

Board of Education Regular Meeting

March 12, 2024 5:00 PM

Central Office

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

IV. Approval of Agenda

V. Special Items

1. Individuals to Address the Board
2. Student Celebrations

VI. Consent Agenda

1. Approval of Minutes
2. 200- Day Accountability
3. Surplus
4. February Booster Supplemental Pay

VII. Unfinished Business

1. 2024-2025 Budget
2. Policy Update

VIII. New Business

1. Social Media Litigation
2. Trustees for Non-Certified Retirement Plan
3. Grounds Maintenance Contract
4. Band Uniform Purchase

IX. District Report

1. Superintendent's Report
2. Board Chairman's Report
3. City Board Liaison Report
4. Personnel
5. Monthly Financial Report

X. Adjournment

Board of Education Regular Meeting

Tuesday, February 20, 2024 5:00 PM

Central Office

I. Call to Order

Chairman Uselton

II. Pledge of Allegiance

Pat Welsh

III. Roll Call

Chairman Uselton

IV. Approval of Agenda

Chairman Uselton

Recommendation is to move the Superintendent Report and the Board Chair Report before the consent agenda.

Motion: Mrs. Kim Uselton

Second: Mr. Andy Whitt

Result: Passed

Mrs. Amy Dodson: Yea, Beth Harrison: Yea, Mrs. Teresa

Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton:

Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea

Yea: 7, Nay: 0

V. Special Items

Chairman Uselton

V.1. Individuals to Address the Board

Chairman Uselton

V.2. Student Celebrations

Dr. Catherine Stephens

V.3. Athletics Update

John Olive

VI. Consent Agenda

Chairman Uselton

To accept the consent agenda as presented.

Motion: Mrs. Gigi Robison

Second: Mr. Pat Welsh

Result: Passed

Mrs. Amy Dodson: Yea, Beth Harrison: Yea, Mrs. Teresa

Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton:

Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea

Yea: 7, Nay: 0

VI.1. Approval of Minutes

Chairman Uselton

VI.2. Booster Supplemental Pay

Hank Jordan

VI.3. Surplus

Hank Jordan

VII. Unfinished Business

Chairman Uselton

VII.1. Building and Grounds

VII.1.a. Building and Grounds Report

Teresa Lawson

VII.2. 2024-2025 Budget

Hank Jordan

VIII. New Business

Chairman Uselton

VIII.1. Fall Club Sports

Dr. Catherine Stephens

To accept fall club sports as presented.

Motion: Mrs. Teresa Lawson

Second: Mr. Andy Whitt

Result: Passed

Mrs. Amy Dodson: Yea, Beth Harrison: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.2. Skyward Contract Renewal

Hank Jordan

To approve the three year Skyward contract of \$9.15 per student, which is the current rate.

Motion: Mrs. Gigi Robison

Second: Mrs. Amy Dodson

Result: Passed

Mrs. Amy Dodson: Yea, Beth Harrison: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

IX. District Report

IX.1. Superintendent's Report

IX.2. Board Chairman's Report

IX.3. City Board Liaison Report

The City Board Liaison will be given an opportunity to address the Board.

IX.4. Personnel

IX.5. Monthly Financial Report

Chairman Uselton
Dr. Catherine Stephens
Chairman Uselton

Dr. Catherine Stephens
Hank Jordan
Chairman Uselton

X. Adjournment

To adjourn at 6:39 PM.

Motion: Mr. Andy Whitt

Second: Mrs. Teresa Lawson

Result: Passed

Mrs. Amy Dodson: Yea, Beth Harrison: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0



Chairperson



Superintendent

District Event Code Setup

School Year: 2024-25

Calendar: 000

Day Count Override

<u>Stockpile Inclement Weather Days:</u>		03
<u>Stockpile Professional Development Days:</u>		10
<u>In Service Days:</u>		05.00
<u>Optional In Service Days:</u>		00.00
<u>Parent Teacher Conference Days:</u>		2
<u>Teacher Vacation Days:</u>		10
<u>Abbreviated Days:</u>		3
<u>Discretionary Teacher Vacation Days:</u>		00.00
<u>Discretionary In Service Days:</u>		00.00
<u>Discretionary Administrative Days:</u>		00.00
<u>Discretionary Instructional Days:</u>		00.00
<u>Discretionary Other Days:</u>		03.00
<u>Instructional Days:</u>		177

Tullahoma City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 03/12/24
		Rescinds: 06/20/23	Issued:

1 *General*¹

2 A threat assessment team shall be created within the school district to develop intervention-based
3 approaches to prevent violence, manage reports of potential threats, and create a system that fosters a
4 safe, supportive, and effective school environment. The Director of Schools shall appoint the members
5 of the threat assessment team.

6 The Director of Schools shall develop administrative procedures regarding the training and operations
7 of the team to comply with state law and State Board of Education rules and regulations.

8 **TEAM MEETINGS**

9 All threat assessment team meetings shall be closed to the public.²

10 **RECORDKEEPING**³

11 The team shall document all behaviors and incidents deemed to pose a risk to school safety or that
12 resulted in intervention and shall provide the information to the Director of Schools.

13 A report of activities of the threat assessment team will be compiled and shared with the Board Chair,
14 serving as the Board's representative, each quarter.

15 Documents produced or obtained regarding these assessment activities will not be open for public
16 inspection.

Legal References

1. TCA 49-6-2701 *et seq.*; Public Chapter 2023, Chapter No. 367
2. TCA 49-6-2701(f)
3. TCA 49-6-2702

Cross References

School District Records 1.407
Safety 3.201
Security 3.205
Student Records 6.600

ATTORNEY-CLIENT FEE CONTRACT

The ATTORNEY-CLIENT FEE CONTRACT (“Agreement”) is entered into by and between Tullahoma City Schools (“Client” or “District”) and Frantz Law Group, APLC (“Attorneys” or “We”) and encompasses the following provisions:

1. **CONDITIONS.** This Agreement will not take effect, and Attorneys will have no obligation to provide legal services, until Client returns a signed copy of this Agreement.

2. **AUTHORIZED REPRESENTATIVES**
 - A. **CLIENT REPRESENTATIVES.** Client designates Dr. Catherine Stephens, or her designee, as the authorized representatives to direct Attorneys and to be the primary individuals to communicate with Attorneys regarding the subject matter of Attorneys’ representation of Client under this Agreement. The designation is intended to establish a clear line of authority and to minimize potential uncertainty but not to preclude communication between Attorneys and other representatives of Client.

