6,597,934.00	6,767,545.00

PROPOSED BUDGET
 Lakeland Joint School District
 REVENUES
 FY13-14

FND T FNC	OBJ LOC PRJ	Account Level Description	2012-13		2013-14		Change	%	
			Revised Budget	Original Budget	Original Budget	Change			
100 R 411200 000 000 000		LEVY - SUPPLEMENTAL	\$ 4,950,000	\$ 4,950,000	\$ -	\$ -	0.0%		
100 R 411400 000 000 000		LEVY - TORT	\$ 115,000	\$ 118,500	\$ 3,500	\$ -	3.0%		
100 R 415000 000 000 000		EARNINGS ON INVESTMENT	\$ 50,000	\$ 37,500	\$ (12,500)	\$ -	-25.0%	Continued low rates combined with lower cash on hand	
100 R 418100 000 000 000		COMMUNITY EDUCATION	\$ 500	\$ 500	\$ -	\$ -	0.0%		
100 R 419900 000 000 000		OTHER LOCAL REVENUE	\$ 75,000	\$ 62,500	\$ (12,500)	\$ -	-16.7%		
100 R 419901 000 000 000		OTHR LOCAL-N/R TUITION	\$ 20,000	\$ 30,000	\$ 10,000	\$ -	50.0%		
100 R 431100 000 000 000		BASE SUPPORT	\$ 14,941,774	\$ 15,220,000	\$ 278,226	\$ -	1.9%	This is a net of lower units and increased funding	
100 R 431200 000 000 000		TRANSPORTATION SUPPORT	\$ 1,075,000	\$ 1,060,000	\$ (15,000)	\$ -	-1.4%		
100 R 431600 000 000 000		TUITION EQUIVALANCY	\$ 50,000	\$ 65,000	\$ 15,000	\$ -	30.0%		
100 R 431800 000 000 000		STATE PAID BENEFITS	\$ 1,953,725	\$ 2,119,333	\$ 165,608	\$ -	8.5%	The PERSI rate goes up July 1. The state pays for the employee share	
100 R 438000 000 000 000		REVENUE IN LIEU OF TAXES	\$ 5,000	\$ 2,578	\$ (2,422)	\$ -	-48.4%		
100 R 439000 000 000 000		OTHER SCHOOL REVENUE-ONE TIME MONEY	\$ 156,300	\$ 152,000	\$ (4,300)	\$ -	-2.8%		
100 R 440000 000 000 001		REVENUE FROM FEDERAL SOU	\$ 95,000	\$ 97,500	\$ 2,500	\$ -	2.6%		
100 R 442000 000 000 000		UNRESTRICTED GRANTS, IND	\$ 145,000	\$ 140,000	\$ (5,000)	\$ -	-3.4%		
100 R 445900 000 000 000		OTHR INDIRECT RESTRICTED FED	\$ 80,000	\$ -	\$ (80,000)	\$ -	-100.0%	This was the end of the federal jobs money.	
100 R 460000 000 000 000		INTERFUND TRANSFERS	\$ 45,000	\$ 35,000	\$ (10,000)	\$ -	-22.2%		
		TOTAL	\$ 23,757,299	\$ 24,090,411	\$ 333,112	\$ -	1.4%		

**LAKELAND PROPOSED FY14 BUDGET
EXPENDITURE SUMMARY**

General Fund 100		2012-13	2013-14		
		Revised Budget	Original Budget	Change	%
512	ELEMENTARY	\$ 5,743,052	\$ 5,890,949	\$ 147,897	2.6%
515	SECONDARY	\$ 6,019,005	\$ 6,123,581	\$ 104,576	1.7%
517	ALTERNATIVE HIGH SCHOOL	\$ 492,539	\$ 515,459	\$ 22,920	4.7%
521	EXCEPTIONAL CHILD	\$ 1,276,707	\$ 1,157,294	\$ (119,413)	-9.4%
524	GIFTED AND TALENTED	\$ 97,798	\$ 90,778	\$ (7,020)	-7.2%
531	EXTRA CURRICULAR	\$ 538,477	\$ 521,540	\$ (16,937)	-3.1%
534	SUMMER SCHOOL	\$ 78,021	\$ 65,785	\$ (12,236)	-15.7%
611	GUIDANCE AND HEALTH	\$ 919,093	\$ 928,177	\$ 9,084	1.0%
616	ANCILLARY	\$ 332,963	\$ 339,283	\$ 6,320	1.9%
622	LIBRARIES	\$ 479,775	\$ 482,339	\$ 2,564	0.5%
623	INSTRUCTIONAL TECHNOLOGY	\$ 274,213	\$ 363,514	\$ 89,301	32.6%
631	BOARD OF TRUSTEES	\$ 86,000	\$ 97,500	\$ 11,500	13.4%
632	DISTRICT ADMINISTRATION	\$ 420,472	\$ 454,352	\$ 33,880	8.1%
641	SCHOOL ADMINISTRATION	\$ 1,989,666	\$ 2,089,208	\$ 99,542	5.0%
651	BUSINESS OPERATIONS	\$ 279,337	\$ 288,185	\$ 8,848	3.2%
656	ADMINISTRATIVE TECHNOLOGY	\$ 221,556	\$ 174,720	\$ (46,836)	-21.1%
661	BUILDINGS CUSTODIAL	\$ 1,662,072	\$ 1,609,716	\$ (52,356)	-3.2%
663	GROUNDS	\$ 83,162	\$ 86,090	\$ 2,928	3.5%
664	MAINTENANCE	\$ 707,798	\$ 729,576	\$ 21,778	3.1%
681	PUPIL TRANSPORTATION	\$ 1,634,918	\$ 1,681,703	\$ 46,785	2.9%
683	DISTRICT TRANSPORTATION	\$ 34,175	\$ 35,662	\$ 1,487	4.4%
920	INTERFUND TRANSFERS	\$ 245,000	\$ 280,000	\$ 35,000	14.3%
950	CONTINGENCY RESERVE	\$ 141,500	\$ 85,000	\$ (56,500)	-39.9%
	TOTAL	\$ 23,723,124	\$ 24,054,749	\$ 331,625	1.4%

PROPOSED BUDGET
Lakeland Joint School District
EXPENDITURES
FY13-14

FND T FNC	OBJ LOC PRJ	Account Level Description	2012-13	2013-14	Change	%
			Revised Budget	Original Budget		
100 E 512000 110 101 000		TEACHER SALARIES - JBE	\$ 754,507	\$ 695,692	\$ (58,815)	-7.8%
100 E 512000 110 102 000		TEACHER SALARIES - SLE	\$ 617,753	\$ 646,140	\$ 28,387	4.6%
100 E 512000 110 103 000		TEACHER SALARIES - AE	\$ 668,673	\$ 642,458	\$ (26,215)	-3.9%
100 E 512000 110 104 000		TEACHER SALARIES - BKE	\$ 747,676	\$ 782,778	\$ 35,102	4.7%
100 E 512000 110 105 000		TEACHER SALARIES - GE	\$ 662,547	\$ 721,702	\$ 59,155	8.9%
100 E 512000 110 106 000		TEACHER SALARIES - TLE	\$ 653,768	\$ 686,783	\$ 33,015	5.0%
100 E 512000 115 101 000		TEACHER AIDE SALARIES - JBE	\$ 19,524	\$ 21,500	\$ 1,976	10.1%
100 E 512000 115 102 000		TEACHER AIDE SALARIES - SLE	\$ 33,645	\$ 38,500	\$ 4,855	14.4%
100 E 512000 115 103 000		TEACHER AIDE SALARIES - AE	\$ 14,193	\$ 32,500	\$ 18,307	129.0%
100 E 512000 115 104 000		TEACHER AIDE SALARIES - BKE	\$ 23,102	\$ 27,500	\$ 4,398	19.0%
100 E 512000 115 105 000		TEACHER AIDE SALARIES - GE	\$ 44,707	\$ 41,500	\$ (3,207)	-7.2%
100 E 512000 115 106 000		TEACHER AIDE SALARIES - TLE	\$ 41,811	\$ 42,000	\$ 189	0.5%
100 E 512000 160 000 000		ELEMENTARY SUB TEACHER	\$ 60,000	\$ 57,500	\$ (2,500)	-4.2%
100 E 512000 165 000 000		TEACHER AIDE SUB SAL	\$ 5,000	\$ 5,000	\$ -	0.0%
100 E 512000 210 101 000		RETIREMENT - JBE	\$ 78,393	\$ 73,000	\$ (5,393)	-6.9%
100 E 512000 210 102 000		RETIREMENT - SLE	\$ 64,185	\$ 72,500	\$ 8,315	13.0%
100 E 512000 210 103 000		RETIREMENT - AE	\$ 69,475	\$ 70,000	\$ 525	0.8%
100 E 512000 210 104 000		RETIREMENT - BKE	\$ 77,684	\$ 82,500	\$ 4,816	6.2%
100 E 512000 210 105 000		RETIREMENT - GE	\$ 68,839	\$ 82,500	\$ 13,661	19.8%
100 E 512000 210 106 000		RETIREMENT - TLE	\$ 67,927	\$ 78,500	\$ 10,573	15.6%
100 E 512000 220 101 000		SOCIAL SECURITY - JBE	\$ 59,213	\$ 52,122	\$ (7,091)	-12.0%
100 E 512000 220 102 000		SOCIAL SECURITY - SLE	\$ 49,832	\$ 49,756	\$ (76)	-0.2%
100 E 512000 220 103 000		SOCIAL SECURITY - AE	\$ 52,239	\$ 49,052	\$ (3,187)	-6.1%
100 E 512000 220 104 000		SOCIAL SECURITY - BKE	\$ 58,964	\$ 58,887	\$ (77)	-0.1%
100 E 512000 220 105 000		SOCIAL SECURITY - GE	\$ 54,105	\$ 55,466	\$ 1,361	2.5%
100 E 512000 220 106 000		SOCIAL SECURITY - TLE	\$ 53,212	\$ 52,964	\$ (248)	-0.5%
100 E 512000 230 101 000		LIFE INSURANCE - JBE	\$ 500	\$ 500	\$ -	0.0%
100 E 512000 230 102 000		LIFE INSURANCE - SLS	\$ 450	\$ 325	\$ (125)	-27.8%
100 E 512000 230 103 000		LIFE INSURANCE - AE	\$ 500	\$ 375	\$ (125)	-25.0%
100 E 512000 230 104 000		LIFE INSURANCE - BKE	\$ 500	\$ 425	\$ (75)	-15.0%
100 E 512000 230 105 000		LIFE INSURANCE - GE	\$ 450	\$ 425	\$ (25)	-5.6%
100 E 512000 230 106 000		LIFE INSURANCE - TLE	\$ 450	\$ 425	\$ (25)	-5.6%
100 E 512000 240 101 000		HEALTH INSURANCE - JBE	\$ 7,150	\$ 75,000	\$ 67,850	949.0%
100 E 512000 240 102 000		HEALTH INSURANCE - SLE	\$ 60,500	\$ 65,340	\$ 4,840	8.0%
100 E 512000 240 103 000		HEALTH INSURANCE - AE	\$ 66,700	\$ 65,340	\$ (1,360)	-2.0%
100 E 512000 240 104 000		HEALTH INSURANCE - BKE	\$ 83,000	\$ 89,640	\$ 6,640	8.0%
100 E 512000 240 105 000		HEALTH INSURANCE - GE	\$ 55,500	\$ 67,500	\$ 12,000	21.6%
100 E 512000 240 106 000		HEALTH INSURANCE - TLE	\$ 60,500	\$ 67,500	\$ 7,000	11.6%
100 E 512000 270 000 000		WORKMAN'S COMP	\$ 350	\$ -	\$ (350)	-100.0%
100 E 512000 270 101 000		WORKMAN'S COMP. INSURANCE - JBE	\$ 4,000	\$ 4,000	\$ -	0.0%
100 E 512000 270 102 000		WORKMAN'S COMP. INSURANCE - SLE	\$ 3,000	\$ 3,500	\$ 500	16.7%
100 E 512000 270 103 000		WORKMAN'S COMP. INSURANCE - AE	\$ 3,250	\$ 3,650	\$ 400	12.3%
100 E 512000 270 104 000		WORKMAN'S COMP. INSURANCE - BKE	\$ 3,750	\$ 4,000	\$ 250	6.7%
100 E 512000 270 105 000		WORKMAN'S COMP. INSURANCE - GE	\$ 3,250	\$ 3,650	\$ 400	12.3%
100 E 512000 270 106 000		WORKMAN'S COMP INS - TLE	\$ 3,100	\$ 3,650	\$ 550	17.7%
100 E 512000 280 000 000		SICK LEAVE RETIREMENT PAYMENTS	\$ 50	\$ 25	\$ (25)	-50.0%
100 E 512000 280 101 000		SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 8,901	\$ 8,051	\$ (850)	-9.5%
100 E 512000 280 102 000		SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 7,491	\$ 8,248	\$ 757	10.1%
100 E 512000 280 103 000		SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 7,853	\$ 7,973	\$ 120	1.5%
100 E 512000 280 104 000		SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 8,864	\$ 7,762	\$ (1,102)	-12.4%
100 E 512000 280 105 000		SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 8,133	\$ 9,318	\$ 1,185	14.6%
100 E 512000 280 106 000		SICK LEAVE PAYMENTS - TLE	\$ 7,500	\$ 8,777	\$ 1,277	17.0%
100 E 512000 380 000 000		TEACHER TRAVEL	\$ 1,500	\$ 1,000	\$ (500)	-33.3%
100 E 512000 390 000 000		ELEM. OTHER PURCH SERV.	\$ 250	\$ 5,000	\$ 4,750	1900.0%
100 E 512000 390 107 000		PURCHASED SERVICES	\$ 10,000	\$ -	\$ (10,000)	-100.0%
100 E 512000 410 000 000		OTHER SUPPLIES	\$ 42,500	\$ 45,000	\$ 2,500	5.9%
100 E 512000 410 101 000		SUPPLIES - JBE	\$ 7,840	\$ 7,500	\$ (340)	-4.3%
100 E 512000 410 102 000		SUPPLIES - SLE	\$ 6,240	\$ 6,000	\$ (240)	-3.8%
100 E 512000 410 103 000		SUPPLIES - AE	\$ 6,877	\$ 6,500	\$ (377)	-5.5%
100 E 512000 410 104 000		SUPPLIES - BKE	\$ 8,584	\$ 8,500	\$ (84)	-1.0%
100 E 512000 410 105 000		SUPPLIES - GE	\$ 6,389	\$ 6,250	\$ (139)	-2.2%
100 E 512000 410 106 000		SUPPLIES - TLE	\$ 6,206	\$ 6,000	\$ (206)	-3.3%
100 E 512000 440 000 000		TEXTBOOKS - ELEMENTARY	\$ 140,000	\$ 75,000	\$ (65,000)	-46.4%
100 E 515000 110 201 000		TEACHER SALARIES - JHS	\$ 861,834	\$ 845,297	\$ (16,537)	-1.9%
100 E 515000 110 202 000		TEACHER SALARIES - TLJHS	\$ 579,421	\$ 610,076	\$ 30,655	5.3%

100 E 515000 110 301 000	TEACHER SALARIES - SHS	\$ 1,698,907	\$ 1,740,000	\$ 41,093	2.4%
100 E 515000 110 401 000	TEACHER SALARIES - TLHS	\$ 1,201,032	\$ 1,261,084	\$ 60,052	5.0%
100 E 515000 115 201 000	TEACHER AIDE SALARIES - JHS	\$ 6,500	\$ 8,500	\$ 2,000	30.8%
100 E 515000 115 202 000	TEACHER AIDE SALARIES - TLJHS	\$ 7,500	\$ 6,000	\$ (1,500)	-20.0%
100 E 515000 115 301 000	TEACHER AIDE SALARIES - SHS	\$ 6,500	\$ 11,500	\$ 5,000	76.9%
100 E 515000 115 401 000	TEACHER AIDE SALARIES - TLHS	\$ 8,500	\$ 10,000	\$ 1,500	17.6%
100 E 515000 160 000 000	TEACHER SUB SALARIES	\$ 55,000	\$ 55,000	\$ -	0.0%
100 E 515000 165 000 000	TEACHER AIDE SUB SALARIES	\$ 1,000	\$ 500	\$ (500)	-50.0%
100 E 515000 210 201 000	RETIREMENT - JHS	\$ 89,545	\$ 96,650	\$ 7,105	7.9%
100 E 515000 210 202 000	RETIREMENT - TLJHS	\$ 60,202	\$ 69,740	\$ 9,538	15.8%
100 E 515000 210 301 000	RETIREMENT - SHS	\$ 176,516	\$ 200,955	\$ 24,439	13.8%
100 E 515000 210 401 000	RETIREMENT - TLHS	\$ 124,516	\$ 150,269	\$ 25,753	20.7%
100 E 515000 220 000 000	SOCIAL SECURITY	\$ 4,000	\$ 4,000	\$ -	0.0%
100 E 515000 220 201 000	SOCIAL SECURITY - JHS	\$ 65,930	\$ 65,315	\$ (615)	-0.9%
100 E 515000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 44,326	\$ 47,130	\$ 2,804	6.3%
100 E 515000 220 301 000	SOCIAL SECURITY - SHS	\$ 129,966	\$ 135,804	\$ 5,838	4.5%
100 E 515000 220 401 000	SOCIAL SECURITY - TLHS	\$ 91,879	\$ 101,551	\$ 9,672	10.5%
100 E 515000 230 201 000	LIFE INSURANCE - JHS	\$ 500	\$ 400	\$ (100)	-20.0%
100 E 515000 230 202 000	LIFE INSURANCE - TLJHS	\$ 350	\$ 300	\$ (50)	-14.3%
100 E 515000 230 301 000	LIFE INSURANCE - SHS	\$ 900	\$ 800	\$ (100)	-11.1%
100 E 515000 230 401 000	LIFE INSURANCE - TLHS	\$ 750	\$ 575	\$ (175)	-23.3%
100 E 515000 240 201 000	HEALTH INSURANCE - JHS	\$ 89,000	\$ 91,000	\$ 2,000	2.2%
100 E 515000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 62,500	\$ 67,500	\$ 5,000	8.0%
100 E 515000 240 301 000	HEALTH INSURANCE - SHS	\$ 168,000	\$ 171,000	\$ 3,000	1.8%
100 E 515000 240 401 000	HEALTH INSURANCE - TLHS	\$ 117,000	\$ 120,000	\$ 3,000	2.6%
100 E 515000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 250	\$ 300	\$ 50	20.0%
100 E 515000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 4,000	\$ 4,500	\$ 500	12.5%
100 E 515000 270 202 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 2,500	\$ 3,250	\$ 750	30.0%
100 E 515000 270 301 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 7,750	\$ 8,750	\$ 1,000	12.9%
100 E 515000 270 401 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 5,500	\$ 6,250	\$ 750	13.6%
100 E 515000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 9,911	\$ 9,819	\$ (92)	-0.9%
100 E 515000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 6,663	\$ 7,085	\$ 422	6.3%
100 E 515000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 19,537	\$ 20,415	\$ 878	4.5%
100 E 515000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 13,812	\$ 15,266	\$ 1,454	10.5%
100 E 515000 380 000 000	TEACHER TRAVEL	\$ 2,500	\$ 3,000	\$ 500	20.0%
100 E 515000 390 000 000	OTHER PURCHASED SERVICES	\$ 8,500	\$ 12,500	\$ 4,000	47.1%
100 E 515000 410 000 000	SUPPLIES - OTHER	\$ 42,500	\$ 42,500	\$ -	0.0%
100 E 515000 410 201 000	SUPPLIES - JHS	\$ 9,260	\$ 9,000	\$ (260)	-2.8%
100 E 515000 410 202 000	SUPPLIES - TLJHS	\$ 7,625	\$ 7,500	\$ (125)	-1.6%
100 E 515000 410 301 000	SUPPLIES - SHS	\$ 15,450	\$ 16,000	\$ 550	3.6%
100 E 515000 410 401 000	SUPPLIES - TLHS	\$ 11,173	\$ 11,500	\$ 327	2.9%
100 E 515000 440 000 000	TEXTBOOKS - SECONDARY	\$ 200,000	\$ 75,000	\$ (125,000)	-62.5%
100 E 517000 110 491 000	TEACHERS' SALARIES - MVHS	\$ 366,297	\$ 382,766	\$ 16,469	4.5%
100 E 517000 160 491 000	TEACHER SUB SALARIES - MVHS	\$ 2,250	\$ 1,750	\$ (500)	-22.2%
100 E 517000 210 491 000	RETIREMENT - MVHS	\$ 38,058	\$ 43,329	\$ 5,271	13.8%
100 E 517000 220 491 000	SOCIAL SECURITY - MVHS	\$ 28,022	\$ 29,262	\$ 1,240	4.4%
100 E 517000 230 491 000	LIFE INSURANCE - MVHS	\$ 200	\$ 200	\$ -	0.0%
100 E 517000 240 491 000	HEALTH INSURANCE - MVHS	\$ 26,500	\$ 26,500	\$ -	0.0%
100 E 517000 270 491 000	WORKMAN'S COMP INS - MVHS	\$ 1,500	\$ 1,750	\$ 250	16.7%
100 E 517000 280 491 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 4,212	\$ 4,402	\$ 190	4.5%
100 E 517000 300 491 000	PURCHASED SERVICES - MVHS	\$ 9,500	\$ 9,500	\$ -	0.0%
100 E 517000 410 491 000	SUPPLIES - MVHS	\$ 6,000	\$ 6,000	\$ -	0.0%
100 E 517000 440 000 000	TEXTBOOKS - MVHS	\$ 10,000	\$ 10,000	\$ -	0.0%
100 E 521000 110 001 000	TEACHER SALARIES/DO	\$ 98,133	\$ -	\$ (98,133)	-100.0%
100 E 521000 110 101 000	TEACHER SALARIES - JBE	\$ 97,034	\$ 97,778	\$ 744	0.8%
100 E 521000 110 104 000	TEACHER SALARIES - BKE	\$ 26,858	\$ 26,888	\$ 30	0.1%
100 E 521000 110 105 000	TEACHER SALARIES - GE	\$ 46,740	\$ 53,731	\$ 6,991	15.0%
100 E 521000 110 201 000	TEACHER SALARIES - JHS	\$ 80,328	\$ 79,444	\$ (884)	-1.1%
100 E 521000 110 202 000	TEACHER SALARIES - TLJHS	\$ 33,400	\$ -	\$ (33,400)	-100.0%
100 E 521000 110 301 000	TEACHER SALARIES - SHS	\$ 92,078	\$ 91,842	\$ (236)	-0.3%
100 E 521000 110 401 000	TEACHER SALARIES - TLHS	\$ 73,248	\$ 78,267	\$ 5,019	6.9%
100 E 521000 115 000 000	TEACHER AIDE SALARIES	\$ 6,750	\$ -	\$ (6,750)	-100.0%
100 E 521000 115 101 000	TEACHER AIDE SALARIES - JBE	\$ 58,500	\$ 62,500	\$ 4,000	6.8%
100 E 521000 115 102 000	TEACHER AIDE SALARIES - SLE	\$ 27,000	\$ 25,000	\$ (2,000)	-7.4%
100 E 521000 115 103 000	TEACHER AIDE SALARIES - AE	\$ 40,500	\$ 37,500	\$ (3,000)	-7.4%
100 E 521000 115 104 000	TEACHER AIDE SALARIES - BKE	\$ 31,500	\$ 42,500	\$ 11,000	34.9%
100 E 521000 115 105 000	TEACHER AIDE SALARIES - GE	\$ 40,500	\$ 42,500	\$ 2,000	4.9%
100 E 521000 115 106 000	TEACHER AIDE SALARIES-TLE	\$ 45,000	\$ 40,000	\$ (5,000)	-11.1%
100 E 521000 115 201 000	TEACHER AIDE SALARIES - JHS	\$ 38,250	\$ 38,250	\$ -	0.0%
100 E 521000 115 202 000	TEACHER AIDE SALARIES - TLJHS	\$ 9,000	\$ 16,500	\$ 7,500	83.3%
100 E 521000 115 301 000	TEACHER AIDE SALARIES - SHS	\$ 58,500	\$ 52,500	\$ (6,000)	-10.3%
100 E 521000 115 401 000	TEACHER AIDE SALARIES - TLHS	\$ 49,500	\$ 47,500	\$ (2,000)	-4.0%

100 E 521000 160 000 000	TEACHER SUB SALARIES	\$ 10,000	\$ 11,500	\$ 1,500	15.0%
100 E 521000 165 000 000	TEACHER AIDE SUB SALARIES	\$ 17,500	\$ 15,000	\$ (2,500)	-14.3%
100 E 521000 210 000 000	RETIREMENT	\$ 701	\$ -	\$ (701)	-100.0%
100 E 521000 210 001 000	RETIREMENT/DO	\$ 9,176	\$ -	\$ (9,176)	-100.0%
100 E 521000 210 101 000	RETIREMENT - JBE	\$ 15,152	\$ 18,143	\$ 2,991	19.7%
100 E 521000 210 102 000	RETIREMENT - SLE	\$ 2,805	\$ 2,830	\$ 25	0.9%
100 E 521000 210 103 000	RETIREMENT - AE	\$ 4,208	\$ 4,245	\$ 37	0.9%
100 E 521000 210 104 000	RETIREMENT - BKE	\$ 5,784	\$ 7,855	\$ 2,071	35.8%
100 E 521000 210 105 000	RETIREMENT - GE	\$ 8,579	\$ 10,893	\$ 2,314	27.0%
100 E 521000 210 106 000	RETIREMENT	\$ 4,676	\$ 4,528	\$ (148)	-3.2%
100 E 521000 210 201 000	RETIREMENT - JHS	\$ 11,486	\$ 13,323	\$ 1,837	16.0%
100 E 521000 210 202 000	RETIREMENT - TLJHS	\$ 9,176	\$ 1,868	\$ (7,308)	-79.6%
100 E 521000 210 301 000	RETIREMENT - SHS	\$ 8,447	\$ 16,340	\$ 7,893	93.4%
100 E 521000 210 401 000	RETIREMENT - TLHS	\$ 12,928	\$ 14,237	\$ 1,309	10.1%
100 E 521000 220 000 000	SOCIAL SECURITY	\$ 6,756	\$ 5,547	\$ (1,209)	-17.9%
100 E 521000 220 001 000	SOCIAL SECURITY/DO	\$ 518	\$ -	\$ (518)	-100.0%
100 E 521000 220 101 000	SOCIAL SECURITY - JBE	\$ 11,156	\$ 12,261	\$ 1,105	9.9%
100 E 521000 220 102 000	SOCIAL SECURITY - SLE	\$ 2,066	\$ 1,913	\$ (153)	-7.4%
100 E 521000 220 103 000	SOCIAL SECURITY - AE	\$ 3,099	\$ 2,869	\$ (230)	-7.4%
100 E 521000 220 104 000	SOCIAL SECURITY - BKE	\$ 4,259	\$ 5,308	\$ 1,049	24.6%
100 E 521000 220 105 000	SOCIAL SECURITY - GE	\$ 6,316	\$ 7,362	\$ 1,046	16.6%
100 E 521000 220 106 000	SOCIAL SECURITY - TLE	\$ 3,443	\$ 3,060	\$ (383)	-11.1%
100 E 521000 220 201 000	SOCIAL SECURITY - JHS	\$ 8,456	\$ 9,004	\$ 548	6.5%
100 E 521000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 2,565	\$ 1,262	\$ (1,303)	-50.8%
100 E 521000 220 301 000	SOCIAL SECURITY - SHS	\$ 6,219	\$ 11,042	\$ 4,823	77.6%
100 E 521000 220 401 000	SOCIAL SECURITY - TLHS	\$ 9,518	\$ 9,621	\$ 103	1.1%
100 E 521000 230 001 000		\$ 25	\$ -	\$ (25)	-100.0%
100 E 521000 230 101 000	LIFE INSURANCE - JBE	\$ 300	\$ 175	\$ (125)	-41.7%
100 E 521000 230 102 000	LIFE INSURANCE - SLE	\$ 75	\$ 50	\$ (25)	-33.3%
100 E 521000 230 103 000	LIFE INSURANCE - AE	\$ 1,650	\$ 125	\$ (1,525)	-92.4%
100 E 521000 230 104 000	LIFE INSURANCE - BKE	\$ 100	\$ 125	\$ 25	25.0%
100 E 521000 230 105 000	LIFE INSURANCE - GE	\$ 150	\$ 150	\$ -	0.0%
100 E 521000 230 106 000	LIFE INSURANCE - TLE	\$ 125	\$ 100	\$ (25)	-20.0%
100 E 521000 230 201 000	LIFE INSURANCE - JHS	\$ 150	\$ 150	\$ -	0.0%
100 E 521000 230 202 000	LIFE INSURANCE - TLJHS	\$ 75	\$ 50	\$ (25)	-33.3%
100 E 521000 230 301 000	LIFE INSURANCE - SHS	\$ 250	\$ 200	\$ (50)	-20.0%
100 E 521000 230 401 000	LIFE INSURANCE - TLHS	\$ 175	\$ 125	\$ (50)	-28.6%
100 E 521000 240 101 000	HEALTH INSURANCE - JBE	\$ 20,250	\$ 20,250	\$ -	0.0%
100 E 521000 240 102 000	HEALTH INSURANCE - SLE	\$ 13,500	\$ 13,500	\$ -	0.0%
100 E 521000 240 103 000	HEALTH INSURANCE - AE	\$ 10,000	\$ 10,000	\$ -	0.0%
100 E 521000 240 104 000	HEALTH INSURANCE - BKE	\$ 12,500	\$ 12,500	\$ -	0.0%
100 E 521000 240 105 000	HEALTH INSURANCE - GE	\$ 7,500	\$ 7,500	\$ -	0.0%
100 E 521000 240 106 000	HEALTH INSURANCE - TLE	\$ 6,500	\$ 6,500	\$ -	0.0%
100 E 521000 240 201 000	HEALTH INSURANCE - JHS	\$ 9,000	\$ 9,000	\$ -	0.0%
100 E 521000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 4,632	\$ 4,632	\$ -	0.0%
100 E 521000 240 301 000	HEALTH INSURANCE - SHS	\$ 21,000	\$ 21,000	\$ -	0.0%
100 E 521000 240 401 000	HEALTH INSURANCE - TLHS	\$ 13,500	\$ 13,500	\$ -	0.0%
100 E 521000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 250	\$ 200	\$ (50)	-20.0%
100 E 521000 270 001 000	WORK COMP/DO	\$ -	\$ 525	\$ 525	#DIV/0!
100 E 521000 270 101 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,200	\$ 850	\$ (350)	-29.2%
100 E 521000 270 102 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 75	\$ 150	\$ 75	100.0%
100 E 521000 270 103 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 250	\$ 250	\$ -	0.0%
100 E 521000 270 104 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 300	\$ 325	\$ 25	8.3%
100 E 521000 270 105 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 225	\$ 500	\$ 275	122.2%
100 E 521000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 300	\$ 250	\$ (50)	-16.7%
100 E 521000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 250	\$ 625	\$ 375	150.0%
100 E 521000 270 202 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 250	\$ 250	\$ -	0.0%
100 E 521000 270 301 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 650	\$ 800	\$ 150	23.1%
100 E 521000 270 401 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 350	\$ 650	\$ 300	85.7%
100 E 521000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 80	\$ -	\$ (80)	-100.0%
100 E 521000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 1,863	\$ 1,843	\$ (20)	-1.1%
100 E 521000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 345	\$ 288	\$ (57)	-16.5%
100 E 521000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 518	\$ 431	\$ (87)	-16.8%
100 E 521000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 711	\$ 798	\$ 87	12.2%
100 E 521000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 1,055	\$ 1,107	\$ 52	4.9%
100 E 521000 280 106 000	SICK LEAVE RETIRE - TLE	\$ 1,080	\$ 460	\$ (620)	-57.4%
100 E 521000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 1,080	\$ 1,353	\$ 273	25.3%
100 E 521000 280 202 000	SICK LEAVE RETIREMENT PAYMANET - TL	\$ 450	\$ 190	\$ (260)	-57.8%
100 E 521000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 1,080	\$ 1,660	\$ 580	53.7%
100 E 521000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 1,080	\$ 1,446	\$ 366	33.9%
100 E 521000 300 000 000	PURCHASED SERVICES	\$ 4,000	\$ -	\$ (4,000)	-100.0%
100 E 524000 110 201 000	TEACHER SALARIES - JHS	\$ 72,131	\$ 66,641	\$ (5,490)	-7.6%

100 E 524000 210 201 000	RETIREMENT - JHS	\$ 7,494	\$ 7,541	\$ 47	0.6%
100 E 524000 220 201 000	SOCIAL SECURITY - JHS	\$ 5,518	\$ 5,096	\$ (422)	-7.6%
100 E 524000 240 201 000	HEALTH INSURANCE - JHS	\$ 6,825	\$ 5,250	\$ (1,575)	-23.1%
100 E 524000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 500	\$ -	0.0%
100 E 524000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 830	\$ 750	\$ (80)	-9.6%
100 E 524000 380 000 000	TRAVEL	\$ 1,500	\$ 1,000	\$ (500)	-33.3%
100 E 524000 390 000 000	OTHER CONTRACTED SERVICES	\$ 1,000	\$ 1,000	\$ -	0.0%
100 E 524000 410 000 000	SUPPLIES	\$ 2,000	\$ 3,000	\$ 1,000	50.0%
100 E 531000 110 101 000	ELEMENTARY SALARIES JBE	\$ 2,000	\$ -	\$ (2,000)	-100.0%
100 E 531000 110 102 000	ELEMENTARY SALARIES - SLE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 531000 110 103 000	ELEMENTARY SALARIES - AE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 531000 110 104 000	ELEMENTARY SALARIES - BKE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 531000 110 105 000	ELEMENTARY SALARIES - GE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 531000 110 106 000	ELEMENTARY SALARIES - TLE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 531000 110 201 000	SECONDARY SALARIES - JHS	\$ 40,000	\$ 35,000	\$ (5,000)	-12.5%
100 E 531000 110 202 000	SECONDARY SALARIES - TLJHS	\$ 32,500	\$ 27,500	\$ (5,000)	-15.4%
100 E 531000 110 301 000	SECONDARY SALARIES - SHS	\$ 195,000	\$ 195,000	\$ -	0.0%
100 E 531000 110 401 000	SECONDARY SALARIES - TLHS	\$ 150,000	\$ 145,000	\$ (5,000)	-3.3%
100 E 531000 110 491 000	SECONDARY SALARIES - MVHS	\$ 2,500	\$ 1,500	\$ (1,000)	-40.0%
100 E 531000 210 101 000	RETIREMENT - JBE	\$ 260	\$ 226	\$ (34)	-13.1%
100 E 531000 210 102 000	RETIREMENT - SLE	\$ 260	\$ 226	\$ (34)	-13.1%
100 E 531000 210 103 000	RETIREMENT - AE	\$ 260	\$ 226	\$ (34)	-13.1%
100 E 531000 210 104 000	RETIREMENT - BKE	\$ 260	\$ 226	\$ (34)	-13.1%
100 E 531000 210 105 000	RETIREMENT - GE	\$ 260	\$ 226	\$ (34)	-13.1%
100 E 531000 210 106 000	RETIREMENT - TLE	\$ 438	\$ 226	\$ (212)	-48.4%
100 E 531000 210 201 000	RETIREMENT - JHS	\$ 4,416	\$ 3,926	\$ (454)	-10.3%
100 E 531000 210 202 000	RETIREMENT - TLJHS	\$ 4,000	\$ 3,113	\$ (887)	-22.2%
100 E 531000 210 301 000	RETIREMENT - SHS	\$ 19,741	\$ 22,074	\$ 2,333	11.8%
100 E 531000 210 401 000	RETIREMENT - TLHS	\$ 15,585	\$ 16,414	\$ 829	5.3%
100 E 531000 210 491 000	RETIREMENT - MVHS	\$ -	\$ 170	\$ 170	#DIV/0!
100 E 531000 220 101 000	SOCIAL SECURITY - JBE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 102 000	SOCIAL SECURITY - SLE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 103 000	SOCIAL SECURITY - AE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 104 000	SOCIAL SECURITY - BKE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 105 000	SOCIAL SECURITY - GE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 106 000	SOCIAL SECURITY - TLE	\$ 191	\$ 153	\$ (38)	-19.9%
100 E 531000 220 201 000	SOCIAL SECURITY - JHS	\$ 3,250	\$ 2,678	\$ (572)	-17.6%
100 E 531000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 2,945	\$ 2,104	\$ (841)	-28.6%
100 E 531000 220 301 000	SOCIAL SECURITY - SHS	\$ 14,535	\$ 14,918	\$ 383	2.6%
100 E 531000 220 401 000	SOCIAL SECURITY - TLHS	\$ 11,475	\$ 11,093	\$ (382)	-3.3%
100 E 531000 220 491 000	SOCIAL SECURITY - MVHS	\$ 268	\$ 115	\$ (153)	-57.1%
100 E 531000 240 101 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 102 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 103 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 104 000	COACHING HEALTH INSURANC	\$ 500	\$ 270	\$ (230)	-46.0%
100 E 531000 240 105 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 106 000	COACHING HEALTH INSURANCE-TLE	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 201 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 240 202 000	COACHING HEALTH INSURANC	\$ 1,250	\$ 1,350	\$ 100	8.0%
100 E 531000 240 301 000	COACHING HEALTH INSURANC	\$ 2,500	\$ 2,700	\$ 200	8.0%
100 E 531000 240 401 000	COACHING HEALTH INSURANC	\$ 1,250	\$ 1,350	\$ 100	8.0%
100 E 531000 240 491 000	COACHING HEALTH INSURANC	\$ 250	\$ 270	\$ 20	8.0%
100 E 531000 270 101 000	WORKMAN'S COMPENSATION INSURANCE-JB	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 102 000	WORKMAN'S COMPENSATION INSURANCE-SL	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 103 000	WORKMAN'S COMPENSATION INSURANCE-AE	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 104 000	WORKMAN'S COMPENSATION INSURANCE-BK	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 105 000	WORKMAN'S COMPENSATION INSURANCE-GE	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 25	\$ 10	\$ (15)	-60.0%
100 E 531000 270 201 000	WORKMAN'S COMPENSATION INSURANCE-JH	\$ 200	\$ 200	\$ -	0.0%
100 E 531000 270 202 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 750	\$ 200	\$ (550)	-73.3%
100 E 531000 270 301 000	WORKMAN'S COMPENSATION INSURANCE-SH	\$ 600	\$ 1,000	\$ 400	66.7%
100 E 531000 270 401 000	WORKMAN'S COMPENSATION INSURANCE-TL	\$ 175	\$ 800	\$ 625	357.1%
100 E 531000 270 491 000	WORKMAN'S COMPENSATION INSURANCE-MV	\$ 25	\$ 20	\$ (5)	-20.0%
100 E 531000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 106 000	SICK LEAVE RETIRE - TLE	\$ 20	\$ 23	\$ 3	15.0%
100 E 531000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 490	\$ 403	\$ (87)	-17.8%
100 E 531000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 443	\$ 316	\$ (127)	-28.7%
100 E 531000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 1,650	\$ 2,243	\$ 593	35.9%

100 E 531000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 1,500	\$ 1,668	\$ 168	11.2%
100 E 531000 280 491 000	SICK LEAVE RETIREMENT PAYMENTS - AH	\$ 25	\$ 17	\$ (8)	-32.0%
100 E 531000 390 000 000	OTHER CONTRACTED SERVICES	\$ 14,000	\$ 14,000	\$ -	0.0%
100 E 541000 110 000 000	TEACHERS' SALARIES	\$ 63,563	\$ 51,500	\$ (12,063)	-19.0%
100 E 541000 115 000 000	TEACHERS' AIDE SALARIES	\$ 500	\$ 3,500	\$ 3,000	600.0%
100 E 541000 160 000 000	TEACHER SUBSTITUTE SALARIES	\$ 500	\$ 250	\$ (250)	-50.0%
100 E 541000 210 000 000	RETIREMENT	\$ 6,604	\$ 4,950	\$ (1,654)	-25.0%
100 E 541000 220 000 000	SOCIAL SECURITY	\$ 4,863	\$ 3,750	\$ (1,113)	-22.9%
100 E 541000 230 000 000	LIFE INSURANCE	\$ 10	\$ 10	\$ -	0.0%
100 E 541000 240 000 000	HEALTH INSURANCE	\$ -	\$ 650	\$ 650	#DIV/0!
100 E 541000 270 000 000	WORKMAN'S COMPENSATION INSURANCE	\$ 250	\$ 350	\$ 100	40.0%
100 E 541000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 731	\$ 575	\$ (156)	-21.3%
100 E 541000 410 000 000	SUPPLIES/MATERIALS	\$ 500	\$ 250	\$ (250)	-50.0%
100 E 542000 115 000 000	SALARIES	\$ 500	\$ -	\$ (500)	-100.0%
100 E 611000 110 001 000	GUIDANCE & HEALTH SAL - DO	\$ 102,915	\$ 112,500	\$ 9,585	9.3%
100 E 611000 110 101 000	GUIDANCE & HEALTH SAL - JBE	\$ 51,051	\$ 53,840	\$ 2,789	5.5%
100 E 611000 110 102 000	GUIDANCE & HEALTH SAL - SLE	\$ 39,883	\$ 43,398	\$ 3,515	8.8%
100 E 611000 110 103 000	GUIDANCE & HEALTH SAL - AE	\$ 57,888	\$ 60,480	\$ 2,592	4.5%
100 E 611000 110 104 000	GUIDANCE & HEALTH SAL - BKE	\$ 37,184	\$ 40,379	\$ 3,195	8.6%
100 E 611000 110 105 000	GUIDANCE & HEALTH SAL - GE	\$ 34,430	\$ 36,846	\$ 2,416	7.0%
100 E 611000 110 106 000	GUIDANCE & HEALTH SAL - TLE	\$ 64,609	\$ 35,331	\$ (29,278)	-45.3%
100 E 611000 110 201 000	GUIDANCE & HEALTH SAL - JHS	\$ 73,381	\$ 77,500	\$ 4,119	5.6%
100 E 611000 110 202 000	GUIDANCE & HEALTH SAL - TLJHS	\$ 43,400	\$ 47,562	\$ 4,162	9.6%
100 E 611000 110 301 000	GUIDANCE & HEALTH SAL - SHS	\$ 130,936	\$ 117,639	\$ (13,297)	-10.2%
100 E 611000 110 401 000	GUIDANCE & HEALTH SAL - TLHS	\$ 77,483	\$ 83,332	\$ 5,849	7.5%
100 E 611000 210 001 000	RETIREMENT - DO	\$ 10,693	\$ 13,250	\$ 2,557	23.9%
100 E 611000 210 101 000	RETIREMENT - JBE	\$ 5,304	\$ 5,687	\$ 383	7.2%
100 E 611000 210 102 000	RETIREMENT - SLE	\$ 4,144	\$ 4,530	\$ 386	9.3%
100 E 611000 210 103 000	RETIREMENT - AE	\$ 6,015	\$ 6,846	\$ 831	13.8%
100 E 611000 210 104 000	RETIREMENT - BKE	\$ 3,863	\$ 4,571	\$ 708	18.3%
100 E 611000 210 105 000	RETIREMENT - GE	\$ 3,577	\$ 4,171	\$ 594	16.6%
100 E 611000 210 106 000	RETIREMENT - TLE	\$ 6,713	\$ 3,999	\$ (2,714)	-40.4%
100 E 611000 210 201 000	RETIREMENT - JHS	\$ 7,624	\$ 9,842	\$ 2,218	29.1%
100 E 611000 210 202 000	RETIREMENT - TLJHS	\$ 4,509	\$ 5,384	\$ 875	19.4%
100 E 611000 210 301 000	RETIREMENT - SHS	\$ 13,604	\$ 13,317	\$ (287)	-2.1%
100 E 611000 210 401 000	RETIREMENT - TLHS	\$ 8,051	\$ 9,433	\$ 1,382	17.2%
100 E 611000 220 001 000	SOCIAL SECURITY - DO	\$ 7,873	\$ 9,079	\$ 1,206	15.3%
100 E 611000 220 101 000	SOCIAL SECURITY - JBE	\$ 3,905	\$ 4,119	\$ 214	5.5%
100 E 611000 220 102 000	SOCIAL SECURITY - SLE	\$ 3,051	\$ 3,320	\$ 269	8.8%
100 E 611000 220 103 000	SOCIAL SECURITY - AE	\$ 4,428	\$ 4,627	\$ 199	4.5%
100 E 611000 220 104 000	SOCIAL SECURITY - BKE	\$ 2,845	\$ 3,089	\$ 244	8.6%
100 E 611000 220 105 000	SOCIAL SECURITY - GE	\$ 2,634	\$ 2,819	\$ 185	7.0%
100 E 611000 220 106 000	SOCIAL SECURITY - TLE	\$ 4,943	\$ 2,703	\$ (2,240)	-45.3%
100 E 611000 220 201 000	SOCIAL SECURITY - JHS	\$ 4,614	\$ 6,651	\$ 2,037	44.1%
100 E 611000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 3,320	\$ 3,638	\$ 318	9.6%
100 E 611000 220 301 000	SOCIAL SECURITY - SHS	\$ 10,017	\$ 8,999	\$ (1,018)	-10.2%
100 E 611000 220 401 000	SOCIAL SECURITY - TLHS	\$ 5,927	\$ 6,375	\$ 448	7.6%
100 E 611000 230 001 000	LIFE INSURANCE - DO	\$ 90	\$ 90	\$ -	0.0%
100 E 611000 230 101 000	LIFE INSURANCE - JBE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 102 000	LIFE INSURANCE - SLE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 103 000	LIFE INSURANCE - AE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 104 000	LIFE INSURANCE - BKE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 105 000	LIFE INSURANCE - GE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 106 000	LIFE INSURANCE - TLE	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 201 000	LIFE INSURANCE - JHS	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 202 000	LIFE INSURANCE - TLJHS	\$ 45	\$ 45	\$ -	0.0%
100 E 611000 230 301 000	LIFE INSURANCE - SHS	\$ 65	\$ 65	\$ -	0.0%
100 E 611000 230 401 000	LIFE INSURANCE - TLHS	\$ 50	\$ 50	\$ -	0.0%
100 E 611000 240 001 000	HEALTH INSURANCE - DO	\$ 8,667	\$ 7,500	\$ (1,167)	-13.5%
100 E 611000 240 101 000	HEALTH INSURANCE - JBE	\$ 4,000	\$ 4,870	\$ 870	21.8%
100 E 611000 240 102 000	HEALTH INSURANCE - SLE	\$ 4,457	\$ 4,870	\$ 413	9.3%
100 E 611000 240 103 000	HEALTH INSURANCE - AE	\$ 4,457	\$ 4,870	\$ 413	9.3%
100 E 611000 240 104 000	HEALTH INSURANCE - BKE	\$ 4,457	\$ 4,870	\$ 413	9.3%
100 E 611000 240 105 000	HEALTH INSURANCE - GE	\$ 3,750	\$ 4,870	\$ 1,120	29.9%
100 E 611000 240 106 000	HEALTH INSURANCE - TLE	\$ 4,457	\$ 4,870	\$ 413	9.3%
100 E 611000 240 201 000	HEALTH INSURANCE - JHS	\$ 5,571	\$ 5,000	\$ (571)	-10.2%
100 E 611000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 3,500	\$ 4,870	\$ 1,370	39.1%
100 E 611000 240 301 000	HEALTH INSURANCE - SHS	\$ 10,000	\$ 12,500	\$ 2,500	25.0%
100 E 611000 240 401 000	HEALTH INSURANCE - TLHS	\$ 6,500	\$ 7,500	\$ 1,000	15.4%
100 E 611000 270 001 000	WORKMAN'S COMP INS - DO	\$ 500	\$ 500	\$ -	0.0%
100 E 611000 270 101 000	WORKMAN'S COMP INS - JBE	\$ 225	\$ 275	\$ 50	22.2%
100 E 611000 270 102 000	WORKMAN'S COMP INS - SLE	\$ 175	\$ 200	\$ 25	14.3%

100 E 611000 270 103 000	WORKMAN'S COMP INS - AE	\$ 250	\$ 300	\$ 50	20.0%
100 E 611000 270 104 000	WORKMAN'S COMP INS - BKE	\$ 160	\$ 200	\$ 40	25.0%
100 E 611000 270 105 000	WORKMAN'S COMP INS - GE	\$ 160	\$ 200	\$ 40	25.0%
100 E 611000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 275	\$ 350	\$ 75	27.3%
100 E 611000 270 201 000	WORKMAN'S COMP INS - JHS	\$ 325	\$ 375	\$ 50	15.4%
100 E 611000 270 202 000	WORKMAN'S COMP INS - TLJHS	\$ 200	\$ 225	\$ 25	12.5%
100 E 611000 270 301 000	WORKMAN'S COMP INS - SHS	\$ 525	\$ 675	\$ 150	28.6%
100 E 611000 270 401 000	WORKMAN'S COMP INS - TLHS	\$ 400	\$ 400	\$ -	0.0%
100 E 611000 280 001 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 1,184	\$ 850	\$ (334)	-28.2%
100 E 611000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 587	\$ 619	\$ 32	5.5%
100 E 611000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 459	\$ 499	\$ 40	8.7%
100 E 611000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 666	\$ 696	\$ 30	4.5%
100 E 611000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 428	\$ 464	\$ 36	8.4%
100 E 611000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 396	\$ 424	\$ 28	7.1%
100 E 611000 280 106 000	SICK LEAVE RETIRE-TLE	\$ 743	\$ 406	\$ (337)	-45.4%
100 E 611000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 844	\$ 1,000	\$ 156	18.5%
100 E 611000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 499	\$ 547	\$ 48	9.6%
100 E 611000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 1,506	\$ 1,353	\$ (153)	-10.2%
100 E 611000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 891	\$ 958	\$ 67	7.5%
100 E 611000 380 000 000	TRAVEL	\$ 1,500	\$ -	\$ (1,500)	-100.0%
100 E 611000 390 000 000	PURCHASED SERVICES	\$ 500	\$ -	\$ (500)	-100.0%
100 E 611000 410 000 000	GUIDANCE SUPPLIES	\$ 1,250	\$ 1,750	\$ 500	40.0%
100 E 611000 411 000 000	HEALTH SUPPLIES	\$ 3,250	\$ 2,500	\$ (750)	-23.1%
100 E 616000 110 000 000	SALARIES	\$ 211,538	\$ 261,871	\$ 50,333	23.8%
100 E 616000 210 000 000	RETIREMENT - DO	\$ 21,979	\$ 28,000	\$ 6,021	27.4%
100 E 616000 220 000 000	SOCIAL SECURITY - DO	\$ 16,183	\$ 19,750	\$ 3,567	22.0%
100 E 616000 230 000 000	LIFE INSURANCE	\$ 230	\$ 250	\$ 20	8.7%
100 E 616000 240 000 000	HEALTH INSURANCE	\$ 22,500	\$ 24,300	\$ 1,800	8.0%
100 E 616000 270 000 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,600	\$ 1,100	\$ (500)	-31.3%
100 E 616000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS - DO	\$ 2,433	\$ 3,012	\$ 579	23.8%
100 E 616000 390 000 000	OTHER PURCHASED SERVICES	\$ 55,000	\$ -	\$ (55,000)	-100.0%
100 E 616000 410 000 000	SUPPLIES	\$ 1,500	\$ 1,000	\$ (500)	-33.3%
100 E 622000 110 201 000	LIBRARIAN SALARIES - JHS	\$ 61,750	\$ 62,784	\$ 1,034	1.7%
100 E 622000 110 202 000	LIBRARIAN SALARIES - TLJHS	\$ 15,437	\$ -	\$ (15,437)	-100.0%
100 E 622000 110 301 000	LIBRARIAN SALARIES - SHS	\$ 56,482	\$ 54,200	\$ (2,282)	-4.0%
100 E 622000 110 401 000	LIBRARIAN SALARIES - TLHS	\$ 46,312	\$ 60,484	\$ 14,172	30.6%
100 E 622000 115 101 000	LIBRARY AIDE SALARIES - JBE	\$ 16,750	\$ 17,500	\$ 750	4.5%
100 E 622000 115 102 000	LIBRARY AIDE SALARIES - SLE	\$ 16,250	\$ 17,500	\$ 1,250	7.7%
100 E 622000 115 103 000	LIBRARY AIDE SALARIES - AE	\$ 16,250	\$ 17,500	\$ 1,250	7.7%
100 E 622000 115 104 000	LIBRARY AIDE SALARIES - BKE	\$ 16,750	\$ 17,000	\$ 250	1.5%
100 E 622000 115 105 000	LIBRARY AIDE SALARIES - GE	\$ 18,750	\$ 17,000	\$ (1,750)	-9.3%
100 E 622000 115 106 000	LIBRARY AIDE SALARIES - TLE	\$ 16,750	\$ 18,000	\$ 1,250	7.5%
100 E 622000 115 201 000	LIBRARY AIDE SALARIES - JHS	\$ 12,500	\$ 13,500	\$ 1,000	8.0%
100 E 622000 115 202 000	LIBRARY AIDE SALARIES - TLJHS	\$ 14,500	\$ 15,250	\$ 750	5.2%
100 E 622000 115 301 000	LIBRARY AIDE SALARIES - SHS	\$ 13,750	\$ 13,000	\$ (750)	-5.5%
100 E 622000 115 401 000	LIBRARY AIDE SALARIES - TLHS	\$ 13,750	\$ 15,000	\$ 1,250	9.1%
100 E 622000 165 000 000	LIBRARY AIDE SUB SALARIES	\$ 1,200	\$ -	\$ (1,200)	-100.0%
100 E 622000 210 101 000	RETIREMENT - JBE	\$ 1,718	\$ 1,981	\$ 263	15.3%
100 E 622000 210 102 000	RETIREMENT - SLE	\$ 1,664	\$ 1,981	\$ 317	19.1%
100 E 622000 210 103 000	RETIREMENT - AE	\$ 1,664	\$ 1,981	\$ 317	19.1%
100 E 622000 210 104 000	RETIREMENT - BKE	\$ 1,718	\$ 1,924	\$ 206	12.0%
100 E 622000 210 105 000	RETIREMENT - GE	\$ 1,893	\$ 1,924	\$ 31	1.6%
100 E 622000 210 106 000	RETIREMENT - TLE	\$ 1,718	\$ 2,038	\$ 320	18.6%
100 E 622000 210 201 000	RETIREMENT - JHS	\$ 6,500	\$ 8,635	\$ 2,135	32.8%
100 E 622000 210 202 000	RETIREMENT - TLJHS	\$ 1,650	\$ 1,726	\$ 76	4.6%
100 E 622000 210 301 000	RETIREMENT - SHS	\$ 6,500	\$ 7,607	\$ 1,107	17.0%
100 E 622000 210 401 000	RETIREMENT - TLHS	\$ 5,250	\$ 8,545	\$ 3,295	62.8%
100 E 622000 220 101 000	SOCIAL SECURITY - JBE	\$ 1,265	\$ 1,339	\$ 74	5.8%
100 E 622000 220 102 000	SOCIAL SECURITY - SLE	\$ 1,225	\$ 1,339	\$ 114	9.3%
100 E 622000 220 103 000	SOCIAL SECURITY - AE	\$ 1,225	\$ 1,339	\$ 114	9.3%
100 E 622000 220 104 000	SOCIAL SECURITY - BKE	\$ 1,265	\$ 1,301	\$ 36	2.8%
100 E 622000 220 105 000	SOCIAL SECURITY - GE	\$ 1,394	\$ 1,301	\$ (93)	-6.7%
100 E 622000 220 106 000	SOCIAL SECURITY - TLE	\$ 1,265	\$ 1,377	\$ 112	8.9%
100 E 622000 220 201 000	SOCIAL SECURITY - JHS	\$ 4,395	\$ 5,836	\$ 1,441	32.8%
100 E 622000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 1,200	\$ 1,167	\$ (33)	-2.8%
100 E 622000 220 301 000	SOCIAL SECURITY - SHS	\$ 4,500	\$ 5,141	\$ 641	14.2%
100 E 622000 220 401 000	SOCIAL SECURITY - TLHS	\$ 3,750	\$ 5,775	\$ 2,025	54.0%
100 E 622000 230 101 000	LIFE INSURANCE - JBE	\$ 30	\$ 30	\$ -	0.0%
100 E 622000 230 102 000	LIFE INSURANCE - SLE	\$ 30	\$ 30	\$ -	0.0%
100 E 622000 230 103 000	LIFE INSURANCE - AE	\$ 30	\$ 30	\$ -	0.0%
100 E 622000 230 104 000	LIFE INSURANCE - BKE	\$ 60	\$ 60	\$ -	0.0%
100 E 622000 230 105 000	LIFE INSURANCE - GE	\$ 25	\$ 25	\$ -	0.0%

100 E 622000 230 106 000	LIFE INSURANCE - TLE	\$ 30	\$ 30	\$ -	0.0%
100 E 622000 230 201 000	LIFE INSURANCE - JHS	\$ 55	\$ 55	\$ -	0.0%
100 E 622000 230 202 000	LIFE INSURANCE - TLJHS	\$ 30	\$ 30	\$ -	0.0%
100 E 622000 230 301 000	LIFE INSURANCE - SHS	\$ 55	\$ 55	\$ -	0.0%
100 E 622000 230 401 000	LIFE INSURANCE - TLHS	\$ 25	\$ 25	\$ -	0.0%
100 E 622000 240 101 000	HEALTH INSURANCE - JBE	\$ 4,267	\$ -	\$ (4,267)	-100.0%
100 E 622000 240 102 000	HEALTH INSURANCE - SLE	\$ 3,376	\$ -	\$ (3,376)	-100.0%
100 E 622000 240 103 000	HEALTH INSURANCE - AE	\$ 4,267	\$ 4,250	\$ (17)	-0.4%
100 E 622000 240 104 000	HEALTH INSURANCE - BKE	\$ 3,376	\$ 2,250	\$ (1,126)	-33.4%
100 E 622000 240 105 000	HEALTH INSURANCE - GE	\$ 3,376	\$ 3,646	\$ 270	8.0%
100 E 622000 240 106 000	HEALTH INSURANCE - TLE	\$ 3,451	\$ -	\$ (3,451)	-100.0%
100 E 622000 240 201 000	HEALTH INSURANCE - JHS	\$ 3,376	\$ 3,646	\$ 270	8.0%
100 E 622000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 3,376	\$ 3,646	\$ 270	8.0%
100 E 622000 240 301 000	HEALTH INSURANCE - SHS	\$ 4,713	\$ 4,100	\$ (613)	-13.0%
100 E 622000 240 401 000	HEALTH INSURANCE - TLHS	\$ 3,376	\$ 3,646	\$ 270	8.0%
100 E 622000 270 101 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 75	\$ 85	\$ 10	13.3%
100 E 622000 270 102 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 75	\$ 85	\$ 10	13.3%
100 E 622000 270 103 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 75	\$ 85	\$ 10	13.3%
100 E 622000 270 104 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 75	\$ 85	\$ 10	13.3%
100 E 622000 270 105 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 80	\$ 100	\$ 20	25.0%
100 E 622000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 75	\$ 85	\$ 10	13.3%
100 E 622000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 325	\$ 400	\$ 75	23.1%
100 E 622000 270 202 000	WORKMAN'S COMPENSATION INSURANCE	\$ 325	\$ 150	\$ (175)	-53.8%
100 E 622000 270 301 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 40	\$ 400	\$ 360	900.0%
100 E 622000 270 401 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 250	\$ 325	\$ 75	30.0%
100 E 622000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 190	\$ 210	\$ 20	10.5%
100 E 622000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 185	\$ 210	\$ 25	13.5%
100 E 622000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 185	\$ 210	\$ 25	13.5%
100 E 622000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 190	\$ 210	\$ 20	10.5%
100 E 622000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 190	\$ 210	\$ 20	10.5%
100 E 622000 280 106 000	SICK LEAVE RETIRE - TLE	\$ 190	\$ 210	\$ 20	10.5%
100 E 622000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 811	\$ 650	\$ (161)	-19.9%
100 E 622000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 175	\$ 150	\$ (25)	-14.3%
100 E 622000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 650	\$ 550	\$ (100)	-15.4%
100 E 622000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 600	\$ 650	\$ 50	8.3%
100 E 622000 410 000 000	PROJECTION BULBS	\$ 500	\$ 500	\$ -	0.0%
100 E 622000 430 101 000	LIBRARY/AV MATERIALS - JBE	\$ 4,000	\$ 4,000	\$ -	0.0%
100 E 622000 430 102 000	LIBRARY/AV MATERIALS - SLE	\$ 3,250	\$ 3,250	\$ -	0.0%
100 E 622000 430 103 000	LIBRARY/AV MATERIALS - AE	\$ 3,500	\$ 3,500	\$ -	0.0%
100 E 622000 430 104 000	LIBRARY/AV MATERIALS - BKE	\$ 4,500	\$ 4,500	\$ -	0.0%
100 E 622000 430 105 000	LIBRARY/AV MATERIALS - GE	\$ 3,500	\$ 3,500	\$ -	0.0%
100 E 622000 430 106 000	LIBRARY/AV MATERIALS - TLE	\$ 3,250	\$ 3,250	\$ -	0.0%
100 E 622000 430 201 000	LIBRARY/AV MATERIALS - JHS	\$ 5,750	\$ 5,750	\$ -	0.0%
100 E 622000 430 202 000	LIBRARY/AV MATERIALS - TLJHS	\$ 5,250	\$ 5,250	\$ -	0.0%
100 E 622000 430 301 000	LIBRARY/AV MATERIALS - SHS	\$ 8,500	\$ 8,500	\$ -	0.0%
100 E 622000 430 401 000	LIBRARY/AV MATERIALS - TLHS	\$ 6,750	\$ 6,750	\$ -	0.0%
100 E 623000 100 000 000	SALARIES-CERTIFIED	\$ 38,950	\$ 78,126	\$ 39,176	100.6%
100 E 623000 115 000 000	SALARIES - CLASSIFIED	\$ 101,920	\$ 150,000	\$ 48,080	47.2%
100 E 623000 210 000 000	RETIREMENT	\$ 14,636	\$ 25,809	\$ 11,173	76.3%
100 E 623000 220 000 000	SOCIAL SECURITY	\$ 10,777	\$ 17,442	\$ 6,665	61.8%
100 E 623000 230 000 000	LIFE INSURANCE	\$ 160	\$ 225	\$ 65	40.6%
100 E 623000 240 000 000	HEALTH INSURANCE	\$ 18,000	\$ 19,440	\$ 1,440	8.0%
100 E 623000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 650	\$ 850	\$ 200	30.8%
100 E 623000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 1,620	\$ 2,622	\$ 1,002	61.9%
100 E 623000 380 000 000	TRAVEL	\$ 2,500	\$ 2,500	\$ -	0.0%
100 E 623000 390 000 000		\$ 15,000	\$ 15,000	\$ -	0.0%
100 E 623000 410 000 000	SUPPLIES	\$ 30,000	\$ 20,000	\$ (10,000)	-33.3%
100 E 623000 460 000 000	TECH SOFTWARE/LIC/SUPPLIES	\$ -	\$ 1,500	\$ 1,500	#DIV/0!
100 E 623000 470 000 000	EDUCATIONAL SOFTWARE	\$ 40,000	\$ 30,000	\$ (10,000)	-25.0%
100 E 631000 311 000 000	LEGAL	\$ 22,500	\$ 25,000	\$ 2,500	11.1%
100 E 631000 312 000 000	AUDIT/IFARMS FINANCIAL REPORT	\$ 12,500	\$ 13,500	\$ 1,000	8.0%
100 E 631000 314 000 000	PUBLISHING	\$ -	\$ 5,000	\$ 5,000	#DIV/0!
100 E 631000 380 000 000	TRAVEL	\$ 3,500	\$ 2,500	\$ (1,000)	-28.6%
100 E 631000 390 000 000	OTHER PURCHASED SERVICES	\$ 13,500	\$ 13,500	\$ -	0.0%
100 E 631000 410 000 000	SUPPLIES	\$ 500	\$ 500	\$ -	0.0%
100 E 631000 460 000 000	TECH SOFTWARE	\$ 1,000	\$ 5,000	\$ 4,000	400.0%
100 E 631000 710 000 000	BOARD LIABILITY INSURANCE	\$ 32,500	\$ 32,500	\$ -	0.0%
100 E 632000 110 000 000	CERTIFICATED SALARIES	\$ 180,600	\$ 189,168	\$ 8,568	4.7%
100 E 632000 115 000 000	CLASSIFIED SALARIES	\$ 125,925	\$ 135,444	\$ 9,519	7.6%
100 E 632000 210 000 000	RETIREMENT	\$ 31,848	\$ 36,666	\$ 4,818	15.1%
100 E 632000 220 000 000	SOCIAL SECURITY	\$ 23,499	\$ 24,779	\$ 1,280	5.4%
100 E 632000 230 000 000	LIFE INSURANCE	\$ 750	\$ 750	\$ -	0.0%

100 E 632000 240 000 000	HEALTH INSURANCE	\$ 29,500	\$ 31,800	\$ 2,300	7.8%
100 E 632000 270 000 000	WORKMAN'S COMPENSATION INSURANCE	\$ 1,500	\$ 1,600	\$ 100	6.7%
100 E 632000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 3,750	\$ 3,795	\$ 45	1.2%
100 E 632000 314 000 000	NEWSLETTER	\$ 4,250	\$ 2,500	\$ (1,750)	-41.2%
100 E 632000 380 000 000	TRAVEL	\$ 6,000	\$ 4,500	\$ (1,500)	-25.0%
100 E 632000 390 000 000	OTHER PURCHASED SERVICES	\$ 5,000	\$ 11,500	\$ 6,500	130.0%
100 E 632000 393 000 000	BACKGROUND CHECKS/FINGERPRINTING	\$ 350	\$ 350	\$ -	0.0%
100 E 632000 410 000 000	SUPPLIES	\$ 5,000	\$ 7,500	\$ 2,500	50.0%
100 E 632000 415 000 000	POSTAGE	\$ 2,500	\$ 4,000	\$ 1,500	60.0%
100 E 641000 110 101 000	PRINCIPALS' SALARIES - JBE	\$ 77,514	\$ 81,390	\$ 3,876	5.0%
100 E 641000 110 102 000	PRINCIPALS' SALARIES - SLE	\$ 72,450	\$ 76,073	\$ 3,623	5.0%
100 E 641000 110 103 000	PRINCIPALS' SALARIES - AE	\$ 74,312	\$ 78,028	\$ 3,716	5.0%
100 E 641000 110 104 000	PRINCIPALS' SALARIES - BKE	\$ 71,937	\$ 75,534	\$ 3,597	5.0%
100 E 641000 110 105 000	PRINCIPALS' SALARIES - GE	\$ 77,836	\$ 81,728	\$ 3,892	5.0%
100 E 641000 110 106 000	PRINCIPALS' SALARIES - TLE	\$ 80,096	\$ 84,101	\$ 4,005	5.0%
100 E 641000 110 201 000	PRINCIPALS' SALARIES - JHS	\$ 82,177	\$ 86,286	\$ 4,109	5.0%
100 E 641000 110 202 000	PRINCIPALS' SALARIES - TLJHS	\$ 80,000	\$ 84,000	\$ 4,000	5.0%
100 E 641000 110 301 000	PRINCIPALS' SALARIES - SHS	\$ 260,940	\$ 260,940	\$ -	0.0%
100 E 641000 110 401 000	PRINCIPALS' SALARIES - TLHS	\$ 183,952	\$ 193,150	\$ 9,198	5.0%
100 E 641000 115 101 000	SECRETARIES' SALARIES - JBE	\$ 39,668	\$ 42,500	\$ 2,832	7.1%
100 E 641000 115 102 000	SECRETARIES' SALARIES - SLE	\$ 34,253	\$ 33,500	\$ (753)	-2.2%
100 E 641000 115 103 000	SECRETARIES' SALARIES - AE	\$ 35,149	\$ 35,000	\$ (149)	-0.4%
100 E 641000 115 104 000	SECRETARIES' SALARIES - BKE	\$ 35,741	\$ 35,000	\$ (741)	-2.1%
100 E 641000 115 105 000	SECRETARIES' SALARIES - GE	\$ 34,174	\$ 35,000	\$ 826	2.4%
100 E 641000 115 106 000	SECRETARIES' SALARIES - TLE	\$ 31,119	\$ 33,000	\$ 1,881	6.0%
100 E 641000 115 201 000	SECRETARIES' SALARIES - JHS	\$ 45,591	\$ 47,500	\$ 1,909	4.2%
100 E 641000 115 202 000	SECRETARIES' SALARIES - TLJHS	\$ 38,797	\$ 33,500	\$ (5,297)	-13.7%
100 E 641000 115 301 000	SECRETARIES' SALARIES - SHS	\$ 73,813	\$ 82,500	\$ 8,687	11.8%
100 E 641000 115 401 000	SECRETARIES' SALARIES - TLHS	\$ 55,234	\$ 62,500	\$ 7,266	13.2%
100 E 641000 115 491 000	SECRETARIES' SALARIES - MVHS	\$ 24,250	\$ 28,500	\$ 4,250	17.5%
100 E 641000 165 000 000	SECRETARY SUB SALARIES	\$ 3,500	\$ 3,500	\$ -	0.0%
100 E 641000 210 101 000	RETIREMENT - JBE	\$ 12,175	\$ 14,024	\$ 1,849	15.2%
100 E 641000 210 102 000	RETIREMENT - SLE	\$ 11,086	\$ 12,404	\$ 1,318	11.9%
100 E 641000 210 103 000	RETIREMENT - AE	\$ 11,373	\$ 12,795	\$ 1,422	12.5%
100 E 641000 210 104 000	RETIREMENT - BKE	\$ 11,188	\$ 12,512	\$ 1,324	11.8%
100 E 641000 210 105 000	RETIREMENT - GE	\$ 11,638	\$ 13,214	\$ 1,576	13.5%
100 E 641000 210 106 000	RETIREMENT - TLE	\$ 11,555	\$ 13,256	\$ 1,701	14.7%
100 E 641000 210 201 000	RETIREMENT - JHS	\$ 13,275	\$ 15,145	\$ 1,870	14.1%
100 E 641000 210 202 000	RETIREMENT - TLJHS	\$ 12,662	\$ 13,301	\$ 639	5.0%
100 E 641000 210 301 000	RETIREMENT - SHS	\$ 34,781	\$ 38,877	\$ 4,096	11.8%
100 E 641000 210 401 000	RETIREMENT - TLHS	\$ 24,851	\$ 28,940	\$ 4,089	16.5%
100 E 641000 210 491 000	RETIREMENT - MVHS	\$ 2,474	\$ 8,037	\$ 5,563	224.9%
100 E 641000 220 101 000	SOCIAL SECURITY - JBE	\$ 8,964	\$ 9,478	\$ 514	5.7%
100 E 641000 220 102 000	SOCIAL SECURITY - SLE	\$ 8,163	\$ 8,382	\$ 219	2.7%
100 E 641000 220 103 000	SOCIAL SECURITY -AE	\$ 8,374	\$ 8,647	\$ 273	3.3%
100 E 641000 220 104 000	SOCIAL SECURITY - BKE	\$ 8,237	\$ 8,456	\$ 219	2.7%
100 E 641000 220 105 000	SOCIAL SECURITY - GE	\$ 8,569	\$ 8,930	\$ 361	4.2%
100 E 641000 220 106 000	SOCIAL SECURITY - TLE	\$ 8,505	\$ 8,958	\$ 453	5.3%
100 E 641000 220 201 000	SOCIAL SECURITY - JHS	\$ 9,774	\$ 10,235	\$ 461	4.7%
100 E 641000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 9,323	\$ 8,989	\$ (334)	-3.6%
100 E 641000 220 301 000	SOCIAL SECURITY - SHS	\$ 25,609	\$ 26,273	\$ 664	2.6%
100 E 641000 220 401 000	SOCIAL SECURITY - TLHS	\$ 18,298	\$ 19,557	\$ 1,259	6.9%
100 E 641000 220 491 000	SOCIAL SECURITY - MVHS	\$ 1,822	\$ 5,432	\$ 3,610	198.1%
100 E 641000 230 101 000	LIFE INSURANCE - JBE	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 102 000	LIFE INSURANCE - SLE	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 103 000	LIFE INSURANCE - AE	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 104 000	LIFE INSURANCE - BKE	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 105 000	LIFE INSURANCE - GE	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 106 000	LIFE INSURANCE - TLE	\$ 75	\$ 75	\$ -	0.0%
100 E 641000 230 201 000	LIFE INSURANCE - JHS	\$ 100	\$ 100	\$ -	0.0%
100 E 641000 230 202 000	LIFE INSURANCE - TLJHS	\$ 75	\$ 75	\$ -	0.0%
100 E 641000 230 301 000	LIFE INSURANCE - SHS	\$ 175	\$ 175	\$ -	0.0%
100 E 641000 230 401 000	LIFE INSURANCE - TLHS	\$ 150	\$ 150	\$ -	0.0%
100 E 641000 230 491 000	LIFE INSURANCE - MVHS	\$ 50	\$ 50	\$ -	0.0%
100 E 641000 240 101 000	HEALTH INSURANCE - JBE	\$ 8,914	\$ 9,627	\$ 713	8.0%
100 E 641000 240 102 000	HEALTH INSURANCE - SLE	\$ 8,914	\$ 9,627	\$ 713	8.0%
100 E 641000 240 103 000	HEALTH INSURANCE - AE	\$ 8,914	\$ 9,627	\$ 713	8.0%
100 E 641000 240 104 000	HEALTH INSURANCE - BKE	\$ 8,914	\$ 9,627	\$ 713	8.0%
100 E 641000 240 105 000	HEALTH INSURANCE - GE	\$ 8,914	\$ 9,267	\$ 353	4.0%
100 E 641000 240 106 000	HEALTH INSURANCE - TLE	\$ 8,798	\$ 9,502	\$ 704	8.0%
100 E 641000 240 201 000	HEALTH INSURANCE - JHS	\$ 17,828	\$ 19,254	\$ 1,426	8.0%
100 E 641000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 11,143	\$ 12,034	\$ 891	8.0%

100 E 641000 240 301 000	HEALTH INSURANCE - SHS	\$ 20,057	\$ 21,662	\$ 1,605	8.0%
100 E 641000 240 401 000	HEALTH INSURANCE - TLHS	\$ 20,057	\$ 21,662	\$ 1,605	8.0%
100 E 641000 240 491 000	HEALTH INSURANCE - MVHS	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 641000 270 101 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 600	\$ 100	20.0%
100 E 641000 270 102 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 550	\$ 50	10.0%
100 E 641000 270 103 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 550	\$ 50	10.0%
100 E 641000 270 104 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 550	\$ 50	10.0%
100 E 641000 270 105 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 500	\$ 550	\$ 50	10.0%
100 E 641000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 500	\$ 550	\$ 50	10.0%
100 E 641000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 600	\$ 650	\$ 50	8.3%
100 E 641000 270 202 000	WORKMAN'S COMPENSATION INSURANCE	\$ 550	\$ 600	\$ 50	9.1%
100 E 641000 270 301 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,450	\$ 1,750	\$ 300	20.7%
100 E 641000 270 401 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,025	\$ 1,200	\$ 175	17.1%
100 E 641000 270 491 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 175	\$ 150	\$ (25)	-14.3%
100 E 641000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 1,348	\$ 1,088	\$ (260)	-19.3%
100 E 641000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 1,227	\$ 1,027	\$ (200)	-16.3%
100 E 641000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 1,259	\$ 1,071	\$ (188)	-14.9%
100 E 641000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 1,238	\$ 1,022	\$ (216)	-17.4%
100 E 641000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 1,288	\$ 1,387	\$ 99	7.7%
100 E 641000 280 106 000	SICK LEAVE RETIRE - TLE	\$ 1,279	\$ 1,300	\$ 21	1.6%
100 E 641000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 1,469	\$ 1,085	\$ (384)	-26.1%
100 E 641000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 1,401	\$ 966	\$ (435)	-31.0%
100 E 641000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 3,850	\$ 3,110	\$ (740)	-19.2%
100 E 641000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 2,751	\$ 2,318	\$ (433)	-15.7%
100 E 641000 280 491 000	SICK LEAVE RETIREMENT PAYMENTS - AH	\$ 274	\$ 588	\$ 314	114.6%
100 E 641000 380 101 000	TRAVEL - JBE	\$ 400	\$ 500	\$ 100	25.0%
100 E 641000 380 102 000	TRAVEL - SLE	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 103 000	TRAVEL - AE	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 104 000	TRAVEL - BKE	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 105 000	TRAVEL - GE	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 106 000	TRAVEL - TLE	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 201 000	TRAVEL - JHS	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 202 000	TRAVEL - TLJHS	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 380 301 000	TRAVEL - SHS	\$ 1,500	\$ 1,500	\$ -	0.0%
100 E 641000 380 401 000	TRAVEL - TLHS	\$ 1,500	\$ 1,500	\$ -	0.0%
100 E 641000 380 491 000	TRAVEL - MVHS	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 390 000 000	OTHER PURCHASED SERVICES	\$ 17,500	\$ 17,500	\$ -	0.0%
100 E 641000 410 101 000	OFFICE SUPPLIES - JBE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 102 000	OFFICE SUPPLIES - SLE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 103 000	OFFICE SUPPLIES - AE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 104 000	OFFICE SUPPLIES - BKE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 105 000	OFFICE SUPPLIES - GE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 106 000	OFFICE SUPPLIES - TLE	\$ 850	\$ 850	\$ -	0.0%
100 E 641000 410 201 000	OFFICE SUPPLIES - JHS	\$ 1,500	\$ 1,500	\$ -	0.0%
100 E 641000 410 202 000	OFFICE SUPPLIES - TLJHS	\$ 1,000	\$ 1,000	\$ -	0.0%
100 E 641000 410 301 000	OFFICE SUPPLIES - SHS	\$ 2,750	\$ 2,750	\$ -	0.0%
100 E 641000 410 401 000	OFFICE SUPPLIES - TLHS	\$ 2,250	\$ 2,250	\$ -	0.0%
100 E 641000 410 491 000	OFFICE SUPPLIES - MVHS	\$ 500	\$ 500	\$ -	0.0%
100 E 641000 415 101 000	POSTAGE - JBE	\$ 635	\$ 500	\$ (135)	-21.3%
100 E 641000 415 102 000	POSTAGE - SLE	\$ 564	\$ 500	\$ (64)	-11.3%
100 E 641000 415 103 000	POSTAGE - AE	\$ 564	\$ 500	\$ (64)	-11.3%
100 E 641000 415 104 000	POSTAGE - BKE	\$ 635	\$ 500	\$ (135)	-21.3%
100 E 641000 415 105 000	POSTAGE - GE	\$ 635	\$ 500	\$ (135)	-21.3%
100 E 641000 415 106 000	POSTAGE - TLE	\$ 564	\$ 500	\$ (64)	-11.3%
100 E 641000 415 201 000	POSTAGE - LJH	\$ 2,470	\$ 1,500	\$ (970)	-39.3%
100 E 641000 415 202 000	POSTAGE - TJH	\$ 1,588	\$ 1,000	\$ (588)	-37.0%
100 E 641000 415 301 000	POSTAGE - LHS	\$ 3,000	\$ 3,000	\$ -	0.0%
100 E 641000 415 401 000	POSTAGE - THS	\$ 3,000	\$ 2,500	\$ (500)	-16.7%
100 E 641000 415 491 000	POSTAGE - MVHS	\$ 550	\$ 500	\$ (50)	-9.1%
100 E 651000 115 000 000	SALARIES - CLASSIFIED	\$ 215,000	\$ 220,000	\$ 5,000	2.3%
100 E 651000 210 000 000	RETIREMENT	\$ 22,339	\$ 24,500	\$ 2,161	9.7%
100 E 651000 220 000 000	SOCIAL SECURITY	\$ 16,448	\$ 16,500	\$ 52	0.3%
100 E 651000 230 000 000	LIFE INSURANCE	\$ 150	\$ 125	\$ (25)	-16.7%
100 E 651000 240 000 000	HEALTH INSURANCE	\$ 19,500	\$ 21,060	\$ 1,560	8.0%
100 E 651000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 900	\$ 1,000	\$ 100	11.1%
100 E 651000 280 000 000	SICK LEAVE RETIREMENT INSURANC	\$ 2,250	\$ 2,250	\$ -	0.0%
100 E 651000 380 000 000	TRAVEL	\$ 2,500	\$ 2,500	\$ -	0.0%
100 E 651000 410 000 000	SUPPLIES	\$ 250	\$ 250	\$ -	0.0%
100 E 656000 100 000 000	CERTIFIED SALARIES	\$ 40,850	\$ -	\$ (40,850)	-100.0%
100 E 656000 115 000 000	SALARIES - CLASSIFIED	\$ 92,200	\$ 102,500	\$ 10,300	11.2%
100 E 656000 210 000 000	RETIREMENT	\$ 13,824	\$ 11,950	\$ (1,874)	-13.6%
100 E 656000 220 000 000	SOCIAL SECURITY	\$ 10,178	\$ 8,050	\$ (2,128)	-20.9%

100 E 656000 230 000 000	LIFE INSURANCE	\$ 70	\$ 60	\$ (10)	-14.3%
100 E 656000 240 000 000	HEALTH INSURANCE	\$ 12,500	\$ 9,660	\$ (2,840)	-22.7%
100 E 656000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 450	\$ 750	\$ 300	66.7%
100 E 656000 280 000 000	SICK LEAVE RETIREMENT	\$ 984	\$ 1,000	\$ 16	1.6%
100 E 656000 300 000 000	PURCHASED SERVICES	\$ 20,000	\$ 10,000	\$ (10,000)	-50.0%
100 E 656000 380 000 000	TRAVEL	\$ 1,500	\$ 750	\$ (750)	-50.0%
100 E 656000 410 000 000	SUPPLIES	\$ 4,000	\$ 10,000	\$ 6,000	150.0%
100 E 656000 460 000 000	TECH SFTWARE,LIC,SUPP	\$ 25,000	\$ 20,000	\$ (5,000)	-20.0%
100 E 661000 115 001 000	CUSTODIAN SALARIES - DO	\$ 3,675	\$ 3,500	\$ (175)	-4.8%
100 E 661000 115 101 000	CUSTODIAN SALARIES - JBE	\$ 47,500	\$ 48,783	\$ 1,283	2.7%
100 E 661000 115 102 000	CUSTODIAN SALARIES - SLE	\$ 47,500	\$ 47,362	\$ (138)	-0.3%
100 E 661000 115 103 000	CUSTODIAN SALARIES - AE	\$ 47,500	\$ 46,392	\$ (1,108)	-2.3%
100 E 661000 115 104 000	CUSTODIAN SALARIES - BKE	\$ 57,500	\$ 54,577	\$ (2,923)	-5.1%
100 E 661000 115 105 000	CUSTODIAN SALARIES - GE	\$ 52,500	\$ 49,093	\$ (3,407)	-6.5%
100 E 661000 115 106 000	CUSTODIAN SALARIES - TLE	\$ 52,500	\$ 46,500	\$ (6,000)	-11.4%
100 E 661000 115 201 000	CUSTODIAN SALARIES - JHS	\$ 62,500	\$ 56,756	\$ (5,744)	-9.2%
100 E 661000 115 202 000	CUSTODIAL SALARIES - TLJHS	\$ 47,500	\$ 44,137	\$ (3,363)	-7.1%
100 E 661000 115 301 000	CUSTODIAN SALARIES - SHS	\$ 87,500	\$ 81,702	\$ (5,798)	-6.6%
100 E 661000 115 401 000	CUSTODIAN SALARIES - TLHS	\$ 75,000	\$ 73,072	\$ (1,928)	-2.6%
100 E 661000 115 491 000	CUSTODIAN SALARIES - MVHS	\$ 6,750	\$ 5,200	\$ (1,550)	-23.0%
100 E 661000 165 000 000	CUSTODIAN SUB SALARIES	\$ 15,000	\$ 15,500	\$ 500	3.3%
100 E 661000 210 000 000	RETIREMENT	\$ 1,881	\$ 2,000	\$ 119	6.3%
100 E 661000 210 001 000	RETIREMENT - DO	\$ -	\$ 350	\$ 350	#DIV/0!
100 E 661000 210 101 000	RETIREMENT - JBE	\$ 4,935	\$ 5,522	\$ 587	11.9%
100 E 661000 210 102 000	RETIREMENT - SLE	\$ 4,935	\$ 5,361	\$ 426	8.6%
100 E 661000 210 103 000	RETIREMENT - AE	\$ 4,935	\$ 5,252	\$ 317	6.4%
100 E 661000 210 104 000	RETIREMENT - BKE	\$ 5,974	\$ 6,178	\$ 204	3.4%
100 E 661000 210 105 000	RETIREMENT - GE	\$ 5,455	\$ 5,557	\$ 102	1.9%
100 E 661000 210 106 000	RETIREMENT - TLE	\$ 5,455	\$ 5,264	\$ (191)	-3.5%
100 E 661000 210 201 000	RETIREMENT - JHS	\$ 6,494	\$ 6,425	\$ (69)	-1.1%
100 E 661000 210 202 000	RETIREMENT - TLJHS	\$ 4,935	\$ 4,996	\$ 61	1.2%
100 E 661000 210 301 000	RETIREMENT - SHS	\$ 9,091	\$ 9,249	\$ 158	1.7%
100 E 661000 210 401 000	RETIREMENT - TLHS	\$ 7,793	\$ 8,272	\$ 479	6.1%
100 E 661000 210 491 000	RETIREMENT - MVHS	\$ 644	\$ 589	\$ (55)	-8.5%
100 E 661000 220 000 000	SOCIAL SECURITY	\$ 1,339	\$ 1,450	\$ 111	8.3%
100 E 661000 220 101 000	SOCIAL SECURITY - JBE	\$ 3,634	\$ 3,732	\$ 98	2.7%
100 E 661000 220 102 000	SOCIAL SECURITY - SLE	\$ 3,634	\$ 3,623	\$ (11)	-0.3%
100 E 661000 220 103 000	SOCIAL SECURITY - AE	\$ 3,634	\$ 3,549	\$ (85)	-2.3%
100 E 661000 220 104 000	SOCIAL SECURITY - BKE	\$ 4,399	\$ 4,175	\$ (224)	-5.1%
100 E 661000 220 105 000	SOCIAL SECURITY - GE	\$ 4,016	\$ 3,756	\$ (260)	-6.5%
100 E 661000 220 106 000	SOCIAL SECURITY - TLE	\$ 4,016	\$ 3,557	\$ (459)	-11.4%
100 E 661000 220 201 000	SOCIAL SECURITY - JHS	\$ 4,781	\$ 4,342	\$ (439)	-9.2%
100 E 661000 220 202 000	SOCIAL SECURITY - TLJHS	\$ 3,634	\$ 3,376	\$ (258)	-7.1%
100 E 661000 220 301 000	SOCIAL SECURITY - SHS	\$ 6,694	\$ 6,250	\$ (444)	-6.6%
100 E 661000 220 401 000	SOCIAL SECURITY - TLHS	\$ 5,738	\$ 5,590	\$ (148)	-2.6%
100 E 661000 220 491 000	SOCIAL SECURITY - MVHS	\$ 516	\$ 398	\$ (118)	-22.9%
100 E 661000 230 101 000	LIFE INSURANCE - JBE	\$ 70	\$ 70	\$ -	0.0%
100 E 661000 230 102 000	LIFE INSURANCE - SLE	\$ 35	\$ 35	\$ -	0.0%
100 E 661000 230 103 000	LIFE INSURANCE - AE	\$ 70	\$ 70	\$ -	0.0%
100 E 661000 230 104 000	LIFE INSURANCE - BKE	\$ 125	\$ 125	\$ -	0.0%
100 E 661000 230 105 000	LIFE INSURANCE - GE	\$ 95	\$ 95	\$ -	0.0%
100 E 661000 230 106 000	LIFE INSURANCE - TLE	\$ 90	\$ 90	\$ -	0.0%
100 E 661000 230 201 000	LIFE INSURANCE - JHS	\$ 150	\$ 150	\$ -	0.0%
100 E 661000 230 202 000	LIFE INSURANCE - TLJHS	\$ 100	\$ 100	\$ -	0.0%
100 E 661000 230 301 000	LIFE INSURANCE - SHS	\$ 225	\$ 225	\$ -	0.0%
100 E 661000 230 401 000	LIFE INSURANCE - TLHS	\$ 200	\$ 200	\$ -	0.0%
100 E 661000 240 101 000	HEALTH INSURANCE - JBE	\$ 1,500	\$ 1,620	\$ 120	8.0%
100 E 661000 240 102 000	HEALTH INSURANCE - SLE	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 661000 240 103 000	HEALTH INSURANCE - AE	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 661000 240 104 000	HEALTH INSURANCE - BKE	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 661000 240 105 000	HEALTH INSURANCE - GE	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 661000 240 106 000	HEALTH INSURANCE - TLE	\$ 4,500	\$ 4,860	\$ 360	8.0%
100 E 661000 240 201 000	HEALTH INSURANCE - JHS	\$ 3,750	\$ 4,050	\$ 300	8.0%
100 E 661000 240 202 000	HEALTH INSURANCE - TLJHS	\$ 4,750	\$ 5,130	\$ 380	8.0%
100 E 661000 240 301 000	HEALTH INSURANCE - SHS	\$ 4,000	\$ 4,320	\$ 320	8.0%
100 E 661000 240 401 000	HEALTH INSURANCE - TLHS	\$ 4,750	\$ 5,130	\$ 380	8.0%
100 E 661000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 650	\$ 750	\$ 100	15.4%
100 E 661000 270 001 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 150	\$ 175	\$ 25	16.7%
100 E 661000 270 101 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,650	\$ 2,200	\$ 550	33.3%
100 E 661000 270 102 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,550	\$ 2,200	\$ 650	41.9%
100 E 661000 270 103 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,600	\$ 2,200	\$ 600	37.5%
100 E 661000 270 104 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,650	\$ 2,750	\$ 1,100	66.7%