 - B. **ATTORNEY REPRESENTATIVES.** James Frantz, William Shinoff, and Jade Koller of Frantz Law Group, APLC will be primarily responsible for the work, either performing it himself/herself or delegating it to others as may be appropriate.

3. **SCOPE AND DUTIES.** Client hires Attorneys to provide legal services in connection with pursuing claims for damages associated with Social Media litigation, including the preparation and filing of the District’s individual action, ("Action"). Attorneys shall provide those legal services reasonably required to represent Client and shall take reasonable steps to keep Client informed of progress and to respond to Client’s inquiries. Client shall be truthful with Attorneys, cooperate with Attorneys, and keep Attorneys informed of developments.

4. **LEGAL SERVICES SPECIFICALLY EXCLUDED.** Unless otherwise agreed in writing by Client and Attorneys, Attorneys will not provide legal services with respect to (a) defending any legal proceeding or claim against the Client commenced by any person unless such proceeding or claim is filed against the Client in the Action or (b) proceedings before any federal or state administrative or governmental agency, department, or board. With Client’s permission, however, Attorneys may elect to appear at such administrative proceedings to protect Client’s rights. If Client wishes to retain Attorneys to provide any legal services not provided under this Agreement for additional compensation, a separate written agreement between Attorneys and Client will be required.

5. FEES. Client will pay attorneys' fees of:

Twenty Five percent (25%) of any monetary settlement or recovery that Attorneys obtain for Client. Client is not responsible for paying Attorneys any money other than what has been recovered from Defendants

Fees shall be calculated on the basis of any settlement or recovery prior to the deduction of any expense or cost or common benefit fees.

These fees will be split as follows: Frantz Law Group 60%, Lewis Thomason 20% and Bennett & DeCamp 20%. This fee split does not increase the fees owed by the client.

- (1) The District shall not be obligated to pay the Attorneys unless Attorneys are successful in collecting a monetary recovery on the District's behalf as a result of the Services.

It is possible that payment to the Client by the adverse parties to the Action or their insurance carrier(s) or any third-party may be deferred, as in the case of an annuity, a structured settlement, or periodic payments. In such event, gross recovery will consist of the initial lump sum payment plus the present value (as of the time of the settlement) of the total of all payments to be received thereafter. The contingent fee is calculated, as described above, by multiplying the gross recovery by the fee percentage. The Attorney's fees will be paid out of the initial lump-sum payment if there are sufficient funds to satisfy the Attorney's fee. If there are insufficient funds to pay the Attorney's fees in full from the initial lump sum payment, the balance owed to Attorney will be paid from subsequent payments to Client before there is any distribution to Client.

- A. Reasonable Fee if Contingent Fee is Unenforceable or if Attorney is Discharged Before Any Recovery. In the event that the contingent fee portion of this agreement is determined to be unenforceable for any reason or the Attorneys are prevented from representing Client on a contingent fee basis, Client agrees to pay a reasonable fee for the services rendered. If the parties are unable to agree on a reasonable fee for the services rendered, Attorneys and Client agree that the fee will be determined by arbitration proceedings before a mutually agreed upon neutral affiliated with either the Judicial Arbitration and Mediation Services (JAMS) or Judicate West (JW); in any event, Attorney and Client agree that the fee determined by arbitration shall not exceed twenty five percent (25%) of the gross recovery as defined in paragraph 5.

- B. No General Fund Payments. Notwithstanding any other provision in this agreement, in no event will the Client be required to pay legal fees out of any fund other than the monies recovered from Defendants in this litigation. Under no circumstances shall School District general funds be obligated to satisfy the contingent Attorneys' fees as a result of this case or this contingency fee contract.

6. **COSTS AND EXPENSES.** In addition to paying legal fees, Client shall reimburse Attorneys for all “costs/expenses”, which includes but is not limited to the following: process servers’ fees, fees fixed by law or assessed by courts or other agencies, court reporters’ fees, long distance telephone calls, messenger and other delivery fees, parking, investigation expenses, consultants’ fees, expert witness fees, and other similar items, incurred by Attorneys. Other costs and expenses include case management computer services, Document Management Services, case administration/accounting fees and costs, outside attorney services and other similar items. ATTORNEYS may find it necessary and/or in the CLIENT(S)' best interests to obtain the services of legal, clerical, and/or other personnel who are not ATTORNEYS regular employees, but outside independent contractors. The costs/expenses incurred that Attorneys advance will be owed in addition to attorneys’ fees and Client will reimburse those costs/expenses after Attorneys’ fees have been deducted. If there is no recovery, Client will not be required to reimburse Attorneys for costs and fees. In the event a recovery is less than incurred costs/expenses, Client will not be required to reimburse Attorneys for costs/expenses, above and beyond the recovery, and fees. **Costs will be capped at 2% of the clients total recovery.**

SHARED EXPENSES: Client understands that Attorneys may incur certain expenses that jointly benefit multiple clients, including, for example, expenses for travel, experts, and copying. Client agrees that Attorneys shall divide such expenses equally, or pro rata, among such clients, and deduct Client’s portion of those expenses from Client’s share of any recovery.

FEDERAL MDL AND STATE COORDINATION COMMON BENEFIT FEES: Various Attorneys, including Frantz Law Group, frequently serve on plaintiffs’ steering or executive committees in Multi-District Litigations (MDLs) and/or the California state court coordinated proceedings (JCCP’s) and perform work which benefits Attorneys’ clients as well as clients of other attorneys involved in the same litigation. As a result, the court or courts where the cases are pending may order that Attorneys are to receive additional compensation for Attorneys time and effort which has benefitted all claimants. Compensation for this work and effort, which is known as “common benefit fees,” may be awarded to Attorneys by a court or courts directly from the assessments paid by The District and others who have filed claims in this litigation. Court orders generally have no bearing on the contractual relationship between our firm and your district and will not in any way reduce the amount of fees owed under this Agreement. Absent a court order to the contrary, the payment of a common benefit fee will not reduce the Attorney fees to be paid by Client under this agreement.

6. **LIEN.** In the event any third party attempts to lien any proceeds recovered from a recovery in this matter, Client hereby grants, and agrees, **TO THE EXTENT PERMITTED BY APPLICABLE LAW**, that Attorneys hold, a first priority and superior lien on any and all proceeds recovered from Defendants in this litigation in the amount of the Attorneys’ fees and costs that the Attorneys are entitled to

under this Agreement. This lien right is limited to only those monies recovered from Defendants and in no way affects any other rights of the Client in any way whatsoever.