100 E 661000 270 105 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 1,650	\$ 2,500	\$ 850	51.5%
100 E 661000 270 106 000	WORKMAN'S COMP INS - TLE	\$ 1,500	\$ 2,500	\$ 1,000	66.7%
100 E 661000 270 201 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 2,150	\$ 2,850	\$ 700	32.6%
100 E 661000 270 202 000	WORKMAN'S COMPENSATION INSURANCE	\$ 1,650	\$ 2,250	\$ 600	36.4%
100 E 661000 270 301 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 3,150	\$ 4,000	\$ 850	27.0%
100 E 661000 270 401 000	WORKMAN'S COMPENSATION INSURANCE -	\$ 2,650	\$ 2,750	\$ 100	3.8%
100 E 661000 270 491 000	WORKEMAN'S COMPENSATION INSURANCE -	\$ 260	\$ 325	\$ 65	25.0%
100 E 661000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 200	\$ 100	\$ (100)	-50.0%
100 E 661000 280 101 000	SICK LEAVE RETIREMENT PAYMENTS - JB	\$ 546	\$ 561	\$ 15	2.7%
100 E 661000 280 102 000	SICK LEAVE RETIREMENT PAYMENTS - SL	\$ 546	\$ 545	\$ (1)	-0.2%
100 E 661000 280 103 000	SICK LEAVE RETIREMENT PAYMENTS - AE	\$ 546	\$ 534	\$ (12)	-2.2%
100 E 661000 280 104 000	SICK LEAVE RETIREMENT PAYMENTS - BK	\$ 661	\$ 628	\$ (33)	-5.0%
100 E 661000 280 105 000	SICK LEAVE RETIREMENT PAYMENTS - GE	\$ 604	\$ 565	\$ (39)	-6.5%
100 E 661000 280 106 000	SICK LEAVE RETIRE - TLE	\$ 500	\$ 535	\$ 35	7.0%
100 E 661000 280 201 000	SICK LEAVE RETIREMENT PAYMENTS - JH	\$ 719	\$ 653	\$ (66)	-9.2%
100 E 661000 280 202 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 546	\$ 508	\$ (38)	-7.0%
100 E 661000 280 301 000	SICK LEAVE RETIREMENT PAYMENTS - SH	\$ 1,006	\$ 940	\$ (66)	-6.6%
100 E 661000 280 401 000	SICK LEAVE RETIREMENT PAYMENTS - TL	\$ 863	\$ 840	\$ (23)	-2.7%
100 E 661000 280 491 000	SICK LEAVE RETIREMENT PAYMENTS - AH	\$ 78	\$ 60	\$ (18)	-23.1%
100 E 661000 320 000 000	CONTRACTED SERVICES	\$ 500	\$ 2,250	\$ 1,750	350.0%
100 E 661000 330 001 000	TELEPHONE - DO	\$ 10,000	\$ 42,500	\$ 32,500	325.0%
100 E 661000 330 002 000	TELEPHONE - BUS GARAGE	\$ 2,000	\$ -	\$ (2,000)	-100.0%
100 E 661000 330 003 000	TELEPHONE - MAINTENANCE	\$ 2,500	\$ -	\$ (2,500)	-100.0%
100 E 661000 330 011 000	T1 (INTERNET) LINE	\$ 65,000	\$ 65,000	\$ -	0.0%
100 E 661000 330 101 000	TELEPHONE - JBE	\$ 2,000	\$ -	\$ (2,000)	-100.0%
100 E 661000 330 102 000	TELEPHONE - SLE	\$ 1,800	\$ -	\$ (1,800)	-100.0%
100 E 661000 330 103 000	TELEPHONE - AE	\$ 3,750	\$ -	\$ (3,750)	-100.0%
100 E 661000 330 104 000	TELEPHONE - BKE	\$ 2,000	\$ -	\$ (2,000)	-100.0%
100 E 661000 330 105 000	TELEPHONE - GE	\$ 2,000	\$ -	\$ (2,000)	-100.0%
100 E 661000 330 106 000	TELEPHONE - TLE	\$ 3,500	\$ -	\$ (3,500)	-100.0%
100 E 661000 330 201 000	TELEPHONE - JHS	\$ 4,000	\$ -	\$ (4,000)	-100.0%
100 E 661000 330 202 000	TELEPHONE - TLJHS	\$ 7,000	\$ -	\$ (7,000)	-100.0%
100 E 661000 330 301 000	TELEPHONE - SHS	\$ 4,300	\$ -	\$ (4,300)	-100.0%
100 E 661000 330 401 000	TELEPHONE - TLHS	\$ 6,000	\$ -	\$ (6,000)	-100.0%
100 E 661000 330 491 000	TELEPHONE - MVHS	\$ 2,500	\$ -	\$ (2,500)	-100.0%
100 E 661000 331 001 000	WATER - ADMINISTRATION	\$ 350	\$ 350	\$ -	0.0%
100 E 661000 331 002 000	WATER - BUS GARAGE	\$ 400	\$ 350	\$ (50)	-12.5%
100 E 661000 331 005 000	WATER - SOCCER FIELD	\$ 500	\$ 350	\$ (150)	-30.0%
100 E 661000 331 007 000	WATER - SHS IRRIGATION	\$ 2,500	\$ 1,000	\$ (1,500)	-60.0%
100 E 661000 331 008 000	WATER - SHS FIELD	\$ 1,500	\$ 1,500	\$ -	0.0%
100 E 661000 331 009 000	WATER - TLHS FIELD	\$ 2,500	\$ 1,000	\$ (1,500)	-60.0%
100 E 661000 331 010 000	WATER - TLJHS FIELD	\$ 5,500	\$ 4,000	\$ (1,500)	-27.3%
100 E 661000 331 013 000	WATER - JHS FIELD	\$ 1,500	\$ 1,000	\$ (500)	-33.3%
100 E 661000 331 101 000	WATER - JBE	\$ 1,250	\$ 1,250	\$ -	0.0%
100 E 661000 331 102 000	WATER - SLE	\$ 2,000	\$ 2,000	\$ -	0.0%
100 E 661000 331 103 000	WATER - AE	\$ 1,250	\$ 1,000	\$ (250)	-20.0%
100 E 661000 331 104 000	WATER - BKE	\$ 4,500	\$ 4,000	\$ (500)	-11.1%
100 E 661000 331 105 000	WATER - GE	\$ 4,500	\$ 5,250	\$ 750	16.7%
100 E 661000 331 106 000	WATER - TLE	\$ 7,000	\$ 7,000	\$ -	0.0%
100 E 661000 331 201 000	WATER - JHS	\$ 1,500	\$ 1,000	\$ (500)	-33.3%
100 E 661000 331 202 000	WATER - TLJHS	\$ 750	\$ 500	\$ (250)	-33.3%
100 E 661000 331 301 000	WATER - SHS	\$ 250	\$ 750	\$ 500	200.0%
100 E 661000 331 401 000	WATER - TLHS	\$ 1,500	\$ 750	\$ (750)	-50.0%
100 E 661000 331 491 000	WATER - AHS	\$ 1,000	\$ 750	\$ (250)	-25.0%
100 E 661000 332 001 000	ELECTRICITY -DO	\$ 6,500	\$ 6,500	\$ -	0.0%
100 E 661000 332 002 000	ELECTRICITY - BUS GARAGE	\$ 15,000	\$ 12,500	\$ (2,500)	-16.7%
100 E 661000 332 003 000	ELECTRICITY - MAINTENANCE SHOP	\$ 3,000	\$ 3,500	\$ 500	16.7%
100 E 661000 332 101 000	ELECTRICITY - JBE	\$ 35,000	\$ 35,000	\$ -	0.0%
100 E 661000 332 102 000	ELECTRICITY - SLE	\$ 32,500	\$ 32,500	\$ -	0.0%
100 E 661000 332 103 000	ELECTRICITY - AE	\$ 25,000	\$ 25,000	\$ -	0.0%
100 E 661000 332 104 000	ELECTRICITY - BKE	\$ 17,500	\$ 17,500	\$ -	0.0%
100 E 661000 332 105 000	ELECTRICITY - GE	\$ 21,000	\$ 17,500	\$ (3,500)	-16.7%
100 E 661000 332 106 000	ELECTRICITY - TLE	\$ 29,500	\$ 31,500	\$ 2,000	6.8%
100 E 661000 332 201 000	ELECTRICITY - JHS	\$ 42,000	\$ 37,500	\$ (4,500)	-10.7%
100 E 661000 332 202 000	ELECTRICITY - TLJHS	\$ 37,100	\$ 39,500	\$ 2,400	6.5%
100 E 661000 332 301 000	ELECTRICITY - SHS	\$ 62,500	\$ 60,000	\$ (2,500)	-4.0%
100 E 661000 332 401 000	ELECTRICITY - TLHS	\$ 85,000	\$ 85,000	\$ -	0.0%
100 E 661000 332 491 000	ELECTRICITY - MVHS	\$ 5,500	\$ 5,250	\$ (250)	-4.5%
100 E 661000 333 001 000	NATURAL GAS - DO	\$ 1,200	\$ 1,200	\$ -	0.0%
100 E 661000 333 002 000	NATURAL GAS - BUS GARAGE	\$ 3,500	\$ 3,000	\$ (500)	-14.3%
100 E 661000 333 003 000	NATURAL GAS - MAINTENANCE SHOP	\$ 700	\$ 700	\$ -	0.0%
100 E 661000 333 101 000	NATURAL GAS - JBE	\$ 10,000	\$ 10,000	\$ -	0.0%

100 E 661000 333 103 000	NATURAL GAS - AE	\$ 4,000	\$ 3,500	\$ (500)	-12.5%
100 E 661000 333 104 000	NATURAL GAS - BKE	\$ 10,000	\$ 7,500	\$ (2,500)	-25.0%
100 E 661000 333 105 000	NATURAL GAS - GE	\$ 5,000	\$ 5,000	\$ -	0.0%
100 E 661000 333 106 000	NATURAL GAS - TLE	\$ 12,500	\$ 12,500	\$ -	0.0%
100 E 661000 333 201 000	NATURAL GAS - JHS	\$ 8,500	\$ 8,500	\$ -	0.0%
100 E 661000 333 202 000	NATURAL GAS - TLJHS	\$ 20,000	\$ 21,500	\$ 1,500	7.5%
100 E 661000 333 301 000	NATURAL GAS - SHS	\$ 30,000	\$ 27,500	\$ (2,500)	-8.3%
100 E 661000 333 401 000	NATURAL GAS - TLHS	\$ 30,000	\$ 25,000	\$ (5,000)	-16.7%
100 E 661000 333 491 000	NATURAL GAS - MVHS	\$ 7,500	\$ 7,500	\$ -	0.0%
100 E 661000 334 000 000	GARBAGE FEE	\$ 9,000	\$ -	\$ (9,000)	-100.0%
100 E 661000 335 080 000	SEWER - RATHDRUM	\$ 18,000	\$ 16,500	\$ (1,500)	-8.3%
100 E 661000 335 090 000	SEWER - SPIRIT LAKE	\$ 6,000	\$ 5,000	\$ (1,000)	-16.7%
100 E 661000 335 095 000	SEWER-T/L INVSTMNTS SEWER	\$ 6,500	\$ 6,500	\$ -	0.0%
100 E 661000 410 000 000	CUSTODIAL SUPPLIES	\$ 60,000	\$ 60,000	\$ -	0.0%
100 E 661000 710 000 000	PROPERTY & LIABILITY INSURANCE	\$ 62,500	\$ 75,000	\$ 12,500	20.0%
100 E 663000 115 000 000	SALARIES - CLASSIFIED	\$ 37,770	\$ 37,500	\$ (270)	-0.7%
100 E 663000 210 000 000	RETIREMENT	\$ 3,924	\$ -	\$ (3,924)	-100.0%
100 E 663000 220 000 000	SOCIAL SECURITY	\$ 2,889	\$ -	\$ (2,889)	-100.0%
100 E 663000 230 000 000	LIFE INSURANCE	\$ 45	\$ -	\$ (45)	-100.0%
100 E 663000 240 000 000	HEALTH INSURANCE	\$ 4,250	\$ 4,590	\$ 340	8.0%
100 E 663000 270 000 000	WORKMAN'S COMPENSATION INSURAN	\$ 1,350	\$ -	\$ (1,350)	-100.0%
100 E 663000 280 000 000	SICK LEAVE RETIREMENT	\$ 434	\$ -	\$ (434)	-100.0%
100 E 663000 328 000 000	CONTRACTED SERVICES - GROUNDS	\$ 5,000	\$ 11,500	\$ 6,500	130.0%
100 E 663000 410 000 000	SUPPLIES	\$ 27,500	\$ 32,500	\$ 5,000	18.2%
100 E 664000 115 000 000	SALARIES - MAINTENANCE	\$ 381,615	\$ 315,000	\$ (66,615)	-17.5%
100 E 664000 115 000 330	TEMPORARY SUMMER HELP	\$ -	\$ 80,000	\$ 80,000	#DIV/0!
100 E 664000 210 000 000	RETIREMENT	\$ 39,650	\$ 35,658	\$ (3,992)	-10.1%
100 E 664000 210 000 330		\$ -	\$ 4,000	\$ 4,000	#DIV/0!
100 E 664000 220 000 000	SOCIAL SECURITY	\$ 29,194	\$ 24,098	\$ (5,096)	-17.5%
100 E 664000 220 000 330		\$ -	\$ 6,120	\$ 6,120	#DIV/0!
100 E 664000 230 000 000	LIFE INSURANCE	\$ 450	\$ 450	\$ -	0.0%
100 E 664000 240 000 000	HEALTH INSURANCE	\$ 35,000	\$ 32,500	\$ (2,500)	-7.1%
100 E 664000 270 000 000	WORKMAN'S COMPENSATION INSURANCE	\$ 15,000	\$ 17,500	\$ 2,500	16.7%
100 E 664000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 4,389	\$ -	\$ (4,389)	-100.0%
100 E 664000 325 000 000	CONTRACTED SERVICES - BUILDINGS	\$ 35,000	\$ 35,000	\$ -	0.0%
100 E 664000 326 000 000	CONTRACTED SERVICES - INSTR. EQUIPM	\$ 60,000	\$ 60,000	\$ -	0.0%
100 E 664000 327 000 000	CONTRACTED SERVICES - NON-INSTR. E	\$ 6,000	\$ 9,500	\$ 3,500	58.3%
100 E 664000 328 000 000	CONTRACTED SERVICES - GROUNDS	\$ -	\$ 4,250	\$ 4,250	#DIV/0!
100 E 664000 380 000 000	TRAVEL	\$ 1,500	\$ 5,500	\$ 4,000	266.7%
100 E 664000 410 000 000	SUPPLIES - MAINTENANCE	\$ 100,000	\$ 100,000	\$ -	0.0%
100 E 681000 115 000 000	SALARIES	\$ 875,000	\$ 930,000	\$ 55,000	6.3%
100 E 681000 165 000 000	TRANSPORTATION SUB SALARIES	\$ 22,500	\$ 25,000	\$ 2,500	11.1%
100 E 681000 210 000 000	RETIREMENT	\$ 62,500	\$ 62,500	\$ -	0.0%
100 E 681000 220 000 000	SOCIAL SECURITY	\$ 66,938	\$ 73,058	\$ 6,120	9.1%
100 E 681000 230 000 000	LIFE INSURANCE	\$ 1,175	\$ 1,200	\$ 25	2.1%
100 E 681000 240 000 000	HEALTH INSURANCE	\$ 58,000	\$ 58,500	\$ 500	0.9%
100 E 681000 260 000 050	PHYSICALS	\$ 2,500	\$ 1,750	\$ (750)	-30.0%
100 E 681000 260 000 300	LICENSES - NON-REIMBURSABLE	\$ 750	\$ 500	\$ (250)	-33.3%
100 E 681000 270 000 000	WORKMAN'S COMPENSATION INSURANCE	\$ 42,500	\$ 51,500	\$ 9,000	21.2%
100 E 681000 280 000 000	SICK LEAVE RETIREMENT PAYMENTS	\$ 7,500	\$ 10,695	\$ 3,195	42.6%
100 E 681000 341 000 050	DRUG TESTING	\$ 2,500	\$ 2,250	\$ (250)	-10.0%
100 E 681000 342 000 000	CONTRACTED SERVICES	\$ 250	\$ -	\$ (250)	-100.0%
100 E 681000 342 000 085	CNTRCTD REPAIRS/SERV 85	\$ 8,500	\$ 10,500	\$ 2,000	23.5%
100 E 681000 342 000 300	CONTRACTED SERV NON-REIMB	\$ 500	\$ 12,000	\$ 11,500	2300.0%
100 E 681000 343 000 000	IN-LIEU OF TRANSPORTATION	\$ 3,000	\$ 2,000	\$ (1,000)	-33.3%
100 E 681000 344 000 050	LAUNDRY 50	\$ 3,500	\$ 2,750	\$ (750)	-21.4%
100 E 681000 345 000 085	ASSESSMENT FEE 85	\$ 6,000	\$ 6,000	\$ -	0.0%
100 E 681000 350 000 085	RADIO DISPATCH	\$ -	\$ 19,200	\$ 19,200	#DIV/0!
100 E 681000 380 000 085	TRAVEL 85	\$ 3,500	\$ 1,500	\$ (2,000)	-57.1%
100 E 681000 380 000 300	TRAVEL (NON REIMBURSABLE)	\$ 5,000	\$ 2,750	\$ (2,250)	-45.0%
100 E 681000 420 000 050	FUEL 50	\$ 371,505	\$ 320,000	\$ (51,505)	-13.9%
100 E 681000 421 000 050	MATERIALS/PARTS 50	\$ 1,500	\$ 1,500	\$ -	0.0%
100 E 681000 421 000 085	MATERIALS/PARTS 85	\$ 65,000	\$ 65,000	\$ -	0.0%
100 E 681000 421 000 300	BUS SUPPLIES/PARTS NON-REIMB	\$ 500	\$ 500	\$ -	0.0%
100 E 681000 423 000 050	CLEANING 50	\$ 250	\$ 250	\$ -	0.0%
100 E 681000 425 000 085	HAND TOOLS 85	\$ 500	\$ 500	\$ -	0.0%
100 E 681000 425 000 300	HAND TOOLS - NON-REIMB	\$ 750	\$ 500	\$ (250)	-33.3%
100 E 681000 426 000 085	OILS/LUBRICANTS 85	\$ 7,500	\$ 8,000	\$ 500	6.7%
100 E 681000 427 000 050	OFFICE/TRAINING SUPP 50	\$ 250	\$ 250	\$ -	0.0%
100 E 681000 427 000 300	OFFICE SUPPLIES- NON REIMB	\$ 50	\$ 50	\$ -	0.0%
100 E 681000 710 000 000	TRANSPORTATION INSURANCE	\$ 15,000	\$ 11,500	\$ (3,500)	-23.3%
100 E 683000 115 000 000	MECHANICS' SALARIES	\$ 3,750	\$ 3,750	\$ -	0.0%

100 E 683000 270 000 000	WORKMAN'S COMPENSATION INSURANCE	\$ 175	\$ 200	\$ 25	14.3%
100 E 683000 320 000 000	CONTRACTED SERVICES	\$ 12,500	\$ 10,000	\$ (2,500)	-20.0%
100 E 683000 420 000 000	FUEL AND LUBRICANTS	\$ 250	\$ 250	\$ -	0.0%
100 E 683000 421 000 000	PARTS	\$ 11,000	\$ 10,962	\$ (38)	-0.3%
100 E 683000 720 000 000	INSURANCE - DISTRICT VEHICLES	\$ 6,500	\$ 10,500	\$ 4,000	61.5%
100 E 920000 810 000 000	INTERFUND TRANSFERS	\$ 245,000	\$ 280,000	\$ 35,000	14.3%
100 E 950000 850 000 000	CONTINGENCY RESERVE	\$ 141,500	\$ 85,000	\$ (56,500)	-39.9%
	Total	\$ 23,757,299	\$ 24,090,411	\$ 333,112	1.4%

**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
SPECIAL BOARD MEETING, MAY 30, 2013**



5:00 p.m. Special Meeting

LAKELAND JOINT SCHOOL DISTRICT NO. 272

Meeting Location
Lakeland High School
7006 W Highway 53
Rathdrum, ID 83858

BOARD MEMBERS PRESENT

Chairman Larry Brown (Zone 5)
Trustee Kyle Olmstead (Zone 1)
Trustee John Shaffer (Zone 2)

Trustee Tim Skubitz (Zone 3)
Trustee Brian Wallace (Zone 4) (ABSENT)

ADMINISTRATION PRESENT

Superintendent Dr. Mary Ann Ranells
Director of Business Tom Taggart
(1st portion of meeting)
Clerk Brook Cunningham

A. **Call to Order 5:00 p.m.**

Chairman Brown called the meeting to order at 5:00 p.m.

B. **Welcome Visitors / Pledge of Allegiance 5:00 p.m.**

Chairman Brown gave welcome and led in the pledge.

Chairman Brown provided a handout for the minutes from the Lukaszewski Group.

C. **Approve Agenda**

Motion was made by TRUSTEE OLMSTEAD and seconded by TRUSTEE SHAFFER to approve the agenda as presented. Motion carried unanimously.

D. **Report and Presentation**

1. Danielle Quade, Hawley Troxell Ennis & Hawley LLP;
Eric Heringer, Seattle-Northwest Securities Corporation

Tom Taggart explained that by refinancing these bonds the District will save 6.93%. Tom Taggart re-introduced Danielle Quade. Eric Heringer was not present for this meeting. Danielle Quade provided handouts regarding the final result savings in which the District could see a total

**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
SPECIAL BOARD MEETING, MAY 30, 2013**

savings of \$610,879 over the lifetime of the bonds. The handout has been provided in these minutes along with the Bond Purchase Agreement, Official Statement, Escrow Agreement, and Reporting Agreement.

E. **Action Items**

1. Approve/deny the adoption of Bond Resolution (Series 2013 Refunding Bonds)

The Chairman introduced a resolution, the title of which was read in full and is as follows:

A Resolution authorizing the issuance and confirming the sale of \$8,490,000 General Obligation Refunding Bonds, Series 2013, of Joint School District No. 272 (Lakeland), Kootenai and Bonner Counties, State of Idaho, and providing for related matters.

A motion to adopt the foregoing Resolution was then duly made by Trustee SKUBITZ and duly seconded by Trustee OLMSTEAD, put to a vote and carried, the vote being as follows:

Those voting Yes:

Larry Brown
Kyle Olmstead
John Shaffer
Tim Skubitz

Those voting No:

Those abstaining:

Those absent: Brian Wallace

Thereupon, the Chairman declared said motion carried and said Resolution duly passed and was adopted. The Resolution was thereupon signed by the Chairman of the Board of Trustees in evidence of his approval and was attested by the Clerk of the Board and was ordered recorded in the records of the Board.

The Resolution contains within it the approval of the following documents in connection with the issuance of the District's refunding bonds (the "2013 Bonds"):

1. Bond Purchase Agreement dated May 30, 2013, between the Board and Seattle-Northwest Securities Corporation (the "Bond Purchase Agreement");
2. Preliminary Official Statement dated May 23, 2013, amendment thereto dated May 23, 2013, and Final Official Statement dated May 30, 2013 (collectively, the "Official Statement");

**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
SPECIAL BOARD MEETING, MAY 30, 2013**

3. The form of the Escrow Agreement to be entered into with Wells Fargo Bank, National Association, as escrow agent, with respect to the refunding of certain of the District's General Obligation Bonds, Series 2005, pursuant to the Resolution (the "Escrow Agreement");

4. Information Reporting Agreement to be dated the date of delivery of the 2013 Bonds between the District and Wells Fargo Bank, National Association, as disclosure agent (the "Reporting Agreement") in the form attached to the Official Statement.

The approval of the Bond Purchase Agreement, Official Statement, Escrow Agreement, and Reporting Agreement were duly noted, and copies of such documents, when available, were ordered to be placed on file in the District's administrative offices.

Chairman Brown called for a recess at 5:14 p.m. in order to sign documents.

Tom Taggart and Danielle Quade excused themselves from the meeting shortly thereafter.

F. **Board Workshop**

The Board Workshop began at 5:30 p.m. Jackie Hopper from ISBA presented the Superintendent Evaluation Workshop via IEN. A Powerpoint and handouts have been provided for these minutes.

G. **Adjournment**

The meeting adjourned at 7:24 p.m.

Attest:

Larry Brown, Chairman

Respectfully Submitted:

Brook A. Cunningham, Clerk

***THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013***

LAKELAND JOINT SCHOOL DISTRICT NO. 272

Meeting Location
Lakeland Joint School District Administrative Offices
15506 N Washington Street
Rathdrum, ID 83858



5:30 p.m. Executive Session

6:00 p.m. Regular Meeting

BOARD MEMBERS PRESENT

Chairman Larry Brown (Zone 5)
Trustee Kyle Olmstead (Zone 1)
Trustee John Shaffer (Zone 2)
Trustee Tim Skubitz (Zone 3)
Trustee Brian Wallace (Zone 4)

ADMINISTRATION PRESENT

Superintendent Dr. Mary Ann Ranells
Assistant Superintendent Brad Murray
Director of Business Tom Taggart
Clerk Brook Cunningham

A. Call to Order 5:30 p.m.

Chairman Brown called the meeting to order at 5:31 p.m.

B. Executive Session as authorized by Idaho Code 67-2345 (b) 5:30 p.m.

At 5:31 p.m. Chairman Brown announced the next order of business would be consideration of the Board recessing into executive session as authorized by Idaho Code 67-2345 (b). After a full and complete discussion, upon motion duly made by TRUSTEE OLMSTEAD and seconded by TRUSTEE SKUBITZ the following resolution was presented:

BE IT RESOLVED, that the Board of Trustees of Lakeland Joint School District No. 272 recess from public meeting into Executive Session pursuant to Section 67-2345 (b), Idaho Code, in order to discuss personnel issues and negotiations.

BE IT FURTHER RESOLVED, that following the executive session, the Board will reconvene into public session for the purpose of conducting further business or for adjournment of the meeting.

**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013**

Vote being had on the above and foregoing resolution, and the same having been counted and found to be as follows:

	YES	NO	NOT PRESENT
Chairman Larry Brown	X		
Trustee Kyle Olmstead	X		
Trustee Shaffer	X		
Trustee Tim Skubitz	X		
Trustee Brian Wallace	X		

and no less than two-thirds (2/3) of the membership in favor thereof, Chairman Brown declared said resolution adopted.

Administration also in attendance of this Executive Session included Superintendent Dr. Mary Ann Ranells, Assistant Superintendent Brad Murray, Director of Business and Operations Tom Taggart, and Clerk Brook Cunningham.

The Board Adjourned from Executive Session at 6:02 p.m.

C. Welcome Visitors/Pledge of Allegiance 6:00 p.m.

At 6:03 p.m. Chairman Brown gave welcome to those that were present and led in the pledge.

D. Approve Agenda

Motion was made by TRUSTEE WALLACE and seconded by TRUSTEE SHAFFER to approve the agenda as presented. Motion carried unanimously.

E. Hearing to Increase BASE Program Fees

Tom Taggart informed that the pilot program at Garwood Elementary has done very well and is self supporting. The proposed fees are summer rates only. 5 of the 6 elementary schools will offer the BASE program in the fall.

Chairman Brown asked for any public input in which there was none.

The hearing closed at 6:10 p.m.

F. Consent Agenda

1. Minutes of Previous Meeting(s) - Regular Meeting of 04/08/2013
2. Regular and Special Bills

***THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013***

Motion was made by TRUSTEE SKUBITZ and seconded by TRUSTEE SHAFFER to approve the Consent Agenda as presented.

Chairman Brown asked if there were any questions.

Trustee Wallace asked what the large equipment purchase was for Lakeland High School. Tom explained that they were plant facility upgrades in the weight room.

Motion carried unanimously.

G. Report and Presentation Agenda

1. LEA

No representatives from the LEA were present.

2. Visitor Presentations

a. Pastor Terry Robinson, Calvary Christian Fellowship-Facility Use Request

Pastor Terry Robinson of Calvary Christian Fellowship was present to request the Board's approval to use one of the schools in Spirit Lake for Sunday Worship Services. He informed that his congregation represents 10% of the community's population including 45 children. The congregation had been using the 7th Day Adventist Church; however, that is no longer an option. There are no facility options in Spirit Lake unless they build and at the present time that is not a possibility due to limited funds. Chairman Brown informed him that a decision would be made at the next Board meeting in June.

3. Public Comment

(Each speaker will be asked to limit their remarks to no more than three minutes. Please see the Public Comment sign-in sheet and Policy #1520 for proper procedure in addressing the Board during Public Comment).

Mr. Steven Skreenock presented comments and concerns regarding the Common Core State Standards. Public Comment concluded at 6:51 p.m.

4. Staff Reports

a. Tom Taggart

1) Financial

Tom Taggart reported that everything looked good as far as the carryover for next year except for Special Education but that shouldn't be a surprise. The District is down 210 students. The District has lost students beyond the Charter School. The District could potentially lose an additional 50 students next year.

**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013**

2) School Safety

Brad Murray introduced SR2S (Safe Routes to School). Representatives from SR2S provided a Powerpoint with infrastructure recommendations within the City of Rathdrum. They also provided handouts which have been made a part of these minutes.

b. Brad Murray-

1.) Staffing

Brad Murray reported that there will be some staffing changes within the District. Currently the District is working with 227 FTE; however the number will need to drop down to 223 or 224. Administration would like to work with that decline through attrition.

2.) PBS Data

Brad Murray spoke briefly about the Positive Behavior Program at Athol Elementary. Principal Kathy Thomas also provided a Powerpoint regarding the program. The Powerpoint has been made a part of these minutes.

H. **Action Agenda**

1. Approve/deny the hiring of new personnel as presented

Motion was made by TRUSTEE WALLACE and seconded by TRUSTEE WALLACE to approve the hiring of new personnel as presented. Motion carried unanimously.

2. Approve/deny notice of staff resignations, retirements, or leaves as presented

Prior to any decisions it was agreed to present the leaves in a separate motion.

Motion was made by TRUSTEE OLMSTEAD and seconded by TRUSTEE SKUBITZ to approve the notice of staff resignations & retirements as presented. Motion carried unanimously.

Motion was made by TRUSTEE OLMSTEAD and seconded by TRUSTEE SKUBITZ to deny the two requests for 1 year leave of absence as presented. Dr. Ranells did inform that these two employees would be considered for re-hire if they were to re-apply in the future. Hearing all ayes and 1 nay from Trustee Wallace motion carried.

3. Approve/deny District Teacher of the Year per Administration's recommendation

Motion was made by TRUSTEE SHAFFER and seconded by TRUSTEE OLMSTEAD to approve the District Teacher of the Year per Administration's recommendation. Hearing all ayes motion carried unanimously.

***THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013***

4. Approve/deny leasing buses for transporting students to the Senior Graduation Parties

Motion was made by TRUSTEE SKUBITZ and seconded by TRUSTEE SHAFFER to approve the leasing of buses for transporting students to the Senior Graduation. With Trustee Olmstead abstaining from vote and no nays motion carried.

5. Approve/deny the proposed BASE Fee increases as presented

Motion was made by TRUSTEE WALLACE and seconded by TRUSTEE SKUBITZ to approve the proposed BASE Fee increases as presented. Motion carried unanimously.

6. Approve/deny Students starting late on Mondays for Teacher Collaboration

Motion was made by TRUSTEE WALLACE and seconded by TRUSTEE SKUBITZ to approve Students starting late on Mondays in order for teachers to collaborate. Discussion was had.

Dr. Ranells explained that this would be a pilot for the 2013-2014 school year. The elementary schools will go back to regular hours on Thursdays and all schools will start late on Mondays.

Hearing all ayes motion carried.

I. **Discussion Agenda**

1. KTEC

Dr. Ranells reminded the Board about the MOU between Post Falls, Coeur d'Alene, Lakeland, the City of Rathdrum and North Idaho College in the early stages of KTEC. NIC had said they would build any future professional technical buildings next to KTEC and now they are looking at other options. Superintendents from each of the districts along with Board members are urging the NIC Board to stay committed to the original MOU.

2. Common Core State Standards

Dr. Ranells provided information to the Board and commented that the process of adoption has been interesting. She further commented that the State adopted its first standards in 2001. Every 4-5 years the state re-evaluates those standards in which they take the old standards and the new standards and do a gap analysis. She also reminded the Board that in Lakeland, we choose the curriculum.

3. Awards Banquet May 24, 2013

Dr. Ranells reminded the Board of the upcoming Awards Banquet.

***THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT 272,
EXECUTIVE SESSION AND REGULAR BOARD MEETING, MAY 13, 2013***

4. Schedule Special Board Meeting

Discussion was had in order to coordinate a Special Board Meeting to approve the refinancing of bonds and a Board Workshop with ISBA. It was agreed that the Board could meet on May, 30th at 5:00 p.m.

5. Correspondence

a. Discipline Reports

The reports have been included in the Board's packet.

b. Other

Brief discussion took place regarding the church facility use request.

The Board adjourned at 8:12 p.m.

Attest:

Larry Brown, Chairman

Respectfully Submitted:

Brook Cunningham, Clerk

Lakeland Joint School District No. 272

Office of the Superintendent

P.O. Box 39

Rathdrum, ID 83858

Board of Trustees
Regular School Board Meeting
June 10, 2013

Gross Salaries		1,566,933.61	
Gross Benefits		412,494.03	
Bornitz, Debra	Advance (Boise Area/LHS/State Track, Tennis)	589.50	80095
Sines, Margaret	Advance (Boise Area/THS/State Baseball)	866.00	80096
Craig-Johnson, Becky	Advance (Twin Falls/THS/State Softball)	829.50	80100
Fox, Hilary	Advance (Twin Falls/THS/State Softball/Addnl Driver Meals)	109.50	80101
Friesen, Roger	Advance (Boise Area/THS/State Track)	589.50	80102
Air Tech Mechanical	Services (Maint)	1,040.00	80103
Badger Building Center	Materials for Outdoor School Building (MVAS)	2,541.31	80104
Harlow's Bus Sales	Tran Supplies	143.06	80105
Husky International Trucks	Tran Supplies	896.05	80106
Idaho Department of Education	May 16, 2013 Fingerprinting	80.00	80107
Stiegemeier, Darryl	Expense Claim Reimbursement	125.00	80108
Sunbelt Staffing	Services (SPED/School SLP for week ending 5/4/13)	2,080.00	80109
Wood, Timothy	Refund Award Banquet Fee	44.00	80110
Cd'A Collision Center	Services (Repair C. Carr's vehicle - hit by bus)	1,264.46	80111
Riddle, Susan	Petty Cash Replenishment	108.15	80112
Milks, Angela	Advance (Taking students to restaurant)	100.00	80113
Vazquez-Schnepf, Ana	Reimburse Title I Purchase from White Elephant	1,350.63	80185
Riddle, Susan	Petty Cash Replenishment	102.69	80186
AlSCO	Coverall Service	223.74	80187
American Express	Tech, Instructional, Library, Office, Title I, BASE Supplies/Flights	18,703.72	80188
Avista Utilities	Services (Soccer Field/Line Extension)	1,931.05	80189
Awards, Etc	Awards	432.00	80190
Builders Hardware & Supply Co	Maint Supplies	46.43	80191
Cass, Tammy	Summer 2013 Petty Cash	50.00	80192
Cenex Cooperative Supply	#2 Dyed Diesel, Unleaded Gas	20,432.96	80193
Coeur d'Alene Garbage Service	Dumpster Dumping 5/1-31/2013	52.00	80194
De Lage Landen	Copier Lease 5/15 - 6/14/2013	821.70	80195
Frontier	Basic Service, Trunk Charges 4/26 - 5/25/2013	2,712.36	80196
Husky International Trucks	Services (Tran)	9,625.20	80197
Knife River	Concrete (MVAS)	1,511.25	80198
Lowe's	Maint, TLE Supplies	1,589.44	80199
Miller's Food City	Instructional Materials	294.53	80200
Pro-Build	Building Materials (LHS)	909.59	80201
Scozzaro, Carolyn	Expense Claim Reimbursement	46.18	80202
Stein Bros	Instructional Materials	184.94	80203
Time Warner Cable	District Internet Access 6/8 - 7/7/2013	4,257.60	80204
Verizon Wireless	Cell Phone Usage 4/23 - 5/22/2013	1,886.03	80205
Visa	Maint Supplies	25.00	80206
A-L Compressed Gases	Instructional Materials	50.10	
Air Tech Mechanical	Services (Maint)	480.00	
AlSCO	Coverall Service	74.58	80114
AmSan	Maint Supplies	7,701.77	80115
Athol Elementary	Reimburse Dominos Purchase (Title I/Parent Involvement)	172.35	80116

Baker, Richard	Field Trip Meals 4/16 - 5/15/2013	20.00	80117
Bar Circle "S" Water	May 2013 Water (GE)	434.00	
Bornitz, Debra	Field Trip Meals 4/16 - 5/15/2013	30.00	80118
Boyd, Randal	Expense Claim Reimbursement	90.00	80119
Builders' Hardware & Supply	Maint Supplies	893.88	80120
Burt's Music & Sound	Services (LJHS)	18.00	80121
Carey, Sarah	Field Trip Meals 4/16 - 5/15/2013	5.00	80122
Cd'A Metals	Instructional Materials	82.50	80123
Cenex Cooperative Supply	#2 Dyed Diesel/15W-40	16,516.63	80124
Coeur d'Alene, The	Awards Banquest	7,258.11	
Costco	Office Supplies	688.11	80125
Costco Membership	2013 Membership Fee (Member #...6412)	110.00	
Craig-Johnson, Becky	Field Trip Meals 4/16 - 5/15/2013	5.00	80126
Eagle Peak Containers	Maint Supplies	250.00	80127
Fastenal	Maint Supplies	59.69	80128
Foster, Ashley	Expense Claim Reimbursement	90.00	80129
Foster, Trudy	April - May 2013 Mileage	240.25	
Friesen, Roger	Field Trip Meals 4/16 - 5/15/2013	20.00	80130
Frisch, Machalla	May 2013 Mileage	72.50	
Grainger	Maint Supplies	175.28	80131
Graybar	Tech Supplies	442.81	80132
GTS Interior Supply	Maint Supplies	62.54	80133
Hansen, Debbie	May 2013 Mileage	180.00	
Harlow's Bus Sales	Tran Supplies	159.23	80134
Harmon, Robert	Field Trip Meals 4/16 - 5/15/2013	20.00	80135
Harvest, Zachary	May 2013 Mileage	203.20	
Hayenga, Jena	Expense Claim Reimbursement	150.00	
Helbling Employee Benefits	COBRA Specific Rights Notice Letter	20.00	
Horizon	Maint Supplies	69.27	80136
Houghton Mifflin Harcourt	Instructional Materials	180.00	80137
Husky International Trucks	Tran Supplies	357.17	80138
Idaho Dept of Health & Welfare	May 2013 Medicaid Match	6,000.00	80139
Idaho State Tax Commission	Rotary, Ala Carte/Adult Meals Sales Tax May 2013	1,096.73	
Idaho Transportation Dept	New Exempt Plates (Bus #34 & 35)	46.00	80140
Insight Investments	Tech Equipment	5,338.70	80141
ISB	Medicaid Administration Fee	718.13	80142
Isbell, Lee	May 2013 Mileage	204.40	
J & R Electronics	Tran/Maint Digital Radio Service June 2013	1,600.00	80143
Kootenai County Solid Waste	April 2013 Garbage Fee, Dumpster Rental	1,389.16	80144
Kootenai Electric Coop	AE/GE Electricity 4/15 - 5/15/2013	3,435.63	80145
Kootenai Health Cash Team	April 2013 OT, PT Hours and Mileage	3,748.38	80146
KTEC	Kootenai/Bonner County Property Taxes Collected April 2013	2,734.77	80147
Lambco Refrigeration	Services (FS)	402.50	80148
Larson, Nancy	Field Trip Meals 4/16 - 5/15/2013	15.00	80149
Lemieux, Matthew	Field Trip Meals 4/16 - 5/15/2013	10.00	80150
Les Schwab Tires	Services (Maint/Tran)	210.78	80151

Les Schwab Tires	Maint Supplies	895.96	
Lindenfelser, Wayne	Field Trip Meals 4/16 - 5/15/2013	5.00	80152
Maple, Amanda	May 2013 Mileage	109.15	
McGuire Bearing	Maint Supplies	144.24	80153
Midway Parts	Maint Supplies	1,537.27	80154
Miller Food City	Title I/Parent Involvement Supplies	100.00	80155
Montgomery, Mike	Reimburse IDLA Class Fee Overpayment	25.00	
Motor Electric	Maint Supplies	313.25	80156
Murray, Brad	May 2013 Mileage	159.40	
Napa Auto Parts	Tran/Maint Supplies	606.51	80157
Napa Auto Parts	Tran Supplies	92.00	
North Kootenai Water District	TLE Fire/Water 4/15 - 5/15/2013	96.63	80158
O'Reilly Auto Parts	Tran Supplies	154.08	80159
OETC	Tech Materials	340.00	80160
Oxarc	Services (Maint)	8.56	
Pacific Steel	Maint Supplies	168.83	80161
Perma-Bound	Library Books	314.62	80162
Perma-Bound	Library Books	144.91	
Peterson, Carrie	April 2013 In-Lieu of Transportation	61.00	
Pettit, Corey	Expense Claim Reimbursement	90.00	80163
Platt	Maint Supplies	2,152.78	80164
Postmaster - Rathdrum	PO Box Annual Fee (DO, JBE, LJHS)	318.00	
Postmaster - Spirit Lake	PO Box Annual Fee (SLE)	106.00	
Progressive Printing	Award Certificates (DO)	111.00	
Rathdrum, City of	District Portion of Crossing Guard Salary 1/1 - 3/31/2013	3,023.32	80165
Rathdrum, City of	May 2013 Water/Sewer	3,759.67	
Reed, Scott	Field Trip Meals 4/16 - 5/15/2013	5.00	80166
Rees, James	Field Trip Meals 4/16 - 5/15/2013	25.00	80167
Rice, Dee Ann	Field Trip Meals 4/16 - 5/15/2013	25.00	80168
Rodda Paint	Maint Supplies	851.71	80169
Royal Business Systems	Copier Use 5/1 - 6/1/2013	4,773.54	
Rucker, Paula	Field Trip Meals 4/16 - 5/15/2013	15.00	80170
Sines, Margaret	Field Trip Meals 4/16 - 5/15/2013	25.00	80171
Spirit Lake, City of	June 2013 Water (May 2013 Usage)	653.41	
Spokane Vacuum Center	Maint Supplies	1,741.95	80172
Stein Bros	Instructional/Maint Supplies	291.96	80173
Sunbelt Staffing	Services (SPED/School SLP for week ending 5/11/13)	1,982.50	80174
Sunbelt Staffing	Services (SPED/School SLP for week ending 5/18/13)	1,722.50	
Target	Instructional Materials	423.83	80175
Tech-1 Service	Services (MVAS)	226.90	80176
Thackston, Barry	Field Trip Meals 4/16 - 5/15/2013	15.00	80177
Thorsness, Robi	Field Trip Meals 4/16 - 5/15/2013	25.00	80178
Tinsley, Honey Jean	May 2013 Mileage	100.80	
TLI Sewer	TLE June 2013 Sewer	598.00	80179
Toothaker, John	May 2013 Mileage	154.60	
Underdahl, Conrad	April - May 2013 Mileage	67.00	
Walmart	BASE Supplies, Instructional Materials	615.46	80180

Walter E Nelson Co	Maint Supplies	32.50	80181
Walter E Nelson Co	Maint Supplies	104.00	
Western Mountain Bus Sales	Tran Supplies	352.88	80182
Western Records Destruction	Services (Maint)	295.00	
Woolley, Trina	Field Trip Meals 4/16 - 5/15/2013	5.00	80183
Youngdell, Teira	Expense Claim Reimbursement	90.00	
Ziegler Lumber Co	Maint Supplies	315.97	80184
Correction - March 18, 2013 Bill List:			
Spalding Auto Parts	Maint Supplies	47.00	79622

Avista 2012-13

Bill Date	6/25/2012		7/25/2012		8/24/2012		9/25/2012		10/24/2012		11/26/2012	
	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC
GE (105)	130.65		111.86		107.73		115.52		125.23		229.12	
MVAS (491)	258.79	456.96	133.80	289.55	107.89	231.33	136.12	389.81	290.35	437.00	781.52	509.67
MAINT (003)	18.17	243.95	5.16	225.70	4.29	174.38	4.29	205.62	7.64	241.49	66.90	297.51
TRAN (002)	65.01	356.03	18.17	220.46	4.29	192.52	13.84	328.36	46.94	316.96	197.00	861.28
JBE (101)	168.05	2,278.29	101.87	1,152.37	87.05	811.88	97.70	1,732.58	163.79	2,067.77	626.15	3,297.84
LJHS (201)	194.28	2,638.54	106.49	1,828.68	88.45	1,434.14	92.14	2,488.41	153.67	2,893.50	744.05	3,510.76
DO (001)	28.58	409.41	5.16	401.72	4.29	412.86	6.03	469.65	31.90	401.09	96.17	424.90
LJHS FBF (201)		17.27		17.27		17.27		17.27		45.48		42.99
LHS (301)	1,076.11	5,145.62	156.48	3,246.51	100.94	2,533.01	368.54	5,145.14	1,341.45	5,453.00	3,029.36	5,780.56
LHS FBF (301)		68.32		64.44		153.70		211.93		339.63		200.18
SLE (102)		2,021.87		988.17		877.36		1,492.49		1,805.27		2,539.84
AE (103)	33.45		6.83		4.25		5.97		53.17		237.72	
GARG HTR (002)		11.85		11.55		11.85		21.64		11.44		437.31
THS (401)	878.61	7,617.04	292.91	4,483.74	112.05	3,935.39	150.01	6,997.47	631.62	7,618.36	1,326.15	7,782.51
TLE (106)	313.50	2,099.22	93.07	1,370.25	86.19	953.45	143.94	1,860.06	305.21	2,059.43	778.11	2,781.81
TLE LITE (106)		21.72		20.76		22.30		23.83		25.56		27.60
FOOD SERV	329.24	1,202.98	125.47	856.85	121.31	811.88	211.34	1,241.23	345.68	1,261.43	584.78	1,354.94
THS GNRT (401)	78.02		9.49		5.16		6.90		65.27		209.20	
TJHS (202)	763.78	3,129.19	256.57	1,785.96	118.99	1,889.93	178.71	2,563.11	601.85	2,869.09	1,713.38	3,598.68
BKE (104)	175.00	1,368.12	125.47	740.40	120.38	625.50	125.94	1,101.63	154.11	1,288.90	457.18	1,763.85
SUB TOTAL	\$4,511.24	\$29,086.38	\$1,548.80	\$17,704.38	\$1,073.26	\$15,088.75	\$1,656.99	\$26,290.23	\$4,317.88	\$29,135.40	\$11,076.79	\$35,212.23
TOTAL	\$33,597.62		\$19,253.18		\$16,162.01		\$27,947.22		\$33,453.28		\$46,289.02	
CHECK DATE	7/13/2012		8/15/2012		9/14/2012		10/12/2012		11/15/2012		12/14/2012	
Bill Date	12/26/2012		1/25/2013									
	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC	GAS	ELECTRIC
GE (105)	314.51		701.86		736.06		598.43		396.13		296.75	
MVAS (491)	1,090.06	589.18	1,065.70	506.82	1,074.45	583.51	910.18	580.67	770.93	486.94	432.48	609.46
MAINT (003)	86.42	317.46	122.19	362.82	110.00	360.05	85.61	356.15	69.04	363.75	49.04	227.46
TRAN (002)	364.50	1,227.28	540.13	867.92	457.20	1,259.85	343.36	1,056.12	270.01	831.75	144.55	937.21
JBE (101)	1,006.99	4,169.45	1,318.66	4,382.60	1,065.08	4,269.28	921.42	3,859.49	729.07	3,214.89	375.17	2,794.94
LJHS (201)	1,293.04	4,370.28	1,654.67	4,469.56	1,602.83	4,458.41	1,237.46	4,304.05	1,043.71	3,809.24	465.14	3,471.02
DO (001)	157.16	478.49	242.53	487.01	183.17	500.84	132.76	469.60	105.20	418.48	48.18	438.36
LJHS FBF (201)		17.27		17.27		10.10		10.10		10.10		10.10
LHS (301)	4,349.09	6,796.38	4,414.04	6,481.40	3,813.83	6,555.02	3,066.21	6,477.26	2,367.18	5,431.90	1,651.98	6,014.47
LHS FBF (301)		44.32		44.32		40.51		44.32		67.12		120.35
SLE (102)		3,697.00		4,659.65		4,300.94		4,008.70		3,279.89		3,140.02
AE (103)	339.96		436.57		343.18		272.34		224.45		120.97	
GARG HTR (002)		572.29		364.46		468.69		476.14		453.78		588.62
THS (401)	2,856.35	10,089.34	3,989.33	10,959.57	2,690.22	9,689.23	2,754.55	9,089.31	1,678.56	7,177.09	1,184.67	7,988.49
TLE (106)	1,615.41	3,586.91	2,244.93	4,082.55	1,820.72	3,836.83	1,595.00	3,666.76	1,204.02	3,286.08	921.44	3,273.93
TLE LITE (106)		32.30		32.77		27.41		25.71		23.36		22.70
FOOD SERV	711.69	1,467.81	842.11	1,215.07	895.82	1,376.58	864.59	1,391.31	746.72	1,222.10	531.15	1,379.81
THS GNRT (401)	498.67		522.24		489.72		468.58		384.09		260.71	
TJHS (202)	2,850.11	4,729.95	3,060.59	4,766.99	3,324.79	4,658.24	3,061.84	4,384.72	2,440.49	3,791.56	1,243.48	3,670.64
BKE (104)	852.72	2,072.60	1,019.48	1,925.37	883.33	2,086.99	765.90	2,018.29	557.37	1,753.39	310.61	1,768.22
SUB TOTAL	\$18,386.68	\$44,258.31	\$22,175.03	\$45,626.15	\$19,490.40	\$44,482.48	\$17,078.23	\$42,218.70	\$12,986.97	\$35,621.42	\$8,036.32	\$36,455.80
TOTAL	\$62,644.99		\$67,801.18		\$63,972.88		\$59,296.93		\$48,608.39		\$44,492.12	
CHECK DATE		1/15/2013		1/31/2013		3/6/2013		4/12/2013		5/15/2013		6/14/2013
GAS	100 661000 333 ??? 000		FOOD SERV 290 710000 333		ELECTRIC 100 661000 332 ??? 000		FOOD SERV 290 710000 332 000 000					

Bar Circle "S" Water 100 661000 331 105 000 Garwood

	Irrigation					CHECK	INVOICE
Date	Reading		Reading		TOTAL	DATE	NUMBER
July 2012	51646900	\$324.45	2264300	27.43	\$351.88	7/13/2012	JUNE 12 WATER
Aug 2012	52530400	\$1,551.67	2268700	27.43	\$1,579.10	8/15/2012	JULY 12 WATER
Sept 2012	53325900	\$1,398.55	2272000	27.43	\$1,425.98	9/14/2012	AUG 12 WATER
Oct 2012	53951000	\$1,102.05	2297700	59.10	\$1,161.15	10/12/2012	SEPT 12 WATER
Nov 2012	54139100	\$341.67	2325500	62.75	\$404.42	11/15/2012	OCT 12 WATER
Dec 2012	53951000*	27.43	2297700*	27.43	\$54.86	12/14/2012	NOV 12 WATER
Jan 2013			2325500	27.43	\$27.43	1/15/2013	DEC 12 WATER
Feb 2013			2325500E	27.43	\$27.43	2/15/2013	JAN 13 WATER
Mar 2013			---	27.43	\$27.43	3/15/2013	FEB 13 WATER
April 2013			2445800	171.50	\$171.50	4/12/2013	MAR 13 WATER
May 2013	54139800	27.43	2466700	50.75	\$78.18	5/15/2013	APR 13 WATER
June 2013	54344600	\$370.73	2494800	63.27	\$434.00	6/14/2013	MAY 13 WATER
					\$5,743.36		
July 2013							
Aug 2013							
Sept 2013							
Oct 2013							
Nov 2013							
Dec 2013							
Jan 2014							
Feb 2014							
Mar 2014							
April 2014							
May 2014							
June 2014							
July 2014							
Aug 2014							
Sept 2014							
Oct 2014							
Nov 2014							
Dec 2014							
Jan 2015							
Feb 2015							
Mar 2015							
April 2015							
May 2015							
June 2015							
do not pay shaded areas			*bill shows wrong reading - they'll check with their programmer to correct				

City of Rathdrum Accounts (Water 100 661000 331 ??? 000) (Sewer 100 661000 335 080 000) 687-0261														
2012-13		WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	
DO (001)	7.1640.1	24.50	40.65	24.50	40.65	24.50	40.65	24.50	40.65	24.50	40.65	24.50	42.40	
TRAN (002)	7.1660.1	28.50	54.20	31.10	94.85	28.50	67.75	31.10	94.85	28.50	40.65	28.50	42.40	
Food Serv	7.1610.1	46.50	40.65	46.50	40.65	50.40	108.40	56.90	176.15	46.50	40.65	46.50	42.40	
JBE (101)	7.1620.1	62.75	237.13	71.20	325.20	77.70	392.95	75.10	365.85	46.50	40.65	46.50	42.40	
JBE Annex(101)	7.1630.1	46.50	40.65	46.50	40.65	61.45	223.58	70.55	318.43	46.50	40.65	46.50	42.40	
BKE (104)	7.1580.1	64.50	40.65	64.50	40.65	69.05	115.18	69.05	115.18	64.50	40.65	64.50	42.40	
BKE Irrig (104)	4.1585.1	306.90		1,018.00		767.10		408.30						
LJHS (201)	7.1670.1	87.25	304.88	112.60	569.10	111.30	555.55	107.40	514.90	64.50	40.65	64.50	42.40	
LJHS Field (013)	4.1650.1	96.30		253.60		821.70		(496.50)						
LHS (301)	7.1570.1	87.25	304.88	87.90	311.65	95.05	386.18	96.35	399.73	64.50	40.65	64.50	42.40	
LHS Irrig (007)	4.0616.1	79.00		79.00		79.00		79.00						
LHS Field (008)	4.1600.1	235.40		438.20		348.50		267.25						
FBF RR	7.0002.1		40.65		40.65		40.65		40.65		40.65		42.40	
MVAS (491)	7.1590.1	no bill (\$22 cr from misread)		114.13	1,842.80	129.05	1,680.20	145.95	1,598.90	46.50	40.65	46.50	42.40	
Soccer Fld (005)	4.0000.1	68.35		103.45		87.85		70.95						
		\$1,233.70	\$1,104.34	\$2,491.18	\$3,346.85	\$2,751.15	\$3,611.09	\$1,005.90	\$3,665.29	\$432.50	\$406.50	432.50	424.00	
			\$2,338.04		\$5,838.03		\$6,362.24		\$4,671.19		\$839.00		856.50	
invoice #		JULY 12 WATER/SEWER		AUG 12 WATER/SEWER		SEPT 12 WATER/SEWER		OCT 12 WATER/SEWER		NOV 12 WATER/SEWER		DEC 12 WATER/SEWER		
check date		8/15/2012		9/14/2012		10/12/2012		11/15/2012		12/14/2012		1/15/2012		
		WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	
DO (001)	7.1640.1	24.50	42.40	24.50	42.40	24.50	42.40	24.50	42.40	24.50	42.40			
TRAN (002)	7.1660.1	28.50	42.40	28.50	42.40	28.50	42.40	42.80	367.48	33.70	127.21			
Food Serv	7.1610.1	46.50	42.40	46.50	42.40	46.50	42.40	108.25	883.38	64.70	268.55			
JBE (101)	7.1620.1	46.50	42.40	46.50	42.40	46.50	42.40	95.90	749.10	71.20	339.22			
JBE Annex(101)	7.1630.1	46.50	42.40	46.50	42.40	46.50	42.40	240.20	2,317.98	61.45	233.21			
BKE (104)	7.1580.1	64.50	42.40	64.50	42.40	64.50	42.40	85.30	438.15	72.30	155.47			
BKE Irrig (104)	4.1585.1							75.50		337.45				
LJHS (201)	7.1670.1	64.50	42.40	64.50	42.40	64.50	42.40	154.20	1,187.26	91.15	360.42			
LJHS Field (013)	4.1650.1							43.00		94.35				
LHS (301)	7.1570.1	64.50	42.40	64.50	42.40	64.50	42.40	220.50	1,908.09	98.30	438.15			
LHS Irrig (007)	4.0616.1							79.00		79.00				
LHS Field (008)	4.1600.1							43.00		150.25				
LHS FBF RR	7.0002.1		42.40		42.40		42.40		42.40		42.40			
MVAS (491)	7.1590.1	46.50	42.40	46.50	42.40	46.50	42.40	77.05	544.16	73.15	452.29			
Soccer Fld (005)	4.0000.1							43.00		48.85				
		432.50	\$424.00	\$432.50	\$424.00	\$432.50	\$424.00	\$1,332.20	\$8,480.40	1,300.35	2,459.32			
			\$856.50		\$856.50		\$856.50		\$9,812.60		3,759.67			
invoice #		JAN 13 WATER/SEWER		FEB 13 WATER/SEWER		MAR 13 WATER/SEWER		APR 13 WATER/SEWER		MAY 13 WATER/SEWER				
check date		2/15/2013		3/15/2013		4/12/2013		5/15/2013		6/14/2013				
Food Serv Water Account #290 710000 331 000 Sewer Account #290 710000 335 000 000										inv # is June ?? water/sewer				

City of Spirit Lake (Water 100 661000 331 ??? 000) (Sewer 100 661000 335 090 000) 623-2131 Barbara														
2012-13		WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	
SLE (102)	9.01	182.25		268.50		421.00		459.75		16.00		149.75		
SLE (102)	10.01	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	
THS Main (401)	581.01	69.75	238.33	39.75	91.00	59.75	160.33	84.75	290.33	31.00	26.00	117.25	507.00	
THS Irrigation (009)	606.01	16.00		16.00		16.00		16.00		16.00		16.00		
THS Irrigation (009)	615.01	16.00		16.00		22.25		16.00		16.00		16.00		
THS Conc (401)	616.01	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	
TJHS (202)	685.01	21.00	69.33	16.00	30.33	16.00	30.33	24.75	82.33	16.00	26.00	44.75	203.66	
TJHS Irrigation (010)	715.01	314.75		584.75		1,402.25		832.25		16.00		16.00		
		651.75	359.66	973.00	173.33	1,969.25	242.66	1,465.50	424.66	143.00	104.00	391.75	762.66	
			1,011.41		1,146.33		2,211.91		1,890.16		247.00		1,154.41	
Invoice Number		JUNE 12 WATER/SEWER		JULY 12 WATER/SEWER		AUG 12 WATER/SEWER		SEPT 12 WATER/SEWER		OCT 12 WATER/SEWER		NOV 12 WATER/SEWER		
Check Date		7/13/2012		8/15/2012		9/14/2012		10/12/2012		11/15/2012		12/14/2012		
		WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	WATER	SEWER	
SLE (102)	9.01	16.00		16.00		16.00		16.00		112.25		116.00		
SLE (102)	10.01	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	
THS Main (401)	581.01	53.50	182.00	43.50	147.33	46.00	108.33	47.25	108.33	39.75	82.33	42.25	91.00	
THS Irrigation (009)	606.01	16.00		16.00		16.00		16.00		16.00		16.00		
THS Irrigation (009)	615.01	16.00		16.00		16.00		16.00		16.00		16.00		
THS Conc (401)	616.01	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	16.00	26.00	
TJHS (202)	685.01	19.75	65.00	16.00	47.66	26.00	86.66	39.75	134.33	26.00	86.66	22.25	73.66	
TJHS Irrigation (010)	715.01	339.75		16.00		16.00		16.00		16.00		192.25		
		493.00	299.00	155.50	246.99	168.00	246.99	183.00	294.66	258.00	220.99	436.75	216.66	
			792.00		402.49		414.99		477.66		478.99		653.41	
Invoice Number		DEC 12 WATER/SEWER		JAN 13 WATER/SEWER		FEB 13 WATER/SEWER		APR 13 WATER/SEWER		MAY 13 WATER/SEWER		JUNE 13 WATER/SEWER		
Check Date		1/15/2013		2/15/2013		3/15/2013		4/12/2013		5/15/2013		6/14/2013		
inv # is Month Year water/sewer														

KOOTENAI ELECTRIC								
FY 2011-12								
	10/11/11-	11/12/11-	12/13/11-	1/14/12-	2/15/12-	3/15/12-	4/15/12-	5/15/12-
	11/12/2011	12/13/2011	1/14/2012	2/15/2012	40,983.00	4/15/2012	5/15/2012	6/15/2012
103 AE	2,704.07	3,406.30	3,246.38	3,566.24	3,086.08	2,625.80	2,085.55	1,591.43
Meter 5968959	51.66	81.94	85.05	81.46	75.58	71.17	60.96	57.29
Meter 4113124	2,640.05	3,312.00	3,148.97	3,472.42	2,998.14	2,542.27	2,012.23	1,521.78
Sec Light	12.36	12.36	12.36	12.36	12.36	12.36	12.36	12.36
105 GE	2,007.23	2,601.54	2,682.92	2,959.65	2,576.88	2,299.62	1,559.27	1,288.86
PAID	4,711.30	6,007.84	5,929.30	6,525.89	5,662.96	4,925.42	3,644.82	2,880.29
ck date	11/30/2011	12/31/2011	1/31/2012	2/29/2012	40,998.00	4/30/2012	5/31/2012	6/29/2012
FY 2012-13								
	10/15/12-	11/15/12-	12/15/12-	1/15/13-	2/15/13-	3/15/13-	4/15/13-	
	11/15/2012	12/15/2012	1/15/2013	2/15/2013	3/15/2013	4/15/2013	5/15/2013	
103 AE	2,625.19	2,814.20	3,162.16	3,397.66	2,778.61	2,092.84	1,899.94	
Mtr 5968959	59.33	62.85	66.68	54.92	45.45	75.82	65.37	
Mtr 4113124	2,553.50	2738.99	3083.12	3330.38				
Mtr 83699138				installed 2/26/13	2,720.80	2004.66	1822.21	
Sec Light	12.36	12.36	12.36	12.36	12.36	12.36	12.36	
105 GE	1,588.64	2,038.21	2,276.77	2,485.96	2,022.89	1,817.46	1,535.69	
PAID	4,213.83	4,852.41	5,438.93	5,883.62	4,801.50	3,910.30	3,435.63	0.00
ck date	11/30/2012	12/31/2012	1/31/2013	2/28/2013	3/29/2013	4/30/2013	5/30/2013	
FY 2013-14								
103 AE								
Mtr 5968959								
Mtr 83699138								
Sec Light								
105 GE								
PAID	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ck date								
				44				
100 661000 332 ??? 000								

North Kootenai Water District (Twin Lakes Elementary School)

100 661000 331 106 000							
	Meter #				Account #		
	5367855				1036541-01		
	Start Read	End Read	Consumption	Charges	Charges	Check Amt	Check Date
July 2011	8005	9171	116600	263.57	40.00	303.57	7/29/2011
Aug 2011	119171	122999	382800	875.83	40.00	915.83	8/31/2011
Sept 2011	122999	135722	1272300	2,921.68	40.00	2,961.68	9/30/2011
Oct 2011	135722	142131	640900	1,469.46	40.00	1,509.46	10/31/2011
Nov 2011	142131	142297	16600	44.16	40.00	84.16	11/30/2011
Dec 2011	142297	142462	16500	44.00	40.00	84.00	12/30/2011
Jan 2012	142462	142680	21800	52.01	40.00	92.01	1/31/2012
Feb 2012	142680	142843	16300	43.70	40.00	83.70	2/29/2012
Mar 2012	142843	142966	12300	38.15	40.00	78.15	3/30/2012
April 2012	142966	143085	11900	37.62	40.00	77.62	4/30/2012
May 2012	143085	143843	75800	169.73	40.00	209.73	5/31/2012
June 2012	143843	147690	384700	880.20	40.00	920.20	6/29/2012
						7,320.11	
	Meter #				Account #		
	5367855				1036541-01		
	Start Read	End Read	Consumption	Charges	Charges	Check Amt	Check Date
July 2012	147690	150593	290300	664.83	40.00	704.83	7/31/2012
Aug 2012	150593	158202	760900	1,747.21	40.00	1,787.21	8/31/2012
Sept 2012	158202	164979	677700	1,555.85	40.00	1,595.85	9/28/2012
Oct 2012	164979	169112	413300	947.73	40.00	987.73	10/31/2012
Nov 2012	169112	170372	126000	286.94	40.00	326.94	12/14/2012
Dec 2012	170372	170585	21300	53.00	40.00	93.00	12/31/2012
Jan 2013	170585	170694	10900	38.04	40.00	78.04	1/31/2013
Feb 2013	170694	170950	25600	59.50	40.00	99.50	2/28/2013
Mar 2013	170950	171198	24800	58.29	40.00	98.29	3/29/2013
Apr 2013	171198	171342	14400	42.69	40.00	82.69	4/30/2013
May 2013	171342	171579	23700	56.63	40.00	96.63	5/30/2013
June 2013							

TLI SEWER, LLC			
TLE SEWER CHARGES 100 661000 335 095 000			
	AMOUNT	CK DATE	INV #
JULY 11	549.25	7/1/2011	TLE JULY 11 SEWER
AUG 11	549.25	7/29/2011	TLE AUG 11 SEWER
SEP 11	549.25	9/7/2011	TLE SEPT 11 SEWER
OCT 11	549.25	9/30/2011	TLE OCT 11 SEWER
NOV 11	549.25	10/31/2011	TLE NOV 11 SEWER
DEC 11	549.25	11/30/2011	TLE DEC 11 SEWER
JAN 12	585.00	12/30/2011	TLE JAN 12 SEWER
FEB 12	585.00	2/7/2012	TLE FEB 12 SEWER
MAR 12	585.00	2/29/2012	TLE MAR 12 SEWER
APR 12	585.00	3/30/2012	TLE APR 12 SEWER
MAY 12	585.00	4/30/2012	TLE MAY 12 SEWER
JUNE 12	585.00	5/31/2012	TLE JUNE 12 SEWER
	6,805.50		
	AMOUNT	CK DATE	INV #
JULY 12	585.00	6/29/2012	TLE JULY 12 SEWER
AUG 12	585.00	7/31/2012	TLE AUG 12 SEWER
SEP 12	585.00	8/31/2012	TLE SEPT 12 SEWER
OCT 12	585.00	9/28/2012	TLE OCT 12 SEWER
NOV 12	585.00	10/31/2012	TLE NOV 12 SEWER
DEC 12	585.00	11/30/2012	TLE DEC 12 SEWER
JAN 13	598.00	12/31/2012	TLE JAN 13 SEWER
FEB 13	598.00	1/31/2013	TLE FEB 13 SEWER
MAR 13	598.00	3/12/2013	TLE MAR 13 SEWER
APR 13	598.00	3/29/2013	TLE APR 13 SEWER
MAY 13	598.00	4/30/2013	TLE MAY 13 SEWER
JUNE 13	598.00	5/31/2013	TLE JUNE 13 SEWER
	7,098.00		
	AMOUNT	CK DATE	INV #
JULY 13			
AUG 13			
SEP 13			
OCT 13			
NOV 13			
DEC 13			
JAN 14			
FEB 14			
MAR 14			
APR 14			
MAY 14			
JUNE 14			
	0.00		

CITY OF ATHOL 100 661000 331 103 000 683-2101

C-0010			C-0011			CHECK	INVOICE
DATE	READING		READING		TOTAL	DATE	NUMBER
JULY 2012	2069	\$35.00	1723	\$35.00	\$70.00	8/9/2012	JULY 12
AUG 2012	2089	\$35.00	1751	\$35.00	\$70.00	8/9/2012	AUG 12
SEPT 2012	2089	\$35.00	1751	\$35.00	\$70.00	9/14/2012	SEPT 12
OCT 2012	2131	\$35.00	1807	\$47.10	\$82.10	10/12/2012	OCT 12
NOV 2012	2131E	\$35.00	1807E	\$35.00	\$70.00	11/15/2012	NOV 12
DEC 2012	2131E	\$35.00	1807E	\$35.00	\$70.00	12/14/2012	DEC 12
JAN 2013	2131E	\$35.00	1807E	\$35.00	\$70.00	1/15/2013	JAN 13
FEB 2013	2131	\$35.00	1807	\$35.00	\$70.00	1/31/2013	FEB 13
MAR 2013	2131E	\$35.00	1807E	\$35.00	\$70.00	3/15/2013	MAR 13
APR 2013	2131	\$35.00	1807	\$35.00	\$70.00	4/12/2013	APR 13
MAY 2013	2195	\$35.00	1825	\$35.00	\$70.00	5/15/2013	MAY13
JUNE 2013	2208	\$35.00	1827	\$35.00	\$70.00	6/14/2013	JUN 13
		\$420.00		\$432.10	\$852.10		
JULY 2013							
AUG 2013							
SEPT 2013							
OCT 2013							
NOV 2013							
DEC 2013							
JAN 2014							
FEB 2014							
MAR 2014							
APR 2014							
MAY 2014							
JUNE 2014							
JULY 2014							
AUG 2014							
SEPT 2014							
OCT 2014							
NOV 2014							
DEC 2014							
JAN 2015							
FEB 2015							
MAR 2015							
APR 2015							
MAY 2015							
JUNE 2015							

Lakeland Joint School District No. 272

Office of the Superintendent

P.O. Box 39

Rathdrum, ID 83858

Board of Trustees
Regular School Board Meeting
June 10, 2013

Additional Bills

AmSan	Maint Supplies, Equipment	6,707.85	80207
Dominos Pizza	June 10, 2013 Board Meeting	47.70	80208
Air Tech Mechanical	Services (Maint)	1,912.52	
AT&T	May 2013 Long Distance Charges	293.47	
Athol, City of	Water 4/30 - 6/4/2013 (AE)	70.00	
Avista	May 2013 Natural Gas/Electricity	44,492.12	
Boggs, Leslie	May 2013 Mileage	182.80	
Chartwells	May 2013 Food Service	137,396.37	
Chatterton, Heather	May - June 2013 Mileage	30.60	
Dodson, Charles M., Attorney	Legal Expenses 5/1-31/2013	1,168.92	
Fastenal	Maint Supplies	94.58	
Gabiou, Amy	May - June 2013 Mileage	50.40	
Gametime	Equipment (BKE/Playground Installation)	9,750.00	
Gerstenberger, Judy	May - June 2013 Mileage	91.90	
GTS Interior Supply	Maint Supplies	79.25	
Husky International	Tran Supplies	1,976.97	
Insight Distributing	Maint Supplies	1,117.23	
Les Schwab Tires	Services (Tran)	48.50	
Midway Parts	Maint Supplies	687.40	
Mitchell, Kristine	May - June 2013 Mileage	46.65	
Morales, Pam	May - June 2013 In-Lieu of Transportation	45.70	
Napa Auto Parts	Tran Supplies	183.16	
O'Reilly Auto Parts	Tran Supplies	70.21	
Perma-Bound	Library Book	21.56	
Peterson, Carrie	May - June 2013 In-Lieu of Transportation	88.00	
Postmaster - Rathdrum	PO Box Annual Fee (LHS)	106.00	
Progressive Printing	Graduation Programs (LHS)	465.00	
Rathdrum Trading Post Hardware	Maint Supplies	61.63	
Rodda Paint	Maint Supplies	39.40	
			48
Small's Construction	Services (Maint)	35,467.97	

Smith, Tyler	May - June 2013 In-Lieu of Transportation	62.00
Spragg, Denise	May - June 2013 Mileage	105.00
Stein Bros	Office Supplies	29.44
Sunbelt Staffing	Services (SPED/School SLP for week ending 5/25/13)	1,998.75
Triple Play	LJHS/SPED/Bowling	63.00
Walter E Nelson Co	Maint Supplies	683.80
Weirick, Rick & Renee	May - June 2013 In-Lieu of Transportation	82.80
Western States Equipment	Services (Tran)	4,195.38

Dr. Ranells and the Board of Trustees,

I am requesting that the Junior High football complex be named Terry Kiefer Field. As you may know, Terry Kiefer has been a long time resident of Rathdrum and a student and teacher at Lakeland High School. Terry was in the first senior class to graduate from Lakeland High School (now the Junior High) in 1963. After college he worked for Kootenai High School in Harrison, Idaho for a few years until a position at Lakeland High school opened. Shortly, after his employment he became head coach of the Lakeland Football team. During his years as head coach, Lakeland enjoyed many successful years building its football program. In the fall of 1988 and 1989, Terry and his assistant coaches took the Lakeland Hawks to win 2 state championships. These championships were won on the Junior High field. Since then there have been many more successful years with district championships and winning records. After years of coaching football, track and basketball, Terry retired from teaching at Lakeland in 200--- and Terry still contributes to Lakeland football by assistant coaching and working with the Junior Tackle Football program which is also played on the Junior High field.

Terry has no idea that this proposal is being made. He would probably balk at the idea of naming the field after him. But he has never been one for asking for recognition. There are thousands of football players, students and community members alike who would love to see this field with his name on it. Naming the junior high field after him will, in my opinion, honor the field with a well regarded name that will make the community proud. I would love to have such a prized community member, who has done so much good for Lakeland School District, praised for his work when it is not done posthumously. This naming ceremony could also be tied in with the 25th anniversary celebration of the first Lakeland Football team to win the state championship that will be held in September. Please consider this request.

Thank you,

Jacquie Neff

Proposal to name the Junior High Football Field

Terry Kiefer Field

- Proposal submitted by Todd Spear, Jacquie Neff and Ed Mael
- Who is Terry Kiefer?
- Why name this particular field for him?
- Benefits of naming the field?
- Upcoming events and their correlation.
- Letters of support from Don Wilhelm, John Klingaman, Weldon Havercroft and Mark Bengtson



Mountain View Alternative School
7802 W. Main Street P.O. Box 39
Rathdrum, Idaho 83858

Phone: 208.687.0025 Fax: 208.687.2843 Web: sd272.k12.id.us

June 3, 2013

Lakeland School District Board Members,

This is a letter of support to name the Lakeland Junior High School football field after Terry Kiefer.

In my 33 years of teaching and coaching I have never seen a teacher/coach have more impact on a community, a school district and more importantly on students as has Terry Kiefer. Terry has lived in the community his entire life. He was the last person to graduate from Lakeland High School as a 4 sport, 4 year varsity letter winner. He went to North Idaho College and the University of Idaho to receive his teaching degree and he returned to Lakeland to teach/coach some 30 years.

During his years at Lakeland, Terry has coached football, basketball and track and attended numerous athletic events, but is best known for his football teams.

Terry is very competitive and bleeds Green and Gold but has always had athletics in the right perspective. All coaches/teachers donate numerous hours but my guess is there has never been any coach/teacher in the history of Lakeland that has donated more time than Terry.

Both of my children had the privilege of having Terry in the classroom and on the athletic arena. They both live out of the area but when we talk, they always ask how Coach K is doing. When I first came to Lakeland, I was a young coach. Terry was definitely a mentor and great example to me. One of the biggest things that stood out for me as a young coach is how much Terry supports every sport at Lakeland and always encouraged the student/athletes to play as many sports as they can. He preached that a person will become a better rounded student/athlete if they are involved in many different extracurricular activities.

If I can be of any further assistance, please do not hesitate to call.

Sincerely,



John Klingaman

Lakeland School Board

I would like to take this opportunity to lend my support to the idea of naming the Junior High Football Field, "Terry Kiefer Field".

I worked with Terry from the time he came to Lakeland as teacher and coach until my retirement in 1997. I was athletic director when Terry first started coaching football at Lakeland. I watched him devote his time and energy to make Lakeland football a successful part of the athletic program. He did this through hard work and total dedication.

Terry was instrumental in starting a junior tackle program to get prospective young players participating in football through their developmental years. He encouraged and made sure they had good coaching all through their playing years. This made Lakeland a real football power in North Idaho resulting in many Intermountain League championships and also two state championships.

Terry was not only interested in football championships. He served as a role model and a driving force for good in developing young men to become good citizens and good people. Terry cared about having a successful program but he cared more about good character and good students and making his players honest, hardworking, responsible young men.

Through the years, Terry has worked thousands of hours during the summer, weekends and after school free gratis to make sure kids had the opportunities to be successful players, students and citizens. There are so many things that are done behind the scenes to provide students with these opportunities. Terry has always been one to give of his time freely.

He is very respected in the school and in the community for what he does. You can tell what kind of person, coach and teacher he is by watching him interact with all students. You can see the respect they give him and you can see how much they like and care for him.

Terry Kiefer deserves the honor of having the junior high football field , which used to be the high school football field where he started coaching at Lakeland, named after him. After all, he is the one who laid the foundation for a successful Lakeland High School football program.

Sincerely,



Don Wilhelm, Retired

Athletic Director and Guidance and Counseling Director
Lakeland High School, 1968-1997

June 5, 2013

Board of Trustees and Administration
Lakeland Joint School District #272
15506 N. Washington St.
Rathdrum, ID 83858

Dear Members of the Board and Administrators,

My name is Weldon "Will" Havercroft. I am writing in support of the proposal before you to name the football field at Lakeland Jr. High in honor of Mr. Terry Kiefer.

I have known Terry since my arrival at Lakeland High School in 1980. Subsequently, I served as an assistant on Terry's football staff for 15 years and have spent literally hundreds of hours in his presence. In this time I have come to know Terry as a coach, co-worker, mentor and, to my great honor, a very close friend.

Terry's name is synonymous with football in the Rathdrum community. His success as Head Football Coach at Lakeland High School is unparalleled and a matter of record. Terry has remained involved in the Lakeland community since his retirement from the Lakeland School District, supporting various boys and girl's athletic teams, and serving as an assistant on the current football staff. These are not the primary reasons I support this proposal, however.

I have witnessed first-hand Terry's dedication to the development of young men in our community. While his contributions are too numerous to detail here, his role in establishing the Lakeland Junior Tackle program is pertinent. Initiated under Terry's leadership, many have volunteered their time and effort to this endeavor. This program provides youngsters in our community the opportunity to experience the game of football, to participate in wholesome activity that develops athletic skills, teaches qualities of character necessary for success in all facets of life and, not secondarily, pride in the community. One does not have to have known Terry as long as I have had the pleasure to realize how deeply committed to the Rathdrum community he is. His name is not only synonymous with Lakeland football, but to those of us who know him well and many in surrounding communities, it is synonymous with Rathdrum itself.

Terry Kiefer is a native son of Rathdrum who deserves this recognition for his accomplishments and contributions, and just as importantly, for the quality of man that he is and the example that he sets for all. Thank you for your consideration,

Sincerely,



Weldon "Will" Havercroft
Lakeland High School, Ret.

To Whom It May Concern:

I first met Terry Kiefer as a young boy and knew him simply as my friend Tim's' dad. He was like any other Dad in that he loved his kids and his family and appeared tirelessly committed to his role as the football coach for Lakeland High School.

It was many years later and some 25 years ago that I gained the ultimate respect and admiration for Mr. Kiefer when I first played football for and had him as teacher. His impact on me personally was immeasurable, helping to create a rock solid foundation of morals and timeless principles to live by. I didn't realize it at the time, but those principles were instrumental in allowing me to be successful and to help me negotiate the difficulties of young adulthood and eventually, adulthood.

Some of the characteristics that I reflect on re: Mr. Kiefer were as follows: First, he gave everything and I mean everything he had to the kids that he had an opportunity to coach and teach lessons both about football and life. Every kid mattered, and nobody was left behind because of their lack of skills or for any other reason. Terry knew that he could make winners out of any kid by teaching them the core principles that emanated from him and were obvious the very moment you had contact with him. He taught us the value of hard work, disciplined behavior, goal setting, having a positive mental attitude and working together as a team. He got the most out of every kid he coached.... And they respected him for it.

Terry knew and taught the value of the "Team", and made every last contributor valuable in making the "Team" successful. He could take divergent kids from Spirit Lake, Rathdrum, Hauser Lake and Athol and glue them together to function as a harmonious unit and create lifetime bonds of friendship and camaraderie that largely still exist today. He was able to lead wildly different assistant coaches to follow his leadership style and buy in to the concept of the "Team" over any sort of individuality. His colleagues, competitors and parents viewed him as a great father figure and mentor alike.

Terry isn't a great leader for winning a lot of football games. He is a great leader of men because of his lasting impact on kids, football players and former players (today's parents) that he showed how to strive to be exceptional and how to live they're lives achieving their goals and overcoming their individual shortcomings.

To this day, some 20+ years later, I am amazed at the reverence that my peers and fellow football players have for "TK" (as we knew him). When old friends gather to reminisce about memories of football and high school, Coach Kiefer's name ALWAYS comes up. People smile, they laugh and they always remember they're coach that taught them about the value of hard work, the conviction to be great and the willingness to prepare to take on life with full effort and to overcome barriers that deter many others.

Terry Kiefer is the cornerstone of the history of Lakeland High School football and the father of football in the community of Rathdrum. His legacy is success based on effort, teamwork, brotherhood, and an ever-passionate drive to be the best athlete and person that you can be. That legacy has been and is still instilled in hundreds of past players and perhaps thousands of students.

It would be an honor for the city of Rathdrum and the Lakeland School District family to be able to place Coach Kiefer's name on the field at the junior high school.

I know that he would accept that honor and be grateful for having had the opportunity to impact so many lives with his position as the Hawk's football coach.

He would gracefully say "thank you" and personify humbleness in his unassuming demeanor Then, he will deflect all of the attention to his players, past coaches and parents of past kids, reminding all of us who know him why he is so richly deserving of the honor.

I cannot imagine a more fitting name for the football field at Lakeland Junior High School field than one that has Coach Kiefer's name on it.