7. DISCHARGE AND WITHDRAWAL.

- A. Client may discharge Attorneys at any time. After receiving notice of discharge, Attorneys shall stop services on the date and to the extent specified by the notice of discharge, and deliver to Client all evidence, files and attorney work product for the Action. This includes any computerized indices, programs and document retrieval systems created or used for the Action.
- B. Attorneys may withdraw with Client's consent or for good cause. Good Cause includes Client's breach of this Agreement, Client's refusal to cooperate with Attorneys, or any other fact or circumstance that would render Attorneys continuing representation unlawful or unethical. Attorneys may also discharge Client if Client at any time is dishonest with Attorneys or fails to provide relevant information to Attorneys.

8. RESOLUTION OF DISPUTES: ATTORNEY and CLIENT agree that should any dispute arise between them, it must be mediated first, before any claims are filed. Specifically, any and all disputes, controversies or claims arising out of, or related to this Agreement and/or Attorneys' representation of Client, including, but not limited to, claims of malpractice (collectively referred to herein as "Dispute" or "Disputes"), shall be submitted to mediation in Coffee County, Tennessee before a retired judge or other mediator agreed to between the parties, and, if the parties cannot agree, before a retired judge selected by the organization who is hosting the mediation. No Court petition/complaint can be filed until after this agreed-upon mediation has occurred, and any Court petition/complaint for litigation filed prior to conclusion of this mediation shall be subject to dismissal, pursuant to this Agreement. Client and Attorneys will each pay one-half of the actual cost of the mediation, but each party will be responsible for his or her own attorneys' fees and preparation costs. This Agreement will be governed by and construed in accordance with the laws of Tennessee, without regard to conflicts of law principles. Each party consents and submits to the sole and exclusive jurisdiction to the State and Federal Courts for Coffee County, Tennessee for any dispute arising out of or relating to this Agreement. Further, Client is not waiving rights to arbitration for fee disputes before the San Diego County Bar Association.

9. AUTHORITY OF ATTORNEY. Attorneys may, with prior Client approval, associate co-counsel if the Attorneys believe it advisable or necessary for the proper handling of Client's claim, and expressly authorize the Attorneys to divide any Attorneys' fees that may eventually be earned with co-counsel so associated for the handling of Client's claim. Attorneys understand that the amount of Attorneys' fees which Client pays will not be increased by the work of co-counsel associated to assist with the handling of Client's claim, and that such associated co-counsel will be paid

by the Attorneys out of the Attorneys' fees Client pays to the Attorneys.

10. **DISCLAIMER OF GUARANTEE.** Nothing in this Contract and nothing in Attorneys' statements to Client will be construed as a promise or guarantee about the outcome of Client's matter. Attorneys make no such promises or guarantees. Attorneys' comments about the outcome of Client's matter are expressions of opinion only.
11. **MULTIPLE REPRESENTATIONS:** The District understands that Attorneys do or may represent many other individuals/entities with actual or potential litigation claims. Attorneys' representation of multiple claimants at the same time may create certain actual or potential conflicts of interest in that the interests and objectives of each client individually on certain issues are, or may become, inconsistent with the interests and objectives of the other. Attorneys are governed by specific rules and regulations relating to Attorneys professional responsibility in Attorneys representation of clients, and especially where conflicts of interest may arise from Attorneys representation of multiple clients against the same or similar Defendants, Attorneys are required to advise Attorneys' clients of any actual or potential conflicts of interest and obtain their informed written consent to Attorneys representation when actual, present, or potential conflicts of interest exist. By signing this agreement, The District is acknowledging that they have been advised of the potential conflicts of interest which may be or are associated with Attorneys representation of The District and other multiple claimants and that The District nevertheless wants the Attorneys to represent The District, and that The District consents to Attorneys representation of others in connection with the litigation. Attorneys strongly advise The District, however, that The District remains completely free to seek other legal advice at any time even after The District signs this agreement.
12. **AGGREGATE SETTLEMENTS:** Often times in cases where Attorneys represent multiple clients in similar litigation, the opposing parties or Defendants attempt to settle or otherwise resolve Attorneys' cases in a group or groups, by making a single settlement offer to settle a number of cases simultaneously. There exists a potential conflict of interest whenever a lawyer represents multiple clients in a settlement of this type because it necessitates choices concerning the allocation of limited settlement amounts among the multiple clients. However, if all clients consent, a group settlement can be accomplished and a single offer can be fairly distributed among the clients by assigning settlement amounts based upon the strengths and weaknesses of each case, the relative nature, severity and extent of injuries, and individual case evaluations. In the event of a group or aggregate settlement proposal, Attorneys may implement a settlement program, overseen by a referee or special master, who may be appointed by a court, designed to ensure consistency and fairness for all claimants, and which will assign various settlement values and amounts to each client's case depending upon the facts and circumstances of each individual case. The District authorizes us to enter into and engage in group settlement discussions and agreements which may include The District's individual claims. Although The District authorizes us to engage in such group settlement

discussions and agreements, The District will still retain the right to approve, and Attorneys are required to obtain The District's approval of, any settlement of The District's case.

13. INDEMNIFICATION: Attorneys agree to defend Client in any legal proceeding, claim or counter-claim filed by any person related to or arising from this Action and Attorneys will indemnify and hold Client harmless from any judgment or award resulting from such legal proceeding, claim or counter-claim, including attorney fees or costs related thereto.
14. EFFECTIVE DATE AND TERM. This Agreement will take effect upon execution by District and Attorneys.
15. COUNTERPARTS. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, and all of which, taken together, shall constitute one and the same instrument. Facsimile or pdf versions of this Agreement shall have the same force and effect as signature of the original.

The above is approved and agreed upon by all parties.

[SIGNATURE PAGE FOLLOWS]

Dated: _____

Print Name:
Frantz Law Group, APLC

Dated: _____

Dr. Catherine Stephens
Director
Tullahoma City Schools

	Trim	CSS Building		0				
	Trim	Bel-Aire Elementary	250	300	350	1000		
	Trim	East Lincoln Elementary	75	50	150	400		
	Trim	Jack T Farrar Elementary	75	75	100	800		
	Trim	Robert E Lee Elementary	150	200	300	800		
	Trim	East Middle School	125	125	250	1000		
	Trim	West Middle School	125	180	250	1100		
	Trim	Tulahoma High School	200	175	300	500		
	Trim	Maintenance Shop						
	Trim	TOTALS	1125	1205	1820	5825	0	0

Bid Form

The bidder certifies they have familiarized themselves with Tullahoma City School's specifications, has carefully read them and understands their contents. Any uniforms furnished by us will be in the style and quality requested.

All prices and quotations must be typed or written in ink: bids must not be written in pencil. The unit price shall govern for all purposes. All bidders must submit separate prices on each item being bid upon.

Quantity	Item	Unit Price	Total Price
165 +4 for DM = 169	Jackets and Hip Skirt	\$268	\$45,292
165 +4 for DM = 169	Gauntlets	\$42	\$7,098
165 +4 for DM = 169	Bibbers	\$74	\$12,506
165 +4 for DM = 169	Hats and Hat Wrap	\$86	\$14,534
165 +4 for DM = 169	Plume	\$32	\$5,408
165 +4 for DM = 169	Hat Box	\$15	\$2535
165 +4 for DM = 169	Garment Bag	\$14	\$2366
Total Shipping	Total shipping for all uniform parts - \$2535	Total:	\$92,274

Exclude

\$89,739.00

Upon being awarded the bid, the bidder must prepare a prototype uniform, if requested, in the actual design and construction designated by the Owner herein. It is to be understood that minor changes in the design may result when the prototype uniform is inspected by the Owner. The prototype uniform must be furnished to the Owner by the date designated on the bid, and shall be subject to the approval of the Owner from all aspects of the design, construction, tailoring, workmanship, etc., and written approval thereof will be furnished to the bidder before any construction of the order is undertaken by the bidder. The prototype uniform will be returned to the bidder by the Owner in a timely manner once approved.

Name (Please Print): Sharon Poole Turner

Signature: 

Title: Eastern Representative

Phone: 513-200-6595

Date: 2/27/24

Shipping charges were added to the above chart. Please see detailed quote included with this paperwork.



Fred J. Miller Inc.
 8765 Washington Church Rd
 Miamisburg Ohio, 45342

Full Order Cesario Uniform Quote

Quote #: FJM13235
 Buy Board / Co-Op ID
 Feb 26, 2024

Tullahoma High School

Attn: Justin Scott
 927 North Jackson St.
 Tullahoma TN, 37388

Item & Description	Quantity	List Price	Amount
Cesario Jacket 165 - Musicians, 4 - Drum Majors	169	\$ 220.00	\$ 37,180.00
Cesario Gauntlet 165 - Musicians, 4 - Drum Majors	169	\$ 42.00	\$ 7,098.00
Cesario Hip Skirt 165 - Musicians, 4 - Drum Majors	169	\$ 48.00	\$ 8,112.00
Cesario Hat Wrap 165 - Musicians, 4 - Drum Majors	169	\$ 46.00	\$ 7,774.00
Cesario Bib Pants 165 - Musicians, 4 - Drum Majors	169	\$ 74.00	\$ 12,506.00
Apollo Black base with Silver brim, center fan 165 - Musicians, 4 - Drum Majors	169	\$ 40.00	\$ 6,760.00
Plume Musicians Plume 14" French Upright Plume - Burgundy	165	\$ 32.00	\$ 5,280.00
DM Plume Drum Major Plume 14" French Upright Plume - Black	4	\$ 32.00	\$ 128.00
Garment Bags - Poly Soft Black with one-color imprint 165 - Musicians, 4 - Drum Majors	169	\$ 14.00	\$ 2,366.00
Hat Box 165 - Musicians, 4 - Drum Majors	169	\$ 15.00	\$ 2,535.00
Shipping Shipping for all uniform parts	169	\$ 15.00	\$ 2,535.00

- exclude

Sub Total	\$ 92,274.00
Tax	\$ 0.00
Adjustment	\$ 0.00
Grand Total	\$ 92,274.00

89,739



Sharon Poole Turner
8765 Washington Church Rd.
Miamisburg, Ohio 45342

Phone: 513-200-6595
sharon.turner@fjminc.com

A Glance Inside Fred J. Miller Inc.

Fred J. Miller, Inc. has over 70 years of experience in all phases of pageantry. We have developed an unparalleled reputation within our industry.

FJM Inc. is a family-owned business. Each family member has been involved in various aspects of pageantry.

- Fred Miller was a former band director and supervisor of music. Fred is also a member of the Winter Guard International Hall of Fame.
- Marlene Miller was co-director of the Miller's Blackhawks Musical Corps and has designed costumes for all aspects of pageantry.
- Mark and Mike Miller directed the three-time high school winter guard World Class Champions, Miamisburg High School. They both are also members of the Winter Guard International Hall of Fame.
- Mary Lynn Miller Dorow has worked with high school dance lines and was an adjudicator for Winter Guard International. She was Clinic Coordinator of all Fred J. Miller's Summer Clinics, an educational program for all auxiliary units.

The Miller family knows and understands your needs and your challenges.

As the leaders in the industry, Fred J. Miller, Inc. offers the best in customized service, knowledge, experience, and expertise. Don't settle for anything less!



Sharon Poole Turner
8765 Washington Church Rd.
Miamisburg, Ohio 45342

Phone: 513-200-6595
sharon.turner@fjminc.com

Advanced Visa System 3 Fabric, From FJM, Rated Best

As an industry leader, Fred J. Miller, Inc. turned to America's most prominent fabric mill, Milliken and Company, and its most famous product, Visa fabrics, to secure the latest in fabric technology for its trademark Cesario Collection. Outcomes from the latest rounds of testing provided FJM with the superior fabric it demanded and proved that the new Visa System 3 outperforms the claims of every other fabric being used in uniforms today. Ounce for ounce, this rugged, durable, and comfortable fabric outscores any competitor for moisture management and stain release. And yet, it is woven in a classic 11.5-ounce gabardine, perfectly suited for the tailored fit and crisp good looks demanded by the top Bands and Drum & Bugle Corps who rely on the Image Makers at FJM.

As highly rated innovators of American performance fabric, venerable Milliken Mills of Spartanburg, SC. engineered the patented VISA System 3 to provide superior, permanent comfort, soil release and moisture management unrivaled in the industry.

Comfort - The VISA System 3 fabrics' smooth feel is the result of patented technology, engineered for high performance characteristics. In addition, the softness is permanent and consistent, even after multiple washings. In recent testing, 4 out of 5 uniform industry experts preferred VISA System 3 to nano -treated garments when it came to softness.

Stain Release - The VISA System 3 can handle tough oil stains that are normally very difficult to get out. This is due to a patented process directly applied to the fabric, which also prevents spreading and redistribution. Tests showed that remarkable VISA System 3 is up to 4 times better than nano-treated fabrics regarding stain release.

Moisture Management - The Visa System 3 comes with a superior drying rate and superior wicking power. In moisture transport, VISA System 3 has shown to be 7 times faster than nano-treated fabric, while drying at a rate 33% faster.

The custom, washable uniforms of the Cesario Collection have gained recognition for athletic comfort, distinctive good looks, and enduring performance. And FJM's ongoing relationship with Milliken Mills guarantees the most sophisticated Visa fabrics available.