Sincerely,
Mark Bengtson

LAKELAND JOINT SCHOOL DISTRICT #272

FY 12

FY13 - GENERAL FUND BUDGET SUMMARY INFORMATION

GF BUDGET SUMMARY INFORMATION

July, 2012 - May, 2013

REVENUE

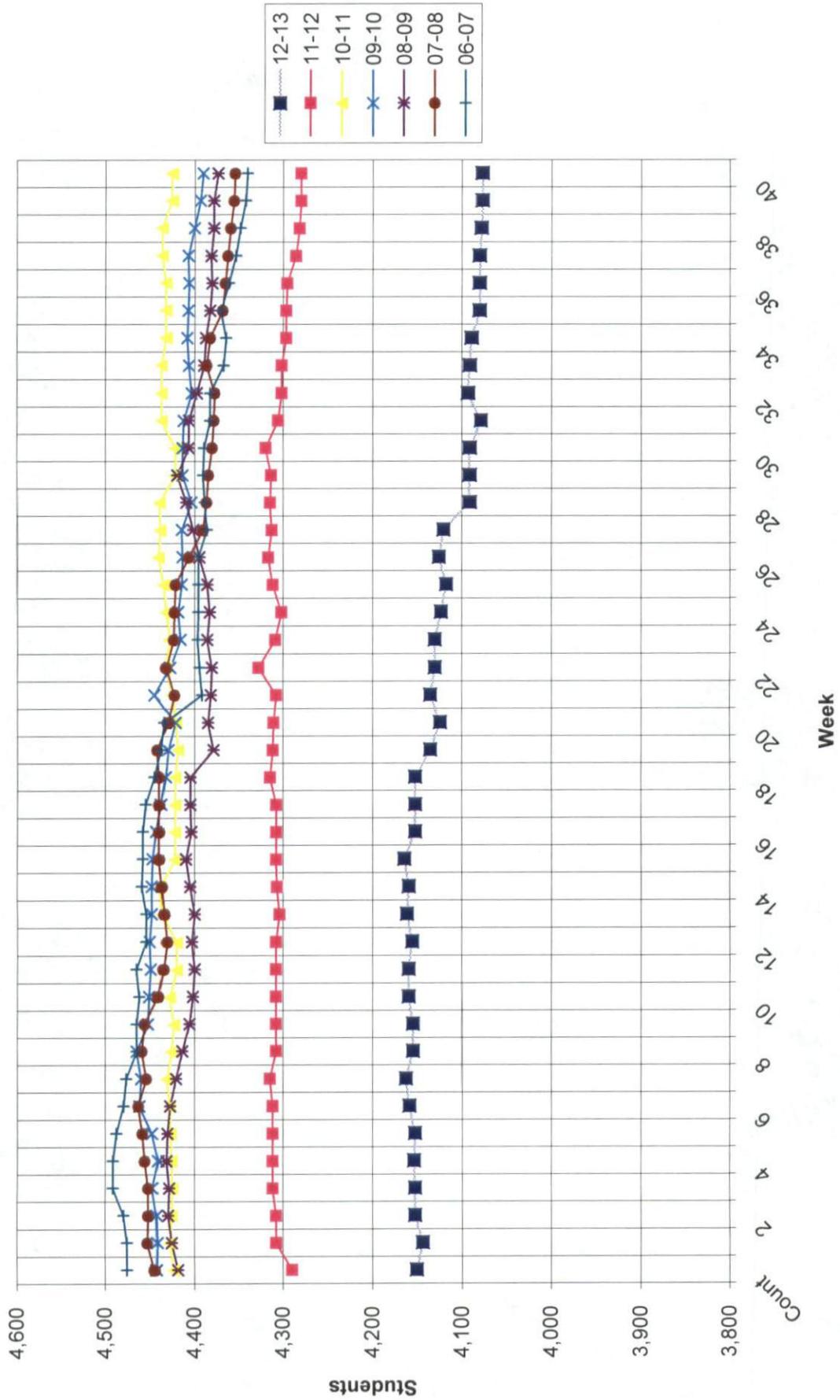
REVENUE

REVENUE	BUDGET	RECEIPTS TO DATE	% Received	BALANCE	% Remaining	BUDGET	YTD ACTIVITY	% Received	BALANCE	% Remaining
M&O Levy	-	16.24		(16.24)			(24.57)		24.57	
Supplemental Levy	4,950,000.00	3,022,992.98	61.1%	1,927,007.02	38.9%	3,250,000.00	1,980,593.85	60.9%	1,269,406.15	39.06%
Emergency Levy	-	1,513.89		(1,513.89)			2,030.22		(2,030.22)	
Tort Levy	115,000.00	69,540.50	60.5%	45,459.50	39.5%	118,614.00	69,442.96	58.5%	49,171.04	41.45%
Investments	50,000.00	30,989.91	62.0%	19,010.09	38.0%	76,904.00	40,681.67	52.9%	36,222.33	47.10%
Community Ed.	500.00	512.00		(12.00)			592.00		(592.00)	
Other Revenue	95,000.00	117,146.94	123.3%	(22,146.94)	-23.3%	87,500.00	40,659.93	46.5%	46,840.07	53.53%
Base State Support	14,941,774.00	14,494,827.48	97.0%	446,946.52	3.0%	15,611,135.00	15,179,407.79	97.2%	431,727.21	2.77%
Transportation	1,075,000.00	1,046,960.76	97.4%	28,039.24	2.6%	1,025,000.00	1,023,615.90	99.9%	1,384.10	0.14%
Tuition Equiv	50,000.00	-	0.0%	50,000.00	100.0%	52,500.00	-	0.0%	52,500.00	100.00%
State Paid Benefits	1,953,725.00	1,898,381.49	97.2%	55,343.51	2.8%	2,043,138.00	1,988,919.49	97.3%	54,218.51	2.65%
Other State Support: PFP	-	884,042.26		(884,042.26)					-	
Property Tax Replace.	5,000.00	2,577.75	51.6%	2,422.25	48.4%	9,621.00	2,577.75	26.8%	7,043.25	73.21%
Other State Revenue	156,300.00	61,968.00	39.6%	94,332.00	60.4%	248,814.00	138,173.00	55.5%	110,641.00	44.47%
Other Fed Rev-E-Rate	95,000.00	-	0.0%	95,000.00	100.0%	157,500.00	3.00	0.0%	157,497.00	100.00%
Unrestricted Grants	145,000.00	53,353.01	36.8%	91,646.99	63.2%	170,000.00	(26,181.93)	-15.4%	196,181.93	115.40%
Other Indirect Restricted	80,000.00	44,293.91	55.4%	35,706.09	44.6%	320,000.00	145,172.09	45.4%	174,827.91	54.63%
Transfers	45,000.00	-	0.0%	45,000.00	100.0%	88,106.00	-	0.0%	88,106.00	100.00%
TOTALS	23,757,299.00	21,729,117.12	91.5%	2,028,181.88	8.5%	23,258,832.00	20,585,663.15	88.5%	2,673,168.85	11.49%

Summer\Fall 2013 Plant Facility Projects

Lakeland High	Student parking lot repair , sealing and stripping
Lakeland High	Staff parking lot repair , sealing and stripping
Lakeland High	Tennis court resurfacing
Lakeland High	Student parking lot Lighting
Timberlake High	Parking lot repair , sealing and stripping
Timberlake High	Discuss cage and throw area
Timberlake High	Softball and Baseball seating and backstop
Timberlake Jr High	Parking lot repair , sealing and stripping
Timberlake Jr High	Lighting issues
Spirit Lake	Parking lot repair , sealing and stripping
Spirit Lake	Gym lighting
Athol	Parking lot repair , sealing and stripping
Athol	Roof replacement
Garwood	Parking lot repair , sealing and stripping
Garwood	Playground equipment replacement
Twin Lakes	Parking lot repair , sealing and stripping
John Brown	Parking lot repair , sealing and stripping
John Brown	Carpet replacement
John Brown	Classroom lighting issues
John Brown	Roof repair
Betty Kiefer	Parking lot repair , sealing and stripping
Mountain View	Parking lot repair , sealing and stripping
Mountain View	Front brick work
Mountain View	Parking lot repair , sealing and stripping
Technology	District VoIP Phone system
Technology	PC replacement - Oldest Ones
Technology	Upgrade switches, servers, routers
Technology	Complete wireless access
Transportation	Bus replacement
Maintenance	Grounds & Building equipment
All Schools	Painting at all buildings
All Schools	Minor Repairs and Projects
Security	Upgrade current video systems
Security	Install video systems at elementary schools
Security	Improve building access
Completed this spring	Drywell install at SLE, BKE, TLJH
Completed this spring	Restroom Upgrades at JBE & SLE
Completed this spring	Lakeland High School weight room
Completed this spring	Betty Kiefer Playground replacement

Student Enrollment



**2013-2014
Calendar**

August 14	Elementary (K-6) Registration 12:00 p.m. - 7:00 p.m.
August 15	Elementary (K-6) Registration 12:00 p.m. - 7:00 p.m.
August 21	Secondary (7-12) Registration 9:00 a.m. - 3:00 p.m.
August 22	Secondary (7-12) Registration 12:00 p.m. - 7:00 p.m.
August 23	Secondary (7-12) Registration 9:00 a.m. - 3:00 p.m.
September 2	Labor Day (no school)
September 3	First day for regular classes
September 9	Begin LATE START MONDAY'S – one hour delayed start at all buildings - K-12
October 4	Curriculum Day (No school for students)
November 1	End of 1 st quarter (No school for students)
November 7	K-12 Evening parent/teacher conferences, until 7:00 p.m.
November 25	K-12 parent/teacher conferences, 8:30 a.m. until 7:00 p.m. (No school for students)
November 26	Teacher flex day (No school for students)
November 27- 29	Thanksgiving vacation
Dec. 23- Jan. 3	Christmas Vacation
January 20	Martin Luther King Jr. Day (no school)
January 24	End of 2 nd quarter (No school for students)
January 30	Evening K-8 conferences until 7:00 p.m.
January 31	K-8 Parent/teacher conferences 8am-noon (no school for K-8 students)
February 17	Presidents' Day (no school)
March 28	End of 3 rd quarter (No school for students)
March 31- Apr. 4	Spring vacation
May 15	Early release @ 12:30 for Lakeland Assessment of Writing Scoring
May 16	Flex Day (No School)
May 26	Memorial Day (No school)
June 6	Last day of school for students & end of 4 th quarter
June 10	Teachers Last Workday

LAKELAND JOINT SCHOOL DISTRICT #272

2013-2014 SCHOOL OPENING CALENDAR

August 14	Noon – 7:00 p.m.	Elementary (K- 6) Student Registration
August 15	Noon – 7:00 p.m.	Elementary (K- 6) Student Registration
August 20	8:30 a.m. – 11:30 a.m. 12:30 p.m. – 3:30 p.m.	First Aid/CPR Training – JBE Library (sign up through Troy at D.O.) First Aid/CPR Training – JBE Library (sign up through Troy at D.O.)
August 21	9:00 a.m. – 3:00 p.m. 12:00 p.m. – 3:00 p.m.	Secondary (7-12) Student Registration Panhandle Health Immunization Clinic - TJHS
August 22	Noon – 7:00 p.m.	Secondary (7-12) Student Registration
August 23	9:00 a.m. – 3:00 p.m. 12:00 p.m. – 3:00 p.m.	Secondary (7-12) Student Registration Panhandle Health Immunization Clinic - LJHS
August 26	8:00 a.m. 8:45 a.m. 10:45 a.m. 11:30 a.m. 12:00 noon 2:30 p.m. 3:00 p.m.	ALL RETURNING CERTIFICATED EMPLOYEES REPORT to buildings New Teacher Orientation - D.O. New Teachers-Mentor/Protégé Meeting -- LJHS Mentor/Protégé/Administrator Lunch – LJHS New Teachers Meet with Building Administrators – in Buildings Secondary Principals for zone transfers – D.O. (SPED MUST BE INCLUDED) Elementary Principals for zone transfers – D.O. (SPED MUST BE INCLUDED)
August 27	7:30 a.m. – 8:00 a.m. 8:30 a.m. – 10:00 10:00 – 2:00 12:00 – 1:00 2:00 - 5:00 2:00 – 4:00 p.m.	ALL EMPLOYEES REPORT - LHS Commons (STCU Sponsored Breakfast) Welcome Back Greeting & General Staff meeting /Guest Speaker Curriculum Day - Grade level and content area meetings LHS A Community Conversation with Jamie Vollmer – Schools cannot do it alone Insurance and Benefits Information Fair - LJHS Building and Classroom time
August 28	TBD Afternoon	Table Top Safety Training – RPD, SLPD, KCSD @ Lakeland High School Building Meetings, Grade Level and Subject Area Meetings
August 29	8:00 a.m. – 4:00 p.m. 12:30 p.m. – 3:30 p.m.	Building and Classroom time Blended Learning Workshop for Administrators - LHS
August 30	6:30 a.m. – 3:00 p.m.	All Maint., Custodial Staff, Admin. Assistants & Secretaries work – No Teachers
September 2		Labor Day – No School

committed to academic excellence ... dedicated to student success



LAKELAND JOINT SCHOOL DISTRICT #272

15506 N. Washington Street P.O. Box 39

Rathdrum, Idaho 83858

Phone: 208.687.0431

Web: lakeland272.org

06/10/2013

To: The Lakeland Board of Trustees

From: Brad Murray

Subject: Recommendation for New Hires

Substitute Teachers

Cassandra Shelton

JoAnn Coffey

Brook Cunningham

From: Tom Taggart
Sent: Monday, June 10, 2013 12:33 PM
To: Brook Cunningham
Subject: FW: Summer help

See below

-----Original Message-----

From: Guy Kreider [mailto:gkreider@lakeland272.org]
Sent: Sunday, June 09, 2013 8:17 PM
To: Tom Taggart
Subject: Summer help

Have 2 names to add to list

Laura Scodeller
Jeanette McGee

Thank you

Guy Kreider

2013 Part time Summer Employee List

Alice Starr
Anita Somershoe
Becky Johnson
Buster Withers
Cameron Knigge
Clayton Anderson
Debra Sawley
Doug Bain
Helen McCormick
Henrietta Rardin
Jan Davis
Jan Tucker
Jenette McGee
Kasey Neff
Kimberly Fuson
Kisa Winters
Laura Scodeller
Lisa Marks
Lita Hindberg
Lori York
Lynda Raebel
Lynn Vickers
Margaret Ausburn
Myra Lang
Pam Katus
Rose Little
Shane Maland
Tammy Chaffin
Tammy Trask
Trina Wolly

Administration Salaries 2013-14

Employee	Contract Term	Current Amount	Contract Days	Proposed Amount			
Mary Ann Ranells	TBD	\$ 107,154	230	\$ 111,440	\$ 4,286	4.0%	\$ 484.52
Brad Murray	Two year	\$ 90,000	230	\$ 93,600	\$ 3,600	4.0%	\$ 406.96
Tom Taggart	Two year	\$ 86,423	230	\$ 90,000	\$ 3,578	4.1%	\$ 391.30
Georgeanne Griffith	Two year	\$ 84,819	220	\$ 88,212	\$ 3,393	4.0%	\$ 400.96
Conrad Underdahl	Two year	\$ 85,706	218	\$ 89,135	\$ 3,428	4.0%	\$ 408.87
Kurt Hoffman	Two year	\$ 84,703	218	\$ 88,091	\$ 3,388	4.0%	\$ 404.09
Todd Spear	Two year	\$ 78,660	218	\$ 81,806	\$ 3,146	4.0%	\$ 375.26
Chris McDougall	Two year	\$ 75,000	218	\$ 78,000	\$ 3,000	4.0%	\$ 357.80
Mary Havercroft	Two year	\$ 80,948	213	\$ 84,186	\$ 3,238	4.0%	\$ 395.24
B.J. DeAustin	Two year	\$ 78,595	213	\$ 81,739	\$ 3,144	4.0%	\$ 383.75
John Asher	Two year	\$ 78,260	213	\$ 81,391	\$ 3,130	4.0%	\$ 382.12
Susie Morrison	One Year	\$ 75,245	213	\$ 70,000	\$ (5,245)	NA	\$ 328.64
Kathy Thomas	Two year	\$ 74,925	213	\$ 77,922	\$ 2,997	4.0%	\$ 365.83
Lisa Sexton	Two year	\$ 73,580	213	\$ 76,523	\$ 2,943	4.0%	\$ 359.26
Patty Morrison	Two year	\$ 72,450	213	\$ 75,348	\$ 2,898	4.0%	\$ 353.75
Curt Carr	One Year	\$ 73,213	208	\$ 76,141	\$ 2,929	4.0%	\$ 366.06
Trent Derrick	One Year	\$ 67,902	208	\$ 70,618	\$ 2,716	4.0%	\$ 339.51
Brandi Johnson	One Year	\$ 67,500	208	\$ 70,200	\$ 2,700	4.0%	\$ 337.50
John Klingaman	One Year	\$ 40,019	205	\$ 41,620	\$ 1,601	4.0%	\$ 203.02
Tim Cronnelly	One Year	\$ 30,479	190	\$ 31,698	\$ 1,219	4.0%	\$ 166.83
Reductions							
Dave Serwat	One Year	\$ 32,477	208	\$ -	\$(32,477)		
Shannon Hall	One Year	\$ 22,481	208	\$ -	\$(22,481)		

Last Name	First Name	Contract status
Albertson	Roy	c
Allen	Robyn	c
Allred	Maria	3
Amos	Kelly	c
Anderson	Julie	c
Anderson	Mike	c
Anderson	Rick	c
Arthur	Connie	c
Asher	Amber	c
Asher	Shelly	c
Badertscher	Jennifer	c
Baker	Bruce	c
Baker	Diana	c
Baker	Josh	c
Barkley	Marcii	c
Bauman	Laura	c
Bean	Danielle	c
Beattie	Krista	2
Bell	Sherry	c
Bevacqua	Colleen	c
Beyer	Cindy	c
Blayne	Stephanie	c
Bohn	Russ	c
Boots	Jennifer	c
Bowen	Deana	c
Boyd	Randy	c
Bradbury	Jason	c
Brandal	Lisa	c
Breach	Shawwna	2
Bruner	Linda	c
Burgan	Travis	c
Busch	Ken	c
Cashman	Debra	c
Chaney	Kelly	c
Chapple	Greg	c
Chatterton	Heather	2
Clark	Lori	c
Conrath	Mary	c
Cooksey	Gina	3
Craig	Andrew	c
Cronnelly	Tim	c
Curry	Sandra	c
Cushman	Levi	c
Davis	Jo-Dene	c
Dela Cruz	Cassie	2
Derrick	Debbie	c

DeVore	Jodie	c
Donart	Alaina	c
Dunbar-Runyan	Lesley	c
Duncan	Terri	c
Duran	Jacqui	c
Edelblute	Rob	c
Eleazer	Lauren	c
Emory	Jennifer	c
Epling	Patty	c
Ferguson	Megan	c
Foster	Ashley	c
Foster	Laura	c
Frank	Stacy	c
French	Wendy	2
Friis	Corey	c
Fuhr	Emily	c
Gabiou	Amy	c
Gabrick	Patti	c
Galloway	Amy	c
Garitone	Kylee	c
Garrison	Samanda	c
Garwood	Michelle	c
George	Matt	c
George	Wendy	2
Gerstenberger	Judy	c
Getty	Peg	c
Gill	Rachel	c
Goldman	Galen	c
Gorton	Cherokee	c
Gorton	Mark	c
Graupman	Katie	c
Gray	Kathy	c
Haarr	Melica	c
Hall	Colleen	c
Hall	Shannon	c
Hallett	Melanie	c
Hanna	Tony	3
Harms	Jamie	2
Hasz	Rebecca	c
Hauck	Kim	c
Haukenes	Iva	2
Hayenga	Jena	c
Hayes	Aaron	c
Haynes	Nick	c
Henderson	Tammie	c
Hill	Kim	c
Hoffman	Jimmy	c

Hogan	Levi	c
Holecek	Stephanie	2
Hostetler	Shana	c
Houy	Carol	c
Howard	Sarah	3
Hoyt	Jan	c
Hudson	Diane	2
Hutson	Lindsay	c
James	Joey	c
Jarstad	Chris	c
Johnson	Mark	c
Jones	Dave	c
Jorgensen	Mattie	c
Kannegaard	Judith	c
Keating	John	c
Kiefer	Mandy	c
Kiefer	Tim	c
Kimball	Kim	c
Kimberling	Debbie	c
Kinzer	Julie	c
Klingaman	John	c
Kluss	Brian	c
Knigge	Cameron	3
Knoll	Allison	c
Koch	Tona	c
Lange	Deanna	c
Lassen	Joan	c
Lawler	Shawn	c
Lawler	Stacie	c
Lawrie	Kristie	c
Leach	Amanda	c
Leatherman	Denise	c
Leonard	Julie	c
Little	Little	c
Livingston	Ed	c
Lloyd	Sharlene	c
Lundeby	Lynda	c
Maddy	Mario	c
Manning	MaryAlyce	c
Marsh	Jenny	c
Mason	Nancy	c
Matilla	Shannon	c
Matlock	Ann	2
McCabe	Melinda	c
McCowan	Debbie	c
McDevitt	Jeri	c
McDougall	Heather	2

McLeod	Tacy	c
Menti	Mike	c
Menti	Terri	c
Miles	Bill	c
Miles	Trisha	2
Milks	Angela	c
Miller	Matt	c
Miller	Molly	c
Miller	Rebecca	c
Mitchell	Kristie	c
Moe	Lloyd	c
Moffett	Janelle	c
Montang	Ryan	c
Moore	Karye	c
Morrison	Jim	c
Murphy	Keri	c
Nance	Lisa	c
Needs	Norma	c
Neff	Matt	c
Nelson	Jennifer	2
Nelson	Jodi	c
Neuberger	Keith	c
Nieman	Allison	c
Normand	Mike	c
O'Dwyer	Bridgette	2
Oneto	Dave	c
Parrott	Carol	c
Paslay	Lynn	c
Peloquin	Colleen	c
Peterson	Kathy	c
Pettit	Corey	c
Pote	Sheila	c
Potee	Julia	c
Price	Shynne	c
Ranney	Rob	c
Reigel	Lorraine	3
Rhodes	Kellie	c
Rider	Bill	c
Rider	Shannon	c
Rogers	Ashley	2
Rogers	Pat	c
Rotz	Ann	c
Rotz	Doug	c
Ryan	William	3
Sanborn	Kerinsa	c
Sandahl	Christine	c
Sapp	Ashley	3

Schilling	Sherene	c
Schmidt	Denise	2
Schnepf	Ana	c
Schwalbach	Joe	c
Schwalbach	Kris	c
Scott	Danielle	c
Scozzaro	Carolyn	c
Serwat	Dave	c
Sescilla	Mark	c
Seymour	Steve	c
Shanholtz	Kelli	c
Shovald	Terri	c
Simpson	Jim	c
Skidmore	Taylor	c
Slaney	Sharon	c
Small	Alicen	3
Smith	Rachel	c
Spragg	Denise	c
Spurway	Laura	c
Stanford	Shawn	c
Stewart	Fonda	c
Stiegemeier	Kayla	c
Stroud	Chantelle	c
Suko	Kim	c
Teel	Sara	c
Thorp	Michelle	c
Tinsley	Honey Jean	c
Tobin	Elaine	c
Underhill	Ed	c
Uzzi	Paul	c
Van Orsow	Sherie	c
Vanek	Renee	c
Vieira	Frank	c
VonTill	Stephen	c
Vordahl	Renee	c
Vose	Linda	c
Wade	Lynnette	c
Walker	Susan	c
Walling	Sandra	c
Watkins	Deanna	c
Welter	Karla	c
Wilkerson	Connie	c
Williams	Kacy	c
Williams	Linda	c
Williams	Janine	c
Williamson	Jake	c
Wineteer	Craig	3

Woerz	Susan	c
Wood	Tim	c
Worthen	Mark	c
Wuest	Holly	c
Youndell	Tiera	2
Young	Tifani	c
Zimmerman	Phil	c
Zinovyev	Marina	c

LAKELAND JOINT SCHOOL DISTRICT 272
Non-certificated Salary Schedule
2013-2014

I. Clerical/Aides/Specialists

Administrative Assistant	Year 1	\$ 11.00	3.2%
D.O. Clerical	Year 2	\$ 12.20	2.3%
SPED Secretary	Year 3-4	\$ 13.15	4.4%
	Year 5-9	\$ 13.75	2.3%
	Year 10-14	\$ 14.55	2.2%
	Year 15&Up	\$ 15.00	3.0%

School Secretary	Year 1	\$ 10.50	2.9%
	Year 2	\$ 11.50	2.5%
	Year 3-4	\$ 12.15	3.6%
	Year 5-9	\$ 12.65	2.5%
	Year 10-14	\$ 13.40	3.0%
	Year 15&Up	\$ 14.00	3.5%

Transportation Secretary	NA	\$ 11.50	7.9%
Maintenance Secretary	NA	\$ 11.50	7.9%

Teacher/ Library Aide/ Bus Aide	Year 1	\$ 9.65	3.4%
	Year 2	\$ 10.50	2.9%
	Year 3-4	\$ 11.20	3.6%
	Year 5-9	\$ 11.50	2.5%
	Year 10-14	\$ 12.35	2.2%
	Year 15&Up	\$ 13.00	3.1%

Technology Assistant	Year 1	\$ 11.13	4.0%
	Year 2	\$ 11.67	4.0%
	Year 3-4	\$ 12.24	4.0%
	Year 5-9	\$ 12.90	4.0%
	Year 10-14	\$ 13.57	4.0%
	Year 15&Up	\$ 14.14	4.0%

Temp. Teacher Aide/ Noon Duty Aide/	Year 1	\$ 8.50	1.0%
Substitute Teacher Aide or Secretary	Year 2+	\$ 9.00	3.8%

II. Maintenance & Custodial

Grounds Supervisor	NA	\$ 18.25	2.8%
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Maintenance Worker	Year 1	\$ 13.00	4.7%
	Year 2	\$ 14.15	3.7%
	Year 3-4	\$ 14.65	2.7%
	Year 5-9	\$ 15.50	2.7%
	Year 10-14	\$ 16.25	2.8%
	Year 15&Up	\$ 16.65	2.5%

Head Custodian	Year 1	\$ 10.75	2.3%
	Year 2	\$ 11.25	2.1%
	Year 3-4	\$ 12.00	3.7%
	Year 5-9	\$ 12.50	2.6%
	Year 10-14	\$ 13.25	3.1%
	Year 15&Up	\$ 13.75	2.0%

Day/Night Custodians	Year 1	\$ 9.75	1.7%
	Year 2	\$ 10.25	3.1%
	Year 3-4	\$ 10.75	2.8%
	Year 5-9	\$ 11.25	2.6%
	Year 10-14	\$ 11.50	2.5%
	Year 15&Up	\$ 12.15	3.1%

Custodial Trainer	NA	\$ 14.00	3.7%
Part-time Adult Maintenance	NA	\$ 9.50	2.1%
Part-time Adult Maintenance - Lead	NA	\$ 10.25	4.1%
Part-time/Seasonal Student Maintenance	NA	\$ 8.50	3.0%
Mail & Supply Delivery	NA	\$ 9.05	3.4%
All Custodial or Maintenance Substitutes	NA	\$ 8.75	2.9%

III. Transportation

Lead Mechanic	NA	\$ 19.47	4.0%
Mechanic	NA	\$ 18.72	4.0%

Bus Driver	Year 1	\$ 13.50	3.0%
	Year 2	\$ 14.60	3.0%
	Year 3-4	\$ 15.25	3.1%
	Year 5-9	\$ 16.25	2.8%
	Year 10-14	\$ 16.85	2.9%
	Year 15&Up	\$ 17.26	3.0%

All Transportation Substitutes	Year 1	\$ 12.60	1.6%
	Year 2	\$ 12.90	2.0%
	Year 3+	\$ 14.25	1.6%

IV. Other

Social Behavior Specialist	NA	\$ 20.00	0.0%
Tutor, Homebound Student (Certified)	NA	\$ 20.00	0.0%
Tutor, Homebound Student (Non-Certified)	NA	\$ 14.50	3.6%

V. Specialized Personnel

Maintenance Supervisor - Guy Kreider	NA	\$ 47,500	3.2%
Transportation Supervisor - Darrell Rickard	NA	\$ 50,500	4.4%
Asst Transportation Supervisor - Susan Moore	NA	\$ 32,500	4.2%
Network Administrator - Justin Graupman	NA	\$ 45,250	4.0%
Technical Support Specialist - Chad Parson	NA	\$ 45,250	4.0%
Human Resources - Heidi Herndon	NA	\$ 21.32	5.0%
Treasurer - Cindy Happeny	NA	\$ 20.37	5.0%
Payroll Specialist - Sarah Regan	NA	\$ 15.34	5.0%
Accounts Payable - Joan McMullin	NA	\$ 14.47	5.0%
Clerk - Brook Cunningham	NA	\$ 13.10	5.0%
Sub Coordinator	NA	\$ 9.90	4.2%

2013 Summer School Personnel

THS	
Administrator	Kurt Hoffman
Secretary	Mary Norberg
7 th /8 th Language Arts & Math	Mike Menti
7 th /8 th Language Arts & Math	Karye Moore
Physical Science/ Biology	Kellie Rhodes
English 1-4	Jens Jacobsen
Algebra/ Geometry	Craig Wineteer
Social Studies	Tim Cronnelly
MVAS	
Administrator	John Klingaman
Social Studies/Employability Focus	John Klingaman
LHS	
Administrator	Conrad Underdahl
Secretary	Leslie Trail Chisholm
Algebra/Science	Lynda Lundeby
English 1, 2, 3, & 4	Jennifer Badertscher
US History/Government	Rick Anderson
JHS Language Arts/Reading/Math	Eric Williams
JHS Math	OPEN

S	M	T	W	T	F	S
JUNE 2013						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

June 18th Summer school start date

S	M	T	W	T	F	S
JULY 2013						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July 4th No school

July 25th Last day of summer school

NEGOTIATIONS AGREEMENT

by and between the

**BOARD OF TRUSTEES
LAKELAND JOINT SCHOOL
DISTRICT 272**

and the

**LAKELAND EDUCATION
ASSOCIATION**

FOR 2013-2014

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ARTICLE I
SALARY SCHEDULE

I.1 Salary Schedule

It is agreed the attached salary schedule shall be in effect for 2013-2014.

SEE SCHEDULE ATTACHED

- A. It is further agreed that for 2013-2014 each full time certificated employee shall be granted a salary allowance sum of \$2600.00 (this amount is included in the attached salary schedule amounts). Less than full time employees with a 0.75 FTE or more contract will receive a 0.83 allotment.

- A. Individuals contracted for at least 0.5 FTE for the 2001-02 school year will continue to receive benefit allowance funds under the 2001-02 Negotiations Agreement language (with new funding amounts in each respective contract) as long as they remain continuously employed by the district at 0.5 FTE or greater.

I.2 Salary Schedule Provisions (For the 2012-13 contract year.)

A. Allowable Training and Experience - Entry Level

- 1. Up to twelve years of acceptable teaching experience will be allowed for placement on the salary schedule for transfer teachers. Twelve years of experience would place the teacher on step 13. Any teacher that transfers into the district with twelve or more years of experience will also be placed on step 13.
- 2. No credit is given for military experience.
- 3. Seven months of continuous teaching in any single year is required to count as a year of experience.
- 4. A master's degree shall be allowed for placement on the salary schedule if it is in or related to the areas or subjects taught. Specific credits not required for certification and taken after completion of the BA degree which are in or related to the area or subject taught can be counted for advancement beyond the BA or MA degree. Determination will be made by the Superintendent of Schools.

B. Training Increments

To advance one or more training increments, acceptable graduate credit must be earned after completion of the BA degree. Salary schedule increments are in semester credits.

- C. Acceptable Graduate Credit
No more than 10 semester hours can be upper division credit. The remainder of the credits for advancement on the salary schedule must be graduate credits (500's or higher). Any exceptions must meet the approval of the Superintendent.
- D. Placement on the Salary Schedule
The salary category is determined by the number of years of allowable service and training of the teacher before the opening day of school.
- E. Advancement on the Salary Schedule
Teachers planning to advance on the salary schedule through additional credits and/or degrees must notify the Superintendent of Schools, in writing, not later than May 1 of their intention to work toward advancement on the schedule.
1. Courses to be taken must meet the approval of the Superintendent of Schools to count toward advancement on the salary schedule. In the event the course is denied, the teacher has the right of appeal to the Board of Trustees.
 2. All course work for advancement on the salary schedule must be completed prior to September 1.
 3. Proof of credit by official transcript must be received by the Superintendent of Schools by September 15. No contract will be changed after September 15, for salary schedule advancement without the approval of the Superintendent.
 4. Advancement on the salary schedule shall be limited to three columns on the salary schedule in one year unless the teacher earns an advanced degree
 5. When credits in any discipline are earned by a teacher at the request of the Superintendent, those specific credits will apply toward advancement on the salary schedule.
 6. To advance an experience step on the salary schedule, a teacher must complete at least an amount greater than fifty percent of the days of a full time teacher contract for the year.
 7. In the event that either the date for notification of intent to advance (May 1) or the deadline to receive official transcripts (September 15) falls on a non-working day, the documents may be accepted on the next scheduled work day.

ARTICLE II BENEFITS

II.1 Insurance

MEDICAL/DENTAL: It is agreed that beginning October 1, 2013, the district will pay employee premium costs for the group medical (up to \$???, including administrative costs); and group dental (up to \$34.10); insurance plans for a total for each participating full time certificated employee of up to \$???? per month until September 30, 2013. Employees hired after the first of any month will be eligible at the beginning of the next month. If the plan the employee chooses is more than \$??? per month, the employee will incur the extra expense. If the employee does not complete the requirements of the Blue Cross "Healthy Measures" program the amount paid by the District on their behalf will be reduced by \$40.00 per month for the months of January – September, 2014. Less than full time employees with a 0.75 or more (FTE) contract will receive a 0.83 allotment.

- A. Every employee shall be deemed to have taken at least single medical and dental coverage, and not receive in excess of the \$2600 salary allowance.

- B. Individuals contracted for at least 0.5 FTE for the 2001-02 school year will continue to receive health and life insurance benefits under the 2001-02 Negotiations Agreement language (with new funding amounts in each respective contract) as long as they remain continuously employed by the district at 0.5 FTE

Monthly medical/dental insurance premiums for 2013-2014 that will be charged to the employee shall be as follows:

	BLUE CROSS North Idaho Option 1 No Dependent Dental	BLUE CROSS North Idaho Option 1 w\ Delta Dental	BLUE CROSS North Idaho Option 1 w/ Willamette Dental
Employee			
Employee + 1			
Employee +2			
Employee & Spouse			
Family			

	BLUE CROSS Blue Value Option No Dependent Dental	BLUE CROSS Blue Value Option w/ Delta Dental	BLUE CROSS Blue Value Option w/ Willamette Dental
Employee			
Employee + 1			
Employee +2			
Employee & Spouse			
Family			

II.2 Life Insurance

It is further agreed that for the 2013-2014 school year, each certificated employee shall, at district expense, be covered by a \$20,000 term life insurance policy and that the employee may purchase dependent or additional life coverage at his/her own expense. Employees must have a half time or more (FTE) contract to qualify for the life insurance benefit (unless they are “grandfathered” as explained in the paragraph on Medical/Dental).

II.3 Vision Insurance

It is further agreed that for the 2013-2014 school year the district will offer the opportunity for the employee to purchase vision insurance for themselves and family members.

AMERITAS VISION	PLAN 1 (Low)	PLAN 2 (High)
Employee	3.64	8.16
Employee + 1	6.88	15.28
Employee +2	9.56	21.20

ARTICLE III
EXTRACURRICULAR SALARY

Pursuant to Idaho Code all supplementary contracts are issued for a single year period and must be renewed annually. This includes all negotiated positions in the extracurricular section of the Negotiated Agreement. All supplementary positions are voluntary and no staff member is required or obligated to fulfill such a position, except when failing to follow proper notification requirements as shown below.

In filling any supplemental position the District shall use all applicable posting, hiring, interviewing and transfer policies. Any and all such policies may be waived if the Superintendent determines an emergency exists.

Persons wishing to be released from a currently contracted position for the following year shall notify the Principal and Superintendent in writing no later than six months prior to the onset of the assignment, or by June first preceding the year in question, whichever is earlier. Unless otherwise stated in the supplementary contract, positions shall be assumed to begin on the first official day of the school year.

Emergency release from a contract may be granted if the person is determined to be physically unable to perform the duties of the position.

All extracurricular\supplemental positions are subject to budget constraints and may not be funded in the budget for a particular school year. If a position has not been budgeted for, and a qualified person is willing to perform the required duties as a volunteer, the District may place that person in the position. If the volunteer fulfills the duties of a paid position for a complete season they will be given credit for experience in placement on the extracurricular schedule for future assignments.

District Base
For extracurricular
Salary calculations

1	\$ 25,949	6	\$ 32,437
2	\$ 27,247	7	\$ 33,735
3	\$ 25,545	8	\$ 35,032
4	\$ 29,842	9	\$ 36,329
5	\$ 31,139	10	\$ 37,627

III.1 Extracurricular Salary Schedule

The following terms apply to certificated employees, although the positions may be held by non-certificated employees. Payment of stipends will be in accordance with Board of Trustee Policy.

Senior High

<u>Head Coach</u>	15.5%
Baseball	
Basketball	
Football	
Soccer	
Softball	
Track	
Volleyball	
Wrestling	
Cross Country	
Cheerleading	
Asst. Coach (includes 9 th or C)	11.0%
Same sports as above	
Golf Coach	11.5%
Tennis	11.0%
Band Director	10.5%
Choir Director	6.2%
Speech/Arts	5.7%
Annual	5.7%
Drama	9.2%
Newspaper	5.7%
ASB/Leadership Advisor	3.5%

JUNIOR HIGH SCHOOL

<u>7 & 8 Coach</u>	6.3%
Basketball	
Cheerleading	
Cross Country	
Track	
Wrestling	
Volleyball	
Band\Choir Director	3.5%
ASB/Leadership Advisor	3.5%
7/8 Intramural Basketball	4.0%
7/8 Annual	5.7%

A. Experience Step Guidelines

For the positions above, up to 9 years experience on the BA column (steps 1-10) prior to the addition of the salary allowance) may be counted under the following guidelines:

1. Only years of extracurricular experience within a particular sport or activity will count as experience (not teaching experience).
2. A coach/advisor that moves from one sport or activity to another or enters a sport or activity for the first time will begin at step 1.
3. A lesser coach who becomes an advanced coach in the same sport (or another sport) will begin at step 1 at the advanced coach percentage rate but shall not receive pay less than the previous position if the move is in the same sport.
4. A head coach that steps down to a lesser coaching position in the same sport will retain his/her experience step at the assistant coach rate.
5. A coach, advisor or director may transfer verified experience into the district.

The percent indicated for each position is applied to the appropriate step (1 through 10) of the BA column of the salary schedule depending on experience for a particular assignment.

B. Advisor and Other Extra Assignments:

Requests for advisory and other extra assignments not included in Section III A/B of the Negotiated Agreement may be made in writing in the year prior to the employee's anticipated leadership in such position, after May 1. Requests will receive consideration if received prior to September 15, of the year in which the position is to be held.

A committee consisting of the Superintendent or his/her designee and the Lakeland Education Association President or his/her designee will review requests to determine if the positions should be added, and make a recommendation to the Board of Trustees. The review will be completed prior to the beginning of the school year whenever possible. The two member committee shall gather what information they deem necessary from principals and teachers and may recommend a stipend of 1% to 5.5% of the actual base (prior to salary allowance or additions to meet state mandated minimums).

The final approval shall be voted upon by the Board of Trustees at the earliest possible Board meeting of the school year for which the request is applicable (September or October).

Approval or denial of requests will be made to the employee in writing with justification no later than five (5) days following the Board of Trustee decision.

Requests for extra pay under this provision shall be submitted on a form provided by the District which details at least the following information: (a) a general description of the activity, (b) the amount of time expected to carry out the activity, (c) the number of students to be supervised, if appropriate, (d) the number of contests and/or trips, (e) any other information that will assist the review committee in compiling a complete and accurate picture of the activity, (f) acknowledgement by the building Principal, (g) what enhancement to the well-being and advancement of students, school, and/or community, including academic, social or other wise will be derived.

B. Pre-determined Advisor Positions:

The following positions are pre-determined and do not need to be re-submitted:

Senior High

B.P.A. Advisor	5.5%
F.H.A. Advisor	5.5%
Jr. Statesman Advisor	3.5%
Prom Advisor	1.5%
I.D.F.Y. Advisor	3.0%
T.S.A. Advisor	3.5%
Honor Society Adv	1.5%
Mt View Yearbook	3.5%
Quiz Team Advisor	4.5%

Junior High

Mathcounts Advisor	2.5%
IDFY Advisor	3.0%
Honor Society Adv	1.5%
Strive	5.5%

Elementary

Intramurals	5.0%
Yearbook	3.0%
Strive	5.5%

C. Dual Credit Stipend

- 1) **Dual Enrollment Instructor Compensation** – Teachers who teach dual enrollment courses with a minimum of 12 dually enrolled students will receive a stipend 1.5% computed in the same manner as coaching stipends, times the number of credits taught. Dual enrollment instructors teaching courses with less than 12 dually enrolled students will be paid a flat stipend rate of \$50/dual enrolled student.
- 2) **Counseling Support Dollars** – Each high school counselor will receive \$5/student enrolled in a dual credit course.
- 3) **Instructional Support Dollars** – Each high school will receive \$50/credit for classes with an enrollment of 12 or more students/class. The dollars generated will be held in a high school account with the intended use for supplies, lab materials, field trips, professional development, counseling department support, etc.
- 4) **Retroactive Provision** - The above provisions will be retroactive for the 12-13 school year.

ARTICLE IV LEAVES

IV.1 Leave of Absence

The Board may grant certificated personnel a leave of absence without pay for a period of time of up to one school year for return to school, travel, exchange or foreign teacher, or personal reason.

- A. Application for leaves of absence for a duration of one school year must be submitted in writing to the Superintendent no later than May 1, of the year preceding the intended leave. Application for leaves of a duration of less than one school year shall be submitted at least 30 workdays prior to the first day of the intended leave.
- B. The teacher shall notify the Superintendent in writing by May 1 of the leave year of his/her intent to return to the district. If there is no written notice, his/her rights to employment shall be vacated.
- C. The teacher, upon return, will be placed in a position for which he/she is qualified by certificate endorsement and will be placed on the appropriate step on the salary schedule with no loss of accrued benefits.
- D. If it is in the best interests of children, and other constraints don't prevent it, the returning teacher will be assigned to the building and grade level he/she left.

IV.2 Military Leave

Military leave shall, at all times, be granted in accordance with the provisions of applicable state and federal laws. Specifically the provisions of "The Uniformed Services Employment and Reemployment Rights Act" (USERRA) shall be followed.

- A. National Guard members or military reservists shall be granted leave to attend required duty upon written notice to the Superintendent at least two weeks prior to the leave. The notice provision will be waived if "military necessity" prevents the giving of notice; or the giving of notice is otherwise "impossible or unreasonable." Definitions provided in Department of Defense regulations will govern application of these exceptions.
- B. During the first ninety days of military leave the employee will be paid their regular pay and benefit allowance, less the salary of the replacement teacher hired for their position (not to exceed the monthly rate of pay for the leave teacher). After the initial ninety-day period the employee will be paid their regular pay less the salary of the replacement teacher. The salary allowance and health insurance coverage will not be paid after the ninety-day period. The employee will be able to

utilize military health benefits and/or purchase coverage under the District's health plan for a period of up to eighteen months, as provided in USERRA.

IV.3 Association Leave

A maximum of twenty-two (22) days may be used by LEA members for association leave. A request to the immediate supervisor, LEA president, and Superintendent must be made at least one week in advance of the leave.

- A. A request must be made first to the LEA President. If approved by the President, it must then be submitted to his/her immediate supervisor at least two weeks prior to the requested dates. If approved it will be forwarded to the Superintendent for his/her review. The Superintendent will then notify the requesting individual in writing of their decision.
- B. Not more than three teachers per building may be gone on association leave, at any one time, and no more than three days may be used by any one member (up to 5 days for the president.) The Superintendent may waive individual employee limits if circumstances warrant.
- C. The district will pay the cost of hiring a substitute for those association days that are to attend regularly scheduled official meetings of the state teacher's association as prescribed by law 33-513. The LEA will pay the cost of hiring a substitute for additional association days approved by the Superintendent.

IV.4 Professional Leave

Certificated personnel may be granted leave with pay to attend educational meetings and/or workshops or visit exemplary classrooms or programs. One of the determining factors for approval shall be the benefit to the students.

- A. If the Principal or Superintendent denies the request, the employee has the right and opportunity to meet with the Principal and/or Superintendent about the decision.
- B. When the district requires attendance, allowable expenses will be paid.
- C. Applications for professional leave must be submitted to the principal at least 20 working days before the day(s) of the requested leave. If the principal approves, the application shall be forwarded to the Superintendent.

IV.5 Bereavement Leave

Certificated personnel shall be granted up to 5 days of bereavement leave, annually for death in the immediate family. (These 5 days are in addition to any bereavement sick leave approved below)

- A. Immediate family is defined as any relative living in the household of the employee and/or spouse, son, daughter, brother, sister, mother, father, grandmother, or grandfather, whether residing in or out of the household of the employee. In the case of a spouse, the relationship is extended to both sides of the family.
- B. The Superintendent must approve additional days needed for travel or other reason. These additional days will be deducted from the employee's sick leave if the employee has adequate sick leave, otherwise the days may be allowed as leave without pay.
- C. Up to two days of sick leave will be allowed for funerals other than the immediate family. Approval of the principal is required. Any additional days for travel, etc. must be approved by the Superintendent. These additional days will be deducted from the employee's sick leave if the employee has adequate sick leave, otherwise the days may be allowed as leave without pay.
- D. In the event of an emergency school closure - if teachers are not required to report for work, teachers on sick leave will not have the leave deducted.

IV.6 Family Leave

A certified employee who is pregnant may work as long as permitted by the attending physician prior to delivery, and may return to work when released by the physician following delivery and recovery.