When it comes to the finest in uniforms, you can rely on the originator of the contemporary washable uniform, The Image Makers, FJM.



Sharon Poole Turner
8765 Washington Church Rd.
Miamisburg, Ohio 45342

Phone: 513-200-6595
sharon.turner@fjminc.com

Performance Features

- All sleeves have built in gussets under the arms. This oval shaped additional fabric reflects the contour of the armhole without an added seam. Gussets provide expansion room for complete arm movement and flexibility, especially during active or “horns up” positions. Gussets combined with a Cesario jacket’s extra shoulder space prevent pulling across the coat back and the unsightly pull up problems of past designs.
- FJM, Inc. uses high-gauge polymer Vislon™ zippers on all jackets. These durable, color matched zippers remain colorfast and wash without tangling or fraying the uniform fabrics.
- All buttons for Cesario® uniforms are rivet-backed and rust-resistant for strength and durability.
- All collars and extended shoulders (wings) have heavy fabric fusing and stitch line patterns to ensure comfort, flexibility, and durability with no hard-plastic inserts and bindings
- All collars open center front and/or center back with no metal hooks or eyes. This ensures full mobility for head and neck especially during instrumental ‘horns to the box’ movement.
- Wings are applied to the outer surface of the jacket only and are not stitched to any arm seam, avoiding binding, shoulder torque or undue stress on the arms and shoulder.
- Wings can be flipped back onto the shoulder to provide an excellent storage position, avoiding creasing or crushing of the jacket.
- Gauntlet construction resembles wing and collar techniques, rendering the garment fully washable, flexible and comfortable.
- Collars, wings, and gauntlets will hold their shape under normal circumstances. Should freshening or reshaping be needed, a simple steam iron on moderate heat can be used.
- As the **originators** of jumpsuit style bib pants, FJM, Inc. manufactures these trousers in a manner consistent with our other fabrics, patterns and features. The unique curved back seam ensures excellent center-back fit. The **triple stitched** crotch ensures durability. The shoulder suspension and adjustment allow the garment to fall from the shoulder to eliminate binding at the diaphragm or chafing at the waist. With the Adjust-A-Hem™ option, every performer can fit perfectly with no sewing involved. Heavy duty brass zippers are utilized in all jumpsuits.



Sharon Poole Turner
8765 Washington Church Rd.
Miamisburg, Ohio 45342

Phone: 513-200-6595
sharon.turner@fjminc.com

Cesario Collection® Jackets:

- Athletic Wide Shoulder
- Contouring shoulder pads for smooth, tailored appearance
- Resilient standing Comfort Collar™
- Super Adjust-A-Cuff™
- Jacket in five lengths
- Standard male and female sizes 28-72
- Relaxed fit sizes for fuller figures
- Built-in sleeve gusset for ease of movement and flexibility of fit
- Heavy duty back zipper for ease of entry and clarity of design
- Rivet style tack-back buttons for no-sew durability
- Epaulette and sleeve bar options
- Gauntlet options in a variety of styles and fabrics, sized XS-2XL
- Baldric and accessory options in a variety of styles and fabrics

Cesario Collection® Bib Pants:

- Built in pockets for convenience
- Adjustable heavy-duty polymer slides on double layer shoulder straps
- Stretch shoulder straps for athletic comfort
- Contour fit back and seat
- Triple stitched crotch
- Adjust-A-Hem™ option, the no-sew trouser hem
- Constructed in 3 lengths: short, medium, long
- Standard **male** and **female** sizes 28-72
- New relaxed fit sizes for fuller figures
- Brass zipper front

Fabrics:

- Mid-weight 11.5 oz. polyester-gabardine with Visa™ finish, maximizing the give and flexibility within the diagonal weave of gabardine.
- To ensure longevity, FJM, Inc. uses the newest polyester-gabardines, exhibiting no loss of structural integrity over the lifespan of the fabric, resisting dirt, mildew, and mold. Moisture is “wicked” away to stabilize body temperature and maintain dryness.
- These washable, colorfast fabrics are available in a wide range of colors and special dye lots exclusively offered by FJM, Inc.

Personnel - March 2024

Hires

Yesenia Sanchez	ELE	Nutrition Worker	03/11/2024
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Resignations

Kate McMellon	BAE	Educational Assistant	03/04/2024
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Rebecca Adams	ELE	Part-Time Nutrition Worker	02/16/2024
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Duane Wagner	JTF	Custodian	02/27/2024
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Lauren Malone	REL	HMI Educational Assistant	03/14/2024
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Melissa Smart	REL	Sped EA/Resource	03/14/2024
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Retirements

Tina Myers-Arbuckle	ELE	5th Grade Math	05/24/2024
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Jean Marie Ford	CSS	Data Specialist	05/24/2024
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Reba Merriman	THS	Sped Educational Assistant	05/24/2024
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Christine Holliday	THS	Librarian	05/24/2024
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Transfers

Britta Allar	ELE-ELE	Sped EA-Attendance Secretary	02/26/2024
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Melinda Morris	REL-ELE	Sped EA/HMI-Sped EA/Resource	03/07/2024
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Termination

Elizabeth Umpierre	THS	Math Teacher	02/05/2024
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REVENUE	FY 24	FY 24	FY24
ACCOUNT NUMBER	Budget (amended 8.15.23)	Actual Through February	Projected End of Year
UNDESIGNATED FUND BALANCE	300,000	0	
40100 COUNTY TAXES			
40110 CURRENT PROPERTY TAX-COFFEE CO.	6,128,011	4,176,002	6,128,011
40111 CURRENT PROPERTY TAX -FRANKLIN CO.	190,000	0	230,000
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	150,000	77,679	133,164
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	27,500	12,452	18,677
40140 INTEREST & PENALTY	42,000	12,786	19,179
40161 PAYMENTS IN LIEU-TVA	100,000	27,186	40,779
TOTALS ACCOUNT NUMBER 40100	6,637,511	4,306,105	6,569,810
40600 CITY SCHOOL DISTRICT REVENUES			
40710 LOCAL OPTION SALES TAX	5,440,238	4,074,133	6,984,228
TOTALS ACCOUNT NUMBERS 40600/40700	5,440,238	4,074,133	6,984,228
		0	
41000 LICENSES & PERMITS			
41110 MARRIAGE LICENSES	1,300	1,067	1,600
TOTALS ACCOUNT NUMBER 41000	1,300	1,067	1,600
43000 CHARGES FOR SERVICES			
43511 TUITION-REGULAR DAY STUDENTS	196,500	162,195	196,500
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	5,000	11,404	17,106
43990 OTHER CHARGES FOR SERVICES			0
TOTALS ACCOUNT NUMBER 43000	201,500	173,600	213,606
44000 OTHER LOCAL REVENUE			
44110 INTEREST EARNED	85,000	152,252	228,378
44170 OTHER REVENUE	0	1,140	1,710
44300 NURSING REIMBURSEMENT	0	128,014	192,020
44520 INSURANCE RECOVERY	0		0
44530 SALE OF EQUIPMENT	0	6,105	9,158
44560 DAMAGES RECOVERED FROM INDIVIDUALS	0	487	731
44570 CONTRIBUTIONS & GIFTS	23,000	12,900	19,350
44570 CONTRIBUTIONS & GIFTS - TEF	0	0	0
44900 CITY LIQUOR TAX	78,000	39,646	59,469
TOTALS ACCOUNT NUMBER 44000	186,000	340,544	510,816
46500 STATE EDUCATION FUNDS			
46510 TENNESSEE INVESTMENT IN STUDENT ACHIEVEM	23,357,557	16,856,606	24,228,896
46515 PRE-K	376,591	232,764	349,146
46590 OTHER STATE EDUCATION FUNDS-CSH	0		0
46592 INTERNET CONNECTIVITY	0		0
46595 STUDENT MANAGEMENT SYSTEM	0		0
46610 CAREER LADDER	60,000	22,443	33,665

EXPENDITURES	FY24	FY 24	FY24
ACCOUNT NUMBER	Budgeted	Actual Through February	Projected End of Year
71100 REGULAR EDUCATIONAL PROGRAM			
116 TEACHERS	13,071,240	7,646,379	13,108,078
117 CAREER LADDER	30,548	17,442	29,901
163 EDUCATIONAL ASSISTANTS	1,114,730	643,302	1,102,804
195 SUBSTITUTE TEACHERS	330,000	166,970	286,234
201 SOCIAL SECURITY	901,884	490,675	841,157
204 STATE RETIREMENT	1,149,962	593,748	1,017,854
206 LIFE INSURANCE	22,355	12,827	21,990
207 MEDICAL INSURANCE	2,301,757	1,339,792	2,296,785
208 DENTAL INSURANCE	63,675	35,035	60,060
299 VISION INSURANCE	23,057	12,949	22,198
212 MEDICARE	210,925	116,627	199,931
355 TRAVEL	20,000	4,889	7,334
429 INSTRUCTIONAL SUPPLIES & MATERIALS	364,500	284,853	364,500
449 TEXTBOOKS	400,000	253,720	400,000
524 STAFF DEVELOPMENT	10,000	2,753	4,129
599 OTHER CHARGES	115,000	131,152	196,728
722 REGULAR INSTRUCTIONAL EQUIPMENT	791,000	523,372	791,000
TOTAL 71100 ACCOUNT	20,920,632	12,276,484	20,750,682
71200 SPECIAL EDUCATION PROGRAM			
116 TEACHERS	1,886,322	1,080,105	1,851,609
117 CAREER LADDER	3,000	1,167	2,000
162 CLERICAL PERSONNEL	0	0	0
163 EDUCATIONAL ASSISTANTS	872,158	506,587	868,435
171 SPEECH PATHOLOGISTS	94,241	61,977	106,246
189 OTHER SALARIES		2,800	4,800
195 SUBSTITUTE TEACHERS	70,000	46,125	79,071
201 SOCIAL SECURITY	179,039	98,884	169,515
204 STATE RETIREMENT	213,832	114,944	197,046
206 LIFE INSURANCE	6,013	3,482	5,969
207 MEDICAL INSURANCE	548,990	350,791	601,355
208 DENTAL INSURANCE	17,192	9,587	16,434
212 MEDICARE	41,872	23,198	39,767
299 VISION INSURANCE	6,215	3,493	5,239
312 CONTRACTS WITH PRIVATE AGENCIES	146,000	0	0
355 TRAVEL		0	0
399 OTHER CONTRACTED SERVICES			0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	32,000	20,621	30,931
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	9,225	13,837
599 OTHER CHARGES		1,103	1,655
725 SPECIAL EDUCATION EQUIPMENT	10,000	4,426	6,638
APPROX AMOUNT FROM SPED TRANSFER			
TOTAL 71200 ACCOUNT	4,159,375	2,338,512	4,000,549

71300 VOCATIONAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	110,174	73,448	110,172
116 TEACHERS	532,460	301,746	517,279
117 CAREER LADDER	1,000	583	1,000
201 SOCIAL SECURITY	39,905	21,786	32,679
204 STATE RETIREMENT	55,693	27,266	40,900
206 LIFE INSURANCE	737	474	710
207 MEDICAL INSURANCE	89,965	55,916	83,874
208 DENTAL INSURANCE	2,220	1,386	2,079
299 VISION INSURANCE	787	491	737
212 MEDICARE	9,333	5,095	7,643
355 TRAVEL	12,000	12,000	15,000
429 INSTRUCTIONAL SUPPLIES AND MATERIALS	15,000	20,000	20,000
599 OTHER CHARGES	5,000	250	375
730 VOC EQUIPMENT	0	0	0
TOTAL 71300 ACCOUNT	874,274	520,442	832,448
72110 ATTENDANCE			
105 SUPERVISOR/DIRECTOR	103,380	60,304	103,379
162 CLERICAL PERSONNEL	44,200	14,570	24,978
201 SOCIAL SECURITY	9,150	4,584	7,858
204 STATE RETIREMENT	13,403	5,246	8,993
206 LIFE INSURANCE	192	94	162
207 MEDICAL INSURANCE	10,909	7,300	12,514
208 DENTAL INSURANCE	554	264	453
299 VISION INSURANCE	196	94	160
212 MEDICARE	2,140	1,072	1,838
355 TRAVEL	675	625	1,071
499 OTHER SUPPLIES AND MATERIALS	2,000	0	0
524 STAFF DEVELOPMENT	3,000	2,433	4,170
599 OTHER CHARGES	750	1,682	2,883
TOTAL 72110 ACCOUNT	190,549	98,267	168,458
72120 HEALTH SERVICES			
105 SUPERVISOR/DIRECTOR	73,008	44,339	76,009
131 NURSES	416,310	243,722	417,809
201 SOCIAL SECURITY	30,338	16,465	28,225
204 STATE RETIREMENT	34,317	19,250	33,001
206 LIFE INSURANCE	767	438	752
207 MEDICAL INSURANCE	100,869	58,967	101,086
208 DENTAL INSURANCE	2,220	1,232	2,112
299 VISION INSURANCE	787	437	749
212 MEDICARE	7,095	3,850	6,601
355 TRAVEL	300	469	704
413 DRUGS AND MEDICAL SUPPLIES	35,000	9,293	13,940
499 OTHER CHARGES	9,500	5,334	8,001
524 STAFF DEVELOPMENT	5,200	3,583	5,374
TOTAL 72120 ACCOUNT	715,710	407,379	694,362