- A. Pregnancy leave may be charged to individual sick leave, but not to Sick Leave Bank without express authority and compliance with the rules and regulations of the Sick Leave Bank Policy as negotiated.
- B. In order to insure the employee receives all benefits provided by the Family Medical Leave Act (FMLA) the employee must notify the District Office in writing within thirty days of the estimated delivery date, and, at the same time, provide written notice of the desired length of leave. In all situations the District will abide by the requirements of the FMLA.
- C. The teacher, upon return, will be placed in a position for which she is qualified by certificate endorsement and will be placed on the appropriate step on the

salary schedule with no loss of accrued benefits. If it is in the best interests of children, and other constraints don't prevent it, the returning teacher will be assigned to the building and grade level he/she left.

- D. Fathers may use up to fifteen (15) days of sick leave, if available, for the purpose of the birth of their child. This leave shall be used immediately after the birth of the child. Such leave shall run concurrently with FMLA.
- E. Employees may use up to fifteen (15) days of sick leave, if available, for the purpose of adoption of a child. This would include time traveling to the location of the adoption, as well as time spent with the child immediately after the adoption has been completed. Such leave shall run concurrently with FMLA.

IV.7 Personal Leave

Certificated personnel will be granted two (2) days of paid personal leave each year. The leave may not be taken during the following times:

- The school day preceding or following winter or spring break unless that day is a professional work day.
 - The first student contact day of the school year or the last five student contact days of the school year.
 - The professional workday at the beginning or end of the school year.
- A. The date of leave is subject to the approval of the principal, and the request for leave must be submitted to the principal at least one calendar week prior to the leave day. Any exceptions to this policy are subject to the approval of the Superintendent. A teacher who takes personal leave without meeting the above requirements will be docked one day at their contracted daily rate and could be subject to dismissal.
 - B. In the event of an emergency school closure - if teachers are not required to report for work - teachers on personal leave will not have the leave deducted.
 - C. The Board will pay teachers their daily rate for leave not taken. The maximum number of days eligible for the end of year buyout is two. A teacher may carryover one day of unused personal leave in lieu of receiving payment. Maximum annual accumulation is three days.

IV.8. Sick Leave

Employees contracted for a complete school year will receive ten (10) days of sick leave. The number of sick leave days allotted for less than a complete year will be at the rate of one day for each month of service, or any portion thereof.

- A. Sick leave may be used for illness in the immediate family. Immediate family is defined as any relative living in the household of the employee and/or spouse, son, daughter, brother, sister, mother, father, grandmother, or grandfather, whether residing in or out of the household of the employee. In the case of a spouse, the relationship is extended to both sides of the family.
- B. Except in an emergency, sick leave shall not be used for doctor or dental appointments unless the appointment is prearranged with and approved by the principal. The absence may be only for the duration of the appointment with a reasonable time allowed for travel.
- C. Unused sick leave may be accumulated by an employee without limit, subject to the rules and regulations, and applicable statutes of the Public Employees Retirement System of Idaho. At the beginning of each new employment year, an account stating the accumulation of unused sick leave days for each employee shall be completed by the district in accordance with Idaho Code 33-1216 as now in existence or hereafter amended.
- E. In the event of an emergency school closure - if teachers are not required to report for work - teachers on sick leave will not have the leave deducted. (This provision is effective on January 1, 2008).

IV.9 Sick Leave Bank

A. Purpose

The purpose of the Sick Leave Bank shall be to provide certificated employees who qualify by membership in the Bank with additional sick leave days needed to recover from personal illness or injury, so long as said personal illness or injury is not voluntarily incurred (elective surgery, and other similar voluntarily incurred illnesses or injuries) subject to determination of eligibility.

B. Administration

1. The Sick Leave Bank shall be administered by the Sick Leave Council in conformance with the regulations set forth in this agreement.
2. The Sick Leave Council shall be composed of two (2) administrators appointed by the Board and two (2) teachers appointed by the L.E.A. Members of the Sick

Leave Council shall be members of the Sick Leave Bank, with the exception of an administrator appointed to represent the district office.

3. In the event of a tie vote by the Sick Leave Council, the Superintendent of Schools or his designee shall cast the deciding vote.
4. The Council shall annually review and/or revise the guidelines, rules, regulations, and reporting procedures necessary to implement the Sick Leave Bank.
5. The guidelines, rules, and regulations shall be subject to approval of the Board of Trustees and the Lakeland Education Association.

C. Eligibility

Certificated employees who have accumulated one (1) or more days of personal sick leave as defined in Idaho Code 33-1216 and 33-1217, and who have completed a minimum of one year in a position that qualifies for sick leave, shall be eligible for membership in the Sick Leave Bank. Certificated employees who have used the maximum number of days are not eligible for continued membership.

D. Membership

1. Employees who donate one (1) day of accumulated personal sick leave to the Sick Leave Bank shall be members of the Bank and eligible for its services.
2. In the event the Sick Leave Council assesses additional days to keep the Bank solvent, a member must donate the required additional day to continue his/her membership in the Bank.
3. When a member draws from the Sick Leave Bank, they will need to donate one (1) day back to the Bank the following school year to remain a member. In the event that the Sick Leave Council assesses additional days to keep the Bank solvent the same year, the member will be exempted from the additional assessment, having just donated a day to remain a member.

E. Enrollment

1. The enrollment period shall be from the first day of school through September 30 each year.
2. The employee must donate one (1) day of personal sick leave to the Bank during the enrollment period to become a member and, if necessary, one (1) day whenever assessed by the Sick Leave Council to continue membership. Assessment will be on an equal basis and will be determined by the Sick Leave Council.

- a. A 'day' is defined as the contractually defined time period the employee is contracted to work, i.e., .5, .83, etc. This "day" determines both the donation and withdrawal amounts.
 - b. Certificated employees whose "day" changes during the contract year shall be notified regarding any additional sick leave donations that may be required as a result of the change.
3. Forms authorizing the donation of the sick leave days must be signed and turned in to the District Office before the employee becomes a member of the Bank.
4. Days donated to the Sick Leave Bank shall be non-returnable to the donor as accumulated personal sick leave in the event of loss of Bank membership or separation or transfer from the district.

F. Maximum Capacity

The Sick Leave Bank shall accumulate unused Bank days from year-to-year to a maximum capacity, which shall not exceed double the number of eligible employees.

G. Maximum Withdrawal

1. The maximum number of days that shall be available for withdrawal for all eligible employees' use in any one year shall not exceed the Bank's maximum capacity.
2. Maximum withdrawal for any individual eligible employee shall not exceed an accumulated 85 days during the entire period they are employed by the District, starting with days withdrawn during the 07-08 contract year.

H. Regulations

The employee, or his/her designated person when the employee is incapable, shall secure written evidence from the School District's business office that (1) all accumulated leave has been used. The first two days of approved sick leave from the sick leave bank will be subject to a pay reduction equal to two days at the actual substitute daily rate.

1. The employee, or the designee when the employee is incapable, shall secure written proof of illness or injury adequate to protect the District against lingering and false claims of illness as provided in Idaho Code 33-1216.
2. The employee, or the designee when the employee is incapable, shall submit a written request on the appropriate form for the desired number of days to

the Sick Leave Council. The request shall include reasons for the absence and be accompanied by the support documents listed above.

3. The employee, or his designee when the employee is incapable, shall secure written notice of the employee's "back to work" date. Also, if return to work shall be on a part-time basis, this must be specifically noted as well as any subsequent related visits to a doctor's office or medical facility during school hours.
4. Each unrelated prolonged illness or injury will be subject to a pay reduction equal to two days at actual substitute daily rate before the same employee is eligible to draw on the Sick Leave Bank again in the same school year
5. The Sick Leave Council shall make a final approval or disapproval of the request in full or in part in writing to the employee within five (5) working days of the receipt of the request and support documents.
6. If the employee's request is approved, immediate transfer of the approved number of days, in full or in part, from the Sick Leave Bank to the employee shall be made in writing to the District Office.
7. Grants will normally be retroactive. However, the Sick Leave Council may grant days in advance when the need is supported by appropriate medical evidence.

Savings clause: If any provision or application of this agreement or the annual agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. If such provisions exist which are contrary to law, at the request of either party, negotiation shall immediately commence and agreement shall be reached in order to alter said section(s) according to the intent of the parties.

Governing law: This agreement and any annual agreement shall be governed and construed according to the Constitution and laws of the State of Idaho.

_____, President, Lakeland Education Association

_____ Date of Ratification

_____, Chairman, Board of Trustees

_____ Date of Board Ratification

LAKELAND JOINT SCHOOL DISTRICT 272
2013-14 SALARY SCHEDULE (Contract Amount)

STEP							BA+36	BA +42	BA +48	Ba +54	BA +60	MA +36
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	SP/DR
1	\$ 29,587	\$ 29,837	\$ 30,087	\$ 30,337	\$ 30,587	\$ 30,837	\$ 31,087	\$ 31,337	\$ 32,302	\$ 32,702	\$ 33,836	\$ 35,370
2	\$ 30,037	\$ 30,287	\$ 30,537	\$ 30,787	\$ 31,037	\$ 31,287	\$ 31,537	\$ 31,787	\$ 32,822	\$ 33,222	\$ 34,356	\$ 35,890
3	\$ 30,487	\$ 30,737	\$ 30,987	\$ 31,237	\$ 31,487	\$ 31,737	\$ 31,987	\$ 32,237	\$ 33,272	\$ 33,672	\$ 34,806	\$ 36,340
4	\$ 30,937	\$ 31,187	\$ 31,437	\$ 31,687	\$ 31,937	\$ 32,187	\$ 32,437	\$ 32,687	\$ 33,722	\$ 34,122	\$ 35,256	\$ 36,820
5	\$ 31,387	\$ 31,637	\$ 31,887	\$ 32,137	\$ 32,387	\$ 32,637	\$ 32,887	\$ 33,137	\$ 34,172	\$ 34,572	\$ 35,706	\$ 37,280
6	\$ 31,837	\$ 32,087	\$ 32,337	\$ 32,587	\$ 32,837	\$ 33,087	\$ 33,337	\$ 33,587	\$ 34,622	\$ 35,022	\$ 36,156	\$ 37,740
7	\$ 32,287	\$ 32,537	\$ 32,787	\$ 33,037	\$ 33,287	\$ 33,537	\$ 33,787	\$ 34,037	\$ 35,072	\$ 35,472	\$ 36,606	\$ 38,180
8	\$ 32,737	\$ 32,987	\$ 33,237	\$ 33,487	\$ 33,737	\$ 33,987	\$ 34,237	\$ 34,487	\$ 35,522	\$ 35,922	\$ 37,056	\$ 38,660
9	\$ 33,187	\$ 33,437	\$ 33,687	\$ 33,937	\$ 34,187	\$ 34,437	\$ 34,687	\$ 34,937	\$ 35,972	\$ 36,372	\$ 37,506	\$ 39,080
10	\$ 33,637	\$ 33,887	\$ 34,137	\$ 34,387	\$ 34,637	\$ 34,887	\$ 35,137	\$ 35,387	\$ 36,422	\$ 36,822	\$ 37,956	\$ 39,530
11	\$ 34,087	\$ 34,337	\$ 34,587	\$ 34,837	\$ 35,087	\$ 35,337	\$ 35,587	\$ 35,837	\$ 36,872	\$ 37,272	\$ 38,406	\$ 40,000
12	\$ 34,537	\$ 34,787	\$ 35,037	\$ 35,287	\$ 35,537	\$ 35,787	\$ 36,037	\$ 36,287	\$ 37,322	\$ 37,722	\$ 38,856	\$ 40,450
13	\$ 34,987	\$ 35,237	\$ 35,487	\$ 35,737	\$ 35,987	\$ 36,237	\$ 36,487	\$ 36,737	\$ 37,772	\$ 38,172	\$ 39,306	\$ 40,900
14	\$ 35,437	\$ 35,687	\$ 35,937	\$ 36,187	\$ 36,437	\$ 36,687	\$ 36,937	\$ 37,187	\$ 38,222	\$ 38,622	\$ 39,756	\$ 41,350
15	\$ 35,887	\$ 36,137	\$ 36,387	\$ 36,637	\$ 36,887	\$ 37,137	\$ 37,387	\$ 37,637	\$ 38,672	\$ 39,072	\$ 40,206	\$ 41,800
16	\$ 36,337	\$ 36,587	\$ 36,837	\$ 37,087	\$ 37,337	\$ 37,587	\$ 37,837	\$ 38,087	\$ 39,122	\$ 39,522	\$ 40,656	\$ 42,250
17	\$ 36,787	\$ 37,037	\$ 37,287	\$ 37,537	\$ 37,787	\$ 38,037	\$ 38,287	\$ 38,537	\$ 39,572	\$ 39,972	\$ 41,106	\$ 42,700
18	\$ 37,237	\$ 37,487	\$ 37,737	\$ 37,987	\$ 38,237	\$ 38,487	\$ 38,737	\$ 38,987	\$ 40,022	\$ 40,422	\$ 41,556	\$ 43,150
19-21*	\$ 37,687	\$ 37,937	\$ 38,187	\$ 38,437	\$ 38,687	\$ 38,937	\$ 39,187	\$ 39,437	\$ 40,472	\$ 40,872	\$ 42,006	\$ 43,600
22-24*	\$ 38,137	\$ 38,387	\$ 38,637	\$ 38,887	\$ 39,137	\$ 39,387	\$ 39,637	\$ 39,887	\$ 40,922	\$ 41,322	\$ 42,456	\$ 44,050
25-27*	\$ 38,587	\$ 38,837	\$ 39,087	\$ 39,337	\$ 39,587	\$ 39,837	\$ 40,087	\$ 40,337	\$ 41,372	\$ 41,772	\$ 42,906	\$ 44,500
28	\$ 39,037	\$ 39,287	\$ 39,537	\$ 39,787	\$ 40,037	\$ 40,287	\$ 40,537	\$ 40,787	\$ 41,822	\$ 42,222	\$ 43,356	\$ 45,050

Increase in step from 2012-13

STEP							BA+36	BA +42	BA +48	Ba +54	BA +60	MA +36
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	SP/DR
1	\$ 437	\$ 687	\$ 937	\$ 1,187	\$ 1,437	\$ 1,687	\$ 919	\$ 769	\$ 600	\$ 600	\$ 600	\$ 600
2	\$ 407	\$ 657	\$ 907	\$ 1,157	\$ 1,407	\$ 1,657	\$ 889	\$ 739	\$ 570	\$ 570	\$ 570	\$ 570
3	\$ 857	\$ 1,107	\$ 1,431	\$ 1,755	\$ 2,109	\$ 2,463	\$ 647	\$ 560	\$ 638	\$ 638	\$ 638	\$ 638
4	\$ 1,056	\$ 1,306	\$ 652	\$ 502	\$ 666	\$ 666	\$ 579	\$ 579	\$ 657	\$ 657	\$ 657	\$ 657
5	\$ 708	\$ 708	\$ 672	\$ 522	\$ 685	\$ 685	\$ 599	\$ 599	\$ 677	\$ 677	\$ 677	\$ 677
6	\$ 727	\$ 727	\$ 691	\$ 541	\$ 704	\$ 704	\$ 618	\$ 618	\$ 696	\$ 696	\$ 696	\$ 696
7	\$ 746	\$ 746	\$ 710	\$ 560	\$ 723	\$ 723	\$ 637	\$ 637	\$ 715	\$ 715	\$ 715	\$ 715
8	\$ 766	\$ 766	\$ 729	\$ 579	\$ 742	\$ 742	\$ 656	\$ 656	\$ 734	\$ 734	\$ 734	\$ 734
9	\$ 785	\$ 785	\$ 748	\$ 598	\$ 762	\$ 762	\$ 675	\$ 675	\$ 753	\$ 753	\$ 753	\$ 753
10	\$ 804	\$ 804	\$ 767	\$ 617	\$ 781	\$ 781	\$ 694	\$ 694	\$ 772	\$ 772	\$ 772	\$ 772
11	\$ 823	\$ 823	\$ 786	\$ 636	\$ 800	\$ 800	\$ 713	\$ 713	\$ 792	\$ 792	\$ 792	\$ 792
12	\$ 842	\$ 842	\$ 806	\$ 656	\$ 819	\$ 819	\$ 733	\$ 733	\$ 811	\$ 811	\$ 811	\$ 811
13	\$ 861	\$ 861	\$ 825	\$ 675	\$ 838	\$ 838	\$ 752	\$ 752	\$ 830	\$ 830	\$ 830	\$ 830
14	\$ 880	\$ 880	\$ 844	\$ 694	\$ 857	\$ 857	\$ 771	\$ 771	\$ 849	\$ 849	\$ 849	\$ 849
15	\$ 900	\$ 900	\$ 863	\$ 713	\$ 877	\$ 877	\$ 790	\$ 790	\$ 868	\$ 868	\$ 868	\$ 868
16	\$ 919	\$ 919	\$ 882	\$ 732	\$ 896	\$ 896	\$ 809	\$ 809	\$ 887	\$ 887	\$ 887	\$ 887
17					\$ 915	\$ 915	\$ 828	\$ 828	\$ 906	\$ 906	\$ 906	\$ 906
18					\$ 934	\$ 934	\$ 847	\$ 847	\$ 926	\$ 926	\$ 926	\$ 926
19-21*							\$ 568	\$ 568	\$ 646	\$ 646	\$ 776	\$ 776
22-24*							\$ 648	\$ 648	\$ 726	\$ 726	\$ 787	\$ 787
25-27*							\$ 729	\$ 729	\$ 807	\$ 807	\$ 798	\$ 798
28							\$ 809	\$ 809	\$ 887	\$ 887	\$ 809	\$ 809

STEP							BA+36	BA +42	BA +48	Ba +54	BA +60	MA +36
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	SP/DR
1	\$ 450	\$ 450	\$ 500	\$ 500	\$ 500	\$ 650	\$ 900	\$ 1,050	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
2	\$ 450	\$ 450	\$ 500	\$ 500	\$ 500	\$ 650	\$ 900	\$ 1,050	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
3	\$ 450	\$ 450	\$ 500	\$ 500	\$ 500	\$ 650	\$ 900	\$ 1,050	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
4	\$ 450	\$ 450	\$ 500	\$ 500	\$ 500	\$ 650	\$ 900	\$ 1,050	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
5	\$ 450	\$ 600	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
6	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
7	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
8	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
9	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
10	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
11	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
12	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
13	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
14	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
15	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
16	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
17					\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
18					\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297	\$ 1,297
19-21*							\$ 400	\$ 400	\$ 400	\$ 400	\$ 850	\$ 850
22-24*							\$ 400	\$ 400	\$ 400	\$ 400	\$ 650	\$ 650
25-27*							\$ 400	\$ 400	\$ 400	\$ 400	\$ 650	\$ 650
28							\$ 400	\$ 400	\$ 400	\$ 400	\$ 650	\$ 650

LAKELAND JOINT SCHOOL DISTRICT 272
2013-14 SALARY SCHEDULE (Contract Amount)

This salary schedule reflects actual salary that a teacher may receive. The schedule reflects the contracted salary amount at each cell, which may include additional funds to meet the state minimum, plus a salary allowance of \$2600.

STEP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36 MA	BA +42 MA+6	BA +48 MA+12	Ba +54 MA+18	BA +60 MA+24	MA +36 SP/DR
1	\$ 32,187	\$ 32,437	\$ 32,687	\$ 32,937	\$ 33,187	\$ 33,437	\$ 33,687	\$ 33,937	\$ 34,902	\$ 35,302	\$ 36,436	\$ 37,970
2	\$ 32,637	\$ 32,887	\$ 33,187	\$ 33,437	\$ 33,687	\$ 34,087	\$ 34,587	\$ 34,987	\$ 36,199	\$ 36,599	\$ 37,733	\$ 39,267
3	\$ 33,087	\$ 33,337	\$ 33,687	\$ 33,937	\$ 34,437	\$ 34,837	\$ 35,885	\$ 36,285	\$ 37,497	\$ 37,897	\$ 39,031	\$ 40,565
4	\$ 33,537	\$ 33,787	\$ 34,187	\$ 34,437	\$ 35,735	\$ 36,135	\$ 37,182	\$ 37,582	\$ 38,794	\$ 39,194	\$ 40,328	\$ 41,862
5	\$ 33,987	\$ 34,387	\$ 35,485	\$ 35,735	\$ 37,032	\$ 37,432	\$ 38,480	\$ 38,880	\$ 40,092	\$ 40,492	\$ 41,626	\$ 43,160
6	\$ 35,285	\$ 35,685	\$ 36,782	\$ 37,032	\$ 38,330	\$ 38,730	\$ 39,777	\$ 40,177	\$ 41,389	\$ 41,789	\$ 42,923	\$ 44,457
7	\$ 36,582	\$ 36,982	\$ 38,080	\$ 38,330	\$ 39,627	\$ 40,027	\$ 41,075	\$ 41,475	\$ 42,687	\$ 43,087	\$ 44,221	\$ 45,754
8	\$ 37,880	\$ 38,280	\$ 39,377	\$ 39,627	\$ 40,925	\$ 41,325	\$ 42,372	\$ 42,772	\$ 43,984	\$ 44,384	\$ 45,518	\$ 47,052
9	\$ 39,177	\$ 39,577	\$ 40,675	\$ 40,925	\$ 42,222	\$ 42,622	\$ 43,669	\$ 44,069	\$ 45,281	\$ 45,681	\$ 46,815	\$ 48,349
10	\$ 40,475	\$ 40,875	\$ 41,972	\$ 42,222	\$ 43,519	\$ 43,919	\$ 44,967	\$ 45,367	\$ 46,579	\$ 46,979	\$ 48,113	\$ 49,647
11	\$ 41,772	\$ 42,172	\$ 43,269	\$ 43,519	\$ 44,817	\$ 45,217	\$ 46,264	\$ 46,664	\$ 47,876	\$ 48,276	\$ 49,410	\$ 50,944
12	\$ 43,069	\$ 43,469	\$ 44,567	\$ 44,817	\$ 46,114	\$ 46,514	\$ 47,562	\$ 47,962	\$ 49,174	\$ 49,574	\$ 50,708	\$ 52,242
13	\$ 44,367	\$ 44,767	\$ 45,864	\$ 46,114	\$ 47,412	\$ 47,812	\$ 48,859	\$ 49,259	\$ 50,471	\$ 50,871	\$ 52,005	\$ 53,539
14	\$ 45,664	\$ 46,064	\$ 47,162	\$ 47,412	\$ 48,709	\$ 49,109	\$ 50,157	\$ 50,557	\$ 51,769	\$ 52,169	\$ 53,303	\$ 54,837
15	\$ 46,962	\$ 47,362	\$ 48,459	\$ 48,709	\$ 50,007	\$ 50,407	\$ 51,454	\$ 51,854	\$ 53,066	\$ 53,466	\$ 54,600	\$ 56,134
16	\$ 48,259	\$ 48,659	\$ 49,757	\$ 50,007	\$ 51,304	\$ 51,704	\$ 52,752	\$ 53,152	\$ 54,364	\$ 54,764	\$ 55,898	\$ 57,432
17					\$ 52,602	\$ 53,002	\$ 54,049	\$ 54,449	\$ 55,661	\$ 56,061	\$ 57,195	\$ 58,729
18					\$ 53,899	\$ 54,299	\$ 55,346	\$ 55,746	\$ 56,958	\$ 57,358	\$ 58,492	\$ 60,026
19-21*							\$ 55,746	\$ 56,146	\$ 57,358	\$ 57,758	\$ 59,342	\$ 60,876
22-24*							\$ 56,146	\$ 56,546	\$ 57,758	\$ 58,158	\$ 59,992	\$ 61,526
25-27*							\$ 56,546	\$ 56,946	\$ 58,158	\$ 58,558	\$ 60,642	\$ 62,176
28							\$ 56,946	\$ 57,346	\$ 58,558	\$ 58,958	\$ 61,292	\$ 62,826



IDAHO DEPARTMENT OF
HEALTH & WELFARE

C.L. "BUTCH" OTTER – Governor
RICHARD M. ARMSTRONG – Director

PAUL J. SPANKNEBEL – Division Administrator
DIVISION OF OPERATIONAL SERVICES
Human Resources • Facilities • Contract Management
450 West State Street, 10th Floor
P.O. Box 83720
Boise, Idaho 83720-0036
PHONE 208-334-5912
FAX 208-334-5926

5/21/2013

Leslie Boggs, Special Ed Director
Lakeland School District #272
15506 N Washington St., PO Box 39
Rathdrum, ID 83858

Re: Contract No. 1C095400

Dear Leslie:

Enclosed is a proposed contract between the State of Idaho, Department of Health and Welfare, and Lakeland School District.

Review the contract and if it meets your approval, please sign and date both originals. Please return both signed and dated contracts to:

Kendelle Vogt
Contracting and Procurement Services, 9th floor
Idaho Dept. of Health and Welfare
P.O. Box 83720
Boise, Idaho 83720-0036

Any handwritten changes made to the enclosed contract will not be accepted. All changes must be submitted to the Department for consideration prior to signing the contract. Department approved changes will be incorporated into the contract document and a revised document will be sent to the Contractor for signature.

It is understood that this Contract is effective when it is signed by both parties, or at a later date if specified in the Contract. The Contractor shall not render services to the Department until the Contract has become effective. The Department will not pay for any services rendered prior to the effective date of the Contract.

After the Department signs the contract one original will be sent to you. If you have any questions, please contact me at 208.334.6543.

Sincerely,

Kendelle Vogt
Grants/Contracts Officer

**DEPARTMENT OF HEALTH AND WELFARE
ACCEPTANCE OF SUBCONTRACT**

CONTRACT NO: 1C095400
CONTRACTOR: Lakeland School District #272
SUBCONTRACTOR: Sequel TSI
BENEFITING DIVISION: Behavioral Health
DATE: 05/20/2013

Contractor has requested approval of the above referenced Subcontractor pursuant to section VI of the General Terms and Conditions, which are incorporated into and made a part of the contract specified above.

The Department of Health and Welfare (Department), Division of Behavioral Health, accepts the Subcontractor, subject to the following:

As set forth in section VI of the Department's, General Terms and Conditions, the approval of the Subcontractor by the Department's Signature Authority shall not in any way relieve the Contractor of any responsibility under the contract. The Contractor shall be and remain liable for all damages to the Department caused by negligent performance or non-performance of work under the contract by Subcontractor.

Subcontractor shall have and maintain all insurance required by the contract and applicable to the goods or services provided by the Subcontractor. Contractor shall provide evidence of insurance upon the request of the Division of Behavioral Health.

Subcontractor's agents and employees providing goods or services under the contract shall possess all experience and qualifications required of Contractor's agents or employees providing such goods or services under the contract.

If required by law, Subcontractor shall register its business entity or assumed business name with the Idaho Secretary of State and remain in good standing during the terms of its subcontract with Contractor. Regardless of its registration with the Idaho Secretary of State, and in addition to any methods of service allowed by Idaho law, Subcontractor hereby consents to service of process upon it by registered or certified mail, return receipt requested, at its address set forth below. Subcontractor must notify Division of Behavioral Health in writing of any change of address to which service of process can be made. Service shall be completed upon Subcontractor's actual receipt of process or upon Division of Behavioral Health's receipt of the return thereof by the United States Postal Service as refused or undeliverable.

This Acceptance of Subcontract is made and entered as of the date set forth above.

DHW:

Department of Health and Welfare
Division of Behavioral Health

By _____
Its _____

Contractor:

By _____
Its _____

Subcontractor:

By _____
Its _____
Address: _____

STATE OF IDAHO
Department of Health and Welfare Contract

CONTRACT NO. 1C095400

CONTRACTOR'S FEDERAL I.D. NO. 82600081200

CONTRACT NAME: LAKELAND SCHOOL DISTRICT #272

CFDA NUMBER: 0.000

FEDERAL GRANT NUMBER:

This Contract is entered into by the State of Idaho, Department of Health and Welfare, hereinafter referred to as the **DEPARTMENT**, and **LAKELAND SCHOOL DISTRICT #272**, hereinafter referred to as the **CONTRACTOR**. This contract is anticipated to be effective as of **05/15/2013** and expire on **06/30/2014**. As outlined in Paragraph II of the Contract Terms and Conditions, this Contract will not be effective until signed by all parties.

WITNESSETH: The **DEPARTMENT** enters into this Contract pursuant to authority granted to it in Title 56, Chapter 10, Idaho Code. The **CONTRACTOR** agrees to undertake performance of this Contract under the terms and conditions set forth herein.

The Contractor agrees to provide, and the Department agrees to accept the services detailed in the Scope of Work and generally described as follows:

Day Treatment Services

The following Attachments are hereby incorporated and made a part of this Agreement:

General Terms and Conditions

Scope of Work

Performance Metrics

Cost/Billing Procedure

Reports

Attachment 1 - Individualized Care Agreement Requisition Form

Attachment 2 - Critical Incident Report

Attachment 3 - Census Report

Attachment 4 - Quality Assurance Quarterly Report

TOTAL CONTRACT AMOUNT: \$150,000.00

SUB OBJECT: 703100-CONTRACTED FOSTER CARE
PROGRAM COST ACCOUNT (PCA) 39394 - CMH T&B ONLY - R1

CONTRACT MONITOR: Elizabeth Patzer

CONTRACT MANAGER: Holly Bonwell

General Terms and Conditions

- I. DEFINITIONS. As used in the Contract, the following terms shall have the meanings set forth below:
 - A. Contract shall mean the Contract Cover Sheet, these General Terms and Conditions, and all Attachments identified on the Contract Cover Sheet. The Contract shall also include any negotiated and executed amendment to the Contract or any task order negotiated, executed, and implemented pursuant to provisions of the Contract.
 - B. Contract Manager shall mean that person appointed by the Department to administer the Contract on behalf of the Department. "Contract Manager" includes, except as otherwise provided in the Contract, an authorized representative of the Contract Manager acting within the scope of his or her authority. The Department may change the designated Contract Manager from time to time by providing notice to the Contractor as provided in the Contract.
 - C. Contractor shall mean that individual, partnership, corporation, or other entity who executes the Contract or performs services under the Contract. The Contractor shall include any subcontractor retained by the Contractor as permitted under the terms of the Contract.
 - D. Department shall mean the State of Idaho, Department of Health and Welfare, its divisions, sections, offices, units, or other subdivisions, and its officers, employees, and agents.
- II. CONTRACT EFFECTIVENESS. It is understood that this Contract or any Amendment is effective when it is signed by both parties, or at a later date if specified in the Contract or Amendment. The Contractor shall not render services to the Department until the Contract or Amendment has become effective. The Department will not pay for any services rendered prior to the effective date of the Contract or Amendment.
- III. RENEWAL. The Department reserves the right to extend this contract for additional periods, not to exceed a total of four (4) years, provided the Contractor has demonstrated satisfactory performance in the previous year. Any extension or amendment of this contract shall be in writing, signed by both parties.
- IV. INDEPENDENT CONTRACTOR STATUS.
 - A. Status The Contractor's status under the Contract shall be that of an independent contractor and not that of an agent or employee of the Department or the State of Idaho. The Contractor shall be responsible for paying all employment-related taxes and benefits, such as federal and state income tax withholding, social security contributions, worker's compensation and unemployment insurance premiums, health and life insurance premiums, pension contributions and similar items. The Contractor shall indemnify the Department and hold it harmless from any and all claims for taxes, including but not limited to social security taxes, penalties, attorneys' fees and costs that may be made or assessed against the Department arising out of the Contractor's failure to pay such taxes, fees or contributions.
- V. INDEMNIFICATION BY THE CONTRACTOR. The Contractor shall indemnify, defend and save harmless the Department, its officers, agents, and employees, from and against all liability, claims, damages, losses, expenses, actions, attorney fees and suits whatsoever, including injury or death of

others or any employee of the Contractor or subcontractor caused by or arising out of the Contractor's negligent or otherwise wrongful performance, act or omission under the Contract or Contractor's failure to comply with any state, federal or local statute, law, regulation, or rule. Nothing in this provision shall extend the Contractor's indemnification of the Department beyond the liability of the Department provided in the Idaho Tort Claim's Act Idaho Code 6-901 et seq., the aggregate of which is limited to \$500,000 by Idaho Code 6-926.

VI. ASSIGNMENT AND SUBCONTRACTING. The Contractor shall not subcontract or assign the Contract without the prior written approval of the Department. The Department will not approve subcontracts unless such subcontracts contain all federal and state requirements and such conditions and provisions as the Department may, in its sole judgment, deem necessary. Notwithstanding the Department's approval of any subcontract, the Contractor shall be solely responsible for the satisfactory performance of all subcontractors and subcontracted services and for the compensation of all subcontractors. The Contractor shall be and shall remain liable for all damages to the Department caused by negligent performance or non-performance of the subcontracted services.

VII. RECORDS AND DATA.

- A. Fiscal Records The Contractor shall maintain fiscal records, including its books, audit papers, documents, and any other evidence of accounting procedures and practices, which sufficiently and properly reflect all direct and indirect costs of any nature expended in the performance of the Contract.
- B. Records Maintenance The Contractor shall maintain all records and documents relevant to the Contract for three (3) years from the date of final payment to the Contractor. If an audit, litigation or other action involving records is initiated before the three (3) year period has expired, the Contractor shall maintain records until all issues arising out of such actions are resolved, or until an additional three (3) year period has passed, whichever is later.
- C. Termination of Contract If the existence of the Contractor is terminated by bankruptcy or any other cause, all program and fiscal records related to the Contract in the Contractor's possession shall become the property of the Department and the Contractor shall immediately deliver such records to the Contract Manager.
- D. Records Review All records and documents relevant to the Contract, including but not limited to fiscal records, shall be available for and subject to inspection, review or audit, and copying by the Department and other personnel duly authorized by the Department, and by federal inspectors or auditors. The Contractor shall make its records available to such parties at all reasonable times, at either the Contractor's principal place of business or upon premises designated by the Department.
- E. Subcontracts The Contractor shall include the requirements of this section in all approved subcontracts and assignments.

VIII. CONFIDENTIALITY. The Contractor shall comply with all applicable state and federal laws, rules, and regulations concerning confidentiality. The Department will furnish the Contractor with copies of applicable statutes, rules, and regulations upon receipt of a written request from the Contractor.

IX. PUBLIC RECORDS. Pursuant to Idaho Code section 9-335 et seq., as amended during the term of the Contract, information or documents received from the Contractor may be open to public inspection and copying unless they are exempt from disclosure. The Contractor shall clearly designate individual documents as "exempt" and shall indicate the basis for such exemption. The Contractor shall indemnify and defend the Department for honoring such a designation. The Contractor's failure to designate as exempt any document that is released by the Department shall constitute a complete waiver of any and all claims for damages caused by any such release. If the Department receives a request for materials claimed exempt by the Contractor, the Contractor shall provide the legal defense for such claim.

X. CUSTOMER SERVICE.

A. Telephone Contractors who have direct contact with the public in fulfilling this contract shall have their main, published telephone numbers answered by a person during normal business hours or if a voice mail directory is used to direct callers, the caller must have the option of speaking to a person. Voice mail for Contractor staff shall provide an option for the caller to obtain immediate assistance if necessary. The Contractor shall endeavor to return telephone calls the same day, and shall respond to phone calls and e-mails not later than forty-eight (48) hours or two (2) business days after the initial contact, whichever is later.

B. Correspondence Except for public records requests, the Contractor shall respond to written correspondence within ten (10) days. The Contractor shall provide clear, understandable, timely and accurate written information to Department customers as required by this Contract.

C. Policies The Contractor shall treat Department staff and customers with respect and dignity, and shall demonstrate a caring attitude to all who ask for assistance. Contractors shall have a written customer service policy that describes how customer service will be incorporated into policies and training.

XI. BINDING EFFECT OF FEDERAL PURCHASE OF SERVICE REGULATIONS AND STATE PLANS.

The Contract is subject to the provisions of any relevant federal regulations and any relevant provisions of agreements between the State of Idaho and the United States, including but not limited to State Plans, in effect at the time the Contract is executed, or which thereafter become effective. Such regulations and agreements are on file in the Central Office of the Department and are available for inspection by the Contractor during regular business hours.

XII. FEDERAL AND STATE AUDIT EXCEPTIONS. If a federal or state audit indicates that payments to the Contractor fail to comply with applicable federal or state laws, rules or regulations, the Contractor shall refund and pay to the Department any compensation paid to the Contractor arising from such noncompliance, plus costs, including audit costs.

XIII. COMPLIANCE WITH CERTAIN LAWS.

A. Nondiscrimination The Contractor shall provide all services funded through or affected by the Contract without discrimination on the basis of race, color, national origin, religion, sex, age, and physical or mental impairment, and shall comply with all relevant sections of the following: Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; The Age Discrimination Act of 1975; and, The Americans with Disabilities Act of 1990. The Contractor shall comply with pertinent amendments to such laws made during the term of the Contract and

with all federal and state rules and regulations implementing such laws.

- B. HIPAA The Contractor acknowledges that it may have an obligation, independent of this contract, to comply with the Health Insurance Portability and Accountability Act (HIPAA), Sections 262 and 264 of Public Law 104-191, 42 USC Section 1320d, and federal regulations at 45 CFR Parts 160, 162 and 164. If applicable, the Contractor shall comply with all amendments to the law and federal regulations made during the term of the Contract.

C. Lobbying

1. The Contractor certifies that none of the compensation under the Contract has been paid or will be paid by or on behalf of the Contractor to any person for influencing or attempting to influence an officer or employee of any governmental agency, a member, officer or employee of Congress or the Idaho Legislature in connection with the awarding, continuation, renewal, amendment, or modification of any contract, grant, loan, or cooperative agreement.
2. If any funds, other than funds provided by the Contract, have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any governmental agency, a member, officer or employee of Congress or the State Legislature in connection with the Contract, the Contractor shall complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions, and submit a copy of such form to the Department.
3. The Contractor shall require that the language of this certification be included in any subcontract, at all tiers, (including grants, subgrants, loans, and cooperative agreements) entered into as a result of the Contract, and that all sub-recipients shall certify and disclose as provided herein.
4. The Contractor acknowledges that a false certification may be cause for rejection or termination of the Contract, subject the Contractor to a civil penalty, under 31 U.S.C. Section 1352, of not less than \$10,000.00 and not more than \$100,000.00 for each such false statement, and that the Contractor's execution of the Contract is a material representation of fact upon which the Department relied in entering the Contract.

- D. Qualification The Contractor certifies to the best of its knowledge and belief that it and its principals:

1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from performing the terms of the Contract by a government entity (federal, state or local);
2. Have not, within a three (3) year period preceding the Contract, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or contract under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

3. Are not presently indicted for or otherwise criminally or civilly charged by a government entity (federal, state or local) with commission of any of the offenses enumerated in paragraph 2 of this certification; and
 4. Have not within a three (3) year period preceding the Contract had one or more public transactions (federal, state, or local) terminated for cause or default.
 5. The Contractor acknowledges that a false statement of this certification may be cause for rejection or termination of the Contract and subject the Contractor, under 18 U.S.C. Section 1001, to a fine of up to \$10,000.00 or imprisonment for up to five (5) years, or both.
- E. Illegal Aliens The Contractor warrants that any contract resulting from this Solicitation is subject to Executive Order 2009-10 (http://gov.idaho.gov/mediacenter/execorders/eo09/eo_2009_10.html); it does not knowingly hire or engage any illegal aliens or persons not authorized to work in the United States; it takes steps to verify that it does not hire or engage any illegal aliens or persons not authorized to work in the United States; and that any misrepresentation in this regard or any employment of persons not authorized to work in the United States constitutes a material breach and shall be cause for termination of its contract.

XIV. CONFLICT OF INTEREST.

- A. Public Official No official or employee of the Department and no other public official of the State of Idaho or the United States government who exercises any functions or responsibilities in the review or approval of the undertaking or carrying out of the Contract shall, prior to the termination of the Contract, voluntarily acquire any personal interest, direct or indirect, in the Contract or proposed Contract.
- B. Contractor The Contractor covenants that it presently has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of its services hereunder. The Contractor further covenants that in the performance of the Contract, no person who has any such known interests shall be employed.

XV. LICENSES. For the duration of the Contract, the Contractor shall maintain in effect, and have in its possession, all licenses required by federal, state and local laws, rules and regulations, including, but not limited to business and professional licenses.

XVI. REMEDIES.

- A. Remedial Action If any of the services do not conform to Contract requirements, the Department shall consult with the Contractor and may at its sole discretion require any of the following remedial actions, taking into account the nature of the deficiency: (1) require the Contractor to take corrective action to ensure that performance conforms to Contract requirements; (2) reduce payment to reflect the reduced value of services received; (3) require the Contractor to subcontract all or part of the service at no additional cost to the Department; or (4) terminate the Contract.
- B. Termination for Convenience The Department or the Contractor may cancel the Contract at any time, with or without cause, upon thirty (30) calendar days written notice to the other party

specifying the date of termination.

- C. Termination for Cause Either party may terminate the Contract immediately upon written notice, or upon such notice as such party, in its sole discretion, deems appropriate, if at any time: (a) the other party is in material breach of any warranty, term, condition, covenant or obligation under the Contract; (b) judicial interpretation of federal or state laws, regulations, or rules renders fulfillment of the Contract infeasible or impossible; (c) the Contractor's license or certification required by law is suspended, not renewed, or is otherwise not in effect at the time service is provided; or (d) the Contractor fails to comply with any applicable law, regulation, or rule.
- D. Effect of Termination Upon termination by the Department, the Contractor shall: (a) promptly discontinue all work, unless the termination notice directs otherwise; (b) promptly return to the Department any property provided by the Department pursuant to the Contract; and, (c) deliver or otherwise make available to the Department all data, reports, estimates, summaries and such other information and materials as may have been accumulated by the Contractor in performing the Contract, whether completed or in process. Upon termination by the Department, the Department may take over the services and may award another party a contract to complete the services contemplated by the Contract. Upon termination for cause, the Department shall be entitled to reimbursement from the Contractor for losses incurred as a result of the Contractor's breach.
- E. Survival of Terms Any termination, cancellation, or expiration of the Contract notwithstanding, provisions which are intended to survive and continue shall survive and continue, including, but not limited to, the provisions of Sections IV (Independent Contractor Status), V (Indemnification), VII (Records and Data), XII (Federal and State Audit Exceptions), and XIII (Compliance with Certain Laws).

XVII. MISCELLANEOUS.

- A. Disposition of Property At the termination of the Contract, the Contractor shall comply with relevant federal and state laws, rules and regulations and with federal OMB Circulars concerning the disposition of property purchased wholly or in part with funds provided under the Contract.
- B. Governing Law The Contract shall be governed by and construed under the laws of the State of Idaho.
- C. Officials Not Personally Liable In no event shall any official, office, employee or agent of the State of Idaho or of the Department be liable or responsible for any representation, statement, covenant, warranty or obligation contained in, or made in connection with, the Contract, express or implied.
- D. Time of Performance Time is of the essence with respect to the obligations to be performed under the Contract; therefore, the parties shall strictly comply with all times for performance.
- E. Notices Any notice given in connection with the Contract shall be given in writing and shall be delivered either by hand or by certified mail, return receipt requested, to the other party at the address stated below. Either party may change its address by giving notice of the change in accordance with this section.