72130 OTHER STUDENT SUPPORT			
117 CAREER LADDER	0	583	1,167
123 GUIDANCE PERSONNEL	643,684	390,647	669,680
161 SECRETARY	39,832	28,414	48,709
201 SOCIAL SECURITY	42,378	24,361	41,761
204 STATE RETIREMENT	56,901	28,013	48,022
206 LIFE INSURANCE	959	548	939
207 MEDICAL INSURANCE	97,337	59,645	102,249
208 DENTAL INSURANCE	2,497	1,386	2,376
299 VISION INSURANCE	984	546	936
212 MEDICARE	10,253	5,697	9,767
312 CONTRACTS W/PRIVATE AGENCIES	48,000	51,253	76,879
322 EVALUATION AND TESTING	15,000	97	146
524 STAFF DEVELOPMENT	340	78	118
TOTAL 72130 ACCOUNT	958,164	591,268	1,002,748
72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.			
105 SUPERVISOR/DIRECTOR	256,808	171,910	257,865
117 CAREER LADDER	3,000	1,833	2,750
129 LIBRARIANS	292,476	171,787	257,681
161 SECRETARY	66,320	44,213	66,320
201 SOCIAL SECURITY	38,353	23,458	35,188
204 STATE RETIREMENT	35,977	25,433	38,149
206 LIFE INSURANCE	507	383	574
207 MEDICAL INSURANCE	51,960	36,482	54,723
208 DENTAL INSURANCE	1,554	1,133	1,700
299 VISION INSURANCE	551	402	603
212 MEDICARE	8,970	5,486	8,230
308 CONSULTANTS	0		0
355 TRAVEL	500	317	476
432 LIBRARY BOOKS	50,000	49,999	50,000
524 STAFF DEVELOPMENT	6,000	6,642	9,962
599 OTHER CHARGES	200	455	682
TOTAL 72210 ACCOUNT	813,175	539,933	784,902
72220 SPECIAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	120,165	79,915	119,873
117 CAREER LADDER	0		0
124 PSYCHOLOGIST	80,000	32,725	49,088
162 CLERICAL PERSONNEL	89,444	55,509	83,264
189 OTHER SALARIES	325,270	171,734	257,601
201 SOCIAL SECURITY	38,122	20,180	30,270
204 STATE RETIREMENT	26,167	19,626	29,439
206 LIFE INSURANCE	475	494	740
207 MEDICAL INSURANCE	42,340	50,439	75,658
208 DENTAL INSURANCE	1,376	1,389	2,084
212 MEDICARE	7,619	4,720	7,079
299 VISION INSURANCE	749	493	739
355 TRAVEL	5,000	1,987	2,980
399 OTHER CONTRACTED SERVICES	150,075	41,769	62,654
499 OTHER SUPPLIES & MATERIALS	22,500	21,125	31,688

524 STAFF DEVELOPMENT	34,000	27,928	41,891
599 OTHER CHARGES	10,000	20,671	31,007
TOTAL 72220 ACCOUNT	953,302	550,704	826,055
72250 TECHNOLOGY			
105 SUPERVISOR/DIRECTOR	121,466	83,407	125,110
117 CAREER LADDER	1,000	0	0
163 EDUCATIONAL ASSISTANTS	382,166	253,598	380,398
201 SOCIAL SECURITY	31,287	20,205	30,308
204 STATE RETIREMENT	39,770	25,512	38,267
206 LIFE INSURANCE	671	437	655
207 MEDICAL INSURANCE	57,795	39,065	58,597
208 DENTAL INSURANCE	1,942	1,232	1,848
212 MEDICARE	7,317	4,726	7,088
299 VISION INSURANCE	689	437	655
355 TRAVEL	4,000	2,355	3,533
435 OFFICE SUPPLIES	1,000	273	410
524 STAFF DEVELOPMENT	6,000	3,124	4,686
599 OTHER CHARGES	10,000	889	1,333
TOTAL 72250 ACCOUNT	665,103	435,259	652,888
72310 GENERAL ADMIN/BD OF EDUCATION			
191 DIRECTOR'S FEE	10,500	7,000	10,500
118 SECRETARY TO BOARD	0	0	0
201 SOCIAL SECURITY	651	463	695
205 HSA FRINGE	65,000	0	0
206 LIFE INSURANCE	2,655	1,522	2,284
207 MEDICAL INSURANCE	173,227	112,549	168,824
208 DENTAL INSURANCE	11,496	7,014	10,521
299 VISION INSURANCE	3,454	1,814	2,722
210 UNEMPLOYMENT COMPENSATION	10,000	4,733	7,099
211 LOCAL RETIREMENT	650,000	650,000	650,000
212 MEDICARE	152	108	162
217 HYBRID RETIREMENT STABILIZATION		0	0
305 AUDIT SERVICES	35,000	20,158	30,237
320 DUES AND MEMBERSHIP	19,500	9,668	14,502
331 LEGAL SERVICES	39,000	15,750	23,625
355 TRAVEL	4,500		0
506 LIABILITY INSURANCE	234,552	235,424	235,424
508 PREMIUM ON CORP. SURETY BONDS	2,500	2,479	2,479
510 TRUSTEE COMMISSION	150,000	72,096	150,000
513 WORKMEN'S COMPENSATION	156,522	156,522	156,522
524 STAFF DEVELOPMENT	30,000	27,422	41,132
599 OTHER CHARGES	25,000	19,944	29,916
TOTAL 72310 ACCOUNT	1,623,710	1,344,667	1,536,644
72320 OFFICE OF THE SUPERINTENDENT			
101 ADMINISTRATIVE OFFICER	189,155	126,103	189,155
117 CAREER LADDER	1,400	0	0