- F. Attorney Fees In the event of a legal proceeding of any kind instituted under the Contract or instituted to obtain performance or to remedy a default under the Contract, the prevailing party shall be awarded such additional sums as the court may adjudge for reasonable attorney fees and to pay all costs and disbursements incurred in connection therewith.
- G. Appropriation by Legislature Required The State is a government entity and this Agreement shall in no way or manner be construed so as to bind or obligate the State of Idaho beyond the term of any particular appropriation of funds by the State's Legislature as may exist from time to time. The State reserves the right to terminate this Agreement in whole or in part (or any order placed under it) if, in its sole judgment, the Legislature of the State of Idaho fails, neglects, or refuses to appropriate sufficient funds as may be required for the State to continue such payments, or rescinds or requires any return or "give-back" of funds required for the State to continue payments, or if the Executive Branch mandates any cuts or holdbacks in spending. All affected future rights and liabilities of the parties hereto shall thereupon cease within ten (10) calendar days after notice to the Contractor. It is understood and agreed that the State's payments herein provided for shall be paid from Idaho State Legislative appropriations.
- H. Nonwaiver of Breach The failure of the Department to require strict performance of any term or condition of the Contract, or to exercise any option herein, in any one or all instances shall not be construed to be a waiver or relinquishment of any such term or condition. The same shall be and remain in full force and effect unless there is a prior written waiver by the Department.
- I. Complete Statement of Terms The Contract constitutes the entire agreement between the parties hereto and shall supersede all previous proposals, oral or written, negotiations, representations commitments, and all other communications between the parties. The Contract may not be released, discharged, changed, extended, modified, subcontracted or assigned in whole or in part, and no claim for additional services not specifically provided herein will be allowed by the Department, except to the extent provided by an instrument in writing signed by a duly authorized representative of the Department and the Contractor.
- J. Priority of Contract Documents The Contract consists of and precedence is established by the order of the following documents incorporated into this Contract: 1) the Attachments identified on the Contract Cover Sheet; 2) these General Terms and Conditions; and, 3) the Contract Cover Sheet. These documents are complementary and what is required by one shall be binding as if required by all. In the case of any conflict or inconsistency arising under the documents, a higher priority document shall supersede a lower priority document to the extent necessary to resolve any such conflict or inconsistency. No conflict or inconsistency shall be deemed to occur in the event an issue is addressed in one of the above mentioned documents but is not addressed in another of such documents. No conflict or inconsistency shall be deemed to occur in the event an issue addressed in one of the above mentioned documents is an additional or supplemental requirement to an issue addressed in another of such documents.
- K. Severability If any term or provision of the Contract is held by the court to be illegal or unenforceable, the validity of the remaining terms and provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular term or provision held to be invalid.
- L. Headings The captions and headings contained herein are for convenience and reference and

are not intended to define or limit the scope of any provision of the Contract.

IN WITNESS WHEREOF, the parties have executed this agreement.

CONTRACTOR:

Name of Organization

Name of Signature Authority (printed)

Title

Signature

Date

Mailing Address:

Telephone No.

Contract Number: 1C095400

STATE OF IDAHO:

Department of Health and Welfare
Name of Organization

Ross Edmunds, Division of Behavior Health
Name of Signature Authority (printed)

Division Administrator
Title

Signature

Date

Mailing Address:

P.O. Box 83720

Boise, ID 83720-0036

Telephone No.

Insurance

For the term of the Contract and until all services specified in the Contract are completed, the Contractor shall maintain in force, at its own expense, the following insurance.

- Professional Liability Insurance with a limit of not less than one million dollars (\$1,000,000) each occurrence.
- Workers' Compensation Insurance which includes Employer Liability Insurance and shall comply with Idaho Statutes regarding Workers' Compensation in the amount of: \$100,000 per accident; \$500,000 disease policy limit; and \$100,000 disease, each employee.

Prior to performing any services, the Contractor shall provide certificates of insurance to the Department. The Contractor is also required to maintain current certificates on file with the Department and to provide updated certificates upon request. Failure to provide the required certificates of insurance shall constitute a default under this Contract and upon such failure the Department may, at its option, terminate the Contract. Insurance required by this section shall be policies or contracts of insurance issued by insurers approved by the Department. Insurance certificates shall provide for thirty (30) days' prior written notice to the Department of cancellation or material change of such insurance. The Contractor shall further ensure that all policies of insurance are endorsed to read that any failure to comply with the reporting provisions of this insurance, except for the potential exhaustion of aggregate limits, shall not affect the coverage(s) provided to the State of Idaho, Department of Health and Welfare.

Please send updated certificates to:

**Idaho Department of Health and Welfare
Contracting & Procurement Services -- 9th Floor
450 West State Street
Boise, ID 83702**

Ownership Of Information

The Department and the United States Department of Health and Human Services shall have unlimited rights to own, possess, use, disclose, transfer, or duplicate all information and data, copyrighted or otherwise, developed, derived, documented or furnished by the Contractor under the Contract.

Certification Regarding Environmental Tobacco Smoke

The Pro-Children Act of 1994 (20 U.S.C. § 6081-84) prohibits smoking in facilities, or in some cases portions of facilities, where certain federally funded services are provided on a routine or regular basis for children under the age of 18. The Act applies if funds are being provided through an applicable federal grant, loan, loan guarantee, or contract. The law applies to public elementary and secondary education and library facilities. It also applies to facilities used for the Head Start program, the WIC program (the supplemental food and nutrition program for women and children), and certain health care services for children. The smoking prohibition does not apply to private residences, to service providers whose sole source of federal funds is Medicare or Medicaid, or to portions of facilities used for inpatient treatment of individuals who are dependent on or addicted to drugs or alcohol. Civil money penalties, not exceeding \$1000 for each day of violation, not exceeding the amount of applicable federal funds received, may be imposed for non-compliance. Also, federal funds may be withheld or the award may be terminated. Recipients must certify, as a condition for receiving applicable federal funds, that smoking will not be permitted within facilities, or portions of facilities, covered by the Act. By signing the Contract, the Contractor certifies that it will comply with the requirements of the Act, and will not allow smoking within any portion of any indoor facility used for the provision of services for children as defined by the Act. The Contractor shall include the language of this certification in any subcontract that contains provisions for children's services and shall ensure that all subcontractors shall certify accordingly.

Criminal History Background Checks

IDAPA 16.05.06 Rules Governing Mandatory Criminal History Checks -- These rules have been established to assist in the protection of children and vulnerable adults by requiring criminal history checks for individuals (Contractors, Contractor's employees and all subcontractors) who provide care or service that are financially supported, licensed or certified by the Department of Health and Welfare. Contractors, Contractor's employees and all subcontractors are required to complete a criminal history and background check pursuant to IDAPA 16.05.06. Those who have had a fingerprint based criminal history background check through their employment with the Department of Education, or their employment as a law enforcement officer may be exempt from the fingerprint based check; however, the Contractor must complete at a minimum, an Idaho name based check through the Idaho State Police. For information on how to obtain a Department of Health and Welfare criminal history and background check, please go to the Department's criminal history check website at <http://chu.dhw.idaho.gov> or call 1-800-340-1246.

Scope of Work

I. General Requirements

A. The Contractor shall:

1. Comply with the rules, regulations and policies as outlined by the Department of Health and Welfare (Department).
2. Ensure all service provisions are delivered by persons who meet provider qualifications and provide evidence of all licensures and/or certifications.
 - a. All Individual, Family, or Group Therapy shall be provided by individuals who possess at a minimum a Master's Degree in social work, counseling, or psychology.
 - b. Case Management and Skill-Building services shall be performed by or under the direction of a licensed State of Idaho, bachelor's level (at a minimum) social worker or certified psychiatric rehabilitation specialist. When using a team-oriented staffing model, the team lead shall possess at the minimum licensure and a Master's Degree in social work, counseling, psychology, or special education.
 - c. Oversight of educational services shall be provided by a State of Idaho Highly Qualified, Certified Special Education Teacher. This requirement may be fulfilled through coordination and agreement with the child's school-of-record to provide this educational oversight.
 - d. Oversight of recreation therapy services shall be provided by individuals who are Certified Physical Education Teachers, Licensed Recreational Therapists, or Licensed Physical Therapists.
3. Perform all services in compliance with the Department's philosophy that the active involvement of a child's family or a resource family identified by the Department is essential to the successful treatment of the child. The Department, in a coordinated effort with the Contractor, will allow and encourage the family's involvement in initial treatment planning, family treatment sessions, monthly reviews of Treatment Plans and discharge planning; unless it is the Department's determination that such involvement would endanger the child. Efforts and activities related to family involvement shall be documented in the child's Day Treatment record.
4. Educate and train staff members to ensure all Day Treatment Services are presented in a manner that exhibits an understanding of the individual child and his/her cultural, religious, and ethnic needs, preferences, and awareness.
5. Ensure Day Treatment Services are available Monday – Friday (7:30 a.m. – 6:00 p.m. Pacific Time) and are provided to each child as outlined in their Treatment Plans.
6. Provide Day Treatment which meets the needs of children with Serious Emotional Disturbance (SED). Eligibility criteria is limited to:
 - a. DSM-IV Diagnosis - An Axis I clinical disorder is required. A substance abuse disorder or developmental disorder alone does not by itself constitute a SED, although one or more of these disorders may co-exist with a SED. Co-existing conditions require a joint planning process which crosses programs and settings. V Codes are not considered an Axis I disorder for purposes of this definition.
 - b. The Child Adolescent Functional Assessment Scale (CAFAS) will be administered by CMH to determine the degree of functional impairment. The child must have a full

scale score (using all eight (8) subscales) of eighty (80) or above with "Severe" impairment in the School Functioning scale and "Moderate" impairment in at least one (1) of the following three (3) scales:

i. Self-harmful behavior;

ii. Moods/emotions; and

iii. Thinking.

c. The child must score "Moderate" impairment in the Home scale in addition to the requirement above.

7. Provide Day Treatment Services to children and families referred by the Department's Behavioral Health, Children's Mental Health (CMH) program.

a. Day Treatment Services shall be provided to children and their families residing within the school district boundary.

II. Definitions

A. Individual Therapy - Regularly scheduled sessions for the child provided by a professional licensed to provide therapy.

B. Family Therapy - Regularly scheduled sessions with the child and member(s) of their family provided by a professional with Family Therapy Training and licensed to provide therapy.

C. Group Therapy – Regularly scheduled sessions with the child and a small [six to twelve (6-12)] person group of their peers provided by a professional licensed to provide therapy.

D. Skill Building - Scheduled learning sessions for individual children, groups of children, or children and their families provided by a professional licensed or certified to provide family interventions. Skill Building sessions offer children and their family tools for success. These sessions normally follow a curriculum and provide for group discussion.

E. Staffing - A scheduled, formal meeting held for the purpose of discussing issues surrounding a child's treatment. The meeting includes representation from the Department, the Contractor's treatment team, and the child's family. Staffings are used to develop and review individualized Treatment goals and progress toward achieving goals and objectives defined by the Department's reason for referral; to discuss strategies/alternatives which can help the child and/or family successfully overcome treatment roadblocks; as well as to discuss any other pertinent factors relative to the child's treatment. In coordination with the Day Treatment personnel, staffings are scheduled through the child's Department assigned Clinician/Social Worker or their supervisor. Though face-to-face contact is preferred, staffings may be conducted in person or by telephone.

III. Day Treatment Services

A. The Contractor shall provide Intensive nonresidential services that include an integrated set of educational, clinical, social, vocational, and family interventions provided on a regularly scheduled, typically daily, basis. (IDAPA 16.07.37.010.12)

B. The Contractor shall provide short-term, time-limited Day Treatment Services [average of one hundred and twenty (120) calendar days] to children based on the mental health needs, behavioral concerns, and stressors of the child and family that address the treatment objectives identified in the Children's Mental Health (CMH) Comprehensive Diagnostic Assessment and Treatment Plan. Services shall include, as appropriate:

1. Individual, Family, and Group Therapy,
 - a. The Contractor shall arrange for private space for family therapy or skill-building within the facility.
2. Individual and Group Skill-Building,
3. Case Management and Skill-Building Services,
4. Coordination of Medication Management Services,
 - a. The Contractor shall coordinate the child's Day Treatment Services with psychiatric medication management appointments scheduled for the child with their psychiatrist or doctor.
 - b. The Contractor shall ensure policies and procedures are followed by Day Treatment staff regarding the storage and administration of prescription and non-prescription medication. These policies and procedures shall meet all requirements established in Rules Governing Child Care Licensing, IDAPA 16.06.02.752.01-.06.
 - c. The Contractor shall notify the Department assigned clinician/social worker when the parent fails to take the child to scheduled psychiatric medication management appointments or there is a change in the child's medication regime. This notification can be provided as part of the progress report referred to in section C.2.c
5. Education Services, and
6. Recreation Therapy Services.

IV. Admission Procedures

- A. The Contractor shall verify that referrals of children for Day Treatment Services have prior approval from a Department Regional Program Manager or his/her designee.
- B. The Contractor may request a pre-placement staff meeting to discuss a referral to their program.
- C. In cases where an emergency placement is needed by the Department, the Department assigned clinician/social worker and the Contractor may negotiate timeframes for submission of any referral documents that are not immediately available.
- D. The Contractor shall provide to the referring Department assigned clinician/social worker documentation supporting any denial of admission into the Day Treatment program.
 1. The Department Regional Program Manager or designee may request the child's referral be reconsidered if children referred by the Department are denied placement by the Contractor for reasons other than full occupancy.

V. Day Treatment Planning

- A. Day Treatment Plan Requirements
 1. The Contractor shall develop an individualized Day Treatment Plan for each child that meets the following requirements:
 - a. Detail specific treatment and services that address all goals and objectives defined by the Department's CMH Treatment Plan and include a section focused on discharge planning.
 - b. Identify tasks that are measurable and can be realistically completed within a

time-frame established by the Department and the Contractor.

- c. Be reviewed and updated as needed but not less than every thirty (30) calendar days. The child's current Day Treatment Plan and any proposed updates shall be submitted to the Department assigned clinician/social worker for review at least forty-eight (48) hours prior to each monthly staffing.
 - d. Be consistent with the program or modality currently being utilized by the Contractor.
 - e. Include family therapy, parent education, family skill-building, or family-group activities as specified in the Department's CMH Treatment Plan and/or Individualized Education Plan.
 - f. Include tasks for family members unless deemed inappropriate by the Department. This is required to ensure the child's family or potential resource family, as identified by the Department, can successfully support the discharge plan and on-going needs.
2. A copy of the child's proposed Day Treatment Plan shall be provided to the Department assigned clinician/social worker and be finalized at a staffing held no later than thirty (30) calendar days from the date of admission.
- B. Day Treatment Plan Development
1. The Department will provide a copy of the Department's CMH Treatment Plan at the time of referral.
 2. The Contractor shall review the Department's CMH Treatment Plan with the Department's assigned clinician/social worker within three (3) calendar days of the receipt of referral.
 - a. During that review session, goals and objectives for treatment the child will receive from Day Treatment Services will be identified.
 3. The Contractor and the Department assigned clinician/social worker will specifically address what steps will be taken to ensure active involvement of the child's family or resource family in services, planning, and family-centered activities.
- C. Treatment Collaboration and Case Staffing
1. The Contractor shall collaborate with the Department through meetings, email, and telephone conferences. Collaboration shall address questions, concerns, or issues that arise during the delivery of Day Treatment Services.
 - a. The Contractor shall seek resolution to questions, concerns, or issues by collaborating with the child's assigned clinician/social worker.
 - b. If resolution of questions, concerns, or issues is not reached with the child's assigned clinician/social worker the Contractor shall collaborate with the Department's CMH Clinical Supervisor.
 - c. If resolution of questions, concerns, or issues is not reached with the Department's CMH Clinical Supervisor the Contractor shall request a meeting with the Department's CMH Chief and/or Contract Monitor.
 2. The Contractor shall participate in individual case staffings scheduled by the Department assigned clinician/social worker scheduled to occur a minimum of every thirty (30) calendar days following admission to the Day Treatment program.
 - a. Case staffings include representatives of the Contractor, the Department, and, unless deemed inappropriate by the Department, available family members.

- b. Case staffings may be conducted by telephone or in person.
- c. Case staffings will focus on:
 - i. Progress toward goals identified in the child's Day Treatment Plan and the Department's CMH Treatment Plan.
 - ii. Discharge planning, i.e.: what will be needed for the child to return to a less restrictive setting; and
 - iii. Any changes needed to the child's Day Treatment Plan.
- 3. The Contractor shall provide a written progress report to the Department assigned clinician/social worker for each child every thirty (30) calendar days. The thirty (30) day progress report shall be presented in writing in a Department approved format, and shall include documentation of progress toward identified goals, discharge planning, family participation, and barriers to discharge. This report shall be provided to the Department no less than twenty-four (24) hours before the scheduled thirty (30) day staffing.

VI. One on One (1:1) Staffing

- A. When a child receiving Day Treatment Services requires 1:1 staffing to maintain safety for self, others, and property, the Contractor shall submit an Individualized Care Agreement Requisition Form (Attachment 1) to the Department assigned clinician/social worker detailing the need for 1:1 staffing and projecting the duration of said need.
 - 1. Only 1:1 staffing services that occur after the Individual Care Agreement is approved by the Department's Program Manager or designee may be invoiced.
 - 2. Once the Individual Care Agreement is approved by Department clinician/social worker, the 1:1 staffing services must be added to the child's Day Treatment Plan and an updated copy of that plan provided to the Department clinician/social worker within seven (7) calendar days.
- B. Behavior Management
 - 1. The Contractor shall comply with IDAPA 16.06.02.573.01-06, "Rules Governing Standards for Child Care Licensing: Non-Violent Physical Intervention" in managing child behavior.
 - 2. The Contractor shall ensure all staff are trained in and use crisis management techniques that employ verbal de-escalation methods and non-violent physical intervention strategies.
 - 3. The Contractor shall document all instances of the use of physical restraint or seclusion in a written Critical Incident Report (Attachment 2), and forward it to the child's Department assigned clinician/social worker within two (2) calendar days of such occurrence.

VII. Transportation

- A. The Contractor shall provide transportation of children to and from the Day Treatment Services.
- B. The Contractor shall not provide transportation to any psychiatric, medical, or dental appointments.

VIII. Discharge Planning

A. Duration of Day Treatment Services

1. The Department, in conjunction with the Contractor, will determine duration of Day Treatment Services for the child. Duration of Day Treatment Services will be determined by the child's individual treatment needs as documented in the child's CMH Treatment Plan.
 - a. The Contractor shall obtain approval from the placing Division's Program Manager or designee at least thirty (30) days prior to the one hundred twentieth (120th) day for Day Treatment Services expected to exceed one hundred twenty (120) calendar days.
 - i. Approval will be facilitated by the Department's assigned clinician/social worker.
 - ii. Department approvals for Day Treatment Services longer than one hundred twenty (120) calendar days will be transmitted to the Contractor via a letter signed by the Regional Program Manager or designee.
2. The Contractor shall submit to the Department assigned clinician/ social worker a Discharge Summary within seven (7) calendar days following the date of discharge which includes:
 - a. Review of progress measurements or lack of progress measurements on child's Day Treatment Plan tasks while the child was receiving Day Treatment Services.
 - b. Summary of the family member's progress and participation in treatment tasks.

B. Discharge Policies and Procedures

1. The Contractor shall ensure a non-punitive discharge policy governing the discharge of any child receiving Day Treatment Services is implemented.
 - a. The non-punitive discharge policy shall prohibit the unplanned discharge of a child as a punishment for a child's behavior or for the convenience of the Contractor. Such policy must subscribe to a practice where children will only be discharged from Day Treatment Services when:
 - i. The child has completed Day Treatment Services and is ready for a planned discharge and/or aftercare,
 - ii. The Contractor is unable to provide services sufficient to address a child's therapeutic needs, or
 - iii. The Contractor is unable to ensure the child's safety and that of other children in the Contractor's care due to the child's behavior(s).
2. The Contractor shall notify the Department within fourteen (14) calendar days prior to the early discharge date in the event of a need for an early or unanticipated discharge of a child from Day Treatment Services for reasons other than acute suicidal or homicidal ideation, sexual abuse, or major property damage. The Contractor shall submit documentation of concerns, incident reports which justify the discontinuation of Day Treatment Services, and recommendations for intervention.
3. If the request for early discharge is not fully supported by the Department, or if further planning is needed to develop resources for successful discharge, the Department's Regional Program Manager or the Contractor's Superintendent or designee may convene a case staffing. The purpose of the staffing is to review, but is not limited to, the following:
 - a. The course of Day Treatment services;
 - b. The circumstances leading to the recommendations for early discharge;

- c. Implementation of a safety plan as needed until discharge is appropriate; and
 - d. Recommendations for future services.
4. The Contractor shall not discharge early solely because of a child's use of alcohol/drugs, runaways, or delinquent behaviors except when the severity of the specific concern endangers other children or presents a significant public risk and has been documented and presented to the Department assigned social worker/clinician at a scheduled staffing.

IX. Notification Requirements

- A. During Day Treatment Service hours the Contractor shall immediately notify local law enforcement, the child's parent or guardian, and, during business hours, the child's Department assigned clinician/social worker or that person's supervisor, or after hours (after 5:00 p.m. weekdays and Department recognized holidays) the CMH intake or on-call social worker in the event of the following:
- 1. Death of child;
 - 2. Crimes committed by children, including serious destruction of property, physical assault resulting in injury, or sexual incident perpetrated against another;
 - 3. Child has run away, is missing or a runaway child has returned;
 - 4. Crimes committed upon children, whether by other children or adults;
 - 5. Life threatening critical incidents;
 - 6. Significant medical difficulties which require hospitalization or treatment at an emergency room or clinic; or
 - 7. Significant medical difficulties which do not require hospitalization or treatment at an emergency room or clinic.
- B. Allegations of misconduct by Contractor's staff shall immediately be reported to local law enforcement, the child's Department assigned social worker/clinician, and the local Child Protection in-take unit. Allegations of misconduct by Contractor's staff toward a child, include, but are not limited to, the following:
- 1. Physical abuse,
 - 2. Neglect, and
 - 3. Inappropriate touching.
- C. The Contractor shall provide a written Critical Incident Report (Attachment 2) to the referring Department assigned clinician/clinician within twenty-four (24) hours of any event included in Section IX.

X. Reports/Records/Documentation

- A. The Contractor shall provide reports as outlined in the Report Section.
- B. The Contractor shall obtain a signed consent for release of information in order to request any records deemed necessary.
- C. The Contractor shall provide all documentation as required in this Scope of Work.

XI. Quality Assurance

- A. The Contractor shall complete the attached Quarterly Report form (Attachment 4) and submit it to the Department no later than the 15th day of October, January, April, and July beginning in October, 2013.
 - 1. If the Day Treatment Services outlined in this contract are assigned or subcontracted, the Contractor shall remain responsible and liable for ensuring the data required in the Quarterly Quality Assurance Report is accurate and delivered within the timelines required by this Contract.
 - 2. The contents of the annual summary will be used as a guide for discussions between and the Department contract monitor the Contractor to address identified concerns.

XII. Transition Plan

- A. Within ninety (90) days from the effective date of the contract the Contractor shall submit a detailed Transition Plan to the Department. The Transition Plan shall be updated annually and shall facilitate a smooth transition of the contracted functions at the end of the contract, from the Contractor, either back to Department or to another Contractor designated by the State.

Performance Metrics

Treatment Plans.

Treatment Plans -- The Contractor shall develop a Day Treatment Plan for each child as described in Scope of Work section IV.A.1.

Required Level of Expectation:

100%

Method of Monitoring:

Annual site visit and review of Contractor records; quarterly survey of Department clinicians/social workers; and survey of child and/or guardian(s) upon discharge from Contractor's services.

Strategy for Correcting Non-Compliance:

The Contractor will be notified promptly if services provided do not meet the expectations of this agreement. The Department may arrange a meeting with the Contractor to discuss concerns and possible solutions. The Department may require the Contractor to provide a written corrective action plan to address concerns. The plan shall include specific strategies and time-frames to bring services into compliance with contract requirements. Once the plan is reviewed and accepted by the Department, the Contractor will be expected to bring all services into compliance with this agreement within the timeframes outlined.

Duration of Services.

Duration of Services -- The Contractor shall provide Day Treatment Services as determined by the child's individual treatment needs as documented in the child's CMH Treatment plan and as described in Scope of Work Section IV.A.

Required Level of Expectation:

100%

Method of Monitoring:

Annual site visit and review of Contractor records; quarterly survey of Department clinicians/social workers; and survey of child and/or guardian(s) upon discharge from Contractor's services.

Strategy for Correcting Non-Compliance:

The Contractor will be notified promptly if services provided do not meet the expectations of this agreement. The Department may arrange a meeting with the Contractor to discuss concerns and possible solutions. The Department may require the Contractor to provide a written corrective action plan to address concerns. The plan shall include specific strategies and time-frames to bring services into compliance with contract requirements. Once the plan is reviewed and accepted by the Department, the Contractor will be expected to bring all services into compliance with this agreement within the timeframes outlined.

Discharge Planning.

Discharge Planning -- Upon all discharges the Contractor shall submit to the Department assigned social worker/clinician a Discharge Summary within seven (7) calendar days following the date of discharge. The Contractor shall develop a "non-punitive" discharge policy governing the discharge of any child placed in the Contractor's care. The Contractor shall notify the Department within fourteen (14) calendar days prior to the early discharge date in the event of a need for an early or unanticipated discharge of a child from Day Treatment services for reasons other than acute suicidal or homicidal ideation, sexual abuse, or major property damage. (SOW Section VI.B)

Required Level of Expectation:

100%

Method of Monitoring:

Annual site visit and review of Contractor records; quarterly survey of Department clinicians/social workers; and survey of child and/or guardian(s) upon discharge from

Contractor's services.

Strategy for Correcting Non-Compliance:

The Contractor will be notified promptly if services provided do not meet the expectations of this agreement. The Department may arrange a meeting with the Contractor to discuss concerns and possible solutions. The Department may require the Contractor to provide a written corrective action plan to address concerns. The plan shall include specific strategies and time-frames to bring services into compliance with contract requirements. Once the plan is reviewed and accepted by the Department, the Contractor will be expected to bring all services into compliance with this agreement within the timeframes outlined.

Notification Requirements.

Notification Requirements -- The Contractor shall meet all the notification requirements and time frames listed in Scope of Work Section IX.

Required Level of Expectation:

100%

Method of Monitoring:

Annual site visit and review of Contractor records; quarterly survey of Department clinicians/social workers; and survey of child and/or guardian(s) upon discharge from Contractor's services.

Strategy for Correcting Non-Compliance:

The Contractor will be notified promptly if services provided do not meet the expectations of this agreement. The Department may arrange a meeting with the Contractor to discuss concerns and possible solutions. The Department may require the Contractor to provide a written corrective action plan to address concerns. The plan shall include specific strategies and time-frames to bring services into compliance with contract requirements. Once the plan is reviewed and accepted by the Department, the Contractor will be expected to bring all services into compliance with this agreement within the timeframes outlined.

Cost/Billing Procedure

Cost:

The contract shall be a FIRM FIXED FEE, *INDEFINITE QUANTITY* contract.

The Department shall pay the Contractor for services satisfactorily performed and authorized under the contract as defined in the cost matrix below. The Department shall pay and the Contractor shall receive up to the total sum of **ONE HUNDRED FIFTY THOUSAND DOLLARS AND ZERO CENTS (\$150,000.00)** for actual costs as identified below.

Cost Matrix

ITEM	SERVICE UNIT	COST/UNIT
Day Treatment Services – Full Day (3+ Hours)	Per Day	\$170.00
Day Treatment Services – Partial Day (0-3 Hours)	Per Day	\$85.00
1:1 Staff Person (Individual Care Agreement Required)	Per Hour	\$20.00

Maximum Contract Amount	\$150,000.00
--------------------------------	---------------------

Billing Procedure:

The Contractor shall provide a signed monthly invoice and the respective reports as required in the Reports section of this contract for all services rendered within ten (10) business days of the end of the billing period. No invoice shall be accepted or paid without receipt of required reports.

The monthly invoice shall include but not be limited to:

- 1) Contract number
- 2) Month of service
- 3) Name of child served
- 4) The number and type of service units provided to the child for the month
- 5) The total monthly cost per child
- 6) The total invoice amount due.

Invoices and reports shall be submitted to:

Maggie Johnson
Division of Behavioral Health
Idaho Department of Health and Welfare
2195 Ironwood Court
Coeur d'Alene, ID 83814
PH: (208) 769-1406 FAX: (208) 769-1430

Final invoices and reports must be submitted to the Department no later than thirty (30) calendar days after the contract expiration date. Invoices received without the required report(s)/documentation will be returned to the Contractor for their resubmission with the final report(s)/documentation.

Reports

Report Description:

Monthly Census Report - The attached Monthly Census Report form shall be completed and submitted monthly.

Report Format:

Excel Spreadsheet

Report Due Date:

Monthly. Report shall be submitted with the monthly invoice.

Report Description:

Quality Assurance Quarterly Report - The Attached Quality Assurance Quarterly Report form (Attachment 4) shall be completed and submitted quarterly as outlined in the Scope of Work Section XI - Quality Assurance.

Report Format:

Excel Spreadsheet

Report Due Date:

Quarterly Report shall be submitted quarterly no later than the 15th day of October, January, April, and July beginning in October, 2013.

Individualized Care Agreement Requisition Form
Department of Health and Welfare
Behavioral Health

Date of Request: _____	Client Name: _____
CMH Clinician: _____	School Name: _____

Service Type: 1:1 Staffing
Service Cost per hour: \$20.00
Service Duration:
Total Cost:

Statement of Needs and Benefits

(Upon approval please update treatment plan to reflect goals and objectives of Individualized Care)

Contractor Signature: _____ Date: _____

Clinician Signature: _____ Date: _____

**Day Treatment Services Contractor
CRITICAL INCIDENT REPORT**

(Contract Number)

(Name of Contractor)

(Date of Report)

(Date of Critical Incident)

(Name of Child/Youth in Placement)

(Name of CMH Clinician or CFS Social Worker Assigned)

SUMMARY OF INCIDENT:

DAY TREATMENT MONTHLY CENSUS REPORT
Post Falls School District #272

Reporting Period: _____

# of New Referrals Received in Reporting Period:	_____
# of Treatment Plans written and provided to CMH Clinicians for Reporting Period:	_____
# of Treatment Plan Updates written and provided to CMH Clinicians for Reporting Period:	_____
# of Case Staffings attended by Contractor's Staff for Reporting Period:	_____
# of Case Staffings attended by Sub-Contractor's Staff for Reporting Period:	_____
# of Students Discharging from Day Treatment Services in Reporting Period:	_____

	Students Receiving Day Treatment Services	School of Record	District Contact	CMH Clinician	Total Days Scheduled	Total Days Absent	# Ind Therapy Sessions Provided	# Grp Therapy Sessions Provided	# Fam Therapy Sessions Provided	# Rec Therapy Sessions Provided	Required 1:1 Staffing <small>(Yes or No)</small>
1											
2											
3											
4											
5											
6											
7											
9											
9											
10											
11											
12											

Contractor Representative Signature _____

Date _____

DAY TREATMENT QUARTERLY QUALITY ASSURANCE REPORT
Post Falls School District #272

Reporting Period: 7/1/2013 - 10/31/2013

Total # of Students Receiving Day Treatment Services in this Quarter:	_____
Total Day Treatment Days provided (scheduled days x daily number of students in attendance)	_____
Total # of Treatment Plans written and provided to CMH Clinicians in this Quarter:	_____
# of Treatment Plans written and submitted within 30-Day Requirement:	_____
Total # of Treatment Plan Updates written and provided to CMH Clinicians in this Quarter:	_____
# of Treatment Plan Updates written and submitted to CMH within Monthly Requirement:	_____
# of Case Staffings attended by Contractor's Staff in this Quarter:	_____
# of Case Staffings attended by Sub-Contractor's Staff in this Quarter:	_____
Total # of Individual Therapy Sessions provided in this Quarter:	_____
Total # of Group Therapy Sessions provided in this Quarter:	_____
Total # of Family Therapy Sessions provided in this Quarter:	_____
Total # of Rec Therapy Sessions provided in this Quarter:	_____
Total # of Family Group Activities provided in this Quarter:	_____
Total # of 1:1 Staffing Hours provided in this Quarter:	_____
# of written Critical Incident Reports submitted to CMH Clinicians in this Quarter:	_____
# of Students Discharging from Day Treatment Services in this Quarter:	_____
# of Early Discharge Requests submitted to CMH Clinicians in this Quarter:	_____
# of Students Discharging from Day Treatment Services to Less Restrictive Environment in this Quarter:	_____
# of Students Discharging from Day Treatment Services to More Restrictive Environment in this Quarter:	_____

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Contractor Representative Signature

Date

DAY TREATMENT QUARTERLY QUALITY ASSURANCE REPORT
Post Falls School District #272

1 List of difficulties identified in contract operational processes:

CONTRACTOR'S RECOMMENDATIONS:

2 List of Complaints Received by Contractor in this Quarter:

CONTRACTOR'S RESULTING ACTIONS:

3 Narrative Summary of Issues or Concerns that have arisen in this Quarter:

LAKELAND SCHOOL DISTRICT 272

District to Contractee Contract for Special Education and/or Related Services with Sequel TSI of Idaho, L.L.C.

Whereas, pursuant to the Individuals with Disabilities Education Act (IDEA), local school districts are responsible for providing a Free Appropriate Public Education (FAPE) to children who are eligible for special education and related services, and

Whereas, Idaho Code #33-2004 sets forth provisions whereby school districts may provide FAPE to special education students through a contract with contractee approved by the Idaho State Department of Education (SDE),

THIS AGREEMENT IS ENTERED into on 5/28/2013 between Lakeland School District 272, hereby known as the District, having a principal place of business at 311 N. 10th Street, Coeur d'Alene, Idaho, and **Sequel TSI of Idaho, L.L.C.**, hereby known as the Contractee. Through this agreement, the Contractee agrees to provide the following program and/or service for **Dillion Grammar/Lakeland High School**.

Student/School

The following service(s) requested:

Dates of service: 5/28/2013 to 9/27/2013 – includes all Monday through Friday times, no breaks with the exception of July the 4th.

Hours of service: **10.5 hours per day (Monday through Friday)** at the rate of **\$125.00 per day**.

Additional agreed upon allowances include (e.g. mileage, etc.): **None**.

Contracted fee not to exceed **\$125.00 per day x 87 days = \$10,875**

Contractee requirements attached hereto are made a part of this contract.

The parties agree that the Contractee is solely responsible for all costs and expenses incurred in connection with the performance of those services described in this agreement unless noted above. Sequel TSI of Idaho, L.L.C., offers an on-line virtual academy program whereby students have access to an accredited program and highly-qualified teachers. Sequel TSI of Idaho, L.L.C., provides a highly-qualified paraprofessional and a behavioral health technician in the education area to assist students during the day. Our highly-qualified paraprofessional can assist students who may be working on individual packet work that has been issued by their referring school and IEP team.

1. The Contractee agrees to provide special education and/or related services in accordance with the following State and federal laws and regulations: Idaho Code; Idaho State Board of Education Regulations pertaining to special education; the Individuals with Disabilities

Education Act; Part 34 of the Code of Federal Regulations, Sections 300.300-300.349 and 300.400-300.576; Section 504 of the Rehabilitation Act; Part 104 of the Code of Federal Regulations; and the Family Educational Rights and Privacy Act. These regulations include, but are not limited to, provisions relating to:

- a. FAPE
 - b. Least Restrictive Environment (LRE)
 - c. Personnel who meet appropriate standards
 - d. Individualized Education Programs (IEPs)
 - e. Parent participation
 - f. Procedural safeguards
 - g. Protection in evaluation procedures
 - h. Confidentiality of information
 - i. Nondiscrimination on the basis of handicap
2. The Contractee agrees to provide education and/or related services for identified student(s) including:
- a. The appropriate staff and oversight to implement IEPs for each student as determined by the school IEP team;
 - b. Extended School Year (ESY) services as determined by the school IEP team; and
 - c. Services to the student according to the school district's 2012-2013 school calendar (attached), excluding emergency school closures.
3. The Contractee further agrees to provide the District the following:
- a. The daily attendance of each student at times requested by the District but no less frequently than quarterly;
 - b. Other ongoing progress reports that the contractee uses to monitor each student's progress toward IEP goals and objectives;
 - c. Verification that the contractee personnel responsible for providing special education and related services meet the highest entry-level state standards for the appropriate occupation category;
 - d. Verification that the contractee is an SDE Special Education approved school/facility;
 - e. Submission of monthly billings to the District for programs/services provided;
 - f. Written progress reports to the case manager every 120 calendar days that includes the student's progress toward goal attainment and need for continuing services. If contract is for ESY sessions, progress reports will be provided at the end of the sessions;
 - g. A copy of the service provider's Staff Qualifications showing professional credentials for the district's files;
 - h. Services as authorized in the student's IEP;
 - i. Assurance that all work will be performed in accordance with the highest professional standards; and

- j. Written assurances attesting that all employees who come into contact with the student/parent shall have been subject to a criminal background check at least as stringent as that required by Idaho Code 33-130 and policies of the District, and have been determined to not have a criminal background inconsistent with working with children. Failure to comply with this requirement may result in rejection by the Board of Trustees.
4. If the student is no longer receiving services from the Contractee for any reason, the Contractee shall inform the District, and the obligation of the District to pay for services will cease as of the last day of service provided.
5. The Contractee and the District agree to comply with all pertinent statutes of the State of Idaho and such rules and regulations as the State Board of Education may legally prescribe, which are by reference incorporated in and made a part of this Contract as though set forth herein.
6. The District assures that health-related services or program placement will begin after having conducted an IEP team meeting to develop an IEP. The Contractee, at the District's discretion, may request or attend subsequent IEP team meetings to revise the student's IEP, but a District representative must participate in all such meetings.
7. The District will pay the Contractee based on submission of an invoice at the first of each month with documentation as described in 3.f.
8. The Contractee will specify the number of hours of service per week/month agreed to for the above student in accordance with the student's IEP.
9. The District will provide documentation necessary for the Contractee to carry out the portion of the IEP that falls under Contractee responsibility.
10. The District will compensate Contractee for services provided for this student at the rate of **\$125.00 per day** as per invoice submitted by the Contractee. Payment can be expected within 60 days from the receipt of invoice.
11. This agreement may be terminated by the mutual, written consent of all parties. Upon termination, the Contractee will stop services. The Contractee will be reimbursed for costs incurred to date of termination upon submission of invoice with documentation as described in 3.f. within 60 days of termination.

Sequel TSI of Idaho, L.L.C. agrees that as an independent contractor it is not eligible for district benefits of any kind. **Sequel TSI of Idaho, L.L.C.** also agrees to maintain liability insurance in the minimum amount of \$1,000,000.00 and worker's compensation for its employees.

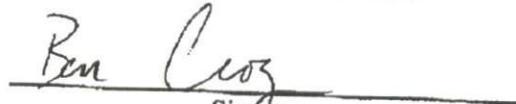
IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in their names by their proper officials pursuant to approval of their respective boards.

FOR THE DISTRICT:

FOR THE CONTRACTEE:



Signature



Signature

Director of Business Operations

Title or Position

CHIEF ADMINISTRATOR

Title or Position

5-24-13

Date

5/24/13

Date

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in their names by their proper officials pursuant to approval of their respective boards.

FOR THE DISTRICT:

FOR THE CONTRACTEE:



Signature

Signature

Director of Business Operations

Title or Position

Title or Position

5-24-13

Date

Date



LAKELAND JOINT SCHOOL DISTRICT #272

15506 N. Washington Street P.O. Box 39

Rathdrum, Idaho 83858

Phone: 208.687.0431

lakeland272.org

Fax: 208-687-1884

2013 – 2014

____ Returning Student

____ New Student

NON-RESIDENT TUITION STUDENT APPLICATION/ACCEPTANCE FORM

Students who are not residents of the district may be admitted on a tuition paying basis under the following conditions: (for additional clarification refer to Board Policy #3080):

1. The district has adequate facilities, staff, and resources to accommodate the additional student.
2. Consideration will be given to the impact that a non-resident student will have on the classroom(s), grade level, and school building.
3. The addition of a non-resident, tuition paying student will not denigrate the standard of educational services provided to resident students.
4. **The student has not been expelled from the previous school.**
5. **The student's previous record of discipline, attendance, and performance will be considered in relation to #3 above.**
6. **A demonstrated record of prompt tuition payments by past non-resident tuition participants.**

New students must submit this form along with the student's: Cumulative transcript, discipline record, attendance record, proof of immunization, birth certificate copy, guardianship papers (if appropriate), Lakeland school registration form. All applications must submit a check for the first 3 month's tuition.

All information will be submitted to the school you are requesting for review. The check will be returned if approval is not granted. There are no additional fees for siblings, living in the same household, who are approved to attend a Lakeland school.

Please mark your calendar for these tuition due dates

Submit first payment with application \$120.00 December 4, 2013 \$120.00 March 4, 2014 \$120.00

Full Year Tuition \$342.00 (Includes 5% Discount) when paid by September 3, 2013

Student Name _____ Requested School _____ Grade _____

Parent/Guardian Name _____

Physical Address _____

Mailing Address _____ Home Phone _____ Work/Contact Phone _____

City _____ State _____ Zip Code _____

Reason for requesting non-resident student status: _____

I understand that, if approved, it is my responsibility to insure that tuition payments are made on time, according to the schedule outlined in this form. If I become delinquent with my payments I understand that I will be asked to withdraw my child(ren) from the Lakeland School District.

Date

Date

Date

Parent/Guardian Signature

Principal signature

Superintendent Signature

Acceptance as a non-resident, tuition paying student does not guarantee eligibility for IHSAA or district sponsored athletics. Lakeland Joint School District does not discriminate on the basis of race, color, religion, national origin, sex, age, or handicap.

(Revised 06-06-2013)

committed to academic excellence ... dedicated to student success



Timberlake High School
PO Box 909
Spirit Lake, ID 83869
(208) 623-6303

Lakeland School District 272
Board of Trustees
15506 N. Washington Street
Rathdrum, ID 83858

Board of Trustees,

Timberlake High School athletics is requesting the use of football equipment by THS students in Missoula, Montana while attending the University of Montana football camp. The camp will be held June 13-15 2013.

This request is made in accordance with Idaho High School Activity Association rules and regulations.

Thank you,
Tim Cronnelly
Athletic Director
Timberlake High School

Lakeland Joint School District No. 272

STUDENTS

3505

Concussion Guidelines

Many students within Lakeland Joint School District, No. 272 participate in extra-curricular activities of a nature whereby physical injury may result. Though the District takes care to ensure all extra-curricular activities are as safe as practicable, it is not possible to remove all danger from such activities, and the District acknowledges that concussions may result. The purpose of this policy is to address situations in which student concussions have occurred or are suspected to have occurred.

This policy only applies to organized athletic league or sport in which any District student participates as an athlete or youth athlete. For the purposes of this policy, athlete or youth athlete means an individual who is eighteen (18) years of age or younger and who is a participant in any-~~middle school, junior high school, or~~ high school athletic league or sport. A school athletic league or sport shall not include participation in a physical education class.

Pre-Season Education

The Administration and coaches will work to ensure that athletes, youth athletes, parents, volunteers, and assistant coaches are educated about concussions.(Coaches are required by Idaho Code to complete concussion education every two years) Prior to being allowed to engage or participate in any school athletic league or sport:

1. Each student desiring to participate in such school athletic league or sport, and the student's parents or guardians, shall be provided notice of and/or copies of any concussion guidelines or information available from the State Department of Education and the Idaho High School Activities Association, and also this policy.
2. Each student desiring to participate in such school athletic league or sport, and the student's parents or guardians, shall acknowledge that they have been provided the guidelines or information available from the State Department of Education and the Idaho High School Activities Association, as well as this this policy, and have had the opportunity to review and have reviewed such information. Further, each student and the student's parents or guardians shall sign an applicable waiver for participating in such school athletic league or sport.
3. The signed waiver and acknowledgment of review of the appropriate information shall be returned to the District.
4. The athlete will be required to receive a preseason baseline concussion test prior to participating in any extra-curricular activities or being allowed to participate in a school athletic league or sport. The athlete will be required, at the athlete's cost, to obtain a preseason baseline concussion test one time prior to participating in such school athletic

leagues or sports, provided, however, in the event there is a suspected concussion as provided for hereinafter, the athlete may be required to obtain another baseline concussion test during the athlete's participation in school athletic leagues or sports. The District must be provided with written confirmation that the test was completed by a qualified and trained health care professional, although the results of the testing shall not be provided to the District unless such test results are authorized to be provided by the athlete, or the athlete's parents in the event the athlete has not yet attained the age of 18.