161 SECRETARY	72,470	48,313	72,470
201 SOCIAL SECURITY	16,308	9,234	13,851
204 STATE RETIREMENT	19,009	12,419	18,629
206 LIFE INSURANCE	192	125	187
207 MEDICAL INSURANCE	6,504	4,850	7,275
208 DENTAL INSURANCE	555	308	462
299 VISION INSURANCE	197	125	187
212 MEDICARE	3,814	2,449	3,674
307 COMMUNICATIONS	150,000	98,561	147,841
348 POSTAL CHARGES	6,000	5,479	8,219
435 OFFICE SUPPLIES	10,000	3,932	5,899
524 STAFF DEVELOPMENT	18,000	4,944	7,416
599 OTHER CHARGES	20,000	12,820	19,230
TOTAL 72320 ACCOUNT	513,604	329,663	494,495
72410 OFFICE OF THE PRINCIPAL			
103 ASSISTANT PRINCIPALS	776,045	397,014	680,596
104 PRINCIPALS	856,750	571,432	857,147
117 CAREER LADDER	3,000	2,629	4,507
161 SECRETARIES	271,920	200,957	344,499
201 SOCIAL SECURITY	118,278	68,955	103,432
204 STATE RETIREMENT	137,355	79,343	119,015
206 LIFE INSURANCE	1,629	1,344	2,016
207 MEDICAL INSURANCE	184,080	148,791	223,186
208 DENTAL INSURANCE	4,717	3,784	5,676
299 VISION INSURANCE	1,672	1,342	2,012
212 MEDICARE	85,847	16,127	24,190
435 OFFICE SUPPLIES	25,000	21,536	32,304
524 STAFF DEVELOPMENT	2,500	1,637	2,456
599 OTHER CHARGES	1,000	80	120
TOTAL 72410 ACCOUNT	2,469,794	1,514,971	2,401,156
72510 FISCAL SERVICES			
105 SUPERVISOR/DIRECTOR	140,812	93,875	140,813
119 BOOKKEEPERS	193,564	129,042	193,563
201 SOCIAL SECURITY	20,731	13,241	19,861
204 STATE RETIREMENT	22,684	15,171	22,757
206 LIFE INSURANCE	383	250	374
207 MEDICAL INSURANCE	36,898	26,025	39,038
208 DENTAL INSURANCE	1,110	704	1,056
299 VISION INSURANCE	393	250	374
212 MEDICARE	4,848	3,097	4,645
399 OTHER CONTRACTED SERVICES	47,500	31,356	47,034
435 OFFICE SUPPLIES	3,000	3,687	5,531
524 STAFF DEVELOPMENT	1,500	983	1,474
599 Other	0	1,733	2,599
TOTAL 72510 ACCOUNT	473,424	319,413	479,119
72520 HR/PERSONNEL			
105 SUPERVISOR/DIRECTOR	147,240	100,259	150,388

162 CLERICAL PERSONNEL	165,376	98,355	147,532
201 SOCIAL SECURITY	19,382	11,760	17,640
204 STATE RETIREMENT	25,653	14,519	21,779
206 LIFE INSURANCE	386	219	329
207 MEDICAL INSURANCE	42,336	22,947	34,420
208 DENTAL INSURANCE	1,056	528	792
299 VISION INSURANCE	393	226	339
212 MEDICARE	4,533	2,750	4,126
355 TRAVEL	500	402	604
435 OFFICE SUPPLIES	5,000	3,507	5,260
499 OTHER SUPPLIES AND MATERIALS	1,000	0	0
524 STAFF DEVELOPMENT	3,500	2,574	3,862
599 OTHER CHARGES	32,135	29,508	44,261
TOTAL 72110 ACCOUNT	448,490	287,555	431,332
72610 OPERATION OF PLANT			
166 CUSTODIAL PERSONNEL	810,372	541,277	811,915
201 SOCIAL SECURITY	50,243	32,519	48,779
204 STATE RETIREMENT	43,774	30,759	46,138
206 LIFE INSURANCE	2,230	1,392	2,089
207 MEDICAL INSURANCE	205,965	117,910	176,865
208 DENTAL INSURANCE	6,673	3,793	5,689
299 VISION INSURANCE	2,366	1,439	2,159
212 MEDICARE	11,750	7,605	11,408
399 OTHER CONTRACTED SERVICES	800,000	540,582	810,873
410 CUSTODIAL SUPPLIES	150,000	96,034	144,050
415 ELECTRICITY	950,000	669,949	1,004,924
434 NATURAL GAS	122,000	43,815	65,722
454 WATER AND SEWER	85,000	55,327	82,990
599 OTHER CHARGES	2,000	11,806	17,709
TOTAL 72610 ACCOUNT	3,242,373	2,154,207	3,231,311
72620 MAINTENANCE OF PLANT			
189 OTHER SALARIES	618,276	348,328	522,493
201 SOCIAL SECURITY	38,333	21,054	31,581
204 STATE RETIREMENT	34,528	20,046	30,069
206 LIFE INSURANCE	1,054	597	896
207 MEDICAL INSURANCE	96,346	54,700	82,049
208 DENTAL INSURANCE	2,775	1,661	2,492
299 VISION INSURANCE	1,082	597	896
212 MEDICARE	8,965	4,924	7,386
335 MAINTENANCE AND REPAIR OF BLDGS	460,000	286,750	430,125
336 MAINTENANCE AND REPAIR OF EQUIP	150,000	114,780	172,170
425 GASOLINE	18,000	9,118	13,678
499 OTHER SUPPLIES	1,500	7,348	11,022
717 MAINTENANCE EQUIPMENT	15,000	0	0
718 MOTOR VEHICLES	82,558	79,601	79,601
TOTAL 72620 ACCOUNT	1,528,418	949,504	1,384,455
72710 TRANSPORTATION			

146 BUS DRIVERS	136,000	128,742	193,113
189 OTHER SALARIES AND WAGES	124,000	98,522	147,783
201 SOCIAL SECURITY	16,120	13,669	20,503
204 STATE RETIREMENT	7,153	5,017	7,525
206 LIFE INSURANCE	100	62	94
207 MEDICAL INSURANCE	3,151	4,850	7,275
208 DENTAL INSURANCE	400	200	300
299 VISION INSURANCE	200	62	94
212 MEDICARE	3,770	3,197	4,795
338 MAINTENANCE AND REPAIR OF VEHICLES	35,000	14,868	22,302
425 GASOLINE	42,000	21,628	32,442
511 VEHICLE INSURANCE	0	0	0
599 OTHER CHARGES	14,000	7,221	10,832
717 TRANSPORTATION EQUIPMENT	126,000	0	126,000
TOTAL 72710 ACCOUNT	507,894	298,039	573,058
76100 REGULAR CAPITAL OUTLAY			
707 BUILDING IMPROVEMENTS	628,130	947,662	1,200,000
TOTAL 76100 ACCOUNT	628,130	947,662	1,200,000
TOTAL EXPENDITURES GENERAL PURPOSE FD	41,686,120	25,903,928	41,444,664