Athletes will not be allowed to participate in school athletic leagues or sports until the above requirements are met.

Protocol on Suspected Concussion

If, during any school athletic league or sport practice, game, or competition, an athlete exhibits signs or symptoms of a concussion, makes any complaint indicative of a possible concussion, or a coach, assistant coach, volunteer coach, or other school District employee has reason to believe a concussion has occurred, such student shall be removed from play or participation in the practice, game, or competition. According to the Centers for Disease Control and Prevention, and for the purposes of this policy, signs observed by coaching staff which could be indicative of a concussion include if the athlete:

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (*even briefly*)
- Shows mood, behavior, or personality changes
- Can't recall events *prior* to hit or fall
- Can't recall events *after* hit or fall

According to the Centers for Disease Control and Prevention, and for the purposes of this policy, symptoms reported by the athlete which could be indicative of a concussion include:

- Headache or "pressure" in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light
- Sensitivity to noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems
- Confusion
- Does not "feel right" or is "feeling down"

Coaches should not try to judge the severity of the injury themselves. Health care professionals have a number of methods that they can use to assess the severity of concussions. Coaches should record the following information, if possible, to help health care professionals in assessing the athlete after the injury:

- Cause of the injury and force of the hit or blow to the head or body
- Any loss of consciousness (passed out/knocked out) and if so, for how long
- Any memory loss immediately following the injury
- Any seizures immediately following the injury
- Number of previous concussions (if any)

Athletes may not be returned to play or participate in any student athletic league or sport (except on an administrative basis, such as team manager), until and unless the athlete has been evaluated and is authorized to return to play or participate by a qualified health care professional who is trained in the evaluation and management of concussions, including a physician or physician's assistant licensed under Chapter 18, Title 54, Idaho Code, an advanced practice nurse licensed under Idaho Code 54-1409, or a licensed health care professional trained in the evaluation and management of concussions who is supervised by a directing physician who is licensed under Chapter 18, Title 54, Idaho Code. Such authorization must be in writing and must be provided to the District prior to the student being returned to play. If the authorization is signed by a licensed health care professional trained in the evaluation and management of concussions, such authorization must also be countersigned by the directing physician.

Legal Reference: I.C. § 33-1625 Youth athletes – concussion and head injury guidelines
Title 54, Chapter 18 Idaho Code
HIPPA

Other Reference: <http://www.idhsaa.org/concussions/default.asp>
<http://www.cdc.gov/concussion/sports/index.html>
<http://www.cdc.gov/concussion/sports/recognize.html>

Policy History:

Adopted on: December 10, 2012

Revised on:

DATA SHARING AGREEMENT
BETWEEN
THE IDAHO STATE BOARD OF EDUCATION
AND
LAKELANDⁱ

This Data Sharing Agreement is made and entered into by and between **THE IDAHO STATE BOARD OF EDUCATION**, hereinafter referred to as the "SBOE", and Lakeland School District, hereinafter referred to as "Lakeland", effective this 16th day of May, 2013 ("Effective Date"). This Agreement documents the parties understanding regarding LAKELAND's use of data from the Idaho Statewide Longitudinal Data System ("SLDS") to evaluate and audit educational programs provided by Lakeland School District, and to inform decisions regarding student readiness for postsecondary education.

BACKGROUND.

The SBOE is charged under the Idaho Constitution Article IX, Section 2 and Idaho Code Section 33-101 with the general supervision, governance and control of all state educational institutions in Idaho. The SLDS is the database created by SBOE to house electronic education data from students (K-20) receiving public education in Idaho. The data are used to assess the effectiveness of, and improve, publicly funded education programs and to provide education records available to school districts and other local education agencies for the same purpose.

The Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. 1232g, and its implementing regulations, 34 C.F.R. 99, protect personally identifiable information in students' education records. Reports containing information from students' education records will be publically disclosed only if they do not include personally identifiable information. Aggregate data that masks personally identifiable information may be released publically. See, Exhibit A: Masking Guidelines from SLDS Technical Brief #3 (NCES 2011-603).

LAKELAND is a local education entity under FERPA.

AGENCY CONTACTS: THE IDAHO STATE BOARD OF EDUCATION

Agreement Administrator:
Name: Andy Mehl
Title: SLDS Project Coordinator
Division: Office of the State Board of Education
Address: 650 W. State Street
Phone: 208-332-1586
E-mail: andy.mehl@osbe.idaho.gov

ORGANIZATION CONTACTS: LAKELAND

Agreement Administrator:
Name: Georgeanne Griffith
Title: Director of Information Systems
Division: Lakeland Jt. School District 272
Address: P. O. Box 39, Rathdrum, ID 83858
Phone: 208-687-0431
E-mail: ggriffith@lakeland272.org

1. PURPOSE OF THE DATA SHARING AGREEMENT

The purpose of this Data Sharing Agreement (“DSA”) is to provide LAKELAND with data regarding its former students’ performance in post secondary institutions in order to allow LAKELAND to assess the effectiveness of, and improve education in the LAKELAND school district.

2. DEFINITIONS

“**Agreement**” means this Data Sharing Agreement, including all documents attached or incorporated by reference.

“**Data Encryption**” refers to ciphers, algorithms or other encoding mechanisms that will encode data to protect its confidentiality.

“**Data Storage**” refers to the location and/or medium where data are permanently or temporarily reside. Data shall be stored on secured environments.

“**Data Transmission**” refers to the methods and technologies to be used to move a copy of the data between systems, networks, and/or workstations.

“**Disclosure**” means to permit access to or release, transfer, or other communication of PII contained in education or employment records by any means including oral, written, or electronic means, to any party except the party identified or the party that provided or created the record (34 CFR 99.3).

“**SLDS Data**” means data provided to LAKELAND by the SBOE from the SLDS, regardless of the initial source of the data.

“**Personally Identifiable Information**” or “**PII**” means information that can be used to distinguish or trace an individual’s identity, such as their name, Social Security Number, student number, biometric records, etc. alone, or when combined with other personal or identifying information which is linked or linkable to a specific individual, such as date and place of birth, mother’s maiden name, etc. PII also includes other information that, alone or in combination, would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty. In the case of employment data, this means information which reveals the name or any identifying particular about any individual or any past or present employer or employing unit, or which could foreseeably be combined with other publicly available information to reveal any such particulars (20 CFR 603.4).

3. PERIOD OF AGREEMENT

This Agreement shall begin on the Effective Date and end on 05/16/2014, unless terminated sooner or extended as provided herein.

4. DESCRIPTION OF DATA TO BE SHARED

Individual Student PII including name and date of birth. Data includes individual course enrollment, completion, and grade for each institution attended.

5. DATA TRANSMISSION

To ensure data is encrypted during data transmission, all data transfers from SBOE from the SLDS shall be transmitted using the secure HTTPS system utilized for SLDS file transmission. SBOE shall create an account for LAKELAND if an account does not already exist.

6. DATA SECURITY

All SLDS Data provided by SBOE shall be stored on a secure environment with access limited to the least number of staff needed to complete the purpose of this DSA.

a. Protection of Data

LAKELAND agrees to store SLDS Data on one or more of the following media and protect the data as described:

- 1) Workstation Hard disk drives. Data stored on local workstation hard disks. Access to the data will be restricted to authorized users by requiring logon to the local workstation using a unique user ID and complex password or other authentication mechanisms which provide equal or greater security, such as biometrics or smart cards. If the workstation is located in an unsecured physical location the hard drive must be encrypted to protect SLDS Data in the event the device is stolen.
- 2) Network server disks. Data stored on hard disks mounted on network servers and made available through shared folders. Access to the data will be restricted to authorized users through the use of access control lists which will grant access only after the authorized user has authenticated to the network using a unique user ID and complex password or other authentication mechanisms which provide equal or greater security, such as biometrics or smart cards. Data on disks mounted to such servers must be located in an area which is accessible only to authorized personnel, with access controlled through use of a key, card key, combination lock, or comparable mechanism. Backup copies for DR purposes must be encrypted if recorded to removable media.
- 3) Optical discs (e.g. CDs, DVDs, Blu-Rays) in local workstation optical disc drives. Data provided by SBOE on optical discs will be used in local workstation optical disc drives and will not be transported out of a secure area. When not in use for the Agreement purpose, such discs must be locked in a drawer, cabinet or other container to which only authorized users have the key, combination or mechanism required to access the contents of the container. Workstations which access SLDS Data on optical discs must be located in an area which is accessible only to authorized individuals, with access controlled through use of a key, card key, combination lock, or comparable mechanism.
- 4) Optical discs (e.g. CDs, DVDs, Blu-Rays) in drives or jukeboxes attached to servers. Data provided by SBOE on encrypted optical discs will be attached to network servers and which will not be transported out of a secure area. Access to data on these discs will be restricted to authorized users through the use of access control lists which will grant access only after the authorized user has authenticated to

the network using a unique user ID and complex password or other authentication mechanisms which provide equal or greater security, such as biometrics or smart cards. Data on optical discs attached to such servers must be located in an area which is accessible only to authorized individuals, with access controlled through use of a key, card key, combination lock, or comparable mechanism.

- 5) Paper documents. Any paper records must be protected by storing the records in a secure area which is only accessible to authorized individuals. When not in use, such records must be stored in a locked container, such as a file cabinet, locking drawer, or safe, to which only authorized persons have access.
- 6) Access via remote terminal/workstation over the State Governmental Network (SGN). Access to data over the SGN to the data will be controlled by SBOE staff who will issue authentication credentials (e.g. a unique user ID and complex password) to authorized individuals. LAKELAND will notify the SBOE Agreement Administrator immediately whenever an authorized person in possession of such credentials is terminated or otherwise leaves, and whenever a user's duties change such that the user no longer requires access to perform work for this Agreement.
- 7) Access via remote terminal/workstation over the Public Internet only through VPN access. Data accessed and used interactively over the Network will be controlled by SBOE staff who will issue authentication credentials (e.g. a unique user ID and complex password) to authorized individuals. LAKELAND will notify the SBOE Agreement Administrator immediately whenever an authorized person in possession of such credentials is terminated or otherwise leaves, and whenever a user's duties change such that the user no longer requires access to perform work for this Agreement.
- 8) Data storage on portable devices or media.
 - a) SLDS Data shall not be stored by LAKELAND on portable devices or media unless specifically authorized within this Agreement. If so authorized, the data shall be given the following protections:
 - i. Encrypt the data with a key length of at least 128 bits
 - ii. Control access to devices with a unique user ID and password or stronger authentication method such as a physical token or biometrics.
 - iii. Manually lock devices whenever they are left unattended and set devices to lock automatically after a period of inactivity, if this feature is available. Maximum period of inactivity is 20 minutes.
 - iv. Physically protect the portable device(s) and/or media by:
 - Keeping them in locked storage when not in use;
 - Using check-in/check-out procedures when they are shared; and
 - Taking frequent inventories.

- b) When transported outside of a secure area, portable devices and media with SLDS Data must be under the physical control of LAKELAND staff with authorization to access the data.
- c) Portable devices include, but are not limited to; handhelds/PDAs, Ultramobile PCs, flash memory devices (e.g. USB flash drives, personal media players), portable hard disks, and laptop/notebook computers.
- d) Portable media includes, but is not limited to; optical media (e.g. CDs, DVDs, Blu-Rays), magnetic media (e.g. floppy disks, tape, Zip or Jaz disks), or flash media (e.g. CompactFlash, SD, MMC).

b. Safeguards Against Unauthorized Access and Re-disclosure

LAKELAND shall exercise due care to protect all PII from unauthorized physical and electronic access. LAKELAND shall establish and implement the following minimum physical, electronic and managerial safeguards for maintaining the confidentiality of information provided pursuant to this Agreement:

- 1) Access to the SLDS Data will be restricted to only those authorized staff, officials, and agents who need it to perform their official duties in the performance of the work requiring access to the information as detailed in this Agreement.
- 2) LAKELAND will store the information in an area that is safe from access by unauthorized persons during duty hours as well as non-duty hours or when not in use.
- 3) Unless specifically authorized in this Agreement, LAKELAND will not store any SLDS Data on portable electronic devices or media, including, but not limited to laptops, handhelds/PDAs, Ultramobile PCs, flash memory devices, floppy discs, optical discs (CDs/DVDs), and portable hard disks.
- 4) LAKELAND will protect SLDS Data in a manner that prevents unauthorized persons from retrieving the information by means of computer, remote terminal or other means.
- 5) LAKELAND shall take precautions to ensure that only authorized personnel and agents are given access to on-line files containing SLDS Data.
- 6) LAKELAND shall instruct all individuals with access to SLDS Data regarding the confidential nature of the information, the requirements of Use of Data and Safeguards against Unauthorized Access and Re-Disclosure clauses of this Agreement, and the sanctions specified in federal and state laws against unauthorized disclosure of information covered by this Agreement.
- 7) LAKELAND shall take due care and take reasonable precautions to protect SLDS Data from unauthorized physical or electronic access. LAKELAND shall meet or exceed the requirements of the Idaho Data Management Council's policies and standards for data security and access controls to ensure the confidentiality, availability, and integrity of all SLDS Data accessed.

c. Data Segregation

- 1) SLDS Data must be segregated or otherwise distinguishable from non-SLDS Data. This is to ensure that when no longer needed by LAKELAND, all SLDS Data can be identified for return or destruction. It also aids in determining whether SLDS Data has or may have been compromised in the event of a security breach.
- 2) SLDS Data will be kept on media (e.g. hard disk, optical disc, tape, etc.) which will contain no non-SLDS Data. Or,
- 3) SLDS Data will be stored in a logical container on electronic media, such as a partition or folder dedicated to SLDS Data. Or,
- 4) SLDS Data will be stored in a database which will contain no non-SLDS Data. Or,
- 5) SLDS Data will be stored within a database and will be distinguishable from non-SLDS Data by the value of a specific field or fields within database records. Or,
- 6) When stored as physical paper documents, SLDS Data will be physically segregated from non-SLDS Data in a drawer, folder, or other container.
- 7) When it is not feasible or practical to segregate SLDS Data from non-SLDS Data, then both the SLDS Data and the non-SLDS Data with which it is commingled must be protected as described in this Agreement.

If LAKELAND or its agents detect a compromise or potential compromise in the IT security for SLDS Data such that personal information may have been accessed or disclosed without proper authorization, LAKELAND shall give notice to SBOE within one (1) business day of discovering the compromise or potential compromise. LAKELAND shall take corrective action as soon as practicable to eliminate the cause of the breach and shall be responsible for ensuring that appropriate notice is made to those individuals whose personal information may have been improperly accessed or disclosed and take all steps necessary to protect against the improper use of any disclosed data.

7. DATA CONFIDENTIALITY

LAKELAND acknowledges the personal or confidential nature of SLDS Data and agrees that staff and contractors with access shall comply with all laws, regulations, and policies that apply to protection of the confidentiality of the data. If SLDS Data provided under this Agreement is to be shared with a subcontractor, the contract with the subcontractor must include all of the data security provisions within this Agreement and within any amendments, attachments, or exhibits to this Agreement. If the Contractor cannot protect the data as articulated within this Agreement, then the contract with the subcontractor must be submitted to the SBOE Agreement Administrator specified for this Agreement for review and approval.

a. Non-Disclosure of Data

- 1) Individuals will access data gained by reason of this Agreement only for the purpose of this Agreement. Each individual (staff and their contractors) with data access shall read and sign Exhibit B,

Statement of Confidentiality and Non-Disclosure, prior to access to the data. Copies of the signed forms shall be sent to the SBOE Agreement Administrator identified on Page 1 of this Agreement.

- 2) SBOE may at its discretion disqualify at any time any person authorized access to confidential information by or pursuant to this Agreement. Notice of disqualification shall be in writing and shall terminate a disqualified person's access to any information provided by SBOE pursuant to this Agreement immediately upon delivery of notice to LAKELAND. Disqualification of one or more persons by SBOE does not affect other persons authorized by or pursuant to this Agreement.

b. Penalties for Unauthorized Disclosure of Information

In the event LAKELAND fails to comply with any terms of this Agreement, SBOE shall have the right to take such action as it deems appropriate. The exercise of remedies pursuant to this paragraph shall be in addition to all sanctions provided by law, and to legal remedies available to parties injured by unauthorized disclosure.

8. USE OF SLDS DATA

- a. SLDS Data provided by SBOE will remain the property of SBOE and shall be returned to SBOE or destroyed when the work for which the information was required has been completed.
- b. This Agreement does not constitute a release of the data for LAKELAND's discretionary use, but may be accessed only to carry out the responsibilities specified herein. Any ad hoc analyses or other use of the data, not specified in this Agreement, is not permitted without the prior written agreement of SBOE. LAKELAND shall not disclose, transfer, or sell any such information to any party, except as provided by law. LAKELAND shall maintain the confidentiality of information gained by reason of this Agreement.
- c. LAKELAND is not authorized to update or change any SLDS Data, and any updates or changes shall be cause for immediate termination of this Agreement.
- d. The SBOE does not guarantee the accuracy of the SLDS Data provided. All risk and liabilities of use and misuse of information provided pursuant to this Agreement are understood and assumed by LAKELAND.
- e. SLDS Data provided by SBOE cannot be linked with other data or data sets as a way to determine the identity of particular individuals; the data in any data set shall be used for statistical purposes only. Using SLDS Data to identify students or employers shall be cause for immediate termination of this Agreement and may prevent data sharing agreements with the organization in the future. If the identity of any student or employer is discovered inadvertently, LAKELAND shall not use this information and shall advise SBOE of any such discovery.
- f. SLDS Data provided by SBOE cannot be re-disclosed or duplicated unless specifically authorized in this Agreement.
- g. LAKELAND shall follow applicable federal and state laws protecting student and employment data, and the guidelines specified in the Institute of Education Sciences SLDS Technical Brief 3, Statistical Methods for Protecting PII in Aggregate Reporting (NCES 2011-603 <http://nces.ed.gov/pubs2011/2011603.pdf>),

attached as Exhibit A, when displaying student information in public reports. Publicly-reported aggregated results will not contain any group of fewer than 10 individuals, and percent ranges should be used, where the greater the uncertainty (smaller number of observations) the greater width of the reporting range. The above standards will also be applied to the deduction, inverse, or reciprocal of individual counts and percentages. For example, 95% is reported for a category. Thus, it could be deduced that 5% could be reported outside of that category. Furthermore, using the same example, if deducing the 5% also identifies a count of individuals less than 10, both the 95% and 5% results should be masked or ranged to avoid the disclosure of either number being less than 10.

- h. LAKELAND shall include the following excerpts with any public release using SLDS Data:

“The research presented here utilizes confidential data from the IDAHO STATE BOARD OF EDUCATION (SBOE). The views expressed here are those of the author(s) and do not necessarily represent those of the SBOE or other data contributors. Any errors are attributable to the author(s).”

- i. Provide draft report to SBOE at least ten (10) working days prior to any public release of reports and communicate with SBOE when questions arise regarding the SLDS Data.
- j. The requirements in this section shall survive the termination or expiration of this Agreement or any subsequent agreement intended to supersede this Agreement.

9. DISPOSITION OF SLDS DATA

- a. Upon termination of the Agreement, LAKELAND shall dispose of the SLDS Data received and provide written notification of disposal. Failure to do so may prevent data sharing agreements with the organization in the future.
- b. Upon the destruction of SLDS Data, LAKELAND shall complete the Certification of Data Disposition attached as Exhibit C, and submit it to the SBOE Agreement Administrator within fifteen (15) days of the date of disposal.
- c. Acceptable destruction methods for various types of media include:
 - 1) If SLDS Data has been stored on paper documents, a contract with a recycling firm to recycle confidential documents is acceptable, provided the contract ensures that the confidentiality of the data will be protected. Such documents may also be destroyed by on-site shredding, pulping, or incineration.
 - 2) Recycling is not an option for SLDS Documents containing confidential or sensitive information. These documents must be destroyed by on-site shredding, pulping, or incineration.
 - 3) If SLDS Data has been stored on optical discs (e.g. CDs, DVDs, Blu-ray), LAKELAND shall either destroy by incineration the disc(s), shredding the discs, or completely deface the readable surface with a coarse abrasive.

- 4) If SLDS Data has been stored on magnetic tape(s), LAKELAND shall destroy the data by degaussing, incinerating or crosscut shredding.
- 5) If SLDS Data has been stored on server or workstation data hard drives or similar media, LAKELAND shall destroy the data by using a "wipe" utility which will overwrite the data at least three (3) times using either random or single character data, degaussing sufficiently to ensure that the data cannot be reconstructed, or physically destroying disk(s).
- 6) If SLDS Data has been stored on removable media (e.g. floppies, USB flash drives, portable hard disks, or similar disks), LAKELAND shall destroy the data by using a "wipe" utility which will overwrite the data at least three (3) times using either random or single character data, degaussing sufficiently to ensure that the data cannot be reconstructed, or physically destroying disk(s).

10. ON-SITE OVERSIGHT AND RECORDS MAINTENANCE

LAKELAND agrees that SBOE shall have the right, at any time, to monitor, audit and review activities and methods in implementing the Agreement in order to assure compliance therewith, within the limits of LAKELAND's technical capabilities.

11. AMENDMENTS AND ALTERATIONS TO THIS AGREEMENT

With mutual consent, SBOE and LAKELAND may amend this Agreement at any time, provided that the amendment is in writing and signed by authorized staff.

12. ORDER OF PRECEDENCE

In the event of an inconsistency in this Agreement, unless otherwise provided herein, the inconsistency shall be resolved by giving precedence in the following order:

- a. Applicable Federal and State laws;
- b. Any other provisions of the Agreement whether by reference or otherwise.

13. TERMINATION

a. For Convenience

Either party may terminate this Agreement with thirty (30) days' written notice to the other party's Agreement Administrator named on Page 1. In case of termination, any and all information provided by SBOE pursuant to this Agreement shall either be immediately returned to SBOE or immediately destroyed. Written notification of destruction to SBOE is required.

b. For Cause

SBOE may terminate this Agreement at any time prior to the date of completion if and when it is determined that LAKELAND has failed to comply with the conditions of this Agreement. SBOE shall

promptly notify LAKELAND in writing of the termination and the reasons for termination, together with the effective date of termination. In case of termination, all SLDS Data provided by SBOE to LAKELAND under this Agreement shall be returned to SBOE or destroyed on or before the date of termination. Written notification of destruction to SBOE is required.

14. GOVERNING LAW

This Agreement shall be construed under the laws of the State of Idaho. Venue shall be proper in Ada County, Idaho.

15. SEVERABILITY

The provisions of this Agreement are severable. If any provision of this Agreement is held invalid by any court; that invalidity shall not affect the other provisions of this Agreement and the invalid provision shall be considered modified to conform to the existing law.

THE IDAHO STATE BOARD OF EDUCATION

Signature

Printed Name

Title

Date

LAKELAND

Georgeanne R. Griffith
Signature

Georgeanne R. Griffith
Printed Name

Director of Information Systems
Title

5/17/13
Date

DATA MANAGEMENT COUNCIL OR DESIGNEE

Signature

Printed Name

Title

Date

EXHIBIT A

Masking Guidelines from SLDS Technical Brief #3 (NCES 2011-603)

<http://nces.ed.gov/pubs2011/2011603.pdf>

EXHIBIT B

STATEMENT OF CONFIDENTIALITY AND NON-DISCLOSURE

As an employee of LAKELAND, I have access to information provided by THE IDAHO STATE BOARD OF EDUCATION (SBOE). This information is confidential, and I understand that I am responsible for maintaining this confidentiality. I understand that the information may be used solely for the purposes of work under the Data Sharing Agreement between SBOE and LAKELAND, dated ___ ("DSA").

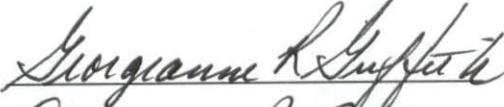
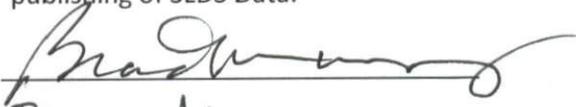
- I have been informed and understand that all information related to this DSA is confidential and may not be disclosed to unauthorized persons. I agree not to divulge, transfer, sell, or otherwise make known to unauthorized persons any information contained in this system.
- I also understand that I am not to access or use this information for my own personal information but only to the extent necessary and for the purpose of performing my assigned duties as an employee of LAKELAND under this Agreement. I understand that a breach of this confidentiality will be grounds for disciplinary action which may also include termination of my employment and other legal action.
- I agree to abide by all federal and state laws and regulations regarding confidentiality and disclosure of the information related to this DSA.

Employee

I have read and understand the above Notice of Nondisclosure of information.

Supervisor

The employee has been informed of obligations under the DSA including any limitations, use or publishing of SLDS Data.

Signature		
Printed Name	Georgianne R. Griffith	BRAD MURRAY
Organization	Lakeland School District	LAKELAND Jr. S.D. #272
Job Title	Director of Information Systems	ASSISTANT SUPERINTENDENT
E-mail address	ggriff.th@lakeland272.org	bmurray@LAKELAND272.ORG
Date	5/17/13	5/17/13

*Please return signed forms to SBOE, PO Box 83720, Boise, Idaho 83720

EXHIBIT C

Certification of SLDS Data Disposition

Date of Disposition: _____

___ All copies of SLDS Data provided to LAKELAND under the Data Sharing Agreement between SBOE and LAKELAND, dated ___ ("DSA") have been wiped from data storage systems.

___ All materials and non-wiped computer media containing SLDS Data provided to LAKELAND under the DSA have been destroyed.

___ All copies of any SLDS Data provided to LAKELAND under the DSA that have not been disposed of in a manner described above, have been returned to the SBOE as provided for in the DSA.

LAKELAND certifies, by signature below, that the data disposition requirements required in the DSA have been fulfilled as indicated above.

Signature of LAKELAND: _____

Print Name: _____

Title: _____

Date: _____

*Please return signed forms to SBOE, PO Box 83720, Boise, Idaho 83720.

ⁱ This template form was drafted for use initially with school districts (Lakeland) in order to provide the school districts with postsecondary data from education records of that school district's students.

LAKELAND SCHOOL DISTRICT NO. 272

EVALUATION OF SCHOOL ADMINISTRATOR

Name _____ School Year _____

Position _____

School _____ Address _____

Date Assigned to this Position _____ Grade Levels _____

Number of Students _____ Number of Staff/Cert. _____ /Non-Cert. _____

Annual Goal Plan Submitted Yes ___ No ___ **OVERALL PROFICIENCY RATING** _____

Summary Evaluation:

D = Distinguished/
Exceeds Expectations

P = Proficient/
Appropriate

B = Basic/
Comment Required

U=Unsatisfactory/
Comment Required

- 1. General Leadership Qualities _____
- 2. Improvement of Instruction _____
- 3. Curriculum Development _____
- 4. Personnel & Staff Development _____

- 5. School Climate & Community Relations _____
- 6. Budget and School Finance _____
- 7. Plant Facilities _____
- 8. Student Affairs & Management _____

Commendations: _____

Recommendation: _____

Signature of Administrator

Signature & Title of Evaluator

Date

Date

The administrator's signature indicates review by a conference and receipt of a copy. The administrator may submit a written statement regarding the evaluation to the Superintendent of School

LAKELAND SCHOOL DISTRICT NO. 272
INDICATORS OF EFFECTIVE PRACTICES FOR SCHOOL ADMINISTRATORS

SECTION 1: GENERAL LEADERSHIP QUALITIES

1. Demonstrates administrative leadership by being willing to make decisions and accept responsibility; being forceful when necessary; and having the ability to effect desirable changes.
2. Interprets, implements, and enforces state and federal laws, Board policies, and administrative regulations to and with the school's staff and students.
3. Participates in administrators' meetings, negotiations meetings, Board meetings, and such other meetings as are required or appropriate.
4. Reports to the superintendent any personal absence for illness and prearranges any planned absence for professional and/or personal reasons.
5. Demonstrates responsibility for the health and safety of students and staff while engaged in school activities.
6. Is dependable and performs required jobs adequately with a minimum of supervision.
7. Is emotionally stable, performs tasks effectively under pressure, is poised, and has good self-control.
8. Uses good judgment in all phases of the job.
9. Physical fitness (health and vitality) is adequate.
10. Displays professional attributes in discussing policy or individuals and in all relations with students, staff, and patrons.
11. Reacts well to constructive criticism and follows through on suggestions.
12. Has acceptable command of the English language - both verbal and written.
13. Is prompt and regular in attendance.
14. Keeps the superintendent properly informed on all significant school matters whether related to students, staff, facilities, or activities.

SECTION 1: GENERAL LEADERSHIP QUALITIES (CONTINUED)

15. Promptly follows up recommendations, concerns, or complaints.

16. Prepares required reports and records accurately, completely, and on time.
17. Maintains an accurate and current inventory of all facilities, equipment, materials, and supplies and provides security of and accountability for that property.
18. Prepares an annual goal plan which includes goals from the administrator feedback process for professional growth and effective leadership skills as well as goals for the school being administered.

SECTION 2: IMPROVEMENT OF INSTRUCTION

1. Makes periodic classroom visitations to observe and evaluate staff performance according to district policy and administrative regulations.
2. Holds conferences with staff members within 24 hours (unless extenuating circumstances exist) following formal observations and as needed.
3. Offers constructive suggestions to improve a teacher's performance in problem areas.
4. Periodically reviews teacher grading practices for consistency with district policy and administrative regulations and fair treatment of students.
5. Regularly reviews teacher lesson plans for objective learning situations which denote clearly what students are to do.

SECTION 3: CURRICULUM DEVELOPMENT

1. Identifies, develops, implements, and periodically evaluates program goals and objectives. Reviews the goals and objectives with the staff annually.
2. Organizes and utilizes curriculum committees to see that curriculum change, additions, and/or deletions are based on learner needs.
3. Presents a rationale for curriculum change to the superintendent in writing stating the purpose of the change expressed in student needs and outlining costs related to the change.

SECTION 4: PERSONNEL & STAFF DEVELOPMENT

1. Effective in the recruitment, screening, hiring, training, and assignment of the certificated and non-certificated staff.
2. Adequately develops job descriptions and work schedules for all personnel in the school.
3. Provides a current handbook for each staff member which includes at least schedules, record keeping policies and procedures, school rules and regulations, and other

information necessary for the management of the school.

4. Duty and student activity supervisory assignments are made on a fair, unbiased basis.
5. Conducts or causes to be conducted staff development inservice sessions for professional and classified personnel.
6. Staff meetings are held regularly and agendas are filed with the superintendent.
7. Makes recommendations and provides adequate supporting information for probation, dismissal, or rehiring of the certificated and noncertificated staff.
8. Evaluates noncertificated personnel in accordance with district policy and guidelines.

SECTION 5: SCHOOL CLIMATE & COMMUNITY RELATIONS

1. Displays a positive image to the staff, students, and community through actions, appearance, attitude, and sense of humor.
2. Establishes and maintains an effective learning climate in the school.
3. Encourages community participation in the school.
4. Effectively administers a public relations program to further the community's understanding and support of the educational program.
5. Publicizes school events and activities in the newspaper and district newsletter.
6. Encourages and works with PTA and/or Boosters and/or other parent groups.

SECTION 5: SCHOOL CLIMATE & COMMUNITY RELATIONS (CONTINUED)

7. Schedules, coordinates, and promotes school programs, open house, Christmas programs, and other activities that involve the community.
8. Makes a concerted effort to promote a positive image of the school to the community.

SECTION 6: BUDGET & SCHOOL FINANCE

1. Establishes an annual budget by grade or department and submits it to the district office.
2. Monitors expenditures to stay within the budget.
3. Reviews and signs all requisitions for district purchases for the school.

4. Follows required banking and accounting procedures.
5. Has an accurate and effective system for purchasing from and accounting for student activity funds.
6. Supplies and instructional materials are requested and dispensed based on learner need.

SECTION 7: PLANT FACILITIES

1. Inspects plant facilities regularly to check conditions of health, safety, housekeeping, and economy.
2. Promptly reports custodial and/or maintenance problems to the appropriate people.
3. Promptly corrects unsatisfactory, unsafe, or unsanitary conditions.
4. Ensures that the campus is free of litter.
5. Requires efficient use of energy by students and staff.
6. Requires proper, efficient, and economical use of all equipment, materials, and supplies.

SECTION 7: PLANT FACILITIES (CONTINUED)

7. Cooperates with the district office for community use of the building.
8. Ensures that proper care is given equipment, supplies, etc.

SECTION 8: STUDENT AFFAIRS AND MANAGEMENT

1. Arranges parent/teacher/student conferences as necessary.
2. Follows legal requirements regarding student records and the rights of parents and students in regard to reviewing the records.
3. Maintains and provides adequate safekeeping of accurate and up-to-date permanent records of students.
4. Has effectively implemented reasonable rules and regulations which require high standards of student behavior.
5. Provides a student handbook or other guide to students which outlines policies, regulations, and procedures affecting school life.
6. Encourages students to offer input into rules and regulations when practical.

7. Is unbiased and fair when dealing with individual students.
8. Students are given due process in all disciplinary matters.
9. Uses alternative means to modify student behavior (such as counselors, consulting with parents, etc.) before resorting to severe disciplinary action.
10. Reports progress of students to parents and keeps parents informed of difficulties and problems students may have in behavior and attendance.
11. Follows district policy in the area of student attendance and disciplines.
12. Maintains accurate and up-to-date records of incidents of student discipline.

SECTION 8: STUDENT AFFAIRS AND MANAGEMENT (CONTINUED)

13. Keeps accurate attendance records.
14. Deals effectively with truancies, tardiness, and excessive absences.
15. Schedules and effectively coordinates all student activities in the school.
16. Insures that all activities comply with IHSAA and district regulations.
17. Supervises, or causes to be supervised, all classes, clubs, and student activities in the school.
18. Evaluates and makes recommendations on all school-sponsored activities.
19. Adheres to state and federal laws pertaining to students' civil rights.
20. Keeps the district office informed of events and activities in the school.

LAKELAND JOINT SCHOOL DISTRICT #272

Discipline Report

School Betty Kiefer Elementary

Month/Year May 13

RECEIVED JUN 3 2013

Grade	TOBACCO			ALCOHOL			DRUGS			CONDUCT							ACTION TAKEN					
	D	P	U	D	P	U	D	P	U	BEH	FTG	INS	HAR	BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP	
K																						
1										1											1.5	
2										1											0.5	
3																						
4																						
5																						
6										1												
7																					1	
8																						
9																						
10																						
11																						161
12																						
TOTAL																						

ADMINISTRATOR'S SIGNATURE

- KEY:**
- D=Distribution
 - P=Possession
 - U=Under the Influence/Use
 - BEH= Inappropriate Behavior
 - FTG= Fighting
 - INS= Insubordination
 - HAR= Harrassment
 - BULL=Bullying
 - VAN= Vandalism
 - WPN=Weapon
 - PRO= Profanity
 - TRU= Truancy
 - ISS= In School Suspension
 - OSS=Out of School Suspension
 - EXP=Expulsion

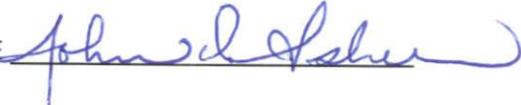
Report incidents that involve a suspension of .5 day or more. The number of incidents should be based on the number of students involved (e.g. a fight between two students would be two incidents if both students are suspended .5 day or more). When completing the column under "Action Taken", report the number of days of suspension, not incidents (e.g. one fight might result in as many as ten days of suspension).

LAKELAND JOINT SCHOOL DISTRICT #272
Discipline Report

School: John Brown
 Month/Year : May 2013

RECEIVED JUN 3 2013

Grade	TOBACCO			ALCOHOL			DRUGS			BEH	FTG	INS	HAR	CONDUCT				ACTION TAKEN				
	D	P	U	D	P	U	D	P	U					BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP	
K																						
1																						
2																						
3																						
4																						
5																						
6										0.5	1	2						1		0.5	4	
7																						
8																						
9																						
10																						
11																						
12																						162
TOTAL										0.5	1	2	0	0	0	0	0	1	0	0.5	4	0

ADMINISTRATOR'S SIGNATURE 

- KEY:
- D=Distribution
 - P=Possession
 - U=Under the Influence/Use
 - BEH= Inappropriate Behavior
 - FTG= Fighting
 - INS= Insubordination
 - HAR= Harrassment
 - BULL=Bullying
 - VAN= Vandalism
 - WPN=Weapon
 - PRO= Profanity
 - TRU= Truancy
 - ISS= In School Suspension
 - OSS=Out of School Suspension
 - EXP=Expulsion

Report incidents that involve a suspension of .5 day or more. The number of incidents should be based on the number of students involved (e.g. a fight between two students would be two incidents if both students are suspended .5 day or more). When completing the column under "Action Taken", report the number of days of suspension, not incidents (e.g. one fight might result in as many as ten days of suspension).

LAKELAND JOINT SCHOOL DISTRICT #272
 Discipline Report

School TWIN LAKES
 Month/Year MAY 2013

RECEIVED JUN 3 2013

Grade	TOBACCO			ALCOHOL			DRUGS			CONDUCT						ACTION TAKEN				
	D	P	U	D	P	U	D	P	U	FTG	INS	HAR	BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP
K																				
1																				
2																				
3																				
4																			1	
5																				
6										2									4	
7																				
8																				
9																				
10																				
11																				
12																				
TOTAL																				

ADMINISTRATOR'S SIGNATURE Mary Havercroft

KEY: D=Distribution
 P=Possession
 U=Under the Influence/Use

FTG= Fighting
 INS= Insubordination
 HAR= Harrassment
 BULL=Bullying
 VAN= Vandalism
 WPN=Weapon
 PRO= Profanity
 TRU= Truancy

ISS= In School Suspension
 OSS=Out of School Suspension
 EXP=Expulsion

Report suspension of .5 day or more. Report the total number of days suspended, not the incidents.

LAKELAND JOINT SCHOOL DISTRICT #272
Discipline Report

School_ Lakeland Junior High School
Month/Year *May 2013*

RECEIVED JUN 3 2013

Grade	TOBACCO			ALCOHOL			DRUGS			CONDUCT							ACTION TAKEN				
	D	P	U	D	P	U	D	P	U	BEH	FTG	INS	HAR	BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP
<i>Oben 7</i>										6									1		
7																					
7																					
7																					
7																					
7																					
<i>Shuman 8</i>															B						5
<i>Baker 8</i>																	B				1
8																					164
8																					
8																					
8																					
8																					
TOTAL																			1		6

ADMINISTRATOR'S SIGNATURE 

- KEY:
- D=Distribution
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 - FTG= Fighting
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 - HAR= Harrassment
 - BULL=Bullying
 - VAN= Vandallsm
 - WPN=Weapon
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Report incidents that involve a suspension of .5 day or more. The number of incidents should be based on the number of students involved (e.g. a fight between two students would be two incidents if both students are suspended .5 day or more). When completing the column under "Action Taken", report the number of days of suspension, not incidents (e.g. one fight might result in as many as ten days of suspension).

LAKELAND JOINT SCHOOL DISTRICT #272
Discipline Report

School: MOUNTAIN VIEW ALT HIGH SCHOOL

Month/Year: MAY 2013

RECEIVED JUN 4 2013

Grade	TOBACCO			ALCOHOL			DRUGS			BEH	FTG	INS	HAR	CONDUCT				ACTION TAKEN				
	D	P	U	D	P	U	D	P	U					BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP	
K																						
1																						
2																						
3																						
4																						
5																						
6																						
7																						
8																						
9																						
10													1								3	
11																						
12																					165	
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3	0

ADMINISTRATOR'S SIGNATURE


John Klingaman, 6/3/2013

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LAKELAND JOINT SCHOOL DISTRICT #272
Discipline Report

RECEIVED JUN 3 2013

School THS
Date: May 2013

Grade	TOBACCO			ALCOHOL			DRUGS			BEH	FTG	INS	HAR	CONDUCT			PRO	TRU	ACTION TAKEN			
	D	P	U	D	P	U	D	P	U					BULL	VAN	WPN			ISS	OSS	EXP	
K																						
1																						
2																						
3																						
4																						
5																						
6																						
7																						
8																						
9										2		1									4.5	
10												1									2	
11										1											1	
12																						
TOTAL	0	0	0	0	0	0	0	0	0	3	0	2	0	0	0	0	0	0	0	0	7.5	0

ADMINISTRATOR'S SIGNATURE 

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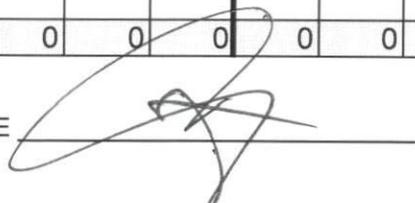
LAKELAND JOINT SCHOOL DISTRICT #272
Discipline Report

RECEIVED JUN 6 2013

School _____ TJHS
Date: May, 2013

Grade	TOBACCO			ALCOHOL			DRUGS			CONDUCT							ACTION TAKEN					
	D	P	U	D	P	U	D	P	U	BEH	FTG	INS	HAR	BULL	VAN	WPN	PRO	TRU	ISS	OSS	EXP	
K																						
1																						
2																						
3																						
4																						
5																						
6																						
7																						
8											3										1	6
9																						
10																						
11																						
12																						167
TOTAL	0	0	0	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	0	6	0

ADMINISTRATOR'S SIGNATURE _____



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Dear Mr. DeAustin,

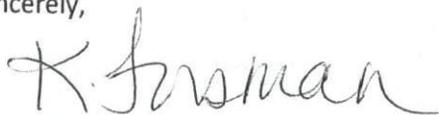
I just wanted to take a minute and thank you for the awesome education my child is getting. You have firsthand knowledge of how a parent wants the best for their children. We seriously considered all the options available including the new STEM Charter Academy for Owen. We want Owen to be pushed and excel in school. We want him to have a strong foundation and feel that elementary school is vital to his long term success. However, we feel that some of the options available are lacking in some very important areas and the sacrifices aren't worth any potential gain.

Garwood has a family feel. It is a small school where the majority of teachers know my son by name. I am constantly getting updates on his progress. I love the fact that he is not lost in the crowd and can't get away with much without me knowing about it. My mom loves being a part of the school and volunteering. Owen thrives with Mrs. Lawrie's praise and positive encouragement. I can't imagine sacrificing the welcoming feel for a more sterile environment.

I was afraid of Owen not being pushed to his full potential and becoming bored in certain areas where he excels. When Owen gets bored he usually finds a way to get himself in trouble. Mrs. Lawrie has harnessed Owen's love for math and reading and has pushed him to become a great little reader. It is pretty neat to see him sitting on the couch reading a chapter book instead of being glued to the TV. He also loves for me to write out math problems to challenge him. He thinks he wants to learn how to multiply this summer. I love that Mrs. Lawrie has given him the confidence that he can do anything he wants to do.

I have no doubt that Owen will continue to be pushed as he enters second grade. We are so thankful for the education he has received. There will always be other options for education but we feel we have made the absolute correct decision for Owen by keeping him at Garwood. We very selfishly hope that you continue as principal so Addison has the same opportunities as Owen. We realize Garwood is a direct reflection of the principal and thank you for the high standards you have set.

Sincerely,

A handwritten signature in cursive script that reads "K. Furman". The signature is written in black ink and is positioned below the word "Sincerely,".